

Milper Message Number

10-246

**Proponent
AHRC-EPF-R**

Title

DEPLOYMENT EXTENSION INCENTIVE PAY FOR REGULAR ARMY ENLISTED SOLDIERS

...Issued: [22 Sep 10]...

A. MILPER MESSAGE 10-022, AHRC-EPF-R, 19 JAN 2010, SUBJECT: DEPLOYMENT EXTENSION INCENTIVE PAY FOR REGULAR ARMY ENLISTED SOLDIERS.

B. ALARACT 225/2010, 23 JUL 10, DEPLOYMENT EXTENSION INCENTIVE PAY (DEIP).

C. MILPER MESSAGE 09-279, AHRC-EPF-M, ISSUED 10 NOVEMBER 2009, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM.

D. MILPER MESSAGE 09-297, AHRC-EPO-P, ISSUED 09 DECEMBER 2009, SUBJECT: ACTIVE ARMY (AA) STOP LOSS/STOP MOVEMENT PROGRAM FOR UNITS SCHEDULED TO DEPLOY OCONUS IN SUPPORT OF OIF AND OEF.

1. THIS MILPER MESSAGE IS EFFECTIVE UPON RELEASE; HOWEVER, THE EXPIRATION DATE CANNOT BE DETERMINED AT THIS TIME. THIS MESSAGE SUPERSEDES REFERENCE A.

2. THE DEPLOYMENT EXTENSION INCENTIVE PAY (DEIP) IS AN INCENTIVE PROGRAM DESIGNED TO ENCOURAGE REGULAR ARMY ENLISTED SOLDIERS ASSIGNED TO UNITS SCHEDULED FOR AN OVERSEAS CONTINGENCY OPERATION TO VOLUNTARILY EXTEND THEIR ENLISTMENT IN ORDER TO COMPLETE THEIR UNIT'S DEPLOYMENT.

3. BEGINNING NINE MONTHS PRIOR TO THEIR UNIT'S LATEST ARRIVAL DATE (LAD), THE DEIP PROGRAM WILL BE OFFERED TO SOLDIERS WHO SIGN A WRITTEN AGREEMENT TO VOLUNTARILY EXTEND THEIR SERVICE IN ORDER TO DEPLOY WITH THEIR UNIT . THE DEIP PROGRAM OFFERS A TWO-TIERED INCENTIVE:

A. SOLDIERS WHO SIGN A WRITTEN AGREEMENT UNDER THE PROVISIONS OF THE DEIP PROGRAM BETWEEN 9 MONTHS PRIOR TO UNIT LAD (LAD-270) AND 6 MONTHS PRIOR TO UNIT LAD (LAD-180) WILL RECEIVE \$500 PER MONTH FOR EACH FULL MONTH THEY EXTEND THEIR SERVICE COMMITMENT.

B. SOLDIERS WHO SIGN A WRITTEN AGREEMENT UNDER THE PROVISIONS OF THE DEIP PROGRAM AFTER UNIT LAD-180 AND BEFORE ETS-90 WILL RECEIVE \$350 PER MONTH FOR EACH FULL MONTH THEY EXTEND THEIR SERVICE COMMITMENT.

4. ELIGIBILITY: THE DEIP PROGRAM WILL BE OFFERED TO REGULAR ARMY ENLISTED SOLDIERS ASSIGNED TO DEPLOYING UNITS NOT SUBJECT TO STOP LOSS (LAD ON OR AFTER 1 JANUARY 2010). INDIVIDUAL SOLDIERS WILL HAVE UNTIL 90 DAYS PRIOR TO THEIR CONTRACTUAL ETS (ETS-90) TO PARTICIPATE IN THE PROGRAM. SOLDIERS WITH A CONTRACTUAL ETS BETWEEN UNIT LAD AND LAD+179 WHO DO NOT EXTEND FOR THE DEIP PROGRAM ARE SUBJECT TO EARLY SEPARATION IAW REFERENCE C ABOVE. SOLDIERS MUST MEET THE FOLLOWING CRITERIA:

A. ASSIGNED TO A UNIT DESIGNATED FOR DEPLOYMENT TO OPERATION IRAQI FREEDOM (OIF), OPERATION NEW DAWN, (OND), OR OPERATION ENDURING FREEDOM (OEF). FOR THE PURPOSES OF THIS PROGRAM, THIS INCLUDES PROFESSIONAL FILLER SYSTEM (PROFIS) SOLDIERS IDENTIFIED TO DEPLOY WITH A UNIT.

