

DEPARTMENT OF DEFENSE

FISCAL YEAR (FY) 2021 OVERSEAS CONTINGENCY OPERATIONS REQUEST



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2020**

The estimated cost of this report for the Department of Defense is approximately \$10,803 for Fiscal Year 2020.
This includes approximately \$700 in expenses and approximately \$10,103 in DoD labor.

TABLE OF CONTENTS

MILITARY PERSONNEL OVERVIEW

| | |
|---|----|
| INTRODUCTION | 6 |
| MAJOR BUDGET DRIVERS | 7 |
| MILITARY PAY EXECUTION AND FUNDING REQUIREMENTS | 9 |
| FY 2021 REQUEST SUMMARY | 10 |
| 10 U.S.C 12304B COMBATANT COMMAND SUPPORT | 12 |
| APPROPRIATION SUMMARY BY CATEGORY | 13 |
| ARMY M-1 DETAIL | 16 |
| US ARMY NATIONAL GUARD AND US ARMY RESERVE M-1 DETAIL | 18 |

ACTIVE ARMY MILITARY PERSONNEL COSTS

OFFICER

| | |
|---|----|
| BASIC PAY, OFFICER | 20 |
| RETIRED PAY ACCRUAL, OFFICER | 21 |
| BASIC ALLOWANCE FOR HOUSING, OFFICER | 22 |
| BASIC ALLOWANCE FOR SUBSISTENCE, OFFICER | 23 |
| INCENTIVE PAY FOR HAZARDOUS DUTY, OFFICER | 24 |
| SPECIAL PAYS, OFFICER | 26 |
| ALLOWANCE PAYS, OFFICER | 28 |
| SEPARATION PAYS, OFFICER | 30 |
| SOCIAL SECURITY TAX, OFFICER | 31 |

TABLE OF CONTENTS (continued)

ENLISTED

| | |
|---|----|
| BASIC PAY, ENLISTED | 32 |
| RETIRED PAY ACCRUAL, ENLISTED | 33 |
| BASIC ALLOWANCE FOR HOUSING, ENLISTED | 34 |
| INCENTIVE PAY FOR HAZARDOUS DUTY, ENLISTED | 35 |
| SPECIAL PAYS, ENLISTED | 37 |
| ALLOWANCE PAYS, ENLISTED | 39 |
| SEPARATION PAYS, ENLISTED | 41 |
| SOCIAL SECURITY TAX, ENLISTED | 42 |
| BASIC ALLOWANCE FOR SUBSISTENCE, ENLISTED | 43 |
| SUBSISTENCE-IN-KIND, OFFICER & ENLISTED | 43 |
| PERMANENT CHANGE OF STATION TRAVEL | 45 |
| CASUALTY AND DISABILITY BENEFITS | |
| SERVICEMEMBERS GROUP LIFE INSURANCE (SGLI) | 46 |
| TRAUMATIC INJURY PROTECTION COVERAGE (T-SGLI) | 46 |
| DEATH GRATUITIES | 46 |
| ADDITIONAL MOBILIZATION/DEPLOYMENT COSTS | |
| UNEMPLOYMENT COMPENSATION | 47 |
| INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS | 47 |

TABLE OF CONTENTS (continued)

ARMY NATIONAL GUARD PERSONNEL COSTS

| | |
|----------------------------|----|
| PAY GROUP A | 50 |
| SPECIAL TRAINING | 52 |
| SCHOOLS | 55 |
| ADMINISTRATION AND SUPPORT | 56 |

ARMY RESERVE PERSONNEL COSTS

| | |
|------------------|----|
| SPECIAL TRAINING | 60 |
|------------------|----|

MILITARY PERSONNEL OVERVIEW

Introduction

The FY 2021 Overseas Contingency Operations (OCO) Military Personnel budget request funds the military presence in Afghanistan in support of Operation Freedom's Sentinel (OFS) and in Iraq and Syria in support of Operation Inherent Resolve (OIR), and the European Deterrence Initiative (EDI).

This request addresses urgent warfighting readiness and 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 and 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 based on the current force structure of U.S. troops in Afghanistan, Iraq, and Syria engaged in these 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 2019 includes actual execution, FY 2020 reflects updated requirements from the President's Budget position, and FY 2021 includes anticipated requirements based on latest manpower assumptions and execution projections. Requirements include:

- Reserve Component (RC) on Active Duty – funds all pay and allowances associated with mobilized RC Soldiers deployed in support of OFS, OIR, and EDI, as well as those remaining in CONUS supporting ongoing combat operations in Theater.
- Deployed Active Component Soldiers – funds incremental deployment pays associated with Soldiers deployed in support of OFS, OIR, and EDI.

The following table reflects assumptions for mobilization:

| Average Strength | | | |
|---|----------------|----------------|----------------|
| Description | FY 2019 | FY 2020 | FY 2021 |
| Active Army Deployment by IDP Payment | 9,871 | 9,871 | 10,914 |
| Reserve Component Deployment by IDP Payment | 6,601 | 6,567 | 4,733 |
| Total Imminent Danger Pay (IDP) | 16,472 | 16,438 | 15,647 |
| Army Reserve Mobilization | 12,922 | 12,930 | 12,177 |
| Army National Guard Mobilization | 15,794 | 15,804 | 12,438 |
| Total RC Mobilization | 28,716 | 28,734 | 24,615 |

Rate Changes

The following rate assumptions were incorporated into the FY 2021 budget request:

Pay Raise

- 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)
- Military Pay Raise, effective 1 January 2021 is 3.0% (3.03% over the FY)

Basic Allowance for Subsistence

- 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 0.9% (0.68% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2021, is 2.3% (1.95% over the FY)

Basic Allowance for Housing

- 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 2.7% (2.63% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2021, is 2.9% (2.85% over the FY)

Retired Pay Accrual

- 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
- Retired Pay Accrual as a percentage of Basic Pay is 34.9% for full-time and 27.0% for part-time Soldiers in FY 2021

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 2021 request includes \$2,977 million for Army’s military personnel costs as shown in the following summary table:

Summary by Appropriation

(Dollars in Thousands)

| Summary by Appropriation | FY 2019 Actuals | FY 2020 Estimate | FY 2021 OCO for Direct War | FY 2021 OCO for Enduring Requirements | FY 2021 OCO for Base Requirements | FY 2021 Total OCO Request |
|---------------------------------------|----------------------------|-----------------------------|---------------------------------------|--|--|--|
| Military Personnel, Army (MPA) | 3,060,018 | 3,069,548 | 504,254 | 2,243,779 | - | 2,748,033 |
| National Guard Personnel, Army (NGPA) | 183,285 | 202,644 | 32,679 | 162,635 | - | 195,314 |
| Reserve Personnel, Army (RPA) | 31,866 | 34,812 | 5,591 | 27,823 | - | 33,414 |
| Total | 3,275,169 | 3,307,004 | 542,524 | 2,434,237 | - | 2,976,761 |

The Department’s FY 2021 request is comprised of three funding requirements:

- OCO for Direct War Costs (\$542.5 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.
- OCO for Enduring Requirements (\$2,434 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.
- OCO for Base Requirements (\$0): 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 Bipartisan Budget Act (BBA) of 2019.

