

# DEPARTMENT OF THE ARMY

*FISCAL YEAR (FY) 2012 Budget Estimate*



Volume I

NATIONAL GUARD PERSONNEL, ARMY

FEBRUARY 2011

**Department of the Army  
National Guard Personnel, Army  
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			FY 2010	FY 2011	FY 2011	FY 2011	FY 2011	FY 2011	FY 2011	S
			(Base & OCO)	Base Request with CR Adj*	OCO request* with CR Adj*	Total Request* with CR Adj*	Annualized CR Base**	Annualized CR OCO**	Annualized CR Total**	e
<b><u>National Guard Personnel, Army</u></b>										
<b><u>Reserve Component Training and Support</u></b>										
2060A	10	Pay Group A Training (15 days & Drills 24/48)	2,075,286	2,010,867	231,547	2,242,414	1,990,456	239,144	2,229,600	U
2060A	30	Pay Group F Training (Recruits)	555,461	510,859		510,859	505,673		505,673	U
2060A	40	Pay Group P Training (Pipeline Recruits)	44,570	71,222		71,222	70,499		70,499	U
2060A	70	School Training	604,303	577,600		577,600	571,737		571,737	U
2060A	80	Special Training	1,422,584	534,954	550,090	1,085,044	529,524	568,139	1,097,663	U
2060A	90	Administration and Support	3,723,884	3,788,954	46,485	3,835,439	3,750,494	48,011	3,798,505	U
2060A	100	Education Benefits	160,460	129,840		129,840	128,522		128,522	U
<b>Total Budget Activity 01</b>			<b>8,586,548</b>	<b>7,624,296</b>	<b>828,122</b>	<b>8,452,418</b>	<b>7,546,905</b>	<b>855,294</b>	<b>8,402,199</b>	
2060A	CR1	Adj to Match Continuing Resolution		-77,391	27,172	-50,219				U
<b>Total Direct - National Guard Personnel, Army</b>			<b>8,586,548</b>	<b>7,546,905</b>	<b>855,294</b>	<b>8,402,199</b>	<b>7,546,905</b>	<b>855,294</b>	<b>8,402,199</b>	
<b><u>Medicare - Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u></b>										
1006A	300	National Guard Personnel, Army	1,216,585	1,262,143		1,262,143	1,253,770		1,253,770	U
1006A	CR1	Adj to Match Continuing Resolution		-8,373		-8,373				U
<b>Total National Guard Army Military Personnel Costs</b>			<b>9,803,133</b>	<b>8,809,048</b>		<b>9,664,342</b>	<b>8,800,675</b>		<b>9,655,969</b>	

\* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

\*\* Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

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				FY 2012	FY 2012	FY 2012	S
				Base	OCO	Total	e
				<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<b><u>National Guard Personnel, Army</u></b>							
<b><u>Reserve Component Training and Support</u></b>							
2060A	10	Pay Group A Training (15 days & Drills 24/48)		2,076,946	139,341	2,216,287	U
2060A	30	Pay Group F Training (Recruits)		573,577		573,577	U
2060A	40	Pay Group P Training (Pipeline Recruits)		46,049		46,049	U
2060A	70	School Training		428,000	20,557	448,557	U
2060A	80	Special Training		447,567	422,107	869,674	U
2060A	90	Administration and Support		3,925,062	79,874	4,004,936	U
2060A	100	Education Benefits		126,134		126,134	U
<b>Total Budget Activity 01</b>				<b>7,623,335</b>	<b>661,879</b>	<b>8,285,214</b>	
2060A	CR1	Adj to Match Continuing Resolution					
<b>Total Direct - National Guard Personnel, Army</b>				<b>7,623,335</b>	<b>661,879</b>	<b>8,285,214</b>	
<b><u>Medicare - Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u></b>							
1006A	300	National Guard Personnel, Army		1,237,683		1,237,683	U
1006A	CR1	Adj to Match Continuing Resolution					U
<b>Total National Guard Army Military Personnel Costs</b>				<b>8,861,018</b>	<b>661,879</b>	<b>9,522,897</b>	

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**Section One: Summary of Requirements by Budget Program**

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	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
<b>DIRECT PROGRAM</b>			
Reserve Component Training and Support	7,743,329	7,624,296	7,623,335
TOTAL Direct Program	7,743,329	7,624,296	7,623,335
<b>FY 2011 CR Adjustment*</b>		<b>-77,391</b>	
<b>Revised FY 2011 Direct Program</b>		<b>7,546,905</b>	
<b>REIMBURSABLE PROGRAM</b>			
Reserve Component Training and Support	68,371	52,183	54,792
TOTAL Reimbursable Program	68,371	52,183	54,792
<b>TOTAL BASELINE PROGRAM</b>			
Reserve Component Training and Support	7,811,700	7,599,088	7,678,127
TOTAL Baseline Program	7,811,700	7,599,088	7,678,127
<b>OCO/Title IX Supplemental Funding -- FY 2010 (P.L. 110-252 &amp; P.L 111-32), FY 2010 (P.L. 111-118) **</b>			
Reserve Component Training and Support	843,219	0	0
TOTAL OCO/Title IX Funding	843,219	0	0
<b>TOTAL PROGRAM FUNDING</b>			
Reserve Component Training and Support	8,654,919	7,599,088	7,678,127
TOTAL Program Funding	8,654,919	7,599,088	7,678,127
<b>LESS: FY 2010 Title IX (P.L.111-118)</b>			
Reserve Component Training and Support	-843,219	0	0
TOTAL OCO Funding	-843,219	0	0
<b>Revised TOTAL PROGRAM FUNDING</b>			
Reserve Component Training and Support	7,811,700	7,599,088	7,678,127
Revised TOTAL Program Funding	7,811,700	7,599,088	7,678,127
Medicare Eligible Retiree Health Fund Contribution	1,216,585	1,253,770	1,237,683
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>9,028,285</b>	<b>8,852,858</b>	<b>8,915,810</b>
<b>LEGISLATIVE PROPOSALS:</b>			

\* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

\*\* Amount differs from FY 2010 Cost of War report. The amount was changed after the close of the FY to more accurately reflect execution.

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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 2010</u> <u>(Actual)</u>	<u>FY 2011</u> <u>(Estimate)</u>	<u>FY 2012</u> <u>(Estimate)</u>
<b>National Guard Personnel, Army (NGPA)</b>			
Direct Program (NGPA)	7,743,329	7,624,296	7,623,335
Reimbursable Program (NGPA)	68,371	52,183	54,792
OCO Supplemental Funding (FY 2010 Supplemental)*	843,219	828,122	661,879
Total National Guard Personnel, Army (NGPA) Funding	8,654,919	8,504,601	8,340,006
Medicare-Eligible Retiree Health Fund Contribution	1,216,585	1,253,770	1,237,683
Total Military Personnel Program Cost	9,871,504	9,758,371	9,577,689
<b>Military Personnel, Army</b>			
OCO Pay and Allowances Mobilization (MPA)	3,979,204	4,230,588	2,330,207
Active Duty for Operational Support (ADOS) (MPA)	186,806	87,061	92,297
Total From Active Military Personnel, Army	4,166,010	4,317,649	2,422,504
<b>Total Reserve Pay and Benefits from Military Pay Accounts</b>	14,037,514	14,076,020	12,000,193

\*FY 2011 and FY 2012 reflects amounts requested in the FY 2011 OCO request and the FY 2012 OCO requests.

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**Section Two: Introduction and Performance Measures**



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**Appropriation Summary**

National Guard Personnel, Army	<u>FY 2011 Program</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2012 Program</u>
	7,624,296	195,331	-196,292	7,623,335
<i>FY 2011 CR Adjustment*</i>	-77,391	0	-77,391	0
<i>Total</i>	7,546,905	195,331	-118,901	7,623,335

Program Adjustment Highlights in FY 2012. The National Guard Personnel, Army (NGPA) appropriation saw an overall decrease of \$961 thousand dollars. \$195,331 thousand price increase will support the projected pay raise of 1.6%, while the overall program decreased \$196,292 thousand.

**Introduction Statement**

The National Guard Pay & Allowance (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 training, to include career development, refresher training, pilot training, MOS qualification, new equipment training, and education benefits. Also provides special training, including missions to support Combatant Commanders initiatives, recruiting and retention, bonuses and incentives, Health Professional Scholarship Program, Chaplain Program, and Basic Officer Leadership course for newly commissioned Lieutenants. Participation rates incorporate current FY 2012 mobilization assumptions.

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

\*Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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**Introduction Statement cont.**

a more lethal, agile, and capabilities-based modular force. Today's Army National Guard Soldiers must be trained and ready prior to mobilization. The Army Force Generation Model (ARFORGEN) is the means to execute this strategy whereby units advance through a series of cumulative and progressively complex training events to improve unit readiness.

The ARNG continues to apply proper stewardship of allotted resources while producing relevant and ready capabilities. Since our end strength objective of 358,200 has been obtained, the goal is to retain, maintain, and shape the force. With the austere funding environment we have implemented business practices that will reduce recruiter active duty operational support (ADOS) mandays, and constrained bonus policies that will reflect cost savings. The recruiting force is focusing on officer and warrant officer recruitment.

When mobilizing, ARNG Active Guard Reserve (AGR) members are simultaneously transferred from the AGR personnel account. This facilitates proper personnel accountability in the Selective Reserve (SELRES) and pay accountability. To maintain compliance with both Title 10 and Title 32 USC, all mobilizing Soldiers must be placed on a Title 10 mobilization order. Active Guard Reserve (AGR) Soldiers serving under 32 USC 502(f) have their Title 32 orders terminated and are removed from the AGR personnel account and placed in the Pay Group A personnel account. AGR Soldiers serving under Title 10 USC 12301 orders receive a mobilization order and are also placed in the Pay Group A personnel account. All of these mobilized Soldiers are paid from Military Personnel Army (MPA) 2010 funds, but are still ARNG soldiers. This process reduces AGR strength and increases Pay Group A strength. The increase is accounted for in the participation rate for Pay Group A. In order to minimize the impact created by mobilizing AGRs, the ARNG utilizes a 1 to 3 ratio to hire temporary backfills to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities, maintaining a presence in the local community.

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. Several unit personnel will remain behind at home station to maintain equipment and continue recruiting activities while the unit is deployed. All these activities require full time support. Salaries and travel for the temporary full time support personnel are funded from within the current AGR program.

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**Introduction Statement cont.**

The ARNG continues to adapt to fulfill its dual mission of supporting the war fight while continuing to support domestic response requirements. This budget request reflects notable modifications to the ARNG personnel strategies. Domestically the ARNG continues to support the Chemical, Biological, Radiological, and Nuclear (CBRN) Enterprise by providing 55% of the total defense forces. For example, this budget request supports weapons of mass destruction domestic response training for ten Homeland Response Force organizations of which eight are new in FY 2012. These forces in addition to the existing Civil Support Teams, and Chemical, Biological, Nuclear, High Explosive Response Force Packages (CERFP) provide a regional capability to reduce response time.

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The FY 2012 National Guard Pay & Allowance (NGPA) budget submission supports an end-strength of 358,200 including 32,060 AGRs.

Estimated end strength is reflected in the following table:

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
362,015	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. The Service Components and the Defense Finance and Accounting service have been directed to work together to:

- 1) Develop the lowest, achievable percentage level of unobligated/unexpended balances.
- 2) Develop a financial improvement plan with specific tasks that will be performed to reduce the unobligated/unexpended balances.
- 3) Add the necessary personnel resources to improve execution data collection.
- 4) Closely monitor through metrics, reporting the process to reduce Military Personal MILPERS appropriation unobligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's five year availability.

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**Activity:** National Guard Personnel, Army

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
	Actual	Planned	Planned
<b>Average Strength</b>	360,864	356,261	356,844
<b>End Strength</b>	362,015	358,200	358,200
<b>Authorized End Strength</b>	358,200	358,200	

The goal is to maintain the most effective Military Personnel to execute the National Military Strategy equal to plus/minus 3% of the congressionally mandated End Strength Objective (ESO) of 358,200.

There are a number of factors that drive 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 End Strength Objective (ESO), they are carefully monitored as leading indicators to the health of the ARNG strength posture. These factors apply to the enlisted force.

