

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2024 Budget Estimates*



## NATIONAL GUARD PERSONNEL, ARMY JUSTIFICATION BOOK MARCH 2023

The estimated cost of this report for the Department of Defense is approximately \$39,000 for Fiscal Year 2024. This includes \$0 in expenses and \$39,000 in DoD labor.

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

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

	<u>ACTUAL FY 2022</u>	<u>ENACTED FY 2023</u>	<u>REQUEST FY 2024</u>
<b>Direct Program</b>			
Reserve Component Training and Support	9,194,556	9,232,554	9,783,569
<b>TOTAL DIRECT PROGRAM</b>	<b>9,194,556</b>	<b>9,232,554</b>	<b>9,783,569</b>
<b>Reimbursable Program</b>			
Reserve Component Training and Support	1,315,004	1,550,000	44,100
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>1,315,004</b>	<b>1,550,000</b>	<b>44,100</b>
<b>Total Baseline Program</b>			
Reserve Component Training and Support	10,509,560	10,782,554	9,827,669
<b>TOTAL TOTAL BASELINE PROGRAM</b>	<b>10,509,560</b>	<b>10,782,554</b>	<b>9,827,669</b>
Medicare Eligible Retiree Health Fund Contribution	821,823	873,937	971,647
<b>TOTAL GUARD PERSONNEL PROGRAM COST</b>	<b>11,331,383</b>	<b>11,656,491</b>	<b>10,799,316</b>
<b>Memo Entry: Overseas Operations Costs (OOC)</b>			
Reserve Component Training and Support	114,933	138,581	116,783
<b>Total OOC</b>	<b>114,933</b>	<b>138,581</b>	<b>116,783</b>

Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$116,783 million.

**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 2022</u>	<u>ENACTED FY 2023</u>	<u>REQUEST FY 2024</u>
<b><u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u></b>			
DIRECT PROGRAM	9,194,556	9,232,554	9,783,569
REIMBURSABLE PROGRAM	1,315,004	1,550,000	44,100
MEDICARE-RET CONTRIB, AG ARMY	821,823	873,937	971,647
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST</b>	<b>11,331,383</b>	<b>11,656,491</b>	<b>10,799,316</b>
<b>MEMO ENTRY: OVERSEAS OPERATIONS COSTS (OOC)</b>	<b>114,933</b>	<b>138,581</b>	<b>116,783</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,376,299	1,448,927	14,908,691
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	448,210	436,477	203,136
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>1,824,509</b>	<b>1,885,404</b>	<b>15,111,827</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>13,155,892</b>	<b>13,541,895</b>	<b>25,911,143</b>

Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$116,783 million.

**SECTION 2**  
**INTRODUCTION AND PERFORMANCE MEASURES**

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

**Appropriation Summary**

<u>FY 2023 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2024 Estimate</u>
9,232,554	542,711	8,304	9,783,569

**Program Adjustment Highlights in Fiscal Year (FY) 2024**

The FY 2024 Budget Request supports an end strength of 325,000 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. The National Guard Personnel, Army budget request increases by \$551 million based on projected higher participation in training.

Rates Include the below increases:

Pay Raise

1. Military Pay Raise, effective 1 January 2022 is 2.7% (2.78% over the FY)
2. Military Pay Raise, effective 1 January 2023 is 4.6% (4.1% over the FY)
3. Military Pay Raise, effective 1 January 2024 is 5.2% (5.1% over the FY)

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

4. Basic Allowance for Subsistence inflation, effective 1 January 2022, is 5.3% (4.9% over the FY)
5. Basic Allowance for Subsistence inflation, effective 1 January 2023, is 11.2% (9.7% over the FY)
6. Basic Allowance for Subsistence inflation, effective 1 January 2024, is 3.4% (5.2% over the FY)

Basic Allowance for Housing

7. Basic Allowance for Housing growth, effective 1 January 2022, is 4.6% (4.2% over the FY)
8. Basic Allowance for Housing growth, effective 1 January 2023 is 9.9% (8.6% over the FY)
9. Basic Allowance for Housing growth, effective 1 January 2024 is 3.9% (5.4% over the FY)

**NATIONAL GUARD PERSONNEL, ARMY  
INTRODUCTION**

Retired Pay Accrual

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
12. Retired Pay Accrual as a percentage of Basic Pay is 30.0% for full-time and 23.1% for part-time Soldiers in FY 2024

General Inflation

13. General inflation is 6.9% in FY 2022
14. General inflation is 4.8% in FY 2023
15. General inflation is 2.4% in FY 2024

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

Pay Group A budget increases by \$191 million due to a higher projected participation rate for Annual Training and Inactive Duty Training and rate increases in pay and allowances.

Pay Group F budget increases by \$47.8 million due to projected increases in training seats in the training pipeline.

Pay Group P budget increases by \$12.4 million due to rate adjustments in pay and allowances.

Schools Training budget increases by \$3.4 million due to projected increases in training seats and rate adjustments in pay and allowances.

Special Training budget increases by \$32.1 million primarily due to a higher participation in Command Staff Supervision, Recruiting and Retention, WMD-CST, and Unit Conversion.

Administration and Support program budget increases by \$294.7 million due to adjusted inflation rates for pay and allowances. The ARNG continues to invest in bonus and incentive programs to meet end strength of 325,000 in FY 2024 and accessions mission of 48,982 in FY 2024.

Thrift Savings Program (TSP) decreases by \$31.8 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 TSP matching contributions.

Education Benefits increases by \$1.2 million due to an update for Chapter 1606 Kicker 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 2024 request resources the ARNG Directed Readiness Tables requirements. As the combat reserve of the Army, the Army National Guard (ARNG) continues to support the active force in sustaining joint operations through a responsive force-generating capability to achieve the Army's priorities of people, readiness, and modernization and the Interim National Security Strategic Guidance. Army National Guard units advance through a series of cumulative and progressively complex training events to improve unit readiness prior to entering an Available Year period. The FY 2024 request provides funding to maintain the minimum statutory requirements of 39 training days for the entire force. Additional days included in the budget support Army collective training programs that provide rotations at premier training venues, including the National Training Center and Joint Readiness Training Center, for ARNG Brigade Combat Teams and enabler units for over 30,000 Soldiers.

**Army National Guard End-Strength**

The Army National Guard supports end-strength of 325,000 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.

<b>End Strength</b>		
<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
329,705	325,000	325,000

The ARNG continues to leverage bonuses, additional incentives, and targeted marketing efforts to achieve the accession goals from FY 2023 to FY 2024. 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, accounting for supplies and equipment, performing all financial activities for the fiscal year. 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.

**Unexpended/Unobligated Balances:**

The ARNG is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2024 Budget Review, ARNG continues to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the ARNG uses the Command Accountability and Execution Review (CAER) framework where Commands review execution and find ways to optimize purchasing power and reduce de-obligation and unexpended balances to improve overall readiness in FY 2024.

**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 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Average Strength	333,124	324,377	322,983
End Strength	329,705	325,000	325,000
Authorized Strength	336,000	325,000	325,000

PERFORMANCE MEASURES:

	<u>FY2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Recruiting: Accession Goals	40,068	42,898	48,982
Recruiting: Accession Actuals	37,772	14,565	
Retention: Reenlistment Goals	32,225	36,201	31,278
Retention: Reenlistment Actuals	32,621		
Attrition: Attrition Goals	12%	13%	15%
Attrition: Attrition Actuals	12%		

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

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

**OFFICER**

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b>Beginning Strength</b>	46,789	46,941	47,243
<b>Gains:</b>			
Males (NPS)	155	180	180
Females (NPS)	68	70	70
Civilian Life	751	910	855
Active Component	216	245	231
Enlisted Commissioning Program	2,956	2,489	2,489
Other Reserve Status/Component	0	40	38
All Other	592	364	343
<b>Total Gains</b>	<u>4,738</u>	<u>4,298</u>	<u>4,206</u>
<b>Losses:</b>			
Civilian Life	920	907	858
Active Component	51	88	76
Retired Reserves	1,031	795	806
Other Reserve Status/Component	77	217	188
All Other	2,507	1,989	2,097
<b>Total Losses</b>	<u>4,586</u>	<u>3,996</u>	<u>4,025</u>
<b>End Strength</b>	46,941	47,243	47,424

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

**ENLISTED**

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b>Beginning Strength</b>	290,736	282,764	277,757
<b>Gains:</b>			
Males (NPS)	16,582	21,187	25,424
Females (NPS)	6,294	7,264	8,717
Civilian Life	1,968	2,429	2,915
Other Reserve Status/Component	5,428	4,151	4,151
All Other	2,762	3,569	3,569
<b>Total Gains</b>	<u>33,034</u>	<u>38,600</u>	<u>44,776</u>
<b>Losses:</b>			
Other Attrition	16,682	18,436	23,871
Expiration of Selected Reserve Service	16,505	18,389	15,675
Active Component	1,052	724	618
To Officer Status	2,956	2,791	2,009
Retired Reserves	3,139	2,582	2,200
Other Reserve Status/Component	672	685	584
Losses to Civilian Life	0	0	0
<b>Total Losses</b>	<u>41,006</u>	<u>43,607</u>	<u>44,957</u>
<b>End Strength</b>	282,764	277,757	277,576

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2022</u>			<u>FY 2023</u>		<u>FY 2024</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	39,660	39,422	39,794	39,594	39,990	39,790	40,186
Enlisted	48	15	236,870	235,869	235,704	233,292	235,502	231,199	230,746
Subtotal			276,530	275,291	275,498	272,886	275,492	270,989	270,932
<b>Pay Group F</b>									
Enlisted			16,194	13,225	13,686	10,215	10,695	10,401	13,308
<b>Pay Group P</b>									
Enlisted			14,062	13,961	10,196	10,559	7,968	10,649	9,915
Subtotal			306,786	302,477	299,380	293,660	294,155	292,039	294,155
Drill/Indiv Tng			306,786	302,477	299,380	293,660	294,155	292,039	294,155
<b>AGR (Full-time)</b>									
Officer			7,129	7,181	7,147	7,227	7,253	7,310	7,238
Enlisted			23,610	23,466	23,178	23,490	23,592	23,634	23,607
Subtotal			30,739	30,647	30,325	30,717	30,845	30,944	30,845
<b>SELRES</b>									
Officer			46,789	46,603	46,941	46,821	47,243	47,100	47,424
Enlisted			290,736	286,521	282,764	277,556	277,757	275,883	277,576
Subtotal			337,525	333,124	329,705	324,377	325,000	322,983	325,000

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

	<u>FY 2022</u>			<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	386	384	389	391	390	395	446
O5 LT COLONEL	1,171	1,176	1,171	1,169	1,171	1,182	1,250
O4 MAJOR	1,928	1,926	1,943	1,930	1,935	1,952	2,101
O3 CAPTAIN	1,509	1,540	1,547	1,543	1,548	1,561	1,463
O2 1ST LIEUTENANT	216	236	233	238	231	241	100
O1 2ND LIEUTENANT	56	54	60	58	63	59	20
<b>Total Commissioned Officers</b>	<b>5,266</b>	<b>5,316</b>	<b>5,343</b>	<b>5,329</b>	<b>5,338</b>	<b>5,390</b>	<b>5,380</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	174	176	179	185	185	187	179
W4 WARRANT OFF (W-4)	567	577	606	587	593	594	608
W3 WARRANT OFF (W-3)	588	574	586	581	580	588	633
W2 WARRANT OFF (W-2)	366	371	365	369	363	373	342
W1 WARRANT OFF (W-1)	168	167	170	176	179	178	111
<b>Total Warrant Officers</b>	<b>1,863</b>	<b>1,865</b>	<b>1,906</b>	<b>1,898</b>	<b>1,900</b>	<b>1,920</b>	<b>1,873</b>
<b>Total Officer</b>	<b>7,129</b>	<b>7,181</b>	<b>7,249</b>	<b>7,227</b>	<b>7,238</b>	<b>7,310</b>	<b>7,253</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	706	709	693	713	702	717	737
E8 1ST SGT/MASTER SGT	2,393	2,385	2,410	2,391	2,411	2,406	2,368
E7 PLATOON SGT/SFC	8,518	8,379	8,470	8,372	8,476	8,423	8,400
E6 STAFF SGT	8,692	8,600	8,729	8,614	8,718	8,667	8,592
E5 SERGEANT	2,972	3,048	2,963	3,061	2,965	3,080	3,079
E4 CPL/SPECIALIST	316	333	318	328	324	330	411
E3 PRIVATE 1ST CLASS	12	9	10	9	9	9	5
E2 PRIVATE E2	2	3	3	2	2	2	0
E1 PRIVATE E1	0	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>23,611</b>	<b>23,466</b>	<b>23,596</b>	<b>23,490</b>	<b>23,607</b>	<b>23,634</b>	<b>23,592</b>
<b>Total Personnel on Active Duty</b>	<b>30,740</b>	<b>30,647</b>	<b>30,845</b>	<b>30,717</b>	<b>30,845</b>	<b>30,944</b>	<b>30,845</b>

