

DEPARTMENT OF DEFENSE

FY 2009 Overseas Contingency Operations Supplemental Request

FOR

OPERATION IRAQI FREEDOM (OIF) AND

OPERATION ENDURING FREEDOM (OEF)



**ARMY MILITARY PERSONNEL
MARCH 2009**

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MILITARY PERSONNEL OVERVIEW

The FY 2009 Overseas Contingency Operations (OCO) Supplemental Request provides funding so that the United States may continue security stabilization efforts in Iraq and Afghanistan and continue to support the global fight against terror. These efforts are in addition to ongoing daily military operations around the globe. Without additional funds in FY 2009, the Army would have to use funds from readiness and investment accounts to finance the continuing costs of military operations. Absorbing costs of this magnitude will seriously degrade combat operations and weaken the nation's ability to react to future threats.

This request includes **\$11,919 million** for Army military personnel costs as shown in the following tables:

| | (\$ in thousands) | | | |
|---------------------------------|----------------------------|--|---------------------------------------|--|
| | FY 2008 Enacted | FY 2009 Total Requested | FY 2009 Enacted Bridge | FY 2009 Remaining Request |
| Summary by Appropriation | | | | |
| Military Personnel, Army | 12,173,215 | 11,034,106 | 839,000 | 10,195,106 |
| Reserve Personnel, Army | 304,200 | 284,155 | - | 284,155 |
| National Guard Personnel, Army | 1,369,747 | 1,589,333 | 150,000 | 1,439,333 |
| Total | 13,847,161 | 12,907,594 | 989,000 | 11,918,594 |

Summary By Category
(\$ in thousands)

| <u>FY 2008 Enacted</u> | <u>Active Army*</u> | <u>Army Reserve</u> | <u>Army Guard</u> | <u>Total</u> |
|---|--------------------------------|--------------------------------|------------------------------|---------------------|
| Reserve & Guard Mobilization/ AC Deployment Costs | 6,107,950 | | | 6,107,950 |
| Active Overstrength | 2,475,385 | | | 2,475,385 |
| Subsistence-In-Kind (SIK) | 1,522,955 | | | 1,522,955 |
| Recruiting and Retention | 1,389,107 | 186,700 | 598,386 | 2,174,193 |
| Permanent Change of Station | 340,628 | | | 340,628 |
| Casualty and Disability | 337,189 | | | 337,189 |
| Pre and Post Mobilization Training | - | 117,500 | 771,361 | 888,861 |
| Total Military Personnel | 12,173,215 | 304,200 | 1,369,747 | 13,847,161 |

(\$ in thousands)

| <u>FY 2009 Total Request</u> | <u>Active Army</u> | <u>Army Reserve</u> | <u>Army Guard</u> | <u>Total</u> |
|---|-------------------------------|--------------------------------|------------------------------|---------------------|
| Reserve & Guard Mobilization/ AC Deployment Costs | 7,230,364 | - | - | 7,230,364 |
| Active Overstrength | 1,033,974 | - | - | 1,033,974 |
| Subsistence-In-Kind (SIK) | 1,625,146 | - | - | 1,625,146 |
| Recruiting and Retention | 592,112 | - | 620,800 | 1,212,912 |
| Permanent Change of Station | 150,985 | - | - | 150,985 |
| Casualty and Disability | 401,525 | - | - | 401,525 |
| Pre and Post Mobilization Training | - | 284,155 | 968,533 | 1,252,688 |
| Total Military Personnel | 11,034,106 | 284,155 | 1,589,333 | 12,907,594 |

(\$ in thousands)

| <u>FY 2009 Enacted Bridge</u> | <u>Active Army</u> | <u>Army Reserve</u> | <u>Army Guard</u> | <u>Total</u> |
|---|-------------------------------|--------------------------------|------------------------------|---------------------|
| Reserve & Guard Mobilization/ AC Deployment Costs | 25,000 | - | - | 25,000 |
| Active Overstrength | - | - | - | - |
| Subsistence-In-Kind (SIK) | 639,000 | - | - | 639,000 |
| Recruiting and Retention | - | - | 51,000 | 51,000 |
| Permanent Change of Station | - | - | - | - |
| Casualty and Disability | 175,000 | - | - | 175,000 |
| Pre and Post Mobilization Training | - | - | 99,000 | 99,000 |
| Total Military Personnel | 839,000 | - | 150,000 | 989,000 |

(\$ in thousands)

| <u>FY 2009 OCO Request</u> | <u>Active Army</u> | <u>Army Reserve</u> | <u>Army Guard</u> | <u>Total</u> |
|---|-------------------------------|--------------------------------|------------------------------|---------------------|
| Reserve & Guard Mobilization/ AC Deployment Costs | 7,205,365 | - | - | 7,205,365 |
| Active Overstrength | 1,033,974 | - | - | 1,033,974 |
| Subsistence-In-Kind (SIK) | 986,145 | - | - | 986,145 |
| Recruiting and Retention | 592,112 | - | 569,800 | 1,161,912 |
| Permanent Change of Station | 150,985 | - | - | 150,985 |
| Casualty and Disability | 226,525 | - | - | 226,525 |
| Pre and Post Mobilization Training | - | 284,155 | 869,533 | 1,153,688 |
| Total Military Personnel | 10,195,106 | 284,155 | 1,439,333 | 11,918,594 |

* Enacted amount excludes amounts appropriated in the GWOT supplemental for baseline programs such as special pays deferred to GWOT and baseline inflation.

The following table reflects mobilization and deployment assumptions as well as active component overstrength estimates. Mobilization numbers include personnel deployed to theater as well as personnel remaining in CONUS supporting OEF and OIF. Overstrength costs are funded in the base budget beginning in FY 2009, with the exception of accelerated growth which is included in this request.

Average Strength

| | FY 2008 | FY 2009 |
|---------------------------------------|----------------------|---------------------|
| | <u>Actual</u> | <u>Total</u> |
| Active Army Deployment by IDP Payment | 131,285 | 129,730 |
| Army Reserve Mobilization | 26,500 | 30,470 |
| Army National Guard Mobilization | 43,863 | 48,714 |
| Active Army Overstrength | 43,632 | 15,658 |
| Total | 245,280 | 224,571 |

In response to the terrorist attacks on the United States on September 11, 2001, the President invoked his authority (10 U.S.C 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty in support of OIF and OEF. This funding request also includes assumptions regarding accelerated growth of Active Component permanent end strength.

The Army’s current military personnel request of **\$11,919 million** is comprised of the following major costs:

Reserve & Guard Mobilization/Deployment Costs (\$7,205 million)

- Basic military pay and entitlements (i.e., Basic Pay, Basic Allowance for Housing (BAH), retired pay accrual, social security contributions, and incentive pays) for Reserve and National Guard members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas in support of OIF and OEF. This includes funding for Reserve Component members mobilized to support Wounded Warrior Transition Units.

- Special Pays for Mobilized Reserve, National Guard, and Active Component Personnel, primarily:
 - Hostile Fire Pay (HFP) (\$225 per month)
 - Family Separation Allowance (FSA) (\$250 per month)
 - Hardship Duty (HDP) and Assignment Incentive Pay (AIP) - (\$100 per month if deployed for less than 12 months and \$300 per month if deployed for more than 12 months). “Boots-on-ground” (\$1,000/month) payment for Soldiers deployed beyond 12 months.
- Basic Allowance for Subsistence (BAS) – for Reserve Component members in support of OIF and OEF and unrealized BAS collections for programmed dining facility collections that do not materialize as planned due to the deployment of Active Component forces.
- Additional Mobilization/Deployment Benefits for unemployment benefits to ex-service members who are discharged or released under honorable conditions; the Reserve Income Replacement Program (RIRP); and Interest on Uniformed Services Savings Deposits payments authorized by Section 1035 of 10 U.S.C.

Active Overstrength Costs (\$1,034 million)

- Funds personnel costs for an additional 15,658 Soldier man-years maintained on active duty above the base budget strength of 532,400 to sustain the readiness levels of deploying units. The Army anticipates ending FY 2009 with end strength of 547,400. The Army is striving to grow as rapidly as possible, and this strength level supports the Chief of Staff of the Army’s (CSA) imperative to *transform* and bring balance to the force. Without additional funding, it will be difficult to provide sufficient forces for the full range and duration of current operations and future contingencies.

Subsistence-In-Kind (SIK) Costs (\$986 million)

- Funds requested provide Subsistence-in-Kind (SIK) (food and drink) to Soldiers while deployed in support of both OEF and OIF. SIK includes the cost of procuring subsistence for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Army provides subsistence in mess facilities and operational rations for members of all military services participating in OIF and OEF.

Recruiting and Retention (Active Component \$592 million; Reserve Component \$570 million)

- The Recruiting and Retention program pays for personnel incentives, bonuses, education benefits and retention bonuses. Payments are used as accession and retention incentives to fill critical Army Military Occupational Specialty (MOS) positions in Active, Army Reserve and National Guard units that are mobilized in support of overseas contingency operations.

Permanent Change of Station (\$151 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 OIF and 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.

