

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2021 Budget Estimates



**NATIONAL GUARD PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2020**

The estimated cost of this report for the Department of Defense is approximately \$108,000 for Fiscal Year 2020. This includes \$500 in expenses and \$108,000 in DoD labor.

TABLE OF CONTENTS

SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	1
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS	3
SECTION 2 - INTRODUCTION AND PERFORMANCE MEASURES	4
INTRODUCTION.....	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	7
SECTION 3 - SUMMARY TABLES	9
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH	10
SUMMARY OF PERSONNEL.....	12
ACTIVE GUARD AND RESERVE ON TOURS OF ACTIVE DUTY	13
STRENGTH BY MONTH	14
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY	17
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS	20
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST.....	22
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS.....	24
SUMMARY OF TRAVEL COSTS.....	25
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK).....	27
SCHEDULE OF INCREASES AND DECREASES - SUMMARY	29
SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	31
RESERVE COMPONENT TRAINING AND SUPPORT	32
TRAINING, PAY GROUP A	32
TRAINING, PAY GROUP F.....	41
TRAINING, PAY GROUP P	45
SCHOOL TRAINING.....	49
SPECIAL TRAINING.....	54
ADMINISTRATION AND SUPPORT, AGR	61
THRIFT SAVINGS PLAN	69
EDUCATION BENEFITS	72
SECTION 5 - SPECIAL ANALYSIS	76
REIMBURSABLE PROGRAMS	77
SELECTED REENLISTMENT BONUS	78
FULL-TIME SUPPORT PERSONNEL.....	87

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 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
Direct Program			
Reserve Component Training and Support	8,900,720	8,704,320	8,830,111
TOTAL DIRECT PROGRAM	<u>8,900,720</u>	<u>8,704,320</u>	<u>8,830,111</u>
Reimbursable Program			
Reserve Component Training and Support	41,437	51,000	51,000
TOTAL REIMBURSABLE PROGRAM	<u>41,437</u>	<u>51,000</u>	<u>51,000</u>
Total Baseline Program			
Reserve Component Training and Support	8,942,157	8,755,320	8,881,111
TOTAL BASELINE PROGRAM	<u>8,942,157</u>	<u>8,755,320</u>	<u>8,881,111</u>
OCO Funding			
Reserve Component Training and Support	183,285	202,644	0
TOTAL OCO FUNDING	<u>183,285</u>	<u>202,644</u>	<u>0</u>
Total Program			
Reserve Component Training and Support	9,125,442	8,957,964	8,881,111
TOTAL PROGRAM	<u>9,125,442</u>	<u>8,957,964</u>	<u>8,881,111</u>
Less: OCO Funding			
Reserve Component Training and Support	0	-202,644	0
TOTAL LESS: OCO FUNDING	<u>0</u>	<u>-202,644</u>	<u>0</u>
Revised Total Programmed Funding			
Reserve Component Training and Support	9,125,442	8,755,320	8,881,111
TOTAL REVISED TOTAL PROGRAMMED FUNDING	<u>9,125,442</u>	<u>8,755,320</u>	<u>8,881,111</u>
Medicare Eligible Retiree Health Fund Contribution	685,375	703,635	744,259
TOTAL MILPERS PROGRAM COST	<u>9,810,817</u>	<u>9,458,955</u>	<u>9,625,370</u>

**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 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
<u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u>			
DIRECT PROGRAM	8,900,720	8,704,320	8,830,111
REIMBURSABLE PROGRAM	41,437	51,000	51,000
OCO FUNDING	183,285	202,644	195,314
TOTAL NATIONAL GUARD PERSONNEL, ARMY	9,125,442	8,957,964	9,076,425
MEDICARE-RET CONTRIB, AG ARMY	685,375	703,635	744,259
TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST	9,810,817	9,661,599	9,820,684
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,679,171	1,724,460	1,365,446
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	159,972	176,683	185,574
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,839,143	1,901,143	1,551,020
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	11,649,960	11,562,742	11,371,704

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

Appropriation Summary

<u>FY 2020 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2021 Estimate</u>
8,909,620	207,520	-287,029	8,830,111

Program Adjustment Highlights in Fiscal Year (FY) 2021

The Army National Guard (ARNG) experiences programmatic changes throughout its appropriation to support end strength growth and training requirements. The FY 2021 budget request continues to invest in statutory, above statutory and other related critical training requirements to capitalize on readiness generating program, exercises, individual and collective training events that meet the tenants of the National Defense Strategy (NDS). These tenants focus on increasing readiness and lethality across the force.

The changes in the FY 2021 budget are split between price and program changes:

Although there is an overall program decrease due to the Armored and Stryker Brigade Combat Team training strategy transitioning from a four to a five year readiness/training model. This will also impact the amount of training days and enabler support required in Annual Training and Special Training exercises.

However, there are significant program increases. The end strength grows by 500 Soldiers and there is an increased accession mission from 49,701 to 50,771 in FY 2021.

It is important to recognize that the budget request is driven by the average strength projections, which also impacts the program change. In FY 2021, the average strength for Pay Group A increases by 3,200 while the decreases in Pay Groups F and P are 1,354 and 1,303 respectively. There is no change in the average strength of full-time Active Guard Reserve (AGR) Soldiers. However, there are changes in the number of officers and enlisted Soldiers in each grade.

The price changes are due to increases in the rates for pay and allowances. The National Guard Personnel, Army base budget request increases by \$125.8 million based on increases in rates for pay and allowances, general non-pay inflation, and cost of living adjustments.

Rates include the below rate increases:

Pay Raise rate increase

- 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)
- Military Pay Raise, effective 1 January 2021 is 3.0% (3.03% over the FY)

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

- Basic Allowance for Subsistence inflation, effective 1 January 2019, is 0.0% (0.1% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 0.9% (0.7% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2021, is 2.3% (2.0% over the FY)

Basic Allowance for Housing rate increase

- 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 2.7% (2.6% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2021 is 2.9% (2.9% over the FY)

Retired Pay Accrual rate increase

- 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
- Retired Pay Accrual as a percentage of Basic Pay is 34.9% for full-time and 27.0% for part-time Soldiers in FY 2021

NATIONAL GUARD PERSONNEL, ARMY INTRODUCTION

General Inflation

- General inflation is 2.0% in FY 2019
- General inflation is 2.0% in FY 2020
- General inflation is 2.0% in FY 2021

Overall, each pay group will experience price growth due to the increases in rates for base pay and allowances, non-pay inflation, and cost of living adjustments.

Pay Group A base budget increases by \$111.4 million due to changes in the average strength, grade plate, and a projected participation rate for Annual Training and Inactive Duty Training.

Pay Group F base budget decreases by \$31.2 million due to a decrease in average strength from 16,923 in FY 2020 to 15,569 in FY 2021.

Pay Group P base budget decreases by \$2.2 million due a decrease in average strength from 17,991 in FY 2020 to 16,688 in FY 2021.

Schools Training base budget increases by \$10.5 million to an increase in the number of Soldiers attending schools like Career Development, Flight Training, resilience training for suicide prevention, Officer Candidate School, refresher and proficiency, and initial skills acquisition.

Special Training base budget decreases by \$262.9 million as the ARNG adjusts the projected reprogramming request in FY 2020 for the Southwest Border mission in amount of \$205.3 million. In addition, the Armored Brigade and Stryker Brigade Combat Team training strategy transitioning from a four to a five year readiness/training model and reduces recruiting assistants supporting ARNG Full-Time AGR recruiters.

Administration and Support program base budget increases by \$132.8 million to sustain the ARNG Active Guard Reserve (AGR) End Strength of 30,595. Additionally, the ARNG continues to invest in bonus and incentive programs to reach the increase in end strength of 500 to 336,500 in FY 2021 and an increase in the accessions mission from 49,701 to 50,771. Continuation pay increases by \$0.7 million, respectively due to rate adjustment made by the Office of Secretary Defense (OSD), Comptroller.

Thrift Savings Program (TSP) increases by \$8.4 million 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 \$46.4 million due to a decrease in rates directed by the Board of Actuaries in the Basic Educational Assistance, Chapter 1606.

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.

Unexpended Balances Reduction: During FY 2021, the Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. The ARNG will have 100% fielding of the Integrated Personnel and Pay System - Army (IPPS-A). This system will streamline personnel operations, consolidate pay-affecting personnel transactions, and subsume legacy pay systems the ARNG utilizes to validate duty performance and pay Soldiers. The ARNG is also exploring innovative options, such as robotic process automation (i.e. automated "BOTS," coupled with machine learning), to reduce unexpended balances and improve funds management through the Joint Reconciliation Program. Fund Holders review reports and provide Key Supporting Documentation (KSDs) substantiating balances. This effort will identify each transaction that is not likely to disburse in a shorter amount of time Unsubstantiated balances and dormant accounts sampled during the process will be considered for de-obligation and provide actionable trends to identify similar unexpended balances for de-obligation. Another example of BOT use will target programs with highest amounts of deobligations like incentives. This will provide visibility into individual payments, at the aggregate level to deobligate funds faster for use in other priority programs. Lastly, the Army National Guard continues to review the resources required for Annual Training, Initial Entry Training, and Inactive Duty Training to set priorities and align funding to readiness generating activities.

**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 through a responsive force-generating capability in support of Combatant Commander requirements. 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 2021 request provides funding to maintain the minimum statutory requirements of 39 training days for the entire force. Additional training days included in the budget support Army collective training exercises like rotations to four Combat Training Center exercises at the National Training Center and Joint Readiness Training Center. This supports four, ARNG Brigade Combat Teams and enabler support units, encompassing over 30,000 Soldiers. However, in FY 2021 the Armored and Stryker Brigade Combat Teams training strategy will transition from a four to a five year readiness/training model.

Army National Guard End-Strength

The Army National Guard budget increases its end-strength to 336,500 which includes the Active Guard and Reserve (AGR) authorized strength of 30,595 in FY 2021. As the Army National Guard grows its end strength, efforts remain focused on recruiting and retaining the force.

	End Strength		
	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	335,973	336,000	336,500

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. The current recruiting market continues to be 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 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 2020 to FY 2021. Additionally, the ARNG is investing in temporary recruiter assistants that support the full time recruiters in their efforts. This end strength 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. Additionally, meeting these growth targets will support a force that can defend against threats to the homeland and remain 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. 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.

Homeland Defense and Domestic Capabilities

The Army National Guard continues to fulfill its dual mission of supporting the war fight in overseas locations while providing domestic response capabilities for threats to 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.

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

Benefits

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

Activity: National Guard Personnel, Army (NGPA)

Activity Goal: Maintain a trained, ready, and available Army National Guard force to execute the National Military Strategy and 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 provides homeland defense forces, 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, special training, exercises, recruiting, bonus, and incentive programs.

PERFORMANCE MEASURES:

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Average Strength	331,849	336,148	336,385
End Strength	335,973	336,000	336,500
Authorized Strength	343,500	336,000	

PERFORMANCE MEASURES:

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Recruiting: Accession Goals	42,140	49,701	50,771
Recruiting: Accession Achieved	45,615		
Retention: Reenlistment Goals	41,877	37,272	37,649
Retention: Reenlistment Actuals	36,932		
Attrition: Attrition Goals	15.5%	15.5%	16.6%
Attrition: Attrition Actuals	15.0%		

Unexpended Balances Reduction: During FY 2021, the Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. Specifically, the Army National Guard reviewed the resources required for Annual Training, Initial Entry Training, and Inactive Duty Training to ensure that the appropriate amount of funding supported requirements and aligned funding to readiness generating activities. The ARNG continues to invest in incentives, recruiting and retention programs to meet end strength growth and annual accessions missions. Additionally, the ARNG is continuing to field the Integrated Personnel and Pay System – Army (IPPS-A), which will streamline personnel operations, consolidate pay-affecting personnel transactions, and subsume legacy pay systems the ARNG utilizes to validate duty performance and pay Soldiers. By March of FY 2020 the ARNG will have fielded IPPS-A to all 54 states, territories, and the District of Columbia. Lastly, the ARNG is exploring options targeting the highest amounts of deobligations. For example, in the incentive programs, the ARNG is beginning to implement strategies that will provide visibility into individual payments versus the aggregate level. This will identify each transaction that is not likely to disburse in a shorter amount of time. This effort begins with full implementation of IPPS-A and the selection of a new vendor supporting the ARNG Guard Incentive Management System (GIMS). This system is the key to managing the obligation and disbursements of bonuses. Lastly, the ARNG conducts regular Program Budget Advisory Committee and quarterly Execution Reviews. These efforts identify execution rates within the appropriation to track and better align resources during the year of execution. These trends will help ensure future budget requests funding in the right programs at the levels that relate to actual execution.

