

19. (ALL) If a potential conflict of interest exists for convening authorities in these cases, what mechanisms can and do the Services employ to ensure appropriate response to sexual assault allegations?

DOD	<p>DOD SAPRO: Under Rule for Courts-Martial 306, charges may be disposed of by dismissing them, forwarding them to another commander for disposition, or referring them to court-martial. R.C.M. 306 discussion. Please review Services' responses for service-specific procedures.</p> <p>The Department believes senior commanders -- convening authorities -- play a fundamental role in establishing an environment where sexist behaviors, sexual harassment, and sexual assault are not tolerated, condoned, or ignored.</p> <p>As indicated in our response to question #16, we are continuing to work to make the command structure even more robust and ensure appropriate response to allegations of sexual assault. In addition to those efforts described above, in March 2013, Secretary Hagel ordered a review of authorities under Article 60 of the Uniform Code of Military Justice (UCMJ). The review was conducted by the Office of the General Counsel and informed the development of legislative proposals on post-trial powers of court-martial convening authorities.</p> <p>As previously discussed, the Department has also injected more senior oversight into the disciplinary decision-making process is by involving a senior commander and respective military attorneys in the initial decision about how cases of sexual assault should be "disposed" (e.g. handled with regard to disciplinary action). Effective June 2012, the initial disposition authority was withheld from commanders who are not at least special court-martial convening authorities and O-6s for the most serious sexual assault offenses (i.e., rape, sexual assault, forcible sodomy and attempts to commit these offenses). This added layer of oversight ensures seasoned and experienced senior leaders who are removed from the unit make decisions on initial disposition of cases.</p>
CJCS	<p>If there is a conflict of interest in a case, the UCMJ directs that the convening authority absolve him or herself from the case, and if he or she does not, a military judge will resolve the question at court-martial. Because under current law, the convening authority and the commander are typically the same person, it would automatically go up the chain to the next commander for disposition. Under certain circumstances, a commanding general may appoint a consolidated convening authority, as sometimes happens in complex war crimes cases.</p>
USA	<p>The Army has consolidated the response to questions 16 and 19:</p> <p>In general, conflicts of interest can be either actual or perceived. Commanders at all levels of command deal with both issues as they arise. Certainly a commander can be faced with a "perceived" conflict of interest.</p>

Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

In the cases of actual conflict of interest, for example the commander is a witness to an offense, the Manual for Courts-Martial (MCM) and military jurisprudence sets out limitations and disqualifications for how that commander may act within the overall court-martial process. See, e.g., Rule for Courts-Martial 504. It is very common for a commander to be the victim of an offense or principle witness to an allegation such as failure to obey a lawful order or disrespect, in such a case, that commander may function as an “accuser” within the meaning of the MCM, but would be disqualified from acting as a convening authority and would have to forward the case to a superior commander for disposition without recommendation. As allegations move up the chain of command to more senior commanders, in general, the greater the degree of separation between the accused and the commander acting on the case, or alternatively the commander and the victim in a case.

In cases of sexual assault, the initial disposition authority has been reserved to at least the brigade (O6) level commander with approximately 3,000 to 5,000 Soldiers in the command. It is likely that commander has little or no personal knowledge of either the accused Soldier or the victim of an offense. Even then, the final disposition authority will likely be a division level commander (O8 or two star general) with the authority to refer a case to a general court-martial authority. A division commander has approximately 10,000 to 15,000 Soldiers in the command and is generally even more removed from personal knowledge of either the accused Soldier or the victim of an offense. The movement of a case up a chain of command is accompanied by legal advice all along the way. Generally, charges are not preferred, let alone forwarded up the chain of command, without legal analysis and input from varying levels of judge advocates. It is very likely that an actual conflict of interest would be identified by all of the parties before the case reaches the final disposition authority.

One of the very first “mechanisms” which comes into play in the resolution of an actual conflict of interest is the integrity of the commander involved. Commanders are selected for the few and cherished command billets, not only because of their demonstrated skills and successes, but also for the moral character and leadership they have demonstrated. Integrity is a personal characteristic considered in the selection of a Soldier for a command billet. It is likely that in a discussion with a legal adviser, the commander will self-identify an actual conflict of interest in the case and ultimately will forward the case to a superior commander for disposition. Also, should an actual conflict of interest be disclosed at any time throughout the court-martial process up to the time of initial action post-trial by the convening authority, there are numerous mechanisms built into the MCM – including Article 60, UCMJ – to allow resolution of that conflict, these include supplemental discovery, motions at any time during the process, writ appeals, recusal of specific commanders from certain actions or authority, or post-trial hearings.

The issues of “perceived” conflicts of interest are largely fact specific. While within the military justice system as a whole, the perception of a conflict of interest

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	<p>is usually raised by the defense or the accused alleging some conflict (personally bias, unlawful command influence, which would prevent a specific commander from taking action (referral, assignment of resources, production of witnesses, etc.) in a case. In those cases, the defense is able to litigate the issue of perceived conflicts and seek specific relief (withdrawal of the referral, change of venue, disqualification of a convening authority, etc.) from a court.</p> <p>When a perceived conflict of interest is raised by a witness or victim in a case, the judicial recourse is generally not available, but redress must be sought directly from the commander in question, from a superior commander within the chain of command, through the trial counsel, through the Staff Judge Advocate, through the Victim Advocate, through the Victim Witness Liaison, now through the Special Victim Counsel, through the Inspector General’s office, by filing an Article 138 complaint, by contacting any number of civilian representatives in either the Legislative or Executive branches, or by alleging the criminal offense of maltreatment of a subordinate by a commanding officer. Commanders are acutely aware that both either superior commanders, members of their units, and the American people hold individual commanders accountable for the decisions they make, including those related to military justice and victim support.</p>
USAF	<p>There are several safeguards built into the military justice system to prevent commanders from responding inappropriately to sexual assault allegations:</p> <ul style="list-style-type: none"> i. SecDef initial disposition authority withhold for sexual assault allegations – On 28 June 2012, Sec Panetta instituted a policy that all allegations of rape, sexual assault, forcible sodomy, and attempts thereof must be referred to the first O-6 or higher in the chain of command who is also a special court-martial convening authority. The accused’s unit commander may not make the initial disposition decision. ii. Mandatory consultation with SJA – Commanders must consult their SJAs before disposing of sexual assault allegations. Furthermore, under Article 34, UCMJ, a case may not be referred to a General Court Martial (GCM) without first receiving written advice from the servicing SJA that a) the specification alleges an offense, b) the specification is warranted by the evidence, and c) the court-martial would have jurisdiction over the offense. iii. Complaints against commanders under Article 138, UCMJ – Any military member who a) believes he/she has been wronged by his/her commander, b) seeks redress by that commander, and c) is refused redress, may complain to any superior officer. That superior officer must then forward the complaint to the GCMCA over the subject of the complaint. The general officer in receipt of the complaint must then investigate the complaint and, as soon as possible, report the findings to the Service secretary. iv. Inspector General – Airmen who feel they have been negatively affected by