Casualty and Disability Benefits (\$227 million)

- Casualty Benefits for the following benefits associated with the death and traumatic injury of service member (T-SGLI) costs.
 - Death Gratuity payments to survivors of members dying on active duty (**\$71.0 million**).
 - Funding for Service Member's Group Life Insurance (SGLI)/ Traumatic-SGLI insurance premiums that the Department of Defense pays on behalf of service members (**\$142 million**).
 - Reimbursement of SGLI/TSGLI premiums for deployed Soldiers (**\$14 million**).

Pre and Post Mobilization Training (\$1,154 million)

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

ARMY M-1

| | FY 2008 | FY 2009 | FY 2009 | FY 2009 |
|---|------------------|------------------|----------------|------------------|
| | Actuals | Total | Enacted | Remaining |
| | Actuals | Requested | Bridge | Request |
| MILITARY PERSONNEL, ARMY | | | | |
| BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS | | | | |
| BASIC PAY | 1,099,863 | 1,211,678 | - | 1,211,678 |
| RETIRED PAY ACCRUAL | 235,419 | 274,287 | - | 274,287 |
| BASIC ALLOWANCE FOR HOUSING | 311,608 | 302,627 | - | 302,627 |
| BASIC ALLOWANCE FOR SUBSISTENCE | 39,965 | 43,987 | - | 43,987 |
| INCENTIVE PAYS | 10,595 | 13,188 | - | 13,188 |
| SPECIAL PAYS | 488,962 | 263,375 | - | 263,375 |
| ALLOWANCES | 74,012 | 68,778 | - | 68,778 |
| SEPARATION PAY | 7,867 | 22,612 | - | 22,612 |
| SOCIAL SECURITY TAX | 79,335 | 92,693 | - | 92,693 |
| TOTAL BUDGET ACTIVITY 1 | 2,347,626 | 2,293,224 | - | 2,293,225 |
| BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED | | | | |
| BASIC PAY | 2,825,814 | 2,478,940 | - | 2,478,940 |
| RETIRED PAY ACCRUAL | 653,633 | 552,332 | - | 552,332 |
| BASIC ALLOWANCE FOR HOUSING | 1,044,617 | 1,070,269 | - | 1,070,269 |
| INCENTIVE PAYS | 7,864 | 26,865 | - | 26,865 |
| SPECIAL PAYS | 1,860,260 | 1,213,374 | - | 1,213,374 |
| ALLOWANCES | 377,910 | 301,146 | - | 301,146 |
| SEPARATION PAY | 142,930 | 89,259 | - | 89,259 |
| SOCIAL SECURITY TAX | 215,403 | 189,823 | - | 189,823 |
| TOTAL BUDGET ACTIVITY 2 | 7,128,431 | 5,922,008 | - | 5,922,008 |
| BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL | | | | |
| BASIC ALLOWANCE FOR SUBSISTENCE | 333,515 | 520,905 | 0 | 520,905 |
| SUBSISTENCE-IN-KIND | 1,522,955 | 1,625,146 | 639,000 | 986,145 |
| TOTAL BUDGET ACTIVITY 4 | 1,856,470 | 2,146,050 | 639,000 | 1,507,050 |

| | FY 2008 Actuals | FY 2009 Total Requested | FY 2009 Enacted Bridge | FY 2009 Remaining Request |
|--|----------------------------|--|---------------------------------------|--|
| BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL | | | | |
| ACCESSION TRAVEL | 9,246 | - | - | - |
| TRAINING TRAVEL | 4,939 | - | - | - |
| OPERATIONAL TRAVEL | 133,573 | 82,714 | - | 82,714 |
| ROTATIONAL TRAVEL | 171,302 | 68,271 | - | 68,271 |
| SEPARATION TRAVEL | 20,231 | - | - | - |
| TRAVEL OF ORGANIZED UNITS | 1,338 | - | - | - |
| TOTAL BUDGET ACTIVITY 5 | 340,628 | 150,985 | - | 150,985 |
| BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS | | | | |
| INTEREST ON SOLDIERS DEPOSITS | 12,597 | 21,780 | - | 21,780 |
| RESERVE INCOME REPLACEMENT PROGRAM | 404 | 8,200 | - | 8,200 |
| UNEMPLOYMENT COMPENSATION | 149,870 | 90,334 | 25,000 | 65,334 |
| DEATH GRATUITIES | 60,220 | 96,000 | 25,000 | 71,000 |
| SGLI EXTRA HAZARD PAYMENTS | 255,284 | 253,614 | 129,646 | 123,968 |
| TRAUMATIC SGLI | 21,685 | 51,911 | 20,354 | 31,557 |
| TOTAL BUDGET ACTIVITY 6 | 500,060 | 521,839 | 200,000 | 321,839 |
| TOTAL MILITARY PERSONNEL, ARMY | 12,173,215 | 11,034,106 | 839,000 | 10,195,106 |

* Enacted amount excludes funding appropriated in the GWOT supplemental for baseline programs such as special pays deferred to GWOT and baseline inflation.

| | FY 2008 Enacted | FY 2009 Total Requested | FY 2009 Enacted Bridge | FY 2009 Remaining Request |
|--|----------------------------|--|---------------------------------------|--|
| RESERVE PERSONNEL, ARMY | | | | |
| BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT | | | | |
| PAY GROUP A TRAINING | 5,000 | 116,901 | - | 116,901 |
| SPECIAL TRAINING (PRE/POST MOB TRAINING) | 56,400 | 167,254 | - | 167,254 |
| SCHOOL TRAINING (PRE/POST MOB TRAINING) | 56,100 | - | - | - |
| RECRUITING AND RETENTION | 186,700 | - | - | - |
| TOTAL RESERVE PERSONNEL, ARMY | 304,200 | 284,155 | - | 284,155 |

| | FY 2008 Enacted | FY 2009 Total Requested | FY 2009 Enacted Bridge | FY 2009 Remaining Request |
|--|----------------------------|--|---------------------------------------|--|
| NATIONAL GUARD PERSONNEL, ARMY | | | | |
| BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT | | | | |
| PAY GROUP A TRAINING | 124,400 | 555,086 | 16,500 | 538,586 |
| SPECIAL TRAINING (PRE/POST MOB TRAINING) | 205,298 | 354,947 | 24,000 | 330,947 |
| SCHOOL TRAINING (PRE/POST MOB TRAINING) | 441,663 | 58,500 | 58,500 | - |
| RECRUITING AND RETENTION | 598,386 | 620,800 | 51,000 | 569,800 |
| TOTAL NATIONAL GUARD PERSONNEL, ARMY | 1,369,747 | 1,589,333 | 150,000 | 1,439,333 |
| GRAND TOTAL ARMY MILITARY PERSONNEL | 13,847,161 | 12,907,595 | 989,000 | 11,918,595 |

**RESERVE & GUARD MOBILIZATION
ACTIVE DEPLOYMENT
ACTIVE OVERSTRENGTH
AND
RECRUITING AND RETENTION**

Appropriation: Military Personnel, Army
Budget Activity 1: Pay and Allowances of Officers
Budget Line Item: Basic Pay

FY 2009
(\$ in Thousands)
\$1,211,678

Part I - Purpose and Scope

Funds provide basic pay for mobilized reserve component soldiers and for additional active component strength above the base budget level.

Part II - Justification of Funds Required

The FY 2009 military pay raise reflects a 3.9 percent across-the-board pay raise effective January 1, 2009. In FY 2009, funding for the Army's overstrength associated with the initial "Grow the Army" plan has been moved into the base budget. FY 2009 overstrength in this request represents acceleration of growth to 547.4K in order to meet the Chief of Staff of the Army directive to balance the force.

Summary cost computations are provided in the following table:

| BA1 | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Basic Pay | | | | | | |
| Reserve/Guard Mobilization | 11,568 | 68,596 | 793,515 | 13,571 | 73,788 | 1,001,400 |
| Active Component Overstrength | 4,468 | 68,558 | 306,347 | 3,246 | 64,781 | 210,278 |
| Total | 16,037 | | 1,099,863 | 16,817 | | 1,211,678 |

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

FY 2009
(\$ in Thousands)
\$274,287

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.

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 actuary estimate assumes a part-time and full-time Normal Cost Percentage (NCP) at 21.1 and 29.4 percent, respectively of basic pay for FY 2009.

Funds provide the Retired Pay Accrual payments for mobilized Reserve and Guard officer personnel.

Summary cost computations are provided in the following table:

| BA1 | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Retired Pay Accrual | | | | | | |
| Reserve/Guard Mobilization | 11,568 | 12,765 | 147,662 | 13,571 | 15,569 | 211,295 |
| Active Component Overstrength | 4,468 | 19,639 | 87,757 | 3,246 | 19,406 | 62,992 |
| Total | 16,036 | | 235,419 | 16,817 | | 274,287 |

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

FY 2009
(\$ in Thousands)
\$302,627

Part I - Purpose and Scope

In the FY 1998 NDAA, Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances, moved into this section due to a change in Section 603 of P.L. 105-85, the NDAA for FY 1998. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to Soldiers is authorized by 37 U.S.C. 403.

