

DEPARTMENT OF DEFENSE

FISCAL YEAR 2016 OVERSEAS CONTINGENCY OPERATIONS REQUEST



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

The estimated cost of this report for the Department of Defense is approximately \$2,000 for Fiscal Year 2015.
This includes approximately \$500 in expenses and approximately \$1,500 in DoD labor.

TABLE OF CONTENTS

MILITARY PERSONNEL OVERVIEW

INTRODUCTION	6
MAJOR BUDGET DRIVERS	6
MILITARY PAY EXECUTION AND FUNDING REQUIREMENTS	9
FY 2016 APPROPRIATION SUMMARY	9
10 U.S.C 12304B COMBATANT COMMAND SUPPORT	11
APPROPRIATION SUMMARY BY CATEGORY	11
ARMY M-1 DETAIL	15
US ARMY NATIONAL GUARD AND US ARMY RESERVE M-1 DETAIL	17
ANALYSIS OF FY 2015 APPROPRIATION CHANGES	18

ACTIVE ARMY MILITARY PERSONNEL COSTS

OFFICER

BASIC PAY, OFFICER	21
RETIRED PAY ACCRUAL, OFFICER	22
BASIC ALLOWANCE FOR HOUSING, OFFICER	23
BASIC ALLOWANCE FOR SUBSISTENCE, OFFICER	24
INCENTIVE PAY FOR HAZARDOUS DUTY, OFFICER	25
SPECIAL PAYS, OFFICER	28
ALLOWANCE PAYS, OFFICER	31
SEPARATION PAYS, OFFICER	33
SOCIAL SECURITY TAX, OFFICER	35

ENLISTED

BASIC PAY, ENLISTED	36
RETIRED PAY ACCRUAL, ENLISTED	37
BASIC ALLOWANCE FOR HOUSING, ENLISTED	38
INCENTIVE PAY FOR HAZARDOUS DUTY, ENLISTED	39
SPECIAL PAYS, ENLISTED	41
ALLOWANCE PAYS, ENLISTED	44
SEPARATION PAYS, ENLISTED	46
SOCIAL SECURITY TAX, ENLISTED	48
BASIC ALLOWANCE FOR SUBSISTENCE, ENLISTED	49
SUBSISTENCE-IN-KIND, OFFICER & ENLISTED	49

PERMANENT CHANGE OF STATION TRAVEL

52

CASUALTY AND DISABILITY BENEFITS

SERVICEMEMBERS GROUP LIFE INSURANCE (SGLI)	54
TRAUMATIC INJURY PROTECTION COVERAGE (T-SGLI)	54
DEATH GRATUITIES	54

ADDITIONAL MOBILIZATION/DEPLOYMENT COSTS

UNEMPLOYMENT COMPENSATION	56
RESERVE MOBILIZATION INCOME INSURANCE	56
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	56

ADDITIONAL COSTS

STOP LOSS SPECIAL PAY	58
-----------------------	----

MEDICARE ELIGIBLE RETIREE HEALTH CARE FUND	59
ARMY NATIONAL GUARD PERSONNEL COSTS	
PAY GROUP A TRAINING	62
SPECIAL TRAINING	64
SCHOOLS	67
ADMINISTRATION AND SUPPORT	68
ARMY RESERVE PERSONNEL COSTS	
PAY GROUP A	71
SPECIAL TRAINING	73

MILITARY PERSONNEL OVERVIEW

Introduction

The FY 2016 Overseas Contingency Operations (OCO) Military Personnel request supports Operation Freedom's Sentinel (OFS) and Operation Inherent Resolve (OIR) requirements.

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

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

Major Budget Drivers

Military Pay Appropriation Manpower Drivers

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2014 includes actual execution, FY 2015 displays latest execution projections, and FY 2016 includes anticipated requirements based on current deployment forecasts. Requirements include:

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

The following table reflects assumptions for mobilization, deployments and AC Soldiers funded in OCO.

Average Strength			
Description	FY 2014	FY 2015	FY 2016
Active Army Deployment by IDP Payment	35,129	12,466	8,375
Reserve Component Deployment by IDP Payment	12,080	3,734	3,105
Total Imminent Danger Pay (IDP)	47,209	16,200	11,480
Army Reserve Mobilization	12,411	7,982	5,459
Army National Guard Mobilization	13,656	10,867	10,228
Total RC Mobilization	26,067	18,849	15,687
Active Army TESI	-	-	-
Active Army TEAM	3,000	-	-
Active Overstrength Above Enduring Force	24,703	6,608	-
Active Army	27,703	6,608	-

Rate Changes

The following rate assumptions were incorporated into the FY 2016 budget request:

Pay Raise

- The FY 2014 execution includes a 1.0% military pay raise, effective 1 January 2014 (1.2% over the fiscal year).
- The FY 2015 appropriated amounts include a 1.0% military pay raise, effective 1 January 2015 (1.0% over the fiscal year).
- The FY 2016 request includes a 1.3% military pay raise, effective 1 January 2016 (1.2% over the fiscal year).

Basic Allowance for Subsistence

- The rate for subsistence, effective 1 January 2014, is 1.5% (1.4% over the fiscal year).
- The rate for subsistence, effective 1 January 2015, is 2.9% (2.6% over the fiscal year).
- The rate for subsistence, effective 1 January 2016, is 3.4% (3.3% over the fiscal year).

Basic Allowance for Housing

- The rate for Basic Allowance for Housing, effective 1 January 2014, is 7.0% (6.2% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2015, is 1.4% (2.8% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2016, is 1.2% (1.3% over the fiscal year).

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

Retired Pay Accrual

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

Pre/Post Mobilization Training

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

Integrated Disability Evaluation Systems Impact on Readiness and Dwell

The Integrated Disability Evaluation System (IDES) is the DoD management tool used to determine the disposition of a Service member who develops a medical condition that calls into question the member's ability to continue to serve in the military. The population of Soldiers in IDES negatively impacts the readiness of the Army. As the Army draws down its strength to 450,000 by FY 2018, throughput of the IDES population directly impacts the rate at which the Army can reduce strength. The Army is aggressively working with our partners in the

Department of Veterans Affairs (VA) to decrease the IDES population. Together both parties are working to meet the established processing times in order to ensure efficient handling of IDES cases.

Military Pay Execution and Funding Requirement

The FY 2016 request includes \$2,019 million for Army's military personnel costs as shown in the following summary table:

Summary by Appropriation	(\$ Thousands)		
	FY 2014 Actuals	FY 2015 Enacted	FY 2016 Estimate
Military Personnel, Army (MPA)	5,212,682	3,259,970	1,828,441
MERHCF*, Army	137,573	51,026	-
Stop-Loss Special Pay - Army	-	-	-
National Guard Personnel, Army (NGPA)	209,261	174,778	166,015
Reserve Personnel, Army (RPA)	33,349	24,990	24,462
Total	5,592,865	3,510,763	2,018,918

* Medicare Eligible Retiree Health Care Fund

FY 2016 Appropriation Summary

The FY 2016 request of \$2,019 million for Army's military personnel costs are comprised of the following major cost categories:

National Guard & Army Reserve Mobilization (\$1,398 million)

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

- Basic Allowance for Subsistence – for Reserve Component Soldiers in support of OFS and OIR.

Active Component Deployment Costs (\$72 million)

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

Other Mobilization and Deployment Costs (\$94 million)

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

Subsistence-In-Kind Costs (\$203 million)

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

Permanent Change of Station (\$48 million)

- The Permanent Change of Station (PCS) program pays for the travel, transportation, storage, and dislocation allowances for reassignment of military members and families traveling individually for operational or rotational moves in support of OFS and OIR. This figure excludes PCS for Active Component above the enduring force (\$50.6M).

