

# DEPARTMENT OF DEFENSE

## FISCAL YEAR (FY) 2022 DIRECT WAR AND ENDURING COST APPENDIX



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

MAY 2021



The estimated cost of this report for the Department of Defense is approximately \$7,791 for Fiscal Year 2021.  
This includes approximately \$250 in expenses and approximately \$7,541 in DoD labor.



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## **MILITARY PERSONNEL OVERVIEW**

### **Introduction**

The FY 2022 Direct War and Enduring Cost Military Personnel budget request funds the military presence in Afghanistan in support of Operation Freedom's Sentinel (OFS) and in Iraq, Syria in support of Operation Inherent Resolve (OIR) and the European Deterrence Initiative (EDI).

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.

### **Direct War and Enduring Operation missions**

This request includes two operation categories: Direct War and Enduring Operations. Beginning in FY 2022 Direct War and Enduring costs migrated into the base budget request. All funds requested in this justification material is also included in the Military Personnel, Army Base Budget request.

### **Direct War:**

The Direct War 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. Support to OIR focuses on the operations to eliminate the Islamic State of Iraq and the Levant (ISIL). The Army's Direct War and Enduring Cost request is based on the projected 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.

### **Enduring Operations**

The Enduring Operations request provides funding in support of the following missions:

- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolster the security and capacity of partners
- Operation Enduring Freedom – Horn of Africa (OEF-HOA) – supports counter-terrorism operations in the Horn of Africa
- Joint Task Force – Guantanamo Bay (JTF-GTMO) – supports detainee operations on U.S. Naval Station Guantanamo Bay, Cuba
- Operation Spartan Shield (OSS) - protects, defends, and builds partnerships in the Middle East

The total FY 2022 Military Personnel, Army Direct War and Enduring budget request is \$2,134 million (\$343 million supports Direct War and \$1,791 million support Enduring operations).

## Major Budget Drivers

### Military Pay Appropriation Manpower Drivers

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2020 includes projected actual execution, FY 2021 reflects updated requirements from the President's Budget position, and FY 2022 includes anticipated requirements based on latest manpower assumptions and execution trends. Requirements include:

- Reserve Component (RC) on Active Duty – funds all pay and allowances associated with mobilized RC Soldiers deployed in support of Direct War and Enduring Operations
- Deployed Active Component Soldiers – funds incremental deployment pays associated with Soldiers deployed in support of Direct War and Enduring Operations

The following table reflects assumptions for mobilization:

<b>Average Strength</b>			
<b>Description</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
Active Army Deployment by IDP Payment	10,688	7,364	7,695
Reserve Component Deployment by IDP Payment	6,026	6,765	7,755
<b>Total Imminent Danger Pay (IDP)</b>	<b>16,714</b>	<b>14,129</b>	<b>15,450</b>
Army Reserve Mobilization	10,736	10,266	6,809
Army National Guard Mobilization	20,603	15,814	11,213
<b>Total RC Mobilization</b>	<b>31,339</b>	<b>26,080</b>	<b>18,022</b>

### Rate Changes

The following rate assumptions were incorporated into the FY 2022 budget request:

#### **Pay Raise**

- 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)
- Military Pay Raise, effective 1 January 2022 is 2.7% (2.78% over the FY)

### **Basic Allowance for Subsistence**

- 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 3.7% (3.00% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2022, is 2.3% (2.65% over the FY)

### **Basic Allowance for Housing**

- 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 2.6% (2.63% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2022, is 3.1% (2.98% over the FY)

### **Retired Pay Accrual**

- 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 26.9% for part-time Soldiers in FY 2021
- Retired Pay Accrual as a percentage of Basic Pay is 35.1% for full-time and 25.7% for part-time Soldiers in FY 2022

### **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 2022 request includes \$2,134 million for Army's military personnel costs as shown in the following summary table:

(\$ in Thousands)					
Summary by Appropriation	FY 2020 Actuals*	FY 2021 Estimate	Direct War	FY 2022 Request Enduring Operations	Request
Military Personnel, Army (MPA)	3,325,928	2,968,993	307,388	1,654,059	1,961,447
National Guard Personnel, Army (NGPA)	150,266	195,314	30,187	106,699	136,886
Reserve Personnel, Army (RPA)	18,698	33,414	5,262	30,775	36,037
<b>Total</b>	<b>3,494,892</b>	<b>3,197,721</b>	<b>342,837</b>	<b>1,791,533</b>	<b>2,134,370</b>

\* MPA actuals include \$583M in OCO over-execution that was resourced with base funding. NGPA actuals exclude the \$69M CARE amount; CARE is included and noted in the Management Support section of the NGPA Justification Book (Volume I).

The Department's FY 2022 request is comprised of three funding requirements:

- Direct War Costs (\$342.8 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.
- Enduring Operations (\$1,791.5 million): Enduring requirements are enduring in-theater and in-CONUS costs that had been previously been funded in Overseas Contingency Operations (OCO).

## **FY 2022 Request Summary**

The FY 2022 request of \$2,134 million for Army's military personnel costs are comprised of the following major cost categories:

### **National Guard & Army Reserve Mobilization (\$1,666 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 Direct War and Enduring Operations.
- 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 Direct War and Enduring Operations.

### **Active Component Deployment Costs (\$60 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 (\$200 million)**

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

### **Permanent Change of Station (\$5 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 Direct War and Enduring Operations.

### **Casualty and Disability Benefits (\$7 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 (\$173 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 2022 Requested Levels: 12,239 Man-Years; \$1,129.5 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 2022, the Army plans to utilize 12304b in support of pre-planned and contingency missions previously funded with Overseas Contingency Operations (OCO), as identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support these missions.

