

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2020 Budget Estimates*



**NATIONAL GUARD PERSONNEL, ARMY  
JUSTIFICATION BOOK  
MARCH 2019**

The estimated cost of this report for the Department of Defense is approximately \$116,175.55 for Fiscal Year 2019. This includes \$175.55 in expenses and \$116,000 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 2018</u>	<u>ENACTED FY 2019*</u>	<u>ESTIMATE FY 2020</u>
<b>Direct Program</b>			
Reserve Component Training and Support	8,471,279	8,600,945	8,808,305
<b>TOTAL DIRECT PROGRAM</b>	<u>8,471,279</u>	<u>8,600,945</u>	<u>8,808,305</u>
<b>Reimbursable Program</b>			
Reserve Component Training and Support	34,345	50,000	51,000
<b>TOTAL REIMBURSABLE PROGRAM</b>	<u>34,345</u>	<u>50,000</u>	<u>51,000</u>
<b>Total Baseline Program</b>			
Reserve Component Training and Support	8,505,624	8,650,945	8,859,305
<b>TOTAL BASELINE PROGRAM</b>	<u>8,505,624</u>	<u>8,650,945</u>	<u>8,859,305</u>
<b>OCO Funding</b>			
Reserve Component Training and Support	167,624	195,283	0
<b>TOTAL OCO FUNDING</b>	<u>167,624</u>	<u>195,283</u>	<u>0</u>
<b>Total Program</b>			
Reserve Component Training and Support	8,673,248	8,846,228	8,859,305
<b>TOTAL PROGRAM</b>	<u>8,673,248</u>	<u>8,846,228</u>	<u>8,859,305</u>
<b>Less: OCO Funding</b>			
Reserve Component Training and Support	0	-195,283	0
<b>TOTAL LESS: OCO FUNDING</b>	<u>0</u>	<u>-195,283</u>	<u>0</u>
<b>Revised Total Program</b>			
Reserve Component Training and Support	8,673,248	8,650,945	8,859,305
<b>TOTAL REVISED TOTAL PROGRAM</b>	<u>8,673,248</u>	<u>8,650,945</u>	<u>8,859,305</u>
Medicare Eligible Retiree Health Fund Contribution	757,211	685,375	703,636
<b>TOTAL MILPERS PROGRAM COST</b>	<u>9,430,459</u>	<u>9,336,320</u>	<u>9,562,941</u>

\* Reflects enacted totals. Funding displays in Sections 2 through 5 of this justification material include revised requirements and projected 1415 reprogramming actions.

**NATIONAL GUARD PERSONNEL, ARMY  
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS  
(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 2018</u>	<u>ENACTED FY 2019*</u>	<u>ESTIMATE FY 2020</u>
<b><u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u></b>			
DIRECT PROGRAM	8,471,279	8,600,945	8,808,305
REIMBURSABLE PROGRAM	34,345	50,000	51,000
OCO FUNDING	167,624	195,283	202,644
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>8,673,248</b>	<b>8,846,228</b>	<b>9,061,949</b>
MEDICARE-RET CONTRIB, AG ARMY	757,211	685,375	703,636
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST</b>	<b>9,430,459</b>	<b>9,531,603</b>	<b>9,765,585</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,656,956	1,753,840	1,655,003
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	152,493	164,436	183,906
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>1,809,449</b>	<b>1,918,276</b>	<b>1,838,909</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>11,239,908</b>	<b>11,449,879</b>	<b>11,604,494</b>

\* Reflects enacted totals. Funding displays in Sections 2 through 5 of this justification material include revised requirements and projected 1415 reprogramming actions.

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

**Appropriation Summary**

<u>FY 2019 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2020 Estimate</u>
8,748,482	165,404	-105,581	8,808,305

**Program Adjustment Highlights in Fiscal Year (FY) 2020**

The Army National Guard (ARNG) experiences programmatic changes throughout its appropriation to support end strength growth and training requirements. The FY 2020 budget request supports increased readiness and the prioritization of funding required to meet the National Defense Strategy (NDS) to support increased readiness and lethality. The changes in the FY 2020 budget are split between price and program changes. The program decreases by \$106.1 million due to the removal of the FY 2019 anticipated reprogramming request of \$172.1 million, for the President of the United States (POTUS) directed Southwest Border mission, a reduction of Thrift Savings Plan (TSP) contributions and a decrease in Continuation pay of \$24.5 million.

The National Guard Personnel, Army base budget request increases by \$54.9 million, which includes an End Strength increase of 500 Soldiers from FY 2019 to FY 2020.

**Inflationary Rates Include:**

**Pay Raise**

- Military Pay Raise, effective 1 January 2018 is 2.4% (2.33% over the FY)
- Military Pay Raise, effective 1 January 2019 is 2.6% (2.55% over the FY)
- Military Pay Raise, effective 1 January 2020 is 3.1% (2.98% over the FY)

**Basic Allowance for Subsistence (indexed to the annual changes in the US Department of the Agriculture food plan)**

- Basic Allowance for Subsistence inflation, effective 1 January 2018, is 0.3% (0.23% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2019, is 0.0% (0.08% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 2.4% (1.80% over the FY)

**Basic Allowance for Housing**

- Basic Allowance for Housing growth, effective 1 January 2018, is 1.7% (1.83% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2019 is 2.4% (2.23% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2020 is 3.2% (3.00% over the FY)

The January 1, 2019 BAH inflation rate assumption is 2.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket amount will be the same by grade and dependency status in every military housing area. The January 1, 2020 BAH inflation rate assumption is 3.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020. It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

**Retired Pay Accrual**

- Retired Pay Accrual as a percentage of Basic Pay is 28.4% for full-time and 22.6% for part-time Soldiers in FY 2018
- Retired Pay Accrual as a percentage of Basic Pay is 30.4% for full-time and 24.7% for part-time Soldiers in FY 2019
- Retired Pay Accrual as a percentage of Basic Pay is 31.0% for full-time and 24.4% for part-time Soldiers in FY 2020



## NATIONAL GUARD PERSONNEL, ARMY INTRODUCTION

### General Inflation

- General inflation is 2.2% in FY 2018
- General inflation is 2.0% in FY 2019
- General inflation is 2.0% in FY 2020

Pay Group A reflects funding based on a projected participation rate for Annual Training and Inactive Duty Training. There is an overall base budget increase of \$55.1 million due to the Headquarters, Department of the Army (HQDA) led effort to increase training requirements, which will enhance operational unit readiness. The FY 2020 request includes increased rates for the base pay raise of 3.1 percent, Basic Allowance for Housing rate of 3.2 percent, and Basic Allowance for Subsistence rate of 2.4 percent. The non-pay inflation rate remains constant at 2.0 percent and additional cost of living adjustments round out the rates that impact the requested funding.

Pay Group F increases by \$41.3 million due to an Army initiative to extend One Station Unit Training (OSUT) from 14 weeks to 22 weeks for Infantry along with a pilot program for the Armor Initial Entry Training. This also includes an increase in the ARNG accession mission from 51,766 in FY 2019 to 53,354 in FY 2020.

Pay Group P increases by \$5.5 million due to an increase in the ARNG accessions mission from 51,766 in FY 2019 to 53,354 in FY 2020.

Schools Training base budget decreases by \$16.1 million due to a decrease in the number of Soldiers attending training in schools like refresher and proficiency, initial skills acquisition, and Officer Candidate School.

Special Training base budget decreases by \$170.3 million as the ARNG adjusts the one-time reprogramming request in FY 2019 for the Southwest Border mission in amount of \$172.1 million. In addition, the ARNG will have one less Brigade Combat Team participating in the eXportable Combat Training Capability (xCTC) exercise in FY 2020 based on Global Force Management Allocation Plan.

Administration and Support program base budget increases by \$159.7 million due to increases in bonus, sustainment of the ARNG Active/Guard/Reserve (AGR) End Strength of 30,595 and increased rates for the base pay raise of 3.1 percent, Basic Allowance for Housing rate of 3.2 percent, and Basic Allowance for Subsistence rate of 2.4 percent. The non-pay inflation rate remains constant at 2.0 percent and additional cost of living adjustments round out the rates that impact the requested funding.

Thrift Savings Program (TSP) increases by \$1.7 million and continuation pay decreases by \$3.5 million respectively, due to a rate adjustment made by the Office of Secretary Defense (OSD), Comptroller. The budget request includes requirements for the Blended Retirement System (BRS) consisting of both TSP matching contributions and continuation pay.

Education Benefits decreases by \$17 million due to a decrease in the required funding levels directed by the Board of Actuaries in the Basic Educational Assistance, Chapter 1606 and in the \$350 Officer and \$250 Enlisted Kicker Programs. The funding amount also decreases due to the overall number of participants.

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 Component

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

**Readiness**

As the combat reserve of the Army, the Army National Guard (ARNG) continues to support the active force in sustaining joint operations through a responsive force-generating capability. This ensures the Army National Guard maintains the capabilities garnered through years of contributions in persistent conflict. Today's ARNG 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 Year period. The FY 2020 request provides funding to maintain the minimum statutory requirements of 39 training days for the entire force. Additional days included in the budget support Army collective training programs that provide rotations to premier training venues at the National Training Center and Joint Readiness Training Center for the ARNG Brigade Combat Teams and enabler units providing training to over 30,000 Soldiers.

**Army National Guard End-Strength**

The Army National Guard budget increases its end-strength to 336,000 which includes the Active Guard and Reserve (AGR) authorized strength of 30,595 in FY 2020. As the Army National Guard grows its end strength, efforts remain focused on recruiting, and retaining the force.

	<b>End Strength</b>		
	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
	335,204	335,500	336,000

The ARNG fell short of the FY 2018 National Defense Authorization Act (NDAA) Congressionally authorized End Strength 343,500 by 8,296 Soldiers due to recruiting challenges, too few accessions, and to cover increased attrition losses in FY 2018. The ARNG has faced mounting obstacles in recruiting the 17-24 year-olds who comprise our target market. Health problems, lack of physical fitness, inability to meet education requirements, and moral/legal issues preclude 71% of the population from eligibility to serve. All of the military services recruit from this same pool of prospects who are showing a lower propensity to serve than in previous years. In addition, retention efforts have been impacted by a robust economy and record low unemployment rates that have created the conditions which forces too many National Guard members to choose between pursuing their civilian careers and continuing their service. Challenges in the current recruiting market as well as the Army's tightening of enlistment standards beyond what is required by the Department of Defense has caused additional strain on the ARNG recruiting force. The current recruiting market is the most challenging the Department of Defense has faced in the last five years based on a recent Joint Advertising Market Research and Studies (JAMRS) study.

The ARNG began addressing these issues and challenges in FY 2018 by ramping up the recruiting force, incentives programs, bonuses, and marketing efforts. While these efforts are expected to result in additional accessions in FY 2019, they will not be enough to meet the FY 2019 NDAA authorized End Strength of 343,500. The newly hired force will reach full production levels by end of the FY 2019 in order to meet the required accessions mission and a projected end strength of 336,000 in FY 2020 and continue the projected ramp to an end strength of 338,000 by the end of FY 2024.

The ARNG will continue leveraging a robust recruiting force, increased bonuses, additional incentives, and targeted marketing efforts to achieve the accession goals and end strength growth from FY 2019 to FY 2020. This growth will be necessary to continue building an operational reserve force that can support the National Defense Strategy, build readiness and lethality, and provide capability and capacity in support of Combatant Commanders' requirements. Additionally, meeting these growth targets, will increase readiness of the ARNG and will support a force that can defend against threats to the homeland while being Governor-responsive in support of emergencies.

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

AGR members execute key Organizing, Administering, Training, Instructing and Recruiting tasks at all echelons of command. The AGR Full-Time Support is critical for ARNG providing units the support necessary to enhance operational readiness. Critical functions include scheduling and coordinating training events for the Soldiers, maintaining personnel and training records, tracking medical actions, maintaining arms rooms, facilitating pay for duties performed, 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.

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

**Homeland Defense and Domestic Capabilities**

The Army National Guard continues to fulfill its dual mission of supporting the war fight while providing domestic response capabilities for the homeland threats, natural disasters, and other domestic emergencies. The Army National Guard continues to provide the majority of total defense forces in support of the Chemical, Biological, Radiological, Nuclear, and High-Yield Explosive (CBRNE) Enterprise. 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 CSTs, provide regional and state-based capabilities to reduce response times in the event of a CBRNE event.

**Benefits**

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense (DoD), they will be shown as part of the DoD discretionary total. The National Guard Personnel, Army appropriation request excludes retiree health accrual funding, which is funded under a separate appropriation. Total obligations on behalf of military personnel include both the 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 National Defense Strategy.

**Description of Activity:** The NGPA appropriation supports military personnel pay and allowances within the Congressionally mandated End Strength Ceiling (ESC) to provide trained and qualified units to the Army 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 Army 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:

	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>	<b><u>FY 2020</u></b>
Average Strength	336,848	334,162	334,634
End Strength	335,204	335,500	336,000
Authorized Strength	343,500	343,500	

PERFORMANCE MEASURES:

	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>	<b><u>FY 2020</u></b>
Recruiting: Accession Goals	52,010	51,766	53,354
Recruiting: Accession Achieved	41,367		
Retention: Reenlistment Goals	36,060	34,675	32,505
Retention: Reenlistment Actuals	34,913		
Attrition: Attrition Goals	16%	15.5%	15.5%
Attrition: Attrition Actuals	15.5%		

**Unexpended Balances Reduction:** The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Army National Guard has reduced Initial Entry Training and Inactive Duty Training funding based on FY 2016 to FY 2018 execution and realigned it to recruiting and retention programs. In addition, the Army National Guard is currently fielding an Integrated Personnel and Pay System – Army (IPPS-A), which will streamline personnel operations, consolidate pay-affecting personnel transactions, and subsume legacy pay systems utilized to validate duty performance and pay Soldiers.

