

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2017 Budget Estimates



**NATIONAL GUARD PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2016**

The estimated cost of this report for the Department of Defense is approximately \$42,000 for Fiscal Year 2016. This includes \$1,080 in expenses and \$41,000 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)**

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Enacted</u> | <u>FY 2017 Request</u> |
|---|-----------------------|------------------------|------------------------|
| Reserve Component Training and Support | | | |
| Direct Program | 7,741,024 | 7,892,327 | 7,910,694 |
| Reimbursable Program | 28,560 | 32,479 | 33,064 |
| Subtotal Base NGPA | <u>7,769,584</u> | <u>7,924,806</u> | <u>7,943,758</u> |
| OCO Funding | 163,176 | 166,015 | - |
| Subtotal NGPA | <u>7,932,760</u> | <u>8,090,821</u> | <u>7,943,758</u> |
| Medicare-Ret Contrib, AG Army | 688,865 | 629,824 | 589,354 |
| TOTAL PROGRAM COST | <u>8,621,625</u> | <u>8,720,645</u> | <u>8,533,112</u> |

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

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

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 2015 Actual</u> | <u>FY 2016 Enacted</u> | <u>FY 2017 Request</u> |
|---|-----------------------|------------------------|------------------------|
| <u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u> | | | |
| DIRECT PROGRAM | 7,741,024 | 7,892,327 | 7,910,694 |
| REIMBURSABLE PROGRAM | 28,560 | 32,479 | 33,064 |
| OCO AND OTHER SUPPLEMENTAL FUNDING | 163,176 | 166,015 | 196,472 |
| TOTAL NATIONAL GUARD PERSONNEL, ARMY | 7,932,760 | 8,090,821 | 8,140,230 |
| MEDICARE-RET CONTRIB, AG ARMY | 688,865 | 629,824 | 589,354 |
| TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST | 8,621,625 | 8,720,645 | 8,729,584 |
| <u>MILITARY PERSONNEL, ARMY (MPA)</u> | | | |
| OCO PAY AND ALLOWANCES, MOBILIZATION | 727,870 | 680,569 | 791,897 |
| ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES | 145,922 | 137,372 | 143,167 |
| TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST | 873,792 | 817,941 | 935,064 |
| TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS | 9,495,417 | 9,538,586 | 9,664,648 |

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

Appropriation Summary

| <u>FY2016 Enacted</u> | <u>Price Change</u> | <u>Program Change</u> | <u>FY2017 Request</u> |
|-----------------------|---------------------|-----------------------|-----------------------|
| 7,892,327 | 160,677 | -142,310 | 7,910,694 |

Program Adjustment Highlights in FY 2017

The National Guard Personnel, Army budget request increases by \$18.4 million from Fiscal Year (FY) 2016 to FY 2017. The increase in budget is largely due to price changes. The Army National Guard (ARNG) experiences programmatic changes throughout its appropriation to support end strength reductions and increased training requirements. Maintaining this balance is essential to ensuring that the ARNG is able to meet the emerging demands of the nation both at home and abroad. Other programmatic changes include removal of one time Congressional adds for Homeland Defense initiative "Operation Phalanx" \$20 million, Cyber Protection Teams \$4.8 million, Trauma Training \$3 million, and \$3.3 million for State Partnership Program.

The ARNG will manage a gradual reduction in end strength from 342,000 (FY 2016) to 335,000 (FY 2017); included in this drawdown, the ARNG's Active Guard Reserve (AGR) full time support requested authorization decreases by -615 personnel in FY 2017, after increasing 237 in FY 2016.

Schools program experienced a \$44.8 million decrease in Duty, Military Occupational Specialty (DMOSQ) and Critical skills funding in FY 2017 to comply with the Bipartisan Budget Act of 2015. The funding is requested in the Department's FY 2017 Overseas Contingency Operations Budget request.

There are programmatic decreases across the budget to account for a lower end strength objective. Pay Group A reflects projected participation in Annual Training and Inactive Duty Training which is budgeted consistent with FY 2016 projected participation rates. With the drawdown of strength, the ARNG has budgeted for a four percent reduction in the Select Reserves Incentives Program and a three percent reduction in funding for Soldiers awaiting the opportunity to attend IET (Pay Group P). Education Benefits were reduced based on projected utilization of the Chapter 1606, Kicker.

There is sub-activity growth in specific areas to include Pay Group F which reflects utilization of Initial Entry Training seats for non-prior service enlistees. The ARNG has experienced pressure in this account over recent fiscal years and is attempting to budget consistent with recent execution trend analysis. Due to budgetary considerations in FY 2015, not all Soldiers recruited were able to attend Basic Training or Initial Entry Training in that fiscal year. Those Soldiers are projected to attend in FY 2016 and may generate the requirement that some Soldiers recruited in FY 2016 attend required training in FY 2017.

Another area of prioritization is the School Training sub-activity group which funds courses needed to develop a diverse force with a multitude of critical skills that requires realistic training opportunities. Leadership development is a priority to senior Army and ARNG leadership to help mitigate the risk of end strength and force structure reductions. Additionally, the ARNG has budgeted for specific areas of growth within individual programs based on the assessed training or operational requirements. This includes Military Funeral Honors based on recent expenditure demands. However, the ARNG budgeted for a Special Training account consistent with FY 2016. Even as strength decreases, the standard for attracting quality personnel has not, therefore this budget maintains support for recruiter man-days at the level of FY 2015 obligations. It is highly important that a smaller force be appropriately manned and trained. The ARNG does not forecast that the utilization of the world's premier ground force (the United States Army) will decline.

Price increases in this budget supports a pay raise of 1.6 percent for FY 2017 and accounts for inflationary adjustments to travel, housing, clothing, subsistence and other pay categories.

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

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 2017 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 342,000 in FY 2016 to 335,000 in FY 2017. 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 30,770 to 30,155.

| End Strength | | |
|-----------------------|------------------------|-------------------------|
| <u>FY 2015 Actual</u> | <u>FY 2016 Enacted</u> | <u>FY 2017 Estimate</u> |
| 350,023 | 342,000 | 335,000 |

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 \$291 million 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 \$70 million and \$76 million 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 (PCS), schools, and special training.

PERFORMANCE MEASURES:

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|---------------------|----------------|----------------|----------------|
| Average Strength | 349,829 | 346,234 | 339,130 |
| End Strength | 350,023 | 342,000 | 335,000 |
| Authorized Strength | 350,200 | 342,000 | |

The end strength goal is to maintain the most effective force to execute the National Military Strategy and Defense Plan within the congressionally mandated End Strength Ceiling (ESC). In accordance with Army Planning and Senior Leader Guidance, the budgeted end strength ceiling for FY 2017 is 335,000.

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 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|-------------------------------|----------------|----------------|----------------|
| Recruiting: Accession Goals | 56,001 | 51,655 | 52,267 |
| Retention: Reenlistment Goals | 35,347 | 33,191 | 34,777 |
| Attrition: Attrition Goals | 15% | 20% | 20% |

SECTION 3
SUMMARY TABLES

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

OFFICER

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--------------------------------|----------------|----------------|----------------|
| Beginning Strength | 45,626 | 45,705 | 45,706 |
| Gains | 275 | 279 | 244 |
| Gains: | | | |
| Males (NPS) | 275 | 279 | 244 |
| Females (NPS) | 67 | 67 | 59 |
| Civilian Life | 1,285 | 1,202 | 901 |
| Active Component | 200 | 204 | 179 |
| Enlisted Commissioning Program | 3,043 | 3,089 | 2,507 |
| Other Reserve Status/Component | 268 | 271 | 237 |
| All Other | <u>0</u> | <u>0</u> | <u>0</u> |
| Total Gains | 5,138 | 5,112 | 4,127 |
| Losses: | | | |
| Civilian Life | 1,383 | 1,397 | 1,241 |
| Active Component | 89 | 90 | 80 |
| Retired Reserves | 1,248 | 1,261 | 1,107 |
| Other Reserve Status/Component | 316 | 320 | 288 |
| All Other | <u>2,023</u> | <u>2,043</u> | <u>1,808</u> |
| Total Losses | 5,059 | 5,111 | 4,524 |
| End Strength | 45,705 | 45,706 | 45,309 |

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

ENLISTED

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--|----------------|----------------|----------------|
| Beginning Strength | 308,446 | 304,318 | 296,294 |
| Gains | 24,698 | 24,697 | 25,617 |
| Gains: | | | |
| Males (NPS) | 24,698 | 24,697 | 25,617 |
| Females (NPS) | 7,346 | 7,234 | 8,476 |
| Civilian Life | 6,712 | 7,215 | 7,707 |
| Other Reserve Status/Component | 6,123 | 6,960 | 7,931 |
| All Other | 893 | 2,028 | 2,068 |
| Total Gains | <u>45,772</u> | <u>48,134</u> | <u>51,799</u> |
| Losses: | | | |
| Other Attrition | 25,625 | 32,188 | 29,663 |
| Expiration of Selected Reserve Service | 16,344 | 16,191 | 19,431 |
| Active Component | 746 | 811 | 768 |
| To Officer Status | 2,528 | 2,593 | 2,745 |
| Retired Reserves | 3,750 | 3,389 | 4,862 |
| Other Reserve Status/Component | 907 | 986 | 933 |
| Losses to Civilian Life | 0 | 0 | 0 |
| Total Losses | <u>49,900</u> | <u>56,158</u> | <u>58,402</u> |
| End Strength | 304,318 | 296,294 | 289,691 |

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

| | <u>Drills</u> | <u>Days</u> | <u>FY 2015</u> | | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|------------------------|---------------|-------------|----------------|----------------|------------|----------------|------------|----------------|------------|
| | | | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> |
| TPU | | | | | | | | | |
| Pay Group A | | | | | | | | | |
| Officer | 48 | 15 | 38,594 | 38,189 | 38,751 | 38,564 | 38,955 | 39,185 | 38,955 |
| Enlisted | 48 | 15 | 253,816 | 250,478 | 252,529 | 247,909 | 244,076 | 238,394 | 237,658 |
| Subtotal | | | 292,410 | 288,667 | 291,280 | 286,473 | 283,031 | 277,579 | 276,613 |
| Pay Group F | | | | | | | | | |
| Enlisted | | 122 | 17,282 | 14,587 | 14,634 | 12,110 | 13,551 | 12,577 | 13,909 |
| Pay Group P | | | | | | | | | |
| Enlisted | 31 | | 13,111 | 15,505 | 13,576 | 17,033 | 14,648 | 18,470 | 14,323 |
| Subtotal | | | 322,803 | 318,759 | 319,490 | 315,616 | 311,230 | 308,626 | 304,845 |
| Drill/Indiv Tng | | | 322,803 | 318,759 | 319,490 | 315,616 | 311,230 | 308,626 | 304,845 |
| AGR (Full-time) | | | | | | | | | |
| Officer | | | 7,032 | 7,057 | 6,954 | 6,885 | 6,751 | 6,583 | 6,354 |
| Enlisted | | | 24,237 | 24,013 | 23,579 | 23,733 | 24,019 | 23,921 | 23,801 |
| Subtotal | | | 31,269 | 31,070 | 30,533 | 30,618 | 30,770 | 30,504 | 30,155 |
| SELRES | | | | | | | | | |
| Officer | | | 45,626 | 45,246 | 45,705 | 45,449 | 45,706 | 45,768 | 45,309 |
| Enlisted | | | 308,446 | 304,583 | 304,318 | 300,785 | 296,294 | 293,362 | 289,691 |
| Subtotal | | | 354,072 | 349,829 | 350,023 | 346,234 | 342,000 | 339,130 | 335,000 |

