

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2010 Budget Estimate



Volume I

NATIONAL GUARD PERSONNEL, ARMY

May 2009

JUSTIFICATION BOOK

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate**

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Section One: Summary of Requirements by Budget Program

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)**

	FY 2008 <u>Actual</u>	FY 2009 <u>Estimate</u>	FY 2010 <u>Estimate</u>
DIRECT PROGRAM			
Reserve Component Training and Support	6,392,549	6,616,220	7,621,488
REIMBURSABLE PROGRAM			
Reserve Component Training and Support	<u>14,768</u>	<u>47,333</u>	<u>49,699</u>
TOTAL BASELINE PROGRAM			
Reserve Component Training and Support	6,407,317	6,663,553	7,671,187
SUPPLEMENTAL FUNDING			
OCO Supplemental	1,369,747	150,000	0
OJS Supplemental	<u>132,000</u>	<u>0</u>	<u>0</u>
Total Supplemental Program	1,501,747	150,000	0
PROGRAM FUNDING			
Reserve Component Training and Support	7,909,064	6,813,553	7,671,187
Cancellation and Appropriation of Funds (Pending Request)	<u>0</u>	<u>9,000</u>	<u>0</u>
Total Program Funding	7,909,064	6,822,553	7,671,187
Medicare-Eligible Retiree Health Fund Contribution	<u>1,261,822</u>	<u>1,194,467</u>	<u>1,228,381</u>
TOTAL MIL. PERSONNEL PROGRAM COST	9,170,886	8,017,020	8,899,568

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)**

Congressional Reporting Requirement

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

	FY 2008 <u>Actual</u>	FY 2009 <u>Estimate</u>	FY 2010 <u>Estimate</u>
NATIONAL GUARD PERSONNEL, ARMY (NGPA)			
Direct Program (NGPA)	6,524,549	6,616,220	7,621,488
Reimbursable Program (NGPA)	14,768	47,333	49,699
OCO Supplemental Funding	1,369,747	1,589,333	839,966
Cancellation in Appropriation of Funds (FY 2009 Supplemental)	0	9,000	0
Total National Guard Personnel, Army (NGPA) Funding	7,909,064	8,261,886	8,511,153
Medicare-Eligible Retiree Health Fund Contribution	1,261,822	1,194,467	1,228,381
Total Military Personnel Program Cost	9,170,886	9,456,353	9,739,534
MILITARY PERSONNEL, ARMY			
GWOT Pay and Allowances Mobilization (MPA)	2,803,162	3,357,113	3,257,591
Active Duty For Operational Support (ADOS) (MPA)	104,738	99,541	84,189
Total From Active Military Personnel Army	2,907,900	3,456,654	3,341,780
TOTAL RESERVE PAY AND BENEFITS FROM MILITARY PAY ACCOUNTS	12,078,786	12,913,007	13,081,314

Section Two: Introduction and Performance Measures

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
INTRODUCTION AND PERFORMANCE MEASURES
(\$ in Thousands)**

Appropriations Summary

	<u>FY09 Program</u>	<u>Price Growth</u>	<u>Program Growth</u>	<u>FY10 Program</u>
National Guard Personnel, Army	6,775,220	334,621	511,647	7,621,488

Program Highlights in FY 2010. The National Guard Personnel, Army (NGPA) appropriation saw an overall increase of \$846,268 thousand dollars. \$334,621 thousand price increase will support the projected pay raise of 2.9% and \$511,647 thousand in program increase will fully support Recruiting and Retention initiatives and an increase to the Military Funeral Honors program.

Introduction Statement

The NGPA budget provides costs for basic pay, incentive pay, basic allowances for subsistence and housing, clothing, travel and per diem, other pay and allowances, permanent change of station, hospitalization and disability, retired pay accrual, death gratuities, schools, to include career development, refresher training, pilot training, MOS qualification, new equipment training. Also provides special training, including missions to support Combatant Commanders initiatives, recruiting and retention, bonuses and incentives, Health Professional Scholarship Program; Chaplain Candidate Program; Basic Officer Leadership Course for newly commissioned Lieutenants.

The Army National Guard understands the human price of freedom and national security. By maintaining and improving the Army National Guard's full potential, we honor the Soldiers who have paid the ultimate price. We have redoubled our efforts to provide our units with equipment needed to replace that left behind from overseas deployments, and lost due to damage or end of serviceable use. With the aid of Congressional funding and a new Memorandum of Understanding with the Army, we have made considerable headway in rebalancing, resetting and re-equipping our force for the future.

As we meet statutory and policy requirements, the ARNG continues to support the active force by enabling our Army to sustain joint operations through a strategically responsive force-generating capability to provide specialized, technologically advanced Soldiers. Our resource requirements continue to evolve, while the ARNG continues the transformation from a strategic reserve to an operational force of skill-rich capabilities. Such an operational force enhances responsiveness to complement the Army's transformation to a more lethal, agile, and capabilities-based modular force. Today's Army National Guard Soldiers must be trained and ready prior to mobilization. The Army Force Generation Model (ARFORGEN) is the means to execute this strategy whereby units advance through a series of cumulative and progressively complex training events to improve unit readiness. The ARNG continues to apply proper stewardship of allotted resources while producing relevant and ready capabilities.

When mobilizing, ARNG Active Guard Reserve members are simultaneously transferred from the AGR personnel account to the Pay Group A personnel account and then mobilized from the Pay Group A personnel account. This facilitates proper personnel accountability in the Selective Reserve (SELRES) and pay accountability. The Soldier remains under the authority of 32 USC until the effective date of the mobilization order which is authorized under 10 USC. Upon de-mobilization the personnel follow the same procedure in reverse.

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INTRODUCTION AND PERFORMANCE MEASURES
(\$ in Thousands)**

Once mobilized "former AGRs" are not counted in the AGR end strength, but are counted in the overall ARNG end strength as a member of Pay Group A.

Several activities continue at the unit's home station during a deployment that requires full time support. The ARNG supports the families of the deployed Guardsmen through the unit's armories. Equipment left behind requires maintenance, some unit personnel will remain behind at home station, and recruiting continues while the unit is deployed. All these activities require full time support so the current policy is to provide the unit with one temporary full time support personnel for every three deployed AGRs. Salaries and travel for the temporary full time support personnel are funded from within the current AGR program.

The FY 2010 NGPA budget submission supports an end-strength of 358,200 and 32,060 AGRs.

The estimated end strength is reflected in the following table:

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
360,351	358,200	358,200

"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."

"The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components."

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
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.

<u>PERFORMANCE MEASURES:</u>	<u>FY 2008</u> <u>Actual</u>	<u>FY 2009</u> <u>Planned</u>	<u>FY 2010</u> <u>Planned</u>
Average Strength	357,285	364,083	357,484
End Strength	360,351	358,200	358,200
Authorized End Strength	351,300	358,200	358,200

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 358,200 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>Recruiting</u>	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
Recruiting: Accession Goals	63,000	56,000	60,000
Retention: Reenlistment Goals	31,889	34,593	38,000
Attrition: Attrition Goals	18%	18%	18%

Section Three: Summary Tables

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
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SUMMARY OF PERSONNEL**

	No. of Drills	No. of A/D Days Training	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	31,907	32,007	33,060	33,060	32,738	32,476	32,476	32,588	33,076
Pay Group A - Enlisted	48	15	<u>256,112</u>	<u>259,345</u>	<u>261,493</u>	<u>261,493</u>	<u>259,572</u>	<u>251,744</u>	<u>251,744</u>	<u>252,411</u>	<u>246,689</u>
Subtotal Pay Group A			288,019	291,352	294,553	294,553	292,310	284,220	284,220	284,999	279,765
Pay Group F - Enlisted		122	15,454	14,168	15,945	15,945	17,288	21,919	21,919	22,433	26,593
Pay Group P - Enlisted	31		<u>23,198</u>	<u>25,754</u>	<u>23,547</u>	<u>23,547</u>	<u>25,692</u>	<u>20,001</u>	<u>20,001</u>	<u>19,504</u>	<u>19,782</u>
Subtotal Pay Group F/P			38,652	39,922	39,492	39,492	42,980	41,920	41,920	41,937	46,375
Subtotal Paid Drill/Ind Tng			326,671	331,274	334,045	334,045	335,290	326,140	326,140	326,936	326,140
<u>Full-time Active Duty</u>											
Officers			5,588	5,618	5,686	5,686	6,141	6,724	6,724	6,507	6,724
Enlisted			<u>20,448</u>	<u>20,393</u>	<u>20,620</u>	<u>20,620</u>	<u>22,652</u>	<u>25,336</u>	<u>25,336</u>	<u>24,041</u>	<u>25,336</u>
Subtotal Full-time			26,036	26,011	26,306	26,306	28,793	32,060	32,060	30,548	32,060
<u>Total Selected Reserves</u>											
Officers			37,495	37,625	38,746	38,746	38,879	39,200	39,200	39,095	39,800
Enlisted			<u>315,212</u>	<u>319,660</u>	<u>321,605</u>	<u>321,605</u>	<u>325,204</u>	<u>319,000</u>	<u>319,000</u>	<u>318,389</u>	<u>318,400</u>
Total			352,707	357,285	360,351	360,351	364,083	358,200	358,200	357,484	358,200
<u>Inactive National Guard</u>											
Officers			264	265	264	264	266	270	270	262	268
Enlisted			<u>1,829</u>	<u>2,284</u>	<u>2,280</u>	<u>2,280</u>	<u>2,007</u>	<u>2,010</u>	<u>2,010</u>	<u>2,005</u>	<u>2,009</u>
Total			2,093	2,549	2,544	2,544	2,273	2,280	2,280	2,267	2,277
GRAND TOTAL			354,800	359,834	362,895	362,895	366,356	360,480	360,480	359,751	360,477

STOP LOSS DATA

The term "Stop Loss" refers to the involuntary extension of National Guard members beyond their date of separation in times of war or national emergency when the need arises to maintain trained manpower resident in the Military Departments. Stop Loss is a statutory authority that allows the Department to sustain forces that have trained together and, therefore, act as a cohesive element throughout their deployment.

