

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2018 President's Budget Submission



**NATIONAL GUARD PERSONNEL, ARMY
JUSTIFICATION BOOK
MAY 2017**

The estimated cost of this report or study for the Department of Defense is approximately \$44,000 for the 2017 Fiscal Year. This includes \$93 in expenses and \$43,907 in DoD labor.

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Reserve Component Training and Support Direct Program	8,010,263	8,013,221	8,379,376
FY 2017 CR Adjustment*	-	(33,370)	-
Reimbursable Program	37,734	38,489	50,000
OCO Funding	142,366	-	-
Subtotal NGPA	<u>8,190,363</u>	<u>8,018,340</u>	<u>8,429,376</u>
Medicare-Ret Contrib, AG Army	629,824	654,412	721,021
TOTAL PROGRAM COST	<u>8,820,187</u>	<u>8,672,752</u>	<u>9,150,397</u>

* A full-year appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-424). FY 2017 column includes amounts requested in PB 2017 Base and FY 2017 Request for Additional Appropriations.

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

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
<u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u>			
DIRECT PROGRAM	8,010,263	8,013,221	8,379,376
FY 2017 CR ADJUSTMENT*	0	-33,370	0
REIMBURSABLE PROGRAM	37,734	38,489	50,000
OCO AND OTHER SUPPLEMENTAL FUNDING	142,366	196,472	184,589
TOTAL NATIONAL GUARD PERSONNEL, ARMY	8,190,363	8,214,812	8,613,965
MEDICARE-RET CONTRIB, AG ARMY	629,824	654,412	721,021
TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST	8,820,187	8,869,224	9,334,986
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION	827,448	949,720	1,439,236
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	172,845	146,720	130,286
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,000,293	1,096,440	1,569,522
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	9,820,480	9,965,664	10,904,508

* A full-year appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-424). FY 2017 column includes amounts requested in PB 2017 Base and FY 2017 Request for Additional Appropriations.

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

Appropriation Summary

<u>FY 2017 Estimated</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2018 Estimate</u>
8,013,221	168,946	197,209	8,379,376

Program Adjustment Highlights in FY 2018

The National Guard Personnel, Army budget request increases by \$366.2 million from Fiscal Year (FY) 2017 to FY 2018. The increase in budget is split between price and program changes. The Army National Guard (ARNG) experiences programmatic changes throughout its appropriation to support end strength sustainment and increased training requirements. Maintaining balance is essential to ensuring that the ARNG is able to meet the emerging demands of the nation both at home and abroad.

The ARNG maintains an end strength of 343,000, including Active Guard Reserve (AGR) full time support requested authorizations of 30,155.

Pay Group A reflects projected participation in Annual Training and Inactive Duty Training which is budgeted consistent with FY 2017 projected participation rates. An overall increase of \$29.7 million is primarily due to inflation, cost of living adjustments, and a Headquarters, Department of the Army (HQDA) led change to training requirements used to build unit readiness. No less than 75 percent of leadership and 80 percent of the unit must be present at collective training events to be considered properly trained and allowed to report trained and ready.

Pay Group F increases by \$30.2 million due to an additional 1,500 seats for non-prior service Initial Entry Training. Pay Group P increases by \$2.7 million due to an increase of 1,000 accessions in order to maintain Army National Guard end strength.

Schools Training increases by \$58.4 million due to increased training support for resiliency program, which supports suicide prevention, and new certification requirements for instructors that conduct functional training.

Special Training increases by \$62.6 million due to ARNG participation in Combat Training Center (CTC) rotations increasing from two to four in FY 2018 and new training requirements for civil support teams as part of enhanced cyber deployment techniques.

Administration and Support, AGR program increases by \$77.3 million due to inflation, cost of living adjustments, and increases in bonus and benefit costs per payment and number of payments. \$3 million in bonus funding has been set aside to cover refunds being generated by the California bonus review.

The budget request includes requirements for the Blended Retirement Program. These requirements consist of Thrift Savings Plan contributions and continuation pay.

Education Benefits increases by \$72.8 million to fully fund all eligible Soldiers for Basic Educational Assistance, Chapter 1606 and an increase to the Enlisted Kicker from \$200 to \$350.

Price increases in this budget support a pay raise of 2.1 percent for FY 2018 and account 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 2018 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 four 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. The Army National Guard budget supports a sustained end-strength of 343,000 in FY 2018. As the Army National Guard sustains end strength, efforts will remain focused on recruiting, and retaining the force. Active Guard and Reserve (AGR) authorizations remain constant at 30,155.

	End Strength	
<u>FY 2016 Actual</u>	<u>FY 2017 Estimate</u>	<u>FY 2018 Estimate</u>
341,589	343,000	343,000

Active Guard and Reserve Full-Time Support

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

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. To minimize the operational impact created by mobilizing AGR members, the ARNG authorizes a one-to-three ratio to hire temporary backfills for those vacated positions.

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 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Average Strength	347,431	342,002	341,911
End Strength	341,589	343,000	343,000
Authorized Strength	342,000	343,000	

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 2018 is 343,000.

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 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Recruiting: Accession Goals	45,810	52,127	52,306
Retention: Reenlistment Goals	35,626	34,283	37,626
Attrition: Attrition Goals	20%	16%	16%

SECTION 3
SUMMARY TABLES

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

OFFICER

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Beginning Strength	45,705	45,528	45,603
Gains:			
Males (NPS)	217	247	252
Females (NPS)	57	62	63
Civilian Life	231	151	167
Active Component	207	186	194
Enlisted Commissioning Program	2,944	3,489	3,548
Other Reserve Status/Component	154	176	179
All Other	0	0	0
Total Gains	3,810	4,311	4,403
Losses:			
Civilian Life	1,335	1,253	1,194
Active Component	51	55	60
Retired Reserves	1,126	1,142	1,115
Other Reserve Status/Component	570	695	582
All Other	905	1,091	1,056
Total Losses	3,987	4,236	4,007
End Strength	45,528	45,603	45,999

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

ENLISTED

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Beginning Strength	304,318	296,061	297,397
Gains:			
Males (NPS)	27,125	31,041	31,110
Females (NPS)	5,902	7,760	7,778
Civilian Life	4,408	4,487	4,455
Other Reserve Status/Component	4,252	4,227	4,259
All Other	313	301	301
Total Gains	<u>42,000</u>	<u>47,816</u>	<u>47,903</u>
Losses:			
Other Attrition	25,731	27,517	28,467
Expiration of Selected Reserve Service	16,357	10,449	11,198
Active Component	1,153	1,243	1,314
To Officer Status	2,944	3,489	3,548
Retired Reserves	3,176	2,816	2,802
Other Reserve Status/Component	896	966	970
Losses to Civilian Life	0	0	0
Total Losses	<u>50,257</u>	<u>46,480</u>	<u>48,299</u>
End Strength	296,061	297,397	297,001

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2016</u>			<u>FY 2017</u>		<u>FY 2018</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	38,751	38,337	38,636	38,373	38,950	38,445	39,022
Enlisted	48	15	252,529	251,307	250,347	248,523	248,073	246,849	248,813
Subtotal			291,280	289,644	288,983	286,896	287,023	285,294	287,835
Pay Group F									
Enlisted		122	14,634	13,559	13,808	13,602	14,996	13,212	14,164
Pay Group P									
Enlisted	31		13,576	14,014	8,897	11,420	10,826	13,158	10,846
Subtotal			319,490	317,217	311,688	311,918	312,845	311,664	312,845
Drill/Indiv Tng			319,490	317,217	311,688	311,918	312,845	311,664	312,845
AGR (Full-time)									
Officer			6,954	6,953	6,892	6,747	6,653	6,851	6,977
Enlisted			23,579	23,261	23,009	23,337	23,502	23,396	23,178
Subtotal			30,533	30,214	29,901	30,084	30,155	30,247	30,155
SELRES									
Officer			45,705	45,290	45,528	45,120	45,603	45,296	45,999
Enlisted			304,318	302,141	296,061	296,882	297,397	296,615	297,001
Subtotal			350,023	347,431	341,589	342,002	343,000	341,911	343,000

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

	<u>FY 2016</u>			<u>FY 2017</u>		<u>FY 2018</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	412	410	407	418	412	426	423
O5 LT COLONEL	1,268	1,252	1,241	1,268	1,250	1,295	1,239
O4 MAJOR	2,180	2,031	2,013	2,140	2,110	2,186	2,291
O3 CAPTAIN	1,538	1,359	1,347	1,285	1,267	1,272	1,410
O2 1ST LIEUTENANT	120	175	173	119	117	121	117
O1 2ND LIEUTENANT	44	77	76	35	35	36	35
Total Commissioned Officers	5,562	5,304	5,257	5,265	5,191	5,336	5,515
Warrant Officers							
W5 WARRANT OFF (W-5)	130	160	159	134	132	137	132
W4 WARRANT OFF (W-4)	365	424	420	406	400	414	400
W3 WARRANT OFF (W-3)	450	586	581	479	472	489	472
W2 WARRANT OFF (W-2)	368	375	372	416	410	425	410
W1 WARRANT OFF (W-1)	79	104	103	47	48	50	48
Total Warrant Officers	1,392	1,649	1,635	1,482	1,462	1,515	1,462
Total Officer	6,954	6,953	6,892	6,747	6,653	6,851	6,977
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	745	735	727	732	737	732	737
E8 1ST SGT/MASTER SGT	2,380	2,262	2,237	2,391	2,408	2,393	2,408
E7 PLATOON SGT/SFC	8,170	8,215	8,126	8,362	8,421	8,408	8,278
E6 STAFF SGT	8,931	8,807	8,712	8,677	8,738	8,684	8,557
E5 SERGEANT	3,140	2,982	2,950	2,978	2,999	2,981	2,999
E4 CPL/SPECIALIST	210	258	255	197	199	198	199
E3 PRIVATE 1ST CLASS	3	2	2	0	0	0	0
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
Total Enlisted Personnel	23,579	23,261	23,009	23,337	23,502	23,396	23,178
Total Personnel on Active Duty	30,533	30,214	29,901	30,084	30,155	30,247	30,155

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

ACTUAL FY 2016

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	38,751	252,529	291,280	14,634	13,576	319,490	6,954	23,579	30,533	350,023
OCT	38,721	251,663	290,384	14,191	13,351	317,926	6,949	23,499	30,448	348,374
NOV	38,530	252,466	290,996	13,854	13,374	318,224	6,964	23,439	30,403	348,627
DEC	38,433	253,268	291,701	11,297	15,387	318,385	6,962	23,351	30,313	348,698
JAN	38,303	252,253	290,556	12,873	14,983	318,412	6,966	23,311	30,277	348,689
FEB	38,257	251,990	290,247	12,863	15,228	318,338	6,962	23,321	30,283	348,621
MAR	38,117	251,140	289,257	11,833	17,077	318,167	6,975	23,321	30,296	348,463
APR	38,024	251,342	289,366	11,946	16,692	318,004	6,999	23,285	30,284	348,288
MAY	38,006	251,300	289,306	11,560	16,402	317,268	6,989	23,190	30,179	347,447
JUN	38,198	249,770	287,968	15,460	13,029	316,457	6,936	23,085	30,021	346,478
JUL	38,373	248,562	286,935	17,234	11,548	315,717	6,915	23,047	29,962	345,679
AUG	38,388	250,497	288,885	15,071	9,863	313,819	6,896	22,994	29,890	343,709
SEP	38,636	250,347	288,983	13,808	8,897	311,688	6,892	23,009	29,901	341,589
Average	38,337	251,307	289,644	13,559	14,014	317,217	6,953	23,261	30,214	347,431

