

DEPARTMENT OF DEFENSE

FISCAL YEAR (FY) 2019
BUDGET ESTIMATES
OVERSEAS CONTINGENCY OPERATIONS



MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2018

The estimated cost of this report for the Department of Defense is approximately \$9,208 for Fiscal Year 2018.
This includes approximately \$788 in expenses and approximately \$8,370 in DoD labor.

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MILITARY PERSONNEL OVERVIEW

Introduction

The FY 2019 Overseas Contingency Operations (OCO) Military Personnel request supports Operation Freedom's Sentinel (OFS), Operation Inherent Resolve (OIR) and European Deterrence Initiative (EDI) requirements.

This request addresses urgent warfighting readiness and new requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS). Support to OFS encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan, the Horn of Africa, the Philippines, and detainee operations on U.S. Naval Station Guantanamo Bay, Cuba. Support to OIR focuses on the operations to eliminate the Islamic State of Iraq and the Levant (ISIL). The Army's OCO request is primarily based on the Army's current force structure of 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. This request is aligned with the three lines of effort in the National Defense Strategy: Helping to restore military readiness as we build a more lethal force to combat known and emerging threats, strengthen our alliances while attracting new partners, and bringing business reform to the Department. The request funds pay, allowances, subsistence, and other personnel costs for Reserve Component (RC) Soldiers on Active Duty and incremental costs for deployed AC Soldiers.

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

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

Major Budget Drivers

Military Pay Appropriation Manpower Drivers

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2017 includes actual execution, FY 2018 displays requirements from the President's Budget position, and FY 2019 includes anticipated requirements based on updated FY 2018 forecasts. Requirements include:

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

The following table reflects assumptions for mobilization:

Average Strength			
Description	FY 2017	FY 2018	FY 2019
Active Army Deployment by IDP Payment	14,054	12,877	14,006
Reserve Component Deployment by IDP Payment	3,094	4,602	6,177
Total Imminent Danger Pay (IDP)	17,148	17,480	20,184
Army Reserve Mobilization	9,221	10,869	10,869
Army National Guard Mobilization	11,090	14,389	14,989
Total RC Mobilization	20,311	25,258	25,858

Rate Changes

The following rate assumptions were incorporated into the FY 2019 budget request:

Pay Raise

- Military Pay Raise, effective 1 January 2017 is 2.1% (1.90% over the FY)
- Military Pay Raise, effective 1 January 2018 is 2.4% (2.33% over the FY)
- Military Pay Raise, effective 1 January 2019 is 2.6% (2.55% over the FY)

Basic Allowance for Subsistence

- Basic Allowance for Subsistence inflation, effective 1 January 2017, is 0.0% (0.03% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2018, is 0.3% (0.23% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2019, is 3.4% (2.63% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2017, is 2.2% (1.98% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2018, is 1.7% (1.83% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2019, is 2.9% (2.60% over the FY)

Retired Pay Accrual

- Retired Pay Accrual as a percentage of Basic Pay is 28.9% for full-time and 22.8% for part-time Soldiers in FY 2017
- Retired Pay Accrual as a percentage of Basic Pay is 28.4% for full-time and 22.6% for part-time Soldiers in FY 2018
- Retired Pay Accrual as a percentage of Basic Pay is 30.4% for full-time and 24.7% for part-time Soldiers in FY 2019

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. 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 2019 request includes \$3,161 million for Army's military personnel costs as shown in the following summary table:

	(\$ Thousands)		
Summary by Appropriation	FY 2017 Actuals	FY 2018 Estimate	FY 2019 Request
Military Personnel, Army (MPA)	2,188,626	2,683,694	2,929,154
MERHCF*, Army	-	-	-
Stop-Loss Special Pay - Army	-	-	-
National Guard Personnel, Army (NGPA)	153,301	184,589	195,283
Reserve Personnel, Army (RPA)	21,879	24,942	37,007
Total	2,363,806	2,893,225	3,161,444
FY 2018 Continuing Resolution Adjustment**		(508,635)	
Revised Total		2,384,590	

* Medicare Eligible Retiree Health Care Fund

** Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

FY 2019 Request Summary

The FY 2019 request of \$3,161 million for Army's military personnel costs are comprised of the following major cost categories:

National Guard & Army Reserve Mobilization (\$2,443 million)

- Basic military pay and entitlements (i.e., Basic Pay, Basic Allowance for Housing (BAH), Retired Pay Accrual (RPA), social security contributions, and incentive pays) for National Guard and Army Reserve members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas in support of OFS, OIR and EDI. 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 \$250 per month)
 - Family Separation Allowance (\$250 per month)
 - Hardship Duty-location Pay (\$100 per month if deployed for less than 12 months and \$300 per month if deployed for more than 12 months)
 - Basic Allowance for Subsistence – for Reserve Component Soldiers in support of OFS, OIR and EDI.

