

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2022 Budget Estimates*



**NATIONAL GUARD PERSONNEL, ARMY  
JUSTIFICATION BOOK  
MAY 2021**

**The estimated cost of this report for the Department of Defense is approximately \$275,000 for Fiscal Year 2022. This includes \$0 in expenses and \$275,000 in DoD labor.**

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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

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

	<u>ACTUAL FY 2020</u>	<u>ENACTED FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b>Direct Program</b>			
Reserve Component Training and Support	8,914,941	8,859,313	9,051,344
<b>TOTAL DIRECT PROGRAM</b>	<u>8,914,941</u>	<u>8,859,313</u>	<u>9,051,344</u>
<b>Reimbursable Program</b>			
Reserve Component Training and Support	1,123,849	50,000	51,000
<b>TOTAL REIMBURSABLE PROGRAM</b>	<u>1,123,849</u>	<u>50,000</u>	<u>51,000</u>
<b>Total Baseline Program</b>			
Reserve Component Training and Support	10,038,790	8,909,313	9,102,344
<b>TOTAL BASELINE PROGRAM</b>	<u>10,038,790</u>	<u>8,909,313</u>	<u>9,102,344</u>
Medicare Eligible Retiree Health Fund Contribution	703,635	747,154	819,504
<b>TOTAL GUARD PERSONNEL PROGRAM COST</b>	<u>10,742,425</u>	<u>9,656,467</u>	<u>9,921,848</u>
<b>Memo Entry: OCO Funding (P.L.116-93 and P.L.116-260)</b>			
Reserve Component Training and Support	218,858	195,314	0
<b>TOTAL MEMO ENTRY: OCO Funding (P.L.116-93 AND P.L.116-260)</b>	<u>218,858</u>	<u>195,314</u>	<u>0</u>
<b>Memo Entry: Direct War and Enduring Costs</b>			
Reserve Component Training and Support	0	0	136,886
<b>TOTAL MEMO ENTRY: DIRECT WAR AND ENDURING COSTS</b>	<u>0</u>	<u>0</u>	<u>136,886</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 2020</u>	<u>ENACTED FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b><u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u></b>			
DIRECT PROGRAM	8,914,941	8,859,313	9,051,344
REIMBURSABLE PROGRAM	1,123,849	50,000	51,000
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>10,038,790</b>	<b>8,909,313</b>	<b>9,102,344</b>
MEDCARE-RET CONTRIB, AG ARMY	703,635	747,154	819,504
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST</b>	<b>10,742,425</b>	<b>9,656,467</b>	<b>9,921,848</b>
<b>MEMO ENTRY: OCO FUNDING (P.L.116-93 AND P.L.116-260)</b>	<b>218,858</b>	<b>195,314</b>	<b>0</b>
<b>MEMO ENTRY: DIRECT WAR FUNDING AND ENDURING FUNDING</b>	<b>0</b>	<b>0</b>	<b>136,886</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,879,421	1,406,358	1,032,571
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	199,005	525,008	188,233
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>2,078,426</b>	<b>1,931,366</b>	<b>1,220,804</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>12,820,851</b>	<b>11,587,833</b>	<b>11,142,652</b>

FY 2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

FY 2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

**Appropriation Summary**

<u>FY 2021 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2022 Estimate</u>
8,859,313	235,239	-43,208	9,051,344

**Program Adjustment Highlights in Fiscal Year (FY) 2022**

The FY 2022 Budget Request supports an end strength of 336,000 to achieve the Army's priorities of people, readiness, and modernization and the Interim National Security Strategic Guidance.

The changes in the FY 2022 budget are split between price and program changes:

The end strength of the full-time Active Guard Reserve (AGR) grows by 250 from 30,595 to 30,845 AGR Soldiers to meet the Department of the Army's strategic objectives.

The Army aligned training requirements to operational demand requirements impacting the number of ARNG training days and enablers supporting Annual Training and Special Training exercises. ARNG reduced Combat Training Centers Rotations from four (4) to two (2).

The price changes are due to increases in the rates for pay and allowances. The National Guard Personnel, Army budget request increases by \$192.0 million based on increases in rates for pay and allowances, general non-pay inflation, cost of living adjustments, and program changes.

Rates Include the below increases:

Pay Raise

- 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)
- Military Pay Raise, effective 1 January 2022 is 2.7% (2.78% over the FY)

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

- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 0.9% (0.68% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2021, is 3.7% (3.00% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2022, is 2.3% (2.65% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2020, is 2.7% (2.63% over the FY)

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

- Basic Allowance for Housing growth, effective 1 January 2021 is 2.6% (2.63% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2022 is 3.1% (2.98% over the FY)

Retired Pay Accrual

- 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 26.9% for part-time Soldiers in FY 2021
- Retired Pay Accrual as a percentage of Basic Pay is 35.1% for full-time and 25.7% for part-time Soldiers in FY 2022

General Inflation

- General inflation is 2.0% in FY 2020
- General inflation is 2.0% in FY 2021
- General inflation is 1.8% in FY 2022

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 \$220.5 million due to increased participation rate for Annual Training and Inactive Duty Training.

Pay Group F base budget decreases by \$5.3 million due to decreases in the training pipeline average strength from 15,999 in FY 2021 to 15,840 in FY 2022.

Pay Group P base budget decreases by \$5.2 million due to decreases in average strength from 18,409 in FY 2021 to 16,741 in FY 2022.

Schools Training base budget decreases by \$13.6 million due to a decrease in training seats.

Special Training base budget decreases by \$184.8 million primarily due to the alignment with operational demand requirements and the reduction of the Combat Training Center (CTC) rotations from four (4) to two (2).

Administration and Support program base budget increases by \$167.2 million due to increased rates for pay and allowances. The ARNG continues to invest in bonus and incentive programs to meet end strength of 336,000 in FY 2022 and accessions mission of 50,250 in FY 2022.

Thrift Savings Program (TSP) increases by \$12.1 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 increases by \$1.2 million due to an increase in the number of takers of the Basic, 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.

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

**Readiness**

The FY 2022 request resources the ARNG Directed Readiness Tables requirements. As the combat reserve of the Army, the Army National Guard (ARNG) continues to support the active force in sustaining joint operations through a responsive force-generating capability to achieve the Army's priorities of people, readiness, and modernization and the Interim National Security Strategic Guidance. 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 2022 request provides funding to maintain the minimum statutory requirements of 39 training days for the entire force. Additional days included in the budget support Army collective training programs that provide rotations at premier training venues, including the National Training Center and Joint Readiness Training Center, for ARNG Brigade Combat Teams and enabler units for over 30,000 Soldiers.

**Army National Guard End-Strength**

The Army National Guard budget increases to support of end-strength of 336,000 which includes the Active Guard and Reserve (AGR) authorized strength of 30,845 in FY 2022. Army National Guard efforts remain focused on recruiting and retaining the force.

<b>End Strength</b>		
<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
336,129	336,500	336,000

The ARNG continues to leverage a robust recruiting force, increases bonuses, additional incentives, and targets marketing efforts to achieve the accession goals from FY 2021 to FY2022. Meeting these targets increases readiness of the ARNG and supports Combatant Commanders' requirements with a force that can defend against threats to the homeland and respond to the Governors in 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 while providing domestic response capabilities for homeland threats, natural disasters, and other domestic emergencies. The Army National Guard continues to provide the majority of total defense forces supporting 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.

**Unexpected/Unobligated Balances:**

The ARNG is committed to reducing the unexpected/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2022 Budget Review, the Department continues to reduce the military personnel budget estimates to moderate the loss of critical defense resources due to continued unexpended/unobligated balances annually. Specifically, the ARNG uses the Command Accountability and Execution Review (CAER) framework to allow Commands to see themselves and find ways to optimize purchasing power to reduce de-obligation and unexpended balances to improve overall readiness in order to reduce unexpended balances in FY 2022 budget submission.

**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 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 Interim National Security Strategic Guidance.

**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, and special training.

PERFORMANCE MEASURES:

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Average Strength	333,027	335,863	335,997
End Strength	336,129	336,500	336,000
Authorized Strength	336,000		

PERFORMANCE MEASURES:

	<u>FY2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Recruiting: Accession Goals	47,726	51,291	50,250
Recruiting: Accession Achieved	46,818		
Retention: Reenlistment Goals	37,551	33,624	32,225
Retention: Reenlistment Actuals	36,673		
Attrition: Attrition Goals	15.0%	16.0%	16.0%
Attrition: Attrition Actuals	15.0%		

# **SECTION 3 SUMMARY TABLES**

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

**OFFICER**

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
<b>Beginning Strength</b>	45,788	45,848	46,111
<b>Gains:</b>			
Males (NPS)	148	180	180
Females (NPS)	57	70	70
Civilian Life	854	924	913
Active Component	230	249	246
Enlisted Commissioning Program	2,345	2,497	2,497
Other Reserve Status/Component	37	40	40
All Other	371	374	365
<b>Total Gains</b>	<b>4,042</b>	<b>4,334</b>	<b>4,311</b>
<b>Losses:</b>			
Civilian Life	1,018	1,039	1,039
Active Component	90	92	92
Retired Reserves	815	834	834
Other Reserve Status/Component	223	228	228
All Other	1,836	1,878	1,964
<b>Total Losses</b>	<b>3,982</b>	<b>4,071</b>	<b>4,157</b>
<b>End Strength</b>	45,848	46,111	46,265

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

**ENLISTED**

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
<b>Beginning Strength</b>	290,185	290,281	290,389
<b>Gains:</b>			
Males (NPS)	25,455	28,936	27,349
Females (NPS)	9,658	10,979	10,376
Civilian Life	3,520	3,042	4,214
Other Reserve Status/Component	5,339	4,945	6,528
All Other	<u>2,071</u>	<u>1,918</u>	<u>2,532</u>
<b>Total Gains</b>	<b>46,043</b>	<b>49,820</b>	<b>50,999</b>
<b>Losses:</b>			
Other Attrition	19,093	20,604	22,036
Expiration of Selected Reserve Service	20,139	21,866	22,283
Active Component	793	861	878
To Officer Status	2,345	2,497	2,497
Retired Reserves	2,827	3,070	3,129
Other Reserve Status/Component	750	814	830
Losses to Civilian Life	<u>0</u>	<u>0</u>	<u>0</u>
<b>Total Losses</b>	<b>45,947</b>	<b>49,712</b>	<b>51,653</b>
<b>End Strength</b>	290,281	290,389	289,735

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2020</u>			<u>FY 2021</u>		<u>FY 2022</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	38,551	38,054	38,739	38,501	38,966	38,663	39,012
Enlisted	48	15	<u>229,686</u>	<u>229,607</u>	<u>233,411</u>	<u>232,232</u>	<u>236,095</u>	<u>234,034</u>	<u>235,783</u>
Subtotal			268,237	267,661	272,150	270,733	275,061	272,697	274,795
<b>Pay Group F</b>									
Enlisted		122	19,666	16,240	15,804	15,999	17,265	15,840	17,077
<b>Pay Group P</b>									
Enlisted	31		<u>16,867</u>	<u>17,922</u>	<u>17,273</u>	<u>18,409</u>	<u>13,579</u>	<u>16,741</u>	<u>13,283</u>
Subtotal			304,770	301,823	305,227	305,141	305,905	305,278	305,155
Drill/Indiv Tng			304,770	301,823	305,227	305,141	305,905	305,278	305,155
<b>AGR (Full-time)</b>									
Officer			7,237	7,239	7,109	7,182	7,145	7,188	7,253
Enlisted			<u>23,966</u>	<u>23,965</u>	<u>23,793</u>	<u>23,540</u>	<u>23,450</u>	<u>23,531</u>	<u>23,592</u>
Subtotal			31,203	31,204	30,902	30,722	30,595	30,719	30,845
<b>SELRES</b>									
Officer			45,788	45,293	45,848	45,683	46,111	45,851	46,265
Enlisted			<u>290,185</u>	<u>287,734</u>	<u>290,281</u>	<u>290,180</u>	<u>290,389</u>	<u>290,146</u>	<u>289,735</u>
Subtotal			335,973	333,027	336,129	335,863	336,500	335,997	336,000