Part II - Justification of Funds Required

This program provides a cash allowance to those Soldiers not provided with government quarters adequate for themselves and their family members. This allowance enables such personnel to obtain civilian housing as a substitute.

Funds provide the BAH allowance for mobilized Reserve, Guard, and active component overstrength officer personnel.

Summary cost computations are provided in the following table:

| | | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--------------|-------------------------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| BA1 | | | | | | | |
| BAH | | | | | | | |
| Total | Reserve/Guard Mobilization | 11,568 | 19,016 | 219,983 | 13,571 | 20,681 | 280,662 |
| | Active Component Overstrength | 4,468 | 20,505 | 91,625 | 1,196 | 18,358 | 21,965 |
| | Total | 16,036 | | 311,608 | 14,768 | | 302,627 |

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

FY 2009
(\$ in Thousands)
\$43,987

Part I - Purpose and Scope

Funds provide for a subsistence allowance authorized by 37 U.S.C. 402 and P.L. 96-343.

Part II - Justification of Funds Required

All officers, regardless of dependency status, deployment status, and pay grade, are paid a monthly Basic Allowance for Subsistence (BAS) at the same statutory rate.

Funds provide the BAS allowance for mobilized Reserve, Guard, and active component overstrength officer personnel. Rates are based on the FY 2009 USDA Food Cost Index increase of 10%.

Summary cost computations are provided in the following table:

| BA1 BAS | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Reserve/Guard Mobilization | 11,568 | 2,449 | 28,326 | 13,571 | 2,616 | 35,497 |
| Active Component Overstrength | 4,468 | 2,605 | 11,639 | 3,246 | 2,616 | 8,490 |
| Total | 16,036 | | 39,965 | 16,817 | | 43,987 |

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

FY 2009
(\$ in Thousands)
\$310,594

Part I - Purpose and Scope

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

Family Separation Allowance: 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).

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).

Hazardous Duty Pay (HDP) and Assignment Incentive Pay (AIP) for 15 Month Deployment Policy: The monthly rate for HDP may *not exceed* \$1,500 per month. Funds provide additional payment to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty (37 U.S.C. 305). In May 2007, the Secretary of Defense implemented the 15 month “Boots on the Ground” deployment policy. Under the policy, Soldiers are entitled to an additional payment *not to exceed* \$3,000 for each month exceeding 12 months of deployment. The FY 2008 column contains \$25.571M of AIP for voluntary and involuntary extensions in Kuwait, Iraq and Afghanistan at rates of \$300, \$750, \$800 and \$1000.

Other Pays and Allowances. These funds reflect other pays and allowances for mobilized Reserve, Guard, and active component overstrength officer personnel supporting contingency operations. Other pays and allowances include, incentive pays, other special pays, clothing allowances, and separation pay.

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 FY 2009 request does not include \$12.304 million for special pays (HDP and HFP) for which Congressional action deferred consideration to the Overseas Contingency Operations Supplemental Request.**

Summary cost computation are provided by the following table:

BA1**Special Pays****Mobilized Guard & Reserve**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|---|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Family Separation Allowance | 6,639 | 3,000 | 19,916 | 7,451 | 3,000 | 22,353 |
| Hostile Fire Pay | 15,874 | 2,700 | 42,861 | 17,602 | 2,700 | 47,524 |
| Hardship Duty Pay | 5,858 | 1,200 | 7,030 | 5,329 | 1,200 | 6,395 |
| Foreign Language Proficiency Pay | 3 | 4,600 | 12 | 47 | 4,600 | 216 |
| Incentive Pays | 868 | 6,443 | 5,589 | 1,286 | 6,443 | 8,287 |
| Special Pays (Various Medical Pay) | 11 | 7,310 | 83 | 1,055 | 10,407 | 10,976 |
| Other Special Pays | 2,211 | 5,724 | 12,653 | 2,200 | 5,717 | 12,576 |
| Clothing/Convalescent Soldiers Clothing Allowance | 45,283 | 205 | 9,283 | 45,300 | 209 | 9,463 |
| Separation Pay | 515 | 2,451 | 1,261 | 6,141 | 2,547 | 15,638 |
| CONUS COLA | 1,560 | 5,156 | 8,046 | 1,592 | 5,309 | 8,453 |
| Overseas Station Allowance | 599 | 14,437 | 8,648 | 217 | 15,251 | 3,317 |
| Total | | | 115,381 | | | 145,198 |

BA1**Special Pays****Active Component Deployed**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|---|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Family Separation Allowance | 8,474 | 3,000 | 25,423 | 8,856 | 3,000 | 26,568 |
| Hostile Fire Pay | 18,018 | 2,700 | 48,649 | 17,805 | 2,700 | 48,073 |
| Hardship Duty Pay | 31,575 | 1,200 | 37,889 | 33,026 | 1,200 | 39,631 |
| Foreign Language Proficiency Pay | 290 | 1,983 | 576 | 218 | 1,983 | 432 |
| Incentive Pays | 999 | 5,009 | 5,005 | 978 | 5,009 | 4,900 |
| Special Pays (Various Medical) | 2,202 | 5,876 | 12,938 | 2,200 | 5,876 | 12,927 |
| Other Special Pays | 4,785 | 3,644 | 17,439 | 4,780 | 3,644 | 17,420 |
| Clothing/Convalescent Soldiers Clothing Allowance | 799 | 375 | 299 | 1,003 | 382 | 383 |
| Separation Pay | 2,657 | 2,486 | 6,606 | 2,700 | 2,583 | 6,974 |
| CONUS COLA | 89 | 1,754 | 157 | 71 | 1,754 | 125 |
| Overseas Station Allowance | 1,097 | 10,782 | 11,823 | 951 | 8,377 | 7,962 |
| Total | | | 166,805 | | | 165,396 |

310,594

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

FY 2009
(\$ in Thousands)
57,358

Part I – Purpose and Scope

Funding will cover personnel incentives, officer bonuses, education benefits and retention bonuses. Payments are used as accession and retention incentives to fill critical Army Military Operational Skill (MOS) positions.

Warrant Officer Accession and Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 324. As an accession tool, the Army may pay a Soldier up to \$60,000 if they accept a commission or appointment in a critical skill.

Company Grade Officer Critical Skill Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 323. As a retention tool, the Army may pay a Soldier in a critical skill up to a lifetime maximum of \$200,000 for at least a one year commitment to stay on active duty.

Dentist Accession Bonus: The FY 2007 NDAA identified an additional accession bonus requirement for dentists from \$30,000 to \$200,000.

Medical Bonuses: Include bonus levels provided by the Wounded Ill and Injured Senior Oversight committee to recruit critical wartime specialties that include neurosurgeons, diagnostic radiologists, psychiatrists.

Part II – Justification of Funds Requested

To meet end strength mandated by the FY 2007 NDAA, the Army increased its officer accession and retention missions. To help mitigate the additional overseas contingency operation challenges, the Army will use officer bonuses as a recruiting and retention tool.

If funding is not received, the Army will be at risk of not achieving planned accession and retention goals. Failing to fund any portion of the FY 2009 Accession Action plan, which provides an integrated view of required resources to achieve the annual officer and enlisted accession and retention missions, will negatively impact Army troop strength objectives required to meet contingency mission requirements. In addition, the Army will be at risk of not achieving mandated end strength objectives in the FY 2007 NDAA and modular force structure plans.

Summary cost computations are provided by the following table:

BA 1**Recruiting and Retention**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Warrant Officer Accession and Retention Bonus | 999 | 49,485 | 49,455 | 127 | 49,485 | 6,292 |
| Company Grade Officer Critical Skill Retention Bonus | 12,401 | 20,000 | 248,011 | 1,697 | 20,000 | 33,948 |
| Dentist Accession Bonus | 9 | 200,000 | 1,784 | 3 | 131,000 | 393 |
| Medical Bonuses | - | - | - | 74 | 226,014 | 16,725 |
| Total | 13,409 | | 299,250 | 1,902 | | 57,358 |

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

FY 2009
(\$ in Thousands)
\$92,693

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).

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 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

| <u>Calendar year</u> | <u>OASDI Base</u> | <u>Medicare Base</u> |
|----------------------|-------------------|----------------------|
| 2008 | \$102,000 | No upper limit |
| 2009 | \$106,500 | No upper limit |

Funds provide the employer's Social Security Tax payment for mobilized Reserve, Guard, and active component overstrength officer personnel.

Summary cost computations are provided in the following table:

| BA 1 | Social Security | Total | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------|------------------------|-------------------------------|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | | | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| | | Reserve/Guard Mobilization | 11,568 | 5,126 | 56,317 | 13,571 | 5,645 | 76,607 |
| | | Active Component Overstrength | 4,468 | 5,151 | 23,017 | 3,246 | 4,956 | 16,086 |
| | | Total | 16,036 | | 79,335 | 16,817 | | 92,693 |

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

FY 2009
(\$ in Thousands)
\$2,478,940

Part I - Purpose and Scope

Funds provide basic pay for mobilized reserve component soldiers and for additional active component strength above the base budget level.