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

**ACTUAL FY 2022**

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Full-Time Active Duty</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	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	39,187	236,435	275,622	11,578	15,356	302,556	7,166	23,460	30,626	333,182
APR	39,182	235,266	274,448	9,663	17,749	301,860	7,191	23,449	30,640	332,500
MAY	39,205	235,717	274,922	10,165	16,028	301,115	7,194	23,373	30,567	331,682
JUN	39,459	234,543	274,002	13,875	12,629	300,506	7,140	23,297	30,437	330,943
JUL	39,388	233,234	272,622	15,479	11,249	299,350	7,311	23,642	30,953	330,303
AUG	39,498	234,853	274,351	14,634	9,931	298,916	7,275	23,558	30,833	329,749
SEP	39,794	235,704	275,498	13,686	10,196	299,380	7,147	23,178	30,325	329,705
<b>Average</b>	<b>39,422</b>	<b>235,869</b>	<b>275,291</b>	<b>13,225</b>	<b>13,961</b>	<b>302,477</b>	<b>7,181</b>	<b>23,466</b>	<b>30,647</b>	<b>333,124</b>

**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>
5	78	83	1. Combat (28%)
1	83	84	2. Combat Support (30%)
6	103	109	3. Combat Service Support (38%)
1	11	12	4. HQ Staff (4%)
<u>13</u>	<u>275</u>	<u>288</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>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	39,794	235,704	275,498	13,686	10,196	299,380	7,147	23,178	30,325	329,705
OCT	39,781	233,631	273,412	12,983	10,648	297,043	7,136	23,179	30,315	327,358
NOV	39,695	233,813	273,508	12,081	10,189	295,778	7,163	23,263	30,426	326,204
DEC	39,627	233,597	273,224	9,758	10,412	293,394	7,190	23,347	30,537	323,931
JAN	39,505	233,382	272,887	10,480	10,770	294,137	7,217	23,431	30,648	324,785
FEB	39,437	233,167	272,604	9,930	11,323	293,857	7,244	23,515	30,759	324,616
MAR	39,383	232,952	272,335	8,968	11,894	293,197	7,253	23,592	30,845	324,042
APR	39,378	232,737	272,115	7,219	13,259	292,593	7,253	23,592	30,845	323,438
MAY	39,401	232,522	271,923	7,801	12,301	292,025	7,253	23,592	30,845	322,870
JUN	39,655	232,308	271,963	10,330	9,402	291,695	7,253	23,592	30,845	322,540
JUL	39,584	232,094	271,678	11,217	8,152	291,047	7,253	23,592	30,845	321,892
AUG	39,694	233,798	273,492	11,327	7,686	292,505	7,253	23,592	30,845	323,350
SEP	39,990	235,502	275,492	10,695	7,968	294,155	7,253	23,592	30,845	325,000
<b>Average</b>	<b>39,594</b>	<b>233,292</b>	<b>272,886</b>	<b>10,215</b>	<b>10,559</b>	<b>293,660</b>	<b>7,227</b>	<b>23,490</b>	<b>30,717</b>	<b>324,377</b>

**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  
STRENGTH BY MONTH**

**ESTIMATE FY 2024**

	<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	39,990	235,502	275,492	10,695	7,968	294,155	7,253	23,592	30,845	325,000
OCT	39,977	231,595	271,572	10,442	8,564	290,578	7,252	23,608	30,860	321,438
NOV	39,891	231,524	271,415	10,579	8,776	290,770	7,251	23,617	30,868	321,638
DEC	39,823	231,453	271,276	8,372	11,339	290,987	7,328	23,597	30,925	321,912
JAN	39,701	231,382	271,083	9,694	10,379	291,156	7,340	23,640	30,980	322,136
FEB	39,633	231,311	270,944	9,551	10,891	291,386	7,336	23,696	31,032	322,418
MAR	39,579	231,240	270,819	8,949	11,869	291,637	7,319	23,672	30,991	322,628
APR	39,574	231,169	270,743	7,474	13,727	291,944	7,339	23,636	30,975	322,919
MAY	39,597	231,098	270,695	8,379	13,212	292,286	7,342	23,641	30,983	323,269
JUN	39,851	231,027	270,878	11,511	10,477	292,866	7,330	23,606	30,936	323,802
JUL	39,780	230,956	270,736	12,968	9,424	293,128	7,330	23,659	30,989	324,117
AUG	39,890	230,885	270,775	13,585	9,219	293,579	7,317	23,624	30,941	324,520
SEP	40,186	230,746	270,932	13,308	9,915	294,155	7,238	23,607	30,845	325,000
<b>Average</b>	<b>39,790</b>	<b>231,199</b>	<b>270,989</b>	<b>10,401</b>	<b>10,649</b>	<b>292,039</b>	<b>7,310</b>	<b>23,634</b>	<b>30,944</b>	<b>322,983</b>

**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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	194,972	661,022	855,994	203,384	619,156	822,540	215,420	690,132	905,552
Pay and Allowances	186,829	543,368	730,197	193,028	536,258	729,286	203,504	587,378	790,882
Clothing	633	29,121	29,754	648	29,079	29,727	665	32,789	33,454
Subsistence	1,018	62,523	63,541	1,057	29,879	30,936	1,218	37,164	38,382
Travel	6,492	26,010	32,502	6,651	25,940	32,591	10,033	32,801	42,834
Inactive Duty Training	442,806	1,220,253	1,663,059	450,856	1,256,338	1,707,194	474,779	1,340,456	1,815,235
Civil Disturbance	1	1	2	1	30	31	1	29	30
Flight Training	39,525	20,879	60,404	40,316	23,629	63,945	30,793	20,097	50,890
Jump Proficiency	128	607	735	32	173	205	32	173	205
Military Funeral Honors	1,276	7,687	8,963	1,878	10,313	12,191	1,531	10,185	11,716
Readiness Management	1,527	3,400	4,927	3,026	6,039	9,065	2,068	4,128	6,196
Subsistence	0	45,872	45,872	0	29,166	29,166	0	45,284	45,284
Training Preparation	5,429	11,423	16,852	376	8,035	8,411	348	7,976	8,324
Unit Training Assemblies	393,849	1,122,132	1,515,981	404,089	1,169,817	1,573,906	439,431	1,245,168	1,684,599
EBDL	514	1,021	1,535	524	1,335	1,859	0	0	0
Medical Man-days	557	7,231	7,788	614	7,801	8,415	575	7,416	7,991
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>637,778</b>	<b>1,881,275</b>	<b>2,519,053</b>	<b>654,240</b>	<b>1,875,494</b>	<b>2,529,734</b>	<b>690,199</b>	<b>2,030,588</b>	<b>2,720,787</b>
<b>PAY GROUP F</b>									
Initial Entry Training	0	519,518	519,518	0	552,298	552,298	0	600,118	600,118
Pay and Allowances	0	462,741	462,741	0	489,646	489,646	0	536,168	536,168
Clothing	0	43,479	43,479	0	47,118	47,118	0	48,105	48,105
Travel	0	13,298	13,298	0	15,534	15,534	0	15,845	15,845
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>519,518</b>	<b>519,518</b>	<b>0</b>	<b>552,298</b>	<b>552,298</b>	<b>0</b>	<b>600,118</b>	<b>600,118</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP P</b>									
Pay and Allowances	0	50,700	50,700	0	45,214	45,214	0	57,353	57,353
Clothing	0	1,063	1,063	0	820	820	0	1,036	1,036
Subsistence of Enlisted Personnel	0	2,438	2,438	0	1,907	1,907	0	1,972	1,972
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>54,201</b>	<b>54,201</b>	<b>0</b>	<b>47,941</b>	<b>47,941</b>	<b>0</b>	<b>60,361</b>	<b>60,361</b>
<b>SCHOOL TRAINING</b>									
Career Development Training	53,794	135,603	189,397	54,357	132,980	187,337	66,259	147,708	213,967
Flight Training	22,371	0	22,371	27,241	0	27,241	33,456	0	33,456
Initial Skill Acquisition Training	150,181	125,471	275,652	126,467	92,055	218,522	106,844	73,943	180,787
Officer Candidate/Training School	1,766	7,234	9,000	1,846	6,747	8,593	1,229	11,543	12,772
Refresher and Proficiency Training	28,597	51,817	80,414	48,933	97,661	146,594	49,162	101,621	150,783
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>256,709</b>	<b>320,125</b>	<b>576,834</b>	<b>258,844</b>	<b>329,443</b>	<b>588,287</b>	<b>256,950</b>	<b>334,815</b>	<b>591,765</b>
<b>SPECIAL TRAINING</b>									
CBRNE Enterprise	51,287	80,102	131,389	73,057	94,643	167,700	60,175	80,142	140,317
Command/Staff Supervision	53,938	134,025	187,963	68,769	113,789	182,558	87,675	126,889	214,564
Competitive Events	1,473	6,083	7,556	1,065	5,766	6,831	813	5,698	6,511
Counter Drug Interdiction Activity	42,941	150,252	193,193	0	0	0	0	0	0
Exercises	91,069	130,944	222,013	81,234	134,621	215,855	82,114	120,251	202,365
Management Support	98,414	93,625	192,039	38,617	40,678	79,295	27,666	26,679	54,345
Operational Training	32,297	29,424	61,721	59,810	17,859	77,669	53,298	17,095	70,393
Recruiting/Retention	11,837	81,795	93,632	8,191	28,350	36,541	12,598	96,766	109,364
Unit Conversion Training	2,130	14,482	16,612	3,255	17,911	21,166	3,365	18,555	21,920
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>385,386</b>	<b>720,732</b>	<b>1,106,118</b>	<b>333,998</b>	<b>453,617</b>	<b>787,615</b>	<b>327,704</b>	<b>492,075</b>	<b>819,779</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	1,292,474	2,619,442	3,911,916	1,398,920	2,847,802	4,246,721	1,434,951	2,968,710	4,403,661
Basic Needs Allowance	0	0	0	0	430	430	0	347	347
Travel/PCS	22,841	36,582	59,423	23,344	37,387	60,731	23,811	38,284	62,095
\$30,000 Lump Sum Bonus	1,616	713	2,329	0	60	60	0	0	0
Death Gratuities	0	0	0	102	1,018	1,120	85	842	927
Disability and Hospitalization Benefits	1,218	9,064	10,282	3,036	14,996	18,032	3,242	13,926	17,168
Servicemembers Group Life Ins	109	697	806	0	0	0	0	0	0
Selective Reserve Incentive Program (SRIP)	50,852	299,167	350,019	48,269	270,441	318,710	54,628	400,368	454,996
Continuation Pay	9,871	2,406	12,277	466	622	1,088	1,107	1,327	2,434
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,378,981</b>	<b>2,968,071</b>	<b>4,347,052</b>	<b>1,474,136</b>	<b>3,172,756</b>	<b>4,646,892</b>	<b>1,517,824</b>	<b>3,423,804</b>	<b>4,941,628</b>
<b>THRIFT SAVINGS PLAN CONTRIBUTIONS</b>									
Thrift Savings Plan Contributions	11,636	36,609	48,245	10,049	60,651	70,700	6,729	32,111	38,840
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>11,636</b>	<b>36,609</b>	<b>48,245</b>	<b>10,049</b>	<b>60,651</b>	<b>70,700</b>	<b>6,729</b>	<b>32,111</b>	<b>38,840</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefit, Ch. 1606	664	12,047	12,711	823	4,665	5,488	718	4,071	4,789
Kicker, Enhanced G.I. Bill, Ch. 1606	0	10,824	10,824	540	3,059	3,599	0	5,502	5,502
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>664</b>	<b>22,871</b>	<b>23,535</b>	<b>1,363</b>	<b>7,724</b>	<b>9,087</b>	<b>718</b>	<b>9,573</b>	<b>10,291</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>2,671,154</b>	<b>6,523,402</b>	<b>9,194,556</b>	<b>2,730,630</b>	<b>6,501,924</b>	<b>9,232,554</b>	<b>2,800,124</b>	<b>6,983,445</b>	<b>9,783,569</b>