Casualty and Disability Benefits (\$13 million)

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

Pre and Post Mobilization Training (\$190 million)

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

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands - FY 2016 Requested Levels: 10,107 Man-Years; \$901 million

The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. §12304b, which provides the Secretary of the Army the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY 2016, the Army plans to utilize 12304b in support of pre-planned and OCO funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support these missions.

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

Appropriation Summary by Category

FY 2014 through FY 2016 appropriation execution and requirements are displayed in the following tables:

FY 2014 Appropriations Summary By Category

(\$ in thousands)

<u>FY 2014 Actuals</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,294,275			2,294,275
AC Deployment Costs	209,639			209,639
Other Mobilization and Deployment Costs*	171,178			171,178
Active Component TESI	-			-
Active Component TEAM	169,339			169,339
Active Component Above Enduring Force	2,025,930			2,025,930
Subsistence-In-Kind (SIK)	310,697			310,697
Permanent Change of Station	1,889			1,889
Casualty and Disability	29,735			29,735
Pre and Post Mobilization Training	-	209,261	33,349	242,610
Sub Total - Military Personnel	5,212,682	209,261	33,349	5,455,292
MERHCF, Army	137,573			137,573
Total Military Personnel	5,350,255	209,261	33,349	5,592,865

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

FY 2015 Appropriations Summary By Category
(\$ in thousands)

<u>FY 2015 Total Updated</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	1,657,431			1,657,431
AC Deployment Costs	105,942			105,942
Other Mobilization and Deployment Costs*	136,549			136,549
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	991,894			991,894
Subsistence-In-Kind (SIK)	245,892			245,892
Permanent Change of Station	108,307			108,307
Casualty and Disability	13,954			13,954
Pre and Post Mobilization Training	-	174,778	24,990	199,768
Sub Total - Military Personnel	3,259,970	174,778	24,990	3,459,738
MERHCF, Army	51,026	-	-	51,026
Total Military Personnel	3,310,995	174,778	24,990	3,510,763

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

FY 2016 Appropriations Summary By Category
(\$ in thousands)

<u>FY 2016 Total Request</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	1,398,205			1,398,205
AC Deployment Costs	72,325			72,325
Other Mobilization and Deployment Costs*	94,067			94,067
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	-			-
Subsistence-In-Kind (SIK)	203,049			203,049
Permanent Change of Station	47,969			47,969
Casualty and Disability	12,826			12,826
Pre and Post Mobilization Training	-	166,015	24,462	190,477
Total Military Personnel	1,828,441	166,015	24,462	2,018,918
MERHCF, Army	-	-	-	-
Total Military Personnel	1,828,441	166,015	24,462	2,018,918

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

Army M-1

APN	MI		FY 2014 Actuals	FY 2015 Projected	FY 2016 Request
		MILITARY PERSONNEL, ARMY			
		BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
2010A	5	BASIC PAY	809,920	646,583	270,743
2010A	10	RETIRED PAY ACCRUAL	227,858	177,212	62,271
2010A	25	BASIC ALLOWANCE FOR HOUSING	243,805	206,165	86,053
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	29,744	25,771	10,586
2010A	35	INCENTIVE PAYS	3,861	2,792	2,140
2010A	40	SPECIAL PAYS	45,361	21,597	15,613
2010A	45	ALLOWANCES	19,344	13,540	10,486
2010A	50	SEPARATION PAY	6,827	226,738	3,858
2010A	56	SOCIAL SECURITY TAX	61,475	49,464	20,712
		TOTAL BUDGET ACTIVITY 1	1,448,195	1,369,862	482,462
		BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED			
2010A	60	BASIC PAY	1,438,075	591,758	460,476
2010A	65	RETIRED PAY ACCRUAL	406,708	137,434	105,909
2010A	80	BASIC ALLOWANCE FOR HOUSING	593,102	272,538	217,370
2010A	85	INCENTIVE PAYS	1,932	1,397	1,071
2010A	90	SPECIAL PAYS	168,551	82,279	60,785
2010A	95	ALLOWANCES	90,013	61,461	44,077
2010A	100	SEPARATION PAY	78,672	118,811	7,500
2010A	105	SOCIAL SECURITY TAX	110,013	45,269	35,226
		TOTAL BUDGET ACTIVITY 2	2,887,066	1,310,947	932,414
		BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	245,778	110,415	87,006
2010A	120	SUBSISTENCE-IN-KIND	250,235	209,936	171,697
		TOTAL BUDGET ACTIVITY 4	496,013	320,351	258,703

Army M-1 (Continued)

		FY 2014	FY 2015	FY 2016
		Actuals	Projected	Request
APN	MI	BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL		
2010A	125	7,299	3,860	-
2010A	130	7,863	4,778	-
2010A	135	67,941	54,605	30,212
2010A	140	72,961	36,887	17,757
2010A	145	24,270	8,064	-
2010A	150	160	114	-
		180,494	108,307	47,969
		BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS		
2010A	175	5,367	3,240	1,858
2010A	212	6	-	-
2010A	185	165,805	133,309	92,209
2010A	180	7,871	4,500	3,800
2010A	216	14,039	3,582	6,223
2010A	219	7,825	5,872	2,803
		200,913	150,503	106,893
		5,212,682	3,259,970	1,828,441
		SUB TOTAL - MILITARY PERSONNEL, ARMY		
2010X	221	-	-	-
1004A	300	137,573	51,026	-
		5,350,255	3,310,995	1,828,441
		TOTAL MILITARY PERSONNEL, ARMY		

US Army National Guard and US Army Reserve M-1

		FY 2014	FY 2015	FY 2016
		Actuals	Enacted	Request
NATIONAL GUARD PERSONNEL, ARMY				
APN	MI BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
2060A	10 PAY GROUP A TRAINING	24,186	28,674	34,199
2060A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	167,442	105,591	119,247
2060A	70 SCHOOL TRAINING (PRE/POST MOB TRAINING)	3,901	29,818	2,780
2060A	90 ADMINISTRATION AND SUPPORT	13,732	10,695	9,789
2060A	90 RECRUITING AND RETENTION	-	-	-
	TOTAL NATIONAL GUARD PERSONNEL, ARMY	209,261	174,778	166,015
RESERVE PERSONNEL, ARMY				
	BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
2070A	10 PAY GROUP A TRAINING	6,150	10,955	6,000
2070A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	27,199	14,035	18,462
2070A	70 SCHOOL TRAINING (PRE/POST MOB TRAINING)	-	-	-
2070A	90 RECRUITING AND RETENTION	-	-	-
	TOTAL RESERVE PERSONNEL, ARMY	33,349	24,990	24,462
	GRAND TOTAL ARMY MILITARY PERSONNEL	5,592,865	3,510,763	2,018,918