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<b>Recruiting: Accession goals</b>	58,538	60,000	56,000
<b>Reenlistment: Reenlistment goals</b>	30,472	38,000	38,000
<b>Attrition: Attrition goals</b>	19%	18%	17%

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**Section Three: Summary Tables**

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	No. of Drills	No. of A/D Days	FY 2010			FY 2011			FY 2012		
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<b><u>Paid Drill/Individual Training</u></b>											
Pay Group A - Officers	48	15	34,475	34,695	35,710	33,076	32,970	33,676	33,676	35,274	36,076
Pay Group A - Enlisted	48	15	<u>266,923</u>	<u>268,240</u>	<u>269,766</u>	<u>248,886</u>	<u>248,137</u>	<u>247,991</u>	<u>247,991</u>	<u>258,950</u>	<u>258,865</u>
Subtotal Pay Group A			301,398	302,935	305,476	281,962	281,107	281,667	281,667	294,224	294,941
Pay Group F - Enlisted		122	18,906	15,172	14,610	19,198	17,434	19,658	19,658	22,080	23,761
Pay Group P - Enlisted	31		<u>9,281</u>	<u>13,406</u>	<u>12,351</u>	<u>24,980</u>	<u>27,135</u>	<u>24,815</u>	<u>24,815</u>	<u>9,976</u>	<u>7,438</u>
Subtotal Pay Group P/F			28,187	28,578	26,961	44,178	44,569	44,473	44,473	32,056	31,199
Subtotal Paid Drill/Ind Tng			329,585	331,513	332,437	326,140	325,676	326,140	326,140	326,280	326,140
<b><u>Full time Active Duty</u></b>											
Officers			6,191	6,404	6,459	6,724	6,464	6,724	6,724	6,410	6,724
Enlisted			<u>22,615</u>	<u>22,947</u>	<u>23,119</u>	<u>25,336</u>	<u>24,121</u>	<u>25,336</u>	<u>25,336</u>	<u>24,154</u>	<u>25,336</u>
Subtotal Full-time			28,806	29,351	29,578	32,060	30,585	32,060	32,060	30,564	32,060
<b><u>Total Selected Reserves</u></b>											
Officers			40,666	41,099	42,169	39,800	39,434	40,400	40,400	41,684	42,800
Enlisted			<u>317,725</u>	<u>319,765</u>	<u>319,846</u>	<u>318,400</u>	<u>316,827</u>	<u>317,800</u>	<u>317,800</u>	<u>315,160</u>	<u>315,400</u>
Total			358,391	360,864	362,015	358,200	356,261	358,200	358,200	356,844	358,200
<b><u>Inactive National Guard</u></b>											
Officers			266	170	56	287	289	291	291	260	260
Enlisted			<u>4,468</u>	<u>4,783</u>	<u>4,835</u>	<u>4,385</u>	<u>4,394</u>	<u>4,402</u>	<u>4,402</u>	<u>4,402</u>	<u>5,373</u>
Total			4,734	4,953	4,891	4,672	4,683	4,693	4,693	4,662	5,633
<b>GRAND TOTAL</b>			<b>363,125</b>	<b>365,817</b>	<b>366,906</b>	<b>362,872</b>	<b>360,944</b>	<b>362,893</b>	<b>362,893</b>	<b>361,506</b>	<b>363,833</b>

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	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Commissioned Officers</u>						
O-9 Lieutenant General	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0
O-6 Colonel	421	410	442	460	439	460
O-5 Lieutenant Colonel	1,170	1,189	1,274	1,325	1,263	1,325
O-4 Major	1,783	1,804	2,255	2,345	2,235	2,345
O-3 Captain	1,234	1,251	813	846	806	846
O-2 First Lieutenant	257	237	42	44	42	44
O-1 Second Lieutenant	71	50	0	0	0	0
<b>Total Officers</b>	<b>4,936</b>	<b>4,941</b>	<b>4,826</b>	<b>5,020</b>	<b>4,785</b>	<b>5,020</b>
<u>Warrant Officers</u>						
W-5 Master Warrant	140	144	141	147	140	147
W-4 Chief Warrant Officer 4	348	346	1,054	1,096	1,044	1,096
W-3 Chief Warrant Officer 3	358	372	323	336	321	336
W-2 Chief Warrant Officer 2	445	494	113	118	113	118
W-1 Warrant Officer	177	162	7	7	7	7
<b>Total Warrant Officers</b>	<b>1,468</b>	<b>1,518</b>	<b>1,638</b>	<b>1,704</b>	<b>1,625</b>	<b>1,704</b>
<b>Total Officers and Warrant Officers</b>	<b>6,404</b>	<b>6,459</b>	<b>6,464</b>	<b>6,724</b>	<b>6,410</b>	<b>6,724</b>
<u>Enlisted Personnel</u>						
E-9 Sergeant Major	729	713	725	762	727	762
E-8 Master Sergeant	2,124	2,141	2,394	2,515	2,398	2,515
E-7 Sergeant First Class	8,020	8,204	11,577	12,159	11,590	12,159
E-6 Staff Sergeant	7,845	8,083	5,866	6,162	5,875	6,162
E-5 Sergeant	3,654	3,504	3,241	3,404	3,245	3,404
E-4 Specialist	551	458	318	334	319	334
E-3 Private First Class	21	13	0	0	0	0
E-2 Private Second Class	2	3	0	0	0	0
E-1 Private	1	0	0	0	0	0
<b>Total Enlisted</b>	<b>22,947</b>	<b>23,119</b>	<b>24,121</b>	<b>25,336</b>	<b>24,154</b>	<b>25,336</b>
<b>Total Personnel On Active Duty</b>	<b>29,351</b>	<b>29,578</b>	<b>30,585</b>	<b>32,060</b>	<b>30,564</b>	<b>32,060</b>



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Fiscal Year (FY) 2012 Budget Estimate**

**FY 2010**

	<u>Pay Group A</u> <sup>1</sup>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time Active Duty</u> <sup>2</sup>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Nonpaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected</u>
											<u>Reserve</u>
2009 September	34,475	266,923	301,398	18,906	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	34,629	269,062	303,691	14,099	11,954	0	329,744	6,249	22,449	28,698	358,442
February	34,504	268,918	303,422	14,499	13,613	0	331,534	6,352	22,645	28,997	360,531
March	34,463	268,529	302,992	13,527	16,004	0	332,523	6,445	22,935	29,380	361,903
April	34,445	267,853	302,298	13,377	17,580	0	333,255	6,519	23,168	29,687	362,942
May	34,588	268,168	302,756	13,415	17,442	0	333,613	6,536	23,207	29,743	363,356
June	34,729	267,206	301,935	16,842	14,295	0	333,072	6,568	23,252	29,820	362,892
July	34,929	266,760	301,689	18,046	13,392	0	333,127	6,523	23,324	29,847	362,974
August	35,254	269,034	304,288	16,136	12,247	0	332,671	6,523	23,355	29,878	362,549
September	<u>35,710</u>	<u>269,766</u>	<u>305,476</u>	<u>14,610</u>	<u>12,351</u>	<u>0</u>	<u>332,437</u>	<u>6,459</u>	<u>23,119</u>	<u>29,578</u>	<u>362,015</u>
Average	34,695	268,240	302,935	15,172	13,406	0	331,513	6,404	22,947	29,351	360,864

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold<sup>3</sup>  
(Projection FY 2010)

<u>AC Funded</u> <sup>3</sup>	<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	

<sup>1</sup> Pay Group A strength includes mobilized AGRs.

<sup>2</sup> Full-Time Active Duty strength does not include mobilized AGRs.

<sup>3</sup> Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**FY 2011**

	<u>Pay Group A <sup>1</sup></u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time Active Duty <sup>2</sup></u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Nonpaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected</u>
											<u>Reserve</u>
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	<u>33,676</u>	<u>247,991</u>	<u>281,667</u>	<u>19,658</u>	<u>24,815</u>	<u>0</u>	<u>326,140</u>	<u>6,724</u>	<u>25,336</u>	<u>32,060</u>	<u>358,200</u>
Average	32,970	248,137	281,107	17,434	27,135	0	325,676	6,464	24,121	30,585	356,261

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold <sup>3</sup>  
(Projection FY 2011)

<u>AC Funded<sup>3</sup></u>	<u>RC Funded</u>	<u>Total</u>	Primary Missions Being Performed
201	226	427	Combat (28%)
221	249	470	Combat Support (30%)
245	285	539	Combat Service Support (38%)
<u>29</u>	<u>25</u>	<u>61</u>	HQ Staff (4%)
705	792	1497	

<sup>1</sup> Pay Group A strength includes mobilized AGRs.

<sup>2</sup> Full-Time Active Duty strength does not include mobilized AGRs.

<sup>3</sup> Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**FY 2012**

	Pay Group A <sup>1</sup>			Pay Group F	Pay Group P		Total	Full-Time Active Duty <sup>2</sup>			Total
	Officers	Enlisted	Total	Enlisted	Paid	Nonpaid	Drill	Officers	Enlisted	Total	Selected
											Reserve
2011 September	33,676	247,991	281,667	19,658	24,815	0	326,140	6,724	25,336	32,060	358,200
October	35,512	261,011	296,523	22,236	8,048	0	326,807	6,397	24,103	30,500	357,307
November	35,375	261,344	296,719	21,836	7,905	0	326,460	6,386	24,064	30,450	356,910
December	35,287	262,289	297,576	19,562	9,208	0	326,346	6,376	24,024	30,400	356,746
January	35,220	261,337	296,557	19,824	9,706	0	326,087	6,376	24,024	30,400	356,487
February	35,137	260,787	295,924	20,388	9,808	0	326,120	6,376	24,024	30,400	356,520
March	35,106	259,286	294,392	20,443	11,230	0	326,065	6,376	24,024	30,400	356,465
April	35,077	258,037	293,114	20,498	12,558	0	326,170	6,376	24,024	30,400	356,570
May	35,177	257,251	292,428	22,553	10,920	0	325,901	6,376	24,024	30,400	356,301
June	35,283	256,704	291,987	25,139	8,354	0	325,480	6,376	24,024	30,400	355,880
July	35,399	257,638	293,037	25,465	7,774	0	326,276	6,386	24,064	30,450	356,726
August	35,843	258,288	294,131	25,306	8,073	0	327,510	6,399	24,113	30,512	358,022
September	<u>36,076</u>	<u>258,865</u>	<u>294,941</u>	<u>23,761</u>	<u>7,438</u>	<u>0</u>	<u>326,140</u>	<u>6,724</u>	<u>25,336</u>	<u>32,060</u>	<u>358,200</u>
Average	35,274	258,950	294,224	22,080	9,976	0	326,280	6,410	24,154	30,564	356,844

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold <sup>3</sup>  
(Projection FY 2012)

<u>AC Funded<sup>3</sup></u>	<u>RC Funded</u>	<u>Total</u>	Primary Missions Being Performed
157	240	285	Combat (28%)
168	257	305	Combat Support (30%)
213	327	387	Combat Service Support (38%)
<u>22</u>	<u>34</u>	<u>40</u>	HQ Staff (4%)
560	858	1017	

<sup>1</sup> Pay Group A strength includes mobilized AGRs.

<sup>2</sup> Full-Time Active Duty strength does not include mobilized AGRs.

<sup>3</sup> Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

	<u>OFFICERS</u>		
	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
<b>BEGINNING STRENGTH</b>	40,666	39,800	40,400
 <b><u>GAINS</u></b>			
Non-Prior Service Personnel			
Male	161	168	168
Female	53	42	42
Prior Service Personnel			
Civilian Life	390	364	364
Active Component	3,139	3,730	3,730
Enlisted Commissioning Program	510	441	441
Other Reserve/Status Component	672	0	755
All Other	0	755	0
Full-Time Active Duty	0	0	0
<b>TOTAL GAINS</b>	<u>4,925</u>	<u>5,500</u>	<u>5,500</u>
 <b><u>LOSSES</u></b>			
Civilian Life	113	181	106
Active Component	108	174	102
Retirement	1,272	1,715	1,150
Other Reserve/Status Component	951	1,750	1,075
All Other	978	1,080	667
<b>TOTAL LOSSES</b>	<u>3,422</u>	<u>4,900</u>	<u>3,100</u>
 <b>END STRENGTH</b>	 42,169	 40,400	 42,800

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

	<b><u>ENLISTED</u></b>		
	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
<b>BEGINNING STRENGTH</b>	317,725	318,400	317,800
 <b><u>GAINS</u></b>			
Non-Prior Service Personnel			
Male	34,668	36,326	33,904
Female	7,555	8,766	8,182
Prior Service Personnel			
Civilian Life	2,664	2,437	2,274
Other Reserve Status/Component	<u>13,651</u>	<u>12,471</u>	<u>11,640</u>
<b>TOTAL GAINS</b>	58,538	60,000	56,000
 <b><u>LOSSES</u></b>			
Expiration of Selected Reserve Service	14,607	11,889	15,061
Active Component	2,488	2,740	2,427
To Officer Status	1,662	1,058	938
Retired Reserves	2,110	2,389	2,116
Attrition	15,629	18,389	16,385
Other Reserve Status/Component	4,361	5,186	4,593
Losses To Civilian Life	<u>15,560</u>	<u>18,949</u>	<u>16,880</u>
<b>TOTAL LOSSES</b>	56,417	60,600	58,400
 <b>END STRENGTH</b>	 319,846	 317,800	 315,400

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

	<u>FY 2010 (Actuals)</u>			<u>FY 2011</u>			<u>FY 2012</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<b><u>UNIT AND INDIVIDUAL TRAINING</u></b>									
<b><u>PAY GROUP A</u></b>									
Active Duty Training									
Pay and Allowances	135,287	477,908	613,195	140,871	417,640	558,511	135,636	354,432	490,068
Clothing	2,193	48,958	51,151	770	40,774	41,544	848	25,706	26,554
Subsistence	4	41,301	41,305	50	47,526	47,576	6	35,347	35,353
Travel	15,592	41,289	56,881	12,622	51,980	64,602	22,006	40,363	62,369
Total Active Duty Training	153,076	609,456	762,532	154,313	557,920	712,233	158,496	455,848	614,344
Inactive Duty Training									
Unit Training Assemblies (UTA)	251,903	917,484	1,169,387	246,077	901,838	1,147,915	310,180	996,371	1,306,551
Civil Disturbance	131	214	345	2	156	158	225	297	522
Flight Training	26,079	17,679	43,758	30,287	15,906	46,193	32,119	19,810	51,929
Jump Proficiency	31	105	136	39	105	144	54	121	175
Military Burial Honors	3,200	16,769	19,969	0	15,105	15,105	0	10,359	10,359
Readiness Management	3,265	7,920	11,185	3,909	7,281	11,190	4,230	8,388	12,618
Training Preparation	8,805	22,876	31,681	11,963	24,274	36,237	12,063	25,083	37,146
Subsistence	0	36,293	36,293	0	41,692	41,692	0	43,302	43,302
Total Inactive Duty Training	293,414	1,019,340	1,312,754	292,277	1,006,357	1,298,634	358,871	1,103,731	1,462,602
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>446,490</b>	<b>1,628,796</b>	<b>2,075,286</b>	<b>446,590</b>	<b>1,564,277</b>	<b>2,010,867</b>	<b>517,367</b>	<b>1,559,579</b>	<b>2,076,946</b>
<b><u>PAY GROUP F</u></b>									
Initial Entry Training									
Pay and Allowances	0	471,951	471,951	0	419,314	419,314	0	477,525	477,525
Clothing	0	57,040	57,040	0	65,584	65,584	0	68,754	68,754
Travel	0	26,470	26,470	0	25,961	25,961	0	27,298	27,298
Total Pay Group F	0	555,461	555,461	0	510,859	510,859	0	573,577	573,577
<b><u>PAY GROUP P</u></b>									
Inactive Duty Training	0	40,482	40,482	0	63,029	63,029	0	42,000	42,000
Clothing	0	1,715	1,715	0	4,967	4,967	0	1,917	1,917
Subsistence of Enlisted Personnel	0	2,373	2,373	0	3,226	3,226	0	2,132	2,132
Total Pay Group P	0	44,570	44,570	0	71,222	71,222	0	46,049	46,049
<b>TOTAL UNIT AND INDIVIDUAL TRAINING</b>	<b>446,490</b>	<b>2,228,827</b>	<b>2,675,317</b>	<b>446,590</b>	<b>2,146,358</b>	<b>2,592,948</b>	<b>517,367</b>	<b>2,179,205</b>	<b>2,696,572</b>