SECTION 3 SUMMARY TABLES

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

OFFICER

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Beginning Strength	45,525	45,788	45,945
Gains:			
Males (NPS)	221	220	220
Females (NPS)	68	59	59
Civilian Life	745	883	883
Active Component	150	222	222
Enlisted Commissioning Program	2,635	2,635	2,635
Other Reserve Status/Component	207	253	253
All Other	0	0	0
Total Gains	4,026	4,272	4,272
Losses:			
Civilian Life	1,134	1,134	1,134
Active Component	165	182	182
Retired Reserves	1,072	1,179	1,179
Other Reserve Status/Component	261	287	287
All Other	1,131	1,333	1,330
Total Losses	3,763	4,115	4,112
End Strength	45,788	45,945	46,105

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

ENLISTED

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Beginning Strength	289,679	290,185	290,055
Gains:			
Males (NPS)	25,922	28,413	29,014
Females (NPS)	9,663	10,591	10,816
Civilian Life	3,904	3,557	3,696
Other Reserve Status/Component	4,912	4,476	4,650
All Other	184	602	615
Total Gains	<u>44,585</u>	<u>47,639</u>	<u>48,791</u>
Losses:			
Other Attrition	15,694	17,097	17,354
Expiration of Selected Reserve Service	18,242	19,867	20,168
Active Component	972	1,059	1,075
To Officer Status	2,635	2,635	2,635
Retired Reserves	4,538	4,942	5,017
Other Reserve Status/Component	1,998	2,169	2,202
Losses to Civilian Life	0	0	0
Total Losses	<u>44,079</u>	<u>47,769</u>	<u>48,451</u>
End Strength	290,185	290,055	290,395

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2019</u>			<u>FY 2020</u>		<u>FY 2021</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	38,340	37,735	38,551	38,376	38,800	38,511	38,960
Enlisted	48	15	240,552	232,555	229,686	231,957	236,173	235,022	236,478
Subtotal			278,892	270,290	268,237	270,333	274,973	273,533	275,438
Pay Group F									
Enlisted		122	14,436	14,561	19,666	16,923	16,967	15,569	17,022
Pay Group P									
Enlisted	31		11,289	15,931	16,867	17,991	13,465	16,688	13,445
Subtotal			304,617	300,782	304,770	305,247	305,405	305,790	305,905
Drill/Indiv Tng			304,617	300,782	304,770	305,247	305,405	305,790	305,905
AGR (Full-time)									
Officer			7,185	7,195	7,237	7,192	7,145	7,145	7,145
Enlisted			23,402	23,872	23,966	23,709	23,450	23,450	23,450
Subtotal			30,587	31,067	31,203	30,901	30,595	30,595	30,595
SELRES									
Officer			45,525	44,930	45,788	45,568	45,945	45,656	46,105
Enlisted			289,679	286,919	290,185	290,580	290,055	290,729	290,395
Subtotal			335,204	331,849	335,973	336,148	336,000	336,385	336,500

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

	<u>FY 2019</u>			<u>FY 2020</u>		<u>FY 2021</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer							
Commissioned Officers							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	410	431	420	433	446	446	446
O5 LT COLONEL	1,213	1,199	1,218	1,234	1,250	1,250	1,250
O4 MAJOR	2,066	1,978	2,004	2,053	2,101	2,101	2,101
O3 CAPTAIN	1,433	1,456	1,454	1,459	1,463	1,463	1,463
O2 1ST LIEUTENANT	260	273	252	176	100	100	100
O1 2ND LIEUTENANT	100	98	84	52	20	20	20
Total Commissioned Officers	5,482	5,435	5,432	5,407	5,380	5,380	5,380
Warrant Officers							
W5 WARRANT OFF (W-5)	163	168	179	179	179	179	179
W4 WARRANT OFF (W-4)	414	455	500	500	500	500	500
W3 WARRANT OFF (W-3)	644	641	633	633	633	633	633
W2 WARRANT OFF (W-2)	340	343	342	342	342	342	342
W1 WARRANT OFF (W-1)	142	153	151	131	111	111	111
Total Warrant Officers	1,703	1,760	1,805	1,785	1,765	1,765	1,765
Total Officer	7,185	7,195	7,237	7,192	7,145	7,145	7,145
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	715	715	711	724	737	737	737
E8 1ST SGT/MASTER SGT	2,226	2,290	2,318	2,343	2,368	2,368	2,368
E7 PLATOON SGT/SFC	7,928	7,858	8,065	8,233	8,400	8,400	8,400
E6 STAFF SGT	8,285	8,200	8,198	8,395	8,592	8,592	8,592
E5 SERGEANT	3,754	4,212	4,143	3,540	2,937	2,937	2,937
E4 CPL/SPECIALIST	480	579	524	468	411	411	411
E3 PRIVATE 1ST CLASS	13	16	5	6	5	5	5
E2 PRIVATE E2	1	2	2	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
Total Enlisted Personnel	23,402	23,872	23,966	23,709	23,450	23,450	23,450
Total Personnel on Active Duty	30,587	31,067	31,203	30,901	30,595	30,595	30,595

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

ACTUAL 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	38,166	236,544	274,710	14,846	11,916	301,472	7,081	23,445	30,526	331,998
NOV	37,978	234,917	272,895	15,287	12,130	300,312	7,087	23,530	30,617	330,929
DEC	37,792	235,102	272,894	12,048	15,247	300,189	7,129	23,679	30,808	330,997
JAN	37,676	233,975	271,651	11,797	16,604	300,052	7,165	23,775	30,940	330,992
FEB	37,605	232,098	269,703	14,025	16,561	300,289	7,163	23,834	30,997	331,286
MAR	37,440	231,026	268,466	12,823	18,799	300,088	7,176	23,962	31,138	331,226
APR	37,305	231,340	268,645	10,811	20,218	299,674	7,227	24,097	31,324	330,998
MAY	37,350	230,820	268,170	12,266	19,228	299,664	7,235	24,063	31,298	330,962
JUN	37,443	230,016	267,459	16,033	16,187	299,679	7,265	24,150	31,415	331,094
JUL	37,662	230,014	267,676	18,404	14,773	300,853	7,307	24,171	31,478	332,331
AUG	37,962	229,694	267,656	19,339	15,433	302,428	7,296	24,068	31,364	333,792
SEP	38,551	229,686	268,237	19,666	16,867	304,770	7,237	23,966	31,203	335,973
Average	37,735	232,555	270,290	14,561	15,931	300,782	7,195	23,872	31,067	331,849

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

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	38,551	229,686	268,237	19,666	16,867	304,770	7,237	23,966	31,203	335,973
OCT	38,729	229,962	268,691	18,580	16,912	304,183	7,210	23,871	31,081	335,264
NOV	38,625	231,261	269,886	17,530	16,808	304,224	7,222	23,838	31,060	335,284
DEC	38,440	232,458	270,898	14,382	19,042	304,322	7,231	23,794	31,025	335,347
JAN	38,339	231,610	269,949	16,161	19,059	305,169	7,210	23,769	30,979	336,148
FEB	38,292	231,717	270,009	16,070	19,103	305,182	7,204	23,747	30,951	336,133
MAR	38,178	231,610	269,788	15,781	20,193	305,762	7,197	23,723	30,920	336,682
APR	38,079	231,805	269,884	14,540	21,647	306,071	7,189	23,699	30,888	336,959
MAY	38,066	232,204	270,270	14,111	21,550	305,931	7,175	23,677	30,852	336,783
JUN	38,183	231,408	269,591	19,031	16,922	305,544	7,168	23,648	30,816	336,360
JUL	38,334	231,476	269,810	20,700	15,527	306,037	7,156	23,553	30,709	336,746
AUG	38,572	235,049	273,621	17,875	13,965	305,461	7,147	23,481	30,628	336,089
SEP	38,800	236,173	274,973	16,967	13,465	305,405	7,145	23,450	30,595	336,000
Average	38,376	231,957	270,333	16,923	17,991	305,247	7,192	23,709	30,901	336,148

**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>	<u>Primary Mission Being Performed</u>
15	197	212	1. Combat (28%)
16	211	227	2. Combat Support (30%)
20	266	286	3. Combat Service Support (38%)
2	28	30	4. HQ Staff (4%)
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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 2021

	<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	38,800	236,173	274,973	16,967	13,465	305,405	7,145	23,450	30,595	336,000
OCT	38,857	235,444	274,301	16,144	13,996	304,441	7,135	23,437	30,572	335,013
NOV	38,753	236,032	274,785	15,375	14,493	304,653	7,140	23,441	30,581	335,234
DEC	38,568	236,779	275,347	12,538	16,931	304,816	7,143	23,447	30,590	335,406
JAN	38,467	235,660	274,127	14,208	17,398	305,733	7,149	23,450	30,599	336,332
FEB	38,420	235,348	273,768	14,268	17,727	305,763	7,152	23,454	30,606	336,369
MAR	38,306	234,852	273,158	14,159	19,035	306,352	7,151	23,455	30,606	336,958
APR	38,207	234,704	272,911	13,137	20,637	306,685	7,150	23,445	30,595	337,280
MAY	38,194	234,740	272,934	12,906	20,748	306,588	7,147	23,461	30,608	337,196
JUN	38,311	233,005	271,316	18,275	16,589	306,180	7,145	23,455	30,600	336,780
JUL	38,462	232,157	270,619	20,660	15,351	306,630	7,144	23,454	30,598	337,228
AUG	38,700	235,221	273,921	18,163	13,891	305,975	7,143	23,451	30,594	336,569
SEP	38,960	236,478	275,438	17,022	13,445	305,905	7,145	23,450	30,595	336,500
Average	38,511	235,022	273,533	15,569	16,688	305,790	7,145	23,450	30,595	336,385

**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>	<u>Primary Mission Being Performed</u>
15	197	212	1. Combat (28%)
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**NATIONAL GUARD PERSONNEL, ARMY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP A									
Active Duty Training	194,873	640,946	835,819	185,713	703,055	888,768	192,771	737,673	930,444
Pay and Allowances	177,954	485,411	663,365	168,842	542,490	711,332	174,727	568,934	743,661
Clothing	523	42,180	42,703	1,150	43,942	45,092	1,540	44,402	45,942
Subsistence	1,853	69,840	71,693	973	72,270	73,243	1,010	77,331	78,341
Travel	14,543	43,515	58,058	14,748	44,353	59,101	15,494	47,006	62,500
Inactive Duty Training	412,737	1,229,335	1,642,072	445,566	1,265,428	1,710,994	457,786	1,322,960	1,780,746
Civil Disturbance	9	10	19	3	17	20	3	17	20
Flight Training	30,583	17,163	47,746	30,646	18,443	49,089	30,794	20,322	51,116
Jump Proficiency	111	313	424	74	293	367	84	375	459
Military Funeral Honors	956	9,099	10,055	1,055	9,283	10,338	1,114	9,675	10,789
Readiness Management	1,553	3,258	4,811	1,610	3,332	4,942	1,866	3,380	5,246
Subsistence	0	49,972	49,972	0	51,820	51,820	0	55,425	55,425
Training Preparation	3,154	7,716	10,870	4,149	7,020	11,169	4,301	7,561	11,862
Unit Training Assemblies	376,179	1,140,935	1,517,114	407,847	1,174,342	1,582,189	419,050	1,225,615	1,644,665
EBDL	192	869	1,061	182	878	1,060	574	590	1,164
TOTAL DIRECT OBLIGATIONS	607,610	1,870,281	2,477,891	631,279	1,968,483	2,599,762	650,557	2,060,633	2,711,190
PAY GROUP F									
Initial Entry Training	0	488,135	488,135	0	581,008	581,008	0	549,848	549,848
Pay and Allowances	0	420,245	420,245	0	501,089	501,089	0	474,326	474,326
Clothing	0	54,642	54,642	0	64,214	64,214	0	60,785	60,785
Travel	0	13,248	13,248	0	15,705	15,705	0	14,737	14,737
TOTAL DIRECT OBLIGATIONS	0	488,135	488,135	0	581,008	581,008	0	549,848	549,848