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

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
15	205	220	1. Combat (28%)
17	220	237	2. Combat Support (30%)
21	278	299	3. Combat Service Support (38%)
2	29	31	4. HQ Staff (4%)
<hr/> 55	<hr/> 732	<hr/> 787	

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**

ESTIMATE FY 2017

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	38,636	250,347	288,983	13,808	8,897	311,688	6,892	23,009	29,901	341,589
OCT	38,664	250,789	289,453	13,136	8,988	311,577	6,885	22,999	29,884	341,461
NOV	38,602	251,223	289,825	12,284	9,579	311,688	6,882	22,980	29,862	341,550
DEC	38,550	251,401	289,951	9,906	11,793	311,650	6,919	22,997	29,916	341,566
JAN	38,424	250,097	288,521	11,481	11,675	311,677	6,880	22,908	29,788	341,465
FEB	38,362	249,613	287,975	10,349	13,405	311,729	6,890	22,848	29,738	341,467
MAR	38,268	249,172	287,440	8,771	15,825	312,036	6,925	22,877	29,802	341,838
APR	38,078	248,002	286,080	13,437	13,037	312,554	6,701	23,430	30,131	342,685
MAY	38,004	246,011	284,015	16,178	12,129	312,322	6,515	23,951	30,466	342,788
JUN	38,095	245,514	283,609	17,858	10,811	312,278	6,490	24,190	30,680	342,958
JUL	38,143	245,171	283,314	18,721	10,013	312,048	6,508	23,892	30,400	342,448
AUG	38,496	246,071	284,567	16,706	9,929	311,202	6,602	23,719	30,321	341,523
SEP	38,950	248,073	287,023	14,996	10,826	312,845	6,653	23,502	30,155	343,000
Average	38,373	248,523	286,896	13,602	11,420	311,918	6,747	23,337	30,084	342,002

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

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
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**

ESTIMATE FY 2018

	Pay Group A			Pay Group F	Pay Group P	Total	Full-Time Active Duty			Total Selected
	Officer	Enlisted	Total	Enlisted	Paid	Drill	Officer	Enlisted	Total	Reserve
PYSEP	38,950	248,073	287,023	14,996	10,826	312,845	6,653	23,502	30,155	343,000
OCT	38,802	247,825	286,627	14,539	10,805	311,971	6,708	23,530	30,238	342,209
NOV	38,634	247,741	286,375	13,517	11,675	311,567	6,761	23,538	30,299	341,866
DEC	38,508	247,196	285,704	11,551	13,339	310,594	6,798	23,557	30,355	340,949
JAN	38,343	247,030	285,373	11,741	13,461	310,575	6,829	23,547	30,376	340,951
FEB	38,279	246,927	285,206	11,518	13,931	310,655	6,847	23,464	30,311	340,966
MAR	38,186	246,772	284,958	10,572	15,559	311,089	6,881	23,427	30,308	341,397
APR	38,106	246,430	284,536	10,835	15,791	311,162	6,886	23,370	30,256	341,418
MAY	38,145	246,036	284,181	10,931	15,760	310,872	6,914	23,384	30,298	341,170
JUN	38,334	244,988	283,322	16,007	13,228	312,557	6,922	23,305	30,227	342,784
JUL	38,380	244,946	283,326	17,691	12,068	313,085	6,912	23,176	30,088	343,173
AUG	38,641	247,853	286,494	15,056	11,443	312,993	6,940	23,115	30,055	343,048
SEP	39,022	248,813	287,835	14,164	10,846	312,845	6,977	23,178	30,155	343,000
Average	38,445	246,849	285,294	13,212	13,158	311,664	6,851	23,396	30,247	341,911

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

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
ESTIMATE FY 2018**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
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>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	160,867	666,746	827,613	175,426	653,795	829,221	183,302	648,429	831,731
Pay and Allowances	145,341	464,361	609,702	159,286	472,872	632,158	166,356	479,172	645,528
Clothing	826	73,157	73,983	982	49,876	50,858	1,018	33,361	34,379
Subsistence	3,779	89,726	93,505	3,879	90,324	94,203	4,435	94,399	98,834
Travel	10,921	39,502	50,423	11,279	40,723	52,002	11,493	41,497	52,990
Inactive Duty Training	431,294	1,288,589	1,719,883	449,328	1,315,655	1,764,983	458,851	1,333,322	1,792,173
Civil Disturbance	10	106	116	43	213	256	44	217	261
Flight Training	35,083	18,479	53,562	41,398	21,990	63,388	42,536	22,530	65,066
Jump Proficiency	79	406	485	75	374	449	76	383	459
Military Funeral Honors	1,045	10,347	11,392	1,537	11,433	12,970	1,576	11,698	13,274
Readiness Management	1,536	4,555	6,091	3,149	6,377	9,526	3,222	6,528	9,750
Subsistence	0	48,223	48,223	0	48,259	48,259	0	51,625	51,625
Training Preparation	3,900	9,533	13,433	5,343	11,249	16,592	5,510	11,574	17,084
Unit Training Assemblies	389,262	1,190,774	1,580,036	397,260	1,209,610	1,606,870	405,354	1,222,477	1,627,831
EBDL	34	449	483	35	458	493	35	467	502
Medical Man-days	345	5,717	6,062	488	5,692	6,180	498	5,823	6,321
TOTAL DIRECT OBLIGATIONS	592,161	1,955,335	2,547,496	624,754	1,969,450	2,594,204	642,153	1,981,751	2,623,904
PAY GROUP F									
Initial Entry Training	0	517,233	517,233	0	558,770	558,770	0	589,009	589,009
Pay and Allowances	0	442,017	442,017	0	470,003	470,003	0	495,176	495,176
Clothing	0	55,722	55,722	0	62,001	62,001	0	65,743	65,743
Travel	0	19,494	19,494	0	26,766	26,766	0	28,090	28,090
TOTAL DIRECT OBLIGATIONS	0	517,233	517,233	0	558,770	558,770	0	589,009	589,009

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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 P									
Pay and Allowances	0	36,469	36,469	0	37,860	37,860	0	40,443	40,443
Clothing	0	2,922	2,922	0	2,458	2,458	0	2,497	2,497
Subsistence of Enlisted Personnel	0	3,406	3,406	0	3,418	3,418	0	3,486	3,486
TOTAL DIRECT OBLIGATIONS	0	42,797	42,797	0	43,736	43,736	0	46,426	46,426
SCHOOL TRAINING									
Career Development Training	53,254	100,057	153,311	63,892	107,701	171,593	68,035	114,384	182,419
Flight Training	15,758	0	15,758	18,674	0	18,674	19,431	0	19,431
Initial Skill Acquisition Training	118,483	90,293	208,776	123,963	85,065	209,028	146,201	80,056	226,257
Officer Candidate/Training School	1,654	4,330	5,984	1,368	12,645	14,013	1,942	13,277	15,219
Refresher and Proficiency Training	24,201	43,087	67,288	32,379	66,633	99,012	41,495	85,892	127,387
TOTAL DIRECT OBLIGATIONS	213,350	237,767	451,117	240,276	272,044	512,320	277,104	293,609	570,713
SPECIAL TRAINING									
CBRNE Enterprise	59,782	81,271	141,053	54,838	115,869	170,707	55,736	117,837	173,573
Command/Staff Supervision	48,396	138,391	186,787	27,567	96,457	124,024	23,609	80,076	103,685
Competitive Events	1,544	5,995	7,539	1,463	6,315	7,778	1,409	6,697	8,106
Counter Drug Interdiction Activity	44,415	121,426	165,841	0	0	0	0	0	0
Exercises	54,184	91,778	145,962	46,294	85,298	131,592	85,982	146,404	232,386
Management Support	51,189	48,130	99,319	34,291	38,320	72,611	26,362	25,262	51,624
Operational Training	20,008	20,316	40,324	18,314	15,107	33,421	19,250	15,426	34,676
Recruiting/Retention	8,643	46,412	55,055	8,804	57,170	65,974	9,171	59,229	68,400
Unit Conversion Training	3,610	16,769	20,379	3,856	18,769	22,625	4,303	20,297	24,600
TOTAL DIRECT OBLIGATIONS	291,771	570,488	862,259	195,427	433,305	628,732	225,822	471,228	697,050

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	1,084,791	2,304,531	3,389,322	1,058,853	2,305,797	3,364,650	1,078,189	2,339,195	3,417,384
Travel/PCS	28,502	41,493	69,995	20,016	41,420	61,436	20,098	42,855	62,953
\$30,000 Lump Sum Bonus	1,170	5,493	6,663	398	1,602	2,000	555	1,590	2,145
Death Gratuities	636	190	826	100	1,000	1,100	100	1,000	1,100
Disability and Hospitalization Benefits	1,298	17,164	18,462	2,392	18,306	20,698	2,403	18,364	20,767
Selective Reserve Incentive Program (SRIP)	33,266	195,845	229,111	43,999	174,080	218,079	48,180	181,209	229,389
Continuation Pay	0	0	0	0	0	0	1,163	4,652	5,815
TOTAL DIRECT OBLIGATIONS	1,149,663	2,564,716	3,714,379	1,125,758	2,542,205	3,667,963	1,150,688	2,588,865	3,739,553
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	0	0	0	0	0	0	5,720	26,717	32,437
TOTAL DIRECT OBLIGATIONS	0	0	0	0	0	0	5,720	26,717	32,437
EDUCATION BENEFITS									
Basic Benefit, Ch. 1606	715	2,496	3,211	0	0	0	9,392	59,147	68,539
Basic Benefit, Ch. 1607	125	1,810	1,935	0	0	0	0	0	0
Kicker, Enhanced G.I. Bill, Ch. 1606	510	11,692	12,202	304	7,192	7,496	0	11,745	11,745
TOTAL DIRECT OBLIGATIONS	1,350	15,998	17,348	304	7,192	7,496	9,392	70,892	80,284
TOTAL DIRECT PROGRAM	2,248,295	5,904,334	8,152,629	2,186,519	5,826,702	8,013,221	2,310,879	6,068,497	8,379,376
FY 2017 CR Adjustment*						(33,370)			
Revised FY 2017 Direct Program						7,979,851			

* A full-year appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-424). FY 2017 column includes amounts requested in PB 2017 Base and FY 2017 Request for Additional Appropriations.