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

	FY 2010 (Actuals)			FY 2011			FY 2012		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b><u>OTHER TRAINING &amp; SUPPORT</u></b>									
<b><u>SCHOOL TRAINING</u></b>									
Career Development Training	59,649	119,540	179,189	70,363	83,919	154,282	54,043	105,575	159,618
Initial Skill Acquisition Training	82,165	212,971	295,136	59,567	141,592	201,159	98,443	56,240	154,683
Refresher and Proficiency Training	30,367	57,970	88,337	41,179	111,454	152,633	25,785	39,921	65,706
Flight Training	21,055	7,644	28,699	52,042	0	52,042	21,377	0	21,377
Officer Candidate/Training School	5,240	7,702	12,942	7,307	10,177	17,484	9,692	16,924	26,616
<b>Total School Training</b>	<b>198,476</b>	<b>405,827</b>	<b>604,303</b>	<b>230,458</b>	<b>347,142</b>	<b>577,600</b>	<b>209,340</b>	<b>218,660</b>	<b>428,000</b>
<b><u>SPECIAL TRAINING</u></b>									
Civil Support Teams & CERFPs	7,809	25,128	32,937	24,862	15,072	39,934	27,695	11,341	39,036
Command/Staff Supervision <sup>1</sup>	66,967	183,602	250,569	21,686	79,775	101,461	25,243	79,637	104,880
Competitive Events	1,753	3,626	5,379	4,376	1,996	6,372	4,323	1,973	6,296
Counter Drug Interdiction Activity Exercises	45,806	123,552	169,358	0	0	0	0	0	0
	242,261	476,775	719,036	109,119	12,402	121,521	94,558	12,719	107,277
Management Support <sup>1</sup>	35,479	3,610	39,089	8,768	6,698	15,466	5,943	2,426	8,369
Operational Training	10,670	7,947	18,617	17,074	6,557	23,631	20,161	6,523	26,684
Recruiting/Retention	57,749	79,900	137,649	14,892	133,363	148,255	34,769	51,783	86,552
Unit Conversion Training	9,002	40,948	49,950	18,060	60,254	78,314	17,416	51,057	68,473
<b>Total Special Training</b>	<b>477,496</b>	<b>945,088</b>	<b>1,422,584</b>	<b>218,837</b>	<b>316,117</b>	<b>534,954</b>	<b>230,108</b>	<b>217,459</b>	<b>447,567</b>
<b><u>ADMINISTRATION AND SUPPORT</u></b>									
Full Time Pay and Allowances	958,536	2,060,656	3,019,192	970,606	2,193,164	3,163,770	1,046,330	2,345,386	3,391,716
Travel/PCS	39,779	51,885	91,664	19,348	33,174	52,522	18,249	30,977	49,226
\$30,000 Lump Sum Bonus (CSB/REDUX)	566	3,470	4,036	0	0	0	870	5,550	6,420
Death Gratuities	0	700	700	1,014	3,206	4,220	100	300	400
Disability and Hospitalization Benefits	922	20,885	21,807	888	12,128	13,016	2,277	18,245	20,522
Selective Reserve Incentive Programs (SRIP)	41,361	545,124	586,485	31,473	523,953	555,426	53,242	403,536	456,778
<b>Total Administration &amp; Support</b>	<b>1,041,164</b>	<b>2,682,720</b>	<b>3,723,884</b>	<b>1,023,329</b>	<b>2,765,625</b>	<b>3,788,954</b>	<b>1,121,068</b>	<b>2,803,994</b>	<b>3,925,062</b>
<b><u>EDUCATION BENEFITS</u></b>									
Basic Benefit, Ch. 1606	16,439	66,674	83,113	10,549	42,196	52,745	5,659	22,951	28,610
Basic Benefit, Ch. 1607	7,126	28,507	35,633	11,338	45,352	56,690	7,367	29,469	36,836
Kicker, Enhanced G.I. Bill, Ch. 1606	8,342	33,372	41,714	4,081	16,324	20,405	12,137	48,551	60,688
<b>Total Education &amp; Support</b>	<b>31,908</b>	<b>128,552</b>	<b>160,460</b>	<b>25,968</b>	<b>103,872</b>	<b>129,840</b>	<b>25,163</b>	<b>100,971</b>	<b>126,134</b>
<b>TOTAL OTHER TRAINING AND SUPPORT</b>	<b>1,749,044</b>	<b>4,162,187</b>	<b>5,911,231</b>	<b>1,498,592</b>	<b>3,532,756</b>	<b>5,031,348</b>	<b>1,585,679</b>	<b>3,341,084</b>	<b>4,926,763</b>
<b>TOTAL DIRECT PROGRAM <sup>2</sup></b>	<b>2,195,534</b>	<b>6,391,014</b>	<b>8,586,548</b>	<b>1,945,182</b>	<b>5,679,114</b>	<b>7,624,296</b>	<b>2,103,046</b>	<b>5,520,289</b>	<b>7,623,335</b>
<b>FY 2011 CR Adjustment</b>									<b>-77,391</b>
<b>Revised FY 2011 Direct Program</b>									<b>7,546,905</b>

<sup>1</sup> The FY 2011 President Budget request Enlisted portion of Command and Staff included \$6,698 (\$ in thousands) which should be reflected in the Enlisted portion of management support.

<sup>2</sup> Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

	FY 2011			Internal		Proposed			FY 2011
	President's	Congressional	Enacted	Realignment/	Available	DD 1415	Base/Title	Less	Column FY
	Budget	Actions	Title IX	Reprogramming	Appropriation	Actions	IX Subtotal	Title IX	2012 Budget
Unit and Individual Training									
<b>PAY GROUP A</b>									
Active Duty Training									
Pay and Allowances	558,511	0	0	0	558,511	0	558,511	0	558,511
Clothing	41,544	0	0	0	41,544	0	41,544	0	41,544
Subsistence	47,576	0	0	0	47,576	0	47,576	0	47,576
Travel	64,602	0	0	0	64,602	0	64,602	0	64,602
Total Active Duty Training	712,233	0	0	0	712,233	0	712,233	0	712,233
<b>Inactive Duty Training</b>									
Civil Disturbance	158	0	0	0	158	0	158	0	158
Flight Training	46,193	0	0	0	46,193	0	46,193	0	46,193
Jump Proficiency	144	0	0	0	144	0	144	0	144
Military Funeral Honors	15,105	0	0	0	15,105	0	15,105	0	15,105
Readiness Management	11,190	0	0	0	11,190	0	11,190	0	0
Training Preparation	36,237	0	0	0	36,237	0	36,237	0	36,237
Unit Training Assemblies	1,147,915	0	0	0	1,147,915	0	1,147,915	0	1,147,915
Subsistence	41,692	0	0	0	41,692	0	41,692	0	41,692
Total Inactive Duty Training	1,298,634	0	0	0	1,298,634	0	1,298,634	0	1,287,444
<b>PAY GROUP F</b>									
Active Duty Training	419,314	0	0	0	419,314	0	419,314	0	419,314
Clothing	65,584	0	0	0	65,584	0	65,584	0	65,584
Subsistence	0	0	0	0	0	0	0	0	0
Travel	25,961	0	0	0	25,961	0	25,961	0	25,961
Total Pay Group F	510,859	0	0	0	510,859	0	510,859	0	510,859
<b>PAY GROUP P</b>									
Inactive Duty Training	63,029	0	0	0	63,029	0	63,029	0	63,029
Clothing	4,967	0	0	0	4,967	0	4,967	0	4,967
Subsistence	3,226	0	0	0	3,226	0	3,226	0	3,226
Total Pay Group P	71,222	0	0	0	71,222	0	71,222	0	71,222



**Department of the Army  
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	FY 2011		Internal			Proposed		FY 2011	
	President's	Congressional	Enacted	Realignment/ Reprogramming	Available	DD 1415	Base/Title	Less	Column FY
	Budget	Actions	Title IX		Appropriation	Actions	IX Subtotal	Title IX	2012 Budget
<b>SCHOOL TRAINING</b>									
Career Development Training	154,282	0	0	0	154,282	0	154,282	0	154,282
Flight Training	52,042	0	0	0	52,042	0	52,042	0	52,042
Initial Skill Acquisition Training	201,159	0	0	0	201,159	0	201,159	0	201,159
Officer Candidate/Training School	17,484	0	0	0	17,484	0	17,484	0	17,484
Refresher & Proficiency Training	152,633	0	0	0	152,633	0	152,633	0	152,633
<b>Total School Training</b>	<b>577,600</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>577,600</b>	<b>0</b>	<b>577,600</b>	<b>0</b>	<b>577,600</b>
<b>SPECIAL TRAINING</b>									
Civil Support Teams	39,934	0	0	0	39,934	0	39,934	0	39,934
Command & Staff Supervision	101,461	0	0	0	101,461	0	101,461	0	101,461
Competitive Events	6,372	0	0	0	6,372	0	6,372	0	6,372
Counter Drug Program	0	0	0	0	0	0	0	0	0
Exercises	121,521	0	0	0	121,521	0	121,521	0	121,521
Management Support	15,466	0	0	0	15,466	0	15,466	0	15,466
Operational Training	23,631	0	0	0	23,631	0	23,631	0	23,631
Recruiting/Retention	148,255	0	0	0	148,255	0	148,255	0	148,255
Unit Conversion Training	78,314	0	0	0	78,314	0	78,314	0	78,314
<b>Total Special Training</b>	<b>534,954</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>534,954</b>	<b>0</b>	<b>534,954</b>	<b>0</b>	<b>534,954</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	3,163,770	0	0	0	3,163,770	0	3,163,770	0	3,163,770
\$30,000 Lump Sum Bonus	0	0	0	0	0	0	0	0	0
Death Gratuities	4,220	0	0	0	4,220	0	4,220	0	4,220
Disability & Hospitalization	13,016	0	0	0	13,016	0	13,016	0	13,016
Reserve Incentive Programs	555,426	0	0	0	555,426	0	555,426	0	555,426
Transition Benefits	0	0	0	0	0	0	0	0	0
Travel/PCS	52,522	0	0	0	52,522	0	52,522	0	52,522
<b>Total Administration &amp; Support</b>	<b>3,788,954</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,788,954</b>	<b>0</b>	<b>3,788,954</b>	<b>0</b>	<b>3,788,954</b>
<b>EDUCATION BENEFITS</b>									
Amortization Payment	0	0	0	0	0	0	0	0	0
Benefits Accrual	52,745	0	0	0	52,745	0	52,745	0	52,745
Kicker Program	77,095	0	0	0	77,095	0	77,095	0	77,095
<b>Total Education Benefits</b>	<b>129,840</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>129,840</b>	<b>0</b>	<b>129,840</b>	<b>0</b>	<b>129,840</b>
<b>TOTAL UNIT and INDIVIDUAL TRAINING</b>	<b>7,624,296</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,624,296</b>	<b>0</b>	<b>7,624,296</b>	<b>0</b>	<b>7,624,296</b>
<b>FY 2011 CR Adjustment</b>									<b>-77,391</b>
<b>Revised FY 2011 Direct Program</b>									<b>7,546,905</b>

\*Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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	FY 2010		FY 2011		FY 2012	
	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	369,608	90,554	315,781	74,690	288,580	70,125
Enlisted	<u>1,014,114</u>	<u>248,458</u>	<u>953,090</u>	<u>232,554</u>	<u>959,535</u>	<u>233,167</u>
Total	1,383,722	339,012	1,268,871	307,244	1,248,115	303,292
<u>Pay Group F</u>						
Enlisted	270,473	66,266	263,065	64,187	310,959	75,563
<u>Pay Group P</u>						
Enlisted	33,069	8,102	47,731	11,646	23,502	5,711
<u>School Training</u>						
Officers	101,763	24,932	118,132	28,824	107,014	26,004
Enlisted	<u>187,026</u>	<u>45,821</u>	<u>160,990</u>	<u>39,282</u>	<u>102,959</u>	<u>25,019</u>
Total	288,789	70,753	279,122	68,106	209,973	51,023
<u>Special Training</u>						
Officers	264,893	64,899	122,691	29,937	128,266	31,169
Enlisted	<u>437,485</u>	<u>107,184</u>	<u>142,475</u>	<u>34,764</u>	<u>99,202</u>	<u>24,106</u>
Total	702,378	172,083	265,167	64,701	227,468	55,275

**Department of the Army  
National Guard Personnel, Army  
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	FY 2010		FY 2011		FY 2012	
	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>Administration and Support</u>						
Officers	558,827	180,501	555,237	181,564	592,679	203,289
Enlisted	<u>1,002,926</u>	<u>323,945</u>	<u>1,118,715</u>	<u>365,820</u>	<u>1,212,300</u>	<u>415,819</u>
Total	1,561,753	504,446	1,673,952	547,384	1,804,980	619,108
<u>Total Direct Program</u>						
Officers	1,295,091	360,886	1,111,841	315,015	1,116,540	330,587
Enlisted	<u>2,945,094</u>	<u>799,776</u>	<u>2,686,066</u>	<u>748,253</u>	<u>2,708,457</u>	<u>779,385</u>
Total	4,240,185	1,160,662	3,797,907	1,063,268	3,824,997	1,109,972
<u>Total Reimbursable Program</u>						
Officers	15,276	4,728	10,230	2,496	15,043	2,482
Enlisted	<u>25,491</u>	<u>7,890</u>	<u>17,070</u>	<u>4,165</u>	<u>25,100</u>	<u>4,142</u>
Total	40,767	12,618	27,300	6,661	40,143	6,624
<u>Total Program</u>						
Officers	1,310,367	365,614	1,122,071	317,511	1,131,583	333,069
Enlisted	<u>2,970,585</u>	<u>807,666</u>	<u>2,703,136</u>	<u>752,418</u>	<u>2,733,557</u>	<u>783,527</u>
Total	4,280,952	1,173,280	3,825,207	1,069,929	3,865,140	1,116,596