Active Component Deployment Costs (\$103 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 \$250 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 (\$43 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 (\$287 million)

- Funds support Subsistence-in-Kind (SIK) to all US military personnel while deployed in support of OFS, OIR and EDI. 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 (\$41 million)

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

Casualty and Disability Benefits (\$12 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 (\$232 million)

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

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands - FY 2019 Requested Levels: 21,654 Man-Years; \$2,046 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 2018, 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, U.S. European 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 2017 through FY 2019 appropriation execution and requirements are displayed in the following tables:

FY 2017 Appropriations Summary By Category (\$ in thousands)

<u>FY 2017 Projected</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	1,772,220			1,772,220
AC Deployment Costs	88,882			88,882
Other Mobilization and Deployment Costs*	38,773			38,773
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	-			-
Subsistence-In-Kind (SIK)	248,335			248,335
Permanent Change of Station	28,656			28,656
Casualty and Disability	11,761			11,761
Pre and Post Mobilization Training	-	196,472	39,733	236,205
Sub Total - Military Personnel	2,188,626	196,472	39,733	2,424,831
MERHCF, Army	-			-
Total Military Personnel	2,188,626	196,472	39,733	2,424,831

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

FY 2018 Appropriations Summary By Category
(\$ in thousands)

<u>FY 2018 Updated</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,315,457			2,315,457
AC Deployment Costs	63,194			63,194
Other Mobilization and Deployment Costs*	42,250			42,250
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	-			-
Subsistence-In-Kind (SIK)	222,885			222,885
Permanent Change of Station	27,899			27,899
Casualty and Disability	12,010			12,010
Pre and Post Mobilization Training	-	184,589	24,942	209,531
Sub Total - Military Personnel	2,683,694	184,589	24,942	2,893,225
MERHCF, Army	-	-	-	-
Total Military Personnel	2,683,694	184,589	24,942	2,893,225
FY 2018 Continuing Resolution Adjustment**	(538,082)	11,883	17,564	(508,635)
Revised Total Military Personnel	2,145,612	196,472	42,506	2,384,590

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

** Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

FY 2019 Appropriations Summary By Category
(\$ in thousands)

<u>FY 2019 Estimate</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,442,823			2,442,823
AC Deployment Costs	103,137			103,137
Other Mobilization and Deployment Costs*	43,035			43,035
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	-			-
Subsistence-In-Kind (SIK)	287,470			287,470
Permanent Change of Station	40,857			40,857
Casualty and Disability	11,832			11,832
Pre and Post Mobilization Training	-	195,283	37,007	232,290
Total Military Personnel	2,929,154	195,283	37,007	3,161,444
MERHCF, Army	-	-	-	-
Total Military Personnel	2,929,154	195,283	37,007	3,161,445

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

Army M-1

APN	MI	MILITARY PERSONNEL, ARMY	<u>FY 2017</u> Actuals	<u>FY 2018</u> Estimate	<u>FY 2019</u> Estimate
		BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
2010A	5	BASIC PAY	399,915	462,564	534,241
2010A	10	RETIRED PAY ACCRUAL	83,388	104,534	131,957
2010A	25	BASIC ALLOWANCE FOR HOUSING	111,055	167,686	179,452
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	15,816	18,508	19,851
2010A	35	INCENTIVE PAYS	1,602	3,191	4,138
2010A	40	SPECIAL PAYS	19,894	24,006	21,501
2010A	45	ALLOWANCES	14,327	14,668	16,036
2010A	50	SEPARATION PAY	4,718	7,090	6,972
2010A	56	SOCIAL SECURITY TAX	28,586	35,386	40,869
		TOTAL BUDGET ACTIVITY 1	679,301	837,633	955,017
		BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED			
2010A	60	BASIC PAY	556,087	764,819	742,895
2010A	65	RETIRED PAY ACCRUAL	126,788	172,849	183,495
2010A	80	BASIC ALLOWANCE FOR HOUSING	268,780	346,571	361,724
2010A	85	INCENTIVE PAYS	1,625	2,784	2,315
2010A	90	SPECIAL PAYS	69,969	48,257	78,317
2010A	95	ALLOWANCES	42,401	44,934	62,898
2010A	100	SEPARATION PAY	6,078	15,317	13,750
2010A	105	SOCIAL SECURITY TAX	42,541	58,509	56,831
		TOTAL BUDGET ACTIVITY 2	1,114,268	1,454,040	1,502,225
		BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	67,532	86,977	88,718
2010A	120	SUBSISTENCE-IN-KIND	248,335	222,885	287,470
		TOTAL BUDGET ACTIVITY 4	315,867	309,862	376,188

Army M-1 (Continued)

			<u>FY 2017</u> Actuals	<u>FY 2018</u> Estimate	<u>FY 2019</u> Estimate
	MI	BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL			
2010A	125	ACCESSION TRAVEL	-	-	-
2010A	130	TRAINING TRAVEL	-	-	-
2010A	135	OPERATIONAL TRAVEL	18,597	22,158	34,924
2010A	140	ROTATIONAL TRAVEL	10,059	5,741	5,933
2010A	145	SEPARATION TRAVEL	-	-	-
2010A	150	TRAVEL OF ORGANIZED UNITS	-	-	-
		TOTAL BUDGET ACTIVITY 5	28,656	27,899	40,857
		BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
2010A	175	INTEREST ON SOLDIERS DEPOSITS	3,456	2,997	3,112
2010A	212	RESERVE INCOME REPLACEMENT PROGRAM	-	-	-
2010A	185	UNEMPLOYMENT COMPENSATION	35,317	39,253	39,923
2010A	180	DEATH GRATUITIES	3,300	2,000	2,000
2010A	216	SGLI EXTRA HAZARD PAYMENTS	8,361	10,010	9,832
2010A	219	TRAUMATIC SGLI	100	-	-
		TOTAL BUDGET ACTIVITY 6	50,534	54,260	54,867
		SUB TOTAL - MILITARY PERSONNEL, ACTIVE ARMY	2,188,626	2,683,694	2,929,154
2010X	221	STOP-LOSS SPECIAL COMPENSATION	-	-	-
1004A	300	MERHCF, ARMY	-	-	-
		TOTAL MILITARY PERSONNEL, ACTIVE ARMY	2,188,626	2,683,694	2,929,154
		TOTAL FY 2018 CONTINUING RESOLUTION ADJUSTMENT*		(538,082)	
		REVISED TOTAL MILITARY PERSONNEL, ACTIVE ARMY		2,145,612	