**USCENTCOM - Operation Spartan Shield (OSS) (7,266 man-years; \$658.1 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) (1,410 man-years; \$127.7 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) (1,310 man-years; \$118.6 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; \$87.7 million)**

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

**USCENTCOM - Operation Freedom’s Sentinel (OFS) (257 man-years; \$29.8 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) (929 man-years; \$107.6 million)**

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

## Appropriation Summary by Category

FY 2020 through FY 2022 appropriation execution and requirements are displayed in the following tables:

### FY 2020 Appropriations Summary By Category (\$ in thousands)

<b><u>FY 2020 Actuals</u></b>	<b><u>Active Army</u></b>	<b><u>Army Guard</u></b>	<b><u>Army Reserve</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization	2,883,642			2,883,642
AC Deployment Costs	81,492			81,492
Other Mobilization and Deployment Costs*	24,230			24,230
Subsistence-In-Kind (SIK)	321,832			321,832
Permanent Change of Station	5,403			5,403
Casualty and Disability	9,328			9,328
Pre and Post Mobilization Training	-	150,266	18,698	168,964
<b>Sub Total - Military Personnel**</b>	<b>3,325,928</b>	<b>150,266</b>	<b>18,698</b>	<b>3,494,892</b>

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

\*\* MPA actuals include \$583M in OCO over-execution that was resourced with base funding. NGPA actuals exclude the \$69M CARE amount; CARE is included and noted in the Management Support section of the NGPA Justification Book (Volume I).

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

	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
<b><u>FY 2021 Total Updated Request</u></b>				
Reserve & Guard Mobilization	2,596,960			2,596,960
AC Deployment Costs	55,195			55,195
Other Mobilization and Deployment Costs*	44,068			44,068
Subsistence-In-Kind (SIK)	258,850			258,850
Permanent Change of Station	4,915			4,915
Casualty and Disability	9,005			9,005
Pre and Post Mobilization Training	-	195,314	33,414	228,728
<b>Total Military Personnel</b>	<b>2,968,993</b>	<b>195,314</b>	<b>33,414</b>	<b>3,197,721</b>

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

**FY 2022 Appropriations Summary By Category**  
(\$ in thousands)

	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
<b><u>FY 2022 Total Request</u></b>				
Reserve & Guard Mobilization	1,665,951			1,665,951
AC Deployment Costs	59,703			59,703
Other Mobilization and Deployment Costs*	23,232			23,232
Subsistence-In-Kind (SIK)	200,348			200,348
Permanent Change of Station	4,915			4,915
Casualty and Disability	7,298			7,298
Pre and Post Mobilization Training	-	136,886	36,037	172,923
<b>Total Military Personnel</b>	<b>1,961,447</b>	<b>136,886</b>	<b>36,037</b>	<b>2,134,370</b>

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

## Army M-1

		<u>FY 2020 Actuals*</u>	<u>FY 2021 Updated</u>	<u>FY 2022 Request</u>
<b>M1</b>	<b>MILITARY PERSONNEL, ARMY (MPA)</b>			
	<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>			
5	BASIC PAY	564,924	539,618	277,868
10	RETIRED PAY ACCRUAL	137,843	145,157	71,412
25	BASIC ALLOWANCE FOR HOUSING	166,561	156,805	82,324
30	BASIC ALLOWANCE FOR SUBSISTENCE	19,616	19,196	9,867
35	INCENTIVE PAYS	5,328	4,886	3,482
40	SPECIAL PAYS	23,696	22,890	21,205
45	ALLOWANCES	20,755	23,407	13,090
50	SEPARATION PAY	4,182	3,144	3,216
55	SOCIAL SECURITY TAX	43,216	41,119	21,215
	<b>TOTAL BUDGET ACTIVITY 1</b>	<b>986,121</b>	<b>956,222</b>	<b>503,679</b>
	<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED</b>			
60	BASIC PAY	964,149	822,362	573,169
65	RETIRED PAY ACCRUAL	235,252	221,216	147,304
80	BASIC ALLOWANCE FOR HOUSING	448,851	360,467	261,892
85	INCENTIVE PAYS	2,139	2,096	1,567
90	SPECIAL PAYS	83,791	77,088	72,688
95	ALLOWANCES	60,742	54,067	47,394
100	SEPARATION PAY	5,009	3,720	3,415
105	SOCIAL SECURITY TAX	73,757	62,911	43,847
	<b>TOTAL BUDGET ACTIVITY 2</b>	<b>1,873,690</b>	<b>1,603,927</b>	<b>1,151,276</b>
	<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>			
115	BASIC ALLOWANCE FOR SUBSISTENCE	105,323	92,006	70,699
120	SUBSISTENCE-IN-KIND	321,832	258,850	200,348
	<b>TOTAL BUDGET ACTIVITY 4</b>	<b>427,155</b>	<b>350,856</b>	<b>271,047</b>

\* MPA actuals include \$583M in OCO over-execution that was resourced with base funding. NGPA actuals exclude the \$69M CARE amount; CARE is included and noted in the Management Support section of the NGPA Justification Book (Volume I).

**Army M-1 (Continued)**

		<b>FY 2020 Actuals*</b>	<b>FY 2021 Updated</b>	<b>FY 2022 Request</b>
<b>M1</b>	<b>BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL</b>			
135	OPERATIONAL TRAVEL	4,368	4,079	4,079
140	ROTATIONAL TRAVEL	1,035	836	836
	<b>TOTAL BUDGET ACTIVITY 5</b>	<b>5,403</b>	<b>4,915</b>	<b>4,915</b>
	<b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>			
175	INTEREST ON SOLDIERS DEPOSITS	20,486	39,732	19,196
185	UNEMPLOYMENT COMPENSATION	3,745	4,336	4,036
180	DEATH GRATUITIES	1,900	1,800	1,800
216	SGLI EXTRA HAZARD PAYMENTS	6,928	6,805	5,498
219	TRAUMATIC SGLI	500	400	-
	<b>TOTAL BUDGET ACTIVITY 6</b>	<b>33,559</b>	<b>53,073</b>	<b>30,530</b>
	<b>SUB TOTAL - MILITARY PERSONNEL, ARMY</b>	<b>3,325,928</b>	<b>2,968,993</b>	<b>1,961,447</b>

\* MPA actuals include \$583M in OCO over-execution that was resourced with base funding. NGPA actuals exclude the \$69M CARE amount; CARE is included and noted in the Management Support section of the NGPA Justification Book (Volume I).