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

	<b>FY 2023 President's Budget</b>	<b>Congres -sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2023 in FY 2024 Pres. Budget</b>
<b>Training, Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	714,792	0	714,792	14,494	729,286	0	729,286
PG A, Travel, Annual Training	43,546	0	43,546	-10,955	32,591	0	32,591
PG A, IDT Pay & Allow, Unit Training Assemblies	1,626,943	-53,037	1,573,906	0	1,573,906	0	1,573,906
PG A, IDT Pay & Allow, Additional Drill Assemblies	105,019	-897	104,122	0	104,122	0	104,122
PG A, Individual Clothing and Uniforms	45,699	-12,000	33,699	-3,972	29,727	0	29,727
PG A, Subsistence of Enlisted Personnel	121,735	-62,066	59,669	433	60,102	0	60,102
Total Direct Obligation	<u>2,657,734</u>	<u>-128,000</u>	<u>2,529,734</u>	<u>0</u>	<u>2,529,734</u>	<u>0</u>	<u>2,529,734</u>
<b>Training, Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	479,296	0	479,296	10,350	489,646	0	489,646
PG F, Individual Clothing and Uniforms	57,468	0	57,468	-10,350	47,118	0	47,118
PG F, Travel, Annual Training	15,534	0	15,534	0	15,534	0	15,534
Total Direct Obligation	<u>552,298</u>	<u>0</u>	<u>552,298</u>	<u>0</u>	<u>552,298</u>	<u>0</u>	<u>552,298</u>
<b>Training, Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	44,517	0	44,517	697	45,214	0	45,214
PG P, Individual Clothing and Uniforms	1,771	0	1,771	-951	820	0	820
PG P, Subsistence of Enlisted Personnel	1,653	0	1,653	254	1,907	0	1,907
Total Direct Obligation	<u>47,941</u>	<u>0</u>	<u>47,941</u>	<u>0</u>	<u>47,941</u>	<u>0</u>	<u>47,941</u>
<b>School Training</b>							
Schools, Career Development Training	187,337	0	187,337	0	187,337	0	187,337
Schools, Flight Training	27,241	0	27,241	0	27,241	0	27,241
Schools, Initial Skills Acquisition Training	218,522	0	218,522	0	218,522	0	218,522
Schools, Officer Candidate/Training School	8,593	0	8,593	0	8,593	0	8,593
Schools, Refresher and Proficiency Training	145,844	750	146,594	0	146,594	0	146,594
Total Direct Obligation	<u>587,537</u>	<u>750</u>	<u>588,287</u>	<u>0</u>	<u>588,287</u>	<u>0</u>	<u>588,287</u>

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

	<b>FY 2023 President's Budget</b>	<b>Congres -sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2023 in FY 2024 Pres. Budget</b>
<b>Special Training</b>							
Special, CBRNE Enterprise (WMD-CST)	13,895	0	13,895	0	13,895	0	13,895
Special, CBRNE Enterprise Other Capabilities	151,454	2,351	153,805	0	153,805	0	153,805
Special, Command and Staff Supervision	181,058	1,500	182,558	0	182,558	0	182,558
Special, Competitive Events	6,831	0	6,831	0	6,831	0	6,831
Special, Exercises	197,655	18,200	215,855	0	215,855	0	215,855
Special, Management Support	70,795	8,500	79,295	0	79,295	0	79,295
Special, Operational Training	77,669	0	77,669	0	77,669	0	77,669
Special, Recruiting/Retention	36,541	0	36,541	0	36,541	0	36,541
Special, Unit Conversion	21,166	0	21,166	0	21,166	0	21,166
Total Direct Obligation	<u>757,064</u>	<u>30,551</u>	<u>787,615</u>	<u>0</u>	<u>787,615</u>	<u>0</u>	<u>787,615</u>
<b>Administration and Support, AGR</b>							
AGR, Full Time Pay and Allowances	4,219,403	4,309	4,223,712	18,645	4,242,357	0	4,242,357
AGR, Backfill Pay and Allowances	0	0	0	3,250	3,250	0	3,250
AGR, COLA	1,334	1	1,335	-221	1,114	0	1,114
AGR, Basic Needs Allowance	0	45	45	385	430	0	430
AGR, Travel, Permanent Change of Station (PCS)	82,705	85	82,790	-22,059	60,731	0	60,731
Active Accounts & G/R Full-Time Personnel (REDUX)	60	0	60	0	60	0	60
Death Gratuities	1,120	0	1,120	0	1,120	0	1,120
Disability and Hospitalization Benefits	18,032	0	18,032	0	18,032	0	18,032
Selected Reserve Incentive Program (SRIP)	318,710	0	318,710	0	318,710	0	318,710
Continuation Pay	1,088	0	1,088	0	1,088	0	1,088
Total Direct Obligation	<u>4,642,452</u>	<u>4,440</u>	<u>4,646,892</u>	<u>0</u>	<u>4,646,892</u>	<u>0</u>	<u>4,646,892</u>
<b>Thrift Savings Plan</b>							
Thrift Savings Plan Contribution	70,700	0	70,700	0	70,700	0	70,700
Total Direct Obligation	<u>70,700</u>	<u>0</u>	<u>70,700</u>	<u>0</u>	<u>70,700</u>	<u>0</u>	<u>70,700</u>
<b>Education Benefits</b>							
Basic Educational Assistance, Ch 1606	5,488	0	5,488	0	5,488	0	5,488
Kicker, Chapter 1606	3,599	0	3,599	0	3,599	0	3,599
Total Direct Obligation	<u>9,087</u>	<u>0</u>	<u>9,087</u>	<u>0</u>	<u>9,087</u>	<u>0</u>	<u>9,087</u>
<b>Total Direct Program</b>	<b>9,324,813</b>	<b>-92,259</b>	<b>9,232,554</b>	<b>0</b>	<b>9,232,554</b>	<b>0</b>	<b>9,232,554</b>

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

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Training, Pay Group A</b>						
Officer	409,623	105,273	430,008	108,120	500,278	115,565
Enlisted	1,110,467	285,390	1,325,628	324,779	1,336,599	308,754
Subtotal	<u>1,520,090</u>	<u>390,663</u>	<u>1,755,636</u>	<u>432,899</u>	<u>1,836,877</u>	<u>424,319</u>
<b>Training, Pay Group F</b>						
Enlisted	289,891	74,502	311,812	76,394	345,416	79,791
<b>Training, Pay Group P</b>						
Enlisted	38,572	9,913	26,233	6,427	43,701	10,095
<b>School Training</b>						
Officer	110,347	28,359	122,821	30,091	125,922	29,088
Enlisted	136,039	34,962	143,192	35,082	146,650	33,876
Subtotal	<u>246,386</u>	<u>63,321</u>	<u>266,013</u>	<u>65,173</u>	<u>272,572</u>	<u>62,964</u>
<b>Special Training</b>						
Officer	189,077	48,593	160,878	39,415	160,770	37,138
Enlisted	366,665	94,232	234,450	57,440	259,766	60,006
Subtotal	<u>555,742</u>	<u>142,825</u>	<u>395,328</u>	<u>96,855</u>	<u>420,536</u>	<u>97,144</u>
<b>Administration and Support, AGR</b>						
Officer	726,436	254,979	757,231	279,418	804,535	241,361
Enlisted	1,335,929	468,911	1,392,014	513,653	1,471,263	441,349
Subtotal	<u>2,062,365</u>	<u>723,890</u>	<u>2,149,245</u>	<u>793,071</u>	<u>2,275,798</u>	<u>682,710</u>
<b>Total Direct Program</b>						
Officer	1,435,483	437,204	457,044	457,044	1,591,505	423,152
Enlisted	3,277,563	967,910	1,013,775	1,013,775	3,603,395	933,871
Total	<u>4,713,046</u>	<u>1,405,114</u>	<u>1,470,819</u>	<u>1,470,819</u>	<u>5,194,900</u>	<u>1,357,023</u>

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

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Reimbursable</b>						
Officer	315,720	81,140	386,257	94,633	11,654	2,692
Enlisted	475,463	122,194	430,322	105,429	12,987	3,000
Total	<u>791,183</u>	<u>203,334</u>	<u>816,579</u>	<u>200,062</u>	<u>24,641</u>	<u>5,692</u>
<b>Total Program</b>						
Officer	1,751,203	518,344	1,855,195	551,677	1,603,159	425,844
Enlisted	3,753,026	1,090,104	3,863,651	1,119,204	3,616,382	936,871
Total	<u>5,504,229</u>	<u>1,608,448</u>	<u>5,718,846</u>	<u>1,670,881</u>	<u>5,219,541</u>	<u>1,362,715</u>

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

	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
<b>Training, Pay Group A</b>			
Officer	19,426	22,762	23,176
Enlisted	73,269	74,126	75,768
Subtotal	<u>92,695</u>	<u>96,888</u>	<u>98,944</u>
<b>Training, Pay Group F</b>			
Enlisted	37,361	38,337	47,151
<b>School Training</b>			
Officer	31,483	31,629	31,961
Enlisted	49,641	51,198	52,874
Subtotal	<u>81,124</u>	<u>82,827</u>	<u>84,835</u>
<b>Special Training</b>			
Officer	38,474	33,169	33,647
Enlisted	89,733	59,728	70,443
Subtotal	<u>128,207</u>	<u>92,897</u>	<u>104,090</u>
<b>Administration and Support, AGR</b>			
Officer	208,744	228,148	243,230
Enlisted	544,438	591,864	627,649
Subtotal	<u>753,182</u>	<u>820,012</u>	<u>870,879</u>
<b>Total Direct Program</b>			
Officer	298,127	315,708	332,014
Enlisted	794,442	815,253	873,885
Total	<u>1,092,569</u>	<u>1,139,211</u>	<u>1,139,213</u>
<b>Reimbursable</b>			
Officer	2,649	145,458	4,139
Enlisted	1,182	65,026	1,851
Total	<u>3,831</u>	<u>210,484</u>	<u>5,990</u>
<b>Total Program</b>			
Officer	300,776	461,166	336,153
Enlisted	795,624	880,279	875,736
Total	<u>1,096,400</u>	<u>1,341,445</u>	<u>1,211,889</u>

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

	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
<b>Training, Pay Group A</b>			
Officer	6,492	6,651	10,033
Enlisted	26,010	25,940	32,801
Subtotal	<u>32,502</u>	<u>32,591</u>	<u>42,834</u>
<b>Training, Pay Group F</b>			
Enlisted	13,298	15,534	15,845
<b>School Training</b>			
Officer	21,948	22,035	21,989
Enlisted	38,912	43,671	45,168
Subtotal	<u>60,860</u>	<u>65,706</u>	<u>67,157</u>
<b>Special Training</b>			
Officer	21,213	20,919	20,817
Enlisted	41,507	32,824	35,484
Subtotal	<u>62,720</u>	<u>53,743</u>	<u>56,301</u>
<b>Administration and Support, AGR</b>			
Officer	22,841	23,344	23,811
Enlisted	36,595	37,387	38,284
Subtotal	<u>59,436</u>	<u>60,731</u>	<u>62,095</u>
<b>Total Direct Program</b>			
Officer	72,494	72,949	76,650
Enlisted	156,322	155,356	167,582
Total	<u>228,816</u>	<u>228,305</u>	<u>244,232</u>

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

	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
<b>Reimbursable</b>			
Officer	5,037	30,894	878
Enlisted	<u>207,291</u>	<u>24,790</u>	<u>705</u>
Total	212,328	55,684	1,583
 <b>Total Program</b>			
Officer	77,531	103,843	77,528
Enlisted	<u>363,613</u>	<u>180,146</u>	<u>168,287</u>
Total	441,144	283,989	245,815

