

DEPARTMENT OF DEFENSE

FISCAL YEAR (FY) 2023 BUDGET ESTIMATES OVERSEAS OPERATIONS



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

APRIL 2022

The estimated cost of this report for the Department of Defense is approximately \$6,566 for Fiscal Year 2022.
This includes approximately \$150 in expenses and approximately \$6,416 in DoD labor.

TABLE OF CONTENTS

MILITARY PERSONNEL OVERVIEW	Page
INTRODUCTION	5
MAJOR BUDGET DRIVERS	6
MILITARY PAY EXECUTION AND FUNDING REQUIREMENTS	8
FY 2023 REQUEST SUMMARY	9
10 U.S.C 12304B COMBATANT COMMAND SUPPORT	11
APPROPRIATION SUMMARY BY CATEGORY	12
ARMY M-1 DETAIL	14
US ARMY NATIONAL GUARD AND US ARMY RESERVE M-1 DETAIL	16
ACTIVE ARMY MILITARY PERSONNEL COSTS	
OFFICER	
BASIC PAY, OFFICER	18
RETIRED PAY ACCRUAL, OFFICER	19
BASIC ALLOWANCE FOR HOUSING, OFFICER	20
BASIC ALLOWANCE FOR SUBSISTENCE, OFFICER	21
INCENTIVE PAY FOR HAZARDOUS DUTY, OFFICER	22
SPECIAL PAYS, OFFICER	24
ALLOWANCE PAYS, OFFICER	26
SEPARATION PAYS, OFFICER	28
SOCIAL SECURITY TAX, OFFICER	29

TABLE OF CONTENTS *(continued)*

	Page
ENLISTED	
BASIC PAY, ENLISTED	30
RETIRED PAY ACCRUAL, ENLISTED	31
BASIC ALLOWANCE FOR HOUSING, ENLISTED	32
INCENTIVE PAY FOR HAZARDOUS DUTY, ENLISTED	33
SPECIAL PAYS, ENLISTED	35
ALLOWANCE PAYS, ENLISTED	37
SEPARATION PAYS, ENLISTED	39
SOCIAL SECURITY TAX, ENLISTED	40
BASIC ALLOWANCE FOR SUBSISTENCE, ENLISTED	41
SUBSISTENCE-IN-KIND, OFFICER & ENLISTED	41
PERMANENT CHANGE OF STATION TRAVEL	43
CASUALTY AND DISABILITY BENEFITS	
SERVICEMEMBERS GROUP LIFE INSURANCE (SGLI)	44
TRAUMATIC INJURY PROTECTION COVERAGE (T-SGLI)	44
DEATH GRATUITIES	44
ADDITIONAL MOBILIZATION/DEPLOYMENT COSTS	
UNEMPLOYMENT COMPENSATION	46
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	46
ARMY NATIONAL GUARD PERSONNEL COSTS	
PAY GROUP A	49
SPECIAL TRAINING	51
SCHOOLS	54
ADMINISTRATION AND SUPPORT	55
ARMY RESERVE PERSONNEL COSTS	
SPECIAL TRAINING	59

MILITARY PERSONNEL OVERVIEW

Introduction

The FY 2023 Overseas Operations Military Personnel budget request funds the military presence in support of Operation Inherent Resolve (OIR), European Deterrence Initiative (EDI), Combined Joint Task Force – Horn of Africa, and Guantanamo Bay detainee operations.

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.

Overseas Operation Missions

This justification material displays actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution Direct War and Enduring costs (DWEC) in FY2022 and the budget requests for Overseas Operations in FY 2023. The OCO, DWEC, and Overseas Operation requirements support to the following missions:

- Operation Inherent Resolve (OIR) and Operation Spartan Shield (OSS) - protects, defends, and builds partnerships in the Middle East
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolster the security and capacity of partners
- Combined Joint Task Force – Horn of Africa (CJTF-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
- CONUS Support - Soldiers remaining in Continental United States (CONUS) supporting combat operations in theater

Major Budget Drivers

Military Pay Appropriation Manpower Drivers

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2021 includes actual execution, FY 2022 reflects strength requirements updated from the President’s Budget position, and FY 2023 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 combat theater and theater requirements
- Deployed Active Component Soldiers – funds incremental deployment pays associated with Soldiers deployed in support of combat theater and theater requirements

The following table reflects assumptions for mobilization:

Average Strength			
Description	FY 2021	FY 2022	FY 2023
Active Army Deployment by IDP Payment	6,261	4,120	4,120
Reserve Component Deployment by IDP Payment	3,634	3,505	3,506
Total Imminent Danger Pay (IDP)	9,895	7,626	7,626
Army Reserve Mobilization	12,083	11,646	11,647
Army National Guard Mobilization	14,769	14,235	14,236
Total RC Mobilization	26,852	25,881	25,883

