

DEPARTMENT OF DEFENSE

FISCAL YEAR (FY) 2020
BUDGET ESTIMATES
OVERSEAS CONTINGENCY OPERATIONS



MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
MARCH 2019

The estimated cost of this report for the Department of Defense is approximately \$6,820 for Fiscal Year 2019.
This includes approximately \$700 in expenses and approximately \$6,120 in DoD labor.

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MILITARY PERSONNEL OVERVIEW

Introduction

The FY 2020 Overseas Contingency Operations (OCO) Military Personnel budget request funds the military presence in Afghanistan in support of Operation Freedom's Sentinel (OFS), Iraq and Syria in support of Operation Inherent Resolve (OIR), and the European Deterrence Initiative (EDI).

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.

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

This request is aligned with the three lines of effort in the National Defense Strategy: (1) helping to restore military readiness as we build a more lethal force to combat known and emerging threats, (2) strengthening our alliances while attracting new partners, and (3) 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 Active Component (AC) Soldiers.

Major Budget Drivers

Military Pay Appropriation Manpower Drivers

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2018 includes actual execution, FY 2019 reflects updated requirements from the President's Budget position, and FY 2020 includes anticipated requirements based on latest manpower and execution projections. 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:

Description	Average Strength		
	FY 2018	FY 2019	FY 2020
Active Army Deployment by IDP Payment	14,542	12,877	16,169
Reserve Component Deployment by IDP Payment	3,785	4,602	3,716
Total Imminent Danger Pay (IDP)	18,327	17,480	19,885
Army Reserve Mobilization	9,473	10,917	10,213
Army National Guard Mobilization	15,885	16,605	15,334
Total RC Mobilization	25,358	27,522	25,547

Rate Changes

The following rate assumptions were incorporated into the FY 2020 budget request:

Pay Raise

- 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)
- Military Pay Raise, effective 1 January 2020 is 3.1% (2.98% over the FY)

Basic Allowance for Subsistence

- 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 0.0% (0.08% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 2.4% (1.80% over the FY)

Basic Allowance for Housing

- 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 2.4% (2.23% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2020, is 3.2% (3.00% over the FY)

Retired Pay Accrual

- 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
- Retired Pay Accrual as a percentage of Basic Pay is 31.0% for full-time and 24.4% for part-time Soldiers in FY 2020

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. 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 2020 request includes \$2,980.6 million for Army's military personnel costs as shown in the following summary table:

Summary by Appropriation	(\$ Thousands)					
	FY 2018	FY 2019	FY 2020			Total
	Actuals	Estimate	OCO for Direct War	OCO for Enduring Requirements	OCO for Base Requirements	
Military Personnel, Army (MPA)	2,746,370	2,906,952	961,995	1,781,137	0	2,743,132
National Guard Personnel, Army (NGPA)	167,624	195,283	33,774	168,870	0	202,644
Reserve Personnel, Army (RPA)	27,999	37,007	6,069	28,743	0	34,812
Total	2,941,993	3,139,242	1,001,838	1,978,750	0	2,980,588

The Department's FY 2020 request is comprised of the following funding requirements:

- **OCO for Direct War Costs** (*\$1,001.8 million*): Direct War cost are those combat or direct combat support costs that will not continue to be expended once combat operations end at major contingency locations. These contingency locations include requirements in support of OFS and OIR.
- **OCO for Enduring Requirements** (*\$1,978.8 million*): OCO for Enduring Requirements are enduring in-theater and in-CONUS costs that will likely remain after combat operations cease, and have previously been funded in OCO. Enduring requirements include the EDI, Yellow Ribbon Program, and requirements in support of Operation Spartan Shield (OSS), Operation Enduring Freedom – Horn of Africa (OEF-HOA), and Joint Task Force – Guantanamo Bay (JTF-GTMO).
- **OCO for Base Requirements** (*no requirements for the Military Personnel appropriations*): OCO for Base Requirements is funding to pay for base budget requirements for readiness and other support activities, that are financed in the OCO budget in order for the Department to comply with the Budget Control Act of 2011.

FY 2020 Request Summary

The FY 2020 request for Army's military personnel costs are comprised of the following major cost categories:

National Guard & Army Reserve Mobilization (\$2,282.3 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 (\$109.0 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 (\$25.8 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 (\$308.1 million)

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

Permanent Change of Station (\$5.4 million)

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

Casualty and Disability Benefits (\$12.6 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 (\$237.5 million)

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

**10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands -
FY 2020 Requested Levels: 23,900 Man-Years; \$2,567.1 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 2020, 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 2018 through FY 2020 appropriation execution and requirements are displayed in the following tables:

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

<u>FY 2018 Actual</u>	<u>Active</u> <u>Army</u>	<u>Army</u> <u>Guard</u>	<u>Army</u> <u>Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,285,943			2,285,943
AC Deployment Costs	90,005			90,005
Other Mobilization and Deployment Costs*	35,927			35,927
Subsistence-In-Kind (SIK)	308,263			308,263
Permanent Change of Station	12,899			12,899
Casualty and Disability	13,333			13,333
Pre and Post Mobilization Training	-	167,624	27,999	195,623
Total Military Personnel	2,746,370	167,624	27,999	2,941,993

