

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2016 Budget Estimates*



**NATIONAL GUARD PERSONNEL, ARMY  
JUSTIFICATION BOOK  
FEBRUARY 2015**

The estimated cost of this report for the Department of Defense is approximately \$46,000 for Fiscal Year 2015. This includes \$1,070 in expenses and \$45,000 in DoD labor.

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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><b>FY 2014 Actual</b></u>	<u><b>FY 2015 Estimate</b></u>	<u><b>FY 2016 Estimate</b></u>
<b>Reserve Component Training and Support Direct Program</b>	8,059,870	7,643,832	7,942,132
Reimbursable Program	30,952	54,792	47,548
OCO Funding	209,261	174,778	166,015
Subtotal NGPA	<u>8,300,083</u>	<u>7,873,402</u>	<u>8,155,695</u>
<b>Medicare-Ret Contrib, AG Army</b>	818,575	688,865	587,903
<b>TOTAL PROGRAM COST</b>	<u><b>9,118,658</b></u>	<u><b>8,562,267</b></u>	<u><b>8,743,598</b></u>

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

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b><u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u></b>			
DIRECT PROGRAM	8,059,870	7,643,832	7,942,132
REIMBURSABLE PROGRAM	30,952	54,792	47,548
OCO AND OTHER SUPPLEMENTAL FUNDING	209,261	174,778	166,015
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>8,300,083</b>	<b>7,873,402</b>	<b>8,155,695</b>
MEDICARE-RET CONTRIB, AG ARMY	818,575	688,865	587,903
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST</b>	<b>9,118,658</b>	<b>8,562,267</b>	<b>8,743,598</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,201,927	911,587	769,013
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	139,646	98,867	101,223
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>1,341,573</b>	<b>1,010,454</b>	<b>870,246</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>10,460,231</b>	<b>9,572,721</b>	<b>9,613,844</b>

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**

**Appropriation Summary**

<u><b>FY2015 Enacted</b></u>	<u><b>Price Change</b></u>	<u><b>Program Change</b></u>	<u><b>FY2016 Request</b></u>
7,643,832	97,758	200,542	7,942,132

**Program Adjustment Highlights in FY 2016**

The National Guard Personnel, Army (NGPA) budget request increases by a total of \$298M from FY 2015 to FY 2016. Concurrently, the Army National Guard experiences program increases throughout the appropriation in order to support FY 2016 end strength and force structure requirements. This balance assists in ensuring that the Army National Guard is able to meet the emerging demands of the nation both at home and abroad.

There is programmatic growth in specific areas to include a program change in Pay Group A which reflects increased participation as Selective Reserve members perform Annual Training (AT) and Inactive Duty Training (IDT) due to a reduction in mobilizations and overseas deployments. School Training funds are provided to meet the needs of developing a diverse force with a multitude of critical skills that require realistic training opportunities. These areas of growth over FY15 funded levels are vital to the Army National Guard's ability to fulfill its role as a force provider for Department of Defense requirements as well as the first line of defense for emergency and disaster response in the homeland. The Special Training account funds many of the core manpower elements of an operational reserve.

The Army National Guard end-strength decreases from 350,200 FY 2015 to 342,000 FY 2016. Additionally, the Army National Guard's AGR end strength authorization decreases by 615 personnel in FY16, after decreasing 675 in FY15.

The price change supports a pay raise of 1% in CY 2015 and 1.3% CY 2016 with inflationary adjustments in travel, clothing, subsistence, and other pay. The Basic Allowance for Housing (BAH) Fiscal Year 2016 inflation rate is 1.3 percent. The January 1, 2015 and January 1, 2016 BAH inflation rate assumption are respectively, 1.4% and 1.2% on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1.5% 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 Commander' 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 Army National Guard continues to meet its requirement to provide a trained and ready force to defend the nation.

**Sustainable Readiness**

As the combat reserve of the Army, the Army National Guard continues to support the active force in sustaining joint operations through a responsive force-generating capability. This ensures that the Army National Guard maintains the capabilities garnered through a decade of contributions in persistent conflict. Today's Guard Soldiers must achieve high levels of operational and personnel readiness prior to mobilization. Army National Guard units advance through a series of cumulative and progressively complex training events to improve unit readiness prior to entering an "Available" period. The FY 2016 request provides funding to maintain the minimum statutory requirements of 39 training days for the entire force. Additional days are included in the budget to support two Brigade Combat Training Center rotations and Army National Guard enabler unit support.

**Army National Guard End-Strength**

The Army National Guard continues to apply proper stewardship of allotted resources while producing relevant capabilities. As part of the Army plan to reduce overall end-strength, the Army National Guard budget supports an end-strength reduction from 350,200 in FY 2015 to 342,000 in FY 2016. As the Army National Guard reduces end strength, efforts will remain focused on recruiting, and retaining the force. As part of the Army National Guard end-strength reduction, Active Guard and Reserve (AGR) authorizations are reduced by 615 from 31,385 to 30,770.

The FY 2016 National Guard Personnel, Army (NGPA) budget submission supports an end-strength of 342,000, which includes 30,770 AGRs.

<b>End Strength</b>		
<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY2016 Estimate</u>
354,072	350,200	342,000

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

Army National Guard Active Guard Reserve (AGR) members execute key Organizing, Administering, Training, Instructing and Recruiting tasks at all echelons of command, providing ARNG units the support needed to sustain foundational readiness. Critical functions include ensuring Soldiers receive pay for duty performed, maintaining personnel and training records, tracking medical actions, scheduling and coordinating training events, maintaining arms rooms, and accounting for supplies and equipment. The support provided by AGR members is crucial for the Army National Guard's ability to generate deployable Soldiers and ready units.

### **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 Army National Guard personnel management strategies to this end. Domestically, the Army National Guard 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 funds 57 Civil Support Teams (CST). Additionally, the Army National Guard 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 CST, provide regional and state-based capabilities to reduce response times in the event of a CBRNE event.

### **Benefits**

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 National Guard Personnel, Army 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.

### **Efficiency**

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:

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY2016</u>
Average Strength	355,353	350,030	346,483
End Strength	354,072	350,200	342,000
Authorized Strength	354,200	350,200	

The end strength goal is to maintain the most effective force to execute the National Military Strategy within the congressionally mandated End Strength Ceiling (ESC). In accordance with Army Planning and Senior Leader Guidance, the budgeted end strength ceiling for FY 2016 is 342,000.

There are a number of factors that drive the Army National Guard assigned strength. These factors include recruiting, retention, and attrition and are carefully monitored and balanced to achieve an assigned strength in compliance with congressionally established ceilings.

PERFORMANCE MEASURES:

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY2016</u>
Recruiting: Accession Goals	50,977	46,000	51,111
Retention: Reenlistment Goals	43,273	35,307	35,980
Attrition: Attrition Goals	19%	19%	19%

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

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

**OFFICER**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Beginning Strength</b>	45,065	45,626	45,654
<b>Gains</b>	271	275	279
<b>Gains:</b>			
Males (NPS)	271	275	279
Females (NPS)	65	67	67
Civilian Life	1,216	1,234	1,253
Active Component	198	200	204
Enlisted Commissioning Program	2,999	3,043	3,089
Other Reserve Status/Component	263	268	271
All Other	<u>0</u>	<u>0</u>	<u>0</u>
<b>Total Gains</b>	<b>5,012</b>	<b>5,087</b>	<b>5,163</b>
<b>Losses:</b>			
Civilian Life	1,217	1,383	1,397
Active Component	80	89	90
Retired Reserves	1,099	1,248	1,261
Other Reserve Status/Component	276	316	320
All Other	<u>1,779</u>	<u>2,023</u>	<u>2,043</u>
<b>Total Losses</b>	<b>4,451</b>	<b>5,059</b>	<b>5,111</b>
<b>End Strength</b>	45,626	45,654	45,706

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

**ENLISTED**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Beginning Strength</b>	312,670	308,446	304,546
<b>Gains</b>	29,500	24,698	23,697
<b>Gains:</b>			
Males (NPS)	29,500	24,698	23,697
Females (NPS)	8,774	7,346	6,234
Civilian Life	6,328	6,940	7,987
Other Reserve Status/Component	5,583	6,123	7,054
All Other	815	893	1,028
<b>Total Gains</b>	<u>51,000</u>	<u>46,000</u>	<u>46,000</u>
<b>Losses:</b>			
Other Attrition	28,359	25,625	27,860
Expiration of Selected Reserve Service	18,087	16,344	17,769
Active Component	825	746	811
To Officer Status	2,799	2,528	2,749
Retired Reserves	4,150	3,750	4,077
Other Reserve Status/Component	1,004	907	986
Losses to Civilian Life	0	0	0
<b>Total Losses</b>	<u>55,224</u>	<u>49,900</u>	<u>54,252</u>
<b>End Strength</b>	308,446	304,546	296,294

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2014</u>			<u>FY 2015</u>		<u>FY 2016</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	38,186	37,842	38,594	38,316	38,594	38,274	38,955
Enlisted	48	15	258,589	254,416	253,816	250,931	252,964	248,286	244,076
Subtotal			296,775	292,258	292,410	289,247	291,558	286,560	283,031
<b>Pay Group F</b>									
Enlisted		122	16,998	14,739	17,282	14,537	16,191	16,359	18,723
<b>Pay Group P</b>									
Enlisted	31		12,965	16,938	13,111	14,762	11,066	12,584	9,476
Subtotal			326,738	323,935	322,803	318,546	318,815	315,503	311,230
Drill/Indiv Tng			326,738	323,935	322,803	318,546	318,815	315,503	311,230
<b>AGR (Full-time)</b>									
Officer			6,879	7,019	7,032	7,070	7,060	6,797	6,751
Enlisted			24,118	24,399	24,237	24,414	24,325	24,183	24,019
Subtotal			30,997	31,418	31,269	31,484	31,385	30,980	30,770
<b>SELRES</b>									
Officer			45,065	44,861	45,626	45,386	45,654	45,071	45,706
Enlisted			312,670	310,492	308,446	304,644	304,546	301,412	296,294
Subtotal			357,735	355,353	354,072	350,030	350,200	346,483	342,000