Rate Changes

The following rate assumptions were incorporated into the FY 2023 budget request:

Pay Raise

- 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)
- Military Pay Raise, effective 1 January 2023 is 4.6% (4.13% over the FY)

Basic Allowance for Subsistence

- 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 5.3% (4.90% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2023, is 3.4% (3.88% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2021, is 2.9% (2.85% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2022, is 4.6% (4.18% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2023, is 3.9% (4.08% over the FY)

Retired Pay Accrual

- 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
- Retired Pay Accrual as a percentage of Basic Pay is 36.9% for full-time and 24.5% for part-time Soldiers in FY 2023

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 2023 request includes \$3,054.9 million for Army’s military personnel costs as shown in the following summary table:

(\$ in Thousands)			
Summary by Appropriation	FY 2021 OCO Actuals	FY 2022 Total Direct War and Enduring	FY 2023 Total Overseas Operations Costs
Military Personnel, Army (MPA)	2,929,964	2,810,156	2,882,791
National Guard Personnel, Army (NGPA)	183,043	136,886	138,581
Reserve Personnel, Army (RPA)	26,229	36,037	33,535
Total	3,139,236	2,983,079	3,054,907

The FY 2023 Overseas Operations Costs funding accounted for in the Base budget include:

- Combat theater requirements support costs that will discontinue once combat operations end at major contingency locations. [\$288.3 million]
- Theater requirement expenses that remain after combat operations cease, and previously have been funded in Overseas Contingency Operations (OCO). [\$2,766.7 million]

FY 2023 Request Summary

The FY 2023 request of \$3,055 million for Army's military personnel costs are comprised of the following major cost categories:

National Guard & Army Reserve Mobilization (\$2,686 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 combat theater and theater requirements.
- 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 combat theater and theater requirements.

Active Component Deployment Costs (\$29 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 (\$20 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 (\$138 million)

- Funds support Subsistence-in-Kind (SIK) to all US military personnel while deployed in support of combat theater and theater requirements. 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 combat theater and theater requirements.

Casualty and Disability Benefits (\$4 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 (\$172 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 2023 Requested Levels: 17,578 Man-Years; \$1,775.7 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 2023, the Army plans to utilize 12304b in support of pre-planned and OCO funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support these missions.

USCENTCOM - Operation Spartan Shield (OSS) (13,091 man-years; \$1,322.5 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) (1,690 man-years; \$170.7 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) (1,336 man-years; \$134.9 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) (833 man-years; \$84.1 million)

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

USCENTCOM – Operation Inherent Resolve (628 man-years; \$63.5 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 2021 through FY 2023 appropriation execution and requirements are displayed in the following tables:

FY 2021 Appropriations Summary By Category

(\$ in thousands)

<u>FY 2021 Actuals</u>	<u>Active Army **</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,673,483			2,673,483
AC Deployment Costs	40,486			40,486
Other Mobilization and Deployment Costs*	39,699			39,699
Subsistence-In-Kind (SIK)	166,022			166,022
Permanent Change of Station	5,511			5,511
Casualty and Disability	4,763			4,763
Pre and Post Mobilization Training	-	183,043	26,229	209,272
Sub Total - Military Personnel	2,929,964	183,043	26,229	3,139,236

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

** MPA actuals include \$211M in OCO over-execution that was resourced with base funding.

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

<u>FY 2022 Total Updated Request</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,639,002			2,639,002
AC Deployment Costs	29,462			29,462
Other Mobilization and Deployment Costs*	20,931			20,931
Subsistence-In-Kind (SIK)	111,432			111,432
Permanent Change of Station	5,208			5,208
Casualty and Disability	4,121			4,121
Pre and Post Mobilization Training	-	136,886	36,037	172,923
Total Military Personnel	2,810,156	136,886	36,037	2,983,079

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

FY 2023 Appropriations Summary By Category
(\$ in thousands)

<u>FY 2023 Total Request</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	2,685,550			2,685,550
AC Deployment Costs	29,463			29,463
Other Mobilization and Deployment Costs*	19,882			19,882
Subsistence-In-Kind (SIK)	138,396			138,396
Permanent Change of Station	5,379			5,379
Casualty and Disability	4,121			4,121
Pre and Post Mobilization Training	-	138,581	33,535	172,116
Total Military Personnel	2,882,791	138,581	33,535	3,054,907