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NATIONAL GUARD PERSONNEL, ARMY
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SUMMARY OF PERSONNEL**

As of September 30, 2008 3,995 Army National Guard soldiers were in a Stop Loss status (3,860 on average for FY 2008). As of March 30, 2009 4,347 Army National Guard soldiers were in a Stop Loss status.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
RESERVE COMPONENT PERSONNEL ON TOURS OF FULL-TIME ACTIVE DUTY
STRENGTH BY GRADE**

	<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<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	417	432	439	460	460	460
O-5 Lieutenant Colonel	1,186	1,215	1,251	1,325	1,325	1,325
O-4 Major	2,089	1,887	2,102	2,345	2,314	2,345
O-3 Captain	1,003	1,071	922	846	846	846
O-2 First Lieutenant	58	60	49	44	44	44
O-1 Second Lieutenant	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	4,758	4,665	4,763	5,020	4,989	5,020
<u>Warrant Officers</u>						
W-5 Master Warrant	144	147	148	147	147	147
W-4 Chief Warrant Officer 4	403	574	844	1,096	910	1,096
W-3 Chief Warrant Officer 3	149	138	239	336	336	336
W-2 Chief Warrant Officer 2	151	155	140	118	118	118
W-1 Warrant Officer	<u>13</u>	<u>7</u>	<u>7</u>	<u>7</u>	<u>7</u>	<u>7</u>
Total	860	1,021	1,378	1,704	1,518	1,704
Total Officers	5,618	5,686	6,141	6,724	6,507	6,724
<u>Enlisted Personnel</u>						
E-9 Sergeant Major	694	713	722	762	740	762
E-8 Master Sergeant	1,861	1,936	2,200	2,515	2,417	2,515
E-7 Sergeant First Class	7,703	7,811	9,948	12,159	11,859	12,159
E-6 Staff Sergeant	6,798	6,797	6,297	6,162	5,596	6,162
E-5 Sergeant	2,977	3,024	3,156	3,406	3,095	3,404
E-4 Specialist	359	339	329	332	334	334
E-3 Private First Class	1	0	0	0	0	0
E-2 Private Second Class	0	0	0	0	0	0
E-1 Private	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Enlisted	20,393	20,620	22,652	25,336	24,041	25,336
Total Personnel on Active Duty	26,011	26,306	28,793	32,060	30,548	32,060

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
STRENGTH BY MONTH**

FY 2008 STRENGTH

	<u>Pay Group A</u>			<u>Pay Group P</u>				<u>Full-Time</u>			<u>Total Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2007	31,907	256,112	288,019	15,454	23,198	0	326,671	5,588	20,448	26,036	352,707
October	31,898	257,402	289,300	14,835	23,061	0	327,196	5,569	20,413	25,982	353,178
November	31,796	258,663	290,459	13,934	23,346	0	327,739	5,600	20,458	26,058	353,797
December	31,784	259,721	291,505	12,049	25,141	0	328,695	5,605	20,375	25,980	354,675
January	31,780	260,077	291,857	12,615	25,393	0	329,865	5,578	20,013	25,591	355,456
February	31,822	259,950	291,772	13,228	25,652	0	330,652	5,528	20,031	25,559	356,211
March	31,782	260,088	291,870	12,800	26,749	0	331,419	5,570	20,062	25,632	357,051
April	31,849	259,853	291,702	12,759	28,174	0	332,635	5,568	20,234	25,802	358,437
May	31,972	259,528	291,500	13,425	28,192	0	333,117	5,656	20,513	26,169	359,286
June	32,149	259,367	291,516	15,672	26,896	0	334,084	5,665	20,557	26,222	360,306
July	32,197	259,267	291,464	16,359	26,784	0	334,607	5,731	20,806	26,537	361,144
August	32,567	259,422	291,989	16,644	26,282	0	334,915	5,712	20,723	26,435	361,350
September 30, 2008	33,060	261,493	294,553	15,945	23,547	0	334,045	5,686	20,620	26,306	360,351
Average	32,007	259,345	291,352	14,168	25,754	0	331,274	5,618	20,393	26,011	357,285

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold

(Actual FY 2008)

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>Total</u>	Primary Mission Being Funded
81	86	167	Combat (27%)
87	92	179	Combat Support (29%)
126	133	259	Combat Service Support (42%)
5	6	11	HQ Staff (2%)
299	317	616	Total

1/ Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
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STRENGTH BY MONTH**

FY 2009 STRENGTH

	<u>Pay Group A</u>			<u>Pay Group P</u>				<u>Full-Time</u>			<u>Total Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2008	33,060	261,493	294,553	15,945	23,547	0	334,045	5,686	20,620	26,306	360,351
October	33,167	261,734	294,901	15,296	24,991	0	335,188	5,702	20,660	26,362	361,550
November	33,152	262,396	295,548	14,824	26,280	0	336,652	5,730	20,743	26,473	363,125
December	33,076	263,308	296,384	13,010	29,578	0	338,972	5,806	21,036	26,842	365,814
January	33,052	262,990	296,042	13,715	28,991	0	338,748	5,900	21,380	27,280	366,028
February	33,105	263,538	296,643	14,273	29,085	0	340,001	5,875	21,481	27,356	367,357
March	33,191	264,550	297,741	14,753	28,509	0	341,003	5,876	21,500	27,376	368,379
April	32,932	260,533	293,465	16,068	26,750	0	336,283	6,215	23,021	29,236	365,519
May	32,580	258,087	290,667	16,177	27,580	0	334,424	6,385	23,792	30,177	364,601
June	32,212	255,491	287,703	21,995	22,867	0	332,565	6,555	24,562	31,117	363,682
July	31,858	253,027	284,885	24,613	21,208	0	330,706	6,724	25,336	32,060	362,766
August	31,763	252,594	284,357	23,802	20,688	0	328,847	6,724	25,336	32,060	360,907
September 30, 2009	32,476	251,744	284,220	21,919	20,001	0	326,140	6,724	25,336	32,060	358,200
Average	32,738	259,572	292,310	17,288	25,692	0	335,290	6,141	22,652	28,793	364,083

Overstrength not in the FY 2010 President' s Budget baseline request (included above)

End Strength 5,600

Average Strength 14,574

Strength funded in the FY 2010 President's Budget baseline request

End Strength 352,600

Average Strength 349,509

Reserve Component Members Performing Operations Support Duty and Exceeding 1.095 Day Threshold

(Projection FY 2009)

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>Total</u>	Primary Missions Being Performed
129	143	272	Combat (27%)
138	154	292	Combat Support (30%)
179	200	379	Combat Service Support (39%)
<u>13</u>	<u>15</u>	<u>28</u>	HQ Staff (3%)
459	512	971	Total

1/ Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
STRENGTH BY MONTH**

FY 2010 STRENGTH

	<u>Pay Group A</u>			<u>Pay Group P</u>				<u>Full-Time</u>			<u>Total Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2009	32,476	251,744	284,220	21,919	20,001	0	326,140	6,724	25,336	32,060	358,200
October	32,927	254,630	287,557	21,674	19,230	0	328,461	6,290	22,746	29,036	357,497
November	32,842	254,687	287,529	21,595	18,688	0	327,812	6,330	22,981	29,311	357,123
December	32,785	255,333	288,118	19,394	20,158	0	327,670	6,369	23,217	29,586	357,256
January	32,649	254,436	287,085	19,721	20,249	0	327,055	6,409	23,452	29,861	356,916
February	32,553	253,908	286,461	20,573	20,221	0	327,255	6,448	23,688	30,136	357,391
March	32,472	252,959	285,431	20,490	20,714	0	326,635	6,488	23,923	30,411	357,046
April	32,370	252,034	284,404	19,920	22,320	0	326,644	6,527	24,159	30,686	357,330
May	32,318	251,392	283,710	19,723	23,040	0	326,473	6,566	24,394	30,960	357,433
June	32,313	250,199	282,512	25,731	18,017	0	326,260	6,606	24,630	31,236	357,496
July	32,322	249,378	281,700	28,497	16,141	0	326,338	6,645	24,865	31,510	357,848
August	32,730	250,757	283,487	27,617	15,374	0	326,478	6,685	25,101	31,786	358,264
September 30, 2010	33,076	246,689	279,765	26,593	19,782	0	326,140	6,724	25,336	32,060	358,200
Average	32,588	252,411	284,999	22,433	19,504	0	326,936	6,507	24,041	30,548	357,484

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold
(Projection FY 2010)

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>Total</u>	Primary Missions Being Performed
157	176	333	Combat (28%)
168	188	356	Combat Support (30%)
213	238	451	Combat Service Support (38%)
<u>22</u>	<u>25</u>	<u>47</u>	HQ Staff (4%)
560	627	1187	Total

1/ Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS**

OFFICERS

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
BEGINNING STRENGTH	37,495	38,746	39,200
<u>GAINS</u>			
Non-Prior Service Personnel			
Male	228	168	168
Female	58	45	42
Prior Service Personnel			
Civilian Life	358	366	361
Active Component	3,045	3,733	3,706
Enlisted Commissioning Program	426	440	431
Pay Group B (IMA)	0	0	0
Other Reserve Status/Component	701	753	733
All Other	0	0	0
Full-Time Active Duty	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL GAINS	4,816	5,505	5,441
<u>LOSSES</u>			
Civilian Life	132	216	215
Active Component	164	229	225
Retirement	1,084	1,283	1,209
Other Reserve Status/Component	1,102	1,745	1,635
All Other	<u>1,083</u>	<u>1,578</u>	<u>1,557</u>
TOTAL LOSSES	3,565	5,051	4,841
Accounting Adjustment	<u>0</u>	<u>0</u>	<u>0</u>
END STRENGTH	38,746	39,200	39,800

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS**

ENLISTED

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
BEGINNING STRENGTH	315,212	321,605	319,000
<u>GAINS</u>			
Non-Prior Service Personnel			
Male	35,747	36,672	36,670
Female	9,297	9,053	9,051
Prior Service Personnel			
Civilian Life	2,437	2,273	2,265
Other Reserve Status/Component	<u>17,711</u>	<u>17,326</u>	<u>17,179</u>
TOTAL GAINS	65,192	65,324	65,165
<u>LOSSES</u>			
Expiration of Selected Reserve Service	13,650	13,160	13,150
Active Component	0	0	0
To Officer Status	1,862	2,565	2,434
Retired Reserves	2,011	2,379	2,377
Reenlistments/Extentions	2,935	3,398	3,392
Attrition	16,035	19,619	18,453
Other Reserve Status/Component	5,152	5,885	5,795
Losses To Civilian Life	<u>17,154</u>	<u>20,923</u>	<u>20,164</u>
TOTAL LOSSES	58,799	67,929	65,765
Accounting Adjustment	<u>0</u>	<u>0</u>	<u>0</u>
END STRENGTH	321,605	319,000	318,400

