

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2025 Budget Estimates



**NATIONAL GUARD PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2024**

The estimated cost of this report for the Department of Defense is approximately \$26,000 for Fiscal Year 2025. This includes \$0 in expenses and \$26,000 in DoD labor.

TABLE OF CONTENTS

SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	1
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS	3
SECTION 2 - INTRODUCTION AND PERFORMANCE MEASURES	4
INTRODUCTION	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	8
SECTION 3 - SUMMARY TABLES	10
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH	11
SUMMARY OF PERSONNEL.....	13
ACTIVE GUARD AND RESERVE ON TOURS OF ACTIVE DUTY	14
STRENGTH BY MONTH	15
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY	18
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS	21
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST.....	23
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS.....	25
SUMMARY OF TRAVEL COSTS.....	26
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK).....	28
SCHEDULE OF INCREASES AND DECREASES - SUMMARY	30
SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	33
TRAINING, PAY GROUP A	34
TRAINING, PAY GROUP F.....	41
TRAINING, PAY GROUP P	45
SCHOOL TRAINING.....	48
SPECIAL TRAINING.....	53
ADMINISTRATION AND SUPPORT, AGR	60
THRIFT SAVINGS PLAN	70
EDUCATION BENEFITS	73
SECTION 5 - SPECIAL ANALYSIS.....	76

REIMBURSABLE PROGRAMS	77
SELECTED REENLISTMENT BONUS	78
FULL-TIME SUPPORT PERSONNEL.....	87

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>ACTUAL FY 2023</u>	<u>FY 2024 Request with CR Adjustments</u>	<u>ESTIMATE FY 2025</u>
Direct Program			
Reserve Component Training and Support	9,553,172	9,783,569	9,936,760
FY 2024 CR Adjustment	0	-500,000	0
TOTAL DIRECT PROGRAM	<u>9,553,172</u>	<u>9,283,569</u>	<u>9,936,760</u>
Reimbursable Program			
Reserve Component Training and Support	45,011	44,936	49,430
TOTAL REIMBURSABLE PROGRAM	<u>45,011</u>	<u>44,936</u>	<u>49,430</u>
Baseline Program			
Reserve Component Training and Support	9,598,183	9,328,505	9,986,190
TOTAL BASELINE PROGRAM	<u>9,598,183</u>	<u>9,328,505</u>	<u>9,986,190</u>
Medicare Eligible Retiree Health Fund Contribution	873,937	971,647	953,525
TOTAL GUARD PERSONNEL PROGRAM COST	<u>10,472,120</u>	<u>10,300,152</u>	<u>10,939,715</u>
Memo Entry: Overseas Operations Costs			
Reserve Component Training and Support	124,359	116,783	87,522
Total OOC	<u>124,359</u>	<u>116,783</u>	<u>87,522</u>

A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

FY 2023 includes \$124,359 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$116,783 thousands in OOC Requested. FY 2025 includes \$87,522 thousands for the OOC Budget Estimate.

**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>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u>	<u>ACTUAL FY 2023</u>	<u>FY 2024 Request with CR Adjustments</u>	<u>FY 2025 Estimate</u>
DIRECT PROGRAM	9,553,172	9,783,569	9,936,760
FY 2024 CR ADJUSTMENT	0	-500,000	0
REIMBURSABLE PROGRAM	45,011	44,936	49,430
TOTAL NATIONAL GUARD PERSONNEL, ARMY	9,598,183	9,328,505	9,986,190
Medicare Eligible Retiree Health Fund Contribution	873,937	971,647	953,525
TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST	10,472,120	10,300,152	10,939,715
MEMO ENTRY: OVERSEAS OPERATIONS COSTS (OOC)	124,359	116,783	87,522
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OOO PAY AND ALLOWANCES, MOBILIZATION	1,447,417	1,446,012	1,046,596
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	491,788	485,466	501,501
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,939,205	1,931,478	1,548,097
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	12,535,684	12,231,630	12,487,812

A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

Fiscal Year (FY) Overseas Operations Costs (OOC) funding includes \$54,482 thousands for enduring requirements and \$33,040 thousand for non-enduring requirements.

FY 2024 MERHCF amount reflects actual contribution.

Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding.

SECTION 2
INTRODUCTION AND PERFORMANCE MEASURES

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

Appropriation Summary

<u>FY 2024 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2025 Estimate</u>
9,783,569	635,538	-482,347	9,936,760

Program Adjustment Highlights in Fiscal Year (FY) 2025

The FY 2025 Budget Request supports an end strength of 325,000 to achieve the Army's priorities of people, readiness, and modernization and the National Defense Strategy.

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

As the combat reserve of the Army, the ARNG continues to support the active force in sustaining joint operations through a responsive and ready force-generating capability. 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. The ARNG continues to support two Combat Training Center (CTC) Rotations at two major training sites (National Training Center and Joint Readiness Training Center).

The National Guard Personnel, Army budget request increases by \$153 million based on price and program changes.

Rates Include the below increases:

Pay Raise

1. Military Pay Raise, effective 1 January 2023 is 4.6% (4.1% over the FY)
2. Military Pay Raise, effective 1 January 2024 is 5.2% (5.1% over the FY)
3. Military Pay Raise, effective 1 January 2025 is 4.5% (4.7% 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 2023, is 11.2% (9.8% over the FY)
5. Basic Allowance for Subsistence inflation, effective 1 January 2024, is 1.7% (3.9% over the FY)
6. Basic Allowance for Subsistence inflation, effective 1 January 2025, is 3.4% (3.0% over the FY)

Basic Allowance for Housing

7. Basic Allowance for Housing growth, effective 1 January 2023, is 9.9% (8.6% over the FY)
8. Basic Allowance for Housing growth, effective 1 January 2024 is 4.5% (5.9% over the FY)
9. Basic Allowance for Housing growth, effective 1 January 2025 is 3.9% (4.1% over the FY)

NATIONAL GUARD PERSONNEL, ARMY INTRODUCTION

Retired Pay Accrual

10. 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
11. 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
12. Retired Pay Accrual as a percentage of Basic Pay is 26.6% for full-time and 21.5% for part-time Soldiers in FY 2025

General Inflation

13. General inflation is 4.2% in FY 2023
14. General inflation is 2.6% in FY 2024
15. General inflation is 2.2% in FY 2025

Program and Price changes:

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 \$154.9 million, consisting of a price change of \$118 million and a program change of \$36.9 million, due to rate adjustments in pay and allowances.

Pay Group F budget increases by \$0.6 million, consisting of a price change of \$26.4 million and a program change of \$-25.8 million, due to projected increase of 3,037 training seats in the training pipeline.

Pay Group P budget increases by \$2.4 million, a price change of \$2.9 million and a program change of \$-0.5 million, due to projected increase of 514 training seats in the training pipeline and rate adjustments.

Schools Training budget decreases by \$-59.1 million, consisting of a price change of \$23.0 million and a program change of \$-82.2 million, due to lower projected utilization in Refresher and Proficiency Training.

Special Training budget increases by \$39.4 million, consisting of a price change of \$33.5 million and a program change of \$5.9 million, due to a higher participation in CBRNE- Other Capabilities, Competitive Events, Exercises, Management Support, Operational Training, and WMD-CST.