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

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

**OFFICER**

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Beginning Strength</b>	45,862	45,525	46,149
<b>Gains:</b>			
Males (NPS)	192	221	221
Females (NPS)	67	59	59
Civilian Life	778	897	898
Active Component	146	222	222
Enlisted Commissioning Program	2,725	2,690	2,690
Other Reserve Status/Component	85	266	268
All Other	0	0	0
<b>Total Gains</b>	<b>3,993</b>	<b>4,355</b>	<b>4,358</b>
<b>Losses:</b>			
Civilian Life	1,099	1,010	1,010
Active Component	365	112	112
Retired Reserves	822	786	786
Other Reserve Status/Component	320	332	332
All Other	1,724	1,491	1,937
<b>Total Losses</b>	<b>4,330</b>	<b>3,731</b>	<b>4,177</b>
<b>End Strength</b>	45,525	46,149	46,330

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

**ENLISTED**

	<u><b>FY 2018</b></u>	<u><b>FY 2019</b></u>	<u><b>FY 2020</b></u>
<b>Beginning Strength</b>	297,741	289,679	289,351
<b>Gains:</b>			
Males (NPS)	23,785	27,984	28,555
Females (NPS)	8,345	9,162	9,834
Civilian Life	5,670	5,021	5,188
Other Reserve Status/Component	3,181	4,577	4,730
All Other	383	667	689
<b>Total Gains</b>	<u><b>41,364</b></u>	<u><b>47,411</b></u>	<u><b>48,996</b></u>
<b>Losses:</b>			
Other Attrition	22,785	22,307	23,011
Expiration of Selected Reserve Service	18,372	16,635	16,754
Active Component	1,504	1,627	1,639
To Officer Status	2,725	2,690	2,690
Retired Reserves	3,215	3,025	3,062
Other Reserve Status/Component	825	1,455	1,521
Losses to Civilian Life	0	0	0
<b>Total Losses</b>	<u><b>49,426</b></u>	<u><b>47,739</b></u>	<u><b>48,677</b></u>
<b>End Strength</b>	289,679	289,351	289,670

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2018</u>			<u>FY 2019</u>		<u>FY 2020</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	38,961	38,141	38,340	38,171	38,988	38,580	39,169
Enlisted	48	15	<u>250,279</u>	<u>242,590</u>	<u>240,552</u>	<u>237,735</u>	<u>238,249</u>	<u>236,143</u>	<u>237,352</u>
Subtotal			289,240	280,731	278,892	275,906	277,237	274,723	276,521
<b>Pay Group F</b>									
Enlisted		122	13,607	12,519	14,436	13,243	15,304	13,988	16,106
<b>Pay Group P</b>									
Enlisted	31		<u>11,226</u>	<u>13,771</u>	<u>11,289</u>	<u>14,582</u>	<u>12,364</u>	<u>15,487</u>	<u>12,778</u>
Subtotal			314,073	307,021	304,617	303,731	304,905	304,198	305,405
Drill/Indiv Tng			314,073	307,021	304,617	303,731	304,905	304,198	305,405
<b>AGR (Full-time)</b>									
Officer			6,901	6,960	7,185	7,196	7,161	7,184	7,161
Enlisted			<u>22,629</u>	<u>22,867</u>	<u>23,402</u>	<u>23,484</u>	<u>23,434</u>	<u>23,498</u>	<u>23,434</u>
Subtotal			29,530	29,827	30,587	30,680	30,595	30,682	30,595
<b>SELRES</b>									
Officer			45,862	45,101	45,525	45,367	46,149	45,764	46,330
Enlisted			<u>297,741</u>	<u>291,747</u>	<u>289,679</u>	<u>289,044</u>	<u>289,351</u>	<u>289,116</u>	<u>289,670</u>
Subtotal			343,603	336,848	335,204	334,411	335,500	334,880	336,000

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

	<u>FY 2018</u>			<u>FY 2019</u>		<u>FY 2020</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	407	397	410	420	418	419	418
O5 LT COLONEL	1,206	1,175	1,213	1,221	1,215	1,219	1,215
O4 MAJOR	2,024	2,001	2,066	2,103	2,093	2,100	2,093
O3 CAPTAIN	1,432	1,388	1,433	1,457	1,450	1,455	1,450
O2 1ST LIEUTENANT	170	252	260	266	265	266	265
O1 2ND LIEUTENANT	80	97	100	105	105	106	105
<b>Total Commissioned Officers</b>	<b>5,319</b>	<b>5,310</b>	<b>5,482</b>	<b>5,572</b>	<b>5,546</b>	<b>5,565</b>	<b>5,546</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	155	158	163	156	155	155	155
W4 WARRANT OFF (W-4)	398	401	414	402	400	401	400
W3 WARRANT OFF (W-3)	587	624	644	593	590	592	590
W2 WARRANT OFF (W-2)	332	329	340	347	345	346	345
W1 WARRANT OFF (W-1)	110	138	142	126	125	125	125
<b>Total Warrant Officers</b>	<b>1,582</b>	<b>1,650</b>	<b>1,703</b>	<b>1,624</b>	<b>1,615</b>	<b>1,619</b>	<b>1,615</b>
<b>Total Officer</b>	<b>6,901</b>	<b>6,960</b>	<b>7,185</b>	<b>7,196</b>	<b>7,161</b>	<b>7,184</b>	<b>7,161</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	717	699	715	713	711	713	711
E8 1ST SGT/MASTER SGT	2,225	2,175	2,226	2,290	2,285	2,291	2,285
E7 PLATOON SGT/SFC	7,841	7,746	7,928	8,055	8,038	8,060	8,038
E6 STAFF SGT	8,428	8,096	8,285	8,458	8,440	8,458	8,435
E5 SERGEANT	3,123	3,668	3,754	3,781	3,773	3,783	3,773
E4 CPL/SPECIALIST	292	469	480	187	187	193	192
E3 PRIVATE 1ST CLASS	3	13	13	0	0	0	0
E2 PRIVATE E2	0	1	1	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>22,629</b>	<b>22,867</b>	<b>23,402</b>	<b>23,484</b>	<b>23,434</b>	<b>23,498</b>	<b>23,434</b>
<b>Total Personnel on Active Duty</b>	<b>29,530</b>	<b>29,827</b>	<b>30,587</b>	<b>30,680</b>	<b>30,595</b>	<b>30,682</b>	<b>30,595</b>



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

**ACTUAL FY 2018**

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	38,961	250,279	289,240	13,607	11,226	314,073	6,901	22,629	29,530	343,603
OCT	38,698	247,343	286,041	13,124	11,595	310,760	6,864	22,573	29,437	340,197
NOV	38,521	246,235	284,756	12,714	11,923	309,393	6,892	22,612	29,504	338,897
DEC	38,367	246,299	284,666	10,206	14,000	308,872	6,942	22,712	29,654	338,526
JAN	38,212	244,389	282,601	12,119	13,300	308,020	6,889	22,641	29,530	337,550
FEB	38,106	243,458	281,564	11,744	13,867	307,175	6,908	22,796	29,704	336,879
MAR	37,933	242,153	280,086	10,823	15,866	306,775	6,944	22,900	29,844	336,619
APR	37,771	241,704	279,475	9,371	17,524	306,370	6,963	22,820	29,783	336,153
MAY	37,685	239,310	276,995	10,910	17,102	305,007	6,998	22,958	29,956	334,963
JUN	37,769	238,323	276,092	14,104	14,240	304,436	6,990	23,033	30,023	334,459
JUL	37,891	237,122	275,013	16,155	12,967	304,135	7,023	23,097	30,120	334,255
AUG	38,094	239,330	277,424	14,939	11,607	303,970	7,058	23,251	30,309	334,279
SEP	38,340	240,552	278,892	14,436	11,289	304,617	7,185	23,402	30,587	335,204
<b>Average</b>	<b>38,141</b>	<b>242,590</b>	<b>280,731</b>	<b>12,519</b>	<b>13,771</b>	<b>307,021</b>	<b>6,960</b>	<b>22,867</b>	<b>29,827</b>	<b>336,848</b>

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

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

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Being Performed</b>
15	206	221	1. Combat (28%)
17	221	238	2. Combat Support (30%)
21	279	300	3. Combat Service Support (38%)
2	29	31	4. HQ Staff (4%)
<hr/> 55	<hr/> 735	<hr/> 790	

1. Pay Group A strength includes mobilized Active/Guard/Reserve (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 personnel of total amount. Counter Drug is exempt from 1095 under 502f.

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

**ESTIMATE FY 2019**

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	38,340	240,552	278,892	14,436	11,289	304,617	7,185	23,402	30,587	335,204
OCT	38,273	239,295	277,568	14,116	11,419	303,103	7,191	23,426	30,617	333,720
NOV	38,171	239,216	277,387	13,384	12,205	302,976	7,209	23,454	30,663	333,639
DEC	38,110	240,003	278,113	10,702	14,291	303,106	7,224	23,499	30,723	333,829
JAN	38,011	238,643	276,654	12,248	14,320	303,222	7,209	23,493	30,702	333,924
FEB	37,998	238,244	276,242	11,994	15,163	303,399	7,204	23,491	30,695	334,094
MAR	37,940	237,690	275,630	11,006	17,308	303,944	7,217	23,518	30,735	334,679
APR	37,896	237,333	275,229	10,269	18,650	304,148	7,209	23,501	30,710	334,858
MAY	37,945	236,456	274,401	11,432	18,011	303,844	7,211	23,542	30,753	334,597
JUN	38,169	235,127	273,296	15,672	15,033	304,001	7,184	23,516	30,700	334,701
JUL	38,304	234,271	272,575	17,568	13,937	304,080	7,161	23,475	30,636	334,716
AUG	38,574	237,136	275,710	15,657	12,823	304,190	7,160	23,478	30,638	334,828
SEP	38,988	238,249	277,237	15,304	12,364	304,905	7,161	23,434	30,595	335,500
<b>Average</b>	<b>38,171</b>	<b>237,735</b>	<b>275,906</b>	<b>13,243</b>	<b>14,582</b>	<b>303,731</b>	<b>7,196</b>	<b>23,484</b>	<b>30,680</b>	<b>334,411</b>

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

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

<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 Active/Guard/Reserve (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 personnel of total amount. Counter Drug is exempt from 1095 under 502f.

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

**ESTIMATE FY 2020**

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	38,988	238,249	277,237	15,304	12,364	304,905	7,161	23,434	30,595	335,500
OCT	38,880	237,119	275,999	14,956	12,442	303,397	7,169	23,455	30,624	334,021
NOV	38,736	237,155	275,891	14,172	13,230	303,293	7,189	23,480	30,669	333,962
DEC	38,636	238,051	276,687	11,325	15,412	303,424	7,206	23,522	30,728	334,152
JAN	38,496	236,817	275,313	12,954	15,366	303,633	7,193	23,513	30,706	334,339
FEB	38,443	236,536	274,979	12,677	16,189	303,845	7,190	23,508	30,698	334,543
MAR	38,346	236,100	274,446	11,627	18,390	304,463	7,205	23,532	30,737	335,200
APR	38,263	235,861	274,124	10,842	19,719	304,685	7,199	23,512	30,711	335,396
MAY	38,274	235,103	273,377	12,062	18,952	304,391	7,203	23,550	30,753	335,144
JUN	38,461	233,896	272,357	16,527	15,743	304,627	7,178	23,521	30,699	335,326
JUL	38,559	233,158	271,717	18,516	14,526	304,759	7,157	23,477	30,634	335,393
AUG	38,791	236,125	274,916	16,492	13,302	304,710	7,158	23,477	30,635	335,345
SEP	39,169	237,352	276,521	16,106	12,778	305,405	7,161	23,434	30,595	336,000
<b>Average</b>	<b>38,580</b>	<b>236,143</b>	<b>274,723</b>	<b>13,988</b>	<b>15,487</b>	<b>304,198</b>	<b>7,184</b>	<b>23,498</b>	<b>30,682</b>	<b>334,880</b>

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

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

<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 style="width: 100%; border: 0.5px solid black; margin-bottom: 5px;"/> 53	<hr style="width: 100%; border: 0.5px solid black; margin-bottom: 5px;"/> 702	<hr style="width: 100%; border: 0.5px solid black; margin-bottom: 5px;"/> 755	

1. Pay Group A strength includes mobilized Active/Guard/Reserve (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 personnel 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	194,443	647,532	841,975	197,997	669,575	867,572	209,053	676,290	885,343
Pay and Allowances	184,982	521,577	706,559	188,445	523,068	711,513	197,666	524,121	721,787
Clothing	538	43,434	43,972	1,330	43,521	44,851	1,167	44,581	45,748
Subsistence	4,176	69,422	73,598	4,267	88,738	93,005	6,214	93,027	99,241
Travel	4,747	13,099	17,846	3,955	14,248	18,203	4,006	14,561	18,567
Inactive Duty Training	409,162	1,261,500	1,670,662	425,604	1,259,052	1,684,656	459,118	1,262,863	1,721,981
Civil Disturbance	8	12	20	32	156	188	40	199	239
Flight Training	29,731	16,638	46,369	30,666	16,914	47,580	45,806	24,797	70,603
Jump Proficiency	41	169	210	54	277	331	69	291	360
Military Funeral Honors	934	9,381	10,315	891	7,829	8,720	930	8,170	9,100
Readiness Management	1,384	3,124	4,508	1,621	4,197	5,818	2,421	5,221	7,642
Subsistence	0	46,986	46,986	0	46,976	46,976	0	47,394	47,394
Training Preparation	3,713	8,731	12,444	3,972	8,829	12,801	5,034	8,949	13,983
Unit Training Assemblies	373,153	1,173,262	1,546,415	387,985	1,169,344	1,557,329	404,342	1,162,221	1,566,563
EBDL	13	923	936	25	337	362	22	307	329
Medical Man-days	185	2,274	2,459	358	4,193	4,551	454	5,314	5,768
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>603,605</b>	<b>1,909,032</b>	<b>2,512,637</b>	<b>623,601</b>	<b>1,928,627</b>	<b>2,552,228</b>	<b>668,171</b>	<b>1,939,153</b>	<b>2,607,324</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	472,545	472,545	0	498,419	498,419	0	539,742	539,742
Pay and Allowances	0	397,053	397,053	0	414,308	414,308	0	451,828	451,828
Clothing	0	52,897	52,897	0	58,957	58,957	0	59,654	59,654
Travel	0	22,595	22,595	0	25,154	25,154	0	28,260	28,260
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>472,545</b>	<b>472,545</b>	<b>0</b>	<b>498,419</b>	<b>498,419</b>	<b>0</b>	<b>539,742</b>	<b>539,742</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	31,522	31,522	0	33,207	33,207	0	38,487	38,487
Clothing	0	2,235	2,235	0	2,280	2,280	0	2,326	2,326
Subsistence of Enlisted Personnel	0	3,348	3,348	0	3,462	3,462	0	3,588	3,588
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>37,105</b>	<b>37,105</b>	<b>0</b>	<b>38,949</b>	<b>38,949</b>	<b>0</b>	<b>44,401</b>	<b>44,401</b>
<b>SCHOOL TRAINING</b>									
Career Development Training	73,211	115,631	188,842	74,247	124,138	198,385	80,665	118,553	199,218
Flight Training	15,401	0	15,401	18,319	0	18,319	22,323	0	22,323
Initial Skill Acquisition Training	109,394	70,588	179,982	113,838	62,934	176,772	113,369	57,875	171,244
Officer Candidate/Training School	2,198	11,685	13,883	3,557	14,769	18,326	811	13,815	14,626
Refresher and Proficiency Training	56,620	90,248	146,868	43,291	90,682	133,973	32,857	89,371	122,228
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>256,824</b>	<b>288,152</b>	<b>544,976</b>	<b>253,252</b>	<b>292,523</b>	<b>545,775</b>	<b>250,025</b>	<b>279,614</b>	<b>529,639</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	48,685	94,371	143,056	50,870	107,898	158,768	53,470	109,140	162,610
Command/Staff Supervision	79,341	158,219	237,560	51,282	114,135	165,417	51,623	137,514	189,137
Competitive Events	1,728	6,365	8,093	1,537	6,666	8,203	1,465	6,396	7,861
Counter Drug Interdiction Activity	43,302	137,544	180,846	0	0	0	0	0	0
Exercises	93,198	161,260	254,458	89,891	152,204	242,095	98,297	141,208	239,505
Management Support	68,449	114,052	182,501	66,301	189,669	255,970	26,115	25,255	51,370
Operational Training	34,154	25,865	60,019	39,789	21,772	61,561	43,195	22,384	65,579
Recruiting/Retention	14,505	91,574	106,079	13,597	48,965	62,562	13,478	52,588	66,066
Unit Conversion Training	3,714	16,294	20,008	4,950	24,065	29,015	5,464	25,691	31,155
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>387,076</b>	<b>805,544</b>	<b>1,192,620</b>	<b>318,217</b>	<b>665,374</b>	<b>983,591</b>	<b>293,107</b>	<b>520,176</b>	<b>813,283</b>