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|---------------------------------------|----------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> |
| Officer | | | | | | | |
| Commissioned Officers | | | | | | | |
| 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 | 402 | 414 | 412 | 402 | 412 | 402 | 412 |
| O5 LT COLONEL | 1,299 | 1,210 | 1,268 | 1,210 | 1,213 | 1,059 | 1,010 |
| O4 MAJOR | 2,114 | 2,150 | 2,180 | 2,103 | 2,105 | 2,010 | 2,033 |
| O3 CAPTAIN | 1,337 | 1,512 | 1,538 | 1,454 | 1,511 | 1,452 | 1,419 |
| O2 1ST LIEUTENANT | 139 | 138 | 120 | 128 | 115 | 118 | 113 |
| O1 2ND LIEUTENANT | 45 | 42 | 44 | 38 | 40 | 35 | 38 |
| Total Commissioned Officers | 5,336 | 5,466 | 5,562 | 5,335 | 5,396 | 5,076 | 5,025 |
| Warrant Officers | | | | | | | |
| W5 WARRANT OFF (W-5) | 147 | 200 | 130 | 195 | 130 | 182 | 132 |
| W4 WARRANT OFF (W-4) | 459 | 383 | 365 | 415 | 370 | 408 | 360 |
| W3 WARRANT OFF (W-3) | 557 | 515 | 450 | 475 | 435 | 465 | 440 |
| W2 WARRANT OFF (W-2) | 444 | 418 | 368 | 410 | 365 | 402 | 344 |
| W1 WARRANT OFF (W-1) | 89 | 75 | 79 | 55 | 55 | 50 | 53 |
| Total Warrant Officers | 1,696 | 1,591 | 1,392 | 1,550 | 1,355 | 1,507 | 1,329 |
| Total Officer | 7,032 | 7,057 | 6,954 | 6,885 | 6,751 | 6,583 | 6,354 |
| Enlisted | | | | | | | |
| Enlisted Personnel | | | | | | | |
| E9 SERGEANT MAJOR | 743 | 745 | 745 | 743 | 743 | 737 | 741 |
| E8 1ST SGT/MASTER SGT | 2,298 | 2,390 | 2,380 | 2,327 | 2,328 | 2,322 | 2,424 |
| E7 PLATOON SGT/SFC | 8,689 | 7,935 | 8,170 | 8,061 | 8,163 | 8,528 | 8,130 |
| E6 STAFF SGT | 9,084 | 9,008 | 8,931 | 8,822 | 8,980 | 8,623 | 8,723 |
| E5 SERGEANT | 3,155 | 3,660 | 3,140 | 3,505 | 3,592 | 3,443 | 3,605 |
| E4 CPL/SPECIALIST | 260 | 273 | 210 | 270 | 205 | 264 | 174 |
| E3 PRIVATE 1ST CLASS | 8 | 2 | 3 | 5 | 8 | 4 | 4 |
| E2 PRIVATE E2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E1 PRIVATE E1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Enlisted Personnel | 24,237 | 24,013 | 23,579 | 23,733 | 24,019 | 23,921 | 23,801 |
| Total Personnel on Active Duty | 31,269 | 31,070 | 30,533 | 30,618 | 30,770 | 30,504 | 30,155 |

PLEASE NOTE: The orders of ARNG Active Guard Reserve (AGR) members, whether they are serving under USC Title 10 or USC Title 32, are immediately transferred from the AGR personnel account upon mobilization; these personnel are not included in the AGR end strength data. Additionally, AGR Pay and Allowance provides funding for approximately 49 United States Property and Fiscal Officers (USPFO) as per U.S. Code Title 32, Section 708. These officers are not included in the AGR end strength.

**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 Reserve |
|----------------|---------------|----------------|----------------|---------------|---------------|----------------|-----------------------|---------------|---------------|------------------------|
| | Officer | Enlisted | Total | Enlisted | Paid | Drill | Officer | Enlisted | Total | |
| PYSEP | 38,594 | 253,816 | 292,410 | 17,282 | 13,111 | 322,803 | 7,032 | 24,237 | 31,269 | 354,072 |
| OCT | 38,487 | 251,698 | 290,185 | 16,641 | 13,518 | 320,344 | 7,105 | 24,350 | 31,455 | 351,799 |
| NOV | 38,362 | 250,948 | 289,310 | 15,638 | 14,454 | 319,402 | 7,116 | 24,351 | 31,467 | 350,869 |
| DEC | 38,191 | 251,490 | 289,681 | 12,168 | 16,634 | 318,483 | 7,113 | 24,285 | 31,398 | 349,881 |
| JAN | 38,106 | 250,527 | 288,633 | 14,123 | 15,325 | 318,081 | 7,100 | 24,198 | 31,298 | 349,379 |
| FEB | 38,066 | 250,281 | 288,347 | 13,661 | 15,536 | 317,544 | 7,084 | 24,094 | 31,178 | 348,722 |
| MAR | 37,915 | 250,133 | 288,048 | 12,571 | 17,145 | 317,764 | 7,061 | 23,986 | 31,047 | 348,811 |
| APR | 37,845 | 249,769 | 287,614 | 11,549 | 18,951 | 318,114 | 7,072 | 23,907 | 30,979 | 349,093 |
| MAY | 37,918 | 249,633 | 287,551 | 12,180 | 18,389 | 318,120 | 7,051 | 23,871 | 30,922 | 349,042 |
| JUN | 38,081 | 248,205 | 286,286 | 17,067 | 15,012 | 318,365 | 7,020 | 23,804 | 30,824 | 349,189 |
| JUL | 38,193 | 248,129 | 286,322 | 18,343 | 14,034 | 318,699 | 6,991 | 23,735 | 30,726 | 349,425 |
| AUG | 38,429 | 251,756 | 290,185 | 15,145 | 13,717 | 319,047 | 6,982 | 23,666 | 30,648 | 349,695 |
| SEP | 38,751 | 252,529 | 291,280 | 14,634 | 13,576 | 319,490 | 6,954 | 23,579 | 30,533 | 350,023 |
| Average | 38,189 | 250,478 | 288,667 | 14,587 | 15,505 | 318,759 | 7,057 | 24,013 | 31,070 | 349,829 |

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

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

| <u>AC Funded 1/</u> | <u>RC Funded</u> | <u>TOTAL</u> | Primary Mission Being Performed |
|---------------------|------------------|--------------|--|
| 18 | 233 | 251 | 1. Combat (28%) |
| 19 | 249 | 268 | 2. Combat Support (30%) |
| 23 | 316 | 339 | 3. Combat Service Support (38%) |
| 3 | 33 | 36 | 4. HQ Staff (4%) |
| <hr/> 63 | <hr/> 831 | <hr/> 894 | |

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 |
|----------------|---------------|----------------|----------------|---------------|---------------|----------------|-----------------------|---------------|---------------|-------------------|
| | Officer | Enlisted | Total | Enlisted | Paid | | Officer | Enlisted | Total | Reserve |
| PYSEP | 38,751 | 252,529 | 291,280 | 14,634 | 13,576 | 319,490 | 6,954 | 23,579 | 30,533 | 350,023 |
| OCT | 38,700 | 251,579 | 290,279 | 14,538 | 13,401 | 318,218 | 6,943 | 23,443 | 30,386 | 348,604 |
| NOV | 38,533 | 252,468 | 291,001 | 13,854 | 13,374 | 318,229 | 6,962 | 23,437 | 30,399 | 348,628 |
| DEC | 38,433 | 253,268 | 291,701 | 11,297 | 15,387 | 318,385 | 6,962 | 23,351 | 30,313 | 348,698 |
| JAN | 38,452 | 250,823 | 289,275 | 10,353 | 17,276 | 316,904 | 6,955 | 23,882 | 30,837 | 347,741 |
| FEB | 38,463 | 248,994 | 287,457 | 10,317 | 18,914 | 316,688 | 6,929 | 23,863 | 30,792 | 347,480 |
| MAR | 38,514 | 246,753 | 285,267 | 10,560 | 20,129 | 315,956 | 6,918 | 23,889 | 30,807 | 346,763 |
| APR | 38,582 | 245,452 | 284,034 | 10,817 | 19,901 | 314,752 | 6,879 | 23,896 | 30,775 | 345,527 |
| MAY | 38,733 | 244,104 | 282,837 | 11,500 | 19,698 | 314,035 | 6,863 | 23,976 | 30,839 | 344,874 |
| JUN | 38,991 | 244,358 | 283,349 | 12,039 | 18,087 | 313,475 | 6,827 | 23,959 | 30,786 | 344,261 |
| JUL | 39,095 | 244,491 | 283,586 | 12,466 | 17,743 | 313,795 | 6,773 | 23,892 | 30,665 | 344,460 |
| AUG | 39,421 | 244,319 | 283,740 | 13,489 | 16,370 | 313,599 | 6,757 | 23,893 | 30,650 | 344,249 |
| SEP | 38,955 | 244,076 | 283,031 | 13,551 | 14,648 | 311,230 | 6,751 | 24,019 | 30,770 | 342,000 |
| Average | 38,564 | 247,909 | 286,473 | 12,110 | 17,033 | 315,616 | 6,885 | 23,733 | 30,618 | 346,234 |

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

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
FY 2016**

| <u>AC Funded 1/</u> | <u>RC Funded</u> | <u>TOTAL</u> | Primary Mission Being Performed |
|---------------------|------------------|--------------|--|
| 15 | 197 | 212 | 1. Combat (28%) |
| 16 | 211 | 227 | 2. Combat Support (30%) |
| 20 | 266 | 286 | 3. Combat Service Support (38%) |
| 2 | 28 | 30 | 4. HQ Staff (4%) |
| <hr/> 53 | <hr/> 702 | <hr/> 755 | |

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 2017

| | 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 | 38,955 | 244,076 | 283,031 | 13,551 | 14,648 | 311,230 | 6,751 | 24,019 | 30,770 | 342,000 |
| OCT | 39,746 | 242,797 | 282,543 | 13,193 | 15,535 | 311,271 | 6,723 | 23,877 | 30,600 | 341,871 |
| NOV | 39,599 | 241,625 | 281,224 | 12,744 | 16,401 | 310,369 | 6,719 | 23,891 | 30,610 | 340,979 |
| DEC | 39,502 | 240,016 | 279,518 | 11,402 | 19,143 | 310,063 | 6,698 | 23,899 | 30,597 | 340,660 |
| JAN | 39,395 | 239,345 | 278,740 | 11,602 | 19,857 | 310,199 | 6,685 | 24,104 | 30,789 | 340,988 |
| FEB | 39,287 | 237,200 | 276,487 | 11,743 | 21,721 | 309,951 | 6,643 | 24,029 | 30,672 | 340,623 |
| MAR | 39,214 | 237,929 | 277,143 | 11,494 | 21,026 | 309,663 | 6,616 | 24,000 | 30,616 | 340,279 |
| APR | 39,164 | 237,511 | 276,675 | 11,033 | 20,279 | 307,987 | 6,562 | 23,951 | 30,513 | 338,500 |
| MAY | 39,205 | 237,050 | 276,255 | 11,322 | 19,565 | 307,142 | 6,530 | 23,976 | 30,506 | 337,648 |
| JUN | 39,314 | 235,434 | 274,748 | 13,068 | 18,427 | 306,243 | 6,479 | 23,904 | 30,383 | 336,626 |
| JUL | 39,311 | 235,581 | 274,892 | 14,409 | 18,476 | 307,777 | 6,411 | 23,782 | 30,193 | 337,970 |
| AUG | 39,528 | 235,378 | 274,906 | 15,185 | 16,724 | 306,815 | 6,379 | 23,729 | 30,108 | 336,923 |
| SEP | 38,955 | 237,658 | 276,613 | 13,909 | 14,323 | 304,845 | 6,354 | 23,801 | 30,155 | 335,000 |
| Average | 39,185 | 238,394 | 277,579 | 12,577 | 18,470 | 308,626 | 6,583 | 23,921 | 30,504 | 339,130 |

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

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
FY 2017**

| <u>AC Funded 1/</u> | <u>RC Funded</u> | <u>TOTAL</u> | Primary Mission Being Performed |
|---------------------|------------------|--------------|--|
| 15 | 197 | 212 | 1. Combat (28%) |
| 16 | 211 | 227 | 2. Combat Support (30%) |
| 20 | 266 | 286 | 3. Combat Service Support (38%) |
| 2 | 28 | 30 | 4. HQ Staff (4%) |
| <hr/> 53 | <hr/> 702 | <hr/> 755 | |