**Department of the Army  
National Guard Personnel, Army  
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	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
	BAH	BAH	BAH
<u>Pay Group A</u>			
Officers	15,997	17,042	16,207
Enlisted	<u>71,058</u>	<u>63,364</u>	<u>53,256</u>
Total	87,055	80,406	69,463
 <u>Pay Group F</u>			
Enlisted	53,910	51,504	55,184
 <u>School Training</u>			
Officers	28,499	33,117	30,637
Enlisted	<u>58,134</u>	<u>49,546</u>	<u>30,363</u>
Total	86,633	82,663	61,000
 <u>Special Training</u>			
Officers	63,977	27,981	30,168
Enlisted	<u>146,309</u>	<u>50,355</u>	<u>33,960</u>
Total	210,286	78,336	64,128
 <u>Administration and Support</u>			
Officers	151,485	140,137	160,864
Enlisted	<u>403,433</u>	<u>411,492</u>	<u>451,322</u>
Total	554,918	551,629	612,186
 <u>Total Direct Program</u>			
Officers	259,958	218,277	237,876
Enlisted	<u>732,844</u>	<u>626,261</u>	<u>624,085</u>
Total	992,802	844,538	861,961

**Department of the Army  
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	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<u>Pay Group A</u>			
Officers	15,592	12,622	22,006
Enlisted	41,289	51,980	40,363
Total	<u>56,881</u>	<u>64,602</u>	<u>62,369</u>
 <u>Pay Group F</u>			
Enlisted	26,470	25,961	27,298
 <u>School Training</u>			
Officers	20,410	27,752	21,182
Enlisted	70,916	62,850	35,089
Total	<u>91,326</u>	<u>90,602</u>	<u>56,271</u>
 <u>Special Training</u>			
Officers	45,596	21,564	22,632
Enlisted	151,622	55,956	37,118
Total	<u>197,218</u>	<u>77,520</u>	<u>59,750</u>
 <u>Administration and Support</u>			
Officers	39,779	19,348	18,249
Enlisted	51,885	33,174	30,977
Total	<u>91,664</u>	<u>52,522</u>	<u>49,226</u>
 <u>Total Direct Travel</u>			
Officers	121,377	81,286	84,069
Enlisted	342,182	229,921	170,845
Total	<u>463,559</u>	<u>311,207</u>	<u>254,914</u>
 <u>Total Reimbursable Travel</u>			
Officers	1,872	2,284	20
Enlisted	3,476	802	38
Total	<u>5,348</u>	<u>3,086</u>	<u>58</u>
 <u>Grand Total Travel</u>			
Officers	244,626	83,570	168,158
Enlisted	687,840	230,723	341,728
Total	<u>468,907</u>	<u>314,293</u>	<u>254,972</u>

**Department of the Army  
National Guard Personnel, Army  
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	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officer	2,852	4	3,574	50	3,342	6
Enlisted	31,447	41,301	31,465	47,526	25,633	35,347
Total	34,299	41,305	35,039	47,576	28,975	35,353
<u>Pay Group F</u>						
Officer	0	0	0	0	0	0
Enlisted	3,609	0	3,142	0	12,345	0
Total	3,609	0	3,142	0	12,345	0
<u>Pay Group P</u>						
Enlisted	0	2,373	0	3,226	0	2,132
<u>School Training</u>						
Officer	5,024	1,347	5,674	5,738	5,310	2,393
Enlisted	19,967	5,389	16,970	17,213	10,955	4,858
Total	24,991	6,736	22,644	22,951	16,265	7,251

**Department of the Army  
National Guard Personnel, Army  
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	FY 2010		FY 2011		FY 2012	
	BAS	SIK	BAS	SIK	BAS	SIK
<u>Special Training</u>						
Officer	10,233	344	4,679	141	5,041	140
Enlisted	48,570	1,682	17,518	530	11,956	325
Total	58,803	2,026	22,197	671	16,997	465
 <u>Administration and Support</u>						
Officer	17,140	0	18,567	0	17,803	0
Enlisted	89,180	0	101,814	0	97,415	0
Total	106,320	0	120,381	0	115,218	0
 <u>Total Direct Program</u>						
Officer	35,249	1,695	32,494	5,929	31,496	2,539
Enlisted	192,773	50,745	170,909	68,495	158,304	42,662
Total	228,022	52,440	203,403	74,424	189,800	45,201
 <u>Total Reimbursable Program</u>						
Officer	0	0	1,839	0	0	0
Enlisted	0	0	4,291	0	0	0
Total	0	0	6,130	0	0	0
 <u>Grand Total Program</u>						
Officer	35,249	1,695	34,333	5,929	31,496	2,539
Enlisted	192,773	50,745	175,200	68,495	158,304	42,662
Total	228,022	52,440	209,533	74,424	189,800	45,201

**Department of the Army  
National Guard Personnel, Army  
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**Schedule of Increases & Decreases**

	<u>Amount</u>
<b>FY 2011 Direct Program:</b>	<b>7,624,296</b>
<b>Increases:</b>	
<b>Pricing Increases:</b>	
Pay Group A	32,920
Pay Group F	7,915
Pay Group P	1,084
Schools	12,228
Special Training	9,596
Admin and Support	122,166
Education Benefits	1,346
<b>Total Pricing Increases</b>	<b>187,255</b>
<b>Program Increases:</b>	
Pay Group A	33,159
Pay Group F	54,803
Admin and Support	13,942
<b>Total Program Increases</b>	<b>101,904</b>
 <b>Total Increases</b>	 <b>289,159</b>



**Department of the Army  
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**Schedule of Increases & Decreases cont.**

**Price Decreases:**

Education Benefits	0
<b>Total Price Decreases</b>	<b>0</b>

**Program Decreases:**

Pay Group P	(26,257)
Schools	(161,828)
Special Training	(96,983)
Education Benefits	(5,052)
<b>Total Program Decreases</b>	<b>(290,120)</b>

(290,120)

**Total Decreases**

**7,623,335**

**Department of the Army  
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**Section Four: Detail of Reserve Personnel Entitlements**

**Department of the Army  
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**Part One --- Purpose and Scope**

<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>
2,075,286	2,010,867	2,076,946

Pay Group A supports 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 program. 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), and 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 support Soldiers performing required support before, during, and after AT, including 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 units cannot 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.

**Department of the Army  
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**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 support ARNG members to maintain proficiency in Military Occupational Specialties (MOS), assigned functional areas, and perform unit collective training. These training assemblies allow the National Guard to maintain its ready state to respond quickly to natural disasters and other domestic emergencies as well as mobilizations for overseas missions in support of military objectives.

**Department of the Army  
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**Part Three - Schedule of Increases and Decreases**

<b>FY 2011 Direct Program</b>	<u><b>Amount</b></u>
	<b>2,010,867</b>
<b>Price Increases:</b>	
Annualization of FY 2011 Pay Raise (1.4%, 1 January 2011)	5,832
Annualization of FY 2012 Pay Raise (1.6%, 1 January 2012)	19,997
BAH	2,415
BAS	885
Flight Pay	81
COLA	28
Other Pay	0
Clothing	571
Subsistence	3,036
Travel	904
Military Funeral Honors	453
<b>Total Price Increase</b>	<b>34,202</b>
<b>Program Increases:</b>	
Base Pay	67,531
Flight Pay	617
FICA	5,165
RPA	16,413
Clothing	0
Subsistence	0
Military Funeral Honors	0
<b>Total Program Increase</b>	<b>89,726</b>
<b>Total Increases</b>	<b>123,928</b>

**Department of the Army  
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**Part Three - Schedule of Increases and Decreases cont.**

**Price Decreases:**

RPA	(1,282)
<b>Total Price Decrease</b>	<b>(1,282)</b>

**Program Decreases:**

Base Pay	0
Other Pay	(1,928)
BAH	(11,505)
BAS	(5,288)
Cola	(300)
FICA	0
RPA	0
Clothing	(15,561)
Subsistence	(13,649)
Military Funeral Honors	(5,199)
Travel	(3,137)
<b>Total Program Decrease</b>	<b>(56,567)</b>

<b>Total Decrease</b>	<b>(57,849)</b>
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FY 2012 Direct Program

2,076,946

**Department of the Army  
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**Pay, Annual Training (AT), Officers and Enlisted:**

Program supports 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 leave 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). AGRs are included in the average strength and counted for in the participation rate but do not participate in AT. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	<u>FY 2010</u>			<u>FY 2011</u>			<u>FY 2012</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<u>Officers:</u>									
Average Strength	34,695			32,970			35,274		
Participation Rate	87%			91%			83%		
Paid Participation	30,076	4,498.21	135,287	30,002	4,695.31	140,871	29,168	4,650.22	135,636
 <u>Enlisted:</u>									
Average Strength	268,240			248,137			258,950		
Participation Rate	81%			73%			60%		
Paid Participation	216,213	2,210.36	477,908	181,140	2,305.62	417,640	155,117	2,284.93	354,432
 <b>Total AT Pay</b>			613,195			558,511			490,068

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**Pay, Inactive Duty Training (IDT), Officers:**

Program supports pay and allowances for Officers performing 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.

Additional Training Assemblies (ATA) support additional training time for key personnel, flight crews, and airborne personnel, to prepare for weekend drills and maintain required skill readiness levels. The strength indicates the number of ATAs that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier under the IDT purpose and scope. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

<u>Officer:</u>	<u>FY 2010</u>			<u>FY 2011</u>			<u>FY 2012</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	34,695			32,970			35,274		
Participation Rate	61%			60%			71%		
Paid Participation	21,002	11,994.15	251,903	19,782	12,439.57	246,077	25,031	12,391.85	310,180
	<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	570	229.96	131	8	241.61	2	947	237.58	225
Flight Training	100,582	259.28	26,079	112,734	268.66	30,287	119,950	267.77	32,119
Jump Proficiency	129	239.59	31	159	245.42	39	218	247.44	54
Readiness Mgmt.	12,769	255.69	3,265	14,767	264.72	3,909	16,012	264.17	4,230
Training Prep.	35,828	245.76	8,805	46,851	255.34	11,963	47,509	253.91	12,063
Military Burial Honors	28,767	111.24	3,200	0	112.79	0	0	113.26	0
<b>Total Officer IDT Pay</b>			293,414			292,277			358,871



**Department of the Army  
National Guard Personnel, Army  
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**Pay, Inactive Duty Training (IDT), Enlisted:**

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

The additional training assemblies provide additional training time for key personnel, flight crews, and airborne personnel, to prepare for weekend drills and maintain required skill readiness levels. The strength indicates the number of ATAs that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier under the IDT purpose and scope. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	<u>FY 2010</u>			<u>FY 2011</u>			<u>FY 2012</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	268,240			248,137			258,950		
Participation Rate	66%			67%			72%		
Paid Participation	176,250	5,205.59	917,484	167,290	5,390.88	901,838	185,251	5,378.48	996,371
<u>ATA's:</u>	<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	2,022	105.86	214	1,411	110.57	156	2,716	109.37	297
Flight Training	138,377	127.76	17,679	118,507	134.22	15,906	150,087	131.99	19,810
Jump Proficiency	864	121.57	105	860	122.08	105	964	125.52	121
Readiness Mgmt.	68,441	115.72	7,920	60,203	120.94	7,281	70,157	119.56	8,388
Training Prep.	197,037	116.10	22,876	203,726	119.15	24,274	209,095	119.96	25,083
Military Burial Honors	150,746	111.24	16,769	133,025	113.55	15,105	90,393	114.60	10,359
Total Enlisted IDT Pay			983,047			964,665			1,060,429

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**Individual Clothing and Uniform Allowance, Officer:**

Program supports 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.

	FY 2010			FY 2011			FY 2012		
	<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.	4,770	400.00	1,908	1,675	400.00	670	1,845	400.00	738
Active Duty Allow.	1,425	200.00	285	500	200.00	100	550	200.00	110
Total Officer Allow.			2,193			770			848

**Initial Clothing and Uniform Allowance, Enlisted:**

Program supports prescribed uniform items and organizational clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. § 418. Replacement allows the Army National Guard (ARNG) to provide enlisted personnel initial clothing bag replacement items without an out-of-pocket expense.

	FY 2010			FY 2011			FY 2012		
	<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	3,452	1,702.14	5,875	2,843	1,720.86	4,893	1,790	1,723.75	3,085
Male Personnel	13,732	1,426.11	19,583	11,312	1,441.80	16,310	6,923	1,485.25	10,282
Replacement Issue	58,545	401.40	23,500	33,725	580.31	19,571	30,664	402.40	12,339
Total Enlisted Allow.			48,958			40,774			25,706

**Department of the Army  
National Guard Personnel, Army  
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**Subsistence, (Pay Group A) Annual Training & Inactive Duty Training:**

Program supports provide for subsistence for enlisted Soldiers on Active Duty for Training (ADT), and 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.

