

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2011 Budget Estimate



Volume I

NATIONAL GUARD PERSONNEL, ARMY

FEBRUARY 2010

JUSTIFICATION BOOK

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**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate**

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Section One: Summary of Requirements by Budget Program

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Summary of Requirements by Budget Program
(\$ in Thousands)

	<u>FY 2009 Actuals</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
DIRECT PROGRAM			
Reserve Component Training and Support	6,558,441	7,546,905	7,624,296
TOTAL Direct Program	6,558,441	7,546,905	7,624,296
REIMBURSABLE PROGRAM			
Reserve Component Training and Support	22,616	49,699	52,183
TOTAL Reimbursable Program	22,616	49,699	52,183
TOTAL BASELINE PROGRAM			
Reserve Component Training and Support	6,581,057	7,596,604	7,676,479
TOTAL Baseline Program	6,581,057	7,596,604	7,676,479
OCO/Title IX Supplemental Funding -- FY 2009 (P.L. 110-252 & P.L 111-32), FY 2010 (P.L. 111-118)			
Reserve Component Training and Support	1,925,733	858,150	0
TOTAL OCO/Title IX Funding	1,925,733	858,150	0
TOTAL PROGRAM FUNDING			
Reserve Component Training and Support	8,506,790	8,454,754	7,676,479
TOTAL Program Funding	8,506,790	8,454,754	7,676,479
LESS: FY 2010 Title IX (P.L.111-118)			
Reserve Component Training and Support	0	-858,150	0
TOTAL OCO Funding	0	-858,150	0
Revised TOTAL PROGRAM FUNDING			
Reserve Component Training and Support	8,506,790	7,596,604	7,676,479
Revised TOTAL Program Funding	8,506,790	7,596,604	7,676,479
Medicare Eligible Retiree Health Fund Contribution	1,194,467	1,216,585	1,262,143
TOTAL MILITARY PERSONNEL PROGRAM COST	9,701,257	8,813,189	8,938,622
LEGISLATIVE PROPOSALS:			

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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

	<u>FY 2009</u> (Actual)	<u>FY 2010</u> (Estimate)	<u>FY 2011</u> (Estimate)
National Guard Personnel, Army (NGPA)			
Direct Program (NGPA)	6,558,441	7,546,905	7,624,296
Reimbursable Program (NGPA)	22,616	49,699	52,183
OCO Supplemental Funding (FY 2010 Supplemental)	1,925,733	858,150	828,122
Total National Guard Personnel, Army (NGPA) Funding	8,506,790	8,454,754	8,504,601
Medicare-Eligible Retiree Health Fund Contribution	<u>1,194,467</u>	<u>1,216,585</u>	<u>1,262,143</u>
Total Military Personnel Program Cost	9,701,257	9,671,339	9,766,744
Military Personnel Army			
OCO Pay and Allowances Mobilization (MPA)	4,069,509	4,709,816	4,281,889
Active Duty for Operational Support (ADOS) (MPA)	<u>104,738</u>	<u>84,189</u>	<u>87,061</u>
Total From Active Military Personnel Army	4,174,247	4,794,005	4,368,950
Total Reserve Pay and Benefits from Military Pay Accounts	13,875,504	14,465,344	14,135,694

FY 2009 reflects amount enacted in the Supplemental Appropriations Act for Defense, 2009 (P.L. 111-32). FY 2010 reflects amount enacted in the Department of Defense Appropriations Act 2010 (P.L. 111-118) and amount requested in the FY 2010 Afghanistan Supplemental Request. FY 2011 reflects amounts requested in the FY 2011 OCO Request.

Section Two: Introduction and Performance Measures

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Introduction and Performance Measures
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Appropriations Summary

	<u>FY10 Program</u>	<u>Price Growth</u>	<u>Program Growth</u>	<u>FY11 Program</u>
National Guard Personnel, Army	7,546,905	132,066	-54,675	7,624,296

Program Adjustment Highlights in FY 2011. The National Guard Personnel, Army (NGPA) appropriation reflects an overall increase of \$77,391 thousand dollars. A \$132,066 thousand price increase will support the projected pay raise of 1.4%, and although there is an overall program decrease of \$54,675 thousand, there is adequate growth to fully fund the Recruiting and Retention initiatives and Military Funeral Honors programs.

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, annual training, inactive duty training, initial entry training, 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 Program; Basic Officer Leadership course for newly commissioned Lieutenants.

Unique events, leadership transitions, and a change in vision defined another challenging and rewarding year for the Army National Guard (ARNG). The ARNG made notable progress during fiscal year 2009 (FY09), with initiatives such as the Afghanistan Agribusiness Program, the Domestic All-Hazards Response Teams, the Muscatatuck Urban Training Center, the Battle Command Training Capability Program, the eXportable Combat Training Capability, the Patriot Academy, General Equivalency Diploma, the Yellow Ribbon Reintegration Program, and the Community-Based Warrior Transition Program. The Army National Guard shifted from a focus on quantity of assigned strength to quality of the force, a new vision for a vibrant and accessible force.

Our citizen-Soldiers are strong individuals with two pillars of enduring strength: family relationships and workplace partnerships. The Army National Guard is visible in virtually every community across the country as the strength of the nation. Based on lessons learned from the "push" response after Hurricane Katrina, the ARNG has developed a "push-pull" response with Domestic All-Hazards Response Teams. They provide capability-based force packages coordinated by the Chief of the National Guard Bureau and mobilized with the consent of the Adjutants General. Each team consists of a Division Headquarters with supporting force packages. They are aligned with the enduring "essential 10" capabilities of command and control, communications, aviation, force protection (including civil support teams), engineering, logistics, maintenance, medical, security, and transportation. A great example of this push-pull concept was the security for the Presidential Inauguration in January 2009. The ARNG supported federal and state agencies by providing over 8,000 Soldiers from 14 states with another 12,500 Soldiers "on call" from 8 additional states. This was the highest attended Presidential Inauguration in US history and an example of the Army National Guard both in action (push) and "at the ready" (pull)!

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On the other side of the globe, the ARNG has deployed Agribusiness Development Teams (ADTs) to Afghanistan. Seven teams are currently deployed in Regional Command East and Regional Command Central and the first team into Regional Command South will deploy in the spring of 2010. ADTs hail from Missouri, Texas, Kentucky, Indiana, Tennessee, California, and Kansas. They provide skills-based training and advice to Afghan universities, provincial ministries, and local farmers; with the goal of providing increased stability and improved opportunities for Afghanistan's reemerging agribusiness realm. Specific skills include agronomy (soil and seed science), irrigation, horticulture (plant cultivation), pest control, veterinary techniques, civil engineering, and energy management. The teams are achieving localized success with grape trellising, animal veterinary clinics, watershed and canal revitalization, and education programs.

Global and homeland responses provide cogent examples of the ARNG functioning as an accessible and experienced operational force. We succeeded in our primary fiscal year focus of providing trained and ready Soldiers for domestic or international missions, while balancing our end-strength to the congressionally-authorized level of 358,200. We increased our duty qualification rate from 73% in September 2008 to 83% in September 2009. We improved our active drilling status by reducing the number of nonparticipants to less than 1% of assigned strength (a participation rate of over 99%).

The Army National Guard has made significant progress modernizing and converting to an operational force. As a result of the Total Army Analysis (TAA), the Army National Guard structure was expanded to include 114 brigades. This includes 28 brigade combat teams, 38 functional brigades, and 48 multi-functional brigades across the 54 states and territories. TAA marked the continuation of the ARNG rebalance and growth from earlier versions of TAA with the goal of reducing turbulence in the force. The ARNG has continued to grow and adapt to fulfill all levels of its dual mission of supporting the war fight while continuing to support homeland security/homeland defense requirements.

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.

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The FY 2011 NGPA budget submission supports an end-strength of 358,200 and 32,060 AGRs.

The estimated end strength reflected in the following table:

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
358,200	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."

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

- Develop the lowest, achievable percentage level of unobligated/unexpended balances.

- Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances.

- Add the necessary personnel resources to improve execution data collection.

- Closely monitor, through metrics reporting the process, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's 5 year availability.

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Performance Measures and Evaluation Summary

Activity: National Guard Personnel, Army

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

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

PERFORMANCE MEASURES:

	FY 2009	FY 2010	FY 2011
	<u>Actual</u>	<u>Planned</u>	<u>Planned</u>
Average Strength	363,621	358,759	356,261
End Strength	358,391	358,200	358,200
Authorized End Strength	358,200	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 358,200.

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 factors does not guarantee the ARNG will meet its ESO, they are carefully monitored as leading indicators to the health of the ARNG strength posture.

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
Recruiting: Accession goals	56,000	60,000	60,000
Reenlistment: Reenlistment goals	34,593	38,000	38,000
Attrition: Attrition goals	18%	18%	18%

Section Three: Summary Tables

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Summary of Personnel

	No. of Drills	No. of A/D Days Training	FY 2009			FY 2010			FY 2011		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	33,060	33,351	34,475	34,475	33,099	33,076	33,076	32,970	33,676
Pay Group A - Enlisted	48	15	261,553	263,575	262,716	262,716	254,851	248,886	248,886	248,137	247,991
Subtotal Pay Group A			294,613	296,926	297,191	297,191	287,950	281,962	281,962	281,107	281,667
Pay Group F - Enlisted		122	15,945	17,057	23,113	23,113	16,686	19,198	19,198	17,434	19,658
Pay Group P - Enlisted	31		23,487	22,241	9,281	9,281	23,116	24,980	24,980	27,135	24,815
Subtotal Pay Group P/F			39,432	39,298	32,394	32,394	39,802	44,178	44,178	44,570	44,473
Subtotal Paid Drill/Ind Tng			334,045	336,224	329,585	329,585	327,752	326,140	326,140	325,676	326,140
<u>Full time Active Duty</u>											
Officers			5,686	5,897	6,191	6,191	6,556	6,724	6,724	6,464	6,724
Enlisted			20,620	21,500	22,615	22,615	24,451	25,336	25,336	24,120	25,336
Subtotal Full-time			26,306	27,397	28,806	28,806	31,007	32,060	32,060	30,585	32,060
<u>Total Selected Reserves</u>											
Officers			38,746	39,248	40,666	40,666	39,655	39,800	39,800	39,434	40,400
Enlisted			321,605	324,373	317,725	317,725	319,104	318,400	318,400	316,827	317,800
Total			360,351	363,621	358,391	358,391	358,759	358,200	358,200	356,261	358,200
<u>Inactive National Guard</u>											
Officers			255	263	266	266	282	287	287	289	291
Enlisted			2,422	3,112	4,468	4,468	4,346	4,385	4,385	4,394	4,402
Total			2,677	3,375	4,734	4,734	4,628	4,672	4,672	4,683	4,693
GRAND TOTAL			363,028	366,996	363,125	363,125	363,387	362,872	362,872	360,944	362,893

The term "Stop Loss" refers to the involuntary extension of National Guard members beyond their data 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 through their deployment.