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 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 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> |
| PAY GROUP A | | | | | | | | | |
| Active Duty Training | 176,273 | 644,358 | 820,631 | 159,204 | 638,295 | 797,499 | 166,497 | 637,899 | 804,396 |
| Pay and Allowances | 165,695 | 499,162 | 664,857 | 148,266 | 496,123 | 644,389 | 155,048 | 497,454 | 652,502 |
| Clothing | 288 | 51,631 | 51,919 | 350 | 50,589 | 50,939 | 982 | 49,876 | 50,858 |
| Subsistence | 0 | 58,226 | 58,226 | 39 | 56,923 | 56,962 | 41 | 56,013 | 56,054 |
| Travel | 10,290 | 35,339 | 45,629 | 10,549 | 34,660 | 45,209 | 10,426 | 34,556 | 44,982 |
| Inactive Duty Training | 425,654 | 1,301,344 | 1,726,998 | 443,870 | 1,308,302 | 1,752,172 | 451,933 | 1,305,089 | 1,757,022 |
| Civil Disturbance | 22 | 122 | 144 | 45 | 155 | 200 | 43 | 213 | 256 |
| Flight Training | 39,647 | 21,606 | 61,253 | 47,960 | 25,305 | 73,265 | 47,363 | 26,267 | 73,630 |
| Jump Proficiency | 98 | 333 | 431 | 101 | 369 | 470 | 75 | 374 | 449 |
| Military Funeral Honors | 786 | 5,145 | 5,931 | 1,293 | 10,546 | 11,839 | 1,537 | 11,433 | 12,970 |
| Readiness Management | 2,595 | 6,152 | 8,747 | 2,573 | 8,967 | 11,540 | 6,291 | 8,814 | 15,105 |
| Subsistence | 0 | 44,377 | 44,377 | 0 | 52,143 | 52,143 | 0 | 54,803 | 54,803 |
| Training Preparation | 5,148 | 11,826 | 16,974 | 6,779 | 11,799 | 18,578 | 7,211 | 12,896 | 20,107 |
| Unit Training Assemblies | 377,253 | 1,211,356 | 1,588,609 | 384,774 | 1,193,301 | 1,578,075 | 388,925 | 1,184,597 | 1,573,522 |
| EBDL | 105 | 427 | 532 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Man-days | 0 | 0 | 0 | 345 | 5,717 | 6,062 | 488 | 5,692 | 6,180 |
| TOTAL DIRECT OBLIGATIONS | <u>601,927</u> | <u>1,945,702</u> | <u>2,547,629</u> | <u>603,074</u> | <u>1,946,597</u> | <u>2,549,671</u> | <u>618,430</u> | <u>1,942,988</u> | <u>2,561,418</u> |
| PAY GROUP F | | | | | | | | | |
| Initial Entry Training | 0 | 501,709 | 501,709 | 0 | 539,106 | 539,106 | 0 | 551,868 | 551,868 |
| Pay and Allowances | 0 | 423,185 | 423,185 | 0 | 454,197 | 454,197 | 0 | 464,949 | 464,949 |
| Clothing | 0 | 55,484 | 55,484 | 0 | 59,301 | 59,301 | 0 | 60,705 | 60,705 |
| Travel | 0 | 23,040 | 23,040 | 0 | 25,608 | 25,608 | 0 | 26,214 | 26,214 |
| TOTAL DIRECT OBLIGATIONS | <u>0</u> | <u>501,709</u> | <u>501,709</u> | <u>0</u> | <u>539,106</u> | <u>539,106</u> | <u>0</u> | <u>551,868</u> | <u>551,868</u> |
| PAY GROUP P | | | | | | | | | |
| Pay and Allowances | 0 | 41,725 | 41,725 | 0 | 41,718 | 41,718 | 0 | 40,700 | 40,700 |
| Clothing | 0 | 2,593 | 2,593 | 0 | 2,523 | 2,523 | 0 | 2,458 | 2,458 |
| Subsistence of Enlisted Personnel | 0 | 4,504 | 4,504 | 0 | 3,177 | 3,177 | 0 | 3,044 | 3,044 |
| TOTAL DIRECT OBLIGATIONS | <u>0</u> | <u>48,822</u> | <u>48,822</u> | <u>0</u> | <u>47,418</u> | <u>47,418</u> | <u>0</u> | <u>46,202</u> | <u>46,202</u> |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 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> |
| SCHOOL TRAINING | | | | | | | | | |
| Career Development Training | 40,300 | 54,893 | 95,193 | 67,496 | 83,362 | 150,858 | 63,892 | 107,701 | 171,593 |
| Flight Training | 14,649 | 0 | 14,649 | 27,844 | 0 | 27,844 | 30,674 | 0 | 30,674 |
| Initial Skill Acquisition Training | 118,902 | 65,418 | 184,320 | 115,531 | 72,141 | 187,672 | 126,588 | 87,733 | 214,321 |
| Officer Candidate/Training School | 1,027 | 3,216 | 4,243 | 3,207 | 11,231 | 14,438 | 3,420 | 11,543 | 14,963 |
| Refresher and Proficiency Training | 21,858 | 39,531 | 61,389 | 37,249 | 60,975 | 98,224 | 38,379 | 76,633 | 115,012 |
| TOTAL DIRECT OBLIGATIONS | 196,736 | 163,058 | 359,794 | 251,327 | 227,709 | 479,036 | 262,953 | 283,610 | 546,563 |
| SPECIAL TRAINING | | | | | | | | | |
| CBRNE Enterprise | 57,173 | 84,663 | 141,836 | 49,963 | 120,810 | 170,773 | 49,838 | 120,869 | 170,707 |
| Command/Staff Supervision | 34,605 | 108,409 | 143,014 | 35,039 | 114,125 | 149,164 | 25,541 | 91,042 | 116,583 |
| Competitive Events | 756 | 2,889 | 3,645 | 813 | 5,777 | 6,590 | 863 | 5,915 | 6,778 |
| Counter Drug Interdiction Activity | 38,850 | 105,564 | 144,414 | 0 | 0 | 0 | 0 | 0 | 0 |
| Exercises | 60,333 | 89,290 | 149,623 | 27,303 | 73,009 | 100,312 | 46,294 | 85,298 | 131,592 |
| Management Support | 51,983 | 42,590 | 94,573 | 31,100 | 32,572 | 63,672 | 18,369 | 13,095 | 31,464 |
| Operational Training | 15,718 | 14,675 | 30,393 | 20,989 | 15,069 | 36,058 | 17,314 | 16,107 | 33,421 |
| Recruiting/Retention | 12,439 | 43,173 | 55,612 | 13,033 | 43,192 | 56,225 | 13,104 | 43,735 | 56,839 |
| Unit Conversion Training | 3,975 | 14,347 | 18,322 | 5,204 | 16,773 | 21,977 | 5,356 | 17,269 | 22,625 |
| TOTAL DIRECT OBLIGATIONS | 275,832 | 505,600 | 781,432 | 183,444 | 421,327 | 604,771 | 176,679 | 393,330 | 570,009 |
| ADMINISTRATION AND SUPPORT | | | | | | | | | |
| Full Time Pay and Allowances | 1,105,662 | 2,238,370 | 3,344,032 | 1,066,957 | 2,300,370 | 3,367,327 | 1,038,832 | 2,328,612 | 3,367,444 |
| Travel/PCS | 23,417 | 39,258 | 62,675 | 20,495 | 36,137 | 56,632 | 15,742 | 32,575 | 48,317 |
| \$30,000 Lump Sum Bonus | 895 | 4,877 | 5,772 | 1,930 | 5,493 | 7,423 | 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 | 1,475 | 25,273 | 26,748 | 3,737 | 20,377 | 24,114 | 2,392 | 18,306 | 20,698 |
| Selective Reserve Incentive Program (SRIP) | 41,791 | 164,514 | 206,305 | 34,163 | 161,700 | 195,863 | 34,999 | 152,080 | 187,079 |
| TOTAL DIRECT OBLIGATIONS | 1,173,240 | 2,472,292 | 3,645,532 | 1,127,382 | 2,525,077 | 3,652,459 | 1,094,015 | 2,538,123 | 3,632,138 |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 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> |
| EDUCATION BENEFITS | | | | | | | | | |
| Basic Benefit, Ch. 1606 | 0 | 0 | 0 | 62 | 868 | 930 | 0 | 0 | 0 |
| Basic Benefit, Ch. 1607 | 0 | 0 | 0 | 594 | 837 | 1,431 | 0 | 0 | 0 |
| Kicker, Enhanced G.I. Bill, Ch. 1606 | 2,775 | 16,507 | 19,282 | 1,240 | 16,265 | 17,505 | 304 | 2,192 | 2,496 |
| TOTAL DIRECT OBLIGATIONS | <u>2,775</u> | <u>16,507</u> | <u>19,282</u> | <u>1,896</u> | <u>17,970</u> | <u>19,866</u> | <u>304</u> | <u>2,192</u> | <u>2,496</u> |
| TOTAL DIRECT PROGRAM | 2,250,510 | 5,653,690 | 7,904,200 | 2,167,123 | 5,725,204 | 7,892,327 | 2,152,381 | 5,758,313 | 7,910,694 |

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

| | FY 2016 President's Budget | Congres -sional Action | Appropri- ation | Internal Realign/ Reprogram | Subtotal | Proposed DD 1415 Actions | FY 2016 in FY 2017 Pres. Budget |
|--|---|---------------------------------------|----------------------------|--|------------------|---|--|
| Training, Pay Group A | | | | | | | |
| PG A, Pay and Allowances, Annual Training | 656,153 | -3,784 | 652,369 | -7,980 | 644,389 | 0 | 644,389 |
| PG A, Travel, Annual Training | 46,479 | -233 | 46,246 | -1,037 | 45,209 | 0 | 45,209 |
| PG A, IDT Pay & Allow, Unit Training Assemblies | 1,583,274 | -23,275 | 1,559,999 | 18,076 | 1,578,075 | 0 | 1,578,075 |
| PG A, IDT Pay & Allow, Additional Drill Assemblies | 143,446 | -2,893 | 140,553 | -18,599 | 121,954 | 0 | 121,954 |
| PG A, Individual Clothing and Uniforms | 71,946 | -896 | 71,050 | -20,111 | 50,939 | 0 | 50,939 |
| PG A, Subsistence of Enlisted Personnel | 105,049 | -3,142 | 101,907 | 7,198 | 109,105 | 0 | 109,105 |
| Total Direct Obligation | 2,606,347 | -34,223 | 2,572,124 | -22,453 | 2,549,671 | 0 | 2,549,671 |
| Training, Pay Group F | | | | | | | |
| PG F, Pay and Allowances, Annual Training | 455,074 | 0 | 455,074 | -877 | 454,197 | 0 | 454,197 |
| PG F, Individual Clothing and Uniforms | 50,296 | 0 | 50,296 | 9,005 | 59,301 | 0 | 59,301 |
| PG F, Travel, Annual Training | 20,681 | 0 | 20,681 | 4,927 | 25,608 | 0 | 25,608 |
| Total Direct Obligation | 526,051 | 0 | 526,051 | 13,055 | 539,106 | 0 | 539,106 |
| Training, Pay Group P | | | | | | | |
| PG P, Pay and Allowances, Inactive Duty Training | 34,328 | -407 | 33,921 | 7,797 | 41,718 | 0 | 41,718 |
| PG P, Individual Clothing and Uniforms | 4,978 | -53 | 4,925 | -2,402 | 2,523 | 0 | 2,523 |
| PG P, Subsistence of Enlisted Personnel | 2,105 | -33 | 2,072 | 1,105 | 3,177 | 0 | 3,177 |
| Total Direct Obligation | 41,411 | -493 | 40,918 | 6,500 | 47,418 | 0 | 47,418 |
| School Training | | | | | | | |
| Schools, Career Development Training | 150,858 | 0 | 150,858 | 0 | 150,858 | 0 | 150,858 |
| Schools, Flight Training | 33,036 | 0 | 33,036 | -5,192 | 27,844 | 0 | 27,844 |
| Schools, Initial Skills Acquisition Training | 174,774 | 0 | 174,774 | 12,898 | 187,672 | 0 | 187,672 |
| Schools, Officer Candidate/Training School | 14,438 | 0 | 14,438 | 0 | 14,438 | 0 | 14,438 |
| Schools, Refresher and Proficiency Training | 98,224 | 0 | 98,224 | 0 | 98,224 | 0 | 98,224 |
| Total Direct Obligation | 471,330 | 0 | 471,330 | 7,706 | 479,036 | 0 | 479,036 |
| Special Training | | | | | | | |
| Special, CBRNE Enterprise (WMD-CST) | 17,310 | 0 | 17,310 | 0 | 17,310 | 0 | 17,310 |
| Special, CBRNE Enterprise Other Capabilities | 150,423 | 3,040 | 153,463 | 0 | 153,463 | 0 | 153,463 |
| Special, Command and Staff Supervision | 152,445 | -3,281 | 149,164 | 0 | 149,164 | 0 | 149,164 |
| Special, Competitive Events | 6,590 | 0 | 6,590 | 0 | 6,590 | 0 | 6,590 |

