

# DEPARTMENT OF THE ARMY

*FISCAL YEAR (FY) 2015 BUDGET ESTIMATES*



**Volume I**

**NATIONAL GUARD PERSONNEL, ARMY**

**MARCH 2014**

**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF EXHIBITS**

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## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM  
(IN THOUSANDS OF DOLLARS)

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Request</u>
<b>DIRECT PROGRAM</b>			
Reserve Component Training and Support	7,894,352	7,776,498	7,682,892
TOTAL Direct Program	7,894,352	7,776,498	7,682,892
<b>REIMBURSABLE PROGRAM</b>			
Reserve Component Training and Support	30,916	54,792	54,792
TOTAL Reimbursable Program	30,916	54,792	54,792
<b>TOTAL BASELINE PROGRAM</b>			
Reserve Component Training and Support	7,925,268	7,831,290	7,737,684
TOTAL Baseline Program	7,925,268	7,831,290	7,737,684
<b>OCO/Title IX Supplemental Funding</b>			
Reserve Component Training and Support	433,362	257,064	0
TOTAL OCO/Title IX Funding	433,362	257,064	0
<b>TOTAL PROGRAM FUNDING</b>			
Reserve Component Training and Support	8,358,630	8,088,354	7,737,684
TOTAL Program Funding	8,358,630	8,088,354	7,737,684
<b>LESS Title IX Supplemental Funding</b>			
Reserve Component Training and Support	-433,362	-257,064	0
TOTAL OCO Funding	-433,362	-257,064	0
<b>Revised TOTAL PROGRAM FUNDING</b>			
Reserve Component Training and Support	7,925,268	7,831,290	7,737,684
Revised TOTAL Program Funding	7,925,268	7,831,290	7,737,684
Medicare Eligible Retiree Health Fund Contribution	909,473	818,575	610,778
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>8,834,741</b>	<b>8,649,865</b>	<b>8,348,462</b>

ET PROGRAM

NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM  
(IN THOUSANDS OF DOLLARS)

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Request</u>
<b>National Guard Personnel, Army (NGPA)</b>			
Direct Program (NGPA)	7,894,352	7,776,498	7,682,892
Reimbursible Program (NGPA)	30,916	54,792	54,792
OCO Program (NGPA)	433,362	257,064	0
Total National Guard Personnel, Army (NGPA)	<u>8,358,630</u>	<u>8,088,354</u>	<u>7,737,684</u>
Medicare-Eligible Retiree Health Fund Contribution	909,473	741,919	740,002
<b>Military Personnel, Army</b>			
OCO Pay and Allowances, Mobilization (MPA)	1,878,939	0	0
Active Duty for Operational Support	104,322	144,249	134,817
Total, Military Personnel Army	<u>1,983,261</u>	<u>144,249</u>	<u>134,817</u>
<b>Total Army National Guard Pay &amp; Benefits from Military Pa</b>	<b>11,251,364</b>	<b>8,974,522</b>	<b>8,612,503</b>

## **SECTION 2**

### **INTRODUCTION AND PERFORMANCE MEASURES**

### Appropriation Summary

<u>FY 2014 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2015 Request</u>
7,776,498	36,763	-130,369	7,682,892

### Program Adjustment Highlights in FY 2015

The budget request for the National Guard Personnel, Army (NGPA) decreased by a total of \$94 million from FY 2014 to FY 2015. As overseas mobilization and deployments further decline, the Army National Guard (ARNG) will experience upward pressure on requirements associated with increased participation in collective training events. Concurrently, the ARNG will identify targeted program reductions throughout the appropriation in order to support FY 2015 end strength and force structure changes. This balance will ensure that the ARNG is able to meet the emerging demands of the nation both at home and abroad.

While the overall budget request decreased from FY 2014 to FY 2015, there is programmatic growth in specific areas. A program increase in Inactive Duty Training (IDT) and Annual Training (AT) in Pay Group A is a result of increased participation in collective training events. The ARNG also has program growth in Active Guard Reserve (AGR's) as deployments decrease and previously mobilized AGR's transition from Pay Group A back to their original pay group in Administration and Support. These areas of growth are vital to the ARNG's ability to fulfill its role as a force provider for the Department of Defense as well as the first line of defense for emergency and disaster response in the homeland. The growth in these programs is offset by savings in other programs in the NGPA appropriation.

Net program reductions of \$130 million reflect the ongoing gradual reduction in end-strength from 354,200 in FY 2014 to 350,200 in FY 2015. As a result of the reductions, the ARNG will reduce funding in Pay Groups F & P by approximately \$51 million and \$10 million, respectively. The ARNG will reduce Schools funding by approximately \$216 million and Special Training funding by \$171 million in FY 2015 as a result of reduction in available seats. Savings from these programmatic reductions have been re-invested in Pay Group A and AGRs as mobilizations decrease and Soldiers return to their home station. This re-investment reflects the ARNG's commitment to developing and maintaining the operational readiness and capability of its service members for domestic and overseas contingency operations.

The price increase of \$36.7 million supports a pay raise of 1.0% in CY 2014 and CY 2015 and inflationary adjustments in travel, clothing, subsistence, and other pay. The price increase is partially offset by price decreases in Education Benefits & Selected Reserve Incentive Program and rate reductions in Retired Pay Accrual.

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average - reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rate to 1.5 percent per year on-average over a period of several years until the 5 percent out-of-pocket threshold is reached.

However, it should be noted that this 1.5 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

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.

## **Introduction Statement**

The National Guard Personnel, Army (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. The request also provides funding for special training programs (including missions to support Combatant Commanders initiatives, recruiting and retention), bonuses and incentives, the Health Professional Loan Repayment Program, and the Basic Officer Leadership Course (BOLC) for newly commissioned Lieutenants. The NGPA request ensures that the ARNG continues to meet its requirement to provide a trained and ready force to defend the nation.



## **Army Force Generation (ARFORGEN)**

The Army National Guard plays a unique role as both the primary combat reserve of the Army and the land-component response force for domestic operations. As the primary combat reserve, the ARNG continues to support the active force with specialized, technologically advanced Soldiers, enabling the Army to sustain joint operations through a strategically responsive force-generating capability. Resource requirements continue to support the ARNG as it transitions from company and platoon level operations to individual crew served (I/C/S) readiness levels for all units across the 50 states, 3 territories, and the District of Columbia. This ensures that the ARNG can meet its operational requirements of skill-rich capabilities attained through a decade of persistent conflict. The ARFORGEN model enhances responsiveness to complement the Army's transformation as it reduces its end strength and force structure. In order to provide the Army with ready-to-deploy forces, today's ARNG Soldiers must achieve higher levels of operational and personnel readiness prior to mobilization. The ARFORGEN model is the means to execute this strategy – a model that systematically advances units through a series of cumulative and progressively complex training events to improve unit readiness prior to entering the "Available" pool of the ARFORGEN model. As long as this model exists, readiness can be generated or decreased. The FY 2015 request provides funding to maintain ARNG statutory requirements of 39 training days for the force. Additional days are attained in FY2017-FY2019 to achieve company level proficiency for three BCT's in each year.

## **Army National Guard End-Strength**

The ARNG continues to apply proper stewardship of allotted resources while producing relevant and ready capabilities. As part of the Army plan to reduce overall end-strength in anticipation of reduced future requirements, the ARNG budget supports an end-strength reduction from 354,200 in FY 2014 to 350,200 in FY 2015. The reduction returns the ARNG to end strength levels prior to the Grow the Army (GTA) initiative that began in FY 2008. As the Army National Guard gradually reduces end-strength, continued effort will be focused on shaping, maintaining, and retaining the force. Cost savings from reductions in schools and special training are a natural reflection of the ARNG's reduction in end-strength which means fewer Soldiers will be available to attend schools or training events, and units will focus primarily on Individual Drill Training (IDT) and Annual Training (AT) at I/C/S levels in order to support missions both at home and abroad.

The FY 2015 National Guard Personnel, Army (NGPA) budget submission supports an end-strength of 350,200, which includes 31,385 AGRs.

	<b>End Strength</b>	
<b>FY 2013 Actual</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Request</b>
357,735	354,200	350,200

## **Active Guard and Reserve Full-Time Support**

The orders of ARNG Active Guard Reserve (AGR) members, whether they are serving under USC Title 10 or USC Title 32, are immediately transferred from the AGR personnel account upon mobilization. This facilitates proper personnel accountability in the Selective Reserve (SELRES) for pay accountability. To maintain compliance with United States Code, all mobilizing Soldiers are placed on a mobilization order under USC, Title 10. All mobilized Soldiers are paid from the Military Personnel Army (MPA) appropriation, but they remain Army National Guard Soldiers in a "non-participatory" status. The increase is accounted for in the participation rate for Pay Group A.

Although mobilizations and deployments will significantly decrease in FY 2015, several activities continue at the unit's home station during a deployment that requires full-time support. To minimize the operational impact created by mobilizing AGR members, the ARNG authorizes a one-to-three ratio to hire temporary backfills for those vacated positions.

PB-30Y PERFORMANCE MEASURES AND EVALUATION SUMMARY

This ensures continuity of operations that maintains the readiness of non-mobilized units by providing administrative and operational support for armories and facilities which maintain an on-going presence in the local community (to maintain equipment and continue recruiting activities) while the unit is deployed. The ARNG supports the families of the deployed Guardsmen through the units' armories. 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.

### **Homeland Defense and Domestic Capabilities**

The Army National Guard continues to adapt to fulfill its dual mission of supporting the war fight while continuing to provide domestic response capabilities. This budget request enables the ARNG personnel strategies to this end. Domestically, the ARNG continues to support the Chemical, Biological, Radiological, Nuclear, and High-Yield Explosive (CBRNE) Enterprise by providing the majority of the total defense forces in this effort. This budget fully funds 57 Civil Support Teams (CST). Additionally, the ARNG supports weapons of mass destruction domestic response training for ten regionally-aligned Homeland Response Force (HRF) organizations. The HRF, along with the CBRNE Enhanced Response Force Package (CERFP) and the CSTs, provide regional and state-based capabilities to reduce response times in the event of a CBRNE event.

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. 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. The NGPA appropriation request excludes retiree health accrual funding, which is funded under a separate appropriation. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the 2007 budget formulation, the military personnel budget estimates were reduced by over \$291M from FY 2007 to FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by Government Accountability Office. As a result, the FY 2011 and FY 2012 NGPA budget estimates were reduced by \$70M and \$76M respectively. 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 in order to reduce Military Personnel (MILPERS) appropriation unobligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's five year availability.

**Activity:** National Guard Personnel, Army (NGPA)

**Activity Goal:** Maintain a trained, ready, and available Army National Guard force to execute the National Military Strategy.

**Description of Activity:** The NGPA appropriation supports military personnel pay and allowances to provide trained and qualified units in the Armed Forces in time of war, national emergency, and at such other times as the national security requires. The Army National Guard also fills the needs of the Armed Forces by complimenting the Active Component with trained, ready, and available forces in order to achieve the mobilization and deployment requirements. The Army National Guard also provides homeland defense forces, critical force structure, and support infrastructure capable of immediate response to a domestic emergency. The NGPA appropriation includes funding for pay, allowances, individual clothing, subsistence, travel, permanent change of station, schools, and special training.

PERFORMANCE MEASURES:

	Performance Measures End Strength		
	FY 2013	FY 2014	FY 2015
Average Strength	356,082	355,023	350,888
End Strength	357,735	354,200	350,200
Authorized End Strength	358,200		

The end strength goal is to maintain the most effective force to execute the National Military Strategy equal to plus/minus 3% of the congressionally mandated End Strength Objective (ESO). In accordance with Army Planning and Senior Leader Guidance, the budgeted end-strength objective for FY 2015 is 350,200.

There are a number of factors that drive the Army National Guard end strength. These factors include recruiting, retention, and attrition. While success in these factors does not guarantee the Army National Guard will meet its ESO, they are carefully monitored as leading indicators to the health of the Army National Guard strength posture. These factors apply to the enlisted force.

	Performance Measures, Accession/Retention/Attrition Goals		
	FY 2013	FY 2014	FY 2015
Recruiting: Accession Goals	52,494	50,977	52,000
Retention: Reenlistment Goals	59,000	43,000	45,000
Attrition: Attrition Goals	17%	17%	18%

**SECTION 3**  
**SUMMARY TABLES**

**NATIONAL GUARD PERSONNEL, ARMY  
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH**

**OFFICER**

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
<b>Beginning Strength</b>	44,404	45,065	44,400
<b>Gains:</b>			
Males (NPS)	241	271	277
Females (NPS)	58	65	67
Civilian Life	1,081	1,216	1,241
Active Component	175	198	201
Enlisted Commissioning Program	2,665	2,999	3,060
Other Reserve Status/Component	234	263	269
All Other	0	0	0
<b>Total Gains</b>	<b>4,454</b>	<b>5,012</b>	<b>5,115</b>
<b>Losses:</b>			
Civilian Life	1,037	1,552	402
Active Component	68	102	26
Retired Reserves	937	1,402	363
Other Reserve Status/Component	235	352	92
All Other	1,516	2,269	588
<b>Total Losses</b>	<b>3,793</b>	<b>5,677</b>	<b>1,471</b>
<b>End Strength</b>	45,065	44,400	48,044

**NATIONAL GUARD PERSONNEL, ARMY  
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH**

**ENLISTED**

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
<b>Beginning Strength</b>	313,674	312,670	309,800
<b>Gains:</b>			
Males (NPS)	29,978	29,500	24,698
Females (NPS)	8,916	8,774	7,346
Civilian Life	5,174	6,328	6,940
Other Reserve Status/Component	4,565	5,583	6,123
All Other	666	815	893
<b>Total Gains</b>	<u>49,299</u>	<u>51,000</u>	<u>46,000</u>
<b>Losses:</b>			
Other Attrition	25,832	27,664	27,548
Expiration of Selected Reserve Service	16,476	17,644	17,570
Active Component	752	805	802
To Officer Status	2,549	2,730	2,718
Retired Reserves	3,780	4,048	4,031
Other Reserve Status/Component	914	979	975
Losses to Civilian Life	0	0	0
<b>Total Losses</b>	<u>50,303</u>	<u>53,870</u>	<u>53,644</u>
<b>End Strength</b>	312,670	309,800	302,156