As of December 31, 2009 4,410 Army National Guard soldiers were in a Stop Loss status

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 Reserve Component Personnel on Tours of full-time Active Duty
 Strength by Grade

	FY 2009		FY 2010		FY 2011	
	Average	End	Average	End	Average	End
<u>Commissioned Officers</u>						
O-9 Lieutenant General	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0
O-6 Colonel	397	404	448	460	442	460
O-5 Lieutenant Colonel	1,107	1,162	1,289	1,325	1,274	1,325
O-4 Major	1,705	1,732	2,268	2,345	2,255	2,345
O-3 Captain	1,104	1,180	841	846	813	846
O-2 First Lieutenant	250	252	52	44	42	44
O-1 Second Lieutenant	74	91	4	0	0	0
Total Officers	4,637	4,821	4,902	5,020	4,826	5,020
<u>Warrant Officers</u>						
W-5 Master Warrant	142	134	143	147	141	147
W-4 Chief Warrant Officer 4	331	343	1,041	1,096	1,054	1,096
W-3 Chief Warrant Officer 3	322	336	329	336	323	336
W-2 Chief Warrant Officer 2	319	370	126	118	113	118
W-1 Warrant Officer	146	187	15	7	7	7
Total Warrant Officers	1,260	1,370	1,654	1,704	1,638	1,704
Total Officers and Warrant Officers	5,897	6,191	6,556	6,724	6,464	6,724
<u>Enlisted Personnel</u>						
E-9 Sergeant Major	715	715	737	762	725	762
E-8 Master Sergeant	1,975	2,094	2,421	2,515	2,394	2,515
E-7 Sergeant First Class	7,714	7,853	11,613	12,159	11,576	12,159
E-6 Staff Sergeant	7,245	7,663	6,034	6,162	5,866	6,162
E-5 Sergeant	3,283	3,654	3,310	3,404	3,241	3,404
E-4 Specialist	542	610	335	334	318	334
E-3 Private First Class	22	23	1	0	0	0
E-2 Private Second Class	3	3	0	0	0	0
E-1 Private	1	0	0	0	0	0
Total Enlisted	21,500	22,615	24,451	25,336	24,120	25,336
Total Personnel On Active Duty	27,397	28,806	31,007	32,060	30,584	32,060

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Strength by Month

FY 2009

	Pay Group A			Pay Group F	Pay Group P		Total	Full-Time Active Duty			Total
	Officers	Enlisted	Total	Enlisted	Paid	NonPaid	Drill	Officers	Enlisted	Total	Selected Reserve
2009 September	33,060	261,553	294,613	15,945	23,487	0	334,045	5,686	20,620	26,306	360,351
October	33,167	261,735	294,902	15,296	24,991	0	335,189	5,702	20,660	26,361	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	262,991	296,043	13,715	28,991	0	338,749	5,900	21,379	27,279	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	33,217	264,251	297,468	14,729	27,028	0	339,225	5,907	21,748	27,655	366,880
May	33,278	264,639	297,917	20,049	18,906	0	336,872	5,920	21,690	27,610	364,482
June	33,559	265,150	298,709	20,107	15,962	0	334,778	5,982	21,870	27,852	362,630
July	33,670	263,424	297,094	22,969	11,848	0	331,911	6,052	22,069	28,121	360,032
August	33,976	264,786	298,762	21,431	9,326	0	329,519	6,069	22,201	28,270	357,789
September	34,475	262,716	297,191	23,113	9,281	0	329,585	6,191	22,615	28,806	358,391
Average	33,351	263,575	296,926	17,057	22,241	0	336,224	5,897	21,500	27,397	363,621

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold
(Projection FY 2009)

AC Funded 1/	RC Funded	Total	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	

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

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Strength by Month

FY 2010

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
2009 September	34,475	262,716	297,191	23,113	9,281	0	329,585	6,191	22,615	28,806	358,391
October	34,543	266,949	301,492	17,724	10,001	0	329,217	6,235	22,763	28,998	358,215
November	34,569	268,144	302,713	16,104	10,349	0	329,166	6,270	22,689	28,959	358,125
December	34,589	269,914	304,503	11,531	13,175	0	329,209	6,298	22,707	29,005	358,214
January	32,647	252,948	285,595	14,500	26,791	0	326,886	6,593	24,617	31,210	358,096
February	32,549	252,395	284,944	14,719	27,579	0	327,242	6,638	24,986	31,624	358,866
March	32,468	251,521	283,989	14,320	29,290	0	327,599	6,659	25,113	31,772	359,371
April	32,368	250,267	282,635	13,774	31,224	0	327,633	6,666	25,213	31,879	359,512
May	32,317	249,286	281,603	13,749	32,010	0	327,362	6,693	25,336	32,029	359,391
June	32,311	247,658	279,969	19,213	28,090	0	327,272	6,720	25,336	32,056	359,328
July	32,320	246,131	278,451	22,114	26,171	0	326,736	6,724	25,336	32,060	358,796
August	32,730	247,196	279,926	21,333	25,580	0	326,839	6,724	25,336	32,060	358,899
September	33,076	248,886	281,962	19,198	24,980	0	326,140	6,724	25,336	32,060	358,200
Average	33,099	254,851	287,950	16,686	23,116	0	327,752	6,556	24,451	31,007	358,759

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	

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

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Strength by Month

FY 2011

	Pay Group A			Pay Group F	Pay Group P		Total Drill	Full-Time Active Duty			Total Selected Reserve
	Officers	Enlisted	Total	Enlisted	Paid	NonPaid		Officers	Enlisted	Total	
2010 September	33,076	248,886	281,962	19,198	24,980	0	326,140	6,724	25,336	32,060	358,200
October	33,093	249,135	282,228	18,281	24,357	0	324,866	6,568	24,608	31,176	356,042
November	33,047	249,638	282,685	17,500	24,386	0	324,571	6,428	23,816	30,244	354,815
December	33,028	250,362	283,390	15,394	26,072	0	324,856	6,354	23,278	29,632	354,488
January	32,931	249,764	282,695	15,221	26,771	0	324,687	6,363	23,325	29,688	354,375
February	32,873	249,514	282,387	15,402	27,530	0	325,319	6,370	23,627	29,997	355,316
March	32,832	248,936	281,768	14,972	29,211	0	325,951	6,375	23,884	30,259	356,210
April	32,771	247,972	280,743	14,399	31,118	0	326,260	6,386	24,007	30,393	356,653
May	32,760	247,274	280,034	14,349	31,881	0	326,264	6,405	24,058	30,463	356,727
June	32,794	245,920	278,714	19,790	27,946	0	326,450	6,436	24,143	30,579	357,029
July	32,842	244,672	277,514	22,645	26,029	0	326,188	6,525	24,384	30,909	357,097
August	33,289	246,019	279,308	21,832	25,424	0	326,564	6,639	24,976	31,615	358,179
September	33,676	247,991	281,667	19,658	24,815	0	326,140	6,724	25,336	32,060	358,200
Average	32,970	248,137	281,107	17,434	27,135	0	325,676	6,464	24,120	30,585	356,261

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold
(Projection FY 2011)

AC Funded 1/	RC Funded	Total	Primary Missions Being Performed
201	226	427	Combat (28%)
221	249	470	Combat Support (30%)
254	285	539	Combat Service Support (38%)
<u>29</u>	<u>32</u>	<u>61</u>	HQ Staff (4%)
705	792	1497	

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) 2011 Budget Estimate
 Schedule of Gains and Losses to Selected Reserve Strengths

	<u>OFFICERS</u>		
	FY 2009	FY 2010	FY 2011
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
BEGINNING STRENGTH	38,746	40,666	39,800
<u>GAINS</u>			
Non-Prior Service Personnel			
Male	180	168	168
Female	59	45	42
Prior Service Personnel			
Civilian Life	435	410	364
Active Component	3,288	3,452	3,730
Enlisted Commissioning Program	569	675	441
Pay Group B (IMA)	0	0	0
Other Reserve/Status Component	655	750	755
All Other	0	0	0
Full-Time Active Duty	0	0	0
TOTAL GAINS	<u>5,186</u>	<u>5,500</u>	<u>5,500</u>
<u>LOSSES</u>			
Civilian Life	120	235	181
Active Component	115	226	174
Retirement	988	2,242	1,715
Other Reserve/Status Component	1,007	2,298	1,750
All Other	1,036	1,364	1,080
TOTAL LOSSES	<u>3,266</u>	<u>6,366</u>	<u>4,900</u>
Accounting Adjustment	0	0	0
 END STRENGTH	 40,666	 39,800	 40,400

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) Budget Estimate
Schedule of Gains and Losses to Selected Reserve Strengths

	<u>ENLISTED</u>		
	FY 2009	FY 2010	FY 2011
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
BEGINNING STRENGTH	321,605	317,725	318,400
<u>GAINS</u>			
Non-Prior Service Personnel			
Male	32,451	36,126	36,326
Female	7,722	8,966	8,766
Prior Service Personnel			
Civilian Life	2,599	2,437	2,437
Other Reserve Status/Component	13,299	12,471	12,471
TOTAL GAINS	<u>56,071</u>	<u>60,000</u>	<u>60,000</u>
<u>LOSSES</u>			
Expiration of Selected Reserve Service	12,715	11,641	11,889
Active Component	2,811	2,677	2,740
To Officer Status	1,878	1,039	1,058
Retired Reserves	2,384	2,340	2,389
Attrition	17,657	17,991	18,389
Other Reserve Status/Component	4,927	5,079	5,186
Losses To Civilian Life	17,579	18,558	18,949
TOTAL LOSSES	<u>59,951</u>	<u>59,325</u>	<u>60,600</u>
Accounting Adjustment	0	0	0
 END STRENGTH	 317,725	 318,400	 317,800

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Summary of Entitlements by Subactivity
(\$ in Thousands)

	FY2009			FY2010			FY2011		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training									
Pay and Allowances	178,690	408,169	586,859	138,575	420,208	558,783	140,871	417,640	558,511
Clothing	1,409	30,528	31,937	758	38,500	39,258	770	40,774	41,544
Subsistence	11	46,511	46,522	6,760	43,901	50,661	50	47,526	47,576
Travel	<u>15,880</u>	<u>42,811</u>	<u>58,691</u>	<u>20,938</u>	<u>71,546</u>	<u>92,484</u>	<u>12,622</u>	<u>51,980</u>	<u>64,602</u>
Total Active Duty Training	195,990	528,019	724,009	167,031	574,155	741,186	154,313	557,920	712,233
Inactive Duty Training									
Civil Disturbance	69	137	206	56	156	212	2	156	158
Flight Training	19,665	13,158	32,823	28,648	16,446	45,094	30,287	15,906	46,193
Jump Proficiency	29	115	144	37	103	140	39	105	144
Military Burial Honors	1,708	10,922	12,630	1,764	11,734	13,498	0	15,105	15,105
Readiness Management	2,663	6,304	8,967	3,784	7,511	11,295	3,909	7,281	11,190
Training Preparation	6,853	18,077	24,930	9,947	22,027	31,974	11,963	24,274	36,237
Unit Training Assemblies	226,682	869,154	1,095,836	242,636	910,217	1,152,853	246,077	901,838	1,147,915
Subsistence	<u>0</u>	<u>34,726</u>	<u>34,726</u>	<u>0</u>	<u>37,995</u>	<u>37,995</u>	<u>0</u>	<u>41,692</u>	<u>41,692</u>
Total Inactive Duty Training	257,669	952,593	1,210,262	286,872	1,006,189	1,293,061	292,277	1,006,357	1,298,634
TOTAL DIRECT OBLIGATIONS	453,659	1,480,612	1,934,271	453,903	1,580,344	2,034,247	446,590	1,564,277	2,010,867
<u>PAY GROUP F</u>									
Initial Entry Training									
Pay and Allowances	0	471,733	471,733	0	394,221	394,221	0	419,314	419,314
Subsistence	0	0	0	0	0	0	0	0	0
Travel	0	30,539	30,539	0	21,440	21,440	0	25,961	25,961
Clothing	<u>0</u>	<u>64,665</u>	<u>64,665</u>	<u>0</u>	<u>46,830</u>	<u>46,830</u>	<u>0</u>	<u>65,584</u>	<u>65,584</u>
TOTAL DIRECT OBLIGATIONS	0	566,937	566,937	0	462,491	462,491	0	510,859	510,859
<u>PAY GROUP P</u>									
Inactive Duty Training	0	59,668	59,668	0	63,309	63,309	0	63,029	63,029
Clothing	0	1,056	1,056	0	1,627	1,627	0	4,967	4,967
Subsistence of Enlisted Personnel	<u>0</u>	<u>2,768</u>	<u>2,768</u>	<u>0</u>	<u>3,402</u>	<u>3,402</u>	<u>0</u>	<u>3,226</u>	<u>3,226</u>
TOTAL DIRECT OBLIGATIONS	0	63,492	63,492	0	68,338	68,338	0	71,222	71,222