Part II - Justification of Funds Required

The FY 2009 military pay raise reflects a 3.9 percent across-the-board pay raise effective January 1, 2009. In FY 2009, funding for the Army's overstrength associated with the initial "Grow the Army" plan has been moved into the base budget. FY 2009 overstrength in this request represents acceleration of growth to 547.4K in order to meet the Chief of Staff of the Army directive to balance the force.

Summary cost computations are provided in the following table:

| BA2 | Base Pay | FY 2008 Enacted | | | FY 2009 Estimate | | |
|------------|-------------------------------|------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| | Reserve/Guard Mobilization | 58,795 | 29,866 | 1,755,978 | 65,613 | 32,406 | 2,126,280 |
| | Active Component Overstrength | 39,163 | 27,317 | 1,069,836 | 12,412 | 28,413 | 352,660 |
| | Total | 97,958 | | 2,825,814 | 78,025 | | 2,478,940 |

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

FY 2009
(\$ in Thousands)
\$552,332

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.

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 actuary estimate assumes a part-time and full-time Normal Cost Percentage (NCP) at 21.1 percent and 29.4 percent of basic pay for FY 2009, respectively.

Funds provide the Retired Pay Accrual payments for mobilized Reserve, Guard, and active component overstrength enlisted Soldiers.

Summary cost computations are provided in the following table:

| BA2 | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Retired Pay Accrual | | | | | | |
| Reserve/Guard Mobilization | 58,795 | 5,789 | 340,365 | 65,613 | 6,838 | 448,645 |
| Active Component Overstrength | 39,163 | 7,999 | 313,268 | 12,412 | 8,354 | 103,686 |
| Total | 97,958 | | 653,633 | 78,025 | | 552,332 |

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

FY 2009
(\$ in Thousands)
\$1,070,269

Part I - Purpose and Scope

In the FY 1998 NDAA, Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances, moved into this section due to a change in Section 603 of P.L. 105-85, the NDAA for FY 1998. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to Soldiers is authorized by 37 U.S.C. 403.

Part II - Justification of Funds Required

This program provides a cash allowance to those Soldiers not provided with government quarters adequate for themselves and their family members. This allowance enables such personnel to obtain civilian housing as a substitute.

Funds provide the BAH allowance for mobilized Reserve, Guard, and active component overstrength enlisted Soldiers.

Summary cost computations are provided in the following table:

| BA2 | FY 2008 Enacted | | | FY 2009 Estimate | | | |
|------------|-------------------------------|-----------------|-------------|-------------------------|-----------------|-------------|------------------|
| | BAH | Strength | Rate | Amount | Strength | Rate | Amount |
| | Reserve/Guard Mobilization | 63,201 | 10,972 | 693,450 | 65,613 | 13,482 | 884,586 |
| | Active Component Overstrength | 26,878 | 13,065 | 351,167 | 12,412 | 14,960 | 185,682 |
| | Total | 90,079 | | 1,044,617 | 78,025 | | 1,070,269 |

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

FY 2009
(\$ in Thousands)
\$1,095,890

Part I - Purpose and Scope

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

Family Separation Allowance: 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).

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).

Hazardous Duty Pay (HDP) and Assignment Incentive Pay (AIP) for 15 Month Deployment Policy: The monthly rate for HDP may *not exceed* \$1,500 per month. Funds provide additional payment to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty (37 U.S.C. 305). In May 2007, the Secretary of Defense implemented the 15 month “Boots on the Ground” deployment policy. Under the policy, Soldiers are entitled to an additional payment *not to exceed* \$3,000 for each month exceeding 12 months of deployment. The FY 2008 column contains \$185.609M of AIP for voluntary and involuntary extensions in Kuwait, Iraq and Afghanistan at rates of \$300, \$400, \$750, \$800 and \$1000.

Other Pays and Allowances. These funds reflect other pays and allowances for mobilized Reserve, Guard, and active component overstrength enlisted Soldiers supporting contingency operations. Other pays and allowances include, incentive pays, other special pays, clothing allowances, and separation pay.

Part II - Justification of Funds Requested

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

The FY 2009 request does not include \$61.277 million for special pays (HDP and HFP) for which Congressional action deferred consideration to the Overseas Contingency Operations Supplemental Request.

Summary cost computations are provided by the following table:

BA2**Special Pays**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Mobilized Guard & Reserve | | | | | | |
| Family Separation Allowance | 46,731 | 3,000 | 140,194 | 31,047 | 3,000 | 93,140 |
| Hostile Fire Pay | 40,383 | 2,700 | 109,035 | 30,669 | 2,700 | 82,806 |
| Hardship Duty Pay | 30,050 | 1,200 | 36,060 | 33,901 | 1,200 | 40,682 |
| Foreign Language Proficiency Pay | 14 | 3,204 | 45 | 346 | 4,327 | 1,496 |
| Incentive Pays | - | - | - | 3,070 | 6,191 | 19,007 |
| Other Special Pays | 3,102 | 4,493 | 13,938 | 2,952 | 4,493 | 13,264 |
| Clothing/Convalescent Soldier Clothing Allowance | 13,868 | 2,614 | 36,252 | 14,000 | 2,664 | 37,291 |
| Special Duty Assignment Pay | 50 | 4,162 | 207 | 1,043 | 4,490 | 4,682 |
| Overseas Station Allowance | 1,886 | 8,520 | 16,065 | 1,641 | 9,252 | 15,178 |
| CONUS COLA | 7,747 | 3,041 | 23,557 | 8,865 | 3,359 | 29,780 |
| Separation Pay | 5,587 | 1,104 | 6,168 | 20,913 | 1,147 | 23,988 |
| Total | | | 381,519 | | | 361,313 |

BA2**Special Pays**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|---|------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Active Component Deployed | | | | | | |
| Family Separation Allowance | 50,560 | 3,000 | 151,679 | 53,711 | 3,000 | 161,134 |
| Hostile Fire Pay | 113,267 | 2,700 | 305,820 | 111,925 | 2,700 | 302,197 |
| Hardship Duty Pay | 176,959 | 1,200 | 212,351 | 116,075 | 1,200 | 139,291 |
| Stop Loss Payment | - | - | - | - | - | - |
| Assignment Incentive Pay (Stop Loss) | | | | | | |
| Foreign Language Proficiency Pay | 1,178 | 1,815 | 2,138 | 1,180 | 1,815 | 2,142 |
| Incentive Pays | 4,283 | 1,836 | 7,864 | 4,280 | 1,836 | 7,858 |
| Other Special Pays | 8,954 | 3,017 | 27,015 | 8,900 | 3,017 | 26,851 |
| Clothing/Convalescent Soldiers Clothing Allowance | 33,834 | 529 | 17,898 | 33,900 | 539 | 18,274 |
| Separation Pay | 9,162 | 14,928 | 136,762 | 3,377 | 15,510 | 65,270 |
| Special Duty Assignment Pay | 2,100 | 4,593 | 9,646 | 2,100 | 4,593 | 9,645 |
| Overseas Station Allowance | 8,186 | 5,587 | 45,735 | 370 | 4,202 | 1,556 |
| CONUS COLA | 627 | 1,087 | 681 | 318 | 1,129 | 359 |
| Total | | | 917,589 | | | 734,576 |
| | | | 1,299,108 | | | 1,095,890 |

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

FY 2009
(\$ in Thousands)
\$534,754

Part I – Purpose and Scope

Funding will cover enlisted personnel incentives, bonuses, education benefits and retention bonuses. Payments are used as accession and retention incentives to fill critical Army Military Operational Skill (MOS) positions.

Enlistment Bonus: This incentive is authorized under the provisions of 37 U.S.C 309. As an enlistment tool, the Army may pay anyone who enlists a maximum of \$40,000 for at least a two year enlistment.

Selective Reenlistment Bonus: This incentive is authorized under the provisions of 37 U.S.C 308. As a retention tool, the Army may pay a Soldier in a critical skill up to \$90,000 for at least a three year reenlistment.

Critical Skill Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 323. As a retention tool, the Army may pay a Soldier in a critical skill up to a lifetime maximum of \$200,000 for at least a one year reenlistment. In December 2004, the Department of Defense authorized \$150,000 for a six year commitment for Special Forces.

Army College Fund: This incentive is authorized under the provisions of 38 U.S.C 3015. As an enlistment tool, the Army may augment the basic Montgomery GI Bill benefit (MGIB) for a recruit that enlists in a critical skill. The maximum augmentation is \$950 per month for 36 months when the Soldier utilizes the Basic MGIB.

Loan Repayment Program: This incentive is authorized under the provisions of 10 U.S.C 2171. The Army may repay approved loans for a Soldier who enlists in a critical skill. The loans are paid over a three year period. Army policy limits the loan to \$65,000.

Montgomery GI Bill Transferability: This incentive is authorized under the provision of 38 U.S.C 3020. As a retention tool, the Army may allow a Soldier in a critical skill to transfer 18 months of their MGIB to their spouse for a minimum of a four year reenlistment.

Referral Bonus: This incentive is authorized under the provisions of PL 109-163 Section 645(a), as augmented by the FY 2007 NDAA. To assist recruiting efforts, the Army may pay up to \$2,000 to a military member who refers a person to enlist in the Army.