Administration and Support program budget decreases by \$-15.6 million, consisting of a price change of \$423.3 million and a program change of \$-438.9 million. Pricing increases due to adjusted inflation rates for pay and allowances. Overall, the program reduces by 21.9% in Selected Reserve Incentive Program (SRIP).

Thrift Savings Program (TSP) increases by \$0.5 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) which consist of TSP matching contributions.

Education Benefits increases by \$30.0 million, consisting of a price change of \$0.05 million and program change of \$29.9 million, due to an update in the Chapter 1606 Kicker per capita rates and amortization payment amounts approved by the DoD Education Benefits Board of Actuaries.

NATIONAL GUARD PERSONNEL, ARMY INTRODUCTION

Overseas Operations Costs

Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding. This justification material includes Overseas Operations Costs (OOC) actuals in FY 2023, estimated amounts in FY 2024, and budget requests for FY 2025. OOC funding is included in the base budget. OOC requirements support to the following missions:

- Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
- Operation Inherent Resolve (OIR) - supports the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region.
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
- Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2023 includes \$124,359 thousands in OOC Actuals. FY 2024 includes \$116,783 thousands in OOC Estimates. FY 2025 includes \$87,522 thousands for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

Readiness

The FY 2025 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 National Defense Strategy. 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 2025 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.

End Strength		
<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
325,066	325,000	325,000

The ARNG continues to leverage bonuses, additional incentives, and targeted marketing efforts to achieve the accession goals from FY 2024 to FY 2025. Meeting these targets increases readiness of the ARNG and supports Army 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, generating orders and maintaining personnel and training records, tracking medical actions, maintaining arms rooms, processing and accounting for proper pay and entitlements for duties performed, maintaining and accounting for supplies and equipment, and 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 and 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 2025 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 2025.

**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 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Average Strength	326,302	323,594	323,728
End Strength	325,066	325,000	325,000
Authorized Strength	336,000	325,000	325,000

PERFORMANCE MEASURES:

	<u>FY2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Recruiting: Accession Goals	30,880	34,140	38,794
Recruiting: Accession Actuals	29,310		
Retention: Reenlistment Goals	37,497	39,589	33,557
Retention: Reenlistment Actuals	36,402		
Attrition: Attrition Goals	14.0%	14.0%	15.0%
Attrition: Attrition Actuals	14.0%		

SECTION 3
SUMMARY TABLES

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

OFFICER

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Beginning Strength	46,941	47,132	47,144
Gains:			
Males (NPS)	185	180	180
Females (NPS)	63	67	67
Civilian Life	2,340	1,046	1,037
Active Component	93	265	258
Enlisted Commissioning Program	1,384	2,778	2,875
Other Reserve Status/Component	83	40	38
All Other	104	407	409
Total Gains	<u>4,252</u>	<u>4,783</u>	<u>4,864</u>
Losses:			
Civilian Life	847	696	696
Active Component	74	34	34
Retired Reserves	917	852	852
Other Reserve Status/Component	335	268	269
All Other	1,888	2,921	2,988
Total Losses	<u>4,061</u>	<u>4,771</u>	<u>4,839</u>
End Strength	47,132	47,144	47,169

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

ENLISTED

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Beginning Strength	282,764	277,934	277,856
Gains:			
Males (NPS)	20,385	23,185	26,552
Females (NPS)	6,990	8,800	10,078
Civilian Life	2,220	2,155	2,164
Other Reserve Status/Component	3,513	4,150	4,150
All Other	2,420	2,564	2,549
Total Gains	<u>35,528</u>	<u>40,854</u>	<u>45,493</u>
Losses:			
Other Attrition	17,805	17,256	18,559
Expiration of Selected Reserve Service	16,503	17,123	18,604
Active Component	833	685	1,185
To Officer Status	1,385	2,778	2,875
Retired Reserves	2,830	2,442	3,538
Other Reserve Status/Component	1,002	648	757
Losses to Civilian Life	0	0	0
Total Losses	<u>40,358</u>	<u>40,932</u>	<u>45,518</u>
End Strength	277,934	277,856	277,831

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2023</u>			<u>FY 2024</u>		<u>FY 2025</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	39,794	39,590	39,833	39,297	39,824	39,418	39,920
Enlisted	48	15	235,704	232,501	229,859	228,502	228,964	227,843	228,118
Subtotal			275,498	272,091	269,692	267,799	268,788	267,261	268,038
Pay Group F									
Enlisted			13,686	11,462	14,621	11,834	15,066	12,192	15,512
Pay Group P									
Enlisted			10,196	12,489	9,996	12,998	10,301	13,390	10,605
Subtotal			299,380	296,042	294,309	292,631	294,155	292,843	294,155
Drill/Indiv Tng			299,380	296,042	294,309	292,631	294,155	292,843	294,155
AGR (Full-time)									
Officer			7,147	7,112	7,299	7,345	7,320	7,345	7,249
Enlisted			23,178	23,220	23,458	23,617	23,525	23,540	23,596
Subtotal			30,325	30,332	30,757	30,962	30,845	30,885	30,845
SELRES									
Officer			46,941	46,702	47,132	46,642	47,144	46,763	47,169
Enlisted			282,764	279,672	277,934	276,951	277,856	276,965	277,831
Subtotal			329,705	326,374	325,066	323,593	325,000	323,728	325,000

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

	<u>FY 2023</u>			<u>FY 2024</u>		<u>FY 2025</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer							
Commissioned Officers							
O9 LT GENERAL	0	0	0	0	0	0	0
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	389	401	402	405	403	446	446
O5 LT COLONEL	1,171	1,171	1,226	1,235	1,230	1,250	1,250
O4 MAJOR	1,943	1,847	1,827	1,840	1,832	2,101	2,101
O3 CAPTAIN	1,547	1,551	1,642	1,648	1,647	1,555	1,463
O2 1ST LIEUTENANT	233	227	191	192	192	100	100
O1 2ND LIEUTENANT	60	64	138	139	138	20	20
Total Commissioned Officers	5,343	5,261	5,426	5,459	5,442	5,472	5,380
Warrant Officers							
W5 WARRANT OFF (W-5)	179	162	180	181	181	179	179
W4 WARRANT OFF (W-4)	606	592	597	601	599	608	604
W3 WARRANT OFF (W-3)	586	536	524	528	525	633	633
W2 WARRANT OFF (W-2)	365	392	424	427	425	342	342
W1 WARRANT OFF (W-1)	170	169	148	149	148	111	111
Total Warrant Officers	1,906	1,851	1,873	1,886	1,878	1,873	1,869
Total Officer	7,249	7,112	7,299	7,345	7,320	7,345	7,249
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	693	730	731	736	733	737	737
E8 1ST SGT/MASTER SGT	2,410	2,303	2,293	2,309	2,300	2,368	2,368
E7 PLATOON SGT/SFC	8,470	8,592	8,687	8,748	8,712	8,400	8,404
E6 STAFF SGT	8,729	8,422	8,383	8,442	8,407	8,592	8,592
E5 SERGEANT	2,963	2,786	2,919	2,934	2,927	3,027	3,079
E4 CPL/SPECIALIST	318	376	435	438	436	411	411
E3 PRIVATE 1ST CLASS	10	8	9	9	9	5	5
E2 PRIVATE E2	3	1	1	0	0	0	0
E1 PRIVATE E1	0	2	0	1	1	0	0
Total Enlisted Personnel	23,596	23,220	23,458	23,617	23,525	23,540	23,596
Total Personnel on Active Duty	30,845	30,332	30,757	30,962	30,845	30,885	30,845