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Summary of Entitlements by Subactivity
(\$ in Thousands)

	FY 2009			FY 2010			FY 2011		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>SCHOOL TRAINING</u>									
Career Development Training	43,686	79,403	123,089	66,810	68,329	135,139	70,363	83,919	154,282
Flight Training	21,104	7,182	28,286	44,252	0	44,252	52,042	0	52,042
Initial Skill Acquisition Training	85,630	229,526	315,156	64,847	144,642	209,489	59,567	141,592	201,159
Officer Candidate/Training School	4,366	12,154	16,520	6,594	10,731	17,325	7,307	10,177	17,484
Refresher and Proficiency Training	<u>37,311</u>	<u>78,498</u>	<u>115,809</u>	<u>40,542</u>	<u>105,146</u>	<u>145,688</u>	<u>41,179</u>	<u>111,454</u>	<u>152,633</u>
TOTAL DIRECT OBLIGATIONS	192,097	406,763	598,860	223,045	328,848	551,893	230,458	347,142	577,600
<u>SPECIAL TRAINING</u>									
Civil Support Teams	3,562	5,874	9,436	26,456	15,773	42,229	24,862	15,072	39,934
Command/Staff Supervision	84,558	155,761	240,319	20,114	81,694	101,808	21,686	86,473	108,159
Competitive Events	598	1,707	2,305	4,442	2,030	6,472	4,376	1,996	6,372
Drug Interdiction Activity	45,448	115,417	160,865	0	0	0	0	0	0
Exercises	207,271	467,004	674,275	91,471	14,196	105,667	109,119	12,402	121,521
Management Support	1,932	6,318	8,250	9,096	0	9,096	8,768	0	8,768
Operational Training	9,692	10,126	19,818	17,516	6,568	24,084	17,074	6,557	23,631
Recruiting/Retention	51,166	147,219	198,385	11,895	104,557	116,452	14,892	133,363	148,255
Unit Conversion Training	<u>7,092</u>	<u>34,337</u>	<u>41,429</u>	<u>18,142</u>	<u>72,974</u>	<u>91,116</u>	<u>18,060</u>	<u>60,254</u>	<u>78,314</u>
TOTAL DIRECT OBLIGATIONS	411,319	943,763	1,355,082	199,132	297,792	496,924	218,837	316,117	534,954
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	817,845	1,901,746	2,719,591	963,941	2,190,335	3,154,276	970,606	2,193,164	3,163,770
\$30,000 Lump Sum Bonus (CSB/REDUX)	671	4,857	5,528	0	0	0	0	0	0
Death Gratuities	0	780	780	1,020	3,209	4,229	1,014	3,206	4,220
Disability and Hospitalization Benefits	1,067	22,416	23,483	894	12,161	13,055	888	12,128	13,016
Reserve Incentive Programs	39,827	790,850	830,677	29,652	519,010	548,662	31,473	523,953	555,426
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel/PCS	<u>36,836</u>	<u>51,118</u>	<u>87,954</u>	<u>18,388</u>	<u>31,619</u>	<u>50,007</u>	<u>19,348</u>	<u>33,174</u>	<u>52,522</u>
TOTAL DIRECT OBLIGATIONS	896,246	2,771,767	3,668,013	1,013,895	2,756,334	3,770,229	1,023,329	2,765,625	3,788,954
<u>EDUCATION BENEFITS</u>									
Amortization Payment	0	47,551	47,551	0	0	0	0	0	0
Benefit Accrual	27,931	182,126	210,057	1,652	91,876	93,528	923	51,822	52,745
Kicker Program	<u>40</u>	<u>39,871</u>	<u>39,911</u>	<u>13,444</u>	<u>55,811</u>	<u>69,255</u>	<u>14,966</u>	<u>62,129</u>	<u>77,095</u>
TOTAL DIRECT OBLIGATIONS	27,971	269,548	297,519	15,096	147,687	162,783	15,889	113,951	129,840
TOTAL OTHER TRAINING AND SUPPORT	1,527,633	4,391,841	5,919,474	1,451,168	3,530,661	4,981,829	1,488,513	3,542,835	5,031,348
TOTAL DIRECT PROGRAM	1,981,292	6,502,882	8,484,174	1,905,071	5,641,834	7,546,905	1,935,103	5,689,193	7,624,296

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2011 Budget Estimate
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2010 (\$ in thousands)

	FY2010 PRESIDENT'S BUDGET	CONGRES- SIONAL ACTION	ENACTED TITLE IX	INTERNAL REALIGNMENT/ REPROGRAMMING	AVAILABLE APPROPRIA- TION	PROPOSED DD1415 ACTIONS (REPROGRAM)	BASE/Title IX SUBTOTAL	Less Title IX	FY 2010 Column FY 2011 PB
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training									
Pay and Allowances	582,029	(5,013)	239,100	(18,233)	797,883	0	797,883	(239,100)	558,783
Clothing	39,899	(641)	0	0	39,258	0	39,258	0	39,258
Subsistence	51,490	(829)	0	0	50,661	0	50,661	0	50,661
Travel	<u>93,996</u>	<u>(1,512)</u>	<u>0</u>	<u>0</u>	<u>92,484</u>	<u>0</u>	<u>92,484</u>	<u>0</u>	<u>92,484</u>
Total Active Duty Training	767,414	(7,995)	239,100	(18,233)	980,286	0	980,286	(239,100)	741,186
Inactive Duty Training									
Civil Disturbance	213	(1)	0	0	212	0	212	0	212
Flight Training	45,584	(490)	0	0	45,094	0	45,094	0	45,094
Jump Proficiency	142	(2)	0	0	140	0	140	0	140
Military Burial Honors	13,439	59	0	0	13,498	0	13,498	0	13,498
Readiness Management	11,418	(123)	0	0	11,295	0	11,295	0	11,295
Training Preparation	32,317	(343)	0	0	31,974	0	31,974	0	31,974
Unit Training Assemblies	1,145,010	(10,390)	224,103	18,233	1,376,956	0	1,376,956	(224,103)	1,152,853
Subsistence	<u>38,616</u>	<u>(621)</u>	<u>0</u>	<u>0</u>	<u>37,995</u>	<u>0</u>	<u>37,995</u>	<u>0</u>	<u>37,995</u>
Total Inactive Duty Training	1,286,739	(11,911)	224,103	18,233	1,517,164	0	1,517,164	(224,103)	1,293,061
TOTAL DIRECT OBLIGATIONS	2,054,153	(19,906)	463,203	0	2,497,450	0	2,497,450	(463,203)	2,034,247
<u>PAY GROUP F</u>									
Initial Entry Training									
Pay and Allowances	392,562	1,659	0	0	394,221	0	394,221	0	394,221
Travel	21,440	0	0	0	21,440	0	21,440	0	21,440
Clothing	46,830	0	0	0	46,830	0	46,830	0	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	460,832	1,659	0	0	462,491	0	462,491	0	462,491
<u>PAY GROUP P</u>									
Inactive Duty Training									
Pay and Allowances	63,035	274	0	0	63,309	0	63,309	0	63,309
Clothing	1,627	0	0	0	1,627	0	1,627	0	1,627
Subsistence	<u>3,402</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3,402</u>	<u>0</u>	<u>3,402</u>	<u>0</u>	<u>3,402</u>
TOTAL DIRECT OBLIGATIONS	68,064	274	0	0	68,338	0	68,338	0	68,338
TOTAL UNIT AND INDIVIDUAL TRAINING	2,583,049	(17,973)	463,203	0	3,028,279	0	3,028,279	(463,203)	2,565,076

DEPARTMENT OF THE ARMY
NATIONAL GUARD PERSONNEL, ARMY
Fiscal Year (FY) 2011 Budget Estimate
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2010 (\$ in thousands)

	FY2010 PRESIDENT'S BUDGET	CONGRES- SIONAL ACTION	ENACTED TITLE IX	INTERNAL REALIGNMENT/ REPROGRAMMING	AVAILABLE APPROPRIA- TION	PROPOSED DD1415 ACTIONS (REPROGRAM)	BASE/Title IX SUBTOTAL	Less Title IX	FY 2010 Column FY 2011 PB
<u>SCHOOL TRAINING</u>									
Career Development Training	91,045	44,094	0	0	135,139	0	135,139	0	135,139
Flight Training	44,129	123	0	0	44,252	0	44,252	0	44,252
Initial Skill Acquisition Training	308,984	(99,495)	0	0	209,489	0	209,489	0	209,489
Officer Candidate/Training School	17,263	62	0	0	17,325	0	17,325	0	17,325
Refresher and Proficiency Training	<u>86,067</u>	<u>59,621</u>	<u>0</u>	<u>0</u>	<u>145,688</u>	<u>0</u>	<u>145,688</u>	<u>0</u>	<u>145,688</u>
TOTAL DIRECT OBLIGATIONS	547,488	4,405	0	0	551,893	0	551,893	0	551,893
<u>SPECIAL TRAINING</u>									
Civil Support Teams	40,747	1,482	0	0	42,229	0	42,229	0	42,229
Command/Staff Supervision	50,044	51,764	0	0	101,808	0	101,808	0	101,808
Competitive Events	6,384	88	0	0	6,472	0	6,472	0	6,472
Counter Drug Program	0	0	0	0	0	0	0	0	0
Exercises	105,192	475	361,763	0	467,430	0	467,430	(361,763)	105,667
Management Support	60,407	(51,311)	0	0	9,096	0	9,096	0	9,096
Operational Training	23,988	96	0	0	24,084	0	24,084	0	24,084
Recruiting/Retention	150,830	(34,378)	0	0	116,452	0	116,452	0	116,452
Unit Conversion Training	<u>90,827</u>	<u>289</u>	<u>0</u>	<u>0</u>	<u>91,116</u>	<u>0</u>	<u>91,116</u>	<u>0</u>	<u>91,116</u>
TOTAL DIRECT OBLIGATIONS	528,419	(31,495)	361,763	0	858,687	0	858,687	(361,763)	496,924
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	3,178,066	(23,790)	0	0	3,154,276	0	3,154,276	0	3,154,276
\$30,000 Lump Sum Bonus (CSB/REDUX)	0	0	0	0	0	0	0	0	0
Death Gratuities	527	3,702	0	0	4,229	0	4,229	0	4,229
Disability and Hospitalization Benefits	16,669	(3,614)	0	0	13,055	0	13,055	0	13,055
Reserve Incentive Programs	548,662	0	0	0	548,662	0	548,662	0	548,662
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel	<u>55,825</u>	<u>(5,818)</u>	<u>0</u>	<u>0</u>	<u>50,007</u>	<u>0</u>	<u>50,007</u>	<u>0</u>	<u>50,007</u>
TOTAL DIRECT OBLIGATIONS	3,799,749	(29,520)	0	0	3,770,229	0	3,770,229	0	3,770,229
<u>EDUCATION BENEFITS</u>									
Benefit Accrual	93,528	0	0	0	93,528	0	93,528	0	93,528
Kicker Program	69,255	0	0	0	69,255	0	69,255	0	69,255
Amortization Payment	<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	162,783	0	0	0	162,783	0	162,783	0	162,783
TOTAL OTHER TRAINING AND SUPPORT	5,038,439	(56,610)	361,763	0	5,343,592	0	5,343,592	(361,763)	4,981,829
TOTAL DIRECT PROGRAM	7,621,488	(74,583)	824,966	0	8,371,871	0	8,371,871	(824,966)	7,546,905