Matching Thrift Saving Plan: This incentive is authorized under the provisions of PL 109-163 Section 606, as augmented by the FY 2007 NDAA. To assist recruiting efforts, the Army is directed to offer matching thrift saving plan funds.

Active First Enrollment Program: This is a new program where the Army National Guard recruits for the active component. Upon entry in the active component, a Soldier may receive up to \$15,000 for a 30 month enlistment or up to \$40,000 for a 48 month enlistment.

Part II – Justification of Funds Requested

If funding is not received, the Army will be at risk of not achieving planned accession and retention goals. Failing to fund any portion of the FY 2009 Accession Action plan, which provides an integrated view of required resources to achieve the annual officer and enlisted accession and retention missions, will negatively impact Army troop strength objectives required to sustain the overseas contingency operations and return balance to the Army. In addition, the Army will be at risk of not achieving mandated end strength objectives in the FY 2007 National Defense Authorization Act (NDAA) and modular force structure plans.

Summary cost computations are provided by the following table:

| BA 2 | | FY 2008 Enacted | | | FY 2009 Estimate | | |
|---------------------------------|---------------------------------|-----------------|--------|------------------|------------------|--------|----------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| Recruiting and Retention | Enlistment Bonus | 58,246 | 11,149 | 649,381 | 22,020 | 10,417 | 229,382 |
| | Reenlistment Bonus SRB | 36,653 | 11,222 | 371,518 | 20,056 | 13,500 | 270,757 |
| | Reenlistment Bonus CSRB | 350 | 71,000 | 24,850 | 222 | 73,450 | 16,286 |
| | Army College Fund | 2,905 | 5,268 | 11,457 | 1,848 | 5,426 | 10,029 |
| | Loan Repayment | 459 | 4,936 | 2,642 | 11,741 | 126 | 1,484 |
| | MGIB Transferability | 12,000 | 3,000 | 734 | 185 | 7,100 | 1,311 |
| | Referral Bonus | 3,300 | 2,000 | 6,600 | 2,163 | 2,000 | 4,325 |
| | Matching Thrift Saving Plan | 3,600 | 500 | 1,800 | 2,360 | 500 | 1,180 |
| | Active First Enlistment Program | 6,071 | 5,442 | 20,875 | - | 30,000 | - |
| | Total | 123,583 | | 1,089,857 | 60,594 | | 534,754 |

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

FY 2009
(\$ in Thousands)
\$189,823

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).

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 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

| <u>Calendar year</u> | <u>OASDI Base</u> | <u>Medicare Base</u> |
|----------------------|-------------------|----------------------|
| 2008 | \$102,000 | No upper limit |
| 2009 | \$106,500 | No upper limit |

Funds provide the employer's Social Security Tax payment for mobilized Reserve, Guard, and active component overstrength officer personnel.

Summary cost computations are provided in the following table:

| BA 2 | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Social Security | | | | | | |
| Reserve/Guard Mobilization | 58,795 | 2,269 | 133,407 | 65,613 | 2,479 | 162,660 |
| Active Component Overstrength | 39,163 | 2,094 | 81,996 | 12,412 | 2,188 | 27,163 |
| Total | 97,958 | | 215,403 | 78,025 | | 189,823 |

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

FY 2009
(\$ in Thousands)
\$1,507,050

Part I - Purpose and Scope

Funds provide for the payment of authorized Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK). SIK includes the cost of procuring subsistence (food and drink) for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Army provides subsistence in mess facilities and operational rations for members of all military services participating in OIF and OEF.

Basic Allowance for Subsistence is linked to the Department of Agriculture food plan indices. All enlisted members (except recruits and holdees) are entitled to BAS. Members continue to receive BAS while deployed. In addition to BAS for Active Component overstrength and mobilized Reserve Component Soldiers, the FY 2009 request includes funds for unrealized BAS collections that are assumed in the base military pay subsistence budget. These collections do not occur because Soldiers are in theater instead of home station.

Subsistence-in-Messes represents the cost of bulk subsistence for dining facilities operated in support of OIF and 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 are rations used for field subsistence. Operational rations 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. The SIK funds the cost of operational rations for both officers and enlisted Soldiers. The number of active duty personnel and the type of operational rations served determine costs for operational rations.

Part II - Justification of Funds Required

This budget activity includes the Basic Allowance for Subsistence (BAS) paid to mobilized Reserve, Guard, and Active component overstrength enlisted Soldiers.

Summary cost computations are provided in the following table:

BA 4 Enlisted Basic Allowance for Subsistence (BAS)

| Enlisted Total | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------------|-----------------|-------|----------------|------------------|-------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Reserve/Guard Mobilization | 56,802 | 3,429 | 194,783 | 65,613 | 3,798 | 249,207 |
| Active Component Overstrength | 40,457 | 3,429 | 138,732 | 11,840 | 3,798 | 44,972 |
| Unrealized Collections | | | | | | 226,726 |
| Total | 97,259 | | 333,515 | 77,453 | | 520,905 |

BA 4 SIK Subsistence-In-Kind (SIK)

| SIK | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--------------------------|-----------------|--------|------------------|------------------|--------|------------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| Subsistence in Messes | 122,756 | 8,056 | 988,964 | 170,154 | 8,256 | 1,404,737 |
| Meals Ready to Eat (MRE) | 23,191 | 11,432 | 265,116 | 7,979 | 11,726 | 93,558 |
| Unitized Group Rations | 34,658 | 7,758 | 268,875 | 15,958 | 7,949 | 126,850 |
| Total | 180,605 | | 1,522,955 | 194,091 | | 1,625,146 |

FY 2009 Bridge

| | | | |
|--------------------------|---------------|--------|----------------|
| Subsistence in Messes | 65,091 | 8,256 | 537,370 |
| Meals Ready to Eat (MRE) | 3,623 | 11,778 | 42,671 |
| Unitized Group Rations | 7,389 | 7,979 | 58,959 |
| Total | 76,102 | | 639,000 |

Remaining Request

| | | | |
|--------------------------|---------------|--------|----------------|
| Subsistence in Messes | 105,063 | 8,256 | 867,367 |
| Meals Ready to Eat (MRE) | 4,320 | 11,778 | 50,887 |
| Unitized Group Rations | 8,508 | 7,979 | 67,891 |
| Total | 76,102 | | 986,146 |

Total Subsistence of Enlisted Personnel **1,856,470** **2,146,050**

Remaining Request **1,507,050**

PERMANENT CHANGE OF STATION

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

FY 2009
(\$ in Thousands)
\$150,985

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 traveling individually or as part of an organized unit in support of OIF and 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.

Part II – Justification of Funds Requested

Funding supports 11,424 moves needed to 1) man transition teams which train and advise Iraqi and Afghan security forces in the areas of intelligence, communications, fire support, logistics and infantry tactics; 2) reset the forces to 105 percent of authorized fill levels in support of deploying units for OIF and OEF, and; 3) man the headquarters staff function of the Multinational Forces - Iraq (MNF-I) which is engaged in establishing security, restoring effective government and overseeing reconstruction projects.

Summary cost computations are provided in the following table:

| BA 5 | Total | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------|-------------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| PCS | Accession Moves | 3,121 | 2,963 | 9,246 | - | - | - |
| | Training Moves | 740 | 6,671 | 4,939 | - | - | - |
| | Operational Moves | 12,892 | 10,361 | 133,573 | 6,854 | 12,068 | 82,714 |
| | Rotational Moves | 14,179 | 12,081 | 171,302 | 4,570 | 14,939 | 68,271 |
| | Separation Moves | 6,512 | 3,107 | 20,231 | - | - | - |
| | Unit Moves | 388 | 3,447 | 1,338 | - | - | - |
| | Total | 37,832 | | 340,628 | 11,424 | | 150,985 |

CASUALTY AND DISABILITY BENEFITS

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

FY 2009
(\$ in Thousands)
\$226,525

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 program for service members on active duty. These payments are required to the Department of Veterans Affairs, under section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates. The T-SGLI program is a relatively new program that 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. Death gratuity payments are made to survivors of members dying on active duty. The amount payable was increased from \$12,000 to \$100,000 in Section 664 of the FY 2006 NDAA.

Part II – Justification of Funds Requested

Funds are required to make extra hazard payment to the Department of Veterans Affairs to finance the increased number of SGLI death claims for the remaining portion of policy year 2008, which is not on a fiscal year basis (policy year based on July 1 – June 30), and a portion of policy year 2009. The estimated average claim for 2008 was \$392,047 and is expected to remain at that level in policy year 2009. In addition, Section 606 of the FY 2007 NDAA directs the Department to pay full SGLI/TSGLI premium coverage for Soldiers during service in OIF or OEF.

The FY 2009 Overseas Contingency Operations Supplemental Request for T-SGLI has increased from the FY 2008 GWOT request due to benefit enhancements. Based on a one-year review of the TSGLI program by the Department of Veterans Affairs, it was determined that because of changes in the type of injuries occurring as well as medical enhancements in treatment, certain program design changes were necessary. Benefit enhancements were recommended in the areas of blindness, paralysis, amputation, burns, facial reconstruction and a providing a proxy for adjudicating Other Traumatic Injury (OTI) and Traumatic Brain Injury (TBI) claims. The requested amounts reflect the current T-SGLI claim costs in excess of premiums paid plus the benefit enhancements for the current year (Prospective), as well as the benefit enhancements retroactively to October 7, 2001 (Retroactive).