FY 2021 Request Summary

The FY 2021 request of \$2,977 million for Army's military personnel costs are comprised of the following major cost categories:

National Guard & Army Reserve Mobilization (\$2,340 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.
- 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 (\$72 million)

- Active Component Deployment Costs fund the incremental deployment pays required to support deployed Soldiers. These deployment pays include:
 - Hostile Fire Pay (\$7.50 per day up to \$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 (\$23 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 (\$298 million)

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

Permanent Change of Station (\$6 million)

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

Casualty and Disability Benefits (\$10 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 (\$229 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 2021 Requested Levels: 23,028 Man-Years; \$2,571 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 2021, 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. Identified operations/missions include:

USCENTCOM - Operation Freedom's Sentinel (OFS) (4,318 man-years; \$482.1 million)

Funds military presence to restore stability and support counter terrorism operations against the remnants of al Qaeda in Afghanistan.

USCENTCOM - Operation Inherent Resolve (OIR) (2,663 man-years; \$297.3 million)

Funds address urgent warfighting readiness and requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS).

USCENTCOM - Operation Spartan Shield (OSS) (12,206 man-years; \$1,362.8 million)

Mission is to protect, defend, and build partnerships in the Middle East. Operation mission is also to deter aggression and malign influences across the Middle East through a ready and capable combat land force.

EUCOM - European Deterrence Initiative (EDI) (1,587 man-years; \$177.2 million)

Provides assurance to NATO alliances and bolster the security and capacity of partners across the following lines of effort: (1) Increased U.S. military presence in Europe, (2) Additional bilateral and multinational exercises and training with allies and partners, (3) Further activities to build partner capacity for newer NATO members and other partners.

Operation Enduring Freedom – Horn of Africa (OEF-HOA) (1,187 man-years; \$132.5 million)

Provides the overall military operation to combat militant Islamism and piracy in the Horn of Africa. Also provides theater security cooperation activities, enables regional actors to neutralize violent extremist organizations (VEOs). Also, enables access and freedom of movement within East Africa to protect and defend U.S. interests and support aligned regional efforts.

USSOUTHCOM - Joint Task Force – Guantanamo Bay (JTF-GTMO) (1,067 man-years; \$119.1 million)

Provides safe and humane detention operations on U.S. Naval Station Guantanamo Bay, Cuba.

Appropriation Summary by Category

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

| <u>FY 2019 Actuals</u> | <u>Active Army</u> | <u>Army Guard</u> | <u>Army Reserve</u> | <u>Total</u> |
|--|------------------------|-----------------------|-------------------------|------------------|
| Reserve & Guard Mobilization | 2,642,293 | | | 2,642,293 |
| AC Deployment Costs | 63,826 | | | 63,826 |
| Other Mobilization and Deployment Costs* | 22,999 | | | 22,999 |
| Subsistence-In-Kind (SIK) | 313,672 | | | 313,672 |
| Permanent Change of Station | 5,298 | | | 5,298 |
| Casualty and Disability | 11,930 | | | 11,930 |
| Pre and Post Mobilization Training | - | 183,285 | 31,866 | 215,151 |
| Sub Total - Military Personnel | 3,060,018 | 183,285 | 31,866 | 3,275,169 |

* 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 Updated Estimate</u> | <u>Active Army</u> | <u>Army Guard</u> | <u>Army Reserve</u> | <u>Total</u> |
|--|-------------------------------|------------------------------|--------------------------------|---------------------|
| Reserve & Guard Mobilization | 2,646,079 | | | 2,646,079 |
| AC Deployment Costs | 63,826 | | | 63,826 |
| Other Mobilization and Deployment Costs* | 22,744 | | | 22,744 |
| Subsistence-In-Kind (SIK) | 319,945 | | | 319,945 |
| Permanent Change of Station | 5,403 | | | 5,403 |
| Casualty and Disability | 11,551 | | | 11,551 |
| Pre and Post Mobilization Training | - | 202,644 | 34,812 | 237,456 |
| Total Military Personnel | 3,069,548 | 202,644 | 34,812 | 3,307,004 |

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

FY 2021 Appropriations Summary By Category
(\$ in thousands)

| <u>FY 2021 Request</u> | <u>Active Army</u> | <u>Army Guard</u> | <u>Army Reserve</u> | <u>Total</u> |
|--|-------------------------------|------------------------------|--------------------------------|---------------------|
| Reserve & Guard Mobilization | 2,340,060 | | | 2,340,060 |
| AC Deployment Costs | 71,706 | | | 71,706 |
| Other Mobilization and Deployment Costs* | 23,410 | | | 23,410 |
| Subsistence-In-Kind (SIK) | 297,516 | | | 297,516 |
| Permanent Change of Station | 5,511 | | | 5,511 |
| Casualty and Disability | 9,830 | | | 9,830 |
| Pre and Post Mobilization Training | - | 195,314 | 33,414 | 228,728 |
| Total Military Personnel | 2,748,033 | 195,314 | 33,414 | 2,976,761 |

