

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2019 Budget Estimates*



**NATIONAL GUARD PERSONNEL, ARMY  
JUSTIFICATION BOOK  
FEBRUARY 2018**

The estimated cost of this report for the Department of Defense is approximately \$44,110 for Fiscal Year 2017. This includes \$110 in expenses and \$44,000 in DoD labor.

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## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

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

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018*</u>	<u>ESTIMATE FY 2019</u>
<b>Reserve Component Training and Support Direct Program</b>	8,279,440	8,379,376	8,744,345
FY 2018 CR Adjustment	-	(533,598)	-
Reimbursable Program	34,504	50,000	51,000
Subtotal NGPA	<u>8,313,944</u>	<u>7,895,778</u>	<u>8,795,345</u>
<b>Medicare-Ret Contrib, AG Army</b>	654,412	757,211	685,463
<b>TOTAL PROGRAM COST</b>	<u>8,968,356</u>	<u>8,652,989</u>	<u>9,480,808</u>

\* Reflects the FY 2018 President's Budget Request with undistributed adjustments to match the Annualized Continuing Resolution funding level by appropriation.

**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 2017</u>	<u>ESTIMATE FY 2018*</u>	<u>ESTIMATE FY 2019</u>
<b><u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u></b>			
DIRECT PROGRAM	8,126,139	8,379,376	8,744,345
FY 2018 CR ADJUSTMENT - BASE	0	(533,598)	0
REIMBURSABLE PROGRAM	34,504	50,000	51,000
OCO AND OTHER SUPPLEMENTAL FUNDING	153,301	184,589	195,283
FY 2018 CR ADJUSTMENT – OCO	0	11,883	0
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>8,313,944</b>	<b>8,092,250</b>	<b>8,990,628</b>
MEDICARE-RET CONTRIB, AG ARMY	654,412	757,211	685,463
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST</b>	<b>8,968,356</b>	<b>8,849,461</b>	<b>9,676,091</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	753,715	1,439,236	1,216,106
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	169,266	130,286	138,651
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>922,981</b>	<b>1,569,522</b>	<b>1,354,757</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>9,891,337</b>	<b>10,418,983</b>	<b>11,030,848</b>

\* Reflects the FY 2018 President's Budget Request with undistributed adjustments to match the Annualized Continuing Resolution funding level by appropriation.

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

**Appropriation Summary**

<u>FY 2018 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2019 Estimate</u>
8,379,376	151,757	213,212	8,744,345

**Program Adjustment Highlights in FY 2019**

The National Guard Personnel, Army budget request increases by \$364.9 million from Fiscal Year (FY) 2018 to FY 2019. 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 343,500, including Active Guard Reserve (AGR) full time support requested authorizations of 30,595.

Pay Group A reflects projected participation in Annual Training and Inactive Duty Training which is budgeted consistent with FY 2018 projected participation rates. An overall increase of \$181.1 million is primarily due to pay, inflation, cost of living adjustments, and a Headquarters, Department of the Army (HQDA) led change to training requirements used to build unit readiness.

Pay Group F decreases by (\$13.6) million due to lower accessions mission. Pay Group P decreases by (\$2.8) million due to lower accessions mission and implementation of Office of Secretary of Defense policy regarding Lawful Permanent Residents.

Schools Training decreases by (\$16.1) million due to decrease in reclassification training, and Aviation and Chemical, Biological, Radiological, Nuclear (CBRN) initial skills training.

Special Training decreases by (\$1.9) million due to ARNG CBRN training event requests.

Administration and Support, AGR program increases by \$186.0 million due to inflation, cost of living adjustments, and increases in bonus and benefit costs per payment and number of payments.

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 \$9.2 million due to increase in participants in the Basic Educational Assistance, Chapter 1606 and an increase in Officer Kicker \$350 and Enlisted \$250 and \$350 Kicker to assist in recruiting and retaining quality Soldiers.

Price increases in this budget support a pay raise of 2.6 percent on January 1, 2019 and accounts for inflationary adjustments to travel, housing, clothing, subsistence and other pay categories.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2019 Budget Review, the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the ARNG assumed \$54.8M in anticipated savings in the NGPA appropriation. Similar methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY 2016 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure that the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the ARNG will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

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.



**NATIONAL GUARD PERSONNEL, ARMY  
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

**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 higher 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 2019 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 an increased end-strength of 343,500 in FY 2019. As the Army National Guard increases end strength efforts will remain focused on recruiting, and retaining the force. Active Guard and Reserve (AGR) increased by 440 to 30,595. The FY 2018 NDAA authorized the Army National Guard to increase end strength by 500 Soldiers to 343,500. While the Army National Guard plans to successfully meet this authorized strength level, the exhibits throughout this request display resources and strength levels at the FY 2018 President's Budget position.

	<b>End Strength</b>	
<u>FY 2017 Actual</u>	<u>FY 2018 Estimate</u>	<u>FY 2019 Estimate</u>
343,603	343,000	343,500

**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.

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.

**NATIONAL GUARD PERSONNEL, ARMY  
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

**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 requested amounts and amounts paid from the permanent indefinite authority.

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

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

**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 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 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Average Strength	341,509	341,911	342,420
End Strength	343,603	343,000	343,500
Authorized Strength	343,000	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 2019 is 343,500.

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 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Recruiting: Accession Goals	41,348	52,306	51,720
Retention: Reenlistment Goals	31,530	37,626	36,289
Attrition: Attrition Goals	13%	16%	16%

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

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

**OFFICER**

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b>Beginning Strength</b>	45,528	45,603	46,626
<b>Gains:</b>			
Males (NPS)	190	252	238
Females (NPS)	48	63	59
Civilian Life	151	167	274
Active Component	186	194	246
Enlisted Commissioning Program	3,233	3,548	3,497
Other Reserve Status/Component	176	179	364
All Other	0	0	0
<b>Total Gains</b>	<b>3,984</b>	<b>4,403</b>	<b>4,678</b>
<b>Losses:</b>			
Civilian Life	997	1,194	848
Active Component	55	60	64
Retired Reserves	883	1,115	910
Other Reserve Status/Component	624	582	1,039
All Other	1,091	1,056	1,117
<b>Total Losses</b>	<b>3,650</b>	<b>4,007</b>	<b>3,978</b>
 <b>End Strength</b>	 45,862	 45,999	 47,326

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

**ENLISTED**

	<u><b>FY 2017</b></u>	<u><b>FY 2018</b></u>	<u><b>FY 2019</b></u>
<b>Beginning Strength</b>	296,061	297,397	296,874
<b>Gains:</b>			
Males (NPS)	24,393	31,110	29,320
Females (NPS)	6,098	7,778	9,258
Civilian Life	3,416	4,455	7,205
Other Reserve Status/Component	3,156	4,259	3,829
All Other	301	301	314
<b>Total Gains</b>	<u><b>37,364</b></u>	<u><b>47,903</b></u>	<u><b>49,926</b></u>
<b>Losses:</b>			
Other Attrition	19,207	28,467	30,080
Expiration of Selected Reserve Service	8,307	11,198	12,404
Active Component	1,243	1,314	988
To Officer Status	3,233	3,548	3,497
Retired Reserves	2,728	2,802	2,765
Other Reserve Status/Component	966	970	892
Losses to Civilian Life	0	0	0
<b>Total Losses</b>	<u><b>35,684</b></u>	<u><b>48,299</b></u>	<u><b>50,626</b></u>
 <b>End Strength</b>	 297,741	 297,001	 296,174

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2017</u>			<u>FY 2018</u>		<u>FY 2019</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	38,636	38,428	38,961	38,445	39,022	39,086	40,160
Enlisted	48	15	250,347	249,132	250,279	246,849	248,813	244,901	244,151
Subtotal			288,983	287,560	289,240	285,294	287,835	283,987	284,311
<b>Pay Group F</b>									
Enlisted		122	13,808	11,477	13,607	13,212	14,164	13,413	15,944
<b>Pay Group P</b>									
Enlisted	31		8,897	12,665	11,226	13,158	10,846	14,509	12,650
Subtotal			311,688	311,702	314,073	311,664	312,845	311,909	312,905
Drill/Indiv Tng			311,688	311,702	314,073	311,664	312,845	311,909	312,905
<b>AGR (Full-time)</b>									
Officer			6,892	6,917	6,901	6,851	6,977	7,112	7,166
Enlisted			23,009	22,890	22,629	23,396	23,178	23,399	23,429
Subtotal			29,901	29,807	29,530	30,247	30,155	30,511	30,595
<b>SELRES</b>									
Officer			45,528	45,345	45,862	45,296	45,999	46,198	47,326
Enlisted			296,061	296,164	297,741	296,615	297,001	296,222	296,174
Subtotal			341,589	341,509	343,603	341,911	343,000	342,420	343,500

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

	FY 2017			FY 2018		FY 2019	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	407	408	407	426	423	417	420
O5 LT COLONEL	1,241	1,209	1,206	1,295	1,239	1,241	1,250
O4 MAJOR	2,013	2,030	2,024	2,186	2,291	2,133	2,149
O3 CAPTAIN	1,347	1,435	1,432	1,272	1,410	1,523	1,535
O2 1ST LIEUTENANT	173	170	170	121	117	147	148
O1 2ND LIEUTENANT	76	80	80	36	35	85	86
<b>Total Commissioned Officers</b>	<b>5,257</b>	<b>5,332</b>	<b>5,319</b>	<b>5,336</b>	<b>5,515</b>	<b>5,546</b>	<b>5,588</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	159	155	155	137	132	170	171
W4 WARRANT OFF (W-4)	420	399	398	414	400	393	396
W3 WARRANT OFF (W-3)	581	588	587	489	472	547	551
W2 WARRANT OFF (W-2)	372	333	332	425	410	352	355
W1 WARRANT OFF (W-1)	103	110	110	50	48	104	105
<b>Total Warrant Officers</b>	<b>1,635</b>	<b>1,585</b>	<b>1,582</b>	<b>1,515</b>	<b>1,462</b>	<b>1,566</b>	<b>1,578</b>
<b>Total Officer</b>	<b>6,892</b>	<b>6,917</b>	<b>6,901</b>	<b>6,851</b>	<b>6,977</b>	<b>7,112</b>	<b>7,166</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	727	725	717	732	737	734	735
E8 1ST SGT/MASTER SGT	2,237	2,251	2,225	2,393	2,408	2,355	2,358
E7 PLATOON SGT/SFC	8,126	7,932	7,841	8,408	8,278	7,955	7,966
E6 STAFF SGT	8,712	8,525	8,428	8,684	8,557	8,877	8,888
E5 SERGEANT	2,950	3,159	3,123	2,981	2,999	3,188	3,192
E4 CPL/SPECIALIST	255	295	292	198	199	290	290
E3 PRIVATE 1ST CLASS	2	3	3	0	0	0	0
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>23,009</b>	<b>22,890</b>	<b>22,629</b>	<b>23,396</b>	<b>23,178</b>	<b>23,399</b>	<b>23,429</b>
<b>Total Personnel on Active Duty</b>	<b>29,901</b>	<b>29,807</b>	<b>29,530</b>	<b>30,247</b>	<b>30,155</b>	<b>30,511</b>	<b>30,595</b>

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

**ACTUAL 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	38,161	248,999	287,160	7,532	17,075	311,767	6,946	22,899	29,845	341,612
MAY	38,088	247,459	285,547	9,038	16,726	311,311	6,953	22,876	29,829	341,140
JUN	38,261	246,707	284,968	12,572	13,449	310,989	6,937	22,842	29,779	340,768
JUL	38,353	245,462	283,815	14,915	12,345	311,075	6,945	22,836	29,781	340,856
AUG	38,607	248,343	286,950	14,027	11,063	312,040	6,940	22,796	29,736	341,776
SEP	38,961	250,279	289,240	13,607	11,226	314,073	6,901	22,629	29,530	343,603
<b>Average</b>	<b>38,428</b>	<b>249,132</b>	<b>287,560</b>	<b>11,477</b>	<b>12,665</b>	<b>311,702</b>	<b>6,917</b>	<b>22,890</b>	<b>29,807</b>	<b>341,509</b>



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

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD  
ACTUAL 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.
4. Counter Drug represents 16% or 121 pax of total amount. Counter Drug is exempt from 1095 under 502f.

