

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2023 Budget Estimates



NATIONAL GUARD PERSONNEL, ARMY

JUSTIFICATION BOOK

APRIL 2022

The estimated cost of this report for the Department of Defense is approximately \$1,780 for Fiscal Year 2023. This includes \$0 in expenses and \$1,780 in DoD labor.

TABLE OF CONTENTS

SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	1
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS	3
SECTION 2 - INTRODUCTION AND PERFORMANCE MEASURES	4
INTRODUCTION	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	7
SECTION 3 - SUMMARY TABLES	9
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH	10
SUMMARY OF PERSONNEL	12
ACTIVE GUARD AND RESERVE ON TOURS OF ACTIVE DUTY	13
STRENGTH BY MONTH	14
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY	17
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS	20
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST	22
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS	24
SUMMARY OF TRAVEL COSTS	25
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)	27
SCHEDULE OF INCREASES AND DECREASES - SUMMARY	29
SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	31
RESERVE COMPONENT TRAINING AND SUPPORT	32
TRAINING, PAY GROUP A	32
TRAINING, PAY GROUP F	39
TRAINING, PAY GROUP P	43
SCHOOL TRAINING	46
SPECIAL TRAINING	51
ADMINISTRATION AND SUPPORT, AGR	58
THRIFT SAVINGS PLAN	67
EDUCATION BENEFITS	70

SECTION 5 - SPECIAL ANALYSIS73
REIMBURSABLE PROGRAMS 74
SELECTED REENLISTMENT BONUS75
FULL-TIME SUPPORT PERSONNEL 84

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 2021</u>	<u>ENACTED FY 2022</u>	<u>ESTIMATE FY 2023</u>
Direct Program			
Reserve Component Training and Support	9,330,209	9,017,728	9,324,813
REVISED Total Direct PROGRAM	9,330,209	9,017,728	9,324,813
Reimbursable Program			
Reserve Component Training and Support	1,525,742	2,200,000	1,550,000
TOTAL REIMBURSABLE PROGRAM	1,525,742	2,200,000	1,550,000
Reserve Component Training and Support	10,855,951	11,217,728	10,874,813
TOTAL BASELINE PROGRAM	10,855,951	11,217,728	10,874,813
Medicare Eligible Retiree Health Fund Contribution	747,154	821,823	874,195
TOTAL GUARD PERSONNEL PROGRAM COST	11,603,105	12,039,551	11,749,008
Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operating Costs			
Reserve Component Training and Support	183,043	136,886	138,581
TOTAL OCO AND OVERSEAS OPERATIONS COSTS	183,043	136,886	138,581

FY 2022 Reimbursable column total reflects the amount in the enactment apportionment (\$2,200,000,000), which was rounded up from the estimate amount of \$2,199,982,000.

**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 2021</u>	<u>ENACTED FY 2022</u>	<u>ESTIMATE FY 2023</u>
<u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u>			
DIRECT PROGRAM	9,330,209	9,017,728	9,324,813
REIMBURSABLE PROGRAM	1,525,742	2,200,000	1,550,000
TOTAL NATIONAL GUARD PERSONNEL, ARMY	10,855,951	11,217,728	10,874,813
MEDICARE-RET CONTRIB, AG ARMY	747,154	821,823	874,195
TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST	11,603,105	12,039,551	11,749,008
MEMO ENTRY: OCO FUNDING (P.L. 116-260) AND OVERSEAS OPERATING COSTS	183,043	136,886	138,581
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
MOBILIZATION PAY AND ALLOWANCES	1,414,840	1,391,009	1,438,120
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	544,013	454,516	191,475
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,958,853	1,845,525	1,629,595
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	13,561,958	13,885,076	13,378,603

SECTION 2
INTRODUCTION AND PERFORMANCE MEASURES

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

Appropriation Summary

<u>FY 2022 Enacted</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2023 Estimate</u>
9,017,728	304,461	2,624	9,324,813

Program Adjustment Highlights in Fiscal Year (FY) 2023

The FY 2023 Budget Request supports an end strength of 336,000 to achieve the Army's priorities of people, readiness, and modernization.

The end strength of the full-time Active Guard Reserve (AGR) of 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 supports two Combat Training Center (CTC) Rotations and a variety of other training requirements.

The National Guard Personnel, Army budget request increases by \$307.0 million based on increases in program and rate changes.

Rates Include the below increases:

Pay Raise

1. Military Pay Raise, effective 1 January 2021 is 3.0% (3.03% over the FY)
2. Military Pay Raise, effective 1 January 2022 is 2.7% (2.78% over the FY)
3. Military Pay Raise, effective 1 January 2023 is 4.6% (4.13% 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 2021, is 3.7% (2.8% over the FY)

4. Basic Allowance for Subsistence inflation, effective 1 January 2022, is 5.3% (4.90% over the FY)
5. Basic Allowance for Subsistence inflation, effective 1 January 2023, is 3.4% (3.9% over the FY)

Basic Allowance for Housing

6. Basic Allowance for Housing growth, effective 1 January 2021, is 2.9% (2.6% over the FY)
7. Basic Allowance for Housing growth, effective 1 January 2022 is 4.6% (4.18% over the FY)
8. Basic Allowance for Housing growth, effective 1 January 2023 is 3.9% (4.108 over the FY)

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

Retired Pay Accrual

9. 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
10. 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
11. Retired Pay Accrual as a percentage of Basic Pay is 36.9% for full-time and 24.5% for part-time Soldiers in FY 2023

General Inflation

12. General inflation is 1.7% in FY 2021
13. General inflation is 3.1% in FY 2022
14. General inflation is 3.9% in FY 2023

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

Pay Group A budget increases by \$112.6 million due to a higher participation rate for Annual Training and Inactive Duty Training and adjustments in pay and allowances rates

Pay Group F budget decreases by \$8.8 million due to projected lower participation in the training pipeline.

Pay Group P budget increases by \$1.6 million due to adjustments in pay and allowance rates.

Schools Training budget increases by \$44.2 million due to an addition in training seats.

Special Training budget decreases by \$98.9 million primarily due to a reduction in Command Staff Supervision, Competitive Events, Exercises, Management Support, Operational Training, Recruiting/Retention, and Unit Conversion Training.

Administration and Support program budget increases by \$267.6 million due to adjusted rates for pay and allowances. The ARNG continues to invest in bonus and incentive programs to meet end strength of 336,000 in FY 2023 and accessions mission of 48,296 in FY 2023.

Thrift Savings Program (TSP) increases by \$29.1 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 decreases by \$40.4 million due to an update for Basic, Chapter 1606 per capita rates and amortization payment amounts approved by the DoD Education Benefits Board of Actuaries.

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

Readiness:

The FY 2023 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. 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 2023 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 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. Army National Guard efforts remain focused on recruiting and retaining the force.

End Strength		
<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
337,525	336,000	336,000

The ARNG continues to monitor bonuses, additional incentives, and targeted marketing efforts to achieve the accession goals from FY 2022 to FY 2023. Meeting these targets increases readiness of the ARNG and supports Combatant Commanders' requirements with a force that can defend against homeland threats and respond to state 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, 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 OCONUS operations 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 (CSTs). 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 unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2023 Budget Review, ARNG continues to monitor the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the ARNG uses the Command Accountability and Execution Review (CAER) framework to allow Commands to review execution and find ways to optimize purchasing power to reduce de-obligation and unexpended balances and improve overall readiness in FY 2023.

**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.

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 national security requires. The Army National Guard also provides homeland defense forces and support infrastructure, capable of immediate response to domestic emergencies. 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 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Average Strength	335,790	335,392	335,734
End Strength	337,525	336,000	336,000
Authorized Strength	336,500	336,000	336,000

PERFORMANCE MEASURES:

	<u>FY2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Recruiting: Accession Goals	47,726	46,991	48,296
Recruiting: Accession Achieved	46,492		
Retention: Reenlistment Goals	37,551	32,225	30,417
Retention: Reenlistment Actuals	34,658		
Attrition: Attrition Goals	14.0%	14.0%	14.0%
Attrition: Attrition Actuals	14.0%		

SECTION 3
SUMMARY TABLES

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

OFFICER

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Beginning Strength	45,848	46,789	46,877
Gains:			
Males (NPS)	227	180	180
Females (NPS)	84	70	70
Civilian Life	758	913	913
Active Component	254	246	246
Enlisted Commissioning Program	3,076	2,497	2,497
Other Reserve Status/Component	2	40	40
All Other	<u>478</u>	<u>299</u>	<u>278</u>
Total Gains	4,879	4,245	4,224
Losses:			
Civilian Life	1,100	1,039	1,054
Active Component	71	92	93
Retired Reserves	1,013	834	845
Other Reserve Status/Component	127	228	231
All Other	<u>1,627</u>	<u>1,964</u>	<u>1,944</u>
Total Losses	3,938	4,157	4,167
End Strength	46,789	46,877	46,934

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

ENLISTED

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Beginning Strength	290,281	290,736	289,123
Gains:			
Males (NPS)	23,225	25,285	26,309
Females (NPS)	7,963	8,635	9,982
Civilian Life	3,470	2,396	2,363
Other Reserve Status/Component	4,432	3,895	3,841
All Other	<u>3,959</u>	<u>1,510</u>	<u>1,577</u>
Total Gains	43,049	41,721	44,072
Losses:			
Other Attrition	17,859	18,588	18,655
Expiration of Selected Reserve Service	17,189	18,624	19,168
Active Component	990	734	755
To Officer Status	3,076	2,079	2,146
Retired Reserves	2,813	2,615	2,691
Other Reserve Status/Component	667	694	714
Losses to Civilian Life	<u>0</u>	<u>0</u>	<u>0</u>
Total Losses	42,594	43,334	44,129
End Strength	290,736	289,123	289,066

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2021</u>			<u>FY 2022</u>		<u>FY 2023</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Pay Group A									
Officer	48	15	38,739	38,641	39,660	39,302	39,628	39,263	39,696
Enlisted	48	15	<u>233,411</u>	<u>232,237</u>	<u>236,870</u>	<u>234,842</u>	<u>234,556</u>	<u>232,941</u>	<u>235,099</u>
Subtotal			272,150	270,878	276,530	274,144	274,184	272,204	274,795
Pay Group F									
Enlisted			15,804	15,685	16,194	13,777	15,405	15,762	17,077
Pay Group P									
Enlisted			<u>17,273</u>	<u>17,923</u>	<u>14,062</u>	<u>16,654</u>	<u>15,566</u>	<u>16,824</u>	<u>13,283</u>
Subtotal			305,227	304,486	306,786	304,575	305,155	304,790	305,155
Drill/Indiv Tng			305,227	304,486	306,786	304,575	305,155	304,790	305,155
AGR (Full-time)									
Officer			7,109	7,269	7,129	7,235	7,249	7,311	7,238
Enlisted			<u>23,793</u>	<u>24,035</u>	<u>23,610</u>	<u>23,582</u>	<u>23,596</u>	<u>23,633</u>	<u>23,607</u>
Subtotal			30,902	31,304	30,739	30,817	30,845	30,944	30,845
SELRES									
Officer			45,848	45,910	46,789	46,537	46,877	46,574	46,934
Enlisted			<u>290,281</u>	<u>289,880</u>	<u>290,736</u>	<u>288,855</u>	<u>289,123</u>	<u>289,160</u>	<u>289,066</u>
Subtotal			336,129	335,790	337,525	335,392	336,000	335,734	336,000