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	<p>their commander’s violation of a rule (for example: failure to forward a sexual assault allegation to the SA-IDA) may complain to the IG office, who, upon confirmation of the complainant’s standing to make the complaint and the IG’s jurisdiction over the issue, will investigate the complaint.</p>
USN	<p>The Navy requires that all unrestricted reports of sexual assault be reported up the chain of command. Commanders are required by order to notify the Naval Criminal Investigative Service (NCIS) of all unrestricted reports of sexual assault so NCIS can initiate an independent investigation into the allegations. In addition to the required initial and periodic update operational reports submitted via naval message to the chain of command, convening authorities in their role as commanders must personally advise the first Flag officer in their chain of command after any unrestricted report of sexual assault, ensuring senior level visibility on allegations and on case resolution. Further, in cases where victims feel uncomfortable reporting the alleged assault to their chain of command (for example, where the alleged offender is a senior person at the command) the victim has numerous other reporting options. These options include reporting the alleged sexual assault to the DoD SAFE Helpline, the Sexual Assault Response Coordinator (SARC), a victim advocate (VA), the Naval Criminal Investigative Service (NCIS), a Victims’ Legal Counsel, a chaplain, civilian law enforcement, etc. In addition, after making a report of sexual assault, the victim can request an expedited transfer from the command.</p>
USMC	<p>See answer to Question 15.</p>
USCG	<p>Question 16 and 19 are the same. This question was answered in Question 16.</p>

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**AF/JA Input to OSD/CAPE
Concerning
Initial Estimated Implementing Costs for Military Justice Improvement Act**

Question 1: What are the current requirements/authorizations for Judge Advocate Generals (JAGs), by grade?

There are 1220 active duty Air Force JAG authorizations by grade*, as follows:

- O-9 authorization: 1
- O-8 authorization: 1
- O-7 authorizations: 3
- O-6 authorizations: 121
- O-5 authorizations: 240
- O-4 authorizations: 337
- O-3 authorizations: 516
- O-2 authorizations: 1

** Source: Air Force JAG Corps, Unit Manning Document (UMD), 31 Jul 13 which holds 517 total combined O-2/O-3 authorizations*

Question 2: What is the current inventory of JAGs by grade, “both structure and inventory, active and reserve, including an assessment of how many have ‘significant trial experience’?”

In addition to 1220 active duty judge advocate authorizations, there are 941 Air Reserve Component authorizations: 270 Air National Guard, 93 Reserve Category A (Unit), 578 Reserve Category B (Individual Mobilization Augmentee – IMA).

Because military justice is a core competency for the Air Force JAG Corps, many senior judge advocates have “significant trial experience.” AF/JA’s Federal Legal Information through Electronics (FLITE) database identified three categories of trial experience relevant to assessing requirements for and costs of implementing a cadre of O-6 judge advocate convening authorities.

- Category 1: There are **41** O-6s with current or prior experience as NAF or MAJCOM Staff Judge Advocates (SJAs)
- Category 2: There are **54** O-6s with more than 30 courts-martial in their career**
- Category 3: There are **28** O-6s with current or previous military judge experience

See Attachment 1, AF/JAX Data Call—Significant Trial Experience (12 Aug 13), for further details.

*** Note: This information was self-reported through FLITE. Figure includes assignments as trial counsel defense counsel, and military judge, but does not include number of general court-martial convening authority (GCMCA) or special court-martial convening authority (SPCMCA) SJA recommendations to a convening authority.*

Question 3: What is the total number of cases considered for disposition in a year?

	Total Courts	GCM	SPCM	SCM	NJP
CY11	918	297	473	148	6745
CY12	875	299	453	123	6374
CY13 (through 31 July)	637	262	280	95	3679

Assumptions:

- “Considered for disposition” is interpreted as including only cases where charges have been preferred or that resulted in nonjudicial punishment.
- These figures do not include other disposition actions commanders may take under Rule for Courts-Martial (RCM) 306, including no action and administrative action.

Question 4: What is the number of these cases that would be required to be considered by the O-6 JAGs under the Gillibrand proposal?

	Number of Courts to CC	Number of Courts to JA O-6 DA	Number of NJP to CC	Number of NJP to JA O-6 DA
CY11	597	321	6601	137
CY12	545	330	6241	109
CY13 (through 31 July)	388	249	3637	19

Assumptions:

- These figures exclude cases that Section 586 would not require O-6 judge advocates to consider. Section 586 excludes: (1) cases involving only offenses under Articles 83-117 and Articles 133 and 134, Uniform Code of Military Justice (UCMJ); and (2) cases involving only offenses for which the maximum punishment is one year or less.
- Consistent with question 3, this question is interpreted as including only cases where charges have been preferred or that resulted in nonjudicial punishment. These figures do not include other disposition actions commanders may take under Rule for Courts Martial (RCM) 306, including no action and administrative action.

Question 5: What is the current inventory of GCM Convening Authorities (GCMCAs)?

There are currently 56 GCMCAs. Of these 56, only 47 are considered active. Nine MAJCOM GCMCAs only fulfill this function when the NAF GCMCA is unable to convene the court-martial due to a conflict or withhold of authority. Air Force Special Operations Command is the only active MAJCOM GCMCA.

See Attachment 2, Special Order G-12-001, Worldwide Convening Order (20 Mar 12).

Question 6: What are the current requirements/authorizations for GCMCAs?

The current requirements and authorizations for GCMCAs is 56, which equals the current inventory of 56 GCMCAs. In addition to the GCMCA positions themselves, each GCMCA is supported by an SJA and military justice staff. For illustration purposes:

- The military justice staff at 12 AF—currently the GCMCA with the most cases—includes 8 military justice personnel: one O-6 SJA, one O-5, one O-4, one O-3, two E-7s and two E-6s;
- The military justice staff at AFDW—currently the GCMCA with the fewest cases—includes 5 military justice personnel: one O-6 SJA, three O-4s, and one E-6.

Question 7: What is the current caseload of those GCMCAs?

The current average case load is 24 courts-martial and 208 nonjudicial punishment actions. The current case load of GCMCAs varies, based on multiple factors. As a comparison:

- A small command GCMCA like the Air Force Life Cycle Management Center currently has 2 courts-martial and 9 nonjudicial punishment actions;
- A large GCMCA like 12 AF has 65 courts-martial and 345 nonjudicial punishment actions.

Question 8: What is the number of cases that involve non-exempt (as outlined in the legislation) offenses?

	GCM		SPCM		SCM	
	Number of Courts to CC	Number of Courts to JA O-6 DA	Number of Courts to CC	Number of Courts to JA O-6 DA	Number of Courts to CC	Number of Courts to JA O-6 DA
CY11	85	212	383	90	129	19
CY12	64	235	366	87	115	8
CY13	74	188	227	53	87	8

Note: This chart breaks down by court-martial forum the data provided as a response to Question 4.

Question 9: Provide a description of a proposed model for implementation.

Background and LIMFACS for S.1197 Implementation Assumptions.