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

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Training, Pay Group A</b>						
Officer	1,018	0	1,057	0	1,218	0
Enlisted	73,895	34,500	35,881	23,164	54,881	27,567
Subtotal	<u>74,913</u>	<u>34,500</u>	<u>36,938</u>	<u>23,164</u>	<u>56,099</u>	<u>27,567</u>
<b>Training, Pay Group F</b>						
Enlisted	16,904	0	17,275	0	19,899	0
<b>Training, Pay Group P</b>						
Enlisted	2,438	0	1,907	0	1,972	0
<b>School Training</b>						
Officer	5,141	0	5,206	0	5,317	0
Enlisted	15,957	0	16,416	0	19,149	0
Subtotal	<u>21,098</u>	<u>0</u>	<u>21,622</u>	<u>0</u>	<u>24,466</u>	<u>0</u>
<b>Special Training</b>						
Officer	6,806	0	5,431	0	5,735	0
Enlisted	31,602	0	22,477	0	30,159	0
Subtotal	<u>38,408</u>	<u>0</u>	<u>27,908</u>	<u>0</u>	<u>35,894</u>	<u>0</u>
<b>Administration and Support, AGR</b>						
Officer	23,575	0	26,350	0	28,038	0
Enlisted	112,753	0	124,356	0	131,389	0
Subtotal	<u>136,328</u>	<u>0</u>	<u>150,706</u>	<u>0</u>	<u>159,208</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	36,540	0	38,044	0	40,308	0
Enlisted	253,549	34,500	218,312	23,164	257,449	27,567
Total	<u>290,089</u>	<u>34,500</u>	<u>256,356</u>	<u>23,164</u>	<u>297,538</u>	<u>27,567</u>

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

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Reimbursable</b>						
Officer	195	0	10,796	0	307	0
Enlisted	114	0	6,146	0	175	0
Subtotal	<u>309</u>	<u>0</u>	<u>16,942</u>	<u>0</u>	<u>482</u>	<u>0</u>
<b>Total Program</b>						
Officer	36,735	0	48,840	0	40,615	0
Enlisted	253,663	34,500	224,458	23,164	257,624	27,567
Total	<u>290,398</u>	<u>34,500</u>	<u>273,298</u>	<u>23,164</u>	<u>298,239</u>	<u>27,567</u>

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

**FY2023 Direct Program  
Increases Pricing:**

**9,232,554**

Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	79,717
Basic Selected Skill Benefit \$350 Kicker	22
Thrift Savings Plan - Matching Contributions	2,605
Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	239,146
Retired Pay Accrual (RPA) Part-Time rate of 23.1%	34,260
Federal Insurance Contributions Act (FICA)	29,494
AGR Retired Pay Accrual (RPA) Full-Time rate of 30.0%	40,090
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	13,101
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	66,939
Clothing increases due to non-pay inflation of 2.4%	1,864
Other Pay	21,825
Travel increase due to non-pay inflation of 2.4%	5,481
Cost of Living Allowance (COLA)	32
Bonus and Incentives	7,649
Disability and Hospitalization	460
Continuation Pay	26

**Total Increases Pricing  
Increases Program:**

**542,711**

FICA increase due to shifts in grade structure in PG A, PG D, & PG E	2,088
Basic Allowance for Subsistence (BAS) increase due to number of personnel estimated to receive benefit in PG A, PG D, PG F, & PG G	32,704
Basic Pay increases due to number of personnel estimated to receive benefit in PG A, PG D, PG E, & PG G	69,594
Basic Selected Skill Benefit \$350 Kicker	1,881
Retired Pay Accrual (RPA) increase due to number of personnel estimated to receive benefit	3,343
Continuation Pay	1,320
Basic Allowance for Housing (BAH) increase to number of personnel estimated to receive benefit in PG A, PG D, & PG G	23,763
Travel	10,729
Bonus and Incentives	128,637
Clothing increase due to change in the number of personnel expected to receive allowance in PG A & PG E	3,210

**Total Increases Program  
Total Increases  
Decreases Program:**

**277,269  
819,980**

Basic Benefits (Ch 1606)	(699)
Basic Pay	(6,361)
Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(191,460)
Thrift Savings Plan - Matching Contributions	(34,465)
Federal Insurance Contributions Act (FICA) decrease PG F, PG G, & PG H	(4,336)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(144)
Other Pay	(27,236)

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

	Travel decrease due to number of personnel estimated to receive benefit in PG D, PG F, and PG H	(282)	
	Basic Allowance for Housing (BAH)	(2,465)	
	Disability and Hospitalization	(1,517)	
<b>Total Decreases Program</b>			<b>(268,965)</b>
<b>Total Decreases</b>			<b>(268,965)</b>
<b>FY2024 Direct Program</b>			<b>9,783,569</b>

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

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
2,519,053	2,529,734	2,720,787

**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 National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations. Advance party personnel prepare sites for incoming units while rear party personnel clear training areas, equipment, and supply accounts. Training site support personnel perform 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 2024 Pay Group A budget increases by 7.6% or \$191.0 million due to a higher participation rate for Officers and Enlisted and adjustments in pay and allowance rates. Budget request supports \$157.8 million in Operational Reserve in above statutory training days to sustain the ARNG Brigade Combat Teams participation in War Fighter exercises (WFX).

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2022 includes \$34.4 million in OOC execution, FY 2023 includes \$39.2 million in OOC enacted budget, and FY 2024 includes \$8.2 million for the OOC budget request.

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

<b>FY2023 Direct Program</b>		<b>2,529,734</b>
<b>Increases Pricing:</b>		
	Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	22,067
	Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	66,202
	Retired Pay Accrual (RPA) Part-Time rate of 23.1%	21,883
	Federal Insurance Contributions Act (FICA)	11,066
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	2,043
	Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	4,514
	Clothing increases due to non-pay inflation of 2.4%	713
	Travel increase due to non-pay inflation of 2.4%	783
<b>Total Increases Pricing</b>		<b>129,271</b>
<b>Increases Program:</b>		
	FICA increase due to shifts in grade structure in PG A, PG D, & PG E	159
	Basic Allowance for Housing (BAH) increase to number of personnel estimated to receive benefit in PG A, PG D, & PG G	10,842
	Basic Allowance for Subsistence (BAS) increase due to number of personnel estimated to receive benefit in PG A, PG D, PG F, & PG G	21,521
	Travel	9,461
	Clothing increase due to change in the number of personnel expected to receive allowance in PG A & PG E	3,014
	Basic Pay increases due to number of personnel estimated to receive benefit in PG A, PG D, PG E, & PG G	47,248
<b>Total Increases Program</b>		<b>92,245</b>
<b>Total Increases</b>		<b>221,516</b>
<b>Decreases Program:</b>		
	Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(30,463)
<b>Total Decreases Program</b>		<b>(30,463)</b>
<b>Total Decreases</b>		<b>(30,463)</b>
<b>FY2024 Direct Program</b>		<b>2,720,787</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2024 budget request increases by 8.4% or \$61.5 million due to higher projected participation rate for Enlisted and the increase in cost per soldier.

Budget request supports \$83.5 million in Operational Reserve in above statutory training days.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2022 includes \$27.9 million in OOC execution, FY 2023 includes \$28.5 million in OOC enacted budget, and FY 2024 includes \$7.1 million for the OOC budget request.

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

The dollar rate is the average annual cost per officer and enlisted Soldier, including basic pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Special Pay, Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA).

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	39,422			39,594			39,790		
Participation Rate	83			83			83		
Paid Participants	32,734	5,707	186,829	32,855	5,936	195,028	32,888	6,187	203,504
<b>Enlisted</b>									
Average Strength	235,869			233,292			231,199		
Participation Rate	79			75			80		
Paid Participants	185,644	2,926	543,368	175,200	3,049	534,258	184,727	3,179	587,378
<b>Total</b>	<b>218,378</b>		<b>730,197</b>	<b>208,055</b>		<b>729,286</b>	<b>217,615</b>		<b>790,882</b>

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

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

The FY 2024 budget request increases by 31.4% or \$10.2 million due to higher projected participation rate for Enlisted and adjustments in pay and allowance and non-pay inflation rates.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2022 includes \$1.7 million in OOC execution. No OOC funding for FY 2023 and FY 2024.

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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
Officer	39,422	165	6,492	39,594	168	6,651	39,790	252	10,033
Enlisted	235,869	110	26,010	233,292	111	25,940	231,199	142	32,801
<b>Total</b>	<b>275,291</b>		<b>32,502</b>	<b>272,886</b>		<b>32,591</b>	<b>270,989</b>		<b>42,834</b>

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

The FY 2024 IDT/UTA budget request increases by 7.0% or \$110.6 million due to higher projected participation rate for Officers and Enlisted, adjustments in pay and allowance rates, and increases in cost per soldier.

Budget request supports \$13.3 million in Operational Reserve in above statutory training days to sustain the ARNG Brigade Combat Teams participation in War Fighter exercises (WFX).

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$9.7 million in OOC enacted budget, and FY 2024 includes \$0.7 million for the OOC budget request.

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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Officer</b>									
Average Strength	39,422			39,594			39,790		
Participation Rate	71			70			73		
Paid Participants	27,958	14,086	393,849	27,771	14,550	404,089	29,015	15,145	439,431
<b>Enlisted</b>									
Average Strength	235,869			233,292			231,199		
Participation Rate	75			77			79		
Paid Participants	176,912	6,342	1,122,132	178,546	6,551	1,169,817	182,581	6,819	1,245,168
<b>Total</b>	<b>204,870</b>		<b>1,515,981</b>	<b>206,317</b>		<b>1,573,906</b>	<b>211,596</b>		<b>1,684,599</b>

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

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

The FY 2024 IDT/ATA budget request decreases by 18.0% or \$18.7 million due to reduction of projected soldier participation.

Budget request supports \$50.8 million in Operational Reserve in above statutory training days.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2022 includes \$4.1 million in OOC execution. No OOC funding for FY 2023 and FY 2024.

Additionally, the ARNG continues to invest in flight training (AFTP). This will allow the ARNG to maintain the flying hour program (FHP). ARNG is projected to complete required 107,000 Military Funeral Honor missions in FY 2024.

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	4	271	1	4	280	1	3	292	1
Flight Training	129,807	304	39,525	128,187	314	40,316	94,065	327	30,793
Jump Proficiency	455	281	128	110	290	32	106	302	32
Military Funeral Honors	10,020	127	1,276	14,277	131	1,878	11,183	136	1,531
Readiness Management	5,085	300	1,527	9,756	310	3,026	6,405	322	2,068
Training Preparation	18,079	300	5,429	1,212	310	376	1,078	322	348
Medical Mandays	1,862	299	557	1,987	309	614	1,787	321	575
Electronic Based Distance Learning	2,752	186	514	2,716	192	524	0	200	0
Enlisted									
Civil Disturbance	8	128	1	225	133	30	209	138	29
Flight Training	134,236	155	20,879	147,065	160	23,629	120,169	167	20,097
Jump Proficiency	4,105	147	607	1,133	152	173	1,088	158	173
Military Funeral Honors	58,191	132	7,687	75,581	136	10,313	71,710	142	10,185
Readiness Management	24,134	140	3,400	41,499	145	6,039	27,253	151	4,128
Training Preparation	80,449	141	11,423	54,783	146	8,035	52,243	152	7,976
Medical Mandays	50,535	143	7,231	52,777	147	7,801	48,203	153	7,416
Electronic Based Distance Learning	5,019	203	1,021	6,353	210	1,335	0	218	0
<b>Total</b>	<b>524,741</b>		<b>101,206</b>	<b>537,665</b>		<b>104,122</b>	<b>435,502</b>		<b>85,352</b>

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

**Individual Clothing and Uniforms:**

The FY 2024 budget request increases by 12.5% or \$3.7 million due to higher projected participation 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Initial Uniform Allowance	1,583	400	633	1,620	400	648	1,663	400	665
Enlisted									
Replacement Issue	<u>49,358</u>	590	<u>29,121</u>	<u>56,209</u>	517	<u>29,079</u>	<u>61,935</u>	529	<u>32,789</u>
<b>Total</b>	<b>50,941</b>		<b>29,754</b>	<b>57,829</b>		<b>29,727</b>	<b>63,598</b>		<b>33,454</b>

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

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

The FY 2024 budget request increases by 39.2% or \$23.5 million due to higher projected participation rates. Additionally, Subsistence in Kind increases for those SMs who received pay in year of execution.