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

	<u>FY 2021</u>			<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer							
Commissioned Officers							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	388	398	386	392	389	396	390
O5 LT COLONEL	1,225	1,218	1,171	1,191	1,171	1,182	1,171
O4 MAJOR	1,937	1,959	1,928	1,938	1,943	1,952	1,935
O3 CAPTAIN	1,454	1,521	1,509	1,539	1,547	1,561	1,548
O2 1ST LIEUTENANT	227	243	216	240	233	241	231
O1 2ND LIEUTENANT	<u>73</u>	<u>64</u>	<u>56</u>	<u>52</u>	<u>60</u>	<u>59</u>	<u>63</u>
Total Commissioned Officers	5,304	5,403	5,266	5,352	5,343	5,391	5,338
Warrant Officers							
W5 WARRANT OFF (W-5)	178	185	174	178	179	187	185
W4 WARRANT OFF (W-4)	544	561	567	580	606	594	593
W3 WARRANT OFF (W-3)	583	596	588	582	586	588	580
W2 WARRANT OFF (W-2)	325	340	366	375	365	373	363
W1 WARRANT OFF (W-1)	<u>175</u>	<u>184</u>	<u>168</u>	<u>168</u>	<u>170</u>	<u>178</u>	<u>179</u>
Total Warrant Officers	1,805	1,866	1,863	1,883	1,906	1,920	1,900
Total Officer	7,109	7,269	7,129	7,235	7,249	7,311	7,238
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	702	736	706	715	693	717	702
E8 1ST SGT/MASTER SGT	2,395	2,413	2,393	2,403	2,410	2,406	2,411
E7 PLATOON SGT/SFC	8,194	8,343	8,518	8,469	8,470	8,423	8,476
E6 STAFF SGT	8,226	8,515	8,692	8,673	8,729	8,667	8,718
E5 SERGEANT	3,839	3,615	2,972	2,989	2,963	3,079	2,965
E4 CPL/SPECIALIST	429	403	316	322	318	330	324
E3 PRIVATE 1ST CLASS	7	7	12	9	10	9	9
E2 PRIVATE E2	1	2	2	2	3	2	2
E1 PRIVATE E1	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Enlisted Personnel	23,793	24,035	23,611	23,582	23,596	23,633	23,607
Total Personnel on Active Duty	30,902	31,304	30,740	30,817	30,845	30,944	30,845

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

ACTUAL FY 2021

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	38,739	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	38,337	231,442	269,779	15,312	19,249	304,340	7,309	24,093	31,402	335,742
APR	38,312	232,104	270,416	14,326	20,135	304,877	7,329	24,108	31,437	336,314
MAY	38,348	231,753	270,101	15,061	19,976	305,138	7,305	24,132	31,437	336,575
JUN	38,635	231,375	270,010	18,650	16,691	305,351	7,303	24,071	31,374	336,725
JUL	38,847	231,694	270,541	19,283	15,984	305,808	7,316	24,111	31,427	337,235
AUG	39,144	235,031	274,175	17,363	14,396	305,934	7,282	23,955	31,237	337,171
SEP	39,660	236,870	276,530	16,194	14,062	306,786	7,129	23,610	30,739	337,525
Average	38,641	232,237	270,878	15,685	17,923	304,486	7,269	24,035	31,304	335,790

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
12	240	252	1. Combat (28%)
13	257	270	2. Combat Support (30%)
16	326	342	3. Combat Service Support (38%)
1	34	34	4. HQ Staff (4%)
<u>42</u>	<u>857</u>	<u>899</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 12% or 121 personnel of total amount. Counter Drug is exempt from 1825 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>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	39,660	236,870	276,530	16,194	14,062	306,786	7,129	23,610	30,739	337,525
OCT	39,636	236,477	276,113	13,930	15,445	305,488	7,152	23,624	30,776	336,264
NOV	39,499	236,265	275,764	14,851	14,102	304,717	7,176	23,539	30,715	335,432
DEC	39,431	237,457	276,888	11,656	15,786	304,330	7,183	23,587	30,770	335,100
JAN	39,309	236,966	276,275	13,373	14,319	303,967	7,144	23,362	30,506	334,473
FEB	39,241	236,507	275,748	12,839	14,641	303,228	7,147	23,380	30,527	333,755
MAR	39,045	234,499	273,544	11,180	20,154	304,878	7,265	23,663	30,928	335,806
APR	38,958	234,397	273,355	10,835	20,608	304,798	7,295	23,633	30,928	335,726
MAY	38,947	233,465	272,412	12,357	20,222	304,991	7,313	23,634	30,947	335,938
JUN	39,102	232,533	271,635	15,721	17,153	304,509	7,301	23,625	30,926	335,435
JUL	39,283	230,500	269,783	16,918	16,964	303,665	7,328	23,680	31,008	334,673
AUG	39,527	233,319	272,846	15,866	15,643	304,355	7,321	23,661	30,982	335,337
SEP	39,628	234,556	274,184	15,405	15,566	305,155	7,249	23,596	30,845	336,000
Average	39,302	234,842	274,144	13,777	16,654	304,575	7,235	23,582	30,817	335,392

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
10	195	195	1. Combat (28%)
1	209	209	2. Combat Support (30%)
13	263	263	3. Combat Service Support (38%)
1	27	27	4. HQ Staff (4%)
<u>35</u>	<u>659</u>	<u>694</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 12% or 121 personnel of total amount. Counter Drug is exempt from 1825 under 502f.

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

ESTIMATE FY 2023

	<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	39,628	234,556	274,184	15,405	15,566	305,155	7,249	23,596	30,845	336,000
OCT	39,604	233,840	273,444	16,672	14,324	304,440	7,252	23,608	30,860	335,300
NOV	39,490	234,596	274,086	15,805	14,731	304,622	7,251	23,617	30,868	335,490
DEC	39,291	235,449	274,740	12,682	17,136	304,558	7,328	23,597	30,925	335,483
JAN	39,206	233,437	272,643	14,537	17,524	304,704	7,340	23,640	30,980	335,684
FEB	39,135	233,044	272,179	14,560	17,795	304,534	7,336	23,696	31,032	335,566
MAR	39,013	232,543	271,556	14,400	19,068	305,024	7,319	23,672	30,991	336,015
APR	38,926	232,443	271,369	13,319	20,635	305,323	7,339	23,636	30,975	336,298
MAY	38,915	232,438	271,353	13,033	20,707	305,093	7,342	23,641	30,983	336,076
JUN	39,070	230,590	269,660	18,463	16,526	304,649	7,330	23,606	30,936	335,585
JUL	39,251	228,665	267,916	20,921	15,247	304,084	7,330	23,659	30,989	335,073
AUG	39,595	233,420	273,015	18,331	13,766	305,112	7,317	23,624	30,941	336,053
SEP	39,696	235,099	274,795	17,077	13,283	305,155	7,238	23,607	30,845	336,000
Average	39,263	232,941	272,204	15,762	16,824	304,790	7,311	23,633	30,944	335,734

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
10	185	195	1. Combat (28%)
11	198	209	2. Combat Support (30%)
13	250	263	3. Combat Service Support (38%)
1	26	27	4. HQ Staff (4%)
<u>35</u>	<u>659</u>	<u>694</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 12% or 121 personnel of total amount. Counter Drug is exempt from 1825 under 502f.

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP A									
Active Duty Training	162,529	544,887	707,416	167,788	652,268	820,056	172,774	690,932	863,706
Pay and Allowances	156,925	458,584	615,509	157,897	505,618	663,515	164,914	549,878	714,792
Clothing	489	20,563	21,052	701	44,726	45,427	536	45,163	45,699
Subsistence	61	48,064	48,125	933	69,133	70,066	1,120	58,549	59,669
Travel	5,054	17,676	22,730	8,257	34,956	43,213	6,204	37,342	43,546
Inactive Duty Training	395,366	1,069,766	1,465,132	442,835	1,282,202	1,725,037	444,581	1,349,447	1,794,028
Civil Disturbance	19	35	54	1	18	19	1	31	32
Flight Training	32,429	15,501	47,930	37,719	25,745	63,464	37,835	26,110	63,945
Jump Proficiency	68	339	407	32	173	205	33	179	212
Military Funeral Honors	1,020	7,495	8,515	856	11,534	12,390	878	11,313	12,191
Readiness Management	1,722	3,355	5,077	3,119	6,196	9,315	3,129	6,247	9,376
Subsistence	0	35,969	35,969	0	51,623	51,623	0	62,066	62,066
Training Preparation	4,199	10,295	14,494	356	8,274	8,630	389	8,311	8,700
Unit Training Assemblies	354,423	993,005	1,347,428	398,626	1,140,738	1,539,364	400,167	1,226,776	1,626,943
EBDL	233	909	1,142	1,502	336	1,838	1,515	344	1,859
Medical Man-days	1,253	2,863	4,116	624	8,018	8,642	634	8,070	8,704
TOTAL DIRECT OBLIGATIONS	557,895	1,614,653	2,172,548	610,623	1,934,470	2,545,093	617,355	2,040,379	2,657,734
PAY GROUP F									
Initial Entry Training	0	622,082	622,082	0	561,111	561,111	0	552,298	552,298
Pay and Allowances	0	565,858	565,858	0	487,734	487,734	0	479,296	479,296
Clothing	0	49,719	49,719	0	57,804	57,804	0	57,468	57,468
Travel	0	6,505	6,505	0	15,573	15,573	0	15,534	15,534
TOTAL DIRECT OBLIGATIONS	0	622,082	622,082	0	561,111	561,111	0	552,298	552,298