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP P									
Pay and Allowances	0	35,502	35,502	0	41,465	41,465	0	39,528	39,528
Clothing	0	2,499	2,499	0	2,505	2,505	0	2,424	2,424
Subsistence of Enlisted Personnel	0	3,384	3,384	0	3,866	3,866	0	3,697	3,697
TOTAL DIRECT OBLIGATIONS	0	41,385	41,385	0	47,836	47,836	0	45,649	45,649
SCHOOL TRAINING									
Career Development Training	54,869	127,643	182,512	56,487	131,085	187,572	56,709	134,257	190,966
Flight Training	17,710	0	17,710	22,005	0	22,005	23,685	0	23,685
Initial Skill Acquisition Training	98,403	111,372	209,775	101,188	113,590	214,778	100,606	117,366	217,972
Officer Candidate/Training School	1,753	5,964	7,717	800	6,993	7,793	821	7,301	8,122
Refresher and Proficiency Training	45,212	86,797	132,009	40,819	92,188	133,007	46,125	88,763	134,888
TOTAL DIRECT OBLIGATIONS	217,947	331,776	549,723	221,299	343,856	565,155	227,946	347,687	575,633
SPECIAL TRAINING									
CBRNE Enterprise	18,203	86,825	105,028	36,244	73,610	109,854	30,927	74,251	105,178
Command/Staff Supervision	65,430	162,887	228,317	56,440	129,676	186,116	63,079	133,124	196,203
Competitive Events	1,968	7,921	9,889	2,396	7,789	10,185	2,545	7,775	10,320
Counter Drug Interdiction Activity	41,326	135,913	177,239	0	0	0	0	0	0
Exercises	161,319	210,322	371,641	147,591	162,940	310,531	124,658	166,832	291,490
Management Support	96,203	246,908	343,111	62,349	208,675	271,024	27,376	40,479	67,855
Operational Training	26,292	28,266	54,558	35,768	22,134	57,902	35,584	23,136	58,720
Recruiting/Retention	9,286	46,986	56,272	19,865	84,562	104,427	12,539	48,227	60,766
Unit Conversion Training	5,448	22,332	27,780	5,387	25,323	30,710	4,969	22,325	27,294
TOTAL DIRECT OBLIGATIONS	425,475	948,360	1,373,835	366,040	714,709	1,080,749	301,677	516,149	817,826

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	1,190,165	2,439,919	3,630,084	1,201,861	2,302,301	3,504,162	1,267,651	2,363,926	3,631,577
Travel/PCS	32,692	53,311	86,003	30,386	53,468	83,854	31,900	53,558	85,458
\$30,000 Lump Sum Bonus	1,365	846	2,211	120	120	240	120	120	240
Death Gratuities	0	0	0	101	1,002	1,103	83	859	942
Disability and Hospitalization Benefits	2,293	14,316	16,609	2,233	13,263	15,496	1,363	13,454	14,817
Selective Reserve Incentive Program (SRIP)	69,554	234,566	304,120	55,111	258,971	314,082	60,492	258,089	318,581
Continuation Pay	90	254	344	153	360	513	258	415	673
TOTAL DIRECT OBLIGATIONS	1,296,159	2,743,212	4,039,371	1,289,965	2,629,485	3,919,450	1,361,867	2,690,421	4,052,288
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	5,916	9,676	15,592	5,576	15,363	20,939	8,201	21,123	29,324
TOTAL DIRECT OBLIGATIONS	5,916	9,676	15,592	5,576	15,363	20,939	8,201	21,123	29,324
EDUCATION BENEFITS									
Basic Benefit, Ch. 1606	2,535	48,499	51,034	2,628	48,929	51,557	1,379	16,462	17,841
Kicker, Enhanced G.I. Bill, Ch. 1606	0	47,039	47,039	0	43,164	43,164	0	30,512	30,512
TOTAL DIRECT OBLIGATIONS	2,535	95,538	98,073	2,628	92,093	94,721	1,379	46,974	48,353
TOTAL DIRECT PROGRAM	2,555,642	6,528,363	9,084,005	2,516,787	6,392,833	8,909,620	2,551,627	6,278,484	8,830,111

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

	FY 2020 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2020 in FY 2021 Pres. Budget
Training, Pay Group A							
PG A, Pay and Allowances, Annual Training	721,787	-10,332	711,455	-123	711,332	0	711,332
PG A, Travel, Annual Training	18,567	-266	18,301	40,800	59,101	0	59,101
PG A, IDT Pay & Allow, Unit Training Assemblies	1,566,563	-22,418	1,544,145	38,044	1,582,189	0	1,582,189
PG A, IDT Pay & Allow, Additional Drill Assemblies	108,024	-1,541	106,483	-29,498	76,985	0	76,985
PG A, Individual Clothing and Uniforms	45,748	-656	45,092	0	45,092	0	45,092
PG A, Subsistence of Enlisted Personnel	146,635	-2,096	144,539	-19,476	125,063	0	125,063
Total Direct Obligation	2,607,324	-37,309	2,570,015	29,747	2,599,762	0	2,599,762
Training, Pay Group F							
PG F, Pay and Allowances, Annual Training	451,828	-6,466	445,362	55,727	501,089	0	501,089
PG F, Individual Clothing and Uniforms	59,654	-854	58,800	5,414	64,214	0	64,214
PG F, Travel, Annual Training	28,260	-405	27,855	-12,150	15,705	0	15,705
Total Direct Obligation	539,742	-7,725	532,017	48,991	581,008	0	581,008
Training, Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	38,487	-551	37,936	3,529	41,465	0	41,465
PG P, Individual Clothing and Uniforms	2,326	-34	2,292	213	2,505	0	2,505
PG P, Subsistence of Enlisted Personnel	3,588	-51	3,537	329	3,866	0	3,866
Total Direct Obligation	44,401	-636	43,765	4,071	47,836	0	47,836
School Training							
Schools, Career Development Training	199,218	-2,746	196,472	-8,900	187,572	0	187,572
Schools, Flight Training	22,323	-318	22,005	0	22,005	0	22,005
Schools, Initial Skills Acquisition Training	171,244	-2,451	168,793	45,985	214,778	0	214,778
Schools, Officer Candidate/Training School	14,626	-208	14,418	-6,625	7,793	0	7,793
Schools, Refresher and Proficiency Training	122,228	-1,746	120,482	12,525	133,007	0	133,007
Total Direct Obligation	529,639	-7,469	522,170	42,985	565,155	0	565,155

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

	FY 2020 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2020 in FY 2021 Pres. Budget
Special Training							
Special, CBRNE Enterprise (WMD-CST)	16,815	-240	16,575	-2,133	14,442	0	14,442
Special, CBRNE Enterprise Other Capabilities	145,795	-884	144,911	-49,499	95,412	0	95,412
Special, Command and Staff Supervision	189,137	-2,521	186,616	-500	186,116	0	186,116
Special, Competitive Events	7,861	-109	7,752	2,433	10,185	0	10,185
Special, Exercises	239,505	8,300	247,805	62,726	310,531	0	310,531
Special, Management Support	51,370	4,354	55,724	10,000	65,724	205,300	271,024
Special, Operational Training	65,579	2,323	67,902	-10,000	57,902	0	57,902
Special, Recruiting/Retention	66,066	-1,518	64,548	39,879	104,427	0	104,427
Special, Unit Conversion	31,155	-445	30,710	0	30,710	0	30,710
Total Direct Obligation	813,283	9,260	822,543	52,906	875,449	205,300	1,080,749
Administration and Support, AGR							
AGR, Full Time Pay and Allowances	3,629,555	-50,914	3,578,641	-121,278	3,457,363	0	3,457,363
AGR, COLA	45,390	-638	44,752	2,047	46,799	0	46,799
AGR, Travel, Permanent Change of Station (PCS)	65,578	-930	64,648	19,206	83,854	0	83,854
Active Accounts & G/R Full-Time Personnel (REDUX)	240	-4	236	4	240	0	240
Death Gratuities	1,119	-16	1,103	0	1,103	0	1,103
Disability and Hospitalization Benefits	20,986	-301	20,685	-5,189	15,496	0	15,496
Selected Reserve Incentive Program (SRIP)	417,978	-5,978	412,000	-97,918	314,082	0	314,082
Continuation Pay	1,403	-20	1,383	-870	513	0	513
Total Direct Obligation	4,182,249	-58,801	4,123,448	-203,998	3,919,450	0	3,919,450
Thrift Savings Plan							
Thrift Savings Plan Contribution	19,194	-268	18,926	2,013	20,939	0	20,939
Total Direct Obligation	19,194	-268	18,926	2,013	20,939	0	20,939
Education Benefits							
Basic Educational Assistance, Ch 1606	58,824	-842	57,982	-6,425	51,557	0	51,557
Kicker, Chapter 1606	13,649	-195	13,454	29,710	43,164	0	43,164
Total Direct Obligation	72,473	-1,037	71,436	23,285	94,721	0	94,721
Total Direct Program	8,808,305	-103,985	8,704,320	0	8,704,320	205,300	8,909,620

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Training, Pay Group A						
Officer	388,785	96,030	490,296	119,632	478,377	129,162
Enlisted	1,081,895	267,228	1,325,774	323,489	1,371,531	370,313
Subtotal	<u>1,470,680</u>	<u>363,258</u>	<u>1,816,070</u>	<u>443,121</u>	<u>1,849,908</u>	<u>499,475</u>
Training, Pay Group F						
Enlisted	255,960	63,222	358,770	87,540	331,589	89,529
Training, Pay Group P						
Enlisted	28,510	7,042	33,307	8,127	31,100	8,397
School Training						
Officer	114,153	28,196	126,152	30,781	128,308	34,643
Enlisted	150,494	37,172	161,381	39,377	167,089	45,114
Subtotal	<u>264,647</u>	<u>65,368</u>	<u>287,533</u>	<u>70,158</u>	<u>295,397</u>	<u>79,757</u>
Special Training						
Officer	219,995	54,339	233,700	57,023	183,660	49,588
Enlisted	405,226	100,091	422,960	103,202	283,158	76,452
Subtotal	<u>625,221</u>	<u>154,430</u>	<u>656,660</u>	<u>160,225</u>	<u>466,818</u>	<u>126,040</u>
Administration and Support, AGR						
Officer	525,155	159,647	660,645	204,800	681,146	237,720
Enlisted	939,977	285,753	1,114,845	345,602	1,144,539	399,444
Subtotal	<u>1,465,132</u>	<u>445,400</u>	<u>1,775,490</u>	<u>550,402</u>	<u>1,825,685</u>	<u>637,164</u>
Total Direct Program						
Officer	1,248,088	338,212	1,510,793	412,236	1,471,491	451,113
Enlisted	2,862,062	760,508	3,417,037	907,337	3,329,006	989,249
Total	<u>4,110,150</u>	<u>1,098,720</u>	<u>4,927,830</u>	<u>1,319,573</u>	<u>4,800,497</u>	<u>1,440,362</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Reimbursable						
Officer	9,510	2,349	12,508	3,052	11,530	3,113
Enlisted	11,518	2,845	13,943	3,402	12,852	3,470
Total	<u>21,028</u>	<u>5,194</u>	<u>26,451</u>	<u>6,454</u>	<u>24,382</u>	<u>6,583</u>
Total Program						
Officer	1,257,598	340,561	1,523,301	415,288	1,483,021	454,226
Enlisted	2,873,580	763,353	3,430,980	910,739	3,341,858	992,719
Total	<u>4,131,178</u>	<u>1,103,914</u>	<u>4,954,281</u>	<u>1,326,027</u>	<u>4,824,879</u>	<u>1,446,945</u>

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Training, Pay Group A			
Officer	20,658	23,504	24,562
Enlisted	65,482	87,198	93,297
Subtotal	<u>86,140</u>	<u>110,702</u>	<u>117,859</u>
Training, Pay Group F			
Enlisted	32,947	42,266	41,207
School Training			
Officer	28,890	29,006	30,500
Enlisted	47,700	47,923	48,363
Subtotal	<u>76,590</u>	<u>76,929</u>	<u>78,863</u>
Special Training			
Officer	50,857	32,388	30,385
Enlisted	131,648	76,661	69,820
Subtotal	<u>182,505</u>	<u>109,049</u>	<u>100,205</u>
Administration and Support, AGR			
Officer	202,952	207,221	211,867
Enlisted	578,760	580,384	590,716
Subtotal	<u>781,712</u>	<u>787,605</u>	<u>802,583</u>
Total Direct Program			
Officer	303,357	292,119	297,314
Enlisted	856,537	834,432	843,403
Total	<u>1,159,894</u>	<u>1,126,551</u>	<u>1,140,717</u>
Reimbursable			
Officer	3,988	4,693	4,787
Enlisted	1,884	2,097	2,139
Total	<u>5,872</u>	<u>6,790</u>	<u>6,926</u>
Total Program			
Officer	307,345	296,812	302,101
Enlisted	858,421	836,529	845,542
Total	<u>1,165,766</u>	<u>1,133,341</u>	<u>1,147,643</u>