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

	<u>FY 2014</u>			<u>FY 2015</u>		<u>FY 2016</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	396	414	402	418	418	422	421
O5 LT COLONEL	1,247	1,295	1,299	1,302	1,294	1,284	1,276
O4 MAJOR	2,123	2,122	2,114	2,124	2,080	2,079	2,078
O3 CAPTAIN	1,289	1,321	1,337	1,318	1,282	1,258	1,245
O2 1ST LIEUTENANT	139	150	139	154	129	127	119
O1 2ND LIEUTENANT	45	41	45	43	37	28	36
<b>Total Commissioned Officers</b>	<b>5,239</b>	<b>5,343</b>	<b>5,336</b>	<b>5,359</b>	<b>5,240</b>	<b>5,198</b>	<b>5,175</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	151	147	147	147	149	138	134
W4 WARRANT OFF (W-4)	445	462	459	463	466	464	456
W3 WARRANT OFF (W-3)	439	502	557	532	510	506	482
W2 WARRANT OFF (W-2)	527	481	444	487	444	442	444
W1 WARRANT OFF (W-1)	78	84	89	82	62	49	49
<b>Total Warrant Officers</b>	<b>1,640</b>	<b>1,676</b>	<b>1,696</b>	<b>1,711</b>	<b>1,631</b>	<b>1,599</b>	<b>1,565</b>
<b>Total Officer</b>	<b>6,879</b>	<b>7,019</b>	<b>7,032</b>	<b>7,070</b>	<b>6,871</b>	<b>6,797</b>	<b>6,740</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	754	767	743	759	776	756	745
E8 1ST SGT/MASTER SGT	2,267	2,324	2,298	2,395	2,477	2,421	2,384
E7 PLATOON SGT/SFC	8,679	8,715	8,689	8,701	8,666	8,659	8,633
E6 STAFF SGT	8,962	9,052	9,084	9,047	9,076	8,952	8,916
E5 SERGEANT	3,133	3,229	3,155	3,218	3,280	3,169	3,139
E4 CPL/SPECIALIST	315	307	260	287	229	213	203
E3 PRIVATE 1ST CLASS	7	5	8	7	10	13	10
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	1	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>24,118</b>	<b>24,399</b>	<b>24,237</b>	<b>24,414</b>	<b>24,514</b>	<b>24,183</b>	<b>24,030</b>
<b>Total Personnel on Active Duty</b>	<b>30,997</b>	<b>31,418</b>	<b>31,269</b>	<b>31,484</b>	<b>31,385</b>	<b>30,980</b>	<b>30,770</b>

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

**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	38,186	258,589	296,775	16,998	12,965	326,738	6,879	24,118	30,997	357,735
OCT	38,080	256,686	294,766	16,902	13,154	324,822	6,934	24,190	31,124	355,946
NOV	37,969	256,709	294,678	15,284	14,602	324,564	6,970	24,241	31,211	355,775
DEC	37,829	257,137	294,966	11,784	17,621	324,371	6,987	24,309	31,296	355,667
JAN	37,651	255,934	293,585	13,452	16,966	324,003	7,020	24,373	31,393	355,396
FEB	37,624	255,568	293,192	13,067	17,877	324,136	7,017	24,445	31,462	355,598
MAR	37,552	254,945	292,497	11,658	20,226	324,381	7,053	24,520	31,573	355,954
APR	37,499	254,014	291,513	11,146	21,456	324,115	7,075	24,563	31,638	355,753
MAY	37,557	253,026	290,583	12,535	20,451	323,569	7,107	24,599	31,706	355,275
JUN	37,840	251,043	288,883	17,271	17,226	323,380	7,044	24,477	31,521	354,901
JUL	37,953	249,440	287,393	19,402	15,853	322,648	7,013	24,465	31,478	354,126
AUG	38,165	252,284	290,449	17,228	14,790	322,467	7,034	24,437	31,471	353,938
SEP	38,594	253,816	292,410	17,282	13,111	322,803	7,032	24,237	31,269	354,072
<b>Average</b>	<b>37,842</b>	<b>254,416</b>	<b>292,258</b>	<b>14,739</b>	<b>16,938</b>	<b>323,935</b>	<b>7,019</b>	<b>24,399</b>	<b>31,418</b>	<b>355,353</b>

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
21	272	293	1. Combat (28%)
22	291	313	2. Combat Support (30%)
28	368	396	3. Combat Service Support (38%)
3	39	42	4. HQ Staff (4%)
<hr/> 74	<hr/> 970	<hr/> 1044	

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	38,594	253,816	292,410	17,282	13,111	322,803	7,032	24,237	31,269	354,072
OCT	38,501	251,708	290,209	16,641	13,518	320,368	7,091	24,340	31,431	351,799
NOV	38,376	250,954	289,330	15,638	14,454	319,422	7,102	24,345	31,447	350,869
DEC	38,201	251,496	289,697	12,168	16,634	318,499	7,103	24,279	31,382	349,881
JAN	38,157	251,361	289,518	12,888	15,063	317,469	7,082	24,432	31,514	348,983
FEB	38,123	250,965	289,088	13,505	15,185	317,778	7,071	24,524	31,595	349,373
MAR	38,090	250,576	288,666	12,945	16,200	317,811	7,068	24,549	31,617	349,428
APR	38,100	249,967	288,067	12,326	17,722	318,115	7,064	24,536	31,600	349,715
MAY	38,207	249,172	287,379	13,111	17,188	317,678	7,056	24,520	31,576	349,254
JUN	38,411	249,477	287,888	15,989	13,801	317,678	7,051	24,425	31,476	349,154
JUL	38,467	250,277	288,744	16,022	13,199	317,965	7,052	24,381	31,433	349,398
AUG	38,570	251,833	290,403	16,478	12,089	318,970	7,054	24,361	31,415	350,385
SEP	38,594	252,964	291,558	16,191	11,066	318,815	7,060	24,325	31,385	350,200
<b>Average</b>	<b>38,316</b>	<b>250,931</b>	<b>289,247</b>	<b>14,537</b>	<b>14,762</b>	<b>318,546</b>	<b>7,070</b>	<b>24,414</b>	<b>31,484</b>	<b>350,030</b>

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
21	265	286	1. Combat (28%)
23	284	307	2. Combat Support (30%)
28	360	388	3. Combat Service Support (38%)
3	38	41	4. HQ Staff (4%)
<hr/> 75	<hr/> 947	<hr/> 1022	

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 2016**

	Pay Group A			Pay Group F	Pay Group P	Total Drill	Full-Time Active Duty			Total Selected Reserve
	Officer	Enlisted	Total	Enlisted	Paid		Officer	Enlisted	Total	
PYSEP	38,594	252,964	291,558	16,191	11,066	318,815	7,060	24,325	31,385	350,200
OCT	38,511	251,022	289,533	17,102	12,359	318,994	7,002	24,328	31,330	350,324
NOV	38,370	250,561	288,931	16,370	12,342	317,643	6,944	24,327	31,271	348,914
DEC	38,248	250,160	288,408	14,047	14,069	316,524	6,877	24,339	31,216	347,740
JAN	37,989	250,078	288,067	14,781	13,416	316,264	6,799	24,322	31,121	347,385
FEB	37,851	249,843	287,694	15,107	13,631	316,432	6,759	24,292	31,051	347,483
MAR	37,900	248,532	286,432	14,936	14,307	315,675	6,718	24,184	30,902	346,577
APR	38,007	247,430	285,437	14,561	15,092	315,090	6,717	24,136	30,853	345,943
MAY	38,171	247,230	285,401	15,730	14,032	315,163	6,707	24,108	30,815	345,978
JUN	38,329	246,014	284,343	18,000	11,741	314,084	6,692	24,057	30,749	344,833
JUL	38,400	245,397	283,797	18,938	10,471	313,206	6,712	23,964	30,676	343,882
AUG	38,742	244,642	283,384	19,275	9,274	311,933	6,737	23,966	30,703	342,636
SEP	38,955	244,076	283,031	18,723	9,476	311,230	6,751	24,019	30,770	342,000
<b>Average</b>	<b>38,274</b>	<b>248,286</b>	<b>286,560</b>	<b>16,359</b>	<b>12,584</b>	<b>315,503</b>	<b>6,797</b>	<b>24,183</b>	<b>30,980</b>	<b>346,483</b>

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
20	256	276	1. Combat (28%)
22	275	297	2. Combat Support (30%)
27	348	375	3. Combat Service Support (38%)
3	37	40	4. HQ Staff (4%)
<hr/> 72	<hr/> 916	<hr/> 988	