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)**

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<u>RESERVE COMPONENT TRAINING AND SUPPORT</u>									
<u>PAY GROUP A</u>									
Active Duty Training									
Pay and Allowances	134,696	522,523	657,219	122,003	460,934	582,937	126,347	455,682	582,029
Clothing	897	38,611	39,508	770	39,395	40,165	770	39,129	39,899
Subsistence	20	57,605	57,625	0	52,402	52,402	6,871	44,619	51,490
Travel	<u>24,294</u>	<u>89,374</u>	<u>113,668</u>	<u>21,291</u>	<u>76,213</u>	<u>97,504</u>	<u>21,280</u>	<u>72,716</u>	<u>93,996</u>
Total Active Duty Training	159,907	708,113	868,020	144,064	628,944	773,008	155,268	612,146	767,414
Inactive Duty Training									
Unit Training Assemblies	245,267	778,938	1,024,205	282,353	879,086	1,161,439	283,954	861,056	1,145,010
Civil Disturbance	50	139	189	55	153	208	56	157	213
Flight Training	25,770	14,778	40,548	28,378	16,257	44,635	28,959	16,625	45,584
Jump Proficiency	33	93	126	37	103	140	37	105	142
Readiness Management	3,388	6,741	10,129	3,740	7,421	11,161	3,826	7,592	11,418
Training Preparation	8,905	19,767	28,672	9,828	21,756	31,584	10,054	22,263	32,317
Military Funeral Honors	1,623	10,818	12,441	1,759	11,690	13,449	1,757	11,682	13,439
Subsistence	<u>0</u>	<u>34,127</u>	<u>34,127</u>	<u>0</u>	<u>39,773</u>	<u>39,773</u>	<u>0</u>	<u>38,616</u>	<u>38,616</u>
Total Inactive Duty Training	285,036	865,401	1,150,437	326,150	976,239	1,302,389	328,643	958,096	1,286,739
TOTAL DIRECT OBLIGATIONS	444,943	1,573,514	2,018,457	470,214	1,605,183	2,075,397	483,911	1,570,242	2,054,153
<u>PAY GROUP F</u>									
Initial Entry Training									
Pay and Allowances	0	457,547	457,547	0	354,930	354,930	0	392,562	392,562
Travel	0	26,728	26,728	0	20,079	20,079	0	21,440	21,440
Clothing	0	58,485	58,485	0	43,865	43,865	0	46,830	46,830
Subsistence	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL DIRECT OBLIGATIONS	0	542,760	542,760	0	418,874	418,874	0	460,832	460,832
<u>PAY GROUP P</u>									
Inactive Duty Training									
Pay and Allowances	0	56,357	56,357	0	32,068	32,068	0	63,035	63,035
Clothing	0	1,236	1,236	0	1,603	1,603	0	1,627	1,627
Subsistence of Enlisted Personnel	<u>0</u>	<u>2,972</u>	<u>2,972</u>	<u>0</u>	<u>1,746</u>	<u>1,746</u>	<u>0</u>	<u>3,402</u>	<u>3,402</u>
TOTAL DIRECT OBLIGATIONS	0	60,565	60,565	0	35,417	35,417	0	68,064	68,064

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)**

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<u>SCHOOL TRAINING</u>									
Career Development Training	29,917	59,227	89,144	25,734	52,847	78,581	32,332	58,713	91,045
Flight Training	9,783	10,695	20,478	38,419	0	38,419	44,129	0	44,129
Initial Skill Acquisition Training	57,853	175,783	233,636	113,939	185,162	299,101	112,074	196,910	308,984
Officer Candidate/Training School	3,630	9,933	13,563	5,842	19,580	25,422	6,571	10,692	17,263
Refresher and Proficiency Training	<u>100,413</u>	<u>352,134</u>	<u>452,547</u>	<u>23,243</u>	<u>78,149</u>	<u>101,392</u>	<u>24,220</u>	<u>61,847</u>	<u>86,067</u>
TOTAL DIRECT OBLIGATIONS	201,596	607,772	809,368	207,177	335,738	542,915	219,326	328,162	547,488
<u>SPECIAL TRAINING</u>									
Civil Support Teams	10,069	17,610	27,679	19,716	6,540	26,256	25,035	15,712	40,747
Command/Staff Supervision	46,383	119,779	166,162	23,210	23,523	46,733	20,067	29,977	50,044
Competitive Events	665	1,877	2,542	1,408	964	2,372	4,383	2,001	6,384
Counter Drug Program	47,464	118,011	165,475	0	0	0	0	0	0
Exercises	137,606	164,905	302,511	112,980	10,257	123,237	91,052	14,140	105,192
Management Support	27,072	19,080	46,152	7,364	24,613	31,977	9,050	51,357	60,407
Operational Training	10,851	11,055	21,906	14,340	1,622	15,962	17,442	6,546	23,988
Recruiting/Retention	46,497	196,325	242,822	7,603	26,214	33,817	15,186	135,644	150,830
Unit Conversion Training	<u>6,877</u>	<u>31,267</u>	<u>38,144</u>	<u>1,323</u>	<u>27,249</u>	<u>28,572</u>	<u>18,086</u>	<u>72,741</u>	<u>90,827</u>
TOTAL DIRECT OBLIGATIONS	333,484	679,909	1,013,393	187,944	120,982	308,926	200,301	328,118	528,419
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	762,970	1,647,280	2,410,250	871,354	1,931,981	2,803,335	975,882	2,202,184	3,178,066
\$30,000 Lump Sum Bonus (CSB/REDUX)	779	5,638	6,417	0	0	0	0	0	0
Death Gratuities	0	700	700	120	407	527	120	407	527
Disability and Hospitalization Benefits	1,437	20,143	21,580	713	13,464	14,177	1,784	14,885	16,669
Reserve Incentive Programs	45,562	594,150	639,712	23,482	258,765	282,247	29,652	519,010	548,662
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel	<u>29,721</u>	<u>43,586</u>	<u>73,307</u>	<u>22,648</u>	<u>38,134</u>	<u>60,782</u>	<u>19,689</u>	<u>36,136</u>	<u>55,825</u>
TOTAL DIRECT OBLIGATIONS	840,469	2,311,497	3,151,966	918,317	2,242,751	3,161,068	1,027,127	2,772,622	3,799,749
<u>EDUCATION BENEFITS</u>									
Benefit Accrual	10,876	166,968	177,844	10,910	119,207	130,117	1,652	91,876	93,528
Kicker Program	105	47,855	47,960	0	44,285	44,285	13,444	55,811	69,255
Amortization Payment	<u>0</u>	<u>71,983</u>	<u>71,983</u>	<u>0</u>	<u>58,221</u>	<u>58,221</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL DIRECT OBLIGATIONS	10,981	286,806	297,787	10,910	221,713	232,623	15,096	147,687	162,783
TOTAL DIRECT PROGRAM	1,831,473	6,062,823	7,894,296	1,794,562	4,980,658	6,775,220	1,945,761	5,675,727	7,621,488

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2009 (\$ in Thousands)**

	FY 2009 PRESIDENT'S BUDGET	CONGRES- SIONAL ACTION	BRIDGE	PROPOSED REAPPRO- PRIATION	APPROPRIA- TION	INTERNAL REALIGNMENT/ REPROGRAMMING	INTERNAL SUBTOTAL	PROPOSED DD1415 ACTIONS	FY 2009 COL. FY 2010/2011 PRES. BUDGET
RESERVE COMPONENT TRAINING AND SUPPORT									
PAY GROUP A									
Active Duty Training									
Pay and Allowances	685,901	(5,250)	150,000	0	830,651	(247,714)	582,937	0	582,937
Clothing	70,702	(933)	0	0	69,769	(29,604)	40,165	0	40,165
Subsistence	57,533	(778)	0	0	56,755	(4,353)	52,402	0	52,402
Travel	<u>64,701</u>	<u>(1,464)</u>	<u>0</u>	<u>0</u>	<u>63,237</u>	<u>34,267</u>	<u>97,504</u>	<u>0</u>	<u>97,504</u>
Total Active Duty Training	878,837	(8,425)	150,000	0	1,020,412	(247,404)	773,008	0	773,008
Inactive Duty Training									
Unit Training Assemblies	953,658	(15,779)	0	0	937,879	223,560	1,161,439	0	1,161,439
Civil Disturbance	358	(4)	0	0	354	(146)	208	0	208
Flight Training	36,857	(491)	0	0	36,366	8,269	44,635	0	44,635
Jump Proficiency	271	(3)	0	0	268	(128)	140	0	140
Readiness Management	5,830	(78)	0	0	5,752	5,409	11,161	0	11,161
Military Funeral Honors	6,229	(83)	0	0	6,146	7,303	13,449	0	13,449
Training Preparation	39,692	(776)	0	0	38,916	(7,332)	31,584	0	31,584
Subsistence	<u>29,700</u>	<u>(396)</u>	<u>0</u>	<u>0</u>	<u>29,304</u>	<u>10,469</u>	<u>39,773</u>	<u>0</u>	<u>39,773</u>
Total Inactive Duty Training	1,072,595	(17,610)	0	0	1,054,985	247,404	1,302,389	0	1,302,389
TOTAL DIRECT OBLIGATIONS	1,951,432	(26,035)	150,000	0	2,075,397	0	2,075,397	0	2,075,397
PAY GROUP F									
Initial Entry Training									
Pay and Allowances	344,296	(4,594)	0	0	339,702	15,228	354,930	0	354,930
Travel	20,207	(270)	0	0	19,937	142	20,079	0	20,079
Clothing	60,036	(801)	0	0	59,235	(15,370)	43,865	0	43,865
Subsistence	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL DIRECT OBLIGATIONS	424,539	(5,665)	0	0	418,874	0	418,874	0	418,874
PAY GROUP P									
Inactive Duty Training									
Pay and Allowances	26,276	(351)	0	0	25,925	6,143	32,068	0	32,068
Clothing	3,381	(45)	0	0	3,336	(1,733)	1,603	0	1,603
Subsistence of Enlisted Personnel	<u>6,239</u>	<u>(83)</u>	<u>0</u>	<u>0</u>	<u>6,156</u>	<u>(4,410)</u>	<u>1,746</u>	<u>0</u>	<u>1,746</u>
TOTAL DIRECT OBLIGATIONS	35,896	(479)	0	0	35,417	0	35,417	0	35,417