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Summary of Basic Pay Retired Pay Accrual Costs
 (\$ in Thousands)

	FY 2009		FY 2010		FY 2011	
	Basic <u>Pay</u>	Retired <u>Pay</u>	Basic <u>Pay</u>	Retired <u>Pay</u>	Basic <u>Pay</u>	Retired <u>Pay</u>
<u>Pay Group A</u>						
Officers	304,021	64,148	299,306	73,330	315,781	74,690
Enlisted	<u>930,291</u>	<u>196,291</u>	<u>959,771</u>	<u>235,144</u>	<u>953,090</u>	<u>232,554</u>
Subtotal	1,234,312	260,439	1,259,077	308,474	1,268,871	307,244
<u>Pay Group F</u>						
Enlisted	300,068	63,314	246,652	60,430	263,065	64,187
<u>Pay Group P</u>						
Enlisted	46,344	9,779	47,907	11,737	47,731	11,646
<u>School Training</u>						
Officers	99,430	20,980	110,203	28,032	118,132	28,824
Enlisted	<u>190,195</u>	<u>36,327</u>	<u>152,209</u>	<u>37,291</u>	<u>160,990</u>	<u>39,282</u>
Subtotal	289,625	57,307	262,412	65,323	279,122	68,106
<u>Special Training</u>						
Officers	234,583	49,384	111,700	27,366	122,691	29,937
Enlisted	<u>439,846</u>	<u>92,807</u>	<u>135,149</u>	<u>33,112</u>	<u>142,475</u>	<u>34,764</u>
Subtotal	674,429	142,191	246,849	60,478	265,167	64,701

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Summary of Basic Pay Retired Pay Accrual Costs
 (\$ in Thousands)

	FY 2009		FY 2010		FY 2011	
	<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	477,744	140,457	553,726	178,854	555,237	181,564
Enlisted	<u>985,834</u>	<u>289,835</u>	<u>1,123,372</u>	<u>362,849</u>	<u>1,118,715</u>	<u>365,820</u>
Subtotal	1,463,578	430,292	1,677,098	541,703	1,673,952	547,384
<u>Total Direct Program</u>						
Officers	1,115,778	274,969	1,074,935	307,582	1,111,841	315,015
Enlisted	<u>2,892,578</u>	<u>688,353</u>	<u>2,665,060</u>	<u>740,563</u>	<u>2,686,066</u>	<u>748,253</u>
Total	4,008,356	963,322	3,739,995	1,048,145	3,797,907	1,063,267
<u>Total Reimbursable Program</u>						
Officers	3,801	802	9,981	2,445	10,230	2,496
Enlisted	<u>11,010</u>	<u>2,323</u>	<u>16,649</u>	<u>4,079</u>	<u>17,070</u>	<u>4,165</u>
Total	14,811	3,125	26,630	6,524	27,300	6,661
<u>Total Program</u>						
Officers	1,119,579	275,771	1,084,916	310,028	1,122,071	317,511
Enlisted	<u>2,903,588</u>	<u>690,676</u>	<u>2,681,709</u>	<u>744,642</u>	<u>2,703,136</u>	<u>752,418</u>
Total	4,023,167	966,447	3,766,625	1,054,669	3,825,207	1,069,929

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 Summary of BAH Costs
 (\$ in Thousands)

	FY 2009	FY 2010	FY 2011
	<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
<u>Pay Group A</u>			
Officers	21,541	16,478	17,042
Enlisted	<u>61,602</u>	<u>62,724</u>	<u>63,364</u>
Subtotal	83,143	79,202	80,406
 <u>Pay Group F</u>			
Enlisted	56,506	40,059	51,504
 <u>School Training</u>			
Officers	27,518	31,504	33,117
Enlisted	<u>52,793</u>	<u>46,371</u>	<u>49,546</u>
Subtotal	80,311	77,875	82,663
 <u>Special Training</u>			
Officers	52,793	25,126	27,981
Enlisted	<u>147,656</u>	<u>45,921</u>	<u>50,355</u>
Subtotal	200,449	71,047	78,336
 <u>Administration and Support</u>			
Officers	120,543	137,821	140,137
Enlisted	<u>360,702</u>	<u>405,906</u>	<u>411,492</u>
Subtotal	481,245	543,727	551,629
 <u>Total Direct Program</u>			
Officers	222,395	210,929	218,277
Enlisted	<u>679,259</u>	<u>600,981</u>	<u>626,261</u>
Total	901,654	811,910	844,538

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Summary of Travel Costs
 (\$ in Thousands)

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
<u>Pay Group A</u>			
Officers	15,880	20,938	12,622
Enlisted	<u>42,811</u>	<u>71,546</u>	<u>51,980</u>
Total	58,691	92,484	64,602
<u>Pay Group F</u>			
Enlisted	30,539	21,440	25,961
<u>School Training</u>			
Officers	24,625	27,123	27,752
Enlisted	<u>79,051</u>	<u>60,228</u>	<u>62,850</u>
Total	103,676	87,351	90,602
<u>Special Training</u>			
Officers	41,215	19,729	21,564
Enlisted	<u>160,967</u>	<u>52,908</u>	<u>55,956</u>
Total	202,182	72,637	77,520
<u>Administration and Support</u>			
Officers	36,836	18,388	19,348
Enlisted	<u>51,118</u>	<u>31,619</u>	<u>33,174</u>
Total	87,954	50,007	52,522
<u>Total Direct Travel</u>			
Officers	118,556	86,178	81,286
Enlisted	<u>364,486</u>	<u>237,741</u>	<u>229,921</u>
Total	483,042	323,919	311,207
<u>Total Reimbursable Travel</u>			
Officers	2,284	2,284	2,284
Enlisted	<u>802</u>	<u>802</u>	<u>802</u>
Total	3,086	3,086	3,086
<u>Grand Total Travel</u>			
Officers	120,840	88,462	83,570
Enlisted	<u>365,288</u>	<u>238,543</u>	<u>230,723</u>
Total	486,128	327,005	314,293

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 Schedule of Increases and Decreases - Summary
 (\$ in Thousands)

	<u>Amount</u>
FY 2010 Direct Program:	7,546,905
Increases:	
Pricing Increases:	
Pay Group A	39,202
Pay Group F	7,152
Pay Group P	1,259
Schools	10,931
Special Training	9,881
Admin and Support	84,817
Total Pricing Increases	153,242
Program Increases:	
Pay Group F	41,216
Pay Group P	1,625
Schools	20,485
Special Training	28,149
Total Program Increases	91,475
Total Increases	244,717

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 Schedule of Increases and Decreases - Summary
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Price Decreases:		
Education Benefits	(21,176)	
Total Price Decreases	(21,176)	
 Program Decreases:		
Pay Group A	(62,582)	
Schools	(5,709)	
Admin and Support	(66,092)	
Education Benefits	(11,767)	
Total Program Decreases	(146,150)	
 Total Decreases		 (167,326)
 FY 2011 Direct Program		 7,624,296

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 Schedule of Increases and Decreases - Summary
 (\$ in Thousands)

	<u>Amount</u>
FY 2010 Direct Program:	7,546,905
Increases:	
Pricing Increases:	
Pay Group A	39,202
Pay Group F	7,152
Pay Group P	1,259
Schools	10,931
Special Training	9,881
Admin and Support	84,817
Total Pricing Increases	153,242
Program Increases:	
Pay Group F	41,216
Pay Group P	1,625
Schools	20,485
Special Training	28,149
Total Program Increases	91,475
Total Increases	244,717
Price Decreases:	
Education Benefits	(21,176)
Total Price Decreases	<u>(21,176)</u>

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 Schedule of Increases and Decreases - Summary
 (\$ in Thousands)

Program Decreases:		
Pay Group A	(62,582)	
Schools	(5,709)	
Admin and Support	(66,092)	
Education Benefits	(11,767)	
Total Program Decreases	(146,150)	
Total Decreases		(167,326)
FY 2011 Direct Program		7,624,296

Section Four: Detail of Reserve Personnel Entitlements

Department of the Army
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Pay Group A
(\$ in Thousands)

Part One --- Purpose and Scope

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
1,934,271	2,034,247	2,010,867

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.

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Part Three - Schedule of Increases and Decreases

FY 2010 Direct Program		<u>Amount</u>
		2,034,247
Price Increases:		
Annualization of FY 2010 Pay Raise (3.4%, 1 January 2010)	14,142	
FY 2011 Pay Raise (1.4%, 1 January 2011)	17,471	
BAH	3,029	
BAS	862	
Flight Pay	63	
COLA	21	
Other Pay	162	
Clothing	424	
Subsistence	3,014	
Travel	1,017	
Military Funeral Honnors	<u>280</u>	
Total Price Increase	40,485	
Program Increases:		
Base Pay	0	
FlightPay	42	
FICA	0	
RPA	0	
Clothing	1,863	
Subsistence	0	
Military Funeral Honors	<u>1,327</u>	
Total Program Increase	3,232	
Total Increases		43,717

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Part Three - Schedule of Increases and Decreases (Cont.)

Price Decreases:		
RPA		<u>(1,283)</u>
Total Price Decrease		(1,283)
Program Decreases:		
Base Pay	(23,803)	
Other Pay	(351)	
BAH	(1,826)	
BAS	(856)	
Cola	(48)	
FICA	(1,821)	
RPA	(5,808)	
Subsistence	(2,402)	
Travel	<u>(28,899)</u>	
Total Program Decrease	(65,814)	
Total Decrease		(67,097)
FY 2011 Direct Program		2,010,867

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

Funding provides pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502. Average strength is used to accommodate strength changes throughout the year, while the participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support mandays (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 2009 increased participation rates and dollar rates reflect members attending additional active duty for training in pre-mobilization training and post-mobilization reset training. Participation rates in FY10 and FY 11 incorporate current mobilization assumptions.

	FY 2009			FY 2010			FY 2011		
<u>Officers:</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	33,351			33,099			32,970		
Participation Rate	90%			91%			91%		
Paid Participation	30,016	5,953.20	178,690	30,120	4,600.74	138,575	30,002	4,695.31	140,871
<u>Enlisted:</u>									
Average Strength	263,575			254,851			248,137		
Participation Rate	72%			73%			73%		
Paid Participation	190,749	2,139.82	<u>408,169</u>	186,169	2,257.13	<u>420,208</u>	181,140	2,305.62	<u>417,640</u>
Total AT Pay			586,859			558,783			558,511

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Pay Group A
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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 in FY 10 and FY 11 incorporate current mobilization assumptions.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	33,351			33,099			32,970		
Participation Rate	59%			60%			60%		
Paid Participation	19,706	11,503.24	226,682	19,859	12,217.68	242,636	19,782	12,439.57	246,077
	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>
<u>ATA's:</u>									
Civil Disturbance	309	223.43	69	236	237.31	56	8	241.61	2
Flight Training	78,881	249.30	19,665	108,523	263.98	28,648	112,734	268.66	30,287
Jump Proficiency	128	227.00	29	153	241.05	37	159	245.42	39
Readiness Mgmt.	10,880	244.76	2,663	14,554	260.00	3,784	14,767	264.72	3,909
Training Prep.	29,028	236.08	6,853	39,664	250.78	9,947	46,851	255.34	11,963
Military Burial Honors	16,115	105.99	1,708	16,110	109.50	1,764	0	112.79	0
Total Officer IDT Pay			257,669			286,872			292,277

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Pay, Inactive Duty Training (IDT), Enlisted:

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 in FY 10 and FY 11 incorporate current mobilization assumptions.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	263,575			254,851			248,137		
Participation Rate	66%			67%			67%		
Paid Participation	174,431	4,982.79	869,154	171,921	5,294.41	910,218	167,290	5,390.88	901,838
ATA's:	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Training Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Civil Disturbance	1,341	102.20	137	1,437	108.59	156	1,411	110.57	156
Flight Training	105,968	124.17	13,158	124,752	131.83	16,446	118,507	134.22	15,906
Jump Proficiency	1,018	112.94	115	859	119.91	103	860	122.08	105
Readiness Mgmt.	56,396	111.78	6,304	63,240	118.77	7,511	60,203	120.94	7,281
Training Prep.	164,142	110.13	18,077	188,233	117.02	22,027	203,726	119.15	24,274
Military Burial Honors	100,046	109.17	10,922	67,521	111.24	7,511	133,025	113.55	15,105
Total Enlisted IDT Pay			917,867			963,972			964,665

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Individual Clothing and Uniform Allowance, Officer:

Funding provides payment to officers for initial and supplemental clothing allowance for the purchase of required uniforms under the provisions of USC, Title 37, Sections 415 and 416.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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 Allow.	3,065	400.00	1,226	1,648	400.00	659	1,675	400.00	670
Active Duty Allow.	915	200.00	<u>183</u>	495	200.00	<u>99</u>	500	200.00	<u>100</u>
Total Officer Allow.			1,409			758			770

Initial Clothing and Uniform Allowance, Enlisted:

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

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	2,214	1,654.81	3,664	2,714	1,702.14	4,620	2,843	1,720.86	4,893
Male Personnel	8,996	1,357.31	12,211	10,799	1,426.11	15,400	11,312	1,441.80	16,310
Replacement Issue	40,607	360.85	<u>14,653</u>	32,168	574.49	<u>18,480</u>	33,696	580.81	<u>19,571</u>
Total Enlisted Allow.			30,528			38,500			40,774

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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 2009</u>			<u>FY 2010</u>			<u>FY 2011</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Field Rations (AT)									
<u>Subsistence in Kind (SIK)</u>									
Man-Days	2,948,946			2,601,872			2,153,359		
Total SIK	2,400,694	11.53	27,680	2,614,310	11.53	30,143	2,374,748	11.92	28,307
<u>Operational Rations (MRE)</u>									
Man-Days	2,948,946			2,601,872			2,153,359		
Total MRE	1,336,931	7.69	10,281	1,455,787	7.69	11,195	1,322,516	7.95	10,514
<u>Travel Rations</u>									
Man-Days	453,684			400,288			331,286		
Total Travel	891,771	9.60	8,561	971,146	9.60	9,323	881,672	9.93	8,755
<u>IDT Rations</u>									
Man-Days	6,330,024			7,735,872			8,126,304		
Total IDT Rations	5,054,731	6.87	<u>34,726</u>	5,530,568	6.87	<u>37,995</u>	5,872,113	7.10	<u>41,692</u>
Total Subsistence			81,248			88,656			89,268

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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.

	FY 2009			FY 2010			FY 2011		
	<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>									
Officer Travel	11,770	1,349.24	15,880	15,380	1,361.38	20,938	9,171	1,376.36	12,622
Enlisted Travel	<u>36,933</u>	1,159.15	<u>42,811</u>	<u>61,172</u>	1,169.58	<u>71,546</u>	<u>43,960</u>	1,182.45	<u>51,980</u>
Total	48,703		58,691	76,552		92,484	53,131		64,602

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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 2009</u>		<u>FY 2010</u>		<u>FY 2011</u>	
	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Officer</u>	<u>Enlisted</u>
<u>Civil Disturbance</u>						
Participants	155	671	118	719	4	706
Total Assemblies	309	1,341	236	1,437	8	1,411
<u>Flight Training</u>						
Participants	1,643	2,208	2,261	2,599	2,349	2,469
Total Assemblies	78,881	105,968	108,523	124,752	112,734	118,507
<u>Jump Proficiency</u>						
Participants	16	127	19	107	20	108
Total Assemblies	128	1,018	153	859	159	860
<u>Readiness Management</u>						
Participants	1,360	7,050	1,819	7,905	1,846	7,525
Total Assemblies	10,880	56,396	14,554	63,240	14,767	60,203
<u>Training Preparation</u>						
Participants	3,629	20,518	4,958	23,529	5,856	25,466
Total Assemblies	29,028	164,142	39,664	188,233	46,851	203,726

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Pay Group F
(\$ in Thousands)

Part One - Purpose and Scope

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
566,937	462,491	510,859

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) 2011 Budget Estimate
Pay Group F
(\$ in Thousands)

Part Three - Schedule of Increases and Decreases

		<u>Amount</u>
FY 2010 Direct Program		462,491
Increases:		
Price Increases:		
Annualization of FY 2010 Pay Raise (3.4%, 1 January 2010)	2,771	
Annualization of FY 2011 Pay Raise (1.4%, 1 January 2011)	3,422	
BAH	172	
BAS	73	
Other Pay	213	
COLA	1	
Clothing	515	
Travel	<u>236</u>	
Total Price Increase	7,403	
Program Increases:		
Base Pay	11,729	
Other Pay	957	
COLA	2	
RPA	2,860	
FICA	897	
BAH	2,110	
BAS	137	
Clothing	18,239	
Travel	<u>4,285</u>	
Total Program Increase	41,216	
Total Increase		48,619
Decreases:		
Price Decreases:		
RPA	<u>(251)</u>	
Total Price Decrease	(251)	
Program Decreases		
None	0	
Total Program Decrease	0	
Total Decrease		(251)
FY 2011 Direct Program		510,859

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 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), FICA, and Retired Pay Accrual (RPA) of non-prior service enlisted Soldiers attending IET. The number reflects the actual number of participants projected.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	49,749	9,482.21	471,733	39,501	9,980.03	394,221	41,344	10,142.08	419,314

Individual Clothing and Uniform Allowance:

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

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	7,470	1,626.41	12,150	5,447	1,702.14	9,272	7,546	1,720.86	12,986
Male	<u>36,537</u>	1,346.95	<u>49,213</u>	<u>26,336</u>	1,426.11	<u>37,558</u>	<u>36,481</u>	1,441.80	<u>52,598</u>
Total	44,007		61,363	31,783		46,830	44,027		65,584

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

The funds provide for travel and per diem allowances for enlisted Soldiers to perform IET (active duty) as authorized by USC, Title 37, Section 404.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	54,071	564.79	30,539	37,623	569.87	21,440	45,060	576.14	25,961

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Pay Group P
(\$ in thousands)**

Part One - Purpose and Scope

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
63,492	68,338	71,222

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 - 31 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) 2011 Budget Estimate
 Pay Group P
 (\$ in thousands)

Part Three - Schedule of Increases and Decreases

FY 2010 Direct Program	<u>Amount</u>
Increases:	68,338
Price Increases:	
Annualization of FY 2010 Pay Raise (3.4%, 1 January 2010)	538
FY 2011 Pay Raise (1.4%, 1 January 2011)	665
Clothing	18
Subsistence	<u>87</u>
Total Price Increase	1,308
Program Increases:	
Clothing	<u>3,322</u>
Total Program Increase	3,322
 Total Increase	 4,630
 Decreases:	
Price Decrease:	
RPA	<u>(49)</u>
Total Price Decrease	(49)
Program Decrease:	
Base Pay	(1,086)
FICA	(83)
RPA	(265)
Subsistence	<u>(263)</u>
Total Program Decrease	(1,697)
Total Decrease	(1,746)
 FY 2011 Direct Program	 71,222

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 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 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	939,506	63.51	59,668	938,050	67.49	63,309	917,186	68.72	63,029

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 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	5,177	203.99	1,056	7,905	205.83	1,627	23,869	208.09	4,967

Subsistence:

Funding provides for 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 2009</u>			<u>FY 2010</u>			<u>FY 2011</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 Mandays	469,753			469,025			458,593		
Participation Rate	86%			103%			98%		
Total	402,911	6.87	2,768	484,615	7.02	3,402	448,056	7.20	3,226

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Details of Military Personnel Entitlements - School Training
(\$ in Thousands)

Part One - Purpose and Scope

<u>Fiscal Year 2009</u>	<u>Fiscal Year 2010</u>	<u>Fiscal Year 2011</u>
598,860	551,893	577,600

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 forces increase. As a result of recruiting success in FY 2009 and FY 2010, the costs associated with School Training require a marked increase in FY 2011.

School Training can range between 7 - 200 days, depending on the type of training. The tour length number displayed reflects an average number of days.

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Details of Military Personnel Entitlements - School Training
 (\$ in Thousands)

Part Three - Schedule of Increases and Decreases

FY 2010 Direct Program	<u>Amount</u>
	551,893
Increases:	
Price Increases:	
FY 2010 Pay Raise (3.4%, effective 1 January 2010)	2,995
FY 2011 Pay Raise (1.4%, effective 1 January 2011)	3,585
BAH	2,979
BAS	550
Flight Pay	24
COLA	9
Other Pay	103
Perdiem	<u>958</u>
Total Price Increase	11,203
Program Increases:	
Refresher & Proficiency	4,036
Career Development	<u>16,449</u>
Total Program Increase	20,485
Total Increase	31,688
Decreases:	
Price Decreases	
RPA	<u>(272)</u>
Total Price Decrease	(272)
Program Decreases	
Initial Skills	(5,709)
Total Program Decrease	(5,709)
Total Decrease	(5,981)
FY 2011 Direct Program	577,600

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
School Training
(\$ in Thousands)

Career Development Training:

Funding provides for 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 2009</u>					<u>FY 2010</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	4,875	29	141,365	309.03	43,686	7,089	29	205,588	324.97	66,810
Enlisted	<u>13,747</u>	31	<u>426,165</u>	186.32	<u>79,403</u>	<u>11,171</u>	31	<u>346,303</u>	197.31	<u>68,329</u>
Total	18,622		567,530		123,089	18,260		551,891		135,139

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	7,320	29	212,269	331.48	70,363
Enlisted	<u>13,453</u>	31	<u>417,051</u>	201.22	<u>83,919</u>
Total	20,773		629,320		154,282

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 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 2009</u>					<u>FY 2010</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	2,479	183	453,636	244.91	111,100	2,460	183	450,202	256.98	115,693
Enlisted	<u>24,198</u>	62	<u>1,500,253</u>	165.88	<u>248,862</u>	<u>14,327</u>	62	<u>888,252</u>	174.92	155,373
Total	26,677		1,953,889		359,962	16,787		1,338,454		271,066

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	2,479	183	453,584	262.17	118,916
Enlisted	<u>13,720</u>	62	<u>850,628</u>	178.42	<u>151,769</u>
Total	16,198		1,304,211		270,685

Department of the Army
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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 2009</u>					<u>FY 2010</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	19,635	7	137,446	271.46	37,311	20,313	7	142,193	285.12	40,542
Enlisted	<u>42,486</u>	10	<u>424,865</u>	184.76	<u>78,498</u>	<u>53,742</u>	10	<u>537,419</u>	195.65	<u>105,146</u>
Total	62,122		562,310		115,809	74,055		679,612		145,688

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	20,229	7	141,601	290.81	41,179
Enlisted	<u>55,850</u>	10	<u>558,499</u>	199.56	<u>111,454</u>
Total	76,079		700,100		152,633

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 School Training
 (\$ in Thousands)

Total Schools:

	<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	26,989	732,447	192,097	29,863	797,983	223,045
Enlisted	<u>80,431</u>	<u>2,351,283</u>	<u>406,763</u>	<u>79,240</u>	<u>1,771,973</u>	<u>328,848</u>
Total	107,420	3,083,729	598,860	109,102	2,569,957	551,893
	 <u>FY 2011</u>					
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>			
Officer	30,027	807,454	230,458			
Enlisted	<u>83,023</u>	<u>1,826,177</u>	<u>347,142</u>			
Total	113,050	2,633,631	577,600			

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Details of Military Personnel Entitlements - Special Training
(\$ in Thousands)

Part One - Purpose and Scope

<u>Fiscal Year 2009</u>	<u>Fiscal Year 2010</u>	<u>Fiscal Year 2011</u>
1,355,082	496,924	534,954

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. These training experiences including Force Protection exercises and Overseas Contingency Operations (OCO) Pre-Mobilization activities. Special Training performed in an Active Duty Operational Support (ADOS) status accomplishes missions that exceed the normal full time manning.