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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	1,130,411	2,336,670	3,467,081	1,174,492	2,366,236	3,540,728	1,166,599	2,508,346	3,674,945
Travel/PCS	22,126	35,324	57,450	23,771	40,521	64,292	21,227	44,351	65,578
\$30,000 Lump Sum Bonus	840	1,320	2,160	300	210	510	120	120	240
Death Gratuities	0	0	0	100	997	1,097	102	1,017	1,119
Disability and Hospitalization Benefits	1,525	17,287	18,812	1,205	17,983	19,188	1,320	19,666	20,986
Selective Reserve Incentive Program (SRIP)	57,400	193,645	251,045	53,014	338,799	391,813	61,943	356,035	417,978
Continuation Pay	16	32	48	1,460	3,457	4,917	638	765	1,403
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,212,318</b>	<b>2,584,278</b>	<b>3,796,596</b>	<b>1,254,342</b>	<b>2,768,203</b>	<b>4,022,545</b>	<b>1,251,949</b>	<b>2,930,300</b>	<b>4,182,249</b>
<b>THRIFT SAVINGS PLAN CONTRIBUTIONS</b>									
Thrift Savings Plan Contributions	2,215	3,735	5,950	5,293	12,180	17,473	5,368	13,826	19,194
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>2,215</b>	<b>3,735</b>	<b>5,950</b>	<b>5,293</b>	<b>12,180</b>	<b>17,473</b>	<b>5,368</b>	<b>13,826</b>	<b>19,194</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefit, Ch. 1606	2,034	47,919	49,953	8,013	55,257	63,270	9,109	49,715	58,824
Kicker, Enhanced G.I. Bill, Ch. 1606	0	26,521	26,521	6,000	20,232	26,232	1,418	12,231	13,649
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>2,034</b>	<b>74,440</b>	<b>76,474</b>	<b>14,013</b>	<b>75,489</b>	<b>89,502</b>	<b>10,527</b>	<b>61,946</b>	<b>72,473</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>2,464,072</b>	<b>6,174,831</b>	<b>8,638,903</b>	<b>2,468,718</b>	<b>6,279,764</b>	<b>8,748,482</b>	<b>2,479,147</b>	<b>6,329,158</b>	<b>8,808,305</b>

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

	<b>FY 2019 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 2019 in FY 2020 Pres. Budget</b>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	715,815	-13,683	702,132	9,381	711,513	0	711,513
PG A, Travel, Annual Training	54,092	-457	53,635	-35,432	18,203	0	18,203
PG A, IDT Pay & Allow, Unit Training Assemblies	1,727,233	-38,529	1,688,704	-131,375	1,557,329	0	1,557,329
PG A, IDT Pay & Allow, Additional Drill Assemblies	117,915	-2,556	115,359	-35,008	80,351	0	80,351
PG A, Individual Clothing and Uniforms	38,032	-321	37,711	7,140	44,851	0	44,851
PG A, Subsistence of Enlisted Personnel	151,964	-1,263	150,701	-10,720	139,981	0	139,981
Total Direct Obligation	2,805,051	-56,809	2,748,242	-196,014	2,552,228	0	2,552,228
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	479,156	-14,591	464,565	-50,257	414,308	0	414,308
PG F, Individual Clothing and Uniforms	67,399	-1,350	66,049	-7,092	58,957	0	58,957
PG F, Travel, Annual Training	28,755	-576	28,179	-3,025	25,154	0	25,154
Total Direct Obligation	575,310	-16,517	558,793	-60,374	498,419	0	498,419
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	38,092	-1,133	36,959	-3,752	33,207	0	33,207
PG P, Individual Clothing and Uniforms	2,182	212	2,394	-114	2,280	0	2,280
PG P, Subsistence of Enlisted Personnel	3,344	322	3,666	-204	3,462	0	3,462
Total Direct Obligation	43,618	-599	43,019	-4,070	38,949	0	38,949
<b>School Training</b>							
Schools, Career Development Training	189,202	-1,639	187,563	10,822	198,385	0	198,385
Schools, Flight Training	18,534	-189	18,345	-26	18,319	0	18,319
Schools, Initial Skills Acquisition Training	193,037	-1,936	191,101	-14,329	176,772	0	176,772
Schools, Officer Candidate/Training School	18,541	-197	18,344	-18	18,326	0	18,326
Schools, Refresher and Proficiency Training	135,330	-1,231	134,099	-126	133,973	0	133,973
Total Direct Obligation	554,644	-5,192	549,452	-3,677	545,775	0	545,775

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

	<b>FY 2019 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 2019 in FY 2020 Pres. Budget</b>
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	16,485	0	16,485	0	16,485	0	16,485
Special, CBRNE Enterprise Other Capabilities	143,775	-1,388	142,387	-104	142,283	0	142,283
Special, Command and Staff Supervision	124,341	-46	124,295	41,122	165,417	0	165,417
Special, Competitive Events	8,241	-24	8,217	-14	8,203	0	8,203
Special, Exercises	241,399	1,247	242,646	-551	242,095	0	242,095
Special, Management Support	49,853	12,870	62,723	21,191	83,914	172,056	255,970
Special, Operational Training	47,769	-270	47,499	14,062	61,561	0	61,561
Special, Recruiting/Retention	34,032	-388	33,644	28,918	62,562	0	62,562
Special, Unit Conversion	29,202	-186	29,016	-1	29,015	0	29,015
Total Direct Obligation	695,097	11,815	706,912	104,623	811,535	172,056	983,591
<b>Administration and Support, AGR</b>							
AGR, Full Time Pay and Allowances	3,521,904	-46,558	3,475,346	20,838	3,496,184	0	3,496,184
AGR, COLA	44,544	0	44,544	0	44,544	0	44,544
AGR, Travel, Permanent Change of Station (PCS)	64,292	0	64,292	0	64,292	0	64,292
Active Accounts & G/R Full-Time Personnel (REDUX)	510	0	510	0	510	0	510
Death Gratuities	1,097	0	1,097	0	1,097	0	1,097
Disability and Hospitalization Benefits	11,638	0	11,638	7,550	19,188	0	19,188
Selected Reserve Incentive Program (SRIP)	260,689	0	260,689	131,124	391,813	0	391,813
Continuation Pay	20,919	0	20,919	0	20,919	-16,002	4,917
Total Direct Obligation	3,925,593	-46,558	3,879,035	159,512	4,038,547	-16,002	4,022,545
<b>Thrift Savings Plan</b>							
Thrift Savings Plan Contribution	55,530	-29,540	25,990	0	25,990	-8,517	17,473
Total Direct Obligation	55,530	-29,540	25,990	0	25,990	-8,517	17,473
<b>Education Benefits</b>							
Basic Educational Assistance, Ch 1606	63,270	0	63,270	0	63,270	0	63,270
Kicker, Chapter 1606	26,232	0	26,232	0	26,232	0	26,232
Total Direct Obligation	89,502	0	89,502	0	89,502	0	89,502
<b>Total Direct Program</b>	<b>8,744,345</b>	<b>-143,400</b>	<b>8,600,945</b>	<b>0</b>	<b>8,600,945</b>	<b>147,537</b>	<b>8,748,482</b>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	395,734	89,436	439,867	108,647	413,615	100,922
Enlisted	1,198,323	270,821	1,219,206	301,144	1,205,259	294,083
Subtotal	<u>1,594,057</u>	<u>360,257</u>	<u>1,659,073</u>	<u>409,791</u>	<u>1,618,874</u>	<u>395,005</u>
<b>Training, Pay Group F</b>						
Enlisted	322,345	72,850	276,211	68,224	381,193	93,011
<b>Training, Pay Group P</b>						
Enlisted	21,695	4,903	24,652	6,089	41,197	10,052
<b>School Training</b>						
Officer	107,633	24,325	117,942	29,132	119,049	29,048
Enlisted	128,920	29,136	120,721	29,818	115,282	28,129
Subtotal	<u>236,553</u>	<u>53,461</u>	<u>238,663</u>	<u>58,950</u>	<u>234,331</u>	<u>57,177</u>
<b>Special Training</b>						
Officer	244,481	55,253	166,268	41,068	150,208	36,651
Enlisted	334,983	75,706	325,291	80,347	229,307	55,951
Subtotal	<u>579,464</u>	<u>130,959</u>	<u>491,559</u>	<u>121,415</u>	<u>379,515</u>	<u>92,602</u>
<b>Administration and Support, AGR</b>						
Officer	608,905	172,929	646,888	196,654	659,303	204,384
Enlisted	1,131,870	321,451	1,199,730	364,718	1,225,535	379,916
Subtotal	<u>1,740,775</u>	<u>494,380</u>	<u>1,846,618</u>	<u>561,372</u>	<u>1,884,838</u>	<u>584,300</u>
<b>Total Direct Program</b>						
Officer	1,356,753	341,943	1,370,965	375,501	1,342,175	371,005
Enlisted	3,138,136	774,867	3,165,811	850,340	3,197,773	861,142
Total	<u>4,494,889</u>	<u>1,116,810</u>	<u>4,536,776</u>	<u>1,225,841</u>	<u>4,539,948</u>	<u>1,232,147</u>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	9,274	2,096	12,356	3,052	12,758	3,113
Enlisted	10,341	2,337	13,773	3,402	14,221	3,470
Total	<u>19,615</u>	<u>4,433</u>	<u>26,129</u>	<u>6,454</u>	<u>26,979</u>	<u>6,583</u>
<b>Total Program</b>						
Officer	1,366,027	344,648	1,383,321	378,553	1,354,933	374,118
Enlisted	3,148,477	778,336	3,179,584	853,742	3,211,994	864,612
Total	<u>4,514,504</u>	<u>1,122,984</u>	<u>4,562,905</u>	<u>1,232,295</u>	<u>4,566,927</u>	<u>1,238,730</u>

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
<b>Training, Pay Group A</b>			
Officer	23,924	22,808	27,497
Enlisted	107,274	93,972	89,305
Subtotal	<u>131,198</u>	<u>116,780</u>	<u>116,802</u>
<b>Training, Pay Group F</b>			
Enlisted	36,766	35,929	38,111
<b>School Training</b>			
Officer	32,111	30,710	30,170
Enlisted	40,570	35,879	36,132
Subtotal	<u>72,681</u>	<u>66,589</u>	<u>66,302</u>
<b>Special Training</b>			
Officer	33,993	33,895	32,112
Enlisted	90,713	71,557	76,751
Subtotal	<u>124,706</u>	<u>105,452</u>	<u>108,863</u>
<b>Administration and Support, AGR</b>			
Officer	191,481	193,917	196,898
Enlisted	502,349	492,118	509,791
Subtotal	<u>693,830</u>	<u>686,035</u>	<u>706,689</u>
<b>Total Direct Program</b>			
Officer	281,509	281,330	286,677
Enlisted	777,672	729,455	750,090
Total	<u>1,059,181</u>	<u>1,010,785</u>	<u>1,036,767</u>
<b>Reimbursable</b>			
Officer	3,224	4,693	4,787
Enlisted	1,440	2,097	2,139
Total	<u>4,664</u>	<u>6,790</u>	<u>6,926</u>
<b>Total Program</b>			
Officer	284,733	286,023	291,464
Enlisted	779,112	731,552	752,229
Total	<u>1,063,845</u>	<u>1,017,575</u>	<u>1,043,693</u>

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
<b>Training, Pay Group A</b>			
Officer	4,747	3,955	4,006
Enlisted	13,099	14,248	14,561
Subtotal	<u>17,846</u>	<u>18,203</u>	<u>18,567</u>
<b>Training, Pay Group F</b>			
Enlisted	22,595	25,154	28,260
<b>School Training</b>			
Officer	23,299	42,255	34,427
Enlisted	42,671	61,504	69,884
Subtotal	<u>65,970</u>	<u>103,759</u>	<u>104,311</u>
<b>Special Training</b>			
Officer	20,904	33,655	35,631
Enlisted	51,403	69,807	58,613
Subtotal	<u>72,307</u>	<u>103,462</u>	<u>94,244</u>
<b>Administration and Support, AGR</b>			
Officer	22,128	23,771	21,227
Enlisted	35,328	40,521	44,351
Subtotal	<u>57,456</u>	<u>64,292</u>	<u>65,578</u>
<b>Total Direct Program</b>			
Officer	71,078	103,636	95,291
Enlisted	165,096	211,234	215,669
Total	<u>236,174</u>	<u>314,870</u>	<u>310,960</u>

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
<b>Reimbursable</b>			
Officer	686	998	1,019
Enlisted	549	799	815
Total	<u>1,235</u>	<u>1,797</u>	<u>1,834</u>
 <b>Total Program</b>			
Officer	71,764	104,634	96,310
Enlisted	165,645	212,033	216,484
Total	<u>237,409</u>	<u>316,667</u>	<u>312,794</u>