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2009 (\$ in Thousands)**

	FY 2009 PRESIDENT'S BUDGET	CONGRES- SIONAL ACTION	BRIDGE	PROPOSED REAPPRO- PRIATION	APPROPRIA- TION	INTERNAL REALIGNMENT/ REPROGRAMMING	INTERNAL SUBTOTAL	PROPOSED DD1415 ACTIONS	FY 2009 COL. FY 2010/2011 PRES. BUDGET
SCHOOL TRAINING									
Career Development Training	88,016	(9,435)	0	0	78,581	0	78,581	0	78,581
Flight Training	38,938	(519)	0	0	38,419	0	38,419	0	38,419
Initial Skill Acquisition Training	211,304	87,797	0	0	299,101	0	299,101	0	299,101
Officer Candidate/Training School	25,766	(344)	0	0	25,422	0	25,422	0	25,422
Refresher and Proficiency Training	<u>182,586</u>	<u>(81,194)</u>	<u>0</u>	<u>0</u>	<u>101,392</u>	<u>0</u>	<u>101,392</u>	<u>0</u>	<u>101,392</u>
TOTAL DIRECT OBLIGATIONS	546,610	(3,695)	0	0	542,915	0	542,915	0	542,915
SPECIAL TRAINING									
Civil Support Teams	15,308	10,948	0	0	26,256	0	26,256	0	26,256
Command/Staff Supervision	63,990	(17,257)	0	0	46,733	0	46,733	0	46,733
Competitive Events	3,431	(1,059)	0	0	2,372	0	2,372	0	2,372
Counter Drug Program	0	0	0	0	0	0	0	0	0
Exercises	133,341	(10,104)	0	0	123,237	0	123,237	0	123,237
Management Support	5,639	17,338	0	9,000	31,977	0	31,977	0	31,977
Operational Training	16,178	(216)	0	0	15,962	0	15,962	0	15,962
Recruiting/Retention	34,274	(457)	0	0	33,817	0	33,817	0	33,817
Unit Conversion Training	<u>28,955</u>	<u>(383)</u>	<u>0</u>	<u>0</u>	<u>28,572</u>	<u>0</u>	<u>28,572</u>	<u>0</u>	<u>28,572</u>
TOTAL DIRECT OBLIGATIONS	301,116	(1,190)	0	9,000	308,926	0	308,926	0	308,926
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	2,760,988	64,270	0	0	2,825,258	(21,923)	2,803,335	0	2,803,335
\$30,000 Lump Sum Bonus (CSB/ REDUX)	0	0	0	0	0	0	0	0	0
Death Gratuities	535	(8)	0	0	527	0	527	0	527
Disability and Hospitalization Benefits	22,974	(192)	0	0	22,782	(8,605)	14,177	0	14,177
Reserve Incentive Programs	286,063	(3,816)	0	0	282,247	0	282,247	0	282,247
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel	<u>37,976</u>	<u>883</u>	<u>0</u>	<u>0</u>	<u>38,859</u>	<u>21,923</u>	<u>60,782</u>	<u>0</u>	<u>60,782</u>
TOTAL DIRECT OBLIGATIONS	3,108,536	61,137	0	0	3,169,673	(8,605)	3,161,068	0	3,161,068
EDUCATION BENEFITS									
Benefit Accrual	134,730	(1,760)	0	0	132,970	(2,853)	130,117	0	130,117
Kicker Program	44,883	(599)	0	0	44,284	1	44,285	0	44,285
Amortization Payment	<u>47,551</u>	<u>(787)</u>	<u>0</u>	<u>0</u>	<u>46,764</u>	<u>11,457</u>	<u>58,221</u>	<u>0</u>	<u>58,221</u>
TOTAL DIRECT OBLIGATIONS	227,164	(3,146)	0	0	224,018	8,605	232,623	0	232,623
TOTAL DIRECT PROGRAM	6,595,293	20,927	150,000	9,000	6,775,220	0	6,775,220	0	6,775,220

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(\$ in Thousands)**

	<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<u>Pay Group A</u>						
Officers	307,529	58,740	325,452	68,669	321,109	78,672
Enlisted	<u>955,031</u>	<u>182,430</u>	<u>983,113</u>	<u>207,463</u>	<u>940,318</u>	<u>230,394</u>
Subtotal	1,262,560	241,170	1,308,565	276,132	1,261,428	309,065
<u>Pay Group F</u>						
Enlisted	306,977	58,632	234,245	49,439	252,414	61,849
<u>Pay Group P</u>						
Enlisted	44,466	8,491	24,851	5,244	47,471	11,631
<u>School Training</u>						
Officers	106,068	20,258	105,488	22,259	109,572	26,843
Enlisted	<u>290,287</u>	<u>55,444</u>	<u>155,479</u>	<u>32,809</u>	<u>148,860</u>	<u>36,467</u>
Subtotal	396,355	75,702	260,967	55,068	258,432	63,310
<u>Special Training</u>						
Officers	187,181	35,752	105,295	22,218	109,509	26,831
Enlisted	<u>316,745</u>	<u>60,498</u>	<u>55,793</u>	<u>11,773</u>	<u>146,337</u>	<u>35,852</u>
Subtotal	503,926	96,250	161,088	33,991	255,847	62,684

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(\$ in Thousands)**

	<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<u>Administration and Support</u>						
Officers	446,524	129,492	506,216	148,827	555,866	179,545
Enlisted	<u>863,958</u>	<u>250,548</u>	<u>1,013,180</u>	<u>297,875</u>	<u>1,134,214</u>	<u>366,351</u>
Subtotal	1,310,482	380,040	1,519,396	446,702	1,690,080	545,896
 <u>Total Direct Program</u>						
Officers	1,047,302	244,242	1,042,452	261,973	1,096,057	311,890
Enlisted	<u>2,777,463</u>	<u>616,043</u>	<u>2,466,661</u>	<u>604,603</u>	<u>2,669,614</u>	<u>742,545</u>
Total	3,824,765	860,285	3,509,113	866,577	3,765,671	1,054,435
 <u>Total Reimbursable Program</u>						
Officers	5,145	983	16,238	3,426	16,649	4,079
Enlisted	<u>3,088</u>	<u>590</u>	<u>9,738</u>	<u>2,055</u>	<u>9,981</u>	<u>2,445</u>
Total	8,233	1,572	25,976	5,481	26,630	6,524
 <u>Total Program</u>						
Officers	1,052,447	245,225	1,058,690	265,399	1,112,706	315,969
Enlisted	<u>2,780,550</u>	<u>616,633</u>	<u>2,476,399</u>	<u>606,658</u>	<u>2,679,595</u>	<u>744,990</u>
Total	3,832,998	861,858	3,535,089	872,057	3,792,301	1,060,959

1/ Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted) and retired pay accrual rates (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% for part time) based on revised actual estimates.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)
(\$ in Thousands)**

	FY 2008	FY 2009	FY 2010
	<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
<u>Pay Group A</u>			
Officers	16,183	14,676	15,119
Enlisted	<u>77,784</u>	<u>68,655</u>	<u>67,555</u>
Subtotal	93,967	83,331	82,675
<u>Pay Group F</u>			
Enlisted	42,515	33,064	36,394
<u>Pay Group P</u>			
Enlisted	0	0	0
<u>School Training</u>			
Officers	27,966	30,184	31,888
Enlisted	<u>85,041</u>	<u>48,911</u>	<u>47,995</u>
Subtotal	113,007	79,094	79,883
<u>Special Training</u>			
Officers	48,700	26,823	27,982
Enlisted	<u>112,825</u>	<u>19,707</u>	<u>53,975</u>
Subtotal	161,525	46,529	81,957
<u>Administration and Support</u>			
Officers	117,097	132,276	145,306
Enlisted	<u>312,652</u>	<u>363,069</u>	<u>403,050</u>
Subtotal	429,750	495,345	548,356
<u>Total Direct Program</u>			
Officers	209,946	203,958	220,295
Enlisted	<u>630,818</u>	<u>533,406</u>	<u>608,969</u>
Total	840,764	737,363	829,265

1/ Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for Housing rates (from 3.9% budgeted to 6.4%) based on revised housing survey data.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SUMMARY OF TRAVEL COSTS
(\$ in Thousands)**

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
<u>Pay Group A</u>			
Officers	24,294	21,291	21,280
Enlisted	<u>89,374</u>	<u>76,213</u>	<u>72,716</u>
Subtotal	113,668	97,504	93,996
<u>Pay Group F</u>			
Enlisted	26,728	20,079	21,440
<u>School Training</u>			
Officers	35,771	49,785	70,091
Enlisted	<u>74,628</u>	<u>93,695</u>	<u>82,218</u>
Subtotal	110,399	143,480	152,309
<u>Special Training</u>			
Officers	31,472	20,568	23,394
Enlisted	<u>11,005</u>	<u>6,170</u>	<u>14,863</u>
Subtotal	42,477	26,737	38,257
<u>Administration and Support</u>			
Officers	29,721	22,648	19,689
Enlisted	<u>43,586</u>	<u>38,134</u>	<u>36,136</u>
Subtotal	73,307	60,782	55,825
<u>Total Direct Travel</u>			
Officers	121,258	114,292	134,454
Enlisted	<u>245,321</u>	<u>234,291</u>	<u>227,373</u>
Total	366,579	348,583	361,827
<u>Total Reimbursable Travel</u>			
Officers	102	327	332
Enlisted	<u>123</u>	<u>395</u>	<u>401</u>
Total	224	721	733
<u>Grand Total Travel</u>			
Officers	121,360	114,619	134,786
Enlisted	<u>245,444</u>	<u>234,685</u>	<u>227,774</u>
Total	366,803	349,304	362,560

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(\$ in Thousands)**

Budget Activity 1

		Amount
FY 2009 Direct Program		6,775,220
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.9% Pay Raise, Effective 1 January 2009)	25,283	
FY 2010 Pay Raise (2.9% Pay Raise, Effective 1 January 2010)	134,468	
BAH (6.5% increase effective 1 January 2010)	34,534	
BAS (5% increase effective 1 January 2010)	8,092	
Flight Pay	845	
COLA	732	
Other Pay	17,214	
RPA	115,970	
Subsistence	4,698	
Travel	6,227	
Clothing	1,728	
Proficiency Pay	1,686	
Disability and Hospitalization Benefits	497	
Total Pricing Increases	351,974	
Program Increases:		
Base Pay	123,923	
BAH	57,368	
BAS	14,154	
Flight Pay	510	
COLA	1,782	
Other Pay	5,940	
RPA	71,888	
Travel	21,086	
Clothing	2,353	
Proficiency Pay	1,830	
Disability and Hospitalization Benefits	1,995	
Reserve Incentive Programs	266,415	
Total Program Increases	569,244	
Total Increases		921,218
Decreases:		
Pricing Decreases:		
Education Benefits	(17,354)	
Total Price Decreases	(17,354)	
Program Decreases:		
Subsistence	(5,110)	
Education Benefits	(52,486)	
Total Program Decreases	(57,596)	
Total Decreases		(74,950)
FY 2010 Direct Program		7,621,488

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)

		<u>Amount</u>
FY 2009 Direct Program		6,775,220
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.9% Pay Raise, Effective 1 January 2009)	25,283	
FY 2010 Pay Raise (2.9% Pay Raise, Effective 1 January 2010)	134,468	
BAH (6.5% increase effective 1 January 2010)	34,534	
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Other Pay	17,214	
RPA	115,970	
Subsistence	4,698	
Travel	6,227	
Clothing	1,728	
Proficiency Pay	1,686	
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Total Pricing Increases	351,974	
Program Increases:		
Base Pay	123,923	
BAH	57,368	
BAS	14,154	
Flight Pay	510	
COLA	1,782	
Other Pay	5,940	
RPA	71,888	
Travel	21,086	
Clothing	2,353	
Proficiency Pay	1,830	
Disability and Hospitalization Benefits	1,995	
Reserve Incentive Programs	266,415	
Total Program Increases	569,244	
Total Increases		921,218
Decreases:		
Pricing Decreases:		
Education Benefits	(17,354)	
Total Price Decreases	(17,354)	
Program Decreases:		
Subsistence	(5,110)	
Education Benefits	(52,486)	
Total Program Decreases	(57,596)	
Total Decreases		(74,950)
FY 2010 Direct Program		7,621,488

Section Four: Detail of Reserve Personnel Entitlements

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
2,018,457	2,075,397	2,054,153

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.