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.

Special Training can range between 7 - 189 days, depending on the type of training. The tour length number displayed reflects an average number of days.

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National Guard Personnel, Army
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Details of Military Personnel Entitlements - Special Training
(\$ in Thousands)

Part Three - Schedule of Increases and Decreases

	<u>Amount</u>
FY 2010 Direct Program	496,924
Increases:	
Price Increases:	
FY 2010 Pay Raise (3.4%, effective 1 January 2010)	2,773
FY 2011 Pay Raise (1.4%, effective 1 January 2011)	3,425
BAH	2,554
BAS	493
Flight Pay	7
Cola	31
Other Pay	52
Perdiem	<u>796</u>
Total Price Increase	10,131
Program Increase:	
Base Pay	13,627
BAH	4,735
BAS	1,060
Flight Pay	41
Cola	231
Other Pay	244
FICA	1,042
Perdiem	3,844
RPA	<u>3,325</u>
Total Program Increase	28,149
Total Increase	38,280
Decreases:	
Price Decrease:	
RPA	<u>(250)</u>
Total Price Decrease	(250)
Program Decrease:	
None	0
Total Program Decrease	0
Total Decrease	(250)
FY 2011 Direct Program	534,954

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Special Training
(\$ in Thousands)

Civil Support Teams (WMD):

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/coursed 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 2009</u>					<u>FY 2010</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	1,644	7	11,508	309.53	3,562	11,635	7	81,448	324.82	26,456
Enlisted	<u>4,363</u>	7	<u>30,540</u>	192.34	<u>5,874</u>	<u>11,220</u>	7	<u>78,543</u>	200.82	<u>15,773</u>
Total	6,007		42,047		9,436	22,856		159,991		42,229

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	10,762	7	75,333	330.03	24,862
Enlisted	<u>10,563</u>	7	<u>73,944</u>	203.83	<u>15,072</u>
Total	21,325		149,277		39,934

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Special Training
(\$ in Thousands)

Command and 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 man-day, 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 2009</u>			<u>FY 2010</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	20,431	10	204,311	413.87	84,558	4,606	10	46,064	436.65	20,114
Enlisted	<u>79,373</u>	10	<u>793,727</u>	196.24	<u>155,761</u>	<u>39,734</u>	10	<u>397,344</u>	205.60	<u>81,694</u>
Total	99,804		998,038		240,319	44,341		443,409		101,808

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	4,869	10	48,689	445.40	21,686
Enlisted	41,215	10	<u>412,149</u>	209.81	<u>86,473</u>
Total	46,084		460,838		108,159

*NOTE: The FY09 amount reflects Base and OCO dollars

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Special Training
(\$ in Thousands)

Competitive Events:

Funding allows personnel to participate in competitive internal (ARNG) and external events. There are 4 CNGB Competitive Programs; The National Marksmanship Training Center Competitive Events, to include the National Guard Pistol, Rifle, and Machine Gun Team competitions, all Army Championships, Wilson Matches, Armor Clinics, Marksmanship Conference, International Pistol and Rifle Championships; The All-Guard Biathlon Program and Biathlon Championships; The All-Guard Recruiting and Retention Marathon Program, which normally generate approximately 300 leads per event for the National Guard and The Rhode Island National Guard International Leapfest Competition.

	<u>FY 2009</u>					<u>FY 2010</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	254	8	2,032	294.31	598	1,792	8	14,339	309.78	4,442
Enlisted	<u>1,057</u>	8	<u>8,458</u>	201.83	<u>1,707</u>	<u>1,199</u>	8	<u>9,589</u>	211.69	<u>2,030</u>
Total	1,311		10,489		2,305	2,991		23,929		6,472

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,732	8	13,854	315.87	4,376
Enlisted	<u>1,156</u>	8	<u>9,247</u>	215.85	<u>1,996</u>
Total	2,888		23,101		6,372

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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 2009</u>					<u>FY 2010</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	693	189	130,959	347.04	45,448	0	189	0	366.67	0
Enlisted	<u>2,656</u>	189	<u>502,031</u>	229.90	<u>115,417</u>	<u>0</u>	189	<u>0</u>	242.47	<u>0</u>
Total	3,349		632,990		160,865	0		0		0

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	0	189	0	379.08	0
Enlisted	<u>0</u>	189	<u>0</u>	250.63	<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 2009</u>					<u>FY 2010</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	89,850	7	628,952	329.55	207,271	37,650	7	263,552	347.07	91,471
Enlisted	<u>333,158</u>	7	<u>2,332,105</u>	200.25	<u>467,004</u>	<u>9,669</u>	7	<u>67,684</u>	209.74	<u>14,196</u>
Total	423,008		2,961,056		674,275	47,319		331,236		105,667

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	44,034	7	308,237	354.01	109,119
Enlisted	<u>8,280</u>	7	<u>57,961</u>	213.97	<u>12,402</u>
Total	52,314		366,198		121,521

*NOTE: The FY09 amount reflects Base and OCO dollars

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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 man-days, 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 2009</u>					<u>FY 2010</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	1,065	5	5,325	362.82	1,932	4,764	5	23,819	381.88	9,096
Enlisted	<u>5,676</u>	5	<u>28,380</u>	222.62	<u>6,318</u>	<u>0</u>	5	<u>0</u>	233.31	<u>0</u>
Total	6,741		33,705		8,250	4,764		23,819		9,096

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	4,496	5	22,479	390.06	8,768
Enlisted	<u>0</u>	5	<u>0</u>	238.30	<u>0</u>
Total	4,496		22,479		8,768

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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 2009</u>				<u>FY 2010</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	6,149	5	30,747	315.22	9,692	10,436	5	52,178	335.70	17,516
Enlisted	<u>10,588</u>	5	<u>52,938</u>	191.28	<u>10,126</u>	<u>6,556</u>	5	<u>32,778</u>	200.38	<u>6,568</u>
Total	16,737		83,685		19,818	16,991		84,955		24,084

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	9,971	5	49,857	342.46	17,074
Enlisted	<u>6,415</u>	5	<u>32,076</u>	204.42	<u>6,557</u>
Total	16,387		81,933		23,631

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Recruiting:

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

	<u>FY 2009</u>					<u>FY 2010</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	6,284	30	188,505	271.43	51,166	1,390	30	41,689	285.33	11,895
Enlisted	<u>28,124</u>	30	<u>843,710</u>	174.49	<u>147,219</u>	<u>19,099</u>	30	<u>572,978</u>	182.48	<u>104,557</u>
Total	34,407		1,032,216		198,385	20,489		614,666		116,452

	<u>FY 2011</u>				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,705	30	51,138	291.21	14,892
Enlisted	<u>23,869</u>	30	<u>716,081</u>	186.24	<u>133,363</u>
Total	25,574		767,220		148,255

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Unit Conversion:

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).

			<u>FY 2009</u>					<u>FY 2010</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	2,359	10	23,588	300.66	7,092	5,736	10	57,355	316.31	18,142
Enlisted	<u>24,487</u>	8	<u>195,898</u>	175.28	<u>34,337</u>	<u>49,704</u>	8	<u>397,635</u>	183.52	<u>72,974</u>
Total	26,846		219,486		41,429	55,440		454,990		91,116

			<u>FY 2011</u>		
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	5,599	10	55,995	322.53	18,060
Enlisted	<u>40,236</u>	8	<u>321,887</u>	187.19	<u>60,254</u>
Total	45,835		377,882		78,314

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Total Special Training:

	<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Strength</u>	<u>Tour Length</u>	<u>Rate (Ave.)</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Rate (Ave.)</u>
		<u>Mandays</u>	<u>Amount</u>		<u>Mandays</u>	<u>Amount</u>
Officer	128,729	1,225,926	411,319	78,009	580,444	199,132
Enlisted	489,481	4,787,787	943,763	137,182	1,556,551	297,792
Total	618,210	6,013,713	1,355,082	215,191	2,136,995	496,924

	<u>FY 2011</u>		
	<u>Strength</u>	<u>Tour Length</u>	<u>Rate (Ave.)</u>
		<u>Mandays</u>	<u>Amount</u>
Officer	83,167	625,581	218,837
Enlisted	131,735	1,623,346	316,117
Total	214,902	2,248,927	534,954

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Part One - Purpose and Scope

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
3,668,013	3,770,229	3,788,954

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 to 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 Two - Schedule of Increases and Decreases

FY 2010 Direct Program

Amount
3,770,229

Increases:

Price Increases:

FY 2010 Pay Raise (3.4%, 1 January 2010)	18,159
FY 2011 Pay Raise (1.4%, 1 January 2011)	24,433
BAH	19,335
BAS	3,504
Flight Pay	333
Other Pay	609
Pro Pay	332
COLA	287
RPA	17,076
Clothing	111
Travel	<u>638</u>
Total Price Increase	84,817

Program Increases:

Reserve Incentives	6,764
Travel	<u>1,814</u>
Total Program Increase	1,814

Total Increase

86,631

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Decreases:

Price Decreases:		
None	0	
Total Price Decrease	0	
Program Decreases:		
Base Pay	(41,750)	
BAH	(14,998)	
BAS	(3,118)	
Flight Pay	(387)	
Cola	(743)	
Clothing	(430)	
ProPay	(824)	
Other Pay	(1,629)	
FICA	(3,259)	
RPA	<u>(768)</u>	
Total Program Decrease	(67,906)	
Total Decrease		(67,906)

FY 2011 Direct Program

3,788,954

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

The National Guard Bureau (NGB) is a joint bureau of the Department of the Army and Department of the Air Force and is headed by a Lieutenant General. The NGB is the channel of communication between the Army and Air Force Departments, and the 54 States and Territories (Puerto Rico, Virgin Islands, Guam, and the District of Columbia) on all matters pertaining to the National Guard, the Army National Guard of the United States, and the Air National Guard of the United States.

Officer:

<u>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</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

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

Officer:

<u>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
38	40	38	38	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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	32	32	32	32	32	32	32
Enlisted	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>	<u>219</u>
Total	251	251	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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</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 (FORSCOM), and other Army major commands. Soldiers oversee ARNG administration, training and logistical activities at those locations.

	<u>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	12	12	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	12	12	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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</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:

Provides a force at State Level to manage the ARNG retention program.