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

FY 2019 Appropriations Summary By Category

(\$ in thousands)

	Active	Army	Army	
<u>FY 2019 Updated</u>	<u>Army</u>	<u>Guard</u>	<u>Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,464,313			2,464,313
AC Deployment Costs	97,961			97,961
Other Mobilization and Deployment Costs*	25,025			25,025
Subsistence-In-Kind (SIK)	301,902			301,902
Permanent Change of Station	5,298			5,298
Casualty and Disability	12,453			12,453
Pre and Post Mobilization Training	-	195,283	37,007	232,290
Total Military Personnel	2,906,952	195,283	37,007	3,139,242

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

FY 2020 Appropriations Summary By Category

(\$ in thousands)

<u>FY 2020 Estimate</u>	Active	Army	Army	
	<u>Army</u>	<u>Guard</u>	<u>Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,282,256			2,282,256
AC Deployment Costs	109,041			109,041
Other Mobilization and Deployment Costs*	25,756			25,756
Subsistence-In-Kind (SIK)	308,078			308,078
Permanent Change of Station	5,402			5,402
Casualty and Disability	12,598			12,598
Pre and Post Mobilization Training	-	202,644	34,812	237,456
Total Military Personnel	2,743,132	202,644	34,812	2,980,588

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

Army M-1

APN	MI	MILITARY PERSONNEL, ARMY	FY 2018 Actuals	FY 2019 Estimate	FY 2020 Estimate
		BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
2010A	5	BASIC PAY	464,933	504,258	400,179
2010A	10	RETIRED PAY ACCRUAL	105,075	124,552	97,644
2010A	25	BASIC ALLOWANCE FOR HOUSING	161,847	153,578	121,908
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	17,640	18,512	14,524
2010A	35	INCENTIVE PAYS	4,076	4,445	3,305
2010A	40	SPECIAL PAYS	25,573	27,961	24,905
2010A	45	ALLOWANCES	19,471	21,483	27,510
2010A	50	SEPARATION PAY	3,884	4,405	3,551
2010A	56	SOCIAL SECURITY TAX	35,134	38,576	30,600
		TOTAL BUDGET ACTIVITY 1	837,633	897,769	724,126
		BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED			
2010A	60	BASIC PAY	742,129	832,151	833,570
2010A	65	RETIRED PAY ACCRUAL	167,655	205,541	203,392
2010A	80	BASIC ALLOWANCE FOR HOUSING	358,634	330,898	331,542
2010A	85	INCENTIVE PAYS	1,903	1,892	2,024
2010A	90	SPECIAL PAYS	68,880	73,137	76,026
2010A	95	ALLOWANCES	56,352	58,363	61,647
2010A	100	SEPARATION PAY	3,672	3,745	1,009
2010A	105	SOCIAL SECURITY TAX	55,307	63,660	63,769
		TOTAL BUDGET ACTIVITY 2	1,454,532	1,569,387	1,572,979
		BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	83,783	95,118	94,192
2010A	120	SUBSISTENCE-IN-KIND	308,263	301,902	308,078
		TOTAL BUDGET ACTIVITY 4	392,046	397,020	402,270

Army M-1 (continued)

		FY 2018	FY 2019	FY 2020
		Actuals	Estimate	Estimate
APN	M1 BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL			
2010A	135 OPERATIONAL TRAVEL	7,158	4,283	4,367
2010A	140 ROTATIONAL TRAVEL	5,741	1,015	1,035
	TOTAL BUDGET ACTIVITY 5	12,899	5,298	5,402
	BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
2010A	175 INTEREST ON SOLDIERS DEPOSITS	32,116	21,119	21,702
2010A	185 UNEMPLOYMENT COMPENSATION	3,811	3,906	4,054
2010A	180 DEATH GRATUITIES	2,800	2,800	2,800
2010A	216 SGLI EXTRA HAZARD PAYMENTS	9,483	9,653	9,798
2010A	219 TRAUMATIC SGLI	1,050	-	-
	TOTAL BUDGET ACTIVITY 6	49,260	37,478	38,354
	TOTAL MILITARY PERSONNEL, ACTIVE ARMY	2,746,370	2,906,952	2,743,132

US Army National Guard and US Army Reserve M-1

		FY 2018	FY 2019	FY 2020
		<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
NATIONAL GUARD PERSONNEL, ARMY				
APN	M1	BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT		
2060A	10	29,702	57,114	65,231
2060A	80	132,300	125,655	115,437
2060A	70	2,084	2,939	3,324
2060A	90	3,538	9,575	18,652
		167,624	195,283	202,644
TOTAL NATIONAL GUARD PERSONNEL, ARMY				
		FY 2018	FY 2019	FY 2020
		<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
RESERVE PERSONNEL, ARMY				
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT				
2070A	80	27,999	37,007	34,812
		27,999	37,007	34,812
TOTAL RESERVE PERSONNEL, ARMY				
TOTAL ARMY MILITARY PERSONNEL		2,941,993	3,139,242	2,980,588

**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 2020
(\$ in Thousands)
\$400,179

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 2.6% across-the-board pay raise effective 1 January 2019 and a 3.1% pay raise effective 1 January 2020.