Budget request supports \$10.0 million in Operational Reserve in above statutory training days.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2022 includes \$0.6 million in OOC execution, FY 2023 includes \$0.9 million in OOC enacted budget, and FY 2024 includes \$0.4 million for the OOC budget request.

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 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	4,741,866	13	63,541	2,233,647	13	30,936	2,674,704	14	38,382
Inactive Duty Training									
IDT Rations	5,142,601	8	45,872	2,979,162	9	29,166	4,392,241	10	45,284
<b>Total</b>	<b>9,884,467</b>		<b>109,413</b>	<b>5,212,809</b>		<b>60,102</b>	<b>7,066,945</b>		<b>83,666</b>

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
519,518	552,298	600,118

**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 2024 Pay Group F budget increases by 8.7% or \$47.8 million due to:

Projected higher participation in the training pipeline and rate adjustments in Base Pay, BAH, BAS, and Retired Pay Accrual.

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

<b>FY2023 Direct Program</b>			<b>552,298</b>
<b>Increases Pricing:</b>			
	Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	4,218	
	Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	12,655	
	Retired Pay Accrual (RPA) Part-Time rate of 23.1%	3,862	
	Federal Insurance Contributions Act (FICA)	1,825	
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	587	
	Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	2,070	
	Clothing increases due to non-pay inflation of 2.4%	1,131	
	Travel increase due to non-pay inflation of 2.4%	373	
<b>Total Increases Pricing</b>			<b>26,721</b>
<b>Increases Program:</b>			
	Basic Pay increases due to number of personnel estimated to receive benefit in PG A, PG D, PG E, & PG G	12,243	
	FICA increase due to shifts in grade structure in PG A, PG D, & PG E	746	
	Basic Allowance for Housing (BAH) increase to number of personnel estimated to receive benefit in PG A, PG D, & PG G	6,744	
	Basic Allowance for Subsistence (BAS) increase due to number of personnel estimated to receive benefit in PG A, PG D, PG F, & PG G	2,037	
<b>Total Increases Program</b>			<b>21,770</b>
<b>Total Increases</b>			<b>48,491</b>
<b>Decreases Program:</b>			
	Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(465)	
	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(144)	
	Travel decrease due to number of personnel estimated to receive benefit in PG D, PG F, and PG H	(62)	
<b>Total Decreases Program</b>			<b>(671)</b>
<b>Total Decreases</b>			<b>(671)</b>
<b>FY2024 Direct Program</b>			<b>600,118</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2024 budget request increases by 10.0% or \$46.5 million due to projected higher amount of training seats in the pipeline, rate adjustments in Basic Pay, BAS, and Retired Pay Accrual. 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.

<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
29,014	15,948	462,741	29,599	16,542	489,646	31,109	17,234	536,168

**Individual Clothing and Uniform Allowance:**

The FY 2024 budget request increases by 2.1% or \$0.9 million due to rate adjustments in non-pay inflation.

The program provides the prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC Title 37, Section 418. Upon entering their IET, Soldiers receive their initial clothing issue which is based on the current clothing bag issue. The numbers below represent the projected number of IET participants that will receive the clothing issue.

Per Army Regulation AR 700-84, Issue and Sale of Personal Clothing, Chapter 5, paragraph 5-11, Soldiers may make exchanges or alteration of unsuitable clothing after initial issue within six months of date of entitlement. This in turn makes the clothing and uniform allowance greater than the number of Soldiers attending.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Female	4,950	2,195	10,870	4,962	2,301	11,419	4,962	2,356	11,693
Male	16,950	1,923	32,609	17,706	2,016	35,699	17,637	2,064	36,412
<b>Total</b>	<b>21,900</b>		<b>43,479</b>	<b>22,668</b>		<b>47,118</b>	<b>22,599</b>		<b>48,105</b>

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

**Travel, Initial Entry Training:**

The FY 2024 budget request increases by 2.0% or \$0.3 million due to projected higher 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.

<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
16,987	782	13,298	18,934	820	15,534	18,861	840	15,845

**GRAND TOTAL Training, Pay Group F**

	<b>ACTUAL FY 2022</b>	<b>ESTIMATE FY 2023</b>	<b>ESTIMATE FY 2024</b>
Enlisted	<b><u>Amount</u></b> 519,518	<b><u>Amount</u></b> 552,298	<b><u>Amount</u></b> 600,118

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
54,201	47,941	60,361

**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 2024 Pay Group P budget increases by 25.9% or \$12.4 million due to:

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)**

<b>FY2023 Direct Program</b>		<b>47,941</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	465	
Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	1,393	
Retired Pay Accrual (RPA) Part-Time rate of 23.1%	325	
Federal Insurance Contributions Act (FICA)	154	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	65	
Clothing increases due to non-pay inflation of 2.4%	20	
<b>Total Increases Pricing</b>		<b>2,422</b>
<b>Increases Program:</b>		
Basic Pay increases due to number of personnel estimated to receive benefit in PG A, PG D, PG E, & PG G	5,276	
Retired Pay Accrual (RPA) increase due to number of personnel estimated to receive benefit	3,343	
FICA increase due to shifts in grade structure in PG A, PG D, & PG E	1,183	
Clothing increase due to change in the number of personnel expected to receive allowance in PG A & PG E	196	
<b>Total Increases Program</b>		<b>9,998</b>
<b>Total Increases</b>		<b>12,420</b>
<b>FY2024 Direct Program</b>		<b>60,361</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2024 budget request increases by 26.8% or \$12.1 million due to projected raise in participation rates and rate adjustments in Basic Pay, BAS, and Retired Pay Accrual. The program supports pay of enlisted Soldiers attending IDT while awaiting Initial Entry Training (IET). The rate used in computing the requirement is based on basic pay and RPA.

<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
613,876	82	50,700	529,996	85	45,214	645,940	88	57,353

**Individual Clothing and Uniform Allowance:**

The FY 2024 budget request increases by 26.0% or \$0.02 million due to adjustments in non-pay inflation rate.

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

<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
4,002	265	1,063	2,946	278	820	3,635	285	1,036

**Subsistence:**

The FY 2024 budget request increases by 3.0% or \$0.06 million due to rate adjustments in Basic Pay, BAS, and Retired Pay Accrual.

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

<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
286,150	8	2,438	203,957	9	1,907	200,203	9	1,972

**GRAND TOTAL Training, Pay Group P**

	<b>ACTUAL FY 2022</b>		<b>ESTIMATE FY 2023</b>		<b>ESTIMATE FY 2024</b>	
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Enlisted	54,201	47,941	60,361	60,361	60,361	60,361

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
576,834	588,287	591,765

**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 2024 School Training budget request increases by 0.6% or \$3.4 million due to 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. FY 2022 includes \$5.0 million in OOC execution. FY 2023 includes \$3.6 million in OOC enacted budget. FY2024 includes \$3.8 million for the OOC budget request.

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

<b>FY2023 Direct Program</b>		<b>588,287</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	3,105	
Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	9,313	
Retired Pay Accrual (RPA) Part-Time rate of 23.1%	3,294	
Federal Insurance Contributions Act (FICA)	1,557	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	735	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	4,473	
Other Pay	2,087	
Travel increase due to non-pay inflation of 2.4%	1,577	
<b>Total Increases Pricing</b>		<b>26,141</b>
<b>Increases Program:</b>		
Basic Allowance for Subsistence (BAS) increase due to number of personnel estimated to receive benefit in PG A, PG D, PG F, & PG G	2,109	
<b>Total Increases Program</b>		<b>2,109</b>
<b>Total Increases</b>		<b>28,250</b>
<b>Decreases Program:</b>		
Basic Pay	(6,361)	
Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(5,503)	
Federal Insurance Contributions Act (FICA) decrease PG F, PG G, & PG H	(1,055)	
Basic Allowance for Housing (BAH)	(2,465)	
Travel decrease due to number of personnel estimated to receive benefit in PG D, PG F, and PG H	(126)	
Other Pay	(9,262)	
<b>Total Decreases Program</b>		<b>(24,772)</b>
<b>Total Decreases</b>		<b>(24,772)</b>
<b>FY2024 Direct Program</b>		<b>591,765</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Career Development Training:**

The FY 2024 budget request increases by 14.2% or \$26.6 million supporting 2,305 additional Enlisted personnel and 398 Officers to obtain higher qualification rates 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).

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,596	132,390	406	53,794	2,560	130,572	416	54,357	3,046	155,333	426	66,259
Enlisted	19,564	547,802	247	135,603	18,723	524,245	253	132,980	20,293	568,195	259	147,708
<b>Total</b>	<b>22,160</b>			<b>189,397</b>	<b>21,283</b>			<b>187,337</b>	<b>23,339</b>			<b>213,967</b>

**Flight Training:**

The FY 2024 budget request increases by 22.8% or \$6.2 million due to an increase in training hours for Initial Entry Rotary Wing training 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	520	62,376	358	22,371	618	74,135	367	27,241	740	88,858	376	33,456

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

**Initial Skills Acquisition Training:**

The FY 2024 budget request decreases by 17.3% or \$37.7 million due to fewer projected participants and rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	5,429	466,908	321	150,181	4,462	383,768	329	126,467	3,679	316,425	337	106,844
Enlisted	5,400	572,430	219	125,471	3,866	409,844	224	92,055	3,030	321,226	230	73,943
<b>Total</b>	<b>10,829</b>			<b>275,652</b>	<b>8,328</b>			<b>218,522</b>	<b>6,709</b>			<b>180,787</b>

**Officer Candidate/Training School:**

The FY 2024 budget request increases by 48.6% or \$4.1 million due to higher participation, implementation of Active-Duty Training Warrant Officer Candidate Phase II course, 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	165	4,952	356	1,766	168	5,052	365	1,846	109	3,283	374	1,229
Enlisted	301	29,463	245	7,234	274	26,816	251	6,747	452	44,766	257	11,543
<b>Total</b>	<b>466</b>			<b>9,000</b>	<b>442</b>			<b>8,593</b>	<b>561</b>			<b>12,772</b>

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

**Refresher and Proficiency Training:**

The FY 2024 budget request increases by 2.9% or \$4.1 million due to greater participation and rate changes in Basic Pay, BAH, BAS, Travel, and RPA.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$3.5 million in OOC enacted budget. FY 2024 includes \$3.8 million for the OOC budget request. 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,005	80,184	356	28,597	3,348	133,920	365	48,933	3,283	131,309	374	49,162
Enlisted	5,025	211,033	245	51,817	9,242	388,144	251	97,661	9,383	394,094	257	101,621
<b>Total</b>	<b>7,030</b>			<b>80,414</b>	<b>12,590</b>			<b>146,594</b>	<b>12,666</b>			<b>150,783</b>

**GRAND TOTAL School Training**

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>
Officer	10,715	746,810	256,709	11,156	727,447	258,844	10,857	695,208	256,950
Enlisted	30,290	1,360,728	320,125	32,105	1,349,049	329,443	33,158	1,328,281	334,815
<b>Total</b>	<b>41,005</b>		<b>576,834</b>	<b>43,261</b>		<b>588,287</b>	<b>44,015</b>		<b>591,765</b>

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
1,106,118	787,615	819,779

**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 2024 Special Training budget request increases by 4.1% or \$32.1 million.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2022 includes \$79.1 million in OOC execution. FY 2023 includes \$95.4 million in OOC enacted budget. FY2024 includes \$103.3 million for the OOC budget request.

