

**DEPARTMENT OF DEFENSE**

**FISCAL YEAR 2015**

**OVERSEAS CONTINGENCY OPERATIONS REQUEST**

**FOR**

**OPERATION ENDURING FREEDOM**



**MILITARY PERSONNEL, ARMY**

**JUSTIFICATION BOOK**

**JUNE 2014**

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## **MILITARY PERSONNEL OVERVIEW**

### **Introduction**

The FY 2015 Overseas Contingency Operations (OCO) Military Personnel request supports Operation Enduring Freedom (OEF) requirements and continues funding non-enduring active component (AC) strength requirements as the Army transitions to a smaller force.

Support to OEF encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan, the Horn of Africa, the Philippines, and detainee operations on U.S. Naval Station Guantanamo Bay, Cuba. The request is primarily based on the Army's portion of the 9,800 U.S. troops in Afghanistan, troops in other Southwest Asian countries engaged in support operations and Soldiers remaining in Continental United States (CONUS) supporting combat operations in theater. The request funds pay, allowances, subsistence, and other personnel costs for Reserve Component (RC) Soldiers on Active Duty and incremental costs for deployed AC Soldiers.

Similar to FY 2014, the FY 2015 request will continue to fund AC strength above 490,000. The FY 2015 request will conclude non-enduring AC strength funded in OCO as the AC end strength drawdown will be accelerated to 490,000 by the end of FY 2015 vice FY 2017. The accelerated drawdown to 490,000 will continue to shape the AC force based on a review of potential future security challenges, current defense strategy, and budgetary constraints.

### **Major Budget Drivers**

#### **Military Pay Appropriation Manpower Drivers**

Manpower drivers include a combination of Active and Reserve component requirements. FY 2013 includes actual execution, FY 2014 displays levels on which the FY 2014 appropriation was based upon, and FY 2015 includes anticipated requirements based on the Active Army Military Manpower Program (AAMMP) and current deployment forecasts. Requirements include:

- Active component overstrength above the enduring force (over 490,000) - in FY 2015 the Army will continue to requests funding for the anticipated enduring end strength of 490,000 in the base with funding for the balance of strength requested in OCO.
- Reserve component on Active Duty - includes personnel deployed to theater, as well as those Soldiers remaining in CONUS supporting ongoing combat operations in theater.
- Deployed active component Soldiers – funds incremental deployment pays associated with AC Soldiers deployed in support of OEF.

The following table reflects assumptions for mobilization, deployments, and active component overstrength above the enduring force (over 490,000).

<b>Average Strength</b>				
<b>Description</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	
Active Army Deployment by IDP Payment	55,297	30,983	7,291	
Reserve Component Deployment by IDP Payment	18,016	10,762	2,330	
<b>Total Imminent Danger Pay (IDP)</b>	<b>73,313</b>	<b>41,745</b>	<b>9,621</b>	
Army Reserve Mobilization	13,486	12,183	7,699	
Army National Guard Mobilization	25,194	13,347	9,143	
<b>Total RC Mobilization</b>	<b>38,680</b>	<b>25,530</b>	<b>16,842</b>	
Active Army TESI	4,401	-	-	
Active Army TEAM	-	3,000	-	
Active Overstrength Above Enduring Force	-	27,755	12,412	
<b>Active Army</b>	<b>4,401</b>	<b>30,755</b>	<b>12,412</b>	

### **Rate Changes**

The following rate assumptions were incorporated into the FY 2015 budget request:

#### **Pay Raise**

- The FY 2013 execution includes a 1.7% military pay raise, effective 1 January 2013 (1.7% over the fiscal year).
- The FY 2014 appropriated amounts include a 1.0% military pay raise, effective 1 January 2014 (1.2% over the fiscal year).
- The FY 2015 request includes a 1.0% military pay raise, effective 1 January 2015 (1.0% over the fiscal year).

#### **Basic Allowance for Subsistence**

- The rate for subsistence, effective 1 January 2013, is 1.1% (2.6% over the fiscal year).
- The rate for subsistence, effective 1 January 2014, is 1.5% (1.4% over the fiscal year).
- The rate for subsistence, effective 1 January 2015, is 3.4% (2.9% over the fiscal year).

### **Basic Allowance for Housing**

- The rate for Basic Allowance for Housing, effective 1 January 2013, is 3.7% (3.9% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2014, is 7.0% (6.2% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2015, is 1.5% (2.9% over the fiscal year).

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rates to 1.5 percent per year on-average in FY 2015 and FY 2016, increasing to 2.7% in FY 2017.

However, it should be noted that the 1.5 percent 1 January 2015 increase is a budgetary planning factor and actual rates will continue to be set by individual location based on the local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

### **Retired Pay Accrual**

- Retired Pay Accrual as a percentage of Basic Pay is 32.1% for full-time and 24.4% for part-time Soldiers in FY 2013.
- Retired Pay Accrual as a percentage of Basic Pay is 32.4% for full-time and 24.5% for part-time Soldiers in FY 2014.
- Retired Pay Accrual as a percentage of Basic Pay is 32.2% for full-time and 22.5% for part-time Soldiers in FY 2015.

### **Pre/Post Mobilization Training**

The request includes funding for Army Reserve National Guard (ARNG) and United States Army Reserve (USAR) requirements to provide pre-mobilization training necessary to maximize Boots On the Ground (BOG) time in theater, and provides resources for the post deployment activities that include the post deployment health reassessments and the Yellow Ribbon Reintegration Program (YRRP) programs. These programs are designed to ensure that Soldiers and their families are provided the information, services, referrals and outreach programs necessary for comprehensive Soldier fitness through all phases of the deployment cycle.

### **Integrated Disability Evaluation System's 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. As the Army draws down its strength to 450,000 by FY 2017, throughput of the IDES population directly impacts the rate at which the Army can reduce strength. Additionally, if Soldiers in IDES are not immediately available



for separation, deployable Soldiers may be separated in their place, accessions may be impacted, or deploying units may be under filled. This can reduce the Army's ability to fill operational units to authorized strength and decrease dwell times during times of deployment. However, as the demand for deployed forces continues to decrease, the Army expects to exceed the active component dwell goal of two months for every month of deployment that it has surpassed since early FY 2012.

Additionally, the Army is aggressively working with our partners in the Department of Veterans Affairs (VA) to decrease the IDES population. The number of Soldiers in IDES has declined for 13 consecutive months and is currently at the lowest total since July of 2012. The remaining backlog of cases is expected to be eliminated and DoD case processing timeliness goals achieved by early CY 2015.

## **Military Pay Execution and Funding Requirement**

The FY 2015 request includes \$3,937 million for Army's military personnel costs as shown in the following summary table:

	(\$ Thousands)		
	FY 2013	FY 2014	FY 2015
<b>Summary by Appropriation</b>	<b>Actuals</b>	<b>Appropriated</b>	<b>Estimate</b>
Military Personnel, Army (MPA)	8,029,681	5,449,725	3,711,003
MERHCF*, Army	244,940	137,573	45,900
Stop-Loss Special Pay - Army	1,237	-	-
National Guard Personnel, Army (NGPA)	433,362	257,064	155,578
Reserve Personnel, Army (RPA)	89,648	33,352	24,990
<b>Total</b>	<b>8,798,868</b>	<b>5,877,714</b>	<b>3,937,471</b>
* Medicare Eligible Retiree Health Care Fund			

## **FY 2015 Appropriation Summary**

The FY 2015 request of \$3,937 million for Army's military personnel costs are comprised of the following major cost categories:

### **National Guard & Army Reserve Mobilization (\$1,558 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 OEF. This includes funding for reserve component members mobilized to support Wounded Warrior Transition Units.

- Special Pays for Mobilized National Guard and Army Reserve Personnel, primarily includes:
  - Hostile Fire Pay (\$225 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 members in support of OEF.

#### **Active Component Deployment Costs (\$106 million)**

- Active component Deployment Costs fund the incremental deployment pays required to support active component deployed Soldiers. These deployment pays include:
  - Hostile Fire Pay (\$225 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 (\$169 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.

#### **Active Overstrength Above the Enduring Force (\$1,506 million)**

- Funds support the anticipated active component overstrength above the enduring force level of 490,000. The request supports funding for end-strength, including Basic Pay, Retired Pay Accrual, Basic Allowance for Subsistence, Basic Allowance for Housing and social security contributions. This figure includes Permanent Change of Station for active component above the enduring force (\$50.6M).

#### **Subsistence-In-Kind Costs (\$306 million)**

- Funds support Subsistence-in-Kind (SIK) to all US military personnel while deployed in support of OEF. 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 (\$52 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 OEF. This figure excludes PCS for active component above the enduring force (\$50.6M).

#### **Casualty and Disability Benefits (\$14 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 (\$180 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.

#### **Medicare Eligible Retiree Health Care Fund (\$46 million)**

- The Medicare Eligible Retiree Health Care Fund (MERHCF) is an accrual account to pay for future Medicare-eligible retiree health care. The fund covers Medicare-eligible beneficiaries, regardless of age, to include retirees as well as their dependents and survivors. The DoD Board of Actuaries determines the per capita accrual rates. The FY 2015 per capita accrual rate is \$3,698 per active average strength and funds active component overstrength above the enduring force.

### **10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands - FY 2015 Requested Levels: 11,362 Man-Years; \$1,051 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 2015, the Army plans to utilize 12304b in support of pre-planned and OCO funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support these missions.

**U. S. Central Command, U.S. Africa Command, U.S. Pacific Command and U.S. South Command: Peace Keeping, Theater Security and Stability Operations** - Provides capability to deter hostility and threats, establish a secure environment and ensure public safety and order, support the international humanitarian effort and coordinate with and support the international civil presence to prevent any violation of established treaties and promote regional cooperation and security.