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	152,790	602,532	755,322	158,358	677,879	836,237	163,894	666,103	829,997
Pay and Allowances	142,429	489,110	631,539	146,445	485,168	631,613	152,605	503,548	656,153
Clothing	319	26,547	26,866	1,596	70,673	72,269	805	71,141	71,946
Subsistence	5	51,116	51,121	48	86,159	86,207	35	55,384	55,419
Travel	10,037	35,759	45,796	10,269	35,879	46,148	10,449	36,030	46,479
Inactive Duty Training	399,500	1,264,450	1,663,950	434,835	1,303,235	1,738,070	447,051	1,329,299	1,776,350
Civil Disturbance	112	123	235	61	211	272	116	155	271
Flight Training	33,580	19,350	52,930	47,904	25,146	73,050	40,366	23,867	64,233
Jump Proficiency	65	352	417	102	365	467	115	461	576
Military Burial Honors	1,448	11,816	13,264	647	5,305	5,952	1,321	10,780	12,101
Readiness Management	2,856	6,786	9,642	8,420	11,749	20,169	9,999	14,092	24,091
Subsistence	0	39,321	39,321	0	70,606	70,606	0	49,630	49,630
Training Preparation	7,489	18,613	26,102	9,575	17,007	26,582	12,866	20,960	33,826
Unit Training Assemblies	353,950	1,168,089	1,522,039	368,126	1,172,846	1,540,972	381,613	1,201,661	1,583,274
Medical Man-days	0	0	0	0	0	0	655	7,693	8,348
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>552,290</b>	<b>1,866,982</b>	<b>2,419,272</b>	<b>593,193</b>	<b>1,981,114</b>	<b>2,574,307</b>	<b>610,945</b>	<b>1,995,402</b>	<b>2,606,347</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	563,465	563,465	0	433,006	433,006	0	526,051	526,051
Pay and Allowances	0	478,178	478,178	0	360,103	360,103	0	455,074	455,074
Clothing	0	63,651	63,651	0	56,866	56,866	0	50,296	50,296
Travel	0	21,636	21,636	0	16,037	16,037	0	20,681	20,681
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>563,465</b>	<b>563,465</b>	<b>0</b>	<b>433,006</b>	<b>433,006</b>	<b>0</b>	<b>526,051</b>	<b>526,051</b>
<b>PAY GROUP P</b>									
Pay and Allowances	0	43,364	43,364	0	39,948	39,948	0	34,328	34,328
Clothing	0	5,579	5,579	0	5,275	5,275	0	4,978	4,978
Subsistence of Enlisted Personnel	0	3,204	3,204	0	2,761	2,761	0	2,105	2,105
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>52,147</b>	<b>52,147</b>	<b>0</b>	<b>47,984</b>	<b>47,984</b>	<b>0</b>	<b>41,411</b>	<b>41,411</b>



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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	79,726	81,546	161,272	45,572	49,977	95,549	67,496	83,362	150,858
Flight Training	17,794	6,368	24,162	20,313	0	20,313	33,036	0	33,036
Initial Skill Acquisition Training	97,953	140,827	238,780	88,688	55,137	143,825	110,633	64,141	174,774
Officer Candidate/Training School	1,782	8,759	10,541	2,271	4,602	6,873	3,207	11,231	14,438
Refresher and Proficiency Training	31,433	54,931	86,364	26,143	54,434	80,577	37,249	60,975	98,224
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>228,688</b>	<b>292,431</b>	<b>521,119</b>	<b>182,987</b>	<b>164,150</b>	<b>347,137</b>	<b>251,621</b>	<b>219,709</b>	<b>471,330</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	62,339	87,961	150,300	49,951	119,475	169,426	49,153	118,580	167,733
Command/Staff Supervision	57,268	155,872	213,140	38,870	83,978	122,848	35,039	117,406	152,445
Competitive Events	1,203	3,668	4,871	703	3,094	3,797	813	5,777	6,590
Counter Drug Interdiction Activity	44,909	109,405	154,314	0	0	0	0	0	0
Exercises	67,981	119,742	187,723	43,625	38,436	82,061	24,696	72,316	97,012
Management Support	79,241	79,218	158,459	7,415	8,476	15,891	22,626	21,046	43,672
Operational Training	17,337	18,613	35,950	23,294	11,059	34,353	17,049	14,209	31,258
Recruiting/Retention	16,902	52,175	69,077	23,601	23,159	46,760	24,433	26,600	51,033
Unit Conversion Training	4,636	24,245	28,881	17,045	10,126	27,171	5,204	16,773	21,977
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>351,816</b>	<b>650,899</b>	<b>1,002,715</b>	<b>204,504</b>	<b>297,803</b>	<b>502,307</b>	<b>179,013</b>	<b>392,707</b>	<b>571,720</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	1,106,681	2,293,800	3,400,481	1,121,830	2,298,526	3,420,356	1,081,678	2,330,739	3,412,417
Travel/PCS	27,302	46,625	73,927	25,809	41,266	67,075	19,698	34,492	54,190
\$30,000 Lump Sum Bonus	1,650	5,130	6,780	1,950	5,550	7,500	1,950	5,550	7,500
Death Gratuities	0	0	0	100	1,000	1,100	100	1,000	1,100
Disability and Hospitalization Benefits	2,327	27,310	29,637	2,115	17,607	19,722	2,261	18,073	20,334
Selective Reserve Incentive Program (SRIP)	33,849	151,438	185,287	45,086	154,485	199,571	37,518	157,348	194,866
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,171,809</b>	<b>2,524,303</b>	<b>3,696,112</b>	<b>1,196,890</b>	<b>2,518,434</b>	<b>3,715,324</b>	<b>1,143,205</b>	<b>2,547,202</b>	<b>3,690,407</b>

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	0	0	0	0	0	0	78	3,587	3,665
Basic Benefit, Ch. 1607	0	0	0	0	0	0	743	8,548	9,291
Kicker, Enhanced G.I. Bill, Ch. 1606	992	13,309	14,301	1,285	22,482	23,767	1,553	20,357	21,910
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>992</b>	<b>13,309</b>	<b>14,301</b>	<b>1,285</b>	<b>22,482</b>	<b>23,767</b>	<b>2,374</b>	<b>32,492</b>	<b>34,866</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>2,305,595</b>	<b>5,963,536</b>	<b>8,269,131</b>	<b>2,178,859</b>	<b>5,464,973</b>	<b>7,643,832</b>	<b>2,187,158</b>	<b>5,754,974</b>	<b>7,942,132</b>

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

	<b>FY 2015 President's Budget</b>	<b>Congres -sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2015 in FY 2016 Pres. Budget</b>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	577,495	0	577,495	54,118	631,613	0	631,613
PG A, Travel, Annual Training	58,435	0	58,435	-12,287	46,148	0	46,148
PG A, IDT Pay & Allow, Unit Training Assemblies	1,600,866	0	1,600,866	-59,894	1,540,972	0	1,540,972
PG A, IDT Pay & Allow, Additional Drill Assemblies	150,189	-41,760	108,429	18,063	126,492	0	126,492
PG A, Individual Clothing and Uniforms	72,269	0	72,269	0	72,269	0	72,269
PG A, Subsistence of Enlisted Personnel	156,813	0	156,813	0	156,813	0	156,813
Total Direct Obligation	2,616,067	-41,760	2,574,307	0	2,574,307	0	2,574,307
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	342,132	0	342,132	17,971	360,103	0	360,103
PG F, Individual Clothing and Uniforms	65,466	-8,600	56,866	0	56,866	0	56,866
PG F, Travel, Annual Training	34,008	0	34,008	-17,971	16,037	0	16,037
Total Direct Obligation	441,606	-8,600	433,006	0	433,006	0	433,006
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	36,373	0	36,373	3,575	39,948	0	39,948
PG P, Individual Clothing and Uniforms	5,650	0	5,650	-375	5,275	0	5,275
PG P, Subsistence of Enlisted Personnel	5,961	0	5,961	-3,200	2,761	0	2,761
Total Direct Obligation	47,984	0	47,984	0	47,984	0	47,984
<b>School Training</b>							
Schools, Career Development Training	95,549	0	95,549	0	95,549	0	95,549
Schools, Flight Training	20,313	0	20,313	0	20,313	0	20,313
Schools, Initial Skills Acquisition Training	143,825	0	143,825	0	143,825	0	143,825
Schools, Officer Candidate/Training School	6,873	0	6,873	0	6,873	0	6,873
Schools, Refresher and Proficiency Training	80,577	0	80,577	0	80,577	0	80,577
Total Direct Obligation	347,137	0	347,137	0	347,137	0	347,137
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	17,105	0	17,105	0	17,105	0	17,105
Special, CBRNE Enterprise Other Capabilities	152,321	0	152,321	0	152,321	0	152,321
Special, Command and Staff Supervision	98,748	24,100	122,848	0	122,848	0	122,848
Special, Competitive Events	3,797	0	3,797	0	3,797	0	3,797
Special, Exercises	37,061	45,000	82,061	0	82,061	0	82,061
Special, Management Support	15,891	0	15,891	0	15,891	0	15,891
Special, Operational Training	34,353	0	34,353	0	34,353	0	34,353
Special, Recruiting/Retention	46,760	0	46,760	0	46,760	0	46,760

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	27,171	0	27,171	0	27,171	0	27,171
Total Direct Obligation	433,207	69,100	502,307	0	502,307	0	502,307
<b>Administration and Support, AGR</b>							
AGR, Full Time Pay and Allowances	3,386,604	-8,300	3,378,304	0	3,378,304	0	3,378,304
AGR, Backfill Pay and Allowances	19,231	0	19,231	0	19,231	0	19,231
AGR, COLA	22,821	0	22,821	0	22,821	0	22,821
AGR, Travel, Permanent Change of Station (PCS)	67,075	0	67,075	0	67,075	0	67,075
Active Accounts & G/R Full-Time Personnel (REDUX)	7,500	0	7,500	0	7,500	0	7,500
Death Gratuities	1,100	0	1,100	0	1,100	0	1,100
Disability and Hospitalization Benefits	19,722	0	19,722	0	19,722	0	19,722
Selected Reserve Incentive Program (SRIP)	242,571	-43,000	199,571	0	199,571	0	199,571
Total Direct Obligation	3,766,624	-51,300	3,715,324	0	3,715,324	0	3,715,324
<b>Education Benefits</b>							
Kicker, Chapter 1606	30,267	-6,500	23,767	0	23,767	0	23,767
Total Direct Obligation	30,267	-6,500	23,767	0	23,767	0	23,767
<b>Total Direct Program</b>	<b>7,682,892</b>	<b>-39,060</b>	<b>7,643,832</b>	<b>0</b>	<b>7,643,832</b>	<b>0</b>	<b>7,643,832</b>