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Training, Pay Group A			
Officer	14,543	14,748	15,494
Enlisted	43,515	44,353	47,006
Subtotal	58,058	59,101	62,500
Training, Pay Group F			
Enlisted	13,248	15,705	14,737
School Training			
Officer	41,945	30,295	29,271
Enlisted	81,685	80,209	71,821
Subtotal	123,630	110,504	101,092
Special Training			
Officer	47,575	38,228	34,154
Enlisted	125,467	82,214	57,967
Subtotal	173,042	120,442	92,121
Administration and Support, AGR			
Officer	32,700	30,386	31,900
Enlisted	53,391	53,468	53,558
Subtotal	86,091	83,854	85,458
Total Direct Program			
Officer	136,763	113,657	110,819
Enlisted	317,306	275,949	245,089
Total	454,069	389,606	355,908

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Reimbursable			
Officer	925	998	1,019
Enlisted	740	799	815
Total	<u>1,665</u>	<u>1,797</u>	<u>1,834</u>
Total Program			
Officer	137,688	114,655	111,838
Enlisted	318,046	276,748	245,904
Total	<u>455,734</u>	<u>391,403</u>	<u>357,742</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Training, Pay Group A						
Officer	1,853	0	973	0	1,010	0
Enlisted	85,570	34,242	85,458	38,632	92,580	40,176
Subtotal	<u>87,423</u>	<u>34,242</u>	<u>86,431</u>	<u>38,632</u>	<u>93,590</u>	<u>40,176</u>
Training, Pay Group F						
Enlisted	14,979	0	12,191	0	11,807	0
Training, Pay Group P						
Enlisted	3,384	0	3,866	0	3,697	0
School Training						
Officer	4,755	0	4,953	0	5,147	0
Enlisted	14,717	0	14,821	0	15,202	0
Subtotal	<u>19,472</u>	<u>0</u>	<u>19,774</u>	<u>0</u>	<u>20,349</u>	<u>0</u>
Special Training						
Officer	6,260	0	4,732	0	4,015	0
Enlisted	34,663	0	29,704	0	28,588	0
Subtotal	<u>40,923</u>	<u>0</u>	<u>34,436</u>	<u>0</u>	<u>32,603</u>	<u>0</u>
Administration and Support, AGR						
Officer	22,916	0	22,100	0	22,387	0
Enlisted	161,952	0	105,798	0	106,689	0
Subtotal	<u>184,868</u>	<u>0</u>	<u>127,898</u>	<u>0</u>	<u>129,076</u>	<u>0</u>
Total Direct Program						
Officer	35,784	0	32,758	0	32,559	0
Enlisted	315,265	34,242	251,838	38,632	258,563	40,176
Total	<u>351,049</u>	<u>34,242</u>	<u>284,596</u>	<u>38,632</u>	<u>291,122</u>	<u>40,176</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Reimbursable						
Officer	323	0	348	0	355	0
Enlisted	185	0	200	0	203	0
Subtotal	<u>508</u>	<u>0</u>	<u>548</u>	<u>0</u>	<u>558</u>	<u>0</u>
Total Program						
Officer	36,107	0	33,106	0	32,914	0
Enlisted	315,450	34,242	252,038	38,632	258,766	40,176
Total	<u>351,557</u>	<u>34,242</u>	<u>285,144</u>	<u>38,632</u>	<u>291,680</u>	<u>40,176</u>

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

FY2020 Direct Program		8,909,620
Increases Pricing:		
	Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	32,886
	Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	95,480
	Retired Pay Accrual (RPA) increase due to Full-Time rate increase of 3.9%	41,701
	Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	45,470
	Federal Insurance Contributions Act (FICA)	10,633
	Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	7,434
	Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	32,670
	Clothing increases due to non-pay inflation of 2.0%	2,236
	Thrift Savings Program (TSP) increase due to the percentage of basic pay the service member contributes	8,370
	Cost of Living Allowance (COLA)	936
	Travel increase due to non-pay inflation of 2.0%	7,285
	Selected Reserve Incentive Program (SRIP)	27,811
Total Increases Pricing		312,912
Increases Program:		
	Basic Pay	33,089
	Retired Pay Accrual (RPA)	95,257
	Federal Insurance Contributions Act (FICA)	2,741
	Basic Allowance for Subsistence (BAS)	14,117
	Basic Allowance for Housing (BAH)	22,164
	Selected Reserve Incentive Program (SRIP)	66,590
	Travel	32,523
	Clothing	367
	Continuation Pay	160
	Education Benefits increase due to number of personnel estimated to receive benefit	250
	Thrift Savings Program (TSP) increase due to changes in the number of personnel expected to receive pay	15
Total Increases Program		267,273
Total Increases		580,185
Decreases Pricing:		
	Education Benefits	(46,618)
	Selected Reserve Incentive Program (SRIP)	(58,774)
Total Decreases Pricing		(105,392)

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

Decreases Program:

Basic Pay	(314,249)
Retired Pay Accrual (RPA)	(61,641)
Federal Insurance Contributions Act (FICA)	(14,052)
Basic Allowance for Subsistence (BAS)	(13,481)
Basic Allowance for Housing (BAH)	(40,668)
Clothing	(5,263)
Cost of Living Allowance (COLA)	(313)
Travel	(73,506)
Selected Reserve Incentive Program (SRIP)	(31,129)

Total Decreases Program

(554,302)

Total Decreases

(659,694)

FY2021 Direct Program

8,830,111

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
2,477,891	2,599,762	2,711,190

PART I - PURPOSE AND SCOPE

Pay Group A resources 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) 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 and individual 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), Retired Pay Accrual (RPA), special pay (i.e. flight pay, airborne pay, etc.), subsistence, and travel 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. These amounts are driven by the average strength grade plate distribution, and the projected participation rates.

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; 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 platoon level, company level for Brigade Combat Teams attending one of the four Combat Training Center (CTC) rotations, the ARNG requires additional training days to execute the approved HQDA SRM and TRM training model. However, in FY 2021 the Armored Brigade and Stryker Brigade Combat Team training strategy will transition from a four to a five year readiness/training model.

Inactive Duty Training (IDT)

Commonly known as weekend drills, IDT consists of any training other than Annual Training (AT) performed throughout the year and is comprised of both Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs). A UTA is a training period at least four 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 Soldiers performing Military Funeral Honors.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2021 Pay Group A base budget increases by 4.3% or \$111.4 million due to:

- (1) Increase in average strength from 270,333 in FY 2020 to 273,533
- (2) Enlisted Annual Training Participation Rate increases from 84% in FY 2020 to 85%
- (3) Rate increases in base pay of 3.0% or \$46.5 million

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

- (4) Rate increases in Basic Allowance for Housing (BAH) of 2.9% or \$3.2 million
- (5) Rate increases in Basic Allowance for Subsistence (BAS) of 2.3% or \$2.9 million
- (6) Rate increases in Retired Pay Accrual (RPA) of 2.6% Part Time or \$29.4 million

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

FY2020 Direct Program		2,599,762
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	11,908	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	34,575	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	29,430	
Federal Insurance Contributions Act (FICA)	3,850	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	2,876	
Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	3,210	
Clothing increases due to non-pay inflation of 2.0%	902	
Travel increase due to non-pay inflation of 2.0%	1,182	
Total Increases Pricing		87,933
Increases Program:		
Basic Pay	3,661	
Retired Pay Accrual (RPA)	32,636	
Federal Insurance Contributions Act (FICA)	303	
Basic Allowance for Subsistence (BAS)	5,827	
Basic Allowance for Housing (BAH)	3,947	
Travel	2,217	
Clothing	367	
Total Increases Program		48,958
Total Increases		136,891
Decreases Program:		
Basic Pay	(17,852)	
Retired Pay Accrual (RPA)	(5,713)	
Federal Insurance Contributions Act (FICA)	(1,479)	
Clothing	(419)	
Total Decreases Program		(25,463)
Total Decreases		(25,463)
FY2021 Direct Program		2,711,190

**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 2021 base budget request increases by 4.5% or \$32.3 million due to rate increases in pay and allowances.

The FY 2019 budget amount includes \$ 32.2 million for Overseas Contingency Operations (OCO) funding.

Program supports pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502. Additionally, supports Operational Reserve in above statutory training days to sustain the ARNG Brigade Combat Teams participation in War Fighter exercises (WFX).

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), Special Pay, Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA).

Average strength is used to accommodate strength changes throughout the year and the participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support man-days (including pre-mobilization support man-days), and approved extended periods for unit participation at National Training Center (NTC), Joint Readiness Training Center (JRTC) and Overseas Deployment Training (ODT) rotations in an AT status.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	37,735			38,376			38,511		
Participation Rate	89			81			81		
Paid Participants	33,683	5,283	177,954	31,174	5,416	168,842	31,309	5,580	174,727
Enlisted									
Average Strength	232,555			231,957			235,022		
Participation Rate	77			84			85		
Paid Participants	179,285	2,707	485,411	195,420	2,776	542,490	198,835	2,861	568,934
Total	212,968		663,365	226,594		711,332	230,144		743,661

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

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

The FY 2021 base budget request increases by 5.8% or \$3.4 million due to an increase in average strength and non- pay inflation growth of 2.0%. FY 2019 budget amount includes \$ 5.8 million for Overseas Contingency Operations (OCO) funding.

Although there is an overall increase, the request also includes a decrease in funding due to the transition in the readiness/training model for Armored Brigade and Stryker Brigade Combat Teams going from a four year to every five year strategy.

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	37,735	385	14,543	38,376	384	14,748	38,511	402	15,494
Enlisted	232,555	187	43,515	231,957	191	44,353	235,022	200	47,006
Total	270,290		58,058	270,333		59,101	273,533		62,500

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

The FY 2021 IDT/UTA base budget request increases by 3.9% or \$62.4 million due to rate increases in pay and allowances. FY 2019 budget amount includes \$ 0.1 million for Overseas Contingency Operations (OCO) funding.

Although there is an overall increase, the request also includes a decrease in funding due to the transition in the readiness/training model for Armored Brigade and Stryker Brigade Combat Teams going from a four year to every five year strategy.

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

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	37,735			38,376			38,511		
Participation Rate	76			79			79		
Paid Participants	28,757	13,081	376,179	30,439	13,399	407,847	30,391	13,788	419,050
Enlisted									
Average Strength	232,555			231,957			235,022		
Participation Rate	83			84			84		
Paid Participants	193,714	5,889	1,140,935	194,654	6,032	1,174,342	197,413	6,208	1,225,615
Total	222,471		1,517,114	225,093		1,582,189	227,804		1,644,665

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

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

The FY 2021 IDT/ATA base budget request increases by 4.8% or \$3.7 million due to rate increases in pay and allowances.

Additionally, the ARNG continues to invest in flight training (AFTP). This will allow the ARNG to increase the flying hour program (FHP). In FY 2021, the ARNG increases the flying hours per crew per month from 6.7 hours to 6.8 hours and maintains platoon-plus proficiency. Military Funeral Honors missions increase from 106,291 missions in FY 2020 to 110,000 missions in FY 2021.

Although there is an overall increase, the request also includes a decrease in funding due to the transition in the readiness/training model for Armored Brigade and Stryker Brigade Combat Teams going from a four year to every five year strategy. The FY 2019 budget amount includes \$ 32.2 million for Overseas Contingency Operations (OCO) funding.