DEPARTMENT OF THE ARMY
 NATIONAL GUARD PERSONNEL, ARMY
 Fiscal Year (FY) 2010 Budget Estimate
 PAY GROUP A
 (\$ in Thousands)

Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		2,075,397
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.5% Pay Raise, Effective 1 January 2009)	16,465	
FY 2010 Pay Raise (3.9% Pay Raise, Effective 1 January 2010)	36,731	
BAH (6.5% increase effective 1 January 2010)	4,493	
BAS (5% increase effective 1 January 2010)	2,177	
Flight Pay	129	
COLA	36	
Other Pay	271	
RPA	46,351	
Subsistence	4,611	
Travel	1,950	
Clothing	788	
Total Pricing Increases	114,003	
Program Increases:		
Total Program Increases	0	
Total Increases		114,003
Decreases:		
Pricing Decreases:		
Total Pricing Increase	0	
Program Decreases:		
Base Pay	(99,745)	
BAH	(5,149)	
BAS	(2,426)	
Flight Pay	(317)	
COLA	(146)	
Other Pay	(853)	
RPA	(13,417)	
Subsistence	(6,680)	
Travel	(5,458)	
Clothing	(1,054)	
Total Program Decreases	(135,247)	
Total Decreases		(135,247)
FY 2010 Direct Program		2,054,153

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 U.S.C., 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 (including those mobilized/activated) with respect to total personnel. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support andays (including pre-mobilization support mandays), and approved extended periods for unit participation in National Training Center (NTC), Joint Readiness Training Center (JRTC), and Overseas Deployment Training (ODT) 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).

FY 2008 and FY 2009 increased participation rates refelects members attending additional active duty for traing in pre-mobilization training, post-mobilization reset training and Operation Jump Start (ARNG Border Mission). Participation rates incorporate current FY2010 OCO mobilization assumptions.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
<u>Officers:</u>									
Average Strength	32,007			32,738			32,588		
Participation Rate	100%			85%			83%		
Paid Participation	31,867	4,226.84	134,696	27,787	4,390.65	122,003	27,169	4,650.45	126,347
<u>Enlisted:</u>									
Average Strength	259,345			259,572			252,411		
Participation Rate	99%			83%			79%		
Paid Participation	257,350	2,030.40	522,523	214,783	2,146.05	460,934	200,520	2,272.50	455,682
Total AT Pay			657,219			582,937			582,029

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 (including those mobilized/activated) with respect to total personnel. 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. Participation rates incorporate current FY2010 OCO mobilization assumptions.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
Average Strength	32,007			32,738			32,588		
Participation Rate	70%			74%			71%		
Paid Participation	22,296	11,000.64	245,267	24,298	11,620.32	282,353	23,030	12,329.76	283,954
<u>ATA's:</u>									
Civil Disturbance	237	210.76	50	247	222.71	55	237	236.40	56
Flight Training	109,255	235.87	25,770	114,156	248.59	28,378	110,068	263.10	28,959
Jump Proficiency	135	245.33	33	143	259.11	37	135	274.87	37
Readiness Management	14,145	239.52	3,388	14,780	253.05	3,740	14,248	268.53	3,826
Training Preparation	38,968	228.52	8,905	40,711	241.41	9,828	39,247	256.17	10,054
Military Funeral Honors	15,848	102.41	1,623	16,596	105.99	1,759	16,031	109.60	1,757
Total Officer IDT Pay			285,036			326,150			328,643

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 (excluding those mobilized/activated) with respect to total personnel (including average mobilized/activated). 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. Participation rates incorporate current FY2010 OCO mobilization assumptions.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
Average Strength	259,345			259,572			252,411		
Participation Rate	63%			67%			64%		
Paid Participation	162,881	4,782.24	778,938	173,974	5,052.96	879,086	160,554	5,363.04	861,056
<u>ATA's:</u>									
Civil Disturbance	1,437	96.74	139	1,497	102.23	153	1,447	108.51	157
Flight Training	121,450	121.68	14,778	126,514	128.50	16,257	121,974	136.30	16,625
Jump Proficiency	786	118.31	93	825	124.91	103	793	132.47	105
Readiness Management	60,150	112.07	6,741	62,661	118.43	7,421	60,398	125.70	7,592
Training Preparation	183,845	107.52	19,767	191,497	113.61	21,756	184,633	120.58	22,263
Military Funeral Honors	105,634	102.41	10,818	110,293	105.99	11,690	106,588	109.60	11,682
Total Enlisted IDT Pay			831,274			936,466			919,480

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)

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 37 USC. 415 and 416.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
Initial Uniform Allowance	1,375	400.00	550	1,180	400.00	472	1,180	400.00	472
Active Duty Allowance	1,749	200.00	350	1,502	200.00	300	1,502	200.00	300
Total Officer Allowance			897			770			770

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 37 USC. 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 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
Female Personnel	2,856	1,622.36	4,633	2,857	1,654.81	4,727	2,782	1,687.91	4,695
Male Personnel	11,606	1,330.70	15,444	11,610	1,357.31	15,758	11,305	1,384.46	15,652
Replacement Issue	74,746	247.95	18,533	74,768	252.91	18,910	72,807	257.97	18,782
Total Enlisted Allowance			38,611			39,395			39,129

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
<u>Pricing Increases:</u>									
<u>Subsistence in Kind (SIK)</u>									
Man-Days	3,860,247			3,221,738			3,007,802		
Total SIK	3,028,031	10.60	32,097	2,531,476	11.53	29,188	2,368,285	12.11	28,680
<u>Operational Rations (MRE)</u>									
Man-Days	3,860,247			3,221,738			3,007,802		
Total MRE	3,023,886	7.07	21,379	2,528,107	7.69	19,441	2,364,207	8.08	19,103
<u>Travel Rations</u>									
Man-Days	3,860,247			3,221,738			3,007,802		
Total Travel	470,408	8.82	4,149	393,015	9.60	3,773	367,786	10.08	3,707
<u>IDT Rations</u>									
Man-Days	7,818,308			8,350,774			7,706,579		
Total IDT Rations	5,408,399	6.31	34,127	5,789,374	6.87	39,773	5,355,895	7.21	38,616
Total Subsistence			91,752			92,175			90,106

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
Officer Travel	18,366	1,322.77	24,294	15,780	1,349.24	21,291	15,463	1,376.19	21,280
Enlisted Travel	78,646	1,136.41	89,374	65,749	1,159.15	76,213	61,503	1,182.32	72,716
Total	97,012		113,668	81,529		97,504	76,966		93,996

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP A
(\$ in Thousands)**

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 - 8, Readiness Management - 8, and Training Preparation - 8.

	<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>
<u>Civil Disturbance</u>						
Participants	119	719	124	749	119	724
Total Assemblies	237	1,437	247	1,497	237	1,447
<u>Flight Training</u>						
Participants	2,276	5,060	2,378	5,271	2,293	5,082
Total Assemblies	109,255	121,450	114,156	126,514	110,068	121,974
<u>Jump Proficiency</u>						
Participants	17	98	18	103	17	99
Total Assemblies	135	786	143	825	135	793
<u>Readiness Management</u>						
Participants	884	3,759	924	3,916	891	3,775
Total Assemblies	14,145	60,150	14,780	62,661	14,248	60,398
<u>Training Preparation</u>						
Participants	4,871	22,981	5,089	23,937	4,906	23,079
Total Assemblies	38,968	183,845	40,711	191,497	39,247	184,633

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP F
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
542,760	418,874	460,832

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.

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP F
(\$ in Thousands)

Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		418,874
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.5% Pay Raise, Effective 1 January 2009)	2,947	
FY 2010 Pay Raise (3.9% Pay Raise, Effective 1 January 2010)	6,575	
BAH (6.5% increase effective 1 January 2010)	1,771	
BAS (5% increase effective 1 January 2010)	157	
Other Pay	354	
RPA	8,215	
Travel	443	
Clothing	451	
Total Pricing Increases	20,915	
Program Increases:		
Base Pay	10,960	
BAH	1,558	
BAS	134	
COLA	2	
Other Pay	762	
RPA	4,195	
Travel	918	
Clothing	2,514	
Total Program Increases	21,043	
Total Increases		41,958
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		0
FY 2010 Direct Program		460,832

DEPARTMENT OF THE ARMY
 NATIONAL GUARD PERSONNEL, ARMY
 Fiscal Year (FY) 2010 Budget Estimate
 PAY GROUP F
 (\$ in Thousands)

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) and Retired Pay Accrual (RPA) of non-prior service enlisted Soldiers attending IET. The number reflects the actual number of participants projected.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	48,361	9,461.07	457,547	35,551	9,983.69	354,930	37,142	10,569.22	392,562

Individual Clothing and Uniform Allowance:

Funding provides "clothing bag" clothing and uniforms, as designated by the Secretary of the Army, for enlisted Soldiers attending IET.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	7,426	1,622.36	12,048	5,340	1,626.41	8,685	5,687	1,630.47	9,272
Male	34,897	1,330.70	46,437	26,118	1,346.95	35,180	27,547	1,363.40	37,558
Total	42,323		58,485	31,458		43,865	33,234		46,830

Travel, Initial Entry Training (IET) (Active Duty 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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	48,361	552.68	26,728	35,551	564.79	20,079	37,142	577.24	21,440

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP P
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
60,565	35,417	68,064

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.