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

Army M-1

APN	MI	MILITARY PERSONNEL, ARMY (MPA)	<u>FY 2021 Actuals</u>	<u>FY 2022 Updated</u>	<u>FY 2023 Request</u>
		BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
2010A	5	BASIC PAY	551,142	537,489	550,236
2010A	10	RETIRED PAY ACCRUAL	148,394	138,135	134,808
2010A	25	BASIC ALLOWANCE FOR HOUSING	167,395	156,090	159,423
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	18,864	19,548	20,299
2010A	35	INCENTIVE PAYS	11,258	10,683	10,681
2010A	40	SPECIAL PAYS	12,374	9,797	9,796
2010A	45	ALLOWANCES	17,274	15,568	15,796
2010A	50	SEPARATION PAY	4,533	4,421	4,603
2010A	55	SOCIAL SECURITY TAX	41,533	41,118	42,158
		TOTAL BUDGET ACTIVITY 1	972,768	932,849	947,800
		BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED			
2010A	60	BASIC PAY	856,492	852,380	871,790
2010A	65	RETIRED PAY ACCRUAL	231,513	219,062	213,589
2010A	80	BASIC ALLOWANCE FOR HOUSING	401,984	414,899	426,806
2010A	85	INCENTIVE PAYS	1,342	1,300	1,300
2010A	90	SPECIAL PAYS	47,352	40,080	40,084
2010A	95	ALLOWANCES	41,425	40,321	40,606
2010A	100	SEPARATION PAY	5,973	5,945	6,191
2010A	105	SOCIAL SECURITY TAX	64,987	65,207	66,692
		TOTAL BUDGET ACTIVITY 2	1,651,069	1,639,193	1,667,057
		BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	90,132	96,422	100,156
2010A	120	SUBSISTENCE-IN-KIND	166,022	111,432	138,396
		TOTAL BUDGET ACTIVITY 4	256,154	207,854	238,552

Army M-1 *(Continued)*

			<u>FY 2021 Actuals</u>	<u>FY 2022 Updated</u>	<u>FY 2023 Request</u>
APN	M1	BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL			
2010A	135	OPERATIONAL TRAVEL	4,456	4,079	4,215
2010A	140	ROTATIONAL TRAVEL	1,055	1,129	1,164
		TOTAL BUDGET ACTIVITY 5	5,511	5,208	5,379
		BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
2010A	175	INTEREST ON SOLDIERS DEPOSITS	2,709	2,101	2,188
2010A	185	UNEMPLOYMENT COMPENSATION	36,990	18,830	17,694
2010A	180	DEATH GRATUITIES	200	100	100
2010A	216	SGLI EXTRA HAZARD PAYMENTS	4,063	3,521	3,521
2010A	219	TRAUMATIC SGLI	500	500	500
		TOTAL BUDGET ACTIVITY 6	44,462	25,052	24,003
		SUB TOTAL - MILITARY PERSONNEL, ARMY	2,929,964	2,810,156	2,882,791

US Army National Guard and US Army Reserve M-1

		<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
		Actuals	Updated	Request
NATIONAL GUARD PERSONNEL, ARMY (NGPA)				
APN	M1 BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
2060A	10 PAY GROUP A TRAINING	42,176	41,982	39,205
2060A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	139,427	83,561	95,490
2060A	70 SCHOOL TRAINING (PRE/POST MOB TRAINING)	11	3,373	3,559
2060A	90 ADMINISTRATION AND SUPPORT	1,429	7,970	327
	TOTAL NATIONAL GUARD PERSONNEL, ARMY	183,043	136,886	138,581
 RESERVE PERSONNEL, ARMY (RPA)				
	BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
2070A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	26,229	36,037	33,535
	TOTAL RESERVE PERSONNEL, ARMY	26,229	36,037	33,535
	 GRAND TOTAL ARMY MILITARY PERSONNEL. ARMY	 3,139,236	 2,983,079	 3,054,907

**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 2023
(\$ in Thousands)
\$550,236

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 Overseas Operations. The growth in the pay rate reflects a 2.7% across-the-board pay raise effective 1 January 2022 and a 4.6% pay raise effective 1 January 2023.

The request increases by +\$12.7 million from FY 2022 to FY 2023. This change is driven by a:

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: +\$12.7 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA1	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	6,203	88,851	551,142	5,886	91,316	537,489	5,885	93,498	550,236
Total	6,203		551,142	5,886		537,489	5,885		550,236

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

FY 2023
(\$ in Thousands)
\$134,808

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 25.7% in FY 2022 and 24.5% in FY 2023 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$3.3 million from FY 2022 to FY 2023. This change is driven by a:

1. Price decrease due to a reduction in the part-time NCP, offset by basic pay raise inflation: -\$3.3 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA1	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	6,203	23,923	148,394	5,886	23,468	138,135	5,885	22,907	134,808
Total	6,203		148,394	5,886		138,135	5,885		134,808

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

FY 2023
(\$ in Thousands)
\$159,423

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 Overseas Operations. The FY 2023 rates were built by applying housing inflation assumptions to the FY 2021 average BAH rates. The BAH rates reflect a 4.6% housing rate increase, effective 1 January 2022 and 3.9% increase, effective 1 January 2023.