## Appropriation Summary by Category

FY 2013 through FY 2015 appropriation execution and requirements are displayed in the following tables:

### FY 2013 Appropriations Summary By Category (\$ in thousands)

<b><u>FY 2013 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	3,371,137			3,371,137
AC Deployment Costs	325,056			325,056
Other Mobilization and Deployment Costs*	237,839			237,839
Active Component TESI	227,113			227,113
Active Component TEAM	-			-
Active Component Above Enduring Force	3,302,495			3,302,495
Subsistence-In-Kind (SIK)	377,944			377,944
Permanent Change of Station	60,279			60,279
Casualty and Disability	127,817			127,817
Pre and Post Mobilization Training	-	433,362	89,648	523,010
<b>Sub Total - Military Personnel</b>	<b>8,029,681</b>	<b>433,362</b>	<b>89,648</b>	<b>8,552,691</b>
MERHCF, Army	244,940			244,940
Stop-Loss Special Pay - Army	1,237	-	-	1,237
<b>Total Military Personnel</b>	<b>8,275,858</b>	<b>433,362</b>	<b>89,648</b>	<b>8,798,868</b>

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

**FY 2014 Appropriations Summary By Category**  
(\$ in thousands)

<b><u>FY 2014 Total Appropriated</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	2,298,561			2,298,561
AC Deployment Costs	218,970			218,970
Other Mobilization and Deployment Costs*	200,889			200,889
Active Component TESI	-			-
Active Component TEAM	144,120			144,120
Active Component Above Enduring Force	2,142,219			2,142,219
Subsistence-In-Kind (SIK)	334,882			334,882
Permanent Change of Station	65,358			65,358
Casualty and Disability	44,726			44,726
Pre and Post Mobilization Training	-	257,064	33,352	290,416
<b>Sub Total - Military Personnel</b>	<b>5,449,725</b>	<b>257,064</b>	<b>33,352</b>	<b>5,740,141</b>
MERHCF, Army	137,573	-	-	137,573
<b>Total Military Personnel</b>	<b>5,587,298</b>	<b>257,064</b>	<b>33,352</b>	<b>5,877,714</b>

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

**FY 2015 Appropriations Summary By Category**  
(\$ in thousands)

<b><u>FY 2015 Total Request</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	1,558,086			1,558,086
AC Deployment Costs	105,595			105,595
Other Mobilization and Deployment Costs*	169,367			169,367
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	1,506,657			1,506,657
Subsistence-In-Kind (SIK)	305,802			305,802
Permanent Change of Station	51,705			51,705
Casualty and Disability	13,791			13,791
Pre and Post Mobilization Training	-	155,578	24,990	180,568
<b>Total Military Personnel</b>	<b>3,711,003</b>	<b>155,578</b>	<b>24,990</b>	<b>3,891,571</b>
MERHCF, Army	45,900	-	-	45,900
<b>Total Military Personnel</b>	<b>3,756,903</b>	<b>155,578</b>	<b>24,990</b>	<b>3,937,471</b>

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

## Army M-1

APN	MI	MILITARY PERSONNEL, ARMY	<u>FY 2013 Actuals</u>	<u>FY 2014 Appropriated</u>	<u>FY 2015 Request</u>
		<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>			
2010A	5	BASIC PAY	1,133,185	801,291	637,011
2010A	10	RETIRED PAY ACCRUAL	313,919	220,850	170,145
2010A	25	BASIC ALLOWANCE FOR HOUSING	333,845	245,773	202,041
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	38,884	30,396	24,486
2010A	35	INCENTIVE PAYS	5,776	4,152	3,149
2010A	40	SPECIAL PAYS	56,191	38,486	19,518
2010A	45	ALLOWANCES	24,204	16,870	13,507
2010A	50	SEPARATION PAY	8,451	6,145	262,099
2010A	56	SOCIAL SECURITY TAX	86,691	60,694	48,642
		<b>TOTAL BUDGET ACTIVITY 1</b>	<b>2,001,147</b>	<b>1,424,657</b>	<b>1,380,598</b>
		<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED</b>			
2010A	60	BASIC PAY	2,456,416	1,584,653	782,189
2010A	65	RETIRED PAY ACCRUAL	702,687	445,387	206,855
2010A	80	BASIC ALLOWANCE FOR HOUSING	963,186	614,378	341,661
2010A	85	INCENTIVE PAYS	3,266	2,106	1,329
2010A	90	SPECIAL PAYS	280,324	176,067	73,575
2010A	95	ALLOWANCES	141,767	101,788	68,644
2010A	100	SEPARATION PAY	15,844	14,907	111,841
2010A	105	SOCIAL SECURITY TAX	187,938	118,736	59,837
		<b>TOTAL BUDGET ACTIVITY 2</b>	<b>4,751,428</b>	<b>3,058,021</b>	<b>1,645,931</b>
		<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	400,542	249,365	141,839
2010A	120	SUBSISTENCE-IN-KIND	272,023	285,380	257,125
		<b>TOTAL BUDGET ACTIVITY 4</b>	<b>672,565</b>	<b>534,745</b>	<b>398,964</b>

## Army M-1 Continued

			<u>FY 2013</u> Actuals	<u>FY 2014</u> Appropriated	<u>FY 2015</u> Request
<b>APN</b>	<b>M1</b>	<b>BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL</b>			
2010A	125	ACCESSION TRAVEL	16,933	11,091	3,860
2010A	130	TRAINING TRAVEL	16,772	8,926	4,778
2010A	135	OPERATIONAL TRAVEL	90,763	101,776	53,145
2010A	140	ROTATIONAL TRAVEL	73,592	50,103	32,391
2010A	145	SEPARATION TRAVEL	39,625	14,169	8,064
2010A	150	TRAVEL OF ORGANIZED UNITS	1,198	622	114
		<b>TOTAL BUDGET ACTIVITY 5</b>	<b>238,884</b>	<b>186,687</b>	<b>102,352</b>
		<b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>			
2010A	175	INTEREST ON SOLDIERS DEPOSITS	8,236	4,745	1,986
2010A	212	RESERVE INCOME REPLACEMENT PROGRAM	45	40	-
2010A	185	UNEMPLOYMENT COMPENSATION	229,559	196,104	167,381
2010A	180	DEATH GRATUITIES	13,500	7,449	3,300
2010A	216	SGLI EXTRA HAZARD PAYMENTS	75,902	1,449	4,623
2010A	219	TRAUMATIC SGLI	38,416	35,828	5,868
		<b>TOTAL BUDGET ACTIVITY 6</b>	<b>365,656</b>	<b>245,615</b>	<b>183,158</b>
		<b>SUB TOTAL - MILITARY PERSONNEL, ARMY</b>	<b>8,029,681</b>	<b>5,449,725</b>	<b>3,711,003</b>
2010X	221	STOP-LOSS SPECIAL COMPENSATION	1,237	-	-
1004A	300	MERHCF, ARMY	244,940	137,573	45,900
		<b>TOTAL MILITARY PERSONNEL, ARMY</b>	<b>8,275,858</b>	<b>5,587,298</b>	<b>3,756,903</b>



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

			<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
			<b>Actuals</b>	<b>Appropriated</b>	<b>Request</b>
		<b>NATIONAL GUARD PERSONNEL, ARMY</b>			
<b>APN</b>	<b>M1</b>	<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
2060A	10	PAY GROUP A TRAINING	75,470	34,735	28,674
2060A	80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	314,558	197,322	105,591
2060A	70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	17,256	10,326	7,318
2060A	90	ADMINISTRATION AND SUPPORT	26,078	14,681	13,995
2060A	90	RECRUITING AND RETENTION	-	-	-
		<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>433,362</b>	<b>257,064</b>	<b>155,578</b>
		<b>RESERVE PERSONNEL, ARMY</b>			
		<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
2070A	10	PAY GROUP A TRAINING	14,972	8,311	10,955
2070A	80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	69,526	25,041	14,035
2070A	70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	5,150	-	-
2070A	90	RECRUITING AND RETENTION	-	-	-
		<b>TOTAL RESERVE PERSONNEL, ARMY</b>	<b>89,648</b>	<b>33,352</b>	<b>24,990</b>
		<b>GRAND TOTAL ARMY MILITARY PERSONNEL</b>	<b>8,798,868</b>	<b>5,877,714</b>	<b>3,937,471</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 2015**  
**(\$ in Thousands)**  
**\$637,011**

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Required**

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Enduring Freedom. In FY 2015, the request includes 3.8K of active component officer overstrength above the enduring force level. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective 1 January 2014 and a 1.0% pay raise effective 1 January 2015.

The request decreases by \$164.3M from FY 2014 to FY 2015. This change is driven by two factors:

1. Mobilized man-years decrease from FY 2014 to FY 2015 as a result of deployment requirements offset by pay raise inflation (-\$110.1M)
2. Decrease of .7K active component officer overstrength above the enduring force level offset by pay raise inflation (-\$54.2M)

Summary cost computations are provided in the following table:

BA1 Basic Pay	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	7,939	81,524	647,218	5,706	82,482	470,665	4,328	83,307	360,541
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	5,454	89,098	485,967	4,475	73,883	330,626	3,753	73,666	276,470
<b>Total</b>	<b>13,393</b>		<b>1,133,185</b>	<b>10,181</b>		<b>801,291</b>	<b>8,081</b>		<b>637,011</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$170,145**

**Part I - Purpose and Scope**

Funds provide for the Department of Army's contribution to its Military Retirement Fund, in accordance with 10 U.S.C 1466. Funds provide the Retired Pay Accrual (RPA) payments for active component and reserve component officer personnel.