ANALYSIS of FY 2015 APPROPRIATION CHANGES

	FY 2015*	CONGRES-	PROPOSED		INTERNAL				
	PRESIDENTS	SIONAL	REAPPRO-	AVAILABLE	REALIGN /		DD 1415	FY 2015	
	BUDGET	ACTION	PRIATION	APPN	REPROG	SUBTOTAL	ACTIONS	REVISED	
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	659,702	1,200	0	660,902	0	660,902	(14,319)	646,583	
RETIRED PAY ACCRUAL	175,251	0	0	175,251	0	175,251	1,961	177,212	
BASIC ALLOWANCE FOR HOUSING	209,188	0	0	209,188	0	209,188	(3,023)	206,165	
BASIC ALLOWANCE FOR SUBSISTENCE	25,312	0	0	25,312	0	25,312	459	25,771	
INCENTIVE PAY FOR HAZARDOUS DUTY	3,150	0	0	3,150	0	3,150	(358)	2,792	
SPECIAL PAY	21,659	0	0	21,659	0	21,659	(62)	21,597	
OVERSEAS STATION ALLOWANCES	200	0	0	200	0	200	(90)	110	
CLOTHING ALLOWANCES	282	0	0	282	0	282	(127)	155	
FAMILY SEPARATION ALLOWANCES	11,160	0	0	11,160	0	11,160	(343)	10,817	
CONUS COST OF LIVING ALLOWANCE	2,689	0	0	2,689	0	2,689	(231)	2,458	
SEPARATION PAYMENTS	262,100	0	0	262,100	0	262,100	(35,362)	226,738	
	50,379	0	0		0		(915)	49,464	
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION				50,379		50,379			
TOTAL PAY AND ALLOWANCES OF OFFICERS									
DIRECT OBLIGATIONS	1,421,072	1,200	0	1,422,272	0	1,422,272	(52,410)	1,369,862	
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	811,488	(241,604)	0	569,884	0	569,884	21,874	591,758	
RETIRED PAY ACCRUAL	213,448	(77,893)	0	135,555	0	135,555	1,879	137,434	
BASIC ALLOWANCE FOR HOUSING	355,399	(97,077)	0	258,322	0	258,322	14,216	272,538	
INCENTIVE PAY FOR HAZARDOUS DUTY	1,330	0	0	1,330	0	1,330	67	1,397	
SPECIAL PAY	79,762	0	0	79,762	0	79,762	2,517	82,279	
OVERSEAS STATION ALLOWANCES	143	0	0	143	0	143	10	153	
CLOTHING ALLOWANCES	13,952	0	0	13,952	0	13,952	(1,408)	12,544	
FAMILY SEPARATION ALLOWANCES	52,075	0	0	52,075	0	52,075	(10,255)	41,820	
CONUS COST OF LIVING ALLOWANCE	5,808	0	0	5,808	0	5,808	1,136	6,944	
SEPARATION PAYMENTS	111,842	0	0	111,842	0	111,842	6,969	118,811	
	62,079	(18,505)	0		0		1,695	45,269	
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION				43,574		43,574			
TOTAL PAY AND ALLOWANCES OF ENLISTED									
DIRECT OBLIGATIONS	1,707,326	(435,079)	0	1,272,247	0	1,272,247	38,700	1,310,947	

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

ANALYSIS of FY 2015 APPROPRIATION CHANGES (Continued)

	FY 2015*	CONGRES-	PROPOSED	AVAILABLE	INTERNAL		DD 1415	FY 2015
	PRESIDENTS	SIONAL	REAPPRO-	APPN	REALIGN /	SUBTOTAL	ACTIONS	REVISED
	BUDGET	ACTION	PRIATION		REPROG			
SUBSISTENCE OF ENLISTED PERSONNEL								
BASIC ALLOWANCE FOR SUBSISTENCE	145,316	(41,495)	0	103,821	0	103,821	6,594	110,415
SUBSISTENCE IN KIND	269,503	(56,125)	0	213,378	0	213,378	(3,442)	209,936
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL								
DIRECT OBLIGATIONS	414,819	(97,620)	0	317,199	0	317,199	3,152	320,351
PERMANENT CHANGE OF STATION TRAVEL								
ACCESSION TRAVEL	3,860	0	0	3,860	0	3,860	-	3,860
TRAINING TRAVEL	4,778	0	0	4,778	0	4,778	-	4,778
OPERATIONAL TRAVEL	53,145	0	0	53,145	0	53,145	1,460	54,605
ROTATIONAL TRAVEL	32,391	0	0	32,391	0	32,391	4,495	36,887
SEPARATION TRAVEL	8,064	0	0	8,064	0	8,064	-	8,064
TRAVEL OF ORGANIZED UNITS	114	0	0	114	0	114	-	114
TOTAL PERMANENT CHANGE OF STATION TRAVEL		0						
DIRECT OBLIGATIONS	102,352		0	102,352	0	102,352	5,955	108,307
OTHER MILITARY PERSONNEL COSTS								
INTEREST ON SOLDIERS DEPOSITS	1,986	0	0	1,986	0	1,986	1,254	3,240
RESERVE INCOME REPLACEMENT PROGRAM	0	0	0	0	0	0	-	0
UNEMPLOYMENT COMPENSATION	167,381	(38,000)	0	129,381	0	129,381	3,928	133,309
DEATH GRATUITIES	3,300	0	0	3,300	0	3,300	1,200	4,500
SGLI EXTRA HAZARD PAYMENTS	4,974	0	0	4,974	0	4,974	(1,392)	3,582
TRAUMATIC SGLI	6,260	0	0	6,260	0	6,260	(388)	5,872
TOTAL OTHER MILITARY PERSONNEL COSTS								
DIRECT OBLIGATIONS	183,901	(38,000)	0	145,901	0	145,901	4,602	150,503
TOTAL DIRECT OBLIGATIONS	3,829,470	(569,499)	0	3,259,970	0	3,259,970	0	3,259,970

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

**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 2016
(\$ in Thousands)
\$270,743

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Enduring Freedom. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective 1 January 2015 and a 1.3% pay raise effective 1 January 2016.

The request decreases by \$375.8M from FY 2015 to FY 2016. This change is driven by two factors:

1. Mobilized man-years decrease from FY 2015 to FY 2016 as a result of deployment requirements offset by pay raise inflation (-\$48.7M)
2. Active Component fully funded in the baseline request in FY 2016 (-\$327.1M)

Summary cost computations are provided in the following table:

BA1	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	5,607	78,008	437,426	4,055	78,788	319,463	3,395	79,747	270,743
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,513	82,538	372,494	4,480	73,018	327,121	-	-	-
Total	10,120		809,920	8,535		646,583	3,395		270,743

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

FY 2016
(\$ in Thousands)
\$62,271

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The budget estimates are derived as a product of:

- The total amount of the basic pay expected to be paid during the fiscal year.
- The actuarial calculated percentage of basic pay for FY 2015 and FY 2016 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 23.0% for National Guard and Army Reserve Soldiers.

The request decreases by \$114.9M from FY 2015 to FY 2016. This increase is driven by two factors:

1. A combination of a decrease in the number of Reserve Component Soldiers mobilized for support to Operation Freedom's Sentinel offset by an increase in the part-time NCP rate (-\$9.6M)
2. Active Component fully funded in the baseline request in FY 2016 (-\$105.3M)

Summary cost computations are provided in the following table:

BA1 Retired Pay Accrual	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	5,607	19,112	107,170	4,055	17,727	71,879	3,395	18,342	62,271
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,513	26,742	120,688	4,480	23,512	105,333	-	-	-
Total	10,120		227,858	8,535		177,212	3,395		62,271

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

FY 2016
(\$ in Thousands)
\$86,053

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

Funds provide the BAH allowance for mobilized Army National Guard and Army Reserve officers in support of operations directly associated with Operation Freedom's Sentinel.

The overall decrease of \$120.1M from FY 2015 to FY 2016 is driven by the decrease of Active Component officer overstrength above the enduring force level and the number of Reserve Component Soldiers mobilized for support to Operation Freedom's Sentinel, and offset by an increase from BAH inflation.

Summary cost computations are provided in the following table:

BA1 Basic Allowance for Housing	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	5,607	24,328	136,421	4,055	25,030	101,488	3,395	25,342	86,038
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,513	23,794	107,384	3,905	26,806	104,677	-	-	-
Total	10,120		243,805	7,960		206,165	3,395		86,038

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

FY 2016
(\$ in Thousands)
\$10,586

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

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

The decrease of \$15.2M from FY 2015 to FY 2016 is driven by the following factors:

1. A reduction in Reserve Component Soldiers mobilized for support of Operation Freedom’s Sentinel offset by an increase in the annual statutory rate (-\$1.7M)
2. Active Component fully funded in the baseline request in FY 2016 (-\$13.5M)

Summary cost computations are provided in the following table:

BA1	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	5,607	2,944	16,508	4,055	3,019	12,242	3,395	3,118	10,586
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,496	2,944	13,236	4,480	3,019	13,526	-	-	-
Total	10,103		29,744	8,535		25,768	3,395		10,586

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

FY 2016
(\$ in Thousands)
\$2,140

Part I - Purpose and Scope

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

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

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

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

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

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

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 a commissioned officer.