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, Exercises | 97,012 | 3,300 | 100,312 | 0 | 100,312 | 0 | 100,312 |
| Special, Management Support | 43,672 | 20,000 | 63,672 | 0 | 63,672 | 0 | 63,672 |
| Special, Operational Training | 31,258 | 4,800 | 36,058 | 0 | 36,058 | 0 | 36,058 |
| Special, Recruiting/Retention | 51,033 | 0 | 51,033 | 5,192 | 56,225 | 0 | 56,225 |
| Special, Unit Conversion | 21,977 | 0 | 21,977 | 0 | 21,977 | 0 | 21,977 |
| Total Direct Obligation | <u>571,720</u> | <u>27,859</u> | <u>599,579</u> | <u>5,192</u> | <u>604,771</u> | <u>0</u> | <u>604,771</u> |
| Administration and Support, AGR | | | | | | | |
| AGR, Full Time Pay and Allowances | 3,393,367 | -34,889 | 3,358,478 | -10,500 | 3,347,978 | 0 | 3,347,978 |
| AGR, COLA | 19,050 | -201 | 18,849 | 500 | 19,349 | 0 | 19,349 |
| AGR, Travel, Permanent Change of Station (PCS) | 54,190 | -558 | 53,632 | 3,000 | 56,632 | 0 | 56,632 |
| Active Accounts & G/R Full-Time Personnel (REDUX) | 7,500 | -77 | 7,423 | 0 | 7,423 | 0 | 7,423 |
| Death Gratuities | 1,100 | 0 | 1,100 | 0 | 1,100 | 0 | 1,100 |
| Disability and Hospitalization Benefits | 20,334 | -220 | 20,114 | 4,000 | 24,114 | 0 | 24,114 |
| Selected Reserve Incentive Program (SRIP) | 194,866 | -2,003 | 192,863 | 3,000 | 195,863 | 0 | 195,863 |
| Total Direct Obligation | <u>3,690,407</u> | <u>-37,948</u> | <u>3,652,459</u> | <u>0</u> | <u>3,652,459</u> | <u>0</u> | <u>3,652,459</u> |
| Education Benefits | | | | | | | |
| Basic Educational Assistance, Chapter 1606 | 3,665 | -235 | 3,430 | -2,500 | 930 | 0 | 930 |
| Kicker, Chapter 1606 | 21,910 | -4,405 | 17,505 | 0 | 17,505 | 0 | 17,505 |
| Enhanced Educational Assistance, Chapter 1607 | 9,291 | -360 | 8,931 | -7,500 | 1,431 | 0 | 1,431 |
| Total Direct Obligation | <u>34,866</u> | <u>-5,000</u> | <u>29,866</u> | <u>-10,000</u> | <u>19,866</u> | <u>0</u> | <u>19,866</u> |
| | 7,942,132 | -49,805 | 7,892,327 | 0 | 7,892,327 | 0 | 7,892,327 |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 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> |
| Training, Pay Group A | | | | | | |
| Officer | 452,964 | 101,917 | 432,220 | 99,411 | 433,789 | 102,374 |
| Enlisted | 1,332,648 | 299,846 | 1,203,939 | 276,906 | 1,201,297 | 283,506 |
| Subtotal | <u>1,785,612</u> | <u>401,763</u> | <u>1,636,159</u> | <u>376,317</u> | <u>1,635,086</u> | <u>385,880</u> |
| Training, Pay Group F | | | | | | |
| Enlisted | 327,560 | 73,701 | 357,730 | 82,278 | 358,093 | 84,510 |
| Training, Pay Group P | | | | | | |
| Enlisted | 35,511 | 7,990 | 29,530 | 6,792 | 29,318 | 6,919 |
| School Training | | | | | | |
| Officer | 113,241 | 25,479 | 119,727 | 27,537 | 129,844 | 30,643 |
| Enlisted | 78,541 | 17,672 | 115,083 | 26,469 | 128,079 | 30,227 |
| Subtotal | <u>191,782</u> | <u>43,151</u> | <u>234,810</u> | <u>54,006</u> | <u>257,923</u> | <u>60,870</u> |
| Special Training | | | | | | |
| Officer | 215,354 | 48,454 | 98,532 | 22,662 | 103,038 | 24,317 |
| Enlisted | 272,606 | 61,336 | 227,808 | 52,396 | 236,440 | 55,800 |
| Subtotal | <u>487,960</u> | <u>109,790</u> | <u>326,340</u> | <u>75,058</u> | <u>339,478</u> | <u>80,117</u> |
| Administration and Support, AGR | | | | | | |
| Officer | 651,515 | 209,788 | 603,382 | 189,462 | 596,583 | 175,992 |
| Enlisted | 1,169,851 | 376,692 | 1,166,430 | 366,259 | 1,188,068 | 350,480 |
| Subtotal | <u>1,821,366</u> | <u>586,480</u> | <u>1,769,812</u> | <u>555,721</u> | <u>1,784,651</u> | <u>526,472</u> |
| Total Direct Program | | | | | | |
| Officer | 1,433,074 | 385,638 | 1,253,861 | 339,072 | 1,263,254 | 333,326 |
| Enlisted | 3,216,717 | 837,237 | 3,100,520 | 811,100 | 3,141,295 | 811,442 |
| Total | <u>4,649,791</u> | <u>1,222,875</u> | <u>4,354,381</u> | <u>1,150,172</u> | <u>4,404,549</u> | <u>1,144,768</u> |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 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> |
| Reimbursable | | | | | | |
| Officer | 4,516 | 1,016 | 7,700 | 1,771 | 7,699 | 1,817 |
| Enlisted | 9,876 | 2,222 | 10,687 | 2,458 | 10,483 | 2,474 |
| Total | <u>14,392</u> | <u>3,238</u> | <u>18,387</u> | <u>4,229</u> | <u>18,182</u> | <u>4,291</u> |
| | | | | | | |
| Total Program | | | | | | |
| Officer | 1,437,590 | 386,654 | 1,261,561 | 340,843 | 1,270,953 | 335,143 |
| Enlisted | 3,226,593 | 839,459 | 3,111,207 | 813,558 | 3,151,778 | 813,916 |
| Total | <u>4,664,183</u> | <u>1,226,113</u> | <u>4,372,768</u> | <u>1,154,401</u> | <u>4,422,731</u> | <u>1,149,059</u> |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Training, Pay Group A | | | |
| Officer | 20,290 | 20,626 | 21,290 |
| Enlisted | 102,205 | 96,742 | 97,843 |
| Subtotal | <u>122,495</u> | <u>117,368</u> | <u>119,133</u> |
| Training, Pay Group F | | | |
| Enlisted | 1,540 | 1,932 | 2,033 |
| School Training | | | |
| Officer | 26,005 | 29,271 | 33,909 |
| Enlisted | 17,872 | 26,674 | 33,348 |
| Subtotal | <u>43,877</u> | <u>55,945</u> | <u>67,257</u> |
| Special Training | | | |
| Officer | 24,742 | 18,555 | 19,831 |
| Enlisted | 45,827 | 51,668 | 43,750 |
| Subtotal | <u>70,569</u> | <u>70,223</u> | <u>63,581</u> |
| Administration and Support, AGR | | | |
| Officer | 190,548 | 189,727 | 187,310 |
| Enlisted | 485,863 | 483,303 | 497,065 |
| Subtotal | <u>676,411</u> | <u>673,030</u> | <u>684,375</u> |
| Total Direct Program | | | |
| Officer | 261,585 | 258,179 | 262,340 |
| Enlisted | 653,307 | 660,319 | 674,039 |
| Total | <u>914,892</u> | <u>918,498</u> | <u>936,379</u> |
| Reimbursable | | | |
| Officer | 2,561 | 2,728 | 2,798 |
| Enlisted | 1,421 | 1,508 | 1,536 |
| Total | <u>3,982</u> | <u>4,236</u> | <u>4,334</u> |
| Total Program | | | |
| Officer | 264,146 | 260,907 | 265,138 |
| Enlisted | 654,728 | 661,827 | 675,575 |
| Total | <u>918,874</u> | <u>922,734</u> | <u>940,713</u> |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Training, Pay Group A | | | |
| Officer | 10,290 | 10,549 | 10,426 |
| Enlisted | <u>35,339</u> | <u>34,660</u> | <u>34,556</u> |
| Subtotal | 45,629 | 45,209 | 44,982 |
| Training, Pay Group F | | | |
| Enlisted | 23,040 | 25,608 | 26,214 |
| School Training | | | |
| Officer | 20,229 | 44,215 | 43,110 |
| Enlisted | <u>33,924</u> | <u>51,980</u> | <u>75,040</u> |
| Subtotal | 54,153 | 96,195 | 118,150 |
| Special Training | | | |
| Officer | 26,836 | 17,279 | 21,098 |
| Enlisted | <u>50,799</u> | <u>34,855</u> | <u>40,737</u> |
| Subtotal | 77,635 | 52,134 | 61,835 |
| Administration and Support, AGR | | | |
| Officer | 23,417 | 20,495 | 15,742 |
| Enlisted | <u>39,276</u> | <u>36,137</u> | <u>32,575</u> |
| Subtotal | 62,693 | 56,632 | 48,317 |
| Total Direct Program | | | |
| Officer | 80,772 | 92,538 | 90,376 |
| Enlisted | <u>182,378</u> | <u>183,240</u> | <u>209,122</u> |
| Total | 263,150 | 275,778 | 299,498 |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|----------------------|-----------------------|-------------------------|-------------------------|
| Reimbursable | | | |
| Officer | 500 | 534 | 547 |
| Enlisted | 577 | 602 | 642 |
| Total | <u>1,077</u> | <u>1,136</u> | <u>1,189</u> |
| | | | |
| Total Program | | | |
| Officer | 81,272 | 93,072 | 90,923 |
| Enlisted | 182,955 | 183,842 | 209,764 |
| Total | <u>264,227</u> | <u>276,914</u> | <u>300,687</u> |

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

| | | |
|--------------------------------|---|------------------|
| FY2016 Direct Program | | 7,892,327 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 25,835 |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 72,088 |
| | Basic Allowance for Housing (BAH) | 36,096 |
| | Basic Allowance for Subsistence (BAS) | 10,301 |
| | Clothing | 3,955 |
| | Travel | 16,633 |
| | Cost of Living Allowance (COLA) | 349 |
| | Military Funeral Honors | 444 |
| | Disability and Hospitalization | 5,868 |
| Total Increases Pricing | | 171,569 |
| | Cost of Living Allowance (COLA) | 175 |
| | \$30,000 Lump Sum Bonus | 77 |
| | Other Pay | 267 |
| | Military Funeral Honors | 687 |
| Total Increases Program | | 1,206 |
| Total Increases | | 172,775 |
| | Retired Pay Accrual (RPA) | (393) |
| | Chapter 1606, Basic | (930) |
| | Chapter 1606, Kicker | (2,801) |
| | Selected Reserve Incentive Program (SRIP) | (5,337) |
| | Chapter 1607 | (1,431) |
| Total Decreases Pricing | | (10,892) |
| | Chapter 1606, Kicker | (12,208) |
| | Basic Allowance for Housing (BAH) | (22,773) |
| | Pay and Allowance | (50,923) |
| | Retired Pay Accrual (RPA) | (22,462) |
| | Basic Allowance for Subsistence (BAS) | (13,559) |
| | Clothing | (1,361) |
| | Travel | (7,499) |
| | Disability and Hospitalization | (9,284) |
| | Selected Reserve Incentive Program (SRIP) | (3,447) |
| Total Decreases Program | | (143,516) |
| Total Decreases | | (154,408) |
| FY2017 Direct Program | | 7,910,694 |