	FY 2010			FY 2011			FY 2012		
	<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									
Total SIK	2,131,483	12	24,576	2,374,748	12	28,307	1,757,226	12	21,034
<u>Operational Rations (MRE)</u>									
Man-Days									
Total MRE	1,186,996	8	9,128	1,322,516	8	10,514	979,073	8	7,813
<u>Travel Rations</u>									
Man-Days									
Total Travel	791,771	10	7,601	881,672	10	8,755	652,558	10	6,506
<u>IDT Rations</u>									
Man-Days		16							
Total IDT Rations	5,282,824	7	36,293	5,872,113	7	41,692	6,073,212	7	43,302
Total Subsistence			77,598			89,268			78,655

**Department of the Army  
National Guard Personnel, Army  
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**Travel, AT, Officers and Enlisted:**

Program supports 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 2010			FY 2011			FY 2012		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer Travel	11,453	1,361.38	15,592	9,171	1,376.36	12,622	15,737	1,398.39	22,006
Enlisted Travel	<u>35,302</u>	<u>1,169.58</u>	<u>41,289</u>	<u>43,960</u>	<u>1,182.45</u>	<u>51,980</u>	<u>33,597</u>	<u>1,201.37</u>	<u>40,363</u>
Total	46,755		56,881	53,131		64,602	49,334		62,369

**Department of the Army  
National Guard Personnel, Army  
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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 numbers 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 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>	
	Officer	Enlisted	Officer	Enlisted	Officer	Enlisted
<u>Civil Disturbance</u>						
Participants	285	1,011	4	706	474	1,358
Total Assemblies	570	2,022	8	1,411	947	2,716
<u>Flight Training</u>						
Participants	2,095	2,883	2,349	2,469	2,499	3,127
Total Assemblies	100,583	138,372	112,734	118,507	119,951	150,082
<u>Jump Proficiency</u>						
Participants	16	108	20	108	27	121
Total Assemblies	129	864	159	860	218	964
<u>Readiness Management</u>						
Participants	1,596	8,555	1,846	7,525	2,002	8,770
Total Assemblies	12,770	68,442	14,767	60,203	16,013	70,157
<u>Training Preparation</u>						
Participants	4,478	24,629	5,856	25,466	5,939	26,138
Total Assemblies	35,827	197,035	46,851	203,726	47,508	209,100

**Department of the Army  
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**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
555,461	510,859	573,577

Pay Group F program funds support 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 provide 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  
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**Part Three - Schedule of Increases and Decreases**

		<u>Amount</u>
<b>FY 2011 Direct Program</b>		<b>510,859</b>
<b>Increases:</b>		
<b>Price Increases:</b>		
Annualization of FY 2011 Pay Raise (1.4%, 1 January 2011)	1,207	
Annualization of FY 2012 Pay Raise (1.6%, 1 January 2012)	4,137	
BAH	1,468	
BAS	87	
Other Pay	0	
COLA	0	
Clothing	918	
Travel	363	
<b>Total Price Increase</b>	<b>8,180</b>	
<b>Program Increases:</b>		
Base Pay	32,100	
Other Pay	2,844	
COLA	0	
RPA	7,800	
FICA	2,457	
BAH	5,960	
BAS	416	
Clothing	2,252	
Travel	974	
<b>Total Program Increase</b>	<b>54,803</b>	
<b>Total Increase</b>		<b>62,983</b>

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**Part Three - Schedule of Increases and Decreases cont.**

**Decreases:**

**Price Decreases:**

RPA	(265)
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<b>Total Price Decrease</b>	<b>(265)</b>
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**Program Decreases**

None	0
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<b>Total Program Decrease</b>	<b>0</b>
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<b>Total Decrease</b>	<b>(265)</b>
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<b>FY 2012 Direct Program</b>	<b>573,577</b>
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**Department of the Army  
National Guard Personnel, Army  
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**Part Four - Pay and Allowances**

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

Program supports 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.

	FY 2010			FY 2011			FY 2012		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	46,662	10,114.25	471,951	41,344	10,142.08	419,314	45,722	10,444.10	477,525

**Individual Clothing and Uniform Allowance:**

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

	FY 2010			FY 2011			FY 2012		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Female	6,635	1,702.14	11,294	7,546	1,720.86	12,986	8,024	1,696.60	13,613
Male	32,077	1,426.11	45,746	36,481	1,441.80	52,598	37,720	1,461.86	55,141
Total	38,712		57,040	44,027		65,584	45,744		68,754

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

Program supports travel and per diem allowances for enlisted Soldiers to perform IET (active duty) as authorized by 37 U.S.C. § 404.

	FY 2010			FY 2011			FY 2012		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	46,449	569.87	26,470	45,060	576.14	25,961	46,635	585.36	27,298

**Department of the Army  
National Guard Personnel, Army  
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**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
44,570	71,222	46,049

Pay Group P program support funds 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  
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**Part Three - Schedule of Increases and Decreases**

FY 2011 Direct Program	<u>Amount</u>
<b>Increases:</b>	<b>71,222</b>
<b>Price Increases:</b>	
Annualization of FY 2011 Pay Raise (1.4%, 1 January 2011)	221
Annualization of FY 2012 Pay Raise (1.6%, 1 January 2012)	756
Clothing	70
Subsistence	85
<b>Total Price Increase</b>	<b>1,132</b>
<b>Program Increases:</b>	
	0
<b>Total Program Increase</b>	<b>0</b>
<b>Total Increase</b>	<b>1,132</b>
<b>Decreases:</b>	
<b>Price Decrease:</b>	
RPA	(48)
<b>Total Price Decrease</b>	<b>(48)</b>
<b>Program Decrease:</b>	
Base Pay	(16,641)
FICA	(1,273)
RPA	(4,044)
Clothing	(3,120)
Subsistence	(1,179)
<b>Total Program Decrease</b>	<b>(26,257)</b>
<b>Total Decrease</b>	<b>(26,305)</b>
<b>FY 2012 Direct Program</b>	<b>46,049</b>

**Department of the Army  
National Guard Personnel, Army  
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**Part Four - Pay and Allowances**

**Pay, Inactive Duty Training (IDT):**

Program supports 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).

	FY 2010			FY 2011			FY 2012		
	<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>
Total	576,256	70.25	40,482	917,186	68.72	63,029	578,592	72.59	42,000

**Individual Clothing and Uniform Allowance:**

Program supports prescribed clothing for enlisted Soldiers as authorized by the secretary of the Army under the provisions of Title 37, USC., Section 418.

	FY 2010			FY 2011			FY 2012		
	<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>
Total	8,332	205.83	1,715	23,811	208.60	4,967	9,067	211.42	1,917

**Subsistence:**

Program supports subsistence for enlisted Soldiers participating in Inactive Duty training (IDT) with duration of eight hours or more in any one calendar day.

	FY 2010			FY 2011			FY 2012		
	<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>
Total Mandays	288,128			458,593			289,296		
Participation Rate	117%			98%			102%		
Total	338,034	7.02	2,373	448,056	7.20	3,226	294,882	7.23	2,132
Total			44,570			71,222			46,049

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**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
604,303	577,600	428,000

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. In FY12 decreased mobilizations will cause a decrease in the number of MOS courses needed to reclassify soldiers prior to deployment.

**Department of the Army  
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**Part Three - Schedule of Increases and Decreases**

<b>FY 2011 Direct Program</b>	<u><b>Amount</b></u>
	<b>577,600</b>
<b>Increases:</b>	
<b>Price Increases:</b>	
FY 2011 Pay Raise (1.4%, effective 1 January 2011)	1,299
FY 2012 Pay Raise (1.6%, effective 1 January 2012)	6,404
BAH	2,501
BAS	600
Flight Pay	31
COLA	12
Other Pay	130
Per diem	1,251
<b>Total Pricing Increase</b>	<b>12,228</b>
<b>Program Increases:</b>	
OCS	8,763
Career Development	2,066
<b>Total Program Increases</b>	<b>10,829</b>
<b>Total Increases</b>	<b>23,057</b>
<b>Decreases:</b>	
<b>Price Decrease</b>	
None	0
<b>Total Price Decrease</b>	<b>0</b>
<b>Program Decrease</b>	
Flight Training	(31,769)
Initial Skills	(50,730)
Refresher & Proficiency	(90,158)
<b>Total Program Decrease</b>	<b>(172,657)</b>
<b>Total Decrease</b>	<b>(172,657)</b>
<b>FY 2012 Direct Program</b>	<b>428,000</b>

**Department of the Army  
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**Career Development Training:**

Program supports 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.

	FY 2010					FY 2011				
	Tour		<u>Mandays</u>	Rate		Tour		Rate		<u>Amount</u>
	<u>Strength</u>	<u>Length</u>		<u>(Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Length</u>	<u>(Ave.)</u>	<u>Amount</u>	
Officer	6,304	29	182,811	326.29	59,649	7,317	29	212,192	331.60	70,363
Enlisted	<u>19,452</u>	31	<u>603,014</u>	198.24	<u>119,540</u>	<u>13,419</u>	31	<u>415,976</u>	201.74	<u>83,919</u>
Total	25,756		785,825		179,189	20,736		628,167		154,282

	FY 2012					
	Tour		<u>Mandays</u>	Rate		<u>Amount</u>
	<u>Strength</u>	<u>Length</u>		<u>(Ave.)</u>	<u>Amount</u>	
Officer	5,526	29	160,248	337.25	54,043	
Enlisted	<u>16,595</u>	31	<u>514,434</u>	205.23	<u>105,575</u>	
Total	22,120		674,683		159,618	

**Department of the Army  
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**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 A), Common Core Training and Technical Training (BOLC B), Basic Warrant Officer courses.

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)		
Officer	1,739	183	318,228	258.20	82,165	1,241	183	227,095	262.30	59,567
Enlisted	19,539	62	1,211,431	175.80	212,971	12,788	62	792,877	178.58	141,592
Total	21,278		1,529,659		295,136	14,029		1,019,972		201,159

  

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)		
Officer	2,016	183	368,894	266.86	98,443	
Enlisted	4,992	62	309,497	181.71	56,240	
Total	7,008		678,391		154,683	

FY 2010 - FY 2012 Initial Skills Acquisition Training exhibit reduces totals in strength, mandays and funding. These reductions are being captured in two new exhibits: Flight Training and Officer Candidate/Training School .



**Department of the Army  
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**Flight Training:**

Resources provide funding for selected aviation crew members Enlisted, officers, cadets, and officer candidates for training that result in an aeronautical rating for an Army aviator.

	FY 2010					FY 2011				
	Tour			Rate		Tour			Rate	
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>(Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>(Ave.)</u>	<u>Amount</u>
Officer	211	348	73,540	286.31	21,055	514	348	178,882	290.93	52,042
Enlisted	310	126	39,054	195.73	7,644	0	126	0	200.12	0
Total	521		112,594		28,699	514		178,882		52,042

  

	FY 2012				
	Tour			Rate	
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>(Ave.)</u>	<u>Amount</u>
Officer	208	348	72,246	297.53	21,377
Enlisted	0	126	0	204.71	0
Total	208		72,246		21,377

**Department of the Army  
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**Officer Candidate /Training School**

Resource provides funding for qualified Officer Candidates to earn their commission through the Officer Candidate School for service in the Army National Guard. This two phase program provides a commission opportunity for qualified College Graduates, and current Military Enlisted and Warrant Officers. Resources provide basic pay and allowance, travel and per diem for leadership skills and Basic Infantry training.

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)	Amount	
Officer	187	98	18,302	286.31	5,240	256	98	25,116	290.93	7,307
Enlisted	402	98	39,350	195.73	7,702	519	98	50,854	200.12	10,177
Total	588		57,652		12,942	775		75,971		17,484

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)	Amount	
Officer	334	98	32,755	295.89	9,692	
Enlisted	848	98	83,135	203.57	16,924	
Total	1,183		115,890		26,616	

**Department of the Army  
National Guard Personnel, Army  
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**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.

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)	Amount	
Officer	15,151	7	106,059	286.32	30,367	20,220	7	141,543	290.93	41,179
Enlisted	29,488	10	294,883	195.65	57,970	55,694	10	556,936	200.12	111,454
Total	44,640		400,942		88,337	75,914		698,478		152,633

  

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)	Amount	
Officer	12,449	7	87,142	295.90	25,785	
Enlisted	19,608	10	196,082	203.59	39,921	
Total	32,057		283,224		65,706	

**Department of the Army  
National Guard Personnel, Army  
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**Total Schools:**

	<u>FY 2010</u>			<u>FY 2011</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	23,592	698,941	198,476	29,549	784,828	230,458
Enlisted	<u>69,191</u>	<u>2,187,731</u>	<u>405,827</u>	<u>82,419</u>	<u>1,816,643</u>	<u>347,142</u>
Total	92,783	2,886,672	604,303	111,968	2,601,470	577,600
	 <u>FY 2012</u> 					
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>			
Officer	20,532	721,285	209,340			
Enlisted	<u>42,043</u>	<u>1,103,149</u>	<u>218,660</u>			
Total	62,575	1,824,434	428,000			

**Department of the Army  
National Guard Personnel, Army  
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**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
1,422,584	534,954	447,567

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 Full Time National Guard Reserve Component (FTNG-RC) or Active Duty for Training (ADT) status.

Special Training permits the traditional M-Day Soldier to perform duty in an active duty status, in addition to his/her 48 drills (IDT) and 15 days of annual training (AT). Special Training affords the Army National Guard (ARNG) the ability to participate in training experiences that cannot be conducted during IDT and AT. These training experiences include Force Protection exercises and Overseas Contingency Operations (OCO) Pre-Mobilization activities. Special Training performed in an FTNG-RC 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 AGR, ADOS-OS, or FTNG-RC status. Counter Drug activities are budgeted for in the year of appropriation through Congress.

**Part Two - Justification of Funds Requested**

Special Training provides for Civil Support Teams (CST) and Chemical, Biological, Nuclear, High Explosive Response Force Packages (CERFP), 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 Army National Guard for both domestic and overseas missions. Funding in FY 2012 will support conversion from divisional-based units to BCT-based units.