The request decreases by \$104.1M from FY 2019 to FY 2020. This change is driven by:

1. Price increase due to basic pay raise inflation (\$11.6M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$115.6M)

Summary cost computations are provided in the following table:

BA1	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay									
Guard / Reserve Mobilization	5,734	81,088	464,933	6,064	83,156	504,258	4,673	85,630	400,179
Total	5,734		464,933	6,064		504,258	4,673		400,179

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

FY 2020
(\$ in Thousands)
\$97,644

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 2020 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.7% in FY 2019 and 24.4% in FY 2020 for National Guard and Army Reserve Soldiers.

The request decreases by \$26.9M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to basic pay raise inflation, offset by a reduction in the RPA NCP from FY 2019 to FY 2020 (\$1.7M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$28.6M)

Summary cost computations are provided in the following table:

BA1	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	5,734	18,326	105,075	6,064	20,540	124,552	4,673	20,894	97,644
Total	5,734		105,075	6,064		124,552	4,673		97,644

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

FY 2020
(\$ in Thousands)
\$121,908

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 FY 2020 rates were built by applying inflation assumptions to the FY 2018 average BAH rates. The BAH rates reflect a 2.4% housing rate increase, effective 1 January 2019 and 3.2% increase, effective 1 January 2020.

The request decreases by \$31.7M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to housing inflation (\$3.5M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$35.2M)

Summary cost computations are provided in the following table:

BA1	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	5,734	28,227	161,847	6,064	25,326	153,578	4,673	26,086	121,908
Total	5,734		161,847	6,064		153,578	4,673		121,908

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

FY 2020
(\$ in Thousands)
\$14,524

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 (BAS) at the same statutory rate. Subsistence allowance costs are obtained by multiplying the projected average number eligible by the annual statutory rate. The BAS inflation rate is 0.0%, effective 1 January 2019 and 3.4%, effective 1 January 2020. The FY 2019 and FY 2020 Officer BAS yearly composite rates are \$3,052.69 and \$3,107.67, respectively.

The request decreases of \$4.0M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to subsistence inflation (\$0.3M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$4.2M)

Summary cost computations are provided in the following table:

BA1	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	5,734	3,077	17,640	6,064	3,053	18,512	4,673	3,108	14,524
Total	5,734		17,640	6,064		18,512	4,673		14,524

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

FY 2020
(\$ in Thousands)
\$3,305

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 request decreases from FY 2019 to FY 2020 by \$1.1M. This change is drive by a program decrease due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA1 Incentive Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	34	1,800	61	38	1,800	68	11	1,800	20
Flying Duty	629	5,767	3,626	684	5,767	3,946	547	5,767	3,152
Parachute Jumping	216	1,800	389	239	1,800	431	74	1,800	133
Total	879		4,076	961		4,445	632		3,305

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

FY 2020
(\$ in Thousands)
\$24,905

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 request decreases from FY 2019 to FY 2020 by \$3.1M. This change is driven by a program decrease primarily due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations.

Summary cost computations are provided by the following table:

BA1 Special Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Other Special Pays	3	2,739	9	3	2,739	9	4	2,739	11
Foreign Language Proficiency Pay	63	2,768	175	70	2,768	194	55	2,768	151
Hardship Duty Pay	2,058	1,500	3,087	2,276	1,500	3,415	1,789	1,500	2,684
Hostile Fire Pay	1,593	2,700	4,301	1,762	2,700	4,756	1,385	2,700	3,739
Various Medical Special Pays	174	29,914	5,199	192	29,914	5,750	151	29,914	4,520
Total	3,891		12,771	4,304		14,124	3,384		11,105

BA1 Special Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Hardship Duty Pay	3,048	1,500	4,572	3,295	1,500	4,942	3,286	1,500	4,929
Hostile Fire Pay	3,048	2,700	8,230	3,295	2,700	8,895	3,286	2,700	8,871
Total	6,096		12,802	6,589		13,837	6,572		13,800

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

FY 2020
(\$ in Thousands)
\$27,510

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 request increases from FY 2019 to FY 2020 by \$6.0M. This change is driven by a program increase associated with the projected number of Active Component Soldiers expected to receive family separation allowance.