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

| | FY 2015 Actual | | FY 2016 Estimate | | FY 2017 Estimate | |
|--|----------------|---------------|------------------|---------------|------------------|---------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| Training, Pay Group A | | | | | | |
| Officers | 0 | 0 | 39 | 0 | 41 | 0 |
| Enlisted | 38,043 | 64,560 | 40,830 | 68,236 | 41,276 | 69,540 |
| Subtotal | <u>38,043</u> | <u>64,560</u> | <u>40,869</u> | <u>68,236</u> | <u>41,317</u> | <u>69,540</u> |
| Training, Pay Group F | | | | | | |
| Enlisted | 0 | 0 | 0 | 0 | 0 | 0 |
| Training, Pay Group P | | | | | | |
| Enlisted | 4,504 | 0 | 3,177 | 0 | 3,044 | 0 |
| School Training | | | | | | |
| Officers | 1,793 | 3,238 | 2,387 | 3,894 | 1,457 | 4,775 |
| Enlisted | 1,966 | 2,930 | 3,403 | 2,086 | 4,308 | 3,076 |
| Subtotal | <u>3,759</u> | <u>6,168</u> | <u>5,790</u> | <u>5,980</u> | <u>5,765</u> | <u>7,851</u> |
| Special Training | | | | | | |
| Officers | 6,265 | 0 | 2,901 | 0 | 3,568 | 0 |
| Enlisted | 9,446 | 0 | 12,105 | 0 | 10,763 | 0 |
| Subtotal | <u>15,711</u> | <u>0</u> | <u>15,006</u> | <u>0</u> | <u>14,331</u> | <u>0</u> |
| Administration and Support, AGR | | | | | | |
| Officers | 12,396 | 0 | 21,884 | 0 | 21,404 | 0 |
| Enlisted | 61,226 | 0 | 111,942 | 0 | 112,527 | 0 |
| Subtotal | <u>73,622</u> | <u>0</u> | <u>133,826</u> | <u>0</u> | <u>133,931</u> | <u>0</u> |
| Total Direct Program | | | | | | |
| Officers | 20,454 | 3,238 | 27,211 | 3,894 | 26,470 | 4,775 |
| Enlisted | 115,185 | 67,490 | 171,457 | 70,322 | 171,918 | 72,616 |
| Total | <u>135,639</u> | <u>70,728</u> | <u>198,668</u> | <u>74,216</u> | <u>198,388</u> | <u>77,391</u> |

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

| | FY 2015 Actual | | FY 2016 Estimate | | FY 2017 Estimate | |
|----------------------|----------------|---------------|------------------|---------------|------------------|---------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| Reimbursable | | | | | | |
| Officers | 0 | 0 | 114 | 0 | 118 | 0 |
| Enlisted | 0 | 0 | 165 | 0 | 174 | 0 |
| Subtotal | <u>0</u> | <u>0</u> | <u>279</u> | <u>0</u> | <u>292</u> | <u>0</u> |
| Total Program | | | | | | |
| Officers | 20,454 | 3,238 | 27,325 | 3,894 | 26,588 | 4,775 |
| Enlisted | 115,185 | 67,490 | 171,622 | 70,322 | 172,092 | 72,616 |
| Total | <u>135,639</u> | <u>70,728</u> | <u>198,947</u> | <u>74,216</u> | <u>198,680</u> | <u>77,391</u> |

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 2,547,629 | 2,549,671 | 2,561,418 |

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 Funeral 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 Continental United States (CONUS).

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

| | | | |
|--------------------------------|---|----------|------------------|
| FY2016 Direct Program | | | 2,549,671 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 5,890 | |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 17,672 | |
| | Basic Allowance for Housing (BAH) | 1,363 | |
| | Basic Allowance for Subsistence (BAS) | 5,156 | |
| | Clothing | 1,009 | |
| | Military Funeral Honors | 444 | |
| | Travel | 1,585 | |
| | Retired Pay Accrual (RPA) | 10,182 | |
| Total Increases Pricing | | | 43,301 |
| | Military Funeral Honors | 687 | |
| Total Increases Program | | | 687 |
| Total Increases | | | 43,988 |
| | Basic Allowance for Housing (BAH) | (1,330) | |
| | Basic Allowance for Subsistence (BAS) | (3,404) | |
| | Travel | (1,812) | |
| | Retired Pay Accrual (RPA) | (5,818) | |
| | Clothing | (1,090) | |
| | Pay and Allowance | (18,787) | |
| Total Decreases Program | | | (32,241) |
| Total Decreases | | | (32,241) |
| FY2017 Direct Program | | | 2,561,418 |

**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.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------------|-----------------|-------------|----------------|-----------------|-------------|----------------|-----------------|-------------|----------------|
| | <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 | | | | | | | | | |
| Average Strength | 38,189 | | | 38,564 | | | 39,185 | | |
| Participation Rate | 90 | | | 78 | | | 79 | | |
| Paid Participants | 34,339 | 4,825 | 165,695 | 30,240 | 4,902 | 148,266 | 31,007 | 5,000 | 155,048 |
| Enlisted | | | | | | | | | |
| Average Strength | 250,478 | | | 247,909 | | | 238,394 | | |
| Participation Rate | 87 | | | 87 | | | 89 | | |
| Paid Participants | 217,943 | 2,257 | 499,162 | 216,310 | 2,293 | 496,123 | 212,470 | 2,341 | 497,454 |
| Total | 252,282 | | 664,857 | 246,550 | | 644,389 | 243,477 | | 652,502 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|-----------------|-------------|---------------|-----------------|-------------|---------------|-----------------|-------------|---------------|
| | <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 | 38,189 | 269 | 10,290 | 38,564 | 274 | 10,549 | 39,185 | 266 | 10,426 |
| Enlisted | 250,478 | 141 | 35,339 | 247,909 | 140 | 34,660 | 238,394 | 145 | 34,556 |
| Total | 288,667 | | 45,629 | 286,473 | | 45,209 | 277,579 | | 44,982 |

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

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

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</u> | | |
|--------------------|-----------------|-------------|------------------|-----------------|-------------|------------------|-----------------|-------------|------------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | | | | | | | | | |
| Average Strength | 38,189 | | | 38,564 | | | 39,185 | | |
| Participation Rate | 77 | | | 77 | | | 75 | | |
| Paid Participants | 29,549 | 12,767 | 377,253 | 29,660 | 12,972 | 384,774 | 29,396 | 13,230 | 388,925 |
| Enlisted | | | | | | | | | |
| Average Strength | 250,478 | | | 247,909 | | | 238,394 | | |
| Participation Rate | 87 | | | 85 | | | 87 | | |
| Paid Participants | 218,607 | 5,541 | 1,211,356 | 211,935 | 5,630 | 1,193,301 | 206,289 | 5,742 | 1,184,597 |
| Total | 248,156 | | 1,588,609 | 241,595 | | 1,578,075 | 235,685 | | 1,573,522 |

**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.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Officer | | | | | | | | | |
| Civil Disturbance | 89 | 246 | 22 | 180 | 250 | 45 | 169 | 255 | 43 |
| Flight Training | 143,675 | 275 | 39,647 | 171,047 | 280 | 47,960 | 165,628 | 285 | 47,363 |
| Jump Proficiency | 385 | 254 | 98 | 390 | 258 | 101 | 284 | 264 | 75 |
| Military Funeral Honors | 6,811 | 115 | 786 | 11,026 | 117 | 1,293 | 12,851 | 119 | 1,537 |
| Readiness Management | 9,534 | 272 | 2,595 | 9,304 | 276 | 2,573 | 22,305 | 282 | 6,291 |
| Training Preparation | 18,915 | 272 | 5,148 | 24,513 | 276 | 6,779 | 25,566 | 282 | 7,211 |
| Medical Mandays | 0 | 0 | 0 | 1,259 | 274 | 345 | 1,746 | 279 | 488 |
| Electronic Based Distance Learning | 620 | 169 | 105 | 0 | 0 | 0 | 0 | 0 | 0 |
| Enlisted | | | | | | | | | |
| Civil Disturbance | 1,083 | 112 | 122 | 1,355 | 114 | 155 | 1,826 | 116 | 213 |
| Flight Training | 159,008 | 135 | 21,606 | 183,277 | 138 | 25,305 | 186,542 | 140 | 26,267 |
| Jump Proficiency | 2,578 | 129 | 333 | 2,811 | 131 | 369 | 2,794 | 133 | 374 |
| Military Funeral Honors | 44,580 | 115 | 5,145 | 89,929 | 117 | 10,546 | 95,594 | 119 | 11,433 |
| Readiness Management | 49,984 | 123 | 6,152 | 71,702 | 125 | 8,967 | 69,102 | 127 | 8,814 |
| Training Preparation | 95,333 | 124 | 11,826 | 93,606 | 126 | 11,799 | 100,311 | 128 | 12,896 |
| Medical Mandays | 0 | 0 | 0 | 45,736 | 125 | 5,717 | 44,650 | 127 | 5,692 |
| Electronic Based Distance Learning | 2,403 | 177 | 427 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 534,998 | | 94,012 | 706,135 | | 121,954 | 729,368 | | 128,697 |

**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.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Officer | | | | | | | | | |
| Initial Uniform Allowance | 480 | 400 | 192 | 720 | 400 | 288 | 1,360 | 400 | 544 |
| Active Duty Allowance | 480 | 200 | 96 | 310 | 200 | 62 | 2,190 | 200 | 438 |
| Enlisted | | | | | | | | | |
| New Item(s) Issue | 74,075 | 526 | 39,020 | 32,297 | 533 | 17,217 | 31,999 | 542 | 17,365 |
| Replacement Issue | 26,071 | 483 | 12,611 | 68,174 | 489 | 33,372 | 65,241 | 498 | 32,511 |
| Total | 101,106 | | 51,919 | 101,501 | | 50,939 | 100,790 | | 50,858 |

**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 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 0 | 13 | 0 | 2,332 | 13 | 32 | 2,416 | 14 | 34 |
| Operational Reserve Force | 0 | 13 | 0 | 510 | 13 | 7 | 498 | 14 | 7 |
| Annual Training Enlisted | | | | | | | | | |
| Field Rations | 4,117,487 | 13 | 56,039 | 4,044,315 | 13 | 55,488 | 3,892,395 | 14 | 54,766 |
| Operational Reserve Force | 160,691 | 13 | 2,187 | 104,592 | 13 | 1,435 | 88,628 | 14 | 1,247 |
| Inactive Duty Training | | | | | | | | | |
| IDT Rations | 5,478,642 | 8 | 44,377 | 6,390,074 | 8 | 52,143 | 6,547,551 | 8 | 54,803 |
| Total | 9,756,820 | | 102,603 | 10,541,823 | | 109,105 | 10,531,488 | | 110,857 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 501,709 | 539,106 | 551,868 |

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 2017 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)**

| | | | | |
|--------------------------------|---|--|-------|----------------|
| FY2016 Direct Program | | | | 539,106 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | | 2,923 | |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | | 4,195 | |
| | Clothing | | 2,843 | |
| | Travel | | 785 | |
| | Retired Pay Accrual (RPA) | | 2,016 | |
| Total Increases Pricing | | | | 12,762 |
| Total Increases | | | | 12,762 |
| FY2017 Direct Program | | | | 551,868 |

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| | 29,781 | 14,210 | 423,185 | 31,457 | 14,438 | 454,197 | 31,573 | 14,726 | 464,949 |

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.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</u> | | |
|--------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Female | 4,236 | 1,820 | 7,712 | 6,412 | 1,849 | 11,860 | 6,447 | 1,883 | 12,141 |
| Male | 30,158 | 1,584 | 47,772 | 29,477 | 1,609 | 47,441 | 29,642 | 1,638 | 48,564 |
| Total | 34,394 | | 55,484 | 35,889 | | 59,301 | 36,089 | | 60,705 |

Travel, Initial Entry Training, Active Duty Training:

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| | 35,119 | 656 | 23,040 | 38,570 | 663 | 25,608 | 38,785 | 675 | 26,214 |

GRAND TOTAL Training, Pay Group F

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|----------|----------------|----------------|----------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Enlisted | 501,709 | 539,106 | 551,868 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 48,822 | 47,418 | 46,202 |

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 ships to 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)**

| | | |
|--------------------------------|---|----------------|
| FY2016 Direct Program | | 47,418 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 211 |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 634 |
| | Clothing | 103 |
| | Basic Allowance for Subsistence (BAS) | 124 |
| | Retired Pay Accrual (RPA) | 253 |
| Total Increases Pricing | | 1,325 |
| Total Increases | | 1,325 |
| | Pay and Allowance | (1,616) |
| | Retired Pay Accrual (RPA) | (480) |
| | Clothing | (271) |
| | Basic Allowance for Subsistence (BAS) | (174) |
| Total Decreases Program | | (2,541) |
| Total Decreases | | (2,541) |
| FY2017 Direct Program | | 46,202 |

**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 2015 | | | FY 2016 | | | FY 2017 | | |
|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| <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> |
| 557,970 | 74 | 41,725 | 549,066 | 75 | 41,718 | 525,229 | 77 | 40,700 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| <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> |
| 11,649 | 222 | 2,593 | 11,200 | 225 | 2,523 | 10,719 | 229 | 2,458 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| <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> |
| 582,665 | 7 | 4,504 | 407,831 | 7 | 3,177 | 380,976 | 7 | 3,044 |

GRAND TOTAL Training, Pay Group P

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|----------|----------------|----------------|----------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Enlisted | 48,822 | 47,418 | 46,202 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 359,794 | 479,036 | 546,563 |

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 ARNG schools training in FY 2017 accounts for an increased aggregate number of school training days required. Schools program experienced a \$44.8 million decrease in DMOSQ and Critical skills funding in FY 2017 to comply with the Bipartisan Budget Act of 2015. The funding is requested in the Department's FY 2017 Overseas Contingency Operations Budget request.