US Army National Guard and US Army Reserve M-1

		FY 2017 Actuals	FY 2018 Estimate	FY 2019 Estimate
NATIONAL GUARD PERSONNEL, ARMY				
APN	MI	BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT		
2060A	10	33,452	39,327	47,114
2060A	80	108,286	132,994	135,655
2060A	70	2,568	2,881	2,939
2060A	90	8,995	9,387	9,575
2060A	90			
		153,301	184,589	195,283
TOTAL NATIONAL GUARD PERSONNEL, ARMY				
TOTAL FY 2018 CONTINUING RESOLUTION ADJUSTMENT*			11,883	
REVISED TOTAL NATIONAL GUARD PERSONNEL, ARMY			196,472	
		FY 2017	FY 2018	FY 2019
RESERVE PERSONNEL, ARMY		Actuals	Estimate	Estimate
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT				
2070A	10	-	-	-
2070A	80	21,879	24,942	37,007
2070A	70	-	-	-
2070A	90	-	-	-
		21,879	24,942	37,007
TOTAL RESERVE PERSONNEL, ARMY				
TOTAL FY 2018 CONTINUING RESOLUTION ADJUSTMENT*			17,564	
REVISED RESERVE PERSONNEL, ARMY			42,506	
TOTAL ARMY MILITARY PERSONNEL		2,363,806	2,893,225	3,161,444
GRAND TOTAL FY 2018 CONTINUING RESOLUTION ADJUSTMENT*			(508,635)	
GRAND TOTAL ARMY MILITARY PERSONNEL		2,363,806	2,384,590	3,161,444

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

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

FY 2019
(\$ in Thousands)
\$534,241

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel, Operation Inherent Resolve and European Deterrence Initiative. The growth in the pay rate reflects a 2.4% across-the-board pay raise effective 1 January 2018 and a 2.6% pay raise effective 1 January 2019.

The request increases by \$71.7M from FY 2018 to FY 2019. This change is driven by:

1. Mobilized requirements increase from FY 2018 to FY 2019 as a result of pay raise inflation (\$4.3M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations (\$34.6M)
3. The correction to our annualized rate that was realized from actual FY2017 execution (\$32.8M)

Summary cost computations are provided in the following table:

BA1 Basic Pay	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	4,981	80,288	399,915	5,930	78,004	462,564	6,341	84,250	534,241
Total	4,981		399,915	5,930		462,564	6,341		534,241

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

FY 2019
(\$ in Thousands)
\$131,957

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 2018 and FY 2019 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.7% for National Guard and Army Reserve Soldiers.

The request increases by \$27.4M from FY 2018 to FY 2019. This change is driven:

1. Increase in the part-time NCP rate (\$11.8M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations (\$15.6M)

Summary cost computations are provided in the following table:

BA1	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	4,981	16,741	83,388	5,930	17,628	104,534	6,341	20,810	131,957
Total	4,981		83,388	5,930		104,534	6,341		131,957

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

FY 2019
(\$ in Thousands)
\$179,452

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

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

The overall increase of \$11.8M from FY 2018 to FY 2019 is driven by the increased number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided in the following table:

BA1	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	4,981	22,296	111,055	5,930	28,278	167,686	6,341	28,299	179,452
Total	4,981		111,055	5,930		167,686	6,341		179,452

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

FY 2019
(\$ in Thousands)
\$19,851

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

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

The increase of \$1.3M from FY 2018 to FY 2019 is driven by the increased number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided in the following table:

BA1	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	4,981	3,175	15,816	5,930	3,121	18,508	6,341	3,131	19,851
Total	4,981		15,816	5,930		18,508	6,341		19,851

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

FY 2018
(\$ in Thousands)
\$4,138

Part I - Purpose and Scope

Funds provide for payments to officers for the performance of duty designated by the Secretary concerned as hazardous duty, based upon the inherent dangers of that duty and risks of physical injury:

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 Ordnance Disposal (EOD) tasks. Payment may not exceed \$250 per month (37 U.S.C. 351 (a) (2)).

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. Officers who perform parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty. Payment may not exceed \$250 per month (37 U.S.C. 351 (a) (2)).

Flying Duty: Category includes the special aviation incentive pays and bonus authorities, and accounts for fluctuation in the average rate per Soldiers:

Aviation Incentive Pay - 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. Payments may not exceed \$850 per month determined by years of aviation service. (37 U.S.C. 334a)

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. 351 (a) (2)).

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).