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

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))

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

Part II - Justification of Funds Requested

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

The decrease from FY 2015 to FY 2016 of \$0.7M is driven by the decrease in Reserve Component Soldiers mobilized for support to Operation Freedom's Sentinel.

Summary cost computations are provided by the following table:

BA1**Incentive Pays**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	18	1,800	32	12	1,800	21	10	1,800	18
Flying Duty	586	6,260	3,670	424	6,260	2,653	325	6,260	2,033
Other Special Incentive Pays	2	7,806	19	2	8,937	16	1	7,806	11
Parachute Jumping	78	1,800	141	56	1,800	102	43	1,800	78
Total	685		3,861	494		2,792	379		2,140

BA1**Incentive Pays**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Chemical Munitions	-	-	-	-	-	-	-	-	-
Demolition Duty	-	-	-	-	-	-	-	-	-
Flying Duty	-	-	-	-	-	-	-	-	-
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Parachute Jumping	-	-	-	-	-	-	-	-	-
Total	-		-	-		-	-		-

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

FY 2016
(\$ in Thousands)
\$15,614

Part I - Purpose and Scope

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

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

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, any member entitled to 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 FY 2000 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 while serving as a senior member of the military staff committee of the United Nations in addition to the personal money allowance in (1) above 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 \$7.50 per day up to \$225 per month for personnel subject to hostile fire or in an area in which they are in imminent danger of being exposed to hostile fire (37 U.S.C. 310).

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

Stop Loss Special Pay:

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

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

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

Part II - Justification of Funds Requested

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

The decrease of \$6.0M from FY 2015 to FY 2016 is primarily driven by the following factors:

1. Decreases to anticipated Reserve Component Hardship Duty Payments and Various Medical Special Pays based on a decrease in deployed Soldiers supporting Operation Freedom's Sentinel (-\$1.3M)
2. Decreases to anticipated Active Component Hostile Fire Payments and Hardship Duty Payments based on a decrease in deployed Soldiers supporting Operation Freedom's Sentinel (-\$4.6M)

Summary cost computations are provided by the following table:

BA1 Special Pays	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Other Special Pays	42	5,083	213	30	5,083	154	23	5,083	119
Foreign Language Proficiency Pay	15	4,328	65	11	4,328	47	8	4,328	36
Hardship Duty Pay	1,924	1,200	2,309	1,595	1,200	1,914	1,427	1,200	1,712
Hostile Fire Pay	2,013	2,700	5,436	622	2,700	1,680	600	2,700	1,619
Stop Loss Special Pay (DESP)	-	6,000	-	-	6,000	-	-	6,000	-
Various Medical Special Pays	369	16,911	6,239	267	16,911	4,511	204	16,911	3,455
Total	4,363		14,262	2,525		8,307	2,262		6,942

BA1 Special Pays	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Other Special Pay	-	-	-	-	-	-	-	-	-
BOG Assignment Incentive Pay	-	-	-	-	-	-	-	-	-
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	7,708	1,200	9,250	4,433	1,200	5,320	3,198	1,200	3,837
Hostile Fire Pay	7,871	2,700	21,253	2,793	2,700	7,542	1,680	2,700	4,535
Stop Loss Special Pay (SL & DEIP)	-	-	596	71	6,000	428	50	6,000	301
Various Medical Special Pays	-	-	-	-	-	-	-	-	-
Total	15,580		31,099	7,298		13,290	4,927		8,673

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

FY 2016
(\$ in Thousands)
\$10,486

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The decrease of \$3.1M from FY 2015 to FY 2016 is primarily driven by the decreasing number of Reserve Component and Active Component Soldiers expected to deploy in support of Operation Freedom's Sentinel.

Summary cost computations are provided by the following table:

BA1

Allowances	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	1,075	200	215	777	200	155	595	200	119
Family Separation Allowance	2,413	3,000	7,239	2,000	3,000	6,001	1,573	3,000	4,719
Overseas Station Allowance	14	10,825	151	10	10,933	110	8	11,043	85
CONUS COLA	2,023	1,663	3,365	1,463	1,680	2,458	1,121	1,696	1,901
Total	5,526		10,970	4,251		8,724	3,297		6,825

BA1

Allowances	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Clothing Allowance	-	-	-	-	-	-	-	-	-
Family Separation Allowance	2,791	3,000	8,374	1,605	3,000	4,816	1,220	3,000	3,661
Overseas Station Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
Total	2,791		8,374	1,605		4,816	1,220		3,661

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

FY 2016
(\$ in Thousands)
\$3,858

Part I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

The \$222.9M decrease from FY 2015 to FY 2016 is primarily as a result of all payments of involuntary separation requirements for Active Component officer being fully funded in the baseline request.

Summary cost computations are provided by the following table:

BA1**Separation Pay****Mobilized Guard & Reserve**

Lump Sum Terminal Leave

Severance Pay

Involuntary Separation

Total**FY 2014 Actuals**

Strength	Rate	Amount
3,084	2,106	6,495
9	35,761	332
-	-	-
3,093		6,827

FY 2015 Updated

Strength	Rate	Amount
2,230	2,127	4,744
7	36,118	242
-	-	-
2,236		4,986

FY 2016 Estimate

Strength	Rate	Amount
1,708	2,149	3,671
5	36,479	187
-	-	-
1,713		3,858

BA1**Separation Pay****Active Component Deployed**

Lump Sum Terminal Leave

Severance Pay

Involuntary Separation

Total**FY 2014 Actuals**

Strength	Rate	Amount
-	-	-
-	-	-
-	-	-
-		-

FY 2015 Updated

Strength	Rate	Amount
-	-	-
-	-	-
3,271	67,799	221,752
3,271		221,752

FY 2016 Estimate

Strength	Rate	Amount
-	-	-
-	-	-
-	-	-
-		-

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

FY 2016
(\$ in Thousands)
\$20,712

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective January 1, 2015 and a 1.3% pay raise effective 1 January 2016.

The request decreases by \$28.8M from FY 2015 to FY 2016. This change is driven by two factors:

1. A decrease driven by a reduction in Reserve Component Soldiers mobilized for support of Operation Freedom’s Sentinel and a partial offset by basic pay inflation (-\$3.7M)
2. Active Component fully funded in the baseline request in FY 2016 (-\$25.1M)

Summary cost computations are provided in the following table:

BA 1

Social Security

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	5,607	5,929	33,244	4,055	6,027	24,439	3,395	6,101	20,712
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,513	6,255	28,231	4,480	5,586	25,025	-	-	-
Total	10,120		61,475	8,535		49,464	3,395		20,712

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

FY 2016
(\$ in Thousands)
\$460,476

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The request provides funding for mobilization of Army National Guard and Army Reserve enlisted personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective 1 January 2015 and a 1.3% pay raise effective 1 January 2016.

The request decreased by \$131.3M from FY 2015 to FY 2016. This change is driven by four factors:

1. A decrease due to a reduction in Reserve Component Soldiers mobilized for support of Operation Freedom’s Sentinel partially offset by basic pay raise (-\$87.1M)
2. Active Component fully funded in the baseline request in FY 2016 (-\$44.2M)

Summary cost computations are provided in the following table:

BA2	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Base Pay									
Guard/Reserve Mobilization	20,460	36,644	749,731	14,794	37,011	547,546	12,292	37,461	460,476
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	3,000	29,683	89,048	-	-	-	-	-	-
AC Above Enduring Force	20,190	29,683	599,296	2,128	20,776	44,211	-	-	-
Total	43,650		1,438,075	16,922		591,758	12,292		460,476

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

FY 2016
(\$ in Thousands)
\$105,909

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The budget estimates are derived as a product of:

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

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 23.0% used for National Guard and Army Reserve Soldiers.

