

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2009 BUDGET ESTIMATES



NATIONAL GUARD PERSONNEL, ARMY

February 2008

JUSTIFICATION BOOK

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Section One: Summary of Requirements by Budget Program

**National Guard Personnel, Army
Summary of Requirements by Budget Program
(\$ in Thousands)**

	<u>FY 2007 (Actual)</u>	<u>FY 2008 (Estimate)</u>	<u>FY 2009 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training and Support	5,373,727	5,924,699	6,595,293
REIMBURSABLE PROGRAM			
Reserve Component Training and Support	<u>29,430</u>	<u>47,333</u>	<u>47,333</u>
TOTAL BASELINE PROGRAM			
Reserve Component Training and Support	<u>5,403,157</u>	<u>5,972,032</u>	<u>6,642,626</u>
SUPPLEMENTAL FUNDING			
P.L. 109-289 - Title IX	295,959	0	0
P.L. 110-28 Supplemental Funding for GWOT	960,842	0	0
P.L. 110-28 Supplemental Funding for Baseline (BAH)	109,261	0	0
Operation Jump Start - Border Security	<u>404,400</u>	<u>0</u>	<u>0</u>
Total Supplemental Program	1,770,462	0	0
TOTAL PROGRAM FUNDING			
Reserve Component Training and Support	<u>7,173,619</u>	<u>5,972,032</u>	<u>6,642,626</u>
Medicare-Eligible Retiree Health Fund Contribution	<u>1,232,152</u>	<u>1,261,822</u>	<u>1,194,467</u>
TOTAL MIL. PERSONNEL PROGRAM COST	8,405,771	7,233,854	7,837,093

National Guard Personnel, Army
Total Reserve Pay and Benefits Funded from Military Personnel Accounts
(\$ in Thousands)

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	FY 2007 (Actual)	FY 2008 (Estimate)	FY 2009 (Estimate)
NATIONAL GUARD PERSONNEL, ARMY (NGPA)			
DIRECT PROGRAM (NGPA)	5,373,727	5,924,699	6,595,293
REIMBURSABLE PROGRAM (NGPA)	<u>29,430</u>	<u>47,333</u>	<u>47,333</u>
GWOT & OTHER SUPPLEMENTAL FUNDING (NGPA) 1/	1,770,462	-	-
TOTAL NATIONAL GUARD PERSONNEL, ARMY (NGPA) FUNDING	7,173,619	5,972,032	6,642,626
MEDICARE-ELIGIBLE RETIREES HEALTH FUNDED CONTRIBUTION (MERHCF)	1,232,152	1,261,822	1,194,467
TOTAL MILITARY PERSONNEL PROGRAM COST	8,405,771	7,233,854	7,837,093
MILITARY PERSONNEL, ARMY			
GWOT PAY AND ALLOWANCES MOBILIZATION (MPA) 1/	2,903,983	2,960,699	-
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) (MPA)	92,620	89,438	99,541
TOTAL FROM ACTIVE MILITARY PERSONNEL ARMY	2,996,603	3,050,137	99,541
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	11,402,374	10,283,991	7,936,634

1/ FY 2008 reflects amounts requested in the FY 2008 amended GWOT request.

Section Two: Introduction and Performance Measures

**National Guard Personnel, Army
Introduction and Performance Measures**

Appropriations Summary

	<u>FY08 Program</u>	<u>Price Growth</u>	<u>Program Growth</u>	<u>FY09 Program</u>
Reserve Component Training and Support	5,924,699	323,172	347,422	6,595,293
National Guard Personnel, Army	5,924,699	323,172	347,422	6,595,293

Program Adjustment Highlights in FY 2009. The National Guard Personnel, Army (NGPA) estimate for FY 2009 reflects increases due to revised economic assumptions for Basic Allowance for Housing (BAH) and Retired Pay Accrual for Active Duty Guardsmen in support of the National Guard mission. NGPA also increased in Pay Group F, which will strengthen the readiness of the ARNG with an increased throughput of Initial Entry Training for new recruits. Growth in both price and program account for an 11% increase in the NGPA budget.

Introduction Statement

The Army has continued to use Army National Guard (ARNG) units as an operational reserve. Army National Guard readiness is managed by prioritizing resources using the Army Force Generation (ARFORGEN) cycles in support of the National Military Strategy. Heavy demands on personnel and declines in equipment-on-hand due to increased mobilization and deployment continued in FY 2007. The Army National Guard successfully met all mission requirements and continued to support the persistent conflict.

Since September 11, 2001, the ARNG has deployed 297,051 Soldiers under U.S. Code Title 10 authority (federal orders only) and 388,757 under Title 10 or title 32 (federal or state orders). At the end of FY 2007, 33,193 Guard members were serving in Operation Iraqi Freedom (172,988 total), 4,808 in Operation Enduring Freedom-Afghanistan mission (24,109 total), and 164 in Operation Noble Eagle (35,327 total). Additionally, as the fiscal year ended, 2,597 personnel were serving in support of the Southwest Border Mission.

For 2009, this budget estimate assumes mobilizations of approximately 40,000.

The Army is transforming (through modular force conversion) from a division-centric force to a more flexible brigade-centric force and is restructuring its organization to create forces that are more stand-alone and alike (modular) while enhancing their full-spectrum capabilities. The Army National Guard Brigade Combat Teams (BCTs) are structured and manned identically to those in the Active Army and can be combined with other BCTs or elements of the joint force to facilitate integration, interoperability, and compatibility among all components.

The ARNG structure consists of 8 divisions, 28 brigade combats teams (7 heavy, 20 infantry and 1 stryker), 7 fires brigades, 6 maneuver enhancement brigades, 9 sustainment brigades, 6 battlefield surveillance brigades, 8 combat aviation brigades, 4 theater aviation brigades, 1 theater aviation group, and 38 functional brigades, and 2 special forces groups. This transformation of the Army National Guard into modular formations gives the Guard the ability to function as an interchangeable operational force, not just a strategic planning reserve. This is a key tool not only for managing conversion efforts, but also for meeting the goal of having at least 50% of Army assets available (personnel and equipment) to the Governors and Adjutants General at any given time. This transformation effort affects over 87% of guard units across all 54 states and territories and crosses every functional capability in the force.

National Guard Personnel, Army Introduction and Performance Measures

The ARNG has also achieved landmark progress in our Recruiting and Retention (R&R) initiatives. We began FY 2006 at a strength of 333,177, significantly below our authorized end strength of 350,000. In the face of doubt from many quarters, the ARNG undertook an aggressive expansion of our R&R programs to close this gap – and we are on track to meet that goal! Our retention efforts have also achieved great progress, due in part to the enhanced benefits recently authorized by the Congress. Our R&R success has confirmed that, contrary to a large portion of popular opinion, many of our nation's finest still want to serve, and continue to serve in, one of the highest callings that America offers. Our nation can be proud of our 21st Century Minutemen, and should do all it can to fully support and resource their outstanding service. The programs outlined in this volume, over the indicated years, will accomplish this noble aim.

The National Guard Personnel, Army (NGPA) appropriation finances the costs to train, educate, and prepare Army National Guard (ARNG) military personnel. These costs consist of basic and incentive pay, basic allowances for subsistence and housing, payments for clothing, education benefits, travel and per diem, and other pays and allowances. These items support ARNG Soldiers in the performance of annual training, inactive duty training, active duty for school training, special training, special work, and military funeral honors. NGPA also provides for the pay and benefits for Active Guard and Reserve (AGR) Soldiers, who provide the ARNG backbone of managing day to day requirements, supporting unit and Soldier mobilization and demobilization, and recruiting and retaining a quality force. Finally, the appropriation supports the Ground-Based Midcourse Defense (GBMD) mission, Civil Support Teams (CSTs), Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Enhance Response Force Package (CERFP) teams, and Operation Jump Start (OJS), the Southwest Border security mission, requirements.

The estimated end strength is reflected in the following table:

<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>
352,707	351,300	352,600	353,900	355,300	356,800	358,200

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007 – FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2008/FY 2009 National Guard Personnel Army budget estimates were reduced by \$7.9 million/\$8.2 million respectively as a result. In addition to the funding reductions, the Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- Develop the lowest, achievable percentage level of unobligated/unexpended balances
- Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances
- Add the necessary personnel resources to improve execution data collection and,
- Closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5 year availability.

**National Guard Personnel, Army
Introduction and Performance Measures**

“The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense (DoD), they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.”

**National Guard Personnel, Army
Performance Measures and Evaluation Summary**

Activity: National Guard Personnel, Army (NGPA)

Activity Goal: Maintain the correct Army National Guard (ARNG) Military Personnel to execute the National Military Strategy.

Description of Activity: The NGPA appropriation provides resources necessary to compensate military personnel and to provide trained and qualified units in the Armed Forces in time of war, national emergency, and at such other times as the national security requires. The Guard also fills the needs of the Armed Forces whenever more units and persons are needed than are in the Active Component to achieve the planned mobilization; man approved force structure; and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Average Strength	349,536	346,798	349,510
End Strength	352,707	351,300	352,600
Authorized End Strength	350,000	351,300	-

The measure of success of the goal to “maintain the correct number of ARNG Military Personnel to execute the National Military Strategy” is to maintain strength equal to plus/minus 2% of the congressionally mandated End Strength Objective (ESO) of 351,300 in 2008.

The proposed Army strategy is to grow the ARNG average end strength ramp to 352,600 by FY 2009 as one method to increase readiness and availability of forces to become an Operational Reserve in support of continued Federal and State missions and emergencies.

There are a number of factors that contribute to the ARNG End Strength (ES). These factors include recruiting, reenlistment, and attrition. While success in these areas does not guarantee the ARNG will meet its ESO, they are carefully monitored as leading indicators to the health of the ARNG strength posture.

	<u>FY 2007*</u>	<u>FY 2008</u>	<u>FY 2009</u>
Recruiting: Accession Goals	66,652	70,000	70,000
Retention: Reenlistment Goals	37,578	31,889	38,500
Attrition: Attrition Goals	18%	18.5%	18.5%

National Guard Personnel, Army

Program Assessment Rating Tool

In accordance with the President's Management Agenda, Budget and Performance Integration Initiative, this program has been assessed using the Program Assessment Rating Tool (PART). Remarks regarding program performance and plans for performance improvement can be located at the expectmore.gov website.

Section Three: Summary Tables

**National Guard Personnel, Army
Schedule of Gains and Losses to Selected Reserve Strengths**

	Officers		
	FY 2007 Actual	FY 2008 Estimate	FY 2009 Estimate
BEGINNING STRENGTH	36,850	37,495	38,589
GAINS			
Non-Prior Service Personnel			
Male	228	164	168
Female	58	41	42
Prior Service Personnel			
Civilian Life	358	362	365
Active Component	2,536	3,452	3,730
Enlisted Commissioning Program	426	435	441
Pay Group B (IMA)	0	0	0
Other Reserve/Status Component	639	750	755
All Other	0	0	0
Full-Time Active Duty	0	0	0
TOTAL GAINS	<u>4,245</u>	<u>5,204</u>	<u>5,501</u>
LOSSES			
Civilian Life	132	170	210
Active Component	164	183	220
Retirement	1,089	1,194	1,210
Other Reserve/Status Component	1,132	1,464	1,680
All Other	1,083	1,100	1,570
TOTAL LOSSES	<u>3,600</u>	<u>4,111</u>	<u>4,890</u>
Accounting Adjustment	<u>0</u>	<u>0</u>	<u>0</u>
END STRENGTH	37,495	38,589	39,200

National Guard Personnel, Army
Schedule of Gains and Losses to Selected Reserve Strengths

	Enlisted		
	FY 2007 Actual	FY 2008 Estimate	FY 2009 Estimate
BEGINNING STRENGTH	309,438	315,212	312,711
GAINS			
Non-Prior Service Personnel			
Male	33,410	39,493	39,491
Female	8,560	9,750	9,750
Prior Service Personnel			
Civilian Life	2,437	2,576	2,576
Other Reserve Status/Component	22,245	18,181	18,183
TOTAL GAINS	66,652	70,000	70,000
LOSSES			
Expiration of Selected Reserve Service	16,526	17,004	14,828
Active Component	2,935	3,254	3,174
To Officer Status	1,862	2,354	2,725
Retired Reserves	2,011	2,875	2,675
Attrition	16,435	19,366	19,585
Other Reserve Status/Component	4,752	5,698	5,372
Losses To Civilian Life	16,357	21,950	20,952
TOTAL LOSSES	60,878	72,501	69,311
Accounting Adjustment	0	0	0
END STRENGTH	315,212	312,711	313,400

**National Guard Personnel, Army
Summary of Personnel**

	No. of Drills	No. of A/D Days Training	FY 2007 (Actual)			FY 2008			FY 2009		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
Paid Drill/Individual Training											
Pay Group A - Officers	48	15.2	31,582	31,329	31,907	31,695	32,161	32,685	32,685	32,341	32,991
Pay Group A - Enlisted	48	15.2	251,006	253,539	256,112	256,112	239,978	246,419	246,419	243,375	244,460
Subtotal Pay Group A			282,588	284,868	288,019	288,019	272,139	279,104	279,104	275,716	277,451
Pay Group F - Enlisted		125	15,370	13,446	15,454	15,454	16,741	20,107	20,107	19,509	21,589
Pay Group P - Enlisted	23		23,014	25,557	23,198	23,198	29,298	22,885	22,885	25,052	23,610
Subtotal Pay Group P/F			38,384	39,003	38,652	38,652	46,039	42,992	42,992	44,561	45,199
Subtotal Paid Drill/Ind Tng			320,972	323,871	326,671	326,671	318,178	322,096	322,096	320,277	322,650
Full time Active Duty											
Officers			5,268	5,438	5,588	5,588	5,800	5,904	5,904	6,116	6,209
Enlisted			20,048	20,227	20,448	22,448	22,817	23,300	23,300	23,116	23,741
Subtotal Full-time			25,316	25,665	26,036	26,036	28,617	29,204	29,204	29,232	29,950
Total Selected Reserves											
Officers			36,850	36,767	37,495	37,495	37,961	38,589	38,589	38,457	39,200
Enlisted			309,438	312,769	315,212	315,212	308,834	312,711	312,711	311,052	313,400
Total			346,288	349,536	352,707	352,707	346,795	351,300	351,300	349,509	352,600
Inactive National Guard											
Officers			309	450	759	759	450	1,209	1,209	450	1,659
Enlisted			1,829	2,284	4,113	4,113	3,272	7,385	7,385	3,272	10,657
Total			2,138	2,734	4,872	4,872	3,722	8,594	8,594	3,722	12,316
GRAND TOTAL			348,426	352,270	357,579	357,579	350,518	359,894	359,894	353,230	364,916