Part II - Justification of Funds Requested

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

The increase from FY 2018 to FY 2019 of \$0.9M is driven by the increase in reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA1

Incentive Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	13	1,800	24	16	1,800	29	17	1,800	30
Flying Duty	421	3,385	1,425	483	6,113	2,952	628	6,113	3,838
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Parachute Jumping	85	1,800	153	117	1,800	210	150	1,800	270
Total	519		1,602	616		3,191	795		4,138

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

FY 2019
(\$ in Thousands)
\$21,501

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. 352).

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 \$250 per month for personnel who perform duty in a foreign area designated by the Secretary concerned as an area in which the member is subject to imminent danger of physical injury due to threat conditions (37 U.S.C. 351 (a) (3)).

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. 352).

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 \$2.1M from FY 2018 to FY 2019 initial request is driven by the following factors:

1. Decrease to Various Medical Special Pays realized in actual FY 2017 execution from the Soldiers deployed in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA1

Special Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Other Special Pays	1	2,739	4	2	2,739	4	1	2,739	4
Foreign Language Proficiency Pay	77	1,069	82	92	1,069	98	96	1,069	103
Hardship Duty Pay	1,203	1,200	1,443	1,257	1,200	1,509	1,903	1,200	2,284
Hostile Fire Pay	744	2,700	2,010	806	2,700	2,177	1,133	2,700	3,058
Various Medical Special Pays	176	13,808	2,430	302	13,808	4,167	180	13,808	2,487
Total	2,201		5,969	2,459		7,956	3,313		7,936

BA1

Special Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 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	4,288	1,200	5,146	5,377	1,200	6,452	4,858	1,200	5,829
Hostile Fire Pay	3,250	2,700	8,776	3,554	2,700	9,594	2,864	2,700	7,732
Stop Loss Special Pay (SL & DEIP)	1	6,000	3	1	6,000	3	1	6,000	3
Total	7,539		13,925	8,931		16,050	7,722		13,565

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

FY 2019
(\$ in Thousands)
\$16,036

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The increase of \$1.4M from FY 2018 to FY 2019 is primarily driven by the increased number of Active Component Soldiers receiving Family Separation Allowance, realized from FY 2017 actual execution.

Summary cost computations are provided by the following table:

BA1

Allowances

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	1,044	261	273	631	261	165	646	261	169
Family Separation Allowance	1,664	3,000	4,993	1,882	3,000	5,646	1,708	3,000	5,125
Overseas Station Allowance	2	6,793	11	2	6,922	11	2	7,128	12
CONUS COLA	351	5,058	1,775	449	5,154	2,313	447	5,308	2,371
Total	3,061		7,052	2,963		8,135	2,803		7,677

BA1

Allowances

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Family Separation Allowance	2,425	3,000	7,275	2,178	3,000	6,533	2,786	3,000	8,359
Total	2,425		7,275	2,178		6,533	2,786		8,359

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

FY 2019
(\$ in Thousands)
\$6,972

Part I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

The \$0.1M decrease from FY 2018 to FY 2019 is driven by a reduction to the normalized rate of Lump Sum Terminal leave paid, realized from FY 2017 actual execution.

Summary cost computations are provided by the following table:

BA1 Separation Pay	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	965	3,901	3,765	1,053	5,528	5,819	1,319	4,093	5,398
Severance Pay	10	94,910	953	13	96,713	1,271	16	99,593	1,574
Total	975		4,718	1,066		7,090	1,335		6,972

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

FY 2019
(\$ in Thousands)
\$40,869

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 2.4% across-the-board pay raise effective 1 January 2018 and a 2.6% pay raise effective 1 January 2019.

The request increases by \$5.5M from FY 2018 to FY 2019. This change is driven by:

1. Mobilized requirements increase from FY 2018 to FY 2019 as a result of pay raise inflation (\$0.5M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations (\$5.0M)

Summary cost computations are provided in the following table:

BA 1 Social Security	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	4,981	5,739	28,586	5,930	5,967	35,386	6,341	6,445	40,869
Total	4,981		28,586	5,930		35,386	6,341		40,869

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

FY 2019
(\$ in Thousands)
\$742,895

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel, Operation Inherent Resolve and European Deterrence Initiative. The growth in the pay rate reflects a 2.4% across-the-board pay raise effective 1 January 2018 and a 2.6% pay raise effective 1 January 2019.

The \$21.9M decrease from FY 2018 to FY 2019 is primarily driven by the lower Basic Pay rate realized from FY 2017 actual execution.

Summary cost computations are provided in the following table:

BA2 Basic Pay	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	15,330	36,274	556,087	19,328	39,571	764,819	19,517	38,064	742,895
Total	15,330		556,087	19,328		764,819	19,517		742,895

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

FY 2019
(\$ in Thousands)
\$183,495

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 2018 and FY 2019 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 22.7% for National Guard and Army Reserve Soldiers.