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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	2,060	2,116	2,077	2,190	4,076	2,138
Enlisted	83,264	33,144	90,375	45,339	88,536	51,885
Subtotal	<u>85,324</u>	<u>35,260</u>	<u>92,452</u>	<u>47,529</u>	<u>92,612</u>	<u>54,023</u>
<b>Training, Pay Group F</b>						
Enlisted	10,609	0	11,071	0	10,993	0
<b>Training, Pay Group P</b>						
Enlisted	3,348	0	3,462	0	3,588	0
<b>School Training</b>						
Officer	5,608	74	5,794	79	5,650	103
Enlisted	7,061	332	7,639	343	10,948	654
Subtotal	<u>12,669</u>	<u>406</u>	<u>13,433</u>	<u>422</u>	<u>16,598</u>	<u>757</u>
<b>Special Training</b>						
Officer	6,114	850	6,062	890	5,095	420
Enlisted	22,053	1,277	21,587	1,629	24,797	2,177
Subtotal	<u>28,167</u>	<u>2,127</u>	<u>27,649</u>	<u>2,519</u>	<u>29,892</u>	<u>2,597</u>
<b>Administration and Support, AGR</b>						
Officer	20,926	0	22,018	0	18,135	0
Enlisted	102,407	0	104,923	0	101,776	0
Subtotal	<u>123,333</u>	<u>0</u>	<u>126,941</u>	<u>0</u>	<u>119,911</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	34,708	3,040	35,951	3,159	32,956	2,661
Enlisted	228,742	34,753	239,057	47,311	240,638	54,716
Total	<u>263,450</u>	<u>37,793</u>	<u>275,008</u>	<u>50,470</u>	<u>273,594</u>	<u>57,377</u>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Reimbursable</b>						
Officer	239	0	348	0	355	0
Enlisted	137	0	200	0	203	0
Subtotal	<u>376</u>	<u>0</u>	<u>548</u>	<u>0</u>	<u>558</u>	<u>0</u>
<b>Total Program</b>						
Officer	34,947	3,040	36,299	3,159	33,311	2,661
Enlisted	228,879	34,753	239,257	47,311	240,841	54,716
Total	<u>263,826</u>	<u>37,793</u>	<u>275,556</u>	<u>50,470</u>	<u>274,152</u>	<u>57,377</u>

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

<b>FY2019 Direct Program</b>		<b>8,748,482</b>
<b>Increases Pricing:</b>		
Basic Pay	134,970	
Thrift Savings Plan (TSP)	519	
Basic Allowance for Subsistence (BAH)	21,953	
Basic Allowance for Housing (BAH)	10,393	
Clothing	2,125	
Basic Allowance for Subsistence (BAS)	5,860	
Travel	6,300	
Cost of Living Allowance (COLA)	891	
Disability and Hospitalization	571	
Chapter 1606, Basic	4,858	
Ch 1606 \$350 Kicker	258	
Continuation Pay	968	
Retired Pay Accrual	3,368	
<b>Total Increases Pricing</b>		<b>193,034</b>
<b>Increases Program:</b>		
Basic Allowance for Subsistence (BAS)	9,225	
Basic Pay	167,046	
Retired Pay Accrual (RPA)	48,532	
Thrift Savings Plan (TSP)	1,202	
Basic Allowance for Housing (BAH)	1,068	
Travel	2,603	
Selected Reserve Incentive Program (SRIP)	51,450	
Death Gratuity	22	
Disability and Hospitalization	1,227	
<b>Total Increases Program</b>		<b>282,375</b>
<b>Total Increases</b>		<b>475,409</b>
<b>Decreases Pricing:</b>		
Ch 1606 \$200 Kicker	(354)	
Retired Pay Accrual	(1,991)	
Selected Reserve Incentive Program (SRIP)	(25,285)	
<b>Total Decreases Pricing</b>		<b>(27,630)</b>
<b>Decreases Program:</b>		
Basic Pay	(25,229)	
Pay and Allowance	(152,633)	
Other Pay	(109,581)	
Basic Allowance for Subsistence (BAS)	(9,592)	
Ch 1606 \$350 Kicker	(11,971)	
Retired Pay Accrual (RPA)	(30,046)	
Ch 1606, Basic	(9,304)	

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

Clothing		(485)	
Ch 1606 \$200 Kicker		(516)	
Travel		(12,813)	
Basic Allowance for Housing (BAH)		(7,432)	
Retired Pay Accrual		(13,557)	
REDUX		(270)	
Cost of Living Allowance (COLA)		(45)	
Continuation Pay		(4,482)	
<b>Total Decreases Program</b>			<b>(387,956)</b>
<b>Total Decreases</b>			<b>(415,586)</b>
<b>FY2020 Direct Program</b>			<b>8,808,305</b>

## **SECTION 4**

# **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
2,512,637	2,552,228	2,607,324

**PART I - PURPOSE AND SCOPE**

Pay Group A funding provides Annual Training (AT) and Inactive Duty Training (IDT), which are the core readiness generating training programs for the ARNG. The statutory 39 training days [15 days of AT and 24 days of IDT / 48 Unit Training Assemblies (UTAs)] are the absolute minimum needed to achieve individual/section/team proficiency. 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 sustain readiness levels necessary to provide capability and capacity in support of Combatant Command requirements and to respond quickly to homeland threats, natural disasters, and other domestic emergencies.

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 AT and IDT. Funding also resources clothing allowances, including uniforms for enlisted Soldiers and authorized individual items of clothing for officers, including their one time initial clothing allowance.

**Annual Training (AT)**

The typical period of AT, when Army National Guard units perform 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 perform critical tasks 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. In order to achieve collective training proficiency at the company level and above, the ARNG requires additional training days to execute the approved HQDA training models.

**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 training period at least 4 hours in length and a typical weekend drill consists of four UTAs. ATAs provide training time in addition to the 48 UTAs for select individuals to prepare for scheduled training events and for members performing Military Funeral Honors.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2020 Pay Group A base budget increases by 2.2% or \$55.1 million due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$14.0 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$51.4 million
- (3) The program increases due to an increase in flight training to improve the proficiency rating from platoon, 6.3 hours/crew/month in FY 2019, to platoon plus, 6.7 hours/crew/month in FY 2020. Additionally, the increase supports the sustainment of Army National Guard Brigade Combat Teams (BCTs) conducting various exercises such as War Fighter Exercise (WFX), eXportable Combat Training Capability (xCTC), Combat Training Center (CTC), and Available Year Sustainment Training (AYST) to enhance operational readiness: +\$79.3 million
- (4) Program decrease due to one less BCT participating in the xCTC collective exercise in FY 2020 based on Global Force Management Allocation Plan. In addition, there is a reduction in the average enlisted end strength of 1,592 based on an attrition rate of 15.5%, a delay in transitioning from Pay Group F and P (training pipeline) to Pay Group A, and other loss factors (e.g. medical and civilian employer issues): -\$89.6 million

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

<b>FY2019 Direct Program</b>			<b>2,552,228</b>
<b>Increases Pricing:</b>			
	Basic Pay	49,358	
	Basic Allowance for Housing (BAH)	3,737	
	Basic Allowance for Subsistence (BAS)	2,520	
	Clothing	898	
	Travel	365	
<b>Total Increases Pricing</b>			<b>56,878</b>
<b>Increases Program:</b>			
	Basic Allowance for Subsistence (BAS)	4,134	
	Basic Pay	12,587	
<b>Total Increases Program</b>			<b>16,721</b>
<b>Total Increases</b>			<b>73,599</b>
<b>Decreases Pricing:</b>			
	Retired Pay Accrual	(1,229)	
<b>Total Decreases Pricing</b>			<b>(1,229)</b>
<b>Decreases Program:</b>			
	Travel	(1)	
	Basic Allowance for Housing (BAH)	(3,715)	
	Clothing	(1)	
	Retired Pay Accrual	(13,557)	
<b>Total Decreases Program</b>			<b>(17,274)</b>
<b>Total Decreases</b>			<b>(18,503)</b>
<b>FY2020 Direct Program</b>			<b>2,607,324</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:**

The FY 2020 AT base budget request increases by \$8.2 million due to rate increases in the base pay rate of 3.1%, Basic Allowance for Housing (BAH) rate of 3.2%, and Basic Allowance for Subsistence (BAS) rate of 2.4%.

The FY 2018 amount includes \$27.2 million in Overseas Contingency Operation (OCO) funding. The FY 2018 participation rate without OCO for officer is 84% and 78% for enlisted.

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

Average strength is used to present 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 the National Training Center (NTC), Joint Readiness Training Center (JRTC), and Overseas Deployment Training (ODT) rotations in an AT status.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	38,141			38,171			38,580		
Participation Rate	88			85			87		
Paid Participants	33,571	5,054	169,658	32,446	5,177	167,976	33,456	5,309	177,607
<b>Enlisted</b>									
Average Strength	242,590			237,735			236,143		
Participation Rate	81			76			74		
Paid Participants	196,756	2,365	465,241	180,329	2,422	436,768	175,242	2,484	435,321
<b>Total</b>	<b><u>230,327</u></b>		<b><u>634,899</u></b>	<b><u>212,775</u></b>		<b><u>604,744</u></b>	<b><u>208,697</u></b>		<b><u>612,928</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 FY 2020 base budget request increases by \$2.1 million in above statutory training days to sustain the ARNG Brigade Combat Teams participation in War Fighter Exercises (WFX), Available Year Sustainment Training (AYST) and Combat Training Center (CTC).

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 increases 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 training support to ARNG units conducting missions under the 12304b mobilization authority.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	433	3,032	5,054	15,324	565	3,954	5,177	20,469	540	3,779	5,309	20,059
Enlisted	3,404	23,825	2,365	56,336	5,090	35,631	2,422	86,300	5,107	35,747	2,484	88,800
<b>Total</b>	<b>3,837</b>			<b>71,660</b>	<b>5,655</b>			<b>106,769</b>	<b>5,647</b>			<b>108,859</b>

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

The FY 2020 base budget increases by \$0.4 million due to non-pay inflation of 2.0%.

The FY 2018 amount includes \$1.6 million in Overseas Contingency Operation (OCO) funding.

The program supports authorized payments to officers and enlisted Soldiers, for mileage, during one round trip from their home of record, for officer and enlisted Soldiers traveling from their home of record to and from their AT duty station.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	38,141	124	4,747	38,171	127	3,955	38,580	130	4,006
Enlisted	242,590	54	13,099	237,485	60	14,248	235,897	62	14,561
<b>Total</b>	<b>280,732</b>		<b>17,846</b>	<b>275,656</b>		<b>18,203</b>	<b>274,477</b>		<b>18,567</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:**

The FY 2020 IDT/UTA base budget request increases by \$16.7 million due to an increase in the base pay rate of 3.1% and the Basic Allowance for Subsistence (BAS) rate of 2.4%.

The FY 2018 includes \$0.5 million and in Overseas Contingency Operation (OCO) funding.

Program supports pay and allowances for performing IDT in Unit Training Assemblies (UTAs), as required by USC, Title 32, Section 502, and Additional Training Assemblies (ATAs). 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 present 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.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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>
<b>Officer</b>									
Average Strength	38,141			38,171			38,580		
Participation Rate	73			73			74		
Paid Participants	27,706	13,355	370,030	27,865	13,686	381,360	28,540	14,020	400,121
<b>Enlisted</b>									
Average Strength	242,590			237,735			236,143		
Participation Rate	83			81			79		
Paid Participants	200,334	5,797	1,161,320	192,348	5,940	1,142,635	187,422	6,085	1,140,547
<b>Total</b>	<b>228,040</b>		<b>1,531,350</b>	<b>220,990</b>		<b>1,523,995</b>	<b>215,962</b>		<b>1,540,668</b>

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

The FY 2020 base budget request decreases by \$7.4 million as a result of one less Brigade Combat Team participating in eXportable Combat Training Capability (xCTC) exercise in FY 2020 based on Global Force Management Allocation Plan.

Funding supports ARNG functional/multi-functional and early response capable units in accordance with Headquarters, Department of the Army (HQDA) approved training strategies. Additionally, funding provides pre-mobilization training days and training support to ARNG units conducting missions under the 12304b mobilization authority. The statutory 24 training days (48 UTAs) are the absolute minimum needed to achieve individual / section/ team proficiency. In order to achieve collective training proficiency at the company level and above the ARNG requires additional training days to execute the approved HQDA training models. The ARNG cannot execute the HQDA training model and achieve the Army's Readiness Objectives for the ARNG major combat formations (Divisions, Brigade Combat Teams (BCTs), Field Artillery Brigades (FABs), Combat Aviation Brigades (CABs), Armed Reconnaissance Battalion (ARBs) without additional training days above statutory.

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

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	88	618	5,054	3,123	183	1,280	5,177	6,625	114	795	5,309	4,221
Enlisted	721	5,050	2,365	11,942	1,575	11,027	2,422	26,709	1,246	8,725	2,484	21,674
<b>Total</b>	<b>810</b>			<b>15,065</b>	<b>1,758</b>			<b>33,334</b>	<b>1,360</b>			<b>25,895</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 (ATA):**

The FY 2020 IDT, ATA base budget request increases by \$27.7 million due to an increase in training preparation to enhance ARNG operational readiness and additional flight training. The flight training proficiency will increase from platoon, 6.3 hours/crew/month in FY 2019, to platoon plus, 6.7 Platoon hours/crew/month. In FY 2020, the ARNG will add an additional 30 Blackhawk (UH-60L) aircraft in the training rotation. Additionally, funding for medical mandays increases to reduce the number of ARNG non-deployable Soldiers. Military Funeral Honors missions increase from 104,153 in FY 2019 to 106,291 in FY 2020.