Death gratuity requirements are based upon the recent mortality rate of individuals serving in a combat zone and the statutory gratuity rate.

Summary cost computations are provided in the following table:

BA 6**Casualty and Disability**

| | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--------------------------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount |
| SGLI | 506 | 400,000 | 202,356 | 502 | 400,000 | 200,718 |
| T-SGLI Prospective | - | - | 21,685 | | | 27,456 |
| TSGLI Retroactive | - | - | - | | | 24,455 |
| SGLI/T-SGLI Insurance Premium | 152,092 | 348 | 52,928 | 152,000 | 348 | 52,896 |
| Death Gratuity (Combat Deaths) | 602 | 100,000 | 60,220 | 960 | 100,000 | 96,000 |
| Total | 153,200 | | 337,189 | 153,462 | | 401,525 |

FY 2009 Bridge

| | | | | | | |
|--------------------------------|--|--|--|----------------|---------|----------------|
| SGLI | | | | 227 | 400,000 | 90,752 |
| T-SGLI Prospective | | | | | | 14,248 |
| TSGLI Retroactive | | | | | | 6,106 |
| SGLI/T-SGLI Insurance Premium | | | | 111,764 | 348 | 38,894 |
| Death Gratuity (Combat Deaths) | | | | 250 | 100,000 | 25,000 |
| Total | | | | 112,241 | | 175,000 |

Remaining Request

| | | | | | | |
|--------------------------------|--|--|--|---------------|---------|----------------|
| SGLI | | | | 275 | 400,000 | 109,966 |
| T-SGLI Prospective | | | | | - | 13,208 |
| TSGLI Retroactive | | | | | - | 18,349 |
| SGLI/T-SGLI Insurance Premium | | | | 40,236 | 348 | 14,002 |
| Death Gratuity (Combat Deaths) | | | | 710 | 100,000 | 71,000 |
| Total | | | | 41,221 | | 226,525 |

ADDITIONAL MOBILIZATION/DEPLOYMENT COSTS

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

FY 2009
(\$ in Thousands)
\$95,314

Part I – Purpose and Scope

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

Unemployment Benefits: Payments to ex-service members 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.

Reserve Income Replacement Program (RIRP): The Congress authorized payments in the FY 2006 NDAA to Reserve and Guard Soldiers who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations.

Interest on Uniformed Services Savings Deposits: Is a program authorized by Section 1035 of 10 U.S.C. This is a savings program for overseas members participating in temporary duty contingency operations.

Part II – Justification of Funds Requested

Eligibility for unemployment benefits is defined as active service in the armed forces where an individual was discharged under honorable conditions and completed the first full term of active service; or was discharged before completing the first term under an early release program because of hardship, for medical reasons, for personality disorders, or ineptitude (but only if the service was continuous for 365 days or more).

RIRP costs are primarily the result of Reserve Component mobilization and provide the necessary compensation to qualified Reserve and Guard Soldiers serving an involuntary mobilization tour on active duty and who would otherwise be earning more income if they were serving in their normal civilian occupation. Payment for the RIRP is capped at \$3,000 per month.

Funds are required to provide Interest on Uniformed Services Savings Deposits to fund the difference between a 10 percent annual rate of return paid under this program and average Treasury bill rates.

Summary cost computations are provided in the following table:

| | | FY 2008 Enacted | | | FY 2009 Estimate | | |
|---------------------------------|------------------------------------|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| BA 6 | | | | | | | |
| Other | Unemployment Benefits | 10,907 | 13,741 | 149,870 | 5,482 | 13,741 | 90,334 |
| | Reserve Income Replacement Program | 491 | 823 | 404 | 9,964 | 823 | 8,200 |
| | Services Savings Deposits | 8,558 | 1,472 | 12,597 | 14,796 | 1,472 | 21,780 |
| | Total | 19,955 | | 162,871 | 30,242 | | 120,314 |
| | | | | | | | |
| <u>FY 2009 Bridge</u> | | | | | | | |
| | Unemployment Benefits | | | | 1,819 | 13,741 | 25,000 |
| | Reserve Income Replacement Program | | | | - | 823 | - |
| | Services Savings Deposits | | | | - | 1,472 | - |
| | Total | | | | 1,819 | | 25,000 |
| | | | | | | | |
| <u>Remaining Request</u> | | | | | | | |
| | Unemployment Benefits | | | | 4,755 | 13,741 | 65,334 |
| | Reserve Income Replacement Program | | | | 9,964 | 823 | 8,200 |
| | Services Savings Deposits | | | | 14,796 | 1,472 | 21,780 |
| | Total | | | | 29,514 | | 95,314 |

**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 2009
(\$ in Thousands)
\$116,901

Part I – Purpose and Scope

Funds support additional annual training days needed to conduct pre-mobilization training for deploying units.

Part II – Justification of Funds Requested

Annual Training (\$81 million): Funds provided additional training days required to support collective training events during pre-mobilization. In the Ready phase, units require an additional 21 to 29 days of annual training to participate in the Warrior Exercise, a 21-day training event. Soldiers and units within the Ready phase require additional annual training days for planning, preparation, and post-exercise requirements such as equipment turn-in and inventory. Funds supported 20 additional days of annual training for over 20,000 Soldiers. Soldiers need additional mandays to become proficient and fully trained in their wartime missions to meet the required capability sets to support Combatant Commanders.

Yellow Ribbon Reintegration Program (\$36 million): The FY 2009 Overseas Contingency Operation Supplemental supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events. 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 service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition, and methods for coping with these issues is also integral to this post-deployment phase.

| | | FY 2008 Enacted | | | FY 2009 Estimate | | |
|------------------------------------|--------------------------|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Annual Training | Total | | | | | | |
| | Officer | - | - | - | 7,349 | 4,406 | 32,380 |
| | Enlisted | - | - | - | 22,076 | 2,200 | 48,566 |
| | Total | - | - | - | 29,425 | | 80,946 |
| | | FY 2008 Enacted | | | FY 2009 Estimate | | |
| | | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Yellow Ribbon Reintegration | Training | 3,494 | 141 | 2,956 | 25,077 | 141 | 21,215 |
| | Travel | 1,747 | 195 | 2,044 | 12,598 | 195 | 14,740 |
| | Total | 5,241 | | 5,000 | 37,675 | | 35,955 |
| | Total Pay Group A | | | 5,000 | | | 116,901 |

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

FY 2009
(\$ in Thousands)
\$167,254

Part I – Purpose and Scope

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

Foreign Army Training Command (FA TRAC) units train Iraqi and Afghani forces. Soldiers assigned to FA TRAC units receive pre-mobilization training prior to deployment.

Strong Bonds focuses on reuniting Soldiers and their spouses in order to ease the stress of mobilizations. During pre and post deployment training, Soldiers and their spouses are afforded support during deployment and reintegration into their Families and communities through voluntary education and marriage enrichment workshops.

Ready Response Reserve Unit (R3U) is a test program of select units of volunteer Soldiers available to deploy to execute short or no-notice global missions and surge requirements without being mobilized. The increased mandays provide for increased training to support a high level of readiness for these Army Reserve units.

The Army Force Generation (ARFORGEN) program funds additional mandays for key unit personnel to prepare next deploying units for mobilization. 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.

Validate Training funds additional mandays for personnel to validate the training conducted during pre-mobilization. Each unit in the Ready cycle of ARFORGEN will receive one evaluator to support training readiness, certification and validation requirements and to update training databases.

The Yellow Ribbon Reintegration Program provides reserve members and their Families with crucial information, services, referral, and proactive outreach opportunities throughout the entire deployment cycle.

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

Part II – Justification of Funds Requested

Pre-mobilization Training, (\$82.9 million): Provides pre-mobilization training that directly supports readiness training strategies because of the 12-month mobilization policy. Funds will provide an additional 17 days of training to conduct pre-mobilization training for up to 130 tasks previously conducted in post mobilization status. Training supports approximately 20,000 Soldiers in the Ready cycle. Training includes convoy training, Improvised Explosive Device (IED) training, security training, first aid, map reading, weapons qualification, personnel search, react to indirect fire, country orientation, medical threat, Combat Life Saver Training, rules of engagement, and collective training (training, either in institutions or units, that prepare cohesive teams and units to accomplish their missions). Under the train, mobilize, and deploy pattern, Reserve Component forces must be completely trained prior to reaching the mobilization station to maximize boots on ground during deployment. To support deploying units, the Army Reserve will utilize five Regional Training Centers (RTC) with a staff of 40 Soldiers each. Soldiers assigned to RTCs will require 14 additional days to train and support the Operating Force units in the Ready cycle as they conduct pre-mobilization training. Funding supports Soldiers placed on duty to load/unload equipment at the RTC in preparation for the unit's arrival and conduct of pre-deployment training. Training or preparation prior to date on the mobilization order must be paid with Reserve Component funding.