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

<b>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</b>		<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
		<b>Actuals*</b>	<b>Updated</b>	<b>Request</b>
<b>M1</b>	<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
10	PAY GROUP A TRAINING	30,686	62,718	41,982
80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	117,096	107,242	83,561
70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	813	3,752	3,373
90	ADMINISTRATION AND SUPPORT	1,671	21,602	7,970
	<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>150,266</b>	<b>195,314</b>	<b>136,886</b>
<b>RESERVE PERSONNEL, ARMY (RPA)</b>		<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>
		<b>Actuals*</b>	<b>Updated</b>	<b>Request</b>
	<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	18,698	33,414	36,037
	<b>TOTAL RESERVE PERSONNEL, ARMY</b>	<b>18,698</b>	<b>33,414</b>	<b>36,037</b>
	<b>GRAND TOTAL ARMY MILITARY PERSONNEL, ARMY</b>	<b>3,494,892</b>	<b>3,197,721</b>	<b>2,134,370</b>

\* MPA actuals include \$583M in OCO over-execution that was resourced with base funding. NGPA actuals exclude the \$69M CARE amount; CARE is included and noted in the Management Support section of the NGPA Justification Book (Volume I).

## Analysis of Appropriation Changes (FY 2021)

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
<b>PAY AND ALLOWANCES OF OFFICERS</b>							
BASIC PAY	450,089	0	450,089	0	450,089	89,529	539,618
RETIRED PAY ACCRUAL	121,524	0	121,524	0	121,524	23,633	145,157
INCENTIVE PAY FOR HAZARDOUS DUTY	2,379	0	2,379	2,568	4,947	0	4,947
SPECIAL PAY	25,555	0	25,555	-3,870	21,685	1,206	22,891
BASIC ALLOWANCE FOR HOUSING	121,394	0	121,394	0	121,394	35,348	156,742
BASIC ALLOWANCE FOR SUBSISTENCE	16,302	0	16,302	0	16,302	2,894	19,196
OVERSEAS STATION ALLOWANCES	36	0	36	56	92	0	92
CLOTHING ALLOWANCES	276	0	276	156	432	0	432
FAMILY SEPARATION ALLOWANCES	13,338	0	13,338	488	13,826	0	13,826
SEPARATION PAYMENTS	2,543	0	2,543	602	3,145	0	3,145
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	34,432	0	34,432	0	34,432	6,687	41,119
CONUS COST OF LIVING ALLOWANCE	2,544	0	2,544	0	2,544	6,513	9,057
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT</b>	<b>790,412</b>	<b>0</b>	<b>790,412</b>	<b>0</b>	<b>790,412</b>	<b>165,810</b>	<b>956,222</b>
<b>PAY AND ALLOWANCES OF ENLISTED</b>							
BASIC PAY	777,103	0	777,103	0	777,103	45,259	822,362
RETIRED PAY ACCRUAL	209,818	0	209,818	0	209,818	11,398	221,216
INCENTIVE PAY FOR HAZARDOUS DUTY	1,270	0	1,270	7	1,277	819	2,096
SPECIAL PAY	65,398	0	65,398	723	66,121	9,952	76,073
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	723	0	723	292	1,015	0	1,015
BASIC ALLOWANCE FOR HOUSING	369,533	0	369,533	-9,437	360,096	0	360,096
OVERSEAS STATION ALLOWANCES	38	0	38	207	245	0	245
CLOTHING ALLOWANCES	5,694	0	5,694	-2,762	2,932	0	2,932
FAMILY SEPARATION ALLOWANCES	33,430	0	33,430	11,308	44,738	0	44,738
SEPARATION PAYMENTS	4,105	0	4,105	-14	4,091	0	4,091
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	59,449	0	59,449	0	59,449	3,462	62,911
CONUS COST OF LIVING ALLOWANCE	6,476	0	6,476	-324	6,152	0	6,152
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT</b>	<b>1,533,037</b>	<b>0</b>	<b>1,533,037</b>	<b>0</b>	<b>1,533,037</b>	<b>70,890</b>	<b>1,603,927</b>

## Analysis of Appropriation Changers (FY 2021) *(continued)*

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>							
BASIC ALLOWANCE FOR SUBSISTENCE	88,317	0	88,317	3,689	92,006	0	92,006
SUBSISTENCE IN KIND	297,516	0	297,516	-3,689	293,827	-34,977	258,850
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT</b>	<b>385,833</b>	<b>0</b>	<b>385,833</b>	<b>0</b>	<b>385,833</b>	<b>-34,977</b>	<b>350,856</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>							
OPERATIONAL TRAVEL	4,456	0	4,456	-377	4,079	0	4,079
ROTATIONAL TRAVEL TO/FROM OVERSEAS	1,055	0	1,055	-219	836	0	836
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT</b>	<b>5,511</b>	<b>0</b>	<b>5,511</b>	<b>-596</b>	<b>4,915</b>	<b>0</b>	<b>4,915</b>
<b>OTHER MILITARY PERSONNEL COSTS</b>							
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	4,035	0	4,035	-499	3,536	0	3,536
DEATH GRATUITIES	3,100	0	3,100	-1,300	1,800	0	1,800
UNEMPLOYMENT COMPENSATION BENEFITS	19,375	0	19,375	1,920	21,295	19,237	40,532
SGLI EXTRA HAZARD PAYMENTS	6,730	0	6,730	75	6,805	0	6,805
SGLI TRAUMATIC INJURY PAYMENTS	0	0	0	400	400	0	400
<b>OBLIGATIONS</b>	<b>33,240</b>	<b>0</b>	<b>33,240</b>	<b>596</b>	<b>33,836</b>	<b>19,237</b>	<b>53,073</b>
<b>MILITARY PERSONNEL, ARMY - TOTAL DIRECT OBLIGATIONS</b>	<b>2,748,033</b>	<b>0</b>	<b>2,748,033</b>	<b>0</b>	<b>2,748,033</b>	<b>220,960</b>	<b>2,968,993</b>
<b>NATIONAL GUARD PERSONNEL, ARMY</b>							
TRAINING, PAY GROUP A	62,718	0	62,718	0	62,718	0	62,718
SCHOOL TRAINING	3,752	0	3,752	0	3,752	0	3,752
SPECIAL TRAINING	107,242	0	107,242	0	107,242	0	107,242
ADMINISTRATION AND SUPPORT, AGR	21,602	0	21,602	0	21,602	0	21,602
<b>NATIONAL GUARD PERSONNEL, TOTAL DIRECT OBLIGATIONS</b>	<b>195,314</b>	<b>0</b>	<b>195,314</b>	<b>0</b>	<b>195,314</b>	<b>0</b>	<b>195,314</b>
<b>RESERVE PERSONNEL, ARMY</b>							
BASIC PAY	23,176	0	23,176	0	23,176	0	23,176
RETIRED PAY ACCRUAL	4,996	0	4,996	0	4,996	0	4,996
BASIC ALLOWANCE FOR HOUSING	1,210	0	1,210	0	1,210	0	1,210
BASIC ALLOWANCE FOR SUBSISTENCE	598	0	598	0	598	0	598
INCENTIVE PAYS	3,434	0	3,434	0	3,434	0	3,434
<b>RESERVE PERSONNEL, TOTAL DIRECT OBLIGATIONS</b>	<b>33,414</b>	<b>0</b>	<b>33,414</b>	<b>0</b>	<b>33,414</b>	<b>0</b>	<b>33,414</b>
<b>TOTAL DIRECT OBLIGATION</b>	<b>2,976,761</b>	<b>0</b>	<b>2,976,761</b>	<b>0</b>	<b>2,976,761</b>	<b>220,960</b>	<b>3,197,721</b>