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

	FY 2017 President's <u>Budget</u>	Congres -sional <u>Action</u>	Appropri- <u>ation</u>	Internal Realign/ <u>Reprogram</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2017 in FY 2018 Pres. <u>Budget</u>
Training, Pay Group A							
PG A, Pay and Allowances, Annual Training	652,502	0	652,502	-20,344	632,158	0	632,158
PG A, Travel, Annual Training	44,982	0	44,982	7,020	52,002	0	52,002
PG A, IDT Pay & Allow, Unit Training Assemblies	1,573,522	0	1,573,522	33,348	1,606,870	0	1,606,870
PG A, IDT Pay & Allow, Additional Drill Assemblies	128,697	0	128,697	-18,843	109,854	0	109,854
PG A, Individual Clothing and Uniforms	50,858	0	50,858	0	50,858	0	50,858
PG A, Subsistence of Enlisted Personnel	110,857	0	110,857	31,605	142,462	0	142,462
Total Direct Obligation	<u>2,561,418</u>	<u>0</u>	<u>2,561,418</u>	<u>32,786</u>	<u>2,594,204</u>	<u>0</u>	<u>2,594,204</u>
Training, Pay Group F							
PG F, Pay and Allowances, Annual Training	464,949	0	464,949	5,054	470,003	0	470,003
PG F, Individual Clothing and Uniforms	60,705	0	60,705	1,296	62,001	0	62,001
PG F, Travel, Annual Training	26,214	0	26,214	552	26,766	0	26,766
Total Direct Obligation	<u>551,868</u>	<u>0</u>	<u>551,868</u>	<u>6,902</u>	<u>558,770</u>	<u>0</u>	<u>558,770</u>
Training, Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	40,700	0	40,700	-2,840	37,860	0	37,860
PG P, Individual Clothing and Uniforms	2,458	0	2,458	0	2,458	0	2,458
PG P, Subsistence of Enlisted Personnel	3,044	0	3,044	374	3,418	0	3,418
Total Direct Obligation	<u>46,202</u>	<u>0</u>	<u>46,202</u>	<u>-2,466</u>	<u>43,736</u>	<u>0</u>	<u>43,736</u>
School Training							
Schools, Career Development Training	171,593	0	171,593	0	171,593	0	171,593
Schools, Flight Training	30,674	0	30,674	-12,000	18,674	0	18,674
Schools, Initial Skills Acquisition Training	214,321	0	214,321	-5,293	209,028	0	209,028
Schools, Officer Candidate/Training School	14,963	0	14,963	-950	14,013	0	14,013
Schools, Refresher and Proficiency Training	115,012	0	115,012	-16,000	99,012	0	99,012
Total Direct Obligation	<u>546,563</u>	<u>0</u>	<u>546,563</u>	<u>-34,243</u>	<u>512,320</u>	<u>0</u>	<u>512,320</u>
Special Training							
Special, CBRNE Enterprise (WMD-CST)	15,736	0	15,736	0	15,736	0	15,736
Special, CBRNE Enterprise Other Capabilities	154,971	0	154,971	0	154,971	0	154,971
Special, Command and Staff Supervision	116,583	0	116,583	7,441	124,024	0	124,024
Special, Competitive Events	6,778	0	6,778	1,000	7,778	0	7,778
Special, Excercises	131,592	0	131,592	0	131,592	0	131,592
Special, Management Support	31,464	0	31,464	41,147	72,611	0	72,611
Special, Operational Training	33,421	0	33,421	0	33,421	0	33,421
Special, Recruiting/Retention	56,839	0	56,839	9,135	65,974	0	65,974
Special, Unit Conversion	22,625	0	22,625	0	22,625	0	22,625
Total Direct Obligation	<u>570,009</u>	<u>0</u>	<u>570,009</u>	<u>58,723</u>	<u>628,732</u>	<u>0</u>	<u>628,732</u>

PB-30K ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

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

Administration and Support, AGR

AGR, Full Time Pay and Allowances	3,347,571	0	3,347,571	-20,024	3,327,547	0	3,327,547
AGR, COLA	19,873	0	19,873	17,230	37,103	0	37,103
AGR, Travel, Permanent Change of Station (PCS)	48,317	0	48,317	13,119	61,436	0	61,436
Active Accounts & G/R Full-Time Personnel (REDUX)	7,500	0	7,500	-5,500	2,000	0	2,000
Death Gratuities	1,103	0	1,103	-3	1,100	0	1,100
Disability and Hospitalization Benefits	20,695	0	20,695	3	20,698	0	20,698
Selected Reserve Incentive Program (SRIP)	187,079	0	187,079	31,000	218,079	0	218,079
Total Direct Obligation	<u>3,632,138</u>	<u>0</u>	<u>3,632,138</u>	<u>35,825</u>	<u>3,667,963</u>	<u>0</u>	<u>3,667,963</u>

Education Benefits

Kicker, Chapter 1606	2,496	0	2,496	5,000	7,496	0	7,496
Total Direct Obligation	<u>2,496</u>	<u>0</u>	<u>2,496</u>	<u>5,000</u>	<u>7,496</u>	<u>0</u>	<u>7,496</u>

Total Direct Program	7,910,694	0	7,910,694	102,527	8,013,221	0	8,013,221
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FY 2017 CR Adjustment*
Revised Total

-33,370
7,979,851

* A full-year appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-424). FY 2017 column includes amounts requested in PB 2017 Base and FY 2017 Request for Additional Appropriations.

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</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	418,770	96,317	379,650	86,560	493,050	111,429
Enlisted	1,209,715	278,234	1,049,926	239,383	1,360,827	307,547
Subtotal	<u>1,628,485</u>	<u>374,551</u>	<u>1,429,576</u>	<u>325,943</u>	<u>1,853,877</u>	<u>418,976</u>
Training, Pay Group F						
Enlisted	296,243	68,136	320,461	73,065	356,270	80,517
Training, Pay Group P						
Enlisted	30,317	6,973	30,425	6,937	33,009	7,460
School Training						
Officer	117,612	27,051	124,698	28,431	146,866	33,192
Enlisted	107,579	24,743	120,299	27,428	130,708	29,540
Subtotal	<u>225,191</u>	<u>51,794</u>	<u>244,997</u>	<u>55,859</u>	<u>277,574</u>	<u>62,732</u>
Special Training						
Officer	151,210	34,778	103,320	23,557	118,244	26,723
Enlisted	274,390	63,110	218,547	49,829	227,965	51,520
Subtotal	<u>425,600</u>	<u>97,888</u>	<u>321,867</u>	<u>73,386</u>	<u>346,209</u>	<u>78,243</u>
Administration and Support, AGR						
Officer	620,472	194,828	613,803	177,389	619,554	176,573
Enlisted	1,147,465	360,304	1,166,052	336,989	1,171,895	333,990
Subtotal	<u>1,767,937</u>	<u>555,132</u>	<u>1,779,855</u>	<u>514,378</u>	<u>1,791,449</u>	<u>510,563</u>
Total Direct Program						
Officer	1,308,064	352,974	1,221,471	315,937	1,377,714	347,917
Enlisted	3,065,709	801,500	2,905,710	733,631	3,280,674	810,574
Total	<u>4,373,773</u>	<u>1,154,474</u>	<u>4,127,181</u>	<u>1,049,568</u>	<u>4,658,388</u>	<u>1,158,491</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</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	10,009	2,302	10,298	2,348	13,504	3,052
Enlisted	11,157	2,566	11,478	2,617	15,053	3,402
Total	<u>21,166</u>	<u>4,868</u>	<u>21,776</u>	<u>4,965</u>	<u>28,557</u>	<u>6,454</u>
Total Program						
Officer	1,318,073	355,276	1,231,769	318,285	1,391,218	350,969
Enlisted	3,076,866	804,066	2,917,188	736,248	3,295,727	813,976
Total	<u>4,394,939</u>	<u>1,159,342</u>	<u>4,148,957</u>	<u>1,054,533</u>	<u>4,686,945</u>	<u>1,164,945</u>

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Training, Pay Group A			
Officer	18,163	21,392	21,631
Enlisted	75,740	91,934	96,991
Subtotal	<u>93,903</u>	<u>113,326</u>	<u>118,622</u>
Training, Pay Group F			
Enlisted	39,866	40,772	45,708
School Training			
Officer	29,363	32,737	34,668
Enlisted	33,425	38,593	40,582
Subtotal	<u>62,788</u>	<u>71,330</u>	<u>75,250</u>
Special Training			
Officer	39,822	26,389	30,131
Enlisted	98,858	74,232	85,809
Subtotal	<u>138,680</u>	<u>100,621</u>	<u>115,940</u>
Administration and Support, AGR			
Officer	187,713	184,661	191,637
Enlisted	483,036	491,211	506,145
Subtotal	<u>670,749</u>	<u>675,872</u>	<u>697,782</u>
Total Direct Program			
Officer	275,061	265,179	278,067
Enlisted	730,925	736,742	775,235
Total	<u>1,005,986</u>	<u>1,001,921</u>	<u>1,053,302</u>
Reimbursable			
Officer	3,547	3,618	4,693
Enlisted	1,585	1,617	2,097
Total	<u>5,132</u>	<u>5,235</u>	<u>6,790</u>
Total Program			
Officer	278,608	268,797	282,760
Enlisted	732,510	738,359	777,332
Total	<u>1,011,118</u>	<u>1,007,156</u>	<u>1,060,092</u>

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Training, Pay Group A			
Officer	10,921	11,279	11,493
Enlisted	39,502	40,723	41,497
Subtotal	<u>50,423</u>	<u>52,002</u>	<u>52,990</u>
Training, Pay Group F			
Enlisted	19,494	26,766	28,090
School Training			
Officer	32,254	37,856	42,371
Enlisted	53,397	62,142	69,452
Subtotal	<u>85,651</u>	<u>99,998</u>	<u>111,823</u>
Special Training			
Officer	30,302	25,283	27,306
Enlisted	56,564	47,371	52,733
Subtotal	<u>86,866</u>	<u>72,654</u>	<u>80,039</u>
Administration and Support, AGR			
Officer	28,502	20,016	20,098
Enlisted	41,509	41,420	42,855
Subtotal	<u>70,011</u>	<u>61,436</u>	<u>62,953</u>
Total Direct Program			
Officer	101,979	94,434	101,268
Enlisted	210,466	218,422	234,627
Total	<u>312,445</u>	<u>312,856</u>	<u>335,895</u>

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Reimbursable			
Officer	755	770	998
Enlisted	604	616	799
Total	<u>1,359</u>	<u>1,386</u>	<u>1,797</u>
 Total Program			
Officer	102,734	95,204	102,266
Enlisted	<u>211,070</u>	<u>219,038</u>	<u>235,426</u>
Total	313,804	314,242	337,692