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2013</u>			<u>FY 2014</u>		<u>FY 2015</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	37,657	37,361	38,152	37,243	37,676	38,391	41,433
Enlisted	48	15	263,818	258,870	258,509	255,891	254,027	247,640	250,125
Subtotal			301,475	296,231	296,661	293,134	291,703	286,031	291,558
<b>Pay Group F</b>									
Enlisted		122	14,093	13,564	16,998	15,372	18,752	16,037	16,191
<b>Pay Group P</b>									
Enlisted	31		12,156	15,544	12,965	13,103	11,685	12,112	11,066
Subtotal			327,724	325,339	326,624	321,609	322,140	314,180	318,815
Drill/Indiv Tng			327,724	325,339	326,624	321,609	322,140	314,180	318,815
<b>AGR (Full-time)</b>									
Officer			6,747	6,817	6,913	6,942	6,724	6,650	6,611
Enlisted			23,607	23,925	24,198	24,238	25,336	25,036	24,774
Subtotal			30,354	30,742	31,111	31,180	32,060	31,686	31,385
<b>SELRES</b>									
Officer			44,404	44,178	45,065	44,185	44,400	45,041	48,044
Enlisted			313,674	311,903	312,670	308,604	309,800	300,825	302,156
Subtotal			358,078	356,081	357,735	352,789	354,200	345,866	350,200

**NATIONAL GUARD PERSONNEL, ARMY  
ACTIVE GUARD AND RESERVE ON TOURS OF ACTIVE DUTY**

	<u>FY 2013</u>			<u>FY 2014</u>		<u>FY 2015</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	424	444	463	435	460	411	413
O5 LT COLONEL	1,237	1,279	1,358	1,244	1,302	1,177	1,174
O4 MAJOR	1,965	2,263	2,332	1,997	2,109	2,001	2,080
O3 CAPTAIN	1,320	918	926	1,368	1,214	1,318	1,257
O2 1ST LIEUTENANT	172	92	102	179	154	162	154
O1 2ND LIEUTENANT	41	0	0	41	40	38	37
<b>Total Commissioned Officers</b>	<b>5,159</b>	<b>4,996</b>	<b>5,181</b>	<b>5,264</b>	<b>5,279</b>	<b>5,107</b>	<b>5,115</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	130	142	150	168	142	157	154
W4 WARRANT OFF (W-4)	393	1,058	1,099	427	386	388	376
W3 WARRANT OFF (W-3)	417	324	339	414	361	387	375
W2 WARRANT OFF (W-2)	580	284	127	596	501	547	529
W1 WARRANT OFF (W-1)	68	13	17	73	55	64	62
<b>Total Warrant Officers</b>	<b>1,588</b>	<b>1,821</b>	<b>1,732</b>	<b>1,678</b>	<b>1,445</b>	<b>1,543</b>	<b>1,496</b>
<b>Total Officer</b>	<b>6,747</b>	<b>6,817</b>	<b>6,913</b>	<b>6,942</b>	<b>6,724</b>	<b>6,650</b>	<b>6,611</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	736	734	746	737	761	755	776
E8 1ST SGT/MASTER SGT	2,242	2,322	2,376	2,268	2,544	2,483	2,547
E7 PLATOON SGT/SFC	8,576	11,511	11,518	8,687	8,895	8,840	8,706
E6 STAFF SGT	8,728	5,836	5,900	9,032	9,273	9,292	9,111
E5 SERGEANT	3,002	3,219	3,312	3,239	3,488	3,364	3,335
E4 CPL/SPECIALIST	310	294	336	266	365	292	289
E3 PRIVATE 1ST CLASS	12	9	10	9	10	10	10
E2 PRIVATE E2	1	0	0	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>23,607</b>	<b>23,925</b>	<b>24,198</b>	<b>24,238</b>	<b>25,336</b>	<b>25,036</b>	<b>24,774</b>
<b>Total Personnel on Active Duty</b>	<b>30,354</b>	<b>30,742</b>	<b>31,111</b>	<b>31,180</b>	<b>32,060</b>	<b>31,686</b>	<b>31,385</b>

PB-30H ACTIVE GUARD AND RESERVE ON TOURS OF ACTIVE DUTY



**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**FY 2013**

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	37,657	263,818	301,475	14,093	12,156	327,724	6,747	23,607	30,354	358,078
OCT	37,519	261,466	298,985	14,266	12,091	325,342	6,794	23,758	30,552	355,894
NOV	37,354	261,192	298,546	13,550	12,910	325,006	6,808	23,879	30,687	355,693
DEC	37,255	262,128	299,383	9,474	16,360	325,217	6,838	23,952	30,790	356,007
JAN	37,160	260,265	297,425	12,014	15,610	325,049	6,850	23,965	30,815	355,864
FEB	37,168	259,525	296,693	12,171	15,911	324,775	6,815	23,861	30,676	355,451
MAR	37,140	258,887	296,027	11,193	18,347	325,567	6,827	23,895	30,722	356,289
APR	37,109	258,365	295,474	10,530	19,736	325,740	6,794	23,850	30,644	356,384
MAY	37,197	257,295	294,492	12,130	18,275	324,897	6,797	23,926	30,723	355,620
JUN	37,400	254,699	292,099	17,130	15,814	325,043	6,812	24,021	30,833	355,876
JUL	37,428	254,002	291,430	18,358	15,021	324,809	6,797	24,018	30,815	355,624
AUG	37,702	257,450	295,152	16,412	13,887	325,451	6,843	24,074	30,917	356,368
SEP	38,152	258,509	296,661	16,998	12,965	326,624	6,913	24,198	31,111	357,735
<b>Average</b>	<b>37,361</b>	<b>258,870</b>	<b>296,231</b>	<b>13,564</b>	<b>15,544</b>	<b>325,339</b>	<b>6,817</b>	<b>23,925</b>	<b>30,742</b>	<b>356,081</b>

**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD  
FY 2013**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
70	312	382	1. Combat (28%)
75	334	409	2. Combat Support (30%)
95	423	518	3. Combat Service Support (38%)
10	45	55	4. HQ Staff (4%)
<hr/> 250	<hr/> 1114	<hr/> 1364	

1. Pay Group A strength includes mobilized AGRs.
2. Full-time Active Duty strength does not include mobilized AGRs.
3. Reference "Summary of Military Personnel Strength" portion of the Military Personnel, Army justification material.

**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**FY 2014**

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	38,152	258,509	296,661	16,998	12,965	326,624	6,913	24,198	31,111	357,735
OCT	38,080	256,868	294,948	15,300	12,741	322,989	6,934	24,190	31,124	354,113
NOV	37,969	256,874	294,843	15,144	12,966	322,953	6,970	24,241	31,211	354,164
DEC	37,829	257,303	295,132	14,659	12,754	322,545	6,987	24,309	31,296	353,841
JAN	36,956	257,434	294,390	13,856	13,522	321,768	6,982	24,444	31,426	353,194
FEB	36,856	257,048	293,904	13,912	13,761	321,577	6,976	24,144	31,120	352,697
MAR	36,814	256,246	293,060	14,254	14,011	321,325	6,945	24,124	31,069	352,394
APR	36,774	255,383	292,157	15,023	14,055	321,235	6,929	24,046	30,975	352,210
MAY	36,784	255,186	291,970	15,400	13,211	320,581	6,959	24,048	31,007	351,588
JUN	36,857	254,119	290,976	16,090	12,952	320,018	6,965	24,063	31,028	351,046
JUL	36,911	253,686	290,597	16,425	12,247	319,269	6,939	24,191	31,130	350,399
AUG	37,177	254,279	291,456	16,531	11,721	319,708	6,897	24,291	31,188	350,896
SEP	37,676	254,027	291,703	18,752	11,685	322,140	6,724	25,336	32,060	354,200
<b>Average</b>	<b>37,243</b>	<b>255,891</b>	<b>293,134</b>	<b>15,372</b>	<b>13,103</b>	<b>321,609</b>	<b>6,942</b>	<b>24,238</b>	<b>31,180</b>	<b>352,789</b>

**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD  
FY 2014**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
41	249	290	1. Combat (28%)
44	266	310	2. Combat Support (30%)
56	337	393	3. Combat Service Support (38%)
6	36	42	4. HQ Staff (4%)
<hr/> 147	<hr/> 888	<hr/> 1035	

1. Pay Group A strength includes mobilized AGRs.
2. Full-time Active Duty strength does not include mobilized AGRs.
3. Reference "Summary of Military Personnel Strength" portion of the Military Personnel, Army justification material.

**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**FY 2015**

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	37,676	254,027	291,703	18,752	11,685	322,140	6,724	25,336	32,060	354,200
OCT	38,351	248,891	287,242	17,169	11,800	316,211	6,655	25,004	31,659	347,870
NOV	38,254	248,004	286,258	17,184	12,321	315,763	6,656	25,143	31,799	347,562
DEC	38,205	248,625	286,830	16,351	12,500	315,681	6,657	25,199	31,856	347,537
JAN	38,157	248,861	287,018	15,888	11,963	314,869	6,858	25,256	32,114	346,983
FEB	38,123	248,265	286,388	15,505	11,985	313,878	6,629	25,244	31,873	345,751
MAR	38,090	247,676	285,766	14,945	12,300	313,011	6,620	25,063	31,683	344,694
APR	38,100	246,817	284,917	14,326	12,722	311,965	6,631	24,993	31,624	343,589
MAY	38,207	245,972	284,179	15,111	12,288	311,578	6,662	24,933	31,595	343,173
JUN	38,411	244,777	283,188	15,989	12,201	311,378	6,603	24,816	31,419	342,797
JUL	38,467	245,577	284,044	16,022	12,099	312,165	6,594	24,872	31,466	343,631
AUG	38,770	246,133	284,903	16,478	11,789	313,170	6,565	24,850	31,415	344,585
SEP	41,433	250,125	291,558	16,191	11,066	318,815	6,611	24,774	31,385	350,200
<b>Average</b>	<b>38,391</b>	<b>247,640</b>	<b>286,031</b>	<b>16,037</b>	<b>12,112</b>	<b>314,180</b>	<b>6,650</b>	<b>25,036</b>	<b>31,686</b>	<b>345,866</b>

**NATIONAL GUARD PERSONNEL, ARMY  
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD  
FY 2015**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
21	96	117	1. Combat (28%)
23	103	126	2. Combat Support (30%)
28	129	157	3. Combat Service Support (38%)
3	14	17	4. HQ Staff (4%)
<hr/> 75	<hr/> 342	<hr/> 417	

1. Pay Group A strength includes mobilized AGRs.
2. Full-time Active Duty strength does not include mobilized AGRs.
3. Reference "Summary of Military Personnel Strength" portion of the Military Personnel, Army justification material.

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	152,699	621,102	773,801	143,775	608,781	752,556	153,777	640,629	794,406
Pay and Allowances	138,044	431,363	569,407	128,403	428,425	556,828	137,610	439,885	577,495
Clothing	1,037	87,033	88,070	1,522	63,347	64,869	1,596	70,673	72,269
Subsistence	7	58,498	58,505	24	72,479	72,503	48	86,159	86,207
Travel	13,611	44,208	57,819	13,826	44,530	58,356	14,523	43,912	58,435
Inactive Duty Training	393,574	1,235,522	1,629,096	381,521	1,219,667	1,601,188	466,040	1,355,621	1,821,661
Civil Disturbance	50	179	229	59	203	262	61	211	272
Flight Training	34,236	21,147	55,383	39,290	16,001	55,291	53,904	19,146	73,050
Jump Proficiency	77	304	381	96	171	267	102	165	267
Military Burial Honors	2,412	13,389	15,801	2,068	13,726	15,794	647	5,305	5,952
Readiness Management	3,890	8,984	12,874	5,210	9,937	15,147	25,878	36,051	61,929
Subsistence	0	50,709	50,709	0	66,147	66,147	0	70,606	70,606
Training Preparation	10,506	23,481	33,987	8,770	23,040	31,810	2,829	5,890	8,719
Unit Training Assemblies	342,403	1,117,329	1,459,732	326,028	1,090,442	1,416,470	382,619	1,218,247	1,600,866
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>546,273</b>	<b>1,856,624</b>	<b>2,402,897</b>	<b>525,296</b>	<b>1,828,448</b>	<b>2,353,744</b>	<b>619,817</b>	<b>1,996,250</b>	<b>2,616,067</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	515,802	515,802	0	492,060	492,060	0	441,606	441,606
Pay and Allowances	0	431,934	431,934	0	413,700	413,700	0	342,132	342,132
Clothing	0	61,254	61,254	0	45,009	45,009	0	65,466	65,466
Travel	0	22,614	22,614	0	33,351	33,351	0	34,008	34,008
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>515,802</b>	<b>515,802</b>	<b>0</b>	<b>492,060</b>	<b>492,060</b>	<b>0</b>	<b>441,606</b>	<b>441,606</b>
<b>PAY GROUP P</b>									
Pay and Allowances	0	38,446	38,446	0	44,764	44,764	0	36,373	36,373
Clothing	0	4,669	4,669	0	6,052	6,052	0	5,650	5,650
Subsistence of Enlisted Personnel	0	2,523	2,523	0	7,215	7,215	0	5,961	5,961
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>45,638</b>	<b>45,638</b>	<b>0</b>	<b>58,031</b>	<b>58,031</b>	<b>0</b>	<b>47,984</b>	<b>47,984</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>SCHOOL TRAINING</b>									
Career Development Training	57,542	81,646	139,188	89,813	93,559	183,372	45,572	49,977	95,549
Flight Training	15,193	7,870	23,063	41,564	15,619	57,183	20,313	0	20,313
Initial Skill Acquisition Training	115,232	125,335	240,567	86,809	120,842	207,651	88,688	55,137	143,825
Officer Candidate/Training School	2,219	7,250	9,469	3,321	9,190	12,511	2,271	4,602	6,873
Refresher and Proficiency Training	37,489	73,152	110,641	30,581	72,150	102,731	26,143	54,434	80,577
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>227,675</b>	<b>295,253</b>	<b>522,928</b>	<b>252,088</b>	<b>311,360</b>	<b>563,448</b>	<b>182,987</b>	<b>164,150</b>	<b>347,137</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	54,859	66,691	121,550	56,750	93,776	150,526	49,951	119,475	169,426
Command/Staff Supervision	94,467	181,987	276,454	67,350	143,739	211,089	38,184	60,564	98,748
Competitive Events	1,124	4,246	5,370	315	5,306	5,621	703	3,094	3,797
Counter Drug Interdiction Activity	47,173	104,093	151,266	0	0	0	0	0	0
Exercises	99,512	181,926	281,438	20,922	43,649	64,571	19,261	17,800	37,061
Management Support	30,049	83,618	113,667	20,439	24,697	45,136	7,415	8,476	15,891
Operational Training	18,656	23,881	42,537	10,228	12,832	23,060	23,294	11,059	34,353
Recruiting/Retention	16,975	52,284	69,259	26,920	43,664	70,584	23,601	23,159	46,760
Unit Conversion Training	6,489	34,096	40,585	9,221	24,674	33,895	17,045	10,126	27,171
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>369,304</b>	<b>732,822</b>	<b>1,102,126</b>	<b>212,145</b>	<b>392,337</b>	<b>604,482</b>	<b>179,454</b>	<b>253,753</b>	<b>433,207</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	1,090,373	2,191,416	3,281,789	1,038,520	2,279,229	3,317,749	1,064,213	2,364,443	3,428,656
Travel/PCS	29,691	51,775	81,466	31,645	46,356	78,001	25,809	41,266	67,075
\$30,000 Lump Sum Bonus	2,050	5,450	7,500	1,908	6,400	8,308	1,950	5,550	7,500
Death Gratuities	0	0	0	98	294	392	100	1,000	1,100
Disability and Hospitalization Benefits	2,911	21,327	24,238	2,398	16,295	18,693	2,115	17,607	19,722
Selective Reserve Incentive Program (SRIP)	50,769	212,240	263,009	59,275	196,211	255,486	57,642	184,929	242,571
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,175,794</b>	<b>2,482,208</b>	<b>3,658,002</b>	<b>1,133,844</b>	<b>2,544,785</b>	<b>3,678,629</b>	<b>1,151,829</b>	<b>2,614,795</b>	<b>3,766,624</b>