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**Part Three - Schedule of Increases and Decreases**

		<u>Amount</u>
<b>FY 2011 Direct Program</b>		<b>534,954</b>
<b>Increases:</b>		
<b>Price Increases:</b>		
FY 2011 Pay Raise (1.4%, effective 1 January 2011)	1,226	
FY 2012 Pay Raise (1.6%, effective 1 January 2012)	4,221	
BAH	2,377	
BAS	592	
Flight Pay	8	
Cola	33	
Other Pay	62	
Perdiem	1,077	
<b>Total Price Increase</b>	<b>9,596</b>	
<b>Program Increase:</b>		
Flight Pay	12	
<b>Total Program Increase</b>	<b>12</b>	
 <b>Total Increase</b>		 <b>9,609</b>

**Department of the Army  
National Guard Personnel, Army  
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**Part Three - Schedule of Increases and Decreases cont.**

**Decreases:**

**Price Decrease:**

None	0
<b>Total Price Decrease</b>	<b>0</b>

**Program Decrease:**

Base Pay	(42,204)
BAQ	(16,591)
BAS	(5,792)
Cola	(565)
Other Pay	(738)
FICA	(3,229)
RPA	(10,076)
Perdiem	(17,800)
<b>Total Program Decrease</b>	<b>(96,995)</b>

<b>Total Decrease</b>	<b>(96,995)</b>
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<b>FY 2012 Direct Program</b>	<b>447,567</b>
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**Department of the Army  
National Guard Personnel, Army  
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**Civil Support Team (CST) & Chemical, Biological, Nuclear, High Explosive Response Force Packages (CERFP):**

Provides travel and per diem for ARNG Officer and Enlisted members of the Weapons of Mass Destruction Civil Support Teams (CST) who are participating in individual and collective training events/courses associated with CST unique/specific training. This program also provides pay & allowance, travel, and per diem for CERFP personnel participating in specialized collective and individual CBRNE training; they provide command and control capabilities, mass decontamination, extraction, and medical treatment to victims. Also pays for travel and per diem for personnel assigned to the CSTs who are deployed IAW 10 USC 12310 while responding to: a terrorist attack or threatened terrorist attack in the United States; the intentional or unintentional release of nuclear, biological, radiological, or toxic or poisonous chemical materials in the United States; or a natural or manmade disaster in the United States, any of which results in, or could result in, catastrophic loss of life or property.

	FY 2010					FY 2011				
	Tour		Mandays	Rate	Amount	Tour		Rate	Amount	
	Strength	Length		(Ave.)		Strength	Length	(Ave.)		
Officer	3,434	7	24,038	324.88	7,809	10,761	7	75,330	330.04	24,862
Enlisted	17,871	7	125,097	200.86	25,128	10,563	7	73,940	203.84	15,072
<b>Total</b>	<b>21,305</b>		<b>149,135</b>		<b>32,937</b>	<b>21,324</b>		<b>149,270</b>		<b>39,934</b>

  

	FY 2012				
	Tour		Mandays	Rate	Amount
	Strength	Length		(Ave.)	
Officer	11,836	7	82,852	334.28	27,695
Enlisted	7,851	7	54,957	206.35	11,341
<b>Total</b>	<b>19,687</b>		<b>137,809</b>		<b>39,036</b>



**Department of the Army  
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**Command and Staff Supervision:**

Program supports for officer and enlisted Soldier participation in pre-annual training (AT) 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 Honor's is conducted under ADOS to all eligible veterans and fallen warriors.

	FY 2010					FY 2011*				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	15,286	10	152,855	438.11	66,967	4,868	10	48,678	445.50	21,686
Enlisted	88,808	10	888,075	206.74	183,602	37,997	10	379,971	209.95	79,775
Total	104,093		1,040,930		250,569	42,865		428,649		101,461

	FY 2012				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	5,573	10	55,733	452.94	25,243
Enlisted	37,271	10	372,705	213.67	79,637
Total	42,844		428,438		104,880

\* The FY 2011 budget request enlisted portion included \$6,698 which should be reflected in the enlisted portion of Management Support.

**Department of the Army  
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**Competitive Events:**

Program supports ARNG personnel in participating in the Chief, National Guard's Bureau's Military Competitions Program. The program, starting at the novice level, supports opportunities for the Army National guard athletes to reach the highest levels of amateur competition. This also includes the Olympic Games. There are 4 Competitive Events Programs sanctioned under NGB: The Biathlon Program and Biathlon Championships; The All-Guard Marathon Team, which generates approximately 300 leads per event for the National Guard; the National Guard Marksmanship Center (NGMTC) and the RI NG International LAFEST Event.

	FY 2010					FY 2011				
	<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	710	8	5,676	308.86	1,753	1,742	8	13,939	313.94	4,376
Enlisted	<u>2,132</u>	8	<u>17,052</u>	212.65	<u>3,626</u>	<u>1,155</u>	8	<u>9,241</u>	215.99	<u>1,996</u>
Total	2,841		22,728		5,379	2,898		23,180		6,372

	FY 2012				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	1,693	8	13,546	319.18	4,323
Enlisted	<u>1,123</u>	8	<u>8,981</u>	219.67	<u>1,973</u>
Total	2,816		22,527		6,296

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National Guard Personnel, Army  
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**Counter Drug Program:**

This program supports 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.

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)	Amount	
Officer	658	189	124,383	368.27	45,806	0	189	0	374.27	0
Enlisted	2,681	189	506,616	243.88	123,552	0	189	0	247.69	0
Total	3,339		630,999		169,358	0		0		0

  

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)	Amount	
Officer	0	189	0	380.72	0	
Enlisted	0	189	0	252.12	0	
Total	0		0		0	

**Department of the Army  
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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. This program also supports the additional mandays required to plan, coordinate and execute training events for the Homeland Response Forces (HRF), Critical Infrastructure Protection-Mission Assurance Assessment Teams (CIP-MAA), and the State Partnership Program (SPP).

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Mandays	Rate	
	Strength	Length		(Ave.)	Amount	Strength	Length		(Ave.)	Amount
Officer	99,344	7	695,408	348.37	242,261	44,019	7	308,133	354.13	109,119
Enlisted	323,022	7	2,261,151	210.86	476,775	8,275	7	57,923	214.11	12,402
Total	422,366		2,956,559		719,036	52,294		366,057		121,521

	FY 2012				
	Tour		Mandays	Rate	
	Strength	Length		(Ave.)	Amount
Officer	37,324	7	261,268	361.92	94,558
Enlisted	8,299	7	58,094	218.94	12,719
Total	45,623		319,362		107,277

**Department of the Army  
National Guard Personnel, Army  
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**Management Support:**

Program supports 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).

	FY 2010					FY 2011*				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)	Amount	
Officer	18,482	5	92,408	383.93	35,479	4,494	5	22,471	390.19	8,768
Enlisted	3,075	5	15,374	234.83	3,610	5,618	5	28,090	238.45	6,698
<b>Total</b>	<b>21,556</b>		<b>107,782</b>		<b>39,089</b>	<b>10,112</b>		<b>50,561</b>		<b>15,466</b>

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)	Amount	
Officer	2,993	5	14,963	397.19	5,943	
Enlisted	1,998	5	9,990	242.83	2,426	
<b>Total</b>	<b>4,991</b>		<b>24,953</b>		<b>8,369</b>	

\* The FY 2011 budget request enlisted portion of Command and Staff included \$6,698 which should be reflected in the enlisted portion of Management Support.

**Department of the Army  
National Guard Personnel, Army  
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**Operational Training:**

Programs supported in this section include 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.

	FY 2010					FY 2011				
	<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	6,334	5	31,670	336.92	10,670	9,959	5	49,794	342.89	17,074
Enlisted	7,890	5	39,449	201.44	7,947	6,411	5	32,054	204.56	6,557
Total	14,224		71,119		18,617	16,370		81,848		23,631

	FY 2012				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	11,564	5	57,818	350.71	20,161
Enlisted	6,268	5	31,338	209.28	6,523
Total	17,831		89,156		26,684

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**Recruiting/Retention:**

Programs support Guard Strength Full Time National Guard-Reserve Component ADOS (FTNG-RC) requirements which have a measurable impact on recruiting, retention, and attrition management to increase ARNG strength readiness. FTNG-RC Program supports for personnel to serve in Officer Strength Management, Enlisted Recruiting & Retention, and Enlisted Recruit Sustainment to achieve unit level and overall ARNG end strength.

	FY 2010					FY 2011				
	<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	6,714	30	201,432	286.7	57,749	1,704	30	51,120	291.32	14,892
Enlisted	14,504	30	435,132	183.62	79,900	23,850	30	715,500	186.39	133,363
Total	21,219		636,563		137,649	25,554		766,620		148,255

	FY 2012				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate (Ave.)</u>	<u>Amount</u>
Officer	3,910	30	117,298	298.11	34,769
Enlisted	9,096	30	272,892	190.81	51,783
Total	13,006		390,190		86,552

**Department of the Army  
National Guard Personnel, Army  
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**Unit Conversion:**

Program supports the additional training requirements incurred when a unit receives new equipment due to an organizational or equipment modernization change. FY 2011 and FY 2012 include New Equipment Training and Displaced Equipment Training (NET/DET).

	FY 2010					FY 2011				
	Tour		Mandays	Rate		Tour		Rate		Amount
	Strength	Length		(Ave.)	Amount	Strength	Length	(Ave.)	Amount	
Officer	2,836	10	28,358	317.45	9,002	5,597	10	55,974	322.65	18,060
Enlisted	27,742	8	221,933	184.50	40,948	40,206	8	321,646	187.33	60,254
Total	30,577		250,291		49,950	45,803		377,620		78,314

  

	FY 2012					
	Tour		Mandays	Rate		Amount
	Strength	Length		(Ave.)	Amount	
Officer	5,309	10	53,090	328.04	17,416	
Enlisted	33,484	8	267,871	190.60	51,057	
Total	38,793		320,961		68,473	



**Department of the Army  
National Guard Personnel, Army  
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**Total Special Training:**

	FY 2010			FY 2011		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	153,797	1,356,227	477,496	83,145	625,439	218,837
Enlisted	<u>487,723</u>	<u>4,509,879</u>	<u>945,088</u>	<u>134,074</u>	<u>1,618,366</u>	<u>316,117</u>
Total	641,520	5,866,106	1,422,584	217,220	2,243,805	534,954

	FY 2012		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	80,201	656,567	230,108
Enlisted	<u>105,389</u>	<u>1,076,829</u>	<u>217,459</u>
Total	185,591	1,733,396	447,567

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
3,723,884	3,788,954	3,925,062

Administration and Support funds support 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 10 U.S.C. §12310, 32 U.S.C. §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 the full-time manning for the Civil Support Teams (CST) and the Ground-Based Mid-Course Defense (GMD) programs.

**Part Two - Justification of Funds Requested**

Administration and Support funds 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: 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.). In order to minimize the impact created by mobilizing AGRs, the ARNG utilizes a 1 to 3 ratio to hire temporary backfills to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities, maintaining a presence in the local community. This funding is essential to the operations, training, and employment of the National Guard both at home and abroad.

**Department of the Army  
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**Part Two - Schedule of Increases and Decreases**

<b>FY 2011 Direct Program</b>	<b>Amount</b>
	3,788,954
<b>Increases:</b>	
<b>Price Increases:</b>	
FY 2011 Pay Raise (1.4%, 1 January 2011)	39,958
FY 2012 Pay Raise (1.6%, 1 January 2012)	141,235
BAH	57,049
BAS	3,976
RPA	29,265
Flight Pay	2,177
Other Pay	1,957
Pro Pay	2,288
COLA	1,339
Disability & Hospitalization	477
Clothing	1,104
Travel	892
<b>Total Price Increase</b>	<b>281,717</b>
<b>Program Increases:</b>	
\$30,000 Lump Sum Bonus (CSB/REDUX)	690
Disability & Hospitalization	7,050
Reserve Incentives	66,506
<b>Total Program Increase</b>	<b>74,246</b>
<b>Total Increase</b>	<b>355,963</b>

**Department of the Army  
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**Part Two - Schedule of Increases and Decreases cont.**

**Decreases:**

**Price Decreases:**

Reserve Incentives (159,529)

**Total Price Decrease (159,529)**

**Program Decrease:**

Base Pay (30,457)

BAH (15,944)

BAS (3,001)

RPA (4)

FICA (1)

Flight Pay (352)

Cola (497)

Pro pay (794)

Other Pay (881)

Clothing (370)

Death Gratuities (3,820)

Travel (4,205)

**Total Program Decrease (60,326)**

**Total Decrease (219,855)**

**FY 2012 Direct Program 3,925,062**

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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 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.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer:	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.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer:	13	13	13	13	13	13	13

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**U.S. CODE, TITLE 10, SECTION 12402 - Army National Guard of United States**

**Commissioned Officers: Duty to National Guard Bureau**

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

	<u>FY 2010</u>			<u>FY 2011</u>		<u>FY 2012</u>	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer:	25	25	25	25	25	25	25

**U.S. CODE, TITLE 32, SECTION 708 -- Property and Fiscal Officers**

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

	<u>FY 2010</u>			<u>FY 2011</u>		<u>FY 2012</u>	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer:	38	40	38	38	38	38	38

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**Standard Installation/Division Personnel System (SIDPERS):**

Program supports 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 (parallels the automated data initiatives of the active Army).