The request decreases by \$31.5M from FY 2015 to FY 2016. This decrease is driven by two factors:

1. A reduction in Reserve Component Soldiers mobilized for support of Operation Freedom's Sentinel and a reduction the part-time NCP rate (-\$17.3M).
2. Active Component fully funded in the baseline request in FY 2016 (-\$14.2M).

Summary cost computations are provided in the following table:

BA2	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	20,460	8,978	183,684	14,794	8,327	123,198	12,292	8,616	105,909
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	3,000	9,617	28,852	-	-	-	-	-	-
AC Above Enduring Force	20,190	9,617	194,173	2,128	6,690	14,236	-	-	-
Total	43,650		406,708	16,922		137,434	12,292		105,909

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

FY 2016
(\$ in Thousands)
\$217,370

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 Active Component and Reserve Component personnel in support of operations directly associated with the Operation Freedom's Sentinel. In addition, request provides BAH Active Component enlisted overstrength above the enduring force level.

The decrease of \$55.2M from FY 2015 to FY 2016 driven by the following reasons:

1. A decrease due to a reduction in Reserve Component Soldiers mobilized for support of Operation Freedom's Sentinel partially offset by an increase from BAH inflation (-\$41.0M).
2. Active Component fully funded in the baseline request in FY 2016 (-\$14.2M)

Summary cost computations are provided in the following table:

BA2	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	20,460	16,973	347,270	14,794	17,466	258,391	12,292	17,684	217,370
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	3,000	10,601	31,802	-	-	-	-	-	-
AC Above Enduring Force	20,190	10,601	214,029	1,167	12,123	14,148	-	-	-
Total	43,650		593,102	15,961		272,538	12,292		217,370

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

FY 2016
(\$ in Thousands)
\$1,071

Part I - Purpose and Scope

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

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

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

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

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

Other Pays and Allowances:

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

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

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

Part II - Justification of Funds Requested

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

The decrease from FY 2015 to FY 2016 of \$0.3M is driven primarily by the reduction to the Reserve Component mobilized population.

Summary cost computations are provided by the following table:

BA2									
Incentive Pays									
	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	260	1,800	468	188	1,800	338	144	1,800	259
Flying Duty	445	2,216	986	322	2,216	713	247	2,216	547
Other Special Incentive Pays	32	5,388	175	23	5,388	126	18	5,388	97
Parachute Jumping	168	1,800	303	122	1,800	219	93	1,800	168
Total	906		1,932	655		1,397	502		1,071
BA2									
Incentive Pays									
	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Demolition Duty	-	-	-	-	-	-	-	-	-
Experimental Stress Test	-	-	-	-	-	-	-	-	-
Flying Duty	-	-	-	-	-	-	-	-	-
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Chemical Munitions Pay	-	-	-	-	-	-	-	-	-
Parachute Jumping	-	-	-	-	-	-	-	-	-
Total	-		-	-		-	-		-

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

FY 2016
(\$ in Thousands)
\$60,785

Part I - Purpose and Scope

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

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

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

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

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

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

Stop Loss Special Pay:

Stop Loss (FY 2013 Only) - 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.

Deployment Extension Incentive Pay (DEIP) - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for active Army Soldiers who choose to remain with their deployed unit. Soldiers who execute an extension between 9 months

prior to unit Latest Arrival Date (LAD -270) and 6 months prior to unit LAD (LAD-180) will receive \$500 per month for each full month they extend their service commitment. Soldiers who execute an extension after unit LAD-180 and before Expiration Term of Service (ETS) (ETS – 90) will receive \$350 per month for each full month they extend their service commitment.

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

Part II - Justification of Funds Requested

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

The decrease of \$21.5M from FY 2015 to FY 2016 is primarily driven by:

1. Decreases to anticipated Reserve Component Hardship Duty Payments, Hostile File Pay, and Stop Loss Special Pay based on a decrease in deployed Soldiers supporting Operation Freedom’s Sentinel (-\$4.6M)
2. Decreases to anticipated Active Component Hostile Fire Payments and Hardship Duty Payments based on a decrease in deployed Soldiers supporting Operation Freedom’s Sentinel (-\$16.5M)

Summary cost computations are provided by the following table:

BA2**Special Pays**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Foreign Language Proficiency Pay	57	4,842	278	42	4,842	201	32	4,842	154
Hardship Duty Pay	9,842	1,200	11,810	8,158	1,200	9,789	6,778	1,200	8,134
Hostile Fire Pay	10,066	2,700	27,179	3,112	2,700	8,403	2,505	2,700	6,764
Other Special Pay	206	2,933	605	149	2,933	438	114	2,933	335
Special Duty Assignment Pay	320	4,567	1,460	231	4,567	1,056	177	4,567	809
Stop Loss Special Pay (DESP)	1,507	6,000	9,042	972	6,000	5,831	760	6,000	4,562
Total	21,999		50,375	12,663		25,717	10,367		20,759

BA2**Special Pays**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Assignment Incentive Pay	-	-	-	-	-	-	-	-	-
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	32,675	1,200	39,210	21,366	1,200	25,640	14,350	1,200	17,221
Hostile Fire Pay	27,258	2,700	73,596	9,673	2,700	26,116	6,695	2,700	18,078
Special Duty Assignment Pay	-	-	-	-	-	-	-	-	-
Stop Loss Special Pay (SL & DEIP)	895	6,000	5,370	801	6,000	4,806	788	6,000	4,728
Total	60,828		118,176	31,840		56,562	21,834		40,026

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

FY 2016
(\$ in Thousands)
\$44,077

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The decrease of \$17.4M from FY 2015 to FY 2016 is driven by the following two factors:

1. A reduction in Reserve Component Soldiers mobilized for support of Operation Freedom's Sentinel (OFS) (-\$6.1M)
2. Decrease in the Active Component Clothing and Family Separation Allowance due to reduced deployment levels (-\$11.3M).

Summary cost computations are provided by the following table:

BA2

Allowances

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	8,795	400	3,518	6,360	400	2,544	4,871	400	1,948
Family Separation Allowance	8,263	3,000	24,788	6,849	3,000	20,546	5,558	3,000	16,674
Overseas Station Allowance	19	10,864	209	14	10,973	153	11	11,082	118
CONUS COLA	1,549	6,139	9,508	1,120	6,200	6,944	858	6,262	5,372
Total	18,626		38,023	14,342		30,186	11,297		24,112

BA2

Allowances

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Clothing Allowance	37,500	400	15,000	25,000	400	10,000	12,500	400	5,000
Family Separation Allowance	12,330	3,000	36,990	7,091	3,000	21,274	4,988	3,000	14,965
Overseas Stationing Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
Total	49,830		51,990	32,091		31,274	17,488		19,965

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

FY 2016
(\$ in Thousands)
\$7,500

Part I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

The \$111.4M decrease from FY 2015 to FY 2016 is primarily as a result of all payments of involuntary separation requirements for Active Component enlisted being fully funded in the baseline request.

Summary cost computations are provided by the following table:

BA2**Separation Pay**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	7,388	950	7,017	5,342	959	5,125	4,092	969	3,965
Severance Pay	221	28,163	6,232	160	28,445	4,551	123	28,729	3,536
Involuntary Separation	-	-	-	-	-	-	-	-	-
Various Other Separation Pay	-	-	-	-	-	-	-	-	-
Total	7,609		13,249	5,502		9,676	4,215		7,500

BA2**Separation Pay**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Lump Sum Terminal Leave	-	-	-	-	-	-	-	-	-
Severance Pay	-	-	-	-	-	-	-	-	-
Involuntary Separation	1,646	39,747	65,423	2,427	44,967	109,135	-	-	-
Various Other Separation Pay	-	-	-	-	-	-	-	-	-
Total	1,646		65,423	2,427		109,135	-		-

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

FY 2016
(\$ in Thousands)
\$35,226

Part I - Purpose and Scope

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

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

Part II - Justification of Funds Required

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve enlisted personnel. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective January 1, 2015 and a 1.3% pay raise effective 1 January 2016.