**National Guard Personnel, Army
Reserve on Active Duty – Strength by Grade**

	<u>FY 2007 (Actual)</u>		<u>FY 2008</u>		<u>FY 2009</u>	
	Average	End	Average	End	Average	End
<u>Commissioned Officers</u>						
O-9 Lieutenant General	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0
O-6 Colonel	384	378	417	403	441	444
O-5 Lieutenant Colonel	1,031	1,057	1,185	1,205	1,234	1,243
O-4 Major	1,665	1,714	2,100	2,148	2,182	2,197
O-3 Captain	1,003	1,034	1,001	1,064	1,086	1,114
O-2 First Lieutenant	240	244	57	62	63	63
O-1 Second Lieutenant	77	64	5	1	0	0
Total Officers	4,400	4,491	4,765	4,883	5,006	5,061
Warrant Officers						
W-5 Master Warrant	139	142	148	147	147	147
W-4 Chief Warrant Officer 4	297	307	572	576	648	676
W-3 Chief Warrant Officer 3	237	257	151	137	152	164
W-2 Chief Warrant Officer 2	257	257	151	153	156	154
W-1 Warrant Officer	108	134	13	8	7	7
Total Warrant Officers	1038	1097	1,035	1,021	1,110	1,148
Total Officers and Warrant Officers	5,438	5,588	5,800	5,904	6,116	6,209
Enlisted Personnel						
E-9 Sergeant Major	655	664	715	717	726	735
E-8 Master Sergeant	1,821	1,846	2,138	1,945	2,326	2,396
E-7 Sergeant First Class	7,566	7,675	11,577	12,071	11,605	11,795
E-6 Staff Sergeant	6,593	6,800	5,242	5,321	5,269	5,474
E-5 Sergeant	3,149	3,027	2,878	2,943	2,886	3,007
E-4 Specialist	423	408	267	303	304	334
E-3 Private First Class	17	26	0	0	0	0
E-2 Private Second Class	2	1	0	0	0	0
E-1 Private	1	1	0	0	0	0
Total Enlisted	20,227	22,448	22,817	23,300	23,116	23,741
Total Personnel On Active Duty	25,665	26,036	28,617	29,204	29,232	29,950

**National Guard Personnel, Army
Reserve on Active Duty – Strength by Month**

FY 2007 (Actual)

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
2006 September	31,582	251,006	282,588	15,370	23,014	0	320,972	5,268	20,048	25,316	346,288
October	31,510	251,288	282,798	14,319	23,494	0	320,611	5,305	20,040	25,345	345,956
November	31,367	252,101	283,468	13,895	23,443	0	320,806	5,380	20,189	25,569	346,375
December	31,263	252,961	284,224	12,093	24,986	0	321,303	5,446	20,380	25,826	347,129
January	31,182	252,833	284,015	11,858	25,739	0	321,612	5,468	20,385	25,853	347,465
February	31,137	253,467	284,604	11,886	26,382	0	322,872	5,430	20,296	25,726	348,598
March	31,127	254,223	285,350	11,663	27,504	0	324,517	5,482	20,422	25,904	350,421
April	31,082	254,172	285,254	11,346	28,388	0	324,988	5,472	20,361	25,833	350,821
May	31,131	254,550	285,681	12,082	27,909	0	325,672	5,466	20,262	25,728	351,400
June	31,328	254,370	285,698	14,617	26,166	0	326,481	5,426	20,043	25,469	351,950
July	31,384	253,849	285,233	16,159	25,133	0	326,525	5,443	19,951	25,394	351,919
August	31,687	255,093	286,780	16,023	24,436	0	327,239	5,507	20,151	25,658	352,897
2007 September	31,907	256,112	288,019	15,454	23,198	0	326,671	5,588	20,448	26,036	352,707
Average	31,329	253,539	284,868	13,446	25,557	0	323,871	5,438	20,227	25,665	349,536

**National Guard Personnel, Army
Reserve on Active Duty – Strength by Month**

FY 2008

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
2007 September	31,907	256,112	288,019	15,454	23,198	0	326,671	5,588	20,448	26,036	352,707
October	32,557	242,577	275,134	17,994	26,892	0	320,020	5,723	22,574	28,297	348,317
November	32,433	242,061	274,494	17,071	26,477	0	318,042	5,740	22,640	28,380	346,422
December	32,355	241,780	274,135	14,953	27,292	0	316,380	5,756	22,706	28,462	344,842
January	32,225	241,367	273,592	14,629	28,052	0	316,273	5,772	22,772	28,544	344,817
February	32,132	240,554	272,686	14,507	29,423	0	316,616	5,789	22,838	28,627	345,243
March	32,011	239,796	271,807	13,972	31,255	0	317,034	5,806	22,904	28,710	345,744
April	31,973	238,733	270,706	13,171	33,725	0	317,602	5,822	22,970	28,792	346,394
May	31,961	237,837	269,798	12,853	35,415	0	318,066	5,838	23,036	28,874	346,940
June	31,981	235,501	267,482	19,350	30,877	0	317,709	5,855	23,101	28,956	346,665
July	31,945	234,324	266,269	22,950	29,588	0	318,807	5,871	23,167	29,038	347,845
August	32,228	236,496	268,724	21,708	29,632	0	320,064	5,888	23,233	29,121	349,185
2008 September	32,685	246,419	279,104	20,107	22,885	0	322,096	5,904	23,300	29,204	351,300
Average	32,161	239,978	272,139	16,741	29,298	0	318,178	5,800	22,817	28,617	346,795

**National Guard Personnel, Army
Reserve on Active Duty – Strength by Month**

FY 2009

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time Active Duty</u>			<u>Total Selected Reserve</u>
	Officers	Enlisted	Total	Enlisted	Paid	NonPaid	Drill	Officers	Enlisted	Total	
2008 September	32,685	246,419	279,104	20,107	22,885	0	322,096	5,904	23,300	29,204	351,300
October	32,550	244,681	277,231	20,223	22,906	0	320,360	5,931	23,300	29,231	349,591
November	32,412	244,580	276,992	19,479	23,013	0	319,484	5,956	22,968	28,924	348,408
December	32,409	245,579	277,988	17,281	24,470	0	319,739	5,982	22,968	28,950	348,689
January	32,321	246,061	278,382	16,949	24,121	0	319,452	6,008	22,968	28,976	348,428
February	32,227	245,828	278,055	17,137	25,129	0	320,321	6,201	22,968	29,169	349,490
March	32,195	244,494	276,689	16,613	26,954	0	320,256	6,211	22,968	29,179	349,435
April	32,110	243,730	275,840	15,902	29,012	0	320,754	6,211	22,968	29,179	349,933
May	32,166	242,125	274,291	15,596	30,776	0	320,663	6,211	22,968	29,179	349,842
June	32,243	239,654	271,897	23,016	25,068	0	319,981	6,211	23,204	29,415	349,396
July	32,204	238,335	270,539	26,425	22,838	0	319,802	6,211	23,300	29,511	349,313
August	32,418	239,993	272,411	24,633	23,091	0	320,135	6,211	23,300	29,511	349,646
2009 September	32,991	244,460	277,451	21,589	23,610	0	322,650	6,209	23,741	29,950	352,600
Average	32,341	243,375	275,716	19,509	25,052	0	320,277	6,116	23,116	29,231	349,509

**National Guard Personnel, Army
Summary of Entitlements by Subactivity**

	FY 2007 (Actual)			FY 2008			FY 2009		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
RESERVE COMPONENT TRAINING AND SUPPORT									
PAY GROUP A									
Active Duty Training									
Pay and Allowances	237,724	656,689	894,413	108,325	572,532	680,857	109,082	576,819	685,901
Clothing	770	72,781	73,551	770	68,861	69,631	770	69,932	70,702
Subsistence	9	31,107	31,116	0	44,288	44,288	0	57,533	57,533
Travel	15,839	37,838	53,677	9,259	52,742	62,001	9,609	55,092	64,701
Total Active Duty Training	254,342	798,415	1,052,757	118,354	738,423	856,777	119,461	759,376	878,837
Inactive Duty Training									
Civil Disturbance	104	222	326	72	275	347	72	286	358
Flight Training	67,570	14,223	81,793	29,227	6,915	36,142	29,669	7,188	36,857
Jump Proficiency	35	87	122	53	209	262	54	217	271
Military Burial Honors	2,014	16,132	18,146	0	5,380	5,380	0	6,229	6,229
Readiness Management	3,470	7,041	10,511	1,455	4,166	5,611	1,502	4,328	5,830
Training Preparation	8,142	17,327	25,469	13,939	24,239	38,178	33,929	24,217	58,146
Unit Training Assemblies	191,678	763,409	955,087	204,692	746,422	951,114	206,454	747,204	953,658
Subsistence	0	32,377	32,377	0	29,555	29,555	0	29,700	29,700
Total Inactive Duty Training	273,013	850,818	1,123,831	249,428	817,161	1,066,589	253,226	819,369	1,072,595
TOTAL DIRECT OBLIGATIONS	527,355	1,649,233	2,176,588	367,782	1,555,584	1,923,366	372,687	1,578,745	1,951,432
PAY GROUP F									
Initial Entry Training									
Pay and Allowances	0	390,599	390,599	0	283,171	283,171	0	344,296	344,296
Subsistence	0	0	0	0	0	0	0	0	0
Travel	0	23,789	23,789	0	14,562	14,562	0	20,207	20,207
Clothing	0	55,047	55,047	0	43,264	43,264	0	60,036	60,036
TOTAL DIRECT OBLIGATIONS	0	469,435	469,435	0	340,997	340,997	0	425,539	424,539
PAY GROUP P									
Inactive Duty Training									
Clothing	0	50,831	50,831	0	25,006	25,006	0	26,276	26,276
Subsistence of Enlisted Personnel	0	654	654	0	3,078	3,078	0	3,381	3,381
TOTAL DIRECT OBLIGATIONS	0	1,869	1,869	0	3,324	3,324	0	6,239	6,239
TOTAL DIRECT OBLIGATIONS	0	53,354	53,354	0	31,408	31,408	0	35,896	35,896

**National Guard Personnel, Army
Summary of Entitlements by Subactivity**

	FY 2007 (Actual)			FY 2008			FY 2009		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
SCHOOL TRAINING									
Career Development Training	42,312	76,468	118,780	12,637	43,871	56,508	33,559	54,457	88,016
Flight Training	13,648	3,927	17,575	23,430	0	23,430	38,938	0	38,938
Initial Skill Acquisition Training	49,116	146,387	195,503	26,707	56,049	82,756	89,080	122,224	211,304
Officer Candidate/Training School	2,912	8,205	11,117	3,187	13,092	16,279	5,921	19,845	25,766
Refresher and Proficiency Training	33,453	90,770	124,223	38,651	77,925	116,576	38,832	143,754	182,586
TOTAL DIRECT OBLIGATIONS	141,441	325,757	467,198	104,612	190,937	295,549	206,330	340,280	546,610
SPECIAL TRAINING									
Civil Support Teams	7,885	15,265	23,150	19,984	3	19,987	14,958	350	15,308
Command/Staff Supervision	51,546	141,827	193,373	21,652	37,238	58,890	22,994	40,996	63,990
Competitive Events	708	2,123	2,831	2,275	1,138	3,413	1,960	1,471	3,431
Drug Interdiction Activity	47,734	111,632	159,366	0	0	0	0	0	0
Exercises	18,846	24,373	43,219	43,917	16,058	59,975	116,666	16,675	133,341
Management Support	35,390	2,054	37,444	3,123	0	3,123	5,639	0	5,639
Operational Training	10,502	8,215	18,717	10,898	1,183	12,081	14,534	1,644	16,178
Recruiting/Retention	176,027	36,192	212,219	11,648	38,256	49,904	7,705	26,569	34,274
Unit Conversion Training	3,664	17,201	20,865	3,307	53,566	56,873	1,338	27,617	28,955
TOTAL DIRECT OBLIGATIONS	352,302	358,882	711,184	116,804	147,442	264,246	185,794	115,322	301,116
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	681,501	1,548,324	2,229,825	767,862	1,844,595	2,612,457	839,196	1,921,792	2,760,988
\$30,000 Lump Sum Bonus (CSB/REDUX)	292	2,632	2,924	0	0	0	0	0	0
Death Gratuities	133	908	1,041	121	412	533	122	413	535
Disability and Hospitalization Benefits	1,375	18,739	20,114	720	13,939	14,659	1,568	21,406	22,974
Reserve Incentive Programs	7,799	702,520	710,319	20,961	198,036	218,997	23,799	262,264	286,063
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel/PCS	23,432	36,974	60,406	7,336	28,914	36,250	7,684	30,292	37,976
TOTAL DIRECT OBLIGATIONS	714,532	2,310,097	3,024,629	797,000	2,085,896	2,882,896	872,369	2,236,167	3,108,536
EDUCATION BENEFITS									
Amortization Payment	64,720	0	64,720	71,983	0	71,983	47,551	0	47,551
Benefit Accrual	9,180	128,959	138,139	6,319	63,353	69,672	11,297	123,433	134,730
Kicker Program	57	38,867	38,942	0	44,601	44,601	0	44,883	44,883
TOTAL DIRECT OBLIGATIONS	73,957	167,826	241,801	78,302	107,954	186,256	58,848	168,316	227,164
TOTAL DIRECT PROGRAM	1,809,587	5,334,584	7,144,189	1,464,500	4,460,199	5,924,699	1,696,028	4,899,265	6,595,293