- a. Section 568(a)(2) and 568 (a)(3)(A)(i-iii) require Service Secretaries to provide for a senior O-6 or above judge advocate with “significant experience in trials by general or special court-martial” to determine under article 30(b) of the Uniform Code of Military Justice whether to try charges of covered offenses by court-martial.
- b. Section 568(a)(3)(C) mandates the disposition authority’s decision on covered offenses “shall be binding on any applicable convening authority for a trial by court-martial on such charges.”
- c. Section 568A(a) amends Article 22, UCMJ. Under the revised article, the following individuals may convene GCMs: the President, Secretary of Defense, any Combatant Commander, any Service Secretary, an O-6 or above who is assigned such responsibility by his/her respective Service Chief, or any other commanding officer in any of the armed forces when empowered by the President.
- d. Section 568A does not amend Article 23, UCMJ, to revise who may serve as a SPCMCA.
- e. Section 568A(c) expressly states, “An officer specified in subsection (a)(5) may not convene a court-martial under this section if the person is in the chain of command of the accused or the victim.”
- f. Section 568A(b) prohibits current GCM convening authorities on the worldwide convening order from serving as a convening authority to a GCM on any covered offenses, even where the accused or victim is outside of their chain of command.
- g. Section 568 does not clarify whether the intent is to create (a) one office to accomplish just the disposition authority function, (b) one office to perform both disposition authority and convening authority functions, or (c) two separate offices performing the disposition function in one and convening authority in the other.
- h. Section 568 does not discuss who has authority to direct Article 32, UCMJ, pretrial investigations; however, RCM 405 states any court-martial convening authority may direct an Article 32, UCMJ, investigation unless prohibited by Secretary regulations.

Assumption A: Regarding background point g (above), any reasonable organization construct devised by TJAG would meet the legislation’s intent.

Assumption B: Legislation’s main intent is to remove an accused’s commander and chain of command from the disposition decision on all covered offenses and substitute therefore, from outside of the command chain, a senior O-6 or above judge advocate general officer with “significant experience in trials by general or special court-martial.”

Assumption C: Legislation’s intent is to maximize use of existing manpower, organizational structures and organizational processes to accomplish disposition of covered offenses.

Assumption D: Under rules of statutory construction, TJAG authority under Title 10, United States Code, Sections 806 and 8037 would remain intact in the absence of conflicting newer legislation in S.1197 thus allowing TJAG to organize the Air Force Disposition Authority (AF/DA) function and promulgate rules implementing Section 568 as best determined by TJAG.

Assumption E: Any ambiguity in Section 568 may be resolved by TJAG's reasonable interpretation of the statute as a matter of deference per *Chevron v. Natural Resources Defense Council*, 467 U.S. 837 (1984).

Proposed USAF Disposition Authority

AF/DA would centrally locate in a single office with seven O-6 judge advocates (JA) fulfilling the roles of disposition authority and in select cases as convening authorities under the legislation. RCM 601(c) forbids the same officer who served as the accuser (aka the "disposition authority") from referring the charge; therefore, the JAG who serves as AF/DA in a case cannot serve as the convening authority who refers the charge in that case. Of the seven O-6 JAs, one would be the Chief, Disposition Authority, directing the workload and assigning cases for disposition decisions and referral decisions among all DAs (including his/her own cases).

The Disposition Authority Office would be a flat organization with each O-6 DA supported by a Senior Assistant DA (O-4) and an Assistant DA (O-3 clerk) and a 7-level NCO paralegal. The result is seven teams working all aspects of the disposition of covered offenses.

In support of the disposition function would be an E-9 superintendent, a Central Members Selection function with an O-5 JA and a 7-level paralegal NCO (or a GS equivalents), and one 7-level paralegal NCO performing the Central Witness Funding function. See Attachment 3, Organizational Chart of Proposed Model.

To maintain the separation of roles, the DA would direct a binding disposition on a convening authority outside of the chain of command of the accused and of the victim when applicable (required by Section 568A(b) which amends Article 22, UCMJ). To comply with this legislative change, TJAG may organize one, all, or a combination of the following processes:

- The AF/DA office may have a different O-6 from within the office (one of the DAs) serve as the convening authority for all covered offenses taken to a GCM or SPCM (preferred COA).
- The AF/DA office may direct, for SPCM only, that a SPCMCA outside of the chain of command of the victim and accused convene the SPCM.
- The AF/DA may send the court-martial to convening authorities left in place at Article 22, UCMJ, by Section 568, to wit: the President, Secretary of Defense, any Combatant Commander, any Service Secretary or any other commander empowered by the President (but presumably not one in conflict with the legislation, such as a commander in the accused or victim's command chain).

To implement Section 568's intent, the legislation should reconcile UCMJ changes directed under this proposal with authorities under the Rules for Court-Martial as well as other articles of the Uniform Code of Military Justice.

- In particular, these legislative changes to convening authority under Article 22 must be reconciled with the requirement to conduct an Article 32 pre-trial investigation (see also RCM 405) before convening a GCM and authority to order such pre-trial investigation under RCM 404 and 407. Section 586 does not make the AF/DA's recommendation to proceed to an Article 32 hearing binding on the authority who may order an Article 32 hearing pursuant to the RCMs.
- Additional reconciliation must be completed with command discretion that currently exists at RCMs 401 – 403 as well as the policy enumerated at RCM 306 generally as to initial disposition.

Question 10 – What is the number of staff judge advocates (SJAs) required to staff the new GCMCAs?

The proposed model would require one SJA who would be designated from among the existing centralized DA/CA senior O-6s.

Again, TJAG could determine whether additional SJAs are needed to advise the O-6 DA/CA JAs. Several options exist, including TJAG directing that pretrial advice under RCM 406 be completed by the SJAs currently assigned in the field and forwarded to the AF/DA.

Question 11 – Please provide information about the costs of setting up this new office (manpower, facilities, communication, etc.) required for implementation.

The charts below detail costs for a 33-person office as proposed at Question 9 (above).

Estimate of Increased JA Resources Required for Reorganization - Full Stand Up	
Manpower	\$1.63m
Travel	\$98k
Training	\$58k
Equipment/Supplies***	\$288k
Software Development (AMJAMS)	\$5m
Total	\$7.07m

*** New office furniture, IT equipment, and annual office supply budget (\$25k) and MFD costs (\$2k)

Estimate of Increased JA Resources Required for Reorganization Using Existing Resources	
Manpower	\$1.63m
Travel	\$98k
Training	\$58k
Equipment/Supplies****	\$71k
Software Development (AMJAMS)	\$5m
Total	\$6.86m

**** Eliminated office furniture purchase, half of the IT purchases, and MFD.

Assumption: Figures calculated using existing facilities on a military installation. If the office is in an off-base facility, the cost will significantly increase due to lease and utility costs.

Note: Factor in 2.2% inflation cost through the FYDP for travel, training and supplies. Factor in a decrease in software development to sustainment levels approximated at \$250k/yr at the 2-yr point.

Question 12 – Please provide an Air Force review of the Navy/Marine resourcing assumptions and add service-specific modifications.