**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>EDUCATION BENEFITS</b>									
Basic Benefit, Ch. 1606	1,840	47,483	49,323	0	0	0	0	0	0
Basic Benefit, Ch. 1607	2,715	20,283	22,998	0	0	0	0	0	0
Kicker, Enhanced G.I. Bill, Ch. 1606	0	8,000	8,000	876	25,228	26,104	1,636	28,631	30,267
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>4,555</b>	<b>75,766</b>	<b>80,321</b>	<b>876</b>	<b>25,228</b>	<b>26,104</b>	<b>1,636</b>	<b>28,631</b>	<b>30,267</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>TOTAL DIRECT PROGRAM</b>	2,323,601	6,004,113	8,327,714	2,124,249	5,652,249	7,776,498	2,135,723	5,547,169	7,682,892

**NATIONAL GUARD PERSONNEL, ARMY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**(IN THOUSANDS OF DOLLARS)**

	FY 2014 President's <u>Budget</u>	Congres -sional <u>Action</u>	Appropri- <u>ation</u>	Internal Realign/ <u>Reprogram</u>	<u>Subtotal</u>	Proposed Shortfall <u>(Asset)</u>	FY 2014 in FY 2015 Pres. <u>Budget</u>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	606,716	-11,683	595,033	-38,205	556,828	0	556,828
PG A, Travel, Annual Training	62,231	-1,198	61,033	-2,677	58,356	0	58,356
PG A, IDT Pay & Allow, Unit Training Assemblies	1,458,183	-940	1,457,243	-40,773	1,416,470	0	1,416,470
PG A, IDT Pay & Allow, Additional Drill Assemblies	121,441	-2,338	119,103	-532	118,571	0	118,571
PG A, Individual Clothing and Uniforms	55,163	-28,200	26,963	37,906	64,869	0	64,869
PG A, Subsistence of Enlisted Personnel	96,732	-1,863	94,869	43,781	138,650	0	138,650
Total Direct Obligation	2,400,466	-46,222	2,354,244	-500	2,353,744	0	2,353,744
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	474,623	-35,424	439,199	-25,499	413,700	0	413,700
PG F, Individual Clothing and Uniforms	55,193	-4,119	51,074	-6,065	45,009	0	45,009
PG F, Travel, Annual Training	27,937	-2,085	25,852	7,499	33,351	0	33,351
Total Direct Obligation	557,753	-41,628	516,125	-24,065	492,060	0	492,060
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	32,298	-689	31,609	13,155	44,764	0	44,764
PG P, Individual Clothing and Uniforms	1,075	-23	1,052	5,000	6,052	0	6,052
PG P, Subsistence of Enlisted Personnel	2,345	-50	2,295	4,920	7,215	0	7,215
Total Direct Obligation	35,718	-762	34,956	23,075	58,031	0	58,031
<b>School Training</b>							
Schools, Career Development Training	187,194	-993	186,201	-2,829	183,372	0	183,372
Schools, Flight Training	61,463	-4,312	57,151	32	57,183	0	57,183
Schools, Initial Skills Acquisition Training	209,684	-4,473	205,211	2,440	207,651	0	207,651
Schools, Officer Candidate/Training School	12,713	-272	12,441	70	12,511	0	12,511
Schools, Refresher and Proficiency Training	105,345	-2,751	102,594	137	102,731	0	102,731
Total Direct Obligation	576,399	-12,801	563,598	-150	563,448	0	563,448
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	17,712	-1,659	16,053	0	16,053	0	16,053
Special, CBRNE Enterprise Other Capabilities	151,831	-14,258	137,573	-3,100	134,473	0	134,473
Special, Command and Staff Supervision	232,602	-21,513	211,089	0	211,089	0	211,089
Special, Competitive Events	6,048	-427	5,621	0	5,621	0	5,621
Special, Excercises	65,418	-6,187	59,231	5,340	64,571	0	64,571
Special, Management Support	50,252	-5,116	45,136	0	45,136	0	45,136
Special, Operational Training	25,882	-2,424	23,458	-398	23,060	0	23,060
Special, Recruiting/Retention	78,100	-7,314	70,786	-202	70,584	0	70,584

PB-30K ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

**NATIONAL GUARD PERSONNEL, ARMY  
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
(IN THOUSANDS OF DOLLARS)**

Special, Unit Conversion	37,397	-3,502	33,895	0	33,895	0	33,895
Total Direct Obligation	665,242	-62,400	602,842	1,640	604,482	0	604,482
<b>Administration and Support, AGR</b>							
AGR, Full Time Pay and Allowances	3,447,401	-59,988	3,387,413	-155,569	3,231,844	0	3,231,844
AGR, Backfill Pay and Allowances	63,576	-19,400	44,176	17,982	62,158	0	62,158
AGR, COLA	18,747	0	18,747	5,000	23,747	0	23,747
AGR, Travel, Permanent Change of Station (PCS)	55,744	0	55,744	22,257	78,001	0	78,001
Active Accounts & G/R Full-Time Personnel (REDUX)	8,490	0	8,490	-182	8,308	0	8,308
Death Gratuities	400	0	400	-8	392	0	392
Disability and Hospitalization Benefits	19,100	0	19,100	-407	18,693	0	18,693
Selected Reserve Incentive Program (SRIP)	165,559	-21,000	144,559	110,927	255,486	0	255,486
Total Direct Obligation	3,779,017	-100,388	3,678,629	0	3,678,629	0	3,678,629
<b>Education Benefits</b>							
Kicker, Chapter 1606	26,673	-569	26,104	0	26,104	0	26,104
Total Direct Obligation	26,673	-569	26,104	0	26,104	0	26,104
<b>Total Direct Program</b>	<b>8,041,268</b>	<b>-264,770</b>	<b>7,776,498</b>	<b>0</b>	<b>7,776,498</b>	<b>0</b>	<b>7,776,498</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Training, Pay Group A</b>						
Officer	464,939	113,445	369,596	90,551	459,870	103,011
Enlisted	1,145,821	279,580	1,159,004	283,956	1,324,018	296,580
Subtotal	<u>1,610,760</u>	<u>393,025</u>	<u>1,528,600</u>	<u>374,507</u>	<u>1,783,888</u>	<u>399,591</u>
<b>Training, Pay Group F</b>						
Enlisted	287,602	70,175	279,135	68,388	231,826	51,929
<b>Training, Pay Group P</b>						
Enlisted	29,734	7,255	19,841	4,861	33,594	7,525
<b>School Training</b>						
Officer	115,406	28,159	138,270	33,876	84,625	18,956
Enlisted	130,142	31,755	156,281	38,289	71,232	15,956
Subtotal	<u>245,548</u>	<u>59,914</u>	<u>294,551</u>	<u>72,165</u>	<u>155,857</u>	<u>34,912</u>
<b>Special Training</b>						
Officer	195,069	47,597	105,274	25,792	93,036	20,840
Enlisted	407,295	99,380	124,812	30,579	133,669	29,942
Subtotal	<u>602,364</u>	<u>146,977</u>	<u>230,086</u>	<u>56,371</u>	<u>226,705</u>	<u>50,782</u>
<b>Administration and Support, AGR</b>						
Officer	706,607	226,821	559,719	181,349	598,805	187,426
Enlisted	1,163,611	373,519	1,245,833	403,650	1,205,220	377,234
Subtotal	<u>1,870,218</u>	<u>600,340</u>	<u>1,805,552</u>	<u>584,999</u>	<u>1,804,025</u>	<u>564,660</u>
<b>Total Direct Program</b>						
Officer	1,482,021	416,022	1,172,859	331,568	1,236,336	330,233
Enlisted	3,164,205	861,664	2,984,906	829,723	2,999,559	779,166
Total	<u>4,646,226</u>	<u>1,277,686</u>	<u>4,157,765</u>	<u>1,161,291</u>	<u>4,235,895</u>	<u>1,109,399</u>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Reimbursable</b>						
Officer	4,098	1,000	9,759	2,391	10,674	2,391
Enlisted	12,246	2,988	10,506	2,574	11,031	2,471
Total	<u>16,344</u>	<u>3,988</u>	<u>20,265</u>	<u>4,965</u>	<u>21,705</u>	<u>4,862</u>
<b>Total Program</b>						
Officer	1,486,119	417,022	1,182,618	333,959	1,247,010	332,624
Enlisted	3,176,451	864,652	2,995,412	832,297	3,010,590	781,637
Total	<u>4,662,570</u>	<u>1,281,674</u>	<u>4,178,030</u>	<u>1,166,256</u>	<u>4,257,600</u>	<u>1,114,261</u>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<b>Training, Pay Group A</b>			
Officer	37,425	37,612	40,790
Enlisted	148,415	139,444	130,181
Subtotal	<u>185,840</u>	<u>177,056</u>	<u>170,971</u>
<b>Training, Pay Group F</b>			
Enlisted	3,116	8,147	7,000
<b>School Training</b>			
Officer	32,664	25,057	27,994
Enlisted	42,002	47,268	33,194
Subtotal	<u>74,666</u>	<u>72,325</u>	<u>61,188</u>
<b>Special Training</b>			
Officer	19,000	26,780	20,333
Enlisted	38,000	28,999	32,296
Subtotal	<u>57,000</u>	<u>55,779</u>	<u>52,629</u>
<b>Administration and Support, AGR</b>			
Officer	177,856	196,166	179,358
Enlisted	465,886	442,579	454,589
Subtotal	<u>643,742</u>	<u>638,745</u>	<u>633,947</u>
<b>Total Direct Program</b>			
Officer	266,945	285,615	268,475
Enlisted	697,419	666,437	657,260
Total	<u>964,364</u>	<u>952,052</u>	<u>925,735</u>
<b>Reimbursable</b>			
Officer	3,003	2,952	2,885
Enlisted	1,840	2,213	2,013
Total	<u>4,843</u>	<u>5,165</u>	<u>4,898</u>
<b>Total Program</b>			
Officer	269,948	288,567	271,360
Enlisted	699,259	668,650	659,273
Total	<u>969,207</u>	<u>957,217</u>	<u>930,633</u>

PB-30M SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF TRAVEL COSTS  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<b>Training, Pay Group A</b>			
Officer	13,611	13,826	14,523
Enlisted	44,208	44,530	43,912
Subtotal	<u>57,819</u>	<u>58,356</u>	<u>58,435</u>
<b>Training, Pay Group F</b>			
Enlisted	22,614	33,351	34,008
<b>School Training</b>			
Officer	33,004	33,062	23,570
Enlisted	63,079	52,162	46,385
Subtotal	<u>96,083</u>	<u>85,224</u>	<u>69,955</u>
<b>Special Training</b>			
Officer	43,242	16,922	30,830
Enlisted	63,229	46,679	24,416
Subtotal	<u>106,471</u>	<u>63,601</u>	<u>55,246</u>
<b>Administration and Support, AGR</b>			
Officer	29,691	31,645	25,809
Enlisted	51,775	46,356	41,266
Subtotal	<u>81,466</u>	<u>78,001</u>	<u>67,075</u>
<b>Total Direct Program</b>			
Officer	119,548	95,455	94,732
Enlisted	244,905	223,078	189,987
Total	<u>364,453</u>	<u>318,533</u>	<u>284,719</u>



**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF TRAVEL COSTS  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<b>Reimbursable</b>			
Officer	500	2,000	1,787
Enlisted	<u>585</u>	<u>2,135</u>	<u>1,935</u>
Total	1,085	4,135	3,722
<b>Total Program</b>			
Officer	120,048	97,455	96,519
Enlisted	<u>245,490</u>	<u>225,213</u>	<u>191,922</u>
Total	365,538	322,668	288,441

**NATIONAL GUARD PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(IN THOUSANDS OF DOLLARS)**

**FY 2014 Direct Program**

**7,776,498**

**Price Increases:**

Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	14,678
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	44,033
BAH	5,706
BAS	7,370
Clothing	2,072
Military Funeral Honors	56
Other Pay	8,852
Subsistence	4,940
Travel	4,169

<b>Total Price Increase</b>	<b>91,876</b>
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**Program Increases:**

BAH	7,692
Base Pay	342,371
Chapter 1606 200 Kicker	868
Chapter 1606 350 Kicker	3,295
Clothing	25,889
Death Gratuity	708
FICA	1,701
Hospitalization / Disability	1,029
RPA	55,274
Subsistence	13,443
Travel	90

<b>Total Program Increase</b>	<b>452,360</b>
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**Total Increases**