**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 2022**  
**(\$ in Thousands)**  
**\$277,868**

**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 Direct War and Enduring operations. The growth in the pay rate reflects a 3.0% across-the-board pay raise effective 1 January 2021 and a 2.7% pay raise effective 1 January 2022.

The request decreases by -\$261.8 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to basic pay raise inflation, as well as an overall change in the average basic pay rate due to grade structure shifts: +\$7.6 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$269.4 million

Summary cost computations are provided in the following table:

BA1	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	6,613	85,426	564,924	6,064	88,987	539,618	3,037	91,495	277,868
<b>Total</b>	<b>6,613</b>		<b>564,924</b>	<b>6,064</b>		<b>539,618</b>	<b>3,037</b>		<b>277,868</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$71,412**

**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 26.9% in FY 2021 and 25.7% in FY 2022 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$73.7 million from FY 2021 to FY 2022. This change is driven:

1. Price decrease due to a reduction in the part-time RPA NCP, slightly offset by basic pay raise inflation: -\$1.2 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$72.5 million

Summary cost computations are provided in the following table:

BA1	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	6,613	20,844	137,843	6,064	23,938	145,157	3,037	23,514	71,412
<b>Total</b>	<b>6,613</b>		<b>137,843</b>	<b>6,064</b>		<b>145,157</b>	<b>3,037</b>		<b>71,412</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$81,649**

**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 Direct War and Enduring operations. The FY 2022 rates were built by applying housing inflation assumptions to the FY 2020 average BAH rates. The BAH rates reflect a 2.6% housing rate increase, effective 1 January 2021 and 3.1% increase, effective 1 January 2022.

The request decreases by -\$74.5 million from FY 2021 to FY 2022. This change is driven:

1. Price increase due to housing inflation as well as an overall change in the average housing rate due to grade structure shifts: +\$3.8 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$78.3 million

Summary cost computations are provided in the following table:

BA1	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	6,613	25,187	166,561	6,064	25,858	156,805	3,037	27,107	82,324
<b>Total</b>	<b>6,613</b>		<b>166,561</b>	<b>6,064</b>		<b>156,805</b>	<b>3,037</b>		<b>82,324</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$10,542**

**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 3.7%, effective 1 January 2021 and 2.3%, effective 1 January 2022.

The request decreases by -\$9.3 million from FY 2021 to FY 2022. 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 Direct War and Enduring operations: -\$9.6 million

Summary cost computations are provided in the following table:

BA1	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	6,613	2,966	19,616	6,064	3,166	19,196	3,037	3,249	9,867
<b>Total</b>	<b>6,613</b>		<b>19,616</b>	<b>6,064</b>		<b>19,196</b>	<b>3,037</b>		<b>9,867</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$3,482**

### **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 Incentive Pay (AvIP)* - 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 -\$1.4 million from FY 2021 to FY 2022. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations.

Summary cost computations are provided by the following table:

**BA1**

**Incentive Pays**

	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	17	1,800	30	15	1,800	28	11	1,800	20
Flying Duty	834	6,160	5,140	765	6,160	4,713	545	6,160	3,359
Parachute Jumping	88	1,800	158	80	1,800	145	57	1,800	103
<b>Total</b>	<b>939</b>		<b>5,328</b>	<b>861</b>		<b>4,886</b>	<b>614</b>		<b>3,482</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$21,205**

### **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 2021 to FY 2022. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations.

Summary cost computations are provided by the following table:

<b>BA1</b>									
<b>Special Pays</b>									
	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Other Special Pays									
Foreign Language Proficiency Pay	48	2,772	134	74	2,772	206	69	2,772	191
Hardship Duty Pay	1,563	1,500	2,345	2,411	1,500	3,617	2,234	1,500	3,351
Hostile Fire Pay	1,210	2,700	3,268	1,867	2,700	5,040	1,729	2,700	4,669
Various Medical Special Pays	127	30,506	3,879	196	30,506	5,983	182	30,506	5,543
<b>Total</b>	<b>2,949</b>		<b>9,626</b>	<b>4,549</b>		<b>14,846</b>	<b>4,214</b>		<b>13,753</b>
<b>BA1</b>									
<b>Special Pays</b>									
	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>									
Hardship Duty Pay	3,702	1,500	5,553	3,246	1,500	4,869	3,007	1,500	4,511
Hostile Fire Pay	3,154	2,700	8,517	1,176	2,700	3,175	1,089	2,700	2,941
<b>Total</b>	<b>6,856</b>		<b>14,070</b>	<b>4,422</b>		<b>8,044</b>	<b>4,096</b>		<b>7,452</b>
<b>Total Special Pays</b>	<b>9,806</b>		<b>23,696</b>	<b>8,971</b>		<b>22,890</b>	<b>8,310</b>		<b>21,205</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$13,090**

### **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 -\$10.3 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to inflationary rate changes: +\$0.3 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$10.6 million

Summary cost computations are provided by the following table:

**BA1**

**Allowances**

	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance	1,482	313	463	1,355	319	432	1,131	325	367
Family Separation Allowance	3,019	3,000	9,058	3,264	3,000	9,791	1,979	3,000	5,936
Overseas Station Allowance	21	6,911	145	13	7,120	92	6	7,318	46
CONUS COLA	917	4,395	4,031	2,000	4,528	9,057	643	4,654	2,991
<b>Total</b>	<b>5,439</b>		<b>13,697</b>	<b>6,632</b>		<b>19,372</b>	<b>3,759</b>		<b>9,340</b>