The request decreases by \$10.0M from FY 2015 to FY 2016. This change is driven by a net of two factors:

1. RC decrease due to mobilized man-years decrease as a result of deployment requirements partially offset by basic pay inflation (-\$6.6M).
3. Active Component fully funded in the baseline request in FY 2016 (-\$3.4M).

Summary cost computations are provided in the following table:

BA 2	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	20,460	2,803	57,355	14,794	2,831	41,887	12,292	2,866	35,226
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	3,000	2,271	6,812	-	-	-	-	-	-
AC Above Enduring Force	20,190	2,271	45,846	2,128	1,589	3,382	-	-	-
Total	43,650		110,013	16,922		45,269	12,292		35,226

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

FY 2016
(\$ in Thousands)
\$258,703

Part I - Purpose and Scope

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

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

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. The FY 2016 BAS inflation rate is 3.4%, effective 1 January 2016 and is based on an increase in the US Department of Agriculture Cost of Food Index. The budgeted BAS composite annual rate for FY 2016 is \$4,527.63.

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 OFS and OIR and supports both officer and enlisted Soldiers. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs for operational rations. As the executive agent, the Army provides subsistence in mess facilities and operational rations for members of all military services participating in OFS and OIR.

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

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

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

Peace Time Offset: The base MPA budget is formulated using peace-time SIK strength assumption. Because a significant number of Active Component personnel are deployed to theater and will not be consuming meals at home station, a corresponding reduction is included in the OCO budget to account for the funding to feed personnel included in the base budget.

Part II - Justification of Funds Required

The FY 2016 subsistence requirement is decreasing by \$61.6M. This decrease is due to the following factors:

- 1) Decrease in BAS of \$23.4M from FY 2015 to FY 2016 driven by:
 - a. Decrease in Reserve Component Soldiers mobilized for OFS and OIR (-\$9.4M)
 - b. Active Component fully funded in the baseline request in FY 2016 (-\$9.4M)
 - c. Decrease in the Unrealized Collection request due to decreasing Active Component Soldiers deployed in support of OFS and OIR (-\$4.6M)
- 2) Decrease in SIK of \$38.2M from FY 2015 to FY 2016 driven by:
 - a. Decrease in SIK requirements due to decreased deployment levels of all U.S. Forces deployed in support of OFS and OIR (-\$79.4M)
 - b. Decrease in Civilian and Contractor meal transfer as the anticipated number Civilian and Contractors personnel in theater is reduced (\$34.3M)
 - c. Decrease in Peace Time Offset due to decreased deployment levels of Active Component Soldiers to theater (\$6.8M)

Summary cost computations are provided in the following table:

BA 4**Enlisted BAS**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	20,110	4,275	85,967	14,794	4,400	65,095	12,292	4,528	55,654
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	3,000	4,275	12,824	-	-	-	-	-	-
AC Above Enduring Force	20,241	4,275	86,525	2,128	4,400	9,363	-	-	-
Unrealized Collections	15,643	3,865	60,462	8,997	3,996	35,956	7,587	4,132	31,353
Total	58,995	3,886	245,778	25,919		110,415	19,879		87,006

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

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Subsistence in Messes	147,298	4,121	606,994	105,134	4,226	444,289	84,813	4,365	370,169
Meals Ready to Eat (MRE)	3,840	9,121	35,021	2,496	9,354	23,344	2,047	9,660	19,770
Unitized Group Rations	2,359	7,015	16,547	1,533	7,194	11,030	1,257	7,430	9,341
Civilian Contracted Meals	(61,420)	5,475	(336,277)	(39,923)	5,615	(224,154)	(32,737)	5,799	(189,835)
Peace Time Offset	(14,720)	4,895	(72,050)	(8,880)	5,020	(44,573)	(7,282)	5,184	(37,749)
Total	77,356		250,235	60,360		209,936	48,098		171,697

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

FY 2016
(\$ in Thousands)
\$47,969

Part I – Purpose and Scope

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

Part II – Justification of Funds Requested

FY 2016 rates are based on FY 2014 actual execution and funding for these moves provides support for:

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

Summary of FY 2015 individual funding requirements:

The request decreases by \$60.3M from FY 2015 to FY 2016. This change is driven by two primary factors:

1. Active Component fully funded in the baseline request in FY 2016 (-50.7M).
2. Decrease in Operational and Rotational requirements for Reserve Component Soldiers as a result of decreasing number of mobilized Soldiers in FY 2016 supporting OFS and OIR requirements (-\$9.6M).

Summary cost computations are provided in the following table:

BA 5**Permanent Change of Station**

	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Accession Moves	3,308	2,206	7,299	1,725	2,237	3,860	-	2,273	-
Training Moves	814	9,666	7,863	488	9,801	4,778	-	9,958	-
Operational Moves	6,358	10,686	67,941	5,039	10,836	54,605	2,744	11,009	30,212
Rotational Moves	4,614	15,814	72,961	2,300	16,035	36,887	1,090	16,292	17,757
Separation Moves	7,182	3,379	24,270	2,353	3,427	8,064	-	3,481	-
Unit Moves	243	657	160	171	667	114	-	677	-
Total	22,519		180,494	12,077		108,307	3,834		47,969

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

FY 2016
(\$ in Thousands)
\$12,826

Part I – Purpose and Scope

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

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

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

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

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

Part II – Justification of Funds Requested

The request decreases by \$1.1M from FY 2015 to FY 2016. The change is driven primarily by an anticipated decrease in death gratuity and a reduction to T-SGLI payments due to decreasing actuarial requirement levels.

Summary cost computations are provided in the following table:

BA 6**Casualty & Disability**

SGLI Extra Hazard Payments
 SGLI Traumatic Injury Payments
 SGLI Insurance Premium
 Death Gratuity
Total

FY2014 Actuals			FY2015 Updated			FY2016 Estimate		
Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
-	-	9,782	-	-	-	-	-	-
-	-	7,825	-	-	5,872	-	-	2,803
13,139	324	4,257	10,293	348	3,582	17,882	348	6,223
79	100,000	7,871	45	100,000	4,500	38	100,000	3,800
13,218		29,735	10,338		13,954	17,920		12,826

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

FY 2016
(\$ in Thousands)
\$94,067

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.

Reserve Income Replacement Program (RIRP): The Congress authorized payments under section 910 Title 37 U.S.C. to provide specific payments to eligible members of the National Guard and Army Reserve who are involuntarily serving on active 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 Section 1035 Title 10, U.S.C. this program allows members to deposit up to \$10,000 of their pay into the Savings Deposit Program (SDP) and be reimbursed up to 10% interest on all deposits. Interest will accrue up to 90 days after the Soldier 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 decreases by \$42.5M from FY 2015 to FY 2016. This decline is driven by the reduction in unemployment compensation benefits and anticipated Service Savings Deposit due to a reduced Reserve Component Soldiers mobilized for Operation Freedom’s Sentinel.