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

Army M-1

| APN | M1 | MILITARY PERSONNEL, ARMY | <u>FY 2019 Actuals</u> | <u>FY 2020 Updated</u> | <u>FY 2021 Request</u> |
|-------|-----|---|----------------------------|----------------------------|----------------------------|
| | | BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS | | | |
| 2010A | 5 | BASIC PAY | 516,906 | 502,958 | 450,089 |
| 2010A | 10 | RETIRED PAY ACCRUAL | 127,752 | 122,722 | 121,524 |
| 2010A | 25 | BASIC ALLOWANCE FOR HOUSING | 159,760 | 147,148 | 121,394 |
| 2010A | 30 | BASIC ALLOWANCE FOR SUBSISTENCE | 18,464 | 18,409 | 16,302 |
| 2010A | 35 | INCENTIVE PAYS | 3,767 | 3,397 | 2,379 |
| 2010A | 40 | SPECIAL PAYS | 28,089 | 27,269 | 25,555 |
| 2010A | 45 | ALLOWANCES | 20,319 | 19,844 | 16,194 |
| 2010A | 50 | SEPARATION PAY | 3,563 | 3,526 | 2,543 |
| 2010A | 55 | SOCIAL SECURITY TAX | 39,084 | 38,476 | 34,432 |
| | | TOTAL BUDGET ACTIVITY 1 | 917,704 | 883,749 | 790,412 |
| | | BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED | | | |
| 2010A | 60 | BASIC PAY | 860,471 | 883,776 | 777,103 |
| 2010A | 65 | RETIRED PAY ACCRUAL | 212,609 | 215,641 | 209,818 |
| 2010A | 80 | BASIC ALLOWANCE FOR HOUSING | 415,320 | 420,973 | 369,533 |
| 2010A | 85 | INCENTIVE PAYS | 1,719 | 1,740 | 1,270 |
| 2010A | 90 | SPECIAL PAYS | 73,932 | 74,397 | 66,121 |
| 2010A | 95 | ALLOWANCES | 58,850 | 55,070 | 45,638 |
| 2010A | 100 | SEPARATION PAY | 4,242 | 5,454 | 4,105 |
| 2010A | 105 | SOCIAL SECURITY TAX | 65,201 | 67,609 | 59,449 |
| | | TOTAL BUDGET ACTIVITY 2 | 1,692,344 | 1,724,660 | 1,533,037 |
| | | BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL | | | |
| 2010A | 115 | BASIC ALLOWANCE FOR SUBSISTENCE | 96,071 | 101,496 | 88,317 |
| 2010A | 120 | SUBSISTENCE-IN-KIND | 313,672 | 319,945 | 297,516 |
| | | TOTAL BUDGET ACTIVITY 4 | 409,743 | 421,441 | 385,833 |

Army M-1 (Continued)

| | | | <u>FY 2019</u> <u>Actuals</u> | <u>FY 2020</u> <u>Updated</u> | <u>FY 2021</u> <u>Request</u> |
|------------|-----------|--|----------------------------------|----------------------------------|----------------------------------|
| APN | MI | BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL | | | |
| 2010A | 135 | OPERATIONAL TRAVEL | 4,283 | 4,369 | 4,456 |
| 2010A | 140 | ROTATIONAL TRAVEL | 1,015 | 1,034 | 1,055 |
| | | TOTAL BUDGET ACTIVITY 5 | 5,298 | 5,403 | 5,511 |
| | | BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS | | | |
| 2010A | 175 | INTEREST ON SOLDIERS DEPOSITS | 3,817 | 3,929 | 4,035 |
| 2010A | 185 | UNEMPLOYMENT COMPENSATION | 19,182 | 18,815 | 19,375 |
| 2010A | 180 | DEATH GRATUITIES | 3,600 | 3,600 | 3,100 |
| 2010A | 216 | SGLI EXTRA HAZARD PAYMENTS | 8,030 | 7,951 | 6,730 |
| 2010A | 219 | TRAUMATIC SGLI | 300 | - | - |
| | | TOTAL BUDGET ACTIVITY 6 | 34,929 | 34,295 | 33,240 |
| | | SUB TOTAL - MILITARY PERSONNEL, ARMY | 3,060,018 | 3,069,548 | 2,748,033 |

US Army National Guard and US Army Reserve M-1

| NATIONAL GUARD PERSONNEL, ARMY | | | FY 2019 | FY 2020 | FY 2021 |
|--|-----------|--|------------------|------------------|------------------|
| | | | <u>Actuals</u> | <u>Updated</u> | <u>Request</u> |
| APN | MI | BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT | | | |
| 2060A | 10 | PAY GROUP A TRAINING | 38,114 | 65,231 | 62,718 |
| 2060A | 80 | SPECIAL TRAINING (PRE/POST MOB TRAINING) | 143,780 | 115,437 | 107,242 |
| 2060A | 70 | SCHOOL TRAINING (PRE/POST MOB TRAINING) | 58 | 3,324 | 3,752 |
| 2060A | 90 | ADMINISTRATION AND SUPPORT | 1,333 | 18,652 | 21,602 |
| | | TOTAL NATIONAL GUARD PERSONNEL, ARMY | 183,285 | 202,644 | 195,314 |
| | | | | | |
| RESERVE PERSONNEL, ARMY | | | FY 2019 | FY 2020 | FY 2021 |
| | | | <u>Actuals</u> | <u>Updated</u> | <u>Request</u> |
| | | BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT | | | |
| 2070A | 10 | PAY GROUP A TRAINING | | | |
| 2070A | 80 | SPECIAL TRAINING (PRE/POST MOB TRAINING) | 31,866 | 34,812 | 33,414 |
| | | TOTAL RESERVE PERSONNEL, ARMY | 31,866 | 34,812 | 33,414 |
| | | | | | |
| GRAND TOTAL ARMY MILITARY PERSONNEL, ARMY | | | 3,275,169 | 3,307,004 | 2,976,761 |

**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 2021
(\$ in Thousands)
\$450,089

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 basic pay compensation funding for the mobilization of Army National Guard and Army Reserve Officer personnel in support of ongoing combat operations for Operation Freedom’s Sentinel, Operation Inherent Resolve and European Deterrence Initiative. The basic pay budget request reflects a 3.1% across-the-board pay raise effective 1 January 2020 and a 3.0% pay raise effective 1 January 2021.

The request decreases by -\$52.9 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to basic pay raise inflation: +\$13.2 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$66.1 million

Summary cost computations are provided in the following table:

| BA1 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------|------------------------|-------------|----------------|------------------------|-------------|----------------|------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Basic Pay | | | | | | | | | |
| Guard / Reserve Mobilization | 6,232 | 82,944 | 516,906 | 5,990 | 83,966 | 502,958 | 5,203 | 86,506 | 450,089 |
| Total | 6,232 | | 516,906 | 5,990 | | 502,958 | 5,203 | | 450,089 |

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

FY 2021
(\$ in Thousands)
\$121,524

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 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.4% in FY 2020 and 27.0% in FY 2021 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$1.2 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to basic pay raise inflation and an increase in the RPA NCP: +\$14.9 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$16.1 million

Summary cost computations are provided in the following table:

| BA1 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------|-----------------|--------|----------------|-----------------|--------|----------------|-----------------|--------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Retired Pay Accrual | | | | | | | | | |
| Guard / Reserve Mobilization | 6,232 | 20,499 | 127,752 | 5,990 | 20,488 | 122,722 | 5,203 | 23,357 | 121,524 |
| Total | 6,232 | | 127,752 | 5,990 | | 122,722 | 5,203 | | 121,524 |

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

FY 2021
(\$ in Thousands)
\$121,394

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 housing allowance for mobilized Army National Guard and Army Reserve Officers in support of operations directly associated with OFS, OIR and EDI. The FY 2021 rates were built by applying inflation assumptions to the FY 2019 average BAH rates. The BAH rates reflect a 2.7% housing rate increase, effective 1 January 2020 and 2.9% increase, effective 1 January 2021.