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

ACTUAL 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	39,924	233,995	273,919	12,983	10,648	297,550	6,993	22,815	29,808	327,358
NOV	39,838	234,376	274,214	12,081	10,189	296,484	7,020	22,899	29,919	326,403
DEC	39,849	236,855	276,704	9,758	10,412	296,874	6,970	22,746	29,716	326,590
JAN	39,591	235,862	275,453	10,480	10,770	296,703	7,047	23,129	30,176	326,879
FEB	39,865	235,084	274,949	9,667	11,833	296,449	6,563	22,945	29,508	325,957
MAR	39,390	233,110	272,500	9,355	14,440	296,295	7,004	23,109	30,113	326,408
APR	39,468	232,591	272,059	8,660	16,231	296,950	6,903	22,862	29,765	326,715
MAY	38,829	229,943	268,772	7,901	17,687	294,360	7,491	23,872	31,363	325,723
JUN	39,231	228,519	267,750	9,248	17,428	294,426	7,294	23,482	30,776	325,202
JUL	39,348	227,588	266,936	15,261	11,662	293,859	7,307	23,558	30,865	324,724
AUG	39,571	228,704	268,275	15,303	10,866	294,444	7,287	23,460	30,747	325,191
SEP	39,833	229,859	269,692	14,621	9,996	294,309	7,299	23,458	30,757	325,066
Average	39,590	232,501	272,091	11,462	12,489	296,042	7,112	23,220	30,332	326,374

**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 and 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	39,833	229,859	269,692	14,621	9,996	294,309	7,299	23,458	30,757	325,066
OCT	39,792	228,753	268,545	14,113	10,268	292,926	7,293	23,498	30,791	323,717
NOV	39,505	228,261	267,766	14,219	10,313	292,298	7,292	23,507	30,799	323,097
DEC	39,433	231,271	270,704	10,121	10,799	291,624	7,369	23,487	30,856	322,480
JAN	39,258	230,809	270,067	10,850	11,150	292,067	7,381	23,530	30,911	322,978
FEB	39,041	230,562	269,603	10,004	12,246	291,853	7,377	23,586	30,963	322,816
MAR	39,011	229,119	268,130	9,650	14,895	292,675	7,360	23,562	30,922	323,597
APR	38,971	228,067	267,038	8,921	16,720	292,679	7,380	23,526	30,906	323,585
MAY	38,911	227,014	265,925	8,133	18,205	292,263	7,383	23,531	30,914	323,177
JUN	39,135	226,121	265,256	9,508	17,918	292,682	7,371	23,496	30,867	323,549
JUL	39,226	225,721	264,947	15,686	11,987	292,620	7,371	23,549	30,920	323,540
AUG	39,460	227,368	266,828	15,742	11,177	293,747	7,358	23,514	30,872	324,619
SEP	39,824	228,964	268,788	15,066	10,301	294,155	7,320	23,525	30,845	325,000
Average	39,297	228,502	267,799	11,834	12,998	292,631	7,345	23,617	30,962	323,594

**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	197	208	2. Combat Support (30%)
13	253	266	3. Combat Service Support (38%)
1	28	29	4. HQ Staff (4%)
<u>35</u>	<u>663</u>	<u>698</u>	

1. Pay Group A strength includes mobilized Active Guard and 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 2025

	<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	39,824	228,964	268,788	15,066	10,301	294,155	7,320	23,525	30,845	325,000
OCT	39,797	228,122	267,919	14,547	10,584	293,050	7,292	23,507	30,799	323,849
NOV	39,601	227,630	267,231	14,653	10,629	292,513	7,369	23,487	30,856	323,369
DEC	39,562	230,646	270,208	10,484	11,186	291,878	7,381	23,530	30,911	322,789
JAN	39,381	230,190	269,571	11,220	11,530	292,321	7,377	23,586	30,963	323,284
FEB	39,171	229,949	269,120	10,341	12,659	292,120	7,360	23,562	30,922	323,042
MAR	39,137	228,512	267,649	9,945	15,350	292,944	7,380	23,526	30,906	323,850
APR	39,114	227,466	266,580	9,182	17,209	292,971	7,383	23,531	30,914	323,885
MAY	39,063	226,419	265,482	8,364	18,724	292,570	7,371	23,496	30,867	323,437
JUN	39,268	225,532	264,800	9,768	18,408	292,976	7,371	23,549	30,920	323,896
JUL	39,398	225,138	264,536	16,111	12,312	292,959	7,358	23,514	30,872	323,831
AUG	39,601	226,391	265,992	16,180	11,489	293,661	7,249	23,596	30,845	324,506
SEP	39,920	228,118	268,038	15,512	10,605	294,155	7,249	23,596	30,845	325,000
Average	39,418	227,843	267,261	12,192	13,390	292,843	7,345	23,540	30,885	323,728

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP A									
Active Duty Training	218,150	633,061	851,211	230,444	666,396	896,840	240,449	694,483	934,932
Pay and Allowances	207,837	520,555	728,392	218,817	552,944	771,761	228,285	579,700	807,985
Clothing	549	27,873	28,422	779	33,222	34,021	562	23,310	23,872
Subsistence	748	66,916	67,664	1,167	70,516	71,683	1,405	70,827	72,232
Travel	9,016	17,717	26,733	9,910	20,065	29,975	10,197	20,646	30,843
Inactive Duty Training	463,908	1,279,223	1,743,131	475,028	1,359,519	1,834,547	513,585	1,427,171	1,940,756
Civil Disturbance	1	28	29	1	29	30	1	29	30
Flight Training	39,437	18,959	58,396	30,793	20,097	50,890	39,688	27,327	67,015
Jump Proficiency	91	477	568	32	173	205	93	460	553
Military Funeral Honors	1,335	7,174	8,509	1,531	10,185	11,716	1,335	10,117	11,452
Readiness Management	1,624	2,644	4,268	2,068	4,128	6,196	2,837	6,510	9,347
Subsistence	0	50,529	50,529	0	53,996	53,996	0	55,883	55,883
Training Preparation	4,481	8,830	13,311	348	7,976	8,324	337	9,788	10,125
Unit Training Assemblies	415,820	1,181,730	1,597,550	439,431	1,245,168	1,684,599	468,705	1,307,462	1,776,167
EBDL	547	1,551	2,098	0	0	0	0	0	0
Medical Man-days	572	7,301	7,873	575	7,416	7,991	589	9,595	10,184
TOTAL DIRECT OBLIGATIONS	682,058	1,912,284	2,594,342	705,472	2,025,915	2,731,387	754,034	2,121,654	2,875,688
PAY GROUP F									
Initial Entry Training	0	457,311	457,311	0	613,618	613,618	0	600,719	600,719
Pay and Allowances	0	398,543	398,543	0	529,635	529,635	0	531,281	531,281
Clothing	0	45,428	45,428	0	68,138	68,138	0	53,742	53,742
Travel	0	13,340	13,340	0	15,845	15,845	0	15,696	15,696
TOTAL DIRECT OBLIGATIONS	0	457,311	457,311	0	613,618	613,618	0	600,719	600,719