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. For instance, training preparation focuses on training preparation and execution and Readiness Management, focuses on completion of administrative and management tasks. The strength indicates the number of ATAs funded for each category. The rate is the average cost for each ATA and includes the same types of pay and allowances.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
Civil Disturbance	34	263	9	11	270	3	11	276	3
Flight Training	103,384	295	30,583	101,132	303	30,646	99,329	310	30,794
Jump Proficiency	406	273	111	264	279	74	293	286	84
Military Funeral Honors	7,727	123	956	8,324	126	1,055	8,592	129	1,114
Readiness Management	5,323	291	1,553	5,387	298	1,610	6,103	305	1,866
Training Preparation	10,810	291	3,154	13,882	298	4,149	14,067	305	4,301
Medical Mandays	0	290	0	0	297	0	0	304	0
Electronic Based Distance Learning	1,058	181	192	979	185	182	3,019	190	574
Enlisted									
Civil Disturbance	83	120	10	137	123	17	134	126	17
Flight Training	117,821	145	17,163	123,588	149	18,443	133,111	152	20,322
Jump Proficiency	2,260	138	313	2,065	141	293	2,584	145	375
Military Funeral Honors	73,545	123	9,099	73,244	126	9,283	74,612	129	9,675
Readiness Management	24,693	131	3,258	24,652	135	3,332	24,443	138	3,380
Training Preparation	58,024	132	7,716	51,530	136	7,020	54,251	139	7,561
Medical Mandays	0	134	0	0	137	0	0	140	0
Electronic Based Distance Learning	4,561	190	869	4,499	195	878	2,955	199	590
Total	409,729		74,986	409,694		76,985	423,504		80,656

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

Individual Clothing and Uniforms:

The FY 2021 base budget request increases by 1.9% or \$0.9 million due to an increased end strength of 500 Soldiers and non-pay inflation rate of 2.0%. Issue and payment for individual clothing are cover under the provisions of USC, Title 37, Sections 415, 416, and 418.

Although there is an overall increase, the request also includes a decrease in funding due to the transition in the readiness/training model for Armored Brigade and Stryker Brigade Combat Teams going from a four year to every five year strategy.

Officers receive their Initial Uniform Allowance when they report to Basic Officer Leader Course (BOLC). Additionally, 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 receive an entire new issue. Soldiers entering from the Active Army, Army Reserve, or the Army National Guard can receive an additional issue depending on the length of the break in service. This ensures their individual clothing issue matches current clothing requirements. Soldiers also receive new issue items of clothing as they are needed, such as the new Army Physical Fitness Uniform.

Replacement Issue allows Army National Guard enlisted personnel to replace damaged or worn out items to avoid out-of-pocket expense, either through a reimbursement or by exchange-in-kind.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	<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	298	400	119	1,493	400	597	1,955	400	782
Active Duty Allowance	2,020	200	404	2,765	200	553	3,790	200	758
Enlisted									
New Item(s) Issue	0	565	0	0	576	0	0	587	0
Replacement Issue	81,278	518	42,180	83,013	529	43,942	82,237	539	44,402
Total	83,596		42,703	87,271		45,092	87,982		45,942

**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 2021 request increases by 7.0% or \$8.7 million due to projected increase in population receiving rations. Additionally, Subsistence in Kind increases in those SMs who received the pay in year of execution. FY 2019 budget amount includes \$ 0.01 million for Overseas Contingency Operations (OCO) funding.

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

Subsistence in Kind applies to enlisted members who do not receive any of the full BAS types because they are furnished meals or rations at no charge from an appropriated fund dining facility or are subsidized at no charge on behalf of the government.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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 Rations	134,66	13	1,853	69,450	14	973	69,896	14	1,010
Annual Training Enlisted Rations	5,075,581	13	69,840	5,158,459	14	72,270	5,351,627	14	77,331
Inactive Duty Training IDT Rations	6,101,587	8	49,972	6,213,429	8	51,820	6,444,767	8	55,425
Total	11,311,834		121,665	11,441,338		125,063	11,866,290		133,766

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
488,135	581,008	549,848

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 focused on their aptitudes and the needs of the Army National Guard. Soldiers in Pay Group F receive their initial introduction to the Army through BCT and AIT. The skills acquired in the BCT course provide the foundation of how to be a Soldier. The skills acquired in AIT provide the Soldier with a Military Occupational Specialty (MOS) that 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), has been extended from 14 weeks to 22 weeks in Armor and Infantry MOSs, where both BCT and AIT are conducted at the same Installation. Specialized MOSs are conducted at installations that do not offer a BCT school or dual-station training. 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.

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).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2021 Pay Group F base budget request decreases by 5.4% or \$31.2 million due to:

(1) Decrease in the training pipeline and average strength from 16,923 in FY 2020 to 15,569 in FY 2021. The projected number of slots or seats is 44,701.

Although there is an overall decrease in funding, this pay group is impacted by rate increases in pay and allowances. Additionally, funding supports One Station Unit Training (OSUT) which has been extended from 14 weeks to 22 weeks in Armor and Infantry MOSs.

(2) Rate increases in base pay of 3.0% or \$9.2 million

(3) Rate increases in Basic Allowance for Housing (BAH) of 2.9% or \$1.2 million

(4) Rate increases in Basic Allowance for Subsistence (BAS) of 2.3% or \$0.3 million

(5) Rate increases in Retired Pay Accrual (RPA) of 2.6% Part Time or \$2.9 million

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

FY2020 Direct Program		581,008
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	2,354	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	6,834	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	2,909	
Federal Insurance Contributions Act (FICA)	761	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	280	
Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	1,226	
Clothing increases due to non-pay inflation of 2.0%	1,284	
Travel increase due to non-pay inflation of 2.0%	314	
Total Increases Pricing		15,962
Total Increases		15,962
Decreases Program:		
Basic Pay	(34,408)	
Retired Pay Accrual (RPA)	(920)	
Federal Insurance Contributions Act (FICA)	(2,850)	
Basic Allowance for Subsistence (BAS)	(664)	
Basic Allowance for Housing (BAH)	(2,285)	
Clothing	(4,713)	
Travel	(1,282)	
Total Decreases Program		(47,122)
Total Decreases		(47,122)
FY2021 Direct Program		549,848

**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 2021 base budget request decreases by 5.3% or \$26.8 million due to a decrease in average strength from 16,923 in FY 2020 to 15,569.

Although there is an overall decrease in funding, the pay group is impacted by an increase in rate in pay and allowances.

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.

ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
27,548	15,254	420,245	32,023	15,647	501,089	29,568	16,041	474,326

Individual Clothing and Uniform Allowance:

The FY 2021 base budget request decreases by 5.3% or \$3.4 million due to a decrease in average strength from 16,923 in FY 2020 to 15,569. Although there is an overall decrease in funding, the clothing bag rate increases by the non-pay inflation rate of 2.0%.

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. The numbers below represent 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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Female	6,059	1,974	11,963	4,883	2,013	9,833	6,059	2,054	12,446
Male	24,673	1,729	42,679	30,822	1,764	54,381	26,860	1,799	48,339
Total	30,732		54,642	35,705		64,214	32,919		60,785

**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 2021 base budget request decreases by 6.1% or \$0.9 million due to a decrease in average strength from 16,923 in FY 2020 to 15,569 in FY 2021. Although there is an overall decrease in funding, the rate of travel increases by the non-pay inflation rate of 2.0%.

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

ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
18,822	703	13,248	21,875	717	15,705	20,124	732	14,737

GRAND TOTAL Training, Pay Group F

	ACTUAL FY 2019		ESTIMATE FY 2020		ESTIMATE FY 2021	
	Amount		Amount		Amount	
Enlisted	488,135		581,008		549,848	

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
41,385	47,836	45,649

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 2021 Pay Group P base budget decreases by 4.5% or \$2.1 million due to:

(1) Decrease training pipeline and average strength from 17,991 in FY 2020 to 16,688. The projected number of training seats is 37,145.

Although there is an overall decrease in funding, this pay group is impacted by rate increases in pay and allowance.

(2) Rate increases in base pay of 3.0% or \$0.9 million

(3) Rate increases in Basic Allowance for Subsistence (BAS) of 2.3% or \$0.1 million

(4) Rate increases in Non-Pay inflation of 2.0% or \$0.1 million

(5) Rate increases in Retired Pay Accrual (RPA) of 2.6% Part Time or \$0.3 million

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

FY2020 Direct Program		47,836
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	219	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	634	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	282	
Federal Insurance Contributions Act (FICA)	71	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	89	
Clothing increases due to non-pay inflation of 2.0%	50	
Total Increases Pricing		1,345
Total Increases		1,345
Decreases Program:		
Basic Pay	(2,892)	
Retired Pay Accrual (RPA)	(12)	
Federal Insurance Contributions Act (FICA)	(239)	
Basic Allowance for Subsistence (BAS)	(258)	
Clothing	(131)	
Total Decreases Program		(3,532)
Total Decreases		(3,532)
FY2021 Direct Program		45,649

**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 2021 base budget request decreases by 4.7% or \$2.0 million due to a decrease in average strength from 17,991 in FY 2020 to 16,688. However, the rate increases due to increases in pay and allowances.

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 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
442,172	80	35,502	503,705	82	41,465	469,064	84	39,528

Individual Clothing and Uniform Allowance:

The FY 2021 base budget request decreases by 3.2% or \$0.81 million due to a decrease in average strength from 17,991 in FY 2020 to 16,688. However, the clothing bag cost increases by the non-pay inflation rate 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 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
10,464	238	2,499	10,283	243	2,505	9,756	248	2,424

Subsistence:

The FY 2021 base budget request decreases by 4.4% or \$0.2 million due to a decrease in average strength from 17,991 in FY 2020 to 16,688 in FY 2021. However, the rate increases due to increases in BAS of 2.3%.

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.

ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
432,737	7	3,384	485,678	7	3,866	450,305	8	3,697

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

GRAND TOTAL Training, Pay Group P

	ACTUAL FY 2019	ESTIMATE FY 2020	ESTIMATE FY 2021
Enlisted	<u>Amount</u> 41,385	<u>Amount</u> 47,836	<u>Amount</u> 45,649

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
549,723	565,155	575,633

PART I - PURPOSE AND SCOPE

The objectives of the Army National Guard (ARNG) school training program includes 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 both 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, career development training, and Officer Candidate School (OCS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2021 School Training budget increases by 1.9% or \$10.5 million due to:

- (1) Rate increases in base pay of 3.0% \$7.4 million
- (2) Rate increases in Basic Allowance for Housing (BAH) of 2.9% or \$2.2 million
- (3) Rate increases in Basic Allowances for Subsistence (BAS) of 2.3% or \$0.5 million
- (4) Rate increases in Retire Pay Accrual (RPA) of 2.6% Part Time or \$4.6 million

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

FY2020 Direct Program		565,155
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	1,886	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	5,479	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	4,555	
Federal Insurance Contributions Act (FICA)	610	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	455	
Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	2,231	
Travel	2,210	
Total Increases Pricing		17,426
Increases Program:		
Basic Pay	6,831	
Retired Pay Accrual (RPA)	6,121	
Federal Insurance Contributions Act (FICA)	566	
Basic Allowance for Subsistence (BAS)	1,680	
Basic Allowance for Housing (BAH)	8,543	
Travel	10,609	
Total Increases Program		34,350
Total Increases		51,776
Decreases Program:		
Basic Pay	(7,008)	
Retired Pay Accrual (RPA)	(1,078)	
Federal Insurance Contributions Act (FICA)	(581)	
Basic Allowance for Subsistence (BAS)	(1,560)	
Basic Allowance for Housing (BAH)	(8,840)	
Travel	(22,231)	
Total Decreases Program		(41,298)
Total Decreases		(41,298)
FY2021 Direct Program		575,633

**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 2021 base budget request increases by 1.8% or \$3.4 million due to rate increases in pay and allowances. Additionally, 735 Soldiers will receive Performance Enhancement Resiliency Training, which is a part of the Army National Guard's (ARNG) suicide prevention program.

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), Senior Service Colleges (SSC), WO Staff courses, and Non-Commissioned Officer Education School (NCOES).

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,850	145,333	377	54,869	2,863	146,003	386	56,487	2,803	142,955	396	56,709
Enlisted	19,816	554,849	230	127,643	19,867	556,270	235	131,085	19,846	555,677	241	134,257
Total	22,666			182,512	22,730			187,572	22,649			190,966

Flight Training:

The FY 2021 base budget request increases by 7.6% or \$1.7 million primarily due to an increase of 6 undergraduate and 4 graduate flight training seats. In FY 2021, the ARNG increases the flying hours per crew per month from 6.7 hours to 6.8 hours and maintains platoon-plus proficiency.

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.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	443	53,145	333	17,710	537	64,438	341	22,005	564	67,644	350	23,685

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

Initial Skills Acquisition Training:

The FY 2021 base budget request increases by 1.5% or \$3.2 million overall primarily to reflect a 2% increase in student seats for initial skills training, focusing largely on enlisted Military Occupational Skills Qualification (MOSQ).