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Training, Pay Group A						
Officer	1,588	2,191	1,680	2,199	2,173	2,262
Enlisted	91,770	46,179	92,230	46,353	98,355	47,669
Subtotal	<u>93,358</u>	<u>48,370</u>	<u>93,910</u>	<u>48,552</u>	<u>100,528</u>	<u>49,931</u>
Training, Pay Group F						
Enlisted	12,787	0	12,939	0	13,343	0
Training, Pay Group P						
Enlisted	3,406	0	3,418	0	3,486	0
School Training						
Officer	5,083	105	5,661	103	6,757	109
Enlisted	10,926	697	12,289	789	12,875	790
Subtotal	<u>16,009</u>	<u>802</u>	<u>17,950</u>	<u>892</u>	<u>19,632</u>	<u>899</u>
Special Training						
Officer	5,379	175	3,951	223	4,912	442
Enlisted	26,851	1,365	21,187	1,443	27,477	2,295
Subtotal	<u>32,230</u>	<u>1,540</u>	<u>25,138</u>	<u>1,666</u>	<u>32,389</u>	<u>2,737</u>
Administration and Support, AGR						
Officer	20,929	0	20,414	0	21,155	0
Enlisted	102,520	0	102,482	0	105,352	0
Subtotal	<u>123,449</u>	<u>0</u>	<u>122,896</u>	<u>0</u>	<u>126,507</u>	<u>0</u>
Total Direct Program						
Officer	32,979	2,471	31,706	2,525	34,997	2,813
Enlisted	248,260	48,241	244,545	48,585	260,888	50,754
Total	<u>281,239</u>	<u>50,712</u>	<u>276,251</u>	<u>51,110</u>	<u>295,885</u>	<u>53,567</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Reimbursable						
Officer	264	0	269	0	348	0
Enlisted	151	0	154	0	200	0
Subtotal	<u>415</u>	<u>0</u>	<u>423</u>	<u>0</u>	<u>548</u>	<u>0</u>
Total Program						
Officer	33,243	2,471	31,975	2,525	35,345	2,813
Enlisted	248,411	48,241	244,699	48,585	261,088	50,754
Total	<u>281,654</u>	<u>50,712</u>	<u>276,674</u>	<u>51,110</u>	<u>296,433</u>	<u>53,567</u>

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

FY2017 Direct Program		8,013,221
	Pay and Allowance	60,098
	Basic Allowance for Subsistence (BAH)	18,249
	Basic Allowance for Subsistence (BAS)	8,349
	Clothing	2,309
	Basic Allowance for Housing (BAH)	8,804
	Travel	6,260
	Cost of Living Allowance (COLA)	743
	Ch 1606 \$350 Kicker	3,243
	Disability and Hospitalization	433
	Selected Reserve Incentive Program (SRIP)	63,583
Total Increases Pricing		172,071
	Basic Allowance for Subsistence (BAS)	13,657
	Basic Pay	469,559
	Cost of Living Allowance (COLA)	195
	Retired Pay Accrual (RPA)	113,456
	Thrift Savings Plan (TSP)	32,437
	Ch 1606 \$350 Kicker	2,224
	\$30,000 Lump Sum Bonus	145
	Basic Allowance for Housing (BAH)	23,397
	MGIB Basic	68,539
	Other Pay	31,033
	Travel	16,832
	Clothing	2,501
	Continuation Pay	5,815
Total Increases Program		779,790
Total Increases		951,861
	Retired Pay Accrual (RPA)	(3,125)
Total Decreases Pricing		(3,125)
	Ch 1606 \$200 Kicker	(1,218)
	Other Pay	(509,388)
	Retired Pay Accrual (RPA)	(1,758)
	Clothing	(17,508)
	Basic Allowance for Subsistence (BAS)	(19)
	Travel	(53)
	Disability and Hospitalization	(364)
	Selected Reserve Incentive Program (SRIP)	(52,273)
Total Decreases Program		(582,581)
Total Decreases		(585,706)
FY2018 Direct Program		8,379,376

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
2,547,496	2,594,204	2,623,904

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 an 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

FY 2018 Pay Group A increases by 1.1% or \$29.7 million due to: 1) increases to pay, inflation, and cost of living adjustments; 2) and Headquarters, Department of the Army (HQDA) led change in training requirements used to build unit readiness.

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 Military Funeral Honors program renders professional military funeral honors in IDT status, in accordance with service tradition, to all eligible veterans when requested by an authorized family member. In FY 2018, the ARNG is expected to conduct approximately 112,000 Military Funeral Honors mission.

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

FY2017 Direct Program			2,594,204
	Pay and Allowance	30,022	
	Basic Allowance for Housing (BAH)	3,060	
	Basic Allowance for Subsistence (BAS)	3,633	
	Clothing	1,018	
	Travel	1,041	
Total Increases Pricing			38,774
	Basic Allowance for Subsistence (BAS)	4,364	
	Basic Pay	394,279	
	Retired Pay Accrual (RPA)	93,684	
	Basic Allowance for Housing (BAH)	2,236	
Total Increases Program			494,563
Total Increases			533,337
	Retired Pay Accrual (RPA)	(651)	
Total Decreases Pricing			(651)
	Other Pay	(485,436)	
	Travel	(53)	
	Clothing	(17,497)	
Total Decreases Program			(502,986)
Total Decreases			(503,637)
FY2018 Direct Program			2,623,904

**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 basic 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 at National Training Center (NTC), Joint Readiness Training Center (JRTC) and Overseas Deployment Training (ODT) rotations in an AT status.

FY 2018 increase for the participation rate for officers and sustainment of participation rate for enlisted due to Headquarters, Department of the Army (HQDA) establishing a composite training (T-level) level rating based on objective Mission Essential Task List (METL) assessments of individual and crew qualifications, collective live fire proficiency gates and informed by an assessment of the number of unconstrained training days required to achieve T2. METL assessments are a list of tasks that a unit must accomplish in combat. T-Level is an assessment of the unit's ability to provide the capabilities for which it was designed based upon a composite assessment of three foundational aspects of training and is informed by an evaluation of training days required to achieve T2. No less than 75 percent of leadership and 80 percent of the unit must be present at collective training events to be considered properly trained.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	38,337			38,373			38,445		
Participation Rate	78			84			86		
Paid Participants	29,784	4,879	145,341	32,121	4,958	159,286	32,932	5,051	166,356
Enlisted									
Average Strength	251,307			248,523			246,849		
Participation Rate	81			82			82		
Paid Participants	203,402	2,282	464,361	203,792	2,320	472,872	202,647	2,364	479,172
Total	233,186		609,702	235,913		632,158	235,579		645,528

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

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

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

FY 2018 increase due to inflation.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	38,337	285	10,921	38,373	294	11,279	38,445	299	11,493
Enlisted	251,307	157	39,502	248,523	164	40,723	246,849	168	41,497
Total	289,644		50,423	286,896		52,002	285,294		52,990

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 Soldiers participating in IDT during the year.

FY 2018 increase for the participation rate for officers and sustainment of participation rate for enlisted due to Headquarters, Department of the Army (HQDA) establishing a composite training (T-level) level rating based on objective Mission Essential Task List (METL) assessments of individual and crew qualifications, collective live fire proficiency gates and informed by an assessment of the number of unconstrained training days required to achieve T2. METL assessments are a list of tasks that a unit must accomplish in combat. T-Level is an assessment of the unit's ability to provide the capabilities for which it was designed based upon a composite assessment of three foundational aspects of training and is informed by an evaluation of training days required to achieve T2. No less than 75 percent of leadership and 80 percent of the unit must be present at collective training events to be considered properly trained.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	38,337			38,373			38,445		
Participation Rate	79			79			79		
Paid Participants	30,158	12,907	389,262	30,310	13,106	397,260	30,407	13,330	405,354
Enlisted									
Average Strength	251,307			248,523			246,849		
Participation Rate	85			86			86		
Paid Participants	212,553	5,602	1,190,774	212,635	5,688	1,209,610	211,272	5,786	1,222,477
Total	242,711		1,580,036	242,945		1,606,870	241,679		1,627,831

**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 (ATA) 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 types of pay and allowances described earlier under the IDT purpose and scope.

FY 2018 increase due to inflation.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	40	248	10	170	252	43	171	257	44
Flight Training	125,750	278	35,083	146,133	283	41,398	147,623	288	42,536
Jump Proficiency	307	257	79	287	261	75	286	266	76
Military Funeral Honors	8,956	116	1,045	12,973	118	1,537	13,078	120	1,576
Readiness Management	5,582	275	1,536	11,271	279	3,149	11,337	284	3,222
Training Preparation	14,174	275	3,900	19,123	279	5,343	19,388	284	5,510
Medical Mandays	1,244	277	345	1,753	278	488	1,759	283	498
Electronic Based Distance Learning	199	171	34	201	173	35	198	176	35
Enlisted									
Civil Disturbance	931	113	106	1,843	115	213	1,846	117	217
Flight Training	134,510	137	18,479	157,634	139	21,990	158,785	141	22,530
Jump Proficiency	3,109	130	406	2,820	132	374	2,840	134	383
Military Funeral Honors	88,678	116	10,347	96,497	118	11,433	97,071	120	11,698
Readiness Management	36,607	124	4,555	50,471	126	6,377	50,794	128	6,528
Training Preparation	76,009	125	9,533	88,331	127	11,249	89,354	129	11,574
Medical Mandays	45,237	126	5,717	44,354	128	5,692	44,610	130	5,823
Electronic Based Distance Learning	2,499	179	449	2,510	182	458	2,516	185	467
Total	543,832		91,624	636,371		109,854	641,656		112,717

**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 Basic Officer Leader Course (BOLC). In addition, officers receive an Active Duty Allowance upon entering additional periods of active duty (to include training) of 90 days or more.

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

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

FY 2018 decrease due to enlisted New Item Issues to include Operational Camouflage Pattern (OCP) and Army Physical Fitness Uniform (APFU) being completely fielded in FY 2017.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	1,698	400	679	1,360	400	544	1,423	400	569
Active Duty Allowance	735	200	147	2,190	200	438	2,245	200	449
Enlisted									
New Item(s) Issue	47,068	533	25,091	31,999	542	17,365	0	0	0
Replacement Issue	99,639	482	48,066	66,203	491	32,511	66,602	500	33,361
Total	149,140		73,983	101,752		50,858	70,270		34,379

**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.

FY 2018 officer and enlisted Operational Reserve Force subsistence increase due to inflation and Headquarters, Department of the Army (HQDA) establishing a composite training (T-level) level rating based on objective Mission Essential Task List (METL) assessments of individual and crew qualifications, collective live fire proficiency gates and informed by an assessment of the number of unconstrained training days required to achieve T2. METL assessments are a list of tasks that a unit must accomplish in combat. T-Level is an assessment of the unit's ability to provide the capabilities for which it was designed based upon a composite assessment of three foundational aspects of training and is informed by an evaluation of training days required to achieve T2. No less than 75 percent of leadership and 80 percent of the unit must be present at collective training events to be considered properly trained.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	269,898	13	3,703	277,114	13	3,802	282,942	14	3,981
Operational Reserve Force	5,539	13	76	5,612	13	77	32,267	14	454
Annual Training Enlisted									
Field Rations	6,410,350	13	87,950	6,452,915	13	88,534	6,553,660	14	92,210
Operational Reserve Force	129,446	13	1,776	130,466	13	1,790	155,579	14	2,189
Inactive Duty Training									
IDT Rations	5,909,681	8	48,223	5,914,093	8	48,259	6,167,861	8	51,625
Total	12,724,914		141,728	12,780,200		142,462	13,192,309		150,459

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
517,233	558,770	589,009

PART I - PURPOSE AND SCOPE

Pay Group F program funds support for basic 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, 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 BCT and AIT, 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 such as Annual Training (AT).