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 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	382,473	93,706	437,816	98,509	474,146	109,054
Enlisted	1,188,645	291,218	1,319,432	296,872	1,390,800	319,884
Subtotal	<u>1,571,118</u>	<u>384,924</u>	<u>1,757,248</u>	<u>395,381</u>	<u>1,864,946</u>	<u>428,938</u>
<b>Training, Pay Group F</b>						
Enlisted	309,131	75,737	253,729	57,089	296,422	68,177
<b>Training, Pay Group P</b>						
Enlisted	32,139	7,874	37,022	8,330	23,796	5,473
<b>School Training</b>						
Officer	123,094	30,158	84,249	18,956	118,127	27,169
Enlisted	118,780	29,101	70,915	15,956	107,648	24,759
Subtotal	<u>241,874</u>	<u>59,259</u>	<u>155,164</u>	<u>34,912</u>	<u>225,775</u>	<u>51,928</u>
<b>Special Training</b>						
Officer	239,286	58,625	108,437	24,398	92,968	21,382
Enlisted	340,370	83,391	159,041	35,784	210,843	48,494
Subtotal	<u>579,656</u>	<u>142,016</u>	<u>267,478</u>	<u>60,182</u>	<u>303,811</u>	<u>69,876</u>
<b>Administration and Support, AGR</b>						
Officer	645,096	209,011	601,345	193,633	660,287	207,330
Enlisted	1,201,812	389,387	1,210,332	389,727	1,304,347	409,565
Subtotal	<u>1,846,908</u>	<u>598,398</u>	<u>1,811,677</u>	<u>583,360</u>	<u>1,964,634</u>	<u>616,895</u>
<b>Total Direct Program</b>						
Officer	1,389,949	391,500	1,231,847	335,496	1,345,528	364,935
Enlisted	3,190,877	876,708	3,050,471	803,758	3,333,856	876,352
Total	<u>4,580,826</u>	<u>1,268,208</u>	<u>4,282,318</u>	<u>1,139,254</u>	<u>4,679,384</u>	<u>1,241,287</u>

PB-30L SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 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	4,229	1,036	10,627	2,391	11,191	2,574
Enlisted	12,196	2,988	10,982	2,471	8,730	2,008
Total	<u>16,425</u>	<u>4,024</u>	<u>21,609</u>	<u>4,862</u>	<u>19,921</u>	<u>4,582</u>
<b>Total Program</b>						
Officer	1,394,178	392,536	1,242,474	337,887	1,356,719	367,509
Enlisted	3,203,073	879,696	3,061,453	806,229	3,342,586	878,360
Total	<u>4,597,251</u>	<u>1,272,232</u>	<u>4,303,927</u>	<u>1,144,116</u>	<u>4,699,305</u>	<u>1,245,869</u>

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Training, Pay Group A</b>			
Officer	20,309	28,290	20,585
Enlisted	90,703	117,681	73,893
Subtotal	<u>111,012</u>	<u>145,971</u>	<u>94,478</u>
<b>Training, Pay Group F</b>			
Enlisted	2,928	1,540	1,898
<b>School Training</b>			
Officer	28,700	27,994	30,271
Enlisted	41,525	33,194	26,674
Subtotal	<u>70,225</u>	<u>61,188</u>	<u>56,945</u>
<b>Special Training</b>			
Officer	23,336	20,333	20,555
Enlisted	45,226	32,296	48,196
Subtotal	<u>68,562</u>	<u>52,629</u>	<u>68,751</u>
<b>Administration and Support, AGR</b>			
Officer	186,467	179,358	186,998
Enlisted	446,203	454,589	492,824
Subtotal	<u>632,670</u>	<u>633,947</u>	<u>679,822</u>
<b>Total Direct Program</b>			
Officer	258,812	255,975	258,409
Enlisted	626,585	639,300	643,485
Total	<u>885,397</u>	<u>895,275</u>	<u>901,894</u>
<b>Reimbursable</b>			
Officer	3,003	2,885	1,913
Enlisted	1,840	2,013	1,913
Total	<u>4,843</u>	<u>4,898</u>	<u>3,826</u>
<b>Total Program</b>			
Officer	261,815	258,860	260,322
Enlisted	628,425	641,313	645,398
Total	<u>890,240</u>	<u>900,173</u>	<u>905,720</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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Training, Pay Group A</b>			
Officer	10,037	10,269	10,449
Enlisted	<u>35,759</u>	<u>35,879</u>	<u>36,030</u>
Subtotal	45,796	46,148	46,479
<b>Training, Pay Group F</b>			
Enlisted	21,636	16,037	20,681
<b>School Training</b>			
Officer	31,840	23,570	46,407
Enlisted	<u>64,202</u>	<u>46,385</u>	<u>51,980</u>
Subtotal	96,042	69,955	98,387
<b>Special Training</b>			
Officer	24,202	30,830	16,439
Enlisted	<u>41,240</u>	<u>31,106</u>	<u>34,855</u>
Subtotal	65,442	61,936	51,294
<b>Administration and Support, AGR</b>			
Officer	27,302	25,809	19,698
Enlisted	<u>46,625</u>	<u>41,266</u>	<u>34,492</u>
Subtotal	73,927	67,075	54,190
<b>Total Direct Program</b>			
Officer	93,381	90,478	92,993
Enlisted	<u>209,462</u>	<u>170,673</u>	<u>178,038</u>
Total	302,843	261,151	271,031



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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Reimbursable</b>			
Officer	500	1,787	2,192
Enlisted	<u>585</u>	<u>1,935</u>	<u>1,752</u>
Total	1,085	3,722	3,944
<b>Total Program</b>			
Officer	93,881	92,265	95,185
Enlisted	<u>210,047</u>	<u>172,608</u>	<u>179,790</u>
Total	303,928	264,873	274,975

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

<b>FY2015 Direct Program</b>			<b>7,643,832</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	14,526	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	47,680	
	BAH	5,459	
	BAS	5,976	
	Ch 1606 350 Kicker	17	
	Clothing	1,424	
	Ch 1607 90 Days	5,061	
	Subsistence	4,940	
	Travel	5,999	
	Ch 1607 1 Year	4,159	
	Other Pay	8,975	
	RPA	8,939	
	Ch 1607 2 Years	71	
<b>Total Increases Pricing</b>			<b>113,226</b>
	BAH	84,365	
	Base Pay	277,228	
	Ch 1606 200 Kicker	10,975	
	RPA	98,170	
	BAS	4,104	
	MGIB Basic	3,665	
	Other Pay	49,809	
	FICA	2,698	
	Travel	28,432	
	Clothing	3,354	
	Subsistence	2,210	
<b>Total Increases Program</b>			<b>565,010</b>
<b>Total Increases</b>			<b>678,236</b>
	BAH	(13,343)	
	Ch 1606 200 Kicker	(2,125)	
<b>Total Decreases Pricing</b>			<b>(15,468)</b>
	BAH	(71,891)	
	Base Pay	(34,598)	
	Ch 1606 350 Kicker	(10,724)	
	COLA	(3,771)	
	FICA	(478)	
	BAS	(94,540)	
	Subsistence	(65,743)	
	RPA	(802)	

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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

	Other Pay		(37,059)	
	Clothing		(2,032)	
	SRIP		(4,705)	
	Travel		(38,125)	
<b>Total Decreases Program</b>				<b>(364,468)</b>
<b>Total Decreases</b>				<b>(379,936)</b>
<b>FY2016 Direct Program</b>				<b>7,942,132</b>

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

	FY 2014 Actual		FY 2015 Estimate		FY2016 Estimate	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Training, Pay Group A</b>						
Officers	5	0	48	0	35	0
Enlisted	39,237	51,200	101,897	54,868	45,561	59,453
Subtotal	<u>39,242</u>	<u>51,200</u>	<u>101,945</u>	<u>54,868</u>	<u>45,596</u>	<u>59,453</u>
<b>Training, Pay Group F</b>						
Enlisted	0	0	0	0	0	0
<b>Training, Pay Group P</b>						
Enlisted	3,204	0	2,761	0	2,105	0
<b>School Training</b>						
Officers	3,100	5,750	2,271	4,211	2,200	4,081
Enlisted	10,022	5,768	5,340	3,074	2,211	3,278
Subtotal	<u>13,122</u>	<u>11,518</u>	<u>7,611</u>	<u>7,285</u>	<u>4,411</u>	<u>7,359</u>
<b>Special Training</b>						
Officers	4,905	0	4,123	0	3,151	0
Enlisted	8,009	0	12,180	0	10,355	0
Subtotal	<u>12,914</u>	<u>0</u>	<u>16,303</u>	<u>0</u>	<u>13,506</u>	<u>0</u>
<b>Administration and Support, AGR</b>						
Officers	59,905	0	14,001	0	21,111	0
Enlisted	167,336	0	58,533	0	110,905	0
Subtotal	<u>227,241</u>	<u>0</u>	<u>72,534</u>	<u>0</u>	<u>132,016</u>	<u>0</u>
<b>Total Direct Program</b>						
Officers	67,915	5,750	20,443	4,211	26,497	4,081
Enlisted	227,808	56,968	180,712	57,941	171,138	62,730
Total	<u>295,723</u>	<u>62,718</u>	<u>201,154</u>	<u>62,153</u>	<u>197,635</u>	<u>66,811</u>

## **SECTION 4**

# **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
2,419,272	2,574,307	2,606,347

**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.), Subsistence, 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.