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP P									
Pay and Allowances	0	62,515	62,515	0	42,951	42,951	0	44,517	44,517
Clothing	0	1,669	1,669	0	1,736	1,736	0	1,771	1,771
Subsistence of Enlisted Personnel	0	2,576	2,576	0	1,599	1,599	0	1,653	1,653
TOTAL DIRECT OBLIGATIONS	0	66,760	66,760	0	46,286	46,286	0	47,941	47,941
SCHOOL TRAINING									
Career Development Training	56,492	144,589	201,081	47,648	123,938	171,586	54,357	132,980	187,337
Flight Training	20,397	3,383	23,780	25,098	0	25,098	27,241	0	27,241
Initial Skill Acquisition Training	127,003	132,269	259,272	120,392	87,139	207,531	126,467	92,055	218,522
Officer Candidate/Training School	1,110	6,055	7,165	1,729	6,079	7,808	1,846	6,747	8,593
Refresher and Proficiency Training	21,399	52,902	74,301	45,158	86,151	131,309	48,885	96,959	145,844
TOTAL DIRECT OBLIGATIONS	226,401	339,198	565,599	240,025	303,307	543,332	258,796	328,741	587,537
SPECIAL TRAINING									
CBRNE Enterprise	56,433	80,222	136,655	55,800	88,444	144,244	72,061	93,288	165,349
Command/Staff Supervision	48,920	136,754	185,674	65,360	114,307	179,667	68,317	112,741	181,058
Competitive Events	1,306	5,676	6,982	1,391	5,957	7,348	1,065	5,766	6,831
Counter Drug Interdiction Activity	41,866	138,023	179,889	0	0	0	0	0	0
Exercises	111,045	210,826	321,871	84,846	163,858	248,704	72,304	125,351	197,655
Management Support	145,457	329,875	475,332	45,556	48,161	93,717	34,351	36,444	70,795
Operational Training	24,449	24,337	48,786	66,667	17,748	84,415	59,810	17,859	77,669
Recruiting/Retention	15,404	93,277	108,681	13,048	63,415	76,463	8,191	28,350	36,541
Unit Conversion Training	2,689	17,657	20,346	4,001	17,486	21,487	3,255	17,911	21,166
TOTAL DIRECT OBLIGATIONS	447,569	1,036,647	1,484,216	336,669	519,376	856,045	319,354	437,710	757,064

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	1,273,547	2,616,543	3,890,090	1,299,303	2,640,313	3,939,616	1,399,730	2,848,124	4,247,854
Travel/PCS	19,917	32,635	52,552	20,614	33,777	54,391	21,068	34,520	55,588
\$30,000 Lump Sum Bonus	1,542	2,013	3,555	120	120	240	0	60	60
Death Gratuities	0	0	0	89	952	1,041	102	1,018	1,120
Disability and Hospitalization Benefits	1,254	11,220	12,474	3,446	13,973	17,419	3,036	14,996	18,032
Servicemembers Group Life Ins	1,971	6,513	8,484	0	0	0	0	0	0
Selective Reserve Incentive Program (SRIP)	62,597	306,841	369,438	56,224	304,340	360,564	48,269	270,441	318,710
Continuation Pay	1,252	1,406	2,658	698	813	1,511	466	622	1,088
TOTAL DIRECT OBLIGATIONS	1,362,080	2,977,171	4,339,251	1,380,494	2,994,288	4,374,782	1,472,671	3,169,781	4,642,452
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	8,771	29,573	38,344	9,632	31,882	41,514	10,049	60,651	70,700
TOTAL DIRECT OBLIGATIONS	8,771	29,573	38,344	9,632	31,882	41,514	10,049	60,651	70,700
EDUCATION BENEFITS									
Basic Benefit, Ch. 1606	774	15,010	15,784	1,425	17,015	18,440	823	4,665	5,488
Kicker, Enhanced G.I. Bill, Ch. 1606	0	25,625	25,625	0	31,125	31,125	540	3,059	3,599
TOTAL DIRECT OBLIGATIONS	774	40,635	41,409	1,425	48,140	49,565	1,363	7,724	9,087
TOTAL DIRECT PROGRAM	2,603,490	6,726,719	9,330,209	2,578,868	6,438,860	9,017,728	2,679,588	6,645,225	9,324,813

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

	FY 2022 President's Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2022 in FY 2023 Pres. Budget
Training, Pay Group A							
PG A, Pay and Allowances, Annual Training	726,121	-12,145	713,976	-50,461	663,515	0	663,515
PG A, Travel, Annual Training	64,301	-21,088	43,213	0	43,213	0	43,213
PG A, IDT Pay & Allow, Unit Training Assemblies	1,668,025	-33,661	1,634,364	-61,118	1,573,246	0	1,573,246
PG A, IDT Pay & Allow, Additional Drill Assemblies	103,479	1,024	104,503	0	104,503	0	104,503
PG A, Individual Clothing and Uniforms	48,600	-2,464	46,136	-709	45,427	0	45,427
PG A, Subsistence of Enlisted Personnel	135,755	-14,066	121,689	0	115,189	0	115,189
Total Direct Obligation	2,746,281	-82,400	2,663,881	-118,788	2,545,093	0	2,545,093
Training, Pay Group F							
PG F, Pay and Allowances, Annual Training	481,361	0	481,361	6,373	487,734	0	487,734
PG F, Individual Clothing and Uniforms	57,804	0	57,804	0	57,804	0	57,804
PG F, Travel, Annual Training	21,946	0	21,946	-6,373	15,573	0	15,573
Total Direct Obligation	561,111	0	561,111	0	561,111	0	561,111
Training, Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	39,345	0	39,345	3,606	42,951	0	42,951
PG P, Individual Clothing and Uniforms	5,342	0	5,342	-3,606	1,736	0	1,736
PG P, Subsistence of Enlisted Personnel	1,599	0	1,599	0	1,599	0	1,599
Total Direct Obligation	46,286	0	46,286	0	46,286	0	46,286
School Training							
Schools, Career Development Training	171,586	0	171,586	0	171,586	0	171,586
Schools, Flight Training	25,098	0	25,098	0	25,098	0	25,098
Schools, Initial Skills Acquisition Training	207,531	0	207,531	0	207,531	0	207,531
Schools, Officer Candidate/Training School	7,808	0	7,808	0	7,808	0	7,808
Schools, Refresher and Proficiency Training	131,309	0	131,309	0	131,309	0	131,309
Total Direct Obligation	543,332	0	543,332	0	543,332	0	543,332

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

	FY 2022 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2022 in FY 2023 Pres. Budget
Special Training							
Special, CBRNE Enterprise (WMD-CST)	13,201	0	13,201	0	13,201	0	13,201
Special, CBRNE Enterprise Other Capabilities	128,309	2,734	131,043	0	131,043	0	131,043
Special, Command and Staff Supervision	178,917	750	179,667	0	179,667	0	179,667
Special, Competitive Events	7,348	0	7,348	0	7,348	0	7,348
Special, Exercises	230,804	17,900	248,704	0	248,704	0	248,704
Special, Management Support	87,217	6,500	93,717	0	93,717	0	93,717
Special, Operational Training	78,415	6,000	84,415	0	84,415	0	84,415
Special, Recruiting/Retention	76,463	0	76,463	0	76,463	0	76,463
Special, Unit Conversion	21,487	0	21,487	0	21,487	0	21,487
Total Direct Obligation	822,161	33,884	856,045	0	856,045	0	856,045
Administration and Support, AGR							
AGR, Full Time Pay and Allowances	3,778,601	14,900	3,793,501	140,879	3,934,380	0	3,934,380
AGR, Backfill Pay and Allowances	3,144	0	3,144	0	3,144	0	3,144
AGR, COLA	1,248	0	1,248	844	2,092	0	2,092
AGR, Travel, Permanent Change of Station (PCS)	77,326	0	77,326	-22,935	54,391	0	54,391
Active Accounts & G/R Full-Time Personnel (REDUX)	240	0	240	0	240	0	240
Death Gratuities	1,041	0	1,041	0	1,041	0	1,041
Disability and Hospitalization Benefits	17,419	0	17,419	0	17,419	0	17,419
Selected Reserve Incentive Program (SRIP)	360,564	0	360,564	0	360,564	0	360,564
Continuation Pay	1,511	0	1,511	0	1,511	0	1,511
Total Direct Obligation	4,241,094	14,900	4,255,994	118,788	4,374,782	0	4,374,782
Thrift Savings Plan							
Thrift Savings Plan Contribution	41,514	0	41,514	0	41,514	0	41,514
Total Direct Obligation	41,514	0	41,514	0	41,514	0	41,514
Education Benefits							
Basic Educational Assistance, Ch 1606	18,440	0	18,440	0	18,440	0	18,440
Kicker, Chapter 1606	31,125	0	31,125	0	31,125	0	31,125
Total Direct Obligation	49,565	0	49,565	0	49,565	0	49,565
Total Direct Program	9,051,344	-33,616	9,017,728	0	9,017,728	0	9,017,728

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Training, Pay Group A						
Officer	374,942	100,859	424,831	109,182	395,825	96,977
Enlisted	1,003,965	270,067	1,248,123	320,767	1,386,830	339,773
Subtotal	<u>1,378,907</u>	<u>370,926</u>	<u>1,672,954</u>	<u>429,949</u>	<u>1,782,655</u>	<u>436,750</u>
Training, Pay Group F						
Enlisted	361,026	97,116	265,218	68,161	269,567	66,044
Training, Pay Group P						
Enlisted	44,628	12,005	24,514	6,300	26,233	6,427
School Training						
Officer	110,729	29,786	106,366	27,336	115,518	28,302
Enlisted	147,112	39,573	124,113	31,897	142,726	34,968
Subtotal	<u>257,841</u>	<u>69,359</u>	<u>230,479</u>	<u>59,233</u>	<u>258,244</u>	<u>63,270</u>
Special Training						
Officer	233,506	62,813	169,128	43,467	159,686	39,123
Enlisted	586,211	157,691	229,721	59,038	206,476	50,587
Subtotal	<u>819,717</u>	<u>220,504</u>	<u>398,849</u>	<u>102,505</u>	<u>366,162</u>	<u>89,710</u>
Administration and Support, AGR						
Officer	717,375	250,364	742,940	260,772	793,722	280,505
Enlisted	1,324,622	462,293	1,231,772	432,352	1,537,740	466,497
Subtotal	<u>2,041,997</u>	<u>712,657</u>	<u>1,974,712</u>	<u>693,124</u>	<u>2,331,462</u>	<u>747,002</u>
Total Direct Program						
Officer	1,436,552	443,822	1,433,265	440,757	1,464,751	444,907
Enlisted	3,467,564	1,038,745	3,123,461	918,515	3,569,572	964,296
Total	<u>4,904,116</u>	<u>1,482,567</u>	<u>4,566,726</u>	<u>1,359,272</u>	<u>5,034,323</u>	<u>1,409,203</u>