	<u>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	10	10	10	10	10	10	10
Enlisted	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
Total	16	16	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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	3,074	3,283	3,579	3,944	4,112	3,852	4,112
Enlisted	<u>12,854</u>	<u>13,734</u>	<u>14,849</u>	<u>16,685</u>	<u>17,570</u>	<u>16,354</u>	<u>17,570</u>
Total	15,928	17,017	18,428	20,629	21,682	20,206	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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</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>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</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

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Total Administration and Support:

	<u>Fiscal Year 2009</u>			<u>Fiscal Year 2010</u>		<u>Fiscal Year 2011</u>	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer	5,686	5,897	6,191	6,556	6,724	6,464	6,724
Enlisted	20,620	21,500	22,615	24,451	25,336	24,120	25,336
Total	26,306	27,397	28,806	31,007	32,060	30,584	32,060

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	FY 2009			FY 2010			FY 2011		
	<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	160,987	12,557	76	175,579	13,344	76	173,763	13,206
SIDPERS	32	107,375	3,436	32	117,219	3,751	32	116,000	3,712
Train/Log Support	981	143,810	141,078	981	156,980	153,997	981	155,336	152,385
Augment Support	12	144,000	1,728	12	157,167	1,886	12	155,583	1,867
Readiness Support	802	140,515	112,693	802	153,384	123,014	802	151,779	121,727
Recruiting	237	127,127	30,129	237	138,789	32,893	237	137,338	32,549
Retention	4	104,750	419	4	114,500	458	4	113,500	454
AMEDD	10	126,500	1,265	10	138,100	1,381	10	136,700	1,367
Fulltime Manning	3,283	139,495	457,961	3,944	144,886	571,432	3,852	151,142	582,200
Civil Support Teams	385	124,795	48,046	385	136,270	52,464	385	134,844	51,915
Ground Missile Def.	73	116,904	8,534	73	127,685	9,321	73	126,356	9,224
Total Officers	5,897		817,846	6,556		963,941	6,464		970,606

	FY 2009			FY 2010			FY 2011		
	<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>Enlisted</u>									
SIDPERS	219	84,306	18,463	219	86,429	18,928	219	86,626	18,971
Train/Log Support	592	90,789	53,747	592	93,071	55,098	592	93,282	55,223
Readiness Support	1,390	91,377	127,014	1,390	93,676	130,209	1,390	93,888	130,504
Recruiting	4,718	96,418	454,898	4,718	98,843	466,342	4,718	99,067	467,397
Retention	28	72,679	2,035	28	74,500	2,086	28	74,643	2,090
AMEDD	6	77,000	462	6	79,000	474	6	79,167	475
Fulltime Manning	13,734	85,687	1,176,829	16,685	86,736	1,447,184	16,354	88,561	1,448,330
Civil Support Teams	605	88,628	53,620	605	90,858	54,969	605	91,064	55,094
Ground Missile Def.	208	70,563	14,677	208	72,337	15,046	208	72,500	15,080
Total Enlisted	21,500		1,901,745	24,451		2,190,335	24,120		2,193,164
Total Officer & Enlisted	27,397		2,719,591	31,007		3,154,276	30,584		3,163,770

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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 CONUS/OCONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS/OCONUS 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 2009</u>			<u>FY 2010</u>			<u>FY 2011</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>
Officers	642	10,182	6,537	671	10,720	7,193	701	10,173	7,131
Enlisted	<u>2,663</u>	7,071	<u>18,831</u>	<u>2,821</u>	7,281	<u>20,540</u>	<u>2,979</u>	6,808	<u>20,282</u>
Total	3,305		25,368	3,492		27,733	3,680		27,413

Travel and PCS of Officers and Enlisted:

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

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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>
Officers	2,416	15,247	36,836	1,193	15,415	18,388	1,238	15,631	19,348
Enlisted	<u>3,516</u>	14,540	<u>51,118</u>	2,151	14,700	<u>31,619</u>	2,226	14,906	<u>33,174</u>
Total	5,932		87,954	3,344		50,007	3,463		52,522

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Death Gratuities:

Funding supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by Sections 1475-1490 of Title 10, USC. 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 2009</u>			<u>FY 2010</u>			<u>FY 2011</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	10	100,000	1,020	10	100,000	1,014
Enlisted	<u>8</u>	100,000	<u>780</u>	<u>32</u>	100,000	<u>3,209</u>	<u>32</u>	100,000	<u>3,206</u>
Total	8		780	42		4,229	42		4,220

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. Authorized in accordance with the provisions of Title 37, USC., Sections 204 and 206.

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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>
Officers	131	8,138	1,067	106	8,423	894	102	8,718	888
Enlisted	<u>3,812</u>	5,880	<u>22,416</u>	<u>1,998</u>	6,086	<u>12,161</u>	<u>1,925</u>	6,299	<u>12,128</u>
Total	3,943		23,483	2,104		13,055	2,027		13,016

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Active Accounts & Guard / Reserve Full Time Personnel:

	<u>FY 2009</u>			<u>FY 2010</u>			<u>FY 2011</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
<u>Selected Reserves</u>									
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	22	30,000	671	0	0	0	0	0	0
Enlisted	162	30,000	4,857	0	0	0	0	0	0
Total	184		5,528	0		0	0	0	0

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Selected Reserve Incentive Program (SRIP)

Purpose and Scope: The ARNG Bonus and Incentive 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 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Enlistment Bonuses</u>								
Initial	28,015	307,593	15,959	175,222	16,406	180,136	16,869	185,217
Anniversary	<u>54,113</u>	<u>321,498</u>	<u>11,617</u>	<u>69,019</u>	<u>11,991</u>	<u>71,239</u>	<u>11,991</u>	<u>71,239</u>
Total	82,128	629,091	27,576	244,241	28,397	251,375	28,860	256,456
<u>Enlisted Affiliation Bonus</u>								
Initial	1,856	18,288	2,472	16,852	2,472	16,852	2,472	16,852
Anniversary	<u>1,725</u>	<u>11,318</u>	<u>1,493</u>	<u>12,960</u>	<u>1,427</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>
Total	3,581	29,606	3,965	29,812	3,898	27,252	3,931	27,252
<u>3 Year Reenlistment Bonuses</u>								
Initial	2,025	14,301	7,812	19,531	7,812	19,531	7,812	19,531
Anniversary	<u>224</u>	<u>778</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	2,249	15,079	7,812	19,531	7,812	19,531	7,812	19,531
<u>6 Year Reenlistment Bonuses</u>								
Initial	5,458	65,468	18,249	218,880	18,249	218,880	18,249	218,880
Anniversary	<u>1,580</u>	<u>10,291</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>
Total	7,038	75,759	18,310	219,280	18,310	219,280	18,310	219,280
<u>Officer Affiliation/Accession Bonus</u>								
Student Loan Repayment Program	30,573	34,561	5,437	6,146	5,763	6,515	6,109	6,906
Every Soldier Recruiter Program	<u>7,379</u>	<u>7,379</u>	<u>0</u>	<u>0</u>		<u>0</u>	<u>0</u>	<u>0</u>
Total SRIP	129,431	812,402	65,672	533,945	67,166	538,876	67,550	542,065
<u>Other Programs - Health Professional Incentive Programs - Summary</u>								
STRAP Payments	78	1,167	110	1,655	74	1,704	55	1,444
HPLRP Payments	53	901	161	3,216	200	3,246	185	3,005
HPMOR Payments	<u>1,641</u>	<u>16,207</u>	<u>703</u>	<u>9,846</u>	<u>682</u>	<u>11,600</u>	<u>525</u>	<u>8,964</u>
Total Other Programs	1,772	18,275	974	14,717	956	16,550	765	13,413
Total SRIP & Other Programs	131,203	830,677	66,646	548,662	68,121	555,426	68,315	555,478

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Selected Reserve Incentive Program (SRIP)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Enlistment Bonuses</u>						
Initial	17,348	190,471	17,842	195,904	18,354	201,522
Anniversary	<u>11,991</u>	<u>71,239</u>	<u>11,991</u>	<u>71,239</u>	<u>11,976</u>	<u>71,152</u>
Total	29,339	261,710	29,833	267,143	30,330	272,674
<u>Enlisted Affiliation Bonus</u>						
Initial	2,472	16,852	2,472	16,852	2,472	16,852
Anniversary	<u>1,459</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>
Total	3,931	27,252	3,931	27,252	3,931	27,252
<u>3 Year Reenlistment Bonuses</u>						
Initial	7,812	19,531	7,812	19,531	7,812	19,531
Anniversary	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	7,812	19,531	7,812	19,531	7,812	19,531
<u>6 Year Reenlistment Bonuses</u>						
Initial	18,249	218,880	18,249	218,880	14,215	170,496
Anniversary	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>
Total	18,310	219,280	18,310	219,280	14,276	170,896
<u>Officer Affiliation/Accession Bonus</u>	2,040	10,199	2,323	11,615	2,609	13,046
Student Loan Repayment Program	6,475	7,320	6,864	7,759	4,496	5,083
Every Soldier Recruiter Program	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total SRIP & Other Programs	67,907	545,292	69,073	552,580	63,454	508,482
<u>Other Programs - Health Professional Incentive Programs - Summary</u>						
<u>STRAP Payments</u>	42	1,283	38	1,308	33	1,333
<u>HPLRP Payments</u>	175	2,845	176	2,870	178	2,895
<u>HPMOR Payments</u>	<u>474</u>	<u>8,160</u>	<u>485</u>	<u>8,288</u>	<u>489</u>	<u>8,417</u>
Total Other Programs	691	12,288	699	12,466	700	12,645
Total SRIP & Other Programs	68,598	557,580	69,772	565,046	64,154	521,127

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Education Benefits
(\$ in Thousands)

Part One - Purpose and Scope

<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
297,519	162,783	129,840

Funds are for the payments to the Department of Defense Education Benefits fund, a trust fund. The program is governed by Title 10, U.S.C., Chapter 106. This program funds educational benefits 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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Part Three - Schedule of Increases and Decreases

			<u>Amount</u>
FY 2010 Direct Program			162,783
Increases:			
Price Increases:			
Education	0		
Amortization	0		
Kicker	<u>13,405</u>		
Total Price Increase	13,405		
Program Increases:			
Education	6,301		
Amortization	0		
Kicker	<u>0</u>		
Total Program Increase	6,301		
Total Increase		19,706	
Decreases:			
Price Decreases:			
Education	(34,581)		
Amortization	0		
Kicker	<u>0</u>		
Total Price Decrease	(34,581)		
Program Decreases:			
Education	0		
Amortization	0		
Kicker	<u>(18,068)</u>		
Total Program Decrease	(18,068)		
Total Decrease		(52,649)	
FY 2011 Direct Program			129,840

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Part Four --- Pay and Allowances

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). Estimates of eligibles reflect the number expected to meet the initial eligibility requirements for an enlistment, reenlistment, or extension for six years. The G.I. Bill Kicker increase of \$100 per payment for eligible personnel is an added incentive to recruit high quality personnel.

Title 10, Chapter 1607 funds were created by Public Law No: 108-375 (10/28/2004) 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 are different than Chapter 1606 benefits and are new starting in FY05.

	<u>FY 2009 Actuals</u>			<u>FY 2010 (Estimate)</u>			<u>FY 2011 (Estimate)</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</u>										
<u>(Chapter 1606)</u>										
Education Benefits	35,000	2,107	73,745	35,583	2,278	81,058	39,658	1,330	52,745	
GI Bill Kicker										
\$100 Kicker	8	889	7	0	1,200	0	0	1,310	0	
\$200 Kicker	11,890	1,666	19,809	26,457	2,163	57,226	19,638	2,608	51,216	
\$350 Kicker	<u>5,725</u>	3,510	<u>20,095</u>	<u>1,211</u>	3,408	<u>4,127</u>	<u>1,151</u>	4,755	<u>5,474</u>	
Total	17,623		39,911	27,668		61,353	20,789		56,690	
<u>Enhanced Educational Assistance (Chapter 1607)</u>										
90-364 days Mobilization	9,647	2,200	21,223	383	621	238	415	591	245	
365-729 days Mobilization	21,049	3,134	65,967	19,639	977	19,187	20,514	935	19,181	
730 plus days Mobilization	<u>13,159</u>	3,733	<u>49,122</u>	<u>778</u>	1,217	<u>947</u>	<u>815</u>	1,201	<u>979</u>	
Total Chapter 1607	43,854		136,312	20,800		20,372	21,744		20,405	
Amortization Payment			<u>47,551</u>				<u>0</u>			
Total Educational Benefits	96,478		297,519	84,051		162,783	82,191		129,840	

Section Five: Special Analysis

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 Reimbursable Program
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	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
<u>SUBSISTENCE</u>	2,028	5,838	6,130
<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	3,801	9,981	10,230
Other Pays and Allowances	915	6,133	6,922
Enlisted Basic Pay	11,010	16,649	17,070
Other Pays and Allowances	553	3,841	4,351
Retired Pay Accrual (Officer and Enlisted)	3,125	6,524	6,661
Travel	1,184	733	819
SUBTOTAL	<u>20,588</u>	<u>43,861</u>	<u>46,053</u>
TOTAL PROGRAM	22,616	49,699	52,183

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
 (\$ in Thousands)

Enlistment Bonus (EB)

Purpose and Scope: The Army National Guard offers Non-Prior Service and Prior Service enlistment bonus to enlistees who contract for a minimum obligation of 3 years. Bonuses included in this section are the Non-Prior Service Enlistment Bonus, Prior Service 3 Year Bonus, Prior Service 6 Year Bonus, and the Enlisted Referral Bonus.