**BA1**

**Allowances**

	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>									
Family Separation Allowance	2,353	3,000	7,058	1,345	3,000	4,035	1,250	3,000	3,750
<b>Total</b>	<b>2,353</b>		<b>7,058</b>	<b>1,345</b>		<b>4,035</b>	<b>1,250</b>		<b>3,750</b>

<b>Total Allowances</b>	<b>7,792</b>		<b>20,755</b>	<b>7,977</b>		<b>23,407</b>	<b>5,009</b>		<b>13,090</b>
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**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Separation Pays**

**FY 2022**  
**(\$ in Thousands)**  
**\$3,216**

**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 increases by +\$72 thousand from FY 2021 to FY 2022. This change is driven:

1. Price increase due to basic pay rate inflation: +\$87 thousand
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations projected to separate service: -\$15 thousand

Summary cost computations are provided by the following table:

BA1 Separation Pay	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve Lump Sum Terminal Leave	857	4,189	3,588	625	4,316	2,698	615	4,436	2,729
Severance Pay	6	99,232	594	4	102,234	446	5	105,071	487
<b>Total</b>	<b>862</b>		<b>4,182</b>	<b>630</b>		<b>3,144</b>	<b>620</b>		<b>3,216</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$21,215**

**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 Direct War and Enduring operations.

**Part II - Justification of Funds Required**

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 3.0% across-the-board pay raise effective 1 January 2021 and a 2.7% pay raise effective 1 January 2022.

The request decreases by -\$19.9 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to basic pay raise inflation as well as an overall change in the average housing rate due to grade structure shifts: +\$0.6 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$20.5 million

Summary cost computations are provided in the following table:

BA 1 Social Security	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	6,613	6,535	43,216	6,064	6,781	41,119	3,037	6,986	21,215
<b>Total</b>	<b>6,613</b>		<b>43,216</b>	<b>6,064</b>		<b>41,119</b>	<b>3,037</b>		<b>21,215</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$573,169**

**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 Direct War and Enduring operations. The growth in the pay rate reflects a 3.0% across-the-board pay raise effective 1 January 2021 and a 2.7% pay raise effective 1 January 2022.

The request decreases by -\$249.2 million from FY 2021 to FY 2022. This change is driven by:

1. Price decrease due to basic pay raise inflation offset by an overall change in the average basic pay rate due to grade structure shifts: -\$42.5 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$206.7 million

Summary cost computations are provided in the following table:

BA2	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Base Pay									
Guard / Reserve Mobilization	24,726	38,993	964,149	20,016	41,085	822,362	14,985	38,249	573,169
<b>Total</b>	<b>24,726</b>		<b>964,149</b>	<b>20,016</b>		<b>822,362</b>	<b>14,985</b>		<b>573,169</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$147,304**

**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 26.9% in FY 2021 and 25.7% in FY 2022 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$73.9 million from FY 2021 to FY 2022. This change is driven:

1. Price decrease due to a reduction in the part-time RPA NCP and an overall change in the average housing rate due to grade structure shifts slightly, offset by basic pay raise inflation: -\$18.3 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$55.6 million

Summary cost computations are provided in the following table:

BA2	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	24,726	9,514	235,252	20,016	11,052	221,216	14,985	9,830	147,304
<b>Total</b>	<b>24,726</b>		<b>235,252</b>	<b>20,016</b>		<b>221,216</b>	<b>14,985</b>		<b>147,304</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$261,892**

**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 Direct War and Enduring operations. The FY 2022 rates were built by applying inflation assumptions to the FY 2020 average BAH rates. The BAH rates reflect a 2.6% housing rate increase, effective 1 January 2021 and 3.1% increase, effective 1 January 2022.

The request decreases by -\$98.6 million from FY 2021 to FY 2022. This change is driven:

1. Price decrease due to housing inflation, offset by an overall change in the average housing rate due to grade structure shifts: -\$8.0 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$90.6 million

Summary cost computations are provided in the following table:

BA2	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	24,726	18,153	448,851	20,016	18,009	360,467	14,985	17,477	261,892
<b>Total</b>	<b>24,726</b>		<b>448,851</b>	<b>20,016</b>		<b>360,467</b>	<b>14,985</b>		<b>261,892</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$970**

### **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 2021 to FY 2022. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations.

Summary cost computations are provided by the following table:

**BA2**

**Incentive Pays**

	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	76	1,800	136	74	1,800	134	55	1,800	99
Flying Duty	720	2,328	1,676	705	2,328	1,642	527	2,328	1,229
Parachute Jumping	182	1,800	327	178	1,800	320	133	1,800	239
<b>Total</b>	<b>977</b>		<b>2,139</b>	<b>957</b>		<b>2,096</b>	<b>715</b>		<b>1,567</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$72,688**

### **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 -\$4.4 million from FY 2021 to FY 2022. This change is driven by a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations.

Summary cost computations are provided by the following table:

**BA2****Special Pays**

	<u>FY 2020 Projected Actuals</u>			<u>FY 2021 Updated</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Mobilized Guard &amp; Reserve</b>									
Foreign Language Proficiency Pay	272	2,475	673	220	2,475	545	165	2,475	408
Hardship Duty Pay	19,466	1,500	29,199	19,801	1,500	29,701	18,571	1,500	27,857
Hostile Fire Pay	4,815	2,700	13,001	4,898	2,700	13,225	6,145	2,700	16,592
Special Duty Assignment Pay	340	3,600	1,225	282	3,600	1,015	269	3,600	970
<b>Total</b>	<b>24,893</b>		<b>44,098</b>	<b>25,201</b>		<b>44,486</b>	<b>25,151</b>		<b>45,827</b>

**BA2****Special Pays**

	<u>FY 2020 Projected Actuals</u>			<u>FY 2021 Updated</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Active Component Deployed</b>									
Hardship Duty Pay	12,901	1,500	19,352	10,597	1,500	15,895	8,731	1,500	13,096
Hostile Fire Pay	7,534	2,700	20,341	6,188	2,700	16,707	5,098	2,700	13,765
<b>Total</b>	<b>20,435</b>		<b>39,693</b>	<b>16,785</b>		<b>32,602</b>	<b>13,829</b>		<b>26,861</b>