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Reimbursable						
Officer	349,528	94,023	527,510	135,570	389,857	95,515
Enlisted	526,368	141,593	794,420	204,166	587,118	143,844
Total	<u>875,896</u>	<u>235,616</u>	<u>1,321,930</u>	<u>339,736</u>	<u>976,975</u>	<u>239,359</u>
Total Program						
Officer	1,786,080	537,845	1,970,775	576,327	1,844,608	540,422
Enlisted	3,993,932	1,180,338	3,917,881	1,122,681	4,156,690	1,108,140
Total	<u>5,780,012</u>	<u>1,718,183</u>	<u>5,888,656</u>	<u>1,699,008</u>	<u>6,011,298</u>	<u>1,648,562</u>

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

	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Training, Pay Group A			
Officer	19,567	20,468	20,794
Enlisted	74,318	77,737	60,698
Subtotal	<u>93,885</u>	<u>98,205</u>	<u>81,492</u>
Training, Pay Group F			
Enlisted	43,569	38,361	38,337
School Training			
Officer	35,240	31,523	35,873
Enlisted	47,063	48,151	48,961
Subtotal	<u>82,303</u>	<u>79,674</u>	<u>84,834</u>
Special Training			
Officer	41,006	15,894	17,330
Enlisted	68,068	43,786	36,736
Subtotal	<u>109,074</u>	<u>59,680</u>	<u>54,066</u>
Administration and Support, AGR			
Officer	208,476	218,252	227,445
Enlisted	550,055	567,322	586,677
Subtotal	<u>758,531</u>	<u>785,574</u>	<u>814,122</u>
Total Direct Program			
Officer	304,289	286,137	303,743
Enlisted	783,073	775,357	799,980
Total	<u>1,087,362</u>	<u>1,061,494</u>	<u>1,103,723</u>
Reimbursable			
Officer	3,067	4,425	3,116
Enlisted	1,370	1,975	1,391
Total	<u>4,437</u>	<u>6,400</u>	<u>4,507</u>
Total Program			
Officer	307,356	290,562	306,859
Enlisted	784,443	777,332	801,371
Total	<u>1,091,799</u>	<u>1,067,894</u>	<u>1,108,230</u>

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

	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Training, Pay Group A			
Officer	5,054	8,257	6,204
Enlisted	17,676	34,956	37,342
Subtotal	<u>22,730</u>	<u>43,213</u>	<u>43,546</u>
Training, Pay Group F			
Enlisted	6,505	15,573	15,534
School Training			
Officer	17,437	20,565	19,714
Enlisted	36,291	35,099	42,627
Subtotal	<u>53,728</u>	<u>55,664</u>	<u>62,341</u>
Special Training			
Officer	13,566	15,523	13,986
Enlisted	36,374	24,755	23,154
Subtotal	<u>49,940</u>	<u>40,278</u>	<u>37,140</u>
Administration and Support, AGR			
Officer	19,917	20,614	21,068
Enlisted	32,637	33,777	34,520
Subtotal	<u>52,554</u>	<u>54,391</u>	<u>55,588</u>
Total Direct Program			
Officer	55,974	64,959	60,972
Enlisted	129,483	144,160	153,177
Total	<u>185,457</u>	<u>209,119</u>	<u>214,149</u>

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

	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Reimbursable			
Officer	5,838	8,418	5,932
Enlisted	<u>240,197</u>	<u>346,349</u>	<u>244,021</u>
Total	246,035	354,767	249,953
 Total Program			
Officer	61,812	73,377	66,904
Enlisted	<u>369,680</u>	<u>490,509</u>	<u>397,198</u>
Total	431,492	563,886	464,102

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Training, Pay Group A						
Officer	61	0	933	0	1,120	0
Enlisted	49,380	34,653	71,709	42,547	74,585	46,030
Subtotal	<u>49,441</u>	<u>34,653</u>	<u>72,642</u>	<u>42,547</u>	<u>75,705</u>	<u>46,030</u>
Training, Pay Group F						
Enlisted	459	0	17,298	0	17,275	0
Training, Pay Group P						
Enlisted	2,576	0	1,599	0	1,653	0
School Training						
Officer	8,343	0	4,977	0	6,170	0
Enlisted	11,956	0	12,568	0	13,600	0
Subtotal	<u>20,299</u>	<u>0</u>	<u>17,545</u>	<u>0</u>	<u>19,770</u>	<u>0</u>
Special Training						
Officer	7,587	0	2,433	0	3,710	0
Enlisted	16,650	0	12,686	0	9,959	0
Subtotal	<u>24,237</u>	<u>0</u>	<u>15,119</u>	<u>0</u>	<u>13,669</u>	<u>0</u>
Administration and Support, AGR						
Officer	22,868	0	24,081	0	25,216	0
Enlisted	110,685	0	116,552	0	118,354	0
total	<u>133,553</u>	<u>0</u>	<u>140,633</u>	<u>0</u>	<u>143,570</u>	<u>0</u>
Total Direct Program						
Officer	38,859	0	32,424	0	36,216	0
Enlisted	191,706	34,653	232,412	42,547	235,426	46,030
Total	<u>230,565</u>	<u>34,653</u>	<u>264,836</u>	<u>42,547</u>	<u>271,642</u>	<u>46,030</u>

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Reimbursable						
Officer	227	0	327	0	230	0
Enlisted	132	0	190	0	134	0
Subtotal	<u>359</u>	<u>0</u>	<u>517</u>	<u>0</u>	<u>364</u>	<u>0</u>
Total Program						
Officer	39,086	0	32,751	0	36,446	0
Enlisted	191,838	34,653	232,602	42,547	235,560	46,030
Total	<u>230,924</u>	<u>34,653</u>	<u>265,353</u>	<u>42,547</u>	<u>272,006</u>	<u>46,030</u>

FY2022 Direct Program**9,017,728****Increases Pricing:**

Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	45,079
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	135,236
Thrift Savings Plan - Matching Contributions	913
Other pay	20,406
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	27,541
Federal Insurance Contributions Act (FICA)	14,655
AGR Retired Pay Accrual (RPA) increase of full-time of 36.9%	28,657
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	10,704
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	43,522
Clothing	2,309
Cost of Living Allowance (COLA)	46
Travel	4,602
Bonus and Incentives	8,372

Total Increases Pricing**342,042****Increases Program:**

Basic Pay	54,926
Education Benefit (10 U.S.C. Ch. 1606)	5,488
Thrift Savings Plan - Matching Contributions	28,273
Retired Pay Accrual (RPA)	26,809
AGR COLA	8
Federal Insurance Contributions Act (FICA)	4,552
Travel	5,452
Other pay	174,490
Basic Allowance for Housing (BAH)	1,893
Basic Allowance for Subsistence (BAS)	1,628

Total Increases Program**303,519****Total Increases****645,561****Decreases Pricing:**

Education Benefit (10 U.S.C. Ch. 1606)	(18,440)
Basic Selected Skill Benefit \$350 Kicker	(20,682)

Total Decreases Pricing**(39,122)****Decreases Program:**

Basic Allowance for Housing (BAH)	(34,059)
Basic pay	(55,227)
Bonus and Incentives	(49,957)
Other Pay	(65,786)

	Retired Pay Accrual (RPA)	(33,076)	
	Travel	(5,024)	
	Basic Selected Skill Benefit \$350 Kicker	(6,844)	
	Basic Allowance for Subsistence (BAS)	(8,355)	
	Clothing	(2,340)	
	Federal Insurance Contributions Act (FICA)	(38,686)	
Total Decreases Program			(299,354)
Total Decreases			(338,476)
FY2023 Direct Program			9,324,813

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

ACTUAL FY 2021
2,172,548

ESTIMATE FY 2022
2,545,093

ESTIMATE FY 2023
2,657,734

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 enables 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 which include uniforms for enlisted Soldiers authorized individual clothing items for officers, and officer 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, per fiscal year, where 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 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 the critical tasks necessary when geographically dispersed units cannot perform collective training together. Leaders and special staff personnel develop and coordinate all aspects of AT plans, including site surveys and coordination meetings. ARNG Brigade Combat Teams attending Combat Training Center (CTC) rotations require additional training days to execute the approved HQDA Regionally Aligned readiness and Modernization Model (REARMM).

Inactive Duty Training (IDT)

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 or Soldiers performing Military Funeral Honors.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2023 Pay Group A budget increases by 4.4% or \$112.6 million due to:

- (1) Increases in participation rates and adjustments in pay and allowances rates

Requirements supporting Overseas Operations are included in the base budget in each fiscal year. The total Pay Group A, FY 2021 OCO Actuals is \$42.1 million, FY 2022 Direct War and Enduring Estimate is \$41.9 million, and FY 2023 Overseas Operations Request amounts is \$39.2 million.

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

FY2022 Direct Program		2,545,093
Increases Pricing:		
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	15,969	
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	47,907	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	17,776	
Federal Insurance Contributions Act (FICA)	5,291	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	4,169	
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	4,026	
Clothing	999	
Travel	952	
Other Pay	2,920	
Total Increases Pricing		100,009
Increases Program:		
Basic pay	37,432	
Federal Insurance Contributions Act (FICA)	3,101	
Other pay	9,095	
Total Increases Program		49,628
Total Increases		149,637
Decreases Program:		
Basic Allowance for Housing (BAH)	(20,739)	
Travel	(618)	
Clothing	(728)	
Basic Allowance for Subsistence (BAS)	(3,936)	
Retired Pay Accrual (RPA)	10,975)	
Total Decreases Program		(36,996)
Total Decreases		(36,996)
FY2023 Direct Program		2,657,734

**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 2023 budget request increases by 7.7% or \$51.2 million due to adjustments in pay and allowances rates.

Requirements supporting Overseas Operations request amounts are included in the budget tables below. FY 2021 OCO Actuals is \$39.6 million, FY 2022 Direct War and Enduring Estimate is \$31.8 million, and FY 2023 Overseas Operations Request amounts is \$29.4 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 Joint Readiness Training Center (JRTC), and Overseas Deployment Training (ODT) rotations in an AT status.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	38,641			39,302			39,263		
Participation Rate	74			71			73		
Paid Participants	28,498	5,506	156,925	28,046	5,629	157,897	28,605	5,765	164,914
Enlisted									
Average Strength	232,237			234,842			232,941		
Participation Rate	70			75			80		
Paid Participants	162,546	2,821	458,584	175,251	2,885	505,618	186,021	2,956	549,878
Total	191,044		615,509	203,297		663,515	214,626		714,792

**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 2023 budget request increases by 0.8% or \$0.3 million due to adjustments to non-pay inflation rate.

Requirements supporting Overseas Operations are included in the Base budget. FY 2022 Direct War and Enduring Estimate amount is \$0.005 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	38,641	131	5,054	39,302	210	8,257	39,263	158	6,204
Enlisted	232,237	76	17,676	234,842	149	34,956	232,941	160	37,342
Total	270,878		22,730	274,144		43,213	272,204		43,546

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

The FY 2023 IDT/UTA budget request increases by 3.4% or \$53.6 million due to adjustments to pay and allowances rates.