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

<b>FY2015 Direct Program</b>			<b>2,574,307</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	3,822	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	14,905	
	BAH	2,655	
	BAS	1,199	
	Clothing	1,204	
	Other Pay	8,852	
	Subsistence	4,720	
	Travel	1,107	
	RPA	6,771	
<b>Total Increases Pricing</b>			<b>45,235</b>
	Base Pay	111,212	
	RPA	26,786	
<b>Total Increases Program</b>			<b>137,998</b>
<b>Total Increases</b>			<b>183,233</b>
	BAH	(54,148)	
	Subsistence	(57,683)	
	Other Pay	(37,059)	
	Travel	(776)	
	Clothing	(1,527)	
<b>Total Decreases Program</b>			<b>(151,193)</b>
<b>Total Decreases</b>			<b>(151,193)</b>
<b>FY2016 Direct Program</b>			<b>2,606,347</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Officer</b>									
Average Strength	37,842			38,316			38,274		
Participation Rate	78			79			80		
Paid Participants	29,411	4,842	142,429	30,264	4,838	146,445	30,799	4,954	152,605
<b>Enlisted</b>									
Average Strength	254,416			250,931			248,286		
Participation Rate	80			81			82		
Paid Participants	204,693	2,389	489,110	203,202	2,387	485,168	204,825	2,458	503,548
<b>Total</b>	<b>234,104</b>		<b>631,539</b>	<b>233,466</b>		<b>631,613</b>	<b>235,624</b>		<b>656,153</b>



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

**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 2014			FY 2015			FY 2016		
	<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	37,842	265	10,037	38,316	268	10,269	38,274	273	10,449
Enlisted	254,416	141	35,759	250,931	143	35,879	248,286	145	36,030
<b>Total</b>	<b>292,258</b>		<b>45,796</b>	<b>289,247</b>		<b>46,148</b>	<b>286,560</b>		<b>46,479</b>

**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 2014			FY 2015			FY 2016		
	<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	37,842			38,316			38,274		
Participation Rate	73			75			77		
Paid Participants	27,581	12,833	353,950	28,858	12,756	368,126	29,580	12,901	381,613
<b>Enlisted</b>									
Average Strength	254,416			250,931			248,286		
Participation Rate	82			84			86		
Paid Participants	209,710	5,570	1,168,089	211,845	5,536	1,172,846	214,737	5,595	1,201,661
<b>Total</b>	<b>237,291</b>		<b>1,522,039</b>	<b>240,703</b>		<b>1,540,972</b>	<b>244,317</b>		<b>1,583,274</b>

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

**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.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Civil Disturbance	453	247	112	248	245	61	468	248	116
Flight Training	121,061	277	33,580	173,685	275	47,904	145,201	278	40,366
Jump Proficiency	254	256	65	401	254	102	447	257	115
Military Burial Honors	12,482	116	1,448	5,522	117	647	11,195	118	1,321
Readiness Management	10,439	273	2,856	30,963	271	8,420	36,493	274	9,999
Training Preparation	27,374	273	7,489	35,210	271	9,575	46,956	274	12,866
Medical Mandays	0	0	0	0	0	0	2,391	274	655
<b>Enlisted</b>									
Civil Disturbance	1,087	113	123	1,876	112	211	1,360	114	155
Flight Training	141,665	136	19,350	185,197	135	25,146	174,212	137	23,867
Jump Proficiency	2,711	129	352	2,828	129	365	3,519	131	461
Military Burial Honors	101,853	116	11,816	45,276	117	5,305	91,356	118	10,780
Readiness Management	54,850	123	6,786	95,544	122	11,749	113,645	124	14,092
Training Preparation	149,274	124	18,613	137,220	123	17,007	167,680	125	20,960
Medical Mandays	0	0	0	0	0	0	61,544	125	7,693
<b>Total</b>	<b>623,503</b>		<b>102,590</b>	<b>713,970</b>		<b>126,492</b>	<b>856,467</b>		<b>143,446</b>

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

**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 Physical Fitness 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.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Initial Uniform Allowance	628	400	251	3,750	400	1,500	1,808	400	723
Active Duty Allowance	340	200	68	480	200	96	410	200	82
Enlisted									
New Item(s) Issue	0	519	0	73,712	529	39,020	69,309	539	37,386
Replacement Issue	55,651	477	26,547	65,116	486	31,653	68,145	495	33,755
<b>Total</b>	<b>56,619</b>		<b>26,866</b>	<b>143,058</b>		<b>72,269</b>	<b>139,672</b>		<b>71,946</b>

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

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Annual Training Officer									
Field Rations	151	13	2	2,915	13	40	1,832	14	26
Operational Reserve Force	226	13	3	583	13	8	634	14	9
Annual Training Enlisted									
Field Rations	3,818,839	13	50,676	6,120,408	13	83,972	3,811,487	14	54,085
Operational Reserve Force	33,157	13	440	159,402	13	2,187	91,543	14	1,299
Inactive Duty Training									
IDT Rations	<u>4,977,342</u>	7	<u>39,321</u>	<u>8,642,105</u>	8	<u>70,606</u>	<u>5,873,373</u>	8	<u>49,630</u>
<b>Total</b>	<b><u>8,829,715</u></b>		<b><u>90,442</u></b>	<b><u>14,925,413</u></b>		<b><u>156,813</u></b>	<b><u>9,778,869</u></b>		<b><u>105,049</u></b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
563,465	433,006	526,051

**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. Upon completion of Basic Combat Training (BCT) and Advanced Individual Training (AIT), the soldiers are moved into funding category Pay Group A to participate in Inactive Duty Training (IDT) in the form of Unit Training Assemblies (UTA) and unit collective training events as Annual Training (AT).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Program increases in FY 2016 due to training seat requirements for non-prior service Initial Entry Training. This translates to a proportionate increase 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 travel 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  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY2015 Direct Program</b>			<b>433,006</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	580	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	1,739	
	Clothing	117	
	Other Pay	123	
	Travel	42	
	RPA	1,153	
<b>Total Increases Pricing</b>			<b>3,754</b>
	Base Pay	50,234	
	BAS	4,104	
	Other Pay	34,551	
	RPA	12,057	
	Clothing	3,354	
<b>Total Increases Program</b>			<b>104,300</b>
<b>Total Increases</b>			<b>108,054</b>
	BAH	(125)	
<b>Total Decreases Pricing</b>			<b>(125)</b>
	BAH	(4,977)	
	Travel	(9,907)	
<b>Total Decreases Program</b>			<b>(14,884)</b>
<b>Total Decreases</b>			<b>(15,009)</b>
<b>FY2016 Direct Program</b>			<b>526,051</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.

FY 2014			FY 2015			FY 2016		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
33,484	14,281	478,178	24,966	14,424	360,103	31,146	14,611	455,074

**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 IET participants that will receive the clothing issue.

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Female	4,585	1,798	8,246	2,855	1,825	5,212	5,294	1,856	9,828
Male	35,348	1,567	55,405	32,468	1,590	51,654	25,011	1,617	40,468
<b>Total</b>	<b>39,933</b>		<b>63,651</b>	<b>35,323</b>		<b>56,866</b>	<b>30,305</b>		<b>50,296</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.

FY 2014			FY 2015			FY 2016		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
33,440	647	21,636	24,484	655	16,037	31,146	664	20,681

**GRAND TOTAL Training, Pay Group F**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	563,465	433,006	526,051

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
52,147	47,984	41,411

**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 entry into the active duty phase of their Initial Entry Training (IET). Upon entry into the active duty phase the soldier is moved from Pay Group P to Pay Group F status.

**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.



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

<b>FY2015 Direct Program</b>			<b>47,984</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	112	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	336	
	Clothing	103	
	Subsistence	79	
	RPA	97	
<b>Total Increases Pricing</b>			<b>727</b>
<b>Total Increases</b>			<b>727</b>
	Base Pay	(4,182)	
	FICA	(478)	
	RPA	(802)	
	Clothing	(505)	
	Subsistence	(1,333)	
<b>Total Decreases Program</b>			<b>(7,300)</b>
<b>Total Decreases</b>			<b>(7,300)</b>
<b>FY2016 Direct Program</b>			<b>41,411</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 2014			FY 2015			FY 2016		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
576,879	75	43,364	534,278	74	39,948	454,555	75	34,328

**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 2014			FY 2015			FY 2016		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
25,413	219	5,579	23,674	222	5,275	21,967	226	4,978

**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 2014			FY 2015			FY 2016		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
424,934	7	3,204	322,170	8	2,761	219,499	9	2,105

**GRAND TOTAL Training, Pay Group P**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	52,147	47,984	41,411

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
521,119	347,137	471,330

**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 2016 accounts for an increased aggregate number of school training days required.