National Guard Personnel, Army
Analysis of Appropriation Changes and Supplemental Requirements

	FY2008 President's Budget	Congres- sional Action	Appro- priation	Internal Realignment & Reprogramming	Subtotal	Proposed DD1415 Actions	FY 2008 Column FY2009 Pres Budget
RESERVE COMPONENT TRAINING AND SUPPORT							
PAY GROUP A							
Active Duty Training							
Pay and Allowances	501,234	(9,617)	491,617	189,240	680,857	0	680,857
Clothing	74,374	(849)	73,525	(3,894)	69,631	0	69,631
Subsistence	45,897	(555)	45,342	(1,054)	44,288	0	44,288
Travel	62,874	(764)	62,110	(109)	62,001	0	62,001
Total Active Duty Training	684,379	(11,785)	672,594	184,183	856,777	0	856,777
Inactive Duty Training							
Civil Disturbance	349	(2)	347	0	347	0	347
Flight Training	36,478	(272)	36,206	(64)	36,142	0	36,142
Jump Proficiency	263	(1)	262	0	262	0	262
Military Burial Honors	5,399	(15)	5,384	(4)	5,380	0	5,380
Readiness Management	5,653	(41)	5,612	(1)	5,611	0	5,611
Training Preparation	40,878	(285)	40,593	(2,415)	38,178	0	38,178
Unit Training Assemblies	1,094,079	(8,026)	1,086,053	(134,939)	951,114	0	951,114
Subsistence	29,972	(364)	29,608	(53)	29,555	0	29,555
Total Inactive Duty Training	1,213,071	(9,006)	1,204,065	(137,476)	1,066,589	0	1,066,589
TOTAL DIRECT OBLIGATIONS	1,897,450	(20,791)	1,876,659	46,707	1,923,366	0	1,923,366
PAY GROUP F							
Initial Entry Training	284,330	(449)	283,881	(710)	283,171	0	283,171
Travel	14,694	(92)	14,602	(40)	14,562	0	14,562
Clothing	43,635	(274)	43,361	(97)	43,264	0	43,264
	342,659	(815)	341,844	(847)	340,997	0	340,997
PAY GROUP P							
Inactive Duty Training	26,637	(40)	26,597	(1,591)	25,006	0	25,006
Clothing	3,048	(19)	3,029	49	3,078	0	3,078
Subsistence of Enlisted Personnel	1,840	(21)	1,819	1,505	3,324	0	3,324
	31,525	(80)	31,445	(37)	31,408	0	31,408

**National Guard Personnel, Army
Analysis of Appropriation Changes and Supplemental Requirements**

	FY2008 President's Budget	Congres- sional Action	Appro- priation	Internal Realignment & Reprogramming	Subtotal	Proposed DD1415 Actions	FY 2008 Column FY2009 Pres Budget
SCHOOL TRAINING							
Career Development Training	69,592	(176)	69,416	(12,908)	56,508	0	56,508
Initial Skill Acquisition Training	131,281	(332)	130,949	(47,673)	82,756	0	82,756
Refresher and Proficiency Training	81,933	(207)	81,726	34,850	116,576	0	116,576
Flight Training	36,682	(93)	36,589	(13,320)	23,430	0	23,430
Officer Candidate School	25,098	(64)	25,034	(9,114)	16,279	0	16,279
	344,586	(872)	343,714	(48,165)	295,549	0	295,549
SPECIAL TRAINING							
Civil Support	22,591	6,719	29,310	(9,323)	19,987	0	19,987
Command/Staff Supervision	55,032	(4)	55,028	3,862	58,890	0	58,890
Competitive Events	3,422	(9)	3,413	0	3,413	0	3,413
Exercises	55,802	(60)	55,742	4,233	59,975	0	59,975
Management Support	12,442	(15)	12,427	(9,304)	3,123	0	3,123
Operational Training	15,974	(2)	15,972	(3,891)	12,081	0	12,081
Recruiting/Retention	21,331	3	21,334	28,570	49,904	0	49,904
Unit Conversion Training	58,187	(149)	58,038	(1,165)	56,873	0	56,873
	244,781	6,483	251,264	12,982	264,246	0	264,246
ADMINISTRATION AND SUPPORT							
Full Time Pay and Allowances	2,636,190	(15,347)	2,620,843	(8,386)	2,612,457	0	2,612,457
Death Gratuities	535	(1)	534	(1)	533	0	533
Disability and Hospitalization Benefits	14,699	(10)	14,689	(30)	14,659	0	14,659
Reserve Incentive Programs	221,874	(1,389)	220,485	(1,488)	218,997	0	218,997
Transition Benefits	0	0	0	0	0	0	0
Travel	36,697	(447)	36,250	0	36,250	0	36,250
	2,909,995	(17,194)	2,892,801	(9,905)	2,882,896	0	2,882,896
EDUCATION BENEFITS							
Amortization Payment	54,606	(452)	54,154	17,829	71,983	0	71,983
Benefit Accrual	88,491	(446)	88,045	(18,373)	69,672	0	69,672
Kicker Program	45,056	(283)	44,773	(172)	44,601	0	44,601
	188,153	(1,181)	186,972	(716)	186,256	0	186,256
TOTAL DIRECT PROGRAM	5,959,149	(34,450)	5,924,699	0	5,924,699	0	5,924,699

**National Guard Personnel, Army
Summary of Basic Pay Retired Pay Accrual Costs**

	FY 2007 (Actual)		FY 2008		FY 2009	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Pay Group A						
Officers	414,208	72,486	325,386	62,149	320,789	61,271
Enlisted	1,189,912	208,235	1,070,095	204,388	1,057,482	201,979
Subtotal	1,604,120	280,721	1,395,481	266,537	1,378,271	263,250
Pay Group F						
Enlisted	301,621	52,784	215,996	41,255	262,621	50,161
Pay Group P						
Enlisted	43,260	7,571	20,996	4,010	22,062	4,214
School Training						
Officers	8,928	1,562	50,776	9,698	103,876	19,840
Enlisted	188,192	32,934	81,854	15,634	153,108	29,244
Subtotal	197,120	34,496	132,630	25,332	256,984	49,084
Special Training						
Officers	250,578	43,851	65,089	12,432	122,715	23,439
Enlisted	240,901	42,158	104,071	19,878	82,264	15,712
Subtotal	491,479	86,009	169,160	32,310	204,979	39,151

**National Guard Personnel, Army
Summary of Basic Pay Retired Pay Accrual Costs**

	<u>FY 2007 (Actual)</u>		<u>FY 2008</u>		<u>FY 2009</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Administration and Support						
Officers	408,293	108,198	458,079	132,843	502,245	146,656
Enlisted	838,285	222,146	1,016,546	294,798	1,060,362	309,626
Subtotal	1,246,578	330,343	1,474,626	427,641	1,562,607	456,281
Total Direct Program						
Officers	1,082,007	226,097	899,330	217,122	1,049,625	251,206
Enlisted	2,802,171	565,826	2,509,559	579,964	2,637,900	610,935
Total	3,884,178	791,923	3,408,890	797,086	3,687,525	862,141
Total Reimbursable Program						
Officers	5,805	1,224	9,334	1,968	9,334	1,968
Enlisted	11,007	1,305	17,703	2,098	17,703	2,098
Total	16,812	2,529	27,037	4,066	27,037	4,066
Total Program						
Officers	1,087,812	227,321	908,664	219,090	1,058,959	253,173
Enlisted	2,813,178	567,131	2,527,263	582,062	2,655,603	613,033
Total	3,900,990	794,452	3,435,927	801,152	3,714,562	866,207

**National Guard Personnel, Army
Summary of Basic Allowance for Housing (BAH)**

	FY 2007 (Actual) BAH	FY 2008 (Estimate) BAH	FY 2009 (Estimate) BAH
Pay Group A			
Officers	22,028	11,157	8,585
Enlisted	60,851	39,065	27,430
Subtotal	82,879	50,222	36,015
 Pay Group F			
Enlisted	36,195	25,290	31,515
 Pay Group P			
Enlisted	0	0	0
 School Training			
Officers	1,071	6,093	12,465
Enlisted	22,583	9,823	18,373
Subtotal	23,654	15,916	30,838
 Special Training			
Officers	30,069	7,811	14,726
Enlisted	28,908	12,489	9,872
Subtotal	58,977	20,300	24,598
 Administration and Support			
Officers	73,493	77,873	85,382
Enlisted	150,891	172,813	180,262
Subtotal	224,384	250,686	265,643
 Total Direct Program			
Officers	126,661	102,934	121,158
Enlisted	299,428	259,480	267,452
Total	426,089	362,414	388,609

**National Guard Personnel, Army
Summary of Travel Costs**

	FY 2007 (Actual)	FY 2008 (Estimate)	FY 2009 (Estimate)
Pay Group A			
Officers	15,839	9,259	9,609
Enlisted	37,838	52,742	55,092
Total	53,677	62,001	64,701
Pay Group F			
Enlisted	23,789	14,562	20,207
School Training			
Officers	25,304	35,771	64,712
Enlisted	76,571	74,628	103,727
Total	101,875	110,399	168,439
Special Training			
Officers	27,803	31,472	24,914
Enlisted	46,915	11,005	7,474
Total	74,718	42,477	32,388
Administration and Support			
Officers	23,432	7,336	7,684
Enlisted	36,974	28,914	30,292
Total	60,406	36,250	37,976
Total Direct Travel			
Officers	92,378	83,838	106,919
Enlisted	222,087	181,851	216,792
Total	314,465	265,689	323,711
Total Reimbursable Travel			
Officers	1,420	2,284	2,284
Enlisted	498	802	802
Total	1,918	3,086	3,086
Grand Total Travel			
Officers	93,798	86,122	109,203
Enlisted	222,585	182,653	217,594
Total	316,383	268,775	326,797

**National Guard Personnel, Army
Schedule of Increases and Decreases Summary**

	Amount	
FY 2008 Direct Program:	5,924,699	
Increases:		
Price Increases:		
Annualization of FY 2008 Pay Raise (3.5%, 1 January 2008)	218,224	
FY 2009 Pay Raise (3.4%, 1 January 2009)	258,280	
BAH Rates (4.9%)	24,515	
RPA (19.1%)	21,605	
Pay Group A	57,505	
Pay Group F	29,837	
Pay Group P	1,951	
School Training	70,523	
Special Training	16,154	
Administration & Support	132,086	
Education Benefits	15,116	
Total Price Increases	323,172	323,172
Program Increases:		
Pay Group F	53,705	
Pay Group P	2,556	
School Training	180,538	
Special Training	20,716	
Administration & Support	93,554	
Education Benefits	25,792	
Total Program Increases	376,861	376,861
 Total Increases		 700,033
Price Decreases:		
Special Training	0	
	0	0
Program Decreases:		
Pay Group A	(29,439)	
Education Benefits	0	
Total Program decreases	(29,439)	(29,439)
 Total Decreases		 (29,439)
 FY 2009 Direct Program		 6,595,293

Section Four: Detail of Reserve Personnel Entitlements

**National Guard Personnel, Army
Schedule of Increases and Decreases**

	BA 1	Amount
FY 2008 Direct Program:	5,924,699	5,924,699
Increases:		
Pricing Increases:		
Annualization of FY 2008 Pay Raise (3.5%, 1 January 2008)	207,364	
FY 2009 Pay Raise (3.4%, 1 January 2009)	224,240	
BAH Rates (4.9%)	24,515	
Pay Group A	57,505	
Pay Group F	29,837	
Pay Group P	1,951	
School Training	70,523	
Special Training	16,154	
Administration & Support	132,086	
Education Benefits	15,116	
Total Pricing Increases	323,172	323,172
Program Increases:		
Pay Group A	0	
Pay Group F	53,705	
Pay Group P	2,556	
School Training	180,538	
Special Training	20,716	
Administration & Support	93,554	
Education Benefits	25,792	
Total Program Increases	376,861	376,861
Total Increases		700,033
Decreases:		
Program Decreases:		
Pay Group A	(29,439)	
Education Benefits	0	
Total Program Decreases	(29,439)	(29,439)
Total Decreases		(29,439)
FY 2009 Direct Program		6,595,293

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)
2,176,588

Fiscal Year 2008
1,923,366

Fiscal Year 2009
1,951,432

Pay Group A provides for Basic Pay (BP), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Allowance (COLA), Retired Pay Accrual (RPA), special pay (i.e. flight pay, airborne pay, etc.), and travel. Funding also provides for clothing and allowances, which include uniforms for enlisted Soldiers and authorized individual items of clothing for officers including Officer's initial clothing allowance. Funding covers ARNG members in three statuses: Annual Training (AT), Inactive Duty Training (IDT), ARNG Support for DoD Emergencies.

Annual Training (AT): The minimum period of AT, when ARNG units perform statutory collective training, is 15 days. Funding for additional days of AT is also included. These additional days allow Soldiers to perform required support before, during, and after AT, including select advance and rear party personnel; training site support personnel; personnel for AT planning, development and coordination, and extended AT periods for unit participation in approved National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations. Advance party personnel prepare sites for incoming units, while rear party personnel clear training areas, equipment, and supply accounts. Training site support personnel fill critical unit shortfalls that arise when geographically dispersed wartrace-associated units can not perform collective training together. Leaders and special staff personnel develop and coordinate all aspects of AT plans, including site surveys and coordination meetings. Additional mandays are critical to remove training distracters and maximize the quality of required unit collective training.

Inactive Duty Training (IDT): Commonly known as "weekend drills," IDT consists of any training other than Active Duty for Training (ADT) performed throughout the year, and is comprised of both Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs). Each ARNG Soldier is authorized to attend 48 UTAs per year. A UTA is a four-hour training period, and each weekend drill consists of 4 UTAs. ATAs provide training time, in addition to the 48 UTAs, for maintaining flight and jump proficiency, and for select individuals who prepare for scheduled training events.

Army National Guard Support For DoD Emergencies: Captures personnel and associated costs (Base Pay, BAH, TDY, etc.) for ARNG members performing Active Duty (AD) in lieu of Annual Training during pre-mobilization, mobilization support, post-mobilization, redeployment and reconstitution in preparation for federalization for Operation Enduring Freedom and/or Defense emergency operations support. Duration of duty may exceed 15 days depending on mission requirements and will be absorbed by the State, Territory or District of Columbia using offsets from deployed unit's Annual Training.