AF/JA agrees with each of the assumptions made by the Navy/Marine resourcing assumptions, with specific comments on assumptions 6 and 7 (of 8).

6 – Less PTAs [pretrial agreements] for specified offenses – no incentive for accused to plead because government cannot enforce benefit of bargain.

We agree that this assessment could be true depending on the construct of the new entity. With a centralized convening authority, this problem would be avoided in that any PTA would be between the accused and the centralized convening authority. Commanders would only enter into PTAs for the courts-martial they still have the authority to convene. It is unclear how a binding disposition authority would impact PTAs.

7 – There is still a chance for commanders to send non-specified offenses to SPCMs.

We agree and would expand upon that assumption to include the power to convene GCMs for non-specified offenses.

Question 13 – Please provide an Air Force review of the United States Marine Corps (USMC) position paper and add service-specific modifications.

AF/JA generally agrees with the USMC's comments. However, in commenting on the position paper, we note that "although the Senator Gillibrand amendment is referred to as both 'S967' and 'the Military Justice Improvement Act - MJIA,' all discussions are referring to the legislation that will ultimately be offered as a floor amendment to S.1197." *Maj Hebner, SAF/LLP email, 9 Aug 13.* Accordingly, several of the valid USMC concerns are overcome in that those concerns are absent from the current version of Senator Gillibrand's proposal, the floor amendment to S.1197.

We disagree with the USMC conclusion that the bill would statutorily eliminate all convening authorities from the division level and lower; that all GCMs and SPCMs would now be convened by a Service-level office that would also pick members and detail military judges.

a. The proposal in Section 568(a) proposes to keep the commander's current convening authority for offenses under Articles 83-117, 133 and 134, UCMJ; and for any offense that authorizes a maximum term of confinement of one year or less. For all of those offenses, the current system would remain intact; thus, requiring maintenance of the current convening authority construct in addition to the new system.

b. Moreover, nothing in the current proposal eliminates the current convening authorities' discretion from excluded offenses. Instead, the legislation removes the current convening authorities' discretion over covered offenses.

The USMC concludes that the proposal does not explain Article 32 hearings, UCMJ; initial disposition; preferral; referral; and court member selection. We agree that the proposed legislation does not explain Article 32 hearings; however, we disagree with the USMC's conclusion that the proposed legislation does not address initial disposition, preferral, referral, and court member selection. The Air Force proposes that the centralized Disposition Authority model would direct existing organizations to perform these functions thereby meeting the legislation's intent. The Judge Advocate General could promulgate rules to allow the Disposition Authority to: direct and receive proffered court members from effected commands (satisfying Section 568A(c)(1)(C)); request and receive detailed judges (satisfying Section 568A(c)(1)(B)); and act on and fund required witnesses as experts or as other fact witnesses. Finally, Article 32, UCMJ investigations could be ordered by the JAs serving as convening authorities pursuant to this legislation.

MJA Additional Billet Requirements													Total by Service
	O-6	O-5	O-4	O-3	CWO-2	E-9	E-7	E-6	E-5	E-4	E-3	GS-9	
Air Force	8	1	7	7		1		50	9				33
Army	50	50	50	100	50			5	50				400
Marine Corps	9	1	4	6			1	5	4	9	9	1	49
Navy	18	18	9	18				18	18				99
TOTAL	85	70	20	111	50	1	1	71	81	9	9	1	580

2014 Estimated Costs*													Total by Service
	O-6	O-5	O-4	O-3	CWO-2	E-9	E-7	E-6	E-5	E-4	E-3	GS-9	
Air Force	\$2,273,968	\$249,151	\$1,566,726	\$1,349,786	\$0	\$197,293	\$0	\$0	\$1,136,665	\$0	\$0	\$0	\$ 6,823,589
Army	\$14,146,712	\$12,352,629	\$11,005,907	\$18,779,242	\$8,613,901	\$0	\$0	\$7,147,760	\$6,332,491	\$0	\$0	\$0	\$ 78,368,643
Marine Corps	\$2,523,020	\$246,851	\$865,295	\$1,109,658	\$0	\$0	\$152,328	\$696,523	\$484,405	\$987,507	\$914,455	\$76,718	\$ 8,056,762
Navy	\$5,025,073	\$4,425,740	\$1,989,124	\$3,429,167	\$0	\$0	\$0	\$5,025,073	\$5,025,073	\$0	\$0	\$0	\$ 24,919,249
TOTAL	\$23,968,772	\$17,274,371	\$15,427,052	\$24,667,854	\$8,613,901	\$197,293	\$152,328	\$12,869,356	\$13,018,634	\$987,507	\$914,455	\$76,718	\$118,168,242

* These costs are the full cost to the government, not just DoD. They include non-DoD borne costs such as Child Education (Impact Aid), Treasury Contribution to Retirement, VA Benefits, etc. Analysis conducted using the OSD, CAPE Full Cost of Manpower Model. <https://fcom.cape.osd.mil/fcom/user/default.aspx> As of Sept 26, 2013, the model is using 2012 execution data to calculate cost estimates. The 2012 costs are inflated by the assumed military pay raises in 2013 and 2014 to arrive at an estimated 2014 cost.

Need to update/refine Navy's grades for paralegals and Legalman requirements.

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	O-6
YOS	24
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$246,075.26	\$248,922.26	\$276,727.26	\$222,130.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$246,075.26	\$248,922.26	\$276,727.26	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$118,400.40
COMP	Retired Pay Accrual (RPA)	\$40,611.34
COMP	BAH	\$27,750.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$9,432.00
COMP	PCS / Relocation	\$6,090.00
COMP	Miscellaneous Expenses	\$14,937.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$6,826.20
COMP	Medicare (Employer)	\$1,716.81
COMP	Education Assistance	\$427.00
COMP	Recruitment & Advertising	\$634.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$246,075.26
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$248,922.26
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$276,727.26
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

12P008

300455

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	O-5
YOS	19
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$211,908.72	\$214,755.72	\$242,560.72	\$189,607.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$211,908.72	\$214,755.72	\$242,560.72	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
	COMP Base Pay	\$95,788.80
	COMP Retired Pay Accrual (RPA)	\$32,855.56
	COMP BAH	\$26,845.00
	COMP Basic Allowances for Subsistence (BAS)	\$2,879.52
	COMP Training	\$9,432.00
	COMP PCS / Relocation	\$6,090.00
	COMP Miscellaneous Expenses	\$13,258.00
	COMP Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
	COMP Health Care (AD and AD FM)	\$10,791.00
	COMP Social Security (Employer)	\$5,938.91
	COMP Medicare (Employer)	\$1,388.94
	COMP Education Assistance	\$427.00
	COMP Recruitment & Advertising	\$634.00
	COMP Additional Labor Cost	\$0.00
	Component Subtotal	\$211,908.72
	DoD Discount Groceries	\$393.00
	DoD Child Development (Day Care Facilities)	\$515.00
	DoD DoDEA and Family Assistance	\$1,939.00
	DoD Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$214,755.72
	FED Child Education (Impact Aid)	\$322.00
	FED Treasury Contribution to Retirement	\$18,484.00
	FED Treasury Contribution for Concurrent Receipts	\$1,535.00
	FED Treasury Contribution to MERHCF	\$1,917.00
	FED Veterans Benefits (Cash and In-Kind)	\$5,547.00
	FED Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$242,560.72
	Non Labor Cost Non Labor Cost-1	\$0.00
	Non Labor Cost Non Labor Cost-2	\$0.00
	Non Labor Cost Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300456