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

<b>FY2015 Direct Program</b>			<b>347,137</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	456	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	1,367	
	BAH	1,629	
	Subsistence	141	
	Travel	935	
	RPA	918	
<b>Total Increases Pricing</b>			<b>5,446</b>
	Base Pay	71,973	
	RPA	16,098	
	Other Pay	5,650	
	Travel	28,432	
	BAH	10,325	
	Subsistence	2,210	
<b>Total Increases Program</b>			<b>134,688</b>
<b>Total Increases</b>			<b>140,134</b>
	BAH	(12,766)	
	Subsistence	(3,175)	
<b>Total Decreases Program</b>			<b>(15,941)</b>
<b>Total Decreases</b>			<b>(15,941)</b>
<b>FY2016 Direct Program</b>			<b>471,330</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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	7,830	227,075	351	79,726	4,388	127,253	358	45,572	6,378	184,961	364	67,496
Enlisted	12,286	380,860	214	81,546	7,382	228,843	218	49,977	12,084	374,610	222	83,362
<b>Total</b>	<b>20,116</b>			<b>161,272</b>	<b>11,770</b>			<b>95,549</b>	<b>18,462</b>			<b>150,858</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 2015-16, 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 2014 flight training for enlisted Soldiers. This issue was rectified in FY 2015.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	165	57,420	309	17,794	185	64,265	316	20,313	295	102,571	322	33,036
Enlisted	237	29,820	213	6,368	0	0	217	0	0	0	221	0
<b>Total</b>	<b>402</b>			<b>24,162</b>	<b>185</b>			<b>20,313</b>	<b>295</b>			<b>33,036</b>

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

**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.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,926	352,450	277	97,953	1,710	312,855	283	88,688	2,093	382,999	288	110,633
Enlisted	11,981	742,837	189	140,827	4,599	285,137	193	55,137	2,009	325,523	197	64,141
<b>Total</b>	<b>13,907</b>			<b>238,780</b>	<b>6,309</b>			<b>143,825</b>	<b>4,102</b>			<b>174,774</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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	59	5,782	308	1,782	74	7,225	314	2,271	102	10,012	320	3,207
Enlisted	421	41,246	212	8,759	217	21,246	216	4,602	519	50,883	220	11,231
<b>Total</b>	<b>480</b>			<b>10,541</b>	<b>291</b>			<b>6,873</b>	<b>621</b>			<b>14,438</b>

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

**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.

	<u>FY 2014</u>				<u>FY 2015</u>				<u>FY 2016</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	14,571	101,996	308	31,433	11,881	83,168	314	26,143	16,613	116,290	320	37,249
Enlisted	25,866	258,657	212	54,931	25,129	251,288	216	54,434	27,624	276,242	220	60,975
<b>Total</b>	<b>40,437</b>			<b>86,364</b>	<b>37,010</b>			<b>80,577</b>	<b>44,237</b>			<b>98,224</b>

**GRAND TOTAL School Training**

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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	24,551	744,723	228,688	18,238	594,766	182,987	25,481	796,833	251,621
Enlisted	50,791	1,453,420	292,431	37,327	786,514	164,150	42,236	1,027,258	219,709
<b>Total</b>	<b>75,342</b>		<b>521,119</b>	<b>55,565</b>		<b>347,137</b>	<b>67,717</b>		<b>471,330</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
1,002,715	502,307	571,720

**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 2016 reflects a \$69 million program increase. Programmatic changes affected the Exercises program as the training strategy transitions from battalion, company, and platoon level operations training levels of readiness in FY 2016. The FY 2016 budget includes funding for two Combat training Center (CTC) rotations.



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

<b>FY2015 Direct Program</b>			<b>502,307</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	738	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	2,881	
	BAH	1,175	
	BAS	755	
	Travel	653	
<b>Total Increases Pricing</b>			<b>6,202</b>
	Base Pay	43,809	
	BAH	14,947	
	Other Pay	9,608	
	RPA	9,694	
<b>Total Increases Program</b>			<b>78,058</b>
<b>Total Increases</b>			<b>84,260</b>
	Subsistence	(3,552)	
	Travel	(11,295)	
<b>Total Decreases Program</b>			<b>(14,847)</b>
<b>Total Decreases</b>			<b>(14,847)</b>
<b>FY2016 Direct Program</b>			<b>571,720</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 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 2014				FY 2015				FY 2016			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	240	24,756	151	3,759	342	36,937	154	5,702	342	36,984	156	5,775
Enlisted	568	58,516	151	8,885	684	73,868	154	11,403	684	73,871	156	11,535
<b>Total</b>	<b>808</b>			<b>12,644</b>	<b>1,026</b>			<b>17,105</b>	<b>1,026</b>			<b>17,310</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 2014				FY 2015				FY 2016			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,967	172,107	340	58,580	2,197	127,453	347	44,249	2,114	122,613	353	43,378
Enlisted	6,488	376,302	210	79,076	8,693	504,208	214	108,072	8,450	490,110	218	107,045
<b>Total</b>	<b>9,455</b>			<b>137,656</b>	<b>10,890</b>			<b>152,321</b>	<b>10,564</b>			<b>150,423</b>

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

**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.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	12,369	123,692	462	57,268	8,231	82,308	472	38,870	7,281	72,813	481	35,039
Enlisted	71,194	711,939	218	155,872	37,604	376,043	223	83,978	51,593	515,934	227	117,406
<b>Total</b>	<b>83,563</b>			<b>213,140</b>	<b>45,835</b>			<b>122,848</b>	<b>58,874</b>			<b>152,445</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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	461	3,686	326	1,203	264	2,112	332	703	300	2,397	339	813
Enlisted	2,037	16,299	225	3,668	1,685	13,479	229	3,094	3,087	24,698	233	5,777
<b>Total</b>	<b>2,498</b>			<b>4,871</b>	<b>1,949</b>			<b>3,797</b>	<b>3,387</b>			<b>6,590</b>

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

**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/Eradiation 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.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	609	115,080	390	44,909	0	0	398	0	0	0	405	0
Enlisted	2,238	423,034	258	109,405	0	0	263	0	0	0	268	0
<b>Total</b>	<b>2,847</b>			<b>154,314</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. The FY 2015 budget request did not include funding for any CTC rotations. Two CTC rotations are funded for execution in FY 2016.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	26,241	183,688	370	67,981	16,509	115,566	377	43,625	9,172	64,202	384	24,696
Enlisted	76,237	533,657	224	119,742	23,991	167,938	228	38,436	44,297	310,076	233	72,316
<b>Total</b>	<b>102,478</b>			<b>187,723</b>	<b>40,500</b>			<b>82,061</b>	<b>53,469</b>			<b>97,012</b>

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

**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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	38,999	194,997	406	79,241	3,578	17,889	414	7,415	10,714	53,569	422	22,626
Enlisted	63,667	318,336	248	79,218	6,678	33,392	253	8,476	16,274	81,369	258	21,046
<b>Total</b>	<b>102,666</b>			<b>158,459</b>	<b>10,256</b>			<b>15,891</b>	<b>26,988</b>			<b>43,672</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 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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	9,670	48,352	358	17,337	12,776	63,880	364	23,294	9,176	45,882	371	17,049
Enlisted	17,364	86,818	214	18,613	10,144	50,722	218	11,059	12,791	63,956	222	14,209
<b>Total</b>	<b>27,034</b>			<b>35,950</b>	<b>22,920</b>			<b>34,353</b>	<b>21,967</b>			<b>31,258</b>

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

**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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,847	55,422	304	16,902	2,529	75,870	311	23,601	2,569	77,081	316	24,433
Enlisted	8,889	266,662	195	52,175	3,868	116,044	199	23,159	4,360	130,803	203	26,600
<b>Total</b>	<b>10,736</b>			<b>69,077</b>	<b>6,397</b>			<b>46,760</b>	<b>6,929</b>			<b>51,033</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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,383	13,830	335	4,636	5,000	49,999	340	17,045	1,498	14,980	347	5,204
Enlisted	15,520	124,161	195	24,245	6,374	50,992	198	10,126	10,361	82,891	202	16,773
<b>Total</b>	<b>16,903</b>			<b>28,881</b>	<b>11,374</b>			<b>27,171</b>	<b>11,859</b>			<b>21,977</b>

**GRAND TOTAL Special Training**

	FY 2014			FY 2015			FY 2016		
	<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	94,786	935,610	351,816	51,426	572,014	204,504	43,166	490,521	179,013
Enlisted	264,202	2,915,724	650,899	99,721	1,386,686	297,803	151,897	1,773,708	392,707
<b>Total</b>	<b>358,988</b>		<b>1,002,715</b>	<b>151,147</b>		<b>502,307</b>	<b>195,063</b>		<b>571,720</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
3,696,112	3,715,324	3,690,407

**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.).

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 2016 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.

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

<b>FY2015 Direct Program</b>			<b>3,715,324</b>
	Annualization of FY2015 Pay Raise (1.0%, effective 1 January 2015)	8,818	
	Annualization of FY2016 Pay Raise (1.3%, effective 1 January 2016)	26,452	
	BAS	4,022	
	Travel	3,262	
<b>Total Increases Pricing</b>			<b>42,554</b>
	BAH	59,093	
	FICA	2,698	
	RPA	33,535	
<b>Total Increases Program</b>			<b>95,326</b>
<b>Total Increases</b>			<b>137,880</b>
	BAH	(13,218)	
<b>Total Decreases Pricing</b>			<b>(13,218)</b>
	COLA	(3,771)	
	BAS	(94,540)	
	SRIP	(4,705)	
	Travel	(16,147)	
	Base Pay	(30,416)	
<b>Total Decreases Program</b>			<b>(149,579)</b>
<b>Total Decreases</b>			<b>(162,797)</b>
<b>FY2016 Direct Program</b>			<b>3,690,407</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:**

In FY16, the ARNG AGR end strength is reduced to 30,770. AGR Pay and Allowances are determined from AGR Average End Strength.