DEPARTMENT OF THE ARMY
 NATIONAL GUARD PERSONNEL, ARMY
 Fiscal Year (FY) 2010 Budget Estimate
 PAY GROUP P
 (\$ in Thousands)

Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		35,417
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.5% Pay Raise, Effective 1 January 2009)	313	
FY 2010 Pay Raise (3.9% Pay Raise, Effective 1 January 2010)	697	
RPA	872	
Subsistence	86	
Clothing	32	
Total Pricing Increases	2,000	
Program Increases:		
Base Pay	23,570	
RPA	5,515	
Subsistence	1,570	
Total Program Increases	30,655	
Total Increases		32,655
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Clothing	(8)	
Total Program Decreases	(8)	
Total Decreases		(8)
FY 2010 Direct Program		68,064

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
PAY GROUP P
(\$ in Thousands)**

Part Four --- Pay and Allowances

Pay. Inactive Duty training (IDT):

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

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	939,283	60.00	56,357	505,725	63.41	32,068	936,488	67.31	63,035

Individual Clothing and Uniform Allowance:

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

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	6,180	199.99	1,236	7,858	203.99	1,603	7,819	208.07	1,627

Subsistence:

Funding provides subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) with a duration of eight hours or more in any one calendar day.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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	470,998	6.31	2,972	254,148	6.87	1,746	471,845	7.21	3,402

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHOOL TRAINING
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
809,368	542,915	547,488

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 FY2008 and FY2009, the costs associated with School Training require a marked increase in FY2010.

DEPARTMENT OF THE ARMY
 NATIONAL GUARD PERSONNEL, ARMY
 Fiscal Year (FY) 2010 Budget Estimate
 SCHOOL TRAINING
 (\$ in Thousands)

Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		542,915
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.9% Pay Raise, Effective 1 January 2009)	3,286	
FY 2010 Pay Raise (2.9% Pay Raise, Effective 1 January 2010)	7,331	
BAH (6.5% increase effective 1 January 2010)	4,260	
BAS (5% increase effective 1 January 2010)	1,337	
Flight Pay	42	
COLA	17	
Other Pay	213	
RPA	9,152	
Travel	1,802	
Total Pricing Increases	27,443	
Program Increases:		
Total Program Increases	0	
Total Increases		27,443
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Base Pay	(12,454)	
BAH	(3,472)	
BAS	(1,260)	
Flight Pay	(27)	
COLA	(14)	
Other Pay	(290)	
RPA	(910)	
Travel	(4,443)	
Total Program Decreases	(22,870)	
Total Decreases		(22,870)
FY 2010 Direct Program		547,488

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHOOL TRAINING
(\$ in Thousands)**

Part Four --- Pay and Allowances

Career Development Training:

Funding provides Career Development Training to all Soldiers for professional development training, Captains Career Course (CCC), Intermediate Level Education (ILE), Senior Service Colleges (SSC), Warrant Officer (WO) Advance Courses, WO Staff courses, WO Senior Staff Courses, Non-Commission Officer Education School (NCOES), Sergeants Major Academy (SMA), and ARFORGEN requirements. Resourcing basic pay and allowance, travel and per diem for career development training to attain or maintain required proficiency for the Soldiers and the training institutions.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	3,501	29	101,527	294.67	29,917	2,863	29	83,026	309.95	25,734
Enlisted	<u>10,638</u>	31	<u>329,772</u>	179.60	<u>59,227</u>	<u>9,035</u>	31	<u>280,073</u>	188.69	<u>52,847</u>
Total	14,139		431,299		89,144	11,898		363,099		78,581
	<u>FY 2010</u>									
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>					
Officer	3,411	29	98,923	326.84	32,332					
Enlisted	<u>9,537</u>	31	<u>295,634</u>	198.60	<u>58,713</u>					
Total	12,948		394,557		91,045					

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHOOL TRAINING
(\$ in Thousands)**

Initial Skill Acquisition Training:

Resources provides initial skills acquisition training to all soldiers for Duty Military Occupational skill Qualification (DMOSQ), Basic Officer Leadership Course (BOLC) Phase 1 (all pre-commissioning programs), Initial and Graduate Pilot Training, BOLC Phase II (Common Core Training) and III (Technical Training), Basic Warrant Officer courses, and ARFORGEN requirement.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,663	183	304,295	234.20	71,266	3,513	183	642,854	246.09	158,200
Enlisted	<u>19,174</u>	62	<u>1,188,785</u>	165.22	<u>196,411</u>	<u>19,044</u>	62	<u>1,180,750</u>	173.40	<u>204,742</u>
Total	20,837		1,493,080		267,677	22,557		1,823,604		362,942

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	3,443	183	628,156	259.13	162,774
Enlisted	<u>18,371</u>	62	<u>1,138,981</u>	182.27	<u>207,602</u>
Total	21,804		1,767,137		370,376

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SCHOOL TRAINING
(\$ in Thousands)**

Refresher and Proficiency Training:

Resources all Officer and Enlisted basic pay 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.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	55,434	7	388,040	258.77	100,413	12,206	7	85,473	272.03	23,243
Enlisted	<u>197,739</u>	10	<u>1,977,392</u>	178.08	<u>352,134</u>	<u>41,773</u>	10	<u>417,730</u>	187.08	<u>78,149</u>
Total	253,173		2,365,432		452,547	53,979		503,173		101,392

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	12,071	7	84,499	286.63	24,220
Enlisted	<u>31,412</u>	10	<u>314,120</u>	196.89	<u>61,847</u>
Total	43,483		398,619		86,067

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
 Fiscal Year (FY) 2010 Budget Estimate
SCHOOL TRAINING
 (\$ in Thousands)

Total Schools:

	<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	60,598	793,862	201,596	18,582	811,323	207,177
Enlisted	<u>227,551</u>	<u>3,495,949</u>	<u>607,772</u>	<u>69,852</u>	<u>1,878,553</u>	<u>335,738</u>
Total	288,149	4,289,811	809,368	88,434	2,689,876	542,915
	<u>FY 2010</u>					
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>			
Officer	18,915	811,578	219,326			
Enlisted	<u>59,320</u>	<u>1,748,735</u>	<u>328,162</u>			
Total	78,235	2,560,313	547,488			

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SPECIAL TRAINING
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
1,013,393	308,926	528,419

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 Operational Support (ADOS) 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, include Force Protection exercises and Global War on Terror (GWOT) Pre-Mobilization activities. Special Training performed in an Active Duty Operational Support (ADOS) 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 ADOS, 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 2010 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.

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SPECIAL TRAINING
(\$ in Thousands)**

Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		308,926
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.5% Pay Raise, Effective 1 January 2009)	2,028	
FY 2010 Pay Raise (3.9% Pay Raise, Effective 1 January 2010)	4,524	
BAH (6.5% increase effective 1 January 2010)	2,501	
BAS (5% increase effective 1 January 2010)	642	
Flight Pay	6	
COLA	16	
Other Pay	34	
RPA	5,650	
Travel	816	
Total Pricing Increases	16,217	
Program Increases:		
Base Pay	96,704	
BAH	32,927	
BAS	11,541	
Flight Pay	40	
COLA	869	
Other Pay	1,910	
RPA	23,043	
Travel	36,242	
Total Program Increases:	203,276	
Total Increases		219,493
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		0
FY 2010 Direct Program		528,419

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
SPECIAL TRAINING
(\$ in Thousands)**

Part Four --- Pay and Allowances

Civil Support Teams:

Provides basic pay, other pay and allowance, travel and per diem of ARNG Officer and Enlisted members of the Weapons of Mass Destruction Civil Support Teams who are participating in individual and collective training events/courses associated with CST unique/specific training. Also pays for travel and per diem for Officer and Enlisted AGRs assigned to the WMD-CSTs who are deployed IAW 10 USC 12310 in response to a WMD known or suspected event, or in the case of a declared national emergency/response.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	4,881	7	34,165	294.72	10,069	9,077	7	63,536	310.31	19,716
Enlisted	<u>13,692</u>	7	<u>95,842</u>	183.74	<u>17,610</u>	<u>4,839</u>	7	<u>33,870</u>	193.09	<u>6,540</u>
Total	18,573		130,007		27,679	13,916		97,406		26,256

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	10,917	7	76,422	327.59	25,035
Enlisted	<u>11,044</u>	7	<u>77,308</u>	203.24	<u>15,712</u>
Total	21,961		153,730		40,747

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Command/Staff Supervision:

Funding provides for Officer and Enlisted Soldier participation in pre-camp conferences (to conduct planning and site reconnaissance at approved annual training sites), general officer manday, and conference and other special projects and other supporting command initiative. The Army National Guard support to Military Funeral Honors is conducted under ADOS to all eligible Veterans and fallen Warriors.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	11,785	10	117,849	393.58	46,383	5,597	10	55,970	414.69	23,210
Enlisted	<u>64,005</u>	10	<u>640,050</u>	187.14	<u>119,779</u>	<u>11,966</u>	10	<u>119,661</u>	196.58	<u>23,523</u>
Total	75,790		757,899		166,162	17,563		175,631		46,733

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	4,579	10	45,793	438.21	20,067
Enlisted	<u>14,494</u>	10	<u>144,935</u>	206.83	<u>29,977</u>
Total	19,073		190,728		50,044

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Competitive Events:

Funding allows personnel to participate in competitive internal (ARNG) and external, 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 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	296	8	2,371	280.51	665	596	8	4,770	295.20	1,408
Enlisted	<u>348</u>	8	<u>2,787</u>	673.44	<u>1,877</u>	<u>170</u>	8	<u>1,356</u>	710.89	<u>964</u>
Total	644		5,158		2,542	766		6,126		2,372

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,759	8	14,071	311.49	4,383
Enlisted	<u>333</u>	8	<u>2,661</u>	752.05	<u>2,001</u>
Total	2,092		16,732		6,384

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Counter Drug Program:

This program funds Army National Guard (ARNG) personnel providing support to the Federal Counter Narcotics Program (CNP). Funding is transferred to the ARNG in the year of execution.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	760	189	143,608	330.51	47,464	0	189	0	347.69	0
Enlisted	<u>2,851</u>	189	<u>538,912</u>	218.98	<u>118,011</u>	<u>0</u>	189	<u>0</u>	230.23	<u>0</u>
Total	3,611		682,520		165,475	0		0		0

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	0	189	0	366.67	0
Enlisted	<u>0</u>	189	<u>0</u>	242.47	<u>0</u>
Total	0		0		0

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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), Staff Training, CTC rotations, the Battle Command Training Program (BCTP), Brigade Command and Battle Staff Training Teams (BCBSTs), and simulator training.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	67,211	7	470,480	292.48	137,606	52,404	7	366,830	307.99	112,980
Enlisted	<u>125,328</u>	7	<u>877,294</u>	187.97	<u>164,905</u>	<u>7,416</u>	7	<u>51,911</u>	197.59	<u>10,257</u>
Total	192,539		1,347,774		302,511	59,820		418,741		123,237

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	40,007	7	280,048	325.13	91,052
Enlisted	<u>9,710</u>	7	<u>67,968</u>	208.04	<u>14,140</u>
Total	49,717		348,016		105,192

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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).