The request decreases by -\$25.8 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to housing inflation: +\$3.4 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$29.2 million

Summary cost computations are provided in the following table:

| BA1 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------------|------------------------|-------------|----------------|------------------------|-------------|----------------|------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Basic Allowance for Housing | | | | | | | | | |
| Guard / Reserve Mobilization | 6,232 | 25,635 | 159,760 | 5,990 | 24,566 | 147,148 | 4,805 | 25,266 | 121,394 |
| Total | 6,232 | | 159,760 | 5,990 | | 147,148 | 4,805 | | 121,394 |

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

FY 2021
(\$ in Thousands)
\$16,302

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 0.9%, effective 1 January 2020 and 2.3%, effective 1 January 2021. The FY 2020 and FY 2021 Officer BAS yearly composite rates are \$3,073.29 and \$3,133.26, respectively.

The request decreases by -\$2.1 million from FY 2020 to FY 2021. This change is driven:

1. Price increase in the basic allowance for subsistence inflation rate: +\$0.3 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$2.4 million

Summary cost computations are provided in the following table:

| BA1 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--|------------------------|-------------|---------------|------------------------|-------------|---------------|------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Basic Allowance for Subsistence | | | | | | | | | |
| Guard / Reserve Mobilization | 6,232 | 2,963 | 18,464 | 5,990 | 3,073 | 18,409 | 5,203 | 3,133 | 16,302 |
| Total | 6,232 | | 18,464 | 5,990 | | 18,409 | 5,203 | | 16,302 |

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

FY 2021
(\$ in Thousands)
\$2,379

Part I - Purpose and Scope

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

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

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

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

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

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

Part II - Justification of Funds Requested

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

The request decreases by -\$1.0 million from FY 2020 to FY 2021. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations.

Summary cost computations are provided by the following table:

| BA1 Incentive Pays | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------------|------------------------|-------------|---------------|------------------------|-------------|---------------|------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Demolition Duty | 11 | 1,800 | 20 | 11 | 1,800 | 19 | 7 | 1,800 | 12 |
| Flying Duty | 1,605 | 2,269 | 3,642 | 1,444 | 2,269 | 3,277 | 1,011 | 2,269 | 2,295 |
| Parachute Jumping | 59 | 1,800 | 105 | 56 | 1,800 | 101 | 40 | 1,800 | 72 |
| Total | 1,675 | | 3,767 | 1,511 | | 3,397 | 1,058 | | 2,379 |

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

FY 2021
(\$ in Thousands)
\$25,555

Part I - Purpose and Scope

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

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

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

Hostile Fire/Imminent Danger Pay: Paid at the rate of \$7.50 per day up to \$225 per month for personnel subject to hostile fire or in an area in which they are in imminent danger of being exposed to hostile fire (37 U.S.C. 310).

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

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 by -\$1.7 million from FY 2020 to FY 2021. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations, offset by an increase in the number to active component deployments.

Summary cost computations are provided by the following table:

| BA1 Special Pays | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------------|-----------------|--------|---------------|-----------------|--------|---------------|-----------------|--------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Other Special Pays | 5 | 2,739 | 12 | 4 | 2,739 | 12 | 3 | 2,739 | 8 |
| Foreign Language Proficiency Pay | 87 | 2,772 | 242 | 84 | 2,772 | 232 | 59 | 2,772 | 164 |
| Hardship Duty Pay | 2,846 | 1,500 | 4,269 | 2,736 | 1,500 | 4,103 | 1,915 | 1,500 | 2,873 |
| Hostile Fire Pay | 2,203 | 2,700 | 5,948 | 2,117 | 2,700 | 5,717 | 1,483 | 2,700 | 4,004 |
| Various Medical Special Pays | 236 | 30,506 | 7,190 | 222 | 30,506 | 6,777 | 156 | 30,506 | 4,745 |
| Total | 5,377 | | 17,661 | 5,163 | | 16,841 | 3,616 | | 11,794 |
| | | | | | | | | | |
| BA1 | | | | | | | | | |
| Special Pays | | | | | | | | | |
| Active Component Deployed | | | | | | | | | |
| Hardship Duty Pay | 2,745 | 1,500 | 4,117 | 2,745 | 1,500 | 4,117 | 3,435 | 1,500 | 5,152 |
| Hostile Fire Pay | 2,338 | 2,700 | 6,311 | 2,338 | 2,700 | 6,311 | 3,189 | 2,700 | 8,609 |
| Total | 5,082 | | 10,428 | 5,082 | | 10,428 | 6,623 | | 13,761 |
| | | | | | | | | | |
| Total Special Pays | 10,459 | | 28,089 | 10,245 | | 27,269 | 10,239 | | 25,555 |

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

FY 2021
(\$ in Thousands)
\$16,194

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 decreases by -\$3.7 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to inflationary rate changes: +\$0.1 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations, offset by an increase in the number to active component deployments: -\$3.8 million

Summary cost computations are provided by the following table:

| BA1 Allowances | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------------|-----------------|-------|---------------|-----------------|-------|---------------|-----------------|-------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Clothing Allowance | 1,264 | 313 | 395 | 1,215 | 319 | 387 | 851 | 324 | 276 |
| Family Separation Allowance | 3,693 | 3,000 | 11,080 | 3,550 | 3,000 | 10,650 | 2,486 | 3,000 | 7,457 |
| Overseas Station Allowance | 7 | 6,911 | 50 | 7 | 7,117 | 49 | 5 | 7,394 | 36 |
| CONUS COLA | 811 | 4,395 | 3,563 | 779 | 4,526 | 3,527 | 546 | 4,663 | 2,544 |
| Total | 5,776 | | 15,088 | 5,551 | | 14,613 | 3,887 | | 10,313 |
| | | | | | | | | | |
| BA1 Allowances | | | | | | | | | |
| | | | | | | | | | |
| Active Component Deployed | | | | | | | | | |
| Family Separation Allowance | 1,744 | 3,000 | 5,231 | 1,744 | 3,000 | 5,231 | 1,960 | 3,000 | 5,881 |
| Total | 1,744 | | 5,231 | 1,744 | | 5,231 | 1,960 | | 5,881 |
| | | | | | | | | | |
| Total Allowances | 7,519 | | 20,319 | 7,295 | | 19,844 | 5,847 | | 16,194 |

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

FY 2021
(\$ in Thousands)
\$2,543

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 by -\$1.0 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to basic pay rate inflation: +\$0.1 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$1.1 million

Summary cost computations are provided by the following table:

| BA1 Separation Pay | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|---------------------------|-----------------|--------|--------------|-----------------|---------|--------------|-----------------|---------|--------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Lump Sum Terminal Leave | 730 | 4,189 | 3,056 | 701 | 4,314 | 3,025 | 491 | 4,444 | 2,182 |
| Severance Pay | 5 | 99,232 | 507 | 5 | 102,184 | 501 | 3 | 105,059 | 361 |
| Total | 735 | | 3,563 | 706 | | 3,526 | 494 | | 2,543 |