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

**ESTIMATE FY 2018**

	Pay Group A			Pay Group F	Pay Group P	Total Drill	Full-Time Active Duty			Total Selected Reserve
	Officer	Enlisted	Total	Enlisted	Paid		Officer	Enlisted	Total	
PYSEP	38,950	248,073	287,023	14,996	10,826	312,845	6,653	23,502	31,055	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
<b>Average</b>	<b>38,445</b>	<b>246,849</b>	<b>285,294</b>	<b>13,212</b>	<b>13,158</b>	<b>311,664</b>	<b>6,851</b>	<b>23,396</b>	<b>30,247</b>	<b>341,911</b>

**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.
4. Counter Drug represents 16% or 121 pax of total amount. Counter Drug is exempt from 1095 under 502f.

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

**ESTIMATE FY 2019**

	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	40,159	244,552	284,711	15,984	12,650	313,345	7,167	22,988	30,155	343,500
OCT	38,934	247,421	286,355	13,845	10,958	311,158	6,994	23,230	30,225	341,383
NOV	38,862	247,053	285,915	13,198	11,791	310,904	7,033	23,279	30,313	341,217
DEC	38,863	248,132	286,995	10,567	13,867	311,429	7,072	23,369	30,442	341,871
JAN	38,793	246,523	285,316	12,091	14,078	311,485	7,087	23,403	30,491	341,976
FEB	38,816	245,908	284,724	11,921	15,010	311,655	7,100	23,402	30,503	342,158
MAR	38,798	245,170	283,968	10,980	17,210	312,158	7,131	23,445	30,577	342,735
APR	38,794	244,525	283,319	10,421	18,549	312,289	7,142	23,467	30,610	342,899
MAY	38,889	243,584	282,473	11,581	17,948	312,002	7,160	23,520	30,681	342,683
JUN	39,164	241,867	281,031	16,140	15,029	312,200	7,153	23,506	30,660	342,860
JUL	39,326	240,754	280,080	18,126	14,021	312,227	7,143	23,475	30,619	342,846
AUG	39,635	243,520	283,155	16,122	13,000	312,277	7,158	23,481	30,640	342,917
SEP	40,160	244,151	284,311	15,944	12,650	312,905	7,166	23,429	30,595	343,500
<b>Average</b>	<b>39,086</b>	<b>244,901</b>	<b>283,987</b>	<b>13,413</b>	<b>14,509</b>	<b>311,909</b>	<b>7,112</b>	<b>23,399</b>	<b>30,511</b>	<b>342,420</b>

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

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD  
ESTIMATE FY 2019**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
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.
4. Counter Drug represents 16% or 121 pax of total amount. Counter Drug is exempt from 1095 under 502f.

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

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018*</u>			<u>ESTIMATE FY 2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	175,249	672,068	847,317	183,302	648,429	831,731	204,576	704,277	908,853
Pay and Allowances	159,167	520,382	679,549	166,356	479,172	645,528	187,086	528,729	715,815
Clothing	300	47,074	47,374	1,018	33,361	34,379	1,127	36,905	38,032
Subsistence	3,951	68,852	72,803	4,435	94,399	98,834	4,612	96,302	100,914
Travel	11,831	35,760	47,591	11,493	41,497	52,990	11,751	42,341	54,092
Inactive Duty Training	425,047	1,302,851	1,727,898	458,851	1,333,322	1,792,173	485,827	1,410,371	1,896,198
Civil Disturbance	35	53	88	44	217	261	46	230	276
Flight Training	35,911	22,649	58,560	42,536	22,530	65,066	45,037	23,811	68,848
Jump Proficiency	27	126	153	76	383	459	81	404	485
Military Funeral Honors	1,825	10,303	12,128	1,576	11,698	13,274	1,299	11,418	12,717
Readiness Management	2,239	4,764	7,003	3,222	6,528	9,750	3,411	6,899	10,310
Subsistence	0	45,686	45,686	0	51,625	51,625	0	51,050	51,050
Training Preparation	5,040	13,625	18,665	5,510	11,574	17,084	5,834	12,232	18,066
Unit Training Assemblies	379,476	1,199,837	1,579,313	405,354	1,222,477	1,627,831	429,556	1,297,677	1,727,233
EBDL	6	116	122	35	467	502	37	495	532
Medical Man-days	488	5,692	6,180	498	5,823	6,321	526	6,155	6,681
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>600,296</b>	<b>1,974,919</b>	<b>2,575,215</b>	<b>642,153</b>	<b>1,981,751</b>	<b>2,623,904</b>	<b>690,403</b>	<b>2,114,648</b>	<b>2,805,051</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	442,531	442,531	0	589,009	589,009	0	575,310	575,310
Pay and Allowances	0	371,250	371,250	0	495,176	495,176	0	479,156	479,156
Clothing	0	56,637	56,637	0	65,743	65,743	0	67,399	67,399
Travel	0	14,644	14,644	0	28,090	28,090	0	28,755	28,755
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>442,531</b>	<b>442,531</b>	<b>0</b>	<b>589,009</b>	<b>589,009</b>	<b>0</b>	<b>575,310</b>	<b>575,310</b>

\* Reflects the FY 2018 President's Budget Request with undistributed adjustments to match the Annualized Continuing Resolution funding level by appropriation

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

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018*</u>			<u>ESTIMATE FY 2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP P</b>									
Pay and Allowances	0	35,587	35,587	0	40,443	40,443	0	38,092	38,092
Clothing	0	1,119	1,119	0	2,497	2,497	0	2,182	2,182
Subsistence of Enlisted Personnel	0	2,745	2,745	0	3,486	3,486	0	3,344	3,344
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>39,451</b>	<b>39,451</b>	<b>0</b>	<b>46,426</b>	<b>46,426</b>	<b>0</b>	<b>43,618</b>	<b>43,618</b>
<b>SCHOOL TRAINING</b>									
Career Development Training	62,076	125,851	187,927	68,035	114,384	182,419	70,826	118,376	189,202
Flight Training	21,784	0	21,784	19,431	0	19,431	18,534	0	18,534
Initial Skill Acquisition Training	125,487	117,276	242,763	146,201	80,056	226,257	125,563	67,474	193,037
Officer Candidate/Training School	1,124	4,355	5,479	1,942	13,277	15,219	3,600	14,941	18,541
Refresher and Proficiency Training	28,577	61,146	89,723	41,495	85,892	127,387	43,748	91,582	135,330
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>239,048</b>	<b>308,628</b>	<b>547,676</b>	<b>277,104</b>	<b>293,609</b>	<b>570,713</b>	<b>262,271</b>	<b>292,373</b>	<b>554,644</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	51,714	74,940	126,654	55,736	117,837	173,573	50,832	109,428	160,260
Command/Staff Supervision	59,966	159,439	219,405	23,609	80,076	103,685	27,459	96,882	124,341
Competitive Events	1,361	4,683	6,044	1,409	6,697	8,106	1,550	6,691	8,241
Counter Drug Interdiction Activity	48,887	132,324	181,211	0	0	0	0	0	0
Exercises	70,437	113,403	183,840	85,982	146,404	232,386	88,782	152,617	241,399
Management Support	46,324	51,929	98,253	26,362	25,262	51,624	26,756	23,097	49,853
Operational Training	17,812	20,415	38,227	19,250	15,426	34,676	28,564	19,205	47,769
Recruiting/Retention	8,907	65,084	73,991	9,171	59,229	68,400	7,627	26,405	34,032
Unit Conversion Training	6,437	25,360	31,797	4,303	20,297	24,600	4,971	24,231	29,202
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>311,845</b>	<b>647,577</b>	<b>959,422</b>	<b>225,822</b>	<b>471,228</b>	<b>697,050</b>	<b>236,541</b>	<b>458,556</b>	<b>695,097</b>

\* Reflects the FY 2018 President's Budget Request with undistributed adjustments to match the Annualized Continuing Resolution funding level by appropriation

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

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018*</u>			<u>ESTIMATE FY 2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	1,088,122	2,299,068	3,387,190	1,078,189	2,339,195	3,417,384	1,185,838	2,380,610	3,566,448
Travel/PCS	27,480	44,742	72,222	20,098	42,855	62,953	23,771	40,521	64,292
\$30,000 Lump Sum Bonus	1,073	3,880	4,953	555	1,590	2,145	300	210	510
Death Gratuities	90	1,007	1,097	100	1,000	1,100	100	997	1,097
Disability and Hospitalization Benefits	1,046	13,315	14,361	2,403	18,364	20,767	731	10,907	11,638
Selective Reserve Incentive Program (SRIP)	65,386	158,144	223,530	48,180	181,209	229,389	53,014	207,675	260,689
Continuation Pay	0	0	0	1,163	4,652	5,815	4,184	16,735	20,919
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,183,197</b>	<b>2,520,156</b>	<b>3,703,353</b>	<b>1,150,688</b>	<b>2,588,865</b>	<b>3,739,553</b>	<b>1,267,938</b>	<b>2,657,655</b>	<b>3,925,593</b>
<b>THRIFT SAVINGS PLAN CONTRIBUTIONS</b>									
Thrift Savings Plan Contributions	0	0	0	5,720	26,717	32,437	11,738	43,792	55,530
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,720</b>	<b>26,717</b>	<b>32,437</b>	<b>11,738</b>	<b>43,792</b>	<b>55,530</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefit, Ch. 1606	0	0	0	9,392	59,147	68,539	8,013	55,257	63,270
Kicker, Enhanced G.I. Bill, Ch. 1606	335	11,457	11,792	0	11,745	11,745	6,000	20,232	26,232
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>335</b>	<b>11,457</b>	<b>11,792</b>	<b>9,392</b>	<b>70,892</b>	<b>80,284</b>	<b>14,013</b>	<b>75,489</b>	<b>89,502</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>2,334,721</b>	<b>5,944,719</b>	<b>8,279,440</b>	<b>2,310,879</b>	<b>6,068,497</b>	<b>8,379,376</b>	<b>2,482,904</b>	<b>6,261,441</b>	<b>8,744,345</b>
<b>FY 2018 CR Adjustment</b>						<b>(533,598)</b>			
<b>Revised FY 2018 Direct Program</b>						<b>7,845,778</b>			

\* Reflects the FY 2018 President's Budget Request with undistributed adjustments to match the Annualized Continuing Resolution funding level by appropriation.