B. FULLY ELIGIBLE AND QUALIFIED FOR DEPLOYMENT.

C. HAVE AN EXPIRATION TERM OF SERVICE (ETS) ON OR AFTER THE UNIT'S LAD AND:

(1) FOR DEIP CONTRACTS EXECUTED PRIOR TO 1 SEP 10, BEFORE THE UNIT'S PROJECTED REDEPLOYMENT+60 (R+60) DATE; OR

(2) FOR DEIP CONTRACTS EXECUTED ON OR AFTER 1 SEP 10, BEFORE THE UNIT'S PROJECTED REDEPLOYMENT+90 (R+90) DATE.

D. SIGN A WRITTEN AGREEMENT TO DEPLOY AND SERVE THROUGH THE UNIT'S PROJECTED R+60/R+90 DATE (AS APPLICABLE). USING DA FORM 1695, VOLUNTARILY EXTEND THEIR CURRENT SERVICE COMMITMENT TO MEET THIS SERVICE REMAINING REQUIREMENT (SRR). EXTENSIONS THAT WHEN ADDED TO CURRENT ETS EXCEED 30 YEARS OF ACTIVE FEDERAL SERVICE ARE NOT AUTHORIZED. EXTENSIONS THAT DO NOT MEET THE UNIT'S PROJECTED R+60/R+90 DATE (AS APPLICABLE) OR ARE NOT COMPLETED WITHIN ONE OF THE TWO TIERED INCENTIVE PERIODS IDENTIFIED IN PARAGRAPHS 3A OR 3B ABOVE ARE NOT ELIGIBLE FOR DEIP.

E. DEPLOY WITH UNIT TO WHICH THEY ARE ASSIGNED.

F: SOLDIERS WHO ETS BEFORE THE UNIT'S LAD ARE NOT ELIGIBLE TO EXTEND FOR DEIP.

5. EXCEPTIONS:

A. UNITS THAT ARE ALREADY WITHIN 180 DAYS OF LAD WHEN IDENTIFIED FOR DEPLOYMENT MAY REQUEST AN EXCEPTION FROM COMMANDER, HUMAN RESOURCES COMMAND (HRC) TO OFFER THE \$500 TIER INCENTIVE TO THEIR SOLDIERS FOR 90 DAYS FROM THE DATE OF NOTIFICATION. SEND REQUEST VIA EMAIL TO: HRCAIT@CONUS.ARMY.MIL

B. SOLDIERS REQUIRED TO REENLIST FOR THE INDEFINITE REENLISTMENT PROGRAM (SSG AND ABOVE WITH 10 OR MORE YEARS OF ACTIVE FEDERAL SERVICE) ARE AUTHORIZED AN EXCEPTION TO POLICY AND ARE ELIGIBLE TO EXTEND UNDER THE PROVISIONS OF THIS MESSAGE.

C. SOLDIERS WHO DO NOT MEET BASIC REENLISTMENT/EXTENSION ELIGIBILITY OUTLINED IN

PARAGRAPH 3-8a-f, AR 601-280, ARE ELIGIBLE TO EXTEND FOR THE PURPOSE OF DEIP WITH BATTALION COMMANDER APPROVAL. HOWEVER, SOLDIERS MUST MEET CURRENT POLICIES FOR ANY SUBSEQUENT REENLISTMENT OR EXTENSION. EXAMPLE: SOLDIER IS AN APFT FAILURE AT TIME OF THE DEIP EXTENSION; ONCE BATTALION COMMANDER APPROVES THE EXCEPTION, THE SOLDIER IS ELIGIBLE TO EXTEND FOR THE DEIP BUT MUST PASS THE APFT PRIOR TO ANY FUTURE EXTENSION OR REENLISTMENT.