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

FY 2021
(\$ in Thousands)
\$34,432

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 by -\$4.0 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to basic pay raise inflation: +\$1.0 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$5.0 million

Summary cost computations are provided in the following table:

| BA 1 Social Security | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|---------------------------------------|------------------------|-------------|---------------|------------------------|-------------|---------------|------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Guard / Reserve Mobilization | 6,232 | 6,272 | 39,084 | 5,990 | 6,423 | 38,476 | 5,203 | 6,618 | 34,432 |
| Total | 6,232 | | 39,084 | 5,990 | | 38,476 | 5,203 | | 34,432 |

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

FY 2021
(\$ in Thousands)
\$777,103

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 basic pay compensation funding for the mobilization of Army National Guard and Army Reserve enlisted personnel in support of ongoing combat operations for Operation Freedom’s Sentinel (OFS), Operation Inherent Resolve (OIR) and European Deterrence Initiative (EDI). The basic pay budget request reflects a 3.1% across-the-board pay raise effective 1 January 2020 and a 3.0% pay raise effective 1 January 2021.

The request decreases by -\$106.7 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to basic pay raise inflation: +\$22.8 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$129.5 million

Summary cost computations are provided in the following table:

| BA2 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------|-----------------|--------|----------------|-----------------|--------|----------------|-----------------|--------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Basic Pay | | | | | | | | | |
| Guard / Reserve Mobilization | 22,484 | 38,270 | 860,471 | 22,744 | 38,858 | 883,776 | 19,412 | 40,033 | 777,103 |
| Total | 22,484 | | 860,471 | 22,744 | | 883,776 | 19,412 | | 777,103 |

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

FY 2021
(\$ in Thousands)
\$209,818

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 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.4% in FY 2020 and 27.0% in FY 2021 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$5.8 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to basic pay raise inflation and a slight increase in the RPA NCP: +\$25.8 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: - \$31.6 million

Summary cost computations are provided in the following table:

| BA2 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------|-----------------|-------|----------------|-----------------|-------|----------------|-----------------|--------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Retired Pay Accrual | | | | | | | | | |
| Guard / Reserve Mobilization | 22,484 | 9,453 | 212,609 | 22,744 | 9,481 | 215,641 | 19,412 | 10,809 | 209,818 |
| Total | 22,484 | | 212,609 | 22,744 | | 215,641 | 19,412 | | 209,818 |

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

FY 2021
(\$ in Thousands)
\$369,533

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 housing allowance for mobilized Army National Guard and Army Reserve enlisted in support of operations directly associated with Operation Freedom’s Sentinel (OFS), Operation Inherent Resolve (OIR) and European Deterrence Initiative (EDI). The FY 2021 rates were built by applying inflation assumptions to the FY 2019 average BAH rates. The BAH rates reflect a 2.7% housing rate increase, effective 1 January 2020 and 2.9% increase, effective 1 January 2021.

The request decreases by -\$51.4 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to housing inflation: +\$10.2 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$61.6 million

Summary cost computations are provided in the following table:

| BA2 Basic Allowance for Housing | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------------|-----------------|--------|----------------|-----------------|--------|----------------|-----------------|--------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Guard / Reserve Mobilization | 22,484 | 18,472 | 415,320 | 22,744 | 18,509 | 420,973 | 19,412 | 19,037 | 369,533 |
| Total | 22,484 | | 415,320 | 22,744 | | 420,973 | 19,412 | | 369,533 |

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

FY 2021
(\$ in Thousands)
\$1,270

Part I - Purpose and Scope

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

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

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

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

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

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

Part II - Justification of Funds Requested

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

The request decreases by -\$0.5 million from FY 2020 to FY 2021. This change is driven by a program decrease due to reduction in the number of reserve component Soldiers mobilized in support of contingency operations.

Summary cost computations are provided by the following table:

| BA2 Incentive Pays | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------------|------------------------|-------------|---------------|------------------------|-------------|---------------|------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Demolition Duty | 61 | 1,800 | 109 | 61 | 1,800 | 111 | 45 | 1,800 | 81 |
| Flying Duty | 594 | 2,269 | 1,347 | 601 | 2,269 | 1,363 | 439 | 2,269 | 995 |
| Parachute Jumping | 146 | 1,800 | 263 | 148 | 1,800 | 266 | 108 | 1,800 | 194 |
| Total | 800 | | 1,719 | 810 | | 1,740 | 591 | | 1,270 |

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

FY 2021
(\$ in Thousands)
\$66,121

Part I - Purpose and Scope

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

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

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

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

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

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

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 decreases by -\$8.3 million from FY 2020 to FY 2021. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations, offset by an increase in the number to active component deployments.

Summary cost computations are provided by the following table:

| BA2 | | | | | | | | | |
|--------------------------------------|------------------------|-------------|---------------|------------------------|-------------|---------------|------------------------|-------------|---------------|
| Special Pays | | | | | | | | | |
| | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Foreign Language Proficiency Pay | 249 | 2,475 | 616 | 252 | 2,475 | 624 | 183 | 2,475 | 454 |
| Hardship Duty Pay | 17,777 | 1,500 | 26,666 | 17,983 | 1,500 | 26,974 | 13,138 | 1,500 | 19,707 |
| Hostile Fire Pay | 4,398 | 2,700 | 11,875 | 4,449 | 2,700 | 12,013 | 3,250 | 2,700 | 8,775 |
| Special Duty Assignment Pay | 272 | 3,600 | 980 | 275 | 3,600 | 991 | 201 | 3,600 | 723 |
| Total | 22,697 | | 40,137 | 22,960 | | 40,602 | 16,773 | | 29,659 |
| | | | | | | | | | |
| BA2 | | | | | | | | | |
| Special Pays | | | | | | | | | |
| | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Active Component Deployed | | | | | | | | | |
| Hardship Duty Pay | 8,970 | 1,500 | 13,454 | 8,970 | 1,500 | 13,454 | 10,401 | 1,500 | 15,602 |
| Hostile Fire Pay | 7,534 | 2,700 | 20,341 | 7,534 | 2,700 | 20,341 | 7,725 | 2,700 | 20,860 |
| Total | 16,503 | | 33,795 | 16,503 | | 33,795 | 18,126 | | 36,462 |
| | | | | | | | | | |
| Total Special Pays | 39,200 | | 73,932 | 39,463 | | 74,397 | 34,899 | | 66,121 |

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

FY 2021
(\$ in Thousands)
\$45,638

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 decreases by -\$9.4 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to inflationary changes to rates: +\$0.3 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations, offset by an increase in the number to active component deployments: -\$9.7 million