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Anniversary	54,113	321,498	11,617	69,019	11,991	71,239	11,991	71,239
<u>Prior Year</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Initial	28,015	307,593	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	15,959	175,222	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	16,406	180,136	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	16,869	185,217
Anniversary	0	0	0	0	0	0	0	0
Total Initial	28,015	307,593	15,959	175,222	16,406	180,136	16,869	185,217
Total Anniversary	<u>54,113</u>	<u>321,498</u>	<u>11,617</u>	<u>69,019</u>	<u>11,991</u>	<u>71,239</u>	<u>11,991</u>	<u>71,239</u>
Total Enlistment Bonuses	82,128	629,091	27,576	244,241	28,397	251,375	28,860	256,456

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Enlistment Bonus (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Anniversary	11,991	71,239	11,991	71,239	11,976	71,152
<u>Prior Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Current Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 1</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 2</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Initial	17,348	190,471	17,842	195,904	18,354	201,522
Anniversary	0	0	0	0	0	0
Total Initial	17,348	190,471	17,842	195,904	18,354	201,522
Total Anniversary	<u>11,991</u>	<u>71,239</u>	<u>11,991</u>	<u>71,239</u>	<u>11,976</u>	<u>71,152</u>
Total Enlistment Bonuses	29,339	261,710	29,833	267,143	30,330	272,674

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Affiliation Bonus

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

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Anniversary	1,725	11,318	1,493	12,960	1,427	10,400	1,459	10,400
<u>Prior Year</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Initial	1,856	18,288	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	2,472	16,852	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	2,472	16,852	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	2,472	16,852
Anniversary	0	0	0	0	0	0	0	0
Total Initial	1,856	18,288	2,472	16,852	2,472	16,852	2,472	16,852
Total Anniversary	<u>1,725</u>	<u>11,318</u>	<u>1,493</u>	<u>12,960</u>	<u>1,427</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>
Total Affiliation Bonuses	3,581	29,606	3,965	29,812	3,898	27,252	3,931	27,252

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Affiliation Bonus (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Anniversary	1,459	10,400	1,459	10,400	1,459	10,400
<u>Prior Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Current Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 1</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 2</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Initial	2,472	16,852	2,472	16,852	2,472	16,852
Anniversary	0	0	0	0	0	0
Total Initial	2,472	16,852	2,472	16,852	2,472	16,852
Total Anniversary	<u>1,459</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>	<u>1,459</u>	<u>10,400</u>
Total Affiliation Bonuses	3,931	27,252	3,931	27,252	3,931	27,252

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

3 Year Retention Bonus

Purpose and Scope: The Army National Guard offers a Reenlistment Bonus to soldiers who reenlist or extend for 3 years and meet certain eligibility requirements.

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Anniversary	224	778	0	0	0	0	0	0
<u>Prior Year</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Initial	2,025	14,301	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	7,812	19,531	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	7,812	19,531	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	7,812	19,531
Anniversary	0	0	0	0	0	0	0	0
Total Initial	2,025	14,301	7,812	19,531	7,812	19,531	7,812	19,531
Total Anniversary	<u>224</u>	<u>778</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 3 Year Ret. Bonuses	2,249	15,079	7,812	19,531	7,812	19,531	7,812	19,531

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

3 Year Retention Bonus (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Anniversary	0	0	0	0	0	0
<u>Prior Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Current Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 1</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 2</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Initial	7,812	19,531	7,812	19,531	7,812	19,531
Anniversary	0	0	0	0	0	0
Total Initial	7,812	19,531	7,812	19,531	7,812	19,531
Total Anniversary	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 3 Year Ret. Bonuses	7,812	19,531	7,812	19,531	7,812	19,531

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

6 Year Retention Bonus

Purpose and Scope: The Army National Guard offers a Reenlistment Bonus to soldiers who reenlist or extend for 6 years and meet certain eligibility requirements.

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Anniversary	1,580	10,291	61	400	61	400	61	400
<u>Prior Year</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Initial	5,458	65,468	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	18,249	218,880	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	18,249	218,880	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	18,249	218,880
Anniversary	0	0	0	0	0	0	0	0
Total Initial	5,458	65,468	18,249	218,880	18,249	218,880	18,249	218,880
Total Anniversary	<u>1,580</u>	<u>10,291</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>
Total 6 Year Ret. Bonuses	7,038	75,759	18,310	219,280	18,310	219,280	18,310	219,280

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

6 Year Retention Bonus Continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Anniversary	61	400	61	400	61	400
<u>Prior Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Current Year</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 1</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year 2</u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Initial	18,249	218,880	18,249	218,880	14,215	170,496
Anniversary	0	0	0	0	0	0
Total Initial	18,249	218,880	18,249	218,880	14,215	170,496
Total Anniversary	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>	<u>61</u>	<u>400</u>
Total 6 Year Ret. Bonuses	18,310	219,280	18,310	219,280	14,276	170,896

All Anniversary Payments are reflected in the Prior Obligations Line.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Officer Accession/Affiliation Bonus

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

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Payment	3,863	20,927	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	2,572	14,935	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	2,985	14,923	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	2,528	12,640
Total Payments	3,863	20,927	2,572	14,935	2,985	14,923	2,528	12,640

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Officer Accession/Affiliation Bonus (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Payment	0	0	0	0	0	0
<u>Prior Year</u>						
Payment	0	0	0	0	0	0
<u>Current Year</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 1</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 2</u>						
Payment	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Payment	2,040	10,199	2,323	11,615	2,609	13,046
Total Payments	2,040	10,199	2,323	11,615	2,609	13,046

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Student Loan Repayment Program (SLRP)

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

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Payment	30,573	34,561	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	5,437	6,146	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	5,763	6,515	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	6,109	6,906
Total Payments	30,573	34,561	5,437	6,146	5,763	6,515	6,109	6,906

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Student Loan Repayment Program (SLRP) (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Payment	0	0	0	0	0	0
<u>Prior Year</u>						
Payment	0	0	0	0	0	0
<u>Current Year</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 1</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 2</u>						
Payment	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Payment	6,475	7,320	6,864	7,759	4,496	5,083
Total Payments	6,475	7,320	6,864	7,759	4,496	5,083

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Incentive / Bonus Payment Stream
(\$ in Thousands)

Specialized Training Assistance Program (STRAP)

available only to ARNG healthcare specialties. STRAP offers a monthly stipend to officers engaged in specialized training, in return for their future services.

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Payment	78	1,167	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	110	1,655	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	74	1,704	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	55	1,444
Total Payments	78	1,167	110	1,655	74	1,704	55	1,444

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Specialized Training Assistance Program (STRAP) (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Payment	0	0	0	0	0	0
<u>Prior Year</u>						
Payment	0	0	0	0	0	0
<u>Current Year</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 1</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 2</u>						
Payment	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Payment	42	1,283	38	1,308	33	1,333
Total Payments	42	1,283	38	1,308	33	1,333

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Health Professionals Loan Repayment Program (HPLRP)

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

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Payment	53	901	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	161	3,216	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	200	3,246	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	185	3,005
Total Payments	53	901	161	3,216	200	3,246	185	3,005

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Health Professionals Loan Repayment Program (HPLRP) (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Payment	0	0	0	0	0	0
<u>Prior Year</u>						
Payment	0	0	0	0	0	0
<u>Current Year</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 1</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 2</u>						
Payment	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Payment	175	2,845	176	2,870	178	2,895
Total Payments	175	2,845	176	2,870	178	2,895

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Health Professional MED Officer Recruiting Bonus (HPMOR)

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

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Current Year</u>								
Payment	1,641	16,207	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	703	9,846	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	682	11,600	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	525	8,964
Total Payments	1,641	16,207	703	9,846	682	11,600	525	8,964

Department of the Army
 National Guard Personnel, Army
 Fiscal Year (FY) 2011 Budget Estimate
 Incentive / Bonus Payment Stream
 (\$ in Thousands)

Health Profession Medical Officer Recruiting Bonus (HPMOR) (continued)

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>						
Payment	0	0	0	0	0	0
<u>Prior Year</u>						
Payment	0	0	0	0	0	0
<u>Current Year</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 1</u>						
Payment	0	0	0	0	0	0
<u>Budget Year 2</u>						
Payment	0	0	0	0	0	0
<u>Budget Year Out Years</u>						
Payment	474	8,160	485	8,288	489	8,417
Total Payments	474	8,160	485	8,288	489	8,417

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Full-Time Support Personnel
(End Strength)

	<u>FY 2009</u>						
End Strength	<u>AGR/TAR Officers</u>	<u>AGR/TAR Enlisted</u>	<u>AGR/TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian</u>	<u>Total</u>
<u>Assignment</u>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	241	4,746	4,987	53	0	0	5,040
<u>Units:</u>							
RC Unique Mgmt Hqs	3,579	14,849	18,428	5,571	0	0	23,999
Unit Support	802	1,390	2,192	23,230	0	0	25,422
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,381	16,239	20,620	28,801	0	0	49,421
<u>Training & Logistics:</u>							
RC Non-unit Institution	567	375	942	0	0	0	942
RC Schools	313	217	530	<u>0</u>	0	0	530
ROTC	101	0	101	<u>0</u>	<u>0</u>	<u>0</u>	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	506	819	1,325	0	184	457	1,966
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	457	2,016
Total End Strength	6,191	22,615	28,806	28,854	184	539	58,383

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Full-Time Support Personnel
(End Strength)

		<u>FY 2010</u>					
End Strength	<u>AGR/TAR</u> <u>Officers</u>	<u>AGR/TAR</u> <u>Enlisted</u>	<u>AGR/TAR</u> <u>Total</u>	<u>Military</u> <u>Technicians</u>	<u>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	53	0	0	5,040
<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	23,786	0	0	25,978
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,914	18,960	23,874	29,348	0	0	53,222
<u>Training & Logistics:</u>							
RC Non-unit Institution	567	375	942	0	0	0	942
RC Schools	313	217	530	0	0	0	530
ROTC	<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	1,002	2,511
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	1,002	2,561
Total End Strength	6,724	25,336	32,060	29,401	184	1,084	62,729

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2011 Budget Estimate
Full-Time Support Personnel
(End Strength)

		<u>FY 2011</u>					
End Strength	<u>AGR/TAR</u> <u>Officers</u>	<u>AGR/TAR</u> <u>Enlisted</u>	<u>AGR/TAR</u> <u>Total</u>	<u>Military</u> <u>Technicians</u>	<u>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	24,117	0	0	26,309
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,914	18,960	23,874	29,679	0	0	53,553
<u>Training & Logistics:</u>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	<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	1,099	2,608
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	1,099	2,658
Total End Strength	6,724	25,336	32,060	29,730	184	1,181	63,155