The request increases by \$10.6M from FY 2018 to FY 2019. This change is driven by:

1. Increase in the part-time NCP rate (\$16.3M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations (\$13.1M)
3. Offsetting decrease to a lower Basic Pay rate realized from FY 2017 actual execution (\$40M)

Summary cost computations are provided in the following table:

BA2	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	15,330	8,271	126,788	19,328	8,943	172,849	19,517	9,402	183,495
Total	15,330		126,788	19,328		172,849	19,517		183,495

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

FY 2019
(\$ in Thousands)
\$361,724

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

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

The overall increase of \$15.2M from FY 2018 to FY 2019 is driven by the increased number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided in the following table:

BA2	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	15,330	17,533	268,780	19,328	17,931	346,571	19,517	18,534	361,724
Total	15,330		268,780	19,328		346,571	19,517		361,724

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

FY 2019
(\$ in Thousands)
\$2,315

Part I - Purpose and Scope

Funds provide for payments to enlisted Soldiers for the performance of duty designated by the Secretary concerned as hazardous duty, based upon the inherent dangers of that duty and risks of physical injury:

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 may not exceed \$250 per month. (37 U.S.C. 351 (a) (2))

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. (37 U.S.C. 351 (a) (2)).

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. (37 U.S.C. 351 (a) (2))

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. Soldiers who perform parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty. Payment may not exceed \$250 per month (37 U.S.C. 351 (a) (2)).

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 2018 to FY 2019 of \$0.5M is driven by a take-rate reduction of various Incentive Pays realized through FY 2017 actual execution.

Summary cost computations are provided by the following table:

BA2

Incentive Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	93	1,800	167	117	1,800	211	143	1,800	258
Flying Duty	88	8,033	707	162	8,033	1,299	136	8,033	1,093
Other Special Incentive Pays	126	225	28	159	225	36	195	225	44
Parachute Jumping	402	1,800	723	688	1,800	1,239	511	1,800	920
Total	708		1,625	1,126		2,784	985		2,315

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

FY 2019
(\$ in Thousands)
\$78,317

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. 353(f)).

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. 352).

Hostile Fire/Imminent Danger Pay: Paid at the rate of \$7.50 per day up to \$250 per month for personnel who perform duty in a foreign area designated by the Secretary concerned as an area in which the member is subject to imminent danger of physical injury due to threat conditions (37 U.S.C. 351 (a) (3)).

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 may not exceed \$5,000 (37 U.S.C. 352).

Stop Loss Special Pay:

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

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

Part II - Justification of Funds Requested

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

The increase of \$30.1M from FY 2018 to FY 2019 is driven by the following factors:

1. Increase to Active Component Special Pays for Soldiers deployed in support of Contingency Operations (\$24M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations (\$6M)

Summary cost computations are provided by the following table:

BA2

Special Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Foreign Language Proficiency Pay	68	4,565	311	88	4,565	402	110	4,565	504
Hardship Duty Pay	11,870	1,200	14,243	6,454	1,200	7,745	7,938	1,200	9,526
Hostile Fire Pay	2,349	2,700	6,343	3,925	2,700	10,599	5,045	2,700	13,620
Other Special Pay	7	2,700	18	8	2,748	23	10	2,700	27
Special Duty Assignment Pay	552	3,588	1,982	637	3,588	2,285	954	3,588	3,423
Stop Loss Special Pay (DESP)	-	-	-	-	-	-	-	-	-
Total	14,846		22,897	11,113		21,054	14,058		27,101

BA2

Special Pays

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Assignment Incentive Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	14,641	1,200	17,569	8,393	1,200	10,072	17,357	1,200	20,828
Hostile Fire Pay	10,804	2,700	29,171	6,246	2,700	16,863	11,142	2,700	30,085
Stop Loss Special Pay (SL & DEIP)	55	6,000	333	45	6,000	267	50	6,000	303
Total	25,500		47,073	14,684		27,203	28,550		51,216

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

FY 2019
(\$ in Thousands)
\$62,898

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The increase of \$18.0M from FY 2018 to FY 2019 is primarily driven by the increased number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA2

Allowances

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	13,997	268	3,757	11,189	268	3,003	17,760	268	4,767
Family Separation Allowance	4,406	3,000	13,219	7,121	3,000	21,362	6,772	3,000	20,317
Overseas Station Allowance	1	23,319	30	4	23,809	87	1	24,470	49
CONUS COLA	1,627	2,942	4,786	2,355	3,004	7,074	2,516	3,087	7,767
Total	20,031		21,792	20,668		31,526	27,049		32,900

BA2

Allowances

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Clothing Allowance	-	-	-	-	-	-	-	-	-
Family Separation Allowance	6,870	3,000	20,609	4,469	3,000	13,408	9,999	3,000	29,998
Overseas Stationing Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
Total	6,870		20,609	4,469		13,408	9,999		29,998

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

FY 2019
(\$ in Thousands)
\$13,750

Part I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

The \$1.6M decrease from FY 2017 to FY 2018 is driven by the increased number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA2 Separation Pay	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	1,790	1,542	2,760	4,219	1,571	6,627	5,171	1,618	8,365
Severance Pay	33	100,134	3,318	85	102,036	8,690	51	105,074	5,384
Total	1,823		6,078	4,304		15,317	5,222		13,750

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

FY 2019
(\$ in Thousands)
\$56,831

Part I - Purpose and Scope

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

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

Part II - Justification of Funds Required

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 2.4% across-the-board pay raise effective 1 January 2018 and a 2.6% pay raise effective 1 January 2019.