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

	<u>FY 2020</u>			<u>FY 2021</u>		<u>FY 2022</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	420	434	388	446	446	446	446
O5 LT COLONEL	1,218	1,227	1,225	1,250	1,250	1,250	1,250
O4 MAJOR	2,004	1,965	1,937	2,101	2,101	2,036	2,101
O3 CAPTAIN	1,454	1,507	1,454	1,500	1,463	1,463	1,463
O2 1ST LIEUTENANT	252	227	227	100	100	100	100
O1 2ND LIEUTENANT	84	73	73	20	20	20	20
<b>Total Commissioned Officers</b>	<b>5,432</b>	<b>5,433</b>	<b>5,304</b>	<b>5,417</b>	<b>5,380</b>	<b>5,315</b>	<b>5,380</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	179	179	178	179	179	179	179
W4 WARRANT OFF (W-4)	500	544	544	500	500	608	608
W3 WARRANT OFF (W-3)	633	583	583	633	633	633	633
W2 WARRANT OFF (W-2)	342	325	325	342	342	342	342
W1 WARRANT OFF (W-1)	151	175	175	111	111	111	111
<b>Total Warrant Officers</b>	<b>1,805</b>	<b>1,806</b>	<b>1,805</b>	<b>1,765</b>	<b>1,765</b>	<b>1,873</b>	<b>1,873</b>
<b>Total Officer</b>	<b>7,237</b>	<b>7,239</b>	<b>7,109</b>	<b>7,182</b>	<b>7,145</b>	<b>7,188</b>	<b>7,253</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	711	702	702	737	737	737	737
E8 1ST SGT/MASTER SGT	2,318	2,395	2,395	2,368	2,368	2,368	2,368
E7 PLATOON SGT/SFC	8,065	8,194	8,194	8,400	8,400	8,400	8,400
E6 STAFF SGT	8,198	8,226	8,226	8,592	8,592	8,531	8,592
E5 SERGEANT	4,143	4,011	3,839	3,027	2,937	3,079	3,079
E4 CPL/SPECIALIST	524	429	429	411	411	411	411
E3 PRIVATE 1ST CLASS	5	7	7	5	5	5	5
E2 PRIVATE E2	2	1	1	0	0	0	0
E1 PRIVATE E1	0	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>23,966</b>	<b>23,965</b>	<b>23,793</b>	<b>23,540</b>	<b>23,450</b>	<b>23,531</b>	<b>23,592</b>
<b>Total Personnel on Active Duty</b>	<b>31,203</b>	<b>31,204</b>	<b>30,902</b>	<b>30,722</b>	<b>30,595</b>	<b>30,719</b>	<b>30,845</b>

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

**ACTUAL FY 2020**

	<u>Pay Group A</u>			<u>Pay Group F</u>			<u>Pay Group P</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>Total Drill</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	38,331	229,007	267,338	18,495	14,618	300,451	7,270	23,945	31,215	331,666			
NOV	38,251	228,049	266,300	18,751	15,269	300,320	7,266	23,968	31,234	331,554			
DEC	38,112	227,675	265,787	18,285	16,456	300,528	7,293	24,060	31,353	331,881			
JAN	37,965	230,396	268,361	15,005	16,824	300,190	7,295	24,008	31,303	331,493			
FEB	37,909	230,200	268,109	15,268	17,861	301,238	7,287	24,051	31,338	332,576			
MAR	37,905	230,044	267,949	14,814	19,527	302,290	7,194	23,887	31,081	333,371			
APR	37,756	230,112	267,868	13,305	20,620	301,793	7,209	23,920	31,129	332,922			
MAY	37,609	229,086	266,695	12,648	22,242	301,585	7,286	24,092	31,378	332,963			
JUN	37,809	227,861	265,670	17,177	19,117	301,964	7,208	23,933	31,141	333,105			
JUL	38,055	229,176	267,231	17,614	17,912	302,757	7,208	23,950	31,158	333,915			
AUG	38,305	232,125	270,430	15,784	17,546	303,760	7,179	23,887	31,066	334,826			
SEP	38,739	233,411	272,150	15,804	17,273	305,227	7,109	23,793	30,902	336,129			
<b>Average</b>	<b>38,054</b>	<b>229,607</b>	<b>267,661</b>	<b>16,240</b>	<b>17,922</b>	<b>301,823</b>	<b>7,239</b>	<b>23,965</b>	<b>31,204</b>	<b>333,027</b>			

**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 2021**

	<u>Pay Group A</u>			<u>Pay Group F</u>			<u>Pay Group P</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>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>			
PYSEP	38,739	233,411	272,150	15,804	17,273	305,227	7,109	23,793	30,902	336,129			
OCT	38,726	232,223	270,949	15,693	16,931	303,573	7,182	23,895	31,077	334,650			
NOV	38,681	231,694	270,375	15,375	17,360	303,110	7,210	23,967	31,177	334,287			
DEC	38,566	231,949	270,515	12,659	20,204	303,378	7,288	24,075	31,363	334,741			
JAN	38,487	231,633	270,120	13,498	19,127	302,745	7,293	24,156	31,449	334,194			
FEB	38,404	230,810	269,214	14,995	19,355	303,564	7,293	24,161	31,454	335,018			
MAR	38,284	231,758	270,042	15,443	20,907	306,392	7,157	23,152	30,309	336,701			
APR	38,197	231,959	270,156	14,242	22,407	306,805	7,151	23,122	30,273	337,078			
MAY	38,186	232,309	270,495	13,930	22,259	306,684	7,153	23,147	30,300	336,984			
JUN	38,341	231,289	269,630	19,656	17,124	306,410	7,126	23,103	30,229	336,639			
JUL	38,522	231,230	269,752	21,585	15,694	307,031	7,104	23,049	30,153	337,184			
AUG	38,761	235,181	273,942	18,381	14,117	306,440	7,101	23,034	30,135	336,575			
SEP	38,966	236,095	275,061	17,265	13,579	305,905	7,145	23,450	30,595	336,500			
<b>Average</b>	<b>38,501</b>	<b>232,232</b>	<b>270,733</b>	<b>15,999</b>	<b>18,409</b>	<b>305,141</b>	<b>7,182</b>	<b>23,540</b>	<b>30,722</b>	<b>335,863</b>			

**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 2022**

	<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	38,966	236,095	275,061	17,265	13,579	305,905	7,145	23,450	30,595	336,500
OCT	39,020	234,840	273,860	16,672	14,324	304,856	7,152	23,444	30,596	335,452
NOV	38,906	235,596	274,502	15,805	14,731	305,038	7,167	23,464	30,631	335,669
DEC	38,707	236,449	275,156	12,862	17,136	305,154	7,184	23,505	30,689	335,843
JAN	38,622	234,437	273,059	14,537	17,524	305,120	7,174	23,496	30,670	335,790
FEB	38,551	234,044	272,595	14,560	17,795	304,950	7,209	23,599	30,808	335,758
MAR	38,429	233,543	271,972	14,400	19,068	305,440	7,220	23,610	30,830	336,270
APR	38,342	233,443	271,785	13,319	20,635	305,739	7,214	23,578	30,792	336,531
MAY	38,331	233,438	271,769	13,033	20,707	305,509	7,216	23,603	30,819	336,328
JUN	38,486	231,590	270,076	18,463	16,526	305,065	7,189	23,559	30,748	335,813
JUL	38,667	230,665	269,332	20,921	15,247	305,500	7,167	23,506	30,673	336,173
AUG	38,911	234,420	273,331	18,331	13,766	305,428	7,164	23,491	30,655	336,083
SEP	39,012	235,783	274,795	17,077	13,283	305,155	7,253	23,592	30,845	336,000
<b>Average</b>	<b>38,663</b>	<b>234,034</b>	<b>272,697</b>	<b>15,840</b>	<b>16,741</b>	<b>305,278</b>	<b>7,188</b>	<b>23,531</b>	<b>30,719</b>	<b>335,997</b>

**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  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)**

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	161,833	561,287	723,120	189,118	699,280	888,398	193,243	720,153	913,396
Pay and Allowances	153,396	451,942	605,338	174,824	534,429	709,253	178,420	547,701	726,121
Clothing	1,016	39,531	40,547	1,435	41,363	42,798	1,449	47,151	48,600
Subsistence	815	47,286	48,101	1,221	73,878	75,099	1,084	73,290	74,374
Travel	6,606	22,528	29,134	11,638	49,610	61,248	12,290	52,011	64,301
Inactive Duty Training	388,635	1,096,237	1,484,872	418,101	1,219,314	1,637,415	471,433	1,361,452	1,832,885
Civil Disturbance	1	1	2	3	18	21	1	19	20
Flight Training	28,213	14,607	42,820	28,897	20,476	49,373	38,411	25,620	64,031
Jump Proficiency	64	163	227	75	370	445	33	177	210
Military Funeral Honors	729	6,257	6,986	1,113	10,432	11,545	1,376	11,014	12,390
Readiness Management	1,765	3,801	5,566	1,712	3,385	5,097	3,223	6,285	9,508
Subsistence	0	39,676	39,676	0	51,613	51,613	0	61,381	61,381
Training Preparation	3,926	9,601	13,527	4,028	7,523	11,551	4,602	8,445	13,047
Unit Training Assemblies	353,369	1,021,058	1,374,427	380,251	1,124,485	1,504,736	421,780	1,246,245	1,668,025
EBDL	568	1,073	1,641	2,022	1,012	3,034	1,366	1,355	2,721
Medical Man-days	0	0	0	0	0	0	641	911	1,552
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>550,468</b>	<b>1,657,524</b>	<b>2,207,992</b>	<b>607,219</b>	<b>1,918,594</b>	<b>2,525,813</b>	<b>664,676</b>	<b>2,081,605</b>	<b>2,746,281</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	588,575	588,575	0	566,415	566,415	0	561,111	561,111
Pay and Allowances	0	487,883	487,883	0	486,183	486,183	0	481,361	481,361
Clothing	0	85,724	85,724	0	58,129	58,129	0	57,804	57,804
Travel	0	14,968	14,968	0	22,103	22,103	0	21,946	21,946
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>588,575</b>	<b>588,575</b>	<b>0</b>	<b>566,415</b>	<b>566,415</b>	<b>0</b>	<b>561,111</b>	<b>561,111</b>

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP P</b>									
Pay and Allowances	0	42,533	42,533	0	43,854	43,854	0	39,345	39,345
Clothing	0	1,979	1,979	0	5,865	5,865	0	5,342	5,342
Subsistence of Enlisted Personnel	0	2,510	2,510	0	1,748	1,748	0	1,599	1,599
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>47,022</b>	<b>47,022</b>	<b>0</b>	<b>51,467</b>	<b>51,467</b>	<b>0</b>	<b>46,286</b>	<b>46,286</b>
<b>SCHOOL TRAINING</b>									
Career Development Training	45,725	109,138	154,863	54,173	129,048	183,221	47,648	123,938	171,586
Flight Training	17,932	0	17,932	23,685	0	23,685	25,098	0	25,098
Initial Skill Acquisition Training	103,679	83,209	186,888	119,474	89,696	209,170	120,392	87,139	207,531
Officer Candidate/Training School	1,114	3,989	5,103	1,721	6,072	7,793	1,729	6,079	7,808
Refresher and Proficiency Training	34,041	63,489	97,530	44,875	88,256	133,131	45,158	86,151	131,309
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>202,491</b>	<b>259,825</b>	<b>462,316</b>	<b>243,928</b>	<b>313,072</b>	<b>557,000</b>	<b>240,025</b>	<b>303,307</b>	<b>543,332</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	67,108	79,780	146,888	48,957	105,448	154,405	55,032	86,478	141,510
Command/Staff Supervision	56,549	144,254	200,803	66,334	136,595	202,929	64,938	113,979	178,917
Competitive Events	1,464	5,259	6,723	1,795	6,025	7,820	1,391	5,957	7,348
Counter Drug Interdiction Activity	39,535	133,102	172,637	0	0	0	0	0	0
Exercises	126,643	181,517	308,160	107,484	253,981	361,465	73,027	157,777	230,804
Management Support	170,329	361,130	531,459	44,955	46,254	91,209	44,581	42,636	87,217
Operational Training	28,264	28,851	57,115	36,224	23,496	59,720	60,941	17,474	78,415
Recruiting/Retention	12,462	86,704	99,166	12,539	94,670	107,209	13,048	63,415	76,463
Unit Conversion Training	3,324	13,700	17,024	4,069	18,225	22,294	4,001	17,486	21,487
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>505,678</b>	<b>1,034,297</b>	<b>1,539,975</b>	<b>322,357</b>	<b>684,694</b>	<b>1,007,051</b>	<b>316,959</b>	<b>505,202</b>	<b>822,161</b>