**Part II - Justification of Funds Required**

The budget estimates are derived as a product of:

- The total amount of the basic pay expected to be paid during the fiscal year.
- The actuarial calculated percentage of basic pay for FY 2014 and FY 2015 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 22.5% for National Guard and Army Reserve Soldiers and full-time NCP of 32.2% for active component Soldiers.

The request decreases by \$50.7M from FY 2014 to FY 2015. This increase is driven by two factors:

1. A combination of a decrease in the number of reserve component Soldiers mobilized for support to Operation Enduring Freedom and a reduction the part-time NCP rate (-\$34.2M)
2. A combination of a decrease in the number .7K active component officer overstrength above the enduring force level and a reduction the full-time NCP rate (-\$16.5M)

Summary cost computations are provided in the following table:

BA1 Retired Pay Accrual	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	7,939	19,892	157,924	5,706	20,208	115,313	4,328	18,744	81,122
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	5,454	28,600	155,995	4,475	23,584	105,537	3,753	23,721	89,023
<b>Total</b>	<b>13,393</b>		<b>313,919</b>	<b>10,181</b>		<b>220,850</b>	<b>8,081</b>		<b>170,145</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$202,041**

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Required**

Funds provide the BAH allowance for mobilized Army National Guard and Army Reserve officers in support of operations directly associated with Operation Enduring Freedom. In addition, request supports BAH for Soldiers in the active component officer overstrength above the enduring force level.

The overall decrease of \$43.7M from FY 2014 to FY 2015 is driven by the decrease of active component officer overstrength above the enduring force level and the number of reserve component Soldiers mobilized for support to Operation Enduring Freedom and offset by an increase from BAH inflation.

Summary cost computations are provided in the following table:

BA1	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Basic Allowance for Housing</b>									
Guard / Reserve Mobilization	7,939	24,051	190,939	5,706	24,989	142,593	4,328	26,283	113,748
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	5,454	26,201	142,906	4,475	23,057	103,180	3,753	23,526	88,293
<b>Total</b>	<b>13,393</b>		<b>333,845</b>	<b>10,181</b>		<b>245,773</b>	<b>8,081</b>		<b>202,041</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$24,486**

**Part I - Purpose and Scope**

Funds provide for subsistence allowance for active component and reserve component officers and are authorized by 37 U.S.C. 402.

**Part II - Justification of Funds Required**

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

The decrease of \$5.9M from FY 2014 to FY 2015 is driven by the following factors:

1. A reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom offset by an increase in the annual statutory rate (-\$3.9M)
2. Decrease of active component officer overstrength above the enduring force level offset by an increase in the annual statutory rate (-\$2.0M)

Summary cost computations are provided in the following table:

BA1	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Basic Allowance for Subsistence</b>									
Guard / Reserve Mobilization	7,939	2,903	23,049	5,706	2,985	17,036	4,328	3,030	13,114
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	5,454	2,903	15,835	4,475	2,985	13,360	3,753	3,030	11,372
<b>Total</b>	<b>13,393</b>		<b>38,884</b>	<b>10,181</b>		<b>30,396</b>	<b>8,081</b>		<b>24,486</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$3,149**

### **Part I - Purpose and Scope**

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

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

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

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

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

**Other Special Incentive Pays:** Category includes other miscellaneous incentive pay categories, including Save Pay, Toxic Pesticides pay and Experimental Stress (insider Observer or Test Subject Duty).

*Save Pay* - Payment to an enlisted member who accepts an appointment as an officer or a warrant officer who accepts an appointment as a commissioned officer (37 U.S.C. 907a) to offset any delta between previous pay and allowances and any pay and allowance to which he or she is entitled as a commissioned officer.

*Toxic Pesticides* - Paid to officers for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10)).

*Experimental Stress (Insider Observer or Test Subject Duty)* - Paid to officers serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human

acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

*Chemical Munitions* - Paid to officers whose primary duties require the routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing, laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

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 decrease from FY 2014 to FY 2015 of \$1.0M is driven by the decrease in reserve component Soldiers mobilized for support to Operation Enduring Freedom.

Summary cost computations are provided by the following table:



**BA1****Incentive Pays**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	23	1,800	42	16	1,800	28	13	1,800	23
Flying Duty	868	6,260	5,434	624	6,260	3,905	473	6,260	2,962
Other Special Incentive Pays	9	7,806	68	6	8,126	51	5	7,806	37
Parachute Jumping	129	1,800	232	93	1,800	167	70	1,800	127
<b>Total</b>	<b>1,029</b>		<b>5,776</b>	<b>739</b>		<b>4,152</b>	<b>561</b>		<b>3,149</b>

**BA1****Incentive Pays**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Chemical Munitions	-	-	-	-	-	-	-	-	-
Demolition Duty	-	-	-	-	-	-	-	-	-
Flying Duty	-	-	-	-	-	-	-	-	-
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Parachute Jumping	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$19,518**

### **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).

Other Special Pay: Special pay for various categories including:

*Diving Duty Pay* - a monthly amount not to exceed \$200 a month for periods during which they (1) are assigned by orders to the duty of diving, (2) are required to maintain proficiency as a diver by frequent and regular dives, and (3) actually perform diving duty (37 U.S.C 304).

*Sea Duty Pay* - The term "sea duty" means duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway or (2) while assigned to a ship and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, any member entitled to sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served. The range of rates for warrant officers and officers is \$130 to \$410 per month (37 U.S.C. 305a).

*Judge Advocate Continuation Pay (JACP)* -The FY 2000 National Defense Authorization Act, section 629, provided Service Secretaries with the authority to pay eligible Judge Advocates (JA) continuation pay in return for additional active duty service obligations. The continuation pay cannot exceed \$60,000 per any eligible JA (37 U.S.C. 321).

*Personal Allowance, General Officers* -an officer is entitled to a personal money allowance of (1) \$500 a year while serving in the grade of lieutenant general, (2) \$2,200 per year while serving in the grade of general, (3) \$2,200 while serving as a senior member of the military staff committee of the United Nations in addition to the personal money allowance in (1) above and (4) \$4,000 per year, in place of any other personal money allowance, while serving as Chief of Staff of the Army (37 U.S.C 414).

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 \$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).

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).

Stop Loss Special Pay:

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

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

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 FY 2015 request includes changes resulting from anticipated policy updates to geographic locations designated for Hardship Duty and Imminent Danger special pays.

The decrease of \$19.0M from FY 2014 to FY 2015 is primarily driven by the following factors:

1. Decrease to anticipated reserve component Hostile Fire Payment based on FY 2013 actual execution and full year implementation of policy change on countries authorized to receive this entitlement (-\$4.2M)
2. Decrease to reserve component Medical Special Pays based on FY 2013 actual execution and a decrease in reserve component Soldiers mobilized for support to Operation Enduring Freedom (-\$1.4M)
3. Decreases to anticipated active component Hostile Fire Payments based on full year implementation of policy change on countries authorized to receive this entitlement and a decrease in deployed Soldiers supporting Operation Enduring Freedom (-\$12.0M)

Summary cost computations are provided by the following table:

#### BA1

##### Special Pays

	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Other Special Pays	56	5,083	283	40	5,083	203	30	5,083	154
Foreign Language Proficiency Pay	25	4,328	108	18	4,328	78	14	4,328	59
Hardship Duty Pay	3,035	1,200	3,643	2,182	1,200	2,618	1,756	1,200	2,107
Hostile Fire Pay	3,518	2,700	9,499	2,024	2,700	5,465	461	2,700	1,245
Stop Loss Special Pay (DESP)	226	6,000	1,353	162	6,000	973	114	6,000	683
Various Medical Special Pays	485	16,911	8,194	348	16,911	5,889	264	16,911	4,467
<b>Total</b>	<b>7,344</b>		<b>23,080</b>	<b>4,774</b>		<b>15,226</b>	<b>2,639</b>		<b>8,715</b>

#### BA1

##### Special Pays

	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Other Special Pay	-	-	-	-	-	-	-	-	-
BOG Assignment Incentive Pay	-	-	-	-	-	-	-	-	-
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	7,865	1,200	9,438	6,119	1,200	7,342	5,722	1,200	6,866
Hostile Fire Pay	8,768	2,700	23,674	5,896	2,700	15,918	1,458	2,700	3,937
Stop Loss Special Pay (SL & DEIP)	-	-	-	-	-	-	-	-	-
Various Medical Special Pays	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>16,633</b>		<b>33,112</b>	<b>12,014</b>		<b>23,260</b>	<b>7,180</b>		<b>10,803</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$13,507**

### **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 decrease of \$3.4M from FY 2014 to FY 2015 is primarily driven by the decreasing number of reserve component Soldiers and active component Soldiers expected to deploy in support of Operation Enduring Freedom.

Summary cost computations are provided by the following table:

**BA1**

**Allowances**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	2,590	200	518	1,760	200	352	1,412	200	282
Family Separation Allowance	3,563	3,000	10,690	2,561	3,000	7,683	2,164	3,000	6,492
Overseas Station Allowance	33	10,825	359	7	10,952	77	18	11,062	200
CONUS COLA	2,903	1,663	4,827	1,593	1,683	2,681	1,582	1,699	2,689
<b>Total</b>	<b>9,088</b>		<b>16,393</b>	<b>5,922</b>		<b>10,793</b>	<b>5,176</b>		<b>9,663</b>

**BA1**

**Allowances**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Clothing Allowance	-	-	-	-	-	-	-	-	-
Family Separation Allowance	2,603	3,000	7,810	2,025	3,000	6,076	1,281	3,000	3,844
Overseas Station Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>2,603</b>		<b>7,810</b>	<b>2,025</b>		<b>6,076</b>	<b>1,281</b>		<b>3,844</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$262,099**

### **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 \$256.0M increase from FY 2014 to FY 2015 is primarily due to the inclusion of involuntary separation requirements for officer overstrength above the enduring force level as the Army draws down to 490,000 and additional separation incentives are necessary to shape the active component force.