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	15,688	5	78,438	345.14	27,072	4,051	5	20,255	363.56	7,364
Enlisted	<u>17,991</u>	5	<u>89,953</u>	212.11	<u>19,080</u>	<u>22,072</u>	5	<u>110,362</u>	223.02	<u>24,613</u>
Total	33,679		168,391		46,152	26,123		130,617		31,977

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	4,716	5	23,579	383.82	9,050
Enlisted	<u>43,738</u>	5	<u>218,689</u>	234.84	<u>51,357</u>
Total	48,454		242,268		60,407

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Operational Training:

Funding provided in this section includes the Tactical Intelligence Readiness Training through the FOUNDRY Program. The Army Language Program (TALP) supports Command Language Programs by providing resources for maintenance, sustainment, and enhancement of foreign language skills. The Individual Training Sustainment Program (ITSP) provides training for the Army Training Management System. It also pays for Information Operations exercise participation and operations, coordination of training related to modernization for equipment fielding, aviation simulation, etc.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	6,919	5	34,594	313.67	10,851	8,685	5	43,426	330.22	14,340
Enlisted	<u>11,586</u>	5	<u>57,928</u>	190.84	<u>11,055</u>	<u>1,618</u>	5	<u>8,091</u>	200.47	<u>1,622</u>
Total	18,505		92,522		21,906	10,303		51,517		15,962

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	10,006	5	50,032	348.62	17,442
Enlisted	<u>6,206</u>	5	<u>31,031</u>	210.95	<u>6,546</u>
Total	16,212		81,063		23,988

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Recruiting/Retention:

Funds support Strength Maintenance Full Time National Guard Reserve Component ADOS (FTNG-RC ADOS) and man-days to maintain end strength. Funding provides ADOS Officer Strength Managers, Recruiting and Retention NCOs, and Recruit Sustainment Program man days. Resources Support total Officer, Warrant Officer, and Enlisted, retention, and attrition management programs and to achieve unit level strength and overall ARNG end strength.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	5,993	30	179,782	258.63	46,497	931	30	27,938	272.14	7,603
Enlisted	<u>39,318</u>	30	<u>1,179,554</u>	166.44	<u>196,325</u>	<u>5,000</u>	30	<u>149,991</u>	174.77	<u>26,214</u>
Total	45,311		1,359,336		242,822	5,931		177,929		33,817

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,764	30	52,915	286.99	15,186
Enlisted	<u>24,607</u>	30	<u>738,199</u>	183.75	<u>135,644</u>
Total	26,371		791,114		150,830

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Unit Conversion Training:

Funding supports the additional training requirements incurred when a unit receives new equipment due to an organizational or equipment modernization change. FY10 and FY11 include New Equipment Training and Displaced Equipment Training (NET/DET) in support of modularity.

	<u>FY 2008</u>					<u>FY 2009</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	2,407	10	24,074	285.66	6,877	440	10	4,402	300.52	1,323
Enlisted	<u>23,384</u>	8	<u>187,071</u>	167.14	<u>31,267</u>	<u>19,400</u>	8	<u>155,203</u>	175.57	<u>27,249</u>
Total	25,791		211,145		38,144	19,840		159,605		28,572

	<u>FY 2010</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	5,705	10	57,050	317.02	18,086
Enlisted	<u>49,224</u>	8	<u>393,791</u>	184.72	<u>72,741</u>
Total	54,929		450,841		90,827

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Total Special Training:

	<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	115,940	1,085,361	333,484	81,781	587,127	187,944
Enlisted	<u>298,503</u>	<u>3,669,391</u>	<u>679,909</u>	<u>72,481</u>	<u>630,445</u>	<u>120,982</u>
Total	414,443	4,754,752	1,013,393	154,262	1,217,572	308,926

	<u>FY 2010</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	79,453	599,910	200,301
Enlisted	<u>159,356</u>	<u>1,674,582</u>	<u>328,118</u>
Total	238,809	2,274,492	528,419

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Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
3,151,966	3,161,068	3,799,749

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.

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Part Three --- Schedule of Increases and Decreases

		<u>Amount</u>
FY 2009 Direct Program		3,161,068
Increases:		
Pricing Increases:		
Annualization of FY 2009 Pay Raise (3.5% Pay Raise, Effective 1 January 2009)	243	
FY 2010 Pay Raise (3.9% Pay Raise, Effective 1 January 2010)	78,610	
BAH (6.5% increase effective 1 January 2010)	21,508	
BAS (5% increase effective 1 January 2010)	3,779	
Flight Pay	667	
COLA	662	
Other Pay	16,341	
RPA	45,731	
Proficiency Pay	1,687	
Disability and Hospitalization Benefits	497	
Travel	1,216	
Clothing	457	
Total Pricing Increases	171,397	
Program Increases:		
Base Pay	104,889	
BAH	31,503	
BAS	6,165	
Flight Pay	815	
COLA	1,071	
Other Pay	4,410	
RPA	53,462	
Proficiency Pay	1,830	
Disability and Hospitalization Benefits	1,995	
Reserve Incentive Programs	266,415	
Clothing	901	
Total Program Increases	473,457	
Total Increases		644,854
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Travel	(6,173)	
Total Program Decreases	(6,173)	
Total Decreases		(6,173)
FY 2010 Direct Program		3,799,749

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Part Four --- Pay and Allowances

PUBLIC LAW 99-433 - Chief of National Guard Bureau: Appointment, Acting Chief

<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
0	0	0	0	0	0	0

U.S. CODE, TITLE 10, SECTION 10102 - Policies and Regulations

Participation of Reserve Officers in Preparation and Administration:

The purpose of each reserve component is to provide trained units and qualified persons available for active duty in the armed forces, in time of war or national emergency, and at such other times as the national security may require, to fill the needs of the armed forces whenever more units and persons are needed than are in the regular components.

<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
13	13	13	13	13	13	13

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U.S. 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.

<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
25	25	25	25	25	25	25

U.S. 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.

<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
40	40	40	40	38	38	38

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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).

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	30	31	32	32	32	32	32
Enlisted	<u>216</u>	<u>218</u>	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>
Total	246	249	251	251	251	251	251

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.

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	981	981	981	981	981	981	981
Enlisted	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>	<u>592</u>
Total	1,573	1,573	1,573	1,573	1,573	1,573	1,573

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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 (FOR-SCOM), and other Army major commands. Soldiers oversee ARNG administration, training and logistical activities at those locations.

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	10	11	12	12	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	12	12	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>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	802	802	802	802	802	802	802
Enlisted	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>	<u>1,390</u>
Total	2,192	2,192	2,192	2,192	2,192	2,192	2,192

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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>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
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>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
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

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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.

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	9	10	10	10	10	10	10
Enlisted	<u>4</u>	<u>5</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
Total	13	15	16	16	16	16	16

Full-Time Manning:

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

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	2,979	3,006	3,072	3,527	4,112	3,895	4,112
Enlisted	<u>12,687</u>	<u>12,629</u>	<u>12,854</u>	<u>14,886</u>	<u>17,570</u>	<u>16,275</u>	<u>17,570</u>
Total	15,666	15,635	15,926	18,413	21,682	20,170	21,682

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Civil Support Teams (CSTs):

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

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
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

Ground-based Midcourse Defense (GBMD):

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

	<u>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
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>FY 2008</u>			<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer	5,588	5,618	5,686	6,141	6,724	6,507	6,724
Enlisted	<u>20,448</u>	<u>20,393</u>	<u>20,620</u>	<u>22,652</u>	<u>25,336</u>	<u>24,041</u>	<u>25,336</u>
Total	26,036	26,011	26,306	28,793	32,060	30,548	32,060

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	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</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>
<u>Officers</u>									
Headquarters Act.	78	161,566	12,602	78	168,571	13,149	76	177,756	13,509
SIDPERS	31	108,089	3,351	32	112,442	3,598	32	118,669	3,797
Training/Logistics Support	981	144,331	141,589	981	150,601	147,739	981	158,924	155,904
Augment Support	11	143,653	1,580	12	150,755	1,809	12	159,103	1,909
Readiness Support	802	141,015	113,094	802	147,150	118,014	802	155,285	124,538
Recruiting	237	127,543	30,228	237	133,130	31,552	237	140,507	33,300
Retention	4	105,029	420	4	109,769	439	4	115,959	464
AMEDD	10	125,092	1,251	10	132,469	1,325	10	139,777	1,398
Full-Time Manning	3,006	133,768	402,106	3,527	140,170	494,379	3,895	148,527	578,511
Civil Support Teams	385	125,177	48,193	385	130,687	50,314	385	137,959	53,114
Ground Missile Def.	<u>73</u>	<u>117,217</u>	<u>8,557</u>	<u>73</u>	<u>122,425</u>	<u>8,937</u>	<u>73</u>	<u>129,266</u>	<u>9,436</u>
Total Officers	5,618		762,970	6,141		871,255	6,507		975,882
<u>Enlisted</u>									
Headquarters Act.	0	0	0	0	0	0	0	0	0
SIDPERS	218	78,745	17,166	219	81,905	17,937	219	86,895	19,030
Training/Logistics Support	592	84,709	50,148	592	88,195	52,211	592	93,575	55,396
Augment Support	0	0	0	0	0	0	0	0	0
Readiness Support	1,390	85,264	118,517	1,390	88,771	123,392	1,390	94,182	130,913
Recruiting	4,718	89,943	424,352	4,718	93,647	441,826	4,718	99,378	468,864
Retention	28	67,808	1,899	28	70,597	1,977	28	74,890	2,097
AMEDD	5	77,605	388	6	78,077	468	6	79,442	477
Full-Time Manning	12,629	76,893	971,087	14,886	82,483	1,227,840	16,275	89,401	1,455,008
Civil Support Teams	605	82,688	50,026	605	86,092	52,086	605	91,350	55,267
Ground Missile Def.	<u>208</u>	<u>65,867</u>	<u>13,700</u>	<u>208</u>	<u>68,481</u>	<u>14,244</u>	<u>208</u>	<u>72,729</u>	<u>15,128</u>
Total Enlisted	20,393		1,647,283	22,652		1,931,982	24,041		2,202,179
Total Officer & Enlisted	26,011		2,410,253	28,793		2,803,237	30,548		3,178,061