D. ALL EXCEPTIONS TO PARAGRAPH 3-8a-f, AR 601-280 WILL BE PROCESSED THROUGH THE UNIT CAREER COUNSELOR TO THE BATTALION COMMANDER.

6. LAD SHIFTS, LAD CANCELLATIONS, DEPLOYMENT EXTENSIONS, AND EARLY RETURN FROM THEATER.

A. SHOULD A UNIT'S LAD CHANGE BY LESS THAN 30 DAYS (SHIFT RIGHT OR SHIFT LEFT), THERE WILL BE NO CHANGES TO DEIP EXTENSIONS CURRENTLY IN PLACE.

B. SHOULD A UNIT'S LAD CHANGE BY AT LEAST 30 DAYS AND NOT MORE THAN 180 DAYS TO A LATER DATE (SHIFT RIGHT):

(1) SOLDIER MAY REQUEST CANCELLATION OF EXTENSION PRIOR TO UNIT'S LAD. ONCE THE UNIT HAS DEPLOYED, ALL DEIP EXTENSIONS REMAIN FIRM; NO CANCELLATIONS AUTHORIZED.

(2) SOLDIER MAY VOLUNTARILY REQUEST AN ADDITIONAL DEIP EXTENSION TO MEET THE NEW DEPLOYMENT TIMELINE. TIER INCENTIVE LEVEL WILL REMAIN THE SAME AS ORIGINAL EXTENSION IF NEW EXTENSION IS EXECUTED WITHIN 30 DAYS OF SHIFT NOTIFICATION. IF NEW EXTENSION IS EXECUTED 30 OR MORE DAYS AFTER SHIFT NOTIFICATION, SOLDIER WILL RECEIVE THE APPROPRIATE TIER INCENTIVE LEVEL IN ACCORDANCE WITH PARAGRAPH 3 ABOVE.

(3) SOLDIERS WHO ELECT NOT TO REQUEST AN ADDITIONAL DEIP EXTENSION WILL CONTINUE TO SERVE ON THE ORIGINAL EXTENSION AND RECEIVE THE AUTHORIZED MONTHLY INCENTIVE LEVEL UNLESS A CANCELLATION OF EXTENSION IS APPROVED BY AHRC. THESE SOLDIERS WILL BE REDEPLOYED NLT 60/90 DAYS (AS APPLICABLE) PRIOR TO ETS TO ALLOW TIME FOR TRANSITION.

(4) SOLDIERS WHO WERE INELIGIBLE TO PARTICIPATE IN DEIP BASED ON THE ORIGINAL LAD BUT ARE NOW ELIGIBLE DUE TO THE SHIFT IN LAD MAY VOLUNTARILY EXTEND THEIR ENLISTMENT IN ACCORDANCE WITH PARAGRAPH 4 OF THIS MESSAGE. SOLDIERS WHO EXECUTE AN EXTENSION WITHIN 30 DAYS OF SHIFT NOTIFICATION WILL BE ELIGIBLE FOR THE \$500 TIER INCENTIVE. IF A NEW EXTENSION IS EXECUTED 30 OR MORE DAYS AFTER SHIFT NOTIFICATION, SOLDIER WILL RECEIVE THE APPROPRIATE TIER INCENTIVE LEVEL IN ACCORDANCE WITH PARAGRAPH 3 ABOVE

C. SHOULD A UNIT'S LAD CHANGE BY AT LEAST 30 DAYS AND NOT MORE THAN 180 DAYS TO AN EARLIER DATE (SHIFT LEFT):

(1) SOLDIER MAY REQUEST CANCELLATION OF EXTENSION PRIOR TO UNIT'S LAD. ONCE THE UNIT HAS DEPLOYED, ALL DEIP EXTENSIONS REMAIN FIRM; NO CANCELLATIONS AUTHORIZED.

(2) SOLDIER MAY REQUEST ADJUSTMENT OF HIS/HER DEIP EXTENSION TO COINCIDE WITH THE ADJUSTED R+60/90 (AS APPLICABLE). SOLDIER WILL RECEIVE INCENTIVE LEVEL AS DESCRIBED UNDER THE ORIGINAL DEIP AGREEMENT.