Summary cost computations are provided by the following table:

**BA1****Separation Pay**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	3,563	2,106	7,505	2,561	2,131	5,458	1,942	2,152	4,181
Severance Pay	26	35,761	945	19	36,181	688	14	36,543	527
Involuntary Separation	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>3,590</b>		<b>8,451</b>	<b>2,580</b>		<b>6,145</b>	<b>1,957</b>		<b>4,708</b>

**BA1****Separation Pay**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Lump Sum Terminal Leave	-	-	-	-	-	-	-	-	-
Severance Pay	-	-	-	-	-	-	-	-	-
Involuntary Separation	-	-	-	-	-	-	3,796	67,799	257,391
<b>Total</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>3,796</b>		<b>257,391</b>



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

**FY 2015**  
**(\$ in Thousands)**  
**\$48,642**

**Part I - Purpose and Scope**

Funds provide for the employer's tax to Social Security Administration as required by the Federal Insurance Contribution Act (FICA). Funds provide the employer's Social Security Tax payment for active component and reserve component officer personnel in support of operations directly associated with Overseas Contingency Operations (OCO).

**Part II - Justification of Funds Required**

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

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective January 1, 2014 and a 1.0% pay raise effective 1 January 2015.

The request decreases by \$12.0M from FY 2014 to FY 2015. This change is driven by two factors:

1. A decrease driven by a reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom and a partial offset by basic pay inflation (-\$8.4M)
2. Decrease of .7K active component officer overstrength above the enduring force level offset by basic pay inflation (-\$3.6M)

Summary cost computations are provided in the following table:

**BA 1**

**Social Security**

	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Guard / Reserve Mobilization	7,939	6,237	49,515	5,706	6,310	36,006	4,328	6,373	27,581
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	5,454	6,816	37,177	4,475	5,517	24,688	3,753	5,612	21,061
<b>Total</b>	<b>13,393</b>		<b>86,691</b>	<b>10,181</b>		<b>60,694</b>	<b>8,081</b>		<b>48,642</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$782,189**

### **Part I - Purpose and Scope**

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

### **Part II - Justification of Funds Required**

The request provides funding for mobilization of Army National Guard and Army Reserve enlisted personnel in support of ongoing combat operations in support of Operation Enduring Freedom. In FY 2015, the request includes 8.7K of active component enlisted overstrength above the enduring force level. The growth in the pay rate reflects a 1.0% across-the-board pay raise effective 1 January 2014 and a 1.0% pay raise effective 1 January 2015.

The request decreased by \$802.5M from FY 2014 to FY 2015. This change is driven by four factors:

1. A decrease due to a reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom partially offset by basic pay raise (-\$263.8M)
2. The conclusion of active component Temporary End Strength Army Medical (TEAM) in FY 2014 (-\$76.8M)
3. Reduction of active component enlisted overstrength above the enduring force level partially offset by basic pay raise (-\$461.9M)

Summary cost computations are provided in the following table:

<b>BA2</b>	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>Base Pay</b>									
Guard / Reserve Mobilization	30,741	36,286	1,115,471	19,824	36,712	727,783	12,514	37,080	464,018
Active Component TESI	4,401	27,306	120,176	-	-	-	-	-	-
Active Component TEAM	-	-	-	3,000	25,594	76,782	-	-	-
AC Above Enduring Force	34,749	35,131	1,220,770	23,280	33,509	780,088	8,659	36,745	318,171
<b>Total</b>	<b>69,891</b>		<b>2,456,416</b>	<b>46,104</b>		<b>1,584,653</b>	<b>21,173</b>		<b>782,189</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$206,855**

**Part I - Purpose and Scope**

Funds provide for the Department of Army's contribution to its Military Retirement Fund, in accordance with 10 U.S.C 1466. Funds provide the Retired Pay Accrual payments for active component and reserve component enlisted Soldiers.

**Part II - Justification of Funds Required**

The budget estimates are derived as a product of:

- The total amount of the basic pay expected to be paid during the fiscal year.
- The actuarial calculated percentage of basic pay for FY 2015 required for RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 22.5% used for National Guard and Army Reserve Soldiers and a full-time NCP of 32.2% used for active component Soldiers.

The request decreases by \$238.5M from FY 2014 to FY 2015. This decrease is driven by four factors:

1. A reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom and a reduction the part-time NCP rate (-\$73.9M).
2. Conclusion of the active component Temporary End Strength Army Medical (TEAM) program in FY 2014 (-\$24.9M).
3. Reduction of active component enlisted overstrength above the enduring force level and a reduction the full-time NCP rate (-\$139.7M).

Summary cost computations are provided in the following table:

BA2	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Retired Pay Accrual</b>									
Guard / Reserve Mobilization	30,741	8,856	272,243	19,824	8,995	178,307	12,514	8,343	104,404
Active Component TESI	4,401	8,765	38,576	-	-	-	-	-	-
Active Component TEAM	-	-	-	3,000	8,292	24,877	-	-	-
AC Above Enduring Force	34,749	11,277	391,868	23,280	10,404	242,203	8,659	11,832	102,451
<b>Total</b>	<b>69,891</b>		<b>702,687</b>	<b>46,104</b>		<b>445,387</b>	<b>21,173</b>		<b>206,855</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$341,661**

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Required**

Funds provide the BAH allowance for active component and reserve component personnel in support of operations directly associated with the Operation Enduring Freedom. In addition, request provides BAH active component enlisted overstrength above the enduring force level.

The decrease of \$272.7M from FY 2014 to FY 2015 driven by the following reasons:

1. A decrease due to a reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom partially offset by an increase from BAH inflation (-\$110.1M).
2. A decrease in the active component Temporary End Strength Army Medical (TEAM) man-years in FY 2014 due to program conclusion (-\$23.6M).
3. Reduction of active component enlisted overstrength above the enduring force level partially offset by an increase from BAH inflation (-\$139.0M).

Summary cost computations are provided in the following table:

BA2	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Basic Allowance for Housing</b>									
Guard / Reserve Mobilization	30,741	15,910	489,084	19,824	16,530	327,695	12,514	17,386	217,573
Active Component TESI	4,401	9,228	40,614	-	-	-	-	-	-
Active Component TEAM	-	-	-	3,000	7,861	23,582	-	-	-
AC Above Enduring Force	34,749	12,475	433,488	23,280	11,302	263,101	8,659	14,331	124,088
<b>Total</b>	<b>69,891</b>		<b>963,186</b>	<b>46,104</b>		<b>614,378</b>	<b>21,173</b>		<b>341,661</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$1,329**

**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 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 Soldier:

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

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

**Other Pays and Allowances:**

*Toxic Pesticides:* Paid to enlisted personnel for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10)).

*Experimental Stress (Inside Observer or Test Subject Duty)* : Paid to enlisted personnel serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

**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 decrease from FY 2014 to FY 2015 of \$0.8M is driven primarily by the reduction to the reserve component mobilized population.

Summary cost computations are provided by the following table:

### BA2

#### Incentive Pays

	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	331	1,800	596	214	1,800	384	135	1,800	243
Flying Duty	679	2,216	1,505	438	2,216	971	276	2,216	613
Other Special Incentive Pays	76	5,388	409	49	5,388	263	31	5,388	166
Parachute Jumping	420	1,800	756	271	1,800	487	171	1,800	308
<b>Total</b>	<b>1,506</b>		<b>3,266</b>	<b>971</b>		<b>2,106</b>	<b>613</b>		<b>1,329</b>

### BA2

#### Incentive Pays

	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Demolition Duty	-	-	-	-	-	-	-	-	-
Experimental Stress Test	-	-	-	-	-	-	-	-	-
Flying Duty	-	-	-	-	-	-	-	-	-
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Chemical Munitions Pay	-	-	-	-	-	-	-	-	-
Parachute Jumping	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$73,574**

### **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).

#### Stop Loss Special Pay:

*Stop Loss* (FY 2013 Only) - Authorized in Sec. 8116 (c) of P.L. 110-329 in FY 2009 for special pay to members whose obligated service is extended, or whose eligibility for retirement is suspended under "Stop Loss" authority. The amount of special pay may not exceed \$500 per month for each month or portion of a month that the member is retained on active duty as a result of application of Stop Loss authority.

*Deployment Extension Incentive Pay (DEIP)* - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for active Army Soldiers who choose to remain with their deployed unit. Soldiers who execute an extension between 9 months

prior to unit Latest Arrival Date (LAD -270) and 6 months prior to unit LAD (LAD-180) will receive \$500 per month for each full month they extend their service commitment. Soldiers who execute an extension after unit LAD-180 and before Expiration Term of Service (ETS) (ETS – 90) will receive \$350 per month for each full month they extend their service commitment.

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

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

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of enlisted Soldiers eligible for each type of payment and rate of payment. The FY 2014 request includes changes resulting from anticipated policy updates to geographic locations designated for Hardship Duty and Imminent Danger special pays.