**544,236**

**NATIONAL GUARD PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(IN THOUSANDS OF DOLLARS)**

BAH	(10,343)	
RPA	(44,770)	
	<b>(55,113)</b>	
<b>Total Price Decrease</b>		
<b>Program Decreases:</b>		
BAH	(27,324)	
BAS	(10,874)	
Base Pay	(317,257)	
Clothing	(505)	
COLA	(926)	
FICA	(21,251)	
Military Funeral Honors	(10,198)	
Other Pay	(42,478)	
REDUX	(808)	
RPA	(67,803)	
Select Reserve Incentive Program (SRIP)	(12,915)	
Subsistence	(32,315)	
Travel	(38,075)	
	<b>(582,729)</b>	
<b>Total Program Decrease</b>		
<b>Total Decrease</b>		<b>(637,842)</b>
<b>FY 2015 Direct Program</b>		<b>7,682,892</b>

**NATIONAL GUARD PERSONNEL, ARMY**  
**SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)**  
**(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Training, Pay Group A</b>						
Officer	7	0	24	0	48	0
Enlisted	58,508	50,699	56,957	81,669	74,088	82,677
Subtotal	<u>58,515</u>	<u>50,699</u>	<u>56,981</u>	<u>81,669</u>	<u>74,136</u>	<u>82,677</u>
<b>Training, Pay Group P</b>						
Enlisted	0	2,523	0	7,215	0	5,961
<b>School Training</b>						
Officer	3,726	4,536	5,198	4,856	4,226	2,256
Enlisted	11,545	4,479	5,827	2,249	5,337	3,077
Subtotal	<u>15,271</u>	<u>9,015</u>	<u>11,025</u>	<u>7,105</u>	<u>9,563</u>	<u>5,333</u>
<b>Special Training</b>						
Officer	19,500	0	13,500	0	3,496	0
Enlisted	96,000	0	27,584	0	10,536	0
Subtotal	<u>115,500</u>	<u>0</u>	<u>41,084</u>	<u>0</u>	<u>14,032</u>	<u>0</u>
<b>Administration and Support, AGR</b>						
Officer	60,899	0	60,703	0	59,001	0
Enlisted	203,783	0	166,349	0	163,533	0
Subtotal	<u>264,682</u>	<u>0</u>	<u>227,052</u>	<u>0</u>	<u>222,534</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	84,132	4,536	79,425	4,856	66,771	2,256
Enlisted	369,836	57,701	256,717	91,133	253,494	91,715
Total	<u>453,968</u>	<u>62,237</u>	<u>336,142</u>	<u>95,989</u>	<u>320,265</u>	<u>93,971</u>

**NATIONAL GUARD PERSONNEL, ARMY  
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Reimbursable</b>						
Officer	0	0	200	0	200	0
Enlisted	0	0	340	0	340	0
Subtotal	<u>0</u>	<u>0</u>	<u>540</u>	<u>0</u>	<u>540</u>	<u>0</u>
<b>Total Program</b>						
Officer	84,132	4,536	79,625	4,856	66,971	2,256
Enlisted	369,836	57,701	257,057	91,133	253,834	91,715
Total	<u>453,968</u>	<u>62,237</u>	<u>336,682</u>	<u>95,989</u>	<u>320,805</u>	<u>93,971</u>

## **SECTION 4**

# **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
2,402,897	2,353,744	2,616,067

**PART I - PURPOSE AND SCOPE**

Pay Group A funding provides basic pay, 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 support for Selective Reserve members performing Annual Training (AT) and Inactive Duty Training (IDT). Funding also provides for clothing and allowances, including uniforms for enlisted Soldiers and authorized individual items of clothing for officers such as the officer's initial clothing allowance.

**Annual Training (AT)**

The minimum period of AT, when Army National Guard units perform statutory collective training in active duty status, is 15 days annually. The account also funds additional AT days for advance and rear party personnel; training site support; AT planning, development and coordination; and extended 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 man-days 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 participate in 48 UTAs per year. A UTA is a four-hour training period, and a typical weekend drill consists of four UTAs. ATAs provide training time (in addition to the 48 UTAs) for maintaining flight and jump proficiency, for select individuals to prepare for scheduled training events, and for members performing Military Burial Honors.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

AT and IDT are the core of the training programs for the Army National Guard (ARNG). AT and IDT enable ARNG members to maintain proficiency in Military Occupational Specialties (MOS), to further develop skills in assigned functional areas, and to perform unit collective training. These training assemblies allow the Army 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.

The ARNG continues to fulfill requests for Military Funeral Honors supporting Veterans of all services throughout the CONUS. While the number of events conducted is not expected to decline, the program experiences an overall reduction in pay and allowances. Active Army Soldiers returning from deployments will supplement the manpower provided per event. Therefore, fewer ARNG Soldiers will be utilized per event.

The FY 2015 budget request supports the return of Selective Reserve members from mobilizations and overseas deployments to their respective units. It continues to fund additional AT and IDT training days to maintain the ARNG status at the Individual Crew and Squad (I/C/S) levels of readiness.

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

**FY 2014 Direct Program**

**Amount**  
**2,353,744**

**Price Increases:**

Base Pay - FY 2014 Pay Raise (1.0%, effective 1 January 2014)	3,822
Base Pay - FY 2015 Pay Raise (1.0%, effective 1 January 2015)	11,465
BAH	2,655
BAS	2,495
Clothing	1,204
Military Funeral Honnors	56
Other Pay	8,852
Subsistence	4,720
Travel	1,107

**Total Price Increase** 36,376

**Program Increases:**

Base Pay	240,001
Clothing	6,197
RPA	55,274
Subsistence	13,443

**Total Program Increase** 314,915

**Total Increases** **351,291**

**Price Decreases:**

RPA	(30,190)
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**Total Price Decrease** (30,190)

**Program Decreases:**

BAH	(8,740)
BAS	(1,751)
Military Funeral Honors	(10,198)
Other Pay	(37,059)
Travel	(1,030)

**Total Program Decrease** (58,778)

**Total Decrease** **(88,968)**

**FY 2015 Direct Program**

**2,616,067**



**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Program supports pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502.

The dollar rate is the average annual cost per officer and enlisted Soldier including base pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Adjustment (COLA), special pay, Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA).

Average strength is used to accommodate strength changes throughout the year, while the participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support man-days (including pre-mobilization support man-days), 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. Mobilized AGRs are included in the average strength and counted for in the participation rate but do not participate in AT.

	FY 2013			FY 2014			FY 2015		
	<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>
<b>Officer</b>									
Average Strength	37,361			37,243			38,391		
Participation Rate	78			71			74		
Paid Participants	29,092	4,745	138,044	26,515	4,842	128,403	28,438	4,838	137,610
<b>Enlisted</b>									
Average Strength	258,870			255,891			247,640		
Participation Rate	71			70			74		
Paid Participants	184,487	2,338	431,363	179,296	2,389	428,425	184,237	2,387	439,885
<b>Total</b>	<b>213,579</b>		<b>569,407</b>	<b>205,811</b>		<b>556,828</b>	<b>212,675</b>		<b>577,495</b>

**Travel, Annual Training (AT), Officers and Enlisted:**

Program supports travel costs for officer and enlisted Soldiers traveling from the home of record to AT sites, and return. All Army National Guard Soldiers are authorized payment for mileage traveled for one round trip from their home or record to their AT duty station.

	FY 2013			FY 2014			FY 2015		
	<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	37,361	364	13,611	37,243	371	13,826	38,391	378	14,523
Enlisted	258,870	171	44,208	255,891	174	44,530	247,640	177	43,912
<b>Total</b>	<b>296,231</b>		<b>57,819</b>	<b>293,134</b>		<b>58,356</b>	<b>286,031</b>		<b>58,435</b>

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

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

Program supports pay and allowances for performing IDT in Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs) as required by USC, Title 32, Section 502. The dollar rate is the average annual cost, and includes basic pay, Retirement Pay Accrual (RPA), Federal Insurance Contributions Act (FICA), and special pay. 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 and enlisted participating in IDT during the year.

	FY 2013			FY 2014			FY 2015		
	<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>
<b>Officer</b>									
Average Strength	37,361			37,243			38,391		
Participation Rate	73			68			78		
Paid Participants	27,175	12,599	342,403	25,405	12,833	326,028	29,995	12,756	382,619
<b>Enlisted</b>									
Average Strength	258,870			255,891			247,640		
Participation Rate	79			77			89		
Paid Participants	204,314	5,468	1,117,329	195,770	5,570	1,090,442	220,045	5,536	1,218,247
<b>Total</b>	<b>231,489</b>		<b>1,459,732</b>	<b>221,175</b>		<b>1,416,470</b>	<b>250,040</b>		<b>1,600,866</b>

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

The Additional Training Assemblies provide additional training time for key personnel, flight crews, and airborne personnel, to prepare for UTAs 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.

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013			FY 2014			FY 2015		
	<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									
Civil Disturbance	206	243	50	238	247	59	248	245	61
Flight Training	125,609	272	34,236	141,647	277	39,290	195,439	275	53,904
Jump Proficiency	306	251	77	375	256	96	401	254	102
Military Burial Honors	20,961	115	2,412	17,826	116	2,068	5,522	117	647
Readiness Management	14,471	268	3,890	19,044	273	5,210	95,161	271	25,878
Training Preparation	40,664	258	10,506	32,056	273	8,770	10,403	271	2,829
Enlisted									
Civil Disturbance	1,608	111	179	1,794	113	203	1,876	112	211
Flight Training	157,449	134	21,147	117,146	136	16,001	141,008	135	19,146
Jump Proficiency	2,381	127	304	1,317	129	171	1,278	129	165
Military Burial Honors	116,355	115	13,389	118,317	116	13,726	45,276	117	5,305
Readiness Management	73,851	121	8,984	80,318	123	9,937	293,169	122	36,051
Training Preparation	192,373	122	23,481	184,778	124	23,040	47,523	123	5,890
<b>Total</b>	<b>746,234</b>		<b>118,655</b>	<b>714,856</b>		<b>118,571</b>	<b>837,304</b>		<b>150,189</b>

**Individual Clothing and Uniforms:**

Program supports the issue and payment for individual clothing under the provisions of USC, Title 37, Sections 415, 416, and 418.

Officers receive their Initial Uniform Allowance when they report to their Basic Officer Leader Course (BOLC). In addition officers receive an Active Duty Allowance upon entering additional periods of active duty (to include training) of 90 days or more.

Enlisted Soldiers in Pay Group A receive a new issue of clothing, or an additional issue of clothing dependent on their entry status. Soldiers entering from other services that require different clothing receive an entire new issue. Soldiers entering from the Active Army, Army Reserve, or the Army National Guard can receive an additional issue depending on the length of the break in service. This ensures their individual clothing issue matches current clothing requirements. Soldiers also receive new issue items of clothing as they are needed, for example the new Army Service Uniform.

Replacement Issue allows the Army National Guard enlisted personnel to replace worn out, damaged items originally issued, or new issue items; avoiding an out-of-pocket expense, either by a monetary payment or by exchange-in-kind.

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP A  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013			FY 2014			FY 2015		
	<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									
Initial Uniform Allowance	2,253	400	901	3,635	400	1,454	3,750	400	1,500
Active Duty Allowance	680	200	136	340	200	68	480	200	96
Enlisted									
New Item(s) Issue	122,099	509	62,246	68,284	519	35,473	73,712	529	39,020
Replacement Issue	52,948	468	24,787	58,432	477	27,874	65,116	486	31,653
<b>Total</b>	<b>177,980</b>		<b>88,070</b>	<b>130,691</b>		<b>64,869</b>	<b>143,058</b>		<b>72,269</b>

**Subsistence, (Pay Group A) Annual Training & Inactive Duty Training:**

Provides subsistence for enlisted Soldiers on duty for eight hours or more in a calendar day in an AT or IDT status. Subsistence may be provided in Government dining facilities, field messing, commercial facilities, or combat conditions as authorized by USC, Title 37, Section 402.

	FY 2013			FY 2014			FY 2015		
	<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>
Annual Training Officer									
Field Rations	468	12	6	1,507	13	20	2,915	13	40
Operational Reserve Force	78	12	1	301	13	4	583	13	8
Annual Training Enlisted									
Field Rations	4,298,909	12	55,155	5,356,895	13	71,086	6,120,408	13	83,972
Operational Reserve Force	260,561	12	3,343	104,974	13	1,393	159,402	13	2,187
Inactive Duty Training									
IDT Rations	6,637,304	7	50,709	8,373,038	7	66,147	8,642,105	8	70,606
<b>Total</b>	<b>11,197,320</b>		<b>109,214</b>	<b>13,836,715</b>		<b>138,650</b>	<b>14,925,413</b>		<b>156,813</b>

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP F  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
515,802	492,060	441,606

**PART I - PURPOSE AND SCOPE**

Pay Group F program funds support for base pay, 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, and/or on-the-job training depending on their aptitudes and the needs of the Army National Guard. Upon completion of BCT and AIT, the member is assigned a Military Occupational Specialty (MOS) and is moved to Pay Group A for the purpose of budgeting and manpower strength.

Soldiers in Pay Group F receive their initial introduction to the Army through BCT and AIT. The skills acquired in the BCT course provide the foundation of every Army National Guard member of how to be a Soldier in the world's best Army. The skills acquired in Advanced Individual Training provide the Soldier with a skill set that specifically fills a critical need within the unit, state, and nation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Program reduction in FY 2015 is approximately 50 million in training seat requirements for non-prior service Initial Entry Training. This translates to a proportionate reduction in funding requirements in Pay Group F. Initial Entry Training may be conducted in one of three scenarios: single-station training, dual-station training, and split-option training. The majority of IET is conducted as single-station training where both BCT and AIT are conducted at the same installation. Specialized MOSs are conducted at installations that do not offer a BCT school. As a result, the Soldier must conduct an additional leg between BCT and AIT. Lastly, High School Juniors may enlist into the Army National Guard under the split-option program. Under split-option, these enlistees will complete BCT during the period between their Junior and Senior years of high school and then complete AIT after high school graduation. As a result, split-option Soldiers will incur two additional travel legs as part of their initial entry training.

