



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

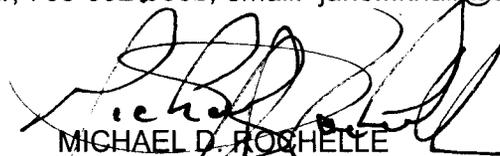
3 July 2008

DAPE-PRC

MEMORANDUM FOR CHIEF OF ENGINEERS, HEADQUARTERS UNITED STATES ARMY,
2600 ARMY PENTAGON, ROOM 2D221A, WASHINGTON, DC, 20310-2600

SUBJECT: Authorization for Demolition Hazardous Duty Incentive Pay (HDIP) for Army
Combat Engineer Enlisted Soldiers (21B)

1. Your request for an exception to policy to authorize Army Combat Engineer Enlisted Soldiers assigned to positions that have a primary duty to execute explosive ordnance disposal (EOD) related tasks to receive Demolition Duty Incentive Pay is approved.
2. As you know, in October 2007, a Tiger Team met to review the added danger for Special Forces and 75th Ranger Regiment Soldiers in relationship to Demolition Duty Incentive Pay. The results of this study were briefed to the Vice Chief of Staff of the Army who concluded their duty responsibilities required them to routinely perform demolition duties, and face similar hazards and must maintain expertise in demolition. The same principle duty requirements and associated skills are also applicable to the three Army Engineer instructors assigned to the joint Urban Mobility Breaching Course.
3. In February 2004 Combat Engineers serving in Operation Enduring Freedom/Operation Iraqi Freedom were granted a temporary authorization for Demolition HDIP under the provisions of FM 3-100.38. Combat Engineers provided route clearance and executed tasks which supplemented limited EOD forces.
4. Army Combat Engineers assigned to designated explosive ordnance clearance agent (EOCA) positions (Additional Skill Identifier code: E8) conduct mission profiles that require battlefield UXO disposal and Captured Enemy Ammunition reduction operations on a daily basis as they encounter countless battlefield hazards.
5. The Vice Chief of Staff of the Army requested the Chief of Engineers provide the overall plan for designated demolition billets. Members of my staff have reviewed the MTOE and TDA positions to ensure the positions are within the proposed demolition policy and requirements. This documentation must be forwarded through command channels for the final approval process to validate the 1,655 billets for FY08, 1,648 MTOE positions and 7 TDA instructor positions. This incentive pay will be effective the date of this memorandum at the rate of \$150 per month. The exception to policy created by this memorandum will cease upon the completion of the rapid action change to AR 37-104-4 implementing this change to Army policy.
6. A rapid action revision to AR 37-104-4, Military Pay and Allowances Policy, chapter 10, paragraph 10-4, Demolition Duty will be generated to incorporate Demolition Duty Pay for Army Combat Engineer Enlisted Soldiers.
7. The POC for this action is Ms. Jane Khair, 703-692-6888, email: jane.f.khair@us.army.mil.



MICHAEL D. ROCHELLE
Lieutenant General, GS
Deputy Chief of Staff, G1



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WASHINGTON DC 20310-2600

DAEN-ZC

April 15, 2008

MEMORANDUM THRU: Ms. Jane Khair, Office of the Deputy Assistant Secretary of the Army
for Human Resources

FOR Lieutenant General Michael Rochelle, Deputy Chief of Staff, G1

SUBJECT: Authorization for Demolitions Duty Incentive Pay

1. The battlefield requirements of the Global War on Terrorism have driven an extremely large demand for capabilities to neutralize and demilitarize explosive hazards and munitions. Typically Explosive Ordnance Disposal (EOD) units execute these requirements, however, the scope of wartime demands and the disposal of captured munitions has overtaxed the Army's limited EOD resources. Testimony to these effects can be found through out unit level After Action Reports and the early data collection directed at identifying lessons learned.
2. Existing Joint doctrine as established by FM 3-100.38 (refer to Tab 1) provides a means of over coming the issues associated with limited EOD assets by employing Combat Engineers to fulfill EOD requirements in both combat and post conflict operations (refer to Tab 2). This doctrine has been implemented by units involved in the Global War on Terrorism and Engineer units in the Central Command area of operations are executing EOD missions. This action also reflects the overlap in both EOD and Engineer capabilities as shown in Tab 3.
3. AR 37-104-4 establishes an incentive pay for those soldiers executing demolition duty (refer to Tab 4). Subparagraph 10.3.b(2) of the regulation authorizes commanders of active duty units to issue orders for soldiers performing temporary additional duty requiring demolitions tasks.
4. As a long term measure the Engineer and Ordnance Schools have already reached agreement on the overlap of EOD and Engineer capabilities and are working toward resolution and documenting the dual roles and responsibilities. An outcome of this initiative was the establishment of the Explosive Ordnance Clearance Agent (EOCA) capability which is now recognized by the E8 Additional Skill Identifier. Engineers who earn the E8 ASI are trained and skilled to fulfill the global demands for providing mobility and force protection facing our deployed forces.
5. Based on the congruence of skills sets, Joint doctrine, and regulatory guidance I request authorization to allow Engineer soldiers actually executing missions in support of EOD tasks be granted the demolitions duty incentive pay.


MERDITH W. B. TEMPLE
Major General, USA
Deputy Commanding General
for Military and International Operations



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REPLY TO
ATTENTION OF

DAPE-PRC

28 May 2008

MEMORANDUM FOR Commander, U. S. Army Finance Command, 8899 E. 56th Street,
COL 204V-1, ATTN: SFFM-FC-ZA, Indianapolis, IN 46249-300026

SUBJECT: Rapid Action Revision for Army Regulation (AR 37-104-4), Military Pay and Allowances Policy

1. A rapid action revision to AR 37-104-4 is enclosed for your review (encl 1).
2. The changes have been staffed with the Office of the Chief of Engineers, Office of the Chief of Ordnance, and United States Army Special Operations Command. Request comments and/or recommendations be send to Ms. Jane Khair, e-mail: jane.f.khair@us.army.mil.
3. The Army Staff point of contact for this action is Ms. Jane Khair. For additional information or assistance, you may contact Ms. Khair at DSN: 222-6888.

A handwritten signature in black ink, appearing to read "LARRY LOCK", written over a horizontal line.

LARRY LOCK
Colonel, GS
Chief, Compensation and
Entitlements Division