Summary cost computations are provided by the following table:

BA1**Allowances**

	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	1,332	379	505	1,473	386	569	1,158	394	456
Family Separation Allowance	2,732	3,000	8,195	3,021	3,000	9,063	2,375	3,000	7,124
Overseas Station Allowance	5	8,179	42	6	8,387	48	4	8,288	37
CONUS COLA	1,846	2,097	3,871	2,042	2,150	4,390	1,605	2,198	3,528
Total	5,915		12,613	6,542		14,070	5,142		11,145

BA1**Allowances**

	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Family Separation Allowance	2,286	3,000	6,858	2,471	3,000	7,413	5,455	3,000	16,365
Total	2,286		6,858	2,471		7,413	5,455		16,365

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

FY 2020
(\$ in Thousands)
\$3,551

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 request decreases of \$0.9M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to basic pay raise inflation (\$0.1M)
2. Program decrease primarily due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations expected to receive this entitlement (\$1.0M)

Summary cost computations are provided by the following table:

BA1 Separation Pay	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	785	3,950	3,099	868	4,051	3,515	682	4,155	2,834
Severance Pay	10	80,738	785	11	82,797	890	8	84,881	717
Total	794		3,884	879		4,405	691		3,551

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

FY 2020
(\$ in Thousands)
\$30,600

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%.

The request decreases of \$8.0M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to basic pay raise inflation (\$0.9M)
2. Program decrease primarily due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations (\$8.8M)

Summary cost computations are provided in the following table:

BA 1 Social Security	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	5,734	6,128	35,134	6,064	6,361	38,576	4,673	6,548	30,600
Total	5,734		35,134	6,064		38,576	4,673		30,600

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

FY 2020
(\$ in Thousands)
\$833,570

Part I - Purpose and Scope

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

Part II - Justification of Funds Required

The request provides funding for mobilization of Army National Guard and Army Reserve enlisted personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel, Operation Inherent Resolve and European Deterrence Initiative. The growth in the pay rate reflects a 2.6% across-the-board pay raise effective 1 January 2019 and a 3.1% pay raise effective 1 January 2020.

The request increases by \$1.4M from FY 2019 to FY 2020. This change is driven by:

1. Price increase due to basic pay raise inflation (\$24.1M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$22.7M)

Summary cost computations are provided in the following table:

BA2	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	19,625	37,816	742,129	21,458	38,780	832,151	20,874	39,934	833,570
Total	19,625		742,129	21,458		832,151	20,874		833,570

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

FY 2020
(\$ in Thousands)
\$59,698

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 2020 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.7% in FY 2019 and 24.4% in FY 2020 for National Guard and Army Reserve Soldiers.

The request decreases by \$2.1M from FY 2019 to FY 2020. This change is driven by:

1. Price increase due to basic pay raise inflation, offset by a reduction in the RPA NCP from FY 2019 to FY 2020 (\$3.4M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$5.6M)

Summary cost computations are provided in the following table:

BA2	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	19,625	8,543	167,655	21,458	9,579	205,541	20,874	9,744	203,392
Total	19,625		167,655	21,458		205,541	20,874		203,392

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

FY 2020
(\$ in Thousands)
\$331,542

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 FY 2020 rates were built by applying inflation assumptions to the FY 2018 average BAH rates. The BAH rates reflect a 2.4% housing rate increase, effective 1 January 2019 and 3.2% increase, effective 1 January 2020.

The request increases slightly by \$0.6M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to housing inflation (\$9.7M)
2. Program decreased due to a reduction in the number of reserved component Soldiers mobilized in support of Contingency Operations (\$9.0M)

Summary cost computations are provided in the following table:

BA2	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	19,625	18,275	358,634	21,458	15,421	330,898	20,874	15,883	331,542
Total	19,625		358,634	21,458		330,898	20,874		331,542

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

FY 2020
(\$ in Thousands)
\$2,024

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 request increases from FY 2019 to FY 2020 by \$0.1M. This change is driven by a program increase due to a slight increase in the projected number of mobilized reserved component Soldiers expected to receive incentive pay entitlements.

Summary cost computations are provided by the following table:

BA2 Incentive Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	109	1,800	196	108	1,800	194	115	1,800	207
Flying Duty	352	2,352	827	350	2,352	823	375	2,352	881
Other Special Incentive Pays	20	1,655	33	20	1,655	33	22	1,655	36
Parachute Jumping	470	1,800	847	468	1,800	842	500	1,800	900
Total	951		1,903	946		1,892	1,011		2,024

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

FY 2020
(\$ in Thousands)
\$76,026

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 request increases from FY 2019 to FY 2020 by \$2.9M. This change is driven by a program increase due to a slight increase in the projected number of mobilized reserved component Soldiers expected to receive special pay entitlements.