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP P									
Pay and Allowances	0	41,459	41,459	0	56,730	56,730	0	58,390	58,390
Clothing	0	800	800	0	1,036	1,036	0	1,058	1,058
Subsistence of Enlisted Personnel	0	2,156	2,156	0	2,595	2,595	0	3,314	3,314
TOTAL DIRECT OBLIGATIONS	0	44,415	44,415	0	60,361	60,361	0	62,762	62,762
SCHOOL TRAINING									
Career Development Training	59,010	124,002	183,012	66,259	147,708	213,967	63,471	140,912	204,383
Flight Training	19,770	4,555	24,325	33,456	0	33,456	35,133	0	35,133
Initial Skill Acquisition Training	153,426	115,190	268,616	106,844	73,943	180,787	116,180	68,186	184,366
Officer Candidate/Training School	2,317	7,714	10,031	1,229	11,543	12,772	1,161	15,005	16,166
Refresher and Proficiency Training	26,044	51,272	77,316	49,162	101,621	150,783	30,392	62,192	92,584
TOTAL DIRECT OBLIGATIONS	260,567	302,733	563,300	256,950	334,815	591,765	246,337	286,295	532,632
SPECIAL TRAINING									
CBRNE Enterprise	54,613	76,688	131,301	60,175	80,142	140,317	62,516	81,417	143,933
Command/Staff Supervision	55,505	141,364	196,869	89,064	128,900	217,964	80,861	134,162	215,023
Competitive Events	1,576	4,161	5,737	813	5,698	6,511	898	5,927	6,825
Counter Drug Interdiction Activity	43,447	144,932	188,379	0	0	0	0	0	0
Exercises	130,564	100,883	231,447	82,114	120,251	202,365	95,932	125,515	221,447
Management Support	97,619	74,623	172,242	29,055	28,690	57,745	36,308	28,958	65,266
Operational Training	32,252	27,960	60,212	53,298	17,095	70,393	56,335	21,353	77,688
Recruiting/Retention	6,098	28,299	34,397	12,598	96,766	109,364	12,404	95,226	107,630
Unit Conversion Training	2,723	13,972	16,695	3,365	18,555	21,920	3,363	17,986	21,349
TOTAL DIRECT OBLIGATIONS	424,397	612,882	1,037,279	329,093	494,086	823,179	348,617	510,544	859,161

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	1,387,620	2,831,194	4,218,814	1,432,572	2,955,648	4,388,220	1,443,880	3,026,334	4,470,214
Basic Needs Allowance	0	0	0	0	347	347	0	7,825	7,825
Travel/PCS	28,647	46,924	75,571	29,392	48,144	77,536	30,038	49,203	79,241
\$30,000 Lump Sum Bonus	1,390	452	1,842	0	0	0	0	0	0
Death Gratuities	0	0	0	85	842	927	102	1,016	1,118
Disability and Hospitalization Benefits	2,008	7,719	9,727	3,242	13,926	17,168	309	11,621	11,930
Servicemembers Group Life Ins	323	2,064	2,387	0	0	0	0	0	0
Selective Reserve Incentive Program (SRIP)	59,450	411,006	470,456	66,630	488,543	555,173	56,327	298,662	354,989
Continuation Pay	9,113	7,038	16,151	1,107	1,327	2,434	306	633	939
TOTAL DIRECT OBLIGATIONS	1,488,551	3,306,397	4,794,948	1,533,028	3,508,777	5,041,805	1,530,962	3,395,294	4,926,256
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	16,003	41,932	57,935	17,778	61,062	78,840	7,112	32,306	39,418
TOTAL DIRECT OBLIGATIONS	16,003	41,932	57,935	17,778	61,062	78,840	7,112	32,306	39,418
EDUCATION BENEFITS									
Basic Benefit, Ch. 1606	0	0	0	265	1,406	1,671	3,292	17,498	20,790
Kicker, Enhanced G.I. Bill, Ch. 1606	0	3,642	3,642	0	8,443	8,443	0	19,334	19,334
TOTAL DIRECT OBLIGATIONS	0	3,642	3,642	265	9,849	10,114	3,292	36,832	40,124
TOTAL DIRECT PROGRAM	2,871,576	6,681,596	9,553,172	2,841,197	7,106,472	9,951,069	2,890,353	7,046,407	9,936,760
FY 2024 CR Adjustment*						(500,000)			
Revised FY 2024 Direct Program						9,451,069			

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

	FY 2024 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2024 Revised
Training, Pay Group A							
PG A, Pay and Allowances, Annual Training	790,882	0	790,882	-19,121	771,761	0	771,761
PG A, Travel, Annual Training	42,834	0	42,834	-12,859	29,975	0	29,975
PG A, IDT Pay & Allow, Unit Training Assemblies	1,684,599	0	1,684,599	0	1,684,599	0	1,684,599
PG A, IDT Pay & Allow, Additional Drill Assemblies	85,352	0	85,352	0	85,352	0	85,352
PG A, Individual Clothing and Uniforms	33,454	0	33,454	-10,033	23,421	0	23,421
PG A, Subsistence of Enlisted Personnel	83,666	0	83,666	42,013	125,679	0	125,679
Total Direct Obligation	2,720,787	0	2,720,787	0	2,720,787	0	2,720,787
Training, Pay Group F							
PG F, Pay and Allowances, Annual Training	536,168	0	536,168	-6,533	529,635	0	529,635
PG F, Individual Clothing and Uniforms	48,105	0	48,105	6,533	54,638	0	54,638
PG F, Travel, Annual Training	15,845	0	15,845	0	15,845	0	15,845
Total Direct Obligation	600,118	0	600,118	0	600,118	0	600,118
Training, Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	57,353	0	57,353	-623	56,730	0	56,730
PG P, Individual Clothing and Uniforms	1,036	0	1,036	0	1,036	0	1,036
PG P, Subsistence of Enlisted Personnel	1,972	0	1,972	623	2,595	0	2,595
Total Direct Obligation	60,361	0	60,361	0	60,361	0	60,361
School Training							
Schools, Career Development Training	213,967	0	213,967	0	213,967	0	213,967
Schools, Flight Training	33,456	0	33,456	0	33,456	0	33,456
Schools, Initial Skills Acquisition Training	180,787	0	180,787	0	180,787	0	180,787
Schools, Officer Candidate/Training School	12,772	0	12,772	0	12,772	0	12,772
Schools, Refresher and Proficiency Training	150,783	0	150,783	0	150,783	0	150,783
Total Direct Obligation	591,765	0	591,765	0	591,765	0	591,765