	FY 2010			FY 2011		FY 2012	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	32	32	32	32	32	32	32
Enlisted	219	219	219	219	219	219	219
Total	251	251	251	251	251	251	251

**Training/Logistics Support:**

Program supports ARNG Officer and Enlisted Soldiers for training/logistics support at Army installations, and to serve as Reserve Officer Training Course (ROTC) Instructors.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyyears	End	Manyyears	End	Manyyears	End
Officer	981	981	981	981	981	981	981
Enlisted	592	592	592	592	592	592	592
Total	1,573	1,573	1,573	1,573	1,573	1,573	1,573

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**Augment Support:**

Program supports the stationing of ARNG Officers and Enlisted Soldiers at U.S. 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.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	12	12	12	12	12	12	12
Enlisted	0	0	0	0	0	0	0
Total	12	12	12	12	12	12	12

**Readiness Support:**

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

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	802	802	802	802	802	802	802
Enlisted	1,390	1,390	1,390	1,390	1,390	1,390	1,390
Total	2,192	2,192	2,192	2,192	2,192	2,192	2,192



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**Recruiting:**

Program supports staffing at the Department of the Army, the National Guard Bureau, the 54 States and Territories and to manage the ARNG recruiting program.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	237	237	237	237	237	237	237
Enlisted	4,718	4,718	4,718	4,718	4,718	4,718	4,718
Total	4,955	4,955	4,955	4,955	4,955	4,955	4,955

**Retention:**

Program supports forces at state level to manage the ARNG retention program.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	4	4	4	4	4	4	4
Enlisted	28	28	28	28	28	28	28
Total	32	32	32	32	32	32	32

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**Army Medical Department (AMEDD):**

Program supports key Officers and Enlisted personnel working at key medical installations, hospitals and medical detachments in order to support the sustainment of required mobilization strengths enhance readiness and maintain a liaison with the active components.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	10	10	10	10	10	10	10
Enlisted	6	6	6	6	6	6	6
Total	16	16	16	16	16	16	16

**Full-Time Manning:**

Program supports Officers and Enlisted personnel within earlier deploying units of the ARNG to enhance readiness.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	3,579	3,790	3,847	3,852	4,112	3,862	4,176
Enlisted	14,849	15,181	15,353	16,355	17,570	16,293	17,475
Total	18,428	18,971	19,200	20,207	21,682	20,155	21,651

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**Civil Support Teams (CST) :**

Program supports Army National Guard (ARNG) Officer and Enlisted personnel for the National Guard CSTs. In FY 2012 the ARNG increases by two CSTs.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	385	385	385	385	385	321	321
Enlisted	605	605	605	605	605	700	700
Total	990	990	990	990	990	1,021	1,021

**Ground-Based Midcourse Defense (GBMD) :**

Program supports ARNG Officer and Enlisted personnel for the GBMD program.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	73	73	73	73	73	73	73
Enlisted	208	208	208	208	208	208	208
Total	281	281	281	281	281	281	281

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**Total Administration and Support:**

FY 2012 AGR Manyears are adjusted to reflect mobilization assumptions.

	FY 2010			FY 2011		FY 2012	
	Begin	Manyears	End	Manyears	End	Manyears	End
Officer	6,191	6,404	6,459	6,464	6,724	6,410	6,724
Enlisted	22,615	22,947	23,119	24,121	25,336	24,154	25,336
Total	28,806	29,351	29,578	30,585	32,060	30,564	32,060

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**AGR funding by type:**

	FY 2010			FY 2011			FY 2012		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<u>Officers</u>									
Headquarters Act.	78	161,371.79	12,587	76	173,763.16	13,206	76	187,315.79	14,236
SIDPERS	32	107,656.25	3,445	32	116,000.00	3,712	32	125,062.50	4,002
Train/Log Support	981	144,149.85	141,411	981	155,336.39	152,385	981	167,455.66	164,274
Augment Support	12	144,333.33	1,732	12	155,583.33	1,867	12	167,666.67	2,012
Readiness Support	802	140,847.88	112,960	802	151,779.30	121,727	802	163,620.95	131,224
Recruiting	237	127,426.16	30,200	237	137,337.55	32,549	237	148,054.85	35,089
Retention	4	105,250.00	421	4	113,500.00	454	4	122,500.00	490
AMEDD	10	126,800.00	1,268	10	136,700.00	1,367	10	147,400.00	1,474
Fulltime Manning	3,790	157,730.61	597,799	3,852	151,142.26	582,200	3,862	162,511.39	627,619
Civil Support Teams	385	125,088.31	48,159	385	134,844.16	51,915	321	174,345.79	55,965
Ground Missile Def.	73	117,178.08	8,554	73	126,356.16	9,224	73	136,232.88	9,945
<b>Total Officers</b>	<b>6,404</b>		<b>958,536</b>	<b>6,464</b>		<b>970,606</b>	<b>6,410</b>		<b>1,046,330</b>
<u>Enlisted</u>									
SIDPERS	219	87,908.68	19,252	219	86,625.57	18,971	219	92,639.27	20,288
Train/Log Support	592	94,667.23	56,043	592	93,282.09	55,223	592	99,756.76	59,056
Readiness Support	1,390	95,280.58	132,440	1,390	93,887.77	130,504	1,390	100,404.32	139,562
Recruiting	4,718	100,536.03	474,329	4,718	99,066.77	467,397	4,718	105,942.56	499,837
Retention	28	75,785.71	2,122	28	74,642.86	2,090	28	79,821.43	2,235
AMEDD	6	80,333.33	482	6	79,166.67	475	6	84,666.67	508
Fulltime Manning	15,181	85,947.76	1,304,773	16,355	88,555.79	1,448,330	16,293	95,062.54	1,548,854
Civil Support Teams	605	92,414.88	55,911	605	91,064.46	55,094	700	84,168.57	58,918
Ground Missile Def.	208	73,576.92	15,304	208	72,500.00	15,080	208	77,538.46	16,128
<b>Total Enlisted</b>	<b>22,947</b>		<b>2,060,656</b>	<b>24,121</b>		<b>2,193,164</b>	<b>24,154</b>		<b>2,345,386</b>
<b>Total Officer &amp; Enlisted</b>	<b>29,351</b>		<b>3,019,192</b>	<b>30,585</b>		<b>3,163,770</b>	<b>30,564</b>		<b>3,391,716</b>

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**Continental United States (CONUS)/Other Continental United States (OCONUS) Cost of Living Allowance (COLA):**

Program 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.

	FY 2010			FY 2011			FY 2012		
	<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	780	6,694.87	5,222	701	10,173.00	7,131	790	6,431.65	5,081
Enlisted	3,120	4,216.35	13,155	2,979	6,808.00	20,282	3,160	4,426.90	13,989
Total	3,900		18,377	3,680		27,413	3,950		19,070

**Travel and PCS of Officers and Enlisted:**

Program 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.

	FY 2010			FY 2011			FY 2012		
	<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	2,581	15,415.00	39,779	1,238	15,631.00	19,348	1,148	15,897.00	18,249
Enlisted	3,530	14,700.00	51,885	2,226	14,906.00	33,174	2,043	15,159.00	30,977
Total	6,110		91,664	3,463		52,522	3,191		49,226

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**Death Gratuities:**

Program 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.

	FY 2010			FY 2011			FY 2012		
	<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	100,000.00	0	10	100,000.00	1,014	1	100,000.00	100
Enlisted	7	100,000.00	700	32	100,000.00	3,206	3	100,000.00	300
Total	7		700	42		4,220	4		400

**Disability and Hospitalization Benefits, Officers and Enlisted:**

Program supports 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.

	FY 2010			FY 2011			FY 2012		
	<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	109	8,423.00	922	102	8,717.81	888	252	9,022.93	2,277
Enlisted	3,432	6,086.00	20,885	1,925	6,299.01	12,128	2,799	6,519.48	18,245
Total	3,541		21,807	2,027		13,016	3,051		20,522

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**Active Accounts & Guard/Reserve Full Time Personnel:**

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
15-Year Early Retirement Authority									
Officer	0	0	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	0	0	0
<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									
\$30,000 Lump Sum Bonus (CSB/REDUX)									
Officer	19	30	566	0	30	0	29	30	870
Enlisted	116	30	3,470	0	30	0	185	30	5,550
<b>Total</b>	<b>135</b>		<b>4,036</b>	<b>0</b>		<b>0</b>	<b>214</b>		<b>6,420</b>



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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 skill targeted to mission requirements.

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Enlistment Bonuses</u>								
Initial	17,034	164,690	16,406	180,136	17,232	108,666	12,408	78,247
Anniversary	20,411	183,592	11,991	71,239	25,210	186,073	5,183	38,253
Total	37,445	348,282	28,397	251,375	42,442	294,739	17,591	116,500
<u>Enlisted Affiliation Bonus <sup>1</sup></u>								
Initial	113	755	2,472	16,852	0	0	0	0
Anniversary	1,655	11,101	1,427	10,400	1,705	12,065	0	0
Total	1,768	11,856	3,899	27,252	1,705	12,065	0	0
<u>3 Year Reenlistment Bonuses</u>								
Initial	417	2,857	7,812	19,531	148	1,014	239	1,640
Anniversary	66	211	0	0	674	1,348	888	2,857
Total	482	3,068	7,812	19,531	822	2,362	1,127	4,497
<u>6 Year Reenlistment Bonuses</u>								
Initial	4,671	37,173	18,249	218,880	5,608	56,544	12,433	125,085
Anniversary	5,014	31,803	61	400	2,333	23,330	2,569	31,708
Total	9,685	68,976	18,310	219,280	7,941	79,874	15,002	156,793
Subtotal	49,380	432,182	58,418	517,438	52,910	389,040	33,720	277,790
<u>Officer Affiliation/Accession Bonus</u>								
	1,269	7,464	2,985	14,923	5,184	33,750	4,711	30,670
<u>Student Loan Repayment Program <sup>2</sup></u>								
	94,276	112,942	5,763	6,515	5,081	14,496	3,975	7,342
Total SRIP	144,926	552,588	67,166	538,876	72,507	437,286	42,406	315,802
<u>Other Programs Summary</u>								
Specialized Training Assistance Program	39	937	74	1,704	87	2,142	274	1,300
Health Professionals Loan Repayment Program	966	19,228	200	3,246	49	1,000	42	800
Health Professional MED Officer Recruiting	807	13,732	682	11,600	961	16,350	644	12,350
Every Soldier is a Recruiter <sup>3</sup>	1,953	1,953	0	0	0	0	0	0
Total Other Programs	3,765	35,850	956	16,550	1,097	19,492	960	14,450
Total SRIP & Other Programs	148,690	588,438	68,122	555,426	73,605	456,778	95,293	330,252

<sup>1</sup> Affiliation Bonuses discontinued 1 March 2009 per current bonus policy.

<sup>2</sup> Student Loan Repayment Program showed an erroneous obligation for an additional \$105M at the EOY FY 2010. These funds should have been obligated in 3 Yr Reenlistment Anniversary Bonuses.

<sup>3</sup> Every Soldier a Recruiter (ESAR) discontinued 1 July 2009 with residual payments in FY 2010.

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**Selected Reserve Incentive Program cont.**

	FY 2014		FY 2015		FY 2016	
	Number	Amount	Number	Amount	Number	Amount
<u>Enlistment Bonuses</u>						
Initial	12,444	78,472	12,412	78,271	12,423	78,339
Anniversary	5,156	38,057	5,509	40,661	5,510	40,667
Total	17,600	116,529	17,921	118,932	17,933	119,006
<u>Enlisted Affiliation Bonus <sup>1</sup></u>						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total	0	0	0	0	0	0
<u>3 Year Reenlistment Bonuses</u>						
Initial	239	1,640	239	1,640	239	1,640
Anniversary	317	1,019	315	1,014	510	1,640
Total	556	2,659	554	2,654	749	3,280
<u>6 Year Reenlistment Bonuses</u>						
Initial	12,443	125,185	12,422	124,972	12,415	124,896
Anniversary	3,173	33,880	3,791	40,042	3,591	39,380
Total	15,616	159,065	16,213	165,014	16,006	164,276
Subtotal	33,772	278,253	34,688	286,600	34,688	286,562
<u>Officer Affiliation/Accession Bonus</u>						
	4,711	30,670	4,711	30,670	4,711	30,670
<u>Student Loan Repayment Program</u>						
	0	7,808	0	8,294	0	9,142
Total SRIP	38,483	316,731	39,399	325,564	39,399	326,374
<u>Other Programs Summary</u>						
Specialized Training Assistance Program	54	1,335	56	1,372	59	1,411
Health Professionals Loan Repayment Program	40	800	40	800	169	800
Health Professional MED Officer Recruiting	615	12,350	614	12,350	615	12,350
Every Soldier is a Recruiter	0	0	0	0	0	0
Total Other Programs	709	14,485	710	14,522	842	14,561
Total SRIP & Other Programs	43,420	331,216	44,599	340,086	45,191	340,935

<sup>1</sup> Affiliation Bonuses ceased effective 1 March 2009 per current bonus policy.

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**Part One - Purpose and Scope**

<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
160,460	129,840	126,134

Program supports the payments to the Department of Defense Education Benefits fund, a trust fund. This program is governed by 10 U.S.C §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 assists Soldiers with the costs of education and provides additional incentives for joining the Army National Guard (ARNG). 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>
<b>FY 2011 Direct Program</b>		129,840
<b>Increases:</b>		
<b>Price Increases:</b>		
Basic 1606	0	
Kicker	14,307	
Chapter 1607	11,389	
<b>Total Price Increase</b>	<b>25,696</b>	
<b>Program Increases:</b>		
Basic 1606	215	
Kicker	0	
Chapter 1607	0	
<b>Total Program Increase</b>	<b>215</b>	
<b>Total Increase</b>	<b>25,911</b>	
<b>Decreases:</b>		
<b>Price Decreases:</b>		
Basic 1606	(24,350)	
Kicker	0	
Chapter 1607	0	
<b>Total Price Decrease</b>	<b>(24,350)</b>	
<b>Program Decreases:</b>		
Basic 1606	0	
Kicker	(34,162)	
Chapter 1607	28,895	
<b>Total Program Decrease</b>	<b>(5,267)</b>	
<b>Total Decrease</b>	<b>(29,617)</b>	
<b>FY 2012 Direct Program</b>		<b>126,134</b>

**Department of the Army  
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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 (Public Law 98-525) (New G.I. Bill). Estimates of eligible Soldiers 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, \$200, or \$350 per payment for eligible personnel is an added incentive to recruit high quality personnel.

Title 10, Chapter 1607 funds were created by Public Law 108-375, enacted in FY05 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.