Also, 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 Warrant Officer Basic Course. The program also 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. Lastly, it includes Soldiers assigned to units undergoing reorganization and other unit qualification training.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	3,829	329,261	298	98,403	3,842	330,399	306	101,188	3,725	320,381	314	100,606
Enlisted	5,158	546,745	203	111,372	5,136	544,378	208	113,590	5,175	548,593	213	117,366
Total	8,987			209,775	8,978			214,778	8,900			217,972

Officer Candidate/Training School:

The FY 2021 base budget request increases by 4.2% or \$0.3 million due to an increase in Officer Candidate School (OCS) training seats.

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

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	176	5,290	331	1,753	79	2,356	339	800	79	2,358	348	821
Enlisted	267	26,138	228	5,964	305	29,919	233	6,993	311	30,465	239	7,301
Total	443			7,717	384			7,793	390			8,122

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

Refresher and Proficiency Training:

The FY 2021 base budget request increases by 1.4% or \$1.9 million due to pay and allowance increases and reflects an increase in Additional Skill Identifier (ASI) and Special Qualification Identifier (SQI) training seats.

The FY 2019 amount includes \$0.05 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 duty position in the ARNG, directly impacting the mobilization readiness of the force.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	3,411	136,436	331	45,212	3,005	120,204	339	40,819	3,312	132,475	348	46,125
Enlisted	9,057	380,388	228	86,797	9,391	394,404	233	92,188	8,818	370,371	239	88,763
Total	12,468			132,009	12,396			133,007	12,130			134,888

GRAND TOTAL School Training

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	10,709	669,465	217,947	10,326	663,400	221,299	10,483	665,813	227,946
Enlisted	34,298	1,508,120	331,776	34,699	1,524,971	343,856	34,150	1,505,106	347,687
Total	45,007		549,723	45,025		565,155	44,633		575,633

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
1,373,835	1,080,749	817,826

PART I - PURPOSE AND SCOPE

Special Training provides funding for personnel attending training programs while in a Full-time National Guard Reserve Component (FTNG-RC) or Active Duty for Training (ADT) status. Special Training programs include funding for training days supporting Cyber Protection Teams, the Chemical, Biological, Radiological, Nuclear Enterprise (CBRNE), Civil Support Teams, collective training exercises at the Combat Training Centers (CTC), and recruiting. The program provides for Basic Pay, Retired Pay Accrual (RPA), and 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. In FY 2021, the Armored Brigade Combat Team training strategy will transition from a four to a five year readiness/training model.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2021 Special Training base budget decreases by 24.3% or \$262.9 million due to:

- (1) Reduction of recruiting assistants supporting ARNG Full-Time AGR recruiters.
- (2) Reduction in the number of enabler units required to support Combat Training Center Rotations due to a change in the training strategy for Armored and Stryker Brigade Combat Teams from available for deployment every four years to every five years.
- (3) Program decrease due to the removal of the potential reprogramming action in FY 2020 of \$205.3 million supporting the POTUS directed Southwest Border mission.

Although there is an overall decrease in funding, this pay group is impacted by rate increases in pay and allowances.

- (1) Rate increases in base pay of 3.0% or \$13.1 million
- (2) Rate increases in Basic Allowance for Housing of 2.9% or \$3.2 million
- (3) Rate increases in Basic Allowance for Subsistence (BAS) of 2.3% or \$0.8 million
- (4) Rate increases in Retire Pay Accrual (RPA) of 2.6% Part Time or \$3.2 million

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

FY2020 Direct Program		1,080,749
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	3,356	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	9,744	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 2.6%	8,294	
Federal Insurance Contributions Act (FICA)	1,085	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	792	
Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	3,162	
Travel increase due to non-pay inflation of 2.0%	1,902	
Total Increases Pricing		28,335
Increases Program:		
Basic Pay	15,847	
Retired Pay Accrual (RPA)	11,304	
Federal Insurance Contributions Act (FICA)	1,313	
Basic Allowance for Subsistence (BAS)	6,610	
Basic Allowance for Housing (BAH)	9,674	
Travel	18,791	
Total Increases Program		63,539
Total Increases		91,874
Decreases Program:		
Basic Pay	(215,235)	
Retired Pay Accrual (RPA)	(53,783)	
Federal Insurance Contributions Act (FICA)	(5,850)	
Basic Allowance for Subsistence (BAS)	(9,235)	
Basic Allowance for Housing (BAH)	(21,680)	
Travel	(49,014)	
Total Decreases Program		(354,797)
Total Decreases		(354,797)
FY2021 Direct Program		817,826

**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 2021 base budget request increases by \$0.3 million due to the 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 allowances are 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. Training also supports adapting existing and developing new capabilities to address emerging domestic threats from the presence of large quantities of uncontrolled Pharmaceutical Based Agents (PBAs) such as Fentanyl, fourth generation agents (FGAs) such as Novichok (used in the attempted assassination in GB) and the growing possibility of attacks on our homeland from near-peer competitors.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	87	31,713	165	5,239	87	31,715	168	5,344	92	33,671	171	5,787
Enlisted	148	53,995	165	8,920	148	53,994	168	9,098	143	52,039	171	8,944
Total	235			14,159	235			14,442	235			14,731

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

The FY 2021 base budget decreases by 5.2% or \$5.0 million due to a reduction of 40 full-time personnel and the elimination of two Special Focused Events.

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, and National Guard Bureau sponsored Joint Defense Support of Civil Authority (DSCA) programs. These exercises provide training in realistic environments to validate preparedness and interoperability in domestic response operations.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	247	35,554	364	12,964	574	82,651	373	30,900	455	65,547	383	25,140
Enlisted	6,665	346,568	224	77,905	5,382	279,842	230	64,512	5,305	275,871	236	65,307
Total	6,912			90,869	5,956			95,412	5,760			90,447

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

Command and Staff Supervision:

The FY 2021 base budget request increases by 5.4% or \$10.1 million primarily due to an increase of 25 full-time Special Victims Counsel (SVC) Judge Advocates and Paralegals representing sexual assault survivors. Additionally, the funding increase reflects support to be provided for the Quadrennial Boy Scouts of America National Scout Jamboree in 2021.

The FY 2019 amount includes \$52.0 million in Overseas Contingency Operations (OCO) funding.

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, and training and staff assistance visits to enhance both logistical and administrative readiness of units geographically dispersed throughout the States. The program also funds physical security inspections, internal review audits, and medical review boards. Additionally, a portion of this activity funds the Army National Guard support to Military Funeral Honors for all eligible veterans and fallen warriors.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	13,211	132,112	495	65,430	11,111	111,113	507	56,440	12,107	121,068	521	63,079
Enlisted	69,819	698,187	233	162,887	54,208	542,078	239	129,676	54,195	541,948	245	133,124
Total	83,030			228,317	65,319			186,116	66,302			196,203

Competitive Events:

The FY 2021 base budget request increases by \$0.1 million or 1.3% due to pay and allowances and non-pay inflation rate increases.

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

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	706	5,645	348	1,968	840	6,719	356	2,396	872	6,978	364	2,545
Enlisted	4,128	33,026	239	7,921	3,967	31,737	245	7,789	3,867	30,937	251	7,775
Total	4,834			9,889	4,807			10,185	4,739			10,320

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

Counter Drug Program:

Program encompasses all National Guard personnel providing counter-narcotic support under the provisions of title 10 and title 32 of the United States Code (USC). Funding is transferred to this appropriation in the year of execution from the DoD Counter-narcotics Central Transfer Account as the National Guard Counterdrug Program (NG CDP). The NG CDP funds personnel, operations and maintenance, procurement, and equipment in accordance with the provisions of the respective USC. As approved by the Office of the Secretary of Defense, this funding provides support across 11 different mission categories: Program Management, Linguist/Transcription Services, Investigative Case and Analysis Support, Communications Support, Engineer Support, Diver Support, Transportation Support, Training, Civil Operations, Reconnaissance, and Additional Aerial Support.

The Investigative Case and Analysis Support, and Reconnaissance categories constitute the largest efforts of the NG CDP. The Investigative Case and Analysis Support mission constitutes approximately one third of the NG CDP. The Investigative Case and Analysis Support mission is conducted by NG CDP members who not only support domestic law enforcement, but also support Geographic Combatant Commanders. The NG CDP Reconnaissance mission supports domestic law enforcement with 20,000 to 25,000 annual flight hours across approximately 150 rotary and fixed wing aircraft. The skills exercised in support of domestic law enforcement are directly transferable to Service members' military mission skill sets and do not degrade readiness.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	523	98,772	418	41,326	0	0	429	0	0	0	440	0
Enlisted	2,598	491,033	276	135,913	0	0	283	0	0	0	291	0
Total	3,121			177,239	0			0	0			0

Exercises:

The FY 2021 base budget request decreases by 6.1% or \$19.0 million primarily due to the transition of the Armored Brigade Combat Team and Stryker Brigade Combat Team from a four to a five year readiness/training model. As a result, the ARNG will send less enabler support units to Combat Training Center rotations.

While the overall funding for Exercises decreases, the State Partnership Program increases by \$0.3 million. The State Partnership Program supports the Geographic Combatant Commanders security cooperation objectives through its 78 State Partnerships in 85 countries.

The FY 2019 amount includes \$70.0 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 (CPX), Field Training Exercises (FTX), Combat Training Center (CTC) rotations, and the Battle Command Training Program (BCTP). 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). This program also resources the Secretary of Defense (SECDEF) mandated the National Capitol Region Integrated Air Defense System (NCR-IADS) and Deployable Integrated Air Defense System (D-IADS) missions to protect critical national assets, and to respond to National Special Security Events (NSSE) on a nation-wide basis.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	58,038	406,263	397	161,319	51,783	362,480	407	147,591	42,645	298,518	417	124,658
Enlisted	125,181	876,269	240	210,322	94,676	662,735	245	162,940	94,542	661,795	252	166,832
Total	183,219			371,641	146,459			310,531	137,187			291,490

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

Management Support:

The FY 2021 base budget request increases by 3.2% or \$2.1 million to support the implementation and deployment of the enhanced Integrated Personnel and Pay System-Army (IPPS-A). IPPS-A is an online Human Resources system maximizing Soldier talent through integrated personnel and pay data in a single system for the ARNG. The increase also supports 5,100 Soldiers that will participate in the January 2021 Presidential Inauguration. Although Management Support is where the funds that support the Southwest Border and Operation Guardian Support missions, the ARNG did not budget for these operations in FY 2021.

The FY 2020 includes a projected reprogramming for the POTUS directed Southwest Border mission in the amount of \$205.3 million.

The FY 2019 amount includes \$209.4 million for the POTUS directed Southwest Border mission, \$22.1 million for Overseas Contingency Operations (OCO), and \$5.3 million for humanitarian and disaster relief, and \$6.9 million for the Legacy Southwest Border Mission.

The program supports officer and enlisted Soldier participation in activities such as National Guard Bureau (NGB) directed short tours, organizational leadership development, General Officer (GO) mandays, and Inspector General (IG) support. The program also provides resources for food management training to minimize the ARNG food services contracts.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	44,315	221,574	434	96,203	28,022	140,110	445	62,349	12,004	60,022	456	27,376
Enlisted	186,318	931,588	265	246,908	153,658	768,289	271	208,675	29,045	145,227	278	40,479
Total	230,633			343,111	181,680			271,024	41,049			67,855

Operational Training:

The FY 2021 base budget request increases by 1.4% or \$0.8 million due to an investment in aviation simulation training.

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.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	13,682	68,412	384	26,292	18,165	90,826	393	35,768	17,634	88,169	403	35,584
Enlisted	24,656	123,282	229	28,266	18,845	94,227	234	22,134	19,209	96,044	240	23,136
Total	38,338			54,558	37,010			57,902	36,843			58,720

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

Recruiting/Retention:

The FY 2021 base budget request decreases by 41.8% or \$43.7 million due to a reduction of recruiter assistants supporting ARNG Full-Time AGR recruiters.

The program supports Active Duty for Operational Support (ADOS) requirements to augment the full-time recruiting force with temporary assistants. Recruiting and retention ADOS support provides Soldiers to serve in Officer Strength Management (OSM), enlisted recruiting and retention, and enlisted recruit sustainment in order to achieve and maintain ARNG end strength.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	945	28,357	327	9,286	1,970	59,085	336	19,865	1,210	36,304	345	12,539
Enlisted	7,484	224,534	209	46,986	13,134	394,008	214	84,562	7,291	218,726	220	48,227
Total	8,429			56,272	15,104			104,427	8,501			60,766

Unit Conversion Training:

The FY 2021 base budget decreases by 11.1% or \$3.4 million due to less soldiers attending new equipment and displaced equipment training.