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

	FY 2024 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2024 Revised
Special Training							
Special, CBRNE Enterprise (WMD-CST)	14,659	0	14,659	0	14,659	0	14,659
Special, CBRNE Enterprise Other Capabilities	125,658	0	125,658	0	125,658	0	125,658
Special, Command and Staff Supervision	214,564	0	214,564	0	214,564	0	214,564
Special, Competitive Events	6,511	0	6,511	0	6,511	0	6,511
Special, Exercises	202,365	0	202,365	0	202,365	0	202,365
Special, Management Support	54,345	0	54,345	0	54,345	0	54,345
Special, Operational Training	70,393	0	70,393	0	70,393	0	70,393
Special, Recruiting/Retention	109,364	0	109,364	0	109,364	0	109,364
Special, Unit Conversion	21,920	0	21,920	0	21,920	0	21,920
Total Direct Obligation	819,779	0	819,779	0	819,779	0	819,779
Administration and Support, AGR							
AGR, Full Time Pay and Allowances	4,399,193	0	4,399,193	-15,590	4,383,603	0	4,383,603
AGR, Backfill Pay and Allowances	3,485	0	3,485	0	3,485	0	3,485
AGR, COLA	1,132	0	1,132	0	1,132	0	1,132
AGR, Basic Needs Allowance	347	0	347	0	347	0	347
AGR, Travel, Permanent Change of Station (PCS)	61,946	0	61,946	15,590	77,536	0	77,536
Death Gratuities	927	0	927	0	927	0	927
Disability and Hospitalization Benefits	17,168	0	17,168	0	17,168	0	17,168
Selected Reserve Incentive Program (SRIP)	454,996	0	454,996	177	455,173	0	555,173
Continuation Pay	2,434	0	2,434	0	2,434	0	2,434
Total Direct Obligation	4,941,628	0	4,941,628	177	4,941,805	0	4,941,805
Thrift Savings Plan							
Thrift Savings Plan Contribution	38,840	0	38,840	0	38,840	0	38,840
Total Direct Obligation	38,840	0	38,840	0	38,840	0	38,840
Education Benefits							
Basic Educational Assistance, Ch 1606	4,789	0	4,789	-3,118	1,671	0	1,671
Kicker, Chapter 1606	5,502	0	5,502	2,941	8,443	0	8,443
	10,291	0	10,291	-177	10,114	0	10,114
Total Direct Obligation	9,783,569	0	9,783,569	0	9,783,569	0	9,783,569
FY 2024 Direct Program CR Adjustment	9,783,569	-500,000	9,283,569	0	9,283,569	500,000	9,783,569

Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding. FY 2023 includes \$124,359 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$116,783 thousands in OOC Requested. FY 2025 includes \$87,522 thousands for the OOC Budget Estimate.

A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes funding under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The amounts included "Appropriation" column on this exhibit reflect the annualized level provided by the continuing resolution and the "FY 2024 Revised" column on this exhibit represents the latest service estimate of projected requirements.

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Training, Pay Group A						
Officer	420,269	102,966	500,278	115,565	527,731	113,462
Enlisted	1,119,400	274,253	1,178,049	272,129	1,301,880	279,904
Subtotal	<u>1,539,669</u>	<u>377,219</u>	<u>1,678,327</u>	<u>387,694</u>	<u>1,829,611</u>	<u>393,366</u>
Training, Pay Group F						
Enlisted	230,494	56,471	373,411	86,258	377,963	81,262
Training, Pay Group P						
Enlisted	28,800	7,056	46,636	10,773	47,581	10,230
School Training						
Officer	90,723	22,227	125,922	29,088	116,590	25,067
Enlisted	116,722	28,597	146,650	33,876	131,764	28,329
Subtotal	<u>207,445</u>	<u>50,824</u>	<u>272,572</u>	<u>62,964</u>	<u>248,354</u>	<u>53,396</u>
Special Training						
Officer	161,405	39,544	160,770	37,138	189,889	40,826
Enlisted	244,554	59,916	247,817	57,246	270,773	58,216
Subtotal	<u>405,959</u>	<u>99,460</u>	<u>408,587</u>	<u>94,384</u>	<u>460,662</u>	<u>99,042</u>
Administration and Support, AGR						
Officer	745,391	281,678	806,896	242,069	861,657	229,201
Enlisted	1,380,997	517,200	1,472,781	441,834	1,532,201	407,265
Subtotal	<u>2,126,388</u>	<u>798,878</u>	<u>2,279,677</u>	<u>683,903</u>	<u>2,393,858</u>	<u>636,466</u>
Total Direct Program						
Officer	1,417,788	446,415	1,593,866	423,860	1,695,867	408,556
Enlisted	3,120,967	943,493	3,465,344	902,116	3,662,162	865,206
Total	<u>4,538,755</u>	<u>1,389,908</u>	<u>5,059,210</u>	<u>1,325,976</u>	<u>5,358,029</u>	<u>1,273,762</u>

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Reimbursable						
Officer	10,992	2,693	11,874	2,743	14,033	3,017
Enlisted	12,249	3,001	13,234	3,057	15,642	3,363
Total	<u>23,241</u>	<u>5,694</u>	<u>25,108</u>	<u>5,800</u>	<u>29,675</u>	<u>6,380</u>
Total Program						
Officer	1,428,780	449,108	1,605,740	426,603	1,709,900	411,573
Enlisted	3,133,216	946,494	3,478,578	905,173	3,677,804	868,569
Total	<u>4,561,996</u>	<u>1,395,602</u>	<u>5,084,318</u>	<u>1,331,776</u>	<u>5,387,704</u>	<u>1,280,142</u>

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Training, Pay Group A			
Officer	20,794	23,385	30,314
Enlisted	60,698	83,030	82,438
Subtotal	<u>81,492</u>	<u>106,415</u>	<u>112,752</u>
Training, Pay Group F			
Enlisted	38,337	47,151	47,641
School Training			
Officer	32,859	31,961	31,921
Enlisted	48,555	52,874	40,437
Subtotal	<u>81,414</u>	<u>84,835</u>	<u>72,358</u>
Special Training			
Officer	25,835	33,647	36,162
Enlisted	28,694	67,229	68,525
Subtotal	<u>54,529</u>	<u>100,876</u>	<u>104,687</u>
Administration and Support, AGR			
Officer	232,369	245,554	255,622
Enlisted	601,103	630,173	653,871
Subtotal	<u>833,472</u>	<u>875,727</u>	<u>909,493</u>
Total Direct Program			
Officer	311,857	331,499	350,848
Enlisted	777,387	872,285	892,912
Total	<u>1,089,244</u>	<u>1,203,784</u>	<u>1,243,760</u>
Reimbursable			
Officer	4,140	4,217	4,639
Enlisted	1,851	1,885	2,074
Total	<u>5,991</u>	<u>6,102</u>	<u>6,713</u>
Total Program			
Officer	315,997	338,764	355,487
Enlisted	779,238	882,342	894,986
Total	<u>1,095,235</u>	<u>1,221,106</u>	<u>1,250,473</u>

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Training, Pay Group A			
Officer	9,016	9,910	10,197
Enlisted	17,717	20,065	20,646
Subtotal	<u>26,733</u>	<u>29,975</u>	<u>30,843</u>
Training, Pay Group F			
Enlisted	13,340	15,845	15,696
School Training			
Officer	26,246	21,989	22,276
Enlisted	37,754	45,168	39,354
Subtotal	<u>64,000</u>	<u>67,157</u>	<u>61,630</u>
Special Training			
Officer	21,975	20,817	26,101
Enlisted	49,938	35,708	37,950
Subtotal	<u>71,913</u>	<u>56,525</u>	<u>64,051</u>
Administration and Support, AGR			
Officer	28,647	29,392	30,038
Enlisted	46,924	48,144	49,203
Subtotal	<u>75,571</u>	<u>77,536</u>	<u>79,241</u>
Total Direct Program			
Officer	85,884	82,108	88,612
Enlisted	<u>165,673</u>	<u>164,930</u>	<u>162,849</u>
Total	251,557	247,038	251,461