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 funded in each category. The rate is the average cost for each ATA and includes the same pay and allowances described earlier under the IDT purpose and scope.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	31	257	8	121	264	32	148	270	40
Flight Training	102,993	289	29,731	103,664	296	30,666	151,160	303	45,806
Jump Proficiency	154	267	41	198	273	54	247	280	69
Military Funeral Honors	7,736	121	934	7,202	124	891	7,338	127	930
Readiness Management	4,861	285	1,384	5,556	292	1,621	8,101	299	2,421
Training Preparation	13,041	285	3,713	13,614	292	3,972	16,843	299	5,034
Medical Mandays	652	284	185	1,232	291	358	1,525	298	454
Electronic Based Distance Learning	73	177	13	138	181	25	118	186	22
Enlisted									
Civil Disturbance	102	118	12	1,292	121	156	1,609	124	199
Flight Training	117,045	142	16,638	116,112	146	16,914	166,166	149	24,797
Jump Proficiency	1,251	135	169	2,000	138	277	2,051	142	291
Military Funeral Honors	77,702	121	9,381	63,280	124	7,829	64,463	127	8,170
Readiness Management	24,264	129	3,124	31,810	132	4,197	38,628	135	5,221
Training Preparation	67,281	130	8,731	66,393	133	8,829	65,690	136	8,949
Medical Mandays	17,389	131	2,274	31,289	134	4,193	38,709	137	5,314
Electronic Based Distance Learning	4,965	186	923	1,769	191	337	1,573	195	307
<b>Total</b>	<b>439,541</b>		<b>77,261</b>	<b>445,669</b>		<b>80,351</b>	<b>564,370</b>		<b>108,024</b>

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

**Individual Clothing and Uniforms:**

The FY 2020 base budget request increases by \$0.9 million due to an increase in the number of Soldiers who will receive a clothing distribution.

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 their break in service. This ensures their individual clothing issue matches current clothing requirements. Soldiers also receive new issue items of clothing as needed such as the new Army Physical Fitness Uniform.

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

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	305	400	122	1,863	400	745	1,515	400	606
Active Duty Allowance	2,080	200	416	2,925	200	585	2,805	200	561
Enlisted									
New Item(s) Issue	-	554	0	-	565	0	-	576	0
Replacement Issue	85,369	509	43,434	83,862	519	43,521	84,220	529	44,581
<b>Total</b>	<b>87,754</b>		<b>43,972</b>	<b>88,649</b>		<b>44,851</b>	<b>88,540</b>		<b>45,748</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:**

The FY 2020 base budget request increases by \$6.7 million due to a growth in end strength and an increase in Subsistence In Kind (SIK) or field rations during increased training requirements and collective exercises in support of the National Defense Strategy.

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. The "Number" column in chart below represents the actual meals provided.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	185,458	14	2,589	264,931	14	3,815	380,121	15	5,660
Operational Reserve Force	113,682	14	1,587	31,389	14	452	37,206	15	554
Annual Training Enlisted									
Field Rations	4,552,077	14	63,547	6,013,056	14	86,588	5,835,191	15	86,886
Operational Reserve Force	420,845	14	5,875	149,306	14	2,150	412,424	15	6,141
Inactive Duty Training									
IDT Rations	5,660,964	8	46,986	5,487,850	9	46,976	5,355,254	9	47,394
<b>Total</b>	<b><u>10,933,027</u></b>		<b><u>120,584</u></b>	<b><u>11,946,531</u></b>		<b><u>139,981</u></b>	<b><u>12,020,197</u></b>		<b><u>146,635</u></b>

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
472,545	498,419	539,742

**PART I - PURPOSE AND SCOPE**

Pay Group F program funds enlisted Soldiers attending Initial Entry Training. The program trains non-prior service personnel to fill specific unit vacancies by attending Basic Combat Training (BCT) and Advanced Individual Training (AIT). Individuals receive basic and technical training, depending on their aptitudes and the needs of the Army National Guard. 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 Annual Training (AT). Additionally, the program supports 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).

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 for 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 Military Occupational Specialty (MOS) that specifically fills a critical need within the unit, state, and nation.

Personnel conduct Initial Entry Training in one of three scenarios: one station unit training, dual-station training, or 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, college students and high school juniors may enlist into the Army National Guard under the split-option program. Under split-option, these enlistees will complete BCT in year one and AIT in year two. As a result, split-option Soldiers will incur two additional travel legs as part of their initial entry training.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2020 Pay Group F base budget increases by 8.3% or \$41.3 million due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$2.3 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$8.6 million
- (3) Program increase due to One Station Unit Training (OSUT) extension from 14 to 22 weeks, for the Infantry and a pilot program for Armor, to provide more operational readiness: +\$30.4 million

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

<b>FY2019 Direct Program</b>			<b>498,419</b>
<b>Increases Pricing:</b>			
	Basic Pay	8,218	
	Basic Allowance for Housing (BAH)	1,150	
	Clothing	1,180	
	Basic Allowance for Subsistence (BAS)	200	
	Travel	504	
<b>Total Increases Pricing</b>			<b>11,252</b>
<b>Increases Program:</b>			
	Basic Pay	96,764	
	Retired Pay Accrual (RPA)	24,991	
	Basic Allowance for Housing (BAH)	1,032	
	Travel	2,602	
<b>Total Increases Program</b>			<b>125,389</b>
<b>Total Increases</b>			<b>136,641</b>
<b>Decreases Pricing:</b>			
	Retired Pay Accrual	(204)	
<b>Total Decreases Pricing</b>			<b>(204)</b>
<b>Decreases Program:</b>			
	Other Pay	(94,353)	
	Basic Allowance for Subsistence (BAS)	(278)	
	Clothing	(483)	
<b>Total Decreases Program</b>			<b>(95,114)</b>
<b>Total Decreases</b>			<b>(95,318)</b>
<b>FY2020 Direct Program</b>			<b>539,742</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:**

The FY 2020 base budget request increases by \$37.5 million due to One Station Unit Training (OSUT) extension from 14 to 22 weeks for the Infantry and a pilot program for the Armor, to increase operational readiness. In July of 2018, the Army began a pilot program of extending initial infantry training from 14 to 22 weeks. The expanded training adds a combative course, combat lifesavers course, more day and night land navigation, and additional weapons qualifications. This will increase the lethality of the newest infantry Soldiers and the additional training will prepare Soldiers to tactically integrate into their initial unit of assignment, with the goal of rapidly deploying to support combat operations. In addition, the ARNG accession goal increases from 51,766 in FY 2019 to 53,354 in FY 2020.

The 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.

<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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>
26,673	14,886	397,053	27,159	15,254	414,308	28,875	15,647	451,828

**Individual Clothing and Uniform Allowance:**

The FY 2020 base budget request increases by \$0.7 million due to an increase in number of Soldiers receiving a clothing distribution.

The program provides 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, paragraph 5-11, Soldiers may make exchanges or alteration of unsuitable 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 Soldiers attending.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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>
Female	5,983	1,935	11,581	5,574	1,974	11,006	4,536	2,013	9,135
Male	24,363	1,695	41,316	27,721	1,729	47,951	28,633	1,764	50,519
<b>Total</b>	<b>30,346</b>		<b>52,897</b>	<b>33,295</b>		<b>58,957</b>	<b>33,169</b>		<b>59,654</b>



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

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

The FY 2020 base budget request increases by \$3.1 million due to a higher accession mission in FY 2020 growing from 51,766 to 53,354.

The 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.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
32,743	690	22,595	35,737	703	25,154	39,362	717	28,260

**GRAND TOTAL Training, Pay Group F**

	ACTUAL FY 2018	ESTIMATE FY 2019	ESTIMATE FY 2020
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	472,545	498,419	539,742

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
37,105	38,949	44,401

**PART I - PURPOSE AND SCOPE**

Pay Group P funds the Army National Guard members awaiting their Initial Entry Training (IET). In many cases, several months may pass before a new Army National Guard recruit ships to IET. During this intermediate period, the enlistee remains in Pay Group P and participates in Inactive Duty for Training (IDT), 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. Upon entry into IET, the Soldier is moved from Pay Group P to Pay Group F status.

The 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).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2020 Pay Group P base budget increases by 14.0% or \$5.5 million due to:

- (1) Price increases due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$0.2 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$0.8 million
- (3) Program increase in the accession mission from 51,766 in FY 2019 to 53,354 in FY 2020 to achieve end strength of 336,000: +\$4.5 million

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

<b>FY2019 Direct Program</b>			<b>38,949</b>
<b>Increases Pricing:</b>			
	Clothing	47	
	Basic Allowance for Subsistence (BAS)	62	
	Basic Pay	733	
<b>Total Increases Pricing</b>			<b>842</b>
<b>Increases Program:</b>			
	Retired Pay Accrual (RPA)	3,981	
	Basic Pay	15,812	
	Basic Allowance for Subsistence (BAS)	64	
<b>Total Increases Program</b>			<b>19,857</b>
<b>Total Increases</b>			<b>20,699</b>
<b>Decreases Pricing:</b>			
	Retired Pay Accrual	(18)	
<b>Total Decreases Pricing</b>			<b>(18)</b>
<b>Decreases Program:</b>			
	Clothing	(1)	
	Other Pay	(15,228)	
<b>Total Decreases Program</b>			<b>(15,229)</b>
<b>Total Decreases</b>			<b>(15,247)</b>
<b>FY2020 Direct Program</b>			<b>44,401</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):**

The FY 2020 request increases by \$5.3 million due to an increase in the accessions mission from 51,766 in FY 2019 to 53,354 in FY 2020.

The 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.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
402,374	78	31,522	413,588	80	33,207	467,529	82	38,487

**Individual Clothing and Uniform Allowance:**

The FY 2020 request increases by \$0.04 million due to non-pay inflation of 2.0%.

Soldiers entering the Army National Guard are issued one set of Operational Camouflage Pattern (OCP) uniform including boots. The program supports prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC, Title 37, Section 418.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
9,546	234	2,235	9,547	238	2,280	9,548	243	2,326

**Subsistence:**

The FY 2020 request increases by \$0.13 million due to an increase in Soldiers in Pay Group P.

The program supports subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) events with a duration of eight hours or more in any one calendar day. The "number" column in chart below represents the actual meals provided.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
428,681	7	3,348	442,711	7	3,462	450,754	7	3,588

**GRAND TOTAL Training, Pay Group P**

	ACTUAL FY 2018	ESTIMATE FY 2019	ESTIMATE FY 2020
	Amount	Amount	Amount
Enlisted	37,105	38,949	44,401

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
544,976	545,775	529,639

**PART I - PURPOSE AND SCOPE**

The objectives of the Army National Guard (ARNG) school training program include formal training critical to achieving and increasing individual, unit, and collective readiness; professional development for leadership enhancement, and achieving mobilization proficiency. This ensures the ARNG can provide a highly trained and professional force providing capability and capacity. Additionally, 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).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2020 School Training base budget decreases by 3.0% or \$16.1 million due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$2.0 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$7.4 million
- (3) Program increase due to an increase in flight training to improve the proficiency rating from platoon, 6.3 hours/crew/month in FY 2019, to platoon plus, 6.7 hours/crew/month in FY 2020: +\$4.9 million
- (4) Program decrease due to a decrease in the number of Soldiers attending training in schools like refresher and proficiency, initial skills acquisition, and Officer Candidate School. Additionally, decreases include efficiencies created from a revised Program of Instruction (POI) and a reduction in the number of instructors: -\$30.4 million

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

<b>FY2019 Direct Program</b>			<b>545,775</b>
<b>Increases Pricing:</b>			
	Basic Pay	7,101	
	Basic Allowance for Housing (BAH)	2,131	
	Basic Allowance for Subsistence (BAS)	250	
	Travel	2,076	
<b>Total Increases Pricing</b>			<b>11,558</b>
<b>Increases Program:</b>			
	Basic Allowance for Subsistence (BAS)	3,250	
<b>Total Increases Program</b>			<b>3,250</b>
<b>Total Increases</b>			<b>14,808</b>
<b>Decreases Pricing:</b>			
	Retired Pay Accrual	(176)	
<b>Total Decreases Pricing</b>			<b>(176)</b>
<b>Decreases Program:</b>			
	Basic Pay	(25,229)	
	Retired Pay Accrual (RPA)	(1,597)	
	Travel	(1,524)	
	Basic Allowance for Housing (BAH)	(2,418)	
<b>Total Decreases Program</b>			<b>(30,768)</b>
<b>Total Decreases</b>			<b>(30,944)</b>
<b>FY2020 Direct Program</b>			<b>529,639</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Career Development Training:**

The FY 2020 base budget request increases by \$0.8 million due to the investment in programs that promote and develop leaders, increasing readiness across the force. The increase also supports enlisted Soldiers attending Professional Military Education (PME) schools such as the Advanced Leader and Senior Leader Courses due to the implementation of the Select, Train, Educate and Promote (STEP) program. For officers, the schools focus is on the Maneuver Captains Career Course (e.g. Infantry, Armor, and Field Artillery) and pre-command courses for battalion and brigade commanders.

Career Development Training includes military professional education training key to the advancement of officers and enlisted Soldiers as they progress through their career. The program funds pay and allowances for Soldiers attending schools and military personnel to administer or facilitate the course. 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	6,843	198,458	368	73,211	6,781	196,660	377	74,247	7,190	208,496	386	80,665
Enlisted	16,579	513,938	224	115,631	17,407	539,613	230	124,138	16,229	503,089	235	118,553
<b>Total</b>	<b>23,422</b>			<b>188,842</b>	<b>24,188</b>			<b>198,385</b>	<b>23,419</b>			<b>199,218</b>

**Flight Training:**

The FY 2020 base budget request increases by \$4.0 million primarily due to an increase in the number of participants. The program supports funding for selected aviation members to include officers, cadets, officer candidates and warrant officers for training in both Initial Entry Rotary Wing (IERW) training and graduate level training necessary for 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	136	47,299	325	15,401	158	54,972	333	18,319	188	65,369	341	22,323

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

**Initial Skills Acquisition Training:**

The FY 2020 base budget request decreases by \$5.5 million overall due to the loss of 380 Training seats in the Basic Officer Leadership Course (BOLC) across various branches, efficiencies garnered from a revised Program of Instruction (POI), and a reduction in the number and type of instructor.

The program provides training to acquire initial military and/or specialty skills for officers and enlisted Soldiers joining the ARNG who recently separated from the Active Army or other service components. Additionally, it includes Soldiers assigned to units undergoing reorganization and other unit qualification training. The program supports initial skills acquisition training for Duty Military Occupational Skill Qualification (DMOSQ), Basic Officer Leadership Course (BOLC A), Common Core Training and Technical Training (BOLC B), and the Basic Warrant Officer Course.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	2,047	374,611	292	109,394	2,081	380,907	298	113,838	2,023	370,172	306	113,369
Enlisted	5,715	354,322	199	70,588	4,983	308,954	203	62,934	4,474	277,365	208	57,875
<b>Total</b>	<b>7,762</b>			<b>179,982</b>	<b>7,064</b>			<b>176,772</b>	<b>6,497</b>			<b>171,244</b>

**Officer Candidate/Training School:**

The FY 2020 base budget request decreases by \$3.7 million due to fewer Soldiers attending the course, efficiencies garnered from a revised Program of Instruction (POI); and a reduction in the number and the type of instructor.