Foreign Army Training Command (FA TRAC), (\$4.8 million): Provides pre-mobilization training for Army Reserve (AR) units selected to train Iraq and Afghanistan forces. The AR will send approximately 850 Soldiers to participate in 30 to 40 days of pre-mobilization training at two or more locations. The resources will fund travel, per diem, and pay and allowances. Selected Soldier instructors will be deploying to Iraq and Afghanistan to train foreign Soldiers to an adequate level of combat readiness to enable them to assume combat roles without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, land navigation, rules of land warfare, IED recognition, cultural awareness training, and other theater-specific requirements. Soldiers will also prepare to instruct these same tasks to Iraqi and Afghan Soldiers.

Strong Bonds, (\$3.5 million): The Chaplain Strong Bonds program is an Army level program focused on reuniting Soldiers and their spouses, in order to ease the stress of mobilizations. During post-deployment training, Soldiers and their spouses are afforded support during their reintegration back into Families and communities through voluntary education and marriage enrichment workshops. Research indicates training, such as Strong Bonds, helps Families stay intact by reducing the risk of abuse and divorce. Program funding supports 160 three-day workshops, Chaplain instructor pay and allowances for planning and conducting training and one travel day for the Army Reserve Soldiers who attend.

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

Ready Response Reserve Unit (R3U), (\$6.2 million): The R3U is a pilot program to test a method for gaining assured, predictable deployable access to RC capabilities. Select units will require volunteers who are available to deploy with units to execute short or no-notice global missions and surge requirements without being mobilized. This test program will allow the Reserve Components to gain better access to its capabilities by leveraging volunteerism to fill Army capabilities during the first 30 days of a contingency. The three units participating in this test will require additional training mandays to bring the unit to a C1 level of readiness. Units will train on company level deployment exercises, company level field training exercises, platoon lanes and situational exercises. Funds will cover pay, allowances, travel and per diem for approximately 270 Soldiers. R3U will provide quick and responsive support to Combatant Commander for Global contingencies.

Army Force Generation (ARFORGEN), (\$37 million): Army Reserve Soldiers in both the Operating and Generating Force will need additional mandays to support ARFORGEN readiness. Funding will provide additional full-time equivalent (FTE) mandays for key unit personnel to prepare next deploying units for mobilization to include the activities of maintenance, supply, medical, administration, planning, pay, logistics and other categories of mobilization support. With limited mandays to accomplish the requirements to train, mobilize, and deploy under the ARFORGEN paradigm, Army Reserve must rely on additional mandays to help train mobilizing units.

Validate Training, (\$27.9 million): Funds will provide additional mandays to validate the pre-mobilization training tasks because of the 12-month mobilization policy. Each of the 220 units in the Ready cycle will receive one evaluator to support training readiness, certification, and validation requirement to include updating training databases.

Post Deployment Health Reassessment (PDHRA), (\$5 million): Supports mandated Army Reserve Post-Deployment Health Reassessment program as directed by the FY 2005 NDAA. Office of the Surgeon General (OTSG) guidance directed Active and Reserve Components to complete a reassessment on Soldiers within three to six months of redeployment to manage the Soldier's health needs. The reassessment will focus on behavioral and physical health issues that emerge over time after deployments. Funding supports pay and allowances for 36,200 Soldiers to receive health evaluations and treatment as well as pay and allowances for 34 Care Coordinators. Funding will ensure that timely required post health reassessments are conducted to ensure Soldier's health conditions are identified, diagnosed, and properly treated. This program maintains unit readiness and provides healthy Soldiers and ready units to Combatant Commanders supporting world-wide engagements.

| Special Training | FY 2008 Enacted | | | FY 2009 Estimate | | |
|-------------------------|------------------------|--------------------|----------------------|-------------------------|--------------------|----------------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officers | 7,055 | 364 | 25,680 | 17,023 | 393 | 66,900 |
| Enlisted | 15,133 | 203 | 30,720 | 46,246 | 217 | 100,354 |
| Total | 22,188 | | 56,400 | 63,269 | | 167,254 |

NATIONAL GUARD
PRE/POST MOBILIZATION TRAINING

Appropriation: National Guard Personnel, Army
Budget Activity 1: Pay Group A Training
Budget Line Item: Annual Training and Inactive Duty Training

FY 2009
(\$ in Thousands)
\$538,586

Part I – Purpose and Scope

Provides pre-mobilization training and increased readiness to units in order to reduce post mobilization training and maximize soldier in theater time (boots on the ground) in support of the war effort. The new training strategy is a direct result of the SECDEF RC Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization time for ARNG units allows them to have more time at home station and contact time with employers as well as families. This will build the required readiness of a unit at home station rather than at the mobilization station by providing the additional increase levels of mandays, training, and support compared to the base budget requirements, prior to the units being mobilized. Units in the first and second years prior to mobilization are required to accomplish and be certified for full spectrum operations in individual and collective training in order to maximize the use of the unit in the 12 month mobilization time. Given this new strategy, only 2 to 3 months of additional training for the units specified mission in theater will be required which will allow for 9 to 10 months in theater combat time.

Part II – Justification of Funds Requested

Additional Pay Group A Training Periods: Pay Group A requires funding to support pay and allowances for soldiers participating in required training related to war. This training includes Unit Soldier Readiness Processing, Warrior Task Testing, Military Tactical Vehicle Drivers Training and Individual/ Crew Weapons Training among the various exercises Commanders implement to ensure soldier readiness, and Post Deployment Health Risk Assessments. These tasks are completed during additional authorized days of Annual Training, Unit Training Assemblies and Active Duty Training. Current base funding allows for squad level proficiency training but a shortage exists above base funding authorizations to achieve required collective proficiency levels prior to mobilization.

The Annual Training, Inactive Duty Training and Active Duty for Operational Support (AT/IDT/ADOS) periods are for instruction and training of personnel in the Army National Guard. Individual and collective training are conducted during these periods. These periods of instruction prepare Soldiers for all phases of the unit mission. The Reserve Component Utilization policy requires that units are "more ready" in terms of soldier training, administrative readiness, and medical readiness than in years past. This is due to the shortening of the time available at the mobilization stations under this policy. In past years, units spent from 4-6 months at mobilization stations. Under the new mobilization policy, mobilization station time and mission time, "boots on the ground", and demobilization must not exceed 12 months total. Therefore, units must now arrive at the mobilization station more ready so that the unit can accomplish 9-10 months boots on the ground executing their assigned mission.

Accelerated Growth to 358,200: The FY 2009 Overseas Contingency Operations Supplemental supports the Grow the Army Initiative, specifically to increase the Army National Guard's end strength to 358,200 and AGR strength to 32,060. In January 2007, the President announced that the United States would increase the overall strength of the Army and Marine Corps over the next 5 years to enhance the combat capability of U.S. ground forces, reduce stress on deployable personnel, and provide the necessary forces for success in the long war on terror.

Post Deployment Health Reassessment (PDHRA): This is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 and designed to identify and address health concerns, with specific emphasis on mental health, that have emerged over time since deployment. The PDHRA provides for a second health assessment using DD Form 2900 during the three- to six-month time period after return from deployment, ideally at the three to four month mark. The reassessment is scheduled for completion before the end of 180 days after return so that Reserve Component members have the option of treatment using their TRICARE health benefit.

Yellow Ribbon Reintegration Program: The request supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events.

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 (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

Summary cost computations are provided in the following table:

| Pay Grp A | FY 2008 Actuals | | | FY 2009 Estimate | | | |
|--|-----------------|----------------|------|------------------|------------------|------|----------------|
| | Total | Strength | Rate | Amount | Strength | Rate | Amount |
| Training Days | Officer | 124,264 | 277 | 34,421 | 306,414 | 292 | 89,473 |
| Additional 6 Days of AT, 7 UTAs & 19 Days ADT | Enlisted | 666,511 | 135 | 89,979 | 2,133,755 | 143 | 305,127 |
| | Total | 790,775 | | 124,400 | 2,440,170 | | 394,600 |

| FY 2009 Bridge | | | |
|----------------|----------------|-----|---------------|
| Officer | 12,861 | 292 | 3,755 |
| Enlisted | 89,124 | 143 | 12,745 |
| Total | 101,985 | | 16,500 |

| Remaining Request | | | |
|-------------------|------------------|-----|----------------|
| Officer | 293,553 | 292 | 85,718 |
| Enlisted | 2,044,631 | 143 | 292,382 |
| Total | 2,338,185 | | 378,100 |

| Pay Grp A | FY 2008 Actuals | | | FY 2009 Estimate | | | |
|--------------------------------|-----------------|----------|------|------------------|----------------|------|----------------|
| | Total | Mandays | Rate | Amount | Mandays | Rate | Amount |
| ***Accelerated Requirements*** | Officer | - | - | - | 80,123 | 292 | 23,396 |
| Grow the Army | Enlisted | - | - | - | 547,720 | 143 | 78,324 |
| | Total | - | | - | 627,844 | | 101,720 |

| Pay Grp A | FY 2008 Actuals | | | FY 2009 Estimate | | | |
|------------------------|-----------------|----------|------|------------------|---------------|------|--------------|
| | Total | Strength | Rate | Amount | Strength | Rate | Amount |
| Post Deployment Health | Training | - | - | - | 13,890 | 344 | 4,778 |
| Reassessment (PDHRA) | Travel | - | - | - | 13,880 | 25 | 347 |
| | Total | - | | - | 13,890 | | 5,125 |

| Yellow Ribbon Reintegration Program | FY 2008 Actuals | | | FY 2009 Estimate | | | |
|-------------------------------------|-----------------|----------|------|------------------|----------------|------|---------------|
| | Total | Strength | Rate | Amount | Strength | Rate | Amount |
| Training | | | | - | 145,372 | 344 | 50,008 |
| Travel | | | | - | 145,320 | 25 | 3,633 |
| Total | | | | - | 145,372 | | 53,641 |