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2018 Pay Group F increases by 5.1% or \$30.2 million due to: 1) increases to pay, inflation, cost of living adjustments; 2) increase of 1,500 training seats for non-prior service IET; 3) and increase to the average length of IET. 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 One Station Unit Training (OSUT) 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)**

FY2017 Direct Program			558,770
	Pay and Allowance	6,730	
	Basic Allowance for Housing (BAH)	1,101	
	Clothing	1,241	
	Basic Allowance for Subsistence (BAS)	330	
	Travel	536	
Total Increases Pricing			9,938
	Basic Pay	29,079	
	Basic Allowance for Subsistence (BAS)	74	
	Retired Pay Accrual (RPA)	7,598	
	Travel	788	
	Clothing	2,501	
	Basic Allowance for Housing (BAH)	3,835	
Total Increases Program			43,875
Total Increases			53,813
	Retired Pay Accrual (RPA)	(146)	
Total Decreases Pricing			(146)
	Other Pay	(23,428)	
Total Decreases Program			(23,428)
Total Decreases			(23,574)
FY2018 Direct Program			589,009

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

FY 2018 increase due to inflation, an increase of 1,500 training seats for non-prior service IET, and increases to the average length of IET due to the piloting of additional graduation requirements. In FY 2016 the Army began piloting IET end of cycle testing and peer evaluation. Soldiers who can't successfully meet the standards for end of cycle testing or are rated low by peers can be recycled. This in turn creates an increase to the average length of IET.

<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
30,757	14,371	442,017	32,181	14,605	470,003	33,286	14,876	495,176

Individual Clothing and Uniform Allowance:

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

Per Army Regulation AR 700-84 Issue and Sale of Personal Clothing Chapter 5-11, Soldiers may make exchanges or alteration of misfit clothing after initial issue within six months of date of entitlement. This in turn makes the clothing and uniform allowance greater than the number of members attending.

FY 2018 increase due to inflation and an increase of 1,500 training seats for non-prior service IET.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	5,902	1,888	11,144	6,410	1,894	12,141	6,385	1,931	12,335
Male	27,125	1,643	44,578	30,041	1,659	49,860	31,555	1,692	53,408
Total	33,027		55,722	36,451		62,001	37,940		65,743

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

Travel, Initial Entry Training, Active Duty Training:

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

FY 2018 increase due to inflation and an increase of 1,500 training seats for non-prior service IET.

ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
29,362	663	19,494	39,602	675	26,766	40,746	689	28,090

GRAND TOTAL Training, Pay Group F

	ACTUAL FY 2016	ESTIMATE FY 2017	ESTIMATE FY 2018
	Amount	Amount	Amount
Enlisted	517,233	558,770	589,009

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
42,797	43,736	46,426

PART I - PURPOSE AND SCOPE

Pay Group P program funds 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

FY 2018 Pay Group P increases by 5.8% or \$2.7 million due to: 1) increases to pay, inflation, cost of living adjustments; 2) increase of 1,000 accessions in order to meet Army National Guard end strength; 3) and implementation of the Occupational Physical Assessment Test has created a backlog of FY 2017 shippers to be delayed until FY 2018. 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)**

FY2017 Direct Program			43,736
	Pay and Allowance	639	
	Clothing	50	
	Basic Allowance for Subsistence (BAS)	87	
Total Increases Pricing			776
	Retired Pay Accrual (RPA)	537	
	Basic Pay	1,945	
Total Increases Program			2,482
Total Increases			3,258
	Retired Pay Accrual (RPA)	(14)	
Total Decreases Pricing			(14)
	Other Pay	(524)	
	Clothing	(11)	
	Basic Allowance for Subsistence (BAS)	(19)	
Total Decreases Program			(554)
Total Decreases			(568)
FY2018 Direct Program			46,426

**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 2018 increase due to inflation, an increase of 1,000 accessions and the implementation of the Occupational Physical Assessment Test (OPAT) that has created a backlog in the training pipeline. OPAT is used to assess each recruit's physical aptitude. OPAT together with the Armed Services Vocational Battery Test (ASVAB) will help the Army to more effectively place the right Soldier in the appropriate job based on intellectual and physical aptitude.

ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
482,267	75	36,469	492,776	76	37,860	517,240	78	40,443

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 Operational Camouflage Pattern (OCP) uniform including boots.

FY 2018 increase due to inflation.

ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
12,971	225	2,922	10,719	229	2,458	10,675	233	2,497

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 2018 increase due to inflation.

ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
437,227	7	3,406	438,768	7	3,418	436,295	7	3,486

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

GRAND TOTAL Training, Pay Group P

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Enlisted	<u>Amount</u> 42,797	<u>Amount</u> 43,736	<u>Amount</u> 46,426

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
451,117	512,320	570,713

PART I - PURPOSE AND SCOPE

Program funding provides basic pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Retired Pay Accrual (RPA), travel, and per diem for both officer and enlisted personnel attending initial skill qualification, flight training, career development training, proficiency training, and Officer Candidate School (OCS). Objectives of this program include formal school training critical to achieving unit and individual readiness, professional development training and leadership enhancement, and achieving mobilization proficiency to ensure a highly trained and professional land force.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2018 School Training funding increases by 10.2% or \$58.4 million due to: 1) increases to pay, inflation, and cost of living adjustments; 2) increases to training requirements within resiliency programs, 3) increase in officer accessions rate, 4) and new certification requirements for instructors that conduct functional training. The aggregate increase in student seats is 3,108; increased from 84,318 seats in FY 2017 to 87,426 seats in FY 2018.

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

FY2017 Direct Program			512,320
	Pay and Allowance	5,145	
	Basic Allowance for Housing (BAH)	1,926	
	Basic Allowance for Subsistence (BAS)	481	
	Travel	2,000	
Total Increases Pricing			9,552
	Retired Pay Accrual (RPA)	6,984	
	Other Pay	1,509	
	Travel	9,825	
	Basic Allowance for Housing (BAH)	1,994	
	Basic Allowance for Subsistence (BAS)	1,208	
	Basic Pay	27,432	
Total Increases Program			48,952
Total Increases			58,504
	Retired Pay Accrual (RPA)	(111)	
Total Decreases Pricing			(111)
Total Decreases			(111)
FY2018 Direct Program			570,713

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Career Development Training:

Program provides military professional education training key to the advancement of officer and enlisted Soldiers as they progress through their career. Program funds pay and allowances for Soldiers attending school as well as military personnel needed to administer or facilitate the course as needed. Training in this area includes 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-Commissioned Officer Education School (NCOES), Sergeants Major Academy (SMA), and other requirements.

FY 2018 increase due to funding a new requirement for 1,687 officers scheduled to attend Executive Level Resilience training, Master Resilience Training, and professional education training. Enlisted Career Development training increases due to 711 seats for professional education training and Master Resilience Training.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	5,150	149,347	356	53,254	6,082	176,375	362	63,892	6,355	184,287	369	68,035
Enlisted	14,842	460,096	217	100,057	15,725	487,467	220	107,701	16,378	507,719	225	114,384
Total	19,992			153,311	21,807			171,593	22,733			182,419

Flight Training:

Program supports funding for selected aviation crew members to include officers, cadets, officer candidates and warrant officers for training in both Initial Entry Rotary Wing (IERW) training and graduate level 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 2018 increases due to higher officer accessions resulting in an increase of 333 seats.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	144	50,068	314	15,758	168	58,404	319	18,674	171	59,630	325	19,431

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

Initial Skills Acquisition Training:

Program provides training to acquire initial military and/or specialty skills for officer and enlisted Soldiers recently separated from Active Army and other service components; current Soldiers assigned to units undergoing reorganization; and other training required to qualify Soldiers for assigned units. Program supports initial skills acquisition training for 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.

FY 2018 officer funding increases due to an increase of 277 seats because of an increase in officer accessions. Enlisted funding decreases due to reduction of 4,089 seats in FY 2018. The decrease in enlisted seats is largely due to the reduced reclassification requirements for enlisted Soldiers in FY 2018.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,294	419,765	282	118,483	2,362	432,303	286	123,963	2,734	500,277	292	146,201
Enlisted	7,563	468,908	192	90,293	7,013	434,826	195	85,065	6,473	401,323	199	80,056
Total	9,857			208,776	9,375			209,028	9,207			226,257

Officer Candidate/Training School:

Program supports funding for qualified officer candidates to earn their commission through the Officer Candidate School (OCS) in the Army National Guard. This two phase program provides a commission opportunity for qualified college graduates, current military warrant officers, and enlisted Soldiers.

FY 2018 funding increases due to 146 seats increase caused by a higher accessions mission. Officer cadre increases due to increases in end strength.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	54	5,285	312	1,654	44	4,302	317	1,368	61	5,993	324	1,942
Enlisted	205	20,075	215	4,330	589	57,705	219	12,645	606	59,418	223	13,277
Total	259			5,984	633			14,013	667			15,219

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

Refresher and Proficiency Training:

Program supports training to attain functional skills and Additional Skill Identifier (ASI), or Special Qualification Identifier (SQI) certifications required for specific assignments. Additionally, this activity funds pay for initial language skill courses, Army Recruiter School, and other courses specific to a Soldier's functional duty in the ARNG and directly impacts the mobilization readiness of the force.

FY 2018 funding increases due to 4,043 increase in seats. The increase in seats is for the following new instructor certifications: Foundation Training Development Course, Foundation Instructor Facilitator Course, Intermediate Facilitation Skills Course, Training and Education Middle Managers Course, and Advanced Facilitation Skills Course. These courses assist Non-Commissioned Officers by providing them the skills to develop training using the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) process, critical thinking skills, emerging instructional technologies, and experiential learning concepts.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	11,046	77,322	312	24,201	14,547	101,830	317	32,379	18,293	128,051	324	41,495
Enlisted	19,975	199,754	215	43,087	30,407	304,066	219	66,633	38,437	384,373	223	85,892
Total	31,021			67,288	44,954			99,012	56,730			127,387

GRAND TOTAL School Training

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Strength	Mandays	Amount	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	18,688	701,787	213,350	23,203	773,214	240,276	27,614	878,238	277,104
Enlisted	42,585	1,148,833	237,767	53,734	1,284,064	272,044	61,894	1,352,833	293,609
Total	61,273		451,117	76,937		512,320	89,508		570,713

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
862,259	628,732	697,050

PART I - PURPOSE AND SCOPE

Special Training provides for Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), 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 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") Army National Guard Soldier to perform duty in an active duty status in addition to 48 drills (IDT) and 15 days of Annual Training (AT). Activities can include collective training events, special missions, planning conferences and other tasks key to enhancing the overall readiness of the organization. All Special Training activities directly affect the readiness of the Army National Guard for both domestic emergency response and overseas contingency missions and serve to maintain and improve individual mobilization skill proficiency and unit readiness.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2018 Special Training increases by 9.1% or \$62.6 million due to: 1) adding two additional Combat Training Center (CTC) rotation exercises to improve unit readiness; 2) provide increased support to train on new equipment; 3) to facilitate new training requirements to civil support teams; 4) and pay and inflation increases to both officer and enlisted personnel.