The request increases by +\$3.3 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to housing inflation, offset by an overall change in the average housing rate due to grade structure shifts: +\$3.3 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA1	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	6,203	26,986	167,395	5,886	26,519	156,090	5,885	27,090	159,423
Total	6,203		167,395	5,886		156,090	5,885		159,423

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

FY 2023
(\$ in Thousands)
\$20,299

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 5.3%, effective 1 January 2022 and 3.4%, effective 1 January 2023.

The request increases by +\$0.8 million from FY 2022 to FY 2023. This change is driven:

1. Price increase in the basic allowance for subsistence inflation rate: +\$0.8 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA1	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	6,203	3,041	18,864	5,886	3,321	19,548	5,885	3,449	20,299
Total	6,203		18,864	5,886		19,548	5,885		20,299

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

FY 2023
(\$ in Thousands)
\$10,681

Part I - Purpose and Scope

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

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

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

Aviation 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 -\$2.0 thousand from FY 2022 to FY 2023. This change is driven by a slight program decrease in the number of reserve component Soldiers mobilized in support of Overseas Operations.

Summary cost computations are provided by the following table:

BA1 Incentive Pays	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	398	1,800	716	377	1,800	679	377	1,800	679
Flying Duty	1,432	6,160	8,821	1,359	6,160	8,370	1,359	6,160	8,369
Parachute Jumping	956	1,800	1,721	907	1,800	1,633	907	1,800	1,633
Total	2,786		11,258	2,644		10,683	2,643		10,681

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

FY 2023
(\$ in Thousands)
\$9,796

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 -\$1.0 thousand from FY 2022 to FY 2023. This change is driven by a slight program decrease in the number of reserve component Soldiers mobilized in support of Overseas Operations.

Summary cost computations are provided by the following table:

BA1									
Special Pays									
	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Foreign Language Proficiency Pay	29	2,772	79	27	2,772	75	27	2,772	75
Hardship Duty Pay	924	1,500	1,385	876	1,500	1,314	876	1,500	1,314
Hostile Fire Pay	715	2,700	1,931	679	2,700	1,832	678	2,700	1,832
Various Medical Special Pays	75	30,506	2,292	71	30,506	2,175	71	30,506	2,174
Total	1,742		5,687	1,653		5,396	1,653		5,395
BA1									
Special Pays									
	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Hardship Duty Pay	1,760	1,500	2,640	1,158	1,500	1,737	1,158	1,500	1,737
Hostile Fire Pay	1,499	2,700	4,048	987	2,700	2,664	987	2,700	2,664
Total	6,518		6,688	2,145		4,401	2,145		4,401
Total Special Pays	8,260		12,374	3,798		9,797	3,798		9,796

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

FY 2023
(\$ in Thousands)
\$15,796

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The request increases by +\$0.2 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to inflationary rate changes in Clothing, OSA, CONUS COLA: +\$0.2 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided by the following table:

BA1**Allowances**

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	981	313	307	931	322	300	931	335	312
Family Separation Allowance	2,728	3,000	8,185	2,589	3,000	7,767	2,589	3,000	7,766
Overseas Station Allowance	30	6,911	207	28	7,103	202	28	7,396	210
CONUS COLA	1,188	4,395	5,221	1,127	4,517	5,092	1,127	4,703	5,301
Total	4,927		13,920	4,675		13,360	4,674		13,588

BA1**Allowances**

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Family Separation Allowance	1,118	3,000	3,355	736	3,000	2,208	736	3,000	2,208
Total	1,118		3,355	736		2,208	736		2,208

Total Allowances

6,045		17,274	5,411		15,568	5,410		15,796
--------------	--	---------------	--------------	--	---------------	--------------	--	---------------

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

FY 2023
(\$ in Thousands)
\$4,603

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 +\$0.2 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to basic pay rate inflation: +\$0.2 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided by the following table:

BA1 Separation Pay	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	928	4,189	3,890	881	4,306	3,793	874	4,483	3,919
Severance Pay	6	99,232	644	6	101,986	628	6	106,193	683
Total	935		4,533	887		4,421	881		4,603

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

FY 2023
(\$ in Thousands)
\$25,473

Part I - Purpose and Scope

Funds provide for the employer’s tax to Social Security Administration as required by the Federal Insurance Contribution Act (FICA). Funds provide the employer’s Social Security Tax payment for Active Component and Reserve Component officer personnel in support of operations directly associated with Overseas 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 2.7% across-the-board pay raise effective 1 January 2022 and a 4.6% pay raise effective 1 January 2023.