Requirements supporting Overseas Operations requested amounts are included in the budget tables below. FY 2021 OCO Actuals is \$2.5 million, FY 2022 Direct War and Enduring Estimate is \$10.1 million, and FY 2023 Overseas Operations Request amount is \$9.7 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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	38,641			39,302			39,263		
Participation Rate	67			73			72		
Paid Participants	25,979	13,642	354,423	28,609	13,933	398,626	28,106	14,237	400,167
Enlisted									
Average Strength	232,237			234,842			232,941		
Participation Rate	70			80			82		
Paid Participants	161,656	6,142	993,005	187,225	6,273	1,174,620	191,357	6,410	1,226,776
Total	187,635		1,347,428	215,834		1,573,246	219,463		1,626,943

**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 2023 IDT/ATA budget request increases by 0.5% or \$0.05 million due to pay and allowances rate increases.

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 109,000 required Military Funeral Honor missions in FY 2023.

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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Civil Disturbance	72	263	19	4	268	1	4	274	1
Flight Training	109,974	294	32,429	125,242	301	37,719	122,945	307	37,835
Jump Proficiency	250	272	68	115	278	32	116	284	33
Military Funeral Honors	8,271	123	1,020	6,796	125	856	6,822	128	878
Readiness Management	5,921	290	1,722	10,500	297	3,119	10,309	303	3,129
Training Preparation	14,437	290	4,199	1,198	297	356	1,282	303	389
Medical Mandays	4,324	289	1,253	2,108	295	624	2,096	302	634
Electronic Based Distance Learning	1,288	180	233	8,130	184	1,502	8,026	188	1,515
Enlisted									
Civil Disturbance	280	124	35	141	127	18	238	130	31
Flight Training	102,915	150	15,501	167,349	153	25,745	166,094	157	26,110
Jump Proficiency	2,367	143	339	1,183	146	173	1,198	149	179
Military Funeral Honors	58,587	127	7,495	88,275	130	11,534	84,735	133	11,313
Readiness Management	24,588	136	3,355	44,460	139	6,196	43,869	142	6,247
Training Preparation	74,862	137	10,295	58,906	140	8,274	57,904	143	8,311
Medical Mandays	20,663	138	2,863	56,656	141	8,018	55,805	144	8,070
Electronic Based Distance Learning	4,614	197	909	1,670	201	336	1,673	205	344
Total	433,413		81,735	572,733		104,503	563,116		105,019

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

Individual Clothing and Uniforms:

The FY 2023 budget request increases by 0.6% or \$.03 million due to adjustments to non-pay inflation rate.

Issue and payment for individual clothing are covered 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1,223	400	489	1,753	400	701	1,340	400	536
Enlisted									
Replacement Issue	<u>38,159</u>	538	<u>20,563</u>	<u>81,452</u>	549	<u>44,726</u>	<u>80,635</u>	560	<u>45,163</u>
Total	<u>39,382</u>		<u>21,052</u>	<u>83,205</u>		<u>45,427</u>	<u>81,975</u>		<u>45,699</u>

**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 2023 budget request increases by 5.7% or \$6.5 million due to adjustments in pay and allowances rates. Additionally, Subsistence in Kind increases for those SMs who received the pay in year of execution.

Requirements supporting Overseas Operations are included in the Base budget. FY 2022 Direct War and Enduring Estimate is \$0.08 million, and FY 2023 Overseas Operations Request amount is \$0.09 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 mess, 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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									
Field Rations	3,372,460	14	48,125	4,634,881	14	67,901	3,948,974	15	59,669
Inactive Duty Training									
IDT Rations	4,231,647	8	35,969	5,416,724	8	47,288	6,896,222	9	62,066
Total	7,604,107		84,094	10,051,605		115,189	10,845,196		121,735

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

ACTUAL FY 2021
622,082

ESTIMATE FY 2022
561,111

ESTIMATE FY 2023
552,298

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), Basic Allowance for Subsistence (BAS), 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 2023 Pay Group F budget decreases by 1.6% or \$8.8 million due to:

(1) Decreases due to projected lower participation in the training pipeline.

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)**

FY2022 Direct Program		561,111
Increases Pricing:		
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	2,532	
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	7,595	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	2,818	
Federal Insurance Contributions Act (FICA)	839	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	588	
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	1,573	
Clothing	1,272	
Travel	342	
Other pay	2,171	
Total Increases Pricing		19,730
Total Increases		19,730
Decreases Program:		
Retired Pay Accrual (RPA)	(4,935)	
Travel	(382)	
Basic Allowance for Housing (BAH)	(1,597)	
Clothing	(1,608)	
Other pay	(12,795)	
Basic Pay	(6,110)	
Federal Insurance Contributions Act (FICA)	(506)	
Basic Allowance for Subsistence (BAS)	(610)	
Total Decreases Program		(28,543)
Total Decreases		(28,543)
FY2023 Direct Program		552,298

**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 2023 budget request decreases by 1.7% or \$8.4 million due to projected lower participation in the training pipeline.

The program supports pay and allowances to include basic pay, FICA, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS) 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.

<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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>
36,725	15,407	565,858	30,973	15,747	487,734	29,747	16,112	479,296

Individual Clothing and Uniform Allowance:

The FY 2023 budget request decreases by 0.6% or \$0.03 million due to projected lower participation in the training pipeline.

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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Female	4,850	2,050	9,944	5,534	2,089	11,561	5,359	2,130	11,419
Male	22,145	1,796	39,775	25,266	1,830	46,243	24,667	1,866	46,049
Total	26,995		49,719	30,800		57,804	30,026		57,468

**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 2023 budget request decreases by 0.3% or \$0.004 million due to projected lower participation in the training pipeline.

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

ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
8,900	730	6,505	20,910	744	15,573	20,449	759	15,534

GRAND TOTAL Training, Pay Group F:

	ACTUAL FY 2021	ESTIMATE FY 2022	ESTIMATE FY 2023
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	622,082	561,111	552,298

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

ACTUAL FY 2021
66,760

ESTIMATE FY 2022
46,286

ESTIMATE FY 2023
47,941

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 Recruit Sustainment Program (RSP) training. 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 2023 Pay Group P budget increases by 3.6% or \$1.6 million due to:

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

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

FY2022 Direct Program		46,286
Increases Pricing:		
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	702	
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	234	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	260	
Federal Insurance Contributions Act (FICA)	78	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	54	
Other Pay	267	
Clothing	38	
Total Increases Pricing		1,633
Increases Program:		
Basic Pay	652	
Federal Insurance Contributions Act (FICA)	54	
Total Increases Program		706
Total Increases		2,339
Decreases Program:		
Other Pay	(547)	
Retired Pay Accrual (RPA)	(133)	
Clothing	(4)	
Total Decreases Program		(684)
Total Decreases		(684)
FY2023 Direct Program		47,941

**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 2023 budget request increases by 3.6% or \$1.5 million due to rate adjustments in pay and allowances.

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

ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
781,731	79	62,515	525,909	81	42,951	533,457	83	44,517

Individual Clothing and Uniform Allowance:

The FY 2023 budget request increases by 2.0% or \$0.004 million due to rate adjustments in pay and allowances.

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

ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
6,730	247	1,669	6,870	252	1,736	6,871	257	1,771

Subsistence:

The FY 2023 budget request increases by 3.4% or \$0.005 million due to rate adjustments in pay and allowances.

The program supports subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) events with a duration of eight hours or more in any one calendar day.

ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
317,633	8	2,576	192,188	8	1,599	192,657	8	1,653

GRAND TOTAL Training, Pay Group P:

	ACTUAL FY 2021		ESTIMATE FY 2022		ESTIMATE FY 2023	
	Amount	Amount	Amount	Amount	Amount	Amount
Enlisted	66,760	66,760	46,286	46,286	47,941	47,941

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

<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
565,599	543,332	587,537

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 Soldiers attending initial skill qualification, career development training, and Officer Candidate School (OCS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2023 School Training budget request increases by 8.1% or \$44.2 million due to:

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

Requirements supporting Overseas Operations are included in the budget tables in each fiscal year. The total for School Training OCO Actuals for FY 2021 is 0.11 million, Direct War and Enduring Estimates FY 2022 is \$3.3 million, and Overseas Operations Request amounts for FY 2023 is \$3.5 million.

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

FY2022 Direct Program		543,332
Increases Pricing:		
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	2,200	
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	6,600	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	2,449	
Federal Insurance Contributions Act (FICA)	729	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	597	
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	3,267	
Travel	1,225	
Other Pay	2,215	
Total Increases Pricing		19,282
Increases Program:		
Basic Pay	16,842	
Retired Pay Accrual (RPA)	1,588	
Travel	5,452	
Basic Allowance for Housing (BAH)	1,893	
Federal Insurance Contributions Act (FICA)	1,397	
Basic Allowance for Subsistence (BAS)	1,628	
Total Increases Program		28,800
Total Increases		48,082
Decreases Program:		
Other Pay	(3,877)	
Total Decreases Program		(3,877)
Total Decreases		(3,877)
FY2023 Direct Program		587,537

**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 2023 budget request increases by 9.2% or \$15.7 million due to participation and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

Career Development Training includes military professional education training key to the advancement of officers and enlisted Soldiers as they progress through their career. The program funds pay and allowances for Soldiers attending schools and military personnel to administer or facilitate the course. Training in this area includes Captains Career Course (CCC), Senior Service Colleges (SSC), WO Staff courses, and Non-Commissioned Officer Education School (NCOES).

	ACTUAL FY 2021				ESTIMATE FY 2022				ESTIMATE FY 2023			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,792	142,408	396	56,492	2,299	117,264	406	47,648	2,560	130,572	416	54,357
Enlisted	21,373	598,440	241	144,589	17,881	500,679	247	123,938	18,723	524,245	253	132,980
Total	24,165			201,081	20,180			171,586	21,283			187,337

Flight Training:

The FY 2023 budget request increases by 8.5% or \$2.1 million due to participation and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

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

	ACTUAL FY 2021				ESTIMATE FY 2022				ESTIMATE FY 2023			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	485	58,254	350	20,397	583	69,979	358	25,098	618	74,135	367	27,241
Enlisted	117	14,038	240	3,383	0	0	246	0	0	0	253	0
Total	602			23,780	583			25,098	618			27,241

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

Initial Skills Acquisition Training:

The FY 2023 budget request increases by 5.3% or \$10.9 million due to participation and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

Requirements supporting Overseas Operations are included in the budget tables below. The Direct War and Enduring Estimate for FY 2022 is \$0.06 million.