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

| | | |
|--------------------------------|---|----------------|
| FY2016 Direct Program | | 479,036 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 747 |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 2,740 |
| | Basic Allowance for Housing (BAH) | 7,395 |
| | Basic Allowance for Subsistence (BAS) | 842 |
| | Travel | 11,489 |
| | Retired Pay Accrual (RPA) | 2,929 |
| Total Increases Pricing | | 26,142 |
| | Pay and Allowance | 20,974 |
| | Retired Pay Accrual (RPA) | 5,583 |
| | Other Pay | 267 |
| | Travel | 8,644 |
| | Basic Allowance for Housing (BAH) | 4,921 |
| | Basic Allowance for Subsistence (BAS) | 996 |
| Total Increases Program | | 41,385 |
| Total Increases | | 67,527 |
| FY2017 Direct Program | | 546,563 |

**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 Army force generation requirements.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|
| | <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 | 3,941 | 114,297 | 352 | 40,300 | 6,507 | 188,689 | 357 | 67,496 | 6,035 | 175,023 | 365 | 63,892 |
| Enlisted | 8,235 | 255,293 | 215 | 54,893 | 12,327 | 382,149 | 218 | 83,362 | 15,607 | 483,810 | 222 | 107,701 |
| Total | 12,176 | | | 95,193 | 18,834 | | | 150,858 | 21,642 | | | 171,593 |

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 lead time to develop a fully trained pilot is up to two years, the majority of which includes an initial year of flight training. Flight training funds officer training only and does not fund enlisted flight training.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 135 | 47,071 | 311 | 14,649 | 253 | 88,022 | 316 | 27,844 | 274 | 95,483 | 321 | 30,674 |
| Enlisted | 0 | 0 | 214 | 0 | 0 | 0 | 217 | 0 | 0 | 0 | 222 | 0 |
| Total | 135 | | | 14,649 | 253 | | | 27,844 | 274 | | | 30,674 |

**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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|
| | <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 | 2,328 | 426,019 | 279 | 118,902 | 2,230 | 408,020 | 283 | 115,531 | 2,394 | 438,081 | 288 | 126,588 |
| Enlisted | 5,542 | 343,600 | 190 | 65,418 | 6,024 | 373,478 | 193 | 72,141 | 7,179 | 445,074 | 197 | 87,733 |
| Total | 7,870 | | | 184,320 | 8,254 | | | 187,672 | 9,573 | | | 214,321 |

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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 34 | 3,318 | 309 | 1,027 | 104 | 10,214 | 313 | 3,207 | 109 | 10,673 | 320 | 3,420 |
| Enlisted | 154 | 15,080 | 213 | 3,216 | 530 | 51,909 | 216 | 11,231 | 533 | 52,278 | 220 | 11,543 |
| Total | 188 | | | 4,243 | 634 | | | 14,438 | 642 | | | 14,963 |

Refresher and Proficiency Training:

Program supports all officer and enlisted basic pay allowance, travel and per diem for attendance at Special Skills/Refresher Proficiency training and functional courses to attain or maintain the required level of proficiency in a military specialty in which a member has been initially qualified.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|----------------|
| | <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 | 10,089 | 70,626 | 309 | 21,858 | 16,947 | 118,631 | 313 | 37,249 | 17,110 | 119,773 | 320 | 38,379 |
| Enlisted | 18,536 | 185,357 | 213 | 39,531 | 28,181 | 281,809 | 216 | 60,975 | 34,705 | 347,054 | 220 | 76,633 |
| Total | 28,625 | | | 61,389 | 45,128 | | | 98,224 | 51,815 | | | 115,012 |

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

GRAND TOTAL School Training

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 16,527 | 661,331 | 196,736 | 26,041 | 813,576 | 251,327 | 25,922 | 839,033 | 262,953 |
| Enlisted | 32,467 | 799,330 | 163,058 | 47,062 | 1,089,345 | 227,709 | 58,024 | 1,328,216 | 283,610 |
| Total | 48,994 | | 359,794 | 73,103 | | 479,036 | 83,946 | | 546,563 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 781,432 | 604,771 | 570,009 |

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 a 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 a 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 2017 reflects a program decrease from FY 2016. Programmatic changes resulting in a decrease in base of \$34.8 million from FY 2016 to FY 2017 affected both Command and Staff Supervision and Management Support programs with most reductions taking place in man day support for logistics training, inspections, conferences, medical and personnel boards, and Trial Defense Services. In FY 2016, a one time Congressional add was received for Homeland Defense initiative "Operation Phalanx" of \$20 million for first quarter operations, cyber protection teams of \$4.8 million, trauma training of \$3 million, and \$3.3 million to the State Partnership Program.

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

| | | |
|--------------------------------|---|-----------------|
| FY2016 Direct Program | | 604,771 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 1,478 |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 3,094 |
| | Basic Allowance for Housing (BAH) | 2,068 |
| | Basic Allowance for Subsistence (BAS) | 1,320 |
| | Travel | 1,754 |
| | Retired Pay Accrual (RPA) | 2,652 |
| Total Increases Pricing | | 12,366 |
| Total Increases | | 12,366 |
| | Pay and Allowance | (14,424) |
| | Basic Allowance for Housing (BAH) | (11,663) |
| | Basic Allowance for Subsistence (BAS) | (8,223) |
| | Retired Pay Accrual (RPA) | (7,822) |
| | Travel | (4,996) |
| Total Decreases Program | | (47,128) |
| Total Decreases | | (47,128) |
| FY2017 Direct Program | | 570,009 |

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|------------|---------|------|---------------|--------------|---------|------|---------------|------------|---------|------|---------------|
| | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount |
| Officer | 232 | 25,050 | 153 | 3,857 | 343 | 37,062 | 155 | 5,775 | 303 | 32,739 | 158 | 5,193 |
| Enlisted | 532 | 57,459 | 153 | 8,847 | 685 | 74,028 | 155 | 11,535 | 615 | 66,467 | 158 | 10,543 |
| Total | 764 | | | 12,704 | 1,028 | | | 17,310 | 918 | | | 15,736 |

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. In FY 2016, CBRNE program received a one time Congressional add of \$3 million for trauma training.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|--------------|---------|------|----------------|---------------|---------|------|----------------|---------------|---------|------|----------------|
| | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount |
| Officer | 2,700 | 156,627 | 340 | 53,316 | 2,204 | 127,859 | 345 | 44,188 | 2,183 | 126,617 | 352 | 44,645 |
| Enlisted | 6,220 | 360,754 | 210 | 75,816 | 8,830 | 512,139 | 213 | 109,275 | 8,738 | 506,803 | 217 | 110,326 |
| Total | 8,920 | | | 129,132 | 11,034 | | | 153,463 | 10,921 | | | 154,971 |

**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, conference, other special projects and other supporting command initiatives. 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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|
| | <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 | 7,500 | 74,995 | 461 | 34,605 | 7,489 | 74,894 | 467 | 35,039 | 5,353 | 53,529 | 477 | 25,541 |
| Enlisted | 49,683 | 496,833 | 218 | 108,409 | 51,584 | 515,843 | 221 | 114,125 | 40,350 | 403,501 | 225 | 91,042 |
| Total | 57,183 | | | 143,014 | 59,073 | | | 149,164 | 45,703 | | | 116,583 |

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 supported 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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 291 | 2,324 | 325 | 756 | 308 | 2,465 | 329 | 813 | 321 | 2,566 | 336 | 863 |
| Enlisted | 1,610 | 12,881 | 224 | 2,889 | 3,175 | 25,403 | 227 | 5,777 | 3,188 | 25,504 | 231 | 5,915 |
| Total | 1,901 | | | 3,645 | 3,483 | | | 6,590 | 3,509 | | | 6,778 |

**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, three territories and District of Columbia supporting Local, State and Federal Law Enforcement Agencies' domestic interdiction strategies. This funding provides support across six different mission categories: Program Management, Technical Support (Linguists, Operational/Investigative Case and Analysts, Illicit Narcotics Detection, Communications and Subsurface/Divers), General Support (Law Enforcement Agency (LEA) Domestic Cannabis Suppression/Eradication Operations and Transportation) CD-related Training of LEA/Military Personnel, Reconnaissance/Observation (Ground and Aerial) and Drug Demand Reduction (Education Programs, Awareness Programs and Support to Anti-drug Community Coalitions).

The largest Army National Guard contributions to this program are in the technical support mission and aerial recon categories. The Technical Support mission constitutes approximately one third of the NGCDP. A critical mission in this program area is the Counter Threat Finance (CTF). The CTF mission is conducted by Army National Guard members who not only support domestic law enforcement, but also support Geographic Combatant Commanders. NGCDP CTF Soldiers are eligible for rotation to the Central Command Area of Responsibility (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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 527 | 99,539 | 390 | 38,850 | 0 | 0 | 395 | 0 | 0 | 0 | 403 | 0 |
| Enlisted | 2,159 | 408,119 | 258 | 105,564 | 0 | 0 | 262 | 0 | 0 | 0 | 267 | 0 |
| Total | 2,686 | | | 144,414 | 0 | | | 0 | 0 | | | 0 |

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, Combat Training Center (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. Exercises also receives a one time Congressional add of \$3.3 million for State Partnership Programs.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|---------------|----------------|-------------|----------------|
| | <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 | 23,287 | 163,009 | 370 | 60,333 | 10,380 | 72,657 | 375 | 27,303 | 17,250 | 120,749 | 383 | 46,294 |
| Enlisted | 56,844 | 397,906 | 224 | 89,290 | 45,779 | 320,454 | 227 | 73,009 | 52,422 | 366,952 | 232 | 85,298 |
| Total | 80,131 | | | 149,623 | 56,159 | | | 100,312 | 69,672 | | | 131,592 |

**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). In FY 2016, Management Support receives a one time Congressional add of \$20 million for Homeland Defense initiative 'Operation Phalanx' for first quarter operations.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 25,671 | 128,353 | 405 | 51,983 | 15,147 | 75,735 | 410 | 31,100 | 8,772 | 43,862 | 418 | 18,369 |
| Enlisted | 34,345 | 171,727 | 248 | 42,590 | 25,906 | 129,532 | 251 | 32,572 | 10,213 | 51,063 | 256 | 13,095 |
| Total | 60,016 | | | 94,573 | 41,053 | | | 63,672 | 18,985 | | | 31,464 |

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. In FY 2016, Operational Training receives a one time Congressional add for \$4.8 million for cyber protection teams.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 8,770 | 43,852 | 358 | 15,718 | 11,553 | 57,767 | 363 | 20,989 | 9,346 | 46,729 | 370 | 17,314 |
| Enlisted | 13,695 | 68,476 | 214 | 14,675 | 13,872 | 69,362 | 217 | 15,069 | 14,541 | 72,705 | 221 | 16,107 |
| Total | 22,465 | | | 30,393 | 25,425 | | | 36,058 | 23,887 | | | 33,421 |

**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. Recruiting and retention supports 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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 1,358 | 40,753 | 305 | 12,439 | 1,404 | 42,115 | 309 | 13,033 | 1,383 | 41,485 | 315 | 13,104 |
| Enlisted | 7,349 | 220,462 | 195 | 43,173 | 7,252 | 217,548 | 198 | 43,192 | 7,194 | 215,805 | 202 | 43,735 |
| Total | 8,707 | | | 55,612 | 8,656 | | | 56,225 | 8,577 | | | 56,839 |

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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 1,186 | 11,862 | 335 | 3,975 | 1,532 | 15,320 | 339 | 5,204 | 1,546 | 15,462 | 346 | 5,356 |
| Enlisted | 9,187 | 73,499 | 195 | 14,347 | 10,595 | 84,763 | 197 | 16,773 | 10,697 | 85,579 | 201 | 17,269 |
| Total | 10,373 | | | 18,322 | 12,127 | | | 21,977 | 12,243 | | | 22,625 |

GRAND TOTAL Special Training

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|-----------------|----------------|----------------|-----------------|----------------|----------------|-----------------|----------------|----------------|
| | <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 | 71,522 | 746,364 | 275,832 | 50,360 | 505,874 | 183,444 | 46,457 | 483,738 | 176,679 |
| Enlisted | 181,624 | 2,268,116 | 505,600 | 167,678 | 1,949,072 | 421,327 | 147,958 | 1,794,379 | 393,330 |
| Total | 253,146 | | 781,432 | 218,038 | | 604,771 | 194,415 | | 570,009 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 3,645,532 | 3,652,459 | 3,632,138 |

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 (PCS) 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, 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 (Army Forces Command, Army Training and Doctrine Command, United States Northern Command, 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 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.