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

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	1,514	15,138	359	5,448	1,459	14,587	369	5,387	1,311	13,110	379	4,969
Enlisted	13,371	106,964	208	22,332	14,804	118,431	213	25,323	12,732	101,857	219	22,325
Total	14,885			27,780	16,263			30,710	14,043			27,294

GRAND TOTAL Special Training

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	133,268	1,043,540	425,475	114,011	899,286	366,040	88,330	723,387	301,677
Enlisted	440,368	3,885,446	948,360	358,822	2,945,341	714,709	226,329	2,124,444	516,149
Total	573,636		1,373,835	472,833		1,080,749	314,659		817,826

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
4,039,371	3,919,450	4,052,288

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, medical/personnel readiness, managing the National Guard Bureau, organizing recruiting activities, and providing logistical support to other major Army Commands. 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 designed to attract and retain high quality Soldiers that possess skills and specialized training necessary to meet operational and mission requirements. 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 when they cannot 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 2021 Administration and Support base budget increases by 3.4% or \$132.8 million primarily due to:

- (1) Rate increase in base pay of 3.0% or \$51.4 million
- (2) Rate increase in Retire Pay Accrual (RPA) of 3.9% Full-Time or \$41.7 million
- (3) Rate increase in Basic Allowance for Subsistence (BAS) of 2.3% or \$2.9 million
- (4) Rate increase in Base Allowance of Housing (BAH) of 2.9% or \$22.8 million
- (5) Decrease average strength from 30,901 in FY 2020 to 30,595 in FY 2021

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

FY2020 Direct Program		3,919,450
Increases Pricing:		
Basic Pay increase due to pay raise of 3.1%, effective 1 January 2020	13,163	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	38,214	
Retired Pay Accrual (RPA) increase due to Full-Time rate increase of 3.9%	41,701	
Federal Insurance Contributions Act (FICA)	4,256	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	2,942	
Basic Allowance for Housing (BAH) increase due to a rate of 2.9%	22,841	
Cost of Living Allowance (COLA)	936	
Travel increase due to non-pay inflation of 2.0%	1,677	
Selected Reserve Incentive Program (SRIP)	27,811	
Total Increases Pricing		153,541
Increases Program:		
Basic Pay	6,750	
Retired Pay Accrual (RPA)	45,196	
Federal Insurance Contributions Act (FICA)	559	
Selected Reserve Incentive Program (SRIP)	66,590	
Travel	906	
Continuation Pay	160	
Total Increases Program		120,161
Total Increases		273,702
Decreases Pricing:		
Selected Reserve Incentive Program (SRIP)	(58,774)	
Total Decreases Pricing		(58,774)
Decreases Program:		
Basic Pay	(36,854)	
Retired Pay Accrual (RPA)	(135)	
Federal Insurance Contributions Act (FICA)	(3,053)	
Basic Allowance for Subsistence (BAS)	(1,764)	
Basic Allowance for Housing (BAH)	(7,863)	
Cost of Living Allowance (COLA)	(313)	
Travel	(979)	
Selected Reserve Incentive Program (SRIP)	(31,129)	
Total Decreases Program		(82,090)
Total Decreases		(140,864)
FY2021 Direct Program		4,052,288

**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 2021 base budget request increases by 3.7% or \$126.8 million due to increases in pay and allowances. The ARNG Active Guard and Reserve (AGR) average and end strength is 30,595.

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.

The FY 2019 budget amount includes \$1.3 million for 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), Federal Investment Contributions Act (FICA), separation pay, special pay, (e.g. flight pay, airborne pay, etc.), and clothing allowance determined by the AGR Average End Strength.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	7,195	158,448	1,140,030	7,192	160,839	1,156,756	7,145	171,020	1,221,938
Enlisted	23,872	101,736	2,428,634	23,709	97,035	2,300,607	23,450	100,734	2,362,217
Total	31,067		3,568,664	30,901		3,457,363	30,595		3,584,155

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

ARNG units experience an increase in Operational Tempo (OPTEMPO) during the year prior to mobilization which results in additional full-time support requirements. Support to the full-time AGR force provides critical relief in operational planning, logistical support, supply/inventory accountability, and Soldier Readiness Process (SRP) in the year prior to mobilization. Additionally, during a deployment several activities continue at the unit's home station that requires full-time support. 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. This ensures continuity of operations that maintains the readiness of non-mobilized units by providing administrative and operational support for armories and facilities which maintain an on-going presence in the local community. The ARNG supports the families of the deployed Guardsmen through the units' armories. All these activities require full-time support. Salaries and travel for the temporary full-time support personnel are funded from within the current AGR program.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	36	158,448	5,656	0	160,839	0	0	171,020	0
Enlisted	94	101,736	9,584	0	97,035	0	0	100,734	0
Total	130		15,240	0		0	0		0

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

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

The FY 2021 base budget request increases by 1.3% or \$0.6 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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	6,507	6,835	44,479	6,469	6,972	45,105	6,428	7,111	45,713
Enlisted	407	4,177	1,701	398	4,261	1,694	393	4,346	1,709
Total	6,914		46,180	6,867		46,799	6,821		47,422

Travel and PCS:

The FY 2021 base budget request increases by 1.9% or \$1.6 million due to non-pay inflation.

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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1,824	17,923	32,692	1,662	18,281	30,386	1,711	18,647	31,900
Enlisted	3,119	17,090	53,311	3,067	17,432	53,468	3,012	17,781	53,558
Total	4,943		86,003	4,729		83,854	4,723		85,458

**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 2021 base budget request is unchanged 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	46	30,000	1,365	4	30,000	120	4	30,000	120
Enlisted	28	30,000	846	4	30,000	120	4	30,000	120
Total	74		2,211	8		240	8		240

Death Gratuities:

The FY 2021 base budget request decreases by 14.6% or \$0.2 million due to reduced projection.

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	101	1	100,000	83
Enlisted	0	100,000	0	10	100,000	1,002	9	100,000	859
Total	0		0	11		1,103	10		942

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

Disability and Hospitalization Benefits:

The FY 2021 base budget request decreases 4.4% or \$0.7 million due to reduced projection of participants receiving the benefit.

The FY 2019 budget amount includes \$ 1.3 million for Overseas Contingency Operations (OCO) funding.

Disability and Hospitalization Benefits provides funding to Soldiers unable 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 or been aggravated 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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	156	14,737	2,293	147	15,175	2,233	87	15,589	1,363
Enlisted	875	16,369	14,316	787	16,856	13,263	777	17,315	13,454
Total	1,031		16,609	934		15,496	864		14,817

Selected Reserve Incentive Program (SRIP):

The FY 2021 base budget request for SRIP program increases by 1.4% or \$4.5 million in bonuses and incentives to support the ARNG end strength of 336,500 and the increase in the accessions goal from 49,701 to 50,771.

Officer Programs

The FY 2021 base budget request increases by 9.8% or \$5.4 million. Specialized Training Assistance Program (STRAP) Stipend increases due to a \$60.82 per month increase in the payment above the FY 2020 level. Health-Profession Loan Repayment Program (HLRP) and Health Bonus programs increase payments to Health Professional Officers by \$1,300 above the FY 2020 level.

Officer Programs include the Officer Affiliation/Accession, Specialized Training Assistance, and the Health Professional Officer Recruiting Bonuses. Department of 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 upfront payments versus anniversary payments.

Enlisted Programs

The FY 2021 base budget request decreases by 0.3% or \$0.9 million to reflect historical execution levels.

Enlisted Programs include the Student Loan Repayment Program (SLRP), paid annually; the MOS Conversion Bonus lump sum payment; the 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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									
Officer Affiliation/Accession Bonus	333	5,105	1,700	565	6,402	3,617	539	6,605	3,560
Specialized Training Assistance	307	35,088	10,772	300	20,713	6,214	247	31,300	7,731
Health Professionals Loan Repayment	601	49,804	29,932	600	20,000	12,000	554	37,157	20,585
Officer Loan Repayment Program	87	17,011	1,480	87	5,977	520	74	6,500	481
Health Professional Officer Recruiting	819	31,343	25,670	820	39,951	32,760	1,286	21,878	28,135
Subtotal	<u>2,147</u>		<u>69,554</u>	<u>2,372</u>		<u>55,111</u>	<u>2,700</u>		<u>60,492</u>
Enlistment Bonus									
Initial	11,250	6,705	75,435	11,621	5,857	68,059	8,473	5,619	47,612
Anniversary	5,131	2,848	14,612	8,600	4,000	34,400	19,905	4,000	79,629
Subtotal	<u>16,381</u>		<u>90,047</u>	<u>20,221</u>		<u>102,459</u>	<u>28,378</u>		<u>127,241</u>
Enlisted Other									
Student Loan Repayment	8,408	3,568	30,000	6,847	4,097	28,052	6,847	4,097	28,052
MOS Conversion Bonus	2	4,000	8	40	4,000	160	40	4,000	160
Subtotal	<u>8,410</u>		<u>30,008</u>	<u>6,887</u>		<u>28,212</u>	<u>6,887</u>		<u>28,212</u>
Enlisted Affiliation Bonus									
Initial	147	8,224	1,209	150	8,667	1,300	190	8,679	1,649
Anniversary	402	9,201	3,699	400	10,000	4,000	747	10,001	7,471
Subtotal	<u>549</u>		<u>4,908</u>	<u>550</u>		<u>5,300</u>	<u>937</u>		<u>9,120</u>
Active Guard Reserve (AGR) Reenlistment Bonus									
Initial	<u>0</u>	0	<u>2,688</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	0	<u>0</u>
Subtotal	0		2,688	0		0	0		0
6 yr Reenlistment Bonus									
Initial	9,287	6,918	64,252	10,208	8,327	85,000	8,391	8,327	69,876
Anniversary	6,313	4,504	28,433	6,367	4,712	30,000	9,801	1,549	15,177
Subtotal	<u>15,600</u>		<u>92,685</u>	<u>16,575</u>		<u>115,000</u>	<u>18,192</u>		<u>85,053</u>
3 yr Reenlistment Bonus									
Initial	3,535	4,000	14,230	2,000	4,000	8,000	2,116	4,000	8,463
Anniversary	0	0	0	0	0	0	0	0	0
Subtotal	<u>3,535</u>		<u>14,230</u>	<u>2,000</u>		<u>8,000</u>	<u>2,116</u>		<u>8,463</u>
Selective Reserve Incentive Total	46,622		304,120	48,605		314,082	59,210		318,581

**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 of the Army to make a payment of continuation pay to each member under the new retirement system with between 8 and 12 years of service, which is calculated from that service member's Pay Entry Base Date (PEBD), or 4,320 points. Active Guard Reserve (AGR) Service members may be eligible for a continuation pay multiplier of 2.5 to 13 times your monthly basic pay. Members of the National Guard in a drilling status may be eligible to receive a multiplier of 0.5 to six times their monthly basic pay. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed six months of pay to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the new retirement system.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	<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	0	90	0	0	153	0	0	258
Enlisted	0	0	254	0	0	360	0	0	415
Total	0		344	0		513	0		673

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
15,592	20,939	29,324

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary of The Army 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 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 base 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 base pay the member elects to contribute to the Thrift Savings Plan (TSP). The Services began making automatic and matching TSP contributions payments on January 1, 2018.

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

FY2020 Direct Program		20,939
Increases Pricing:		
	Thrift Savings Program (TSP) increase due to the percentage of basic pay the service member contributes	8,370
Total Increases Pricing		8,370
Increases Program:		
	Thrift Savings Program (TSP) increase due to changes in the number of personnel expected to receive pay	15
Total Increases Program		15
Total Increases		8,385
FY2021 Direct Program		29,324

**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 2021 base budget request increases by 40.1% or \$8.4 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 of The Army 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. The amount the Service contributes is based on the percentage of base pay the member elects to contribute to the Thrift Saving Plan. The Services began making automatic and matching TSP contribution payments on January 1, 2018, the effective date of the new retirement system.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	<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	0	5,916	0	0	5,576	0	0	8,201
Enlisted	0	0	9,676	0	0	15,363	0	0	21,123
Total	<u>0</u>		<u>15,592</u>	<u>0</u>		<u>20,939</u>	<u>0</u>		<u>29,324</u>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
98,073	94,721	48,353

PART I - PURPOSE AND SCOPE

This program provides funding for the payments to the Department of Defense Education Benefits Fund, a trust fund administered by the Veterans Administration (VA). This program is governed by USC, Title 10 Section 106 and funds educational benefits payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis and funded based on amortization amounts determined by the Department of Defense Board of Actuaries. Actual payments to individuals are made by the Veterans Administration from a trust fund. Programs covered by Educational Benefits include Basic Educational Assistance, Chapter 1606 and Kicker.