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	O-4
YOS	13
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$187,245.72	\$190,092.72	\$217,897.72	\$166,559.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$187,245.72	\$190,092.72	\$217,897.72	

Billet Costing Details (Annual)		
Cost Type	Component	Annual Cost
COMP	Base Pay	\$80,859.60
COMP	Retired Pay Accrual (RPA)	\$27,734.84
COMP	BAH	\$24,647.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$9,432.00
COMP	PCS / Relocation	\$6,090.00
COMP	Miscellaneous Expenses	\$11,985.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,013.30
COMP	Medicare (Employer)	\$1,172.46
COMP	Education Assistance	\$427.00
COMP	Recruitment & Advertising	\$634.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$187,245.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$190,092.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$217,897.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300457

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	O-3
YOS	7
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$157,074.06	\$159,921.06	\$187,726.06	\$140,582.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$157,074.06	\$159,921.06	\$187,726.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$63,262.80
COMP	Retired Pay Accrual (RPA)	\$21,699.14
COMP	BAH	\$20,995.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$9,432.00
COMP	PCS / Relocation	\$6,090.00
COMP	Miscellaneous Expenses	\$10,444.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$3,922.29
COMP	Medicare (Employer)	\$917.31
COMP	Education Assistance	\$427.00
COMP	Recruitment & Advertising	\$634.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$157,074.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$159,921.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$187,726.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300458

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	E-9
YOS	22
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$161,422.63	\$164,269.63	\$192,074.63	\$141,266.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$161,422.63	\$164,269.63	\$192,074.63	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$68,875.20
COMP	Retired Pay Accrual (RPA)	\$23,624.19
COMP	BAH	\$20,101.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$9,432.00
COMP	PCS / Relocation	\$3,114.00
COMP	Miscellaneous Expenses	\$9,394.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$4,270.26
COMP	Medicare (Employer)	\$998.69
COMP	Education Assistance	\$427.00
COMP	Recruitment & Advertising	\$634.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$161,422.63
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$164,269.63
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$192,074.63
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300459

85-008

User Input	
Category	Selection
DoD Component	Air Force
Year	2012
Rank	E-5
YOS	5
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$97,712.06	\$100,559.06	\$128,364.06	\$79,393.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$97,712.06	\$100,559.06	\$128,364.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$29,851.20
COMP	Retired Pay Accrual (RPA)	\$10,238.96
COMP	BAH	\$15,656.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$9,432.00
COMP	PCS / Relocation	\$3,114.00
COMP	Miscellaneous Expenses	\$5,523.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$1,850.77
COMP	Medicare (Employer)	\$432.84
COMP	Education Assistance	\$427.00
COMP	Recruitment & Advertising	\$634.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$97,712.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$100,559.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$128,364.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300460

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	O-6
YOS	24
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$244,798.26	\$247,645.26	\$275,450.26	\$232,064.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$244,798.26	\$247,645.26	\$275,450.26	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$118,400.40
COMP	Retired Pay Accrual (RPA)	\$40,611.34
COMP	BAH	\$27,629.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$6,068.00
COMP	Miscellaneous Expenses	\$15,823.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$6,826.20
COMP	Medicare (Employer)	\$1,716.81
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$244,798.26
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$247,645.26
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$275,450.26
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300461

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	O-5
YOS	19
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$209,865.72	\$212,712.72	\$240,517.72	\$193,920.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$209,865.72	\$212,712.72	\$240,517.72	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$95,788.80
COMP	Retired Pay Accrual (RPA)	\$32,855.56
COMP	BAH	\$26,293.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$6,068.00
COMP	Miscellaneous Expenses	\$13,809.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,938.91
COMP	Medicare (Employer)	\$1,388.94
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$209,865.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$212,712.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$240,517.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	O-4
YOS	13
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$183,643.72	\$186,490.72	\$214,295.72	\$166,273.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$183,643.72	\$186,490.72	\$214,295.72	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$80,859.60
COMP	Retired Pay Accrual (RPA)	\$27,734.84
COMP	BAH	\$23,621.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$6,068.00
COMP	Miscellaneous Expenses	\$11,451.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,013.30
COMP	Medicare (Employer)	\$1,172.46
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$183,643.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$186,490.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$214,295.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300463

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	O-3
YOS	7
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$152,173.06	\$155,020.06	\$182,825.06	\$132,959.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$152,173.06	\$155,020.06	\$182,825.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$63,262.80
COMP	Retired Pay Accrual (RPA)	\$21,699.14
COMP	BAH	\$19,467.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$6,068.00
COMP	Miscellaneous Expenses	\$9,113.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$3,922.29
COMP	Medicare (Employer)	\$917.31
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$152,173.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$155,020.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$182,825.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300464

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	W-2
YOS	12
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$137,069.05	\$139,916.05	\$167,721.05	\$117,717.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$137,069.05	\$139,916.05	\$167,721.05	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$53,233.20
COMP	Retired Pay Accrual (RPA)	\$18,258.99
COMP	BAH	\$18,337.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$6,068.00
COMP	Miscellaneous Expenses	\$9,376.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$3,300.46
COMP	Medicare (Employer)	\$771.88
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$137,069.05
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$139,916.05
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$167,721.05
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300465

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	E-6
YOS	8
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$108,521.85	\$111,368.85	\$139,173.85	\$108,292.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$108,521.85	\$111,368.85	\$139,173.85	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$37,717.20
COMP	Retired Pay Accrual (RPA)	\$12,937.00
COMP	BAH	\$16,600.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$2,829.00
COMP	Miscellaneous Expenses	\$6,528.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$2,338.47
COMP	Medicare (Employer)	\$546.90
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$108,521.85
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$111,368.85
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$139,173.85
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300466

User Input	
Category	Selection
DoD Component	Army
Year	2012
Rank	E-5
YOS	5
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$92,453.06	\$95,300.06	\$123,105.06	\$62,996.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$92,453.06	\$95,300.06	\$123,105.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$29,851.20
COMP	Retired Pay Accrual (RPA)	\$10,238.96
COMP	BAH	\$12,297.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$6,490.00
COMP	PCS / Relocation	\$2,829.00
COMP	Miscellaneous Expenses	\$5,928.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$1,850.77
COMP	Medicare (Employer)	\$432.84
COMP	Education Assistance	\$428.00
COMP	Recruitment & Advertising	\$1,555.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$92,453.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$95,300.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$123,105.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300467