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	1,139,518	2,423,941	3,563,459	1,202,297	2,462,480	3,664,777	1,241,302	2,541,691	3,782,993
Travel/PCS	22,930	41,071	64,001	23,295	41,510	64,805	26,954	50,372	77,326
\$30,000 Lump Sum Bonus	1,520	1,713	3,233	120	120	240	120	120	240
Death Gratuities	0	0	0	83	859	942	89	952	1,041
Disability and Hospitalization Benefits	1,290	14,406	15,696	2,939	20,933	23,872	3,446	13,973	17,419
Selective Reserve Incentive Program (SRIP)	47,963	251,080	299,043	60,492	258,089	318,581	56,224	304,340	360,564
Continuation Pay	514	552	1,066	258	415	673	698	813	1,511
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,213,735</b>	<b>2,732,763</b>	<b>3,946,498</b>	<b>1,289,484</b>	<b>2,784,406</b>	<b>4,073,890</b>	<b>1,328,833</b>	<b>2,912,261</b>	<b>4,241,094</b>
<b>THRIFT SAVINGS PLAN CONTRIBUTIONS</b>									
Thrift Savings Plan Contributions	7,497	15,527	23,024	8,201	21,123	29,324	9,632	31,882	41,514
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>7,497</b>	<b>15,527</b>	<b>23,024</b>	<b>8,201</b>	<b>21,123</b>	<b>29,324</b>	<b>9,632</b>	<b>31,882</b>	<b>41,514</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefit, Ch. 1606	1,829	47,242	49,071	1,379	16,462	17,841	1,425	17,015	18,440
Kicker, Enhanced G.I. Bill, Ch. 1606	0	50,468	50,468	0	30,512	30,512	0	31,125	31,125
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,829</b>	<b>97,710</b>	<b>99,539</b>	<b>1,379</b>	<b>46,974</b>	<b>48,353</b>	<b>1,425</b>	<b>48,140</b>	<b>49,565</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>2,481,698</b>	<b>6,433,243</b>	<b>8,914,941</b>	<b>2,472,568</b>	<b>6,386,745</b>	<b>8,859,313</b>	<b>2,561,550</b>	<b>6,489,794</b>	<b>9,051,344</b>

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

	<b>FY 2021 President's Budget</b>	<b>Congres- sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2021 in FY 2022 Pres. Budget</b>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	743,661	-2,307	741,354	-32,101	709,253	0	709,253
PG A, Travel, Annual Training	62,500	-4,269	58,231	3,017	61,248	0	61,248
PG A, IDT Pay & Allow, Unit Training Assemblies	1,644,665	-104,350	1,540,315	-35,579	1,504,736	0	1,504,736
PG A, IDT Pay & Allow, Additional Drill Assemblies	80,656	-4,804	75,852	5,214	81,066	0	81,066
PG A, Individual Clothing and Uniforms	45,942	-3,144	42,798	0	42,798	0	42,798
PG A, Subsistence of Enlisted Personnel	133,766	-7,054	126,712	0	126,712	0	126,712
Total Direct Obligation	2,711,190	-125,928	2,585,262	-59,449	2,525,813	0	2,525,813
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	474,326	0	474,326	11,857	486,183	0	486,183
PG F, Individual Clothing and Uniforms	60,785	0	60,785	-2,656	58,129	0	58,129
PG F, Travel, Annual Training	14,737	0	14,737	7,366	22,103	0	22,103
Total Direct Obligation	549,848	0	549,848	16,567	566,415	0	566,415
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	39,528	0	39,528	4,326	43,854	0	43,854
PG P, Individual Clothing and Uniforms	2,424	0	2,424	3,441	5,865	0	5,865
PG P, Subsistence of Enlisted Personnel	3,697	0	3,697	-1,949	1,748	0	1,748
Total Direct Obligation	45,649	0	45,649	5,818	51,467	0	51,467
<b>School Training</b>							
Schools, Career Development Training	190,966	0	190,966	-7,745	183,221	0	183,221
Schools, Flight Training	23,685	0	23,685	0	23,685	0	23,685
Schools, Initial Skills Acquisition Training	217,972	38	218,010	-8,840	209,170	0	209,170
Schools, Officer Candidate/Training School	8,122	0	8,122	-329	7,793	0	7,793
Schools, Refresher and Proficiency Training	134,888	3,714	138,602	-5,471	133,131	0	133,131
Total Direct Obligation	575,633	3,752	579,385	-22,385	557,000	0	557,000

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

	<b>FY 2021 President's Budget</b>	<b>Congres -sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2021 in FY 2022 Pres. Budget</b>
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	14,731	0	14,731	0	14,731	0	14,731
Special, CBRNE Enterprise Other Capabilities	90,447	1,534	91,981	47,693	139,674	0	139,674
Special, Command and Staff Supervision	196,203	2,962	199,165	3,764	202,929	0	202,929
Special, Competitive Events	10,320	0	10,320	-2,500	7,820	0	7,820
Special, Exercises	291,490	117,668	409,158	-47,693	361,465	0	361,465
Special, Management Support	67,855	6,612	74,467	16,742	91,209	0	91,209
Special, Operational Training	58,720	1,000	59,720	0	59,720	0	59,720
Special, Recruiting/Retention	60,766	0	60,766	46,443	107,209	0	107,209
Special, Unit Conversion	27,294	0	27,294	-5,000	22,294	0	22,294
Total Direct Obligation	817,826	129,776	947,602	59,449	1,007,051	0	1,007,051
<b>Administration and Support, AGR</b>							
AGR, Full Time Pay and Allowances	3,584,155	627	3,584,782	67,308	3,652,090	0	3,652,090
AGR, Backfill Pay and Allowances	0	11,468	11,468	0	11,468	0	11,468
AGR, COLA	47,422	0	47,422	-46,203	1,219	0	1,219
AGR, Travel, Permanent Change of Station (PCS)	85,458	452	85,910	-21,105	64,805	0	64,805
Active Accounts & G/R Full-Time Personnel (REDUX)	240	0	240	0	240	0	240
Death Gratuities	942	0	942	0	942	0	942
Disability and Hospitalization Benefits	14,817	9,055	23,872	0	23,872	0	23,872
Selected Reserve Incentive Program (SRIP)	318,581	0	318,581	0	318,581	0	318,581
Continuation Pay	673	0	673	0	673	0	673
Total Direct Obligation	4,052,288	21,602	4,073,890	0	4,073,890	0	4,073,890
<b>Thrift Savings Plan</b>							
Thrift Savings Plan Contribution	29,324	0	29,324	0	29,324	0	29,324
Total Direct Obligation	29,324	0	29,324	0	29,324	0	29,324
<b>Education Benefits</b>							
Basic Educational Assistance, Ch 1606	17,841	0	17,841	0	17,841	0	17,841
Kicker, Chapter 1606	30,512	0	30,512	0	30,512	0	30,512
Total Direct Obligation	48,353	0	48,353	0	48,353	0	48,353
<b>Total Direct Program</b>	<b>8,830,111</b>	<b>29,202</b>	<b>8,859,313</b>	<b>0</b>	<b>8,859,313</b>	<b>0</b>	<b>8,859,313</b>

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Training, Pay Group A</b>						
Officer	382,484	93,326	404,750	108,878	453,469	116,542
Enlisted	1,039,290	253,587	1,260,652	339,115	1,318,496	338,853
Subtotal	<u>1,421,774</u>	<u>346,913</u>	<u>1,665,402</u>	<u>447,993</u>	<u>1,771,965</u>	<u>455,395</u>
<b>Training, Pay Group F</b>						
Enlisted	332,934	81,236	255,781	68,805	265,218	68,161
<b>Training, Pay Group P</b>						
Enlisted	32,828	8,010	26,041	7,005	24,514	6,300
<b>School Training</b>						
Officer	98,857	24,121	107,658	28,960	106,366	27,336
Enlisted	117,246	28,608	136,078	36,605	124,113	31,897
Subtotal	<u>216,103</u>	<u>52,729</u>	<u>243,736</u>	<u>65,565</u>	<u>230,479</u>	<u>59,233</u>
<b>Special Training</b>						
Officer	278,735	68,012	162,790	43,790	158,611	40,764
Enlisted	506,528	123,593	306,058	82,330	224,946	57,811
Subtotal	<u>785,263</u>	<u>191,605</u>	<u>468,848</u>	<u>126,120</u>	<u>383,557</u>	<u>98,575</u>
<b>Administration and Support, AGR</b>						
Officer	670,068	207,721	684,782	238,989	703,385	246,888
Enlisted	1,277,935	396,160	1,166,510	407,112	1,178,254	413,567
Subtotal	<u>1,948,003</u>	<u>603,881</u>	<u>1,851,292</u>	<u>646,101</u>	<u>1,881,639</u>	<u>660,455</u>
<b>Total Direct Program</b>						
Officer	1,430,144	393,180	1,359,980	420,617	1,421,831	431,530
Enlisted	3,306,761	891,194	3,151,120	940,972	3,135,541	916,589
Total	<u>4,736,905</u>	<u>1,284,374</u>	<u>4,511,100</u>	<u>1,361,589</u>	<u>4,557,372</u>	<u>1,348,119</u>

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Reimbursable</b>						
Officer	283,836	69,256	11,123	2,992	11,875	3,052
Enlisted	427,443	104,296	12,398	3,335	13,237	3,402
Total	<u>711,279</u>	<u>173,552</u>	<u>23,521</u>	<u>6,327</u>	<u>25,112</u>	<u>6,454</u>
<b>Total Program</b>						
Officer	1,713,980	462,436	1,371,103	423,609	1,433,706	434,582
Enlisted	3,734,204	995,490	3,163,518	944,307	3,148,778	919,991
Total	<u>5,448,184</u>	<u>1,457,926</u>	<u>4,534,621</u>	<u>1,367,916</u>	<u>4,582,484</u>	<u>1,354,573</u>

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b>Training, Pay Group A</b>			
Officer	16,533	22,334	26,562
Enlisted	74,227	86,652	94,915
Subtotal	<u>90,760</u>	<u>108,986</u>	<u>121,477</u>
<b>Training, Pay Group F</b>			
Enlisted	37,366	38,724	38,361
<b>School Training</b>			
Officer	26,151	31,442	31,523
Enlisted	40,473	48,376	48,151
Subtotal	<u>66,624</u>	<u>79,818</u>	<u>79,674</u>
<b>Special Training</b>			
Officer	60,496	38,155	37,128
Enlisted	150,123	96,144	77,388
Subtotal	<u>210,619</u>	<u>134,299</u>	<u>114,516</u>
<b>Administration and Support, AGR</b>			
Officer	193,698	198,445	207,630
Enlisted	531,637	538,597	559,596
Subtotal	<u>725,335</u>	<u>737,042</u>	<u>767,226</u>
<b>Total Direct Program</b>			
Officer	296,878	290,376	302,843
Enlisted	833,826	808,493	818,411
Total	<u>1,130,704</u>	<u>1,098,869</u>	<u>1,121,254</u>
<b>Reimbursable</b>			
Officer	2,260	4,601	4,693
Enlisted	1,009	2,056	2,097
Total	<u>3,269</u>	<u>6,657</u>	<u>6,790</u>
<b>Total Program</b>			
Officer	299,138	294,977	307,536
Enlisted	834,835	810,549	820,508
Total	<u>1,133,973</u>	<u>1,105,526</u>	<u>1,128,044</u>

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b>Training, Pay Group A</b>			
Officer	6,606	11,638	12,290
Enlisted	<u>22,528</u>	<u>49,610</u>	<u>52,011</u>
Subtotal	29,134	61,248	64,301
<b>Training, Pay Group F</b>			
Enlisted	14,968	22,103	21,946
<b>School Training</b>			
Officer	25,924	30,897	30,622
Enlisted	<u>48,162</u>	<u>57,063</u>	<u>55,703</u>
Subtotal	74,086	87,960	86,325
<b>Special Training</b>			
Officer	27,699	25,815	25,057
Enlisted	<u>83,107</u>	<u>69,937</u>	<u>44,920</u>
Subtotal	110,806	95,752	69,977
<b>Administration and Support, AGR</b>			
Officer	22,930	23,295	26,954
Enlisted	<u>41,076</u>	<u>41,510</u>	<u>50,372</u>
Subtotal	64,006	64,805	77,326
<b>Total Direct Program</b>			
Officer	83,159	91,645	94,923
Enlisted	<u>209,841</u>	<u>240,223</u>	<u>224,952</u>
Total	293,000	331,868	319,875