NATIONAL GUARD PERSONNEL, ARMY  
 TRAINING, PAY GROUP F  
 INCREASES AND DECREASES  
 (IN THOUSANDS OF DOLLARS)

FY 2014 Direct Program		<u>Amount</u> 492,060
<b>Price Increases:</b>		
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	949	
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	2,848	
BAH	247	
BAS	98	
Clothing	765	
Travel	567	
<b>Total Price Increase</b>	<b>5,474</b>	
<b>Program Increases:</b>		
Clothing	19,692	
Travel	90	
<b>Total Program Increase</b>	<b>19,782</b>	
<b>Total Increases</b>		<b>25,256</b>
<b>Price Decreases:</b>		
RPA	(6,094)	
<b>Total Price Decrease</b>	<b>(6,094)</b>	
<b>Program Decreases:</b>		
Base Pay	(49,066)	
BAH	(1,493)	
BAS	(583)	
FICA	(3,754)	
Other Pay	(3,729)	
RPA	(10,991)	
<b>Total Program Decrease</b>	<b>(69,616)</b>	
<b>Total Decrease</b>		<b>(75,710)</b>
<b>FY 2015 Direct Program</b>		<b>441,606</b>

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP F  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Program supports pay and allowances to include basic pay, FICA, Retired Pay Accrual (RPA), and Basic Allowance for Housing (BAH) of non-prior service enlisted Soldiers attending IET. The strength reflects the actual number of participants projected to attend BCT or AIT, and the rate reflects the average cost per training event.

<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</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>
40,596	10,639	431,934	38,313	10,797	413,700	31,280	10,937	342,132

**Individual Clothing and Uniform Allowance:**

Program supports the prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC Title 37, Section 418. Upon entering their IET, Soldiers receive their initial clothing issue which is based on the current "Clothing Bag" issue. Strength represents the projected number of BCT attendees.

	<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Female	6,903	1,756	12,129	3,664	1,798	6,589	3,280	1,828	6,000
Male	32,025	1,533	49,125	24,511	1,567	38,420	37,305	1,594	59,466
<b>Total</b>	<b>38,928</b>		<b>61,254</b>	<b>28,175</b>		<b>45,009</b>	<b>40,585</b>		<b>65,466</b>

**Travel, Initial Entry Training, Active Duty Training:**

Program supports travel and per diem allowances for enlisted Soldiers traveling to, from, and between IET locations as authorized by USC Title 37, Section 404.

<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</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>
38,024	594	22,614	55,194	604	33,351	55,232	615	34,008

**GRAND TOTAL Training, Pay Group F**

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	515,802	492,060	441,606

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP P  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
45,638	58,031	47,984

**PART I - PURPOSE AND SCOPE**

Pay Group P program support funds for basic pay, Retired Pay Accrual (RPA), Government's share of Federal Insurance Contribution Act (FICA), clothing, and subsistence for enlisted Soldiers participating in multiple Unit Training Assemblies (UTA) prior to fully completing Initial Entry Training (IET). Enlistees are moved to funding category Pay Group F upon entry into basic training. Upon completion of Basic Training and Advanced Individual Training (AIT), Soldiers are moved to funding category Pay Group A to participate in Unit Training Assemblies and collective training events (Annual Training).

**PART II - 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 Army National Guard recruit completes IET. In this intermediate period, the enlistee remains in Pay Group P and participates in UTA or Inactive Duty for Training (IDT) events, 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 among the lowest of all the Armed Services. Funding in Pay Group P is important to maintain low attrition rates for non-prior service recruits to the Army National Guard. Funding is provided in clothing to issue one set of the Army Combat Uniform (ACU) to each member entering Pay Group P.



NATIONAL GUARD PERSONNEL, ARMY  
 TRAINING, PAY GROUP P  
 INCREASES AND DECREASES  
 (IN THOUSANDS OF DOLLARS)

<b>FY 2014 Direct Program</b>		<u><b>Amount</b></u> <b>58,031</b>
<b>Price Increases:</b>		
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	112	
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	336	
Clothing	103	
Subsistence	79	
<b>Total Price Increase</b>	<b>630</b>	
<b>Program Increases:</b>		
None	0	
<b>Total Program Increase</b>	<b>0</b>	
<b>Total Increases</b>		<b>630</b>
<b>Price Decreases:</b>		
RPA	(717)	
<b>Total Price Decrease</b>	<b>(717)</b>	
<b>Program Decreases:</b>		
Base Pay	(6,244)	
FICA	(478)	
RPA	(1,400)	
Clothing	(505)	
Subsistence	(1,333)	
<b>Total Program Decrease</b>	<b>(9,960)</b>	
<b>Total Decrease</b>		<b>(10,677)</b>
<b>FY 2015 Direct Program</b>		<b>47,984</b>

**NATIONAL GUARD PERSONNEL, ARMY  
TRAINING, PAY GROUP P  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**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 and RPA.

FY 2013			FY 2014			FY 2015		
<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>
520,525	73	38,446	595,504	75	44,764	479,096	75	36,373

**Individual Clothing and Uniform Allowance:**

Program supports prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC, Title 37, Section 418. Soldiers entering the program are issued one set of the Army Combat Uniform (ACU) including boots.

FY 2013			FY 2014			FY 2015		
<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>
21,268	219	4,669	27,568	219	6,052	25,257	223	5,650

**Subsistence:**

Program supports subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) events with duration of eight hours or more in any one calendar day. Subsistence man-days represent the actual meals provided.

FY 2013			FY 2014			FY 2015		
<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>
331,102	7	2,523	956,897	7	7,215	782,283	7	5,961

**GRAND TOTAL Training, Pay Group P**

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	45,638	58,031	47,984

**NATIONAL GUARD PERSONNEL, ARMY  
SCHOOL TRAINING  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
522,928	563,448	347,137

**PART I - PURPOSE AND SCOPE**

The School Training program provides for basic pay, 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), 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 II - JUSTIFICATION OF FUNDS REQUESTED**

School training includes aviation officer basic course, officer and warrant officer candidate programs, military occupational specialty (MOS) courses, aviator refresher training, non-commissioned officer courses, officer career development schools, Sergeants Major Academy, and Senior Service College. School Training also provides formal school training, critical to the achievement and maintenance of individual skill proficiency standards, required for mobilization and wartime service. School funds include MOS qualification training and are a component of unit personnel readiness. Funding in this program also provides formal professional development training necessary to enable personnel to assume progressively higher levels of responsibility.

The estimate for Army National Guard Schools training in FY 2015 reflects an approximate \$221 million decrease as the ongoing overall gradual end-strength reductions results in a decreased aggregate number of school training days required from the FY 2014 baseline.

**NATIONAL GUARD PERSONNEL, ARMY  
SCHOOL TRAINING  
INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

			<u>Amount</u>
<b>FY 2014 Direct Program</b>			<b>563,448</b>
<b>Price Increases:</b>			
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	456		
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	1,367		
BAH	1,629		
Subsistence	141		
Travel	935		
<b>Total Price Increase</b>	<b>4,528</b>		
<b>Program Increases:</b>			
None	-		
<b>Total Program Increase</b>	<b>0</b>		
<b>Total Increases</b>			<b>4,528</b>
<b>Price Decreases:</b>			
RPA	(42)		
<b>Total Price Decrease</b>	<b>(42)</b>		
<b>Program Decreases:</b>			
Base Pay	(143,880)		
BAH	(12,766)		
FICA	(7,411)		
RPA	(37,211)		
Other Pay	(150)		
Subsistence	(3,175)		
Travel	(16,204)		
<b>Total Program Decrease</b>	<b>(220,797)</b>		
<b>Total Decrease</b>			<b>(220,839)</b>
<b>FY 2015 Direct Program</b>			<b>347,137</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SCHOOL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Career Development Training:**

Program supports 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 Course, WO Staff courses, WO Senior Staff Course, Non-Commission Officer Education School (NCOES), Sergeants Major Academy (SMA), and ARFORGEN requirements.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	5,764	167,166	344	57,542	8,821	255,805	351	89,813	4,388	127,253	358	45,572
Enlisted	12,547	388,957	209	81,646	14,096	436,967	214	93,559	7,382	228,843	218	49,977
<b>Total</b>	<b>18,311</b>			<b>139,188</b>	<b>22,917</b>			<b>183,372</b>	<b>11,770</b>			<b>95,549</b>

**Flight Training:**

Program supports funding for selected aviation crew members to include, officers, cadets, officer candidates and warrant officers for training that result in an aeronautical rating for an Army aviator operator. The increase in FY 2014 was a movement to rebuild the aviation readiness after a decade of war. The lead time to develop a fully trained pilot is up to two years, the majority of which includes an initial year of flight training. In FY 2015, flight training funds officer training only and does not fund enlisted flight training. In the past, enlisted Soldiers attended Officer Candidate School, and once completed, continue on to flight training. Their orders were not amended or changed to reflect the transition from the enlisted ranks to the officer ranks. Therefore, there is execution in FY 2013 flight training for enlisted Soldiers, as well as FY 2014. This issue has been rectified for FY 2015.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	144	50,008	303	15,193	385	134,125	309	41,564	185	64,265	316	20,313
Enlisted	298	37,591	209	7,870	580	73,140	213	15,619	0	0	217	0
<b>Total</b>	<b>442</b>			<b>23,063</b>	<b>965</b>			<b>57,183</b>	<b>185</b>			<b>20,313</b>

**Initial Skills Acquisition Training:**

Provides training to acquire initial military and/or specialty skills. Program supports 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), and Basic Warrant Officer Course. Supports immediate qualification of separating or recently separated Active Army.

**NATIONAL GUARD PERSONNEL, ARMY  
SCHOOL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,311	422,916	272	115,232	1,707	312,352	277	86,809	1,710	312,855	283	88,688
Enlisted	10,877	674,352	185	125,335	10,281	637,420	189	120,842	4,599	285,137	193	55,137
<b>Total</b>	<b>13,188</b>			<b>240,567</b>	<b>11,988</b>			<b>207,651</b>	<b>6,309</b>			<b>143,825</b>

**Officer Candidate/Training School:**

Program supports funding for qualified officer candidates to earn their commission through the Officer Candidate School (OCS) for service in the Army National Guard. This two phase program provides a commission opportunity for qualified college graduates, and current military warrant officer and enlisted Soldiers. Resources provide basic pay and allowance, travel and per diem for leadership skills and Basic Infantry training.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	75	7,344	302	2,219	110	10,776	308	3,321	74	7,225	314	2,271
Enlisted	355	34,822	208	7,250	442	43,276	212	9,190	217	21,246	216	4,602
<b>Total</b>	<b>430</b>			<b>9,469</b>	<b>552</b>			<b>12,511</b>	<b>291</b>			<b>6,873</b>

**Refresher and Proficiency Training:**

Program supports 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 a military specialty in which a member has been initially qualified.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	17,725	124,078	302	37,489	14,176	99,231	308	30,581	11,881	83,168	314	26,143
Enlisted	35,134	351,338	208	73,152	33,974	339,737	212	72,150	25,129	251,288	216	54,434
<b>Total</b>	<b>52,859</b>			<b>110,641</b>	<b>48,150</b>			<b>102,731</b>	<b>37,010</b>			<b>80,577</b>

NATIONAL GUARD PERSONNEL, ARMY  
SCHOOL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)

**GRAND TOTAL School Training**

	<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	26,019	771,512	227,675	25,199	812,289	252,088	18,238	594,766	182,987
Enlisted	59,211	1,487,060	295,253	59,373	1,530,540	311,360	37,327	786,514	164,150
<b>Total</b>	<b>85,230</b>		<b>522,928</b>	<b>84,572</b>		<b>563,448</b>	<b>55,565</b>		<b>347,137</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
PURPOSE AND SCOPE**

<u><b>FY 2013 Actual</b></u> <b>1,102,126</b>	<u><b>FY 2014 Estimate</b></u> <b>604,482</b>	<u><b>FY 2015 Estimate</b></u> <b>433,207</b>
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**PART I - PURPOSE AND SCOPE**

The Special Training sub-activity provides for Basic Pay, Retired Pay Accrual (RPA), Special Pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), tuition, the Government's portion of Federal Insurance Contribution Act (FICA) requirement, 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 (to include Army National Guard support for DoD emergencies).

Special Training permits the traditional ("M-Day") National Guard Soldier to perform duty in an active duty status in addition to 48 drills (IDT) and 15 days of Annual Training (AT). Special Training affords the Army National Guard Selective Reserve the ability to participate in training experiences and Force Protection exercises that cannot be conducted during IDT and AT. Special Training performed in an FTNG-RC status accomplishes missions that exceed the normal full-time manning.

Special Training supports the Chemical, Biological, Nuclear, High-Yield Explosive (CBRNE) Enterprise, Command/Staff Supervision, Competitive Events, Exercises, Management Support, Operational Training, Recruiting and Retention (R&R), and Unit Conversion activities. These activities provide planning and execution of mobilization and readiness training exercises. All Special Training activities directly affect the readiness of the Army National Guard for both domestic emergency response and overseas contingency missions.

Counter Drug (Drug Interdiction) activities fund Army National Guard Soldiers providing support to the Federal Counter Narcotics Program (CNP). This activity also provides funding for the training of Army National Guard personnel in support of the Federal Counter Narcotics Program (CNP). Counter Drug activities are budgeted in the Department of Defense Counter Narcotics budget request and are reprogrammed during the year of execution.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimate for Army National Guard Special Training in FY 2015 reflects a \$171 million program decrease as the Army National Guard transitions to a smaller force. Programmatic reductions affected the Exercises program as the training strategy transitions from battalion, company, and platoon level operations training to individual crew squad (I/C/S) levels of readiness in FY 2015. The FY 2015 budget does not include funding for any Combat training Center (CTC) rotations.