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

| | | | |
|--------------------------------|---|----------|------------------|
| FY2016 Direct Program | | | 3,652,459 |
| | FY 2016 Pay and Allowance (1.3% Annual Pay Raise) | 14,586 | |
| | Basic Allowance for Subsistence (BAS) | 2,859 | |
| | Basic Allowance for Housing (BAH) | 25,270 | |
| | Travel | 1,020 | |
| | Cost of Living Allowance (COLA) | 349 | |
| | Disability and Hospitalization | 5,868 | |
| | FY 2017 Pay and Allowance (1.6% Annual Pay Raise) | 43,753 | |
| Total Increases Pricing | | | 93,705 |
| | Cost of Living Allowance (COLA) | 175 | |
| | \$30,000 Lump Sum Bonus | 77 | |
| Total Increases Program | | | 252 |
| Total Increases | | | 93,957 |
| | Retired Pay Accrual (RPA) | (18,425) | |
| | Selected Reserve Incentive Program (SRIP) | (5,337) | |
| Total Decreases Pricing | | | (23,762) |
| | Pay and Allowance | (37,070) | |
| | Retired Pay Accrual (RPA) | (13,925) | |
| | Basic Allowance for Subsistence (BAS) | (2,754) | |
| | Basic Allowance for Housing (BAH) | (14,701) | |
| | Travel | (9,335) | |
| | Disability and Hospitalization | (9,284) | |
| | Selected Reserve Incentive Program (SRIP) | (3,447) | |
| Total Decreases Program | | | (90,516) |
| Total Decreases | | | (114,278) |
| FY2017 Direct Program | | | 3,632,138 |

**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:

Funding provides basic pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Retired Pay Accrual (RPA), separation pay, special pay (i.e. flight pay, airborne pay, etc.), and clothing allowance. AGR Pay and Allowances are determined from AGR Average End Strength. Additionally, AGR Pay and Allowances provides funding for approximately 46 United States Property and Fiscal Officers (USPFO) as per U.S. Code, Title 32, Section 708. These officers are not included in the AGR Average End Strength.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|-----------------|-------------|------------------|-----------------|-------------|------------------|-----------------|-------------|------------------|
| | <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 | 7,057 | 155,840 | 1,099,765 | 6,885 | 154,098 | 1,060,967 | 6,583 | 156,897 | 1,032,853 |
| Enlisted | 24,013 | 92,639 | 2,224,539 | 23,733 | 96,364 | 2,287,011 | 23,921 | 96,765 | 2,314,718 |
| Total | 31,070 | | 3,324,304 | 30,618 | | 3,347,978 | 30,504 | | 3,347,571 |

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 2016 is decreased due to a significant decline in mobilization and deployments. No funds are requested in FY 2017 as the ARNG will not need backfills due to the minimal number of planned deployments.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 37 | 155,840 | 5,696 | 0 | 154,098 | 0 | 0 | 156,897 | 0 |
| Enlisted | 140 | 92,940 | 13,011 | 0 | 96,364 | 0 | 0 | 96,765 | 0 |
| Total | 177 | | 18,707 | 0 | | 0 | 0 | | 0 |

**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 2015* | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 32 | 6,371 | 201 | 929 | 6,447 | 5,990 | 911 | 6,563 | 5,979 |
| Enlisted | 211 | 3,893 | 820 | 3,390 | 3,940 | 13,359 | 3,464 | 4,011 | 13,894 |
| Total | 243 | | 1,021 | 4,319 | | 19,349 | 4,375 | | 19,873 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,402 | 16,705 | 23,417 | 1,212 | 16,906 | 20,495 | 915 | 17,210 | 15,742 |
| Enlisted | 2,464 | 15,929 | 39,258 | 2,242 | 16,120 | 36,137 | 1,985 | 16,411 | 32,575 |
| Total | 3,866 | | 62,675 | 3,454 | | 56,632 | 2,900 | | 48,317 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 30 | 30,000 | 895 | 64 | 30,000 | 1,930 | 65 | 30,000 | 1,950 |
| Enlisted | 163 | 30,000 | 4,877 | 183 | 30,000 | 5,493 | 185 | 30,000 | 5,550 |
| Total | 193 | | 5,772 | 247 | | 7,423 | 250 | | 7,500 |

*COLA pay for FY 2015 accounted for in the AGR Pay and Allowances line.

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

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 |
| Total | 0 | | 0 | 11 | | 1,100 | 11 | | 1,100 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 108 | 13,615 | 1,475 | 271 | 13,782 | 3,737 | 171 | 13,992 | 2,392 |
| Enlisted | 1,671 | 15,123 | 25,273 | 1,332 | 15,308 | 20,377 | 1,178 | 15,541 | 18,306 |
| Total | 1,779 | | 26,748 | 1,603 | | 24,114 | 1,349 | | 20,698 |

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

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.

Officer Programs

Programs include the Officer Affiliation/Accession Bonus, Specialized Training Assistance, Health Professionals Loan Repayment, Officer Loan Repayment, and Health Professional Officer Recruiting. The 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. The policy allows a three and a six year bonus with initial upfront payments versus the anniversary payments.

Enlisted Programs

Programs include the Student Loan Repayment Program (SLRP) paid annually, MOS Conversion bonus lump sum payment, and Enlistment bonus, Enlisted Affiliation bonus, and Reenlistment bonus paid in initial and anniversary payments. The Programs are routinely adjusted based on requirements.

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

| | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| | <u>Number</u> | <u>Amount</u> | <u>Number</u> | <u>Amount</u> | <u>Number</u> | <u>Amount</u> |
| Officer | | | | | | |
| Officer Affiliation/Accession Bonus | 236 | 2,280 | 292 | 2,715 | 1,066 | 3,744 |
| Specialized Training Assistance | 163 | 5,762 | 137 | 5,437 | 130 | 5,199 |
| Health Professionals Loan Repayment | 441 | 13,577 | 376 | 6,960 | 319 | 10,200 |
| Officer Loan Repayment Program | 88 | 647 | 86 | 567 | 86 | 573 |
| Health Professional Officer Recruiting | 730 | 19,525 | 684 | 18,484 | 764 | 15,283 |
| Total Officer | 1,658 | 41,791 | 1,575 | 34,163 | 2,365 | 34,999 |
| Enlisted | | | | | | |
| 3 yr Reenlistment Bonus | | | | | | |
| Initial | 4,109 | 22,208 | 3,966 | 18,635 | 3,577 | 17,885 |
| Anniversary | 122 | 136 | 0 | 0 | 0 | 0 |
| Total | 4,231 | 22,344 | 3,966 | 18,635 | 3,577 | 17,885 |
| 6 yr Reenlistment Bonus | | | | | | |
| Initial | 9,710 | 46,354 | 9,529 | 48,024 | 9,076 | 44,552 |
| Anniversary | 1,086 | 5,220 | 1,748 | 8,416 | 1,868 | 4,806 |
| Total | 10,796 | 51,574 | 11,277 | 56,440 | 10,944 | 49,358 |
| Enl Affiliation Bonus | | | | | | |
| Initial | 2,187 | 11,500 | 1,669 | 7,770 | 1,199 | 7,796 |
| Anniversary | 8 | 40 | 0 | 0 | 5 | 18 |
| Total | 2,195 | 11,540 | 1,669 | 7,770 | 1,204 | 7,814 |
| Enlisted Other | | | | | | |
| Student Loan Repayment | 18,612 | 42,510 | 17,691 | 37,165 | 15,757 | 30,492 |
| MOS Conversion Bonus | 5 | 32 | 90 | 356 | 90 | 360 |
| Total | 18,617 | 42,542 | 17,781 | 37,521 | 15,847 | 30,852 |
| Enlistment Bonus | | | | | | |
| Initial | 4,659 | 21,772 | 6,560 | 29,452 | 6,774 | 30,139 |
| Anniversary | 7,009 | 14,742 | 7,463 | 11,882 | 10,068 | 16,032 |
| Total | 11,668 | 36,514 | 14,023 | 41,334 | 16,842 | 46,171 |
| Total Enlisted | 47,507 | 164,514 | 48,716 | 161,700 | 48,414 | 152,080 |
| Total | 49,165 | 206,305 | 50,291 | 195,863 | 50,779 | 187,079 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 19,282 | 19,866 | 2,496 |

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 a 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)**

| | | | |
|--------------------------------|----------------------|----------|-----------------|
| FY2016 Direct Program | | | 19,866 |
| | Chapter 1606, Basic | (930) | |
| | Chapter 1606, Kicker | (2,801) | |
| | Chapter 1607 | (1,431) | |
| Total Decreases Pricing | | | (5,162) |
| | Chapter 1606, Kicker | (12,208) | |
| Total Decreases Program | | | (12,208) |
| Total Decreases | | | (17,370) |
| FY2017 Direct Program | | | 2,496 |

**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". The number reflects estimates of eligible expected to meet the initial eligibility requirement for an enlistment, reenlistment, or extension for six years.

| | FY 2015* | | | FY 2016 | | | FY 2017* | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,891 | 0 | 0 | 2,112 | 122 | 62 | 2,112 | 0 | 0 |
| Enlisted | 41,286 | 0 | 0 | 42,689 | 122 | 868 | 42,689 | 0 | 0 |
| Total | 43,177 | | 0 | 44,801 | | 930 | 44,801 | | 0 |

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 2015** | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 923 | 0 | 0 | 841 | 0 | 0 | 654 | 0 |
| \$200 Kicker | 0 | 1,735 | 0 | 143 | 1,571 | 224 | 31 | 1,261 | 39 |
| \$350 Kicker | 730 | 3,803 | 2,775 | 264 | 3,845 | 1,016 | 78 | 3,392 | 265 |
| Enlisted | | | | | | | | | |
| \$200 Kicker | 9,514 | 1,735 | 16,507 | 5,775 | 1,571 | 9,073 | 935 | 1,261 | 1,179 |
| \$350 Kicker | 0 | 3,803 | 0 | 1,870 | 3,845 | 7,192 | 299 | 3,392 | 1,013 |
| Total | 10,244 | | 19,282 | 8,052 | | 17,505 | 1,343 | | 2,496 |

*The Board of Actuaries, Special Gov't Employees (SGEs) under the Federal Advisory Committee Act (FACA), created by statute (Title 10, Sec 183), determined the Army National Guard did not need to contribute to the MGIB education trust fund in FY 2015 and FY 2017.

**Number reflects Soldiers who have been paid by Kicker, Chapter 1606.

**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).

| | <u>FY 2015*</u> | | | <u>FY 2016</u> | | | <u>FY 2017**</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> |
| Officer | | | | | | | | | |
| 90-364 days Mobilization | 0 | 0 | 0 | 95 | 1,174 | 112 | 0 | 0 | 0 |
| 365-729 days Mobilization | 0 | 0 | 0 | 390 | 1,192 | 465 | 0 | 0 | 0 |
| 730 plus days Mobilization | 0 | 0 | 0 | 21 | 823 | 17 | 0 | 0 | 0 |
| Enlisted | | | | | | | | | |
| 90-364 days Mobilization | 0 | 0 | 0 | 286 | 1,174 | 336 | 0 | 0 | 0 |
| 365-729 days Mobilization | 0 | 0 | 0 | 387 | 1,192 | 461 | 0 | 0 | 0 |
| 730 plus days Mobilization | 0 | 0 | 0 | 49 | 823 | 40 | 0 | 0 | 0 |
| Total | 0 | | 0 | 1,228 | | 1,431 | 0 | | 0 |

GRAND TOTAL Education Benefits

| | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|--------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> |
| Officer | 2,621 | 2,775 | 3,025 | 1,896 | 2,221 | 304 |
| Enlisted | 50,800 | 16,507 | 51,056 | 17,970 | 45,157 | 2,192 |
| Total | 53,421 | 19,282 | 54,081 | 19,866 | 47,378 | 2,496 |

*The Board of Actuaries, Special Gov't Employees (SGEs) under the Federal Advisory Committee Act (FACA), created by statute (Title 10, Sec 183), determined the Army National Guard did not need to contribute to the MGIB education trust fund in FY 2015.