03A001

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	O-6
YOS	24
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$242,268.26	\$245,115.26	\$272,920.26	\$224,170.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$242,268.26	\$245,115.26	\$272,920.26	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$118,400.40
COMP	Retired Pay Accrual (RPA)	\$40,611.34
COMP	BAH	\$33,761.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$5,648.00
COMP	Miscellaneous Expenses	\$11,554.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$6,826.20
COMP	Medicare (Employer)	\$1,716.81
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$242,268.26
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$245,115.26
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$272,920.26
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	O-5
YOS	19
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$209,669.72	\$212,516.72	\$240,321.72	\$191,597.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$209,669.72	\$212,516.72	\$240,321.72	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$95,788.80
COMP	Retired Pay Accrual (RPA)	\$32,855.56
COMP	BAH	\$34,526.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$5,648.00
COMP	Miscellaneous Expenses	\$9,773.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,938.91
COMP	Medicare (Employer)	\$1,388.94
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$209,669.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$212,516.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$240,321.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	O-4
YOS	13
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$179,949.72	\$182,796.72	\$210,601.72	\$165,553.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$179,949.72	\$182,796.72	\$210,601.72	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$80,859.60
COMP	Retired Pay Accrual (RPA)	\$27,734.84
COMP	BAH	\$27,343.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$5,648.00
COMP	Miscellaneous Expenses	\$8,428.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,013.30
COMP	Medicare (Employer)	\$1,172.46
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$179,949.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$182,796.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$210,601.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

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300470

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	O-3
YOS	7
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$149,399.06	\$152,246.06	\$180,051.06	\$138,835.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$149,399.06	\$152,246.06	\$180,051.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$63,262.80
COMP	Retired Pay Accrual (RPA)	\$21,699.14
COMP	BAH	\$22,520.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$5,648.00
COMP	Miscellaneous Expenses	\$7,679.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$3,922.29
COMP	Medicare (Employer)	\$917.31
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$149,399.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$152,246.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$180,051.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300471

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	E-7
YOS	12
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$117,647.15	\$120,494.15	\$148,299.15	\$103,422.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$117,647.15	\$120,494.15	\$148,299.15	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$45,730.80
COMP	Retired Pay Accrual (RPA)	\$15,685.66
COMP	BAH	\$20,877.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$2,523.00
COMP	Miscellaneous Expenses	\$4,280.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$2,835.31
COMP	Medicare (Employer)	\$663.10
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$117,647.15
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$120,494.15
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$148,299.15
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300472

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	E-6
YOS	8
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$104,967.85	\$107,814.85	\$135,619.85	\$90,508.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$104,967.85	\$107,814.85	\$135,619.85	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$37,717.20
COMP	Retired Pay Accrual (RPA)	\$12,937.00
COMP	BAH	\$19,573.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$2,523.00
COMP	Miscellaneous Expenses	\$4,280.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$2,338.47
COMP	Medicare (Employer)	\$546.90
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$104,967.85
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$107,814.85
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$135,619.85
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300473

RYPOOL

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	E-5
YOS	5
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$87,246.06	\$90,093.06	\$117,898.06	\$73,557.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$87,246.06	\$90,093.06	\$117,898.06	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$29,851.20
COMP	Retired Pay Accrual (RPA)	\$10,238.96
COMP	BAH	\$13,017.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$2,523.00
COMP	Miscellaneous Expenses	\$4,280.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$1,850.77
COMP	Medicare (Employer)	\$432.84
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$87,246.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$90,093.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$117,898.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

POOL

300474

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	E-4
YOS	3
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$76,168.73	\$79,015.73	\$106,820.73	\$60,758.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$76,168.73	\$79,015.73	\$106,820.73	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$25,887.60
COMP	Retired Pay Accrual (RPA)	\$8,879.45
COMP	BAH	\$7,566.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$2,523.00
COMP	Miscellaneous Expenses	\$4,280.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$1,605.03
COMP	Medicare (Employer)	\$375.37
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$76,168.73
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$79,015.73
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$106,820.73
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300475

11-006

User Input	
Category	Selection
DoD Component	Marines
Year	2012
Rank	E-3
YOS	2
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$68,266.50	\$71,113.50	\$98,918.50	\$52,555.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$68,266.50	\$71,113.50	\$98,918.50	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$22,417.20
COMP	Retired Pay Accrual (RPA)	\$7,689.10
COMP	BAH	\$4,590.00
COMP	Basic Allowances for Subsistence (BAS)	\$4,181.28
COMP	Training	\$3,275.00
COMP	PCS / Relocation	\$2,523.00
COMP	Miscellaneous Expenses	\$4,280.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$1,389.87
COMP	Medicare (Employer)	\$325.05
COMP	Education Assistance	\$216.00
COMP	Recruitment & Advertising	\$1,009.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$68,266.50
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$71,113.50
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$98,918.50
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

300476

User Input	
Category	Selection
DoD Component	Navy
Year	2012
Rank	O-6
YOS	24
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$241,134.26	\$243,981.26	\$271,786.26	\$228,029.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$241,134.26	\$243,981.26	\$271,786.26	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$118,400.40
COMP	Retired Pay Accrual (RPA)	\$40,611.34
COMP	BAH	\$32,549.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,863.00
COMP	PCS / Relocation	\$7,054.00
COMP	Miscellaneous Expenses	\$9,486.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$6,826.20
COMP	Medicare (Employer)	\$1,716.81
COMP	Education Assistance	\$430.00
COMP	Recruitment & Advertising	\$947.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$241,134.26
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$243,981.26
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$271,786.26
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

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User Input	
Category	Selection
DoD Component	Navy
Year	2012
Rank	O-5
YOS	19
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$208,718.72	\$211,565.72	\$239,370.72	\$195,933.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$208,718.72	\$211,565.72	\$239,370.72	

Billet Costing Details (Annual)		
Cost Type	Component	Annual Cost
COMP	Base Pay	\$95,788.80
COMP	Retired Pay Accrual (RPA)	\$32,855.56
COMP	BAH	\$32,153.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,863.00
COMP	PCS / Relocation	\$7,054.00
COMP	Miscellaneous Expenses	\$9,049.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,938.91
COMP	Medicare (Employer)	\$1,388.94
COMP	Education Assistance	\$430.00
COMP	Recruitment & Advertising	\$947.00
COMP	Additional Labor Cost	\$0.00
Component Subtotal		\$208,718.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
DoD Subtotal		\$2,847.00
Total (Component + DoD)		\$211,565.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
Federal Government Subtotal		\$27,805.00
Total (Component + DoD + Federal Government)		\$239,370.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
Total (Non Labor Cost)		\$0.00

User Input	
Category	Selection
DoD Component	Navy
Year	2012
Rank	O-4
YOS	13
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$184,515.72	\$187,362.72	\$215,167.72	\$176,448.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$184,515.72	\$187,362.72	\$215,167.72	

