



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

ARNG-HRH

28 SEP 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Revised Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance (NGB-HRH Policy Memorandum # 10-052)

1. References:

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

b. 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.

c. 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.

d. Memorandum, NGB-ARH, 13 August 2009, subject: Interim Policy Governing Extension, Immediate Reenlistment, and Bar to Reenlist/Immediate Reenlistment/Extension, (NGB-ARH Policy # 09-026).

e. Memorandum, NGB-ARH, 02 December 2009, subject: Reauthorization of Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance for Units Mobilizing After 1 September 2009 Without Stop Loss, (NGB-ARH Policy # 09-059).

f. Department of the Army Personnel Policy Guidance (PPG) for Overseas Contingency Operations, 1 July 2009, as updated on 14 July 2010.

g. Memorandum, NGB-ARH, 1 April 2010, subject: Revised Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance, (NGB-ARH Policy # 10-021).

2. Purpose. The purpose of this memorandum is to provide revised 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 January 2012 without Stop Loss and supersedes reference 1g above. The DESP program is designed

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to stabilize ARNG units as early as possible during the pre-mobilization period. This program will improve unit readiness by reducing attrition and supporting cross-leveling well in advance of the unit's mobilization date. Reduced personnel turbulence will facilitate more effective pre-mobilization training.

3. Applicability. This implementation guidance applies to eligible ARNG personnel in the grade of E3 to E8, W01 to CW3, and 02 to 04 assigned or reassigned (crossleveled) to units mobilizing on or after 1 January 2012. This guidance remains 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.

d. USP&FO. The United States Property and Fiscal Officer is a Title 10 officer assigned to the National Guard Bureau and detailed for duty in one of the 54 States and Territories who is accountable for all Federal funds and property provided to the National Guard of that State or Territory.

5. General Criteria.

a. Eligibility. Soldiers and officers whose 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 projected mobilization date (M-180 through M+365) are eligible for DESP. Active Guard Reserve, Military Technicians, and service members in the Inactive National Guard who return to active status are authorized to receive DESP.

b. Identification. Commanders will make every effort to identify eligible Soldiers and officers as soon as possible following the unit's receipt of notification of sourcing. Commanders should also identify potential vacancies which will require a request for cross-leveled personnel as close to the unit's sourcing as possible. For those officers who elect to resign their commissions or retire, the command will initiate action

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immediately to backfill the projected officer vacancies.

c. Execution. Eligible Soldiers who contract for DESP will sign an extension contract (DA Form 4836). Eligible Soldiers and officers will sign a DESP written agreement (enclosure 1) during the periods set out in subparagraph e, below. These agreements 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. The authority listed in block 9 of the DA Form 4836 must reflect NGB-ARH Policy # 10-052.

d. Medical Fitness. Soldiers and officers must be medically deployable, as determined during medical processing at the mobilization station. To be eligible for the payment of DESP, the Medical Protection System (MEDPROS) database must reflect a Medical Readiness Class 1, 2 or 3A IAW AR 40-501, paragraph 11-5, when the agreement is signed and throughout mobilization. If a Soldier or officer is medically non-deployable and is REFRAD under the 25-day rule IAW DA PPG, Chapter 7-2.b., the Soldier or officer is not eligible for payment of DESP.

e. DESP Payments and Election Timeframes. DESP will be paid in monthly installments for each month the Soldier or officer who is mobilized, beginning after the mobilization date, but not to exceed 12 payments. The specific amounts authorized and corresponding timelines for initiating a DESP contract, are listed below. Payments and election timeframes are summarized in the attached matrix (see enclosure 2).

(1) Soldiers Organic to Mobilizing Units. Eligible Soldiers assigned to a mobilizing unit who contract for DESP from M-545 to M-270 will be paid \$500 a month after the mobilization date. Soldiers who contract for DESP between M-269 to M-180 will be paid \$350 a month after the mobilization date. Soldiers organic to the mobilizing unit may not contract for DESP after M-179, except as specified in (3) below.

(2) Officers Organic to Mobilizing Units. Eligible officers assigned to a mobilizing unit who sign a DESP agreement between M-545 to M-270 will be paid \$500 a month after the mobilization date. Officers who sign a DESP agreement between M-269 to M-180 will be paid \$350 a month after the mobilization date. Officers organic to mobilizing units may not contract for DESP after M-179, except as specified in (3) or (4) below.

(3) Soldiers and Officers Organic to Short-Notice Mobilizing Units. In units that are notified of a mobilization less than 180 days before the projected mobilization date, eligible Soldiers and officers may still contract for DESP at the \$500 rate. The DESP

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contract and agreement must be signed at least one day prior to being ordered to active duty pursuant to Title 10 USC.

(4) Soldiers and Officers Cross-Leveled into Mobilizing Units. Eligible individual Soldiers and officers cross-leveled into mobilizing must contract for DESP not later than one day before being ordered to active duty pursuant to Title 10 USC. Cross-leveled Soldiers and officers who contract for DESP will be paid \$500 a month after the mobilization date.

(5) Agreements Made Under Previous Policy. DESP contracts executed before the date of this policy pursuant to the previous DESP policies (references 1e and 1g) remain in effect.

(6) Disqualification. Eligible Soldiers and officers who successfully mobilize, but are subsequently rendered unfit for duty due to the Soldier or officer's own misconduct, are not eligible for further DESP payments from the date they are rendered unfit for duty. Previous DESP payments will not be recouped.