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

	ACTUAL FY 2021				ESTIMATE FY 2022				ESTIMATE FY 2023			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	4,703	404,442	314	127,003	4,352	374,295	321	120,392	4,462	383,768	329	126,467
Enlisted	5,833	618,253	213	132,269	3,750	397,550	219	87,139	3,866	409,844	224	92,055
Total	10,536			259,272	8,102			207,531	8,328			218,522

Officer Candidate/Training School:

The FY 2023 budget request increases by 10.1% or \$0.7 million due to participation and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

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

	ACTUAL FY 2021				ESTIMATE FY 2022				ESTIMATE FY 2023			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	106	3,188	348	1,110	162	4,848	356	1,729	168	5,052	365	1,846
Enlisted	258	25,266	239	6,055	253	24,759	245	6,079	274	26,816	251	6,747
Total	364			7,165	415			7,808	442			8,593

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

Refresher and Proficiency Training:

The FY 2023 budget request increases by 11.1% or \$14.5 million. Increase due to greater participation and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

Requirements supporting Overseas Operations are included in the budget tables below. The Direct War and Enduring Estimate requirement for FY 2022 is \$3.3 million and Overseas Operations Request amounts for FY 2023 is \$3.5 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 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	1,537	61,460	348	21,399	3,166	126,621	356	45,158	3,345	133,789	365	48,885
Enlisted	5,256	220,738	239	52,902	8,354	350,863	245	86,151	9,175	385,354	251	96,959
Total	6,793			74,301	11,520			131,309	12,520			145,844

GRAND TOTAL School Training:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	9,623	669,752	226,401	10,562	693,007	240,025	11,153	727,316	258,796
Enlisted	32,837	1,476,735	339,198	30,238	1,273,851	303,307	32,038	1,346,259	328,741
Total	42,460		565,599	40,800		543,332	43,191		587,537

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

<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
1,484,216	856,045	757,064

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 2023 Special Training budget request decreases by 11.6% or \$98.9 million due to:

(1) Reduction of Competitive Events, Exercises, Management Support, and recruiting assistants.

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

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

Requirements supporting Overseas Operations are included in the budget tables below. The total Special Training OCO Actuals requirement for FY 2021 is \$139.4 million, Direct War and Enduring Estimates for FY 2022 is \$83.5 million, and Overseas Operations Request amounts for FY 2023 is \$95.4 million.

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

FY2022 Direct Program		856,045
Increases Pricing:		
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	3,807	
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	11,422	
Retired Pay Accrual (RPA) increase due to Part-Time rate increase of 24.5%	4,238	
Federal Insurance Contributions Act (FICA)	1,262	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	514	
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	2,447	
Travel	886	
Other Pay	5,271	
Total Increases Pricing		29,847
Total Increases		29,847
Decreases Program:		
Basic Pay	(45,417)	
Retired Pay Accrual (RPA)	(17,033)	
Federal Insurance Contributions Act (FICA)	(3,762)	
Basic Allowance for Subsistence (BAS)	(1,964)	
Basic Allowance for Housing (BAH)	(8,061)	
Other Pay	(48,567)	
Travel	(4,024)	
Total Decreases Program		(128,828)
Total Decreases		(128,828)
FY2023 Direct Program		757,064

**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 2023 budget request increases by 5.3% or \$0.6 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 2021</u>				<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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>
51	18,485	171	3,177	87	31,630	175	5,545	76	27,676	178	4,949
125	45,767	171	7,866	120	43,671	175	7,656	137	50,028	178	8,946
176			11,043	207			13,201	213			13,895

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

The FY 2023 budget increases by 15.6% or \$20.4 million. The Command and Control Consequence Response Element (C2CRE) conducts a mission transfer consisting of 7-8 states. The mission transfer occurs in odd numbered fiscal years. During the mission transfer the original C2CRE and new C2CRE elements overlap for a period of 9 months to conduct mission training for the new C2CRE element.

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 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	964	138,854	383	53,256	888	127,859	393	50,255	1,157	166,576	402	67,112
Enlisted	5,878	305,648	236	72,356	6,396	332,598	242	80,788	6,507	338,342	249	84,342
Total	6,842			125,612	7,284			131,043	7,664			151,454

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

Command and Staff Supervision:

The FY 2023 budget request increases by 0.8% or \$1.3 million due to rate adjustments in Basic Pay, BAH, BAS, Travel, and Retired Pay Accrual.

Requirements supporting Overseas Operations are included in the budget tables below. The OCO Actuals for FY 2021 is \$39.4 million, Direct War and Enduring Estimate for FY 2022 is \$9.2 million, and Overseas Operations Request amounts for FY 2023 is \$5.9 million.

The program supports officer and enlisted Soldier participation in pre-annual training (AT) meetings 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 2021</u>					<u>ESTIMATE FY 2022</u>					<u>ESTIMATE FY 2023</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	9,389	93,893	521	48,920	12,242	122,415	533	65,360	12,484	124,841	547	68,317		
Enlisted	<u>55,673</u>	556,725	245	<u>136,754</u>	<u>45,356</u>	453,563	252	<u>114,307</u>	<u>43,593</u>	435,933	258	<u>112,741</u>		
Total	65,062			185,674	57,598			179,667	56,077			181,058		

Competitive Events:

The FY 2023 budget request decreases by 7.0% or \$0.5 million resulting in lower participation.

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 2021</u>					<u>ESTIMATE FY 2022</u>					<u>ESTIMATE FY 2023</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	448	3,581	364	1,306	467	3,732	372	1,391	349	2,795	381	1,065		
Enlisted	<u>2,823</u>	22,585	251	<u>5,676</u>	<u>2,895</u>	23,163	257	<u>5,957</u>	<u>2,738</u>	21,905	263	<u>5,766</u>		
Total	3,271			6,982	3,362			7,348	3,087			6,831		

**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.

	<u>ACTUAL FY 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	503	95,070	440	41,866	0	0	0	0	0	0	0	0
Enlisted	2,505	473,411	291	138,023	0	0	0	0	0	0	0	0
Total	3,008			179,889	0			0	0			0

Exercises:

The FY 2023 budget request decreases by 20.5% or \$51 million. CTC rotations reduced from four rotations in FY21 to two rotations per fiscal year in FY 2022 and FY 2023. Reduction results in decreased participation from FY 2022 to FY 2023.

Requirements supporting Overseas Operations are included in the budget tables below. The OCO Actual requirement for FY 2021 is \$87.3 million, Direct War and Enduring Estimate for FY 2022 is \$71.4 million, and Overseas Operations Request amounts for FY 2023 is \$70.4 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.

	<u>ACTUAL FY 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	37,988	265,919	417	111,045	28,328	198,294	427	84,846	23,556	164,889	438	72,304
Enlisted	119,473	836,312	252	210,826	90,631	634,420	258	163,858	67,659	473,612	264	125,351
Total	157,461			321,871	118,959			248,704	91,215			197,655

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

Management Support:

The FY 2023 budget request decreases by 24.4% or \$22.9 million. The reduction is based on the planned FY21 implementation of Release 3 in IPPS-A, which marks the transition to the maintenance phase.

Includes a \$3.9 million-dollar internal prioritization for emerging requirements for ARNG innovation and outreach to lower suicide risk.

Requirements supporting Overseas Operations are included in the budget tables below. The OCO Actuals for FY 2021 is \$19.1 million, Direct War and Enduring Estimate for FY 2022 is \$9.2 million and Overseas Operations Request amounts for FY 2023 is \$5.9 million.

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 2021</u>					<u>ESTIMATE FY 2022</u>					<u>ESTIMATE FY 2023</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	63,783	318,915	456	145,457	19,511	97,554	466	45,556	14,366	71,831	478	34,351		
Enlisted	236,699	1,183,493	278	329,875	33,704	168,519	285	48,161	24,868	124,340	293	36,444		
Total	300,482			475,332	53,215			93,717	39,234			70,795		

Operational Training:

The FY 2023 budget request decreases by 8.0% or \$6.7 million.

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 2021</u>					<u>ESTIMATE FY 2022</u>					<u>ESTIMATE FY 2023</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	12,116	60,579	403	24,449	32,266	161,328	413	66,667	28,266	141,331	423	59,810		
Enlisted	20,206	101,030	240	24,337	14,380	71,898	246	17,748	14,118	70,589	253	17,859		
Total	32,322			48,786	46,646			84,415	42,384			77,669		

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

Recruiting/Retention:

The FY 2023 budget request decreases by 52.2% or \$39.9 million resulting in a reduction of recruiter assistants supporting ARNG Full-Time AGR recruiters.

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

	<u>ACTUAL FY 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	1,487	44,599	345	15,404	1,227	36,811	354	13,048	750	22,513	363	8,191
Enlisted	14,133	423,986	220	93,277	9,339	280,176	226	63,415	4,066	121,988	232	28,350
Total	15,620			108,681	10,566			76,463	4,816			36,541

Unit Conversion Training:

The FY 2023 budget decreases by 1.5% or \$0.3 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 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	710	7,095	379	2,689	1,030	10,295	388	4,001	817	8,167	398	3,255
Enlisted	10,070	80,559	219	17,657	9,735	77,882	224	17,486	9,733	77,864	230	17,911
Total	10,780			20,346	10,765			21,487	10,550			21,166

GRAND TOTAL Special Training:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	127,439	1,046,990	447,569	96,046	789,918	336,669	81,821	730,619	319,354
Enlisted	467,585	4,029,516	1,036,647	212,556	2,085,890	519,376	173,419	1,714,601	437,710
Total	595,024		1,484,216	308,602		856,045	255,240		757,064

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

PURPOSE AND SCOPE

<u>ACTUAL FY 2021</u> 4,339,251	<u>ESTIMATE FY 2022</u> 4,374,782	<u>ESTIMATE FY 2023</u> 4,642,452
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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 managing the National Guard Bureau, training plans, personnel and medical readiness, 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 bonuses, 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.

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, or 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 or illness that occurred while in an active or inactive duty status. 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.

Servicemembers' Group Life Insurance (SGLI) is a life insurance program for Service members provided by the Department of Veterans Affairs. It is low cost insurance program that was developed to provide insurance benefits for Service members who may not otherwise be eligible to receive insurance benefits from private companies due to risks involved in military service or a service connected disability. Army National Guard Service members on drill status, assigned to a unit, and performs at least 12 periods of inactive duty training (that is creditable for retirement purposes) qualify for full-time SGLI coverage 365 days of the year. Soldiers are also covered for 120 days following separation or release from duty.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2023 Administration and Support budget increases by 6.1% or \$267.6 million due to:

Rate adjustments in base pay, BAH, BAS, and RPA.

Requirements supporting Overseas Operations are included in the budget tables in each fiscal year. The total Administration and Support OCO Actuals for FY 2021 is \$1.3 million, FY 2022 Direct War and Enduring Estimate is \$3.6 million, and FY 2023 Overseas Operations Request amounts is \$0.3 million.