The request decreases by \$1.7M from FY 2018 to FY 2019. This change is driven by:

1. Mobilized requirements increase from FY 2018 to FY 2019 as a result of pay raise inflation (\$0.5M)
2. Increased number of reserved component Soldiers mobilized in support of Contingency Operations. (\$1.3M)
3. Offsetting decrease to a lower Basic Pay rate realized from FY 2017 actual execution (\$3.5M)

Summary cost computations are provided in the following table:

BA 2	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	15,330	2,775	42,541	19,328	3,027	58,509	19,517	2,912	56,831
Total	15,330		42,541	19,328		58,509	19,517		56,831

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

FY 2019
(\$ in Thousands)
\$376,188

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 2019 BAS inflation rate is 3.4%, effective 1 January 2019 and is based on an increase in the US Department of Agriculture Cost of Food Index. The budgeted BAS composite annual rate for FY 2019 is \$4,545.73.

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

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

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

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

Part II - Justification of Funds Required

The FY 2019 subsistence requirement is increasing by \$66.3M. This increase is due to the following factors:

1. Increase in BAS of \$1.7M from FY 2018 to FY 2019 is driven by an increased number of reserved component Soldiers mobilized in support of Contingency Operations.
2. Increase in SIK of \$64.6M from FY 2018 to FY 2019 is driven by the increased number of military personnel (all Services), eating in dining facilities.

Summary cost computations are provided in the following table:

BA 4		FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
Enlisted BAS		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
	Guard / Reserve Mobilization	15,330	4,405	67,532	19,328	4,532	86,977	19,517	4,546	88,718
	Total	15,330		67,532	19,328		86,977	19,517		88,718

BA 4		FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
Subsistence-In-Kind (SIK)		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
	Subsistence in Messes	57,991	5,220	302,711	51,134	4,819	246,433	64,307	5,569	358,106
	Meals Ready to Eat (MRE)	6,644	9,454	62,808	6,302	9,889	62,322	6,523	10,764	70,215
	Unitized Group Rations	7,892	6,602	52,102	7,549	6,816	51,451	7,844	6,798	53,319
	Civilian Contracted Meals	(32,430)	5,220	(169,286)	(28,494)	4,819	(137,321)	(34,868)	5,569	(194,170)
	Total	40,096		248,335	36,492		222,885	43,805		287,470

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

FY 2019
(\$ in Thousands)
\$40,857

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) and Operation Inherent Resolve (OIR). 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 2019 rates are based on FY 2017 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.

The request increases by \$13.0M from FY 2018 to FY 2019. This change is primarily driven by non-pay inflation used to account for increasing costs of moving Soldiers.

Summary cost computations are provided in the following table:

BA 5 Permanent Change of Station	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Accession Moves	-	-	-	-	-	-	-	-	-
Training Moves	-	-	-	-	-	-	-	-	-
Operational Moves	1,512	12,298	18,597	1,798	12,325	22,158	2,784	12,545	34,924
Rotational Moves	1,230	8,179	10,059	694	8,270	5,741	711	8,344	5,933
Separation Moves	-	-	-	-	-	-	-	-	-
Unit Moves	-	-	-	-	-	-	-	-	-
Total	2,742		28,656	2,492		27,899	3,495		40,857

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

FY 2019
(\$ in Thousands)
\$11,832

Part I – Purpose and Scope

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

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

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

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

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

Part II – Justification of Funds Requested

The request decreases by \$0.2M in FY 2019. Decrease driven by adjustments to SGLI payments realigned to match FY 2017 actual amounts.

Summary cost computations are provided in the following table:

BA 6 Casualty & Disability	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
SGLI Extra Hazard Payments	-	-	-	-	-	-	-	-	-
SGLI Traumatic Injury Payments	1,000	100	100	-	-	-	-	-	-
SGLI Insurance Premium	24,026	348	8,361	28,765	348	10,010	28,253	348	9,832
Death Gratuity	33	100,000	3,300	20	100,000	2,000	20	100,000	2,000
Total	25,059		11,761	28,785		12,010	28,273		11,832

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

FY 2019
(\$ in Thousands)
\$43,035

Part I – Purpose and Scope

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

Unemployment Benefits: Payments to Soldiers who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, PL. 102-164. The Emergency Unemployment Compensation Act of 1991 (P.L. 102-164) extended unemployment compensation benefits for former military personnel up to 26 weeks with a one-week waiting period. The law also reduced the amount of active duty days required in a reserve status from 180 continuous days to 90 continuous days to be considered as "federal service" for claim purposes.

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

Part II – Justification of Funds Requested

The request increases by \$0.8M from FY 2018 to FY 2019. This change is primarily driven by basic pay inflation anticipated to impact the unemployment compensation requirements.

Summary cost computations are provided in the following table:

		FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Other	Unemployment Benefits	6,759	5,225	35,317	7,394	5,308	39,253	7,402	5,393	39,923
	Services Savings Deposits	10,316	335	3,456	8,738	343	2,997	8,732	356	3,112
	Total	17,076		38,773	16,132		42,250	16,134		43,035



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 2019
(\$ in Thousands)
\$47,114

Part I – Purpose and Scope

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

In addition to providing funds for the additional Pay Group A pre-mobilization training, funds are provided for the European Defense Initiative (EDI).