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

FY2017 Direct Program			628,732
	Pay and Allowance	6,760	
	Basic Allowance for Housing (BAH)	2,717	
	Basic Allowance for Subsistence (BAS)	684	
	Travel	1,454	
Total Increases Pricing			11,615
	Basic Pay	16,033	
	Basic Allowance for Housing (BAH)	11,671	
	Other Pay	11,027	
	Basic Allowance for Subsistence (BAS)	7,534	
	Retired Pay Accrual (RPA)	4,653	
	Travel	5,931	
Total Increases Program			56,849
Total Increases			68,464
	Retired Pay Accrual (RPA)	(146)	
Total Decreases Pricing			(146)
Total Decreases			(146)
FY2018 Direct Program			697,050

**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 (ARNG) officer and enlisted Soldiers in USC, Title 32 Active Guard and Reserve (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 missions and deployments IAW USC, Title 10 12310. The ARNG currently has 57 WMD-CST teams that respond 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 man-made disaster in the United States, any of which results in, or could result in, catastrophic loss of life or property.

FY 2018 funding for travel increases due to inflation and additional training on new equipment as part of enhanced cyber deployment techniques when responding to large scale hazards.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	250	26,954	155	4,200	303	32,739	158	5,193	305	32,894	161	5,322
Enlisted	539	58,170	155	9,064	615	66,467	158	10,543	618	66,784	161	10,805
Total	789			13,264	918			15,736	923			16,127

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

Program supports pay and allowances, travel, and per diem for officer and enlisted Soldiers. The ARNG CBRNE enterprise consists of 17 CBRNE Enhanced Response Force Packages (CERFP), 10 Homeland Response Forces (HRF), and a Command and Control CBRN Consequence Response Element (C2CRE). These units conduct individual and collective training events including Homeland Defense/Joint Interagency Training Capability programs and exercises such as VIGILANT GUARD; Combatant Commander sponsored exercises; Homeland Defense/National Level Exercises; CBRNE collective capability (JITEC) support; and National Guard Bureau sponsored Joint Defense Support of Civil Authority (DSCA) programs. These exercises provide training in realistic Weapons of Mass Destruction (WMD), CBRNE, terrorist and natural disaster environments to validate preparedness and interoperability in response to domestic response operations.

FY 2018 funding increases due to inflation, pay increases, and cost of living adjustments.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,784	161,458	344	55,582	2,447	141,952	349	49,645	2,439	141,442	356	50,414
Enlisted	5,857	339,718	212	72,207	8,411	487,846	215	105,326	8,379	486,001	220	107,032
Total	8,641			127,789	10,858			154,971	10,818			157,446

**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), mobilization readiness reviews, training and staff assistance visits to enhance both logistical and administrative readiness to units geographically spread throughout the states. The program also funds physical security inspections, trial defense services, internal review audits, medical review boards, Casualty Assistance Officer (CAO) training, and special forces training and support. Additionally, a portion of this activity also goes to fund the Army National Guard support to Military Funeral Honors to ensure support is provided to all eligible veterans and fallen warriors. This funding pays for Soldiers to attend training and military funerals in an Active Duty status.

FY 2018 funding decreases due to realignment of funding to exercises to support two additional Combat Training Center (CTC) rotations in FY 2018. Additionally, the Army Casualty and Mortuary Affairs Operations Center (CMOC) reducing funeral projections for the ARNG from 117,000 to 112,000.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	10,368	103,681	466	48,396	5,809	58,085	474	27,567	4,878	48,780	483	23,609
Enlisted	62,714	627,140	220	138,391	43,038	430,381	224	96,457	35,029	350,289	228	80,076
Total	73,082			186,787	48,847			124,024	39,907			103,685

Competitive Events:

Program supports personnel participating in the Chief, National Guard Bureau's Military Competition Program. Program provides 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. Funding also provides support personnel at these events and facilitates travel and pay that will assist in qualification requirements prior to the event.

FY 2018 funding increases to send officers and enlisted Soldiers to training and qualifying events for participation in elite Soldier competitions at the national level against active and reserve component counterparts. This includes, but is not limited to, Best Ranger, Sullivan Cup, Best Sniper, and Best Sapper competition.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	587	4,693	328	1,544	547	4,375	334	1,463	517	4,135	340	1,409
Enlisted	3,304	26,429	226	5,995	3,426	27,406	230	6,315	3,564	28,514	234	6,697
Total	3,891			7,539	3,973			7,778	4,081			8,106

**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.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	595	112,514	394	44,415	0	0	0	0	0	0	0	0
Enlisted	2,456	464,149	261	121,426	0	0	0	0	0	0	0	0
Total	3,051			165,841	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).

FY 2018 funding increases due to additional training days and exercise support for two additional CTC rotations. In FY 2018, the ARNG will be participating in four CTC rotations.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	20,675	144,726	374	54,184	17,375	121,628	380	46,294	31,649	221,540	388	85,982
Enlisted	57,771	404,397	226	91,778	52,856	369,992	230	85,298	88,973	622,810	235	146,404
Total	78,446			145,962	70,231			131,592	120,622			232,386

**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 (GO) man-days, Inspector General (IG) support, conferences and special projects, external support, food management training, property inventories, and engineer construction projects.

FY 2018 funding decreases due to realignment of funding to exercises to support two additional Combat Training Center (CTC) rotations in FY 2018.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	24,995	124,973	409	51,189	16,477	82,385	416	34,291	12,431	62,157	424	26,362
Enlisted	38,381	191,906	250	48,130	30,094	150,469	254	38,320	19,458	97,289	259	25,262
Total	63,376			99,319	46,571			72,611	31,889			51,624

Operational Training:

Program supports the Army Counterintelligence Program, Army Foundry Intelligence Training Program (AFITP), the Army Language Program (ALP), Cyber Protection Teams training, Information Operations, Aviation Simulation Training, and Inactive Duty Training (IDT) support. The Army Counterintelligence Program helps sustain and improve Counterintelligence and Human Intelligence technical and analytical skills, and Threat Awareness and Reporting Program (TARP) training. The AFITP program enables Military Intelligence and other select Army personnel to sustain and improve their technical and analytical intelligence skills to execute intelligence missions successfully. The ALP supports Command Language Programs by providing resources for maintenance, sustainment, and enhancement of foreign language skills. Information Operations support includes exercise participation and support for two Theater Information Operations Groups (TIOGs). Aviation simulation training allows for aviators to train on flight simulators, and IDT support provides additional personnel to meet safety standards, medical needs and other requirements necessary to conduct training.

FY 2018 funding increase due to FY 2018 pay increases, inflation, cost of living adjustments and increase in medical and transportation support during Inactive Duty Training (IDT) due to additional units needing to meet readiness milestones required for Combat Training Center (CTC) rotations and overall enhanced readiness posture.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	11,037	55,187	362	20,008	9,939	49,696	368	18,314	10,249	51,243	375	19,250
Enlisted	18,746	93,730	216	20,316	13,721	68,603	220	15,107	13,738	68,688	224	15,426
Total	29,783			40,324	23,660			33,421	23,987			34,676

**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 2018 funding increase due to additional required recruiter support to maintain end strength. Additionally, increase is due to pay increases, inflation, and cost of living adjustments.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	<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	933	27,993	308	8,643	935	28,050	313	8,804	955	28,642	320	9,171
Enlisted	7,812	234,357	198	46,412	9,476	284,286	201	57,170	9,624	288,725	205	59,229
Total	8,745			55,055	10,411			65,974	10,579			68,400

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 2018 funding increases to support more officer and enlisted personnel to train on new equipment.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	<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	1,065	10,648	339	3,610	1,118	11,183	344	3,856	1,223	12,232	351	4,303
Enlisted	10,618	84,941	197	16,769	11,698	93,583	200	18,769	12,405	99,237	204	20,297
Total	11,683			20,379	12,816			22,625	13,628			24,600

GRAND TOTAL Special Training

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	<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	73,289	772,827	291,771	54,950	530,093	195,427	64,646	603,065	225,822
Enlisted	208,198	2,524,937	570,488	173,335	1,979,033	433,305	191,788	2,108,337	471,228
Total	281,487		862,259	228,285		628,732	256,434		697,050

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
3,714,379	3,667,963	3,739,553

PART I - PURPOSE AND SCOPE

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.). Also the full-time manning for the Civil Support Teams (CST), and the Ground-Based Mid-Course Defense (GMD) programs.

The Selective Reserve Incentive Program (SRIP) provides financial incentives, to include enlistment and reenlistment bonuses and educational assistance (loan repayment) designed to attract and retain high quality Soldiers who possess skills needed to meet operational requirements and/or who qualify by specialized training in critical skill targeted to mission requirements. Depending on the type of the bonus, the Army National Guard Enlistment bonuses are paid either in one lump sum upon successful completion of initial training, or in installments. 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.

Death Gratuities provides a one-time non-taxable payment, to beneficiaries of deceased military personnel as authorized by USC, Title 10 Sections 1475-1490. The death gratuity is payable to survivors of those who die while on activity duty, while performing authorized travel to or from active duty, and while on inactive duty training (with exceptions). The 2006 National Defense Authorization Act extended the \$100,000 benefit to all active duty deaths.

Disability and Hospitalization Benefits provides benefits for Soldiers in cases of inability to perform normal duties due to a physical disability due to injury, illness, or disease that prevents the performance of military duties, or which prevents the Soldier from returning to the civilian occupation in which the Soldier was employed at the time of the injury, illness, or disease. The Soldier's injury, illness, or disease must have occurred or been aggravated during a period of Active Duty and /or Inactive Duty. 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2018 Administration and Support increases by 2.1% or \$77.3 million due to: 1) inflation and cost of living adjustments; and 2) increases in Bonus and Benefit cost per payment and number of payments.