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Reimbursable			
Officer	880	895	984
Enlisted	705	718	790
Total	<u>1,585</u>	<u>1,613</u>	<u>1,774</u>
 Total Program			
Officer	86,825	83,003	89,596
Enlisted	166,380	165,648	163,639
Total	<u>253,205</u>	<u>248,651</u>	<u>253,235</u>

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Training, Pay Group A						
Officer	748	0	1,167	0	1,405	0
Enlisted	94,523	22,922	98,450	26,062	98,206	28,504
Subtotal	<u>95,271</u>	<u>22,922</u>	<u>99,617</u>	<u>26,062</u>	<u>99,611</u>	<u>28,504</u>
Training, Pay Group F						
Enlisted	2,454	0	19,899	0	19,507	0
Training, Pay Group P						
Enlisted	2,156	0	2,595	0	3,314	0
School Training						
Officer	5,552	0	5,317	0	5,426	0
Enlisted	13,112	0	19,149	0	15,591	0
Subtotal	<u>18,664</u>	<u>0</u>	<u>24,466</u>	<u>0</u>	<u>21,017</u>	<u>0</u>
Special Training						
Officer	5,818	0	5,735	0	7,823	0
Enlisted	27,019	0	26,453	0	27,395	0
Subtotal	<u>32,837</u>	<u>0</u>	<u>32,188</u>	<u>0</u>	<u>35,218</u>	<u>0</u>
Administration and Support, AGR						
Officer	26,236	0	27,822	0	28,651	0
Enlisted	123,559	0	129,892	0	133,326	0
Subtotal	<u>149,795</u>	<u>0</u>	<u>157,714</u>	<u>0</u>	<u>161,977</u>	<u>0</u>
Total Direct Program						
Officer	38,354	0	40,041	0	43,305	0
Enlisted	262,823	22,922	296,439	26,062	297,633	28,504
Total	<u>301,177</u>	<u>22,922</u>	<u>336,480</u>	<u>26,062</u>	<u>340,938</u>	<u>28,504</u>

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Reimbursable						
Officer	308	0	313	0	344	0
Enlisted	174	0	178	0	196	0
Subtotal	<u>482</u>	<u>0</u>	<u>491</u>	<u>0</u>	<u>540</u>	<u>0</u>
Total Program						
Officer	38,662	0	40,354	0	43,649	0
Enlisted	262,997	22,922	296,617	26,062	297,535	28,504
Total	<u>301,659</u>	<u>22,922</u>	<u>336,971</u>	<u>26,062</u>	<u>341,134</u>	<u>28,504</u>

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

FY2024 Direct Program		9,783,569
	Increases Pricing:	
	Basic Pay annualization of the 5.2%, effective 1 January 2024	103,494
	Basic Selected Skill Benefit \$350 Kicker	53
	Thrift Savings Plan - Matching Contributions	1,217
	Basic Pay annualization of the 4.5%, effective 1 January 2025	131,287
	AGR Retired Pay Accrual (RPA) Full-Time rate of 26.6%	252,360
	Retired Pay Accrual (RPA) Part-Time rate of 21.5%	29,974
	Federal Insurance Contributions Act (FICA)	29,362
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	47,385
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	12,326
	Clothing non-pay inflation of 2.2%	1,741
	Cost of Living Allowance (COLA)	24
	Travel non-pay inflation of 2.2%	5,290
	Other Pay	13,094
	Bonus and Incentives	9,559
	Disability and Hospitalization	361
	Continuation Pay	51
	Total Increases Pricing	637,578
	Increases Program:	
	Basic Allowance for Subsistence (BAS) increases due to number of personnel estimated to receive benefit in PG P	631
	Basic Benefits (Ch 1606)	19,119
	Basic Pay increases due to number of personnel estimated to receive benefit in Special Training	30,473
	Basic Pay increases due to the number of personnel estimated to receive the benefit in PG A	37,967
	Travel increases due to number of personnel estimated to receive benefit in Admin and Support	77
	Basic Selected Skill Benefit \$350 Kicker increases due to the number of takers	10,838
	Federal Insurance Contributions Act (FICA)	3,343
	Other pay	5,003
	Basic Allowance for Housing (BAH) increases due to number of personnel estimated to receive benefit in Admin and Support	1,613
	Travel increases due to number of personnel estimated to receive benefit in PG A	209
	Travel increases due to number of personnel estimated to receive benefit in Special Training	6,282
	Retired Pay Accrual (RPA) increases due to additional payment contribution	252

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

	Basic Allowance for Housing (BAH) increases in the number of personnel estimated to receive benefit in PG A	2,187
	Basic Allowance for Subsistence (BAS) increases due to number of personnel estimated to receive benefit in Special Training	1,936
Total Increases Program		119,930
Total Increases		757,508
Decreases Program:		
	Continuation Pay decreases due to estimate eligible service members to receive benefit	(1,546)
	Basic Pay decreases due to the number of personnel estimated to receive benefit in Schools	(34,947)
	Basic Pay decreases due to the number of personnel estimated to receive the benefit in PG P	(1,138)
	Other Pay	(38,907)
	Retired Pay Accrual (RPA) decreases due rate change	(334,800)
	Thrift Savings Plan - Matching Contributions	(639)
	Bonus and Incentives decreases due to a reduction in Enlisted six-year reenlistment bonuses	(109,743)
	Basic Allowance for Housing (BAH) decreases due to the number of personnel estimated to receive benefit in PG F	(1,349)
	Travel decreases due to number of personnel estimated to receive benefit in PG F	(498)
	Federal Insurance Contributions Act (FICA)	(12,361)
	Clothing decreases due to change in the number of personnel expected to receive allowance in PG P	(1)
	Basic Allowance for Housing (BAH) decreases due to the number of personnel estimated to receive benefit in Schools	(15,786)
	Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in PG F	(1,069)
	Basic Allowance for Subsistence decreases due to number of personnel estimated to receive benefit in PG A	(1,837)
	Travel decreases due to number of personnel estimated to receive benefit in Schools	(6,937)
	Clothing decreases due to the number of personnel expected to receive allowance in PG A	(65)
	COLA decreases due to projected number of eligible personnel to receive benefit	(3)
	Clothing decreases due to change in the number of personnel expected to receive allowance in PG F	
	Basic Pay decreases due to the number of personnel estimated to receive the benefit in PG F	
	Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in Schools	(11,728)
	Disability and Hospitalization decreases due to estimated reduction in participants receiving the benefit	(4,281)
	Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in Admin and Support	(5,599)
	Support	(805)
	Basic Pay decreases due to shift in grade structure in the Admin and Support	
		(18,180)
Total Decreases Program		(604,317)
Total Decreases		(604,317)
FY2025 Direct Program		9,936,760

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

ACTUAL FY 2023
2,594,342

ESTIMATE FY 2024
2,731,387

ESTIMATE FY 2025
2,875,688

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 2025 Pay Group A budget increases by 5.7% or \$154.9 million due to:

- (1) Increase in cost per Soldiers driven by inflation in Basic pay, BAS, BAH, RPA and Non-pay inflation
- (2) Higher participation rate for Enlisted and Officer in Annual Training and Inactive duty training
- (3) Increase in average strength

The FY 2025 Budget request supports \$40.0 million for the Operational Reserve force to attend above statutory training days.