Summary cost computations are provided by the following table:

BA2 Special Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Foreign Language Proficiency Pay	119	2,444	290	118	2,444	289	126	2,444	308
Hardship Duty Pay	8,859	1,500	13,289	8,811	1,500	13,216	9,423	1,500	14,135
Hostile Fire Pay	2,192	2,700	5,918	2,180	2,700	5,886	2,332	2,700	6,296
Other Special Pays	6	2,739	17	6	2,739	17	7	2,739	18
Special Duty Assignment Pay	303	3,600	1,090	301	3,600	1,084	322	3,600	1,159
Total	11,479		20,604	11,416		20,492	12,209		21,916

BA2 Special Pays	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Hardship Duty Pay	11,494	1,500	17,241	12,534	1,500	18,802	12,883	1,500	19,325
Hostile Fire Pay	11,494	2,700	31,035	12,534	2,700	33,843	12,883	2,700	34,785
Total	22,989		48,276	25,069		52,645	25,767		54,110

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

FY 2020
(\$ in Thousands)
\$61,647

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 request increases from FY 2019 to FY 2020 by \$3.3M. This change is driven by a program increase due to a slight increase in the projected number of mobilized reserved component Soldiers expected to receive allowance entitlements.

Summary cost computations are provided by the following table:

BA2**Allowances**

	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	5,979	428	2,558	5,946	436	2,590	6,472	436	2,822
Family Separation Allowance	8,527	3,000	25,582	8,481	3,000	25,442	9,070	3,000	27,210
Overseas Station Allowance	20	4,236	84	20	4,344	86	21	4,409	93
CONUS COLA	2,271	2,668	6,059	2,259	2,736	6,179	2,416	2,797	6,756
Total	16,797		34,283	16,705		34,297	17,979		36,881

BA2**Allowances**

	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Family Separation Allowance	7,356	3,000	22,069	8,022	3,000	24,066	8,255	3,000	24,766
Total	7,356		22,069	8,022		24,066	8,255		24,766

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

FY 2020
(\$ in Thousands)
\$1,009

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 request decreases of \$2.7M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to basic pay raise inflation (\$0.1M)
2. Program decrease primarily due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations expected to receive this entitlement (\$2.8M)

Summary cost computations are provided by the following table:

BA2 Separation Pay	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	1,016	1,641	1,667	1,011	1,683	1,701	266	1,723	458
Severance Pay	59	34,202	2,005	58	35,074	2,044	15	35,946	551
Total	1,075		3,672	1,069		3,745	281		1,009

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

FY 2020
(\$ in Thousands)
\$63,769

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%.

The request decreases of \$0.1M from FY 2019 to FY 2020. This change is driven:

1. Price increase due to basic pay raise inflation (\$1.8M)
2. Program decrease primarily due to a reduction in the projected number of reserved component Soldiers mobilized in support of Contingency Operations (\$1.7M)

Summary cost computations are provided in the following table:

BA 2	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	19,625	2,818	55,307	21,458	2,967	63,660	20,874	3,055	63,769
Total	19,625		55,307	21,458		63,660	20,874		63,769

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

FY 2020
(\$ in Thousands)
\$402,270

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 2020 BAS inflation rate is 2.4%, effective 1 January 2020 and is based on an increase in the US Department of Agriculture Cost of Food Index. The budgeted BAS composite annual rate for FY 2020 is \$4,512.52.

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 decreasing by \$5.3M. This increase is due to the following factors:

1. BAS and SIK price increase due to subsistence inflation (\$6.4M)
2. BAS and SIK program decrease due to a reduction in the number of reserved component Soldiers mobilized in support of OCO-funded missions (\$1.1M)

Summary cost computations are provided in the following table:

BA 4 Enlisted BAS	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	19,625	4,269	83,783	21,458	4,433	95,118	20,874	4,512	94,192
Total	19,625		83,783	21,458		95,118	20,874		94,192
BA 4 Subsistence-In-Kind (SIK)	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Subsistence in Messes	81,003	4,344	351,873	77,955	4,431	345,407	73,110	4,779	349,423
Meals Ready to Eat (MRE)	8,401	10,861	91,246	8,333	11,079	92,323	5,466	11,300	61,773
Unitized Group Rations	9,718	7,751	75,330	9,718	7,906	76,836	6,469	8,064	52,168
Civilian Contracted Meals	(39,876)	5,271	(210,186)	(39,555)	5,376	(212,664)	(28,317)	5,484	(155,286)
Total	59,246		308,263	56,452		301,902	56,728		308,078
BA 4 Total			392,046			397,020			402,270

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

FY 2020
(\$ in Thousands)
\$5,402

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 2020 rates are based on FY 2018 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 PCS OCO budget request increases by \$0.1M from FY 2019 to FY 2020. This change is 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	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Permanent Change of Station									
Operational Moves	895	8,001	7,158	545	7,857	4,283	545	8,014	4,367
Rotational Moves	2,180	2,633	5,741	357	2,840	1,015	357	2,897	1,035
Total	3,075		12,899	902		5,298	902		5,402

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

FY 2020
(\$ in Thousands)
\$12,598

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 increases by \$0.1M from FY 2019 to FY 2020. This increase is due to a reduction in the projected number of SGLI payments.