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

FY2017 Direct Program			3,667,963
	Pay and Allowance	10,802	
	Basic Allowance for Subsistence (BAH)	18,249	
	Basic Allowance for Subsistence (BAS)	3,134	
	Travel	1,229	
	Cost of Living Allowance (COLA)	743	
	Disability and Hospitalization	433	
	Selected Reserve Incentive Program (SRIP)	63,583	
Total Increases Pricing			98,173
	Cost of Living Allowance (COLA)	195	
	\$30,000 Lump Sum Bonus	145	
	Basic Allowance for Housing (BAH)	3,661	
	Other Pay	18,497	
	Basic Pay	791	
	Continuation Pay	5,815	
	Travel	288	
	Basic Allowance for Subsistence (BAS)	477	
Total Increases Program			29,869
Total Increases			128,042
	Retired Pay Accrual (RPA)	(2,057)	
Total Decreases Pricing			(2,057)
	Retired Pay Accrual (RPA)	(1,758)	
	Disability and Hospitalization	(364)	
	Selected Reserve Incentive Program (SRIP)	(52,273)	
Total Decreases Program			(54,395)
Total Decreases			(56,452)
FY2018 Direct Program			3,739,553

**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:

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 2018 funding increase due to pay increases and inflation.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	6,953	154,078	1,071,303	6,747	155,683	1,050,396	6,851	156,076	1,069,275
Enlisted	23,261	97,210	2,261,205	23,337	97,577	2,277,151	23,396	98,738	2,310,068
Total	30,214		3,332,508	30,084		3,327,547	30,247		3,379,343

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

AGR Backfill funding provides for the hire of temporary backfills at a ratio of 1 to 3 to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities.

FY 2017 and FY 2018 funding was not requested as the ARNG will not need backfills due to minimal number of AGR's planned to deploy.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	29	154,078	4,494	0	0	0	0	0	0
Enlisted	108	97,210	10,525	0	0	0	0	0	0
Total	137		15,019	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):

COLA funding provides payment of cost of living allowance 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. Total COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

FY 2018 increase is due to inflation.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1,395	6,447	8,994	1,288	6,563	8,457	1,331	6,694	8,914
Enlisted	8,324	3,940	32,801	7,141	4,011	28,646	7,118	4,091	29,127
Total	9,719		41,795	8,429		37,103	8,449		38,041

Travel and PCS:

Travel provides funding for 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 2018 funding increase due to inflation.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1,686	16,906	28,502	1,163	17,210	20,016	1,145	17,554	20,098
Enlisted	2,574	16,120	41,493	2,524	16,411	41,420	2,560	16,739	42,855
Total	4,260		69,995	3,687		61,436	3,705		62,953

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

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

REDUX funding provides \$30,000 Lump Sum Bonus 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. REDUX was discontinued in 2017 by the National Defense Authorization Act (NDAA) of 2016. However, the end of 2017 is in the first quarter of FY18, funding will still be required to pay existing anniversary payments for Soldiers who elect to receive their bonus in split amounts over multiple years.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	39	30,000	1,170	13	30,000	398	19	30,000	555
Enlisted	183	30,000	5,493	53	30,000	1,602	53	30,000	1,590
Total	222		6,663	66		2,000	72		2,145

Death Gratuities:

Death Gratuities funding provides a one-time non-taxable payment, of \$100,000, to beneficiaries of deceased military personnel 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, as authorized by USC, Title 10 Sections 1475-1490.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	6	100,000	636	1	100,000	100	1	100,000	100
Enlisted	2	100,000	190	10	100,000	1,000	10	100,000	1,000
Total	8		826	11		1,100	11		1,100

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

Disability and Hospitalization Benefits:

Disability and Hospitalization Benefits provides funding to Soldiers in cases of inability to perform normal duties due to injury, illness, or disease that prevents the performance of military duties, or which prevents the Soldier from returning to the civilian occupation in which the Soldier was employed at the time of the injury, illness, or disease. Injury, illness, or disease must have occurred during a period of Active Duty and/or inactive duty for training. Benefits include basic pay and allowances, travel, or disability severance pay when applicable.

FY 2018 funding increase is due to inflation.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	94	13,782	1,298	170	14,044	2,392	168	14,339	2,403
Enlisted	1,121	15,308	17,164	1,174	15,599	18,306	1,153	15,926	18,364
Total	1,215		18,462	1,344		20,698	1,321		20,767

Selected Reserve Incentive Program (SRIP):

FY 2018 will end an eight year decline in end strength goals from 358,000 to 343,000. This decline in end strength is commensurate with the overall program decline in incentives requirements culminating in FY 2017. In FY 2018, the ARNG will begin to maintain the 343,000 end strength. This transition to end strength maintenance from end strength decline increases the requirement for new incentive contract funding. Additional to the requirement for new incentive contracts, more anniversary payments than in previous years are due in FY 2018 increasing the requirement further.

Officer Programs

Officer Programs include the Officer Affiliation/Accession, Specialized Training Assistance, and the Health Professional Officer Recruiting Bonuses; The Health Professionals Loan Repayment and The Officer Loan Repayment programs. The Department of the Defense Instruction (DODI) 1205.21 allows the Reserve Components to incentivize qualifying medical 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 attracts Officers from the Army through the Officer Affiliation bonus program. The policy allows a three and six year bonus with initial upfront payments versus anniversary payments.

FY 2018 funding increases in Health Professional Loan Repayment and Health Professional Officer Recruiting is the result of an increase in payments and an increase in the cost per payment. FY2018 decrease in Officer Loan Repayment due to a decrease in the cost per payment. FY 2018 decrease in Officer Affiliation/Accession Bonus is due to the reduction of Officers projected to receive payments.

Enlisted Programs

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

FY 2018 changes in 3 year and 6 year Reenlistment Bonuses is the reduction of contract amounts for 3 year reenlistment bonuses and the increase in the contract amounts for 6 year reenlistment bonuses to stabilize long term strength. FY 2018 increase in the Enlisted Student Loan Repayment is due to an increase in the number of payments and an increased cost per payment. The decrease in FY 2018 Enlisted Initial Bonus is the result of the reduction of the number of Soldiers estimated to receive the payment. The increase in FY 2018 Enlisted Anniversary Bonus is the result of an increase in the cost per Soldier receiving the payment, even though the projected number of recipients decreases.

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Officer						
Officer Affiliation/Accession Bonus	160	1,597	1,066	3,744	0	0
Specialized Training Assistance	137	5,358	130	5,199	257	7,043
Health Professionals Loan Repayment	376	12,171	319	10,200	452	14,562
Officer Loan Repayment Program	66	440	86	573	95	639
Health Professional Officer Recruiting	684	13,700	1,214	24,283	1,182	25,936
Total Officer	1,423	33,266	2,815	43,999	1,986	48,180
Enlisted						
3 yr Reenlistment Bonus						
Initial	5,891	23,562	4,777	23,885	4,011	16,045
Anniversary	2	3	0	0	0	0
Total	5,893	23,565	4,777	23,885	4,011	16,045
6 yr Reenlistment Bonus						
Initial	8,331	49,346	9,891	48,552	5,537	33,225
Anniversary	3,670	8,973	1,868	4,806	7,142	35,714
Total	12,001	58,319	11,759	53,358	12,679	68,939
Enlisted Affiliation Bonus						
Initial	2,629	21,453	1,199	7,796	1,448	7,240
Anniversary	0	0	5	18	0	0
Total	2,629	21,453	1,204	7,814	1,448	7,240
Enlisted Other						
Student Loan Repayment	14,136	53,646	21,958	42,492	12,391	48,327
MOS Conversion Bonus	8	32	90	360	40	160
Total	14,144	53,678	22,048	42,852	12,431	48,487
Enlistment Bonus						
Initial	4,289	22,485	6,774	30,139	4,184	21,577
Anniversary	7,633	16,345	10,068	16,032	7,362	18,921
Total	11,922	38,830	16,842	46,171	11,546	40,498
Total Enlisted	46,589	195,845	56,630	174,080	42,115	181,209
Total	48,012	229,111	59,445	218,079	44,101	229,389

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

Continuation Pay:

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634 authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	0	0	0	0	0	0	1,163
Enlisted	0	0	0	0	0	0	0	0	4,652
Total	0		0	0		0	0		5,815

**NATIONAL GUARD PERSONNEL, ARMY
THRIFT SAVINGS PLAN
PURPOSE AND SCOPE**

<u>ACTUAL FY 2016</u> 0	<u>ESTIMATE FY 2017</u> 0	<u>ESTIMATE FY 2018</u> 32,437
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PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elect the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Saving Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

**NATIONAL GUARD PERSONNEL, ARMY
THRIFT SAVINGS PLAN
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	Thrift Savings Plan (TSP)	32,437	
Total Increases Program			32,437
Total Increases			32,437
FY2018 Direct Program			32,437

**NATIONAL GUARD PERSONNEL, ARMY
THRIFT SAVINGS PLAN
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

Thrift Savings Plan Contributions:

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Saving Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	0	0	0	0	0	0	5,720
Enlisted	0	0	0	0	0	0	0	0	26,717
Total	0		0	0		0	0		32,437

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
17,348	7,496	80,284

PART I - PURPOSE AND SCOPE

Program provides funding for 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. Programs covered by Educational Benefits include Basic Educational Assistance, Chapter 1606 and Kicker, Chapter 1606.

Education benefits cover obligations to Army National Guard members for assistance in education costs. This program provides assistance to 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.

Rates and number of takers are determined by the Board of Actuaries using various economic factors. The board evaluates these factors yearly to adjust rates and numbers if needed.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2018 funding increases by 985% or \$72.8 million due to: 1) increase in participants in the Basic Educational Assistance, Chapter 1606 and 2) increase in the participants in the Kicker, chapter 1606.

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

FY2017 Direct Program			7,496
	Ch 1606 \$350 Kicker	3,243	
Total Increases Pricing			3,243
	Ch 1606 \$350 Kicker	2,224	
	MGIB Basic	68,539	
Total Increases Program			70,763
Total Increases			74,006
	Ch 1606 \$200 Kicker	(1,218)	
Total Decreases Program			(1,218)
Total Decreases			(1,218)
FY2018 Direct Program			80,284

**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 eligibles expected to meet the initial eligibility requirement for an enlistment, reenlistment, or extension for six years.

FY 2018 increase is due to the Department of Defense Office of the Actuary increased projected entrants and contribution rates for the Army National Guard. The Board of Actuaries had previously determined that in FY 2017 the Army National Guard did not need to contribute to the Basic Education Assistance, Ch. 1606 trust fund, by setting the rate to zero.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	5,861	122	715	5,664	0	0	5,169	1,817	9,392
Enlisted	20,459	122	2,496	22,655	0	0	32,552	1,817	59,147
Total	26,320		3,211	28,319		0	37,721		68,539

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. To qualify for a kicker, Soldiers must enlist in a critical job skill or unit for a specific number of years.