The request increases by +\$1.0 million from FY 2022 to FY 2023. 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: +\$1.0 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA 1 Social Security	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	6,203	6,696	41,533	5,886	6,986	41,118	5,885	7,164	42,158
Total	6,203		41,533	5,886		41,118	5,885		42,158

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

FY 2023
(\$ in Thousands)
\$871,790

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 Overseas Operations. The growth in the pay rate reflects a 2.7% across-the-board pay raise effective 1 January 2022 and a 4.6% pay raise effective 1 January 2023.

The request increases by +\$19.4 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to basic pay raise inflation and an overall change in the average basic pay rate due to grade structure shifts: +\$19.4 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA2	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Base Pay									
Guard / Reserve Mobilization	20,649	41,479	856,492	19,995	42,630	852,380	19,998	43,594	871,790
Total	20,649		856,492	19,995		852,380	19,998		871,790

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

FY 2023
(\$ in Thousands)
\$213,589

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 25.7% in FY 2022 and 24.5% in FY 2023 for mobilized National Guard and Army Reserve Soldiers.

The request decreases by -\$5.5 million from FY 2022 to FY 2023. This change is driven:

1. Price increase due to a reduction in the part-time NCP, offset by basic pay raise inflation: -\$5.5 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA2	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	20,649	11,158	231,513	19,995	10,956	219,062	19,998	10,681	213,589
Total	20,649		231,513	19,995		219,062	19,998		213,589

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

FY 2023
(\$ in Thousands)
\$426,806

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 Overseas Operations. The FY 2023 rates were built by applying inflation assumptions to the FY 2021 average BAH rates. The BAH rates reflect a 4.6% housing rate increase, effective 1 January 2022 and 3.9% increase, effective 1 January 2023.

The request increases by +\$11.9 million from FY 2022 to FY 2023. 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: +\$11.9 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA2	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	20,649	19,467	401,984	19,995	20,750	414,899	19,998	21,342	426,806
Total	20,649		401,984	19,995		414,899	19,998		426,806

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

FY 2023
(\$ in Thousands)
\$1,300

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 remains the same from FY 2022 to FY 2023, due to overall strength remaining consistent in the number of reserve component Soldiers mobilized in support of Overseas Operations.

Summary cost computations are provided by the following table:

BA2

Incentive Pays

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Demolition Duty	48	1,800	86	46	1,800	83	46	1,800	83
Flying Duty	452	2,328	1,052	437	2,328	1,018	437	2,328	1,018
Parachute Jumping	114	1,800	205	110	1,800	199	110	1,800	199
Total	613		1,342	594		1,300	594		1,300

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

FY 2023
(\$ in Thousands)
\$40,084

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 increases by +\$4.0 thousand from FY 2022 to FY 2023. This change is driven by a slight program increase in the number of reserve component Soldiers mobilized in support of Overseas Operations.

Summary cost computations are provided by the following table:

BA2**Special Pays**

	<u>FY 2021 Actuals</u>			<u>FY 2022 Updated</u>			<u>FY 2023 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>
Mobilized Guard & Reserve									
Foreign Language Proficiency Pay	165	2,475	408	160	2,475	395	160	2,475	395
Hardship Duty Pay	11,213	1,500	16,820	11,428	1,500	17,141	11,429	1,500	17,144
Hostile Fire Pay	2,919	2,700	7,882	2,827	2,700	7,633	2,827	2,700	7,634
Special Duty Assignment Pay	245	3,600	882	237	3,600	854	237	3,600	854
Total	14,542		25,992	14,651		26,023	14,653		26,027

BA2**Special Pays**

	<u>FY 2021 Actuals</u>			<u>FY 2022 Updated</u>			<u>FY 2023 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>
Active Component Deployed									
Hardship Duty Pay	5,669	1,500	8,504	3,731	1,500	5,596	3,731	1,500	5,596
Hostile Fire Pay	4,762	2,700	12,856	3,134	2,700	8,461	3,134	2,700	8,461
Total	10,431		21,360	6,865		14,057	6,865		14,057

Total Special Pays

24,973		47,352	21,516		40,080	21,518		40,084
---------------	--	---------------	---------------	--	---------------	---------------	--	---------------

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

FY 2023
(\$ in Thousands)
\$40,606

Part I - Purpose and Scope

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

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

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

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

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

Part II - Justification of Funds Requested

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

The request increases by +\$0.3 million from FY 2022 to FY 2023. This change is driven:

1. Price increase due to inflationary rate changes in Clothing, OSA, CONUS COLA: +\$0.3 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided by the following table:

BA2**Allowances**

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance	9,062	432	3,917	8,775	441	3,869	8,616	458	3,947
Family Separation Allowance	7,838	3,000	23,514	7,590	3,000	22,769	7,591	3,000	22,773
Overseas Station Allowance	58	3,678	213	56	3,780	212	56	3,936	221
CONUS COLA	1,546	3,038	4,697	1,497	3,122	4,675	1,497	3,251	4,868
Total	18,504		32,341	17,918		31,525	17,760		31,809

BA2**Allowances**

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Family Separation Allowance	3,028	3,000	9,083	2,932	3,000	8,796	2,932	3,000	8,797
Total	3,028		9,083	2,932		8,796	2,932		8,797

Total Allowances

21,532		41,425	20,850		40,321	20,692		40,606
---------------	--	---------------	---------------	--	---------------	---------------	--	---------------

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

FY 2023
(\$ in Thousands)
\$6,191

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 increases by +\$0.2 million from FY 2022 to FY 2023. This change is driven:

1. Price increase due to basic pay rate inflation: +\$0.2 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided by the following table:

BA2

Separation Pay

	<u>FY 2021 Actuals</u>			<u>FY 2022 Updated</u>			<u>FY 2023 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>
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	2,207	1,651	3,642	2,137	1,697	3,625	2,137	1,766	3,775
Severance Pay	68	34,202	2,331	66	35,151	2,320	66	36,601	2,416
Total	2,275		5,973	2,203		5,945	2,203		6,191

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

FY 2023
(\$ in Thousands)
\$66,692

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 2.7% across-the-board pay raise effective 1 January 2022 and a 4.6% pay raise effective 1 January 2023.

The request increases by +\$1.5 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to basic pay raise inflation and an overall change in the average basic pay rate due to grade structure shifts: +\$1.5 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA 2	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	20,649	3,173	64,987	19,995	3,261	65,207	19,998	3,335	66,692
Total	20,649		64,987	19,995		65,207	19,998		66,692

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

FY 2023
(\$ in Thousands)
\$238,552

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 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 increases by +\$30.7 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to BAS and SIK price inflation as well as changes in DFAC utilization consistent with pre-COVID-19 levels: +\$30.7 million
2. Strength remains consistent from FY 2022 to FY 2023, therefore there is no program change.

Summary cost computations are provided in the following table:

BA 4

Enlisted BAS

	<u>FY 2021 Actuals</u>			<u>FY 2022 Updated</u>			<u>FY 2023 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	20,649	4,365	90,132	19,995	4,822	96,422	19,998	5,008	100,156
Total	20,649		90,132	19,995		96,422	19,998		100,156

BA 4

Subsistence-In-Kind (SIK)

	<u>FY 2021 Actuals</u>			<u>FY 2022 Updated</u>			<u>FY 2023 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	37,514	5,117	191,968	22,060	5,276	116,386	22,060	6,507	143,543
Meals Ready to Eat (MRE)	7,284	10,705	77,981	4,283	11,037	47,278	4,283	11,468	49,122
Unitized Group Rations	4,527	6,993	31,660	2,662	7,210	19,194	2,662	7,491	19,943
Civilian Contracted Meals	(24,726)	5,484	(135,587)	(12,634)	5,654	(71,426)	(12,634)	5,874	(74,212)
Total	24,599		166,022	16,371		111,432	16,371		138,396

BA 4 Total

	256,154	207,854	238,552
--	----------------	----------------	----------------

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

FY 2023
(\$ in Thousands)
\$5,379

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 Overseas Operations. 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 increases by +\$0.2 million from FY 2022 to FY 2023. The change is due to a price increase in the average PCS rate driven by general inflation.

Summary cost computations are provided in the following table:

BA 5	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Permanent Change of Station									
Operational Moves	384	11,605	4,456	337	12,119	4,079	337	12,524	4,215
Rotational Moves	85	12,439	1,055	82	13,763	1,129	82	14,189	1,164
Total	469		5,511	419		5,208	419		5,379
BA 5 Total			5,511			5,208			5,379

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

FY 2023
(\$ in Thousands)
\$4,121

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 remains the same from FY 2022 to FY 2023, due to overall strength remaining consistent in the number of reserve component Soldiers mobilized in support of Overseas Operations.

Summary cost computations are provided in the following table:

BA 6

	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Casualty & Disability									
SGLI Traumatic Injury Payments	5,000	100	500	5,000	100	500	5,000	100	500
SGLI Insurance Premium	13,543	300	4,063	11,737	300	3,521	11,736	300	3,521
Death Gratuity	2	100,000	200	1	100,000	100	1	100,000	100
Total	18,545		4,763	16,738		4,121	16,737		4,121

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

FY 2023
(\$ in Thousands)
\$19,882

Part I – Purpose and Scope

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

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

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

Part II – Justification of Funds Requested

The request increases by +\$1.0 million from FY 2022 to FY 2023. This change is driven by:

1. Price increase due to basic pay inflation: +\$1.0 million
2. Strength remains relatively consistent from FY 2022 to FY 2023, therefore there is minimal program change.