**Total Special Pays**

<b>45,328</b>		<b>83,791</b>	<b>41,985</b>		<b>77,088</b>	<b>38,980</b>		<b>72,688</b>
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**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Allowance Pays**

**FY 2022**  
**(\$ in Thousands)**  
**\$47,394**

### **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 -\$6.7 million from FY 2021 to FY 2022. This change is driven:

1. Price increase due to inflationary changes to rates: +\$0.2 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$6.9 million

Summary cost computations are provided by the following table:

BA2 Allowances	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance	7,282	432	3,148	6,650	441	2,932	5,984	449	2,686
Family Separation Allowance	10,365	3,000	31,096	11,408	3,000	34,224	10,896	3,000	32,687
Overseas Station Allowance	87	3,678	319	65	3,789	245	50	3,894	193
CONUS COLA	1,813	3,038	5,508	1,966	3,130	6,152	1,169	3,217	3,759
<b>Total</b>	<b>19,547</b>		<b>40,071</b>	<b>20,088</b>		<b>43,553</b>	<b>18,098</b>		<b>39,325</b>

BA2 Allowances	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Family Separation Allowance	6,890	3,000	20,671	3,505	3,000	10,514	2,690	3,000	8,069
<b>Total</b>	<b>6,890</b>		<b>20,671</b>	<b>3,505</b>		<b>10,514</b>	<b>2,690</b>		<b>8,069</b>
<b>Total Allowances</b>	<b>26,437</b>		<b>60,742</b>	<b>23,593</b>		<b>54,067</b>	<b>20,788</b>		<b>47,394</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$3,415**

**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 -\$0.3 million from FY 2021 to FY 2022. 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 Direct War and Enduring operations projected to separate from service: -\$0.4 million

Summary cost computations are provided by the following table:

**BA2**

**Separation Pay**

	<b>FY 2020 Projected Actuals</b>			<b>FY 2021 Updated</b>			<b>FY 2022 Request</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Lump Sum Terminal Leave	1,850	1,651	3,054	1,334	1,701	2,268	1,191	1,748	2,082
Severance Pay	57	34,202	1,955	41	35,237	1,452	37	36,214	1,333
<b>Total</b>	<b>1,907</b>		<b>5,009</b>	<b>1,375</b>		<b>3,720</b>	<b>1,228</b>		<b>3,415</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$43,847**

**Part I - Purpose and Scope**

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

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

**Part II - Justification of Funds Required**

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve enlisted personnel. The growth in the pay rate reflects a 3.0% across-the-board pay raise effective 1 January 2021 and a 2.7% pay raise effective 1 January 2022.

The request decreases by -\$19.1 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to basic pay raise inflation offset by an overall change in the average basic pay rate due to grade structure shifts: -\$3.3 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$15.8 million

Summary cost computations are provided in the following table:

BA 2	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	24,726	2,983	73,757	20,016	3,143	62,911	14,985	2,926	43,847
<b>Total</b>	<b>24,726</b>		<b>73,757</b>	<b>20,016</b>		<b>62,911</b>	<b>14,985</b>		<b>43,847</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$271,047**

### **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.

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

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

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

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

## Part II - Justification of Funds Required

The request decreases by -\$79.8 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to BAS and SIK price inflation: +\$5.7 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$85.5 million

Summary cost computations are provided in the following table:

### BA 4

#### Enlisted BAS

	<u>FY 2020 Projected Actuals</u>			<u>FY 2021 Updated</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Guard / Reserve Mobilization	24,726	4,260	105,323	20,016	4,597	92,006	14,985	4,718	70,699
<b>Total</b>	<b>24,726</b>		<b>105,323</b>	<b>20,016</b>		<b>92,006</b>	<b>14,985</b>		<b>70,699</b>

### BA 4

#### Subsistence-In-Kind (SIK)

	<u>FY 2020 Projected Actuals</u>			<u>FY 2021 Updated</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Subsistence in Messes	73,275	5,117	374,972	57,950	5,204	301,590	43,974	5,308	233,428
Meals Ready to Eat (MRE)	9,381	10,705	100,425	7,419	10,887	80,772	5,629	11,105	62,517
Unitized Group Rations	11,951	6,993	83,579	9,452	7,112	67,222	7,172	7,255	52,030
Civilian Contracted Meals	(43,246)	5,484	(237,142)	(34,202)	5,577	(190,734)	(25,953)	5,688	(147,627)
<b>Total</b>	<b>51,361</b>		<b>321,832</b>	<b>40,619</b>		<b>258,850</b>	<b>30,822</b>		<b>200,348</b>

#### BA 4 Total

	<b>427,155</b>		<b>350,856</b>	<b>271,047</b>
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**Appropriation: Military Personnel, Army**  
**Budget Activity 5: Permanent Change of Station (PCS)**  
**Budget Line Item: Permanent Change of Station (PCS)**

**FY 2022**  
**(\$ in Thousands)**  
**\$4,915**

**Part I – Purpose and Scope**

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

**Part II – Justification of Funds Requested**

The overall PCS budget request remains the same from FY 2021 to FY 2022.

1. Price increase due to general inflation: +\$0.1 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$0.1 million

Summary cost computations are provided in the following table:

BA 5	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Permanent Change of Station</b>									
Operational Moves	369	11,837	4,368	339	12,039	4,079	333	12,255	4,079
Rotational Moves	72	14,375	1,035	57	14,619	836	56	14,883	836
<b>Total</b>	<b>441</b>		<b>5,403</b>	<b>396</b>		<b>4,915</b>	<b>389</b>		<b>4,915</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$8,450**

**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 \$25 per month or \$300 per year for each member.

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

**Part II – Justification of Funds Requested**

The request decreases by -\$1.7 million from FY 2021 to FY 2022. This change is driven by a reduction in SGLI based on a program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations.