Billet Costing Details (Annual)		
	Cost Type	Annual Cost
COMP	Base Pay	\$80,859.60
COMP	Retired Pay Accrual (RPA)	\$27,734.84
COMP	BAH	\$29,202.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,863.00
COMP	PCS / Relocation	\$7,054.00
COMP	Miscellaneous Expenses	\$8,989.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$5,013.30
COMP	Medicare (Employer)	\$1,172.46
COMP	Education Assistance	\$430.00
COMP	Recruitment & Advertising	\$947.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$184,515.72
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$187,362.72
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$215,167.72
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

User Input	
Category	Selection
DoD Component	Navy
Year	2012
Rank	O-3
YOS	7
Location	CONUS - CONUS (Standard)

Billet Costing Summary (Annual)				
Fully Burdened Cost				
Cost Type	Component	Department of Defense	Federal Government	Programmed Amount
Labor Cost	\$154,818.06	\$157,665.06	\$185,470.06	\$151,715.00
Non Labor Cost	\$0.00	\$0.00	\$0.00	
Total Labor Cost	\$154,818.06	\$157,665.06	\$185,470.06	

Billet Costing Details (Annual)		
Cost Type		Annual Cost
COMP	Base Pay	\$63,262.80
COMP	Retired Pay Accrual (RPA)	\$21,699.14
COMP	BAH	\$24,485.00
COMP	Basic Allowances for Subsistence (BAS)	\$2,879.52
COMP	Training	\$3,863.00
COMP	PCS / Relocation	\$7,054.00
COMP	Miscellaneous Expenses	\$8,987.00
COMP	Medicare-Eligible Retiree Health Care (MERHC)	\$5,580.00
COMP	Health Care (AD and AD FM)	\$10,791.00
COMP	Social Security (Employer)	\$3,922.29
COMP	Medicare (Employer)	\$917.31
COMP	Education Assistance	\$430.00
COMP	Recruitment & Advertising	\$947.00
COMP	Additional Labor Cost	\$0.00
	Component Subtotal	\$154,818.06
DoD	Discount Groceries	\$393.00
DoD	Child Development (Day Care Facilities)	\$515.00
DoD	DoDEA and Family Assistance	\$1,939.00
DoD	Additional Labor Cost	\$0.00
	DoD Subtotal	\$2,847.00
	Total (Component + DoD)	\$157,665.06
FED	Child Education (Impact Aid)	\$322.00
FED	Treasury Contribution to Retirement	\$18,484.00
FED	Treasury Contribution for Concurrent Receipts	\$1,535.00
FED	Treasury Contribution to MERHCF	\$1,917.00
FED	Veterans Benefits (Cash and In-Kind)	\$5,547.00
FED	Additional Labor Cost	\$0.00
	Federal Government Subtotal	\$27,805.00
	Total (Component + DoD + Federal Government)	\$185,470.06
Non Labor Cost	Non Labor Cost-1	\$0.00
Non Labor Cost	Non Labor Cost-2	\$0.00
Non Labor Cost	Non Labor Cost-3	\$0.00
	Total (Non Labor Cost)	\$0.00

Assumed Military Pay Raises

2013	1.7%
2014	1.0%

For this spreadsheet, using the military pay raises to inflate all elements of compensation; n

Total Raise from 2012 to 2014 = 2.717%

ot just basic pay.

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MSGID/GENADMIN/CNO WASHINGTON DC/N1/APR//

SUBJ/EXPEDITED TRANSFER PROCEDURES FOR SERVICE MEMBERS WHO FILE
UNRESTRICTED REPORTS OF SEXUAL ASSAULT//

REF/A/DOC/DOD/16DEC11//
REF/B/DOC/SECNAV/04APR12//
REF/C/DOC/NPC/20FEB07//
REF/D/DOC/DOD/23JAN12//

NARR/REF A IS DIRECTIVE-TYPE MEMORANDUM 11-063, EXPEDITED TRANSFER OF
MILITARY

SERVICE MEMBERS WHO FILE UNRESTRICTED REPORTS OF SEXUAL ASSAULT. REF B IS
GUIDANCE FOR EXPEDITED TRANSFER OR REASSIGNMENT OF MILITARY SERVICE MEMBERS
WHO FILE UNRESTRICTED REPORTS OF SEXUAL ASSAULT. REF C IS MILPERSMAN 1300-
1200 CH-18, SAFETY TRANSFERS. REF D IS DODD 6495.01, SEXUAL ASSAULT
PREVENTION AND RESPONSE (SAPR) PROGRAM.//

RMKS/1. THIS NAVADMIN IMPLEMENTS THE GUIDANCE AND EXPLAINS THE PROCEDURES TO
EXECUTE THE INSTRUCTIONS CONTAINED IN REFS A AND B. CIRCUMSTANCES MAY EXIST
THAT WARRANT THE TRANSFER OF A SERVICE MEMBER WHO MAKES AN UNRESTRICTED
REPORT

OF SEXUAL ASSAULT BUT MAY NOT OTHERWISE MEET ESTABLISHED CRITERIA FOR
EFFECTING THE IMMEDIATE TRANSFER OF SERVICE MEMBERS. THOSE SERVICE MEMBERS
MAY NOW REQUEST AN EXPEDITED TRANSFER PER REFS A AND B. REF C WILL BE
UPDATED

TO CONTAIN PROVISIONS REGARDING EXPEDITED TRANSFER AND SHALL BE THE GOVERNING
INSTRUCTION FOR PROCESSES OF EXPEDITED TRANSFER. ANY THREAT TO LIFE OR
SAFETY

OF A SERVICE MEMBER, HIS/HER DEPENDENTS, OR MILITARY SPOUSE SHOULD CONTINUE
TO

BE PROCESSED UNDER THE SAFETY
TRANSFER PROVISION OF REF C.

2. FOR THE PURPOSE OF THE EXPEDITED TRANSFER POLICY, A TRANSFER OR
REASSIGNMENT INCLUDES, BUT IS NOT LIMITED TO, TEMPORARY OR PERMANENT MOVEMENT
TO A UNIT WITHIN THE SAME COMMAND, TO A UNIT ON THE SAME INSTALLATION, OR TO
A

UNIT IN A DIFFERENT GEOGRAPHIC LOCATION. A REQUEST FOR A PERMANENT CHANGE OF
STATION TRANSFER OUT OF THE AREA OF THE PERMANENT DUTY STATION IS TO BE
GRANTED ON AN EXCEPTIONAL BASIS. FOR RESERVE COMPONENT MEMBERS, THE COMMAND
SHOULD ALLOW FOR SEPARATE TRAINING ON DIFFERENT WEEKENDS OR TIMES FROM THE
ALLEGED OFFENDER OR WITH A DIFFERENT UNIT IN THE HOME DRILLING LOCATION TO
ENSURE UNDUE BURDEN IS NOT PLACED ON THE SERVICE MEMBER AND HIS OR HER FAMILY
BY THE TRANSFER.

3. PROCEDURES. PER REF D, MEMBERS WHO HAVE FILED AN UNRESTRICTED REPORT OF
SEXUAL ASSAULT MUST BE ADVISED OF THEIR OPTION TO REQUEST TRANSFER FROM THE

400390

COMMAND TO WHICH THEY ARE ASSIGNED.