Summary cost computations are provided in the following table:

BA 6 Casualty & Disability	FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
SGLI Traumatic Injury Payments	10,500	100	1,050	-	100	-	-	100	-
SGLI Insurance Premium	27,250	348	9,483	27,739	348	9,653	28,155	348	9,798
Death Gratuity	28	100,000	2,800	28	100,000	2,800	28	100,000	2,800
Total	37,778		13,333	27,767		12,453	28,183		12,598

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

FY 2020
(\$ in Thousands)
\$25,756

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 budget request decreases by \$0.7M from FY 2019 to FY 2020. This change is primarily driven by basic pay inflation anticipated to impact the unemployment compensation and SDP requirements.

Summary cost computations are provided in the following table:

BA 6		FY 2018 Actual			FY 2019 Revised Estimate			FY 2020 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Other	Unemployment Benefits	6,235	5,151	32,116	3,998	5,282	21,119	3,990	5,440	21,702
	Services Savings Deposits	9,433	404	3,811	9,428	414	3,906	9,502	427	4,054
	Total	15,668		35,927	13,426		25,025	13,492		25,756



NATIONAL GUARD
PRE-MOB/POST RE-DEPLOYMENT TRAINING

Introduction

Overseas Contingency Operations (OCO) resources incremental Direct War Costs and Enduring Requirements for the Army National Guard (ARNG) in support of Operation Freedom's Sentinel (OFS), Operation Inherent Resolve (OIR), and European Defense Initiative (EDI) based on a mobilization assumption of 15,334.

Total OCO for Direct War Costs (\$33.8 million): Direct War costs are those combat or direct combat support costs that will not continue to be expended once combat operations end at major contingency locations. The ARNG FY 2020 OCO for Direct War costs request supports OIR based on a mobilization assumption of 4,008.

Total OCO for Enduring Requirements (\$168.9 million): OCO for Enduring Requirements are enduring in-theater and in-CONUS costs that will likely remain after combat operations cease, and have previously been funded in OCO. The ARNG FY 2020 OCO for Enduring Requirements costs supports OFS, EDI, and Yellow Ribbon Program based on a mobilization assumption of 11,326.

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

FY 2020
(\$ in Thousands)
\$65,231

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.

To support National Defense Strategy the Army National Guard units obtain higher levels of readiness in 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. Therefore, units must now arrive at the mobilization station ready in order to get nine to ten months boots on the ground.

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. The Pay Group A additional active duty days are focused on specific exercise training in support of Operation Freedom Sentinel (OFS), Operation Inherent Resolve (OIR), and European Defense Initiative (EDI).

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods – \$65,231: In FY 2020, Additional Pay Group A Training periods include Overseas Contingency Operations (OCO) Direct War cost of \$6,818 and OCO for Enduring Requirements of \$58,413. The Pay Group A funds pay and allowances for Soldiers participating in required training related to 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). The AT and UTA periods are for instruction and training of Army National Guard Soldiers and prepares them for all phases of the unit’s mission.

Summary cost computations are provided in the following table:

Pay Group A		FY 2018 Actual			FY 2019 Estimate			FY 2020 Request		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional AT	Officer	7,012	339	2,377	9,716	345	3,352	14,219	352	5,005
Training Days	Enlisted	62,063	159	9,868	101,309	162	16,412	125,745	165	20,748
	Total	69,075		12,245	111,025		19,764	139,964		25,753
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional UTA's	Officer	840	281	236	2,608	286	746	1,072	291	312
	Enlisted	2,189	122	267	19,065	124	2,364	7,881	126	993
	Total	3,029		503	21,673		3,110	8,953		1,305
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
European	Officer	15,929	339	5,402	20,501	345	7,073	30,639	352	10,785
Defense	Enlisted	72,713	159	11,552	167,698	162	27,167	165,988	165	27,388
Initiative (EDI)	Total	88,642		16,954	188,199		34,240	196,627		38,173
Total Pay Group A		160,746		29,702	320,897		57,114	345,544		65,231

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

FY 2020
(\$ in Thousands)
\$115,437

Part I – Purpose and Scope

Special Training provides funding to support the pre-mobilization training for units mobilizing for Overseas Contingency Operations (OCO) in support of Operation Freedom Sentinel (OFS), Operation Inherent Resolve (OIR), and European Defense Initiative (EDI). In addition, the program support the units to build readiness and lethality at home station. This new strategy reduces time spent in the mobilization station and increase combat time in theater for nine to ten months. The request support the additional post-redeployment activities required for units returning from theater such as the Yellow Ribbon Program. This category also provides additional man-days to support to repair/ inventory equipment returning from theater deployment.

Part II – Justification of Funds Requested

Additional Special Training Days – \$20,278: In FY 2020, Additional Special Training Days includes OCO for Direct War cost of \$915 and OCO for Enduring requirements of \$19,363. 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, the unit, and service members to ensure the validity and eligibility of all mobilizing Soldiers in that particular state. ADOS personnel provide necessary support to plan and conduct individual and collective training events as units prepare for pending missions. These periods of instruction prepare Soldiers for all phases of the unit’s mission.