Part Two – Justification of Funds Requested

Annual Training and Inactive Duty Training are the core of the training programs for the Army National Guard. Annual Training and weekend drills allow ARNG members to maintain proficiency in Military Occupational Specialties (MOS) and assigned functional areas. These training assemblies allow the Guard to maintain its ready state to respond quickly to natural disasters and other domestic emergencies as well as mobilizations for overseas missions in support of military objectives.

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Part Three – Schedule of Increases and Decreases

FY 2008 Direct Program		Amount 1,923,366
Price Increases:		
Annualization of FY 2008 Pay Raise (3.5%, 1 January 2007)	14,425	
FY 2009 Pay Raise (3.4%, 1 January 2008)	50,488	
Clothing	2,096	
Travel	2,303	
Civil Disturbance	12	
Flight Training	1,127	
Jump Proficiency	9	
Military Burial Honors	353	
Readiness Management	202	
Training Preparation	1,381	
Unit Training Assemblies	25,603	
Annual Training (AT)	19,133	
Subsistence	5,286	
Total Price Increase	57,505	
Program Increases:		
Travel	397	
Military Burial Honors	496	
Readiness Management	17	
Training Preparation	133	
Subsistence	8,104	
Total Program Increase	9,147	
Total Increases		66,652

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

		Amount
Program Decreases:		
Annual training (AT)	(14,089)	
Clothing	(1,025)	
Civil Disturbance	(1)	
Flight Training	(412)	
Unit training Assemblies (UTA)	(23,059)	
Total Program Decrease	(38,586)	
		(38,586)
 FY 2009 Direct Program		 1,951,432

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Part Four – Pay and Allowances

Pay, Annual Training (AT), Officers and Enlisted:

Funding provides pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502. Average strength is used to accommodate strength changes throughout the year, while the participation rate is the percentage of personnel available for duty with respect to total personnel available. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support, and approved extended periods for unit participation in National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations in an AT status. The dollar rate is the average annual cost per officer and enlisted Soldier including Base Pay (BP), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Adjustment (COLA), Special Pay (SP), Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA). Average Mobilized assumes a total mobilization offset of 40,000, of which 38,000 is from Pay Group A. The average rate in FY 2007 is higher than in FY 2008/2009 due to the increased number of days for Operation Jump Start and GWOT training.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officers:									
Average Strength	31,329			32,161			32,341		
Participation Rate	72%			72%			70%		
Paid Participation	22,557	10,538.87	237,724	23,156	4,678.06	108,325	22,639	4,818.40	109,082
Enlisted:									
Average Strength	253,539			239,978			243,375		
Participation Rate	71%			71%			69%		
Paid Participation	180,013	3,648.02	656,689	170,384	3,360.24	572,532	167,929	3,434.91	576,819
Total AT Pay			894,413			680,857			685,901

National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A

Pay, Inactive Duty Training (IDT), Officers:

Funding provides pay and allowances for officers to perform IDT in Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs) as required by USC, Title 32, Section 502. Average strength is used to accommodate strength changes throughout the year. The participation rate is the percentage of personnel available for duty with respect to total personnel available. The paid participation reflects the number of officers participating in IDT during the year. The dollar rate is the average annual cost, and includes Basic Pay (BP), Retirement Pay Accrual (RPA), Federal Insurance Contributions Act (FICA), and Special Pay.

The additional training assemblies provide additional training time for key personnel, flight crews, and airborne personnel, to prepare for weekend drills and maintain required skill readiness levels. The strength indicates the number of ATAs that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier under the IDT purpose and scope. Funding for Military Burial Honors is transferred during the year of execution to cover Officers in support of Military Burial Honors. Military Burial Honors must include one member senior in rank to the deceased.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	31,329			32,161			32,341		
Participation Rate	60%			60%			58%		
Paid Participation	18,797	10,197.20	191,678	19,156	10,685.76	204,692	18,758	11,006.33	206,454
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
ATA's:									
Civil Disturbance	453	229.60	104	301	239.02	72	292	246.89	72
Flight Training	298,705	226.21	67,570	124,127	235.46	29,227	121,994	243.20	29,669
Jump Proficiency	161	217.96	35	234	226.84	53	230	234.28	54
Readiness Mgmt.	15,113	229.60	3,470	6,046	239.02	1,445	6,084	246.89	1,502
Training Prep.	36,838	221.02	8,142	60,586	230.07	13,939	65,120	237.64	15,475
Military Burial Honors	11,841	170.08	2,014	0	0.00	0	0	0.00	0
Total Officer IDT Pay			273,013			249,428			253,226

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Pay, Inactive Duty Training (IDT), Enlisted:

Funding provides pay and allowances for enlisted soldiers to perform IDT in Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs) as required by USC, Title 32, Section 502. Average strength is used to accommodate strength changes throughout the year. The participation rate is the number of personnel available for duty with respect to total personnel available. The paid participation reflects the number of enlisted soldiers participating in IDT during the year. The dollar rate is the average annual cost, and includes Basic Pay (BP), Retirement Pay Accrual (RPA), Federal Insurance Contributions Act (FICA), and Special Pay.

The additional training assemblies provide additional training time for key personnel, flight crews, and airborne personnel to prepare for weekend drills and maintain required skill readiness levels. The strength indicates the number of ATA's that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier authorized for IDT purpose and scope.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	253,539			239,978			243,375		
Participation Rate	65%			65%			62%		
Paid Participation	164,030	4,654.08	763,409	155,257	4,807.67	746,422	150,893	4,951.90	747,204
ATA's:	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Civil Disturbance	2,066	107.44	222	2,459	111.85	275	2,475	115.54	286
Flight Training	117,274	121.28	14,223	54,785	126.22	6,915	55,144	130.35	7,188
Jump Proficiency	779	111.73	87	1,798	116.26	209	1,807	120.06	217
Readiness Mgmt.	65,534	107.44	7,041	37,246	111.85	4,166	37,459	115.54	4,328
Training Prep.	162,268	106.78	17,327	218,035	111.17	24,239	210,894	114.83	24,217
Military Burial Honors	163,032	98.95	16,132	52,532	102.41	5,380	58,765	106.00	6,229
Total Enlisted IDT Pay			818,441			787,606			789,669

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Individual Clothing and Uniform Allowance, Officer:

Funding provides payment to officers for initial and supplemental clothing allowance for the purchase of required uniforms under the provisions of USC, Title 37, Sections 415 and 416. Officers are entitled to an initial clothing allowance of \$400 and an additional \$200 upon completion of 14 days of Active Duty or 14 periods of IDT.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Initial Uniform Allow.	1,675	400.00	670	1,675	400.00	670	1,675	400.00	670
Active Duty Allow.	501	200.00	100	501	200.00	100	501	200.00	100
Total Officer Allow.			770			770			770

Initial Clothing and Uniform Allowance, Enlisted:

Funding provides prescribed uniform items and organizational clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of USC, Title 37, Section 418. Replacement allows the Army National Guard (ARNG) to provide enlisted personnel initial clothing bag replacement items without an out-of-pocket expense.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Female Personnel	4,008	1,634.49	6,550	3,731	1,661.03	6,197	3,711	1,695.93	6,294
Male Personnel	13,995	1,352.16	18,923	13,030	1,374.10	17,904	12,960	1,402.98	18,182
Replacement Issue	194,794	242.86	47,308	180,519	247.95	44,760	179,547	253.17	45,456
Total Enlisted Allow.			72,781			68,861			69,932

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Subsistence:

The funds provide for subsistence for enlisted Soldiers on Active Duty for Training (ADT), and for two Unit Training Assemblies (UTAs) or more (eight hours per calendar day) at Government dining facilities, field messing, commercial facilities, or combat conditions as authorized by USC, Title 37, Section 402.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Field Rations (AT)									
Subsistence in Kind (SIK)									
Man-Days	2,859,777			2,684,204			2,726,918		
Total SIK	1,667,812	10.39	17,329	2,367,118	10.60	24,321	2,934,907	10.80	31,697
Operational Rations (MRE)									
Man-Days	2,859,777			3,157,674			3,114,592		
Total MRE	1,666,973	6.93	11,552	2,366,087	7.07	16,728	3,006,329	7.20	21,646
Travel Rations									
Man-Days	439,966			485,796			479,168		
Total Travel	258,533	8.65	2,236	367,156	8.82	3,238	466,100	8.99	4,190
IDT Rations									
Man-Days	6,084,932			8,432,976			9,120,336		
Total IDT Rations	5,230,533	6.19	32,377	4,683,835	6.31	29,555	4,618,974	6.43	29,700
Total Subsistence			63,493			73,843			87,233

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Travel, AT, Officers and Enlisted:

Funding provides travel costs for officer and enlisted Soldiers traveling from the home of record to annual training sites, and return. All Army National Guard (ARNG) Soldiers are authorized payment for mileage traveled for one round trip from their home of record to their Annual Training duty station. An increased reliance on commercial travel is reflected in the FY 2008 thru FY 2009 estimates. Travel is authorized by USC, Title 37, Sections 404 and 410.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officers									
Officer Travel	18,319	864.63	15,839	10,397	890.57	9,259	10,475	917.29	9,609
Enlisted Travel	146,858	257.65	37,838	198,740	265.38	52,742	201,553	273.34	55,092
Total	165,177		53,677	209,137		62,001	212,028		64,701

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group A**

Additional Training Assemblies (ATA)

Additional Training Assemblies are utilized by ARNG members to provide training time, in addition to Unit Training Assemblies, to maintain proficiency in areas requiring additional training (just as jump proficiency and flight training). ATAs are also utilized for select individuals to minimize training distracters during UTAs by preparing for scheduled training events. The average number of ATAs required annually for each area are as follows: Civil Disturbance – 2, Flight Training – 48 (Officer) and 24 (Enlisted), Jump Proficiency – 6, Readiness Management – 6, and Training Preparation – 6.

	<u>FY 2007 (Actual)</u>		<u>FY 2008</u>		<u>FY 2009</u>	
	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>
Civil Disturbance						
Participants	227	1,033	151	1,230	146	1,238
Total Assemblies	453	2,066	301	2,459	292	2,475
Flight Training						
Participants	18,669	7,330	7,758	3,424	7,625	3,447
Total Assemblies	298,705	117,274	124,127	54,785	121,994	55,144
Jump Proficiency						
Participants	20	97	29	225	29	226
Total Assemblies	161	779	234	1,798	230	1,807
Readiness Management						
Participants	945	4,096	378	2,328	380	2,341
Total Assemblies	15,113	65,534	6,046	37,246	6,084	37,459
Training Preparation						
Participants	4,605	20,284	7,573	27,254	17,847	26,362
Total Assemblies	36,838	162,268	60,586	218,035	142,775	210,894

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group F**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)
469,435

Fiscal Year 2008
340,997

Fiscal Year 2009
424,539

Pay Group F entitlements provide for Pay and Allowance, Basic Allowance for Housing (BAH), Family Separation Allowance (FSA), Retired Pay Accrual (RPA), the Government's share of Federal Insurance Contribution Act (FICA), clothing, subsistence, and travel for non-prior service enlisted Soldiers attending Initial Entry Training (IET). The purpose of this program is to train non-prior service personnel to fill specific unit vacancies by attending Basic Combat Training (BCT) and Advanced Individual Training (AIT). Individuals receive basic, technical training, and/or on-the-job training depending on their aptitudes and the needs of the ARNG. Upon completion of BCT and AIT, the member is assigned a Military Occupational Specialty (MOS).

Part Two – Justification of Funds Requested

Soldiers in Pay Group F receive their initial introduction to the Army through Basic Combat and Advanced Individual Training. The skills acquired in the BCT course provides the foundation of every ARNG member – how to be a Soldier in the world's best Army. The skills acquired in AIT outfit the Soldier with a skill set that specifically fills a critical need within the unit, state, and nation. Funding for Initial Entry Training is critical to providing the bedrock of a highly skilled and highly trained Army National Guard.

Part Three – Schedule of Increases and Decreases

	Amount
FY 2008 Direct Program	340,997
Increases:	
Price Increases:	
Annualization of FY 2008 Pay Raise (3.5%, 1 January 2007)	2,557
FY 2009 Pay Raise (3.4%, 1 January 2009)	8,951
Initial Entry Training (IET)	16,690
Basic Assistance for Housing (BAH) (4.5%)	2,837
Clothing	5,329
Retired Pay Accrual (RPA)	3,188
Travel	1,794
Total Price Increase	<u>29,838</u>
Program Increases:	
Initial Entry Training (IET)	28,222
Basic Assistance for Housing (BAH)	4,798
Clothing	11,443
Retired Pay Accrual (RPA)	5,390
Travel	3,851
Total Program Increase	<u>53,704</u>
Total Increase	<u>83,542</u>
Decreases:	
Program Decreases:	
None	
Total Program Decrease	<u> </u>
Total Decrease	
FY 2009 Direct Program	424,539

Part Four – Pay and Allowances

Basic Pay (BP) and Retired Pay Accrual (RPA), Initial Entry Training (IET) (Active Duty Training):

Funding provides the Basic Pay (BP), FICA, and Retired Pay Accrual (RPA) of non-prior service enlisted Soldiers attending IET. The number reflects the actual number of participants projected to attend Basic Combat Training and Advanced Individual Training. The Number for each FY represents the number of training seats that can be afforded with the budgeted amount.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	51,150	7,636.27	390,599	35,648	7,943.42	283,171	41,977	8,202.06	344,296

Individual Clothing and Uniform Allowance:

Individual clothing for issue to ARNG non-prior service (NPS) enlisted personnel at training installations who participate in initial active duty for training in a federal status with the Active Army under IET. Funding includes enlisted women IET cash allowance under provisions of AR 700-84 and 710-2 as well as initial-issue optical prescription glasses, glass case, and prescription mask inserts. The estimates assume a historical mix of 18% female and 82% male for new enlistees.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Female	6,168	1,606.26	9,908	4,689	1,661.03	7,788	6,372	1,695.93	10,806
Male	33,970	1,328.80	45,139	25,818	1,374.10	35,476	35,090	1,402.98	49,230
Total	40,138		55,047	30,507		43,264	41,462		60,036

Travel, Initial Entry training (IET) (Active Duty for Training):

The funds provide for travel and per diem allowances for enlisted Soldiers to perform IET (active duty) as authorized by USC, Title 37, Section 404. An increased reliance on commercial travel is reflected in the FY 2009 estimates.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	46,975	506.42	23,789	27,807	523.68	14,562	37,792	534.69	20,207

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Pay Group P**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)
53,354

Fiscal Year 2008
31,389

Fiscal Year 2009
35,896

Pay Group P program provides funding for Basic Pay (BP), Retired Pay Accrual (RPA), Government's share of Federal Insurance Contribution Act (FICA), clothing, and subsistence for enlisted soldiers participating in multiple drill assemblies and/or weekend training, up to 48 paid drills. Soldiers in Pay Group P average – based on historical data – 23 UTAs prior to attending IET. Enlistees are moved to funding category Pay Group F upon entry into basic training.