The 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	69	6,788	323	2,198	110	10,734	331	3,557	24	2,388	339	811
Enlisted	534	52,364	223	11,685	660	64,728	228	14,769	603	59,107	233	13,815
<b>Total</b>	<b>603</b>			<b>13,883</b>	<b>770</b>			<b>18,326</b>	<b>627</b>			<b>14,626</b>



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

**Refresher and Proficiency Training:**

The FY 2020 base budget request decreases by \$11.7 million due to a reduction in the number of instructors for schools under special skills training (e.g. Airborne, Ranger, and Master Gunner). This reduction also includes a reduction of 2,612 students in non-professional military education courses.

The FY 2018 amount includes \$2.1 million in Overseas Contingency Operations (OCO).

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

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	24,980	174,861	323	56,620	18,663	130,639	331	43,291	13,823	96,758	339	32,857
Enlisted	40,441	404,409	223	90,248	39,741	397,414	228	90,682	38,235	382,352	233	89,371
<b>Total</b>	<b>65,421</b>			<b>146,868</b>	<b>58,404</b>			<b>133,973</b>	<b>52,058</b>			<b>122,228</b>

**GRAND TOTAL School Training**

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	34,075	802,017	256,824	27,793	773,912	253,252	23,248	743,183	250,025
Enlisted	63,269	1,325,033	288,152	62,791	1,310,709	292,523	59,541	1,221,913	279,614
<b>Total</b>	<b>97,344</b>		<b>544,976</b>	<b>90,584</b>		<b>545,775</b>	<b>82,789</b>		<b>529,639</b>

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
1,192,620	983,591	813,283

**PART I - PURPOSE AND SCOPE**

Special Training resources personnel attending special training programs while in a Full-time National Guard Reserve Component (FTNG-RC) or Active Duty for Training (ADT) status. The program also 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 179 days.

Special Training permits the traditional Army National Guard Soldier to perform duty in an active duty status above the statutory 48 Unit Training Assemblies (UTA) and 15 days of Annual Training (AT). Activities can include collective training events, special missions, planning and other tasks key to enhancing the overall readiness of the organization. All Special Training activities directly improve 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**

The FY 2020 Special Training base budget decreases by 17.3% or \$170.3 million due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$4.2 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$15.3 million
- (3) Program decrease due to one less BCT participating in xCTC exercise in FY 2020 based on Global Force Management Allocation Plan, a decrease of 204 personnel participating in competitive events, and the removal of the potential reprogramming action in FY19 of \$172.1 million supporting the POTUS directed Southwest Border Mission: -\$189.8 million

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

<b>FY2019 Direct Program</b>			<b>983,591</b>
<b>Increases Pricing:</b>			
	Basic Pay	14,624	
	Basic Allowance for Housing (BAH)	3,375	
	Basic Allowance for Subsistence (BAS)	544	
	Travel	2,070	
<b>Total Increases Pricing</b>			<b>20,613</b>
<b>Increases Program:</b>			
	Basic Allowance for Subsistence (BAS)	1,777	
	Basic Allowance for Housing (BAH)	36	
<b>Total Increases Program</b>			<b>1,813</b>
<b>Total Increases</b>			<b>22,426</b>
<b>Decreases Pricing:</b>			
	Retired Pay Accrual	(364)	
<b>Total Decreases Pricing</b>			<b>(364)</b>
<b>Decreases Program:</b>			
	Pay and Allowance	(152,633)	
	Retired Pay Accrual (RPA)	(28,449)	
	Travel	(11,288)	
<b>Total Decreases Program</b>			<b>(192,370)</b>
<b>Total Decreases</b>			<b>(192,734)</b>
<b>FY2020 Direct Program</b>			<b>813,283</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):**

The FY 2020 base budget request increases by \$0.3 million due to a non-pay inflation rate of 2.0%.

The 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 the Administration and Support section. 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	240	25,932	161	4,200	304	32,815	165	5,421	366	39,579	168	6,669
Enlisted	575	62,065	161	10,052	620	66,973	165	11,064	558	60,214	168	10,146
<b>Total</b>	<b>815</b>			<b>14,252</b>	<b>924</b>			<b>16,485</b>	<b>924</b>			<b>16,815</b>

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

The FY 2020 base budget request increases by \$3.5 million due to an increase in rates for base pay of 3.1%, Basic Allowance for Housing (BAH) rate of 3.2%, and Basic Allowance for Subsistence (BAS) rate of 2.4%. Additionally, funding covers 13 External Evaluations (ExEVALS) for Homeland Response Forces (HRF) and Enhanced Response Force Packages (CERFP), eight Vigilant Guard (VG) exercises, and instructors and observers to support additional training exercises.

The 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 domestic response operations.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	2,154	124,909	356	44,485	2,149	124,644	364	45,449	2,158	125,183	373	46,801
Enlisted	6,616	383,704	219	84,319	7,427	430,775	224	96,834	7,404	429,419	230	98,994
<b>Total</b>	<b>8,770</b>			<b>128,804</b>	<b>9,576</b>			<b>142,283</b>	<b>9,562</b>			<b>145,795</b>

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

**Command and Staff Supervision:**

The FY 2020 base budget request increase by \$23.7 million primarily due to an increase in Soldiers performing funeral honors in an active duty status. The ARNG increases the number of Military Burial Honors by 2,138 in FY 2020. Additionally, due to the implementation of the enhanced Integrated Personnel and Pay System-Army (IPPS-A), the ARNG will need specialized system training and will provide more staff assistance visits to ensure an efficient system transition.

The FY 2018 amount includes \$66.4 million in Overseas Contingency Operations (OCO).

The 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, Boy Scouts of America World and National Jamborees, and special forces training and support. Additionally, a portion of this activity funds the Army National Guard support to Military Funeral Honors for all eligible veterans and fallen warriors. This funding pays for Soldiers to attend training and military funerals in an Active Duty status.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	16,398	163,982	483	79,341	10,355	103,546	495	51,282	10,163	101,630	507	51,623
Enlisted	69,364	693,639	228	158,219	48,922	489,220	233	114,135	57,484	574,843	239	137,514
<b>Total</b>	<b>85,762</b>			<b>237,560</b>	<b>59,277</b>			<b>165,417</b>	<b>67,647</b>			<b>189,137</b>

**Competitive Events:**

The FY 2020 base budget request decreases by \$0.3 million due to the reduction of 204 personnel participating in competitive events.

The program supports personnel participating in the Chief, National Guard Bureau's Military Competition Program. The program provides opportunities for the Army National Guard athletes to progress to the highest levels of amateur competition, to include the Olympic Games, Best Ranger, Sullivan Cup, Best Sniper, and Best Sapper competition. 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	634	5,069	340	1,728	551	4,409	348	1,537	514	4,108	356	1,465
Enlisted	3,391	27,124	234	6,365	3,474	27,794	239	6,666	3,258	26,061	245	6,396
<b>Total</b>	<b>4,025</b>			<b>8,093</b>	<b>4,025</b>			<b>8,203</b>	<b>3,772</b>			<b>7,861</b>

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

**Counter Drug Program:**

The 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 from 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 technical support mission and aerial reconnaissance categories are the largest Army National Guard portions of this program. 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 (CENTCOM) 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	561	105,969	408	43,302	0	0	418	0	0	0	429	0
Enlisted	2,690	508,405	270	137,544	0	0	276	0	0	0	283	0
<b>Total</b>	<b>3,251</b>			<b>180,846</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Exercises:**

The FY 2020 base budget request decreases by \$2.6 million for Exercises due to one less Brigade Combat Team's participation in eXportable Combat Training Capability (XCTC) collective training exercise based on the Global Force Management Allocation Plan.

The FY 2018 amount includes \$49.4 million in Overseas Contingency Operations (OCO) funding.

The program supports the participation of officers and enlisted Soldiers in training 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 and execute training events for the Critical Infrastructure Protection-Mission Assurance Assessment Teams (CIP-MAA) and the State Partnership Program (SPP).

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	34,318	240,226	387	93,198	32,340	226,380	397	89,891	34,488	241,415	407	98,297
Enlisted	98,139	686,973	234	161,260	90,590	634,130	240	152,204	82,049	574,343	245	141,208
<b>Total</b>	<b>132,457</b>			<b>254,458</b>	<b>122,930</b>			<b>242,095</b>	<b>116,537</b>			<b>239,505</b>

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

**Management Support:**

The FY 2020 base budget request decreases by \$17.1 million due to a realignment of funding to support specialized training required for the fielding of the Integrated Personnel and Pay System-Army (IPPS-A) to 36 States and 3 Territories.

The FY 2019 includes a projected reprogramming action for the POTUS directed Southwest Border mission in the amount of \$172.1 million.

The FY 2018 amount includes \$72.3 million for POTUS directed Southwest Border Mission, \$4.9 million for the Legacy Southwest Border Mission, \$2.8 million for wildfire training, \$2.7 million for hurricane response, and \$19.1 million in Overseas Contingency Operations (OCO).

The 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.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	32,280	161,398	424	68,449	30,541	152,704	434	66,301	11,737	58,685	445	26,115
Enlisted	88,027	440,134	259	114,052	143,125	715,624	265	189,669	18,597	92,983	271	25,255
<b>Total</b>	<b>120,307</b>			<b>182,501</b>	<b>173,666</b>			<b>255,970</b>	<b>30,334</b>			<b>51,370</b>

**Operational Training:**

The FY 2020 base budget request increases by \$4.0 million due to changes in the language proficiency requirement focusing on reading and listening skills. Additionally, the Army Foundry Intelligence program is changing its training strategy from Counter Insurgency (COIN) to a Decisive Action Training Environment (DATE), which focuses on new techniques in threat assessment and identification.

The 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 aviators to train on flight simulators. IDT support provides additional personnel to meet safety standards, medical needs and other requirements necessary to conduct training.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	18,187	90,934	375	34,154	20,706	103,531	384	39,789	21,937	109,685	393	43,195
Enlisted	23,068	115,340	224	25,865	18,992	94,958	229	21,772	19,058	95,292	234	22,384
<b>Total</b>	<b>41,255</b>			<b>60,019</b>	<b>39,698</b>			<b>61,561</b>	<b>40,995</b>			<b>65,579</b>

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

**Recruiting/Retention:**

The FY 2020 base budget request increases by \$3.5 million to provide approximately 65 additional recruiter assistants to support ARNG Full-Time AGR recruiters as the ARNG grows its end strength and a higher accessions goal.

The 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 ARNG end strength.

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	1,512	45,356	319	14,505	1,384	41,521	327	13,597	1,336	40,088	336	13,478
Enlisted	14,920	447,598	204	91,574	7,800	233,991	209	48,965	8,168	245,028	214	52,588
<b>Total</b>	<b>16,432</b>			<b>106,079</b>	<b>9,184</b>			<b>62,562</b>	<b>9,504</b>			<b>66,066</b>

**Unit Conversion Training:**

The FY 2020 base budget request increases by \$2.1 million due to an increase in the modernization and fielding of equipment for Military Intelligence, Intelligence & Electronic Warfare (IEW), and other critical equipment.

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

	<b>ACTUAL FY 2018</b>				<b>ESTIMATE FY 2019</b>				<b>ESTIMATE FY 2020</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	1,056	10,563	351	3,714	1,375	13,754	359	4,950	1,480	14,796	369	5,464
Enlisted	9,972	79,775	204	16,294	14,408	115,265	208	24,065	15,019	120,152	213	25,691
<b>Total</b>	<b>11,028</b>			<b>20,008</b>	<b>15,783</b>			<b>29,015</b>	<b>16,499</b>			<b>31,155</b>

**GRAND TOTAL Special Training**

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</b>		
	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>
Officer	107,340	974,338	387,076	99,746	803,511	318,217	84,179	735,169	293,107
Enlisted	316,762	3,444,757	805,544	335,667	2,810,277	665,374	211,595	2,218,335	520,176
<b>Total</b>	<b>424,102</b>		<b>1,192,620</b>	<b>435,413</b>		<b>983,591</b>	<b>295,774</b>		<b>813,283</b>



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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
3,796,596	4,022,545	4,182,249

**PART I - PURPOSE AND SCOPE**

Active Guard and Reserve (AGR) personnel provide full-time support to ARNG units focusing on the day-to-day unit operations. Full-time administration and support personnel perform a variety of functions to include: training plans, training programs, medical/personnel readiness, 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 (e.g. Army Forces Command, Army Training and Doctrine Command, United States Northern Command, etc.). This includes 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 (e.g. loan repayment) designed to attract and retain high quality Soldiers that possess skills and specialized training necessary to meet operational and mission requirements. Depending on the type of bonus, the Army National Guard Enlistment bonuses are paid either in a lump sum, upon successful completion of initial training, or in installments. The request includes both initial payments to new enlistees and the anniversary payments entitled to members from prior years that completed the requirements for anniversary payments.

Death Gratuities provide 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 active duty, while performing authorized travel to or from active duty, and while on inactive duty training (with exceptions).

Disability and Hospitalization Benefits are provided to Soldiers in cases where they have an inability to perform normal military duties due to a physical disability from an injury, illness, or disease. This includes 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 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 to members under the modernized Blended Retirement System (BRS) 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**

The FY 2020 Administration and Support base budget increases by 4.0% or \$159.7 million due to:

- (1) Price Increase due to the annualization of the 2.6% pay raise, effective January 2019: +\$16.3 million
- (2) Price Increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +59.6 million
- (3) Program increases primarily due to the additional investment in bonuses and incentives under the Select Reserve Incentive Program (SRIP): +\$84.3 million
- (4) Program decreases are due to reductions in the REDUX and in Continuation pay: -\$0.5 million

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

<b>FY2019 Direct Program</b>		<b>4,022,545</b>
<b>Increases Pricing:</b>		
Basic Pay	54,936	
Basic Allowance for Subsistence (BAH)	21,953	
Travel	1,285	
Cost of Living Allowance (COLA)	891	
Disability and Hospitalization	571	
Continuation Pay	968	
Basic Allowance for Subsistence (BAS)	2,284	
Retired Pay Accrual	3,368	
<b>Total Increases Pricing</b>		<b>86,256</b>
<b>Increases Program:</b>		
Selected Reserve Incentive Program (SRIP)	51,450	
Retired Pay Accrual (RPA)	19,560	
Death Gratuity	22	
Disability and Hospitalization	1,227	
Travel	1	
Basic Pay	41,883	
<b>Total Increases Program</b>		<b>114,143</b>
<b>Total Increases</b>		<b>200,399</b>
<b>Decreases Pricing:</b>		
Selected Reserve Incentive Program (SRIP)	(25,285)	
<b>Total Decreases Pricing</b>		<b>(25,285)</b>
<b>Decreases Program:</b>		
REDUX	(270)	
Cost of Living Allowance (COLA)	(45)	
Continuation Pay	(4,482)	
Basic Allowance for Subsistence (BAS)	(9,314)	
Basic Allowance for Housing (BAH)	(1,299)	
<b>Total Decreases Program</b>		<b>(15,410)</b>
<b>Total Decreases</b>		<b>(40,695)</b>
<b>FY2020 Direct Program</b>		<b>4,182,249</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:**

The FY 2020 base budget request increases by \$133.4 million due to increases in base pay rate of 3.1%, Basic Allowance for Housing (BAH) rate of 3.2%, and Basic Allowance for Subsistence (BAS) rate of 2.4%. The ARNG Active Guard and Reserve (AGR) end strength is 30,595.