Summary cost computations are provided in the following table:

BA 6	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Casualty & Disability									
SGLI Traumatic Injury Payments	5,000	100	500	4,000	100	400	-	100	-
SGLI Insurance Premium	23,094	300	6,928	22,683	300	6,805	18,327	300	5,498
Death Gratuity	19	100,000	1,900	18	100,000	1,800	18	100,000	1,800
<b>Total</b>	<b>28,113</b>		<b>9,328</b>	<b>26,701</b>		<b>9,005</b>	<b>18,345</b>		<b>7,298</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$22,080**

**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 decreases by -\$20.8 million from FY 2021 to FY 2022. This change is driven by:

1. Price increase due to basic pay inflation: +\$0.6 million
2. Program decrease due to a reduction in the number of reserve component Soldiers mobilized in support of Direct War and Enduring operations: -\$21.4 million

Summary cost computations are provided in the following table:

BA 6 Other	FY 2020 Projected Actuals			FY 2021 Updated			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Services Savings Deposits	8,980	417	3,745	10,093	430	4,336	9,141	442	4,036
Unemployment Benefits	4,107	4,988	20,486	7,732	5,139	39,732	3,635	5,281	19,196
<b>Total</b>	<b>13,087</b>		<b>24,230</b>	<b>17,824</b>		<b>44,068</b>	<b>12,775</b>		<b>23,232</b>



**NATIONAL GUARD**  
**PRE-MOB/POST RE-DEPLOYMENT TRAINING**

## **Introduction**

Direct War and Enduring Costs for the Army National Guard (ARNG) resources 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). The total ARNG Direct War and Enduring Costs request is (136.8 million). FY 2022 Direct War and Enduring costs are included in the base budget.

The FY 2022 Direct War and Enduring Costs funding accounted for in the Base budget:

**Total Direct War Costs (\$30.1 million):** Direct War 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 2022 Direct War request supports CENTCOM in-theater requirements.

**Total Enduring Costs (\$106.7 million):** Enduring requirements are enduring in-theater and in-CONUS costs that will likely remain after combat operations cease. The ARNG FY 2022 Enduring costs support HOA, OSS, EDI, GMO, and Yellow Ribbon Program.

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

**FY 2022**  
**(\$ in Thousands)**  
**\$41,982**

### **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. The requirement for additional training days increases unit readiness, reduces post-mobilization training time and maximizes Soldier in-theater time (boots on the ground) for 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 Interim National Security 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 of 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 to achieve the Directed Readiness Table (DRT) requirements.

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

**Additional Pay Group A Training Periods – \$41,982:** In FY 2022, Additional Pay Group A Training Periods includes a Direct War request of \$3,846 and Enduring Requirements request of \$38,136. Pay Group A 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 2020 Actuals			FY 2021 Estimate			FY 2022 Request*		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional AT	Officer	30,909	361	11,158	33,199	372	12,350	18,365	381	6,997
Training Days	Enlisted	105,557	185	19,528	201,194	191	38,428	126,633	196	24,820
	<b>Total</b>	<b>136,466</b>		<b>30,686</b>	<b>234,393</b>		<b>50,778</b>	<b>144,998</b>		<b>31,817</b>
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional UTA's	Officer	-	279	-	7,544	287	2,165	6,762	294	1,988
	Enlisted	-	126	-	75,775	129	9,775	61,947	132	8,177
	<b>Total</b>	<b>-</b>		<b>-</b>	<b>83,319</b>		<b>11,940</b>	<b>68,709</b>		<b>10,165</b>
<b>Total Pay Group A</b>		<b>136,466</b>		<b>30,686</b>	<b>317,712</b>		<b>62,718</b>	<b>213,707</b>		<b>41,982</b>

\*\$11,794K is included in the FY22 Additional AT Training Days Request for European Deterrence Initiative.

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

**FY 2022**  
**(\$ in Thousands)**  
**\$83,561**

### **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 the 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 repair/inventory equipment returning from theater deployment.

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

**Additional Special Training Days – \$35,249:** 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 account for ARNG equipment properly. 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 the 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) – \$25,525:** The ADT days support the organization, administration, instruction, training, and unit readiness for mobilized units to conduct Company Maneuver Exercises, Battalion Field Training Exercises, Soldier Readiness Processing, and theater-specific training requirements determined by the Combatant Commanders. This funding will assist the sourced units in meeting training requirements for increased readiness and training certification before mobilization.

**Post Deployment Health Reassessment (PDHRA) – \$2.869:** The Post Deployment Health Reassessment is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 designed to identify and address health concerns emphasizing mental health issues that emerge after deployment. The PDHRA program provides for a second health assessment three to six months after return from deployment, ideally at the three to four month mark. The reassessment is scheduled by the end of 180 days after return so that Reserve Component members have the option of treatment using the TRICARE health benefit.

**Yellow Ribbon Reintegration Program – \$19.918:** 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:

		<b>FY 2020 Actuals</b>			<b>FY 2021 Estimate</b>			<b>FY 2022 Request</b>		
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
<b>Special Training</b>										
Additional Special	Officer	61,160	339	20,741	47,826	345	16,500	32,381	381	12,337
Training Days	Enlisted	243,507	159	38,686	189,148	162	30,642	116,898	196	22,912
	<b>Total</b>	<b>304,667</b>		<b>59,427</b>	<b>236,974</b>		<b>47,142</b>	<b>149,279</b>		<b>35,249</b>
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Additional Active Duty	Officer	31,165	339	10,569	24,736	345	8,534	16,748	381	6,381
Training (ADT) Days	Enlisted	199,571	159	31,706	158,049	162	25,604	97,673	196	19,144
	<b>Total</b>	<b>230,736</b>		<b>42,275</b>	<b>182,785</b>		<b>34,138</b>	<b>114,421</b>		<b>25,525</b>
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Post Deployment Health	Officer	3,451	281	970	3,364	286	962	3,150	294	926
Reassessment (PDHRA)	Enlisted	16,652	122	2,035	16,129	124	2,000	14,720	132	1,943
	<b>Total</b>	<b>20,103</b>		<b>3,005</b>	<b>19,493</b>		<b>2,962</b>	<b>17,870</b>		<b>2,869</b>
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Yellow Ribbon	Officer	14,544	281	4,088	27,028	286	7,730	22,354	294	6,572
Reintegration Program	Enlisted	67,925	122	8,301	123,145	124	15,270	101,106	132	13,346
	<b>Total</b>	<b>82,469</b>		<b>12,389</b>	<b>150,173</b>		<b>23,000</b>	<b>123,460</b>		<b>19,918</b>
<b>Total Special Training</b>		<b>637,975</b>		<b>117,096</b>	<b>589,425</b>		<b>107,242</b>	<b>405,030</b>		<b>83,561</b>

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

FY 2022  
 (\$ in Thousands)  
 \$3,373

**Part I – Purpose and Scope**

Schools provide funding for soldiers requiring specific functional training and Duty Military Occupation Specialty Qualification (DMOSQ) schools, as a direct result of mission analysis and requirements before deployment.