Additional Active Duty Training Days (ADT) – \$69,973: In FY 2020, the ADT days includes OCO for Direct War cost of \$19,478 and OCO for Enduring Requirements of \$50,495. The ADT days support the organization, administration, instruction, training, and unit readiness for mobilized units to conduct 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) – \$1,120: 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 – \$24,066: 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.

Summary cost computations are provided in the following table:

		FY 2018 Actual			FY 2019 Estimate			FY 2020 Request		
		<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>
Special Training										
Additional Special Training Days	Officer	86,389	339	29,297	14,386	345	4,963	19,906	352	7,007
	Enlisted	218,071	159	34,645	157,846	162	25,571	80,430	165	13,271
	Total	304,460		63,942	172,232		30,534	100,336		20,278
Additional Active Duty Training (ADT) Days										
	Officer	44,231	339	15,000	70,997	345	24,494	62,690	352	22,067
	Enlisted	216,283	159	34,361	302,302	162	48,973	290,339	165	47,906
	Total	260,514		49,361	373,299		73,467	353,029		69,973
Post Deployment Health Reassessment (PDHRA)										
	Officer	2,960	281	832	1,587	286	454	1,347	291	392
	Enlisted	14,516	122	1,774	6,866	124	851	5,778	126	728
	Total	17,476		2,606	8,453		1,305	7,125		1,120
Yellow Ribbon Reintegration Program										
	Officer	18,063	281	5,077	24,091	286	6,890	8,485	291	2,469
	Enlisted	92,580	122	11,314	108,537	124	13,459	171,405	126	21,597
	Total	110,643		16,391	132,628		20,349	179,890		24,066
Total Special Training		693,093		132,300	686,612		125,655	640,380		115,437

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

FY 2020
(\$ in Thousands)
\$3,324

Part I – Purpose and Scope

Schools provides funding for Soldiers require specific functional training and Duty Military Occupation Specialty Qualification (DMOSQ) schools, as a direct result of mission analysis and requirements, prior to deployment.

Part II – Justification of Funds Requested

Schools Training – \$3,324: In FY 2020 the Schools Training includes OCO for Direct War Cost of \$900 and OCO for Direct War Cost of \$2,424. 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 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 2018 Actual			FY 2019 Estimate			FY 2020 Request		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	2,825	339	958	2,214	345	764	3,480	352	1,225
Enlisted	7,088	159	1,126	13,426	162	2,175	12,721	165	2,099
Total	9,913		2,084	15,640		2,939	16,201		3,324
Total Schools Training	9,913		2,084	15,640		2,939	16,201		3,324

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

FY 2020
(\$ in Thousands)
\$18,652

Part I – Purpose and Scope

Administration and Support funds provide temporary Active Guard and Reserve (AGR) backfills to compliment full-time operations on a day-to-day basis. The AGR Backfill ratio is one to three up to 100% manning. ARNG units experience an increase in Operational Tempo (OPTEMPO) during the year prior to mobilization which results in additional full-time support requirements. Support to the full-time AGR force provides critical relief in operational planning, logistical support, supply/inventory accountability, and Soldier Readiness Process (SRP) in the year prior to mobilization.

This requirement also includes incremental costs to fund 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 – \$12,638: In FY 2020, Pre-Mobilization AGR Augmentation includes Overseas Contingency Operation (OCO) for Direct War cost of \$3,865 and OCO for Enduring Requirement of \$8,773. The program 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 – \$6,014: In FY 2020, Incapacitation pay includes OCO for Direct War cost of \$1,798 and OCO for Enduring Requirement of \$4,216. The program supports Soldiers who are injured while training for/or participating in OCO missions and are unable return to their civilian occupations or military duties. The Incapacitation Pay is also used to pay Soldiers for time spent traveling to and from medical appointments, medical treatment facilities, and Army Medical Board appearances while seeking treatment. This program funds pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

Summary cost computations are provided in the following table for AGR and INCAP pay:

		FY 2018 Actual			FY 2019 Estimate			FY 2020 Request			
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	
Administration and Support											
Pre-Mobilization AGR	Officer	2,736	339	928	3,417	345	1,179	7,909	352	2,784	
Augmentation	Enlisted	3,984	159	633	19,062	162	3,088	59,721	165	9,854	
	Total	6,720		1,561	22,479		4,267	67,630		12,638	
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	
Incapacitation Pay (INCAP)	Officer	507	339	172	1,487	345	513	1,472	352	518	
Severance Pay	Enlisted	11,361	159	1,805	29,599	162	4,795	33,309	165	5,496	
	Total	11,868		1,977	31,086		5,308	34,781		6,014	
Total Admin and Support		18,588		3,538	53,565		9,575	102,411		18,652	
Total NGPA OCO Support				167,624				195,283			



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

Introduction

Overseas Contingency Operations (OCO) resources incremental Direct War Costs and Enduring Requirements for the United States Army Reserve Soldiers in support of Operation Freedom's Sentinel (OFS), Operation Inherent Resolve (OIR), Yellow Ribbon Program, European Deterrence Initiative (EDI), Operation Spartan Shield (OSS), Combined Joint Task Force – Horn of Africa (CJTF-HOA), and Counterterrorism (CT) operations, based on a mobilization assumption of 10,134.