**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY 2014 Direct Program</b>		<b>604,482</b>
<b>Increases:</b>		
<b>Price Increases:</b>		
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	521	
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	1,565	
BAH	1,175	
BAS	755	
Travel	653	
<b>Total Price Increase</b>	<u>4,669</u>	
<b>Program Increase:</b>		
<b>Total Program Increase</b>	<u>0</u>	
<b>Total Increase</b>		<b>4,669</b>
<b>Decreases:</b>		
<b>Price Decrease:</b>		
RPA	(30)	
<b>Total Price Decrease</b>	<u>(30)</u>	
<b>Program Decrease:</b>		
Base Pay	(118,067)	
BAH	(4,325)	
FICA	(9,608)	
Other Pay	(1,540)	
Subsistence	(27,807)	
RPA	(5,559)	
Travel	(9,008)	
<b>Total Program Decrease</b>	<u>(175,914)</u>	
<b>Total Decrease</b>		<b>(175,944)</b>
<b>FY 2015 Direct Program</b>		<b>433,207</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**CBRNE Enterprise: Weapons of Mass Destruction - Civil Support Teams (WMD-CST)\*:**

Program supports travel and per diem for Army National Guard officer and enlisted members in USC, Title 32 AGR status assigned to the Weapons of Mass Destruction Civil Support Teams (WMD-CST). Since these members are AGR, pay and allowance is in Administration and Support. These personnel participate in individual and collective training events and courses associated with CST unique/specific training and deployments IAW USC, Title 10 12310 on operational missions. These missions include responding to the following scenarios: 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.

The following table represents the travel requirements for the 57 WMD-CST teams that are geographically spread throughout each of the Army National Guard.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	204	22,810	151	3,453	342	35,241	151	5,351	342	36,937	154	5,702
Enlisted	472	52,874	151	8,004	684	70,482	151	10,702	684	73,868	154	11,403
<b>Total</b>	<b>676</b>			<b>11,457</b>	<b>1,026</b>			<b>16,053</b>	<b>1,026</b>			<b>17,105</b>

**CBRNE Enterprise: Other Chemical, Biological, Nuclear, High-Yield Explosive (CBRNE) Capabilities:**

Program supports pay and allowances, travel, per diem and Active Duty Operational Support (ADOS) costs associated with the CBRNE Enhanced Response Force Package (CERFP)/Homeland Response Force (HRF)/Command and Control CBRN Consequence Response Element (C2CRE). These units conduct individual and collective training events in order to remain proficient at required tasks. These events include participation in Homeland Defense/Joint Interagency Training Capability programs and exercises such as VIGILANT GUARD; Combatant Commander sponsored exercises; Homeland Defense/National Level Exercises; CBRNE collective training and Education Center (JITEC) support; and National Guard Bureau sponsored Joint Defense Support of Civil Authority (DSCA) Programs.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,608	151,288	339	51,406	2,604	151,009	340	51,399	2,197	127,453	347	44,249
Enlisted	4,823	279,755	209	58,687	6,816	395,327	210	83,074	8,693	504,208	214	108,072
<b>Total</b>	<b>7,431</b>			<b>110,093</b>	<b>9,420</b>			<b>134,473</b>	<b>10,890</b>			<b>152,321</b>

**Command and Staff Supervision:**

Program supports 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 Honors is conducted under Active Duty Operational Support (ADOS) to all eligible veterans and fallen warriors.

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	20,439	204,386	462	94,467	14,547	145,468	462	67,350	8,086	80,855	472	38,184
Enlisted	83,263	832,626	218	181,987	65,652	656,522	218	143,739	27,120	271,198	223	60,564
<b>Total</b>	<b>103,702</b>			<b>276,454</b>	<b>80,199</b>			<b>211,089</b>	<b>35,206</b>			<b>98,748</b>

**Competitive Events:**

Program supports personnel participating in the Chief, National Guard Bureau's Military Competition Program. The program supports opportunities for the Army National Guard athletes to progress through the highest levels of amateur competition, to include the Olympic Games. There are four Competitive Events Programs support by the program: The Biathlon Program and Biathlon Championships; The All-Guard Marathon Team; the National Guard Marksmanship Center (NGMTC); and the Rhode Island National Guard International Leapfest Event.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	431	3,450	325	1,124	121	965	326	315	264	2,112	332	703
Enlisted	2,362	18,899	224	4,246	2,947	23,577	225	5,306	1,685	13,479	229	3,094
<b>Total</b>	<b>2,793</b>			<b>5,370</b>	<b>3,068</b>			<b>5,621</b>	<b>1,949</b>			<b>3,797</b>

**Counter Drug Program:**

Program encompasses all Army National Guard personnel providing support to the Federal Counter Narcotics Program (CNP). Funding is transferred to this appropriation in the year of execution. The National Guard Counter Drug Program (NGCDP) funds personnel and equipment in accordance with the Governors' State Plans of the 50 states, 3 territories and District of Columbia supporting Local, State and Federal Law Enforcement Agencies' domestic interdiction strategies. This funding provides support across six different mission categories: Program Management, Technical Support (Linguists, Operational/Investigative Case and Analysts, Illicit Narcotics Detection, Communications and Subsurface/Divers), General Support (Law Enforcement Agency (LEA) Domestic Cannabis Suppression/Eradication Operations and Transportation) CD-related Training of LEA/Military Personnel, Reconnaissance/Observation (Ground and Aerial) and Drug Demand Reduction (Education Programs, Awareness Programs and Support to Anti-drug Community Coalitions).

The largest Army National Guard contributions to this program are in the technical support mission and aerial recon categories. The Technical Support mission constitutes approximately one third of the NGCDP. A critical mission in this program area is the Counter Threat Finance (CTF). The CTF mission is conducted by Army National Guard members who not only support domestic law enforcement, but also support Geographic Combatant Commanders. NGCDP CTF Soldiers are eligible for rotation to the CENTCOM AOR to support CTF efforts. The robust NGCDP aerial recon mission supports domestic law enforcement with 30,000 to 32,000 flight hours annually using 144 rotary winged aircraft. The skills used in support of domestic law enforcement are directly transferable to their military mission skill sets.

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	641	121,087	389	47,173	0	0	390	0	0	0	398	0
Enlisted	2,133	403,180	258	104,093	0	0	258	0	0	0	263	0
<b>Total</b>	<b>2,774</b>			<b>151,266</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Exercises:**

Program supports 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 man-days required to plan, coordinate and execute training events for the Critical Infrastructure Protection-Mission Assurance Assessment Teams (CIP-MAA) and the State Partnership Program (SPP). The SPP establishes and sustains enduring relationships with partner nations of strategic value in conjunction with National Security Strategy, National Military Strategy, Department of State and Combatant Command Theater Security Cooperation guidance to promote national objectives, stability, partner capacity, better understanding and trust. One CTC rotation is funded for execution in FY 2014. The FY 2015 budget request does not include funding for any CTC rotations.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	38,478	269,344	369	99,512	8,076	56,532	370	20,922	7,289	51,024	377	19,261
Enlisted	116,024	812,170	224	181,926	27,790	194,532	224	43,649	11,110	77,773	228	17,800
<b>Total</b>	<b>154,502</b>			<b>281,438</b>	<b>35,866</b>			<b>64,571</b>	<b>18,399</b>			<b>37,061</b>

**Management Support:**

Program supports officer and enlisted Soldier participation in National Guard Bureau (NGB) directed 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 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	14,814	74,071	405	30,049	10,059	50,297	406	20,439	3,578	17,889	414	7,415
Enlisted	67,317	336,586	248	83,618	19,849	99,245	248	24,697	6,678	33,392	253	8,476
<b>Total</b>	<b>82,131</b>			<b>113,667</b>	<b>29,908</b>			<b>45,136</b>	<b>10,256</b>			<b>15,891</b>

**Operational Training:**

Programs supported in this section include the Army Foundry Intelligence Training Program (AFITP), the Army Language Program (ALP), and the Training Sustainment Program (ITSP). The AFITP program enables select Army personnel to learn new intelligence skills and sustain and improve their technical, analytical, and foreign language skills to execute intelligence missions successfully. The

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

ALP supports Command Language Programs by providing resources for maintenance, sustainment, and enhancement of foreign language skills. The ITSP provides training for the Army Training Management System and for Information Operations exercise participation and operations, coordination of training related to modernization for equipment fielding, aviation simulation training, and other operational training events.

The program supports the Southwest Border Mission (SWB). Southwest Border funds personnel to augment criminal analyst efforts in the U.S. Immigration and Customs Enforcement; Aviation personnel to provide rotary-wing based detection and monitoring of specific areas along the southwest border to Customs and Border Protection (CBP); in addition to aerial transportation of CBP agents. This request funds the Southwest Border Mission through the first quarter of FY 2015.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	10,424	52,119	357	18,656	5,705	28,525	358	10,228	12,776	63,880	364	23,294
Enlisted	22,316	111,578	214	23,881	11,971	59,854	214	12,832	10,144	50,722	218	11,059
<b>Total</b>	<b>32,740</b>			<b>42,537</b>	<b>17,676</b>			<b>23,060</b>	<b>22,920</b>			<b>34,353</b>

**Recruiting/Retention:**

Program supports Active Duty for Operational Support (ADOS) requirements to augment the full-time recruiting force with temporary full-time assistance. The recruiting and retention support members on ADOS status provide personnel to serve in Officer Strength Management (OSM), enlisted recruiting and retention, and enlisted recruit sustainment in order to achieve and maintain unit level and overall Army National Guard end strength.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,859	55,756	304	16,975	2,942	88,271	304	26,920	2,529	75,870	311	23,601
Enlisted	8,922	267,670	195	52,284	7,439	223,163	195	43,664	3,868	116,044	199	23,159
<b>Total</b>	<b>10,781</b>			<b>69,259</b>	<b>10,381</b>			<b>70,584</b>	<b>6,397</b>			<b>46,760</b>

**Unit Conversion Training:**

Program supports the additional training requirements incurred when a unit receives new equipment due to an organizational or equipment modernization change.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,939	19,390	334	6,489	2,751	27,507	335	9,221	5,000	49,999	340	17,045
Enlisted	21,863	174,905	194	34,096	15,795	126,358	195	24,674	6,374	50,992	198	10,126
<b>Total</b>	<b>23,802</b>			<b>40,585</b>	<b>18,546</b>			<b>33,895</b>	<b>11,374</b>			<b>27,171</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SPECIAL TRAINING  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**GRAND TOTAL Special Training**

	<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	91,837	973,701	369,304	47,147	583,815	212,145	42,061	506,019	179,454
Enlisted	329,495	3,290,243	732,822	158,943	1,849,060	392,337	76,356	1,191,676	253,753
<b>Total</b>	<b>421,332</b>		<b>1,102,126</b>	<b>206,090</b>		<b>604,482</b>	<b>118,417</b>		<b>433,207</b>

**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
3,658,002	3,678,629	3,766,624

**PART I - PURPOSE AND SCOPE**

Administration and Support funds support Basic Pay, 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 USC, Title 10 Section 10211, or while serving on duty under USC, Title 10 Section 10211 and Title 32 Section 502(f) or Section 503 in order to train, organize, and administer the Army National Guard.

This sub-activity also provides death gratuity payments to beneficiaries of Army National Guard 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 (loan repayment), the full-time manning for the Civil Support Teams (CST), and the Ground-Based Mid-Course Defense (GMD) programs.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Administration and Support funds those members of the Army National Guard (ARNG) who support operations on a full-time basis as well as the Selective Reserve Incentive Program (SRIP).

Active Guard and Reserve (AGR) personnel provide full-time support to the ARNG to ensure the day-to-day operations continue 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, organizing 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. The request supports an end-strength of 31,385.

Funding for SRIP ensures that the Army National Guard is able to continue to recruit the most qualified candidates by offering bonuses and incentives to enlistees that fill critical needs within the Army National Guard. The request for FY 2015 represents both initial payments to new enlistees and the anniversary payments entitled to members accessed in prior years that complete requirement eligibility for anniversary payments. The Army National Guard will achieve significant savings in bonuses and incentive programs as the organization transitions from a normal recruiting focus to one of targeted recruiting with added emphasis on retention. The Army National Guard will manage a gradual reduction in end-strength from 354,200 in FY 2014 to 350,200 in FY 2015.

**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY 2014 Direct Program</b>		<b>3,678,629</b>
<b>Increases:</b>		
<b>Price Increases:</b>		
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	8,818	
Annualization of FY 2015 Pay Raise (1.0%, effective 1 January 2015)	26,452	
BAS	4,022	
Travel	907	
<b>Total Price Increase</b>	<b>40,199</b>	
<b>Program Increase:</b>		
BAH	7,692	
Base Pay	102,370	
Death Gratuity	708	
FICA	1,701	
Hospitalization/Disability	1,029	
<b>Total Increase</b>	<b>113,500</b>	
<b>Total Program Increase</b>		<b>153,699</b>
<b>Decreases:</b>		
<b>Price Decrease:</b>		
RPA	(7,697)	
BAH	(10,343)	
<b>Total Price Decrease</b>	<b>(18,040)</b>	
<b>Program Decrease:</b>		
COLA	(926)	
BAS	(8,540)	
REDUX	(808)	
RPA	(12,642)	
SRIP	(12,915)	
Travel	(11,833)	
<b>Total Program Decrease</b>	<b>(47,664)</b>	
<b>Total Decrease</b>		<b>(65,704)</b>
<b>FY 2015 Direct Program</b>		<b>3,766,624</b>



**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**AGR Pay and Allowances:**

Beginning in FY15 the ARNG AGR end strength is reduced from 32,060 to 31,385. AGR Pay and Allowances are determined from AGR Average End Strength.

	<b>FY 2013</b>			<b>FY 2014</b>			<b>FY 2015</b>		
	<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	6,817	155,506	1,060,086	6,942	146,091	1,014,166	6,650	158,113	1,051,450
Enlisted	23,925	87,908	2,103,195	24,238	91,496	2,217,678	25,036	93,272	2,335,154
<b>Total</b>	<b>30,742</b>		<b>3,163,281</b>	<b>31,180</b>		<b>3,231,844</b>	<b>31,686</b>		<b>3,386,604</b>

**AGR Backfill Pay and Allowances, Officer and Enlisted (Post-Mobilization Augmentation):**

In order to minimize the impact created by mobilizing AGRs, the Army National Guard 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. FY 2015 is decreased due to a significant decline in mobilization and deployments.

