



NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1382

NGB-ARH

28 May 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance for Units Mobilizing After 1 September 2009 Without Stop Loss (NGB-ARH Policy # 09-020)

1. References:

a. Section 307a of title 37, United States Code, as amended by P.L. 110-417, Div A, Title VI, Subtitle B, § 614(b), 14 October 2008.

b. Army Regulation (AR) 40-501, Standards of Medical Fitness, 14 December 2007 with RAR, dated 10 September 2008.

c. Memorandum, Office of the Under Secretary of Defense, subject: Assignment Incentive Pay (AIP) – Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Incentive, 19 May 2009.

d. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), subject: Assignment Incentive Pay (AIP) – Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Incentive, 27 May 2009

e. Department of the Army Personnel Policy Guidance (PPG) for Contingency Operations in Support of Global War on Terrorism (GWOT), 13 February 2008 with update, dated 13 April 2009.

f. National Guard Regulation (NGR) 600-200, Enlistment Personnel Management, 1 October 2006.

2. Purpose. The purpose of this memorandum is to provide implementation guidance for Deployment Extension Stabilization Pay (DESP), which is a form of Assignment Incentive Pay (AIP), for ARNG units mobilizing on or after 1 September 2009 without Stop Loss. The DESP program is designed to stabilize ARNG units through mobilization. This program will have a positive impact on unit readiness by reducing cross-leveling and attrition well in advance of the unit's mobilization date. The intent is that Soldiers who train together in a pre-mobilization environment will mobilize together.

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3. Applicability. This implementation guidance applies to eligible ARNG personnel in the grade of E3-E8, WO1-CW3 and O2-O4 assigned or reassigned (cross-leveled) to units mobilizing on or after 1 September 2009. This guidance will remain in effect until superseded or suspended.

4. Definitions.

a. Service Obligation. For the purpose of this implementation guidance, the service obligation for enlisted members ends on their Expiration Term of Service (ETS) date. The service obligation of commissioned officers and warrant officers ends on the last day of their Mandatory Service Obligation (MSO) or any applicable Active Duty Service Obligation (ADSO), unless earlier terminated by their Mandatory Removal Date (MRD).

b. Soldiers. The term Soldiers includes all enlisted members.

c. Officers. The term Officers includes both commissioned and warrant officers.

5. General Criteria.

a. Eligibility window. The window of eligibility for DESP begins when the Soldier's or Officer's service obligation expires within the period beginning 180 days prior to the unit's projected mobilization date and ending 365 days after the unit's mobilization date (M-180 through M+365).

b. Identification Window. Commanders will make every effort to identify Soldiers and Officers with a service obligation that expires during the eligibility window as close to the unit's sourcing as possible. It is recommended that commanders also identify potential vacancies which will require a request for cross-level personnel as close to the unit's sourcing as possible.

c. Decision window. The decision window to contract for DESP will vary depending upon the unit's projected mobilization date; however, the decision window generally begins 365 days prior to the unit's projected mobilization date (M-365) and ends as specified in subparagraphs (1) and (2), below. Eligible Soldiers who contract for DESP will sign an extension contract (DA Form 4836) and eligible Soldiers and Officers will sign a DESP written agreement during the decision window (enclosure 1). This extension agreement must cover a minimum of one year or up to a maximum of 21 months, which must include 365 days of voluntary mobilization, plus 90 days for post-mobilization reintegration, whichever is greater.

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(1) The decision window for eligible Soldiers is M-365 to M-1.

(2) The decision window for eligible Officers is M-365 to M-180 to allow for cross-leveling and promotions of deploying Officers into the vacated positions. Commanders will make every effort to identify Officers with a service obligation that expires during the eligibility window as close to the unit's sourcing as possible. If an Officer elects to resign their commission or retire, the command will initiate action immediately.

d. Soldiers and Officers must be medically deployable to be eligible for the payment of DESP, as determined by a mobilization station's Soldier Readiness Processing (SRP). The Medical Protection System (MEDPROS) database must reflect a Medical Readiness Class 1, 2 or 3A IAW AR 40-501, paragraph 11-5 (reference 1b) when the agreement is signed and throughout mobilization. If a Soldier or Officer is not medically deployable based upon the final mobilization station SRP, the Soldier or Officer will have 25 days from the final mobilization station SRP to become medically deployable. If the Soldier or Officer does not become medically deployable within that time period, the DA Form 4836 and the DESP agreement will be void.

e. DESP Payment.

(1) Units mobilizing on 1 September 2009 through 31 March 2010. Eligible Soldiers and Officers who are assigned or cross-leveled to these units who contract for DESP during the decision window, which begins 365 days prior to the unit's projected mobilization date and ends on either the day prior to the mobilization date (for Soldiers) or 180 days prior to the mobilization date (for Officers), will be paid \$500 a month after the mobilization date. DESP will be paid in monthly installments after the mobilization date for each month the Soldier or Officer is mobilized, not to exceed 12 payments.

(2) Units mobilizing on or after 1 April 2010.

(a) Eligible Soldiers and Officers who are assigned to these units who contract for DESP from M-365 to M-180 will be paid \$500 a month after the mobilization date. Soldiers who contract for DESP from M-179 to M-80 will be paid \$350 a month after the mobilization date. Soldiers organic to the mobilizing unit may not contract for DESP from M-89 to the mobilization date. An election must be made prior to M-89. DESP will be paid in monthly installments after the mobilization date for each month the Soldier or Officer is mobilized, not to exceed 12 payments.

(b) Eligible Soldiers and Officers cross-leveling into mobilizing units from M-365 to M-180 who contract for DESP will be paid \$500 a month after the mobilization date.