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

FY2022 Direct Program		4,374,782
Increases Pricing:		
Other pay	7,562	
Basic Pay increase due to pay raise of 2.7%, effective 1 January 2022	20,337	
Basic Pay increase due to pay raise of 4.6%, effective 1 January 2023	61,010	
AGR Retired Pay Accrual (RPA) increase of full-time of 36.9%	28,657	
Federal Insurance Contributions Act (FICA)	6,456	
Basic Allowance for Subsistence (BAS) increase due to a rate of 3.4%	4,782	
Cost of Living Allowance (COLA)	46	
Travel	1,197	
Basic Allowance for Housing (BAH) increase due to a rate of 4.1%	32,209	
Bonus and Incentives	8,372	
Total Increases Pricing		170,628
Increases Program:		
AGR COLA	8	
Retired Pay Accrual (RPA)	25,221	
Other Pay	165,395	
Total Increases Program		190,624
Total Increases		361,252
Decreases Program:		
Bonus and Incentives	(49,957)	
Basic Allowance for Subsistence (BAS)	(1,845)	
Basic Allowance for Housing (BAH)	(3,662)	
Basic pay	(3,700)	
Federal Insurance Contributions Act (FICA)	(34,418)	
Total Decreases Program		(93,582)
Total Decreases		(93,582)
FY2023 Direct Program		4,642,452

**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 2023 Budget request increases by 7.9% or \$311.3 million due to pay and allowance rate adjustments.

AGR Pay and Allowances provides funding for approximately 30,845 mission essential, Full-Time support personnel for 50 States, 3 Territories, and 1 District. 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 and is calculated by using the AGR Average End Strength.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	7,269	175,064	1,272,543	7,235	179,585	1,297,704	7,311	191,352	1,398,976
Enlisted	24,035	108,777	2,614,459	23,582	111,809	2,636,676	23,633	120,455	2,846,732
Total	31,304		3,887,002	30,817		3,934,380	30,944		4,245,708

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

Funding source change in FY23.

Rear detachment unit activities, that require full-time support, continue during mobilizations. To minimize the operational impact created by mobilized 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 by providing administrative and operational support for mobilized and non-mobilized personnel, armories, and facilities which maintain an on-going presence in the local community.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	2	175,064	295	5	171,864	867	0	0	0
Enlisted	7	108,777	746	21	108,136	2,277	0	0	0
Total	9		1,041	26		3,144	0		0

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

The FY 2023 budget request increases by 2.6% or \$0.05 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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	100	7,111	709	34	7,253	732	36	7,398	754
Enlisted	308	4,346	1,338	226	4,433	1,360	236	4,522	1,392
Total	408		2,047	260		2,092	272		2,146

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

Travel and PCS:

The FY 2023 budget request increases by 2.2% or \$1.1 million.

Funding provided 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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1,068	18,647	19,917	1,475	13,975	20,614	1,492	14,120	21,068
Enlisted	1,835	17,781	32,635	1,862	18,136	33,777	2,906	11,878	34,520
Total	2,903		52,552	3,337		54,391	4,398		55,588

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

The FY 2023 Budget request is reduced for REDUX funding, which provides 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1,542	4	30,000	120	0	30,000	0
Enlisted	67	30,000	2,013	4	30,000	120	2	30,000	60
Total	118		3,555	8		240	2		60

Death Gratuities:

The FY 2023 Budget request increases by 7.6% or \$79 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	0	0	1	100,000	89	1	100,000	102
Enlisted	0	0	0	10	100,000	952	10	100,000	1,018
Total	0		0	11		1,041	11		1,120

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

Disability and Hospitalization Benefits:

The FY 2023 budget request increases by 3.5% or \$0.6 million due to additional Overseas Operations Request amounts.

Requirements supporting Overseas Operations request amounts are included in the budget tables in each fiscal year. Overseas Operations request amounts for FY 2021 OCO Actuals is \$1.3 million, FY 2022 Direct War and Enduring Estimate is \$3.6 million, and FY 2023 Overseas Operations Request amounts is \$0.3 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	80	15,589	1,254	215	15,994	3,446	185	16,410	3,036
Enlisted	648	17,315	11,220	787	17,765	13,973	823	18,227	14,996
Total	728		12,474	1,002		17,419	1,008		18,032

Servicemembers' Group Life Insurance:

Servicemembers' Group Life Insurance (SGLI) is a life insurance program for Service members provided by the Department of Veterans Affairs. It is low cost insurance program that was developed to provide insurance benefits for Service members who may not otherwise be eligible to receive insurance benefits from private companies due to risks involved in military service or a service connected disability. Army National Guard Service members on drill status, assigned to a unit, and performs at least 12 periods of inactive duty training (that is creditable for retirement purposes) qualify for full-time SGLI coverage 365 days of the year. Soldiers are also covered for 120 days following separation or release from duty.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	0	1,971	0	0	0	0	0	0
Enlisted	0	0	6,513	0	0	0	0	0	0
Total	0		8,484	0		0	0		0

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

Selected Reserve Incentive Program (SRIP):

The FY 2023 budget request for the SRIP program decreases by 11.6% or \$41.8 million due to reduced bonus spending and cost adjustments for tuition support.

Officer Programs

The FY 2023 budget request decreases by 14.1% or \$7.9 million primarily due Specialized Training Assistance incentives reductions.

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 2023 budget request decreases by 11.1% or \$33.8 million, primarily due to reduction in 6 year 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 lump-sum payments.

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Officer Affiliation/Accession Bonus	245	108,469	26,575	245	27,143	6,650	245	3,551	870
Specialized Training Assistance	241	17,315	4,173	246	16,561	4,074	251	24,287	6,096
Health Professionals Loan Repayment	443	11,804	5,229	439	43,492	19,093	454	40,641	18,451
Officer Loan Repayment Program	76	3,395	258	76	6,776	515	76	6,776	515
Health Professional Officer Recruiting	1,182	22,303	26,362	1,174	22,055	25,892	1,160	19,256	22,337
Subtotal	<u>2,187</u>		<u>62,597</u>	<u>2,180</u>		<u>56,224</u>	<u>2,186</u>		<u>48,269</u>
Enlistment Bonus									
Initial	13,887	5,575	77,416	13,575	2,807	38,105	13,169	3,031	39,912
Anniversary	20,424	2,135	43,600	32,511	1,719	55,889	43,730	1,661	72,622
Subtotal	<u>34,311</u>		<u>121,016</u>	<u>46,086</u>		<u>93,994</u>	<u>56,899</u>		<u>112,534</u>
Enlisted Affiliation Bonus									
Initial	669	18,468	12,355	559	5,572	3,115	498	8,102	4,035
Anniversary	1,126	682	768	812	9,853	8,001	812	1,314	1,067
Subtotal	<u>1,795</u>		<u>13,123</u>	<u>1,371</u>		<u>11,116</u>	<u>1,310</u>		<u>5,102</u>
Enlisted Other									
Student Loan Repayment	6,847	2,028	13,889	6,896	4,437	30,600	7,206	2,971	21,411
MOS Conversion Bonus	0	0	0	25	4,800	120	25	4,960	124
Subtotal	<u>6,847</u>		<u>13,889</u>	<u>6,921</u>		<u>30,720</u>	<u>7,231</u>		<u>21,535</u>
Active Guard Reserve (AGR) Reenlistment Bonus									
Initial	125	4,072	509	56	7,482	419	221	6,914	1,528
Anniversary	0	0	1,795	0	0	804	0	0	4,580
Subtotal	<u>125</u>		<u>2,304</u>	<u>56</u>		<u>1,223</u>	<u>221</u>		<u>6,108</u>
6 yr Reenlistment Bonus									
Initial	6,775	18,832	127,587	6,116	20,467	125,176	6,090	9,992	60,854
Anniversary	8,534	2,178	18,583	10,650	3,203	34,111	11,637	4,971	57,852
Subtotal	<u>15,309</u>		<u>146,170</u>	<u>16,766</u>		<u>159,287</u>	<u>17,727</u>		<u>118,706</u>
3 yr Reenlistment Bonus									
Initial	4,818	2,116	10,193	4,258	1,879	8,000	4,400	1,467	6,456
Anniversary	2,310	63	146	0	0	0	0	0	0
Subtotal	<u>7,128</u>		<u>10,339</u>	<u>4,258</u>		<u>8,000</u>	<u>4,400</u>		<u>6,456</u>
Selective Reserve Incentive Total	67,702		369,438	77,638		360,564	89,974		318,710

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

Continuation Pay:

The FY 2023 budget request for the Continuation Pay program decreases by 28% or \$423 million based on new per capita rates and amortization payment amounts set by the Board of Actuaries. Officer Programs 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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	0	1,252	0	0	698	0	0	466
Enlisted	0	0	1,406	0	0	813	0	0	622
Total	0		2,658	0		1,511	0		1,088

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

<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
0	0	45

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center. The component estimate for the Basic Needs Allowance was calculated using the relative populations of O1-O3.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Basic Needs Allowance:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	0	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	0	0	45
Total	0		0	0		0	0		45

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

ACTUAL FY 2021
38,344

ESTIMATE FY 2022
41,514

ESTIMATE FY 2023
70,700

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 members 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)**

FY2022 Direct Program			41,514
Increases Pricing:			
	Thrift Savings Plan - Matching Contributions	913	
Total Increases Pricing			913
Increases Program:			
	Thrift Savings Plan - Matching Contributions	28,273	
Total Increases Program			28,273
Total Increases			29,186
FY2023 Direct Program			70,700

**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 2023 budget request increases by 70.3%, or \$29.1 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.

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	0	8,771	0	0	9,632	0	0	10,049
Enlisted	0	0	29,573	0	0	31,882	0	0	60,651
Total	<u>0</u>		<u>38,344</u>	<u>0</u>		<u>41,514</u>	<u>0</u>		<u>70,700</u>

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

ACTUAL FY 2021
41,409

ESTIMATE FY 2022
49,565

ESTIMATE FY 2023
9,087

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 2023 Budget request decreases by 81.7% or \$40.4 million due to pricing decrease for the Education Benefit 10 USC Ch. 1606 and the reduction in the number of projected takers for the Basic Selected Skill Benefit Kicker.

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

FY2022 Direct Program			49,565
Increases Program:			
	Education Benefit (10 U.S.C. Ch. 1606)	5,488	
Total Increases Program			5,488
Total Increases			5,488
Decreases Pricing:			
	Education Benefit (10 U.S.C. Ch. 1606)	(18,440)	
	Basic Selected Skill Benefit \$350 Kicker	(20,682)	
Total Decreases Pricing			(39,122)
Decreases Program:			
	Basic Selected Skill Benefit \$350 Kicker	(6,844)	
Total Decreases Program			(6,844)
Total Decreases			(45,966)
FY2023 Direct Program			9,087

**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 2023 budget request decreases by 70.2% or \$12.9 million due to a pricing reduction by the DoD Education Benefits Board of Actuaries.