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods – \$19,214: Pay Group A funds pay and allowances for Soldiers participating in required training related to Overseas Contingency Operations (OCO) in the first and second years prior to mobilization. Training includes Unit Soldier Readiness Processing (SRP), Warrior Task Testing, Military Tactical Vehicle Drivers Training, Individual/Crew Weapon certification, and other theater-specific tasks. These tasks are completed during additional authorized days of Annual Training (AT) and additional Unit Training Assemblies (UTAs). Current base funding allows for platoon level proficiency training. OCO funds requirements above base funding authorizations to achieve required collective proficiency levels prior to mobilization. The AT and UTA periods are for instruction and training of Army National Guard personnel and prepares Soldiers for all phases of the unit mission.

The Reserve Component Utilization policy requires that units obtain higher readiness levels of Soldier training, administrative readiness, and medical readiness than in previous years. This is due to the reduced amount of time available at mobilization stations. Prior to the 12-month mob policy, units spent from four to six months at mobilization stations. Under the current mobilization policy, post-mobilization, in-theater,

and demobilization time must not exceed 12 months total. Therefore, units must now arrive at the mobilization station at an increased readiness level so that the unit can accomplish nine to ten months boots on the ground executing their assigned mission.

Annual Training RC Pay and Allowances in support of the European Defense Initiative (EDI) - \$27,900: 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 2017 Actuals			FY 2018 Requested			FY 2019 Estimate		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional AT Training Days	Officer	11,688	333	3,892	7,897	339	2,677	7,916	345	2,731
	Enlisted	30,032	156	4,685	82,465	159	13,112	82,549	162	13,373
	Total	41,720		8,577	90,362		15,789	90,465		16,104
Additional UTA's	Officer	6,402	276	1,767	2,601	281	731	2,608	286	746
	Enlisted	25,900	120	3,108	18,992	122	2,317	19,065	124	2,364
	Total	32,302		4,875	21,593		3,048	21,673		3,110
European Defense Initiative (EDI)	Officer	16,820	333	5,601	17,000	339	5,763	16,704	345	5,763
	Enlisted	92,301	156	14,399	92,623	159	14,727	136,648	162	22,137
	Total	109,121		20,000	109,623		20,490	153,352		27,900
Total Pay Group A		183,143		33,452	221,578		39,327	265,490		47,114

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

FY 2019
(\$ in Thousands)
\$135,655

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 – \$30,534: 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) – \$83,467: Additional Active Duty Training days support the organization, administration, instruction, training, and unit readiness for mobilized units. Additional funding allows for Company Maneuver Exercises, Battalion Field Training Exercises, Soldier Readiness Processing, and theater-specific training requirements determined by the Combatant Commanders. This funding will assist the sourced units in meeting training requirements for increased readiness and certification of training prior to mobilization.

Post Deployment Health Reassessment (PDHRA) – \$1,305: 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 – \$20,349: The Yellow Ribbon Reintegration Program supports mobilizing Soldiers throughout the deployment period. Funding for this program provides man-days 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 2017 Actuals			FY 2018 Requested			FY 2019 Estimate		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Special Training										
Additional Special Training Days	Officer	45,111	333	15,022	14,354	339	4,866	14,386	345	4,963
	Enlisted	233,000	156	36,348	157,667	159	25,069	157,846	162	25,571
	Total	278,111		51,370	172,021		29,935	172,232		30,534
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional Active Duty Training (ADT) Days	Officer	36,973	333	12,312	80,478	339	27,282	80,661	345	27,828
	Enlisted	152,436	156	23,780	343,069	159	54,548	343,451	162	55,639
	Total	189,409		36,092	423,547		81,830	424,112		83,467
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Post Deployment Health Reassessment (PDHRA)	Officer	2,134	276	589	1,584	281	445	1,587	286	454
	Enlisted	5,533	120	664	6,836	122	834	6,863	124	851
	Total	7,667		1,253	8,420		1,279	8,450		1,305
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Yellow Ribbon Reintegration Program	Officer	21,989	276	6,069	24,039	281	6,755	24,091	286	6,890
	Enlisted	112,517	120	13,502	108,156	122	13,195	108,540	124	13,459
	Total	134,506		19,571	132,195		19,950	132,631		20,349
Total Special Training		609,693		108,286	736,183		132,994	737,425		135,655

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

FY 2019
(\$ in Thousands)
\$2,939

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 – \$2,939: The requirement for Schools represents costs that are above the base Schools budget needed to support requirements generated as a direct result of mobilizations and pre-mobilization training requirements of ARNG units. Training includes Duty Military Occupation Specialty Qualification (DMOSQ) and functional training such as air-assault, combat lifesaver, counter mine training, and other courses as specified by the Combatant Commanders.

Summary cost computations are provided in the following table:

Schools Training	FY 2017 Actuals			FY 2018 Requested			FY 2019 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	2,006	333	668	2,209	339	749	2,214	345	764
Enlisted	12,179	156	1,900	13,409	159	2,132	13,426	162	2,175
Total	14,185		2,568	15,618		2,881	15,640		2,939
Total Schools Training	14,185		2,568	15,618		2,881	15,640		2,939

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

FY 2019
(\$ in Thousands)
\$9,575

Part I – Purpose and Scope

Administration and Support funds provide additional man-days 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 – \$4,267: 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 – \$5,308: 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.