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

	<b>FY 2018 President's Budget</b>	<b>Congres- sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2018 in FY 2019 Pres. Budget</b>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	645,528	0	645,528	0	645,528	0	645,528
PG A, Travel, Annual Training	52,990	0	52,990	0	52,990	0	52,990
PG A, IDT Pay & Allow, Unit Training Assemblies	1,627,831	0	1,627,831	0	1,627,831	0	1,627,831
PG A, IDT Pay & Allow, Additional Drill Assemblies	112,717	0	112,717	0	112,717	0	112,717
PG A, Individual Clothing and Uniforms	34,379	0	34,379	0	34,379	0	34,379
PG A, Subsistence of Enlisted Personnel	150,459	0	150,459	0	150,459	0	150,459
Total Direct Obligation	2,623,904	0	2,623,904	0	2,623,904	0	2,623,904
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	495,176	0	495,176	0	495,176	0	495,176
PG F, Individual Clothing and Uniforms	65,743	0	65,743	0	65,743	0	65,743
PG F, Travel, Annual Training	28,090	0	28,090	0	28,090	0	28,090
Total Direct Obligation	589,009	0	589,009	0	589,009	0	589,009
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	40,443	0	40,443	0	40,443	0	40,443
PG P, Individual Clothing and Uniforms	2,497	0	2,497	0	2,497	0	2,497
PG P, Subsistence of Enlisted Personnel	3,486	0	3,486	0	3,486	0	3,486
Total Direct Obligation	46,426	0	46,426	0	46,426	0	46,426
<b>School Training</b>							
Schools, Career Development Training	182,419	0	182,419	0	182,419	0	182,419
Schools, Flight Training	19,431	0	19,431	0	19,431	0	19,431
Schools, Initial Skills Acquisition Training	226,257	0	226,257	0	226,257	0	226,257
Schools, Officer Candidate/Training School	15,219	0	15,219	0	15,219	0	15,219
Schools, Refresher and Proficiency Training	127,387	0	127,387	0	127,387	0	127,387
Total Direct Obligation	570,713	0	570,713	0	570,713	0	570,713
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	16,127	0	16,127	0	16,127	0	16,127
Special, CBRNE Enterprise Other Capabilities	157,446	0	157,446	0	157,446	0	157,446
Special, Command and Staff Supervision	103,685	0	103,685	0	103,685	0	103,685
Special, Competitive Events	8,106	0	8,106	0	8,106	0	8,106
Special, Exercises	232,386	0	232,386	0	232,386	0	232,386
Special, Management Support	51,624	0	51,624	0	51,624	0	51,624
Special, Operational Training	34,676	0	34,676	0	34,676	0	34,676
Special, Recruiting/Retention	68,400	0	68,400	0	68,400	0	68,400
Special, Unit Conversion	24,600	0	24,600	0	24,600	0	24,600
Total Direct Obligation	697,050	0	697,050	0	697,050	0	697,050

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	3,379,343	0	3,379,343	0	3,379,343	0	3,379,343
AGR, COLA	38,041	0	38,041	0	38,041	0	38,041
AGR, Travel, Permanent Change of Station (PCS)	62,953	0	62,953	0	62,953	0	62,953
Active Accounts & G/R Full-Time Personnel (REDUX)	2,145	0	2,145	0	2,145	0	2,145
Death Gratuities	1,100	0	1,100	0	1,100	0	1,100
Disability and Hospitalization Benefits	20,767	0	20,767	0	20,767	0	20,767
Selected Reserve Incentive Program (SRIP)	229,389	0	229,389	0	229,389	0	229,389
Continuation Pay	5,815	0	5,815	0	5,815	0	5,815
Total Direct Obligation	<u>3,739,553</u>	<u>0</u>	<u>3,739,553</u>	<u>0</u>	<u>3,739,553</u>	<u>0</u>	<u>3,739,553</u>

**Thrift Savings Plan**

Thrift Savings Plan Contribution	<u>32,437</u>	<u>0</u>	<u>32,437</u>	<u>0</u>	<u>32,437</u>	<u>0</u>	<u>32,437</u>
Total Direct Obligation	32,437	0	32,437	0	32,437	0	32,437

**Education Benefits**

Basic Educational Assistance, Ch 1606	68,539	0	68,539	0	68,539	0	68,539
Kicker, Chapter 1606	<u>11,745</u>	<u>0</u>	<u>11,745</u>	<u>0</u>	<u>11,745</u>	<u>0</u>	<u>11,745</u>
Total Direct Obligation	80,284	0	80,284	0	80,284	0	80,284

<b>Total Direct Program</b>	<b>8,379,376</b>	<b>0</b>	<b>8,379,376</b>	<b>0</b>	<b>8,379,376</b>	<b>0</b>	<b>8,379,376</b>
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**FY 2018 CR Adjustment**

**(533,598)**

**Revised Total**

**7,845,778**

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

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Training, Pay Group A</b>						
Officer	465,240	106,075	493,050	111,429	513,925	126,940
Enlisted	1,375,869	313,698	1,360,827	307,547	1,416,967	349,991
Subtotal	<u>1,841,109</u>	<u>419,773</u>	<u>1,853,877</u>	<u>418,976</u>	<u>1,930,892</u>	<u>476,931</u>
<b>Training, Pay Group F</b>						
Enlisted	263,776	60,141	356,270	80,517	336,385	83,087
<b>Training, Pay Group P</b>						
Enlisted	28,982	6,608	33,009	7,460	30,255	7,473
<b>School Training</b>						
Officer	121,860	27,784	146,866	33,192	132,166	32,645
Enlisted	138,114	31,490	130,708	29,540	130,044	32,121
Subtotal	<u>259,974</u>	<u>59,274</u>	<u>277,574</u>	<u>62,732</u>	<u>262,210</u>	<u>64,766</u>
<b>Special Training</b>						
Officer	273,382	62,331	118,244	26,723	140,365	34,671
Enlisted	522,302	119,085	227,965	51,520	253,211	62,543
Subtotal	<u>795,684</u>	<u>181,416</u>	<u>346,209</u>	<u>78,243</u>	<u>393,576</u>	<u>97,214</u>
<b>Administration and Support, AGR</b>						
Officer	626,311	181,004	619,554	176,573	679,615	206,603
Enlisted	1,156,906	334,346	1,171,895	333,990	1,231,862	374,486
Subtotal	<u>1,783,217</u>	<u>515,350</u>	<u>1,791,449</u>	<u>510,563</u>	<u>1,911,477</u>	<u>581,089</u>
<b>Total Direct Program</b>						
Officer	1,486,793	377,194	1,377,714	347,917	1,466,071	400,859
Enlisted	3,485,949	865,368	3,280,674	810,574	3,398,724	909,701
Total	<u>4,972,742</u>	<u>1,242,562</u>	<u>4,658,388</u>	<u>1,158,491</u>	<u>4,864,795</u>	<u>1,310,560</u>

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

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Reimbursable</b>						
Officer	8,579	1,956	13,504	3,052	12,603	3,113
Enlisted	10,390	2,369	15,053	3,402	14,049	3,470
Total	<u>18,969</u>	<u>4,325</u>	<u>28,557</u>	<u>6,454</u>	<u>26,652</u>	<u>6,583</u>
<b>Total Program</b>						
Officer	1,495,372	379,150	1,391,218	350,969	1,478,674	403,972
Enlisted	3,496,339	867,737	3,295,727	813,976	3,412,773	913,171
Total	<u>4,991,711</u>	<u>1,246,887</u>	<u>4,686,945</u>	<u>1,164,945</u>	<u>4,891,447</u>	<u>1,317,143</u>

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

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
<b>Training, Pay Group A</b>			
Officer	20,022	21,631	22,379
Enlisted	92,387	96,991	94,138
Subtotal	<u>112,409</u>	<u>118,622</u>	<u>116,517</u>
<b>Training, Pay Group F</b>			
Enlisted	31,744	45,708	41,233
<b>School Training</b>			
Officer	34,535	34,668	31,665
Enlisted	46,161	40,582	35,810
Subtotal	<u>80,696</u>	<u>75,250</u>	<u>67,475</u>
<b>Special Training</b>			
Officer	36,001	30,131	22,777
Enlisted	100,352	85,809	62,919
Subtotal	<u>136,353</u>	<u>115,940</u>	<u>85,696</u>
<b>Administration and Support, AGR</b>			
Officer	189,145	191,637	194,670
Enlisted	489,265	506,145	494,029
Subtotal	<u>678,410</u>	<u>697,782</u>	<u>688,699</u>
<b>Total Direct Program</b>			
Officer	279,703	278,067	271,491
Enlisted	759,909	775,235	728,129
Total	<u>1,039,612</u>	<u>1,053,302</u>	<u>999,620</u>
<b>Reimbursable</b>			
Officer	3,321	4,693	4,787
Enlisted	1,569	2,097	2,139
Total	<u>4,890</u>	<u>6,790</u>	<u>6,926</u>
<b>Total Program</b>			
Officer	283,024	282,760	276,278
Enlisted	761,478	777,332	730,268
Total	<u>1,044,502</u>	<u>1,060,092</u>	<u>1,006,546</u>

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

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
<b>Training, Pay Group A</b>			
Officer	11,831	11,493	11,751
Enlisted	35,760	41,497	42,341
Subtotal	47,591	52,990	54,092
<b>Training, Pay Group F</b>			
Enlisted	14,644	28,090	28,755
<b>School Training</b>			
Officer	38,959	42,371	42,912
Enlisted	67,157	69,452	61,033
Subtotal	106,116	111,823	103,945
<b>Special Training</b>			
Officer	25,687	27,306	25,259
Enlisted	49,878	52,733	46,265
Subtotal	75,565	80,039	71,524
<b>Administration and Support, AGR</b>			
Officer	27,480	20,098	23,771
Enlisted	44,742	42,855	40,521
Subtotal	72,222	62,953	64,292
<b>Total Direct Program</b>			
Officer	103,957	101,268	103,693
Enlisted	212,181	234,627	218,915
Total	316,138	335,895	322,608

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

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
<b>Reimbursable</b>			
Officer	770	998	1,019
Enlisted	616	799	815
Total	<u>1,386</u>	<u>1,797</u>	<u>1,834</u>
 <b>Total Program</b>			
Officer	104,727	102,266	104,712
Enlisted	212,797	235,426	219,730
Total	<u>317,524</u>	<u>337,692</u>	<u>324,442</u>

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

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Training, Pay Group A</b>						
Officer	1,711	2,240	2,173	2,262	2,232	2,380
Enlisted	79,212	35,326	98,355	47,669	98,081	49,271
Subtotal	<u>80,923</u>	<u>37,566</u>	<u>100,528</u>	<u>49,931</u>	<u>100,313</u>	<u>51,651</u>
<b>Training, Pay Group F</b>						
Enlisted	15,561	0	13,343	0	12,928	0
<b>Training, Pay Group P</b>						
Enlisted	2,745	0	3,486	0	3,344	0
<b>School Training</b>						
Officer	6,095	103	6,757	109	6,133	80
Enlisted	14,118	789	12,875	790	7,732	347
Subtotal	<u>20,213</u>	<u>892</u>	<u>19,632</u>	<u>899</u>	<u>13,865</u>	<u>427</u>
<b>Special Training</b>						
Officer	4,324	223	4,912	442	5,064	456
Enlisted	25,722	1,443	27,477	2,295	17,892	1,612
Subtotal	<u>30,046</u>	<u>1,666</u>	<u>32,389</u>	<u>2,737</u>	<u>22,956</u>	<u>2,068</u>
<b>Administration and Support, AGR</b>						
Officer	20,644	0	21,155	0	22,491	0
Enlisted	101,149	0	105,352	0	107,178	0
Subtotal	<u>121,793</u>	<u>0</u>	<u>126,507</u>	<u>0</u>	<u>129,669</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	32,774	2,566	34,997	2,813	35,920	2,916
Enlisted	238,507	37,558	260,888	50,754	247,155	51,230
Total	<u>271,281</u>	<u>40,124</u>	<u>295,885</u>	<u>53,567</u>	<u>283,075</u>	<u>54,146</u>