Summary cost computations are provided in the following table:

BA 6	FY2014 Actuals			FY2015 Updated			FY2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Other Unemployment Benefits	27,428	6,045	165,805	22,735	5,864	133,309	16,909	5,453	92,209
Services Savings Deposits	9,007	596	5,367	5,383	602	3,240	3,049	609	1,858
Reserve Income Replacement Program	-	-	6	-	-	-	-	-	-
Total	36,435		171,178	28,118		136,549	19,958		94,067

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

FY 2016
(\$ in Thousands)
\$0

PART I – PURPOSE AND SCOPE

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

PART II – JUSTIFICATION OF FUNDS REQUESTED

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

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

Summary cost computations are provided in the following table:

BA6	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Stop-Loss Retroactive Pay									
SLRP, Officer	-	-	-	-	-	-	-	-	-
SLRP, Enlisted	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-

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

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

FY 2016
(\$ in Thousands)
\$0

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

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

Summary cost computations are provided in the following table:

BA1	FY 2014 Actuals			FY 2015 Updated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
MERHCF, Army									
Active Component TESI	-	-	-						
Active Component TEAM							-	-	-
AC Above Enduring Force	4,513	5,569	25,133	3,753	4,111	15,429	-	-	-
Total	4,513		25,133	3,753		15,429	-		-
 BA2									
MERHCF, Army									
Active Component TESI	-	5,569	-	-	-	-	-	-	-
Active Component TEAM	3,000			-	-	-	-	-	-
AC Above Enduring Force	20,190	5,569	112,440	8,659	4,111	35,597	-	-	-
Total	23,190		112,440	8,659		35,597	-		-
 MERHCF Total			137,573			51,026			-



NATIONAL GUARD
PRE-MOB/POST RE-DEPLOYMENT TRAINING

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

FY 2016
(\$ in Thousands)
\$34,199

Part I – Purpose and Scope

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

This request also includes Annual Training pay and allowances in support of Operation Atlantic Resolve.

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods – \$17,199: The request decreases by \$11M from FY2015 to FY2016. Pay Group A funds pay and allowances for Soldiers participating in required training related to Overseas Contingency Operations (OCO) in the first and second years prior to mobilization. Training includes Unit Soldier Readiness Processing (SRP), Warrior Task Testing, Military Tactical Vehicle Drivers Training, Individual/Crew Weapon certification, and other theater-specific tasks. These tasks are completed during additional authorized days of Annual Training (AT) and additional Unit Training Assemblies (UTAs). Current base funding allows for squadron-level proficiency training. OCO funds requirements above base funding authorizations to achieve required collective proficiency levels prior to mobilization. The AT and UTA periods are for instruction and training of Army National Guard personnel and prepares Soldiers for all phases of the unit mission.

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

Annual Training RC Pay and Allowances in support of Operation Atlantic Resolve - \$17,000: Current Operation Atlantic Resolve requirements are well suited for Reserve Component employment to include engineer projects in Bulgaria and Romania, increased Army exercise participation leveraging the National Guard State Partnership Program and Mission Command/ Liaison capabilities to the Baltic States and Poland. Reserve Component employment will ensure a Total Force approach in reassuring allies, while building on well established relationships between the United States military and our European partners. The willingness to project Reserve Component forces is a key element of assurance and deterrence. This request allows United States Army Europe (USAREUR) to accomplish exercise and training objectives with force structure not organic to USAREUR and outside of the active component Regionally Aligned Force construct.

Summary cost computations are provided in the following table:

Pay Group A		FY 2014 Actuals			FY 2015 Enacted			FY 2016 Estimate		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional	Officer	8,310	303	2,518	25,434	309	7,859	5,734	313	1,796
AT Training Days	Enlisted	51,996	263	13,675	36,138	268	9,685	35,877	271	9,722
Total		60,306		16,193	61,571		17,544	41,611		11,518
		Mandays	Rate	Amount	Maydays	Rate	Amount	Mandays	Rate	Amount
Additional	Officer	8,587	223	1,915	14,718	227	3,341	5,925	230	1,363
UTAs	Enlisted	35,964	169	6,078	45,285	172	7,789	24,815	174	4,318
Total		44,552		7,993	60,003		11,130	30,740		5,681
		Mandays	Rate	Amount	Maydays	Rate	Amount	Mandays	Rate	Amount
European	Officer	-	-	-	-	-	-	15,208	313	4,760
Reassurance	Enlisted	-	-	-	-	-	-	45,166	271	12,240
Initiative (ERI)	Total	-		-	-		-	60,374		17,000
Total Pay Group A		104,858		24,186	121,574		28,674	132,725		34,199

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

FY 2016
(\$ in Thousands)
\$119,247

Part I – Purpose and Scope

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

Part II – Justification of Funds Requested

Additional Special Training Days – \$19,186: Additional Special Training Days provide Reset Man-Days, Pre-Mobilization Training Assistance Element (PTAE) support, Tri-care Early Eligibility Administrative Support, and Active Duty Operational Support (ADOS) to mobilizing units. Reset Man-Days provide redeploying units with additional manpower to retrieve equipment from deployment and conduct required inventories and maintenance to properly account for ARNG equipment. PTAE teams provide full-time equivalents (FTE) to instruct, train, and certify personnel in the ARNG during the pre-mobilization phase. Tri-care Early Eligibility provides one Soldier per state as a vital liaison between TRICARE, ARNG, the unit, and service members to ensure the validity and eligibility of all mobilizing Soldiers in that particular state. Individual and collective training events are conducted during the pre-mobilization periods. These periods of instruction prepare Soldiers for all phases of the unit mission. Additional ADOS personnel provide necessary support to plan and conduct training as units prepare for pending missions.

Additional Active Duty Training Days (ADT) – \$77,652: Additional Active Duty Training days support the organization, administration, instruction, training, and unit readiness for mobilized units. Additional funding allows for Company Maneuver Exercises, Battalion Field Training Exercises, Soldier Readiness Processing, and theater-specific training requirements determined by the Combatant Commanders. his 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) – \$3,074: The Post Deployment Health Reassessment is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 designed to identify and address health concerns emphasizing mental health issues that emerge after deployment. The PDHRA program provides for a second health assessment three to six months after return from deployment, ideally at the three to four month mark. The reassessment is scheduled by the end of 180 days after return so that Reserve Component members have the option of treatment using the TRICARE health benefit.

Yellow Ribbon Reintegration Program – \$19,355: The Yellow Ribbon Reintegration Program supports mobilizing Soldiers throughout the deployment period. Funding for this program provides mandays to support the planning, organizing, and execution of Yellow Ribbon events that are conducted during the deployment cycle. Funding for the Yellow Ribbon Reintegration Program also supports the VOW (Veterans Opportunity to Work) to Hire Heroes Act of 2011.

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

Summary cost computations are provided in the following table:

		FY 2014 Actuals			FY 2015 Enacted			FY 2016 Estimate		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Special Training										
Additional Special Training Days	Officer	17,256	254	4,383	42,274	259	10,949	11,907	262	3,119
	Enlisted	94,272	239	22,531	82,107	244	20,034	65,048	247	16,067
	Total	111,528		26,914	124,381		30,983	76,955		19,186
Training Days										
Additional Active Duty Training (ADT) Days	Officer	129,665	254	32,935	66,973	259	17,346	89,469	262	23,441
	Enlisted	318,079	239	76,021	152,225	244	37,143	219,475	247	54,211
	Total	447,745		108,956	219,198		54,489	308,944		77,652
Post Deployment Health Reassessment (PDHRA)										
	Officer	5,425	254	1,378	2,745	259	711	3,743	262	981
	Enlisted	12,820	239	3,064	8,734	244	2,131	8,473	247	2,093
	Total	18,245		4,442	11,479		2,842	12,216		3,074
Yellow Ribbon Reintegration Program										
	Officer	33,130	254	8,415	16,676	259	4,319	22,860	262	5,989
	Enlisted	78,305	239	18,715	53,107	244	12,958	54,030	247	13,346
	Total	111,435		27,130	69,782		17,277	76,890		19,335
Total Special Training		688,952		167,442	424,840		105,591	475,005		119,247

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

FY 2016
(\$ in Thousands)
\$2,780

Part I – Purpose and Scope

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

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

Part II – Justification of Funds Requested

Schools Training – \$2,780: The Schools requirement represents costs that are above the base Schools budget needed to support requirements generated as a direct result of mobilizations and pre-mobilization training requirements of ARNG units. Training includes Duty Military Occupation Specialty Qualification (DMOSQ) and functional training such as ranger, sniper, air-assault, combat lifesaver, counter mine training, and courses as specified by the Combatant Commanders.