Total Pay Group A Remaining Request **538,586**

Appropriation: National Guard Personnel, Army
Budget Activity 1: Reserve Pre and Post Mobilization Training
Budget Line Item: Special Training

FY 2009
(\$ in Thousands)
\$330,947

Part I – Purpose and Scope

Funding in FY 2009 continues to support pre-mobilization training and readiness and maximize soldiers in theater time (boots on the ground) in support of the GWOT under the SECDEF RC Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization time for ARNG units allows them to have more time at home station and contact time with employers as well as families. This will build the required readiness of a unit at home station rather than at the mobilization station by providing the additional mandays, training, support, and schools, compared to the base budget requirements, prior to the units being mobilized. Given this new strategy, only 2 to 3 months of additional training for the units specified mission in theater will be required which will allow for 9 to 10 months in theater combat time.

Part II – Justification of Funds Requested

Based on the requests for forces, ARNG requires increased funding to support organizing, administration, instruction, training and unit readiness of BCTs supporting OEF/OIF. Current base funding provides funding for the ARNG to certify units up to squad level proficiency. Additional funding requested allows for Company Maneuver Exercises, Battalion Field Training Exercises and National Guard led Soldier Readiness Processing. Funding will assist the impacted Brigades in meeting training requirements for increased readiness, certification of training, and bring on full time soldiers to do preparatory, administration, logistical, and coordination for collective training events. The Full-time Support of Active Guard and Reserve/ Pre-mobilization Training Assistors and Evaluators (FTS AGR/PTAE) periods are for instruction and training of personnel in the Army National Guard. Individual and collective training are conducted during the pre-mobilization periods. These periods of instruction prepare Soldiers for all phases of the unit mission. CBRNE Consequence Management Response Force (CCMRF) operations to replace Active component personnel being deployed to OEF are included in this request.

The funds requested in this paragraph include CCMRF mission funding, Pre-Mobilization Training Assistance Element support, Full Time AGR support, FTE 7 Days for Mobilizing Soldiers, ADSW Support for State Headquarters and Battle Command Training Capability.

Summary cost computations are provided in the following table:

| | | FY 2008 Actuals | | | FY 2009 Estimate | | |
|--------------------------|--------------|------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| Special Training | Total | | | | | | |
| | Officer | 161,694 | 277 | 44,789 | 279,582 | 292 | 81,638 |
| | Enlisted | 1,188,954 | 135 | 160,509 | 1,911,252 | 143 | 273,309 |
| | Total | 1,350,648 | | 205,298 | 2,190,834 | | 354,947 |
| FY 2009 Bridge | | | | | | | |
| | Officer | | | | 15,164 | 292 | 4,428 |
| | Enlisted | | | | 136,867 | 143 | 19,572 |
| | Total | | | | 152,032 | | 24,000 |
| Remaining Request | | | | | | | |
| | Officer | | | | 264,418 | 292 | 77,210 |
| | Enlisted | | | | 1,774,385 | 143 | 253,737 |
| | Total | | | | 2,038,802 | | 330,947 |

Appropriation: National Guard Personnel, Army
Budget Activity 1: Reserve Component Training and Support
Budget Line Item: School Training for Soldiers scheduled for OCO Deployment

FY 2009
(\$ in Thousands)
\$0

Refresher and Proficiency Training: These funds support the incremental training costs for Soldiers being deployed for OIF/OEF to achieve and maintain proficiency in specific military occupational specialties. They also provide doctrinal updates in concert with force modernization efforts of new techniques, weapon systems, changing missions, refresher pilot training, and new equipment training. Required personnel will attend additional skills or special qualification training with this funding. Training includes Combat Life Saver, Medical Proficiency training, and sustainment (Combat Medic, Sniper, Ranger, Pathfinder, counter IED training, Infantry Mortar Leader Course, Bradley Gunner Proficiency Training, and Convoy Live Fire Training) to support requirements in country for Coalition Forces Land Component Command (CFLCC).

Summary cost computations are provided in the following table:

| Refresher & Proficiency | Total | FY 2008 Actuals | | | FY 2009 Estimate | | |
|------------------------------------|--------------------------|------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| Critical Skills | Officer | 6,985 | 209 | 10,230 | 45,596 | 292 | 13,314 |
| | Enlisted | 418,474 | 97 | 40,517 | 315,984 | 143 | 45,186 |
| | Total | 425,459 | | 50,747 | 361,580 | | 58,500 |
| | FY 2009 Bridge | | | | Strength | Rate | Amount |
| | Officer | | | | 45,596 | 292 | 13,314 |
| | Enlisted | | | | 315,984 | 143 | 45,186 |
| | Total | | | | 361,580 | | 58,500 |
| | Remaining Request | | | | | | |
| | Officer | | | | - | - | - |
| | Enlisted | | | | - | - | - |
| | Total | | | | - | - | - |

**NATIONAL GUARD
RECRUITING AND RETENTION**

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

FY 2009
(\$ in Thousands)
\$569,800

Part I – Purpose and Scope

Funds will support Recruiting and Retention enablers such as Enlistment Bonuses, Retention Bonuses, Military Operational Skill (MOS) Conversion Bonuses, Recruiter Incentive Program (RIP), Recruiter Mandays (Active Duty Special Work – ADSW) and the Montgomery GI Bill Transferability. Funding will facilitate the Army National Guard’s (ARNG) Recruiting and Retention efforts and achieve readiness goals.

Part II – Justification of Funds Requested

Enlistment, reenlistment and MOS bonuses are vital incentives to achieved accessions and retentions to fill critical Army National Guard MOS’s. Enlistment and reenlistment bonuses are key factors in retaining Soldiers and attracting new Soldiers to the ARNG.

The Recruiter Incentive Program (RIP) is to increase volume and quality of enlistments and officer accessions into the Army National Guard by sustained overproduction of the recruiting force. The Army National Guard has developed, in conjunction with Active Army, a pilot program which will enhance recruiting by encouraging recruiters to overproduce against monthly mission.

The ADSW Recruiter Mandays requirements will fund additional officer and non-commissioned officer recruiting and retention personnel, to augment existing State and Territory Recruiting and Retention efforts. These additional personnel will enable the ARNG to meet its full end strength by the end of FY 2009. Additional ADSW recruiters are a critical component of the overall ARNG Recruiting and Retention strategy to maintain our congressionally mandated end strength of 358,200, in order to ensure full readiness for and support of essential National Security missions, including Overseas Contingency Operations and homeland defense/disaster response contingencies.

Funding will facilitate the Army National Guard’s (ARNG) Recruiting and Retention efforts and achieve unit readiness goals to support war related responsibilities.

Summary cost computations are provided in the following table:

| Recruiting and Retention | Total | FY 2008 Enacted | | | FY 2009 Estimate | | |
|--------------------------|----------------------------|-----------------|----------|----------------|------------------|--------|----------------|
| | | Strength | Rate | Amount | Strength | Rate | Amount |
| | Enlistment Bonus | 21,532 | 8,000 | 172,248 | 32,682 | 8,000 | 261,454 |
| | Reenlistment Bonus | 30,239 | 8,000 | 241,912 | 32,830 | 8,000 | 262,645 |
| | MOS Conversion | 200 | 2,000 | 400 | 200 | 2,000 | 400 |
| | Recruitment Referral Bonus | 41,750 | 296 | 12,358 | 57,000 | 296 | 16,872 |
| | Recruiter Mandays (ADSW) | 2,788 | 61,511 | 171,468 | 1,291 | 61,503 | 79,429 |
| | Total | 96,508 | | 598,386 | 124,003 | | 620,800 |
| | FY 2009 Bridge | | | | | | |
| | Enlistment Bonus | - | - | - | 1,418 | 8,000 | 11,344 |
| | Reenlistment Bonus | - | - | - | 4,957 | 8,000 | 39,656 |
| | Total | - | - | - | 6,375 | | 51,000 |
| | Remaining Request | | | | | | |
| | Enlistment Bonus | - | - | - | 31,264 | 8,000 | 250,110 |
| | Reenlistment Bonus | - | - | - | 27,873 | 8,000 | 222,989 |
| | MOS Conversion | - | - | - | 200 | 2,000 | 400 |
| | Recruitment Referral Bonus | - | - | - | 57,000 | 296 | 16,872 |
| | Recruiter Mandays (ADSW) | - | - | - | 1,291 | 61,503 | 79,429 |
| | Total | - | - | - | 117,628 | | 569,800 |