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

<b>FY2023 Direct Program</b>		<b>787,615</b>
<b>Increases Pricing:</b>		
	Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	4,614
	Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	13,841
	Retired Pay Accrual (RPA) Part-Time rate of 23.1%	4,896
	Federal Insurance Contributions Act (FICA)	2,314
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	949
	Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	5,016
	Travel increase due to non-pay inflation of 2.4%	1,290
	Other Pay	2,901
<b>Total Increases Pricing</b>		<b>35,821</b>
<b>Increases Program:</b>		
	Basic Pay increases due to number of personnel estimated to receive benefit in PG A, PG D, PG E, & PG G	4,827
	Basic Allowance for Housing (BAH) increase to number of personnel estimated to receive benefit in PG A, PG D, & PG G	6,177
	Basic Allowance for Subsistence (BAS) increase due to number of personnel estimated to receive benefit in PG A, PG D, PG F, & PG G	7,037
	Travel	1,268
<b>Total Increases Program</b>		<b>19,309</b>
<b>Total Increases</b>		<b>55,130</b>
<b>Decreases Program:</b>		
	Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(4,607)
	Federal Insurance Contributions Act (FICA) decrease PG F, PG G, & PG H	(385)
	Other Pay	(17,974)
<b>Total Decreases Program</b>		<b>(22,966)</b>
<b>Total Decreases</b>		<b>(22,966)</b>
<b>FY2024 Direct Program</b>		<b>819,779</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2024 budget request increases by 5.5% or \$0.76 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	52	18,898	175	3,313	76	27,676	178	4,949	76	27,675	182	5,048
Enlisted	137	50,123	175	8,787	137	50,028	178	8,946	144	52,692	182	9,611
<b>Total</b>	<b>189</b>			<b>12,100</b>	<b>213</b>			<b>13,895</b>	<b>220</b>			<b>14,659</b>

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

The FY 2024 budget decreases by 18.3% or \$28.1 million. No mission transfer occurs in FY24, so only one C2CRE team was utilized contributing to the reduction. The Command and Control Consequence Response Element (C2CRE) conducts a mission transfer consisting of 7-8 states 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	848	122,056	393	47,974	1,174	169,049	402	68,108	927	133,473	413	55,127
Enlisted	5,646	293,598	242	71,315	6,611	343,778	249	85,697	5,301	275,662	255	70,531
<b>Total</b>	<b>6,494</b>			<b>119,289</b>	<b>7,785</b>			<b>153,805</b>	<b>6,228</b>			<b>125,658</b>

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

**Command and Staff Supervision:**

The FY 2024 budget request increases by 17.5% or \$32.0 million due to rate adjustments in Basic Pay, BAH, BAS, Travel, and Retired Pay Accrual and a return to historical funding levels in SOF support for European Deterrence Initiative, Guantanamo Bay, Horn of Africa, and Spartan Shield.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2022 includes \$12.5 million in OOC execution. FY 2023 includes \$19.1 million in OOC enacted budget. FY2024 includes \$51.5 million for the OOC budget request.

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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	10,102	101,023	533	53,938	12,567	125,667	547	68,769	14,210	156,306	560	87,675
Enlisted	53,180	531,803	252	134,025	43,999	439,985	258	113,789	43,459	478,051	265	126,889
<b>Total</b>	<b>63,282</b>			<b>187,963</b>	<b>56,566</b>			<b>182,558</b>	<b>57,669</b>			<b>214,564</b>

**Competitive Events:**

The FY 2024 budget request decreases by 4.7% or \$0.3 million due to a reduction in event 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	494	3,952	372	1,473	349	2,795	381	1,065	232	2,088	389	813
Enlisted	2,957	23,653	257	6,083	2,738	21,905	263	5,766	2,350	21,148	269	5,698
<b>Total</b>	<b>3,451</b>			<b>7,556</b>	<b>3,087</b>			<b>6,831</b>	<b>2,582</b>			<b>6,511</b>

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

**Counter Drug Program:**

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

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

	ACTUAL FY 2022				ESTIMATE FY 2023				ESTIMATE FY 2024			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	503	95,126	451	42,941	0	0	462	0	0	0	474	0
Enlisted	2,657	502,230	299	150,252	0	0	307	0	0	0	315	0
<b>Total</b>	<b>3,160</b>			<b>193,193</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Exercises:**

The FY 2024 budget request decreases by 6.2% or \$13.4 million, due to lower participation in Mobilization Exercises and Overseas Exercises from FY 2023 to FY 2024. Requirements supporting Overseas Operations are included in the budget tables below. FY 2022 includes \$55.3 million in OOC execution. FY 2023 includes \$70.4 million in OOC enacted budget. FY2024 includes \$45.7 million for the OOC budget request.

The program supports the participation of officers and enlisted Soldiers in training exercises such as Command Post Exercises (CPX), Field Training Exercises (FTX), Combat Training Center (CTC) rotations, and the Battle Command Training Program (BCTP). This program also supports the additional man-days required to plan and execute training events for the Critical Infrastructure Protection-Mission Assurance Assessment Teams (CIP-MAA) and the State Partnership Program (SPP). This program also resources the Secretary of Defense (SECDEF) mandated the National Capitol Region Integrated Air Defense System (NCR-IADS) and Deployable Integrated Air Defense System (D-IADS) missions to protect critical national assets and to respond to National Special Security Events (NSSE) on a nation-wide basis.

	ACTUAL FY 2022				ESTIMATE FY 2023				ESTIMATE FY 2024			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	30,405	212,838	427	91,069	26,465	185,254	438	81,234	22,839	182,711	449	82,114
Enlisted	72,426	506,985	258	130,944	72,662	508,637	264	134,621	55,415	443,322	271	120,251
<b>Total</b>	<b>102,831</b>			<b>222,013</b>	<b>99,127</b>			<b>215,855</b>	<b>78,254</b>			<b>202,365</b>

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

**Management Support:**

The FY 2024 budget request decreases by 31.5% or \$24.9 million, due to a reduction in unit support activities.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2022 includes \$19.1 million in OOC execution. FY 2023 includes \$5.9 million in OOC enacted budget. FY2024 includes \$6.1 million for the OOC budget request.

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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	42,149	210,746	466	98,414	16,150	80,752	478	38,617	9,415	56,487	489	27,666
Enlisted	65,520	327,601	285	93,625	27,757	138,785	293	40,678	14,790	88,741	300	26,679
<b>Total</b>	<b>107,669</b>			<b>192,039</b>	<b>43,907</b>			<b>79,295</b>	<b>24,205</b>			<b>54,345</b>

**Operational Training:**

The FY 2024 budget request decreases by 9.4% or \$7.2 million mostly due to lower participation in Aviation Simulation Training.

The program supports the Army Counterintelligence Program, Army Foundry Intelligence Training Program (AFITP), the Army Language Program (ALP), Cyber Protection Teams training, Information Operations, Aviation Simulation Training, and Inactive Duty Training (IDT) support. The Army Counterintelligence Program helps sustain and improve Counterintelligence and Human Intelligence technical and analytical skills and Threat Awareness and Reporting Program (TARP) training. The AFITP program enables Military Intelligence and other select Army personnel to sustain and improve their technical and analytical intelligence skills to execute intelligence missions successfully. The ALP supports Command Language Programs by providing resources for maintenance, sustainment, and enhancement of foreign language skills. Information Operations support includes exercise participation and support for two Theater Information Operations Groups (TIOGs). Aviation simulation training allows aviators to train on flight simulators. IDT support provides additional personnel to meet safety standards, medical needs, and other requirements necessary to conduct training.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	15,631	78,156	413	32,297	28,266	141,331	423	59,810	20,495	122,971	433	53,298
Enlisted	23,840	119,198	246	29,424	14,118	70,589	253	17,859	10,987	65,920	259	17,095
<b>Total</b>	<b>39,471</b>			<b>61,721</b>	<b>42,384</b>			<b>77,669</b>	<b>31,482</b>			<b>70,393</b>

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

**Recruiting/Retention:**

The FY 2024 budget request increases by 199.3% or \$72.8 million for additional support in recruiter assistants to ARNG Full-Time AGR recruiters and to bolster community outreach. 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	1,113	33,394	354	11,837	750	22,513	363	8,191	1,088	33,730	373	12,598
Enlisted	12,046	361,381	226	81,795	4,066	121,988	232	28,350	13,080	405,472	238	96,766
<b>Total</b>	<b>13,159</b>			<b>93,632</b>	<b>4,816</b>			<b>36,541</b>	<b>14,168</b>			<b>109,364</b>

**Unit Conversion Training:**

The FY 2024 budget increases by 3.6% or \$0.75 million due projected rise in 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.

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	548	5,481	388	2,130	817	8,167	398	3,255	748	8,232	408	3,365
Enlisted	8,063	64,502	224	14,482	9,733	77,864	230	17,911	8,747	78,723	235	18,555
<b>Total</b>	<b>8,611</b>			<b>16,612</b>	<b>10,550</b>			<b>21,166</b>	<b>9,495</b>			<b>21,920</b>

**GRAND TOTAL Special Training**

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>	<b>Strength</b>	<b>Mandays</b>	<b>Amount</b>
Officer	101,845	881,670	385,386	86,614	763,204	333,998	70,030	723,673	327,704
Enlisted	246,472	2,781,074	720,732	181,821	1,773,559	453,617	154,273	1,909,731	492,075
<b>Total</b>	<b>348,317</b>		<b>1,106,118</b>	<b>268,435</b>		<b>787,615</b>	<b>224,303</b>		<b>819,779</b>

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

**ACTUAL FY 2022**  
4,347,052

**ESTIMATE FY 2023**  
4,646,892

**ESTIMATE FY 2024**  
4,941,628

**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.

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.

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 2024 Administration and Support budget increases by 6.3% or \$294.7 million due to:

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

Increase to bonus and incentives for enlistment and re-enlistment bonuses and payment of outstanding anniversary payments for commitment bonuses.

Requirements supporting Overseas Operations are included in the budget tables in each fiscal year. FY 2022 includes \$0.74 million in OOC execution. FY 2023 includes \$0.33 million in OOC enacted budget. FY 2024 includes \$1.23 million for the OOC budget request.

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

<b>FY2023 Direct Program</b>		<b>4,646,892</b>
<b>Increases Pricing:</b>		
	Basic Pay increase due to the annualization of the 4.6%, effective 1 January 2023	45,248
	Basic Pay increase due to the annualization of the 5.2%, effective 1 January 2024	135,742
	AGR Retired Pay Accrual (RPA) Full-Time rate of 30.0%	40,090
	Federal Insurance Contributions Act (FICA)	12,578
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	8,722
	Cost of Living Allowance (COLA)	32
	Travel increase due to non-pay inflation of 2.4%	1,458
	Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9%, effective 1 January 2024	50,866
	Bonus and Incentives	7,649
	Disability and Hospitalization	460
	Continuation Pay	26
	Other Pay	16,837
<b>Total Increases Pricing</b>		<b>319,708</b>
<b>Increases Program:</b>		
	Continuation Pay	1,320
	Bonus and Incentives	128,637
<b>Total Increases Program</b>		<b>129,957</b>
<b>Total Increases</b>		<b>449,665</b>
<b>Decreases Program:</b>		
	Retired Pay Accrual (RPA) decrease due to number of personnel estimated to receive benefit in PG A, PG D, PG F, PG G, & PG H	(150,422)
	Federal Insurance Contributions Act (FICA) decrease PG F, PG G, & PG H	(2,896)
	Travel decrease due to number of personnel estimated to receive benefit in PG D, PG F, and PG H	(94)
	Disability and Hospitalization	(1,517)
<b>Total Decreases Program</b>		<b>(154,929)</b>
<b>Total Decreases</b>		<b>(154,929)</b>
<b>FY2024 Direct Program</b>		<b>4,941,628</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**AGR Pay and Allowances:**

The FY 2024 Budget request increases by 3.6% or \$158.1 million due to pay and allowance rate updates.

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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
Officer	7,181	179,543	1,289,297	7,227	193,098	1,395,521	7,310	195,803	1,431,323
Enlisted	23,466	111,588	2,618,519	23,490	121,194	2,846,849	23,634	125,570	2,967,719
<b>Total</b>	<b>30,647</b>		<b>3,907,816</b>	<b>30,717</b>		<b>4,242,370</b>	<b>30,944</b>		<b>4,399,043</b>

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

AGR Backfill 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 for backfills for mobilized full-time Soldiers.

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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	16	179,543	2,867	16	193,097	3,080	17	195,804	3,298
Enlisted	1	111,588	158	1	121,194	170	1	125,576	187
<b>Total</b>	<b>17</b>		<b>3,025</b>	<b>17</b>		<b>3,250</b>	<b>18</b>		<b>3,485</b>

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

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

The FY 2024 budget request increases by 1.6% or \$0.02 million.

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	43	7,253	310	44	7,398	319	43	7,546	330
Enlisted	173	4,433	765	175	4,522	783	174	4,612	803
<b>Total</b>	<b>216</b>		<b>1,075</b>	<b>219</b>		<b>1,101</b>	<b>217</b>		<b>1,133</b>

**Basic Needs Allowance:**

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.

Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	0	430	347
<b>Total</b>	<b>0</b>	<b>430</b>	<b>347</b>

**Travel and PCS:**

The FY 2024 budget request increases by 2.0% or \$1.2 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.