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

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Reimbursable</b>						
Officer	269	0	348	0	355	0
Enlisted	154	0	200	0	203	0
Subtotal	<u>423</u>	<u>0</u>	<u>548</u>	<u>0</u>	<u>558</u>	<u>0</u>
 <b>Total Program</b>						
Officer	33,043	2,566	35,345	2,813	36,275	2,916
Enlisted	238,661	37,558	261,088	50,754	247,358	51,230
Total	<u>271,704</u>	<u>40,124</u>	<u>296,433</u>	<u>53,567</u>	<u>283,633</u>	<u>54,146</u>

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

<b>FY2018 Direct Program</b>		<b>8,379,376</b>
<b>Increases Pricing:</b>		
Pay and Allowance	124,068	
Basic Allowance for Subsistence (BAH)	18,143	
Basic Allowance for Subsistence (BAS)	11,885	
Clothing	2,047	
Basic Allowance for Housing (BAH)	9,246	
Retired Pay Accrual (RPA)	23,310	
Travel	6,719	
Cost of Living Allowance (COLA)	761	
Disability and Hospitalization	529	
<b>Total Increases Pricing</b>		<b>196,708</b>
<b>Increases Program:</b>		
Basic Pay	95,281	
Ch 1606 \$200 Kicker	8,000	
Thrift Savings Plan (TSP)	23,093	
Cost of Living Allowance (COLA)	5,742	
Other Pay	67,746	
Retired Pay Accrual (RPA)	128,953	
Ch 1606 \$350 Kicker	6,649	
Travel	225	
Selected Reserve Incentive Program (SRIP)	40,870	
Clothing	3,306	
Continuation Pay	15,104	
<b>Total Increases Program</b>		<b>394,969</b>
<b>Total Increases</b>		<b>591,677</b>
<b>Decreases Pricing:</b>		
Chapter 1606, Basic	(5,168)	
Selected Reserve Incentive Program (SRIP)	(9,570)	
Ch 1606 \$350 Kicker	(162)	
<b>Total Decreases Pricing</b>		<b>(14,900)</b>
<b>Decreases Program:</b>		
Basic Allowance for Housing (BAH)	(81,109)	
Basic Pay	(55,009)	
Chapter 1606, Basic	(101)	
Basic Allowance for Subsistence (BAS)	(24,124)	
Retired Pay Accrual (RPA)	(144)	
Clothing	(359)	
Other Pay	(19,435)	
\$30,000 Lump Sum Bonus	(1,635)	
Travel	(20,231)	

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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

	Disability and Hospitalization	(9,658)	
	Death Gratuities	(3)	
<b>Total Decreases Program</b>			<b>(211,808)</b>
<b>Total Decreases</b>			<b>(226,708)</b>
<b>FY2019 Direct Program</b>			<b>8,744,345</b>

## **SECTION 4**

### **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
2,575,215	2,623,904	2,805,051

**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 2019 Pay Group A increases by 6.4% or \$181.1 million due to: 1) increases to pay, inflation, and cost of living adjustments; 2) and the sustainment of the 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 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 ARNG 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 2019, the ARNG is expected to conduct approximately 107,000 Military Funeral Honors mission.

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

<b>FY2018 Direct Program</b>		<b>2,623,904</b>
<b>Increases Pricing:</b>		
Pay and Allowance	47,274	
Basic Allowance for Housing (BAH)	3,085	
Basic Allowance for Subsistence (BAS)	5,116	
Clothing	688	
Travel	1,060	
Retired Pay Accrual (RPA)	8,799	
<b>Total Increases Pricing</b>		<b>66,022</b>
<b>Increases Program:</b>		
Basic Pay	29,745	
Retired Pay Accrual (RPA)	49,156	
Other Pay	42,018	
Travel	42	
Clothing	2,965	
<b>Total Increases Program</b>		<b>123,926</b>
<b>Total Increases</b>		<b>189,948</b>
<b>Decreases Pricing:</b>		
<b>Total Decreases Pricing</b>		<b>0</b>
<b>Decreases Program:</b>		
Basic Allowance for Housing (BAH)	(5,190)	
Basic Allowance for Subsistence (BAS)	(3,611)	
<b>Total Decreases Program</b>		<b>(8,801)</b>
<b>Total Decreases</b>		<b>(8,801)</b>
<b>FY2019 Direct Program</b>		<b>2,805,051</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The dollar rate is the average annual cost per officer and enlisted Soldier including 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 2017 amount includes \$28.5 million in Overseas Contingency Operations (OCO) funding. FY 2019 increase is due to pay increase and cost of living adjustments.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Strength</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Officer</b>									
Average Strength	38,428			38,472			39,086		
Participation Rate	84			86			82		
Paid Participants	31,561	4,958	156,513	32,918	5,054	166,356	32,168	5,179	166,626
<b>Enlisted</b>									
Average Strength	249,132			247,528			244,901		
Participation Rate	85			82			75		
Paid Participants	212,236	2,320	492,466	202,647	2,365	479,172	182,558	2,423	442,467
<b>Total</b>	<b><u>243,797</u></b>		<b><u>648,979</u></b>	<b><u>235,579</u></b>		<b><u>645,528</u></b>	<b><u>214,727</u></b>		<b><u>609,093</u></b>

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

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

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).

Funding supports increased readiness, thus decreasing post-mobilization time for ARNG functional/multi-functional and early response capable units in accordance with Headquarters, Department of the Army (HQDA) approved training strategies. Additionally, the funding provides pre-mobilization training days and State "training support" to ARNG units conducting missions under the 12304b mobilization authority.

FY 2019 increase is due to early response capable units increasing from 35 units in FY 2018 to 64 units in FY 2019.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	76	535	4,959	2,654	0	0	0	0	564	3,950	5,180	20,460
Enlisted	1,719	12,031	2,320	27,916	0	0	0	0	5,084	35,591	2,424	86,262
<b>Total</b>	<b>1,795</b>			<b>30,570</b>	<b>0</b>			<b>0</b>	<b>5,649</b>			<b>106,722</b>

**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 2019 increase is due to inflation.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
Officer	38,428	308	11,831	38,445	299	11,493	39,086	301	11,751
Enlisted	249,132	144	35,760	246,849	168	41,497	244,901	173	42,341
<b>Total</b>	<b>287,560</b>		<b>47,591</b>	<b>285,294</b>		<b>52,990</b>	<b>283,987</b>		<b>54,092</b>



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

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

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

FY 2017 amount includes \$4.9 million in Overseas Contingency Operations (OCO) funding. FY 2019 increase is due to inflation.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	38,428			38,472			39,086		
Participation Rate	74			79			79		
Paid Participants	28,624	13,106	375,154	30,351	13,355	405,354	30,902	13,686	422,934
<b>Enlisted</b>									
Average Strength	249,132			246,528			244,901		
Participation Rate	84			85			87		
Paid Participants	208,659	5,688	1,186,994	210,884	5,797	1,222,477	213,953	5,940	1,270,981
<b>Total</b>	<b>237,283</b>		<b>1,562,148</b>	<b>241,235</b>		<b>1,627,831</b>	<b>249,833</b>		<b>1,693,915</b>

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

The dollar rate is the average annual cost per officer and enlisted Soldier including: basic pay, Special Pay, Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA).

Funding supports increased readiness, thus decreasing post-mobilization time for ARNG functional/multi-functional and early response capable units in accordance with Headquarters, Department of the Army (HQDA) approved training strategies. Additionally, the funding provides pre-mobilization training days and State "training support" to ARNG units conducting missions under the 12304b mobilization authority.

FY 2019 increase is due to early response capable units increasing from 35 units in FY 2018 to 64 units in FY 2019.

	<u>ACTUAL FY 2017</u>				<u>ESTIMATE FY 2018</u>				<u>ESTIMATE FY 2019</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	125	872	4,959	4,322	0	0	0	0	183	1,278	5,180	6,622
Enlisted	791	5,535	2,320	12,843	0	0	0	0	1,574	11,015	2,424	26,696
<b>Total</b>	<b>915</b>			<b>17,165</b>	<b>0</b>			<b>0</b>	<b>1,756</b>			<b>33,318</b>

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

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

The Additional Training Assemblies (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 2019 the ARNG Military Funeral Honors mission decreased from 112,000 missions in FY 2018 to 107,000 missions in FY 2019 due to removal of mission support to other services.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	139	252	35	171	257	44	174	263	46
Flight Training	126,764	283	35,911	147,623	288	42,536	152,245	295	45,037
Jump Proficiency	103	261	27	286	266	76	296	273	81
Military Funeral Honors	15,403	118	1,825	13,078	120	1,576	10,500	123	1,299
Readiness Management	8,014	279	2,239	11,337	284	3,222	11,691	291	3,411
Training Preparation	18,039	279	5,040	19,388	284	5,510	19,996	291	5,834
Medical Mandays	1,753	278	488	1,759	283	498	1,809	290	526
Electronic Based Distance Learning	35	173	6	198	176	35	204	181	37
Enlisted									
Civil Disturbance	458	115	53	1,846	117	217	1,905	120	230
Flight Training	162,358	139	22,649	158,785	141	22,530	163,459	145	23,811
Jump Proficiency	950	132	126	2,840	134	383	2,917	138	404
Military Funeral Honors	86,960	118	10,303	97,071	120	11,698	92,289	123	11,418
Readiness Management	37,705	126	4,764	50,794	128	6,528	52,289	131	6,899
Training Preparation	106,989	127	13,625	89,354	129	11,574	91,984	132	12,232
Medical Mandays	44,354	128	5,692	44,610	130	5,823	45,929	134	6,155
Electronic Based Distance Learning	636	182	116	2,516	185	467	2,598	190	495
<b>Total</b>	<b>610,660</b>		<b>102,899</b>	<b>641,656</b>		<b>112,717</b>	<b>650,285</b>		<b>117,915</b>

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

**Individual Clothing and Uniforms:**

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

Officers receive their Initial Uniform Allowance when they report to 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 2019 increase due to increase of clothing takers.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	415	400	166	1,423	400	569	1,578	400	631
Active Duty Allowance	670	200	134	2,245	200	449	2,480	200	496
Enlisted									
New Item(s) Issue	30,200	542	16,389	0	0	0	0	564	0
Replacement Issue	62,485	491	30,685	66,602	500	33,361	72,232	510	36,905
<b>Total</b>	<b>93,770</b>		<b>47,374</b>	<b>70,270</b>		<b>34,379</b>	<b>76,290</b>		<b>38,032</b>

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

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

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

FY 2019 increase is due to inflation.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	282,289	13	3,873	282,942	14	3,981	287,387	14	4,147
Operational Reserve Force	5,685	13	78	32,267	14	454	32,225	14	465
Annual Training Enlisted									
Field Rations	4,918,950	13	67,488	6,553,660	14	92,210	6,520,998	14	94,098
Operational Reserve Force	99,417	13	1,364	155,579	14	2,189	152,737	14	2,204
Inactive Duty Training									
IDT Rations	5,598,775	8	45,686	6,167,861	8	51,625	5,949,883	8	51,050
<b>Total</b>	<b>10,905,116</b>		<b>118,489</b>	<b>13,192,309</b>		<b>150,459</b>	<b>12,943,230</b>		<b>151,964</b>

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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
442,531	589,009	575,310

**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 AIT 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 2019 Pay Group F decreased by 2.3% or (\$13.6) million due to: 1) increases to pay, inflation, and cost of living adjustments; 2) decrease due to lower accessions mission. 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)**

<b>FY2018 Direct Program</b>		<b>589,009</b>
<b>Increases Pricing:</b>		
Pay and Allowance	9,085	
Basic Allowance for Housing (BAH)	1,189	
Clothing	1,315	
Basic Allowance for Subsistence (BAS)	454	
Travel	562	
Retired Pay Accrual (RPA)	1,691	
<b>Total Increases Pricing</b>		<b>14,296</b>
<b>Increases Program:</b>		
Retired Pay Accrual (RPA)	879	
Travel	103	
Clothing	341	
Other Pay	6,185	
<b>Total Increases Program</b>		<b>7,508</b>
<b>Total Increases</b>		<b>21,804</b>
<b>Decreases Pricing:</b>		
<b>Total Decreases Pricing</b>		<b>0</b>
<b>Decreases Program:</b>		
Basic Pay	(28,970)	
Basic Allowance for Subsistence (BAS)	(869)	
Basic Allowance for Housing (BAH)	(5,664)	
<b>Total Decreases Program</b>		<b>(35,503)</b>
<b>Total Decreases</b>		<b>(35,503)</b>
<b>FY2019 Direct Program</b>		<b>575,310</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

FY 2019 decrease due to lower accessions mission. FY 2019 accessions goal decreased by 586.