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Continental United States (CONUS)/Other Continental United States (OCONUS) 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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>
Officer	609	6,772	4,124	642	7,108	4,564	671	7,438	4,991
Enlisted	<u>2,474</u>	4,329	<u>10,709</u>	<u>2,663</u>	4,636	<u>12,347</u>	<u>2,821</u>	4,840	<u>13,653</u>
Total	3,083		14,833	3,305		16,910	3,492		18,644

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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>
Officer	6,853	14,948	29,721	7,234	15,247	22,648	6,165	15,552	19,689
Enlisted	<u>16,763</u>	14,255	<u>43,586</u>	<u>20,370</u>	14,540	<u>38,134</u>	<u>18,924</u>	14,831	<u>36,136</u>
Total	23,616		73,307	27,604		60,782	25,089		55,825

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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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	100,000	0	1	100,000	120	1	100,000	120
Enlisted	<u>7</u>	100,000	<u>700</u>	<u>4</u>	100,000	<u>407</u>	<u>4</u>	100,000	<u>407</u>
Total	7		700	5		527	5		527

Disability and Hospitalization Benefits, Officers 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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>	<u>Avg No.</u>	<u>Rate</u>	<u>Amount</u>
Officer	183	7,843	1,437	88	8,138	713	212	8,423	1,784
Enlisted	<u>3,546</u>	5,681	<u>20,143</u>	<u>2,290</u>	5,880	<u>13,464</u>	<u>2,446</u>	6,086	<u>14,885</u>
Total	3,729		21,580	2,377		14,177	2,658		16,669

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Active Accounts and Guard/Reserve Full-Time Personnel:

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<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>
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	0	0	779	0	0	0	0	0	0
Enlisted	0	0	5,638	0	0	0	0	0	0
Total	0		6,417	0		0	0		0

**DEPARTMENT OF THE ARMY
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EDUCATION BENEFITS
(\$ in Thousands)**

Part One --- Purpose and Scope

<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
297,787	232,623	162,783

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.

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EDUCATION BENEFITS
(\$ in Thousands)

Part Three --- Schedule of Increases and Decreases

	<u>Amount</u>
FY 2009 Direct Program	232,623
Increases:	
Price Increases:	
Kicker Program	12,138
Total Price Increases	12,138
Program Increases:	
Kicker Program	12,832
Total Program Increases	12,832
Total Increases	24,970
Decreases:	
Price Decreases:	
Benefit Accrual	(29,492)
Total Price Decreases	(29,492)
Program Decreases:	
Amortization Payment	(58,221)
Benefit Accrual	(7,097)
Total Program Decreases	(65,318)
Total Decreases	(94,810)
FY 2010 Direct Program	162,783

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EDUCATION BENEFITS
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Part Four --- Pay and Allowances

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.

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>
<u>Basic Educational Assistance (Chapter 1606)</u>									
Basic Education Benefits	41,920	1,697	71,138	37,053	2,107	78,070	35,583	2,278	81,058
G.I. Bill Kicker									
\$100 Kicker	39	1,217	48	50	889	44	0	1,200	0
\$200 Kicker	11,074	1,728	19,136	24,694	1,666	41,141	26,457	2,163	57,226
\$350 Kicker	<u>4,949</u>	5,815	<u>28,776</u>	<u>883</u>	3,510	<u>3,100</u>	<u>1,211</u>	3,408	<u>4,127</u>
Total	16,062		47,960	25,627		44,285	27,668		61,353
<u>Enhanced Educational Assistance (Chapter 1607)</u>									
90-364 days Mobilization	749	1,708	1,280	284	2,200	625	383	621	238
365-729 days Mobilization	29,879	3,357	100,304	15,611	3,134	48,924	19,639	977	19,187
730 plus days Mobilization	<u>1,017</u>	5,036	<u>5,122</u>	<u>669</u>	3,733	<u>2,498</u>	<u>778</u>	1,217	<u>947</u>
Total Chapter 1607	31,645		106,706	16,564		52,047	20,800		20,372
<u>Amortization Payment</u>			<u>71,983</u>			<u>58,221</u>			<u>0</u>
Total Educational Benefits	89,627		297,787	79,244		232,623	84,051		162,783

Section Five: Special Analysis

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
REIMBURSABLE PROGRAM
(\$ in Thousands)**

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
<u>SUBSISTENCE</u>	1,735	5,560	5,838
<u>MEDICAL</u>	0	0	0
<u>FOREIGN MILITARY SALES</u>	0	0	0
<u>OTHER NON-STRENGTH</u>			
Clothing Sold and Returned	0	0	0
<u>STRENGTH RELATED</u>			
Officer Basic Pay	5,145	16,238	16,649
Other Pays and Allowance	1,851	5,908	6,133
Enlisted Basic Pay	3,088	9,738	9,981
Other Pays and Allowance	1,152	3,686	3,841
Retired Pay Accrual (Officer and Enlisted)	1,572	5,481	6,524
Travel	<u>224</u>	<u>721</u>	<u>733</u>
SUBTOTAL	13,033	41,773	43,861
TOTAL PROGRAM	14,768	47,333	49,699

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
Selected Reserve Incentive Program (SRIP)
(\$ in Thousands)**

Summary

Purpose and Scope: The ARNG Bonus and Incentives program provides a myriad of financial incentives, to include select bonuses designed to attract and retain high quality Soldiers who possess skills needed to meet the demands of an operational force, or who qualify for specialized training in critical skills targeted to mission requirements.

	<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Enlistment Bonuses</u>						
Initial	32,185	323,879	15,583	129,519	36,869	235,222
Anniversary	<u>22,935</u>	<u>54,061</u>	<u>4,741</u>	<u>44,832</u>	<u>21,556</u>	<u>200,871</u>
Total	55,120	377,940	20,324	174,351	58,425	436,093
<u>Enlisted Affiliation Bonus</u>						
Initial	1,647	17,115	4,096	39,593	0	0
Anniversary	<u>123</u>	<u>637</u>	<u>33</u>	<u>317</u>	<u>1,493</u>	<u>12,960</u>
Total	1,770	17,752	4,129	39,910	1,493	12,960
<u>3 Year Reenlistment Bonuses</u>						
Initial	2,531	18,323	4,043	28,300	7,812	19,531
Anniversary	<u>708</u>	<u>1,214</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	3,239	19,537	4,043	28,300	7,812	19,531
<u>6 Year Reenlistment Bonuses</u>						
Initial	11,401	159,008	371	3,856	11,954	34,880
Anniversary	<u>1,183</u>	<u>8,368</u>	<u>0</u>	<u>0</u>	<u>1,253</u>	<u>9,400</u>
Total	12,584	167,376	371	3,856	13,207	44,280
<u>Officer Affiliation/Accession Bonus</u>	3,759	32,408	1,628	14,030	2,572	14,935
<u>Student Loan Repayment Program</u>	<u>10,830</u>	<u>11,545</u>	<u>10,923</u>	<u>12,348</u>	<u>5,047</u>	<u>6,146</u>
Total SRIP	87,302	626,558	41,418	272,795	88,556	533,945
<u>Other Programs - Health Professional Incentive Programs - Summary</u>						
STRAP Payments	68	1,019	176	2,633	110	1,655
HPLRP Payments	44	876	58	1,155	161	3,216
HPMOR Payments	<u>804</u>	<u>11,259</u>	<u>404</u>	<u>5,664</u>	<u>703</u>	<u>9,846</u>
Total Other Programs	916	13,154	638	9,452	974	14,717
Total SRIP & Other Programs	88,218	639,712	42,056	282,247	89,530	548,662

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
FULL-TIME SUPPORT PERSONNEL
(End Strength)**

FY 2008

	<u>AGR/TAR OFFICERS</u>	<u>AGR/TAR ENLISTED</u>	<u>AGR/TAR TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>AC - MILITARY</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<u>ASSIGNMENT</u>							
Pay/Personnel Centers	32	219	251	0	0	72	323
Recruiting/Retention	241	4,746	4,987	53	0	0	5,040
<u>Units:</u>							
RC Unique Mgmt Hqs	3,072	12,854	15,926	5,286	0	0	21,212
Unit Support	802	1,390	2,192	20,508	0	0	22,700
Main Act (Non-Unit)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	3,874	14,244	18,118	25,794	0	0	43,912
<u>Training:</u>							
RC Non-Unit Institutions	555	372	927	0	0	0	927
RC Schools	325	220	545	0	0	0	545
ROTC	<u>101</u>	<u>0</u>	<u>101</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>101</u>
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	508	819	1,327	0	184	406	1,917
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	<u>13</u>	<u>0</u>	<u>13</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>13</u>
Subtotal	558	819	1,377	0	184	406	1,967
TOTAL	5,686	20,620	26,306	25,847	184	478	52,815

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
FULL-TIME SUPPORT PERSONNEL
(End Strength)**

FY 2009

	<u>AGR/TAR OFFICERS</u>	<u>AGR/TAR ENLISTED</u>	<u>AGR/TAR TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>AC - MILITARY</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<u>ASSIGNMENT</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	4,112	17,570	21,682	5,562	0	0	27,244
Unit Support	802	1,390	2,192	22,478	0	0	24,670
Main Act (Non-Unit)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	4,914	18,960	23,874	28,040	0	0	51,914
<u>Training:</u>							
RC Non-Unit Institutions	567	375	942	0	0	0	942
RC Schools	313	217	530	0	0	0	530
ROTC	<u>101</u>	<u>0</u>	<u>101</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>101</u>
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	506	819	1,325	0	184	442	1,951
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	<u>13</u>	<u>0</u>	<u>13</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>13</u>
Subtotal	556	819	1,375	0	184	442	2,001
TOTAL	6,724	25,336	32,060	28,091	184	524	60,859

**DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2010 Budget Estimate
FULL-TIME SUPPORT PERSONNEL
(End Strength)**

	<u>FY 2010</u>						
	<u>AGR/TAR OFFICERS</u>	<u>AGR/TAR ENLISTED</u>	<u>AGR/TAR TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>AC - MILITARY</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<u>ASSIGNMENT</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	4,112	17,570	21,682	5,679	0	0	27,361
Unit Support	802	1,390	2,192	23,053	0	0	25,245
Main Act (Non-Unit)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	4,914	18,960	23,874	28,732	0	0	52,606
<u>Training:</u>							
RC Non-Unit Institutions	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	<u>101</u>	<u>0</u>	<u>101</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>101</u>
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	506	819	1,325	0	184	442	1,951
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	<u>13</u>	<u>0</u>	<u>13</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>13</u>
Subtotal	556	819	1,375	0	184	442	2,001
TOTAL	6,724	25,336	32,060	28,783	184	539	61,566