	FY 2014			FY 2015			FY 2016		
	<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	7,019	154,803	1,086,559	7,070	156,869	1,109,067	6,797	158,265	1,075,726
Enlisted	24,399	92,060	2,246,168	24,414	92,948	2,269,237	24,183	95,838	2,317,641
<b>Total</b>	<b>31,418</b>		<b>3,332,727</b>	<b>31,484</b>		<b>3,378,304</b>	<b>30,980</b>		<b>3,393,367</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. No funds are requested in FY 2016 as the ARNG will not need backfills due to the minimal number of planned deployments.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	91	154,803	14,032	36	156,869	5,723	0	158,265	0
Enlisted	371	92,060	34,119	145	92,948	13,508	0	95,838	0
<b>Total</b>	<b>462</b>		<b>48,151</b>	<b>181</b>		<b>19,231</b>	<b>0</b>		<b>0</b>

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

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

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

Total CONUS COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	969	6,283	6,090	1,099	6,408	7,040	911	6,530	5,952
Enlisted	3,519	3,840	13,513	4,029	3,916	15,781	3,282	3,991	13,098
<b>Total</b>	<b>4,488</b>		<b>19,603</b>	<b>5,128</b>		<b>22,821</b>	<b>4,193</b>		<b>19,050</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,657	16,474	27,302	1,536	16,804	25,809	1,150	17,123	19,698
Enlisted	2,968	15,709	46,625	2,575	16,024	41,266	2,112	16,328	34,492
<b>Total</b>	<b>4,625</b>		<b>73,927</b>	<b>4,111</b>		<b>67,075</b>	<b>3,262</b>		<b>54,190</b>

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

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	55	30,000	1,650	65	30,000	1,950	65	30,000	1,950
Enlisted	171	30,000	5,130	185	30,000	5,550	185	30,000	5,550
<b>Total</b>	<b>226</b>		<b>6,780</b>	<b>250</b>		<b>7,500</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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	100,000	0	1	100,000	100	1	100,000	100
Enlisted	0	100,000	0	10	100,000	1,000	10	100,000	1,000
<b>Total</b>	<b>0</b>		<b>0</b>	<b>11</b>		<b>1,100</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 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	173	13,480	2,327	154	13,750	2,115	161	14,011	2,261
Enlisted	1,824	14,973	27,310	1,153	15,272	17,607	1,161	15,563	18,073
<b>Total</b>	<b>1,997</b>		<b>29,637</b>	<b>1,307</b>		<b>19,722</b>	<b>1,322</b>		<b>20,334</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 2015 to FY 2016 as the number of takers will decrease as the AGR End Strength decreases.

**Officer Programs**

FY 2016 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. The ARNG desires to attract Officers from the Army through the Officer Affiliation bonus program. In FY 2016, policy allows a three and a six year bonus with initial upfront payments to attract those Soldiers versus the anniversary payments.

**Enlisted Programs**

FY 2016 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 increased 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.

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</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	93	1,479	754	9,271	417	5,744
Specialized Training Assistance	166	4,250	156	3,988	96	2,493
Health Professionals Loan Repayment	264	8,426	160	4,612	376	12,032
Officer Loan Repayment Program	150	545	88	586	86	573
Health Professional Officer Recruiting	925	19,149	1,281	26,629	820	16,676
<b>Total Officer</b>	<b>1,598</b>	<b>33,849</b>	<b>2,439</b>	<b>45,086</b>	<b>1,795</b>	<b>37,518</b>
<b>Enlisted</b>						
3 yr Reenlistment Bonus						
Initial	3,386	16,918	1,429	7,747	522	2,829
Anniversary	344	390	127	160	0	0
<b>Total</b>	<b>3,730</b>	<b>17,308</b>	<b>1,556</b>	<b>7,907</b>	<b>522</b>	<b>2,829</b>
6 yr Reenlistment Bonus						
Initial	10,953	81,635	10,155	61,981	14,203	69,512
Anniversary	582	1,364	1,550	6,220	3,594	8,503
<b>Total</b>	<b>11,535</b>	<b>82,999</b>	<b>11,705</b>	<b>68,201</b>	<b>17,797</b>	<b>78,015</b>
Enl Affiliation Bonus						
Initial	38	223	490	2,549	389	1,851
Anniversary	0	1	0	0	0	0
<b>Total</b>	<b>38</b>	<b>224</b>	<b>490</b>	<b>2,549</b>	<b>389</b>	<b>1,851</b>
Enlisted Other						
Student Loan Repayment	18,234	30,724	18,612	30,318	17,691	32,541
MOS Conversion Bonus	0	0	610	2,438	90	360
<b>Total</b>	<b>18,234</b>	<b>30,724</b>	<b>19,222</b>	<b>32,756</b>	<b>17,781</b>	<b>32,901</b>
Enlistment Bonus						
Initial	3,840	17,206	7,405	25,574	8,027	29,747
Anniversary	1,843	2,977	11,806	17,498	7,608	12,005
<b>Total</b>	<b>5,683</b>	<b>20,183</b>	<b>19,211</b>	<b>43,072</b>	<b>15,635</b>	<b>41,752</b>
<b>Total Enlisted</b>	<b>39,220</b>	<b>151,438</b>	<b>52,184</b>	<b>154,485</b>	<b>52,124</b>	<b>157,348</b>
<b>Total</b>	<b>40,818</b>	<b>185,287</b>	<b>54,623</b>	<b>199,571</b>	<b>53,919</b>	<b>194,866</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
14,301	23,767	34,866

**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.

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

<b>FY2015 Direct Program</b>			<b>23,767</b>
	Ch 1606 350 Kicker	17	
	Ch 1607 90 Days	5,061	
	Ch 1607 1 Year	4,159	
	Ch 1607 2 Years	71	
<b>Total Increases Pricing</b>			<b>9,308</b>
	Ch 1606 200 Kicker	10,975	
	MGIB Basic	3,665	
<b>Total Increases Program</b>			<b>14,640</b>
<b>Total Increases</b>			<b>23,948</b>
	Ch 1606 200 Kicker	(2,125)	
<b>Total Decreases Pricing</b>			<b>(2,125)</b>
	Ch 1606 350 Kicker	(10,724)	
<b>Total Decreases Program</b>			<b>(10,724)</b>
<b>Total Decreases</b>			<b>(12,849)</b>
<b>FY2016 Direct Program</b>			<b>34,866</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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	872	0	0	1,472	0	0	639	122	78
Enlisted	36,180	0	0	28,686	0	0	29,402	122	3,587
<b>Total</b>	<b>37,052</b>		<b>0</b>	<b>30,158</b>		<b>0</b>	<b>30,041</b>		<b>3,665</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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
\$100 Kicker	0	1,052	0	0	923	0	0	841	0
\$200 Kicker	0	1,956	0	158	1,735	274	0	1,571	0
\$350 Kicker	233	4,261	992	266	3,803	1,011	404	3,845	1,553
Enlisted									
\$200 Kicker	6,804	1,956	13,309	6,474	1,735	11,233	12,958	1,571	20,357
\$350 Kicker	0	4,261	0	2,958	3,803	11,249	0	3,845	0
<b>Total</b>	<b>7,037</b>		<b>14,301</b>	<b>9,856</b>		<b>23,767</b>	<b>13,362</b>		<b>21,910</b>



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

**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).

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
90-364 days Mobilization	674	0	0	409	0	0	119	1,174	140
365-729 days Mobilization	596	0	0	1,898	0	0	488	1,192	582
730 plus days Mobilization	26	0	0	292	0	0	26	823	21
Enlisted									
90-364 days Mobilization	5,820	0	0	0	0	0	4,192	1,174	4,921
365-729 days Mobilization	4,114	0	0	12,060	0	0	3,001	1,192	3,577
730 plus days Mobilization	85	0	0	0	0	0	61	823	50
<b>Total</b>	<b>11,315</b>		<b>0</b>	<b>14,659</b>		<b>0</b>	<b>7,887</b>		<b>9,291</b>

**GRAND TOTAL Education Benefits**

	FY 2014		FY 2015		FY 2016	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,530	992	3,023	1,285	1,037	2,374
Enlisted	16,823	13,309	21,492	22,482	20,212	32,492
<b>Total</b>	<b>18,352</b>	<b>14,301</b>	<b>24,515</b>	<b>23,767</b>	<b>21,249</b>	<b>34,866</b>

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

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

	<u>2014</u>	<u>2015</u>	<u>2016</u>
<b>Officer</b>			
Basic Pay	7,124	13,164	13,164
Other Pay and Allowances	5,003	6,485	5,326
Travel	500	1,787	2,192
Total	<u>12,627</u>	<u>21,436</u>	<u>20,682</u>
<b>Enlisted</b>			
Basic Pay	9,289	19,152	14,165
Other Pay and Allowances	4,427	7,407	6,367
Travel	585	1,935	1,752
Total	<u>14,301</u>	<u>28,494</u>	<u>22,284</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>4,024</u>	<u>4,862</u>	<u>4,582</u>
<b>Total Program</b>	<b>30,952</b>	<b>54,792</b>	<b>47,548</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 2014 (Actual)		FY 2015 (Estimate)		FY 2016 (Request)	
		Number	Amount	Number	Amount	Number	Amount
Prior Obligations	Initial	-	-	-	-	-	-
	Anniversary	1,843	2,977	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	11,806	17,498	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	4,907	12,005
Current Year	Initial	3,840	17,206	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	7,405	25,574	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	6,336	29,747
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	3,840	17,206	7,405	25,574	6,336	29,747
Total	Anniversary	1,843	2,977	11,806	17,498	4,907	12,005
Total Enlistment Bonuses		5,683	20,183	19,211	43,072	11,243	41,752

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

		FY 2017 (Estimate)		FY 2018 (Estimate)		FY 2019 (Estimate)		FY 2020 (Estimate)	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	11,200	24,417	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	10,353	23,282	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	15,440	36,857	-	-
Budget Out Years	Initial	5,551	26,861	4,855	23,809	3,971	19,043	3,801	19,067
	Anniversary	-	-	-	-	-	-	14,391	34,311
Total	Initial	5,551	26,861	4,855	23,809	3,971	19,043	3,801	19,067
Total	Anniversary	11,200	24,417	10,353	23,282	15,440	36,857	14,391	34,311
Total Enlistment Bonuses		16.751	51.278	15.209	47.091	19.411	55.900	18.193	53.378

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	38	223	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	490	2,549	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	389	1,851
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	38	223	490	2,549	389	1,851
Total	Anniversary	-	-	-	-	-	-
Total Affiliation Bonuses		38	223	490	2,549	389	1,851