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</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>
25,419      14,605      371,250	33,286      14,876      495,176	31,401      15,259      479,156

**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 2019 increase due to inflation and the addition of athletic footwear to the IET clothing bag.

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</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	5,980      1,894      11,326	6,385      1,931      12,335	6,385      1,970      12,582
Male	27,306      1,659      45,311	31,555      1,692      53,408	31,752      1,726      54,817
<b>Total</b>	<b>33,286</b> <b>56,637</b>	<b>37,940</b> <b>65,743</b>	<b>38,137</b> <b>67,399</b>

**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 2019 increase due to inflation.

ACTUAL FY 2017			ESTIMATE FY 2018			ESTIMATE FY 2019		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
21,667	675	14,644	40,746	689	28,090	40,892	703	28,755

**GRAND TOTAL Training, Pay Group F**

	ACTUAL FY 2017		ESTIMATE FY 2018		ESTIMATE FY 2019	
	Amount		Amount		Amount	
Enlisted	442,531		589,009		575,310	



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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
39,451	46,426	43,618

**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 2019 Pay Group P decreased by 6.4% or (\$2.8) million due to: 1) increases to pay, inflation, and cost of living adjustments; 2) decrease due to lower accessions mission 3) and the FY 2018 implementation of OSD policy regarding Lawful Permanent Residents (LPRs). This policy increased the security background screening for LPRs from approximately three months to one year creating a delay of accessions entering the IET pipeline. 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)**

<b>FY2018 Direct Program</b>			<b>46,426</b>
<b>Increases Pricing:</b>			
	Pay and Allowance	842	
	Clothing	44	
	Basic Allowance for Subsistence (BAS)	119	
	Retired Pay Accrual (RPA)	157	
<b>Total Increases Pricing</b>			<b>1,162</b>
<b>Increases Program:</b>			
	Other Pay	390	
<b>Total Increases Program</b>			<b>390</b>
<b>Total Increases</b>			<b>1,552</b>
<b>Decreases Pricing:</b>			
<b>Total Decreases Pricing</b>			<b>0</b>
<b>Decreases Program:</b>			
	Basic Pay	(3,596)	
	Retired Pay Accrual (RPA)	(144)	
	Clothing	(359)	
	Basic Allowance for Subsistence (BAS)	(261)	
<b>Total Decreases Program</b>			<b>(4,360)</b>
<b>Total Decreases</b>			<b>(4,360)</b>
<b>FY2019 Direct Program</b>			<b>43,618</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Program supports pay of enlisted Soldiers attending IDT while awaiting Initial Entry Training (IET). The rate used in computing the requirement is based on basic pay and RPA.

FY 2019 decrease due to lower accessions mission and the FY 2018 implementation of OSD policy regarding Lawful Permanent Residents resulting in a backlog of accessions entering the IET pipeline.

<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
463,191	76	35,587	517,240	78	40,443	474,430	80	38,092

**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 2019 decrease due to fewer clothing takers.

<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
4,880	229	1,119	10,675	233	2,497	9,145	238	2,182

**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 2019 decrease due to lower accessions.

<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
352,375	7	2,745	436,295	7	3,486	408,303	8	3,344

**GRAND TOTAL Training, Pay Group P**

	<b>ACTUAL FY 2017</b>		<b>ESTIMATE FY 2018</b>		<b>ESTIMATE FY 2019</b>	
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Enlisted	39,451		46,426		43,618	

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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
547,676	570,713	554,644

**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 2019 School Training funding decreases by 2.9% or (\$16.1) million due to: 1) minor increases to pay, inflation, and cost of living adjustments; 2) decrease in reclassification training, Aviation and Chemical, Biological, Radiological, Nuclear (CBRN) initial skills training; 3) and decrease in accessions rate. The aggregate decrease in student seats is 1,317; reduced from 87,426 seats in FY 2018 to 86,109 seats in FY 2019.

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

<b>FY2018 Direct Program</b>		<b>570,713</b>
<b>Increases Pricing:</b>		
	Pay and Allowance	7,079
	Basic Allowance for Housing (BAH)	1,957
	Basic Allowance for Subsistence (BAS)	699
	Travel	2,237
	Retired Pay Accrual (RPA)	1,318
<b>Total Increases Pricing</b>		<b>13,290</b>
<b>Increases Program:</b>		
	Retired Pay Accrual (RPA)	716
	Other Pay	19,153
<b>Total Increases Program</b>		<b>19,869</b>
<b>Total Increases</b>		<b>33,159</b>
<b>Decreases Pricing:</b>		
<b>Total Decreases Pricing</b>		<b>0</b>
<b>Decreases Program:</b>		
	Basic Pay	(22,443)
	Basic Allowance for Housing (BAH)	(9,732)
	Basic Allowance for Subsistence (BAS)	(6,938)
	Travel	(10,115)
<b>Total Decreases Program</b>		<b>(49,228)</b>
<b>Total Decreases</b>		<b>(49,228)</b>
<b>FY2019 Direct Program</b>		<b>554,644</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Career Development Training:**

Program 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 2019 increase is due to an additional 91 new officer seats for suicide prevention training and an increase of travel requirements for enlisted trainer support personnel to support ARNG suicide prevention training and other professional education training.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	5,909	171,362	362	62,076	6,355	184,287	369	68,035	6,458	187,296	378	70,826
Enlisted	18,375	569,616	220	125,851	16,378	507,719	225	114,384	16,558	513,295	230	118,376
<b>Total</b>	<b>24,284</b>			<b>187,927</b>	<b>22,733</b>			<b>182,419</b>	<b>23,016</b>			<b>189,202</b>

**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 2019 decreases due to lower officer accessions resulting in a decrease of 173 seats.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	196	68,130	319	21,784	171	59,630	325	19,431	160	55,528	333	18,534

**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 2019 officer funding decreased due to reduction of 524 training seats for officers in initial skills. The 7,728 decrease in enlisted seats is largely due to reduced reclassification requirements for enlisted Soldiers from their associated occupation specialty. This reductions initiative is a carry over from FY 2018.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,391	437,618	286	125,487	2,734	500,277	292	146,201	2,292	419,466	299	125,563
Enlisted	9,669	599,479	195	117,276	6,473	401,323	199	80,056	5,330	330,431	204	67,474
<b>Total</b>	<b>12,060</b>			<b>242,763</b>	<b>9,207</b>			<b>226,257</b>	<b>7,622</b>			<b>193,037</b>

**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 2019 funding increases due to 292 seats increase caused by a higher accessions mission.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	36	3,535	317	1,124	61	5,993	324	1,942	111	10,846	331	3,600
Enlisted	203	19,874	219	4,355	606	59,418	223	13,277	667	65,322	228	14,941
<b>Total</b>	<b>239</b>			<b>5,479</b>	<b>667</b>			<b>15,219</b>	<b>778</b>			<b>18,541</b>

**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 2019 funding increases due to an additional 311 seats for Officers. The increase in seats is for the following certifications: Army Basic Instructor Course, Cyber Security and NET Command Unit Status Report (CUSR) Readiness Courses. There were also 157 additional seats for enlisted Soldiers for Small Group Instructor Training and Battle Staff Noncommissioned Officer.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	12,839	89,873	317	28,577	18,293	128,051	324	41,495	18,828	131,799	331	43,748
Enlisted	27,903	279,027	219	61,146	38,437	384,373	223	85,892	40,038	400,376	228	91,582
<b>Total</b>	<b>40,742</b>			<b>89,723</b>	<b>56,730</b>			<b>127,387</b>	<b>58,866</b>			<b>135,330</b>

**GRAND TOTAL School Training**

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<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	21,371	770,518	239,048	27,614	878,238	277,104	27,849	804,935	262,271
Enlisted	56,150	1,467,996	308,628	61,894	1,352,833	293,609	62,593	1,309,424	292,373
<b>Total</b>	<b>77,521</b>		<b>547,676</b>	<b>89,508</b>		<b>570,713</b>	<b>90,442</b>		<b>554,644</b>



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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
959,422	697,050	695,097

**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 (this includes 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 2019 Special Training decreases by .2% or \$1.9 million due to: 1) reduced ARNG Chemical, Biological, Radiological, Nuclear (CBRN) training events requests; 2) reduction in Task Force Support personnel; 3) reduction of command function and logistical training support; and 4) reduction in augment requirement of temporary recruiter assistance.

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

<b>FY2018 Direct Program</b>		<b>697,050</b>
<b>Increases Pricing:</b>		
	Pay and Allowance	14,106
	Basic Allowance for Housing (BAH)	3,015
	Basic Allowance for Subsistence (BAS)	1,195
	Travel	1,601
	Retired Pay Accrual (RPA)	1,644
<b>Total Increases Pricing</b>		<b>21,561</b>
<b>Increases Program:</b>		
	Basic Pay	33,262
	Retired Pay Accrual (RPA)	17,327
<b>Total Increases Program</b>		<b>50,589</b>
<b>Total Increases</b>		<b>72,150</b>
<b>Decreases Pricing:</b>		
<b>Total Decreases Pricing</b>		<b>0</b>
<b>Decreases Program:</b>		
	Basic Allowance for Housing (BAH)	(33,258)
	Other Pay	(19,430)
	Basic Allowance for Subsistence (BAS)	(11,299)
	Travel	(10,116)
<b>Total Decreases Program</b>		<b>(74,103)</b>
<b>Total Decreases</b>		<b>(74,103)</b>
<b>FY2019 Direct Program</b>		<b>695,097</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Program supports travel and per diem for Army National Guard (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 2019 funding increase is due to inflation.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	222	23,944	158	3,798	305	32,894	161	5,322	304	32,849	165	5,421
Enlisted	531	57,351	158	9,097	618	66,784	161	10,805	621	67,042	165	11,064
<b>Total</b>	<b>753</b>			<b>12,895</b>	<b>923</b>			<b>16,127</b>	<b>925</b>			<b>16,485</b>