**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 2019
(\$ in thousands)
\$0

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

FY 2019 OCO funding continues to be realigned from Pay Group A to Special Training allowing Soldiers maximum flexibility to attend Yellow Ribbon events and Special Training in support of Overseas Contingency Operations.

European Deterrence Initiative (EDI), (13K):

	FY 2017 Actual			FY 2018 Estimate			FY 2019 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>
Officer	20,025	\$396	\$7,930	-	\$405	-	-	\$412	-
Enlisted	26,269	\$193	\$5,070	-	\$197	-	-	\$201	-
Total	46,294		\$13	-		\$0	-		\$0

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

FY 2019
(\$ in thousands)
\$37,007

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, (\$7,893K): 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 and allowances, logistics, and other categories of mobilization support to maximize pre-mobilization support and minimize time at the mobilization station. Funding provides mandays for personnel to certify units following pre-mobilization training. Funding is also provided for brigade level units to conduct mobilization site surveys. This request also funds Army Reserve units and Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Early Entry Theater Operating Enablers (Logistics), Civil Affairs and Psychological Operations and funding to support Combat Lifesaver Course Certification requirements for mobilizing Soldiers. In FY 2019, a funding increase of \$150 thousand Pre-mobilization Training due to inflation.

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

Foreign Army Training Command, (\$2,294K): Foreign Army Training provides pre-mobilization training for select USAR units that train Afghanistan forces. This program funds travel, per diem, pay and allowances of select Soldier instructors who deploy to Afghanistan to train foreign Soldiers to perform at a level of combat readiness sustainable without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, and navigation, rules of land warfare, Improvised Explosive Device recognition, and cultural awareness.

Yellow Ribbon Reintegration Program, (\$15,440K): Funds support Soldier pay, allowances, and travel costs for reintegration training through pre/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 2019, funding increase of \$8.3 million in Special Training for the Yellow Ribbon Reintegration Program in order to allow Soldiers maximum flexibility to attend Yellow Ribbon events which allows the participation of family members. The Mob assumption for FY19 is projected to be higher due to Ready Force X and the potential requirements that would follow with preparing Soldiers and Families for deployments.

European Deterrence Initiative (EDI), (\$10,630K): In FY 2019 a funding increase of \$3.5 million to fund additional 15 training days (in addition to statutory training requirements) for 35 units (or 3,000 Soldiers) and 11 exercise planners in support of the European Deterrence Initiative (EDI) which provides key personnel to assure North Atlantic Treaty Organization (NATO) allies and bolster the security and capacity of partners across the lines of effort. The United States will maintain its commitment to a persistent rotational presence of air, land, and sea forces in Central and Eastern Europe for training. In order to enhance deterrence, the United States will also augment its force presence in Europe through continuous U.S. armored brigade rotations.

Summary cost computations are provided by the following tables:

\$K

Premobilization Training

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	9,867	\$396	\$3,908	7,458	\$405	\$3,017	7,820	\$415	\$3,246
Enlisted	12,949	\$193	\$2,499	23,976	\$197	\$4,726	22,980	\$202	\$4,647
Total	22,816		\$6,407	31,434		\$7,743	30,800		\$7,893

\$K

Defense Health Assessment Program

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	686	\$466	\$320	613	\$476	\$292	599	\$489	\$293
Enlisted	1,954	\$256	\$500	1,753	\$261	\$458	1,703	\$268	\$457
Total	2,640		\$820	2,366		\$750	2,302		\$750

\$K

Yellow Ribbon Reintegration Program

FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Mandays	Rate	Amount		Mandays	Rate	Amount		Mandays	Rate	Amount
Officer	5,048	\$466	\$2,354	Officer	5,814	\$476	\$2,769	Officer	13,750	\$489	\$6,717
Enlisted	14,373	\$256	\$3,683	Enlisted	16,569	\$261	\$4,331	Enlisted	32,525	\$268	\$8,723
Total	19,421		\$6,037	Total	22,383		\$7,100	Total	46,275		\$15,440

\$K

Foreign Army Training Command

FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Mandays	Rate	Amount		Mandays	Rate	Amount		Mandays	Rate	Amount
Officer	1,884	\$466	\$878	Officer	1,840	\$476	\$876	Officer	1,831	\$489	\$895
Enlisted	5,364	\$256	\$1,373	Enlisted	5,251	\$261	\$1,373	Enlisted	5,218	\$268	\$1,399
Total	7,248		\$2,251	Total	7,091		\$2,249	Total	7,049		\$2,294

\$K

European Deterrence Initiative (EDI)*

FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Mandays	Rate	Amount		Rate	Amount		Rate	Amount		
Officer	3,375	\$396	\$1,335	Officer	\$405	\$1,491	Officer	\$415	\$1,278		
Enlisted	26,054	\$193	\$5,017	Enlisted	\$197	\$5,609	Enlisted	\$202	\$9,352		
Total	29,429		\$6,352	Total		\$7,100	Total		\$10,630		

\$K

Total Special Training

FY 2017 Actual	FY 2018 Estimate	FY 2019 Estimate
\$21,866	\$ 24,942	\$ 37,007

*Note: FY 2017 CoW erroneously reported \$29,139 for EDI.

\$K

Reserve Personnel Army Total

FY 2017 Actual	FY 2018 Estimate	FY 2019 Estimate
\$21,879	\$ 24,942	\$ 37,007