Summary cost computations are provided in the following table:

BA 6 Other	FY 2021 Actuals			FY 2022 Updated			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Services Savings Deposits	7,980	339	2,709	6,022	349	2,101	6,023	363	2,188
Unemployment Benefits	5,266	7,025	36,990	2,381	7,910	18,830	2,180	8,118	17,694
Total	13,245		39,699	8,403		20,931	8,203		19,882



NATIONAL GUARD
PRE-MOB/POST RE-DEPLOYMENT TRAINING

Introduction

Overseas Operations Request amounts for the Army National Guard (ARNG) resources Operation Inherent Resolve (OIR), Operation Enduring Sentinel (OES), Horn of Africa (HOA), Operation Spartan Shield (OSS), European Defense Initiative (EDI), and Guantanamo Bay (GMO). The total ARNG Overseas Operations Request amount is (138.5 million). FY 2023 Overseas Operations request amounts are included in the base budget.

Total Combat Theater Operations Request is (\$31.4 million): Combat Theater Operations are direct combat support costs that will not continue to be expended once combat operations end at major contingency locations. The ARNG FY 2023 Combat Theater Operations supports OIR and OES.

Total Theater Operations request is (\$107.1 million): Theater Operations are continuing OCONUS and CONUS mission costs that remain after combat operations cease. The ARNG FY 2023 Theater Operations supports 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 2023
(\$ in Thousands)
\$39,205

Part I – Purpose and Scope

Pay Group A additional active duty days resource Overseas Operations Requests for specific exercises and training. Pay Group A provides funding for additional pre-mobilization training days. The requirement for additional training days increase unit readiness, reduce post-mobilization training time, and maximize Soldier in-theater time (boots on the ground) for named operations.

Within 24 months prior to mobilization, units perform additional Pay Group A training days. The additional training periods provide units the capability to conduct individual and collective training for theater-specific full-spectrum operations, at platoon level proficiency, to achieve the Directed Readiness Table (DRT) requirements.

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods – \$39,205: In FY 2023, Additional Pay Group A Training Periods includes Overseas Operations Request amounts of \$39,205. Pay Group A funds pay and allowances for Soldiers participating in required training related to Theater Operations costs in the first and second years prior to mobilization. Training includes Unit Soldier Readiness Processing (SRP), Warrior Task Training, 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).

Summary cost computations are provided in the following table:

Pay Group A	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request			
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount	
Additional AT	Officer	46,269	361	16,703	18,809	372	6,997	18,073	381	6,886
Training Days	Enlisted	124,141	185	22,966	129,948	191	24,820	115,179	196	22,575
	Total	170,410		39,669	148,757		31,817	133,252		29,461
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional UTA's	Officer	208	279	58	6,927	287	1,988	6,850	294	2,014
	Enlisted	19,437	126	2,449	63,388	129	8,177	58,561	132	7,730
	Total	19,645		2,507	70,315		10,165	65,411		9,744
Total Pay Group A		190,055		42,176	219,072		41,982	198,663		39,205

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

FY 2023
(\$ in Thousands)
\$95,490

Part I – Purpose and Scope

Special Training provides funding to support the pre-mobilization training for units mobilizing for Overseas Operations Request amounts. 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 funding also provides additional reset mandays to support repair and inventory of equipment returning from deployments.

Part II – Justification of Funds Requested

Additional Special Training Days – \$5,963: 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 mandays provide redeploying units with additional manpower to conduct required inventories and maintenance on equipment returning from deployment. PTAE teams provide full-time equivalents (FTE) to instruct, train, and certify personnel in the ARNG during the pre-mobilization training phase. TRICARE Early Eligibility provides resources for one Soldier, per state, to perform the vital duty as a 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 deployment. These periods of training prepare Soldiers for all phases of the unit’s mission.

Additional Active Duty Training Days (ADT) – \$70,462: Additional ADT days support the organization, administration, instruction, training, and unit readiness enabling mobilizing 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) – \$8.739: 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 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 – \$10.326: The Yellow Ribbon Reintegration Program supports mobilizing Soldiers throughout the deployment period. Funding for this program provides man-days to support the planning, organizing, and execution of Yellow Ribbon events that are conducted during the deployment cycle. Funding for the Yellow Ribbon Reintegration Program also supports the VOW (Veterans Opportunity to Work) to Hire Heroes Act of 2011.