(3) SOLDIERS WHO ELECT NOT TO REQUEST AN ADJUSTMENT OF THEIR DEIP EXTENSION WILL CONTINUE TO SERVE ON THE ORIGINAL EXTENSION AND RECEIVE THE AUTHORIZED MONTHLY INCENTIVE LEVEL UNLESS A CANCELLATION OF EXTENSION IS APPROVED BY AHRC. SOLDIERS WILL ONLY RECEIVE DEIP PAYMENTS FOR THE MONTHS FROM CONTRACTUAL ETS TO R+60/90 (AS APPLICABLE).

(4) SOLDIERS WHO WERE INELIGIBLE TO PARTICIPATE IN DEIP BASED ON THE ORIGINAL LAD BUT ARE NOW ELIGIBLE DUE TO THE SHIFT IN LAD MAY VOLUNTARILY EXTEND THEIR ENLISTMENT IN ACCORDANCE WITH PARAGRAPH 4 OF THIS MESSAGE. SOLDIERS WHO EXECUTE AN EXTENSION WITHIN 30 DAYS OF SHIFT NOTIFICATION WILL BE ELIGIBLE FOR THE \$500 TIER INCENTIVE. IF A NEW EXTENSION IS EXECUTED 30 OR MORE DAYS AFTER SHIFT NOTIFICATION, SOLDIER WILL RECEIVE THE APPROPRIATE TIER INCENTIVE LEVEL IN ACCORDANCE WITH PARAGRAPH 3 ABOVE.

D. SHOULD A UNIT'S DEPLOYMENT BE CANCELLED OR ITS LAD CHANGED BY MORE THAN 180 DAYS EARLIER (SHIFT LEFT) OR LATER (SHIFT RIGHT), ALL DEIP AGREEMENTS MUST BE CANCELLED ONCE 90 DAYS HAVE ELAPSED SINCE THE LAST PUBLISHED ORDER FROM HQDA.

E. SHOULD A UNIT'S DEPLOYMENT BE EXTENDED WHILE IN THEATER, SOLDIERS SERVING UNDER THE PROVISIONS OF DEIP MAY REQUEST AN ADDITIONAL EXTENSION TO COMPLETE THE DEPLOYMENT AND R+60/90 (AS APPLICABLE). SOLDIER WILL RECEIVE INCENTIVE LEVEL AS DESCRIBED UNDER THE ORIGINAL DEIP AGREEMENT. SOLDIERS WHO ELECT NOT TO REQUEST AN ADDITIONAL DEIP EXTENSION WILL CONTINUE TO SERVE ON THE ORIGINAL EXTENSION AND RECEIVE THE AUTHORIZED MONTHLY INCENTIVE LEVEL; THESE SOLDIERS WILL BE REDEPLOYED NLT 60/90 DAYS (AS APPLICABLE) PRIOR TO ETS TO ALLOW TIME FOR TRANSITION.

F. SHOULD A UNIT OR INDIVIDUAL DEPLOYMENT BE CURTAILED WHILE IN THEATER (SOLDIERS/UNIT RETURN TO HOME STATION EARLIER THAN THEIR ORIGINALLY SCHEDULED REDEPLOYMENT DATE), THE PROVISIONS OF PARAGRAPH 8 APPLY. SOLDIERS WHO REDEPLOY EARLY MAY VOLUNTARILY REQUEST AN ADJUSTMENT TO THEIR ETS TO REFLECT THEIR RETURN DATE +60/90 (AS APPLICABLE). IN THIS CASE, SOLDIERS WILL CONTINUE TO RECEIVE DEIP PAYMENTS UNTIL ETS.