	<b>FY 2013</b>			<b>FY 2014</b>			<b>FY 2015</b>		
	<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	146	155,506	22,652	117	146,091	17,062	36	158,113	5,723
Enlisted	836	87,908	73,496	493	91,496	45,096	145	93,272	13,508
<b>Total</b>	<b>982</b>		<b>96,148</b>	<b>610</b>		<b>62,158</b>	<b>181</b>		<b>19,231</b>

**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.

	<b>FY 2013</b>			<b>FY 2014</b>			<b>FY 2015</b>		
	<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	1,239	6,159	7,635	1,161	6,283	7,292	1,099	6,408	7,040
Enlisted	3,911	3,764	14,725	4,285	3,840	16,455	4,029	3,916	15,781
<b>Total</b>	<b>5,150</b>		<b>22,360</b>	<b>5,446</b>		<b>23,747</b>	<b>5,128</b>		<b>22,821</b>

**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**Travel and PCS:**

Program supports travel and Permanent Change of Station (PCS) costs, as authorized by USC, Title 37 Section 404, for officer and enlisted Soldiers serving on active duty performing Army National Guard mission requirements as authorized by USC, Title 10 Sections 12301 and 12310.

	FY 2013			FY 2014			FY 2015		
	<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	1,820	16,311	29,691	1,921	16,474	31,645	1,536	16,804	25,809
Enlisted	3,329	15,553	51,775	2,951	15,709	46,356	2,575	16,024	41,266
<b>Total</b>	<b>5,149</b>		<b>81,466</b>	<b>4,872</b>		<b>78,001</b>	<b>4,111</b>		<b>67,075</b>

**Active Accounts & Guard/Reserve Full-Time Personnel (REDUX):**

\$30,000 Lump Sum Bonus – For payment to Soldiers who entered the uniformed service on or after August 1, 1986, who elect to retire under the REDUX retirement plan. The REDUX retirement plan pays the member an immediate \$30,000 lump sum bonus in return for a reduced (40 percent) retirement benefit at 20 years of service with partial COLA.

	FY 2013			FY 2014			FY 2015		
	<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	68	30,000	2,050	64	30,000	1,908	65	30,000	1,950
Enlisted	182	30,000	5,450	213	30,000	6,400	185	30,000	5,550
<b>Total</b>	<b>250</b>		<b>7,500</b>	<b>277</b>		<b>8,308</b>	<b>250</b>		<b>7,500</b>

**Death Gratuities:**

Program supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by USC, Title 10 Sections 1475-1490. The Emergency Supplemental Appropriations Act for Defense, the Global War on Terror, and the Tsunami Relief Act of 2005 increased the immediate cash payment to \$100,000 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 whose death occurred 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 2013			FY 2014			FY 2015		
	<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	0	100,000	0	1	100,000	98	1	100,000	100
Enlisted	0	100,000	0	3	100,000	294	10	100,000	1,000
<b>Total</b>	<b>0</b>		<b>0</b>	<b>4</b>		<b>392</b>	<b>11</b>		<b>1,100</b>

**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**Disability and Hospitalization Benefits:**

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

	FY 2013			FY 2014			FY 2015		
	<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	220	13,216	2,911	178	13,480	2,398	154	13,750	2,115
Enlisted	1,453	14,679	21,327	1,088	14,973	16,295	1,153	15,272	17,607
<b>Total</b>	<b>1,673</b>		<b>24,238</b>	<b>1,266</b>		<b>18,693</b>	<b>1,307</b>		<b>19,722</b>

**Selected Reserve Incentive Program (SRIP):**

The Army National Guard Bonus and Incentive program provides financial incentives, to include select bonuses designed to attract and retain high quality Soldiers who possess skills needed to meet operational requirements, and/or who qualify for specialized training in critical skill targeted to mission requirements. Depending on the type of bonus, the Army National Guard Enlistment bonuses are paid either in one lump sum upon successful completion of initial entry training, or in installments.

SRIP reflects a decrease from FY 2014 to FY 2015 as the number of takers will decrease as the AGR End Strength decreases.

**Officer Programs**

FY 2015 total net program decreases within the Selective Reserve Incentive Program (SRIP) are associated with changes in Army National Guard SRIP Policy and the Army National Guard Army Medical Department Officer Incentive Policy. The Exception to Policy Department of Defense Instruction (DODI) 1205.21 allows the Reserve Components to incentivize qualifying medical field personnel beyond 20 years of Commissioned Service and also provides for offering this incentive multiple times to encourage retention in the medical community. In FY 2015, reduction in takers begins as the ARNG begins to decrease AGR end strength to 31,385, in addition to restricting bonus policy, and decreasing the quantity and amount of Officer Accession bonuses offered. The ARNG desires to attract Officers from the Army through the Officer Affiliation bonus program. In FY 2015, policy allows a three and a six year bonus with initial upfront payments to attract those Soldiers versus the anniversary payments.

**Enlisted Programs**

FY 2015 total net program decreases within the Selective Reserve Incentive Program (SRIP) are associated with changes in Army National Guard SRIP Policy. The Student Loan Repayment Program (SLRP) increases in the number of eligible applicants while the dollar amount per applicant decreases in FY 2015. This is due to an increase in eligible Soldiers who have a smaller loan balance to receive this incentive. Requirements for anniversary payments increase in FY 2015 while initial payments decrease due to the policy changes from previous years. Enlisted Affiliation bonuses became more restrictive in FY 2103, showing a slight increase in the amount offered from FY 2014 to FY 2015. Anniversary payments no longer exist because policy offers this in lump sum. Reenlistment bonuses become much more restrictive in FY 2014 when compared to FY 2013. The quantity of bonuses and the amount both decrease in FY 2015. Additionally, anniversary payments increase from FY2014 resulting from enlistments in FY 2012. This will begin to decrease to zero, as a result of previous contracts issued on a lump sum payment schedule. There is a slight increase from FY 2014 in the MOS Conversion bonus program due to attracting Soldiers to convert to critical MOS's. This program is for Soldiers who voluntarily move critical needed positions within the ARNG and become MOS qualified in FY 2015.

**NATIONAL GUARD PERSONNEL, ARMY  
ADMINISTRATION AND SUPPORT, AGR  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<b>Officer</b>						
Officer Affiliation/Accession Bonus	3,080	10,357	1,564	15,591	1,070	12,085
Specialized Training Assistance	70	3,969	77	5,811	150	6,223
Health Professionals Loan Repayment	28	5,667	160	5,474	212	6,112
Officer Loan Repayment Program	0	607	0	1,500	26	2,093
Health Professional Officer Recruiting	912	30,169	1,143	30,899	1,195	31,129
<b>Total Officer</b>	<b>4,090</b>	<b>50,769</b>	<b>2,944</b>	<b>59,275</b>	<b>2,653</b>	<b>57,642</b>
<b>Enlisted</b>						
3 yr Reenlistment Bonus						
Initial	9,267	9,962	315	9,533	261	9,342
Anniversary	0	94	0	500	5	162
<b>Total</b>	<b>9,267</b>	<b>10,056</b>	<b>315</b>	<b>10,033</b>	<b>266</b>	<b>9,504</b>
6 yr Reenlistment Bonus						
Initial	9,805	121,465	6,200	76,482	9,215	68,140
Anniversary	446	1,004	642	7,812	1,089	9,547
<b>Total</b>	<b>10,251</b>	<b>122,469</b>	<b>6,842</b>	<b>84,294</b>	<b>10,304</b>	<b>77,687</b>
Enl Affiliation Bonus						
Initial	244	244	895	3,808	2,580	4,080
Anniversary	0	6	0	0	0	0
<b>Total</b>	<b>244</b>	<b>250</b>	<b>895</b>	<b>3,808</b>	<b>2,580</b>	<b>4,080</b>
Enlisted Other						
Student Loan Repayment	15,604	33,093	15,911	38,805	23,445	38,190
MOS Conversion Bonus	0	2,402	617	3,729	617	3,968
<b>Total</b>	<b>15,604</b>	<b>35,495</b>	<b>16,528</b>	<b>42,534</b>	<b>24,062</b>	<b>42,158</b>
Enlistment Bonus						
Initial	2,290	29,979	13,415	33,044	8,602	28,787
Anniversary	1,957	13,991	1,802	22,498	12,863	22,713
<b>Total</b>	<b>4,247</b>	<b>43,970</b>	<b>15,217</b>	<b>55,542</b>	<b>21,465</b>	<b>51,500</b>
<b>Total Enlisted</b>	<b>39,613</b>	<b>212,240</b>	<b>39,797</b>	<b>196,211</b>	<b>58,677</b>	<b>184,929</b>
<b>Total</b>	<b>43,703</b>	<b>263,009</b>	<b>42,741</b>	<b>255,486</b>	<b>61,330</b>	<b>242,571</b>

**NATIONAL GUARD PERSONNEL, ARMY  
EDUCATION BENEFITS  
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
80,321	26,104	30,267

**PART I - PURPOSE AND SCOPE**

Program supports the payments to the Department of Defense Education Benefits Fund, a trust fund administered by the Veterans Administration (VA). This program is governed by USC, Title 10 Section 106 and funds educational benefits payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis and funded based on Amortization Amounts determined by the Department of Defense Board of Actuaries. Actual payments to individuals are made by the Veterans Administration from trust fund.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Education benefits cover obligations to Army National Guard members for assistance in education costs. This program assists Soldiers with the costs of education and provides additional incentives for joining the Army National Guard. A secondary benefit to the Army National Guard is realized as the total 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.

The most recent Valuation of the Education Benefits Fund by the Department of Defense Board of Actuaries revealed a program increase of \$4 million dollars for Chapter 1606 Basic Kicker due to an increase in eligible participation rate. However, there are no changes in liability for the Army National Guard for Chapter 1607 Basic Benefits for FY 2015.

**NATIONAL GUARD PERSONNEL, ARMY  
EDUCATION BENEFITS  
INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY 2014 Direct Program</b>		<b>26,104</b>
<b>Increases:</b>		
<b>Price Increases:</b>		
None	0	
<b>Total Price Increase</b>	<b>0</b>	
<b>Program Increase:</b>		
Ch 1606 200 Kicker	868	
Ch 1606 350 Kicker	3,295	
<b>Total Program Increase</b>	<b>4,163</b>	
<b>Total Increase</b>		<b>4,163</b>
<b>Decreases:</b>		
<b>Price Decrease:</b>		
None	0	
<b>Total Price Decrease</b>	<b>0</b>	
<b>Program Decrease:</b>	0	
<b>Total Program Decrease</b>	<b>0</b>	
<b>Total Decrease</b>		<b>0</b>
<b>FY 2015 Direct Program</b>		<b>30,267</b>

**NATIONAL GUARD PERSONNEL, ARMY  
EDUCATION BENEFITS  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Basic Educational Assistance, Chapter 1606:**

Chapter 1606 funds are for personnel requesting educational assistance under the Veterans Education Assistance ACT of 1984 (Public Law 98-525), commonly referred to as the "New G.I. Bill". Estimates of eligible Soldiers reflect the number expected to meet the initial eligibility requirement for an enlistment, reenlistment, or extension for six years.

	FY 2013			FY 2014			FY 2015		
	<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	1,662	1,107	1,840	1,452	0	0	1,472	0	0
Enlisted	42,893	1,107	47,483	28,687	0	0	28,686	0	0
<b>Total</b>	<b>44,555</b>		<b>49,323</b>	<b>30,139</b>		<b>0</b>	<b>30,158</b>		<b>0</b>

**Kicker, Chapter 1606:**

The Kicker, Enhanced G.I Bill, is an add-on to an existing G.I. Bill benefit. The additional money is over and above what a Soldier would earn from Basic Benefit, Chapter 1606 or Basic Benefit, Chapter 1607 alone. To qualify for a kicker, Soldiers must enlist in a critical job skill or unit for a specific number of years.

	FY 2013			FY 2014			FY 2015		
	<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									
\$200 Kicker	0	3,391	0	86	1,956	169	201	1,735	349
\$350 Kicker	0	5,280	0	166	4,261	707	338	3,803	1,287
Enlisted									
\$200 Kicker	0	3,391	0	7,253	1,956	14,187	8,246	1,735	14,306
\$350 Kicker	1,515	5,280	8,000	2,591	4,261	11,041	3,767	3,803	14,325
<b>Total</b>	<b>1,515</b>		<b>8,000</b>	<b>10,096</b>		<b>26,104</b>	<b>12,552</b>		<b>30,267</b>

**Enhanced Educational Assistance, Chapter 1607:**

Chapter 1607 funds were created by Public Law 108-375, enacted in FY 2005 as a new educational benefit for mobilized reservists. It is funded through the Department of defense Educational Fund. Chapter 1607 benefits have three levels of assistance that are based on the length of time a soldier is mobilized, with each level qualifying for an increasing percentage of the maximum benefit. The levels are: ninety consecutive days (level 1), one consecutive year (level 2), and two consecutive years (level 3).

**NATIONAL GUARD PERSONNEL, ARMY  
EDUCATION BENEFITS  
JUSTIFICATION OF FUNDS REQUESTED  
(IN THOUSANDS OF DOLLARS)**

	FY 2013			FY 2014			FY 2015		
	<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									
90-364 days Mobilization	0	1,170	0	441	1,170	0	409	0	0
365-729 days Mobilization	1,565	1,735	2,715	1,543	1,735	0	1,898	0	0
730 plus days Mobilization	0	2,184	0	304	2,184	0	292	0	0
Enlisted									
90-364 days Mobilization	0	1,170	0	0	1,170	0	0	0	0
365-729 days Mobilization	11,690	1,735	20,283	12,960	11,735	0	12,060	0	0
730 plus days Mobilization	0	2,184	0	0	2,184	0	0	0	0
<b>Total</b>	<b>13,255</b>		<b>22,998</b>	<b>15,248</b>		<b>0</b>	<b>14,659</b>		<b>0</b>

**GRAND TOTAL Education Benefits**

	FY 2013		FY 2014		FY 2015	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,565	4,555	252	876	539	1,636
Enlisted	13,205	75,766	9,844	25,228	12,013	28,631
<b>Total</b>	<b>14,770</b>	<b>80,321</b>	<b>10,096</b>	<b>26,104</b>	<b>12,552</b>	<b>30,267</b>



**SECTION 5**  
**SPECIAL ANALYSIS**

**NATIONAL GUARD PERSONNEL, ARMY  
REIMBURSABLE PROGRAMS  
(IN THOUSANDS OF DOLLARS)**

	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>Officer</b>			
Basic Pay	7,124	13,164	13,164
Other Pay and Allowances	5,003	6,365	6,485
Travel	500	2,000	1,787
Total	<u>12,627</u>	<u>21,529</u>	<u>21,436</u>
<b>Enlisted</b>			
Basic Pay	9,289	19,152	19,152
Other Pay and Allowances	4,427	7,011	7,407
Travel	585	2,135	1,935
Total	<u>14,301</u>	<u>28,298</u>	<u>28,494</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>3,988</u>	<u>4,965</u>	<u>4,862</u>
<b>Total Program</b>	<b>30,916</b>	<b>54,792</b>	<b>54,792</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Enlistment Bonus (EB)**

The Army National Guard offers Non-Prior Service and Prior Service bonuses to enlistees who contract for a minimum obligation of three 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.