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	5	18	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	318	1,510	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	332	1,575	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	382	1,820	382	1,820	385	1,832	385	1,832
	Anniversary	-	-	-	-	-	-	349	1,657
Total	Initial	382	1,820	382	1,820	385	1,832	385	1,832
Total	Anniversary	<u>5</u>	<u>18</u>	<u>318</u>	<u>1,510</u>	<u>332</u>	<u>1,575</u>	<u>349</u>	<u>1,657</u>
Total Affiliation Bonuses		387	1,838	700	3,330	717	3,407	734	3,489

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>							
	Initial	-	-	-	-	-	-
	Anniversary	344	390	-	-	-	-
Prior Year 2							
	Initial	-	-	127	160	-	-
	Anniversary	-	-	-	-	-	-
Prior Year							
	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year							
	Initial	3,386	16,918	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1							
	Initial	-	-	1,429	7,747	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2							
	Initial	-	-	-	-	522	2,829
	Anniversary	-	-	-	-	-	-
Budget Out Years							
	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	3,386	16,918	1,556	7,907	522	2,829
Total	Anniversary	<u>344</u>	<u>390</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total 3 year Reenlistment Bonuses		3,730	17,308	1,556	7,907	522	2,829



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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	522	2,829	522	2,829	522	2,829	522	2,829
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	522	2,829	522	2,829	522	2,829	522	2,829
Total	Anniversary	-	-	-	-	-	-	-	-
Total 3 year Reenlistment Bonuses		522	2,829	522	2,829	522	2,829	522	2,829

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>							
	Initial	-	-	-	-	-	-
	Anniversary	582	1,364	-	-	-	-
Prior Year 2							
	Initial	-	-	-	-	-	-
	Anniversary	-	-	1,550	6,220	-	-
Prior Year							
	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	3,594	8,503
Current Year							
	Initial	10,953	81,635	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1							
	Initial	-	-	10,155	61,981	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2							
	Initial	-	-	-	-	14,203	69,512
	Anniversary	-	-	-	-	-	-
Budget Out Years							
	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	10,953	81,635	10,155	61,981	14,203	69,512
Total	Anniversary	<u>582</u>	<u>1,364</u>	<u>1,550</u>	<u>6,220</u>	<u>3,594</u>	<u>8,503</u>
Total 6 Year Reenlistment Bonuses		11,535	82,999	11,705	68,201	17,797	78,015

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	3,250	4,585	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	10,464	43,281	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	12,828	62,763	-	-
Budget Out Years	Initial	14,115	69,073	13,346	65,312	12,761	62,446	12,469	61,648
	Anniversary	-	-	-	-	-	-	12,728	62,933
Total	Initial	14,115	69,073	13,346	65,312	12,761	62,446	12,469	61,648
Total	Anniversary	<u>3,250</u>	<u>4,585</u>	<u>10,464</u>	<u>43,281</u>	<u>12,828</u>	<u>62,763</u>	<u>12,728</u>	<u>62,933</u>
Total 6 Year Reenlistment Bonuses		17,365	73,658	23,810	108,593	25,589	125,209	25,197	124,581

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

**Officer Accession/Affiliation Bonus**

The Army National Guard offers an Officer Affiliation Bonus and Officer Accession Bonus to officers who agree to serve for not less than 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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	93	1,479	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	754	9,271	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	417	5,744
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	93	1,479	754	9,271	417	5,744
Total	Anniversary	-	-	-	-	-	-
Total Officer Accession/Affiliation		93	1,479	754	9,271	417	5,744

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	417	5,744	1,057	12,359	1,057	12,359	1,057	12,359
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	417	5,744	1,057	12,359	1,057	12,359	1,057	12,359
Total	Anniversary	-	-	-	-	-	-	-	-
Total Officer Accession/Affiliation		417	5,744	1,057	12,359	1,057	12,359	1,057	12,359

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	18,234	30,724	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	18,612	30,318	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	17,691	32,541
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	18,234	30,724	18,612	30,318	17,691	32,541
Total	Anniversary	-	-	-	-	-	-
Total Student Loan Repayment		18,234	30,724	18,612	30,318	17,691	32,541

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	15,757	30,690	13,564	28,380	13,336	28,734	13,506	29,660
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	15,757	30,690	13,564	28,380	13,336	28,734	13,506	29,660
Total	Anniversary	-	-	-	-	-	-	-	-
Total Student Loan Repayment Payments		15,757	30,690	13,564	28,380	13,336	28,734	13,506	29,660

**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 service.

		<u>FY 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	166	4,250	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	156	3,988	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	96	2,493
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	166	4,250	156	3,988	96	2,493
Total	Anniversary	-	-	-	-	-	-
Total STRAP Payments		166	4,250	156	3,988	96	2,493



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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	127	3,303	127	3,293	127	3,294	96	2,501
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	127	3,303	127	3,293	127	3,294	96	2,501
Total	Anniversary	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total STRAP Payments		127	3,303	127	3,293	127	3,294	96	2,501

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	264	8,426	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	160	4,612	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	376	12,032
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	264	8,426	160	4,612	376	12,032
Total	Anniversary	-	-	-	-	-	-
Total HPLR Payments		264	8,426	160	4,612	376	12,032

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	379	12,267	343	11,014	327	10,245	275	8,616
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	379	12,267	343	11,014	327	10,245	275	8,616
Total	Anniversary	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total HPLR Payments		379	12,267	343	11,014	327	10,245	275	8,616

**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 2014 (Actual)</u>		<u>FY 2015 (Estimate)</u>		<u>FY 2016 (Request)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Current Year	Initial	925	19,149	-	-	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 1	Initial	-	-	1,281	26,629	-	-
	Anniversary	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	820	16,676
	Anniversary	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-
Total	Initial	925	19,149	1,281	26,629	820	16,676
Total	Anniversary	-	-	-	-	-	-
Total Payments		925	19,149	1,281	26,629	820	16,676

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

		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Prior Obligations</u>	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Prior Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Current Year	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 1	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Year 2	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
Budget Out Years	Initial	-	-	-	-	-	-	-	-
	Anniversary	-	-	-	-	-	-	-	-
	Initial	838	16,935	789	15,874	667	13,446	616	12,150
	Anniversary	-	-	-	-	-	-	-	-
Total	Initial	838	16,935	789	15,874	667	13,446	616	12,150
Total	Anniversary	-	-	-	-	-	-	-	-
Total Health Professional Payments		838	16,935	789	15,874	667	13,446	616	12,150

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

	FY 2014						
	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	33	210	243	0	0	82	325
RECRUITING/RETENTION	258	3,895	4,153	51	0	0	4,204
<b>SUBTOTAL</b>	<b>291</b>	<b>4,105</b>	<b>4,396</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,529</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,294	17,453	21,747	5,719	0	0	27,466
UNIT SUPPORT	839	1,330	2,169	22,806	0	0	24,975
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,133</b>	<b>18,783</b>	<b>23,916</b>	<b>28,525</b>	<b>0</b>	<b>0</b>	<b>52,441</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	591	356	947	0	0	0	947
RC SCHOOLS	329	210	539	0	0	0	539
ROTC	106	0	106	0	0	0	106
<b>SUBTOTAL</b>	<b>1,026</b>	<b>566</b>	<b>1,592</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,592</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	26	0	26	0	0	0	26
AC HQS	13	0	13	0	0	0	13
AC INSTAL/ACTIVITIES	529	783	1,312	0	184	1,095	2,591
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
<b>SUBTOTAL</b>	<b>582</b>	<b>783</b>	<b>1,365</b>	<b>0</b>	<b>184</b>	<b>1,095</b>	<b>2,644</b>
<b>TOTAL END STRENGTH</b>	<b>7,032</b>	<b>24,237</b>	<b>31,269</b>	<b>28,576</b>	<b>184</b>	<b>1,177</b>	<b>61,206</b>

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

	FY 2015						
	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	37	205	242	0	0	82	324
RECRUITING/RETENTION	286	3,820	4,106	51	0	0	4,157
<b>SUBTOTAL</b>	<b>323</b>	<b>4,025</b>	<b>4,348</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,481</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,023	17,672	21,695	5,636	0	0	27,331
UNIT SUPPORT	931	1,304	2,235	22,476	0	0	24,711
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4,954</b>	<b>18,976</b>	<b>23,930</b>	<b>28,112</b>	<b>0</b>	<b>0</b>	<b>52,042</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	656	349	1,005	0	0	0	1,005
RC SCHOOLS	365	206	571	0	0	0	571
ROTC	117	0	117	0	0	0	117
<b>SUBTOTAL</b>	<b>1,138</b>	<b>555</b>	<b>1,693</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,693</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	29	0	29	0	0	0	29
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	587	769	1,356	0	184	1,038	2,578
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>645</b>	<b>769</b>	<b>1,414</b>	<b>0</b>	<b>184</b>	<b>1,038</b>	<b>2,636</b>
<b>TOTAL END STRENGTH</b>	<b>7,060</b>	<b>24,325</b>	<b>31,385</b>	<b>28,163</b>	<b>184</b>	<b>1,120</b>	<b>60,852</b>

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

	FY 2016						TOTAL
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	202	237	0	0	82	319
RECRUITING/RETENTION	274	3,772	4,046	51	0	0	4,097
<b>SUBTOTAL</b>	<b>309</b>	<b>3,974</b>	<b>4,283</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,416</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	3,844	17,451	21,295	5,537	0	0	26,832
UNIT SUPPORT	891	1,287	2,178	22,081	0	0	24,259
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4,735</b>	<b>18,738</b>	<b>23,473</b>	<b>27,618</b>	<b>0</b>	<b>0</b>	<b>51,091</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	349	204	553	0	0	0	553
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,089</b>	<b>548</b>	<b>1,637</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,637</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	184	989	2,494
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>184</b>	<b>989</b>	<b>2,550</b>
<b>TOTAL END STRENGTH</b>	<b>6,751</b>	<b>24,019</b>	<b>30,770</b>	<b>27,669</b>	<b>184</b>	<b>1,071</b>	<b>59,694</b>