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b>Reimbursable</b>			
Officer	4,301	978	998
Enlisted	<u>176,927</u>	<u>783</u>	<u>799</u>
Total	181,228	1,761	1,797
<b>Total Program</b>			
Officer	87,460	92,623	95,921
Enlisted	<u>386,768</u>	<u>241,006</u>	<u>225,751</u>
Total	474,228	333,629	321,672

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Training, Pay Group A</b>						
Officer	815	0	1,221	0	1,084	0
Enlisted	69,498	17,464	88,066	37,425	92,124	42,547
Subtotal	<u>70,313</u>	<u>17,464</u>	<u>89,287</u>	<u>37,425</u>	<u>93,208</u>	<u>42,547</u>
<b>Training, Pay Group F</b>						
Enlisted	16,988	0	17,462	0	17,298	0
<b>Training, Pay Group P</b>						
Enlisted	2,510	0	1,748	0	1,599	0
<b>School Training</b>						
Officer	4,225	0	5,052	0	5,077	0
Enlisted	12,485	0	14,838	0	14,811	0
Subtotal	<u>16,710</u>	<u>0</u>	<u>19,890</u>	<u>0</u>	<u>19,888</u>	<u>0</u>
<b>Special Training</b>						
Officer	8,945	0	6,089	0	5,764	0
Enlisted	54,396	0	34,382	0	26,850	0
Subtotal	<u>63,341</u>	<u>0</u>	<u>40,471</u>	<u>0</u>	<u>32,614</u>	<u>0</u>
<b>Administration and Support, AGR</b>						
Officer	20,928	0	21,248	0	23,981	0
Enlisted	106,107	0	106,646	0	111,705	0
Subtotal	<u>127,035</u>	<u>0</u>	<u>127,894</u>	<u>0</u>	<u>135,686</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	34,913	0	33,610	0	35,906	0
Enlisted	261,984	17,464	263,142	37,425	264,387	42,547
Total	<u>296,897</u>	<u>17,464</u>	<u>296,752</u>	<u>37,425</u>	<u>300,293</u>	<u>42,547</u>

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Reimbursable</b>						
Officer	167	0	341	0	348	0
Enlisted	97	0	196	0	200	0
Subtotal	<u>264</u>	<u>0</u>	<u>537</u>	<u>0</u>	<u>548</u>	<u>0</u>
<b>Total Program</b>						
Officer	35,080	0	33,951	0	36,254	0
Enlisted	262,081	17,464	263,338	37,425	264,587	42,547
Total	<u>297,161</u>	<u>17,464</u>	<u>297,289</u>	<u>37,425</u>	<u>300,841</u>	<u>42,547</u>

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

<b>FY2021 Direct Program</b>		<b>8,859,313</b>
<b>Increases Pricing:</b>		
	Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	86,652
	Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	28,886
	Thrift Savings Plan	586
	Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%	19,842
	AGR Retired Pay Accrual (RPA) increase of full-time of 35.1%	17,919
	Federal Insurance Contributions Act (FICA)	9,571
	Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	7,686
	Cost of Living Allowance (COLA)	24
	Basic Allowance for Housing (BAH) increase due to a rate of 3.1%	34,064
	Travel	6,637
	Clothing	2,136
	Other Pay	13,838
	Bonus and Incentives	6,881
	Ch 1606	599
<b>Total Increases Pricing</b>		<b>235,321</b>
<b>Increases Program:</b>		
	Basic Pay	57,921
	Thrift Savings Plan	11,604
	Travel	13,053
	Federal Insurance Contributions Act (FICA)	4,798
	AGR COLA	5
	Basic Allowance for Subsistence (BAS)	10,979
	Basic Allowance for Housing (BAH)	16,448
	Bonus and Incentives	29,586
	Clothing	4,946
	Other Pay	104,142
	\$350 Kicker	695
<b>Total Increases Program</b>		<b>254,177</b>
<b>Total Increases</b>		<b>489,498</b>
<b>Decreases Pricing:</b>		
	\$350 Kicker	(82)
<b>Total Decreases Pricing</b>		<b>(82)</b>
<b>Decreases Program:</b>		
	Basic Pay	(122,725)
	Retired Pay Accrual (RPA)	(47,666)
	Federal Insurance Contributions Act (FICA)	(9,297)
	Basic Allowance for Subsistence (BAS)	(10,002)
	AGR Retired Pay Accrual (RPA)	(3,565)
	Travel	(31,683)

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

	Basic Allowance for Housing (BAH)	(28,127)	
	Clothing	(2,128)	
	Other Pay	(40,661)	
	FICA	(1,531)	
<b>Total Decreases Program</b>			<b>(297,385)</b>
<b>Total Decreases</b>			<b>(297,467)</b>
<b>FY2022 Direct Program</b>			<b>9,051,344</b>

**SECTION 4**  
**DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

ACTUAL FY 2020  
2,207,992

ESTIMATE FY 2021  
2,525,813

ESTIMATE FY 2022  
2,746,281

**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), develop skills in assigned functional areas, and perform unit collective and individual training. These training assemblies allow the ARNG to sustain readiness levels necessary to provide capability and capacity to support Combatant Command requirements and 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 clothing items 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 is 15 days annually when Army National Guard units perform collective training in an active duty status. 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 AT plans, including site surveys and coordination meetings. ARNG Brigade Combat Teams attending Combat Training Center (CTC) rotations require additional training days to execute the approved HQDA SRM and TRM 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 of 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 Soldiers performing Military Funeral Honors.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2022 Pay Group A budget increases by 8.7% or 220.5 million due to:

(1) Rate adjustments in Base pay, BAH, BAS, and Non pay inflation

(2) Increases in participation rates

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The total Pay Group A Direct War and Enduring cost requirement for FY 2020 is \$30.7 million, FY 2021 is \$62.7 million, and FY 2022 is \$42.0 million.

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

<b>FY2021 Direct Program</b>		<b>2,525,813</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	10,664	
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	31,991	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%	12,424	
Federal Insurance Contributions Act (FICA)	3,533	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	2,914	
Basic Allowance for Housing (BAH) increase due to a rate of 3.1%	3,379	
Clothing	856	
Travel	1,225	
Other Pay	1,453	
<b>Total Increases Pricing</b>		<b>68,439</b>
<b>Increases Program:</b>		
Basic Pay	55,757	
Federal Insurance Contributions Act (FICA)	4,619	
Basic Allowance for Subsistence (BAS)	6,129	
Basic Allowance for Housing (BAH)	9,112	
Travel	1,828	
Clothing	4,946	
Other Pay	74,660	
<b>Total Increases Program</b>		<b>157,051</b>
<b>Total Increases</b>		<b>225,490</b>
<b>Decreases Program:</b>		
Retired Pay Accrual (RPA)	(5,022)	
<b>Total Decreases Program</b>		<b>(5,022)</b>
<b>Total Decreases</b>		<b>(5,022)</b>
<b>FY2022 Direct Program</b>		<b>2,746,281</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2022 Base budget request increases by 2.4% or \$16.9 million due to rate increases in pay and allowances.

Requirements supporting Direct War and Enduring costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2020 is \$29.2 million, FY 2021 is \$48.6 million, and FY 2022 is \$31.0 million.

The program supports pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502. Additionally, it 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) for 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	38,054			38,501			38,663		
Participation Rate	74			81			81		
Paid Participants	28,322	5,416	153,396	31,326	5,580	174,824	31,212	5,716	178,420
<b>Enlisted</b>									
Average Strength	229,607			232,232			234,034		
Participation Rate	71			80			80		
Paid Participants	162,802	2,776	451,942	186,776	2,861	534,429	186,774	2,932	547,701
<b>Total</b>	<b>191,124</b>		<b>605,338</b>	<b>218,102</b>		<b>709,253</b>	<b>217,986</b>		<b>726,121</b>

**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 2022 budget request increases by 5.0% or \$3.0 million due to an increase in average strength from 270,733 in FY21 to 272,697 in FY22.

Requirements supporting Direct War and Enduring costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2020 is \$1.4 million, FY 2021 is \$0.01 million, and FY 2022 is \$ 0.01 million.

The program supports travel costs for officers 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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	38,054	174	6,606	38,501	302	11,638	38,663	318	12,290
Enlisted	229,607	98	22,528	232,232	214	49,610	234,034	222	52,011
<b>Total</b>	<b>267,661</b>		<b>29,134</b>	<b>270,733</b>		<b>61,248</b>	<b>272,697</b>		<b>64,301</b>

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

The FY 2022 IDT/UTA budget request increases by 10.9% or \$163.3 million due to the increased participation rate for Officers and Enlisted.

Requirements supporting Direct War and Enduring costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2021 is \$11.9 million, and FY 2022 is \$10.2 million.

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) for 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	38,054			38,501			38,663		
Participation Rate	69			72			77		
Paid Participants	26,373	13,399	353,369	27,577	13,788	380,251	29,926	14,094	421,780
<b>Enlisted</b>									
Average Strength	229,607			232,232			234,034		
Participation Rate	74			78			84		
Paid Participants	169,246	6,032	1,021,058	181,123	6,208	1,124,485	196,381	6,346	1,246,245
<b>Total</b>	<u>195,619</u>		<u>1,374,427</u>	<u>208,700</u>		<u>1,504,736</u>	<u>226,307</u>		<u>1,668,025</u>

**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 2022 IDT/ATA budget request increases by 27.6% or \$22.4 million due to increased participation.

Additionally, the ARNG continues to invest in flight training (AFTP). This will allow the ARNG to increase the flying hour program (FHP). ARNG is projected to complete 107,000 Military Funeral Honor missions in FY 2022.

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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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>
<b>Officer</b>									
Civil Disturbance	4	270	1	11	276	3	4	282	1
Flight Training	93,103	303	28,213	93,210	310	28,897	121,293	316	38,411
Jump Proficiency	229	279	64	262	286	75	113	292	33
Military Funeral Honors	5,752	126	729	8,584	129	1,113	10,390	132	1,376
Readiness Management	5,906	298	1,765	5,599	305	1,712	10,319	312	3,223
Training Preparation	13,136	298	3,926	13,174	305	4,028	14,734	312	4,602
Medical Mandays	0	297	0	0	304	0	2,060	311	641
Electronic Based Distance Learning	3,056	185	568	10,633	190	2,022	7,033	194	1,366
<b>Enlisted</b>									
Civil Disturbance	8	123	1	142	126	18	147	129	19
Flight Training	97,882	149	14,607	134,119	152	20,476	164,283	155	25,620
Jump Proficiency	1,149	141	163	2,549	145	370	1,194	148	177
Military Funeral Honors	49,369	126	6,257	80,450	129	10,432	83,150	132	11,014
Readiness Management	28,122	135	3,801	24,479	138	3,385	44,496	141	6,285
Training Preparation	70,476	136	9,601	53,979	139	7,523	59,317	142	8,445
Medical Mandays	0	137	0	0	140	0	6,350	143	911
Electronic Based Distance Learning	5,498	195	1,073	5,068	199	1,012	6,643	203	1,355
<b>Total</b>	<b>373,690</b>		<b>70,769</b>	<b>432,259</b>		<b>81,066</b>	<b>531,526</b>		<b>103,479</b>

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

**Individual Clothing and Uniforms:**

The FY 2022 budget request increases by 13.6% or \$5.8 million due to increased average strength and supports new clothing bag list requirement changes from FY 2021 to FY 2022.

Issue and payment for individual clothing are cover under the provisions of USC, Title 37, Sections 415, 416, and 418.

Officers receive their Initial Uniform Allowance when they report to Basic Officer Leader Course (BOLC). Additionally, officers receive an active duty allowance upon entering additional periods of active duty, including training, 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.

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Initial Uniform Allowance	1,583	400	633	1,823	400	729	1,850	400	740
Active Duty Allowance	1,915	200	383	3,530	200	706	3,545	200	709
Enlisted									
Replacement Issue	74,680	529	39,531	76,608	539	41,363	85,615	550	47,151
<b>Total</b>	<b>78,178</b>		<b>40,547</b>	<b>81,961</b>		<b>42,798</b>	<b>91,010</b>		<b>48,600</b>

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

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

The FY 2022 budget request increases by 7.1% or \$9.0 million due to rate increase in BAS of 2.3 % and increases in average strength. Additionally, Subsistence in Kind increases for those SMs who received the pay in year of execution.

Requirements supporting Direct War and Enduring costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2020 is \$0.02 million, FY 2021 is \$2.1 million, and FY 2022 is \$0.8 million.