**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 2019 funding decreases due to reduction of training event requests for FY19.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,362	137,009	349	47,916	2,439	141,442	356	50,414	2,144	124,346	365	45,411
Enlisted	5,258	304,970	215	65,843	8,379	486,001	220	107,032	7,519	436,127	225	98,364
<b>Total</b>	<b>7,620</b>			<b>113,759</b>	<b>10,818</b>			<b>157,446</b>	<b>9,663</b>			<b>143,775</b>

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

**Command and Staff Supervision:**

Program supports officer and enlisted Soldier participation in pre-annual training (AT) conferences (to conduct planning and site reconnaissance at approved annual training sites), 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 2019 funding increases due to additional unit training assemblies necessary to support Integrated Personnel and Pay System-Army implementation for both officer and enlisted.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	12,635	126,351	474	59,966	4,878	48,780	483	23,609	5,538	55,377	495	27,459
Enlisted	71,140	711,400	224	159,439	35,029	350,289	228	80,076	41,383	413,831	234	96,882
<b>Total</b>	<b>83,775</b>			<b>219,405</b>	<b>39,907</b>			<b>103,685</b>	<b>46,921</b>			<b>124,341</b>

**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 2019 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. Events are not conducted in lieu of statutory training.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	509	4,070	334	1,361	517	4,135	340	1,409	556	4,446	348	1,550
Enlisted	2,541	20,324	230	4,683	3,564	28,514	234	6,697	3,480	27,839	240	6,691
<b>Total</b>	<b>3,050</b>			<b>6,044</b>	<b>4,081</b>			<b>8,106</b>	<b>4,036</b>			<b>8,241</b>

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

**Counter Drug Program:**

Program encompasses all Army National Guard personnel providing support to the Federal Counter Narcotics Program (CNP). Funding is transferred to this appropriation in the year of execution. The National Guard Counter Drug Program (NGCDP) funds personnel and equipment in accordance with the Governors' State Plans of the 50 states, 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 2017				ESTIMATE FY 2018				ESTIMATE FY 2019			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	645	121,867	401	48,887	0	0	0	0	0	0	419	0
Enlisted	2,634	497,870	265	132,324	0	0	0	0	0	0	277	0
<b>Total</b>	<b>3,279</b>			<b>181,211</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Exercises:**

Program supports the participation of officer and enlisted Soldiers in maneuvers or other exercises, such as Command Post Exercises (CPXs), Field Training Exercises (FTXs), Staff Training, 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 2019 funding increases due to additional training days, three additional eXportable Combat Training Capability (XCTC) rotations and sustaining exercise support for four CTC rotations.

	ACTUAL FY 2017				ESTIMATE FY 2018				ESTIMATE FY 2019			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	26,437	185,059	380	70,437	31,649	221,540	388	85,982	31,900	223,300	397	88,782
Enlisted	70,272	491,902	230	113,403	88,973	622,810	235	146,404	90,602	634,213	240	152,617
<b>Total</b>	<b>96,709</b>			<b>183,840</b>	<b>120,622</b>			<b>232,386</b>	<b>122,502</b>			<b>241,399</b>

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

**Management Support:**

Program supports officer and enlisted Soldier participation in National Guard Bureau (NGB) directed short tours, organizational leadership development, General Officer (GO) man-days, Inspector General (IG) support, conferences and special projects, external support, food management training, property inventories, and engineer construction projects.

FY 2019 funding decreases due to reduction in Task Force Support personnel, command functions, and logistical training support.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	22,259	111,294	416	46,324	12,431	62,157	424	26,362	12,313	61,565	434	26,756
Enlisted	40,781	203,907	254	51,929	19,458	97,289	259	25,262	17,376	86,880	265	23,097
<b>Total</b>	<b>63,040</b>			<b>98,253</b>	<b>31,889</b>			<b>51,624</b>	<b>29,689</b>			<b>49,853</b>

**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 2019 funding increases due to increase in language proficiency and an increase in cyber training.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	9,667	48,334	368	17,812	10,249	51,243	375	19,250	14,847	74,237	384	28,564
Enlisted	18,541	92,707	220	20,415	13,738	68,688	224	15,426	16,707	83,536	229	19,205
<b>Total</b>	<b>28,208</b>			<b>38,227</b>	<b>23,987</b>			<b>34,676</b>	<b>31,554</b>			<b>47,769</b>

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

**Recruiting/Retention:**

Program supports Active Duty for Operational Support (ADOS) requirements to augment the full-time recruiting force with temporary full-time assistance. 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 2019 funding decreased due to additional AGR recruiters required to maintain end strength.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<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	946	28,378	313	8,907	955	28,642	320	9,171	775	23,245	328	7,627
Enlisted	10,788	323,640	201	65,084	9,624	288,725	205	59,229	4,190	125,690	210	26,405
<b>Total</b>	<b>11,734</b>			<b>73,991</b>	<b>10,579</b>			<b>68,400</b>	<b>4,965</b>			<b>34,032</b>

**Unit Conversion Training:**

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

FY 2019 funding increases to support more officer and enlisted personnel to train on new equipment.

	<b>ACTUAL FY 2017</b>				<b>ESTIMATE FY 2018</b>				<b>ESTIMATE FY 2019</b>			
	<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	1,867	18,669	344	6,437	1,223	12,232	351	4,303	1,379	13,793	360	4,971
Enlisted	15,806	126,446	200	25,360	12,405	99,237	204	20,297	14,467	115,738	209	24,231
<b>Total</b>	<b>17,673</b>			<b>31,797</b>	<b>13,628</b>			<b>24,600</b>	<b>15,846</b>			<b>29,202</b>

**GRAND TOTAL Special Training**

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<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	77,549	804,975	311,845	64,646	603,065	225,822	69,756	613,158	236,541
Enlisted	238,292	2,830,517	647,577	191,788	2,108,337	471,228	196,345	1,990,896	458,556
<b>Total</b>	<b>315,841</b>		<b>959,422</b>	<b>256,434</b>		<b>697,050</b>	<b>266,101</b>		<b>695,097</b>

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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
3,703,353	3,739,553	3,925,593

**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. Benefits and bonuses are authorized in accordance with the provisions of USC title 37, Sections 331, 332, 335

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.

Continuation Pay provides payment of continuation pay to members under the new modernized retirement system with 12 years of active service, or 4,320 points. Continuation Pay is authorized by the National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

FY 2019 Administration and Support increases by 4.7% or \$186.0 million due to: 1) inflation and cost of living adjustments; 2) increases in Bonus and Benefit cost per payment and number of payments; 3) increased funding for Continuation Pay; and 4) the addition of 440 Active Guard & Reserve (AGR) personnel



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

<b>FY2018 Direct Program</b>		<b>3,739,553</b>
<b>Increases Pricing:</b>		
Pay and Allowance	45,682	
Basic Allowance for Subsistence (BAH)	18,143	
Basic Allowance for Subsistence (BAS)	4,302	
Travel	1,259	
Cost of Living Allowance (COLA)	761	
Disability and Hospitalization	529	
Retired Pay Accrual (RPA)	9,701	
<b>Total Increases Pricing</b>		<b>80,377</b>
<b>Increases Program:</b>		
Cost of Living Allowance (COLA)	5,742	
Selected Reserve Incentive Program (SRIP)	40,870	
Retired Pay Accrual (RPA)	60,875	
Basic Pay	32,274	
Continuation Pay	15,104	
Travel	80	
<b>Total Increases Program</b>		<b>154,945</b>
<b>Total Increases</b>		<b>235,322</b>
<b>Decreases Pricing:</b>		
Selected Reserve Incentive Program (SRIP)	(9,570)	
<b>Total Decreases Pricing</b>		<b>(9,570)</b>
<b>Decreases Program:</b>		
Basic Allowance for Subsistence (BAS)	(1,146)	
Basic Allowance for Housing (BAH)	(27,265)	
\$30,000 Lump Sum Bonus	(1,635)	
Disability and Hospitalization	(9,658)	
Other Pay	(5)	
Death Gratuities	(3)	
<b>Total Decreases Program</b>		<b>(39,712)</b>
<b>Total Decreases</b>		<b>(49,282)</b>
<b>FY2019 Direct Program</b>		<b>3,925,593</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**AGR Pay and Allowances:**

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.

Increase in FY 2019 funding is due to the addition of 440 additional personnel, pay increases, and inflation.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	6,917	154,686	1,069,965	6,851	156,076	1,069,275	7,112	165,389	1,176,248
Enlisted	22,890	98,001	2,243,238	23,396	98,738	2,310,068	23,399	100,246	2,345,656
<b>Total</b>	<b>29,807</b>		<b>3,313,203</b>	<b>30,247</b>		<b>3,379,343</b>	<b>30,511</b>		<b>3,521,904</b>

**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 one to three to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities.

FY 2017 amount includes \$6.9 million in Overseas Contingency Operations (OCO) funding. Funding for backfills was not requested in 2018 or for 2019 due to minimal number of AGR's planned to deploy.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	48	154,686	7,387	0	156,076	0	0	165,389	0
Enlisted	159	98,001	15,600	0	98,738	0	0	100,246	0
<b>Total</b>	<b>207</b>		<b>22,987</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

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

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

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 8%. Total COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

FY 2019 increase of 6.5 million or 17% is due to an increase in members receiving COLA and inflation.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	1,641	6,563	10,770	1,331	6,694	8,914	1,404	6,828	9,590
Enlisted	10,029	4,011	40,230	7,118	4,091	29,127	8,375	4,173	34,954
<b>Total</b>	<b>11,670</b>		<b>51,000</b>	<b>8,449</b>		<b>38,041</b>	<b>9,779</b>		<b>44,544</b>

**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 2019 funding increase due to inflation.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	1,597	17,210	27,480	1,145	17,554	20,098	1,328	17,905	23,771
Enlisted	2,726	16,411	44,742	2,560	16,739	42,855	2,373	17,074	40,521
<b>Total</b>	<b>4,323</b>		<b>72,222</b>	<b>3,705</b>		<b>62,953</b>	<b>3,701</b>		<b>64,292</b>

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

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

REDUX funding provided a \$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 paid 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, as the number of takers declines the funding will also decline until all contractual obligations are met.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	36	30,000	1,073	19	30,000	555	10	30,000	300
Enlisted	129	30,000	3,880	53	30,000	1,590	7	30,000	210
<b>Total</b>	<b>165</b>		<b>4,953</b>	<b>72</b>		<b>2,145</b>	<b>17</b>		<b>510</b>

**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.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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	1	100,000	90	1	100,000	100	1	100,000	100
Enlisted	10	100,000	1,007	10	100,000	1,000	10	100,000	997
<b>Total</b>	<b>11</b>		<b>1,097</b>	<b>11</b>		<b>1,100</b>	<b>11</b>		<b>1,097</b>

**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 2017 amount includes \$2.1 million in Overseas Contingency Operations (OCO) funding. Decrease due to reduction in the number projected to receive the benefit.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	74	14,044	1,046	168	14,339	2,403	50	14,737	731
Enlisted	854	15,599	13,315	1,153	15,926	18,364	666	16,369	10,907
<b>Total</b>	<b>928</b>		<b>14,361</b>	<b>1,321</b>		<b>20,767</b>	<b>716</b>		<b>11,638</b>

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

For FY 2019 the ARNG increases its end strength to 343,500. The additional end strength requirements along with the need to maintain that strength increases the requirement for new incentive contract funding includes more anniversary payments than in previous years.

**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. Officer Programs are covered under USC title 37, Section 332 – General Bonus Authority for Officers and Section 335 – Special Bonuses and incentive pay for Officer Health Professionals

FY 2019 funding increases in Officer Affiliation/Accession Bonus is due to the increase number of Officers now projected to receive the bonus.