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

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$21.6 million in OOC execution, FY 2024 includes \$7.5 million in OOC enacted budget, and FY 2025 includes \$2.3 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

FY2024 Direct Program		2,720,787
	Increases Pricing:	
	Basic Pay annualization of the 5.2%, effective 1 January 2024	22,399
	Basic Pay annualization of the 4.5%, effective 1 January 2025	67,199
	Retired Pay Accrual (RPA) Part-Time rate of 21.5%	18,099
	Federal Insurance Contributions Act (FICA)	9,822
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	4,150
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	4,273
	Clothing non-pay inflation of 2.2%	515
	Travel non-pay inflation of 2.2%	659
	Total Increases Pricing	127,116
	Increases Program:	
	Basic Pay increases due to the number of personnel estimated to receive the benefit in PG A	37,967
	Federal Insurance Contributions Act (FICA)	1,751
	Travel increases due to number of personnel estimated to receive benefit in PG A	209
	Basic Allowance for Housing (BAH) increases in the number of personnel estimated to receive benefit in PG A	2,719
	Total Increases Program	42,646
	Total Increases	169,762
	Decreases Program:	
	Retired Pay Accrual (RPA) decreases due to rate change	(12,427)
	Basic Allowance for Subsistence decreases due to number of personnel estimated to receive benefit in PG A	(1,837)
	Clothing decreases due to the number of personnel expected to receive allowance in PG A	(64)
	Total Decreases Program	(14,328)
	Total Decreases	(14,328)
	FY2025 Direct Program	2,875,688

**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 2025 budget request increases by 5.11% or \$36.2 million due to increase in cost per Soldier driven by increase in enlisted participation and inflation in pay and allowance rates.

The FY 2025 Budget request supports \$40.0 million in Operational Reserve in above statutory training days.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$20.1 million in OOC execution, FY 2024 includes \$7.1 million in OOC enacted budget, and FY 2025 includes \$2.2 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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 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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	39,590			39,297			39,418		
Participation Rate	76			77			77		
Paid Participants	29,905	6,950	207,837	30,148	7,258	218,817	30,188	7,562	228,285
Enlisted									
Average Strength	232,501			228,502			227,843		
Participation Rate	73			76			79		
Paid Participants	170,339	3,056	520,555	172,849	3,199	552,944	179,252	3,234	579,700
Total	<u>200,244</u>		<u>728,392</u>	<u>202,997</u>		<u>771,761</u>	<u>209,440</u>		<u>807,985</u>

**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 2025 budget request increases by 2.9% or \$0.8 million due to rate adjustments in non-pay inflation.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$1.4 million in OOC execution. No OOC funding for FY 2024 and FY 2025. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	39,590	228	9,016	39,297	252	9,910	39,418	259	10,197
Enlisted	232,501	76	17,717	228,502	88	20,065	227,843	91	20,646
Total	272,091		26,733	267,799		29,975	267,261		30,843

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

The FY 2025 IDT/UTA budget request increases by 5.4% or \$91.5 million due to increase in cost per Soldier driven by inflation in pay and allowance rates.

Budget request supports \$0.07 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 \$0.3 million in OOC execution budget, FY 2024 includes \$0.7 million for the OOC estimate budget and FY 2025 includes \$0.1 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	39,590			39,297			39,418		
Participation Rate	74			75			77		
Paid Participants	29,144	14,268	415,820	29,603	14,844	439,431	30,437	15,399	468,705
Enlisted									
Average Strength	232,501			228,502			227,843		
Participation Rate	77			79			79		
Paid Participants	180,005	6,565	1,181,730	180,302	6,906	1,245,168	179,449	7,286	1,307,462
Total	209,149		1,597,550	209,905		1,684,599	209,886		1,776,167

**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 2025 IDT/ATA budget request increases by 27.3% or \$23.3 million due to adjustments in Basic pay, and RPA rates.

Additionally, The ARNG continues to invest in additional flying training periods (AFTP). In FY 2025, the ARNG increases the flying hours per crew per month from 6.7 hours to 7.5 hours.

ARNG is projected to complete the required 106,040 Military Funeral Honor missions in FY 2025.

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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	275	1	3	286	1	3	294	1
Flight Training	127,872	308	39,437	95,970	320	30,793	120,416	329	39,688
Jump Proficiency	319	284	91	108	296	32	306	304	93
Military Funeral Honors	10,350	128	1,335	11,409	134	1,531	9,685	137	1,335
Readiness Management	5,339	304	1,624	6,535	316	2,068	8,727	325	2,837
Training Preparation	14,731	304	4,481	1,100	316	348	1,037	325	337
Medical Mandays	1,868	306	572	1,805	318	575	1,800	327	589
Electronic Based Distance Learning	2,891	189	547	0	196	0	0	204	0
Enlisted									
Civil Disturbance	222	125	28	221	130	29	216	134	29
Flight Training	124,829	151	18,959	127,180	158	20,097	168,342	162	27,327
Jump Proficiency	3,304	144	477	1,152	150	173	2,981	154	460
Military Funeral Honors	55,612	129	7,174	75,889	134	10,185	73,381	137	10,117
Readiness Management	19,218	137	2,644	28,839	143	4,128	44,274	147	6,510
Training Preparation	63,686	138	8,830	55,289	144	7,976	66,050	148	9,788
Medical Mandays	52,258	139	7,301	51,018	145	7,416	64,258	149	9,595
Electronic Based Distance Learning	7,808	198	1,551	0	206	0	0	214	0
Total	490,311		95,052	456,518		85,352	561,476		108,706

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

Individual Clothing and Uniforms:

The FY 2025 budget request decreases by 1.9% or \$0.4 million due to adjustments in non-pay inflation. 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	1,373	400	549	1,375	400	550	1,405	400	562
Enlisted									
Replacement Issue	50,996	546	27,873	40,864	559	22,871	40,792	571	23,310
Total	52,369		28,422	42,239		23,421	42,197		23,872

**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 2025 budget request increases by 1.9% or \$2.4 million due to rate adjustments in BAS. Additionally, Subsistence in Kind increases for enlisted Soldiers who received pay in the year of execution.

The FY 2025 Budget request supports \$3.0 million in Operational Reserve in above statutory training days.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 has zero OOC execution, FY 2024 includes \$0.4 million in OOC enacted budget, and FY 2025 includes \$0.1 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

Provides subsistence for enlisted Soldiers on duty for eight hours or more in a calendar day in an AT or IDT status. Subsistence may be provided in Government dining facilities, field 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	4,498,679	15	67,664	4,578,870	15	71,683	4,478,148	16	72,232
Inactive Duty Training									
IDT Rations	5,285,460	9	50,529	5,459,656	9	53,996	5,462,659	10	55,883
Total	9,784,139		118,193	10,038,526		125,679	9,940,807		128,115

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
457,311	600,118	600,719

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 2025 Pay Group F budget increases by 0.1% or \$0.6 million due to:

Projected increase of 358 training seats in the training pipeline and rate adjustments in Basic Pay, BAS, and Retired Pay Accrual.