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Annual Training Officer									
Field Rations	14,276	14	200	18,339	14	265	19,545	14	292
Operational Reserve Force	43,897	14	615	66,159	14	956	53,012	14	792
Annual Training Enlisted									
Field Rations	3,131,906	14	43,878	4,615,848	14	66,699	4,528,246	14	67,652
Operational Reserve Force	243,255	14	3,408	496,817	14	7,179	377,376	14	5,638
Inactive Duty Training									
IDT Rations	4,757,314	8	39,676	6,001,512	8	51,613	6,904,499	8	61,381
<b>Total</b>	<b>8,190,648</b>		<b>87,777</b>	<b>11,198,675</b>		<b>126,712</b>	<b>11,882,678</b>		<b>135,755</b>

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

ACTUAL FY 2020  
588,575

ESTIMATE FY 2021  
566,415

ESTIMATE FY 2022  
561,111

**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 2022 Pay Group F budget decreases by 0.9% or \$5.3 million due to:

(1) Decreases in the training pipeline average strength from 15,999 in FY 2021 to 15,840 in FY 2022..

Although there is an overall decrease in funding, this pay group is impacted by:

(2) Rate adjustments in Basic Pay, BAH, BAS, and Retired Pay Accrual

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

<b>FY2021 Direct Program</b>						<b>566,415</b>
<b>Increases Pricing:</b>						
	Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021				1,638	
	Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022				4,913	
	Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%				1,908	
	Federal Insurance Contributions Act (FICA)				543	
	Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%				402	
	Basic Allowance for Housing (BAH) increase due to a rate of 3.1%				1,200	
	Clothing				1,163	
	Travel				442	
	Other pay				2,108	
<b>Total Increases Pricing</b>						<b>14,317</b>
<b>Increases Program:</b>						
	Basic Pay				2,164	
	Federal Insurance Contributions Act (FICA)				179	
<b>Total Increases Program</b>						<b>2,343</b>
<b>Total Increases</b>						<b>16,660</b>
<b>Decreases Program:</b>						
	Retired Pay Accrual (RPA)				(2,552)	
	Travel				(599)	
	Clothing				(1,488)	
	Other pay				(15,196)	
	Basic Allowance for Subsistence (BAS)				(566)	
	Basic Allowance for Housing (BAH)				(1,563)	
<b>Total Decreases Program</b>						<b>(21,964)</b>
<b>Total Decreases</b>						<b>(21,964)</b>
<b>FY2022 Direct Program</b>						<b>561,111</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2022 budget request decreases by 1.0% or \$4.8 million due to decreases in average strength from 15,999 in FY 2021 to 15,840 in FY 2022.

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

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
	31,179	15,647	487,883	30,307	16,041	486,183	29,308	16,423	481,361

**Individual Clothing and Uniform Allowance:**

The FY 2022 budget request increases by 0.6% or \$0.3 million due to decreases in average strength from 15,999 in FY 2021 to 15,840 in FY 2022.

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.

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Female	10,552	2,013	21,250	5,640	2,054	11,586	5,518	2,095	11,561
Male	36,542	1,764	64,474	25,862	1,799	46,543	25,192	1,835	46,243
<b>Total</b>	<b>47,094</b>		<b>85,724</b>	<b>31,502</b>		<b>58,129</b>	<b>30,710</b>		<b>57,804</b>

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

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

The FY 2022 budget request decreases by 0.7% or \$0.2 million due to decreases in average strength from 15,999 in FY 2021 to 15,840 in FY 2022.

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.

<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
20,848	717	14,968	30,183	732	22,103	29,380	746	21,946

**GRAND TOTAL Training, Pay Group F**

	<b>ACTUAL FY 2020</b>	<b>ESTIMATE FY 2021</b>	<b>ESTIMATE FY 2022</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Enlisted	588,575	566,415	561,111

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
47,022	51,467	46,286

**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 2022 Pay Group P budget decreases by 10.1% or \$5.2 million due to:

(1) Decreases in average strength from 18,409 in FY 2021 to 16,741 in FY 2022.

Although there is an overall decrease in funding, this pay group is impacted by:

(2) Rate adjustments in Basic Pay, BAH, BAS, and Retired Pay Accrual

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

<b>FY2021 Direct Program</b>		<b>51,467</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	500	
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	167	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%	194	
Federal Insurance Contributions Act (FICA)	55	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	40	
Other Pay	216	
Clothing	117	
<b>Total Increases Pricing</b>		<b>1,289</b>
<b>Total Increases</b>		<b>1,289</b>
<b>Decreases Program:</b>		
Basic Pay	(2,077)	
Retired Pay Accrual (RPA)	(899)	
Basic Allowance for Subsistence (BAS)	(189)	
Other Pay	(2,493)	
Clothing	(640)	
Federal Insurance Contributions Act (FICA)	(172)	
<b>Total Decreases Program</b>		<b>(6,470)</b>
<b>Total Decreases</b>		<b>(6,470)</b>
<b>FY2022 Direct Program</b>		<b>46,286</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2022 budget request decreases by 10.3% or \$4.5 million due to a decrease in average strength from 18,409 in FY 2021 to 16,741 in FY 2022.

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.

<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
516,679	82	42,533	520,399	84	43,854	456,756	86	39,345

**Individual Clothing and Uniform Allowance:**

The FY 2022 budget request decreases by 8.9% or \$0.5 million due to a decrease in average strength from 18,409 in FY 2021 to 16,741 in FY 2022.

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.

<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
8,124	243	1,979	23,604	248	5,865	21,078	253	5,342

**Subsistence:**

The FY 2022 budget request decreases by 8.5% or \$0.1 million due to a decrease in average strength from 18,409 in FY 2021 to 16,741 in FY 2022.

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.

<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
315,327	7	2,510	212,911	8	1,748	188,339	8	1,599

**GRAND TOTAL Training, Pay Group P**

	<b>ACTUAL FY 2020</b>	<b>ESTIMATE FY 2021</b>	<b>ESTIMATE FY 2022</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Enlisted	47,022	51,467	46,286

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
462,316	557,000	543,332

**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 2022 School Training budget request decreases by 2.5% or \$13.7 million due to:

- (1) Decreases in Career Development
- (2) Decreases in Initial Skills
- (3) Decreases in Refresher and Proficiency

Although there are decreases in training seats, the School Training portfolio is affected by:

- (4) Rate adjustments in Base Pay, BAH, BAS, and Retired Pay Accrual

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The total School Training Direct War and Enduring cost requirement for FY 2020 is \$0.8 million, FY 2021 is \$3.8 million, and FY 2022 is \$3.4 million.

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

<b>FY2021 Direct Program</b>		<b>557,000</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	1,561	
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	4,681	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%	1,818	
Federal Insurance Contributions Act (FICA)	517	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	457	
Basic Allowance for Housing (BAH) increase due to a rate of 3.1%	2,474	
Travel	1,759	
Other Pay	1,201	
<b>Total Increases Pricing</b>		<b>14,468</b>
<b>Total Increases</b>		<b>14,468</b>
<b>Decreases Program:</b>		
Basic Pay	(10,486)	
Retired Pay Accrual (RPA)	(8,150)	
Basic Allowance for Subsistence (BAS)	(459)	
Basic Allowance for Housing (BAH)	(2,618)	
Travel	(3,394)	
FICA	(1,531)	
Other Pay	(1,498)	
<b>Total Decreases Program</b>		<b>(28,136)</b>
<b>Total Decreases</b>		<b>(28,136)</b>
<b>FY2022 Direct Program</b>		<b>543,332</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Career Development Training:**

The FY 2022 budget request decreases by 6.4% or \$11.6 million.

Requirements supporting Direct and Enduring Costs are included in the budget table for FY 2020. The Direct War and Enduring cost requirement for FY 2020 is \$0.8 million.

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).

	<b>ACTUAL FY 2020</b>				<b>ESTIMATE FY 2021</b>				<b>ESTIMATE FY 2022</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,317	118,186	386	45,725	2,678	136,563	396	54,173	2,299	117,264	406	47,648
Enlisted	16,541	463,136	235	109,138	19,076	534,117	241	129,048	17,881	500,679	247	123,938
<b>Total</b>	<b>18,858</b>			<b>154,863</b>	<b>21,754</b>			<b>183,221</b>	<b>20,180</b>			<b>171,586</b>

**Flight Training:**

The FY 2022 budget request increases by 6.0% or \$1.4 million.

The program supports funding for selected aviation members to include officers, cadets, officer candidates, and warrant officers for training in both Initial Entry Rotary Wing (IERW) training and graduate level training necessary for an aeronautical rating for an Army aviator operator. The lead time to develop a fully trained pilot is up to two years, the majority of which includes an initial year of flight training.

	<b>ACTUAL FY 2020</b>				<b>ESTIMATE FY 2021</b>				<b>ESTIMATE FY 2022</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	438	52,511	341	17,932	564	67,644	350	23,685	583	69,979	358	25,098

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

**Initial Skills Acquisition Training:**

The FY 2022 budget request decreases by 0.8% or \$1.5 million.

Requirements supporting Direct and Enduring Costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2021 is \$0.04 million, and FY 2022 is \$0.06 million.

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.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	3,936	338,533	306	103,679	4,424	380,466	314	119,474	4,352	374,295	321	120,392
Enlisted	3,762	398,778	208	83,209	3,955	419,258	213	89,696	3,750	397,550	219	87,139
<b>Total</b>	<b>7,698</b>			<b>186,888</b>	<b>8,379</b>			<b>209,170</b>	<b>8,102</b>			<b>207,531</b>

**Officer Candidate/Training School:**

The FY 2022 budget request increases by 0.2% or \$0.02 million.

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.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	109	3,281	339	1,114	165	4,943	348	1,721	162	4,848	356	1,729
Enlisted	174	17,067	233	3,989	259	25,337	239	6,072	253	24,759	245	6,079
<b>Total</b>	<b>283</b>			<b>5,103</b>	<b>424</b>			<b>7,793</b>	<b>415</b>			<b>7,808</b>

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

**Refresher and Proficiency Training:**

The FY 2022 budget request decreases by 1.4% or \$1.8 million.

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$0.02 million, FY 2021 is \$3.7 million, and FY 2022 is \$3.3 million.

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 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,506	100,244	339	34,041	3,222	128,884	348	44,875	3,166	126,621	356	45,158
Enlisted	6,467	271,622	233	63,489	8,768	368,255	239	88,256	8,354	350,863	245	86,151
<b>Total</b>	<b>8,973</b>			<b>97,530</b>	<b>11,990</b>			<b>133,131</b>	<b>11,520</b>			<b>131,309</b>

**GRAND TOTAL School Training**

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	9,306	612,755	202,491	11,053	718,500	243,928	10,562	693,007	240,025
Enlisted	26,944	1,150,603	259,825	32,058	1,346,967	313,072	30,238	1,273,851	303,307
<b>Total</b>	<b>36,250</b>		<b>462,316</b>	<b>43,111</b>		<b>557,000</b>	<b>40,800</b>		<b>543,332</b>

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
1,539,975	1,007,051	822,161

**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 include collective training events, special missions, planning, and other tasks key to enhancing the organization's overall readiness. All Special Training activities directly improve the readiness of the Army National Guard for both domestic emergency response and overseas missions.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2022 Special Training budget request decreases by 18.4% or \$184.9 million due to:

- (1) Reduction of Combat Training Center Rotations from four (4) to two (2)
- (2) Reduction of recruiting assistants
- (3) Reduction of Direct War and Enduring Costs

Although there is an overall decrease in funding, this pay group is impacted by:

- (4) Rate adjustments in Basic Pay, BAH, BAS, and Retired Pay Accrual

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The total Special Training Direct War and Enduring cost requirement for FY 2020 is \$120.1 million, FY 2021 is \$107.2 million, and FY 2022 is \$83.6 million.

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

<b>FY2021 Direct Program</b>		<b>1,007,051</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	3,002	
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	9,006	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 25.7%	3,498	
Federal Insurance Contributions Act (FICA)	995	
Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	931	
Basic Allowance for Housing (BAH) increase due to a rate of 3.1%	4,163	
Travel	1,915	
Other Pay	2,831	
<b>Total Increases Pricing</b>		<b>26,341</b>
<b>Total Increases</b>		<b>26,341</b>
<b>Decreases Program:</b>		
Basic Pay	(90,771)	
Retired Pay Accrual (RPA)	(31,043)	
Federal Insurance Contributions Act (FICA)	(7,519)	
Basic Allowance for Subsistence (BAS)	(8,788)	
Basic Allowance for Housing (BAH)	(23,946)	
Travel	(27,690)	
Other Pay	(21,474)	
<b>Total Decreases Program</b>		<b>(211,231)</b>
<b>Total Decreases</b>		<b>(211,231)</b>
<b>FY2022 Direct Program</b>		<b>822,161</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2022 budget request decreases by 10.4% or \$1.5 million.