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Soldiers and Officers who cross-level from M-179 to the mobilization date who contract for DESP will be paid \$350 a month after the mobilization date. DESP will be paid in monthly installments after the mobilization date for each month the Soldier or Officer is mobilized, not to exceed 12 payments.

(3) Active Guard Reserve, Military Technicians, and service members in the Inactive National Guard who return to active status are authorized to receive DESP.

6. Execution. Upon mobilization, commanders will prepare a DA Form 4187 (Personnel Action) for signature by the first field grade officer in their chain of command. The commander will submit the DA Form 4187 to the unit's servicing finance and personnel office listing the names of all Soldiers and Officers eligible for DESP (enclosure 2). Commanders at all levels are required to ensure that DESP is managed effectively in order to preclude any occurrences of fraud, abuse or mismanagement.

7. Effective Date.

a. This guidance is effective immediately and will remain in effect until superseded or suspended, subject to paragraph 7b, below.

b. No DESP agreements shall be entered into after 31 December 2009 unless Congress reauthorizes and extends title 37, United States Code, section 307a (reference 1a).

8. The point of contact for this memorandum is COL David P. Sheridan, Chief, Personnel Policy and Readiness Division, at DSN 327-3297, 703-607-3297, or david.sheridan@us.army.mil.

Encls
as


MARIANNE E. WATSON
Colonel, GS
G-1, Army National Guard

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Unit Letterhead

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Date

MEMORANDUM FOR RECORD

SUBJECT: Agreement for Deployment Extension Stabilization Pay (DESP)

1. "I volunteer to extend my service obligation by _____ [specify number of months (between 12 and 21)] months in a designated billet for purposes of Assignment Incentive Pay (AIP), and I agree to accept AIP at the rate of \$_____/month [specify dollar amount per month, up to \$500] for _____ [specify number of months (between 12 and 21)] for each month that I am mobilized and serve on active duty in a Title 10 status, not to exceed 12 monthly payments (\$6,000 total maximum). Failure to complete the service requirement described above may result in the termination of this agreement and the repayment of any unearned portion of DESP. I further understand that repayment will not be sought if my inability to complete this agreement is due to my death, illness, injury or other physical impairment which was not the result of misconduct, or is the result of any other circumstance determined to be beyond my control."

NAME: _____

Rank: _____

Last 4: _____

State: _____

Signature: _____

PERSONNEL ACTION

For use of this form, see AR 600-8-6 and DA PAM 600-8-21; the proponent agency is ODCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 5, Section 3012; Title 10, USC, E.O. 9397.
PRINCIPAL PURPOSE: Used by soldier in accordance with DA PAM 600-8-21 when requesting a personnel action on his/her own behalf (Section III).
ROUTINE USES: To initiate the processing of a personnel action being requested by the soldier.
DISCLOSURE: Voluntary. Failure to provide social security number may result in a delay or error in processing of the request for personnel action.

1. THRU (Include ZIP Code) Higher Headquarters	2. TO (Include ZIP Code) Theater Finance Command Camp Arifjan, Kuwait 09366 or the servicing finance division within your AO	3. FROM (Include ZIP Code) Deployed Unit
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SECTION I - PERSONAL IDENTIFICATION

4. NAME (Last, First, MI) SEE ATTACHED ROSTER	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
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SECTION II - DUTY STATUS CHANGE (AR 600-8-6)

7. The above soldier's duty status is changed from _____ to _____
effective _____ hours, _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: (Check as appropriate)

<input type="checkbox"/> Service School (Enl only)	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enl only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Oversea Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment (Enl only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify) AIP PAYMENT
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	

9. SIGNATURE OF SOLDIER (When required)

10. DATE (YYYYMMDD)

SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)

I certify the personnel on the attached roster meet all eligibility criteria for their initial/monthly DESP payment under the authority of AIP IAW NGB-ARH Policy Memorandum # 09-020, subject: Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance for Units Mobilizing after 1 September 2009 without Stop Loss, 28 May 2009. Each Soldier on the attached roster are authorized a DESP payment for a period not to exceed 12 months.

NOTE: The roster must include the names of all eligible Soldiers, Social Security number and the amount authorized.

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -

HAS BEEN VERIFIED RECOMMEND APPROVAL RECOMMEND DISAPPROVAL IS APPROVED IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE First Field Grade Officer in Chain of Command	13. SIGNATURE	14. DATE (YYYYMMDD)
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Deployment Extension Stabilization Pay (DESP)



- Soldiers in deploying units not affected by Stop Loss (1 SEP 08 and later) are eligible for Deployment Extension Stabilization Pay (DESP)
- DESP is offered to Soldiers with an ETS between 6 months prior and 12 months after Mobilization Day
- Payment Schedule:
 - Eligible Soldiers mobilizing on or after 1 September 2009: \$500 a month for extension decision between M-365 to Mobilization.
 - Units mobilizing on or after 1 April 2010: \$500 a month for extension decision between M-365 to M-180, \$350 a month for extension decision between M-179 to M-90. (\$6,000/\$4,200 maximum respectively) Exception: Soldiers who cross-level between M-365 to M-180 = \$500 a month/ M-179-Mobilization date = \$350 a month.
- Extension must cover the entire period of mobilization plus an additional 90 days for reintegration (up to 21 months but must extend for a minimum of 12 months)
- Payable monthly after the soldier completes Mobilization Station SRP and is fully qualified for mobilization
- Soldiers who decline incentive:
 - Soldiers who's ETS is prior to Demobilization Day (DMOB) that chose not to take DESP will not be mobilized
 - Soldiers who's ETS is from DMOB through DMOB+90 days will mobilize and return early with sufficient time to complete 90 days reintegration prior to their ETS.
- Portions earned in Combat Zone Tax Exclusion (CZTE) areas are tax-free