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	1190	19,194	22,841	1,210	19,298	23,344	1,203	19,788	23,811
Enlisted	2,017	18,136	36,582	2,054	18,203	37,387	2,021	18,869	38,284
<b>Total</b>	<b>3,207</b>		<b>59,423</b>	<b>3,264</b>		<b>60,731</b>	<b>3,224</b>		<b>62,095</b>

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

The REDUX program is phased out in FY 2024. Program provided a \$30,000 Lump Sum Bonus to Soldiers who entered the uniformed service on or after August 1, 1986 and elected to retire under the REDUX retirement plan. The REDUX program was discontinued effective December 31, 2018. FY 2023 and FY 2024 amounts reflect existing anniversary payments for Soldiers who elected to receive bonus amounts in split payments over multiple years.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	54	30,000	1,616	0	30,000	0	0	30,000	0
Enlisted	24	30,000	713	2	30,000	60	0	30,000	0
<b>Total</b>	<b>78</b>		<b>2,329</b>	<b>2</b>		<b>60</b>	<b>0</b>		<b>0</b>

**Death Gratuities:**

The FY 2024 Budget request decreases by 17.2% or \$0.2 million due to reduction of 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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	0	100,000	0	1	100,000	102	1	100,000	85
Enlisted	0	100,000	0	10	100,000	1,018	8	100,000	842
<b>Total</b>	<b>0</b>		<b>0</b>	<b>11</b>		<b>1,120</b>	<b>9</b>		<b>927</b>

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

**Disability and Hospitalization Benefits:**

The FY 2024 budget request decreases by 4.7% or \$0.86 million due to reduction in projected training participation. Requirements supporting Overseas Operations request amounts are included in the budget tables in each fiscal year. FY 2022 includes \$0.7 million in OOC execution. FY 2023 includes \$0.3 million in OOC enacted budget. FY 2024 includes \$1.2 million for the OOC budget request.

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	76	15,994	1,218	185	16,410	3,036	193	16,837	3,242
Enlisted	510	17,765	9,064	823	18,227	14,996	745	18,701	13,926
<b>Total</b>	<b>586</b>		<b>10,282</b>	<b>1,008</b>		<b>18,032</b>	<b>938</b>		<b>17,168</b>

**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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	109	0	0	0	0	0	0
Enlisted	0	0	697	0	0	0	0	0	0
<b>Total</b>	<b>0</b>		<b>806</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

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

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

The FY 2024 budget request for the SRIP program increases by 42.8% or \$136.2 million for the payment of prior committed anniversary payments and additional enlistment and re-enlistment bonus and incentives to support recruiting and retention efforts.

**Officer Programs**

The FY 2024 budget request increases by 13.2% or \$6.3 million primarily due Specialized Training Assistance incentives. 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 lump sum payments versus anniversary payments.

**Enlisted Programs**

The FY 2024 budget request increases by 48.0% or \$129.9 million, primarily due to increases in enlistment and re-enlistment bonuses and transition from anniversary payments to lump sum payments. 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Officer Affiliation/Accession Bonus	355	10,000	3,548	87	10,000	870	366	10,000	3,660
Specialized Training Assistance	129	30,600	3,940	198	30,800	6,096	239	30,942	7,381
Health Professionals Loan Repayment	507	32,876	16,657	561	32,876	18,451	335	31,773	10,630
Officer Loan Repayment Program	81	10,000	808	52	10,000	515	52	10,000	522
Health Professional Officer Recruiting	1141	22,699	25,899	984	22,698	22,337	1,430	22,689	32,435
Subtotal	<u>2,212</u>		<u>50,852</u>	<u>1,882</u>		<u>48,269</u>	<u>2,421</u>		<u>54,628</u>
<b>Enlistment Bonus</b>									
Initial	8,210	8,229	67,561	4,295	9,293	39,912	4,759	9,293	44,223
Anniversary	11,668	4,026	46,977	17,661	4,112	72,622	24,650	2,836	69,906
Subtotal	<u>19,879</u>		<u>114,538</u>	<u>21,956</u>		<u>112,534</u>	<u>29,408</u>		<u>114,129</u>
<b>Enlisted Affiliation Bonus</b>									
Initial	919	14,574	13,395	255	15,819	4,035	747	15,819	11,820
Anniversary	1424	9,085	12,941	112	9,497	1,067	660	9,497	6,270
Subtotal	<u>2,344</u>		<u>26,336</u>	<u>367</u>		<u>5,102</u>	<u>1,407</u>		<u>18,090</u>
<b>Enlisted Other</b>									
Student Loan Repayment	3,870	3,617	13,996	5,920	3,617	21,411	5,920	3,617	21,411
MOS Conversion Bonus	10	10,000	104	12	10,000	124	12	10,000	124
Subtotal	<u>3,880</u>		<u>14,100</u>	<u>5,932</u>		<u>21,535</u>	<u>5,932</u>		<u>21,535</u>
<b>Active Guard Reserve (AGR) Reenlistment Bonus</b>									
Initial	971	1,857	1,804	803	1,903	1,528	765	1,998	1,528
Anniversary	274	4000	1,094	1338	3423	4,580	1338	3423	4,580
Subtotal	<u>1245</u>		<u>2,898</u>	<u>2141</u>		<u>6,108</u>	<u>2103</u>		<u>6,108</u>
<b>6 yr Reenlistment Bonus</b>									
Initial	5,803	17,690	102,647	3,136	19,407	60,854	8,619	19,407	167,274
Anniversary	4,100	6,819	27,957	8,484	6,819	57,852	6,678	10,000	66,776
Subtotal	<u>9,902</u>		<u>130,604</u>	<u>11,620</u>		<u>118,706</u>	<u>15,297</u>		<u>234,050</u>
<b>3 yr Reenlistment Bonus</b>									
Initial	2,898	3,574	10,358	1,291	5,000	6,456	1,291	5,000	6,456
Anniversary	0	0	333	0	0	0	0	0	0
Subtotal	<u>2,898</u>		<u>10,691</u>	<u>1,291</u>		<u>6,456</u>	<u>1,291</u>		<u>6,456</u>
<b>Selective Reserve Incentive Total</b>	<b>42,359</b>		<b>350,019</b>	<b>45,189</b>		<b>318,710</b>	<b>57,859</b>		<b>454,996</b>

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

**Continuation Pay:**

The FY 2024 budget request for the Continuation Pay program increases by 123.7% or \$1.3 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.

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
Officer	0	0	9,871	0	0	466	0	0	1,107
Enlisted	0	0	2,406	0	0	622	0	0	1,327
<b>Total</b>	<b><u>0</u></b>		<b><u>12,277</u></b>	<b><u>0</u></b>		<b><u>1,088</u></b>	<b><u>0</u></b>		<b><u>2,434</u></b>

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
48,245	70,700	38,840

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary of The Army to contribute to the Thrift Savings Plan according to section 8432 for the benefit of the member who falls under the new retirement system. Automatic contributions of one percent of basic pay for the member's will begin on or after the day that is 60 days after the member enters a uniformed service or on or after the date the member elects the new retirement system. Once the member reaches two years and one day after first entering uniformed service or the election to participate in the new retirement system, the Service will provide matching contributions of no more than five percent of the member's base pay. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of base pay the member elects to contribute to the Thrift Savings Plan (TSP). The Services began making automatic and matching TSP contributions payments on January 1, 2018.

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

<b>FY2023 Direct Program</b>			<b>70,700</b>
<b>Increases Pricing:</b>			
	Thrift Savings Plan - Matching Contributions	2,605	
<b>Total Increases Pricing</b>			<b>2,605</b>
<b>Total Increases</b>			<b>2,605</b>
<b>Decreases Program:</b>			
	Thrift Savings Plan - Matching Contributions	(34,465)	
<b>Total Decreases Program</b>			<b>(34,465)</b>
<b>Total Decreases</b>			<b>(34,465)</b>
<b>FY2024 Direct Program</b>			<b>38,840</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Thrift Savings Plan Contributions:**

The FY 2024 budget request decreases by 45.0% or \$31.8 million due to a rate adjustment made by the Office of Secretary Defense (OSD), Comptroller. The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary of The Army to make contributions to the Thrift Savings Plan, in accordance with section 8432, for the benefit of the member who falls under the new retirement system. The amount the Service contributes is based on the percentage of base pay the member elects to contribute to the Thrift Saving Plan. The Services began making automatic and matching TSP contribution payments on January 1, 2018, the effective date of the new retirement system.

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	11,636	0	0	10,049	0	0	6,729
Enlisted	0	0	36,609	0	0	60,651	0	0	32,111
<b>Total</b>	<b>0</b>		<b>48,245</b>	<b>0</b>		<b>70,700</b>	<b>0</b>		<b>38,840</b>

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

<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
23,535	9,087	10,291

**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 2024 Budget increases by 13.2% or \$1.2 million due to rate adjustment for the Education Benefit 10 USC Ch. 1606 and additional projected takers for the \$350 Kicker.

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

<b>FY2023 Direct Program</b>			<b>9,087</b>
<b>Increases Pricing:</b>			
	Basic Selected Skill Benefit \$350 Kicker	22	
<b>Total Increases Pricing</b>			<b>22</b>
<b>Increases Program:</b>			
	Basic Selected Skill Benefit \$350 Kicker	1,881	
<b>Total Increases Program</b>			<b>1,881</b>
<b>Total Increases</b>			<b>1,903</b>
<b>Decreases Program:</b>			
	Basic Benefits (Ch 1606)	(699)	
<b>Total Decreases Program</b>			<b>(699)</b>
<b>Total Decreases</b>			<b>(699)</b>
<b>FY2024 Direct Program</b>			<b>10,291</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Basic Educational Assistance, Chapter 1606:**

The FY 2024 budget request decreases by 12.7% or \$0.7 million due to a pricing adjustment 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	1,026	647	664	0	0	823	2,156	69	718
Enlisted	18,620	647	12,047	0	0	4,665	12,225	69	4,071
<b>Total</b>	<b>19,646</b>		<b>12,711</b>	<b>0</b>		<b>5,488</b>	<b>14,381</b>		<b>4,789</b>

**Kicker, Chapter 1606:**

The FY 2024 budget request increases by 52.9% or \$1.9 million due to the projected rise in number of benefit 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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	1,122	540	0	930	0
Enlisted									
\$200 Kicker	6,023	991	5,969	0	768	0	0	536	0
\$350 Kicker	1,452	3,344	4,855	2,726	1,122	3,059	4,873	1,129	5,502
<b>Total</b>	<b>7,475</b>		<b>10,824</b>	<b>2,726</b>		<b>3,599</b>	<b>4,873</b>		<b>5,502</b>

**GRAND TOTAL Education Benefits**

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,026	664	0	1,363	2,156	718
Enlisted	26,095	22,871	2,726	7,724	17,098	9,573
<b>Total</b>	<b>27,121</b>	<b>23,535</b>	<b>2,726</b>	<b>9,087</b>	<b>19,254</b>	<b>10,291</b>

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

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

	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
<b>Officer</b>			
Basic Pay	191,753	386,213	10,989
Other Pay and Allowances	4,140	227,509	6,474
Travel	5,037	30,894	878
Total	<u>200,930</u>	<u>644,616</u>	<u>18,341</u>
<b>Enlisted</b>			
Basic Pay	700,159	499,365	14,207
Other Pay and Allowances	3,290	181,167	5,155
Travel	207,291	24,790	705
Total	<u>910,740</u>	<u>705,322</u>	<u>20,067</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>203,334</u>	<u>200,062</u>	<u>5,692</u>
<b>Total Program</b>	<b>1,315,004</b>	<b>1,550,000</b>	<b>44,100</b>