The program supports travel and per diem for Army National Guard (ARNG) officers 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.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	42	15,199	168	2,561	92	33,671	171	5,787	87	31,630	175	5,545
Enlisted	97	35,412	168	5,967	143	52,039	171	8,944	120	43,671	175	7,656
<b>Total</b>	<b>139</b>			<b>8,528</b>	<b>235</b>			<b>14,731</b>	<b>207</b>			<b>13,201</b>

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

The FY 2022 budget decreases by 8.1% or \$11.4 million due to a reduced personnel.

The program supports pay and allowances, travel, and per diem for officers 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.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	1,199	172,650	373	64,547	782	112,557	383	43,170	874	125,905	393	49,487
Enlisted	6,157	320,188	230	73,813	7,840	407,654	236	96,504	6,240	324,504	242	78,822
<b>Total</b>	<b>7,356</b>			<b>138,360</b>	<b>8,622</b>			<b>139,674</b>	<b>7,114</b>			<b>128,309</b>

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

**Command and Staff Supervision:**

The FY 2022 budget request decreases by 11.8% or \$24.0 million due to a decrease in command functions and support.

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$31.9 million, FY 2021 is \$3.0 million, and FY 2022 is \$2.9 million.

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.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	11,133	111,328	507	56,549	12,732	127,316	521	66,334	12,163	121,625	533	64,938
Enlisted	60,302	603,018	239	144,254	55,608	556,078	245	136,595	45,226	452,262	252	113,979
<b>Total</b>	<b>71,435</b>			<b>200,803</b>	<b>68,340</b>			<b>202,929</b>	<b>57,389</b>			<b>178,917</b>

**Competitive Events:**

The FY 2022 budget request decreases by 6.0% or \$0.5 million due to a decrease in training seats.

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 including 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 to assist in qualification requirements before the event.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	513	4,105	356	1,464	615	4,921	364	1,795	467	3,732	372	1,391
Enlisted	2,679	21,429	245	5,259	2,997	23,973	251	6,025	2,895	23,163	257	5,957
<b>Total</b>	<b>3,192</b>			<b>6,723</b>	<b>3,612</b>			<b>7,820</b>	<b>3,362</b>			<b>7,348</b>

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

**Counter Drug Program:**

The 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 support domestic law enforcement and 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.

	<b>ACTUAL FY 2020</b>				<b>ESTIMATE FY 2021</b>				<b>ESTIMATE FY 2022</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	487	92,124	429	39,535	0	0	440	0	0	0	451	0
Enlisted	2,481	468,867	283	133,102	0	0	291	0	0	0	299	0
<b>Total</b>	<b>2,968</b>			<b>172,637</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Exercises:**

The FY 2022 budget request decreases by 36.1% or \$130.7 million due to the reduction of Combat Center Rotations from four (4) to two (2). FY2021 also includes a Congressional add of \$13.5 million for the State Partnership Program.

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$59.4 million, FY 2021 is \$104.2 million, and FY 2022 is \$71.5 million.

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.

	<b>ACTUAL FY 2020</b>				<b>ESTIMATE FY 2021</b>				<b>ESTIMATE FY 2022</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	44,433	311,032	407	126,643	36,770	257,391	417	107,484	24,382	170,672	427	73,027
Enlisted	105,471	738,294	245	181,517	143,929	1,007,501	252	253,981	87,268	610,876	258	157,777
<b>Total</b>	<b>149,904</b>			<b>308,160</b>	<b>180,699</b>			<b>361,465</b>	<b>111,650</b>			<b>230,804</b>

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

**Management Support:**

The FY 2022 budget request decreases by 4.4% or \$4.0 million.

FY 2021 includes Congressional add of \$6.5 million for wildfire training

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$25.8 million, FY 2021 is \$0.1 million, and FY 2022 is \$9.2 million.

The FY 2020 amount includes \$235.5 million for the Southwest Border mission and \$68.6 million for CARE response.

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) man-days, and Inspector General (IG) support. The program also provides resources for food management training to minimize the ARNG food services contracts.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	76,552	382,762	445	170,329	19,713	98,564	456	44,955	19,093	95,467	466	44,581
Enlisted	265,918	1,329,590	271	361,130	33,189	165,946	278	46,254	29,837	149,186	285	42,636
<b>Total</b>	<b>342,470</b>			<b>531,459</b>	<b>52,902</b>			<b>91,209</b>	<b>48,930</b>			<b>87,217</b>

**Operational Training:**

The FY 2022 budget request increases by 31.3% or \$18.7 million to support the flight proficiency and modernization of UH-60.

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 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	14,354	71,771	393	28,264	17,951	89,754	403	36,224	29,494	147,471	413	60,941
Enlisted	24,564	122,822	234	28,851	19,508	97,538	240	23,496	14,158	70,788	246	17,474
<b>Total</b>	<b>38,918</b>			<b>57,115</b>	<b>37,459</b>			<b>59,720</b>	<b>43,652</b>			<b>78,415</b>

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

**Recruiting/Retention:**

The FY 2022 budget request decreases by 28.7% or \$30.7 million due to a decrease in 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 to achieve and maintain ARNG end strength.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	1,236	37,066	336	12,462	1,210	36,304	345	12,539	1,227	36,811	354	13,048
Enlisted	13,466	403,988	214	86,704	14,312	429,362	220	94,670	9,339	280,176	226	63,415
<b>Total</b>	<b>14,702</b>			<b>99,166</b>	<b>15,522</b>			<b>107,209</b>	<b>10,566</b>			<b>76,463</b>

**Unit Conversion Training:**

The FY 2022 budget decreases by 3.6% or \$0.8 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 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	900	9,001	369	3,324	1,074	10,736	379	4,069	1,030	10,295	388	4,001
Enlisted	8,009	64,073	213	13,700	10,394	83,151	219	18,225	9,735	77,882	224	17,486
<b>Total</b>	<b>8,909</b>			<b>17,024</b>	<b>11,468</b>			<b>22,294</b>	<b>10,765</b>			<b>21,487</b>

**GRAND TOTAL Special Training**

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	150,849	1,207,038	505,678	90,939	771,214	322,357	88,817	743,608	316,959
Enlisted	489,144	4,107,681	1,034,297	287,920	2,823,242	684,694	204,818	2,032,508	505,202
<b>Total</b>	<b>639,993</b>		<b>1,539,975</b>	<b>378,859</b>		<b>1,007,051</b>	<b>293,635</b>		<b>822,161</b>

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

ACTUAL FY 2020  
3,946,498

ESTIMATE FY 2021  
4,073,890

ESTIMATE FY 2022  
4,241,094

**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 2022 Administration and Support budget increases by 4.1% or \$167.2 million due to:

(1) Rate adjustments in Base pay, BAH, BAS, and RPA

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The total Administration and Support Direct War and Enduring cost requirement for FY 2020 is \$1.7 million, FY 2021 is \$21.6 million, and FY 2022 is \$8.0 million.

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

<b>FY2021 Direct Program</b>		<b>4,073,890</b>
<b>Increases Pricing:</b>		
	Basic Pay increase due to pay raise of 3.0%, effective 1 January 2021	11,854
	Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	35,561
	AGR Retired Pay Accrual (RPA) increase of full-time of 35.1%	17,919
	Federal Insurance Contributions Act (FICA)	3,928
	Basic Allowance for Subsistence (BAS) increase due to a rate of 2.3%	2,942
	Cost of Living Allowance (COLA)	24
	Travel	1,296
	Basic Allowance for Housing (BAH) increase due to a rate of 3.1%	22,848
	Other Pay	6,029
	Bonus and Incentives	6,881
<b>Total Increases Pricing</b>		<b>109,282</b>
<b>Increases Program:</b>		
	Travel	11,225
	AGR COLA	5
	Basic Allowance for Subsistence (BAS)	4,850
	Bonus and Incentives	29,586
	Basic Allowance for Housing (BAH)	7,336
	Other Pay	29,482
<b>Total Increases Program</b>		<b>82,484</b>
<b>Total Increases</b>		<b>191,766</b>
<b>Decreases Program:</b>		
	Basic Pay	(19,391)
	Federal Insurance Contributions Act (FICA)	(1,606)
	AGR Retired Pay Accrual (RPA)	(3,565)
<b>Total Decreases Program</b>		<b>(24,562)</b>
<b>Total Decreases</b>		<b>(24,562)</b>
<b>FY2022 Direct Program</b>		<b>4,241,094</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**AGR Pay and Allowances:**

The FY 2022 budget request increases by 3.5% or \$126.5 million due to increases in end strength and pay and allowance rate increases.

Requirements supporting Direct and Enduring Costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2021 is \$0.6 million and FY 2022 is \$0.6 million.

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.

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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	7,239	157,381	1,139,278	7,182	167,050	1,199,754	7,188	172,536	1,240,187
Enlisted	23,965	101,104	2,422,967	23,540	104,177	2,452,336	23,531	107,875	2,538,414
<b>Total</b>	<b>31,204</b>		<b>3,562,245</b>	<b>30,722</b>		<b>3,652,090</b>	<b>30,719</b>		<b>3,778,601</b>

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

The FY 2022 budget decreases by 72.6% or \$8.3 million.

Requirements supporting Direct and Enduring Costs are included in the budget tables. The Direct War and Enduring cost requirement for FY 2021 is \$11.5 million and FY 2022 is \$3.1 million.

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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	157,381	0	14	167,050	2,300	5	172,536	867
Enlisted	0	101,104	0	88	104,177	9,168	21	107,875	2,277
<b>Total</b>	<b>0</b>		<b>0</b>	<b>102</b>		<b>11,468</b>	<b>26</b>		<b>3,144</b>

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

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

The FY 2022 budget request increases by 2.4% or \$0.02 million.

COLA funding provides cost of living allowance to Soldiers who are assigned to high cost living areas in CONUS/OCONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS/OCONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than 8%. Total COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	34	6,972	240	34	7,111	243	34	7,253	248
Enlisted	229	4,261	974	225	4,346	976	226	4,433	1,000
<b>Total</b>	<b>263</b>		<b>1,214</b>	<b>259</b>		<b>1,219</b>	<b>260</b>		<b>1,248</b>

**Travel and PCS:**

The FY 2022 budget request increases by 19.3% or \$12.5 million.

Requirements supporting Direct War and Enduring costs are included in the budget tables. The Direct War and Enduring cost requirement for is FY 2021 is \$0.5 million and FY 2022 is \$ 0.6 million.

Travel provides funding for travel and Permanent Change of Station (PCS) costs, as authorized by USC, Title 37 Section 404, for officer and enlisted Soldiers serving on active duty performing Army National Guard mission requirements as authorized by USC, Title 10 Sections 12301 and 12310.

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	1,254	18,281	22,930	1,249	18,647	23,295	1,417	19,020	26,954
Enlisted	2,356	17,432	41,071	2,334	17,781	41,510	2,777	18,136	50,372
<b>Total</b>	<b>3,610</b>		<b>64,001</b>	<b>3,583</b>		<b>64,805</b>	<b>4,194</b>		<b>77,326</b>

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

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

The FY 2022 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	51	30,000	1,520	4	30,000	120	4	30,000	120
Enlisted	57	30,000	1,713	4	30,000	120	4	30,000	120
<b>Total</b>	<b>108</b>		<b>3,233</b>	<b>8</b>		<b>240</b>	<b>8</b>		<b>240</b>

**Death Gratuities:**

The FY 2022 budget request increases by 10.5% or \$0.1 million due to increased projection of recipients.

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	83	1	100,000	89
Enlisted	0	100,000	0	9	100,000	859	10	100,000	952
<b>Total</b>	<b>0</b>		<b>0</b>	<b>10</b>		<b>942</b>	<b>11</b>		<b>1,041</b>

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

**Disability and Hospitalization Benefits:**

The FY 2022 budget request decreases by 27.0% or \$6.4 million due to decreases in Direct and Enduring Costs.

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$1.7 million, FY 2021 is \$9.1 million, and FY 2022 is \$3.6 million.

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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	85	15,175	1,290	189	15,589	2,939	215	15,994	3,446
Enlisted	855	16,856	14,406	1,209	17,315	20,933	787	17,765	13,973
<b>Total</b>	<b>940</b>		<b>15,696</b>	<b>1,398</b>		<b>23,872</b>	<b>1,002</b>		<b>17,419</b>

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

The FY 2022 Base budget request for the SRIP program increases by 13.2% or \$41.9 million in bonuses and incentives to support the ARNG end strength of 336,000.