The FY 2018 budget amount includes \$1.5 million for the Overseas Contingency Operations (OCO) funding.

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 (e.g. flight pay, airborne pay, etc.), and clothing allowance determined by the AGR Average End Strength. Additionally, AGR Pay and Allowances provides funding for approximately 54 United States Property and Fiscal Officers (USPFO) per U.S. Code, title 32, Section 708; these officers are not included in the AGR Average End Strength.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	6,960	155,667	1,083,441	7,196	161,882	1,164,902	7,184	160,825	1,155,370
Enlisted	22,867	101,584	2,322,932	23,484	99,271	2,331,282	23,498	105,293	2,474,185
<b>Total</b>	<b>29,827</b>		<b>3,406,373</b>	<b>30,680</b>		<b>3,496,184</b>	<b>30,682</b>		<b>3,629,555</b>

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

AGR Backfill funding provides for the hire of temporary backfills and provides administrative and operational support for armories and facilities.

The FY 2018 budget amount includes \$1.9 million for the Overseas Contingency Operations (OCO) funding.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	32	155,667	4,908	0	161,882	0	0	160,825	0
Enlisted	119	101,584	12,130	0	99,271	0	0	105,293	0
<b>Total</b>	<b>151</b>		<b>17,038</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):**

The FY 2020 base budget request increases by \$0.8 million due to non-pay inflation of 2.0%.

COLA funding provides 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.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	6,277	6,701	42,062	1,403	6,835	9,590	1,611	6,972	11,229
Enlisted	393	4,095	1,608	8,367	4,177	34,954	8,017	4,261	34,161
<b>Total</b>	<b>6,670</b>		<b>43,670</b>	<b>9,770</b>		<b>44,544</b>	<b>9,628</b>		<b>45,390</b>

**Travel and PCS:**

The FY 2020 base budget request increases by \$1.3 million due to non-pay inflation rate of 2.0%.

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.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	1,259	17,571	22,126	1,326	17,923	23,771	1,161	18,281	21,227
Enlisted	2,108	16,755	35,324	2,371	17,090	40,521	2,544	17,432	44,351
<b>Total</b>	<b>3,367</b>		<b>57,450</b>	<b>3,697</b>		<b>64,292</b>	<b>3,705</b>		<b>65,578</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):**

The FY 2020 base budget request decreases by \$0.3 million for REDUX funding which provided a \$30,000 Lump Sum Bonus to Soldiers who entered the uniformed service on or after August 1, 1986, and elected 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. The REDUX program was discontinued, effective December 31, 2018. ARNG must pay existing anniversary payments for Soldiers who elected to receive their bonus in split amounts over multiple years.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	28	30,000	840	10	30,000	300	4	30,000	120
Enlisted	44	30,000	1,320	7	30,000	210	4	30,000	120
<b>Total</b>	<b>72</b>		<b>2,160</b>	<b>17</b>		<b>510</b>	<b>8</b>		<b>240</b>

**Death Gratuities:**

The FY 2020 base budget request increases by \$0.02 million due to non-pay inflation of 2.0%.

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	0	100,000	0	1	100,000	100	1	100,000	102
Enlisted	0	100,000	0	10	100,000	997	10	100,000	1,017
<b>Total</b>	<b>0</b>		<b>0</b>	<b>11</b>		<b>1,097</b>	<b>11</b>		<b>1,119</b>

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

**Disability and Hospitalization Benefits:**

The FY 2020 base budget request increases by \$1.8 million due to an increase in end strength of 500.

Disability and Hospitalization Benefits provides funding to Soldiers in cases where their inability to perform normal duties due to injury, illness, or disease. This includes when a Soldier is unable to return 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.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	106	14,370	1,525	82	14,737	1,205	87	15,175	1,320
Enlisted	1,083	15,962	17,287	1,099	16,369	17,983	1,167	16,856	19,666
<b>Total</b>	<b>1,189</b>		<b>18,812</b>	<b>1,181</b>		<b>19,188</b>	<b>1,254</b>		<b>20,986</b>

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

The FY 2020 base budget request for SRIP program increases by \$26.2 million to support the ARNG end strength growth to 336,000 in FY 2020, increased accessions goal, improve retention, and reduce attrition.

**Officer Programs**

The FY 2020 base budget request increases by \$8.9 million in Officer Affiliation/Accession Bonuses to expand the program to include more basic branches and projected increases in the eligible population. Specialized Training Assistance Program (STRAP) Stipend increases due to a \$546 increase in payment above the FY 2019 level. Health-Profession Loan Repayment Program (HLRP) and Health Bonus programs increase payments to Health Professional Officers by \$1,300 above the FY 2019 level.

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. The ARNG also offers this incentive multiple times to encourage retention in the medical community. The ARNG attracts Officers from the Army through the Officer Affiliation bonus program allowing for two and six year bonuses with initial upfront payments versus anniversary payments.

**Enlisted Programs**

The FY 2020 base budget request increases by \$17.2 million due to changes in three and six year initial bonuses. The changes include payment increases for the 6-year bonus program from \$12,000 up to \$20,000 to incentivize Soldiers to re-enlist and the 3-year bonus changes to a 2-year bonus program, increasing the number of eligible Soldiers.

Enlisted Programs include the Student Loan Repayment Program (SLRP), paid annually, the MOS Conversion Bonus lump sum payment, Enlisted Affiliation bonus, and Enlistment and Reenlistment bonuses paid in initial and anniversary payments.

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	0	1,590	245	2,165	245	5,080
Specialized Training Assistance	298	4,573	214	5,979	244	6,826
Health Professionals Loan Repayment	364	15,403	444	13,753	520	16,127
Officer Loan Repayment Program	87	1,180	72	481	85	567
Health Professional Officer Recruiting	1,524	34,654	1,332	30,636	1,450	33,343
<b>Total Officer</b>	<b>2,273</b>	<b>57,400</b>	<b>2,307</b>	<b>53,014</b>	<b>2,544</b>	<b>61,943</b>
<b>Enlisted</b>						
3 yr Reenlistment Bonus						
Initial	6,499	26,795	3,831	24,997	4,125	22,998
Anniversary	0	27	0	0	0	0
<b>Total</b>	<b>6,499</b>	<b>26,822</b>	<b>3,831</b>	<b>24,997</b>	<b>4,125</b>	<b>22,998</b>
6 yr Reenlistment Bonus						
Initial	11,446	47,699	4,937	46,451	8,607	78,057
Anniversary	4,998	28,948	6,905	63,764	6,498	51,064
<b>Total</b>	<b>16,444</b>	<b>76,647</b>	<b>11,842</b>	<b>110,215</b>	<b>15,105</b>	<b>129,121</b>
Enlisted Affiliation Bonus						
Initial	502	4,545	741	9,062	267	2,788
Anniversary	11	111	868	7,080	1,463	10,197
<b>Total</b>	<b>513</b>	<b>4,656</b>	<b>1,609</b>	<b>16,142</b>	<b>1,730</b>	<b>12,985</b>
Enlisted Other						
Student Loan Repayment	9,723	29,910	8,184	79,664	7,012	71,858
MOS Conversion Bonus	40	0	24	154	25	139
<b>Total</b>	<b>9,763</b>	<b>29,910</b>	<b>8,208</b>	<b>79,818</b>	<b>7,037</b>	<b>71,997</b>
Enlistment Bonus						
Initial	4,180	38,549	9,115	58,960	13,514	75,343
Anniversary	6,871	17,061	11,933	48,667	12,510	43,591
<b>Total</b>	<b>11,051</b>	<b>55,610</b>	<b>21,048</b>	<b>107,627</b>	<b>26,024</b>	<b>118,934</b>
<b>Total Enlisted</b>	<b>44,270</b>	<b>193,645</b>	<b>46,538</b>	<b>338,799</b>	<b>54,021</b>	<b>356,035</b>
<b>Total</b>	<b>46,543</b>	<b>251,045</b>	<b>48,845</b>	<b>391,813</b>	<b>56,565</b>	<b>417,978</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 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	16	0	0	1,460	0	0	638
Enlisted	0	0	32	0	0	3,457	0	0	765
<b>Total</b>	<b>0</b>		<b>48</b>	<b>0</b>		<b>4,917</b>	<b>0</b>		<b>1,403</b>



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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
5,950	17,473	19,194

**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 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 reaches two years and one day after first entering uniformed service, or the election to participate in 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 Savings Plan (TSP). The Services began making automatic and matching TSP contributions payments on the effective date of January 1, 2018, and plan to continue through the current fiscal year.

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

<b>FY2019 Direct Program</b>			<b>17,473</b>
<b>Increases Pricing:</b>			
	Thrift Savings Plan (TSP)	519	
<b>Total Increases Pricing</b>			<b>519</b>
<b>Increases Program:</b>			
	Thrift Savings Plan (TSP)	1,202	
<b>Total Increases Program</b>			<b>1,202</b>
<b>Total Increases</b>			<b>1,721</b>
<b>FY2020 Direct Program</b>			<b>19,194</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 FY 2020 base budget request increases by \$1.7 million due to the funding level calculated by the Office of the Secretary of Defense, Comptroller.

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 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 Plan. 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 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	2,215	0	0	5,293	0	0	5,368
Enlisted	0	0	3,735	0	0	12,180	0	0	13,826
<b>Total</b>	<b>0</b>		<b>5,950</b>	<b>0</b>		<b>17,473</b>	<b>0</b>		<b>19,194</b>

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
76,474	89,502	72,473

**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 Department of Veterans Affairs (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 VA from a trust fund. Programs covered by Educational Benefits include Basic Educational Assistance, Chapter 1606 and Kicker.

Education benefits cover obligations to Army National Guard members for assistance in education costs. This program provides assistance to Soldiers for education costs and provides additional incentives for joining the Army National Guard. The Army National Guard gains a total force that is more capable, educated, and able to perform increasingly more complex missions effectively and efficiently.

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 necessary

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2020 base budget request decreases by 19% or \$17 million and is due to the funding level calculated by the Board of Actuaries and reduction in number of eligible participants.

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

<b>FY2019 Direct Program</b>			<b>89,502</b>
<b>Increases Pricing:</b>			
	Chapter 1606, Basic	4,858	
	Ch 1606 \$350 Kicker	258	
<b>Total Increases Pricing</b>			<b>5,116</b>
<b>Total Increases</b>			<b>5,116</b>
<b>Decreases Pricing:</b>			
	Ch 1606 \$200 Kicker	(354)	
<b>Total Decreases Pricing</b>			<b>(354)</b>
<b>Decreases Program:</b>			
	Ch 1606 \$350 Kicker	(11,971)	
	Ch 1606, Basic	(9,304)	
	Ch 1606 \$200 Kicker	(516)	
<b>Total Decreases Program</b>			<b>(21,791)</b>
<b>Total Decreases</b>			<b>(22,145)</b>
<b>FY2020 Direct Program</b>			<b>72,473</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:**

The FY 2020 base budget request decreases by \$4.4 million due to the funding level calculated by the Board of Actuaries and reduction in number of eligible participants.

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 GI Bill. The participant reflect those expected to meet the initial eligibility requirement for an enlistment, reenlistment, or extension for six years.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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	1,119	1,817	2,034	4,770	1,680	8,013	5,035	1,809	9,109
Enlisted	26,373	1,817	47,919	32,891	1,680	55,257	27,482	1,809	49,715
<b>Total</b>	<b>27,492</b>		<b>49,953</b>	<b>37,661</b>		<b>63,270</b>	<b>32,517</b>		<b>58,824</b>

**Kicker, Chapter 1606:**

The FY 2020 base budget request decreases by \$12.6 million due to the funding level calculated by the Board of Actuaries and reduction in number of eligible participants.

The Kicker, Chapter 1606, 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.