**The Board of Actuaries, Special Gov't Employees (SGEs) under the Federal Advisory Committee Act (FACA), created by statute (Title 10, Sec 183), does not offer Chapter 1607 after FY 2016.

SECTION 5
SPECIAL ANALYSIS

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

| | <u>2015</u> | <u>2016</u> | <u>2017</u> |
|-------------------------------|---------------|---------------|---------------|
| Officer | | | |
| Basic Pay | 7,024 | 7,704 | 7,926 |
| Other Pay and Allowances | 4,135 | 4,500 | 4,553 |
| Travel | 500 | 534 | 547 |
| Total | <u>11,659</u> | <u>12,738</u> | <u>13,026</u> |
| Enlisted | | | |
| Basic Pay | 9,289 | 10,666 | 10,823 |
| Other Pay and Allowances | 3,797 | 4,244 | 4,282 |
| Travel | 577 | 602 | 642 |
| Total | <u>13,663</u> | <u>15,512</u> | <u>15,747</u> |
| Officer & Enlisted | | | |
| Retired Pay Accrual | <u>3,238</u> | <u>4,229</u> | <u>4,291</u> |
| Total Program | 28,560 | 32,479 | 33,064 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

ENLISTMENT BONUS

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 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 7,009 | 14,742 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 4,659 | 21,772 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 7,463 | 11,882 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 6,560 | 29,452 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 10,068 | 16,032 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 6,774 | 30,139 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 15,894 | 25,362 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 5,314 | 30,087 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 18,433 | 29,444 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 4,290 | 28,004 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 18,325 | 29,285 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 4,310 | 27,978 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 18,350 | 29,314 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | 4,330 28,052 |
| Initial Payments | 4,659 | 21,772 | 6,560 | 29,452 | 6,774 | 30,139 | 5,314 | 30,087 | 4,290 | 28,004 | 4,310 | 27,978 | 4,330 | 28,052 |
| Anniversary Payments | 7,009 | 14,742 | 7,463 | 11,882 | 10,068 | 16,032 | 15,894 | 25,362 | 18,433 | 29,444 | 18,325 | 29,285 | 18,350 | 29,314 |
| Total | 11,668 | 36,514 | 14,023 | 41,334 | 16,842 | 46,171 | 21,208 | 55,449 | 22,723 | 57,448 | 22,635 | 57,263 | 22,680 | 57,366 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|--------------|---------------|--------------|--------------|--------------|--------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 8 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 2,187 | 11,500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 1,669 | 7,770 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 5 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 1,199 | 7,796 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 122 | 440 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 462 | 6,001 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 1,042 | 3,750 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 462 | 6,000 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 1,042 | 3,750 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 462 | 6,000 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 923 | 3,322 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 462 | 6,000 |
| Initial Payments | 2,187 | 11,500 | 1,669 | 7,770 | 1,199 | 7,796 | 462 | 6,001 | 462 | 6,000 | 462 | 6,000 | 462 | 6,000 |
| Anniversary Payments | 8 | 40 | 0 | 0 | 5 | 18 | 122 | 440 | 1,042 | 3,750 | 1,042 | 3,750 | 923 | 3,322 |
| Total | 2,195 | 11,540 | 1,669 | 7,770 | 1,204 | 7,814 | 584 | 6,441 | 1,504 | 9,750 | 1,504 | 9,750 | 1,385 | 9,322 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 122 | 136 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 4,109 | 22,208 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 3,966 | 18,635 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 3,577 | 17,885 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 3,177 | 17,885 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 3,177 | 17,885 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 3,177 | 17,885 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | 3,177 17,885 |
| Initial Payments | 4,109 | 22,208 | 3,966 | 18,635 | 3,577 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 |
| Anniversary Payments | 122 | 136 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4,231 | 22,344 | 3,966 | 18,635 | 3,577 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 | 3,177 | 17,885 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 1,086 | 5,220 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 9,710 | 46,354 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 1,748 | 8,416 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 9,529 | 48,024 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 1,868 | 4,806 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 9,076 | 44,552 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 9,818 | 29,439 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 8,374 | 43,755 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 13,619 | 44,013 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 8,463 | 44,180 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 13,449 | 39,742 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 8,478 | 44,252 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 12,571 | 39,825 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 8,598 | 44,828 |
| Initial Payments | 9,710 | 46,354 | 9,529 | 48,024 | 9,076 | 44,552 | 8,374 | 43,755 | 8,463 | 44,180 | 8,478 | 44,252 | 8,598 | 44,828 |
| Anniversary Payments | 1,086 | 5,220 | 1,748 | 8,416 | 1,868 | 4,806 | 9,818 | 29,439 | 13,619 | 44,013 | 13,449 | 39,742 | 12,571 | 39,825 |
| Total | 10,796 | 51,574 | 11,277 | 56,440 | 10,944 | 49,358 | 18,192 | 73,194 | 22,082 | 88,193 | 21,927 | 83,994 | 21,169 | 84,653 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 231 | 2,250 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 255 | 2,632 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 176 | 1,744 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 176 | 1,744 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 167 | 1,665 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 167 | 1,665 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 167 | 1,665 |
| Initial Payments | 231 | 2,250 | 255 | 2,632 | 176 | 1,744 | 176 | 1,744 | 167 | 1,665 | 167 | 1,665 | 167 | 1,665 |
| Total | 231 | 2,250 | 255 | 2,632 | 176 | 1,744 | 176 | 1,744 | 167 | 1,665 | 167 | 1,665 | 167 | 1,665 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

STUDENT LOAN REPAYMENT

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 18,612 | 42,510 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 17,691 | 37,165 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 15,757 | 30,492 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 13,564 | 28,606 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 13,336 | 29,412 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 13,506 | 30,678 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 13,506 | 31,194 |
| Initial Payments | 18,612 | 42,510 | 17,691 | 37,165 | 15,757 | 30,492 | 13,564 | 28,606 | 13,336 | 29,412 | 13,506 | 30,678 | 13,506 | 31,194 |
| Total | 18,612 | 42,510 | 17,691 | 37,165 | 15,757 | 30,492 | 13,564 | 28,606 | 13,336 | 29,412 | 13,506 | 30,678 | 13,506 | 31,194 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

SPECIALIZED TRAINING ASSISTANCE PROGRAM

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 163 | 5,762 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 137 | 5,437 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 130 | 5,199 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 127 | 5,270 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 127 | 5,344 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 127 | 5,431 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 127 | 5,543 |
| Initial Payments | 163 | 5,762 | 137 | 5,437 | 130 | 5,199 | 127 | 5,270 | 127 | 5,344 | 127 | 5,431 | 127 | 5,543 |
| Total | 163 | 5,762 | 137 | 5,437 | 130 | 5,199 | 127 | 5,270 | 127 | 5,344 | 127 | 5,431 | 127 | 5,543 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

HEALTH PROFESSIONAL LOAN PROGRAM

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.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|------------|---------------|------------|--------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 441 | 13,577 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 376 | 6,960 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 319 | 10,200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 321 | 11,458 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 281 | 10,200 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 275 | 10,200 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 275 | 10,200 |
| Initial Payments | 441 | 13,577 | 376 | 6,960 | 319 | 10,200 | 321 | 11,458 | 281 | 10,200 | 275 | 10,200 | 275 | 10,200 |
| Total | 441 | 13,577 | 376 | 6,960 | 319 | 10,200 | 321 | 11,458 | 281 | 10,200 | 275 | 10,200 | 275 | 10,200 |

**NATIONAL GUARD PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

HEALTH PROFESSIONAL MEDICAL OFFICER RETENTION BONUS

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 sign a contract for one, two or three years of affiliation with the Army National Guard.

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 730 | 19,525 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 684 | 18,484 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 764 | 15,283 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 789 | 18,143 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 667 | 15,168 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 616 | 11,858 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 616 | 12,721 |
| Initial Payments | 730 | 19,525 | 684 | 18,484 | 764 | 15,283 | 789 | 18,143 | 667 | 15,168 | 616 | 11,858 | 616 | 12,721 |
| Total | 730 | 19,525 | 684 | 18,484 | 764 | 15,283 | 789 | 18,143 | 667 | 15,168 | 616 | 11,858 | 616 | 12,721 |

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

| | FY 2015 | | | | | | |
|---------------------------|-------------------------|-------------------------|---------------|---------------------------------|-----------------------------|-----------------|---------------|
| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 37 | 205 | 242 | 0 | 0 | 82 | 324 |
| RECRUITING/RETENTION | 286 | 3,820 | 4,106 | 51 | 0 | 0 | 4,157 |
| SUBTOTAL | 323 | 4,025 | 4,348 | 51 | 0 | 82 | 4,481 |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 3,917 | 16,926 | 20,843 | 5,510 | 0 | 0 | 26,353 |
| UNIT SUPPORT | 931 | 1,304 | 2,235 | 21,926 | 0 | 0 | 24,161 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 4,848 | 18,230 | 23,078 | 27,436 | 0 | 0 | 50,514 |
| TRAINING | | | | | | | |
| 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 |
| SUBTOTAL | 1,138 | 555 | 1,693 | 0 | 0 | 0 | 1,693 |
| HEADQUARTERS | | | | | | | |
| 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 | 112 | 817 | 2,285 |
| 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 |
| SUBTOTAL | 645 | 769 | 1,414 | 0 | 112 | 817 | 2,343 |
| TOTAL END STRENGTH | 6,954 | 23,579 | 30,533 | 27,487 | 112 | 899 | 59,031 |

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

FY 2016

| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
|---------------------------|-----------------|-----------------|---------------|-------------------------|---------------------|--------------|---------------|
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 35 | 202 | 237 | 0 | 0 | 82 | 319 |
| RECRUITING/RETENTION | 274 | 3,772 | 4,046 | 51 | 0 | 0 | 4,097 |
| SUBTOTAL | 309 | 3,974 | 4,283 | 51 | 0 | 82 | 4,416 |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 3,844 | 17,451 | 21,295 | 5,582 | 0 | 0 | 26,877 |
| UNIT SUPPORT | 891 | 1,287 | 2,178 | 22,066 | 0 | 0 | 24,244 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 4,735 | 18,738 | 23,473 | 27,648 | 0 | 0 | 51,121 |
| TRAINING | | | | | | | |
| 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 |
| SUBTOTAL | 1,089 | 548 | 1,637 | 0 | 0 | 0 | 1,637 |
| HEADQUARTERS | | | | | | | |
| 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 | 110 | 989 | 2,420 |
| 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 |
| SUBTOTAL | 618 | 759 | 1,377 | 0 | 110 | 989 | 2,476 |
| TOTAL END STRENGTH | 6,751 | 24,019 | 30,770 | 27,699 | 110 | 1,071 | 59,650 |

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

FY 2017

| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
|---------------------------|-------------------------|-------------------------|---------------|---------------------------------|-----------------------------|-----------------|---------------|
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 34 | 201 | 235 | 0 | 0 | 82 | 317 |
| RECRUITING/RETENTION | 261 | 3,748 | 4,009 | 51 | 0 | 0 | 4,060 |
| SUBTOTAL | 295 | 3,949 | 4,244 | 51 | 0 | 82 | 4,377 |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 3,604 | 17,276 | 20,880 | 5,485 | 0 | 0 | 26,365 |
| UNIT SUPPORT | 832 | 1,274 | 2,106 | 21,571 | 0 | 0 | 23,677 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 4,436 | 18,550 | 22,986 | 27,056 | 0 | 0 | 50,042 |
| TRAINING | | | | | | | |
| RC NON-UNIT INSTITUTIONS | 609 | 344 | 953 | 0 | 0 | 0 | 953 |
| RC SCHOOLS | 335 | 203 | 538 | 0 | 0 | 0 | 538 |
| ROTC | 108 | 0 | 108 | 0 | 0 | 0 | 108 |
| SUBTOTAL | 1,052 | 547 | 1,599 | 0 | 0 | 0 | 1,599 |
| HEADQUARTERS | | | | | | | |
| SERVICE HQS | 26 | 0 | 26 | 0 | 0 | 0 | 26 |
| AC HQS | 14 | 0 | 14 | 0 | 0 | 0 | 14 |
| AC INSTAL/ACTIVITIES | 516 | 755 | 1,271 | 0 | 107 | 939 | 2,317 |
| 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 |
| SUBTOTAL | 571 | 755 | 1,326 | 0 | 107 | 939 | 2,372 |
| TOTAL END STRENGTH | 6,354 | 23,801 | 30,155 | 27,107 | 107 | 1,021 | 58,390 |