**Officer Programs**

The FY 2022 Base budget request decreases by 7.0% or \$4.2 million primarily due Specialized Training Assistance incentives decreases.

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 2022 Base budget request increases by 17.9% or \$46.2 million, primarily due to increases in 6yr re-enlistment bonuses.

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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>
<b>Officer</b>									
Officer Affiliation/Accession Bonus	245	10,082	2,470	245	14,531	3,560	245	27,143	6,650
Specialized Training Assistance	244	24,566	5,994	241	32,079	7,731	246	16,561	4,074
Health Professionals Loan Repayment	520	7,581	3,942	443	46,467	20,585	439	43,492	19,093
Officer Loan Repayment Program	85	1,282	109	76	6,329	481	76	6,776	515
Health Professional Officer Recruiting	1,450	24,447	35,448	1,182	23,803	28,135	1,174	22,055	25,892
Subtotal	<u>2,544</u>		<u>47,963</u>	<u>2,187</u>		<u>60,492</u>	<u>2,180</u>		<u>56,224</u>
<b>Enlistment Bonus</b>									
Initial	13,514	5,117	69,150	13,887	3,429	47,612	13,575	2,807	38,105
Anniversary	12,510	500	6,254	20,424	3,899	79,629	32,511	1,719	55,889
Subtotal	<u>26,024</u>		<u>75,404</u>	<u>34,311</u>		<u>127,241</u>	<u>46,086</u>		<u>93,994</u>
<b>Enlisted Affiliation Bonus</b>									
Initial	267	17,607	4,701	669	2,465	1,649	559	5,572	3,115
Anniversary	1,463	4,023	5,886	1,126	6,635	7,471	812	9,853	8,001
Subtotal	<u>1,730</u>		<u>10,587</u>	<u>1,795</u>		<u>9,120</u>	<u>1,371</u>		<u>11,116</u>
<b>Enlisted Other</b>									
Student Loan Repayment	7,012	1,060	7,434	6,847	4,097	28,052	6,896	4,437	30,600
MOS Conversion Bonus	25	0	0	25	6,400	160	25	4,800	120
Subtotal	<u>7,037</u>		<u>7,434</u>	<u>6,872</u>		<u>28,212</u>	<u>6,921</u>		<u>30,720</u>
<b>Active Guard Reserve (AGR) Reenlistment Bonus</b>									
Initial	0	0	0	0	0	0	0	0	419
Anniversary	0	0	6	0	0	0	0	0	804
Subtotal	<u>0</u>		<u>6</u>	<u>0</u>		<u>0</u>	<u>0</u>		<u>1,223</u>
<b>6 yr Reenlistment Bonus</b>									
Initial	8,607	13,680	117,742	6,775	10,314	69,876	6,116	20,467	125,176
Anniversary	6,498	4,182	27,177	8,534	1,778	15,177	10,650	3,203	34,111
Subtotal	<u>15,105</u>		<u>144,919</u>	<u>15,309</u>		<u>85,053</u>	<u>16,766</u>		<u>159,287</u>
<b>3 yr Reenlistment Bonus</b>									
Initial	4,125	3,072	12,672	4,818	1,757	8,463	4,258	1,879	8,000
Anniversary	0	0	58	0	0	0	0	0	0
Subtotal	<u>4,125</u>		<u>12,730</u>	<u>4,818</u>		<u>8,463</u>	<u>4,258</u>		<u>8,000</u>
<b>Selective Reserve Incentive Total</b>	<b>56,565</b>		<b>299,043</b>	<b>65,292</b>		<b>318,581</b>	<b>77,582</b>		<b>360,564</b>

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

**Continuation Pay:**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634 authorized The Secretary 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.

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	0	0	514	0	0	258	0	0	698
Enlisted	0	0	552	0	0	415	0	0	813
<b>Total</b>	<b>0</b>		<b>1,066</b>	<b>0</b>		<b>673</b>	<b>0</b>		<b>1,511</b>

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
23,024	29,324	41,514

**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 contribute to the Thrift Savings Plan according to 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 member's 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)**

<b>FY2021 Direct Program</b>			<b>29,324</b>
<b>Increases Pricing:</b>			
	Thrift Savings Plan	586	
<b>Total Increases Pricing</b>			<b>586</b>
<b>Increases Program:</b>			
	Thrift Savings Plan	11,604	
<b>Total Increases Program</b>			<b>11,604</b>
<b>Total Increases</b>			<b>12,190</b>
<b>FY2022 Direct Program</b>			<b>41,514</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Thrift Savings Plan Contributions:**

The FY 2022 budget request increases by 41.6%, or \$12.1 million.

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.

	<b>ACTUAL FY 2020</b>			<b>ESTIMATE FY 2021</b>			<b>ESTIMATE FY 2022</b>		
	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
Officer	0	0	7,497	0	0	8,201	0	0	9,632
Enlisted	0	0	15,527	0	0	21,123	0	0	31,882
<b>Total</b>	<b><u>0</u></b>		<b><u>23,024</u></b>	<b><u>0</u></b>		<b><u>29,324</u></b>	<b><u>0</u></b>		<b><u>41,514</u></b>

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
99,539	48,353	49,565

**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. The Veterans Administration makes actual payments 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 2022 budget request increases by 2.5% or \$1.2 million due to pricing increase for the Basic 1606 and an increase in the number of projected takers for the Kicker.

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

<b>FY2021 Direct Program</b>			<b>48,353</b>
<b>Increases Pricing:</b>			
	Ch 1606	599	
<b>Total Increases Pricing</b>			<b>599</b>
<b>Increases Program:</b>			
	\$350 Kicker	695	
<b>Total Increases Program</b>			<b>695</b>
<b>Total Increases</b>			<b>1,294</b>
<b>Decreases Pricing:</b>			
	\$350 Kicker	(82)	
<b>Total Decreases Pricing</b>			<b>(82)</b>
<b>Total Decreases</b>			<b>(82)</b>
<b>FY2022 Direct Program</b>			<b>49,565</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Basic Educational Assistance, Chapter 1606:**

The FY 2022 budget request increases by 3.4% or \$0.5 million due to a pricing increase.

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 reflects those expected to meet the initial eligibility requirement for an enlistment or reenlistment.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,011	1,809	1,829	2,203	626	1,379	2,202	647	1,425
Enlisted	26,115	1,809	47,242	26,297	626	16,462	26,298	647	17,015
<b>Total</b>	<b>27,126</b>		<b>49,071</b>	<b>28,500</b>		<b>17,841</b>	<b>28,500</b>		<b>18,440</b>

**Kicker, Chapter 1606:**

The FY 2022 budget request increases by 2.0% or \$0.6 million due to an increased number of takers.

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.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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>
Enlisted									
\$350 Kicker	10,523	4,796	50,468	9,100	3,353	30,512	9,308	3,344	31,125

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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>
<b><u>GRAND TOTAL Education Benefits</u></b>									
	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Strength</u>		<u>Amount</u>	<u>Strength</u>		<u>Amount</u>	<u>Strength</u>		<u>Amount</u>
Officer	1,011		1,829	2,203		1,379	2,202		1,425
Enlisted	36,638		97,710	35,397		46,974	35,606		48,140
<b>Total</b>	<b>37,649</b>		<b>99,539</b>	<b>37,600</b>		<b>48,353</b>	<b>37,808</b>		<b>49,565</b>

# **SECTION 5 SPECIAL ANALYSIS**

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
<b>Officer</b>			
Basic Pay	163,667	12,216	12,459
Other Pay and Allowances	3,533	7,194	7,338
Travel	4,301	978	998
Total	<u>171,501</u>	<u>20,388</u>	<u>20,795</u>
<b>Enlisted</b>			
Basic Pay	599,054	16,773	17,108
Other Pay and Allowances	2,815	5,729	5,844
Travel	176,927	783	799
Total	<u>778,796</u>	<u>23,285</u>	<u>23,751</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>173,552</u>	<u>6,327</u>	<u>6,454</u>
<b>Total Program</b>	<b>1,123,849</b>	<b>50,000</b>	<b>51,000</b>

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

**ENLISTMENT BONUS**

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

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	12,510	6,254	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments	13,514	69,150	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			20,424	79,629	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			13,887	47,612	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					32,511	55,889	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					13,575	38,105	0	0	0	0	0	0	0	0
Anniversary Payments							43,730	65,727	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							13,169	46,698	0	0	0	0	0	0
Anniversary Payments									43,943	66,058	0	0	0	0
<b>FY 2024</b>														
Initial Payments									13,175	43,844	0	0	0	0
Anniversary Payments											43,944	67,440	0	0
<b>FY 2025</b>														
Initial Payments											13,177	42,160	0	0
Anniversary Payments													43,945	68,318
<b>FY 2026</b>														
Initial Payments														13,179 39,918
<b>Initial Payments</b>	<b>13,514</b>	<b>69,150</b>	<b>13,887</b>	<b>47,612</b>	<b>13,575</b>	<b>38,105</b>	<b>13,169</b>	<b>46,698</b>	<b>13,175</b>	<b>43,844</b>	<b>13,177</b>	<b>42,160</b>	<b>13,179</b>	<b>39,918</b>
<b>Anniversary Payments</b>	<b>12,510</b>	<b>6,254</b>	<b>20,424</b>	<b>79,629</b>	<b>32,511</b>	<b>55,889</b>	<b>43,730</b>	<b>65,727</b>	<b>43,943</b>	<b>66,058</b>	<b>43,944</b>	<b>67,440</b>	<b>43,945</b>	<b>68,318</b>
<b>Total</b>	<b>26,024</b>	<b>75,404</b>	<b>34,311</b>	<b>127,241</b>	<b>46,086</b>	<b>93,994</b>	<b>56,899</b>	<b>112,425</b>	<b>57,118</b>	<b>109,902</b>	<b>57,121</b>	<b>109,600</b>	<b>57,124</b>	<b>108,236</b>

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

**AFFILIATION BONUS**

The Army National Guard offers an Affiliation Bonus for a 3-year obligation or a 6-year obligation; Soldiers must meet certain eligibility requirements and affiliate with the Army National Guard in an active drilling status for a minimum of three years.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,463	5,886	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments	267	4,701	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			1,126	7,471	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			669	1,649	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					812	8,001	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					559	3,115	0	0	0	0	0	0	0	0
Anniversary Payments							812	1,477	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							498	4,036	0	0	0	0	0	0
Anniversary Payments									812	1,486	0	0	0	0
<b>FY 2024</b>														
Initial Payments									575	4,056	0	0	0	0
Anniversary Payments											813	1,516	0	0
<b>FY 2025</b>														
Initial Payments											576	4,142	0	0
Anniversary Payments													813	1,535
<b>FY 2026</b>														
Initial Payments													576	4,199
<b>Initial Payments</b>	<b>267</b>	<b>4,701</b>	<b>669</b>	<b>1,649</b>	<b>559</b>	<b>3,115</b>	<b>498</b>	<b>4,036</b>	<b>575</b>	<b>4,056</b>	<b>576</b>	<b>4,142</b>	<b>576</b>	<b>4,199</b>
<b>Anniversary Payments</b>	<b>1,463</b>	<b>5,886</b>	<b>1,126</b>	<b>7,471</b>	<b>812</b>	<b>8,001</b>	<b>812</b>	<b>1,477</b>	<b>812</b>	<b>1,486</b>	<b>813</b>	<b>1,516</b>	<b>813</b>	<b>1,535</b>
<b>Total</b>	<b>1,730</b>	<b>10,587</b>	<b>1,795</b>	<b>9,120</b>	<b>1,371</b>	<b>11,116</b>	<b>1,310</b>	<b>5,513</b>	<b>1,387</b>	<b>5,542</b>	<b>1,389</b>	<b>5,658</b>	<b>1,389</b>	<b>5,734</b>