Part Two – Justification of Funds Requested

Army National Guard members in Pay Group P are awaiting their Initial Entry Training. In many cases, several months may pass before a new ARNG recruit attends IET. In this intermediate period, the enlistee remains in Pay Group P and attends weekend drills, most often as part of the Recruit Sustainment Program (RSP). This program prepares new enlistees for basic training and Army life in general. The success of the RSP is directly responsible for training attrition rates that are the lowest of all the Armed Services. Funding in Pay Group P is important to maintain low attrition rates and maximize the value of every new recruit to the Army National Guard.

Part Three – Schedule of Increases and Decreases

	Amount
FY 2008 Direct Program	31,389
Increases:	
Price Increases:	
Annualization of FY 2008 Pay Raise (3.5%, 1 January 2008)	942
FY 2009 Pay Raise (3.4%, 1 January 2009)	1,099
Inactive Duty Training (IDT)	818
Clothing	161
Retired Pay Accrual (RPA)	156
Subsistence	816
Total Price Increase	<u>1,951</u>
Program Increases:	
Inactive Duty Training (IDT)	248
Clothing	161
Retired Pay Accrual (RPA)	48
Subsistence	2,099
Total Program Increase	<u>2,556</u>
Total Increase	<u>4,507</u>
 FY 2009 Direct Program	 35,896

Part Four – Pay and Allowances

Pay, Inactive Duty Training (IDT):

Funding provides Basic Pay, FICA, Basic Allowance for Housing (BAH) of enlisted Soldiers attending IDT while awaiting Initial Entry Training (IET). The rate used in computing the requirement is based on Basic Pay (BP), which includes BAH and Retired Pay Accrual (RPA).

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	882,023	57.63	50,831	416,767	60.00	25,006	423,943	61.98	26,276

Individual Clothing and Uniform Allowance:

Funding provides prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC, Title 37, Section 418.

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	3,382	193.40	654	15,296	199.99	3,059	16,558	204.19	3,381

Subsistence:

Funding provides subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) with duration of eight hours or more in any one calendar day. Subsistence rates represent an estimated cost per meal. Rates are calculated based on historical mix of Meals-Ready-To-Eat (MREs), Class A Rations (“mess hall” meals), contracted services, and others; and the rate also assumes a historical mix of drill assemblies (MUTA-2, MUTA-4, overnight, etc.).

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	(Actual)								
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total Mandays	441,012			208,383			211,972		
Participation Rate	68%			253%			372%		
Total	301,939	6.19	1,869	526,783	6.31	3,324	788,748	7.91	6,239

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)

467,198

Fiscal Year 2008

295,549

Fiscal Year 2009

546,610

The School Training sub-activity provides for Basic Pay (BP), Retired Pay Accrual (RPA), Special Pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Tuition, the Government's share of Federal Insurance Contributions Act (FICA), and travel and per diem of personnel traveling to and from school sites. It also provides for Family Separation Allowance (FSA) for attendance in courses over 30 days, and Permanent Change of Station (PCS) cost for duty exceeding 139 days.

Part Two – Justification of Funds Requested

School training includes Pilot Training Officer Basic Course, Aviation Basic Course, Officer and Warrant Officer Candidate Programs, Military Occupational Specialty (MOS) courses, mismatch training, Aviator Refresher Training, Non-Commissioned Officer courses, Officer Career Development Schools, Sergeants Major Academy, and Senior Service College. School funds include all MOS qualification training, which is a component of unit personnel readiness. School Training also provides formal school training critical to the achievement and maintenance of individual skill proficiency standards required for mobilization and wartime service. Funding also provides formal professional development training needed to enable personnel to assume progressively higher levels of responsibility.

School Training is provided for members as continuing education to maintain proficiency; therefore, the costs associated with School Training will increase as the end strength of the trained and ready force increases. As a result of recruiting success in FY2006 and FY2007, the costs associated with School Training require a marked increase in FY2009.

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Part Three – Schedule of Increases and Decreases

	Amount
FY 2008 Direct Program	295,549
Increases:	
Price Increases:	
FY 2008 Pay Raise (3.5%, effective 1 January 2008)	10,338
FY 2009 Pay Raise (3.4%, effective 1 January 2009)	18,585
Career Development	9,360
Flight Training	4,492
Initial Skills Acquisition	34,309
Officer Candidate	2,799
Refresher & Proficiency	19,563
Total Price Increase	70,523
Program Increases:	
Career Development	22,148
Flight Training	11,016
Initial Skills Acquisition	94,239
Officer Candidate	6,688
Refresher & Proficiency	46,447
Total Program Increase	180,538
Total Increase	251,061
FY 2009 Direct Program	546,610

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Part Four – Pay and Allowances

Career Development Training:

Funding provides for officer and enlisted Soldier development for positions of greater responsibility and includes basic pay and allowance, travel, and per diem at professional development and leader development courses. This consists of professional development training for Officer/Warrant Officers and NCOs, including Senior Service Colleges, Intermediate Level Education (ILE), Captains Career Course (CCC), Officer/Warrant Officer Advance Courses, Reserve Component Non-Commission Officer Education School (RCNCOES), and the Sergeants Major Academy.

	FY 2007 (Actual)					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	5,080	29	147,331	287.19	42,312	1,473	29	42,720	295.81	12,637
Enlisted	13,940	31	432,145	176.95	76,468	7,765	31	240,706	182.26	43,871
Total	19,021		579,476		118,780	9,238		283,426		56,508

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	3,783	29	109,717	305.87	33,559
Enlisted	9,321	31	288,958	188.46	54,457
Total	13,105		398,674		88,016

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Initial Skill Acquisition Training:

Funding provides for the cost of Soldiers attending schools for initial skill acquisition courses, other than Basic Combat Training (BCT) or Advanced Individual Training (AIT). It also provides for Commissioned and Warrant Officers, and Non-Commissioned Officers (NCOs), to attend professional enhancement courses which are recognized under the military education system, such as Officer Candidate School (OCS), Graduate Pilot Training, Combined Arms Services & Staff School (CAS3), Senior Service College (SSC), and advanced Warrant Officer courses.

	FY 2007 (Actual)					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	1,589	183	290,859	225.80	65,676	1,253	183	229,282	232.57	53,324
Enlisted	15,927	62	987,473	160.53	158,519	6,744	62	418,149	165.35	69,141
Total	17,516		1,278,332		224,195	7,997		647,431		122,465

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	3,044	183	556,965	240.48	133,939
Enlisted	13,403	62	830,959	170.97	142,069
Total	16,446		1,387,924		276,008

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Refresher and Proficiency Training:

Funding provides occupational specialty training for officer and enlisted personnel, including training in doctrinal updates for force modernization efforts, weapon systems, changing missions, refresher pilot training, and new equipment training. Resources all enlisted basic pay and allowance, travel and per diem for attendance at special skills/refresher proficiency training and functional courses to attain or maintain the required level of proficiency in any particular military specialty for which a member has been initially qualified (other than MOSQ or ASI/SQI producing).

	FY 2007 (Actual)					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	19,309	7	135,164	247.50	33,453	21,659	7	151,614	254.93	38,651
Enlisted	51,973	10	519,725	174.65	90,770	43,318	10	433,181	179.89	77,925
Total	71,282		654,889		124,223	64,977		584,796		116,576

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	21,045	7	147,314	263.60	38,832
Enlisted	77,283	10	772,829	186.01	143,754
Total	98,328		920,144		182,586

**National Guard Personnel, Army
Details of Military Personnel Entitlements – School Training**

Total Schools:

	FY 2007 (Actual)			FY 2008		
	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	25,979	573,354	141,441	24,385	423,616	104,612
Enlisted	81,840	1,939,343	325,757	57,827	1,092,036	190,937
Total	107,819	2,512,696	467,198	82,212	1,515,652	295,549
	FY 2009					
	Strength	Mandays	Amount			
Officer	27,872	813,996	206,330			
Enlisted	100,007	1,892,746	340,280			
Total	127,878	2,706,742	546,610			

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)

711,184

Fiscal Year 2008

264,246

Fiscal Year 2009

301,116

The Special Training sub-activity provides for Basic Pay (BP), Retired Pay Accrual (RPA), Special and Incentive Pay (Flight, Physicians, Crewmembers), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), Tuition, the Government's share of Federal Insurance Contribution Act (FICA), and Permanent Change of Station (PCS) costs (for tours exceeding 139 days), for personnel attending various special training programs while in an Active Duty for Special Work (ADSW) or Active Duty for Training (ADT) status.

Special Training permits the traditional M-Day Soldier to perform duty in an active duty status, in addition to his/her 48 drills (IDT) and 15 days of annual training (AT). Special Training affords the Army National Guard (ARNG) the ability to participate in training experiences that cannot be conducted during IDT and AT. These training experiences include Force Protection exercises and Global War on Terror (GWOT) Pre-Mobilization activities. Special Training performed in an ADSW status accomplishes missions that exceed the normal workload of full time manning.

Note: Counter Drug (Drug Interdiction) activities fund Army National Guard (ARNG) personnel providing support to the Federal Counter Narcotics Program (CNP). This activity also provides funding for the training of ARNG personnel in support of the CNP in ADSW, AGR, or FTNG (Full Time National Guard) status. Counter Drug activities are budget for in the year of appropriation through Congress.

Part Two – Justification of Funds Requested

Special Training provides for Civil Support Teams (CST), Command/Staff Supervision, Competitive Events, Exercises, Management Support, Operational Training, Recruiting and Retention (R&R), and Unit Conversion activities. Funding also provides for the planning and support of readiness training exercises, mobilization exercises, and participation in exercise planning activities and training. All Special Training activities directly affect the readiness of the ARNG for both domestic and overseas missions. Increased funding in 2008 will allow the ARNG to continue its conversion from divisional-based units to BCT-based units. These increases are most notable in the sub-activities affecting training and readiness associated with the conversion including – Command/Staff Supervision, Exercises, Operational Training, and Unit Conversion Training.

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Part Three – Schedule of Increases and Decreases

FY 2008 Direct Program		264,246
Increases:		
Price Increases:		
FY 2008 Pay Raise (3.5%, effective 1 January 2008)	8,798	
FY 2009 Pay Raise (3.4%, effective 1 January 2009)	10,238	
Command & Staff Supervision	2,821	
Competitive Events	94	
Exercises	19,916	
Management Support	711	
Operational Training	1,341	
Total Price Increase	24,883	
Program Increases:		
Command & Staff Supervision	2,279	
Exercises	53,450	
Management Support	1,805	
Operational Training	2,756	
Total Program Increase	60,290	
Total Increase	85,173	
Decreases:		
Price		
Civil Support Teams	(645)	
Recruiting & Retention	(2,598)	
Unit Conversion	(5,487)	
Total Price Decrease	(8,730)	
Program		
Civil Support Teams	(4,034)	
Competitive Events	(76)	
Recruiting & Retention	(13,032)	
Unit Conversion	(22,431)	
Total Program Decrease	(39,573)	
Total Decrease	(48,303)	
FY 2009 Direct Program		301,116

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Part Four – Pay and Allowances

Civil Support Teams:

Funding supports additional training requirements for ARNG Civil Support Teams (CSTs). Tour lengths were increased by two days in FY05 to support increased CSTs requirements. There are 55 Civil Support Teams, with at least one in each state and territory, as directed by Congress in Section 1403 of the FY03 National Defense Authorization Act. Each CST contains 18 ARNG personnel, for a total of 990.

	<u>FY 2007 (Actual)</u>					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	2,775	10	27,752	284.12	7,885	9,756	7	68,289	292.64	19,984
Enlisted	9,341	10	93,410	163.42	15,265	3	7	18	168.32	3
Total	12,116		121,162		23,150	9,758		68,307		19,987

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	4,943	10	49,433	302.59	14,958
Enlisted	201	10	2,011	174.04	350
Total	5,144		51,444		15,308

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Command/Staff Supervision:

Command/Staff Supervision provides for Officer and Enlisted Soldier participation in pre-camp conferences in preparation of training events. Pre-camp conferences are conducted to conduct planning and site reconnaissance at approved annual training sites. This activity also provides funding for General Officer mandays and other special projects such as reports of survey, property inventories, accountability activities, food management training, maintenance training, and other events supporting command initiatives.

	FY 2007 (Actual)					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	13,853	10	138,535	372.08	51,546	4,609	10	46,091	383.24	17,664
Enlisted	78,254	10	782,537	181.24	141,827	19,948	10	199,475	186.68	37,238
Total	92,107		921,072		193,373	24,557		245,566		54,902

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	5,803	10	58,026	396.27	22,994
Enlisted	21,238	10	212,381	193.03	40,996
Total	27,041		270,408		63,990

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Competitive Events:

Funding for Competitive Events allows personnel to participate in competitive internal (ARNG) and external events. Competitive events include the National Guard Pistol, Rifle, and Machine Gun Team competitions; all Army Championships; Wilson Matches; Armor Clinics; Marksmanship Conferences; International Pistol and Rifle Championships; and Biathlon Championships.