Summary cost computations are provided by the following table:

| BA2 Allowances | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------------|-----------------|-------|---------------|-----------------|-------|---------------|-----------------|-------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Clothing Allowance | 6,508 | 432 | 2,813 | 17,330 | 441 | 7,641 | 12,661 | 450 | 5,694 |
| Family Separation Allowance | 11,900 | 3,000 | 35,699 | 8,134 | 3,000 | 24,403 | 5,943 | 3,000 | 17,828 |
| Overseas Station Allowance | 29 | 3,678 | 106 | 14 | 3,787 | 52 | 10 | 3,817 | 38 |
| CONUS COLA | 1,929 | 3,038 | 5,860 | 2,750 | 3,128 | 8,602 | 2,009 | 3,224 | 6,476 |
| Total | 20,365 | | 44,478 | 28,228 | | 40,698 | 20,623 | | 30,036 |
| | | | | | | | | | |
| BA2 | | | | | | | | | |
| Allowances | | | | | | | | | |
| Active Component Deployed | | | | | | | | | |
| Family Separation Allowance | 4,791 | 3,000 | 14,372 | 4,791 | 3,000 | 14,372 | 5,200 | 3,000 | 15,602 |
| Total | 4,791 | | 14,372 | 4,791 | | 14,372 | 5,200 | | 15,602 |
| | | | | | | | | | |
| Total Allowances | 25,156 | | 58,850 | 33,018 | | 55,070 | 25,823 | | 45,638 |

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

FY 2021
(\$ in Thousands)
\$4,105

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 by -\$1.3 million from FY 2020 to FY 2021. This change is driven:

1. Price increase due to basic pay rate inflation: +\$0.1 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$1.4 million

Summary cost computations are provided by the following table:

| BA2 Separation Pay | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|---------------------------|-----------------|--------|--------------|-----------------|--------|--------------|-----------------|--------|--------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | | | | |
| Lump Sum Terminal Leave | 1,437 | 1,651 | 2,372 | 1,957 | 1,700 | 3,326 | 1,430 | 1,751 | 2,503 |
| Severance Pay | 55 | 34,202 | 1,870 | 60 | 35,219 | 2,128 | 44 | 36,289 | 1,602 |
| Total | 1,491 | | 4,242 | 2,017 | | 5,454 | 1,474 | | 4,105 |

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

FY 2021
(\$ in Thousands)
\$59,449

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 by -\$8.2 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to basic pay raise inflation: +\$1.7 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of contingency operations: -\$9.9 million

Summary cost computations are provided in the following table:

| BA 2 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|------------------------------|-----------------|-------|---------------|-----------------|-------|---------------|-----------------|-------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Social Security | | | | | | | | | |
| Guard / Reserve Mobilization | 22,484 | 2,928 | 65,201 | 22,744 | 2,973 | 67,609 | 19,412 | 3,063 | 59,449 |
| Total | 22,484 | | 65,201 | 22,744 | | 67,609 | 19,412 | | 59,449 |

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

FY 2021
(\$ in Thousands)
\$385,833

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 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, OIR and EDI. 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

Subsistence allowance costs are obtained by multiplying the projected average number eligible by the annual statutory rate. The BAS inflation rate is 0.9%, effective 1 January 2020 and 2.3%, effective 1 January 2021. The FY 2020 and FY 2021 enlisted BAS yearly composite rates are \$4,462.56 and \$4,549.65, respectively.

The request decreases by -\$35.6 million from FY 2020 to FY 2021. This change is driven by:

1. Price increase due to BAS and SIK price inflation: +\$6.0 million
2. Program decrease due to a reduction in the number of mobilized reserve component and deployed active component Soldiers supporting contingency operations: -\$41.6 million

Summary cost computations are provided in the following table:

| BA 4 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|----------------------------------|------------------------|-------------|----------------|------------------------|-------------|----------------|------------------------|-------------|----------------|
| Enlisted BAS | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Guard / Reserve Mobilization | 22,484 | 4,273 | 96,071 | 22,744 | 4,463 | 101,496 | 19,412 | 4,550 | 88,317 |
| Total | 22,484 | | 96,071 | 22,744 | | 101,496 | 19,412 | | 88,317 |
| BA 4 | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
| Subsistence-In-Kind (SIK) | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Subsistence in Messes | 70,451 | 5,117 | 363,553 | 70,451 | 5,220 | 367,727 | 49,461 | 5,324 | 312,428 |
| Meals Ready to Eat (MRE) | 8,806 | 10,705 | 94,267 | 8,806 | 10,920 | 96,153 | 7,140 | 11,138 | 94,356 |
| Unitized Group Rations | 11,218 | 6,993 | 78,454 | 11,218 | 7,133 | 80,023 | 9,097 | 7,276 | 78,529 |
| Civilian Contracted Meals | (40,595) | 5,484 | (222,602) | (40,041) | 5,593 | (223,958) | (32,918) | 5,705 | (187,797) |
| Total | 49,880 | | 313,672 | 50,433 | | 319,945 | 32,780 | | 297,516 |
| BA 4 Total | | | 409,743 | | | 421,441 | | | 385,833 |

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

FY 2021
(\$ in Thousands)
\$5,511

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) and European Deterrence Initiative (EDI). 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

The PCS OCO budget request increases by \$0.1M from FY 2021 to FY 2021. This change is due a price increase to the average rates based on general non-pay inflation.

Summary cost computations are provided in the following table:

| BA 5 Permanent Change of Station | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|-------------------------------------|-----------------|--------|--------------|-----------------|--------|--------------|-----------------|--------|--------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Operational Moves | 369 | 11,607 | 4,283 | 369 | 11,839 | 4,369 | 369 | 12,076 | 4,456 |
| Rotational Moves | 72 | 14,097 | 1,015 | 72 | 14,379 | 1,034 | 72 | 14,667 | 1,055 |
| Total | 441 | | 5,298 | 441 | | 5,403 | 441 | | 5,511 |

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

FY 2021
(\$ in Thousands)
\$9,830

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 decreased from \$29 per month to \$25 per month due to the SGLI premium decreasing from \$28 to \$24 effective July 1, 2019.

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

Part II – Justification of Funds Requested

The request decreases by \$1.7 million from FY 2020 to FY 2021. This change is driven by a reduction in SGLI based on a program decrease due to a reduction in the number of mobilized reserve component and deployed active component Soldiers supporting contingency operations.