FY 2018 increase is due to Department of Defense Office of the Actuary increase of contribution rates for the Army National Guard and a prioritization of recruiting and retaining quality enlisted Soldiers.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
\$200 Kicker	0	1,571	0	31	1,261	39	0	0	0
\$350 Kicker	133	3,845	510	78	3,392	265	0	0	0
Enlisted									
\$200 Kicker	7,442	1,571	11,692	935	1,261	1,179	0	0	0
\$350 Kicker	0	3,845	0	1,773	3,392	6,013	2,449	4,795	11,745
Total	7,575		12,202	2,817		7,496	2,449		11,745

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

Enhanced Educational Assistance, Chapter 1607:

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). Funding for Chapter 1607 was discontinued by the National Defense Authorization Act (NDAA) 2016.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	17	1,174	20	0	0	0	0	0	0
365-729 days Mobilization	84	1,192	100	0	0	0	0	0	0
730 plus days Mobilization	6	823	5	0	0	0	0	0	0
Enlisted									
90-364 days Mobilization	818	1,174	960	0	0	0	0	0	0
365-729 days Mobilization	671	1,192	800	0	0	0	0	0	0
730 plus days Mobilization	61	823	50	0	0	0	0	0	0
Total	1,657		1,935	0		0	0		0

GRAND TOTAL Education Benefits

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	6,101	1,350	109	304	5,169	9,392
Enlisted	29,451	15,998	2,708	7,192	35,001	70,892
Total	35,552	17,348	2,817	7,496	40,170	80,284

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Officer			
Basic Pay	9,395	9,583	12,459
Other Pay and Allowances	5,547	5,658	7,338
Travel	755	770	998
Total	<u>15,697</u>	<u>16,011</u>	<u>20,795</u>
Enlisted			
Basic Pay	12,149	12,392	16,108
Other Pay and Allowances	4,416	4,505	5,844
Travel	604	616	799
Total	<u>17,169</u>	<u>17,513</u>	<u>22,751</u>
Officer & Enlisted			
Retired Pay Accrual	<u>4,868</u>	<u>4,965</u>	<u>6,454</u>
Total Program	37,734	38,489	50,000

**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 Enlisted Referral Bonus

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	7,633	16,345	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	4,289	22,485	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			10,068	16,032	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			6,774	30,139	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					7,362	18,921	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					4,184	21,577	0	0	0	0	0	0	0	0
Anniversary Payments							18,433	19,873	0	0	0	0	0	0
FY 2019														
Initial Payments							4,290	23,729	0	0	0	0	0	0
Anniversary Payments									18,325	21,860	0	0	0	0
FY 2020														
Initial Payments									4,310	26,096	0	0	0	0
Anniversary Payments											18,350	24,046	0	0
FY 2021														
Initial Payments											4,330	28,700	0	0
Anniversary Payments													18,350	26,450
FY 2022														
Initial Payments													4,330	5,290
Anniversary Payments														
Initial Payments	4,289	22,485	6,774	30,139	4,184	21,577	4,290	23,729	4,310	26,096	4,330	28,700	4,330	5,290
Anniversary Payments	7,633	16,345	10,068	16,032	7,362	18,921	18,433	19,873	18,325	21,860	18,350	24,046	18,350	26,450
Total	11,922	38,830	16,842	46,171	11,546	40,498	22,723	43,602	22,635	47,956	22,680	52,746	22,680	31,740

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	2,629	21,453	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			5	18	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			1,199	7,796	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					1,448	7,240	0	0	0	0	0	0	0	0
Anniversary Payments							1,042	4,510	0	0	0	0	0	0
FY 2019														
Initial Payments							462	5,772	0	0	0	0	0	0
Anniversary Payments									1,042	7,315	0	0	0	0
FY 2020														
Initial Payments									462	5,773	0	0	0	0
Anniversary Payments											923	4,195	0	0
FY 2021														
Initial Payments											462	5,214	0	0
Anniversary Payments													923	3,175
FY 2022														
Initial Payments														
Anniversary Payments														
Initial Payments	2,629	21,453	1,199	7,796	1,448	7,240	462	5,772	462	5,773	462	5,214	0	0
Anniversary Payments	0	0	5	18	0	0	1,042	4,510	1,042	7,315	923	4,195	923	3,175
Total	2,629	21,453	1,204	7,814	1,448	7,240	1,504	10,282	1,504	13,088	1,385	9,409	923	3,175

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	2	3	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	5,891	23,562	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 2017														
Initial Payments			4,777	23,885	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					4,011	16,045	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							3,177	16,045	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
FY 2020														
Initial Payments											0	0	0	0
Anniversary Payments											0	0	0	0
FY 2021														
Initial Payments													0	0
Anniversary Payments													0	0
FY 2022														
Initial Payments														
Anniversary Payments														
Initial Payments	5,891	23,562	4,777	23,885	4,011	16,045	3,177	16,045	0	0	0	0	0	0
Anniversary Payments	2	3	0	0	0	0	0	0	0	0	0	0	0	0
Total	5,893	23,565	4,777	23,885	4,011	16,045	3,177	16,045	0	0	0	0	0	0

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	3,670	8,973	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	8,331	49,346	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			1,868	4,806	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			9,891	48,552	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					7,142	35,714	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					5,537	33,225	0	0	0	0	0	0	0	0
Anniversary Payments							13,619	40,616	0	0	0	0	0	0
FY 2019														
Initial Payments							8,463	33,225	0	0	0	0	0	0
Anniversary Payments									13,449	43,935	0	0	0	0
FY 2020														
Initial Payments									8,478	28,488	0	0	0	0
Anniversary Payments											12,571	46,971	0	0
FY 2021														
Initial Payments											8,598	28,503	0	0
Anniversary Payments													12,571	51,327
FY 2022														
Initial Payments														
Anniversary Payments														
Initial Payments	8,331	49,346	9,891	48,552	5,537	33,225	8,463	33,225	8,478	28,488	8,598	28,503	0	0
Anniversary Payments	3,670	8,973	1,868	4,806	7,142	35,714	13,619	40,616	13,449	43,935	12,571	46,971	12,571	51,327
Total	12,001	58,319	11,759	53,358	12,679	68,939	22,082	73,841	21,927	72,423	21,169	75,474	12,571	51,327

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	157	1,569	0	0	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	0	0
FY 2018														
Initial Payments							0	0	0	0	0	0	0	0
FY 2019														
Initial Payments									0	0	0	0	0	0
FY 2020														
Initial Payments											0	0	0	0
FY 2021														
Initial Payments													0	0
FY 2022														
Initial Payments														
Initial Payments	157	1,569	176	1,744	0	0	0	0	0	0	0	0	0	0
Total	157	1,569	176	1,744	0	0	0	0	0	0	0	0	0	0

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	14,136	53,646	0	0	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			21,958	42,492	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					12,391	48,327	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							13,336	50,743	0	0	0	0	0	0
FY 2020														
Initial Payments									13,506	53,280	0	0	0	0
FY 2021														
Initial Payments											13,506	55,944	0	0
FY 2022														
Initial Payments													13,506	58,741
Initial Payments	14,136	53,646	21,958	42,492	12,391	48,327	13,336	50,743	13,506	53,280	13,506	55,944	13,506	58,741
Total	14,136	53,646	21,958	42,492	12,391	48,327	13,336	50,743	13,506	53,280	13,506	55,944	13,506	58,741

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	137	5,358	0	0	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	0	0
FY 2018														
Initial Payments					257	7,043	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							127	7,043	0	0	0	0	0	0
FY 2020														
Initial Payments									127	7,043	0	0	0	0
FY 2021														
Initial Payments											127	7,327	0	0
FY 2022														
Initial Payments													127	7,474
Initial Payments	137	5,358	130	5,199	257	7,043	127	7,043	127	7,043	127	7,327	127	7,474
Total	137	5,358	130	5,199	257	7,043	127	7,043	127	7,043	127	7,327	127	7,474

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	376	12,171	0	0	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	0	0
FY 2018														
Initial Payments					452	14,562	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							281	14,854	0	0	0	0	0	0
FY 2020														
Initial Payments									275	15,152	0	0	0	0
FY 2021														
Initial Payments											275	15,456	0	0
FY 2022														
Initial Payments													275	15,766
Initial Payments	376	12,171	319	10,200	452	14,562	281	14,854	275	15,152	275	15,456	275	15,766
Total	376	12,171	319	10,200	452	14,562	281	14,854	275	15,152	275	15,456	275	15,766

**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 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	684	13,700	0	0	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			1,214	24,283	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					1,182	25,936	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							667	27,485	0	0	0	0	0	0
FY 2020														
Initial Payments									616	24,277	0	0	0	0
FY 2021														
Initial Payments											616	25,486	0	0
FY 2022														
Initial Payments													616	24,939
Initial Payments	684	13,700	1,214	24,283	1,182	25,936	667	27,485	616	24,277	616	25,486	616	24,939
Total	684	13,700	1,214	24,283	1,182	25,936	667	27,485	616	24,277	616	25,486	616	24,939

**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	37	194	231	0	0	82	313
RECRUITING/RETENTION	283	3,623	3,906	51	0	0	3,957
SUBTOTAL	320	3,817	4,137	51	0	82	4,270
UNITS							
RC UNIQUE MGMT HQS	3,911	16,701	20,612	5,548	0	0	26,160
UNIT SUPPORT	902	1,232	2,134	21,503	0	0	23,637
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	4,813	17,933	22,746	27,051	0	0	49,797
TRAINING							
RC NON-UNIT INSTITUTIONS	660	333	993	0	0	0	993
RC SCHOOLS	363	196	559	0	0	0	559
ROTC	117	0	117	0	0	0	117
SUBTOTAL	1,140	529	1,669	0	0	0	1,669
HEADQUARTERS							
SERVICE HQS	28	0	28	0	0	0	28
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	560	730	1,290	0	110	860	2,260
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	16	0	16	0	0	0	16
SUBTOTAL	619	730	1,349	0	110	860	2,319
TOTAL END STRENGTH	6,892	23,009	29,901	27,102	110	942	58,055

**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	3,643	17,237	20,880	5,485	0	0	26,365
UNIT SUPPORT	1,092	1,014	2,106	21,571	0	0	23,677
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	4,735	18,251	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	6,653	23,502	30,155	27,107	107	1,021	58,390

PB-30W FULL-TIME SUPPORT PERSONNEL

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

FY 2018

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	199	234	0	0	82	316
RECRUITING/RETENTION	272	3,707	3,979	51	0	0	4,030
SUBTOTAL	307	3,906	4,213	51	0	82	4,346
UNITS							
RC UNIQUE MGMT HQS	4,114	16,724	20,838	5,404	0	0	26,242
UNIT SUPPORT	866	1,260	2,126	21,362	0	0	23,488
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	4,980	17,984	22,964	26,766	0	0	49,730
TRAINING							
RC NON-UNIT INSTITUTIONS	634	340	974	0	0	0	974
RC SCHOOLS	349	201	550	0	0	0	550
ROTC	112	0	112	0	0	0	112
SUBTOTAL	1,095	541	1,636	0	0	0	1,636
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	537	747	1,284	0	110	1,173	2,567
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	16	0	16	0	0	0	16
SUBTOTAL	595	747	1,342	0	110	1,173	2,625
TOTAL END STRENGTH	6,977	23,178	30,155	26,817	110	1,255	58,337