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.

Rates are determined by the Board of Actuaries using various economic factors. The board evaluates these factors yearly to adjust rates as necessary.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2021 base budget request decreases by 49.0% or \$46.4 million due to rate reduction as determined by the Board of Actuaries and the reduction in projected number of participants eligible for the benefits.

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

FY2020 Direct Program			94,721
Increases Program:			
	Education Benefits increase due to number of personnel estimated to receive benefit	250	
Total Increases Program			250
Total Increases			250
Decreases Pricing:			
	Education Benefits	(46,618)	
Total Decreases Pricing			(46,618)
Total Decreases			(46,618)
FY2021 Direct Program			48,353

**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 2021 base budget request decreases by 65.4% or \$33.7 million due to the funding level calculated by the Board of Actuaries.

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 number of participants reflect those expected to meet the initial eligibility requirement for an enlistment or reenlistment.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1,509	1,680	2,535	1,453	1,809	2,628	2,203	626	1,379
Enlisted	28,868	1,680	48,499	27,048	1,809	48,929	26,297	626	16,462
Total	30,377		51,034	28,501		51,557	28,500		17,841

Kicker, Chapter 1606:

The FY 2021 base budget request decreases by 29.3% or \$12.7 million due to the reduction of rates as determined by the Board of Actuaries.

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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
\$350 Kicker	0	4,729	0	0	4,796	0	0	3,353	0
Enlisted									
\$200 Kicker	0	1,512	0	0	1,445	0	0	987	0
\$350 Kicker	9,947	4,729	47,039	9,000	4,796	43,164	9,100	3,353	30,512
Total	9,947		47,039	9,000		43,164	9,100		30,512

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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>
<u>GRAND TOTAL Education Benefits</u>									
	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>		<u>Amount</u>	<u>Strength</u>		<u>Amount</u>	<u>Strength</u>		<u>Amount</u>
Officer	1,509		2,535	1,453		2,628	2,203		1,379
Enlisted	38,815		95,538	36,048		92,093	35,397		46,974
Total	40,324		98,073	37,501		94,721	37,600		48,353

SECTION 5 SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Officer			
Basic Pay	10,308	12,459	12,707
Other Pay and Allowances	6,438	7,338	7,485
Travel	925	998	1,019
Total	<u>17,671</u>	<u>20,795</u>	<u>21,211</u>
Enlisted			
Basic Pay	12,479	17,108	16,431
Other Pay and Allowances	5,353	5,844	5,960
Travel	740	799	815
Total	<u>18,572</u>	<u>23,751</u>	<u>23,206</u>
Officer & Enlisted			
Retired Pay Accrual	<u>5,194</u>	<u>6,454</u>	<u>6,583</u>
Total Program	41,437	51,000	51,000

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

ENLISTMENT BONUS

The Army National Guard offers Non-Prior Service and Prior Service bonuses to enlistees who contract for a minimum obligation of three years. Bonuses included in this section are the Non-Prior Service Enlistment Bonus, Prior Service 3-Year Bonus, Prior Service 6-Year Bonus, and Enlisted Referral Bonus.

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	5,131	14,612	0	0	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments	11,250	75,435	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			8,600	34,400	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			11,621	68,059	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					19,905	79,629	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					8,473	47,612	0	0	0	0	0	0	0	0
Anniversary Payments							25,000	96,133	0	0	0	0	0	0
FY 2022														
Initial Payments							9,856	24,575	0	0	0	0	0	0
Anniversary Payments									32,000	96,133	0	0	0	0
FY 2023														
Initial Payments									12,654	36,622	0	0	0	0
Anniversary Payments											38,000	96,133	0	0
FY 2024														
Initial Payments											11,353	31,915	0	0
Anniversary Payments													46,000	96,133
FY 2025														
Initial Payments														8,515 22,201
Initial Payments	11,250	75,435	11,621	68,059	8,473	47,612	9,856	24,575	12,654	36,622	11,353	31,915	8,515	22,201
Anniversary Payments	5,131	14,612	8,600	34,400	19,905	79,629	25,000	96,133	32,000	96,133	38,000	96,133	46,000	96,133
Total	16,381	90,047	20,221	102,459	28,378	127,241	34,856	120,708	44,654	132,755	49,353	128,048	54,515	118,334

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	402	3,699	0	0	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments	147	1,209	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			400	4,000	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			150	1,300	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					747	7,471	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					190	1,649	0	0	0	0	0	0	0	0
Anniversary Payments							943	1,935	0	0	0	0	0	0
FY 2022														
Initial Payments							1,109	5,290	0	0	0	0	0	0
Anniversary Payments									1,571	5,956	0	0	0	0
FY 2023														
Initial Payments									1,259	10,108	0	0	0	0
Anniversary Payments											2,200	0	0	0
FY 2024														
Initial Payments											1,262	10,587	0	0
Anniversary Payments													2,368	5,890
FY 2025														
Initial Payments													1,266	10,587
Initial Payments	147	1,209	150	1,300	190	1,649	1,109	5,290	1,259	10,108	1,262	10,587	1,266	10,587
Anniversary Payments	402	3,699	400	4,000	747	7,471	943	1,935	1,571	5,956	2,200	0	2,368	5,890
Total	549	4,908	550	5,300	937	9,120	2,052	7,225	2,830	16,064	3,462	10,587	3,634	16,477

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	90	0	0	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments	3,535	14,140	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			2,000	8,000	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					2,116	8,463	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							2,115	8,460	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
FY 2023														
Initial Payments									2,147	8,460	0	0	0	0
Anniversary Payments											0	0	0	0
FY 2024														
Initial Payments											2,126	8,460	0	0
Anniversary Payments													0	0
FY 2025														
Initial Payments														2,129 8,460
Initial Payments	3,535	14,140	2,000	8,000	2,116	8,463	2,115	8,460	2,147	8,460	2,126	8,460	2,129	8,460
Anniversary Payments	0	90	0	0	0	0	0	0	0	0	0	0	0	0
Total	3,535	14,230	2,000	8,000	2,116	8,463	2,115	8,460	2,147	8,460	2,126	8,460	2,129	8,460

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	6,313	28,433	0	0	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments	9,287	64,252	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,367	30,000	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			10,208	85,000	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					9,801	15,177	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					8,391	69,876	0	0	0	0	0	0	0	0
Anniversary Payments							16,968	13,249	0	0	0	0	0	0
FY 2022														
Initial Payments							9,637	107,578	0	0	0	0	0	0
Anniversary Payments									24,957	2,273	0	0	0	0
FY 2023														
Initial Payments									9,766	87,117	0	0	0	0
Anniversary Payments											32,636	2,273	0	0
FY 2024														
Initial Payments											9,686	88,399	0	0
Anniversary Payments													39,776	2,946
FY 2025														
Initial Payments													9,704	99,050
Initial Payments	9,287	64,252	10,208	85,000	8,391	69,876	9,637	107,578	9,766	87,117	9,686	88,399	9,704	99,050
Anniversary Payments	6,313	28,433	6,367	30,000	9,801	15,177	16,968	13,249	24,957	2,273	32,636	2,273	39,776	2,946
Total	15,600	92,685	16,575	115,000	18,192	85,053	26,605	120,827	34,723	89,390	42,322	90,672	49,480	101,996

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2019														
Initial Payments	309	1,660	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			500	1,202	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					411	2,451	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							411	3,750	0	0	0	0	0	0
FY 2023														
Initial Payments									421	3,573	0	0	0	0
FY 2024														
Initial Payments											541	1,656	0	0
FY 2025														
Initial Payments													533	1,717
Initial Payments	309	1,660	500	1,202	411	2,451	411	3,750	421	3,573	541	1,656	533	1,717
Total	309	1,660	500	1,202	411	2,451	411	3,750	421	3,573	541	1,656	533	1,717

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2019														
Initial Payments	8,408	30,000	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			6,847	28,052	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					6,847	28,052	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							6,847	23,498	0	0	0	0	0	0
FY 2023														
Initial Payments									6,847	28,052	0	0	0	0
FY 2024														
Initial Payments											6,847	28,052	0	0
FY 2025														
Initial Payments													6,847	15,627
Initial Payments	8,408	30,000	6,847	28,052	6,847	28,052	6,847	23,498	6,847	28,052	6,847	28,052	6,847	15,627
Total	8,408	30,000	6,847	28,052	6,847	28,052	6,847	23,498	6,847	28,052	6,847	28,052	6,847	15,627

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2019														
Initial Payments	307	10,772	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			300	6,214	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					247	7,731	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							247	3,078	0	0	0	0	0	0
FY 2023														
Initial Payments									247	470	0	0	0	0
FY 2024														
Initial Payments											247	473	0	0
FY 2025														
Initial Payments													247	463
Initial Payments	307	10,772	300	6,214	247	7,731	247	3,078	247	470	247	473	247	463
Total	307	10,772	300	6,214	247	7,731	247	3,078	247	470	247	473	247	463

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2019														
Initial Payments	601	29,932	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			600	12,000	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					554	20,585	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							554	20,585	0	0	0	0	0	0
FY 2023														
Initial Payments									541	20,806	0	0	0	0
FY 2024														
Initial Payments											554	20,966	0	0
FY 2025														
Initial Payments													498	20,317
Initial Payments	601	29,932	600	12,000	554	20,585	554	20,585	541	20,806	554	20,966	498	20,317
Total	601	29,932	600	12,000	554	20,585	554	20,585	541	20,806	554	20,966	498	20,317

**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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2019														
Initial Payments	819	25,670	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments			820	32,760	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments					1,286	28,135	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments							1,286	28,135	0	0	0	0	0	0
FY 2023														
Initial Payments									1,286	28,135	0	0	0	0
FY 2024														
Initial Payments											1,286	28,135	0	0
FY 2025														
Initial Payments													1,286	28,135
Initial Payments	819	25,670	820	32,760	1,286	28,135	1,286	28,135	1,286	28,135	1,286	28,135	1,286	28,135
Total	819	25,670	820	32,760	1,286	28,135	1,286	28,135	1,286	28,135	1,286	28,135	1,286	28,135

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

	FY 2019						
	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	82	346
RECRUITING/RETENTION	274	3,777	4,051	51	0	0	4,102
SUBTOTAL	309	4,006	4,315	51	0	82	4,448
UNITS							
RC UNIQUE MGMT HQS	4,335	17,159	21,494	5,582	0	0	27,076
UNIT SUPPORT	891	1,494	2,385	19,798	0	0	22,183
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,226	18,653	23,879	25,380	0	0	49,259
TRAINING							
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
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	110	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
SUBTOTAL	618	759	1,377	0	110	2,680	4,167
TOTAL END STRENGTH	7,237	23,966	31,203	25,431	110	2,762	59,596

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

FY 2020

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	37	294	331	0	0	82	413
RECRUITING/RETENTION	293	3,758	4,051	51	0	0	4,102
SUBTOTAL	330	4,052	4,382	51	0	82	4,515
UNITS							
RC UNIQUE MGMT HQS	4,062	16,661	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
SUBTOTAL	5,007	18,124	23,131	22,243	0	0	45,374
TRAINING							
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
SUBTOTAL	1,155	535	1,690	0	0	0	1,690
HEADQUARTERS							
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
SUBTOTAL	653	739	1,392	0	110	5,764	7,266
TOTAL END STRENGTH	7,145	23,450	30,595	22,294	110	5,846	58,845

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

FY 2021

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	37	294	331	0	0	82	413
RECRUITING/RETENTION	293	3,758	4,051	51	0	0	4,102
SUBTOTAL	330	4,052	4,382	51	0	82	4,515
UNITS							
RC UNIQUE MGMT HQS	4,062	16,661	20,723	5,582	0	0	26,305
UNIT SUPPORT	945	1,463	2,408	22,066	0	0	24,474
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,007	18,124	23,131	27,648	0	0	50,779
TRAINING							
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
SUBTOTAL	1,155	535	1,690	0	0	0	1,690
HEADQUARTERS							
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	989	2,431
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	16	0	16	0	0	0	16
SUBTOTAL	653	739	1,392	0	110	989	2,491
TOTAL END STRENGTH	7,145	23,450	30,595	27,699	110	1,071	59,475