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</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									
\$350 Kicker	0	4,795	0	1,269	4,729	6,000	296	4,796	1,418
Enlisted									
\$200 Kicker	4,784	1,620	7,750	5,291	1,512	8,000	4,934	1,445	7,130
\$350 Kicker	3,915	4,795	18,771	2,587	4,729	12,232	1,064	4,796	5,101
<b>Total</b>	<b>8,699</b>		<b>26,521</b>	<b>9,147</b>		<b>26,232</b>	<b>6,294</b>		<b>13,649</b>

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

**GRAND TOTAL Education Benefits**

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,119	2,034	6,039	14,013	5,331	10,527
Enlisted	35,072	74,440	40,769	75,489	33,480	61,946
<b>Total</b>	<b>36,191</b>	<b>76,474</b>	<b>46,808</b>	<b>89,502</b>	<b>38,811</b>	<b>72,473</b>

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



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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
<b>Officer</b>			
Basic Pay	8,558	12,459	12,707
Other Pay and Allowances	5,041	7,338	7,485
Travel	686	998	1,019
Total	<u>14,285</u>	<u>20,795</u>	<u>21,211</u>
<b>Enlisted</b>			
Basic Pay	11,065	16,108	16,431
Other Pay and Allowances	4,013	5,844	5,960
Travel	549	799	815
Total	<u>15,627</u>	<u>22,751</u>	<u>23,206</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>4,433</u>	<u>6,454</u>	<u>6,583</u>
<b>Total Program</b>	<b>34,345</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	6,871	17,061	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments	4,180	38,549	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			11,933	48,667	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			9,115	58,960	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					12,510	43,591	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					13,514	75,343	0	0	0	0	0	0	0	0
Anniversary Payments							20,424	53,230	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							13,887	54,050	0	0	0	0	0	0
Anniversary Payments									32,511	53,764	0	0	0	0
<b>FY 2022</b>														
Initial Payments									13,575	54,050	0	0	0	0
Anniversary Payments											43,730	49,167	0	0
<b>FY 2023</b>														
Initial Payments											13,169	54,050	0	0
Anniversary Payments													43,943	54,213
<b>FY 2024</b>														
Initial Payments													13,175	43,050
Anniversary Payments														
<b>Initial Payments</b>	<b>4,180</b>	<b>38,549</b>	<b>9,115</b>	<b>58,960</b>	<b>13,514</b>	<b>75,343</b>	<b>13,887</b>	<b>54,050</b>	<b>13,575</b>	<b>54,050</b>	<b>13,169</b>	<b>54,050</b>	<b>13,175</b>	<b>43,050</b>
<b>Anniversary Payments</b>	<b>6,871</b>	<b>17,061</b>	<b>11,933</b>	<b>48,667</b>	<b>12,510</b>	<b>43,591</b>	<b>20,424</b>	<b>53,230</b>	<b>32,511</b>	<b>53,764</b>	<b>43,730</b>	<b>49,167</b>	<b>43,943</b>	<b>54,213</b>
<b>Total</b>	<b>11,051</b>	<b>55,610</b>	<b>21,048</b>	<b>107,627</b>	<b>26,024</b>	<b>118,934</b>	<b>34,311</b>	<b>107,280</b>	<b>46,086</b>	<b>107,814</b>	<b>56,899</b>	<b>103,217</b>	<b>57,118</b>	<b>97,263</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	11	111	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments	502	4,545	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			868	7,080	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			741	9,062	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					1,463	10,197	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					267	2,788	0	0	0	0	0	0	0	0
Anniversary Payments							1,126	4,195	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							669	11,000	0	0	0	0	0	0
Anniversary Payments									812	3,875	0	0	0	0
<b>FY 2022</b>														
Initial Payments									559	11,000	0	0	0	0
Anniversary Payments											812	3,875	0	0
<b>FY 2023</b>														
Initial Payments											498	11,000	0	0
Anniversary Payments													812	3,875
<b>FY 2024</b>														
Initial Payments													575	11,000
Anniversary Payments														
<b>Initial Payments</b>	<b>502</b>	<b>4,545</b>	<b>741</b>	<b>9,062</b>	<b>267</b>	<b>2,788</b>	<b>669</b>	<b>11,000</b>	<b>559</b>	<b>11,000</b>	<b>498</b>	<b>11,000</b>	<b>575</b>	<b>11,000</b>
<b>Anniversary Payments</b>	<b>11</b>	<b>111</b>	<b>868</b>	<b>7,080</b>	<b>1,463</b>	<b>10,197</b>	<b>1,126</b>	<b>4,195</b>	<b>812</b>	<b>3,875</b>	<b>812</b>	<b>3,875</b>	<b>812</b>	<b>3,875</b>
<b>Total</b>	<b>513</b>	<b>4,656</b>	<b>1,609</b>	<b>16,142</b>	<b>1,730</b>	<b>12,985</b>	<b>1,795</b>	<b>15,195</b>	<b>1,371</b>	<b>14,875</b>	<b>1,310</b>	<b>14,875</b>	<b>1,387</b>	<b>14,875</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	27	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments	6,499	26,795	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 2019</b>														
Initial Payments			3,831	24,997	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					4,125	22,998	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							4,818	16,500	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									4,258	16,500	0	0	0	0
Anniversary Payments											0	0	0	0
<b>FY 2023</b>														
Initial Payments											4,400	16,500	0	0
Anniversary Payments													0	0
<b>FY 2024</b>														
Initial Payments													4,492	10,000
Anniversary Payments														
<b>Initial Payments</b>	<b>6,499</b>	<b>26,795</b>	<b>3,831</b>	<b>24,997</b>	<b>4,125</b>	<b>22,998</b>	<b>4,818</b>	<b>16,500</b>	<b>4,258</b>	<b>16,500</b>	<b>4,400</b>	<b>16,500</b>	<b>4,492</b>	<b>10,000</b>
<b>Anniversary Payments</b>	<b>0</b>	<b>27</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>6,499</b>	<b>26,822</b>	<b>3,831</b>	<b>24,997</b>	<b>4,125</b>	<b>22,998</b>	<b>4,818</b>	<b>16,500</b>	<b>4,258</b>	<b>16,500</b>	<b>4,400</b>	<b>16,500</b>	<b>4,492</b>	<b>10,000</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	4,998	28,948	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2018</b>														
Initial Payments	11,446	47,699	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,905	63,764	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			4,937	46,451	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					6,498	51,064	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					8,607	78,057	0	0	0	0	0	0	0	0
Anniversary Payments							8,534	31,485	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							6,775	56,000	0	0	0	0	0	0
Anniversary Payments									10,650	32,535	0	0	0	0
<b>FY 2022</b>														
Initial Payments									6,116	56,000	0	0	0	0
Anniversary Payments											11,637	31,535	0	0
<b>FY 2023</b>														
Initial Payments											6,090	58,000	0	0
Anniversary Payments													11,637	18,733
<b>FY 2024</b>														
Initial Payments													6,090	53,000
Anniversary Payments														
<b>Initial Payments</b>	<b>11,446</b>	<b>47,699</b>	<b>4,937</b>	<b>46,451</b>	<b>8,607</b>	<b>78,057</b>	<b>6,775</b>	<b>56,000</b>	<b>6,116</b>	<b>56,000</b>	<b>6,090</b>	<b>58,000</b>	<b>6,090</b>	<b>53,000</b>
<b>Anniversary Payments</b>	<b>4,998</b>	<b>28,948</b>	<b>6,905</b>	<b>63,764</b>	<b>6,498</b>	<b>51,064</b>	<b>8,534</b>	<b>31,485</b>	<b>10,650</b>	<b>32,535</b>	<b>11,637</b>	<b>31,535</b>	<b>11,637</b>	<b>18,733</b>
<b>Total</b>	<b>16,444</b>	<b>76,647</b>	<b>11,842</b>	<b>110,215</b>	<b>15,105</b>	<b>129,121</b>	<b>15,309</b>	<b>87,485</b>	<b>16,766</b>	<b>88,535</b>	<b>17,727</b>	<b>89,535</b>	<b>17,727</b>	<b>71,733</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2018</b>														
Initial Payments	0	1,590	0	0	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	0	0
<b>FY 2020</b>														
Initial Payments					117	2,630	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							117	3,020	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									117	2,980	0	0	0	0
<b>FY 2023</b>														
Initial Payments											117	2,940	0	0
<b>FY 2024</b>														
Initial Payments													117	1,000
<b>Initial Payments</b>	<b>0</b>	<b>1,590</b>	<b>117</b>	<b>1,203</b>	<b>117</b>	<b>2,630</b>	<b>117</b>	<b>3,020</b>	<b>117</b>	<b>2,980</b>	<b>117</b>	<b>2,940</b>	<b>117</b>	<b>1,000</b>
<b>Total</b>	<b>0</b>	<b>1,590</b>	<b>117</b>	<b>1,203</b>	<b>117</b>	<b>2,630</b>	<b>117</b>	<b>3,020</b>	<b>117</b>	<b>2,980</b>	<b>117</b>	<b>2,940</b>	<b>117</b>	<b>1,000</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2018</b>														
Initial Payments	9,723	29,910	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			8,184	79,664	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					7,012	71,858	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							6,847	49,497	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									6,896	45,549	0	0	0	0
<b>FY 2023</b>														
Initial Payments											7,206	45,502	0	0
<b>FY 2024</b>														
Initial Payments													7,539	45,750
<b>Initial Payments</b>	<b>9,723</b>	<b>29,910</b>	<b>8,184</b>	<b>79,664</b>	<b>7,012</b>	<b>71,858</b>	<b>6,847</b>	<b>49,497</b>	<b>6,896</b>	<b>45,549</b>	<b>7,206</b>	<b>45,502</b>	<b>7,539</b>	<b>45,750</b>
<b>Total</b>	<b>9,723</b>	<b>29,910</b>	<b>8,184</b>	<b>79,664</b>	<b>7,012</b>	<b>71,858</b>	<b>6,847</b>	<b>49,497</b>	<b>6,896</b>	<b>45,549</b>	<b>7,206</b>	<b>45,502</b>	<b>7,539</b>	<b>45,750</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2018</b>														
Initial Payments	298	4,573	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			214	5,979	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					244	6,826	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							241	7,448	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									246	7,666	0	0	0	0
<b>FY 2023</b>														
Initial Payments											251	7,827	0	0
<b>FY 2024</b>														
Initial Payments													251	7,827
<b>Initial Payments</b>	<b>298</b>	<b>4,573</b>	<b>214</b>	<b>5,979</b>	<b>244</b>	<b>6,826</b>	<b>241</b>	<b>7,448</b>	<b>246</b>	<b>7,666</b>	<b>251</b>	<b>7,827</b>	<b>251</b>	<b>7,827</b>
<b>Total</b>	<b>298</b>	<b>4,573</b>	<b>214</b>	<b>5,979</b>	<b>244</b>	<b>6,826</b>	<b>241</b>	<b>7,448</b>	<b>246</b>	<b>7,666</b>	<b>251</b>	<b>7,827</b>	<b>251</b>	<b>7,827</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2018</b>														
Initial Payments	364	15,403	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			444	13,753	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					520	16,127	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							443	16,691	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									439	17,192	0	0	0	0
<b>FY 2023</b>														
Initial Payments											454	17,707	0	0
<b>FY 2024</b>														
Initial Payments													454	18,239
<b>Initial Payments</b>	<b>364</b>	<b>15,403</b>	<b>444</b>	<b>13,753</b>	<b>520</b>	<b>16,127</b>	<b>443</b>	<b>16,691</b>	<b>439</b>	<b>17,192</b>	<b>454</b>	<b>17,707</b>	<b>454</b>	<b>18,239</b>
<b>Total</b>	<b>364</b>	<b>15,403</b>	<b>444</b>	<b>13,753</b>	<b>520</b>	<b>16,127</b>	<b>443</b>	<b>16,691</b>	<b>439</b>	<b>17,192</b>	<b>454</b>	<b>17,707</b>	<b>454</b>	<b>18,239</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 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2018</b>														
Initial Payments	1,524	34,654	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments			1,332	30,636	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments					1,450	33,343	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments							1,182	33,342	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments									1,174	33,342	0	0	0	0
<b>FY 2023</b>														
Initial Payments											1,160	33,342	0	0
<b>FY 2024</b>														
Initial Payments													1,160	28,644
<b>Initial Payments</b>	<b>1,524</b>	<b>34,654</b>	<b>1,332</b>	<b>30,636</b>	<b>1,450</b>	<b>33,343</b>	<b>1,182</b>	<b>33,342</b>	<b>1,174</b>	<b>33,342</b>	<b>1,160</b>	<b>33,342</b>	<b>1,160</b>	<b>28,644</b>
<b>Total</b>	<b>1,524</b>	<b>34,654</b>	<b>1,332</b>	<b>30,636</b>	<b>1,450</b>	<b>33,343</b>	<b>1,182</b>	<b>33,342</b>	<b>1,174</b>	<b>33,342</b>	<b>1,160</b>	<b>33,342</b>	<b>1,160</b>	<b>28,644</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	201	236	0	0	82	318
RECRUITING/RETENTION	281	3,330	3,611	51	0	0	3,662
<b>SUBTOTAL</b>	<b>316</b>	<b>3,531</b>	<b>3,847</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>3,980</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,238	17,092	21,330	5,404	0	0	26,734
UNIT SUPPORT	892	1,479	2,371	21,362	0	0	23,733
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,130</b>	<b>18,571</b>	<b>23,701</b>	<b>26,766</b>	<b>0</b>	<b>0</b>	<b>50,467</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	653	343	996	0	0	0	996
RC SCHOOLS	360	203	563	0	0	0	563
ROTC	115	0	115	0	0	0	115
<b>SUBTOTAL</b>	<b>1,128</b>	<b>546</b>	<b>1,674</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,674</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	553	754	1,307	0	110	1,173	2,590
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>611</b>	<b>754</b>	<b>1,365</b>	<b>0</b>	<b>110</b>	<b>1,173</b>	<b>2,648</b>
<b>TOTAL END STRENGTH</b>	<b>7,185</b>	<b>23,402</b>	<b>30,587</b>	<b>26,817</b>	<b>110</b>	<b>1,255</b>	<b>58,769</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	229	264	0	0	82	346
RECRUITING/RETENTION	274	3,777	4,051	51	0	0	4,102
<b>SUBTOTAL</b>	<b>309</b>	<b>4,006</b>	<b>4,315</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,448</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,259	16,627	20,886	5,582	0	0	26,468
UNIT SUPPORT	891	1,494	2,385	19,798	0	0	22,183
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,150</b>	<b>18,121</b>	<b>23,271</b>	<b>25,380</b>	<b>0</b>	<b>0</b>	<b>48,651</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,084</b>	<b>548</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,632</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>7,161</b>	<b>23,434</b>	<b>30,595</b>	<b>25,431</b>	<b>110</b>	<b>2,762</b>	<b>58,898</b>

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

FY 2020

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	37	294	331	0	0	82	413
RECRUITING/RETENTION	293	3,758	4,051	51	0	0	4,102
<b>SUBTOTAL</b>	<b>330</b>	<b>4,052</b>	<b>4,382</b>	<b>51</b>	<b>0</b>	<b>82</b>	<b>4,515</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,078	16,645	20,723	5,582	0	0	26,305
UNIT SUPPORT	945	1,463	2,408	16,661	0	0	19,069
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,023</b>	<b>18,108</b>	<b>23,131</b>	<b>22,243</b>	<b>0</b>	<b>0</b>	<b>45,374</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	665	336	1,001	0	0	0	1,001
RC SCHOOLS	370	199	569	0	0	0	569
ROTC	120	0	120	0	0	0	120
<b>SUBTOTAL</b>	<b>1,155</b>	<b>535</b>	<b>1,690</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,690</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	29	0	29	0	0	0	29
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	593	739	1,332	0	110	5,764	7,206
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>653</b>	<b>739</b>	<b>1,392</b>	<b>0</b>	<b>110</b>	<b>5,764</b>	<b>7,266</b>
<b>TOTAL END STRENGTH</b>	<b>7,161</b>	<b>23,434</b>	<b>30,595</b>	<b>22,294</b>	<b>110</b>	<b>5,846</b>	<b>58,845</b>