The decrease of \$102.5M from FY 2014 to FY 2015 is primarily driven by:

1. Decrease to anticipated reserve component Hostile Fire Payment based on FY 2013 actual execution and full year implementation of policy change on countries authorized to receive this entitlement (\$-18.5M)
2. Decrease to Reserve Stop Loss Special Pays decrease in reserve component Soldiers mobilized for support to Operation Enduring Freedom (-\$4.6M)
3. Decrease to anticipated reserve component Hardship Duty Pay based on decreasing number of deployed Soldiers (\$-3.9M)
4. Decreases to anticipated active component Hostile Fire Payments based on full year implementation of policy change on countries authorized to receive this entitlement and a decrease in deployed Soldiers supporting Operation Enduring Freedom (-\$52.0M)
5. Decrease to anticipated active component Hardship Duty Pay based on decreasing number of deployed Soldiers (\$-16.2M)
6. Decrease to Stop Loss Special Pay based on decreasing number of deployed Soldiers (\$-6.3M)

Summary cost computations are provided by the following table:



**BA2****Special Pays**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Foreign Language Proficiency Pay	84	4,842	406	54	4,842	262	34	4,842	166
Hardship Duty Pay	14,828	1,200	17,794	9,562	1,200	11,475	6,310	1,200	7,571
Hostile Fire Pay	14,498	2,700	39,144	8,738	2,700	23,592	1,868	2,700	5,045
Other Special Pay	417	2,933	1,224	269	2,933	790	170	2,933	498
Special Duty Assignment Pay	518	4,567	2,365	334	4,567	1,525	211	4,567	963
Stop Loss Special Pay (DESP)	3,307	6,000	19,839	2,432	6,000	14,594	1,668	6,000	10,010
<b>Total</b>	<b>33,651</b>		<b>80,772</b>	<b>21,389</b>		<b>52,237</b>	<b>10,261</b>		<b>24,253</b>

**BA2****Special Pays**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Assignment Incentive Pay	-	-	-	-	-	-	-	-	-
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	46,780	1,200	56,136	36,394	1,200	43,673	22,887	1,200	27,465
Hostile Fire Pay	46,529	2,700	125,627	25,087	2,700	67,736	5,833	2,700	15,749
Special Duty Assignment Pay	-	-	-	-	-	-	-	-	-
Stop Loss Special Pay (SL & DEIP)	2,965	6,000	17,790	2,070	6,000	12,421	1,018	6,000	6,108
<b>Total</b>	<b>96,273</b>		<b>199,553</b>	<b>63,552</b>		<b>123,830</b>	<b>29,738</b>		<b>49,322</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$68,644**

### **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 decrease of \$33.1M from FY 2014 to FY 2015 is driven by the following two factors:

1. A reduction in reserve component Soldiers mobilized for support of Operation Enduring Freedom (OEF) (-\$8.9M)
2. Decrease in the active component Clothing and Family Separation Allowance due to reduced deployment levels (-\$24.2M).

Summary cost computations are provided by the following table:

**BA2**

**Allowances**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	14,101	400	5,640	9,093	400	3,637	5,740	400	2,296
Family Separation Allowance	12,414	3,000	37,243	8,006	3,000	24,017	6,257	3,000	18,771
Overseas Station Allowance	32	10,864	343	10	10,992	105	13	11,102	143
CONUS COLA	2,274	6,139	13,959	1,324	6,211	8,225	926	6,273	5,808
<b>Total</b>	<b>28,821</b>		<b>57,185</b>	<b>18,433</b>		<b>35,984</b>	<b>12,936</b>		<b>27,018</b>

**BA2**

**Allowances**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Clothing Allowance	59,198	400	23,679	46,055	400	18,422	29,134	400	11,654
Family Separation Allowance	20,301	3,000	60,902	15,794	3,000	47,382	9,991	3,000	29,973
Overseas Stationing Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>79,498</b>		<b>84,581</b>	<b>61,849</b>		<b>65,804</b>	<b>39,125</b>		<b>41,626</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$111,841**

### **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 \$96.9M increase from FY 2014 to FY 2015 is primarily due to the inclusion of involuntary separation requirements for enlisted overstrength above the enduring force level previously budgeted in the base request.

Summary cost computations are provided by the following table:

**BA2****Separation Pay**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	8,926	950	8,478	8,358	961	8,031	3,634	971	3,527
Severance Pay	262	28,163	7,367	241	28,494	6,875	106	28,779	3,064
Involuntary Separation	-	-	-	-	-	-	-	-	-
Various Other Separation Pay	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>9,188</b>		<b>15,844</b>	<b>8,599</b>		<b>14,907</b>	<b>3,740</b>		<b>6,591</b>

**BA2****Separation Pay**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>									
Lump Sum Terminal Leave	-	-	-	-	-	-	-	-	-
Severance Pay	-	-	-	-	-	-	-	-	-
Involuntary Separation	-	-	-	-	-	-	2,807	37,489	105,250
Various Other Separation Pay	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>2,807</b>		<b>105,250</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$59,837**

**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 (OASDI) rate is 6.2 % and the Hospital Insurance (HI) 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 1.0% across-the-board pay raise effective January 1, 2014 and a 1.0% pay raise effective 1 January 2015.

The request decreases by \$58.9M from FY 2014 to FY 2015. This change is driven by a net of four factors:

1. RC decrease due to mobilized man-years decrease as a result of deployment requirements partially offset by basic pay inflation (-\$20.2M).
2. The conclusion of active component Temporary End Strength Army Medical (TEAM) in FY 2014 (-\$5.9M)
3. Reduction of active component enlisted overstrength above the enduring force level partially offset by basic pay inflation (-\$32.8M).

Summary cost computations are provided in the following table:

BA 2	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	30,741	2,777	85,356	19,824	2,809	55,675	12,514	2,837	35,497
Active Component TESI	4,401	2,089	9,193	-	-	-	-	-	-
Active Component TEAM	-	-	-	3,000	1,958	5,874	-	-	-
AC Above Enduring Force	34,749	2,688	93,389	23,280	2,456	57,187	8,659	2,811	24,340
<b>Total</b>	<b>69,891</b>		<b>187,938</b>	<b>46,104</b>		<b>118,736</b>	<b>21,173</b>		<b>59,837</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$398,964**

### **Part I - Purpose and Scope**

Funds provide for the payment of authorized Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK) for active component and reserve component Soldiers.

Basic Allowance for Subsistence (BAS): BAS is linked to the Department of Agriculture food plan indices. All enlisted members (except recruits and holdees) are entitled to BAS. BAS is paid under the following conditions: (1) when authorized to mess separately, (2) while on authorized leave, and (3) when subsistence-in-kind is not available. Members continue to receive BAS while deployed. The request also includes funds for un-realized BAS collections. Collections for Soldiers residing on Army installations are assumed in the base military pay subsistence budget. These collections offset the cost of food in Army dining facilities. Because many of these Soldiers are deployed, the collection rates assumed in the base will not materialize and the under-execution is requested in the OCO budget below.

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. The FY 2015 BAS inflation rate is 3.4%, effective 1 January 2015 and is based on an increase in the US Department of Agriculture Cost of Food Index. The budgeted BAS composite annual rate for FY 2015 is \$4,400.01.

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 OND and OEF 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 OEF.

*Subsistence-in-Messes:* Cost of bulk subsistence for dining facilities operated in support of OEF. 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.

*Peace Time Offset:* The base MPA budget is formulated using peace-time SIK strength assumption. Because a significant number of active component personnel are deployed to theater and will not be consuming meals at home station, a corresponding reduction is included in the OCO budget to account for the funding to feed personnel included in the base budget.

## **Part II - Justification of Funds Required**

The FY 2015 subsistence requirement is decreasing by \$135.8M. This decrease is due to the following factors:

- 1) Decrease in BAS of \$107.5M from FY 2014 to FY 2015 driven by:
  - a. Decrease in reserve component Soldiers mobilized for OEF (-\$30.9M)
  - b. Conclusion of TEAM in FY 2014 (-\$13.0M)
  - c. Reduction of active component enlisted overstrength above the enduring force level (-\$62.8M).
- 2) Decrease in SIK of \$28.3M from FY 2014 to FY 2015 driven by:
  - a. Decrease in SIK requirements due to decreased deployment levels of all U.S. Forces deployed in support of OEF (-\$185.3M)
  - b. Decrease in Civilian and Contractor meal transfer as the anticipated number Civilian and Contractors personnel in theater is reduced (\$138.3M)
  - c. Decrease in Peace Time Offset due to decreased deployment levels of active component Soldiers to theater (\$18.7M)

Summary cost computations are provided in the following table:



**BA 4****Enlisted BAS**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>
Guard / Reserve Mobilization	30,735	4,216	129,573	19,824	4,335	85,938	12,514	4,400	55,062
Active Component TESI	4,401	4,216	18,554	-	-	-	-	-	-
Active Component TEAM	-	-	-	3,000	4,335	13,005	-	-	-
AC Above Enduring Force	34,749	4,216	146,495	23,280	4,335	100,920	8,659	4,400	38,100
Unrealized Collections	28,180	3,759	105,921	12,808	3,865	49,502	12,408	3,923	48,677
<b>Total</b>	<b>98,066</b>	<b>3,886</b>	<b>400,542</b>	<b>58,912</b>		<b>249,365</b>	<b>33,581</b>		<b>141,839</b>

**BA 4****Subsistence-In-Kind (SIK)**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>
Subsistence in Messes	166,919	5,766	962,453	138,418	5,929	820,662	96,300	6,130	590,363
Meals Ready to Eat (MRE)	2,181	8,423	18,370	3,943	8,661	34,147	10,700	8,955	95,823
Unitized Group Rations	2,912	6,833	19,895	2,368	7,026	16,635	-	-	-
Civilian Contracted Meals	(133,095)	5,475	(728,695)	(94,073)	5,630	(529,598)	(67,233)	5,821	(391,369)
Peace Time Offset	-	-	-	(12,475)	4,526	(56,466)	(8,054)	4,680	(37,692)
<b>Total</b>	<b>38,917</b>		<b>272,023</b>	<b>38,180</b>		<b>285,380</b>	<b>31,713</b>		<b>257,125</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$102,352**

**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 Enduring Freedom (OEF). Costs are for the dislocation allowance, shipment of household goods, temporary and non-temporary storage of household goods, temporary lodging expense, and member mileage and per diem (37 U.S.C. 7).