7. DEIP PAYMENTS

A. DEIP PAYMENTS WILL BEGIN AT ETS OR LAD, WHICHEVER IS LATER. SOLDIERS WILL ONLY RECEIVE DEIP PAYMENTS FOR MONTHS SERVED ON THE EXTENSION WHILE IN THEATER AND MONTHS SERVED ON THE EXTENSION:

(1) FOR DEIP CONTRACTS EXECUTED PRIOR TO 1 SEP 10, BETWEEN RETURN AND RETURN+60 (R+60); OR

(2) FOR DEIP CONTRACTS EXECUTED ON OR AFTER 1 SEP 10, BETWEEN RETURN AND RETURN+90 (R+90).

B. PAYMENTS ARE NOT AUTHORIZED FOR ANY PERIODS OF EXTENSION SERVED PRIOR TO LAD, FOR ANY PERIODS OF PREVIOUSLY OBLIGATED SERVICE (POS), OR FOR ANY ADDITIONAL EXTENSIONS WHICH CAUSE THE SOLDIER TO SERVE BEYOND R+60/90 (AS APPLICABLE).

C. SOLDIERS MUST DEPLOY WITH THE UNIT IN ORDER TO RETAIN ELIGIBILITY FOR DEIP PAYMENTS. SOLDIERS ELIGIBLE FOR DEIP WILL BE PAID MONTHLY. PAYMENTS WILL START WHEN THE SOLDIER BEGINS SERVING ON THE EXTENSION (AFTER THE SOLDIER IS PAST THEIR ORIGINAL CONTRACTUAL ETS) AND CONTINUE THROUGH R+60/90 (AS APPLICABLE). EXCEPTIONS AS NOTED IN PARAGRAPH 6 ABOVE.

8. SOLDIERS WHO EXTEND UNDER THE PROVISIONS OF DEIP BUT ARE SUBSEQUENTLY UNABLE TO DEPLOY MAY REQUEST TO CANCEL THEIR EXTENSION. SOLDIERS WHO DO NOT CANCEL THEIR EXTENSION MAY CONTINUE TO SERVE OUT THE EXTENSION, BUT THEY WILL NOT NORMALLY BE ELIGIBLE FOR DEIP PAYMENTS. UNDER THE FOLLOWING CIRCUMSTANCES, THE UNPAID PORTION OF DEIP WILL BE PAID IF A SOLDIER IS UNABLE TO DEPLOY WITH THE UNIT TO WHICH THE SOLDIER IS ASSIGNED, DEPLOYS LATE, OR RETURNS EARLY FROM DEPLOYMENT:

A. THE SOLDIER DIES THROUGH NO MISCONDUCT OF THEIR OWN;

B. THE SOLDIER INCURS AN INJURY OR ILLNESS IN THE LINE OF DUTY IN A COMBAT ZONE DESIGNATED BY THE PRESIDENT OR THE SECRETARY OF DEFENSE, OR IN A COMBAT-RELATED OPERATION DESIGNATED BY THE SECRETARY OF DEFENSE, AND IS SEPARATED OR RETIRED FOR A DISABILITY DESCRIBED UNDER CHAPTER 61 OF TITLE 10, U.S. CODE AND/OR A COMBAT-RELATED DISABILITY AS DEFINED UNDER SECTION 1413A(E) OF TITLE 10, U.S. CODE; OR

C. IT IS DETERMINED, ON A CASE-BY-CASE BASIS, THAT TO REFRAIN FROM PAYING THE UNPAID PORTION OF DEIP WOULD BE CONTRARY TO AN ARMY PERSONNEL POLICY OR MANAGEMENT OBJECTIVE, AGAINST EQUITY OR GOOD CONSCIENCE, OR CONTRARY TO THE BEST INTERESTS OF THE UNITED STATES. THE AUTHORITY TO MAKE THIS DETERMINATION RESTS WITH THE FIRST COLONEL (O6) COMMANDER IN THE CHAIN-OF-COMMAND, IAW REFERENCE B. THIS AUTHORITY MAY NOT BE FURTHER DELEGATED. DETERMINATIONS MADE UNDER THIS AUTHORITY WILL BE REPORTED THROUGH ESTABLISHED RETENTION CHANNELS TO HRC RETENTION (AHRC-EPF-R) WHO WILL NOTIFY HQDA RETENTION (DAPE-MPE-PD).