Summary cost computations are provided in the following table:

		FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Special Training										
Additional Special Training Days	Officer	33,082	339	11,219	5,177	345	1,786	5,194	381	1,979
	Enlisted	177,604	159	28,216	45,827	162	7,424	20,327	196	3,984
	Total	210,686		39,435	51,004		9,210	25,521		5,963
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional Active Duty Training (ADT) Days	Officer	56,722	339	19,236	49,435	345	17,055	47,320	381	18,029
	Enlisted	428,425	159	68,064	335,969	162	54,427	267,515	196	52,433
	Total	485,147		87,300	385,404		71,482	314,835		70,462
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Post Deployment Health Reassessment (PDHRA)	Officer	14,701	281	4,132	3,238	286	926	9,966	294	2,930
	Enlisted	70,045	122	8,560	15,669	124	1,943	44,008	132	5,809
	Total	84,746		12,692	18,907		2,869	53,974		8,739
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Yellow Ribbon Reintegration Program	Officer							2,531	294	744
	Enlisted							72,591	132	9,582
	Total	-		-	-		-	75,122		10,326
Total Special Training		780,579		139,427	455,315		83,561	469,452		95,490

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

FY 2023
(\$ in Thousands)
\$3,559

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 for deployment.

Part II – Justification of Funds Requested

Schools Training – \$3,559: In FY 2023, Schools Training includes Overseas Operations Request amount of \$3,559. 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 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Officer	9	338	3	1,181	343	405	1,451	355	515
Enlisted	35	229	8	12,738	233	2,968	12,631	241	3,044
Total	44		11	13,919		3,373	14,082		3,559
Total Schools Training	44		11	13,919		3,373	14,082		3,559

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

FY 2023
(\$ in Thousands)
\$327

Part I – Purpose and Scope

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 service members who have been injured during pre-mobilization training. 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

Incapacitation Pay – \$327: In FY 2023, Incapacitation pay includes Overseas Operations Request amount of \$327. 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:

Administration and Support	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Incapacitation Pay (INCAP) , Officer	404	339	137	9,252	345	3,192	530	381	202
Severance Pay Enlisted	8,132	159	1,292	29,494	162	4,778	638	196	125
Total	8,536		1,429	38,746		7,970	1,168		327
Total Admin and Support	8,536		1,429	15,689		7,970	1,168		327
Total NGPA Overseas Operations Request amount			183,043			136,886			138,581



UNITED STATES ARMY RESERVE

Introduction

Overseas Operating Costs (OOC) 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 **\$33.535 million**.

Army Reserve FY 2023 OOC request funds for 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 Theater Requirements: **\$4.633 million**

Army Reserve FY 2023 Combat Theater Requirements request funds for both in-theater and CONUS costs that will remain after combat operations cease. Combat Theater Requirements include the Yellow Ribbon Program, EDI, and requirements in support of OSS, CJTF-HOA, and CT operations.

Total for Combat Theater Requirements: **\$28.902 million**

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

FY 2023
(\$ in thousands)
\$ 33,535

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 (\$12,923): Funds Pre-mobilization Training supporting operational readiness and essential 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 (\$520): 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 (\$9,389): 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 FY23 the Yellow Ribbon Program is a continuing mission funded with base funding.

European Deterrence Initiative (\$10,703): 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 FY23 the European Deterrence Initiative is a continuing mission funded with base funding.

Summary cost computations are provided in the following tables:

\$K

Pre-Mobilization Training

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 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	4,510	653	2,945	13,030	670	8,730	9,590	687	6,592
Enlisted	<u>8,733</u>	412	<u>3,598</u>	<u>19,131</u>	423	<u>8,087</u>	<u>14,598</u>	434	<u>6,331</u>
	13,243		6,543	32,162		16,817	24,187		12,923

Defense Health Assessment Program

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 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	759	540	410	841	554	466	517	568	294
Enlisted	<u>685</u>	333	<u>228</u>	<u>1,039</u>	342	<u>355</u>	<u>645</u>	351	<u>226</u>
	1,444		638	1,880		821	1,162		520

Yellow Ribbon Integration Program

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 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	6,781	540	3,662	9,303	554	5,154	7,188	568	4,086

Enlisted	<u>14,282</u>	333	<u>4,756</u>	<u>7,654</u>	342	<u>2,615</u>	<u>15,128</u>	351	<u>5,303</u>
	21,064		8,418	16,956		7,769	22,316		9,389

European Deterrence Initiative

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,433	501	1,219	2,371	514	1,219	2,328	527	1,228
Enlisted	<u>34,222</u>	275	<u>9,411</u>	<u>33,355</u>	282	<u>9,411</u>	<u>32,730</u>	289	<u>9,475</u>
	36,655		10,630	35,726		10,630	35,059		10,703

\$K

Reserve Personnel, Army Total Overseas Operating Costs

<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
26,229	36,037	33,535