**Part II – Justification of Funds Requested**

FY 2015 rates are based on FY 2013 actual execution and funding for these moves provides support for:

1. Reset the force to authorized fill levels in support of deploying units for OEF.
2. Support the headquarters staff function and individual augmentees of the deployed US Forces in support of OEF which are engaged in establishing security, restoring effective government and overseeing reconstruction projects in Afghanistan.
3. Increase to all PCS moves due to the inclusion of 12.4K of active component man-years for active component overstrength above the enduring force.

Summary of FY 2015 individual funding requirements:

<b>Type of PCS (FY 2015)</b>	<b>Active Overstrength Above Enduring Force (\$K)</b>	<b>Guard / Reserved Mobilized (\$K)</b>
Accession Travel	3,860	0
Training Travel	4,778	0
Operational Travel	12,279	40,866
Rotational Travel	21,553	10,839
Separation Travel	8,064	0
Travel of Organized Units	114	0
<b>Total Requirement</b>	<b>50,647</b>	<b>51,705</b>

The request decreases by \$84.3M from FY 2014 to FY 2015. This change is driven by two primary factors:

1. Decrease in total active component overstrength above the enduring force level (-\$70.7M).
2. Decrease in Operational and Rotational requirements for reserve component Soldiers as a result of decreasing number of mobilized Soldiers in FY 2015 supporting OEF requirements (-\$13.7M).

Summary cost computations are provided in the following table:

<b>BA 5</b> <b>Permanent Change of Station</b>	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>
Accession Moves	7,689	2,202	16,933	4,943	2,244	11,091	1,664	2,320	3,860
Training Moves	1,958	8,565	16,772	1,023	8,726	8,926	539	8,866	4,778
Operational Moves	8,569	10,593	90,763	9,431	10,792	101,776	4,830	11,004	53,145
Rotational Moves	4,794	15,350	73,592	3,204	15,639	50,103	1,996	16,232	32,391
Separation Moves	12,252	3,234	39,625	4,300	3,295	14,169	2,325	3,469	8,064
Unit Moves	1,985	604	1,198	1,011	615	622	171	668	114
<b>Total</b>	<b>37,247</b>		<b>238,884</b>	<b>23,911</b>		<b>186,687</b>	<b>11,523</b>		<b>102,352</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$13,791**

### **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 OEF. Effective January 1, 2014, the SGLI monthly premium was changed to \$0.065 per \$1,000 coverage. The amount the Department pays is \$29 per month or \$348 per year for each member.

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

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

The request decreases by \$30.9M from FY 2014 to FY 2015. The change is driven primarily by an anticipated decrease in death gratuity and a reduction to T-SGLI payments due to decreasing actuarial requirement levels. SGLI Insurance Premium increase is offsetting the overall reduction to the requested amount.

Summary cost computations are provided in the following table:

**BA 6**

	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</b>		
<b>Casualty &amp; Disability</b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
SGLI Extra Hazard Payments	-	-	56,726	-	-	1,449	-	-	-
SGLI Traumatic Injury Payments	-	-	38,416	-	-	35,828	-	-	5,868
SGLI Insurance Premium	59,183	324	19,175	-	-	-	13,285	348	4,623
Death Gratuity	135	100,000	13,500	74	100,000	7,449	33	100,000	3,300
<b>Total</b>	<b>59,318</b>		<b>127,817</b>	<b>74</b>		<b>44,726</b>	<b>13,318</b>		<b>13,791</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$169,366**

### **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.

Reserve Income Replacement Program (RIRP): The Congress authorized payments under section 910 Title 37 U.S.C. to provide specific payments to eligible members of the National Guard and Army Reserve who are involuntarily serving on active duty and who are experiencing an active duty income differential of more than \$50 per month, as determined by the member's Service Secretary. An active duty income differential is the difference between the average monthly civilian earned income of the member before mobilization and the member's total monthly military compensation while involuntarily mobilized when the member's average monthly civilian income exceeds the total monthly military compensation. To be eligible for RIRP payments, the member must be currently serving on active duty in an involuntarily status and have: Completed 18 consecutive months of active duty, or completed 24 months of active duty during the previous 60 months, or been involuntarily mobilized for 180 days or more within six months of the previous involuntary period of active duty of more than 180 days.

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 redeploy. 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 \$31.5M from FY 2014 to FY 2015. This decline is driven by the reduction in unemployment compensation benefits and anticipated Service Savings Deposit due to a reduced reserve component Soldiers mobilized for Operation Enduring Freedom.

Summary cost computations are provided in the following table:

<b>BA 6</b>		<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</b>		
		<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Other</b>	Unemployment Benefits	37,975	6,045	229,559	33,444	5,864	196,104	29,428	5,688	167,381
	Services Savings Deposits	9,563	861	8,236	5,446	871	4,745	2,256	880	1,986
	Reserve Income Replacement Program	-	-	45	-	-	40	-	-	-
	<b>Total</b>	<b>47,537</b>		<b>237,839</b>	<b>38,889</b>		<b>200,889</b>	<b>31,684</b>		<b>169,367</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 6: Other Military Personnel Costs**  
**Budget Line Item: Stop-Loss Special Compensation**

**FY 2013**  
**(\$ in Thousands)**  
**\$1,237**

## **PART I – PURPOSE AND SCOPE**

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to compensate Service members, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001, and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 or 12305 of title 10, United States Code, or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a Service member in time of war or of national emergency declared by Congress or the President.

## **PART II – JUSTIFICATION OF FUNDS REQUESTED**

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than one year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, legislation was signed which extended the deadline until December 3, 2010. These funds are available for obligation until expended.

The Army's share of the \$534.4 million for this program is \$405.6 million. As of September 17, 2013 \$335.5 million has been obligated in total. Army does not anticipate any execution beyond FY 2013.

Summary cost computations are provided in the following table:

BA6	FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Stop-Loss Retroactive Pay									
SLRP, Officer	-	-	71	-	-	-	-	-	-
SLRP, Enlisted	-	-	1,166	-	-	-	-	-	-
<b>Total</b>	<b>-</b>		<b>1,237</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>



**MEDICARE-ELIGIBLE RETIREE HEALTH CARE FUND  
(MERHCF) CONTRIBUTION  
FOR TEMPORARY OVERSTRENGTH**

**Appropriation: Medicare-Eligible Retiree Health Care Fund**  
**Budget Activity 1 and 2: Officer Medicare-Eligible Retiree Health Care Fund**  
**Budget Line Item: Medicare-Eligible Retiree Health Care Fund**

**FY 2015**  
**(\$ in Thousands)**  
**\$45,900**

### **Part I - Purpose and Scope**

The funds requested will provide for the Medicare Eligible Retiree Health Care Fund (MERHCF) contributions for active military personnel that are above the baseline strength levels.

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

The Medicare Eligible Retiree Health Care Fund is an accrual account to pay for future Medicare-eligible retiree health care. The Fund covers Medicare-eligible beneficiaries, regardless of age, to include retirees as well as their dependents and survivors. The DoD Board of Actuaries determines the per capita accrual rates. The FY 2015 per capita accrual rate is \$3,698 per active average strength. FY 2015 total request represents funding for active component overstrength above the enduring force.

Summary cost computations are provided in the following table:

<b>BA1</b>	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>MERHCF, Army</b>									
Active Component TESI	-	-	-						
Active Component TEAM							-	-	-
AC Above Enduring Force	14,454	4,390	63,453	4,808	4,060	19,520	3,753	3,698	13,879
<b>Total</b>	<b>14,454</b>		<b>63,453</b>	<b>4,808</b>		<b>19,520</b>	<b>3,753</b>		<b>13,879</b>

  

<b>BA2</b>	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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>MERHCF, Army</b>									
Active Component TESI	4,401	4,390	19,320	-	-	-	-	-	-
Active Component TEAM	-			3,000	4,060	12,180	-	-	-
AC Above Enduring Force	36,940	4,390	162,167	26,077	4,060	105,873	8,659	3,698	32,021
<b>Total</b>	<b>41,341</b>		<b>181,487</b>	<b>29,077</b>		<b>118,053</b>	<b>8,659</b>		<b>32,021</b>



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

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

**FY 2015**  
**(\$ in Thousands)**  
**\$28,674**

### **Part I – Purpose and Scope**

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

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

**Additional Pay Group A Training Periods – (\$28,674):** The request decreases by \$9M from FY2014 to FY2015 due to a reduction in mobilized man-years deployment requirements. Pay Group A funds pay and allowances for Soldiers participating in required training related to Overseas Contingency Operations (OCO) in the first and second years prior to mobilization. Training includes Unit Soldier Readiness Processing (SRP), Warrior Task Testing, Military Tactical Vehicle Drivers Training, Individual/Crew Weapon certification, and other theater-specific tasks. These tasks are completed during additional authorized days of Annual Training (AT) and additional Unit Training Assemblies (UTAs). Current base funding allows for squadron-level proficiency training. OCO funds requirements above base funding authorizations to achieve required collective proficiency levels prior to mobilization. The AT and UTA periods are for instruction and training of Army National Guard personnel and prepares Soldiers for all phases of the unit mission.