9. RESPONSIBILITIES:

A. UNIT COMMANDERS: COMMANDERS AT ALL LEVELS SHOULD ENCOURAGE EVERY ELIGIBLE SOLDIER WITH AN ETS DATE DURING THE UNIT DEPLOYMENT WINDOW TO REENLIST OR EXTEND UNDER THE DEIP PROGRAM AS THIS WILL ENHANCE UNIT READINESS.

B. BATTALION COMMANDERS: ENSURE ALL SOLDIERS ELIGIBLE FOR DEIP RECEIVE COUNSELING FROM THE UNIT CAREER COUNSELOR ON THE BENEFITS OF EXTENDING UNDER THIS PROGRAM.

(1) IDENTIFY SOLDIERS WHO VOLUNTARILY EXTENDED FOR DEIP AND DID NOT RECEIVE THE

MONETARY INCENTIVE. REFER THESE SOLDIERS TO THE UNIT CAREER COUNSELOR TO RESOLVE ANY DISCREPANCIES.

(2) IDENTIFY SOLDIERS WHO ARE NO LONGER ENTITLED TO DEIP BECAUSE THEY ARE NO LONGER DEPLOYABLE (PROCESS EXCEPTIONS IAW PARAGRAPH 8 ABOVE). THESE SOLDIERS MUST BE REFERRED TO THE UNIT CAREER COUNSELOR FOR TERMINATION OF THE DEIP INCENTIVE.

C. CAREER COUNSELORS: ENSURE ALL SOLDIERS ARE COUNSELED ON THE BENEFITS OF AN EXTENSION UNDER DEIP. ADDITIONALLY, CAREER COUNSELORS WILL:

(1) SERVE AS THE COMMANDER'S SUBJECT MATTER EXPERT (SME) ON DEIP.

(2) SERVE AS THE UNIT POC FOR ALL PAY ISSUES PERTAINING TO DEIP. REPORT TO HRC SOLDIERS WHO DID NOT RECEIVE DEIP PAYMENTS AND SOLDIERS WHO ARE NO LONGER ENTITLED TO DEIP PAYMENTS.

(3) MONITOR UNIT'S LAD AND REPORT ANY CHANGES TO THE RETENTION AND RECLASSIFICATION BRANCH, HRC.

(4) ADDITIONAL GUIDANCE FOR CAREER COUNSELORS WILL BE PUBLISHED VIA A RETAIN MESSAGE.

D. HRC (AHRC-EPF-R) WILL PROVIDE DFAS A MONTHLY ROSTER OF SOLDIERS WHO HAVE EXTENDED FOR DEIP, THE TIER LEVEL (\$500 OR \$350) THEY ARE ENTITLED TO RECEIVE AND THE MONTH(S) IN WHICH PAYMENT(S) WILL BE EXECUTED. ADDITIONALLY, HRC IS THE APPROVAL AUTHORITY FOR ALL CANCELLATIONS OF DEIP EXTENSIONS.

10. SOLDIERS EXTENDING UNDER THE DEIP PROGRAM CONTINUE TO BE ELIGIBLE TO REENLIST IF OTHERWISE QUALIFIED. SOLDIERS MAY REENLIST AT ANY TIME WHILE SERVING ON A DEIP EXTENSION. IF REENLISTING PRIOR TO THE END OF THE DEIP EXTENSION, SOLDIERS WILL CONTINUE TO SERVE THE ORIGINAL DEIP EXTENSION AND CONTINUE TO RECEIVE DEIP PAYMENTS. ANY BONUSES PAID WILL BE PAID FOR THE ADDITIONALLY OBLIGATED SERVICE (AOS) CONTRACTED THROUGH THE REENLISTMENT FOLLOWING COMPLETION OF THE DEIP EXTENSION.

11. POC FOR ALL INQUIRIES PERTAINING TO THE DEPLOYMENT EXTENSION INCENTIVE PAY (DEIP) IS THE UNIT CAREER COUNSELOR. CAREER COUNSELORS WITH QUESTIONS PERTAINING TO THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE ACOM/ASCC/DRU RETENTION OFFICE FOR CLARIFICATION.