Summary cost computations are provided in the following table:

| BA 6 Casualty & Disability | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|--------------------------------|-----------------|---------|---------------|-----------------|---------|---------------|-----------------|---------|--------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| SGLI Traumatic Injury Payments | 3,000 | 100 | 300 | - | - | - | - | - | - |
| SGLI Insurance Premium | 23,899 | 336 | 8,030 | 26,503 | 300 | 7,951 | 22,433 | 300 | 6,730 |
| Death Gratuity | 36 | 100,000 | 3,600 | 36 | 100,000 | 3,600 | 31 | 100,000 | 3,100 |
| Total | 26,935 | | 11,930 | 26,539 | | 11,551 | 22,464 | | 9,830 |

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

FY 2021
(\$ in Thousands)
\$23,410

Part I – Purpose and Scope

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

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

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

Part II – Justification of Funds Requested

The request increases by +\$0.7 million from FY 2020 to FY 2021. This change is due a price increase to the average rates based on basic pay raise. Summary cost computations are provided in the following table:

| BA 6 Other | FY 2019 Actuals | | | FY 2020 Updated | | | FY 2021 Request | | |
|---------------------------|-----------------|-------|---------------|-----------------|-------|---------------|-----------------|-------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Unemployment Benefits | 3,846 | 4,988 | 19,182 | 3,663 | 5,136 | 18,815 | 3,663 | 5,289 | 19,375 |
| Services Savings Deposits | 9,153 | 417 | 3,817 | 9,150 | 429 | 3,929 | 9,125 | 442 | 4,035 |
| Total | 12,999 | | 22,999 | 12,813 | | 22,744 | 12,788 | | 23,410 |



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 Inherent Resolve (OIR), Operation Freedom's Sentinel (OFS), Horn of Africa (HOA), Operation Spartan Shield (OSS), European Defense Initiative (EDI), and Guantanamo Bay (GMO) based on a mobilization assumption of 12,438.

Total OCO for Direct War Costs (\$32.8 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 2021 OCO for Direct War costs request supports OIR and OFS based on a mobilization assumption of 2,081.

Total OCO for Enduring Requirements (\$162.6 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 2021 OCO for Enduring Requirements costs supports HOA, OSS, EDI, GMO, and Yellow Ribbon Program based on a mobilization assumption of 10,357.

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

FY 2021
(\$ in Thousands)
\$62,718

Part I – Purpose and Scope

The Pay Group A additional active duty days resource direct and enduring war costs for specific exercises and training. Pay Group A provides funding for additional pre-mobilization training days. These requirement for additional training days increases unit readiness, reduces post-mobilization training time, and maximizes 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 their home station rather than at the mobilization station.

In order to support the tenants of the National Defense Strategy, the Army requires Army National Guard units to obtain higher levels of readiness in individual and collective training, administrative actions, 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 trained and ready to deploy to obtain nine to ten months boots on the ground.

Units in the first and second years prior to their mobilization date perform additional Pay Group A training days. The additional training periods provide units with additional training and certification for theater-specific full-spectrum operations in individual and collective training at platoon level proficiency.

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods – \$62,718: In FY 2021, Additional Pay Group A Training Periods funds pay and allowances for Soldiers participating in required training related to Direct and Enduring War Costs 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 2019 Estimate | | | FY 2020 Estimate | | | FY 2021 Request | | |
|--------------------------|--------------|------------------|------|---------------|------------------|------|---------------|-----------------|------|---------------|
| | | Mandays | Rate | Amount | Mandays | Rate | Amount | Mandays | Rate | Amount |
| Additional AT | Officer | 40,056 | 339 | 13,579 | 14,507 | 345 | 5,005 | 18,028 | 352 | 6,346 |
| Training Days | Enlisted | 153,642 | 159 | 24,429 | 128,074 | 162 | 20,748 | 166,152 | 165 | 27,415 |
| | Total | 193,698 | | 38,008 | 142,581 | | 25,753 | 184,180 | | 33,761 |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Additional UTA's | Officer | - | 281 | - | 1,091 | 286 | 312 | - | 291 | - |
| | Enlisted | 869 | 122 | 106 | 8,008 | 124 | 993 | - | 126 | - |
| | Total | 869 | | 106 | 9,099 | | 1,305 | - | | - |
| | | | | | | | | | | |
| | | | | | | | | | | |
| European | Officer | - | 339 | - | 31,261 | 345 | 10,785 | 23,207 | 352 | 8,169 |
| Defense | Enlisted | - | 159 | - | 169,062 | 162 | 27,388 | 125,988 | 165 | 20,788 |
| Initiative (EDI) | Total | - | | - | 200,323 | | 38,173 | 149,195 | | 28,957 |
| Total Pay Group A | | 194,567 | | 38,114 | 352,003 | | 65,231 | 333,375 | | 62,718 |

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

FY 2021
(\$ in Thousands)
\$107,242

Part I – Purpose and Scope

Special Training provides funding to support the pre-mobilization training for units mobilizing for direct and enduring war cost. The program resources the capability of units to build readiness and lethality at home station. This strategy reduces time spent at the mobilization station and increases combat time in theater, boots on ground, on average of nine to ten months. This category also provides additional reset man-days to support to repair/inventory equipment returning from theater deployment.

Part II – Justification of Funds Requested

Additional Special Training Days – \$11,940: In FY 2021, 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 medical care for 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 training prepare Soldiers for all phases of the unit’s mission.

Additional Active Duty Training Days (ADT) – \$70,302: In FY 2021, Additional Active Duty Training Days (ADT) 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) – \$2,000: 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 – \$23,000: 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 2019 Estimate | | | FY 2020 Estimate | | | FY 2021 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 | Officer | 53,464 | 339 | 18,131 | 20,310 | 345 | 7,007 | 6,151 | 352 | 2,165 |
| Training Days | Enlisted | 211,984 | 159 | 33,678 | 81,920 | 162 | 13,271 | 59,242 | 165 | 9,775 |
| | Total | 265,448 | | 51,809 | 102,230 | | 20,278 | 65,393 | | 11,940 |
| | | <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> |
| Additional Active Duty | Officer | 63,377 | 339 | 21,493 | 63,962 | 345 | 22,067 | 51,563 | 352 | 18,150 |
| Training (ADT) Days | Enlisted | 304,695 | 159 | 48,407 | 295,716 | 162 | 47,906 | 316,073 | 165 | 52,152 |
| | Total | 368,072 | | 69,900 | 359,678 | | 69,973 | 367,636 | | 70,302 |
| | | <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> |
| Post Deployment Health | Officer | - | 281 | - | 1,371 | 286 | 392 | 2,378 | 291 | 692 |
| Reassessment (PDHRA) | Enlisted | - | 122 | - | 5,871 | 124 | 728 | 10,381 | 126 | 1,308 |
| | Total | - | | - | 7,242 | | 1,120 | 12,759 | | 2,000 |
| | | <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> |
| Yellow Ribbon | Officer | 23,570 | 281 | 6,625 | 8,633 | 286 | 2,469 | 26,564 | 291 | 7,730 |
| Reintegration Program | Enlisted | 126,391 | 122 | 15,446 | 174,169 | 124 | 21,597 | 121,190 | 126 | 15,270 |
| | Total | 149,961 | | 22,071 | 182,802 | | 24,066 | 147,754 | | 23,000 |
| Total Special Training | | 783,481 | | 143,780 | 606,874 | | 115,437 | 593,542 | | 107,242 |