	FY 2013 Estimate		FY 2014 Estimate		FY 2015 Request	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations						
Anniversary	3,991	12,363	0	0	0	0
Prior Year						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Current Year						
Initial	16,812	84,592	0	0	0	0
Anniversary	3,991	12,363	0	0	0	0
Budget Year 1						
Initial	0	0	13,415	48,109	0	0
Anniversary	0	0	1,802	2,894	0	0
Budget Year 2						
Initial	0	0	0	0	8,602	30,901
Anniversary	0	0	0	0	12,863	20,740
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<b>Total Initial</b>	<b>16,812</b>	<b>84,592</b>	<b>13,415</b>	<b>48,109</b>	<b>8,602</b>	<b>30,901</b>
<b>Total Anniversary</b>	<b>7,982</b>	<b>24,726</b>	<b>1,802</b>	<b>2,894</b>	<b>12,863</b>	<b>20,740</b>
<b>Total Enlistment Bonus</b>	<b>24,794</b>	<b>109,318</b>	<b>15,217</b>	<b>51,003</b>	<b>21,465</b>	<b>51,641</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Enlistment Bonus (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	6,560	16,402	7,893	14,634	12,364	22,769	13,234	24,371
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	7,998	29,405	13,321	30,557	8,380	30,330	8,654	31,322
Anniversary	6,560	16,402	7,893	14,634	12,364	22,769	13,234	24,371

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Affiliation Bonus**

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 Army National Guard in an active drilling status for a minimum of three years.

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	0	0	0	0
Prior Year						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Current Year						
Initial	18,090	16,283	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 1						
Initial	0	0	895	895	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2						
Initial	0	0	0	0	2,580	2,580
Anniversary	0	0	0	0	0	0
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	18,090	16,283	895	895	2,580	2,580
Total Anniversary	0	0	0	0	0	0
<b>Total Affiliation Bonus</b>	<b>18,090</b>	<b>16,283</b>	<b>895</b>	<b>895</b>	<b>2,580</b>	<b>2,580</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Affiliation Bonus (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	0	0	0	0	0	0	0	0
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	2,680	2,680	3,539	3,539	2,541	2,541	2,539	2,539
Anniversary	0	0	4,354	4,354	5,905	5,905	5,911	5,911
<b>Total Initial</b>	<b>2,680</b>	<b>2,680</b>	<b>3,539</b>	<b>3,539</b>	<b>2,541</b>	<b>2,541</b>	<b>2,539</b>	<b>2,539</b>
<b>Total Anniversary</b>	<b>0</b>	<b>0</b>	<b>4,354</b>	<b>4,354</b>	<b>5,905</b>	<b>5,905</b>	<b>5,911</b>	<b>5,911</b>
<b>Total Affiliation Bonus</b>	<b>2,680</b>	<b>2,680</b>	<b>7,893</b>	<b>7,893</b>	<b>8,446</b>	<b>8,446</b>	<b>8,450</b>	<b>8,450</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**3 Year Reenlistment Bonus**

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for three years and meet certain eligibility requirements.

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	0	0	0	0
Prior Year						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Current Year						
Initial	4,630	16,203	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year 1						
Initial	0	0	315	9,450	0	0
Anniversary	0	0	0	0	0	0
Budget Year 2						
Initial	0	0	0	0	261	7,842
Anniversary	0	0	0	0	5	162
Budget Year Out Years						
Initial	4,630	16,203	0	0	0	0
Anniversary	0	0	0	0	0	0
<b>Total Initial</b>	<b>9,260</b>	<b>32,406</b>	<b>315</b>	<b>9,450</b>	<b>261</b>	<b>7,842</b>
<b>Total Anniversary</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>162</b>
<b>Total 3 Year Reenlistment Bonus</b>	<b>9,260</b>	<b>32,406</b>	<b>315</b>	<b>9,450</b>	<b>266</b>	<b>8,004</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**3 Year Reenlistment Bonus (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	0	0	0	0	0	0	0	0
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	261	7,842	261	7,842	261	7,842	261	7,842
Anniversary	1	3	1	1	1	1	0	0
Total Initial	261	7,842	261	7,842	261	7,842	261	7,842
Total Anniversary	1	3	1	1	1	1	0	0
<b>Total 3 Year Reenlistment Bonu</b>	<b>262</b>	<b>7,845</b>	<b>262</b>	<b>7,843</b>	<b>262</b>	<b>7,843</b>	<b>261</b>	<b>7,842</b>



**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**6 Year Reenlistment Bonus**

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for six years and meet certain eligibility requirements.

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	1,941	1,941	0	0	0	0
Prior Year						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Current Year						
Initial	6,586	69,983	0	0	0	0
Anniversary	1,941	1,941	0	0	0	0
Budget Year 1						
Initial	0	0	6,200	37,200	0	0
Anniversary	0	0	642	1,602	0	0
Budget Year 2						
Initial	0	0	0	0	9,215	52,526
Anniversary	0	0	0	0	1,089	3,270
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
<b>Total Initial</b>	<b>6,586</b>	<b>69,983</b>	<b>6,200</b>	<b>37,200</b>	<b>9,215</b>	<b>52,526</b>
<b>Total Anniversary</b>	<b>3,882</b>	<b>3,882</b>	<b>642</b>	<b>1,602</b>	<b>1,089</b>	<b>3,270</b>
<b>Total 6 Year Retention Bonus</b>	<b>10,468</b>	<b>73,865</b>	<b>6,842</b>	<b>38,802</b>	<b>10,304</b>	<b>55,796</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**6 Year Retention Bonus (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	0	0	0	0	0	0	0	0
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	8,856	52,256	8,861	52,285	8,538	52,087	8,458	52,127
Anniversary	3,881	11,656	1,736	5,215	4,552	13,677	2,247	6,752
Total Initial	8,856	52,256	8,861	52,285	8,538	52,087	8,458	52,127
Total Anniversary	3,881	11,656	1,736	5,215	4,552	13,677	2,247	6,752
<b>Total 6 Year Retention Bonus</b>	<b>12,737</b>	<b>63,912</b>	<b>10,597</b>	<b>57,500</b>	<b>13,090</b>	<b>65,764</b>	<b>10,705</b>	<b>58,879</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

The Army National Guard offers an Officer Affiliation Bonus and Officer Accession Bonus to officers who agree to serve for not less than three 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 Army National Guard.

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	1,540	15,400	0	0	0	0
Prior Year						
Payment	0	0	0	0	0	0
Current Year						
Payment	1,540	15,400	0	0	0	0
Budget Year 1						
Payment	0	0	1,564	12,838	0	0
Budget Year 2						
Payment	0	0	0	0	1,070	9,385
Budget Year Out Years						
Payment	0	0	0	0	0	0
<b>Total Payments</b>	<b>3,080</b>	<b>30,800</b>	<b>1,564</b>	<b>12,838</b>	<b>1,070</b>	<b>9,385</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	0	0	0	0	0	0	0	0
Budget Year Out Years								
Payment	1,124	9,858	1,149	10,308	1,147	10,288	1,143	10,248
<b>Total Payments</b>	<b>1,124</b>	<b>9,858</b>	<b>1,149</b>	<b>10,308</b>	<b>1,147</b>	<b>10,288</b>	<b>1,143</b>	<b>10,248</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Student Loan Repayment (SLRP)**

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

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	7,802	14,410	0	0	0	0
Prior Year						
Payment	0	0	0	0	0	0
Current Year						
Payment	7,802	14,410	0	0	0	0
Budget Year 1						
Payment	0	0	15,911	20,827	0	0
Budget Year 2						
Payment	0	0	0	0	22,765	30,690
Budget Year Out Years						
Payment	0	0	0	0	0	0
<b>Total Payments</b>	<b>15,604</b>	<b>28,819</b>	<b>15,911</b>	<b>20,827</b>	<b>22,765</b>	<b>30,690</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Student Loan Repayment Program - SLRP (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	0	0	0	0	0	0	0	0
Budget Year Out Years								
Payment	22,650	31,463	23,288	32,349	23,740	32,977	26,164	36,344
<b>Total Payments</b>	<b>22,650</b>	<b>31,463</b>	<b>23,288</b>	<b>32,349</b>	<b>23,740</b>	<b>32,977</b>	<b>26,164</b>	<b>36,344</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Specialized Training Assistance Program (STRAP)**

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

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	0	0	0	0
Prior Year						
Payment	0	0	0	0	0	0
Current Year						
Payment	70	1,783	0	0	0	0
Budget Year 1						
Payment	0	0	77	2,006	0	0
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
<b>Total Payments</b>	<b>70</b>	<b>1,783</b>	<b>77</b>	<b>2,006</b>	<b>0</b>	<b>0</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Specialized Training Assistance Program - STRAP (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	0	0	0	0	0	0	0	0
Budget Year Out Years								
Payment	0	0	0	0	0	0	0	0
<b>Total Payments</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Health Professional Loan Program (HPLRP)**

Health Professional Loan Program is a repayment program with a maximum repayment amount per year and a maximum lifetime amount. The officer is required 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 on behalf of the individual.

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	14	285	0	0	0	0
Prior Year						
Payment	0	0	0	0	0	0
Current Year						
Payment	14	285	0	0	0	0
Budget Year 1						
Payment	0	0	160	4,125	0	0
Budget Year 2						
Payment	0	0	0	0	212	4,612
Budget Year Out Years						
Payment	0	0	0	0	0	0
<b>Total Payments</b>	<b>28</b>	<b>569</b>	<b>160</b>	<b>4,125</b>	<b>212</b>	<b>4,612</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Health Professional Loan Repayment Program - HPLRP (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	0	0	0	0	0	0	0	0
Budget Year Out Years								
Payment	155	4,548	162	4,626	160	4,577	160	4,577
<b>Total Payments</b>	<b>155</b>	<b>4,548</b>	<b>162</b>	<b>4,626</b>	<b>160</b>	<b>4,577</b>	<b>160</b>	<b>4,577</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Health Professional Medical Officer Retention Bonus (HPRB)**

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

	<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	456	7,593	0	0	0	0
Prior Year						
Payment	0	0	0	0	0	0
Current Year						
Payment	456	7,593	0	0	0	0
Budget Year 1						
Payment	0	0	1,143	23,146	0	0
Budget Year 2						
Payment	0	0	0	0	1,195	26,629
Budget Year Out Years						
Payment	0	0	0	0	0	0
<b>Total Payments</b>	<b>912</b>	<b>15,185</b>	<b>1,143</b>	<b>23,146</b>	<b>1,195</b>	<b>26,629</b>

**NATIONAL GUARD PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

**Health Professional Medical Officer Retention Bonus - HPRB (continued)**

	<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	0	0	0	0	0	0	0	0
Budget Year Out Years								
Payment	1,166	23,379	1,291	25,881	1,306	26,178	1,222	24,502
<b>Total Payments</b>	<b>1,166</b>	<b>23,379</b>	<b>1,291</b>	<b>25,881</b>	<b>1,306</b>	<b>26,178</b>	<b>1,222</b>	<b>24,502</b>

**NATIONAL GUARD PERSONNEL, ARMY  
FULL-TIME SUPPORT PERSONNEL**

**FY 2013 Actual**

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<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
Subtotal	279	4,291	4,570	51	0	82	4,703
<b><u>Units:</u></b>							
RC Unique Mgmt Hqs	4,295	17,106	21,401	6,001	0	0	27,402
Unit Support	802	1,390	2,192	21,341	0	0	23,533
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	5,097	18,496	23,593	27,342	0	0	50,935
<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	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	703	2,212
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	703	2,262
<b>Total End Strength</b>	<b>6,913</b>	<b>24,198</b>	<b>31,111</b>	<b>27,393</b>	<b>184</b>	<b>785</b>	<b>59,473</b>

**NATIONAL GUARD PERSONNEL, ARMY  
FULL-TIME SUPPORT PERSONNEL**

**FY 2014 Estimate**

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<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
Subtotal	279	4,291	4,570	51	0	82	4,703
<b><u>Units:</u></b>							
RC Unique Mgmt Hqs	4,106	18,244	22,350	5,719	0	0	28,069
Unit Support	802	1,390	2,192	22,806	0	0	24,998
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,908	19,634	24,542	28,525	0	0	53,067
<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	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	1,095	2,604
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	1,095	2,654
<b>Total End Strength</b>	<b>6,724</b>	<b>25,336</b>	<b>32,060</b>	<b>28,576</b>	<b>184</b>	<b>1,177</b>	<b>61,997</b>

**NATIONAL GUARD PERSONNEL, ARMY  
FULL-TIME SUPPORT PERSONNEL**

**FY 2015 Request**

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<b><u>Assignment</u></b>							
Pay/Personnel Centers	35	209	244	0	0	82	326
Recruiting/Retention	268	3,891	4,159	51	0	0	4,210
Subtotal	303	4,100	4,403	51	0	82	4,536
<b><u>Units:</u></b>							
RC Unique Mgmt Hqs	3,766	17,999	21,765	5,636	0	0	27,534
Unit Support	872	1,328	2,200	22,476	0	0	24,676
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,638	19,327	23,965	28,112	0	0	52,210
<b><u>Training &amp; Logistics:</u></b>							
RC Non-unit Institution	614	355	969	0	0	0	969
RC Schools	342	210	552	0	0	0	552
ROTC	110	0	110	0	0	0	110
Subtotal	1,066	565	1,631	0	0	0	1,631
<b><u>Headquarters:</u></b>							
Service Hqs.	27	0	27	0	0	0	27
AC Hqs.	13	0	13	0	0	0	13
AC Installation/Activity	550	783	1,333	0	184	1,038	2,555
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	14	0	14	0	0	0	14
Subtotal	604	783	1,387	0	184	1,038	2,609
<b>Total End Strength</b>	<b>6,611</b>	<b>24,775</b>	<b>31,386</b>	<b>28,163</b>	<b>184</b>	<b>1,120</b>	<b>60,986</b>