6. Certification of Eligibility. To initiate the process for payment, commanders will, upon mobilization, 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 their State USP&FO, listing the names of all Soldiers and officers eligible for DESP (enclosure 3). In order to preclude an occurrence of fraud, abuse or mismanagement, commanders at all levels are required to govern DESP effectively. If a Soldier or officer subsequently becomes ineligible for DESP, the unit commander must submit a new DA Form 4187 notifying the State USP&FO of the individual's ineligibility.

7. Cancellation of a projected mobilization. In the event a projected mobilization is cancelled, the following provisions apply.

a. Soldiers who have extended their enlistment in connection with a DESP agreement may request cancellation of that extension. Approval authority is the State MILPO/G1. Upon approval, the Soldier's original ETS date will be entered in the personnel system.

(1) Soldiers who have entered on the first day of their new extension agreement must request separation through command channels IAW NGR 600-200, paragraph 6-35d(3). Soldiers approved under this separation authority will be granted a reenlistment code of RE: 1.

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(2) Soldiers who have not entered on the first day of their new extension agreement may request cancellation of the agreement on a DA Form 4187.

b. Officers who had agreed to extend their service obligation by executing a DESP agreement are no longer subject to that additional service obligation.

8. Effective Date.

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

b. In accordance with reference 1e, no DESP agreements shall be entered into after 31 December 2010 unless Congress reauthorizes and extends Title 37 USC, Section 307a (reference 1a).

9. The point of contact for this memorandum is MAJ Peter Q. Burke, Section Chief, Active Duty and Mobilization Policy Branch, at DSN 327-0023. 703-607-0023, or peter.burke@ng.army.mil.

Encls  
as

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

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**ENCLOSURE 1 - DESP AGREEMENT TEMPLATE**

Unit Letterhead

Office Symbol

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). I further agree to accept AIP at the rate of \$ \_\_\_\_\_/month [specify dollar amount per month, \$350 or \$500] 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). My 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 my misconduct, or is the result of any other circumstance determined to be beyond my control."

NAME: \_\_\_\_\_

Rank: \_\_\_\_\_

SSN Last 4: \_\_\_\_\_

State: \_\_\_\_\_

Signature: \_\_\_\_\_

**DESP Payments and Election Timeframe Matrix**

Eligibility. Soldiers and officers whose 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 projected mobilization date (M-180 through M+365) are eligible for DESP. Active Guard Reserve, Military Technicians, and service members in the Inactive National Guard who return to active status are authorized to receive DESP. **DESP-eligible Soldiers who do not contract for DESP are not eligible to MOB.**

Applicability. This implementation guidance applies to eligible ARNG personnel in the grade of E3 to E8, W01 to CW3, and O2 to O4 assigned or reassigned (cross-leveled) to units mobilizing on or after the publication date on the above referenced policy.

DESP will be paid in monthly installments for each month the Soldier or officer is mobilized, beginning after the mobilization date, not to exceed 12 payments.

**The specific monthly payment amounts authorized and their corresponding contracting periods for initiating a DESP contract are listed below:**

Status	Eligible for DESP	Ineligible for DESP	See paragraph in NGB ARH Policy Memorandum # 10-052	Monthly Payment Amount After Mobilization
<b>Members Organic to Mobilizing Units.</b>				
<b>Soldiers</b>	May contract for DESP between M-545 and M-270	--	5 e (1)	\$500
	May contract for DESP between M-269 and M-180	--	5 e (1)	\$350
	--	May not contract for DESP after M-179. Except as specified in 5 e (3) & (4).	5 e (1)	N/A - will not MOB
<b>Officers</b>	May contract for DESP between M-545 and M-270	--	5 e (2)	\$500
	May contract for DESP between M-269 and M-180	--	5 e (2)	\$350
	--	May not contract for DESP after M-179. Except as specified in 5 e (3) & (4).	5 e (2)	N/A - will not MOB
<b>Organic to Short-Notice Mobilizing Units. (Less than 180 days before the projected mobilization date)</b>				
<b>Soldiers</b>	May contract for DESP up to M-1 (Title 10 USC)	--	5 e (3)	\$500
	--	May not contract for DESP once mobilized into federal service.	5 e (3)	N/A - will not MOB
<b>Officers</b>	May sign an agreement for DESP up to M-1 (Title 10 USC)	--	5 e (3)	\$500
	--	May not contract for DESP once mobilized into federal service.	5 e (3)	N/A - will not MOB
<b>Cross-Leveled into Mobilizing Units</b>				
<b>Soldiers</b>	May contract for DESP up to M-1 (Title 10 USC)	--	5 e (4)	\$500
	--	May not contract for DESP once mobilized into federal service.	5 e (4)	N/A - will not MOB
<b>Officers</b>	May sign an agreement for DESP up to M-1 (Title 10 USC)	--	5 e (4)	\$500
	--	May not contract for DESP once mobilized into federal service.	5 e (4)	N/A - will not MOB

This guidance is effective immediately and remains in effect until superseded or suspended.

**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) State USP&FO	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 of the eligibility criteria for their initial/monthly DESP payment under the authority of AIP IAW ARNG-HRH Policy Memorandum # 10-052, subject: Revised Army National Guard (ARNG) Deployment Extension Stabilization Pay (DESP) Implementation Guidance. Each Soldier on the attached roster is authorized a DESP payment for a period not to exceed 12 months.

[NOTE: The roster must include the names of all eligible Soldiers, Grade or Rank, 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

13. SIGNATURE

14. DATE (YYYYMMDD)

First Field Grade Officer in Chain of Command