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1,000	774	774	2,202	647	1,425	1000	823	823
Enlisted	1,000	15,010	15,010	26,298	647	17,015	1000	4665	4,665
Total	2,000		15,784	28,500		18,440	2000		5,488

Kicker, Chapter 1606:

The FY 2023 budget request decreases by 88.4% or \$27.5 million due to a reduced number of takers.

The Kicker, Chapter 1606, is an add-on to an existing G.I. Bill benefit. The additional funding is above what a Soldier 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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									
\$350 Kicker	0	0	0	0	0	0	481	1,122	540
Enlisted									
\$200 Kicker	1,000	1,255	1,255	0	0	0	0	0	0
\$350 Kicker	1,000	24,370	24,370	9,308	3,344	31,125	2,726	1,122	3,059
Total	2,000		25,625	9,308		31,125	3,207		3,599

GRAND TOTAL Education Benefits:

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,000	774	2,202	1,425	481	1,363
Enlisted	3,000	40,635	35,606	48,140	2,726	7,724
Total	4,000	41,409	37,808	49,565	3,207	9,087

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Officer			
Basic Pay	222,195	320,387	225,725
Other Pay and Allowances	4,796	6,917	4,871
Travel	5,838	8,418	5,932
Total	232,829	335,722	236,528
Enlisted			
Basic Pay	813,278	1,172,683	826,209
Other Pay and Allowances	3,822	5,510	3,883
Travel	240,197	346,349	244,021
Total	1,057,297	1,524,542	1,074,113
Officer & Enlisted			
Retired Pay Accrual	235,616	339,736	239,359
Total Program	1,525,742	2,200,000	1,550,000

FY 2022 Reimbursable column total reflects the amount in the enactment apportionment (\$2,200,000,000), which was rounded up from the estimate amount of \$2,199,982,000.

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

ENLISTMENT BONUS

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

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	20,424	43,600	0	0	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments	13,887	77,416	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			32,511	55,889	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			13,575	38,105	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					43,730	72,622	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					13,169	39,912	0	0	0	0	0	0	0	0
Anniversary Payments							43,943	64,454	0	0	0	0	0	0
FY 2024														
Initial Payments							13,175	39,912	0	0	0	0	0	0
Anniversary Payments									43,944	44,311	0	0	0	0
FY 2025														
Initial Payments									13,177	39,912	0	0	0	0
Anniversary Payments											43,945	43,051	0	0
FY 2026														
Initial Payments											13,179	39,912	0	0
Anniversary Payments													43,945	43,002
FY 2027														
Initial Payments														13,179 39,912
Initial Payments	13,887	77,416	13,575	38,105	13,169	39,912	13,175	39,912	13,177	39,912	13,179	39,912	13,179	39,912
Anniversary Payments	20,424	43,600	32,511	55,889	43,730	72,622	43,943	64,454	43,944	44,311	43,945	43,051	43,945	43,002
Total	34,311	121,016	46,086	93,994	56,899	112,534	57,118	104,366	57,121	84,223	57,124	82,963	57,124	82,914

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,126	768	0	0	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments	669	12,355	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			812	8,001	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			559	3,115	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					812	1,067	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					498	4,035	0	0	0	0	0	0	0	0
Anniversary Payments							812	1,067	0	0	0	0	0	0
FY 2024														
Initial Payments							575	4,035	0	0	0	0	0	0
Anniversary Payments									813	997	0	0	0	0
FY 2025														
Initial Payments									576	4,035	0	0	0	0
Anniversary Payments											813	951	0	0
FY 2026														
Initial Payments											576	4,035	0	0
Anniversary Payments													813	952
FY 2027														
Initial Payments													576	4,035
Initial Payments	669	12,355	559	3,115	498	4,035	575	4,035	576	4,035	576	4,035	576	4,035
Anniversary Payments	1,126	768	812	8,001	812	1,067	812	1,067	813	997	813	951	813	952
Total	1,795	13,123	1,371	11,116	1,310	5,102	1,387	5,102	1,389	5,032	1,389	4,986	1,389	4,987

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	2,310	146	0	0	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments	4,818	10,193	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			4,258	8,000	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					4,400	6,456	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							4,492	6,456	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
FY 2025														
Initial Payments									4,493	6,456	0	0	0	0
Anniversary Payments											0	0	0	0
FY 2026														
Initial Payments											4,493	6,456	0	0
Anniversary Payments													0	0
FY 2027														
Initial Payments													4,493	6,456
Initial Payments	4,818	10,193	4,258	8,000	4,400	6,456	4,492	6,456	4,493	6,456	4,493	6,456	4,493	6,456
Anniversary Payments	2,310	146	0	0	0	0	0	0	0	0	0	0	0	0
Total	7,128	10,339	4,258	8,000	4,400	6,456	4,492	6,456	4,493	6,456	4,493	6,456	4,493	6,456

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	8,534	18,583	0	0	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments	6,775	127,587	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			10,650	34,111	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			6,116	125,176	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					11,637	57,852	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					6,090	60,854	0	0	0	0	0	0	0	0
Anniversary Payments							11,637	53,511	0	0	0	0	0	0
FY 2024														
Initial Payments							6,090	60,854	0	0	0	0	0	0
Anniversary Payments									11,639	48,458	0	0	0	0
FY 2025														
Initial Payments									6,092	60,854	0	0	0	0
Anniversary Payments											11,641	46,210	0	0
FY 2026														
Initial Payments											6,094	60,854	0	0
Anniversary Payments													11,641	46,210
FY 2027														
Initial Payments													6,094	60,854
Initial Payments	6,775	127,587	6,116	125,176	6,090	60,854	6,090	60,854	6,092	60,854	6,094	60,854	6,094	60,854
Anniversary Payments	8,534	18,583	10,650	34,111	11,637	57,852	11,637	53,511	11,639	48,458	11,641	46,210	11,641	46,210
Total	15,309	146,170	16,766	159,287	17,727	118,706	17,727	114,365	17,731	109,312	17,735	107,064	17,735	107,064

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2021														
Initial Payments	117	1,653	0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			117	3,344	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					117	440	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							117	440	0	0	0	0	0	0
FY 2025														
Initial Payments									119	440	0	0	0	0
FY 2026														
Initial Payments											121	440	0	0
FY 2027														
Initial Payments													121	440
Initial Payments	117	1,653	117	3,344	117	440	117	440	119	440	121	440	121	440
Total	117	1,653	117	3,344	117	440	117	440	119	440	121	440	121	440

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2021														
Initial Payments	6,847	13,889	0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			6,896	30,600	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					7,206	21,411	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							7,539	21,411	0	0	0	0	0	0
FY 2025														
Initial Payments									7,540	21,411	0	0	0	0
FY 2026														
Initial Payments											7,540	21,411	0	0
FY 2027														
Initial Payments													7,540	21,411
Initial Payments	6,847	13,889	6,896	30,600	7,206	21,411	7,539	21,411	7,540	21,411	7,540	21,411	7,540	21,411
Total	6,847	13,889	6,896	30,600	7,206	21,411	7,539	21,411	7,540	21,411	7,540	21,411	7,540	21,411

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2021														
Initial Payments	241	4,173	0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			246	4,074	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					251	6,096	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							251	4,859	0	0	0	0	0	0
FY 2025														
Initial Payments									252	6,460	0	0	0	0
FY 2026														
Initial Payments											252	8,311	0	0
FY 2027														
Initial Payments													252	8,263
Initial Payments	241	4,173	246	4,074	251	6,096	251	4,859	252	6,460	252	8,311	252	8,263
Total	241	4,173	246	4,074	251	6,096	251	4,859	252	6,460	252	8,311	252	8,263

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2021														
Initial Payments	443	5,229	0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			439	19,093	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					454	18,451	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							454	18,930	0	0	0	0	0	0
FY 2025														
Initial Payments									455	19,423	0	0	0	0
FY 2026														
Initial Payments											455	19,928	0	0
FY 2027														
Initial Payments													455	20,098
Initial Payments	443	5,229	439	19,093	454	18,451	454	18,930	455	19,423	455	19,928	455	20,098
Total	443	5,229	439	19,093	454	18,451	454	18,930	455	19,423	455	19,928	455	20,098

**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 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2021														
Initial Payments	1,182	26,362	0	0	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments			1,174	25,892	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments					1,160	22,337	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments							1,160	17,765	0	0	0	0	0	0
FY 2025														
Initial Payments									1,161	13,608	0	0	0	0
FY 2026														
Initial Payments											1,161	12,886	0	0
FY 2027														
Initial Payments													1,161	12,886
Initial Payments	1,182	26,362	1,174	25,892	1,160	22,337	1,160	17,765	1,161	13,608	1,161	12,886	1,161	12,886
Total	1,182	26,362	1,174	25,892	1,160	22,337	1,160	17,765	1,161	13,608	1,161	12,886	1,161	12,886

**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>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	37	294	331	0	0	0	331
RECRUITING/RETENTION	293	3,758	4,051	0	0	0	4,051
SUBTOTAL	330	4,052	4,382	0	0	0	4,382
UNITS							
RC UNIQUE MGMT HQS	3,854	16,204	20,058	0	0	0	20,058
UNIT SUPPORT	1,273	2,080	3,353	21,969	0	5,199	30,521
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,127	18,284	23,411	21,969	0	5,199	50,579
TRAINING							
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
SUBTOTAL	1,035	535	1,570	0	0	0	1,570
HEADQUARTERS							
SERVICE HQS	29	0	29	0	0	0	29
AC HQS	15	0	15	0	0	0	15
AC INSTAL/ACTIVITIES	593	739	1,332	0	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
SUBTOTAL	637	739	1,376	0	973	0	2,349
TOTAL END STRENGTH	7,129	23,610	30,739	21,969	973	5,199	58,880

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

FY 2022

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	0	4,315
UNITS							
RC UNIQUE MGMT HQS	4,239	16,647	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
SUBTOTAL	5,238	18,283	23,521	22,294	0	4,813	50,628
TRAINING							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	1,024	0	2,345
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
SUBTOTAL	618	759	1,377	0	1,024	0	2,401
TOTAL END STRENGTH	7,249	23,596	30,845	22,294	1,024	4,813	58,976

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

FY 2023

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	82	346
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	82	4,397
UNITS							
RC UNIQUE MGMT HQS	4,228	16,658	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
SUBTOTAL	5,227	18,294	23,521	22,294	0	4,813	50,628
TRAINING							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	1,596	0	2,917
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
SUBTOTAL	618	759	1,377	0	1,596	0	2,973
TOTAL END STRENGTH	7,238	23,607	30,845	22,294	1,596	4,895	59,630