The Reserve Component Utilization policy requires that units obtain higher readiness levels Soldier training, administrative readiness, and medical readiness than in previous years. This is due to the reduced amount of time available at mobilization stations. Prior to the 12-month mob policy, units spent from four to six months at mobilization stations. Under the current mobilization policy, post-mobilization, in-theater, and demobilization time must not exceed 12 months total. Therefore, units must now arrive at the mobilization station at an increased readiness level so that the unit can accomplish nine to ten months boots on the ground executing their assigned mission.

Summary cost computations are provided in the following table:

<b>Pay Group A</b>		<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</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	Officer	69,181	299	20,685	34,355	303	10,410	25,434	309	7,859
AT Training Days	Enlisted	98,042	260	25,491	48,777	263	12,828	36,138	268	9,685
<b>Total</b>		<b>167,223</b>		<b>46,176</b>	<b>83,131</b>		<b>23,238</b>	<b>61,572</b>		<b>17,544</b>
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Maydays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Additional	Officer	93,186	220	20,501	19,679	223	4,388	14,718	227	3,341
UTAs	Enlisted	52,653	167	8,793	60,537	169	10,231	45,285	172	7,789
<b>Total</b>		<b>145,839</b>		<b>29,294</b>	<b>80,215</b>		<b>14,619</b>	<b>60,003</b>		<b>11,130</b>
<b>Total Pay Group A</b>		<b>313,062</b>		<b>75,470</b>	<b>163,346</b>		<b>37,857</b>	<b>121,575</b>		<b>28,674</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$105,591**

### **Part I – Purpose and Scope**

Special Training provides funding to support the pre-mobilization training for units mobilizing for Overseas Contingency Operations in support of named operations and to support the additional post-redeployment activities required for units returning from theater. Support to these Soldiers allows the units to build the required readiness of a unit at home station rather than at the mobilization station by providing the additional training and support man-days prior to the units being mobilized. Given this new strategy, only two to three months of additional training for the units specified as mission in-theater are required at the mobilization station which allows for nine to ten months in-theater combat time. This category also provides additional man-days to support the increased requirements to care for Soldiers and to repair/inventory equipment returning from theater after deployment to ensure the continued availability for domestic response mission is not degraded upon return.

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

**Additional Special Training Days – (\$54,489):** The Special Training request decreases by \$85M from FY2014 to FY2015 due to a reduction in mobilized man-years deployment requirements. Additional Special Training Days provide Reset Man-Days, Pre-Mobilization Training Assistance Element (PTAE) support, Tri-care Early Eligibility Administrative Support, and Active Duty Operational Support (ADOS) to mobilizing units. Reset Man-Days provide redeploying units with additional manpower to retrieve equipment from deployment and conduct required inventories and maintenance to properly account for ARNG equipment. PTAE teams provide full-time equivalents (FTE) to instruct, train, and certify personnel in the ARNG during the pre-mobilization phase. Tri-care Early Eligibility provides one Soldier per state as a vital liaison between TRICARE, ARNG, the unit, and service members to ensure the validity and eligibility of all mobilizing Soldiers in that particular state. Individual and collective training events are conducted during the pre-mobilization periods. These periods of instruction prepare Soldiers for all phases of the unit mission. Additional ADOS personnel provide necessary support to plan and conduct training as units prepare for pending missions.

**Additional Active Duty Training Days (ADT) – (\$30,983):** Additional Active Duty Training days support the organization, administration, instruction, training, and unit readiness for mobilized units. Additional funding allows for Company Maneuver Exercises, Battalion Field Training Exercises, Soldier Readiness Processing, and theater-specific training requirements determined by the Combatant Commanders. This funding will assist the sourced units in meeting training requirements for increased readiness and certification of training prior to mobilization.

**Post Deployment Health Reassessment (PDHRA) – (\$2,842):** 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 – (\$17,277):** The Yellow Ribbon Reintegration Program supports mobilizing Soldiers throughout the deployment period. Funding for this program provides mandays to support the planning, organizing, and execution of Yellow Ribbon events that are conducted during the deployment cycle. Funding for the Yellow Ribbon Reintegration Program also supports the VOW (Veterans Opportunity to Work) to Hire Heroes Act of 2011.

Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (e.g. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition, and how members and their families can address these issues is integral to this post-deployment phase.

Summary cost computations are provided in the following table:

		FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
Special Training		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional Special Training Days	Officer	181,884	251	45,653	129,039	254	32,776	66,973	259	17,346
	Enlisted	414,237	236	97,760	319,979	239	76,475	152,225	244	37,143
	<b>Total</b>	<b>596,122</b>		<b>143,413</b>	<b>449,018</b>		<b>109,251</b>	<b>219,198</b>		<b>54,489</b>
Training Days		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional Active Duty Training (ADT) Days	Officer	114,805	251	28,816	55,926	254	14,205	42,274	259	10,949
	Enlisted	222,504	236	52,511	127,271	239	30,418	82,107	244	20,034
	<b>Total</b>	<b>337,309</b>		<b>81,327</b>	<b>183,197</b>		<b>44,623</b>	<b>124,381</b>		<b>30,983</b>
Post Deployment Health Reassessment (PDHRA)		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	Officer	26,474	251	6,645	7,201	254	1,829	2,745	259	711
	Enlisted	135,411	236	31,957	14,218	239	3,398	8,734	244	2,131
	<b>Total</b>	<b>161,885</b>		<b>38,602</b>	<b>21,418</b>		<b>5,227</b>	<b>11,479</b>		<b>2,842</b>
Yellow Ribbon Reintegration Program		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	Officer	66,976	251	16,811	43,957	254	11,165	16,676	259	4,319
	Enlisted	145,784	236	34,405	86,753	239	20,734	53,107	244	12,958
	<b>Total</b>	<b>212,760</b>		<b>51,216</b>	<b>130,710</b>		<b>31,899</b>	<b>69,782</b>		<b>17,277</b>
<b>Total Special Training</b>		<b>1,308,075</b>		<b>314,558</b>	<b>784,344</b>		<b>191,000</b>	<b>424,840</b>		<b>105,591</b>



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

**FY 2015**  
**(\$ in Thousands)**  
**\$7,318**

**Part I – Purpose and Scope**

Schools provides funding for individuals who require “cross leveling” from other units within the State to bring the unit to 100% manning. Often times, the additional personnel are from a different Military Occupational Specialty (MOS). These individuals require certification training that they would not require if they were not filling a slot in a mobilizing unit.

Soldiers require both Duty Military Occupational Specialty (DMOSQ) and functional training. Some Soldiers require un-programmed functional training as a direct result of mission analysis. Other Soldiers need un-resourced DMOSQ requirements. These requirements are also generated from mission analysis and are DMOSQ requirements for Soldiers to deploy, but are not related to requirements built into the Structure Manning Decision Review (SMDR).

**Part II – Justification of Funds Requested**

**Schools Training – (\$7,318):** The request decreases by \$6M from FY2014 to FY2015 due to a reduction in mobilized man-years deployment requirements. The Schools requirement represents costs that are above the base Schools budget needed to support requirements generated as a direct result of Operation Enduring Freedom mobilizations and pre-mobilization training requirements of ARNG units. Training includes Duty Military Occupation Specialty Qualification (DMOSQ) and functional training such as ranger, sniper, air-assault, combat lifesaver, counter mine training, and courses as specified by the Combatant Commanders.

Summary cost computations are provided in the following table:

<b>Schools</b>	<b>FY 2013 Actuals</b>			<b>FY 2014 Enacted</b>			<b>FY 2015 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	22,502	251	5,648	13,722	254	3,485	7,062	259	1,829
Enlisted	49,191	236	11,609	43,764	239	10,460	22,496	244	5,489
<b>Total</b>	<b>71,693</b>		<b>17,257</b>	<b>57,486</b>		<b>13,945</b>	<b>29,558</b>		<b>7,318</b>
<b>Total Schools Training</b>	<b>71,693</b>		<b>17,257</b>	<b>57,486</b>		<b>13,945</b>	<b>29,558</b>		<b>7,318</b>

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

**FY 2015**  
**(\$ in Thousands)**  
**\$13,995**

### **Part I – Purpose and Scope**

Administration and Support funds provide additional mandays to compliment full-time operations on a day-to-day basis. ARNG units experience an increase in Operational Tempo (OPTEMPO) during the year prior to mobilization which results in additional full-time support requirements. Additional support to the full-time Active Guard and Reserve (AGR) force provides critical relief in operational planning, logistical support, supply/inventory accountability, and SRP in the year prior to mobilization.

This requirement also includes incremental costs to facilitate incapacitation (INCAP) pay and allowances for the increasing number of service members who have been injured training for or participating in OCO. Incapacitation pay provides pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

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

**Pre-Mobilization AGR Augmentation – (\$7,778):** The request decreases by \$267K from FY2014 to FY2015 due to a reduction in mobilized man-years deployment requirements. Pre-Mobilization AGR Augmentation supports units that are one year from mobilization and are authorized to fill vacancies in order to bring their AGR personnel unit strength up to 100% of the levels validated by the US Army Manpower Analysis Agency (USAMAA). These additional temporary AGR fills are vital to the unit and fill critical roles in order to assist the unit in completing training, supply, maintenance, logistics, and individual Soldier Readiness Processing requirements.