**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 covered by 37 USC, Sec 331 – General Bonus Authority for Enlisted Members. These programs are routinely adjusted based on requirements.

FY 2019 changes in 3-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 2019 increase in the Enlisted Student Loan Repayment is due to an increase in number eligible. The increase in FY 2019 Enlisted Initial Bonus is the result of increases in the number of eligibles. The increase in FY 2019 Enlisted Anniversary Bonus, is the result of an increase in the number of Soldiers receiving the payment.

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

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<b>Officer</b>						
Officer Affiliation/Accession Bonus	1,066	1,450	0	0	245	2,165
Specialized Training Assistance	130	7,019	257	7,043	232	5,979
Health Professionals Loan Repayment	319	28,214	452	14,562	447	13,753
Officer Loan Repayment Program	86	914	95	639	76	481
Health Professional Officer Recruiting	1,214	27,789	1,182	25,936	1,247	30,636
<b>Total Officer</b>	<b>2,815</b>	<b>65,386</b>	<b>1,986</b>	<b>48,180</b>	<b>2,247</b>	<b>53,014</b>
<b>Enlisted</b>						
3 yr Reenlistment Bonus						
Initial	4,777	23,318	4,011	16,045	3,742	15,324
Anniversary	0	0	0	0	0	0
<b>Total</b>	<b>4,777</b>	<b>23,318</b>	<b>4,011</b>	<b>16,045</b>	<b>3,742</b>	<b>15,324</b>
6 yr Reenlistment Bonus						
Initial	9,891	45,520	5,537	33,225	5,123	28,474
Anniversary	1,868	2,307	7,142	35,714	9,235	39,086
<b>Total</b>	<b>11,759</b>	<b>47,827</b>	<b>12,679</b>	<b>68,939</b>	<b>14,358</b>	<b>67,560</b>
Enlisted Affiliation Bonus						
Initial	1,199	7,702	1,448	7,240	741	5,555
Anniversary	5	46	0	0	1,210	4,340
<b>Total</b>	<b>1,204</b>	<b>7,748</b>	<b>1,448</b>	<b>7,240</b>	<b>1,951</b>	<b>9,895</b>
Enlisted Other						
Student Loan Repayment	21,958	48,350	12,391	48,327	13,714	48,832
MOS Conversion Bonus	90	33	40	160	25	96
<b>Total</b>	<b>22,048</b>	<b>48,383</b>	<b>12,431</b>	<b>48,487</b>	<b>13,739</b>	<b>48,928</b>
Enlistment Bonus						
Initial	6,774	17,294	4,184	21,577	7,219	36,136
Anniversary	10,068	13,574	7,362	18,921	13,549	29,832
<b>Total</b>	<b>16,842</b>	<b>30,868</b>	<b>11,546</b>	<b>40,498</b>	<b>20,768</b>	<b>65,968</b>
<b>Total Enlisted</b>	<b>56,630</b>	<b>158,144</b>	<b>42,115</b>	<b>181,209</b>	<b>54,558</b>	<b>207,675</b>
<b>Total</b>	<b>59,445</b>	<b>223,530</b>	<b>44,101</b>	<b>229,389</b>	<b>56,805</b>	<b>260,689</b>

**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.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	0	0	0	0	0	1,163	0	0	4,184
Enlisted	0	0	0	0	0	4,652	0	0	16,735
<b>Total</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>5,815</b>	<b>0</b>		<b>20,919</b>

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

<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
0	32,437	55,530

**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 Plan, 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)**

<b>FY2018 Direct Program</b>			<b>32,437</b>
<b>Increases Pricing:</b>			
<b>Total Increases Pricing</b>			<b>0</b>
<b>Increases Program:</b>			
	Thrift Savings Plan (TSP)	23,093	
<b>Total Increases Program</b>			<b>23,093</b>
<b>Total Increases</b>			<b>23,093</b>
<b>FY2019 Direct Program</b>			<b>55,530</b>

**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.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	0	0	0	0	0	5,720	0	0	11,738
Enlisted	0	0	0	0	0	26,717	0	0	43,792
<b>Total</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>32,437</b>	<b>0</b>		<b>55,530</b>

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

<u>ACTUAL FY 2017</u> 11,792	<u>ESTIMATE FY 2018</u> 80,284	<u>ESTIMATE FY 2019</u> 89,502
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**PART I - PURPOSE AND SCOPE**

This 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 2019 funding increases by 10.3% or \$9.2 million due to: an increase in the participants in the Kicker, Chapter 1606.

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

<b>FY2018 Direct Program</b>			<b>80,284</b>
<b>Increases Pricing:</b>			
<b>Total Increases Pricing</b>			<b>0</b>
<b>Increases Program:</b>			
	Ch 1606 \$200 Kicker	8,000	
	Ch 1606 \$350 Kicker	6,649	
<b>Total Increases Program</b>			<b>14,649</b>
<b>Total Increases</b>			<b>14,649</b>
<b>Decreases Pricing:</b>			
	Chapter 1606, Basic	(5,168)	
	Ch 1606 \$350 Kicker	(162)	
<b>Total Decreases Pricing</b>			<b>(5,330)</b>
<b>Decreases Program:</b>			
	Chapter 1606, Basic	(101)	
<b>Total Decreases Program</b>			<b>(101)</b>
<b>Total Decreases</b>			<b>(5,431)</b>
<b>FY2019 Direct Program</b>			<b>89,502</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Basic Educational Assistance, Chapter 1606:**

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

FY 2019 decrease is due to the Department of Defense Office of the Actuary decreased projected entrants 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.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	5,664	0	0	5,169	1,817	9,392	4,770	1,680	8,013
Enlisted	22,655	0	0	32,552	1,817	59,147	32,891	1,680	55,257
<b>Total</b>	<b>28,319</b>		<b>0</b>	<b>37,721</b>		<b>68,539</b>	<b>37,661</b>		<b>63,270</b>

**Kicker, Chapter 1606:**

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

FY 2019 increase is due to Department of Defense Office of the Actuary increase of participants for the Army National Guard and a prioritization of recruiting and retaining quality Soldiers.

	<b>ACTUAL FY 2017</b>			<b>ESTIMATE FY 2018</b>			<b>ESTIMATE FY 2019</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer									
\$200 Kicker	0	1,261	0	0	0	0	0	1,512	0
\$350 Kicker	99	3,392	335	0	0	0	1,269	4,729	6,000
Enlisted									
\$200 Kicker	5,451	1,261	6,874	0	0	0	5,291	1,512	8,000
\$350 Kicker	1,351	3,392	4,583	2,449	4,795	11,745	2,587	4,729	12,232
<b>Total</b>	<b>6,901</b>		<b>11,792</b>	<b>2,449</b>		<b>11,745</b>	<b>9,147</b>		<b>26,232</b>

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

**Enhanced Educational Assistance, Chapter 1607:**

The Enhanced Educational Assistance, Chapter 1607 program was discontinued by the National Defense Authorization Act (NDAA) 2016.

	<u>ACTUAL FY 2017</u>			<u>ESTIMATE FY 2018</u>			<u>ESTIMATE FY 2019</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									
Enlisted									
<b>Total</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

**GRAND TOTAL Education Benefits**

	<u>ACTUAL FY 2017</u>		<u>ESTIMATE FY 2018</u>		<u>ESTIMATE FY 2019</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	5,763	335	5,169	9,392	6,039	14,013
Enlisted	29,457	11,457	35,001	70,892	40,769	75,489
<b>Total</b>	<b>35,220</b>	<b>11,792</b>	<b>40,170</b>	<b>80,284</b>	<b>46,808</b>	<b>89,502</b>

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

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

	<u>ACTUAL FY 2017</u>	<u>ESTIMATE FY 2018</u>	<u>ESTIMATE FY 2019</u>
<b>Officer</b>			
Basic Pay	8,583	12,459	12,707
Other Pay and Allowances	5,361	7,338	7,485
Travel	770	998	1,019
Total	<u>14,714</u>	<u>20,795</u>	<u>21,211</u>
<b>Enlisted</b>			
Basic Pay	10,392	16,108	16,431
Other Pay and Allowances	4,457	5,844	5,960
Travel	616	799	815
Total	<u>15,465</u>	<u>22,751</u>	<u>23,206</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>4,325</u>	<u>6,454</u>	<u>6,583</u>
<b>Total Program</b>	<b>34,504</b>	<b>50,000</b>	<b>51,000</b>