Army Reserve FY 2020 OCO for Direct War Costs request funds pre-mobilization training directly supporting readiness-training strategies related to the 12-month mobilization policy, and pre-mobilization training for select Army Reserve units assigned to train Afghanistan forces. The request also provides resources for post deployment such as the Defense Health Assessment Program (DHAP) focusing on behavioral and physical health issues that may emerge over time after deployments.

Total OCO for Direct War Costs: \$6.1 million

Army Reserve FY 2020 OCO for Enduring Requirements request funds for enduring in-theater and in-CONUS costs that will likely remain after combat operations cease. Enduring Requirements include the Yellow Ribbon Program, EDI, and requirements in support of OSS, CJTF-HOA, and CT operations.

Total OCO for Enduring Requirements: \$28.7 million

Appropriation: Reserve Personnel, Army

FY 2020

Budget Activity 1: Reserve Component Training and Support
Budget Line Item: Special Training

(\$ in thousands)
\$34,812

Part I – Purpose and Scope

Program provides funding for pre-mobilization training to deploying units. The Army Reserve 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, (\$12,769): Provides pre-mobilization training, both collective and individual, that directly supports readiness training strategies related to the 12-month mobilization policy. Training activities include supply, maintenance, medical, planning, administration, pay, logistics, and other categories of mobilization support to maximize pre-mobilization support and minimize time at the mobilization station. Funding provides mandays for personnel to certify units following pre-mobilization training. Additionally, funding will allow 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. Pre-mobilization in support to this request aligns 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. In FY 2020, funding for Pre-mobilization Training supports Focused Readiness training events according to mobilization assumptions and potential requirements.

Defense Health Assessment Program (\$556): This program supports proactive health screening for Soldiers 90 to 180 days post-deployment from OFS and OIR. Post-Deployment Health Assessment Program focuses on behavioral and physical health issues that may emerge over time after deployments.

Foreign Army Training Command (\$1,697): Foreign Army Training provides pre-mobilization training for select Army Reserve units that train Afghanistan forces. This program funds travel, per diem, pay and allowances of select Soldier instructors who deploy to Afghanistan assigned to train foreign Soldiers in order for them to perform at a sustainable level of combat readiness without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, land navigation, rules of land warfare, Improvised Explosive Device (IED) recognition, and cultural awareness.

Yellow-Ribbon Integration Program (\$9,103): Funds support Soldier pay, allowances, and travel costs for reintegration training through pre (Soldier) and post (Soldier and family) deployment. The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Soldiers, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members with

their families and with service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of entitlements. In addition, methods for coping with combat stress and transition are integral to this post-deployment program.

European Deterrence Initiative (\$10,687): Funds support the European Deterrence Initiative (EDI), with additional full-time equivalent (FTE) mandays for key unit personnel. This program is to assure North Atlantic Treaty Organization (NATO) allies and bolster the security and capacity of partners across the following five lines of effort. EDI provides for increased U. S. military presence in Europe; additional bilateral and multinational exercises and training with allies and partners; improved infrastructure to allow for greater responsiveness; enhanced prepositioning of U.S. equipment in Europe and materiel; and intensified borders to build partner capacity for newer NATO members and other partners.

Summary cost computations are provided in the following tables:

\$K
Pre-Mobilization Training

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<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	7,449	405	3,017	7,812	416	3,246	12,595	428	5,396
Enlisted	23,990	197	4,726	22,991	202	4,647	35,381	208	7,373
	31,439		7,743	30,803		7,893	47,977		12,769

Defense Health Assessment Program

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<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	613	476	292	600	488	293	367	504	185
Enlisted	1,755	261	458	1,707	268	457	1,344	276	371
	2,368		750	2,307		750	1,711		556

Foreign Army Training Command

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<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	1,840	476	876	1,833	488	895	1,567	504	789
Enlisted	5,261	261	1,373	5,224	268	1,399	3,289	276	908
	7,101		2,249	7,057		2,294	4,856		1,697

Yellow Ribbon Integration Program

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<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	9,242	476	4,399	13,754	488	6,717	7,865	504	3,960
Enlisted	26,360	261	6,880	32,575	268	8,723	18,628	276	5,143
	35,602		11,279	46,328		15,440	26,493		9,103

European Deterrence Initiative

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<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	4,088	476	1,946	2,617	488	1,278	2,435	504	1,226
Enlisted	15,448	261	4,032	34,923	268	9,352	34,268	276	9,461
	19,537		5,978	37,540		10,630	36,703		10,687

\$K

Reserve Personnel, Army Total OCO

<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
27,999	37,007	34,812