**Incapacitation Pay – (\$6,217):** Incapacitation pay supports Soldiers who are injured while training for or participating in OCO missions and are unable return to their civilian occupations or military duties. The Incapacitation Pay is also used to pay Soldiers for time spent traveling to and from medical appointments, medical treatment facilities, and Army Medical Board appearances while seeking treatment. This program funds pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

Incapacitation Pay was initially intended for those Soldiers injured during Title 32, Annual Training, and Inactive Duty Training, and not those activated on Title 10. As a result, the ARNG has incurred an incremental expense due to increased rates of mobilizations. Many of

these Soldiers' injuries were overlooked when released from Active Duty and manifested at a later date. These injuries affect the Soldier and their family's quality of life for a prolonged period if it remains unresolved. Incapacitation Pay is based on the grade of the Soldier, and the average duration is 29 days.

Summary cost computations are provided in the following table:

		FY 2013 Actuals			FY 2014 Enacted			FY 2015 Estimate		
<b>Administration and Support</b>		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Pre-Mobilization for AGR	Officer	19,542	251	4,905	5,307	254	1,348	5,108	259	1,323
Augmentation	Enlisted	52,386	236	12,363	27,523	239	6,578	26,455	244	6,455
<b>Total</b>		<b>71,927</b>		<b>17,268</b>	<b>32,830</b>		<b>7,926</b>	<b>31,563</b>		<b>7,778</b>
<b>Incapacitation (INCAP)</b>										
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Pay / Severance Pay	Officer	6,793	251	1,705	4,492	254	1,141	4,320	259	1,119
	Enlisted	30,102	236	7,104	21,736	239	5,195	20,893	244	5,098
<b>Total</b>		<b>36,895</b>		<b>8,809</b>	<b>26,229</b>		<b>6,336</b>	<b>25,213</b>		<b>6,217</b>
<b>Total Admin and Support</b>		<b>108,822</b>		<b>26,077</b>	<b>59,059</b>		<b>14,262</b>	<b>56,776</b>		<b>13,995</b>
<b>Total NGPA OCO Request</b>				<b>433,362</b>			<b>257,064</b>			<b>155,578</b>



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

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

**FY 2015**  
**(\$ in thousands)**  
**\$10,955**

### **Part I – Purpose and Scope**

Funds support additional annual training days to conduct pre-mobilization training for deploying units. Funds also support Soldier pay, allowances, and travel costs for reintegration training through pre-and post-deployment phases.

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

**Yellow Ribbon Reintegration Program, (\$10,955):** 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 FY 2014, funding is requested in the Special Training program as well as the Pay Group A program for the Yellow Ribbon Reintegration Program in order to allow maximum flexibility to attend Yellow Ribbon events. Yellow Ribbon provides crucial services and support to Soldiers and their families throughout the entire deployment cycle. Projected Soldier participation in FY 14 and FY15 will increase to capture all the Soldiers returning from Afghanistan.

Summary cost computations for Pay Group A are provided in the following tables:

**\$K**

**Yellow Ribbon Reintegration Program**

FY 2013 Actual				FY 2014 Enacted				FY 2015 Estimate			
		Rate	Amount		Mandays	Rate	Amount		Mandays	Rate	Amount
Officer	3,908	\$363	\$1,419	Officer	3,129	\$372	\$1,164	Officer	2,013	\$381	\$767
Enlisted	25,767	\$178	\$4,587	Enlisted	39,269	\$182	\$7,147	Enlisted	54,745	\$186	\$10,187
Total	<b>29,675</b>		<b>\$6,006</b>	Total	<b>42,398</b>		<b>\$8,311</b>	Total	<b>56,758</b>		<b>\$10,955</b>

**\$K**

**Pre-Mobilization Training**

FY 2013 Actual			
		Rate	Amount
Officer	5,840	\$363	\$2,120
Enlisted	38,462	\$178	\$6,846
Total	<b>44,302</b>		<b>\$8,966</b>

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

**FY 2015**  
**(\$ in thousands)**  
**\$14,035**

### **Part I – Purpose and Scope**

Program provides funding for pre-mobilization training to deploying units. The U.S. Army Reserve (USAR) has limited mandays to accomplish the train, mobilize, deploy paradigm and must rely on additional mandays to train and support mobilizing units.

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

**Pre-mobilization Training, (\$7,274K):** Provides pre-mobilization training, both collective and individual, that directly supports readiness training strategies related to the 12-month mobilization policy. This request will also fund additional full-time equivalent (FTE) mandays for key unit personnel to prepare deploying units for mobilization. Training activities include supply, maintenance, medical, planning, administration, pay, logistics, and other categories of mobilization support to maximize pre-mobilization support and minimize time at the mobilization station. Funding provides mandays for personnel to certify units following pre-mobilization training. Funding is also provided for brigade level units to conduct mobilization site surveys (PDSS). This request also funds Army Reserve Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Civil Affairs and Psychological Operations and funding to support Combat Lifesaver Course Certification requirements for mobilizing Soldiers. The 9 month Boots on the Ground policy now allows soldiers to receive most of their training after they reach their mobilization station and before they deploy overseas. In addition, the implementation of the Operational Reserve training strategy has improved the overall readiness of the Army Reserve. Thus, the Army Reserve requires significantly fewer pre-mobilization training days using OCO funding. Training days are only requested to provide additional training to those units and skills requiring the most complicated and specialized training. This funding is required for Soldiers to attend the Civil Affairs mobilization course, and to fully qualify Soldiers to mobilize with USACAPOC units in FY15. If Soldiers are not trained, the Army Reserve will not be able to provide qualified Soldiers to support the War effort.

**Defense Health Assessment Program (\$2,189K)** This program supports proactive health screening for Soldiers 90 to 180 days post-deployment from OND/OEF. PDHRA focuses on behavioral and physical health issues that may emerge over time after deployments.

**Foreign Army Training Command, (\$2,427K):** Foreign Army Training provides pre-mobilization training for select USAR units that train Afghanistan forces. This program funds travel, per diem, pay and allowances of select Soldier instructors who deploy to Afghanistan to train foreign Soldiers to perform at a level of combat readiness sustainable without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, land navigation, rules of land warfare, IED recognition, and cultural awareness. If funding is not available, Army Reserve Soldiers will not receive the proper training to successfully perform their mission in theater. This will extend the amount of time required to prepare the Iraqi and Afghan foreign armies and lengthen the time Army Reserve Soldiers must continue to remain deployed.

**Yellow Ribbon Reintegration Program, (\$2,145K):** Funds support Soldier pay, allowances, and travel costs for reintegration training through pre-and post-deployment. The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Soldiers, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members with their families and with service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of entitlements. In addition, methods for coping with combat stress and transition are integral to this post-deployment program. In FY 2014, funding is requested in the Special Training budget line item as well as the Pay Group A budget line item for the Yellow Ribbon Reintegration Program in order to allow maximum flexibility to attend Yellow Ribbon events.

Summary cost computations are provided by the following tables:



\$K

**Premobilization Training**

FY 2013 Actual			
	Mandays	Rate	Amount
Officer	5,840	\$363	\$21,580
Enlisted	38,462	\$178	\$34,118
Total	<b>44,302</b>		<b>\$55,698</b>

\$K

**Defense Health Assessment Program**

FY 2013 Actual			
	Mandays	Rate	Amount
Officer	1,620	\$442	\$716
Enlisted	4,827	\$243	\$1,173
Total	<b>6,447</b>		<b>\$1,889</b>

\$K

**Yellow Ribbon Reintegration Program**

FY 2013 Actual			
	Mandays	Rate	Amount
Officer	59,622	\$442	\$3,940
Enlisted	177,670	\$243	\$7,723
Total	<b>237,292</b>		<b>\$11,663</b>

\$K

**Foreign Army Training Command**

FY 2013 Actual			
	Mandays	Rate	Amount
Officer	-	\$0	\$0
Enlisted	1,136	\$243	\$276
Total	<b>1,136</b>		<b>\$276</b>

\$K

**Schools**

FY 2013 Actual			
	Mandays	Rate	Amount
Officer	2,671	\$442	\$1,181
Enlisted	16,335	\$243	\$3,969
Total	<b>19,006</b>		<b>\$5,150</b>

**FY 2014 Enacted**

	Mandays	Rate	Amount
Officer	6,551	\$372	\$2,437
Enlisted	53,549	\$182	\$9,746
Total	<b>60,100</b>		<b>\$12,183</b>

**FY 2014 Enacted**

	Mandays	Rate	Amount
Officer	2,146	\$453	\$972
Enlisted	4,885	\$249	\$1,216
Total	<b>7,031</b>		<b>\$2,189</b>

**FY 2014 Enacted**

	Mandays	Rate	Amount
Officer	3,093	\$453	\$1,401
Enlisted	27,474	\$249	\$6,841
Total	<b>30,567</b>		<b>\$8,242</b>

**FY 2014 Enacted**

	Mandays	Rate	Amount
Officer	2,380	\$453	\$1,078
Enlisted	5,418	\$249	\$1,349
Total	<b>7,798</b>		<b>\$2,427</b>

**FY 2015 Estimate**

	Mandays	Rate	Amount
Officer	3,824	\$381	\$1,458
Enlisted	31,257	\$186	\$5,817
Total	<b>35,081</b>		<b>\$7,274</b>

**FY 2015 Estimate**

	Mandays	Rate	Amount
Officer	2,125	\$464	\$987
Enlisted	4,711	\$255	\$1,202
Total	<b>6,836</b>		<b>\$2,189</b>

**FY 2015 Estimate**

	Mandays	Rate	Amount
Officer	857	\$464	\$398
Enlisted	6,846	\$255	\$1,747
Total	<b>7,703</b>		<b>\$2,145</b>

**FY 2015 Estimate**

	Mandays	Rate	Amount
Officer	2,306	\$464	\$1,071
Enlisted	5,316	\$255	\$1,356
Total	<b>7,622</b>		<b>\$2,427</b>

**TOTAL RPA OCO Request** **89,648**

**33,352**

**24,990**