	<u>FY 2007 (Actual)</u>					<u>FY 2008</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	303	8	2,427	291.77	708	946	8	7,570	300.52	2,275
Enlisted	1,425	8	11,399	186.25	2,123	742	8	5,932	191.84	1,138
Total	1,728		13,825		2,831	1,688		13,502		3,413

	<u>FY 2009</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	788	8	6,308	310.74	1,960
Enlisted	927	8	7,416	198.36	1,471
Total	1,715		13,723		3,431

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Counter Drug Program:

	FY 2007 (Actual)					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	793	189	149,824	318.60	47,734	0	189	0	328.16	0
Enlisted	2,774	189	524,192	212.96	111,632	0	189	0	219.35	0
Total	3,566		674,017		159,366	0		0		0

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	0	189	0	339.32	0
Enlisted	0	189	0	226.81	0
Total	0		0		0

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Exercises:

Funding provides for the participation of officer and enlisted Soldiers in maneuvers or other exercises, such as Command Post Exercises (CPXs), Field Training Exercises (FTXs), Overseas Deployment Training, Staff Training, CTC rotations, the Battle Command Training Program (BCTP), Brigade Command and Battle Staff Training Teams (BCBSTs), and simulator training.

	<u>FY 2007 (Actual)</u>					<u>FY 2008</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	9,115	7	63,807	295.36	18,846	17,362	7	121,537	304.22	36,974
Enlisted	19,190	7	134,331	181.44	24,373	12,275	7	85,927	186.88	16,058
Total	28,305		198,138		43,219	29,638		207,464		53,032

	<u>FY 2009</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	52,984	7	370,886	314.56	116,666
Enlisted	12,328	7	86,296	193.23	16,675
Total	65,312		457,182		133,341

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Management Support:

Funding provides for officer and enlisted Soldier participation in National Guard Bureau (NGB) directed tours (Short Tours), organizational leadership development, general officer mandays, inspector general support, conferences and special projects, external support, food management training, property inventories, and engineer construction projects. This category also funds instructors at the National Guard Professional Education Center (PEC). Funding for Management Support is realigned during the year of execution as needed.

	<u>FY 2007 (Actual)</u>					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	20,453	5	102,266	346.06	35,390	1,752	5	8,762	356.44	3,123
Enlisted	2,060	5	10,298	199.46	2,054	0	5	0	205.44	0
Total	22,513		112,563		37,444	1,752		8,762		3,123

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	3,060	5	15,300	368.56	5,639
Enlisted	0	5	0	212.43	0
Total	3,060		15,300		5,639

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Operational Training:

Funding provides readiness training for officer and enlisted personnel holding. Specific training provided by this section includes the Tactical Intelligence Readiness Training Program (REDTRAIN), the Defense Intelligence Reserve Program (DIRP), and the Individual Training Evaluation Program (ITEP) for the Army Training Management System. Also pays for Information Operations exercise participation and operations, Foreign Language sustainment training, coordination of training related to modernization equipment fielding, aviation simulation training, etc.

	<u>FY 2007 (Actual)</u>					FY 2008				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	6,873	5	34,365	305.60	10,502	5,685	5	28,427	314.77	8,948
Enlisted	8,918	5	44,589	184.24	8,215	1,247	5	6,234	189.77	1,183
Total	15,791		78,954		18,717	6,932		34,661		10,131

	FY 2009				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	8,931	5	44,655	325.47	14,534
Enlisted	1,676	5	8,378	196.22	1,644
Total	10,607		53,034		16,178

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Recruiting/Retention:

Funding provides ARNG recruiters in an Active Duty for Special Work (ADSW) status who escort applicants for processing, maintain advertising displays, present ARNG information to high school students and other groups, and promote the benefits of serving as a Citizen-Soldier. ADSW support to Recruiting and Retention are vital to the success of the Recruiting force as they influence recruits to join the ARNG.

	<u>FY 2007 (Actual)</u>					<u>FY 2008</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	23,113	30	693,402	253.86	176,027	1,485	30	44,546	261.48	11,648
Enlisted	7,580	30	227,394	159.16	36,192	7,778	30	233,354	163.94	38,256
Total	30,693		920,796		212,219	9,263		277,900		49,904

	<u>FY 2009</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	950	30	28,498	270.37	7,705
Enlisted	5,225	30	156,740	169.51	26,569
Total	6,175		185,238		34,274

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Unit Conversion Training:

Funding supports the additional training requirements incurred when a unit receives new equipment due to an organizational or equipment modernization change. FY06 and FY07 include New Equipment Training and Displaced Equipment Training (NET/DET) in support of modularity.

	<u>FY 2007 (Actual)</u>					<u>FY 2008</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	1,338	10	13,383	273.78	3,664	1,173	10	11,727	281.99	3,307
Enlisted	12,804	8	102,436	167.92	17,201	38,713	8	309,702	172.96	53,566
Total	14,143		115,819		20,865	39,885		321,429		56,873

	<u>FY 2009</u>				
	Strength	Tour Length	Mandays	Rate (Ave.)	Amount
Officer	459	10	4,589	291.58	1,338
Enlisted	19,303	8	154,423	178.84	27,617
Total	19,762		159,012		28,955

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Special Training**

Total Special Training:

	<u>FY 2007 (Actual)</u>			<u>FY 2008</u>		
	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	78,618	1,225,760	352,302	42,769	336,950	103,923
Enlisted	<u>142,345</u>	<u>1,930,584</u>	<u>358,882</u>	<u>80,705</u>	<u>840,641</u>	<u>147,442</u>
Total	220,963	3,156,345	711,184	123,473	1,177,591	251,365
	<u>FY 2009</u>					
	Strength	Mandays	Amount			
Officer	77,918	577,695	185,794			
Enlisted	<u>60,897</u>	<u>627,646</u>	<u>115,322</u>			
Total	138,815	1,205,341	301,116			

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)
3,024,629

Fiscal Year 2008
2,882,896

Fiscal Year 2009
3,108,536

This sub-activity provides for the Basic Pay (BP), Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), uniform allowances, the Government's share of the Federal Insurance Contribution Act (FICA), travel, and permanent change of station travel costs for Active Guard and Reserve (AGR) personnel called to active duty under Section 10211, Title 10, USC, or while serving on duty under USC, Title 10, Section 12301, or USC, Title 32, Sections 502 (f) or 503 in order to train, organize, and administer the Army National Guard. This sub-activity also provides death gratuity payments to beneficiaries of ARNG personnel who die as a result of an injury incurred or a disease contracted while participating in active or inactive duty training. Additionally, this sub-activity funds enlistment and reenlistment bonuses and educational assistance, and partially supports the Civil Support Team (CST) and the Ground-Based Mid-Course Defense A107 (GMD) programs.

Part Two – Justification of Funds Requested

Administration and Support fund those members of the Army National Guard who support operations on a full-time basis. Full-time National Guard members ensure the day-to-day operations of the ARNG continue to operate smoothly at all times. Full-time administration and support personnel perform a variety of functions to include: providing Civil Support Teams, maintaining unit armories, managing the National Guard Bureau, manning state operation centers, administering medical care, running recruiting activities, and providing logistical support other major Army Commands (FORSCOM, TRADOC, NORTHCOM, etc.) This funding is essential to the operations, training, and employment of the National Guard – both at home and abroad.

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Part Three – Schedule of Increases and Decreases

	Amount
FY 2008 Direct Program	
Increases:	2,882,896
Price Increases:	
FY 2008 Pay Raise (3.5%, 1 January 2008)	66,542
FY 2009 Pay Raise (3.4%, 1 January 2009)	86,888
Pay and Allowances	107,861
Death	
Gratuities	14
Disability	312
Reserve Incentives	22,515
Travel	1,383
Total Price Increase	132,085
Program Increases:	
RPA	0
Pay and Allowances	49,275
Reserve Incentives	44,551
Travel	343
Total Program Increase	94,169
Total Increase	226,254
Decreases:	
Program Decreases:	
Death Gratuities	(12)
Disability	(602)
Total Program Decrease	(614)
Total Decrease	(614)
FY 2009 Direct Program	3,108,536

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support**

Part Four – Pay and Allowances

US CODE, TITLE 10, SECTION 10102 – Policies and Regulations

Participation of Reserve Officers in Preparation and Administration

Within such number, and in such grade assignments as the Secretary concerned may prescribe, each Armed Force shall have officers of its Reserve Components on active duty (other than for training) at the seat of government, and at headquarters responsible for reserve affairs, to participate in preparing and administering the policies and regulations affecting those reserve components. Such an officer is an additional member of any staff with which he is serving.

Officer:

Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
Begin	Manyears	End	Manyears	End	Manyears	End
13	13	13	13	13	13	13

US CODE, TITLE 10, SECTION 12402 – Army National Guard of United States

Commissioned Officers: Duty to National Guard Bureau

The President may, with the consent of the Governor, order commissioned officers of the Army National Guard of the United States to active duty in the National Guard Bureau. The number of officers of the Army National Guard of the United States in any grade below Brigadier General who are ordered to active duty in the National Guard may not be more than 40 percent of the number of officers of the Army in that grade authorized for duty in that bureau.

Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
Begin	Manyears	End	Manyears	End	Manyears	End
25	26	25	25	25	25	25

US CODE, TITLE 32, SECTION 708 – Property and Fiscal Officers

The Governor of each State and Territory (Puerto Rico, the Virgin Islands, and Guam), and the Commanding General of the National Guard of the District of Columbia, shall appoint, designate or detail, subject to the approval of the Secretary of the Army and the Secretary of the Air Force, a qualified commissioned officer of the National Guard of that jurisdiction who is also a commissioned officer of the Army National Guard or the Air National Guard, as the case may be, to be the Property and Fiscal officer of the jurisdiction. If the officer is not on active duty, the President may order him/her to active duty with their consent, to serve as a property and fiscal officer.

Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
Begin	Manyears	End	Manyears	End	Manyears	End
40	40	40	40	40	38	38

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support**

Standard Installation/Division Personnel System (SIDPERS)

Funding provides officer and enlisted Soldiers to develop, administer and operate the Army National Guard (ARNG) personnel systems. Soldiers will use and maintain the Reserve Components Common Personnel Data System, the automated personnel database for the ARNG (and which parallels the automated data initiatives of the Active Army).

	Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	30	31	30	31	32	32	32
Enlisted	<u>210</u>	<u>215</u>	<u>216</u>	<u>218</u>	<u>219</u>	<u>219</u>	<u>219</u>
Total	<u>240</u>	<u>246</u>	<u>246</u>	<u>249</u>	<u>251</u>	<u>251</u>	<u>251</u>

Training/Logistics Support

Funding provides ARNG officer and enlisted Soldiers to coordinate training/logistics support at Army installations, and serve as Reserve Officer Training Course (ROTC) instructors.

	Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	987	986	981	981	981	981	981
Enlisted	<u>545</u>	<u>571</u>	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>
Total	<u>1,532</u>	<u>1,557</u>	<u>1,573</u>	<u>1,573</u>	<u>1,573</u>	<u>1,573</u>	<u>1,573</u>

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support**

Augment Support

Funding provides for the stationing of ARNG officers and enlisted Soldiers at the US Army Training and Doctrine Command (TRADOC), US Army Forces Command (FORSCOM), and other Army major commands. Soldiers oversee ARNG administration, training and logistical activities at those locations.

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	10	11	10	11	12	12	12
Enlisted	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	10	11	10	11	12	12	12

Readiness Support

Funding provides personnel for training, logistics, and management of multiple unit support activities to increase readiness of the ARNG force structure.

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	757	783	802	802	802	802	802
Enlisted	<u>1,306</u>	<u>1,349</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>
Total	2,063	2,132	2,192	2,192	2,192	2,192	2,192

Recruiting

Funding provides staffing at the Department of the Army, the National Guard Bureau, the States and Territories, to manage the ARNG recruiting program.

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	237	237	237	237	237	237	237
Enlisted	<u>4,718</u>	<u>4,718</u>	<u>4,718</u>	<u>4,718</u>	<u>4,718</u>	<u>4,718</u>	<u>4,718</u>
Total	4,955	4,955	4,955	4,955	4,955	4,955	4,955

Retention

This funding provides a force at State Level to manage the ARNG retention program.

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	4	4	4	4	4	4	4
Enlisted	<u>28</u>	<u>28</u>	<u>28</u>	<u>28</u>	<u>28</u>	<u>28</u>	<u>28</u>
Total	32	32	32	32	32	32	32

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Army Medical Department (AMEDD)

Funding provides for key officers and enlisted personnel working at key medical installations, hospitals and medical detachments in order to support the attainment of required mobilization strengths, enhance readiness and maintain a liaison with active components.

	Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	9	10	9	10	10	10	10
Enlisted	<u>1</u>	<u>4</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>6</u>	<u>6</u>
Total	10	14	13	15	16	16	16

Full-time Manning

Provides ARNG officers and enlisted personnel within early deploying units of the ARNG to enhance readiness.

	Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	2,698	2,839	2,979	3,191	3,292	3,504	3,599
Enlisted	12,427	12,529	12,687	15,054	15,534	15,350	15,975
Total	15,125	15,368	15,666	18,245	18,826	18,854	19,574

Civil Support Teams (CST)

Funding provides Army National Guard (ARNG) officer and enlisted personnel for the ARNG CSTs.

	Fiscal Year 2007			Fiscal Year 2008		Fiscal Year 2009	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	385	385	385	385	385	385	385
Enlisted	<u>605</u>	<u>605</u>	<u>605</u>	<u>605</u>	<u>605</u>	<u>605</u>	<u>605</u>
Total	990	990	990	990	990	990	990

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Ground-based Midcourse Defense (GBMD)

Funding provides ARNG officer and enlisted personnel for the GBMD program.