**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	10,068	13,574	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2017</b>														
Initial Payments	6,774	17,294	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			7,362	18,921	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			4,184	21,577	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					13,549	29,832	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					7,219	36,136	0	0	0	0	0	0	0	0
Anniversary Payments							13,549	31,000	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							7,449	38,750	0	0	0	0	0	0
Anniversary Payments									10,466	23,946	0	0	0	0
<b>FY 2021</b>														
Initial Payments									5,527	28,750	0	0	0	0
Anniversary Payments											11,473	26,250	0	0
<b>FY 2022</b>														
Initial Payments											1,027	5,340	0	0
Anniversary Payments													11,884	27,190
<b>FY 2023</b>														
Initial Payments														1,027 5,340
<b>Initial Payments</b>	<b>6,774</b>	<b>17,294</b>	<b>4,184</b>	<b>21,577</b>	<b>7,219</b>	<b>36,136</b>	<b>7,449</b>	<b>38,750</b>	<b>5,527</b>	<b>28,750</b>	<b>1,027</b>	<b>5,340</b>	<b>1,027</b>	<b>5,340</b>
<b>Anniversary Payments</b>	<b>10,068</b>	<b>13,574</b>	<b>7,362</b>	<b>18,921</b>	<b>13,549</b>	<b>29,832</b>	<b>13,549</b>	<b>31,000</b>	<b>10,466</b>	<b>23,946</b>	<b>11,473</b>	<b>26,250</b>	<b>11,884</b>	<b>27,190</b>
<b>Total</b>	<b>16,842</b>	<b>30,868</b>	<b>11,546</b>	<b>40,498</b>	<b>20,768</b>	<b>65,968</b>	<b>20,998</b>	<b>69,750</b>	<b>15,993</b>	<b>52,696</b>	<b>12,500</b>	<b>31,590</b>	<b>12,911</b>	<b>32,530</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	5	46	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2017</b>														
Initial Payments	1,199	7,702	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
<b>FY 2018</b>														
Initial Payments			1,448	7,240	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					1,210	4,340	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					741	5,555	0	0	0	0	0	0	0	0
Anniversary Payments							1,963	7,315	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							741	5,773	0	0	0	0	0	0
Anniversary Payments									1,126	4,195	0	0	0	0
<b>FY 2021</b>														
Initial Payments									669	5,214	0	0	0	0
Anniversary Payments											812	3,025	0	0
<b>FY 2022</b>														
Initial Payments											13	100	0	0
Anniversary Payments													812	3,025
<b>FY 2023</b>														
Initial Payments													13	100
<b>Initial Payments</b>	<b>1,199</b>	<b>7,702</b>	<b>1,448</b>	<b>7,240</b>	<b>741</b>	<b>5,555</b>	<b>741</b>	<b>5,773</b>	<b>669</b>	<b>5,214</b>	<b>13</b>	<b>100</b>	<b>13</b>	<b>100</b>
<b>Anniversary Payments</b>	<b>5</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>1,210</b>	<b>4,340</b>	<b>1,963</b>	<b>7,315</b>	<b>1,126</b>	<b>4,195</b>	<b>812</b>	<b>3,025</b>	<b>812</b>	<b>3,025</b>
<b>Total</b>	<b>1,204</b>	<b>7,748</b>	<b>1,448</b>	<b>7,240</b>	<b>1,951</b>	<b>9,895</b>	<b>2,704</b>	<b>13,088</b>	<b>1,795</b>	<b>9,409</b>	<b>825</b>	<b>3,125</b>	<b>825</b>	<b>3,125</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	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
<b>FY 2017</b>														
Initial Payments	4,777	23,318	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
<b>FY 2018</b>														
Initial Payments			4,011	16,045	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					3,742	15,324	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							2,229	9,486	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									24	100	0	0	0	0
Anniversary Payments											0	0	0	0
<b>FY 2022</b>														
Initial Payments											24	100	0	0
Anniversary Payments													0	0
<b>FY 2023</b>														
Initial Payments														24 100
<b>Initial Payments</b>	<b>4,777</b>	<b>23,318</b>	<b>4,011</b>	<b>16,045</b>	<b>3,742</b>	<b>15,324</b>	<b>2,229</b>	<b>9,486</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>
<b>Anniversary Payments</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>4,777</b>	<b>23,318</b>	<b>4,011</b>	<b>16,045</b>	<b>3,742</b>	<b>15,324</b>	<b>2,229</b>	<b>9,486</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,868	2,307	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2017</b>														
Initial Payments	9,891	45,520	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			7,142	35,714	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			5,537	33,225	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					9,235	39,086	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					5,123	28,474	0	0	0	0	0	0	0	0
Anniversary Payments							9,987	43,935	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							2,313	10,759	0	0	0	0	0	0
Anniversary Payments									8,534	37,534	0	0	0	0
<b>FY 2021</b>														
Initial Payments									1,319	39,044	0	0	0	0
Anniversary Payments											10,650	46,871	0	0
<b>FY 2022</b>														
Initial Payments											4,992	53,070	0	0
Anniversary Payments													11,637	51,227
<b>FY 2023</b>														
Initial Payments													4,966	37,774
<b>Initial Payments</b>	<b>9,891</b>	<b>45,520</b>	<b>5,537</b>	<b>33,225</b>	<b>5,123</b>	<b>28,474</b>	<b>2,313</b>	<b>10,759</b>	<b>1,319</b>	<b>39,044</b>	<b>4,992</b>	<b>53,070</b>	<b>4,966</b>	<b>37,774</b>
<b>Anniversary Payments</b>	<b>1,868</b>	<b>2,307</b>	<b>7,142</b>	<b>35,714</b>	<b>9,235</b>	<b>39,086</b>	<b>9,987</b>	<b>43,935</b>	<b>8,534</b>	<b>37,534</b>	<b>10,650</b>	<b>46,871</b>	<b>11,637</b>	<b>51,227</b>
<b>Total</b>	<b>11,759</b>	<b>47,827</b>	<b>12,679</b>	<b>68,939</b>	<b>14,358</b>	<b>67,560</b>	<b>12,300</b>	<b>54,694</b>	<b>9,853</b>	<b>76,578</b>	<b>15,642</b>	<b>99,941</b>	<b>16,603</b>	<b>89,001</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2017</b>														
Initial Payments	176	1,450	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments					0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					117	1,203	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							117	1,250	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									117	1,250	0	0	0	0
<b>FY 2022</b>														
Initial Payments											117	1,250	0	0
<b>FY 2023</b>														
Initial Payments													117	1,250
<b>Initial Payments</b>	<b>176</b>	<b>1,450</b>	<b>0</b>	<b>0</b>	<b>117</b>	<b>1,203</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>
<b>Total</b>	<b>176</b>	<b>1,450</b>	<b>0</b>	<b>0</b>	<b>117</b>	<b>1,203</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>	<b>117</b>	<b>1,250</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2017</b>														
Initial Payments	21,958	48,350	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			12,391	48,327	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					13,714	48,832	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							14,400	53,280	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									15,120	55,944	0	0	0	0
<b>FY 2022</b>														
Initial Payments											15,876	58,741	0	0
<b>FY 2023</b>														
Initial Payments													15,876	58,741
<b>Initial Payments</b>	<b>21,958</b>	<b>48,350</b>	<b>12,391</b>	<b>48,327</b>	<b>13,714</b>	<b>48,832</b>	<b>14,400</b>	<b>53,280</b>	<b>15,120</b>	<b>55,944</b>	<b>15,876</b>	<b>58,741</b>	<b>15,876</b>	<b>58,741</b>
<b>Total</b>	<b>21,958</b>	<b>48,350</b>	<b>12,391</b>	<b>48,327</b>	<b>13,714</b>	<b>48,832</b>	<b>14,400</b>	<b>53,280</b>	<b>15,120</b>	<b>55,944</b>	<b>15,876</b>	<b>58,741</b>	<b>15,876</b>	<b>58,741</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2017</b>														
Initial Payments	130	7,019	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			257	7,043	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					232	5,979	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							236	6,331	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									241	6,461	0	0	0	0
<b>FY 2022</b>														
Initial Payments											246	6,597	0	0
<b>FY 2023</b>														
Initial Payments													251	6,735
<b>Initial Payments</b>	<b>130</b>	<b>7,019</b>	<b>257</b>	<b>7,043</b>	<b>232</b>	<b>5,979</b>	<b>236</b>	<b>6,331</b>	<b>241</b>	<b>6,461</b>	<b>246</b>	<b>6,597</b>	<b>251</b>	<b>6,735</b>
<b>Total</b>	<b>130</b>	<b>7,019</b>	<b>257</b>	<b>7,043</b>	<b>232</b>	<b>5,979</b>	<b>236</b>	<b>6,331</b>	<b>241</b>	<b>6,461</b>	<b>246</b>	<b>6,597</b>	<b>251</b>	<b>6,735</b>

**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2017</b>														
Initial Payments	319	28,214	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			452	14,562	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					447	13,753	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							440	14,054	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									443	14,147	0	0	0	0
<b>FY 2022</b>														
Initial Payments											439	14,024	0	0
<b>FY 2023</b>														
Initial Payments													454	14,514
<b>Initial Payments</b>	<b>319</b>	<b>28,214</b>	<b>452</b>	<b>14,562</b>	<b>447</b>	<b>13,753</b>	<b>440</b>	<b>14,054</b>	<b>443</b>	<b>14,147</b>	<b>439</b>	<b>14,024</b>	<b>454</b>	<b>14,514</b>
<b>Total</b>	<b>319</b>	<b>28,214</b>	<b>452</b>	<b>14,562</b>	<b>447</b>	<b>13,753</b>	<b>440</b>	<b>14,054</b>	<b>443</b>	<b>14,147</b>	<b>439</b>	<b>14,024</b>	<b>454</b>	<b>14,514</b>



**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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2017</b>														
Initial Payments	1,214	27,789	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments			1,182	25,936	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments					1,247	30,636	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments							1,252	31,745	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments									1,182	30,237	0	0	0	0
<b>FY 2022</b>														
Initial Payments											1,174	30,068	0	0
<b>FY 2023</b>														
Initial Payments													1,160	29,776
<b>Initial Payments</b>	<b>1,214</b>	<b>27,789</b>	<b>1,182</b>	<b>25,936</b>	<b>1,247</b>	<b>30,636</b>	<b>1,252</b>	<b>31,745</b>	<b>1,182</b>	<b>30,237</b>	<b>1,174</b>	<b>30,068</b>	<b>1,160</b>	<b>29,776</b>
<b>Total</b>	<b>1,214</b>	<b>27,789</b>	<b>1,182</b>	<b>25,936</b>	<b>1,247</b>	<b>30,636</b>	<b>1,252</b>	<b>31,745</b>	<b>1,182</b>	<b>30,237</b>	<b>1,174</b>	<b>30,068</b>	<b>1,160</b>	<b>29,776</b>

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

	FY 2017						
	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	34	201	235	0	0	82	317
RECRUITING/RETENTION	261	3,748	4,009	51	0	0	4,060
<b>SUBTOTAL</b>	<b>295</b>	<b>3,949</b>	<b>4,244</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,377</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	3,891	16,364	20,255	5,047	0	0	25,302
UNIT SUPPORT	1,092	1,014	2,106	19,847	0	0	21,953
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4,983</b>	<b>17,378</b>	<b>22,361</b>	<b>24,894</b>	<b>0</b>	<b>0</b>	<b>47,255</b>
<b>TRAINING</b>							
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
<b>SUBTOTAL</b>	<b>1,052</b>	<b>547</b>	<b>1,599</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,599</b>
<b>HEADQUARTERS</b>							
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	2,282	3,660
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>571</b>	<b>755</b>	<b>1,326</b>	<b>0</b>	<b>107</b>	<b>2,282</b>	<b>3,715</b>
<b>TOTAL END STRENGTH</b>	<b>6,901</b>	<b>22,629</b>	<b>29,530</b>	<b>24,945</b>	<b>107</b>	<b>2,364</b>	<b>56,946</b>

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

FY 2018

	<b>AGR OFFICERS</b>	<b>AGR ENLISTED</b>	<b>TOTAL</b>	<b>MILITARY TECHNICIANS</b>	<b>ACTIVE COMPONENT</b>	<b>CIVILIAN</b>	<b>TOTAL</b>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	199	234	0	0	82	316
RECRUITING/RETENTION	272	3,707	3,979	51	0	0	4,030
<b>SUBTOTAL</b>	<b>307</b>	<b>3,906</b>	<b>4,213</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,346</b>
<b>UNITS</b>							
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
<b>SUBTOTAL</b>	<b>4,980</b>	<b>17,984</b>	<b>22,964</b>	<b>26,766</b>	<b>0</b>	<b>0</b>	<b>49,730</b>
<b>TRAINING</b>							
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
<b>SUBTOTAL</b>	<b>1,095</b>	<b>541</b>	<b>1,636</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,636</b>
<b>HEADQUARTERS</b>							
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
<b>SUBTOTAL</b>	<b>595</b>	<b>747</b>	<b>1,342</b>	<b>0</b>	<b>110</b>	<b>1,173</b>	<b>2,625</b>
<b>TOTAL END STRENGTH</b>	<b>6,977</b>	<b>23,178</b>	<b>30,155</b>	<b>26,817</b>	<b>110</b>	<b>1,255</b>	<b>58,337</b>

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

FY 2019

	<b>AGR OFFICERS</b>	<b>AGR ENLISTED</b>	<b>TOTAL</b>	<b>MILITARY TECHNICIANS</b>	<b>ACTIVE COMPONENT</b>	<b>CIVILIAN</b>	<b>TOTAL</b>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	202	237	0	0	82	319
RECRUITING/RETENTION	274	4,212	4,486	51	0	0	4,537
<b>SUBTOTAL</b>	<b>309</b>	<b>4,414</b>	<b>4,723</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,856</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,259	16,421	20,680	5,582	0	0	26,262
UNIT SUPPORT	891	1,287	2,178	19,798	0	0	21,976
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,150</b>	<b>17,708</b>	<b>22,858</b>	<b>25,380</b>	<b>0</b>	<b>0</b>	<b>48,238</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	349	204	553	0	0	0	553
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,089</b>	<b>548</b>	<b>1,637</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,637</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	110	2,680	4,111
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>110</b>	<b>2,680</b>	<b>4,167</b>
<b>TOTAL END STRENGTH</b>	<b>7,166</b>	<b>23,429</b>	<b>30,595</b>	<b>25,431</b>	<b>110</b>	<b>2,762</b>	<b>58,898</b>