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

FY 2021
(\$ in Thousands)
\$3,752

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 – \$3,752: In FY 2021, Schools Training represent 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 for schools 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 2019 Estimate | | | FY 2020 Estimate | | | FY 2021 Request | | |
|-------------------------------|------------------|------|-----------|------------------|------|--------------|-----------------|------|--------------|
| | Mandays | Rate | Amount | Mandays | Rate | Amount | Mandays | Rate | Amount |
| Officer | 44 | 339 | 15 | 3,551 | 345 | 1,225 | 2,006 | 352 | 706 |
| Enlisted | 271 | 159 | 43 | 12,957 | 162 | 2,099 | 18,461 | 165 | 3,046 |
| Total | 315 | | 58 | 16,508 | | 3,324 | 20,467 | | 3,752 |
| Total Schools Training | 315 | | 58 | 16,508 | | 3,324 | 20,467 | | 3,752 |

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

FY 2021
(\$ in Thousands)
\$21,602

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 – \$12,547: In FY 2021, Pre-Mobilization AGR Augmentation support 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 – \$9,055: In FY 2021, Incapacitation pay supports Soldiers who are injured while training for/or participating in OCO missions and are unable return to their civilian occupations or military duties. The Incapacitation Pay is also used to pay Soldiers for time spent traveling to and from medical appointments, medical treatment facilities, and Army Medical Board appearances while seeking treatment. This program funds pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

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

| | | FY 2019 Estimate | | | FY 2020 Estimate | | | FY 2021 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 | - | 339 | - | 11,441 | 345 | 2,784 | 7,293 | 352 | 2,567 | |
| Augmentation | Enlisted | - | 159 | - | 84,043 | 162 | 9,854 | 60,485 | 165 | 9,980 | |
| | Total | - | | - | 95,484 | | 12,638 | 67,778 | | 12,547 | |
| | | <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 | 295 | 339 | 100 | 2,125 | 345 | 518 | 4,477 | 352 | 1,576 | |
| Severance Pay | Enlisted | 7,761 | 159 | 1,233 | 47,907 | 162 | 5,496 | 45,327 | 165 | 7,479 | |
| | Total | 8,056 | | 1,333 | 50,032 | | 6,014 | 49,804 | | 9,055 | |
| Total Admin and Support | | 8,056 | | 1,333 | 145,516 | | 18,652 | 117,582 | | 21,602 | |
| Total NGPA OCO Support | | | | 183,285 | | | | 202,644 | | | 195,314 |



**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 **12,177**.

Army Reserve FY 2021 OCO for Direct War Costs request funds pre-mobilization training that directly supports readiness-training strategies related to the 12-month mobilization policy. 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, and pre-mobilization training for select Army Reserve units assigned to train Afghanistan forces.

Total OCO for Direct War Costs: **\$5.6 million**

Army Reserve FY 2021 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: **\$27.8 million**

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

FY 2021
(\$ in thousands)
\$33,414

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, (\$12,017): Funds Pre-mobilization Training supporting Focused Readiness training events in accordance with operational requirements. Resources both collective and individual training, 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. The funding will support Army Reserve units and Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Early Entry Theater Operating Enablers (Logistics), Civil Affairs, Psychological Operations, and Combat Lifesaver Course Certification requirements for mobilizing Soldiers. Pre-mobilization training 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.

Defense Health Assessment Program (\$567): 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 (\$1,644): Foreign Army Training funding supports 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 (\$8,556): Yellow Ribbon 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 (\$10,630): 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 2019 Actual</u> | | | <u>FY 2020 Estimate</u> | | | <u>FY 2021 Estimate</u> | | |
|----------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | 4,701 | 1,154 | 5,425 | 4,554 | 1,185 | 5,396 | 4,102 | 1,238 | 5,078 |
| Enlisted | 13,091 | 593 | 7,760 | 12,123 | 608 | 7,373 | 10,917 | 636 | 6,939 |
| | <u>17,792</u> | | <u>13,185</u> | <u>16,677</u> | | <u>12,769</u> | <u>15,019</u> | | <u>12,017</u> |

Defense Health Assessment Program

| | <u>FY 2019 Actual</u> | | | <u>FY 2020 Estimate</u> | | | <u>FY 2021 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 | 416 | 526 | 219 | 343 | 540 | 185 | 334 | 564 | 189 |
| Enlisted | 1,948 | 325 | 633 | 1,113 | 333 | 371 | 1,086 | 348 | 378 |
| | <u>2,364</u> | | <u>852</u> | <u>1,455</u> | | <u>556</u> | <u>1,420</u> | | <u>567</u> |

Foreign Army Training Command

| | <u>FY 2019 Actual</u> | | | <u>FY 2020 Estimate</u> | | | <u>FY 2021 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 | 1,300 | 526 | 684 | 1,461 | 540 | 789 | 1,355 | 564 | 764 |
| Enlisted | 3,288 | 325 | 1,068 | 2,723 | 333 | 908 | 2,524 | 348 | 880 |
| | <u>4,587</u> | | <u>1,752</u> | <u>4,184</u> | | <u>1,697</u> | <u>3,879</u> | | <u>1,644</u> |

Yellow Ribbon Integration Program

| | <u>FY 2019 Actual</u> | | | <u>FY 2020 Estimate</u> | | | <u>FY 2021 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 | 2,523 | 526 | 1,327 | 7,332 | 540 | 3,960 | 6,596 | 564 | 3,722 |
| Enlisted | 17,249 | 325 | 5,606 | 15,424 | 333 | 5,143 | 13,871 | 348 | 4,834 |
| | <u>19,772</u> | | <u>6,933</u> | <u>22,756</u> | | <u>9,103</u> | <u>20,467</u> | | <u>8,556</u> |

European Deterrence Initiative

| | <u>FY 2019 Actual</u> | | | <u>FY 2020 Estimate</u> | | | <u>FY 2021 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 | 8,596 | 488 | 4,198 | 9,784 | 501 | 4,906 | 9,315 | 524 | 4,880 |
| Enlisted | 18,470 | 268 | 4,946 | 21,040 | 275 | 5,781 | 20,024 | 287 | 5,750 |
| | <u>27,066</u> | | <u>9,144</u> | <u>30,824</u> | | <u>10,687</u> | <u>29,339</u> | | <u>10,630</u> |

\$K

Reserve Personnel, Army Total OCO

| <u>FY 2019 Actual</u> | <u>FY 2020 Estimate</u> | <u>FY 2021 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 31,866 | 34,812 | 33,414 |