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

**ENLISTMENT BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	32,511	46,977	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments	13,575	67,561	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			43,730	72,622	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			13,169	39,912	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					43,943	69,906	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					13,175	44,223	0	0	0	0	0	0	0	0
Anniversary Payments							43,944	68,309	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							13,177	22,927	0	0	0	0	0	0
Anniversary Payments									43,945	48,508	0	0	0	0
<b>FY 2026</b>														
Initial Payments									13,179	36,001	0	0	0	0
Anniversary Payments											43,945	47,861	0	0
<b>FY 2027</b>														
Initial Payments											13,179	33,325	0	0
Anniversary Payments													43,945	47,861
<b>FY 2028</b>														
Initial Payments														13,179
<b>Initial Payments</b>	<b>13,575</b>	<b>67,561</b>	<b>13,169</b>	<b>39,912</b>	<b>13,175</b>	<b>44,223</b>	<b>13,177</b>	<b>22,927</b>	<b>13,179</b>	<b>36,001</b>	<b>13,179</b>	<b>33,325</b>	<b>13,179</b>	<b>31,293</b>
<b>Anniversary Payments</b>	<b>32,511</b>	<b>46,977</b>	<b>43,730</b>	<b>72,622</b>	<b>43,943</b>	<b>69,906</b>	<b>43,944</b>	<b>68,309</b>	<b>43,945</b>	<b>48,508</b>	<b>43,945</b>	<b>47,861</b>	<b>43,945</b>	<b>47,861</b>
<b>Total</b>	<b>46,086</b>	<b>114,538</b>	<b>56,899</b>	<b>112,534</b>	<b>57,118</b>	<b>114,129</b>	<b>57,121</b>	<b>91,236</b>	<b>57,124</b>	<b>84,509</b>	<b>57,124</b>	<b>81,186</b>	<b>57,124</b>	<b>79,154</b>

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

**AFFILIATION BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	812	12,941	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments	559	13,395	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			812	1,067	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			498	4,035	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					812	6,270	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					575	11,820	0	0	0	0	0	0	0	0
Anniversary Payments							813	1,162	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							576	11,820	0	0	0	0	0	0
Anniversary Payments									813	8,500	0	0	0	0
<b>FY 2026</b>														
Initial Payments									576	23,640	0	0	0	0
Anniversary Payments											813	8,500	0	0
<b>FY 2027</b>														
Initial Payments											576	23,640	0	0
Anniversary Payments													813	8,500
<b>FY 2028</b>														
Initial Payments														576 23,640
<b>Initial Payments</b>	<b>559</b>	<b>13,395</b>	<b>498</b>	<b>4,035</b>	<b>575</b>	<b>11,820</b>	<b>576</b>	<b>11,820</b>	<b>576</b>	<b>23,640</b>	<b>576</b>	<b>23,640</b>	<b>576</b>	<b>23,640</b>
<b>Anniversary Payments</b>	<b>812</b>	<b>12,941</b>	<b>812</b>	<b>1,067</b>	<b>812</b>	<b>6,270</b>	<b>813</b>	<b>1,162</b>	<b>813</b>	<b>8,500</b>	<b>813</b>	<b>8,500</b>	<b>813</b>	<b>8,500</b>
<b>Total</b>	<b>1,371</b>	<b>26,336</b>	<b>1,310</b>	<b>5,102</b>	<b>1,387</b>	<b>18,090</b>	<b>1,389</b>	<b>12,982</b>	<b>1,389</b>	<b>32,140</b>	<b>1,389</b>	<b>32,140</b>	<b>1,389</b>	<b>32,140</b>

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

**3 YEAR REENLISTMENT BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	333	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments	4,258	10,358	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			4,400	6,456	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					4,492	6,456	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							4,493	6,456	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									4,493	6,456	0	0	0	0
Anniversary Payments											0	0	0	0
<b>FY 2027</b>														
Initial Payments											4,493	6,456	0	0
Anniversary Payments													0	0
<b>FY 2028</b>														
Initial Payments														4,493 6,456
<b>Initial Payments</b>	<b>4,258</b>	<b>10,358</b>	<b>4,400</b>	<b>6,456</b>	<b>4,492</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>
<b>Anniversary Payments</b>	<b>0</b>	<b>333</b>	<b>0</b>											
<b>Total</b>	<b>4,258</b>	<b>10,691</b>	<b>4,400</b>	<b>6,456</b>	<b>4,492</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>	<b>4,493</b>	<b>6,456</b>

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

**6 YEAR REENLISTMENT BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	10,650	27,957	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments	6,116	102,647	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			11,637	57,852	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			6,090	60,854	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					11,637	66,776	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					6,090	167,274	0	0	0	0	0	0	0	0
Anniversary Payments							11,639	39,809	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							6,092	51,762	0	0	0	0	0	0
Anniversary Payments									11,641	2,192	0	0	0	0
<b>FY 2026</b>														
Initial Payments									6,094	71,902	0	0	0	0
Anniversary Payments											11,641	2,192	0	0
<b>FY 2027</b>														
Initial Payments											6,094	72,402	0	0
Anniversary Payments													11,641	2,192
<b>FY 2028</b>														
Initial Payments														6,094 72,402
<b>Initial Payments</b>	<b>6,116</b>	<b>102,647</b>	<b>6,090</b>	<b>60,854</b>	<b>6,090</b>	<b>167,274</b>	<b>6,092</b>	<b>51,762</b>	<b>6,094</b>	<b>71,902</b>	<b>6,094</b>	<b>72,402</b>	<b>6,094</b>	<b>72,402</b>
<b>Anniversary Payments</b>	<b>10,650</b>	<b>27,957</b>	<b>11,637</b>	<b>57,852</b>	<b>11,637</b>	<b>66,776</b>	<b>11,639</b>	<b>39,809</b>	<b>11,641</b>	<b>2,192</b>	<b>11,641</b>	<b>2,192</b>	<b>11,641</b>	<b>2,192</b>
<b>Total</b>	<b>16,766</b>	<b>130,604</b>	<b>17,727</b>	<b>118,706</b>	<b>17,727</b>	<b>234,050</b>	<b>17,731</b>	<b>91,571</b>	<b>17,735</b>	<b>74,094</b>	<b>17,735</b>	<b>74,594</b>	<b>17,735</b>	<b>74,594</b>

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

**OFFICER ACCESSION/AFFILIATION BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2022</b>														
Initial Payments	117	2,370	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			117	440	0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					117	1,910	0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							119	1,220	0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									121	1,810	0	0	0	0
<b>FY 2027</b>														
Initial Payments											121	1,640	0	0
<b>FY 2028</b>														
Initial Payments													121	1,140
<b>Initial Payments</b>	<b>117</b>	<b>2,370</b>	<b>117</b>	<b>440</b>	<b>117</b>	<b>1,910</b>	<b>119</b>	<b>1,220</b>	<b>121</b>	<b>1,810</b>	<b>121</b>	<b>1,640</b>	<b>121</b>	<b>1,140</b>
<b>Total</b>	<b>117</b>	<b>2,370</b>	<b>117</b>	<b>440</b>	<b>117</b>	<b>1,910</b>	<b>119</b>	<b>1,220</b>	<b>121</b>	<b>1,810</b>	<b>121</b>	<b>1,640</b>	<b>121</b>	<b>1,140</b>

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

**STUDENT LOAN REPAYMENT**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount												
<b>FY 2022</b>														
Initial Payments	6,896	13,996	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			7,206	21,411	0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					7,539	21,411	0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							7,540	21,411	0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									7,540	21,411	0	0	0	0
<b>FY 2027</b>														
Initial Payments											7,540	21,411	0	0
<b>FY 2028</b>														
Initial Payments													7,540	21,411
<b>Initial Payments</b>	<b>6,896</b>	<b>13,996</b>	<b>7,206</b>	<b>21,411</b>	<b>7,539</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>
<b>Total</b>	<b>6,896</b>	<b>13,996</b>	<b>7,206</b>	<b>21,411</b>	<b>7,539</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>	<b>7,540</b>	<b>21,411</b>

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

**SPECIALIZED TRAINING ASSISTANCE PROGRAM**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount												
<b>FY 2022</b>														
Initial Payments	246	3,940	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			251	6,096	0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					251	7,381	0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							252	7,381	0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									252	7,381	0	0	0	0
<b>FY 2027</b>														
Initial Payments											252	7,381	0	0
<b>FY 2028</b>														
Initial Payments													252	7,381
<b>Initial Payments</b>	<b>246</b>	<b>3,940</b>	<b>251</b>	<b>6,096</b>	<b>251</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>
<b>Total</b>	<b>246</b>	<b>3,940</b>	<b>251</b>	<b>6,096</b>	<b>251</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>	<b>252</b>	<b>7,381</b>

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

**HEALTH PROFESSIONAL LOAN PROGRAM**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount												
<b>FY 2022</b>														
Initial Payments	439	16,657	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			454	18,451	0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					454	10,630	0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							455	10,630	0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									455	10,630	0	0	0	0
<b>FY 2027</b>														
Initial Payments											455	10,630	0	0
<b>FY 2028</b>														
Initial Payments													455	10,630
<b>Initial Payments</b>	<b>439</b>	<b>16,657</b>	<b>454</b>	<b>18,451</b>	<b>454</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>
<b>Total</b>	<b>439</b>	<b>16,657</b>	<b>454</b>	<b>18,451</b>	<b>454</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>	<b>455</b>	<b>10,630</b>

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

**HEALTH PROFESSIONAL MEDICAL OFFICER RETENTION BONUS**

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount												
<b>FY 2022</b>														
Initial Payments	1,174	25,899	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments			1,160	22,337	0	0	0	0	0	0	0	0	0	0
<b>FY 2024</b>														
Initial Payments					1,160	32,435	0	0	0	0	0	0	0	0
<b>FY 2025</b>														
Initial Payments							1,161	32,435	0	0	0	0	0	0
<b>FY 2026</b>														
Initial Payments									1,161	32,435	0	0	0	0
<b>FY 2027</b>														
Initial Payments											1,161	32,435	0	0
<b>FY 2028</b>														
Initial Payments													1,161	32,435
<b>Initial Payments</b>	<b>1,174</b>	<b>25,899</b>	<b>1,160</b>	<b>22,337</b>	<b>1,160</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>
<b>Total</b>	<b>1,174</b>	<b>25,899</b>	<b>1,160</b>	<b>22,337</b>	<b>1,160</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>	<b>1,161</b>	<b>32,435</b>

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

	FY 2022						
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>309</b>	<b>4,006</b>	<b>4,315</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,315</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,137	16,229	20,366	0	0	0	20,366
UNIT SUPPORT	999	1,636	2,635	20,560	0	5,479	28,674
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,136</b>	<b>17,865</b>	<b>23,001</b>	<b>20,560</b>	<b>0</b>	<b>5,479</b>	<b>49,040</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,084</b>	<b>548</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,632</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	45	936	2,302
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>45</b>	<b>936</b>	<b>2,358</b>
<b>TOTAL END STRENGTH</b>	<b>7,147</b>	<b>23,178</b>	<b>30,325</b>	<b>20,560</b>	<b>45</b>	<b>6,415</b>	<b>57,345</b>

**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>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>309</b>	<b>4,006</b>	<b>4,315</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,315</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,243	16,643	20,886	0	0	0	20,886
UNIT SUPPORT	999	1,636	2,635	22,294	0	4,813	29,742
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>5,242</b>	<b>18,279</b>	<b>23,521</b>	<b>22,294</b>	<b>0</b>	<b>4,813</b>	<b>50,628</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,084</b>	<b>548</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,632</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	110	1,596	3,027
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>110</b>	<b>1,596</b>	<b>3,083</b>
<b>TOTAL END STRENGTH</b>	<b>7,253</b>	<b>23,592</b>	<b>30,845</b>	<b>22,294</b>	<b>110</b>	<b>6,409</b>	<b>59,658</b>

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

FY 2024

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
<b>SUBTOTAL</b>	<b>309</b>	<b>4,006</b>	<b>4,315</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,315</b>
<b>UNITS</b>							
RC UNIQUE MGMT HQS	4,228	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
<b>SUBTOTAL</b>	<b>5,227</b>	<b>18,294</b>	<b>23,521</b>	<b>22,294</b>	<b>0</b>	<b>4,813</b>	<b>50,628</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
<b>SUBTOTAL</b>	<b>1,084</b>	<b>548</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,632</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	45	1,616	2,982
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
<b>SUBTOTAL</b>	<b>618</b>	<b>759</b>	<b>1,377</b>	<b>0</b>	<b>45</b>	<b>1,616</b>	<b>3,038</b>
<b>TOTAL END STRENGTH</b>	<b>7,238</b>	<b>23,607</b>	<b>30,845</b>	<b>22,294</b>	<b>45</b>	<b>6,429</b>	<b>59,613</b>

PB-30W FULL-TIME SUPPORT PERSONNEL