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

**3 YEAR REENLISTMENT BONUS**

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for three years and meet certain eligibility requirements.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	58	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments	4,125	12,672	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			4,818	8,463	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					4,258	8,000	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							4,400	6,456	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									4,492	6,488	0	0	0	0
Anniversary Payments											0	0	0	0
<b>FY 2025</b>														
Initial Payments											4,493	6,624	0	0
Anniversary Payments													0	0
<b>FY 2026</b>														
Initial Payments													4,493	6,712
<b>Initial Payments</b>	<b>4,125</b>	<b>12,672</b>	<b>4,818</b>	<b>8,463</b>	<b>4,258</b>	<b>8,000</b>	<b>4,400</b>	<b>6,456</b>	<b>4,492</b>	<b>6,488</b>	<b>4,493</b>	<b>6,624</b>	<b>4,493</b>	<b>6,712</b>
<b>Anniversary Payments</b>	<b>0</b>	<b>58</b>	<b>0</b>											
<b>Total</b>	<b>4,125</b>	<b>12,730</b>	<b>4,818</b>	<b>8,463</b>	<b>4,258</b>	<b>8,000</b>	<b>4,400</b>	<b>6,456</b>	<b>4,492</b>	<b>6,488</b>	<b>4,493</b>	<b>6,624</b>	<b>4,493</b>	<b>6,712</b>

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

**6 YEAR REENLISTMENT BONUS**

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for six years and meet certain eligibility requirements.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	6,498	27,177	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments	8,607	117,742	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			8,534	15,177	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			6,775	69,876	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					10,650	34,111	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					6,116	125,176	0	0	0	0	0	0	0	0
Anniversary Payments							11,637	46,214	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							6,090	76,588	0	0	0	0	0	0
Anniversary Payments									11,637	46,448	0	0	0	0
<b>FY 2024</b>														
Initial Payments									6,090	76,640	0	0	0	0
Anniversary Payments											11,639	47,421	0	0
<b>FY 2025</b>														
Initial Payments											6,092	77,970	0	0
Anniversary Payments													11,641	48,038
<b>FY 2026</b>														
Initial Payments														6,094 78,691
<b>Initial Payments</b>	<b>8,607</b>	<b>117,742</b>	<b>6,775</b>	<b>69,876</b>	<b>6,116</b>	<b>125,176</b>	<b>6,090</b>	<b>76,588</b>	<b>6,090</b>	<b>76,640</b>	<b>6,092</b>	<b>77,970</b>	<b>6,094</b>	<b>78,691</b>
<b>Anniversary Payments</b>	<b>6,498</b>	<b>27,177</b>	<b>8,534</b>	<b>15,177</b>	<b>10,650</b>	<b>34,111</b>	<b>11,637</b>	<b>46,214</b>	<b>11,637</b>	<b>46,448</b>	<b>11,639</b>	<b>47,421</b>	<b>11,641</b>	<b>48,038</b>
<b>Total</b>	<b>15,105</b>	<b>144,919</b>	<b>15,309</b>	<b>85,053</b>	<b>16,766</b>	<b>159,287</b>	<b>17,727</b>	<b>122,802</b>	<b>17,727</b>	<b>123,088</b>	<b>17,731</b>	<b>125,391</b>	<b>17,735</b>	<b>126,729</b>

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

**OFFICER ACCESSION/AFFILIATION BONUS**

The Army National Guard offers an Officer Affiliation Bonus and Officer Accession Bonus to officers who agree to serve for not less than three years and meet the eligibility requirements. The Officer Accession bonus is for newly Commissioned Officers and Warrant Officers, the Officer Affiliation Bonus is for officers who separate from Active Duty and agree to continue service in the Army National Guard.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount												
<b>FY 2020</b>														
Initial Payments	117	2,400	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			117	2,451	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					117	3,344	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							117	3,432	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									117	1,780	0	0	0	0
<b>FY 2025</b>														
Initial Payments											119	1,907	0	0
<b>FY 2026</b>														
Initial Payments													121	1,909
<b>Initial Payments</b>	<b>117</b>	<b>2,400</b>	<b>117</b>	<b>2,451</b>	<b>117</b>	<b>3,344</b>	<b>117</b>	<b>3,432</b>	<b>117</b>	<b>1,780</b>	<b>119</b>	<b>1,907</b>	<b>121</b>	<b>1,909</b>
<b>Total</b>	<b>117</b>	<b>2,400</b>	<b>117</b>	<b>2,451</b>	<b>117</b>	<b>3,344</b>	<b>117</b>	<b>3,432</b>	<b>117</b>	<b>1,780</b>	<b>119</b>	<b>1,907</b>	<b>121</b>	<b>1,909</b>

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

**STUDENT LOAN REPAYMENT**

The Army National Guard offers the SLRP as an enlistment incentive for all Non-Prior Service enlistees in addition to the Non-Prior Service Enlistment Bonus; SLRP is also available for Prior Service enlistees as an Extension Incentive. Loans incurred after the enlistment date are not eligible. Payment is based upon original principal and does not include interest.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2020</b>														
Initial Payments	7,012	7,434	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			6,847	28,052	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					6,896	30,600	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							7,206	21,411	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									7,539	21,517	0	0	0	0
<b>FY 2025</b>														
Initial Payments											7,540	21,968	0	0
<b>FY 2026</b>														
Initial Payments													7,540	22,255
<b>Initial Payments</b>	<b>7,012</b>	<b>7,434</b>	<b>6,847</b>	<b>28,052</b>	<b>6,896</b>	<b>30,600</b>	<b>7,206</b>	<b>21,411</b>	<b>7,539</b>	<b>21,517</b>	<b>7,540</b>	<b>21,968</b>	<b>7,540</b>	<b>22,255</b>
<b>Total</b>	<b>7,012</b>	<b>7,434</b>	<b>6,847</b>	<b>28,052</b>	<b>6,896</b>	<b>30,600</b>	<b>7,206</b>	<b>21,411</b>	<b>7,539</b>	<b>21,517</b>	<b>7,540</b>	<b>21,968</b>	<b>7,540</b>	<b>22,255</b>

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

**SPECIALIZED TRAINING ASSISTANCE PROGRAM**

Specialized Training Assistance Program is a program designed to recruit medical participants in critical areas of concentration, the program is available only to Army National Guard healthcare specialties. STRAP offers a monthly stipend to officers engaged in specialized training, in return for their future service.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2020</b>														
Initial Payments	244	5,994	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			241	7,731	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					246	4,074	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							251	1,343	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									251	700	0	0	0	0
<b>FY 2025</b>														
Initial Payments											252	898	0	0
<b>FY 2026</b>														
Initial Payments													252	867
<b>Initial Payments</b>	<b>244</b>	<b>5,994</b>	<b>241</b>	<b>7,731</b>	<b>246</b>	<b>4,074</b>	<b>251</b>	<b>1,343</b>	<b>251</b>	<b>700</b>	<b>252</b>	<b>898</b>	<b>252</b>	<b>867</b>
<b>Total</b>	<b>244</b>	<b>5,994</b>	<b>241</b>	<b>7,731</b>	<b>246</b>	<b>4,074</b>	<b>251</b>	<b>1,343</b>	<b>251</b>	<b>700</b>	<b>252</b>	<b>898</b>	<b>252</b>	<b>867</b>

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

**HEALTH PROFESSIONAL LOAN PROGRAM**

Health Professional Loan Program is a repayment program with a maximum repayment amount per year and a maximum lifetime amount. The officer is required to serve in a Table of Distribution and Allowances (TDA)/Table of Organization and Equipment (TOE) unit in order to receive HPLRP. Payments are made to institutions on behalf of the individual.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2020</b>														
Initial Payments	520	3,942	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			443	20,585	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					439	19,093	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							454	19,326	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									454	19,941	0	0	0	0
<b>FY 2025</b>														
Initial Payments											455	18,837	0	0
<b>FY 2026</b>														
Initial Payments													455	20,012
<b>Initial Payments</b>	<b>520</b>	<b>3,942</b>	<b>443</b>	<b>20,585</b>	<b>439</b>	<b>19,093</b>	<b>454</b>	<b>19,326</b>	<b>454</b>	<b>19,941</b>	<b>455</b>	<b>18,837</b>	<b>455</b>	<b>20,012</b>
<b>Total</b>	<b>520</b>	<b>3,942</b>	<b>443</b>	<b>20,585</b>	<b>439</b>	<b>19,093</b>	<b>454</b>	<b>19,326</b>	<b>454</b>	<b>19,941</b>	<b>455</b>	<b>18,837</b>	<b>455</b>	<b>20,012</b>

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

**HEALTH PROFESSIONAL MEDICAL OFFICER RETENTION BONUS**

The Healthcare Professional Bonus is a special pay for approved Army National Guard specialties, participants must meet criteria for appointment as a commissioned officer in the Army National Guard. Participants must choose and sign a contract for one, two or three years of affiliation with the Army National Guard.

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount												
<b>FY 2020</b>														
Initial Payments	1,450	35,448	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments			1,182	28,135	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments					1,174	25,892	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments							1,160	25,872	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments									1,160	25,892	0	0	0	0
<b>FY 2025</b>														
Initial Payments											1,161	25,842	0	0
<b>FY 2026</b>														
Initial Payments													1,161	26,910
<b>Initial Payments</b>	<b>1,450</b>	<b>35,448</b>	<b>1,182</b>	<b>28,135</b>	<b>1,174</b>	<b>25,892</b>	<b>1,160</b>	<b>25,872</b>	<b>1,160</b>	<b>25,892</b>	<b>1,161</b>	<b>25,842</b>	<b>1,161</b>	<b>26,910</b>
<b>Total</b>	<b>1,450</b>	<b>35,448</b>	<b>1,182</b>	<b>28,135</b>	<b>1,174</b>	<b>25,892</b>	<b>1,160</b>	<b>25,872</b>	<b>1,160</b>	<b>25,892</b>	<b>1,161</b>	<b>25,842</b>	<b>1,161</b>	<b>26,910</b>

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

	FY 2020						
	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	37	294	331	0	0	0	331
RECRUITING/RETENTION	293	3,758	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>330</b>	<b>4,052</b>	<b>4,382</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,382</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	3,834	16,387	20,221	0	0	0	20,221
UNIT SUPPORT	1,273	2,080	3,353	21,946	0	4,701	30,000
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,107</b>	<b>18,467</b>	<b>23,574</b>	<b>21,946</b>	<b>0</b>	<b>4,701</b>	<b>50,157</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	665	336	1,001	0	0	0	1,001
RC SCHOOLS	370	199	569	0	0	0	569
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>1,035</b>	<b>535</b>	<b>1,570</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,570</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	29	0	29	0	0	0	29
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	593	739	1,332	0	973	0	2,305
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>637</b>	<b>739</b>	<b>1,376</b>	<b>0</b>	<b>973</b>	<b>0</b>	<b>2,349</b>
<b>TOTAL END STRENGTH</b>	<b>7,109</b>	<b>23,793</b>	<b>30,902</b>	<b>21,946</b>	<b>973</b>	<b>4,701</b>	<b>58,522</b>

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

FY 2021

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	37	294	331	0	0	0	331
RECRUITING/RETENTION	293	3,758	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>330</b>	<b>4,052</b>	<b>4,382</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,382</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,062	16,661	20,723	0	0	0	20,723
UNIT SUPPORT	945	1,463	2,408	22,294	0	4,813	29,515
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,007</b>	<b>18,124</b>	<b>23,131</b>	<b>22,294</b>	<b>0</b>	<b>4,813</b>	<b>50,238</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	665	336	1,001	0	0	0	1,001
RC SCHOOLS	370	199	569	0	0	0	569
ROTC	120	0	120	0	0	0	120
<b>SUBTOTAL</b>	<b>1,155</b>	<b>535</b>	<b>1,690</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,690</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	29	0	29	0	0	0	29
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	593	739	1,332	0	1,017	0	2,349
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	16	0	16	0	0	0	16
<b>SUBTOTAL</b>	<b>653</b>	<b>739</b>	<b>1,392</b>	<b>0</b>	<b>1,017</b>	<b>0</b>	<b>2,409</b>
<b>TOTAL END STRENGTH</b>	<b>7,145</b>	<b>23,450</b>	<b>30,595</b>	<b>22,294</b>	<b>1,017</b>	<b>4,813</b>	<b>58,719</b>

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

		FY 2022					
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>309</b>	<b>4,006</b>	<b>4,315</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,315</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,243	16,643	20,886	0	0	0	20,886
UNIT SUPPORT	999	1,636	2,635	22,294	0	4,813	29,742
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,242</b>	<b>18,279</b>	<b>23,521</b>	<b>22,294</b>	<b>0</b>	<b>4,813</b>	<b>50,628</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,084</b>	<b>548</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,632</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	1,021	0	2,342
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>1,021</b>	<b>0</b>	<b>2,398</b>
<b>TOTAL END STRENGTH</b>	<b>7,253</b>	<b>23,592</b>	<b>30,845</b>	<b>22,294</b>	<b>1,021</b>	<b>4,813</b>	<b>58,973</b>