	FY 2010 Actuals			FY 2011 (Estimate)			FY 2012 (Estimate)		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
<u>Basic Educational Assistance</u>									
<u>(Chapter 1606)</u>									
Education Benefits	36,485	2,278	83,113	39,658	1,330	52,745	39,958	716	28,610
<u>G.I. Bill Kicker</u>									
\$100 Kicker		1,200			1,310			1,423	
\$200 Kicker	10,592	2,163	22,910	19,638	2,608	51,216	8,287	3,334	27,627
\$350 Kicker	3,733	3,408	12,723	1,151	4,755	5,474	1,919	4,799	9,209
Total	14,325		35,633	20,789		56,690	10,205		36,836
<b>Total Chapter 1606</b>	<b>50,810</b>		<b>118,746</b>	<b>60,447</b>		<b>109,435</b>	<b>50,164</b>		<b>65,446</b>
<u>Enhanced Educational Assistance</u>									
<u>(Chapter 1607)</u>									
90-364 days Mobilization	1,288	621	800	415	591	245	1,220	948	1,156
365-729 days Mobilization	40,807	977	39,868	20,514	935	19,181	39,756	1,458	57,964
730 plus days Mobilization	859	1,217	1,046	815	1,201	979	857	1,829	1,568
Total Chapter 1607	42,954		41,714	21,744		20,405	41,833		60,688
<b>Total Chapter 1607</b>	<b>42,954</b>		<b>41,714</b>	<b>21,744</b>		<b>20,405</b>	<b>41,833</b>		<b>60,688</b>
<b>Total Educational Benefits</b>	<b>93,764</b>		<b>160,460</b>	<b>82,191</b>		<b>129,840</b>	<b>91,996</b>		<b>126,134</b>

**Department of the Army  
National Guard Personnel, Army  
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**Section Five: Special Analysis**

**Department of the Army  
National Guard Personnel, Army  
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**Reimbursable Program**

	FY 2010	FY 2011	FY 2012
<u>SUBSISTENCE</u>	0	6,130	0
<u>MEDICAL</u>	0	0	0
<u>FOREIGN MILITARY SALES</u>	0	0	0
<u>OTHER NON-STRENGTH</u>			
Supplies and materials	85	0	2,484
SUBTOTAL	85	6,130	2,484
<u>STRENGTH RELATED</u>			
Officer Basic Pay	15,276	10,230	15,043
Other Pays and Allowances	5,855	6,922	2,938
Enlisted Basic Pay	25,491	17,070	25,100
Other Pays and Allowances	3,680	4,351	1,846
Retired Pay Accrual (Officer and Enlisted)	12,618	6,661	6,624
PCS Travel	18	819	699
Travel of persons	5,348	0	58
SUBTOTAL	68,286	46,053	52,308
 TOTAL PROGRAM	 68,371	 52,183	 54,792

**Department of the Army  
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**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 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Anniversary	10,206	91,796	5,996	35,620	12,605	93,037	2,591	19,127
<u>Prior Year</u>								
Initial	17,034	164,690	0	0	0	0	0	0
Anniversary	10,206	91,796	0	0	0	0	0	0
<u>Current Year</u>								
Initial	0	0	16,406	180,136	0	0	0	0
Anniversary	0	0	5,996	35,620	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	0	0	17,232	108,666	0	0
Anniversary	0	0	0	0	12,605	93,037	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	0	0	12,408	78,247
Anniversary	0	0	0	0	0	0	2,591	19,127
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Total Initial	17,034	164,690	16,406	180,136	17,232	108,666	12,408	78,247
Total Anniversary	20,411	183,592	11,991	71,239	25,210	186,073	5,183	38,253
Total Enlistment Bonuses	37,445	348,282	28,397	251,375	42,442	294,739	17,591	116,500



**Department of the Army  
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**Enlistment Bonus (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>						
Anniversary	2,578	19,029	2,754	20,331	2,755	20,334
<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	12,444	78,472	12,412	78,271	12,423	78,339
Anniversary	2,578	19,029	2,754	20,331	2,755	20,334
Total Initial	12,444	78,472	12,412	78,271	12,423	78,339
Total Anniversary	5,156	38,057	5,509	40,661	5,510	40,667
Total Enlistment Bonuses	17,600	116,529	17,921	118,932	17,933	119,006

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**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.

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Anniversary	827	5,551	714	5,200	853	6,033	0	0
<u>Prior Year</u>								
Initial	113	755	0	0	0	0	0	0
Anniversary	827	5,551	0	0	0	0	0	0
<u>Current Year</u>								
Initial	0	0	2,472	16,852	0	0	0	0
Anniversary	0	0	714	5,200	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	0	0	1,705	12,065	0	0
Anniversary	0	0	0	0	853	6,033	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Total Initial	113	755	2,472	16,852	1,705	12,065	0	0
Total Anniversary	1,655	11,101	1,427	10,400	1,705	12,065	0	0
Total Affiliation Bonuses	1,768	11,856	3,899	27,252	3,411	24,130	0	0

**Department of the Army  
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**Affiliation Bonus (continued)**

	FY 2014		FY 2015		FY 2016	
	Number	Amount	Number	Amount	Number	Amount
<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	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	0	0	0	0	0	0
Total Anniversary	0	0	0	0	0	0
Total Affiliation Bonuses	0	0	0	0	0	0

**Department of the Army  
National Guard Personnel, Army  
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**3 Year Reenlistment 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.

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Anniversary	33	106	0	0	337	674	444	1,429
<u>Prior Year</u>								
Initial	417	2,857	0	0	0	0	0	0
Anniversary	33	106	0	0	0	0	0	0
<u>Current Year</u>								
Initial	0	0	7,812	19,531	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	0	0	148	1,014	0	0
Anniversary	0	0	0	0	337	674	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	0	0	239	1,640
Anniversary	0	0	0	0	0	0	444	1,429
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Total Initial	417	2,857	7,812	19,531	148	1,014	239	1,640
Total Anniversary	66	211	0	0	337	674	444	1,429
Total 3 Year Ret. Bonuses	482	3,068	7,812	19,531	485	1,688	683	3,069

**Department of the Army  
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**3 Year Reenlistment Bonus (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	239	1,640	239	1,640	239	1,640
Total Anniversary	317	1,019	315	1,014	510	1,640
Total 3 Year Ret. Bonuses	556	2,659	554	2,654	749	3,280

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**6 Year Reenlistment 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.

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Anniversary	2,507	15,902	31	200	1,167	11,665	1,285	15,854
<u>Prior Year</u>								
Initial	4,671	37,173	0	0	0	0	0	0
Anniversary	2,507	15,902	0	0	0	0	0	0
<u>Current Year</u>								
Initial	0	0	18,249	218,880	0	0	0	0
Anniversary	0	0	31	200	0	0	0	0
<u>Budget Year 1</u>								
Initial	0	0	0	0	5,608	56,544	0	0
Anniversary	0	0	0	0	1,167	11,665	0	0
<u>Budget Year 2</u>								
Initial	0	0	0	0	0	0	12,433	125,085
Anniversary	0	0	0	0	0	0	1,285	15,854
<u>Budget Year Out Years</u>								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Total Initial	4,671	37,173	18,249	218,880	5,608	56,544	12,433	125,085
Total Anniversary	5,014	31,803	61	400	2,333	23,330	2,569	31,708
Total 6 Year Ret. Bonuses	9,685	68,976	18,310	219,280	7,941	79,874	15,002	156,793

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**6 Year Reenlistment Bonus (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	12,443	125,185	12,422	124,972	12,415	124,896
Anniversary	1,587	16,940	1,895	20,021	1,796	19,690
Total Initial	12,443	125,185	12,422	124,972	12,415	124,896
Total Anniversary	3,173	33,880	3,791	40,042	3,591	39,380
Total 6 Year Ret. Bonuses	15,616	159,065	16,213	165,014	17,674	164,276

**Department of the Army  
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**Officer Accession/Affiliation Bonus (continued)**

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

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	1,269	7,464	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	2,985	14,923	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	5,184	33,750	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	4,711	30,670
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
<b>Total Payments</b>	<b>1,269</b>	<b>7,464</b>	<b>2,985</b>	<b>14,923</b>	<b>5,184</b>	<b>33,750</b>	<b>4,711</b>	<b>30,670</b>



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**Officer Accession/Affiliation Bonus (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	<u>4,711</u>	<u>30,670</u>	<u>4,711</u>	<u>30,670</u>	<u>4,711</u>	<u>30,670</u>
Total Payments	4,711	30,670	4,711	30,670	4,711	30,670

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**Student Loan Repayment (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 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	94,276	112,942	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	5,763	6,515	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	5,081	14,496	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	3,975	7,342
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
<b>Total Payments</b>	<b>94,276</b>	<b>112,942</b>	<b>5,763</b>	<b>6,515</b>	<b>5,081</b>	<b>14,496</b>	<b>3,975</b>	<b>7,342</b>

**Department of the Army  
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**Student Loan Repayment Program (SLRP) (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	<u>4,227</u>	<u>7,808</u>	<u>4,490</u>	<u>8,294</u>	<u>4,950</u>	<u>9,142</u>
Total Payments	4,227	7,808	4,490	8,294	4,950	9,142

**Department of the Army  
National Guard Personnel, Army  
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**Specialized Training Assistance Program (STRAP)**

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

	FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	39	937	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	74	1,704	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	87	2,142	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	53	1,300
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
<b>Total Payments</b>	<b>39</b>	<b>937</b>	<b>74</b>	<b>1,704</b>	<b>87</b>	<b>2,142</b>	<b>53</b>	<b>1,300</b>

**Department of the Army  
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**Specialized Training Assistance Program (continued)**

	FY 2014		FY 2015		FY 2016	
	Number	Amount	Number	Amount	Number	Amount
<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	54	1,335	56	1,372	59	1,411
Total Payments	54	1,335	56	1,372	59	1,411

**Department of the Army  
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**Health Professional Loan 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 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	966	19,228	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	200	3,246	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	49	1,000	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	39	800
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
<b>Total Payments</b>	<b>966</b>	<b>19,228</b>	<b>200</b>	<b>3,246</b>	<b>49</b>	<b>1,000</b>	<b>39</b>	<b>800</b>

**Department of the Army  
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**Health Professional Loan Program (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	40	800	40	800	169	800
Total Payments	40	800	40	800	169	800

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**Health Professional Medical 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 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	807	13,732	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	682	11,600	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	961	16,350	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	726	12,350
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
Total Payments	807	13,732	682	11,600	961	16,350	726	12,350



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**Health Professional Medical officer Recruiting Bonus (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	615	12,350	614	12,350	615	12,350
Total Payments	615	12,350	614	12,350	615	12,350

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**Every Soldier is a Recruiter (ESAR)**

Purpose and Scope: Offered to ARNG Soldiers and eligible retired service members who successfully assist enlisted recruiting efforts. Successful referrals resulting in Soldier enlistments and Advanced Individual Training (AIT) MOS qualifications receive a bonus per referral of \$2000.

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Prior Obligations</u>								
Payment	0	0	0	0	0	0	0	0
<u>Prior Year</u>								
Payment	1,953	1,953	0	0	0	0	0	0
<u>Current Year</u>								
Payment	0	0	0	0	0	0	0	0
<u>Budget Year 1</u>								
Payment	0	0	0	0	0	0	0	0
<u>Budget Year 2</u>								
Payment	0	0	0	0	0	0	0	0
<u>Budget Year Out Years</u>								
Payment	0	0	0	0	0	0	0	0
Total Payments	1,953	1,953	0	0	0	0	0	0

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**Every Soldier is A Recruiter (ESAR) (continued)**

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount
<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	0	0	0	0	0	0
Total Payments	0	0	0	0	0	0

**Department of the Army  
National Guard Personnel, Army  
Fiscal Year (FY) 2012 Budget Estimate**

End Strength	<u>FY 2010</u>						
	<u>AGR/TAR Officers</u>	<u>AGR/TAR Enlisted</u>	<u>AGR/TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian</u>	<u>Total</u>
<b><u>Assignment</u></b>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	247	4,541	4,788	51	0	0	4,839
<b><u>Units:</u></b>							
RC Unique Mgmt Hqs	3,841	15,706	19,547	5,949	0	0	25,496
Unit Support	802	1,242	2,044	23,401	0	0	25,445
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	<u>4,643</u>	<u>16,948</u>	<u>21,591</u>	<u>29,350</u>	<u>0</u>	<u>0</u>	<u>50,941</u>
<b><u>Training &amp; Logistics:</u></b>							
RC Non-unit Institution	567	375	942	0	0	0	942
RC Schools	313	217	530	0	0	0	530
ROTC	101	0	101	0	0	0	101
Subtotal	<u>981</u>	<u>592</u>	<u>1,573</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,573</u>
<b><u>Headquarters:</u></b>							
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	<u>556</u>	<u>819</u>	<u>1,375</u>	<u>0</u>	<u>184</u>	<u>457</u>	<u>2,016</u>
Total End Strength	6,459	23,119	29,578	29,401	184	539	59,702

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**FY 2011**

	<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>
End Strength							
<b><u>Assignment</u></b>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	241	4,746	4,987	51	0	0	5,038
<b><u>Units:</u></b>							
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	<u>4,914</u>	<u>18,960</u>	<u>23,874</u>	<u>29,679</u>	<u>0</u>	<u>0</u>	<u>53,553</u>
<b><u>Training &amp; Logistics:</u></b>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	101	0	101	0	0	0	101
Subtotal	<u>981</u>	<u>592</u>	<u>1,573</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,573</u>
<b><u>Headquarters:</u></b>							
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	13	0	13	0	0	0	13
Subtotal	<u>556</u>	<u>819</u>	<u>1,375</u>	<u>0</u>	<u>184</u>	<u>1,099</u>	<u>2,658</u>
Total End Strength	6,724	25,336	32,060	29,730	184	1,181	63,155

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**FY 2012**

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>
<b><u>Assignment</u></b>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	247	4,072	4,319	51	0	0	4,370
<b><u>Units:</u></b>							
RC Unique Mgmt Hqs	4,106	18,244	22,350	5,586	0	0	27,936
Unit Support	802	1,390	2,192	24,223	0	0	26,415
Main Act (non-unit)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	4,908	19,634	24,542	29,809	0	0	54,351
<b><u>Training &amp; Logistics:</u></b>							
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
<b><u>Headquarters:</u></b>							
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	29,860	184	1,181	63,285