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	73	73	73	73	73	73	73
Enlisted	<u>208</u>	<u>208</u>	<u>208</u>	<u>208</u>	<u>208</u>	<u>208</u>	<u>208</u>
Total	281	281	281	281	281	281	281

Total Administration and Support

	<u>Fiscal Year 2007</u>			<u>Fiscal Year 2008</u>		<u>Fiscal Year 2009</u>	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	5,268	5,438	5,588	5,800	5,904	6,116	6,209
Enlisted	20,048	20,227	20,448	22,817	23,300	23,116	23,741
Total	25,316	25,665	26,036	28,617	29,204	29,232	29,950

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

	FY 2007 (Actual)			FY 2008			FY 2009		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Headquarters Act.	79	149,958	11,847	78	156,638	12,218	76	161,820	12,298
SIDPERS	31	94,599	2,933	31	103,589	3,211	32	106,373	3,404
Train/Log Support	986	133,825	131,952	981	140,788	138,113	981	145,768	142,998
Augment Support	11	119,185	1,311	11	141,809	1,560	12	146,505	1,758
Readiness Support	783	129,948	101,749	802	136,829	109,737	802	141,653	113,606
Recruiting	237	118,752	28,144	237	124,607	29,532	237	126,420	29,962
Retention	4	96,850	387	4	100,980	404	4	104,493	418
AMEDD	10	104,204	1,042	10	117,609	1,176	10	127,822	1,278
Fulltime Manning	2,839	116,773	331,520	3,188	130,439	415,840	3,504	134,778	472,262
Civil Support Teams	385	116,920	45,014	385	143,061	55,079	385	148,138	57,033
Ground Missile Def.	73	108,978	7,955	73	133,527	9,747	73	138,251	10,092
Total Officers	5,438		663,854	5,800		776,617	6,116		845,109

	FY 2007 (Actual)			FY 2008			FY 2009		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
SIDPERS	215	71,809	15,439	218	75,721	16,507	219	78,429	17,176
Train/Log Support	571	80,355	45,883	592	81,523	48,262	592	84,402	49,966
Readiness Support	1,349	77,957	105,164	1,390	81,988	113,964	1,390	84,887	117,993
Recruiting	4,718	82,259	388,097	4,718	86,158	406,495	4,718	89,205	420,870
Retention	28	62,191	1,741	28	65,719	1,840	28	68,029	1,905
AMEDD	4	51,142	205	5	75,529	378	6	73,130	439
Fulltime Manning	12,529	69,933	876,189	15,053	78,599	1,183,144	15,350	80,791	1,240,144
Civil Support Teams	605	75,697	45,797	605	93,022	56,278	605	96,309	58,267
Ground Missile Def.	208	60,363	12,556	208	72,703	15,122	208	75,275	15,657
Total Enlisted	20,227		1,491,070	22,817		1,841,990	23,116		1,922,417
Total Officer & Enlisted	25,665		2,154,924	28,617		2,618,606	29,232		2,767,526

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Continental United States (CONUS) Cost of Living Allowance (COLA)

Funding supports the payment of COLA to Soldiers who are assigned to high cost living areas in the CONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent. The amount of COLA payable is the product of discretionary income (based on regular military compensation) multiplied by the difference between the COLA index for the individual's high cost area and the threshold percentage. Total CONUS COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

	FY 2007			FY 2008			FY 2009		
	Avg. No.	Rate	(Actual) Amount	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount
Officers	5,987	742.11	4,443	5,987	756.21	4,527	5,987	771.33	4,618
Enlisted	21,729	538.13	11,693	21,729	548.35	11,915	21,729	559.32	12,153
Total	27,716		16,136	27,716		16,443	27,716		16,771

Travel and PCS of Officers and Enlisted

Funding supports travel and PCS costs, as authorized by USC, Title 37, Section 404 for officer and enlisted Soldiers serving on active duty, performing ARNG mission requirements as authorized by USC, Title 10, Sections 12301 and 12310.

	FY 2007			FY 2008			FY 2009		
	Avg. No.	Rate	(Actual) Amount	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount
Officers	1,619	14,471	23,428	497	14,775	7,336	509	15,085	7,684
Enlisted	2,678	13,803	36,971	2,052	14,093	28,914	2,105	14,389	30,292
Total	4,297		60,399	2,548		36,250	2,615		37,976

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Death Gratuities

Funding supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by USC, Title 10, Sections 1475-1490. The Emergency Supplemental Appropriations Act for Defense, the Global War on Terror, and the Tsunami Relief Act of 2005 increased the immediate cash payment from \$12,420 to \$100,000, retroactive to October 7, 2001, for survivors of those whose death is a result of hostile actions which occurred in a designated combat operation or combat zone, and for those who die while training for combat or performing hazardous duty. The 2006 National Defense Authorization Act extended the \$100,000 benefit to all active duty deaths.

	FY 2007 (Actual)			FY 2008			FY 2009		
	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount
Officer	1	100,000	133	1	100,000	121	1	100,000	122
Enlisted	9	100,000	908	4	100,000	412	4	100,000	413
Total	10		1,041	5		533	5		535

Disability and Hospitalization Benefits, Officer and Enlisted

Disability and hospitalization benefits for officers and enlisted for Army National Guard (ARNG) Soldiers in Selected Reserve status, who are not Active Guard and Reserve (AGR) status or any other form of active duty for more than 30 days. Individuals are injured or diseased in the Line of Duty, "Incapacitation Benefits" may be authorized. Benefits include basic pay (BP), allowances, travel or disability severance pay when applicable. This is authorized in accordance with the provisions of USC, Title 37, Sections 204 and 206.

	FY 2007 (Actual)			FY 2008			FY 2009		
	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount	Avg. No.	Rate	Amount
Officers	181	7,597	1,375	92	7,863	720	192	8,138	1,568
Enlisted	3,414	5,489	18,739	2,454	5,681	13,939	3,640	5,880	21,406
Total	3,595		20,114	2,546		14,659	3,832		22,974

National Guard Personnel, Army
Details of Military Personnel Entitlements – Administration and Support

Active Accounts and Guard/Reserve Full-Time Personnel

	<u>FY 2007 (Actual)</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
15-Year Early Retirement Authority									
Officer	0	0	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	0	0	0
Selected Reserves									
20-Year Special Separation Pay									
Officer Initial	0	0	0	0	0	0	0	0	0
Officer Anniversary	0	0	0	0	0	0	0	0	0
Enlisted Initial	0	0	0	0	0	0	0	0	0
Enlisted Anniversary	0	0	0	0	0	0	0	0	0
6-15 Year Special Separation Pay									
Officer	0	0	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	0	0	0
15-Year Early Qualification for Retired Pay \$30 K Bonus									
Officer	10	30	292	0	0	0	0	0	0
Enlisted	88	30	2,632	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	97		2,924	0		0	0		0

**National Guard Personnel, Army
Details of Military Personnel Entitlements – Education Benefits**

Part One – Purpose and Scope

Fiscal Year 2007 (Actual)
241,801

Fiscal Year 2008
186,256

Fiscal Year 2009
227,164

Funding provides payments to the Department of Defense Education Benefits fund, a trust fund. The program is governed by USC, Title 10, Chapter 1606. This program funds educational benefit payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis. Actual payments to individuals are made by the Veterans Administration (VA) from these funds.

Part Two – Justification of Funds Requested

Education Benefits cover obligations to ARNG members for assistance in education costs. Funding Education Benefits assist Soldiers with the costs of education and provide additional incentives for joining the National Guard. A secondary benefit to the ARNG is realized as the total Guard force becomes more capable, educated, and able to perform increasingly more complex missions effectively and efficiently. All education – civilian and military – provides additional leverage to the total capability of the force.

National Guard Personnel, Army
Details of Military Personnel Entitlements – Education Benefits

Part Three – Schedule of Increases and Decreases

FY 2008 Direct Program	Amount
Increases:	186,256
Price Increases:	
Benefit Accrual	17,233
Amortization	0
Kicker	1,242
Total Price Increase	18,475
Program Increases:	
Benefit Accrual	35,710
Total Program Increase	35,710
 Total Increase	 54,185
 Decreases:	
Price Decreases:	
Amortization	(1,207)
Total Price Decrease	(1,207)
Program Decreases:	
Kicker	(959)
Amortization	(11,111)
Total Program Decrease	(12,070)
 Total Decrease	 (13,277)
 FY 2009 Direct Program	 227,164

National Guard Personnel, Army
Details of Military Personnel Entitlements – Education Benefits

Part Four – Education Benefits

USC, Title 10, Chapter 1606 funds are for personnel requesting educational assistance under the Veterans Education Assistance Act of 1984 (PL 98-525) (New G.I. Bill), this program require no contributions from the member. Estimates of eligible members reflect the number expected to meet the initial eligibility requirements for an enlistment, reenlistment, or extension for six years. 10 USC Section 16131 authorizes an incentive (Kicker) to a person who has a skill or specialty where there is an identified critical shortage.

Funds provided under USC, Title 10, Chapter 1607, were authorized by Public Law 108-375 as a new educational benefit for mobilized reservists. It is funded through the Department of Defense Educational Fund. Chapter 1607 benefits have three levels which depend on the length of time a soldier is mobilized. The levels are: 90 consecutive days (level 1), one (1) consecutive year (level 2), and two (2) consecutive years (level 3). Chapter 1607 benefits differ from those provided under Chapter 1606; member must contribute \$100 a month for 12 months.

	FY 2007 (Actual)			FY 2008 (Estimate)			FY 2009 (Estimate)		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
Basic Educational Assistance (Chapter 1606)									
Basic Education Benefits	60,121	1,699.00	102,145	30,280	1,697.00	51,386	30,714	2,107.00	64,716
G.I. Bill Kicker									
\$100 Kicker	2,901	1,208.00	3,505	3,298	1,217.00	4,014	4,544	889.00	4,039
\$200 Kicker	12,547	1,738.00	21,808	14,454	1,728.00	24,977	15,087	1,666.00	25,135
\$350 Kicker	2,302	5,921.00	13,630	2,684	5,815.00	15,610	4,476	3,510.00	15,709
Total	17,751		38,942	20,437		44,601	24,107		44,883
Enhanced Educational Assistance (Chapter 1607)									
90-364 days Mobilization	7,647	1,318.00	10,078	2,998	1,708.00	5,120	8,911	2,200.00	19,604
365-729 days Mobilization	8,884	2,593.00	23,036	3,486	3,357.00	11,703	14,298	3,134.00	44,809
730 plus days Mobilization	739	3,897.00	2,880	290	5,036.00	1,463	1,500	3,733.00	5,601
Total Chapter 1607	17,270		35,994	6,774		18,286	24,709		70,014
Amortization			64,720			71,983			47,551
Total Educational Benefits	95,141		241,801	57,492		186,256	79,530		227,164

Section Five: Special Analysis

**National Guard Personnel, Army
Reimbursable Program**

	FY 2007	FY 2008	FY2009
SUBSISTENCE	1,215	1,955	1,955
MEDICAL	0	0	0
FOREIGN MILITARY SALES	0	0	0
OTHER NON-STRENGTH			
Clothing sold and returned	31	47	47
STRENGTH RELATED			
Officer Basic Pay	5,805	9,334	9,334
Other Pays and Allowances	1,988	3,200	3,200
Enlisted Basic Pay	11,007	17,703	17,703
Other Pays and Allowances	4,937	7,942	7,942
Retired Pay Accrual (Officer and Enlisted)	2,529	4,066	4,066
Travel	1,918	3,086	3,086
SUBTOTAL	28,184	45,331	45,331
TOTAL PROGRAM	29,430	47,333	47,333

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Summary

Purpose and Scope: The purpose of the Incentive Program is to assist leadership and personnel managers in meeting the readiness requirements for the Army National Guard (ARNG).

	FY 2007 (Actual)		FY 2008		FY 2009		FY 2010	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Enlistment Bonuses								
Initial	21,058	210,582	11,019	110,193	13,127	131,271	13,775	137,748
Anniversary	21,338	85,351	7,981	31,922	11,360	45,438	4,324	43,239
Total	42,396	295,933	19,000	142,115	24,487	176,709	18,099	180,987
Enlisted Affiliation Bonus								
Initial	1,923	19,231	1,175	11,754	4,013	40,128	4,013	40,128
Anniversary	786	2,831	315	1,134	89	321	2,741	9,866
Total	2,709	22,062	1,490	12,888	4,102	40,449	6,753	49,994
3 Year Reenlistment Bonuses								
Initial	3,714	27,855	1,657	12,428	3,824	28,683	5,359	40,195
Anniversary	4,370	5,681	3,778	4,912	0	0	0	0
Total	8,084	33,536	5,436	17,340	3,824	28,683	5,359	40,195
6 Year Reenlistment Bonuses								
Initial	19,791	296,867	259	3,883	261	3,908	261	3,908
Anniversary	18,169	45,423	4,106	10,265	0	0	0	0
Total	37,960	342,290	4,365	14,148	261	3,908	261	3,908
Officer Affiliation/Accession Bonus	292	2,924	1,292	12,918	1,422	14,220	1,472	14,720
Student Loan Repayment Program	2,622	7,867	3,848	11,545	4,172	12,515	4,411	13,234
Total SRIP	94,065	704,612	35,431	210,954	21,900	276,484	21,900	303,038
Other Programs - Health Professional Incentive Programs - Summary								
STRAP Payments	39	578	154	2,314	178	2,668	178	2,668
HPLRP Payments	64	1,276	48	959	59	1,171	59	1,171
HPMOR Payments	678	6,777	477	4,770	574	5,740	574	5,740
Total Other Programs	780	8,631	679	8,043	810	9,579	810	9,579
Total SRIP & Other Programs	94,845	713,243	36,110	218,997	22,711	286,063	22,711	312,617

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Summary (continued)

	FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount
Enlistment Bonuses						
Initial	14,809	148,091	14,941	149,411	14,989	149,891
Anniversary	4,036	40,363	3,996	39,961	3,996	39,961
Total	18,845	188,454	18,937	189,372	18,985	189,852
Enlisted Affiliation Bonus						
Initial	4,013	40,128	4,013	40,128	4,013	40,128
Anniversary	1,955	19,553	1,579	15,786	1,579	15,786
Total	5,968	59,681	5,591	55,914	5,591	55,914
3 Year Reenlistment Bonuses						
Initial	5,472	41,038	5,579	41,844	5,692	42,687
Anniversary	0	0	0	0	0	0
Total	5,472	41,038	5,579	41,844	5,692	42,687
6 Year Reenlistment Bonuses						
Initial	261	3,908	261	3,908	261	3,908
Anniversary	0	0	0	0	0	0
Total	261	3,908	261	3,908	261	3,908
Officer Affiliation/Accession Bonus	1,526	15,260	1,580	15,800	1,634	16,340
Student Loan Repayment Program	4,604	13,811	4,723	14,168	4,794	14,383
Total SRIP	36,675	322,152	36,671	321,006	21,900	323,084
Other Programs - Health Professional Incentive Programs - Summary						
STRAP Payments	178	2,668	178	2,668	178	2,668
HPLRP Payments	59	1,171	59	1,171	59	1,171
HPMOR Payments	574	5,740	574	5,740	574	5,740
Total Other Programs	810	9,579	810	9,579	810	9,579
Total SRIP & Other Programs	37,486	331,731	37,481	330,585	22,711	332,663

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Enlistment Bonus

Purpose and Scope: Army National Guard offers Non-Prior Service and Prior Service enlistment bonus to enlistees who contract for a minimum obligation of 3 years.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	21,338	85,351	7,981	31,922	11,360	45,438	4,324	43,239
Prior Year								
Initial	21,058	210,582	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	11,019	110,193	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	13,127	131,271	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	13,775	137,748
Anniversary	0	0	0	0	0	0	0	0
Total								
Initial	21,058	210,582	11,019	110,193	13,127	131,271	13,775	137,748
Anniversary	21,338	85,351	7,981	31,922	11,360	45,438	4,324	43,239
Total Enlistment Bonuses	42,396	295,933	19,000	142,115	24,487	176,709	18,099	180,987

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Enlistment Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	4,036	40,363	3,996	39,961	3,996	39,961
Budget Year 2+1						
Initial	14,809	148,091	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+2						
Initial	0	0	14,941	149,411	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+3						
Initial	0	0	0	0	14,989	149,891
Anniversary	0	0	0	0	0	0
Budget Year 2+4						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	14,809	148,091	14,941	149,411	14,989	149,891
Total Anniversary	4,036	40,363	3,996	39,961	3,996	39,961
Total Enlistment Bonuses	18,845	188,454	18,937	189,372	18,985	189,852

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Affiliation Bonus

The Army National Guard offers an Affiliation Bonus for a 6 year obligation or a 3 year obligation Soldiers must meet certain eligibility requirements and affiliate with the Guard in an active drilling status for a minimum of 3 years.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	786	2,831	315	1,134	89	321	2,741	9,866
Prior Year								
Initial	1,923	19,231	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	1,175	11,754	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	4,013	40,128	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	4,013	40,128
Anniversary	0	0	0	0	0	0	0	0
Total								
Initial	1,923	19,231	1,175	11,754	4,013	40,128	4,013	40,128
Anniversary	786	2,831	315	1,134	89	321	2,741	9,866
Total Affiliation Bonuses	2,709	22,062	1,490	12,888	4,102	40,449	6,753	49,994

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) – Affiliation Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,955	19,553	1,579	15,786	1,579	15,786
Budget Year 2+1						
Initial	4,013	40,128	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+2						
Initial	0	0	4,013	40,128	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+3						
Initial	0	0	0	0	4,013	40,128
Anniversary	0	0	0	0	0	0
Budget Year 2+4						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total						
Initial	4,013	40,128	4,013	40,128	4,013	40,128
Anniversary	1,955	19,553	1,579	15,786	1,579	15,786
Total Affiliation Bonuses	5,968	59,681	5,591	55,914	5,591	55,914

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - 3 Year Retention Bonus

The Army National Guard offers a Reenlistment Bonus to soldiers who reenlist or extend for 3 years and meet certain eligibility requirements Soldiers will receive their bonus in a lump-sum payment payable upon the effective date of the new contract.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	4,370	5,681	3,778	4,912	0	0	0	0
Prior Year								
Initial	3,714	27,855	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	1,657	12,428	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	3,824	28,683	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	5,359	40,195
Anniversary	0	0	0	0	0	0	0	0
Total Initial	3,714	27,855	1,657	12,428	3,824	28,683	5,359	40,195
Total Anniversary	4,370	5,681	3,778	4,912	0	0	0	0
Total 3 Year Ret. Bonuses	8,084	33,536	5,436	17,340	3,824	28,683	5,359	40,195

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - 3 Year Retention Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0	0	0	0	0
Budget Year 2+1						
Initial	5,472	41,038	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+2						
Initial	0	0	5,579	41,844	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+3						
Initial	0	0	0	0	5,692	42,687
Anniversary	0	0	0	0	0	0
Budget Year 2+4						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total						
Initial	5,472	41,038	5,579	41,844	5,692	42,687
Anniversary	0	0	0	0	0	0
Total 3 Year Ret. Bonuses	5,472	41,038	5,579	41,844	5,692	42,687

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - 6 Year Retention Bonus

The Army National Guard offers a Reenlistment Bonus to soldiers who reenlist or extend for 6 years and meet certain eligibility requirements Soldiers will receive their bonus in a lump-sum payment payable upon the effective date of the new contract.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	18,169	45,423	4,106	10,265	0	0	0	0
	0	0	0	0	0	0	0	0
Prior Year								
Initial	19,791	296,867	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	259	3,883	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	261	3,908	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	261	3,908
Anniversary	0	0	0	0	0	0	0	0
Total Initial	19,791	296,867	259	3,883	261	3,908	261	3,908
Total Anniversary	18,169	45,423	4,106	10,265	0	0	0	0
Total 6 Year Ret. Bonuses	37,960	342,290	4,365	14,148	261	3,908	261	3,908

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - 6 Year Retention Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0	0	0	0	0
	0	0	0	0	0	0
Budget Year 2+1						
Initial	261	3,908	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+2						
Initial	0	0	261	3,908	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2+3						
Initial	0	0	0	0	261	3,908
Anniversary	0	0	0	0	0	0
Budget Year 2+4						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total						
Initial	261	3,908	261	3,908	261	3,908
Total						
Anniversary	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 6 Year Ret. Bonuses	261	3,908	261	3,908	261	3,908

All Anniversary Payments are reflected in the Prior Obligations Line.

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Officer Accession/Affiliation Bonus

The Army National Guard offers an Officer Affiliation Bonus and Officer Accession Bonus to officers who agree to serve for not less than 3 years and meet the eligibility requirements. The Officer Accession Bonus is for newly commissioned officers and Warrant Officers, the Officer Affiliation Bonus is for officers who separate from Active Duty and agree to continue service in the Guard.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	292	2,924	0	0	0	0	0	0
Current Year Payment	0	0	1,292	12,918	0	0	0	0
Budget Year 1 Payment	0	0	0	0	1,422	14,220	0	0
Budget Year 2 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,472</u>	<u>14,720</u>
Total Payments	292	2,924	1,292	12,918	1,422	14,220	1,472	14,720

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Officer Accession/Affiliation Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0
Budget Year 2+1 Payment	1,526	15,260	0	0	0	0
Budget Year 2+2 Payment	0	0	1,580	15,800	0	0
Budget Year 2+3 Payment	0	0	0	0	1,634	16,340
Budget Year 2+4 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Payments	1,526	15,260	1,580	15,800	1,634	16,340

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Student Loan Repayment Program (SLRP)

The Army National Guard offers the SLRP as an enlistment incentive for all Non-Prior Service enlistees in addition to the Non-Prior Service Enlistment Bonus; SLRP is also available for Prior Service enlistees as an Extension Incentive. Loans incurred after the enlistment date are not eligible. Payment is based upon original principal and does not include interest.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	2,622	7,867	0	0	0	0	0	0
Current Year Payment	0	0	3,848	11,545	0	0	0	0
Budget Year 1 Payment	0	0	0	0	4,172	12,515	0	0
Budget Year 2 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4,411</u>	<u>13,234</u>
Total Payments	2,622	7,867	3,848	11,545	4,172	12,515	4,411	13,234

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Student Loan Repayment Program (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0
Budget Year 2+1 Payment	4,604	13,811	0	0	0	0
Budget Year 2+2 Payment	0	0	4,723	14,168	0	0
Budget Year 2+3 Payment	0	0	0	0	4,794	14,383
Budget Year 2+4 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Payments	4,604	13,811	4,723	14,168	4,794	14,383

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Specialized Training Assistance Program (STRAP)

STRAP is a program designed to recruit medical participants in critical areas of concentration, the program is available only to ARNG healthcare specialties. STRAP offers a monthly stipend to officers engaged in specialized training, in return for their future services.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	39	578	0	0	0	0	0	0
Current Year Payment	0	0	154	2,314	0	0	0	0
Budget Year 1 Payment	0	0	0	0	178	2,668	0	0
Budget Year 2 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>178</u>	<u>2,668</u>
Total Payments	39	578	154	2,314	178	2,668	178	2,668

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Specialized Training Assistance Program (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0
Budget Year 2+1 Payment	178	2,668	0	0	0	0
Budget Year 2+2 Payment	0	0	178	2,668	0	0
Budget Year 2+3 Payment	0	0	0	0	178	2,668
Budget Year 2+4 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Payments	178	2,668	178	2,668	178	2,668

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Health Professionals Loan Repayment Program (HPLRP)

HPLR is a repayment program with a maximum repayment amount per year and a maximum lifetime amount. The officer will have to serve in a Table of Distribution and Allowances (TDA)/Table of Organization and Equipment (TOE) unit in order to receive HPLRP. Payments are made to institutions and not to the individual.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	64	1,276	0	0	0	0	0	0
Current Year Payment	0	0	48	959	0	0	0	0
Budget Year 1 Payment	0	0	0	0	59	1,171	0	0
Budget Year 2 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>59</u>	<u>1,171</u>
Total Payments	64	1,276	48	959	59	1,171	59	1,171

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Health Professionals Loan Repayment Program (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0
Budget Year 2+1 Payment	59	1,171	0	0	0	0
Budget Year 2+2 Payment	0	0	59	1,171	0	0
Budget Year 2+3 Payment	0	0	0	0	59	1,171
Budget Year 2+4 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Payments	59	1,171	59	1,171	59	1,171

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Health Professional MED Officer Recruiting Bonus (HPMOR)

The Healthcare Professional Bonus formerly known as HPMOR, is a special pay for approved ARNG specialties, participants must meet criteria for appointment as a commissioned officer in the ARNG. Participants must choose and signed a contract for one, two or three years of affiliation with the ARNG.

	<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	678	6,777	0	0	0	0	0	0
Current Year Payment	0	0	477	4,770	0	0	0	0
Budget Year 1 Payment	0	0	0	0	574	5,740	0	0
Budget Year 2 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>574</u>	<u>5,740</u>
Total Payments	678	6,777	477	4,770	574	5,740	574	5,740

**National Guard Personnel, Army
Incentive/Bonus Payment Stream**

Selected Reserve Incentive Program (SRIP) - Health Professional MED Officer Recruiting Bonus (continued)

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations Payment	0	0	0	0	0	0
Budget Year 2+1 Payment	574	5,740	0	0	0	0
Budget Year 2+2 Payment	0	0	574	5,740	0	0
Budget Year 2+3 Payment	0	0	0	0	574	5,740
Budget Year 2+3 Payment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Payments	574	5,740	574	5,740	574	5,740

National Guard Personnel, Army

Full Time Support Personnel

FY 2007 (Actual)

<u>Assignment</u>	AGR/TAR	AGR/TAR	AGR/TAR	Military	Military	Civilian	Total
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Technicians</u>			
Pay/Personnel Centers	30	216	246	0	0	72	318
Recruiting/Retention	241	4,746	4,987	53	0	0	5,040
<u>Units:</u>							
RC Unique Mgmt Hqs	2,897	12,691	15,588	5,286	0	0	20,874
Unit Support	893	1,390	2,283	21,311	0	0	23,594
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	3,790	14,081	17,871	26,597	0	0	44,468
<u>Training & Logistics:</u>							
RC Non-unit Institution	555	372	927	0	0	0	927
RC Schools	325	220	545	0	0	0	545
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	10	0	10	0	0	0	10
AC Installation/Activity	498	813	1,311	0	184	406	1,901
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	546	813	1,359	0	184	406	1,949
Total End Strength	5,588	20,448	26,036	26,650	184	478	53,348

**National Guard Personnel, Army
Full Time Support Personnel**

<u>Assignment</u>	FY2008						
	<u>AGR/TAR</u>	<u>AGR/TAR</u>	<u>AGR/TAR</u>	<u>Military</u>			
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Technicians</u>	<u>Military</u>	<u>Civilian</u>	<u>Total</u>
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	241	4,746	4,987	51	0	0	5,038
<u>Units:</u>							
RC Unique Mgmt Hqs	3,300	15,540	18,840	5,562	0	0	24,402
Unit Support	802	1,390	2,192	22,489	0	0	24,681
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,102	16,930	21,032	28,051	0	0	49,083
<u>Training & Logistics:</u>							
RC Non-unit Institution	567	375	942	0	0	0	942
RC Schools	313	217	530	0	0	0	530
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	498	813	1,311	0	184	442	1,937
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	548	813	1,361	0	184	442	1,987
Total End Strength	5,904	23,300	29,204	28,102	184	524	58,014

National Guard Personnel, Army

Full Time Support Personnel

FY 2009

<u>Assignment</u>	<u>AGR/TAR Officers</u>	<u>AGR/TAR Enlisted</u>	<u>AGR/TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian</u>	<u>Total</u>
Pay/Personnel Centers	32	219	251	0	0	97	348
Recruiting/Retention	241	4,746	4,987	51	0	0	5,038
<u>Units:</u>							
RC Unique Mgmt Hqs	3,598	16,061	19,657	5,679	0	0	25,336
Unit Support	811	1,310	2,121	23,080	0	0	25,201
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,409	17,371	21,778	28,759	0	0	50,537
<u>Training & Logistics:</u>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	498	813	1,311	0	184	442	1,937
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	548	813	1,361	0	184	442	1,987
Total End Strength	6,209	23,741	29,950	28,810	184	539	59,483