**Part II – Justification of Funds Requested**

**Schools Training – \$3,373:** In FY 2022, Schools Training includes Direct War costs of \$880 and Enduring Requirements costs of \$2,493. Schools' requirement represents costs 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 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	80	338	27	2,058	343	706	1,141	355	405
Enlisted	3,432	229	786	13,073	233	3,046	12,315	241	2,968
<b>Total</b>	<b>3,512</b>		<b>813</b>	<b>15,131</b>		<b>3,752</b>	<b>13,456</b>		<b>3,373</b>
<b>Total Schools Training</b>	<b>3,512</b>		<b>813</b>	<b>15,131</b>		<b>3,752</b>	<b>13,456</b>		<b>3,373</b>

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

**FY 2022**  
**(\$ in Thousands)**  
**\$7,970**

### **Part I – Purpose and Scope**

Administration and Support funds provide temporary Active Guard and Reserve (AGR) backfills to complement 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, resulting 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 operations. Incapacitation pay provides pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1), and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

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

**Pre-Mobilization AGR Augmentation – \$4,350:** In FY 2022, Pre-Mobilization AGR Augmentation includes Direct War costs of \$3,778 and Enduring Requirements cost of \$572. The program supports units that are one year from mobilization and are authorized to fill vacancies in order to bring their AGR personnel unit strength up to 100% of the levels validated by the US Army Manpower Analysis Agency (USAMAA). These additional temporary AGR fills are vital to the unit and fill critical roles in order to assist the unit in completing training, supply, maintenance, logistics, and individual Soldier Readiness Processing requirements.

**Incapacitation Pay – \$3,620:** In FY 2022, Incapacitation pay includes Direct War costs of \$1,757 and Enduring Requirements costs of \$1,863. The program supports Soldiers who are injured while training for/or participating in missions and are unable to 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:

		<b>FY 2020 Actuals</b>			<b>FY 2021 Estimate</b>			<b>FY 2022 Request</b>		
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
<b>Administration and Support</b>										
Pre-Mobilization AGR	Officer	-	339	-	7,441	345	2,567	3,042	381	1,159
Augmentation	Enlisted	-	159	-	61,605	162	9,980	16,281	196	3,191
	<b>Total</b>	<b>-</b>		<b>-</b>	<b>69,046</b>		<b>12,547</b>	<b>19,323</b>		<b>4,350</b>
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Incapacitation Pay (INCAP)	Officer	776	339	263	4,568	345	1,576	5,336	381	2,033
Severance Pay	Enlisted	8,863	159	1,408	46,167	162	7,479	8,097	196	1,587
	<b>Total</b>	<b>9,639</b>		<b>1,671</b>	<b>50,735</b>		<b>9,055</b>	<b>13,433</b>		<b>3,620</b>
<b>Total Admin and Support</b>		<b>9,639</b>		<b>1,671</b>	<b>119,781</b>		<b>21,602</b>	<b>32,756</b>		<b>7,970</b>
<b>Total NGPA Direct War and Enduring Costs</b>				<b>150,266</b>		<b>195,314</b>				<b>136,886</b>



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

## Introduction

Direct War Costs and Enduring Costs 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 **\$36.0 million**.

Army Reserve FY 2022 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 for Direct War Costs: **\$5.2 million**

Army Reserve FY 2022 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 for Enduring Requirements: **\$30.8 million**

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

**FY 2022**  
**(\$ in thousands)**  
**\$36,037**

### **Part I – Purpose and Scope**

Program provides funding for pre-mobilization training to deploying units and individuals. 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, (\$16,024):** 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 and individuals 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 of the Army.

**Defense Health Assessment Program (\$1,614):** 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.

**Yellow-Ribbon Integration Program (\$7,769):** 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. In FY22 the Yellow Ribbon Program is enduring mission funded with based funding.

**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. In FY22 the European Deterrence Initiative is an enduring mission funded with based funding.

Summary cost computations are provided in the following tables:

**\$K**

**Pre-Mobilization Training**

	<u>FY 2020 Actual</u>			<u>FY 2021 Enacted</u>			<u>FY 2022 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	670	3,149	8,181	653	5,342	10,082	670	6,755
Enlisted	13,091	429	5,610	17,747	412	7,319	21,907	423	9,270
	<b>17,792</b>		<b>8,759</b>	<b>25,928</b>		<b>12,661</b>	<b>31,989</b>		<b>16,024</b>

**Defense Health Assessment Program**

	<u>FY 2020 Actual</u>			<u>FY 2021 Enacted</u>			<u>FY 2022 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	584	526	307	1,276	540	689	1,281	554	709
Enlisted	3,634	325	1,181	2,634	333	878	2,644	342	905
	<b>4,217</b>		<b>1,488</b>	<b>3,910</b>		<b>1,567</b>	<b>3,925</b>		<b>1,614</b>

**Yellow Ribbon Integration Program**

	<u>FY 2020 Actual</u>			<u>FY 2021 Enacted</u>			<u>FY 2022 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	1,956	526	1,029	6,897	540	3,722	9,308	554	5,154
Enlisted	<u>10,655</u>	325	<u>3,463</u>	<u>14,497</u>	333	<u>4,834</u>	<u>7,644</u>	342	<u>2,615</u>
	<b>12,612</b>		<b>4,492</b>	<b>21,394</b>		<b>8,556</b>	<b>16,952</b>		<b>7,769</b>

**European Deterrence Initiative**

	<u>FY 2020 Actual</u>			<u>FY 2021 Enacted</u>			<u>FY 2022 Estimate</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,417	488	2,157	2,433	501	1,219	2,202	554	1,219
Enlisted	<u>6,729</u>	268	<u>1,802</u>	<u>34,253</u>	275	<u>9,411</u>	<u>27,508</u>	342	<u>9,411</u>
	<b>11,146</b>		<b>3,959</b>	<b>36,686</b>		<b>10,630</b>	<b>29,709</b>		<b>10,630</b>

**\$K**  
**Reserve Personnel, Army Total Direct and Enduring**

<u>FY 2020 Actual</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Estimate</u>
<b>18,698</b>	<b>33,414</b>	<b>36,037</b>