A. A REQUEST FOR AN EXPEDITED TRANSFER MUST COME FROM THE SERVICE MEMBER.

THE REQUEST MUST BE IN WRITING AND INCLUDE THE REASON(S) FOR THE REQUEST.

B. UPON RECEIPT OF THE REQUEST, AND WITHIN 72 HOURS, THE COMMANDING OFFICER (CO) MUST APPROVE OR RECOMMEND DISAPPROVAL OF AN EXPEDITED TRANSFER.

C. IN MAKING THE DECISION ON WHETHER TO RECOMMEND TRANSFER, THE CO MUST DETERMINE IF THE UNRESTRICTED REPORT IS CREDIBLE. (I.E., REASONABLE GROUNDS TO BELIEVE THAT AN OFFENSE CONSTITUTING SEXUAL ASSAULT DID OCCUR BASED ON ALL AVAILABLE EVIDENCE AND THE ADVICE OF THE SUPPORTING JUDGE ADVOCATE OR OTHER LEGAL ADVISOR OR COUNSEL CONCERNED.)

D. A PRESUMPTION SHALL BE ESTABLISHED IN FAVOR OF TRANSFERRING A SERVICE MEMBER (WHO INITIATED THE TRANSFER REQUEST) FOLLOWING A CREDIBLE REPORT OF SEXUAL ASSAULT. THE CO SHALL CONSIDER THE FOLLOWING FACTORS WHEN MAKING THE TRANSFER DECISION:

- (1) THE CREDIBLE REPORT OF SEXUAL ASSAULT;
- (2) THE SERVICE MEMBER'S WRITTEN REQUEST FOR TRANSFER OR REASSIGNMENT;
- (3) OPERATIONAL NECESSITY, INCLUDING SITUATIONAL UNIQUE REQUIREMENTS IN DEPLOYED AREAS;
- (4) THE NATURE AND CIRCUMSTANCES OF THE OFFENSE;
- (5) THE LOCATION OF THE ALLEGED OFFENDER;
- (6) POTENTIAL TRANSFER OR REASSIGNMENT OF THE ALLEGED OFFENDER

INSTEAD OF THE SERVICE MEMBER;

- (7) THE ALLEGED OFFENDER'S STATUS (MILITARY OR CIVILIAN);
- (8) AFTER CONSULTATION WITH THE INVESTIGATING MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION AND THE SUPPORTING JUDGE ADVOCATE OR OTHER LEGAL ADVISOR OR COUNSEL CONCERNED, THE STATUS OF THE INVESTIGATION AND THE POTENTIAL IMPACT OF THE SERVICE MEMBER'S TRANSFER OR REASSIGNMENT ON THE INVESTIGATION AND FUTURE DISPOSITION OF THE ALLEGATION;
- (9) TRAINING STATUS OF THE SERVICE MEMBER REQUESTING THE TRANSFER OR REASSIGNMENT; AND
- (10) OTHER PERTINENT CIRCUMSTANCES OR FACTS.

4. APPROVAL. THE CO'S APPROVAL OF AN EXPEDITED TRANSFER REQUEST, ALONG WITH THEIR RECOMMENDATION AS TO WHERE THE MEMBER SHOULD BE TRANSFERRED, SHALL BE IMMEDIATELY FORWARDED TO THE NAVY PERSONNEL COMMAND (NPC) POST SELECTION BOARD MATTERS (PERS-833) FOR PROCESSING AND RETAINED ON FILE FOR A PERIOD OF 3 YEARS. NPC CAREER MANAGEMENT (PERS-4) WILL ADJUDICATE TRANSFER OF THE SERVICE MEMBER.

5. DISAPPROVAL. THE COMMANDING OFFICER MUST IMMEDIATELY FORWARD ANY RECOMMENDATION FOR DISAPPROVAL OF AN EXPEDITED TRANSFER REQUEST, AND THE REASON(S) FOR THE RECOMMENDATION, IN WRITING, TO THE FIRSTFLAG OFFICER IN THE CHAIN OF COMMAND, OR SENIOR EXECUTIVE SERVICE (SES) EQUIVALENT (IF APPLICABLE).

A. A MEMBER'S REQUEST MAY ONLY BE DISAPPROVED BY THE FIRST FLAG OFFICER IN THE MEMBER'S CHAIN OF COMMAND, OR AN SES EQUIVALENT (IF APPLICABLE).

B. THE FLAG OFFICER/SES MEMBER SHALL CONSIDER:

- (1) FACTORS (1) THROUGH (10) WHICH ARE DELINEATED FOR COMMANDERS ABOVE;
- (2) THE WRITTEN RECOMMENDATION FROM THE COMMANDER DISAPPROVING OF THE REQUEST; AND

(3) ANY OTHER PERTINENT CIRCUMSTANCE(S) FROM THE FLAG OFFICER COMMAND PERSPECTIVE.

C. THE FLAG OFFICER/SES LEVEL DECISION MUST BE MADE WITHIN 72 HOURS OF RECEIPT OF THE COMMAND-LEVEL DISAPPROVAL RECOMMENDATION.

D. FLAG OFFICER/SES LEVEL APPROVED EXPEDITED TRANSFER REQUESTS SHALL BE IMMEDIATELY FORWARDED TO NPC PERS-833 FOR PROCESSING AND RETAINED ON FILE FOR A PERIOD OF 3 YEARS.

E. FLAG OFFICER/SES LEVEL DISAPPROVED EXPEDITED TRANSFER REQUESTS SHALL BE IMMEDIATELY FORWARDED TO NPC PERS-833 AND RETAINED ON FILE FOR A PERIOD OF 3 YEARS.

6. IF AT ANY TIME THE REQUESTING SERVICE MEMBER ELECTS NOT TO PROCEED WITH AN EXPEDITED TRANSFER REQUEST, HE OR SHE SHALL FORMALLY WITHDRAW THE REQUEST IN WRITING TO THE CO.

7. THESE PROCEDURES ARE EFFECTIVE IMMEDIATELY AND WILL REMAIN IN EFFECT UNLESS SUPERSEDED BY REVISIONS TO OPNAVINST 1752.1B AND THE MILPERSMAN. AMPLIFYING INFORMATION CAN BE FOUND IN MILPERSMAN ARTICLE 1300-1200.

8. SEXUAL ASSAULT PREVENTION AND RESPONSE IS A KEY COMPONENT OF THE READINESS FOCUS AREA OF SECNAV'S 21ST CENTURY SAILOR AND MARINE INITIATIVE, WHICH IS DESIGNED TO MAXIMIZE SAILOR AND MARINE PERSONAL READINESS, MAINTAIN THE RESILIENCY OF THE FORCE, AND TO HONE THE MOST COMBAT EFFECTIVE FORCE.

9. POINT OF CONTACT: PERS-833 AT COMM (901) 874-4412 OR DSN 882-4438.

10. RELEASED BY VICE ADMIRAL S. R. VAN BUSKIRK, N1.//

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