Summary cost computations are provided in the following table:

Schools	FY 2014 Actuals			FY 2015 Enacted			FY 2016 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	4,004	254	1,017	28,772	259	7,452	2,763	262	723
Enlisted	12,067	239	2,884	91,664	244	22,366	8,326	247	2,057
Total	16,071		3,901	120,436		29,818	11,089		2,780
Total Schools Training	16,071		3,901	120,436		29,818	11,089		2,780

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

FY 2016
(\$ in Thousands)
\$9,789

Part I – Purpose and Scope

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

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

Part II – Justification of Funds Requested

Pre-Mobilization AGR Augmentation – \$4,377: Pre-Mobilization AGR Augmentation supports units that are one year from mobilization and are authorized to fill vacancies in order to bring their AGR personnel unit strength up to 100% of the levels validated by the US Army Manpower Analysis Agency (USAMAA). These additional temporary AGR fills are vital to the unit and fill critical roles in order to assist the unit in completing training, supply, maintenance, logistics, and individual Soldier Readiness Processing requirements.

Incapacitation Pay – \$5,412: Incapacitation pay supports Soldiers who are injured while training for or participating in OCO missions and are unable return to their civilian occupations or military duties. The Incapacitation Pay is also used to pay Soldiers for time spent traveling to and from medical appointments, medical treatment facilities, and Army Medical Board appearances while seeking treatment. This program funds pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation

Summary cost computations are provided in the following table:

	FY 2014 Actuals			FY 2015 Enacted			FY 2016 Estimate			
		<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>
Administration and Support										
Pre-Mobilization for AGR	Officer	6,130	254	1,557	2,942	259	762	4,230	262	1,108
Augmentation	Enlisted	19,180	239	4,584	15,230	244	3,716	13,234	247	3,269
	Total	25,310		6,141	18,172		4,478	17,464		4,377
Incapacitation (INCAP)										
Pay / Severence Pay	Officer	2,701	254	686	4,320	259	1,119	1,864	262	488
	Enlisted	28,891	239	6,905	20,893	244	5,098	19,935	247	4,924
	Total	31,592		7,591	25,214		6,217	21,798		5,412
Total Admin and Support		56,902		13,732	43,385		10,695	39,262		9,789
Total NGPA OCO Request				209,261			174,778			166,015



**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 2016
(\$ in thousands)
\$13,300

Part I – Purpose and Scope

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

Part II – Justification of Funds Requested

Yellow Ribbon Reintegration Program, (\$6,000): 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. In FY 2016, funding is requested in the Special Training program as well as the Pay Group A program for the Yellow Ribbon Reintegration Program in order to allow maximum flexibility to attend Yellow Ribbon events.

European Reassurance Initiative (ERI), (\$7,300): Funds support the President’s European Reassurance Initiative (ERI) additional full time equivalent (FTE) mandays for key unit personnel to assure NATO allies and bolster the security and capacity of partners across the following five lines of effort: Increased U. S. military presence in Europe, additional bilateral and multinational exercises and training with allies and partners; improved infrastructure to allow for greater responsiveness, enhanced prepositioning of U.S. equipment in Europe and intensified borders to build partner capacity for newer NATO members and other partners.

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

\$K

Yellow Ribbon Reintegration Program

FY 2014 Actual				FY 2015 Enacted				FY 2016 Estimate			
		Rate	Amount		Mandays	Rate	Amount		Mandays	Rate	Amount
Officer	3,220	\$363	\$1,169	Officer	2,013	\$381	\$767	Officer	3,231	\$390	\$1,260
Enlisted	27,983	\$178	\$4,981	Enlisted	54,745	\$186	\$10,187	Enlisted	24,947	\$190	\$4,740
Total	31,203		\$6,150	Total	56,758		\$10,955	Total	28,178		\$6,000

\$K

European Reassurance Initiative (ERI)

FY 2016 Estimate			
	Mandays	Rate	Amount
Officer	3,231	\$390	\$1,260
Enlisted	24,947	\$190	\$4,740
Total	28,178		\$6,000

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

FY 2016
(\$ in thousands)
\$11,162

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, (\$7,198K): Provides pre-mobilization training, both collective and individual, that directly supports readiness training strategies related to the 12-month mobilization policy. Training activities include supply, maintenance, medical, planning, administration, pay, logistics, and other categories of mobilization support to maximize pre-mobilization support and minimize time at the mobilization station. Funding provides mandays for personnel to certify units following pre-mobilization training. Funding is also provided for brigade level units to conduct mobilization site surveys (PDSS). This request also funds Army Reserve Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Civil Affairs and Psychological Operations and funding to support Combat Lifesaver Course Certification requirements for mobilizing Soldiers. The 9 month Boots on the Ground policy now allows soldiers to receive most of their training after they reach their mobilization station and before they deploy overseas. In addition, the implementation of the Operational Reserve training strategy has improved the overall readiness of the Army Reserve. Thus, the Army Reserve requires significantly fewer pre-mobilization training days using OCO funding. Training days are only requested to provide additional training to those units and skills requiring the most complicated and specialized training.

Defense Health Assessment Program (\$750K): This program supports proactive health screening for Soldiers 90 to 180 days post-deployment from OFS/OIR. PDHRA focuses on behavioral and physical health issues that may emerge over time after deployments.

Foreign Army Training Command, (\$1,714K): Foreign Army Training provides pre-mobilization training for select USAR units that train Afghanistan forces. This program funds travel, per diem, pay and allowances of select Soldier instructors who deploy to Afghanistan to train foreign Soldiers to perform at a level of combat readiness sustainable without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, land navigation, rules of land warfare, IED recognition, and cultural awareness.

Yellow Ribbon Reintegration Program, (\$1,500K): Funds support Soldier pay, allowances, and travel costs for reintegration training through pre (Soldier)-and post (Soldier and family)-deployment. The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Soldiers, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members with their families and with service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of entitlements. In addition, methods for coping with combat stress and transition are integral to this post-deployment program. In FY 2016, funding is requested in the Special Training budget line item as well as the Pay Group A budget line item for the Yellow Ribbon Reintegration Program in order to allow maximum flexibility to attend Yellow Ribbon events.

Summary cost computations are provided by the following tables:

\$K

Special Training

	FY 2014 Actual			FY 2015 Enacted			FY 2016 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	7,857	\$363	2,852	3,827	\$381	1,458	3,692	\$390	1,440
Enlisted	64,079	\$178	11,406	31,274	\$186	5,817	30,305	\$190	5,758
Total	71,936		14,258	35,101		7,274	33,997		7,198

\$K

Defense Health Assessment Program

	FY 2014 Actual			FY 2015 Enacted			FY 2016 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	3,686	\$442	1,629	2,146	\$453	972	715	\$473	338
Enlisted	8,198	\$243	1,992	4,885	\$249	1,216	1,578	\$261	412
Total	11,884		3,621	7,031		2,189	2,293		750

\$K

Yellow Ribbon Reintegration Program

	FY 2014 Actual			FY 2015 Enacted			FY 2016 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	2,041	\$442	902	3,093	\$453	398	539	\$473	255
Enlisted	18,115	\$243	4,402	27,474	\$249	1,747	4,770	\$261	1,245
Total	20,156		5,304	30,567		2,145	5,309		1,500

\$K

Foreign Army Training Command

	FY 2014 Actual			FY 2015 Enacted			FY 2016 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	3,998	\$442	1,767	2,380	\$453	1,071	1,594	\$473	754
Enlisted	9,255	\$243	2,249	5,418	\$249	1,356	3,678	\$261	960
Total	13,253		4,016	7,798		2,427	5,272		1,714

Total Special Training	27,199	14,035	11,162
-------------------------------	---------------	---------------	---------------