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

FY2024 Direct Program		600,118
Increases Pricing:		
	Basic Pay annualization of the 5.2%, effective 1 January 2024	4,048
	Basic Pay annualization of the 4.5%, effective 1 January 2025	12,145
	Retired Pay Accrual (RPA) Part-Time rate of 21.5%	4,027
	Federal Insurance Contributions Act (FICA)	2,031
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	677
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	1,839
	Clothing non-pay inflation of 2.2%	1,202
	Travel non-pay inflation of 2.2%	349
	Other pay	75
Total Increases Pricing		26,393
Increases Program:		
	Other pay	1,918
Total Increases Program		1,918
Total Increases		28,311
Decreases Program:		
	Basic Allowance for Housing (BAH) decreases due to the number of personnel estimated to receive benefit in PG F	(1,349)
	Travel decreases due to number of personnel estimated to receive benefit in PG F	(498)
	Retired Pay Accrual (RPA) decreases due rate change	(9,023)
	Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in PG F	(1,069)
	Clothing decreases due to change in the number of personnel expected to receive allowance in PG F	(2,098)
	Basic Pay decreases due to the number of personnel estimated to receive the benefit in PG F	(11,728)
	Federal Insurance Contributions Act (FICA)	(1,945)
Total Decreases Program		(27,710)
Total Decreases		(27,710)
FY2025 Direct Program		600,719

**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 2025 budget request increases by 0.3% or \$1.6 million due to projected higher average strength in the training pipeline and 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.

ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
24,748	16,104	398,543	31,584	16,769	529,635	30,785	17,257	531,281

Individual Clothing and Uniform Allowance:

The FY 2025 budget request decreases by 1.6% or \$-0.8 million due to prioritization among other programs in support of statutory requirements.

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

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Female	6,624	2,057	13,628	5,551	2,106	11,693	5,386	2,150	11,584
Male	17,766	1,789	31,800	23,431	1,832	42,945	22,528	1,871	42,158
Total	24,390		45,428	28,982		54,638	27,914		53,742

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

Travel, Initial Entry Training:

The FY 2025 budget request decreases by 0.9% or \$-0.1 million due to prioritization among other programs in support of statutory requirements.

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

ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
17,995	741	13,340	20,873	759	15,845	20,252	775	15,696

GRAND TOTAL Training, Pay Group F

	ACTUAL FY 2023		ESTIMATE FY 2024		ESTIMATE FY 2025	
	Amount		Amount		Amount	
Enlisted	457,311		600,118		600,719	

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
44,415	60,361	62,762

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 2025 Pay Group P budget increases by 3.9% or \$2.4 million due to:

Projected increase of 514 training seats in the training pipeline and 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)**

FY2024 Direct Program		60,361
Increases Pricing:		
	Basic Pay annualization of the 5.2%, effective 1 January 2024	503
	Basic Pay annualization of the 4.5%, effective 1 January 2025	1,508
	Retired Pay Accrual (RPA) Part-Time rate of 21.5%	503
	Federal Insurance Contributions Act (FICA)	273
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	88
	Clothing non-pay inflation of 2.2%	23
Total Increases Pricing		2,898
Increases Program:		
	Basic Allowance for Subsistence (BAS) increases due to number of personnel estimated to receive benefit in PG P	631
	Other pay	1,258
Total Increases Program		1,889
Total Increases		4,787
Decreases Program:		
	Basic Pay decreases due to the number of personnel estimated to receive the benefit in PG P	(1,138)
	Retired Pay Accrual (RPA) decreases due rate change	(1,046)
	Federal Insurance Contributions Act (FICA)	(201)
	Clothing decreases due to change in the number of personnel expected to receive allowance in PG P	(1)
Total Decreases Program		(2386)
Total Decreases		(2386)
FY2025 Direct Program		62,762

**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 2025 budget request increases by 2.9% or \$1.6 million due to 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.

ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
494,619	83	41,459	649,531	87	56,730	650,295	89	58,390

Individual Clothing and Uniform Allowance:

The FY 2025 budget request increases by 2.2% 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.

ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
3,181	251	800	4,022	257	1,036	4,023	262	1,058

Subsistence:

The FY 2025 budget request increases by 27.7% or \$0.7 million due to rate adjustments in BAS.

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

ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
236,145	9	2,156	274,894	9	2,595	339,549	9	3,314

GRAND TOTAL Training, Pay Group P

	ACTUAL FY 2023	ESTIMATE FY 2024	ESTIMATE FY 2025
Enlisted	<u>Amount</u> 44,415	<u>Amount</u> 60,361	<u>Amount</u> 62,762

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
563,300	591,765	532,632

PART I - PURPOSE AND SCOPE

The objectives of the Army National Guard (ARNG) school training programs include formal training critical to achieving and increasing individual, unit, and collective readiness, professional development for leadership enhancement, and achieving mobilization proficiency. This ensures the ARNG can provide a highly trained and professional force providing 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 2025 School Training budget request decreases by 9.9% or \$-59.1 million due to lower projected participation in Career Development and Refresher and Proficiency training.

Requirements supporting Overseas Operations are included in the budget tables in each fiscal year. FY 2023 includes \$1.5 million in OOC execution. FY 2024 includes \$3.8 million in OOC enacted budget. FY2025 includes \$2.5 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

FY2024 Direct Program		591,765
Increases Pricing:		
Basic Pay annualization of the 5.2%, effective 1 January 2024	2,770	
Basic Pay annualization of the 4.5%, effective 1 January 2025	8,310	
Retired Pay Accrual (RPA) Part-Time rate of 21.5%	2,939	
Federal Insurance Contributions Act (FICA)	1,504	
Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	832	
Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	3,309	
Other Pay	2,002	
Travel non-pay inflation of 2.2%	1,410	
Total Increases Pricing		23,076
Total Increases		23,076
Decreases Program:		
Basic Pay decreases due to the number of personnel estimated to receive benefit in Schools	(34,947)	
Retired Pay Accrual (RPA) decreases due to rate change	(12,507)	
Federal Insurance Contributions Act (FICA)	(3,481)	
Basic Allowance for Housing (BAH) decreases due to the number of personnel estimated to receive benefit in Schools	(15,786)	
Travel decreases due to number of personnel estimated to receive benefit in Schools	(6,937)	
Other Pay	(4,270)	
Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in Schools	(4,281)	
Total Decreases Program		(82,209)
Total Decreases		(82,209)
FY2025 Direct Program		532,632

**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 2025 budget request decreases by 4.4% or \$-9.5 million resulting in a reduction of 1,876 executable training seats.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$0.003 million in OOC execution. No OOC funding for FY 2024 and FY 2025. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,877	146,751	402	59,010	3,113	158,769	417	66,259	2,899	147,861	429	63,471
Enlisted	18,010	504,278	245	124,002	20,700	579,611	254	147,708	19,205	537,750	262	140,912
Total	20,887			183,012	23,813			213,967	22,104			204,383

Flight Training:

The FY 2025 budget request increases by 5.0% or \$1.6 million due to an increase of 90 executable training seats.

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	464	55,703	354	19,770	757	90,827	368	33,456	773	92,729	378	35,133
Enlisted	155	18,573	245	4,555	0	0	254	0	0	0	261	0
Total	619			24,325	757			33,456	773			35,133

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

Initial Skills Acquisition Training:

The FY 2025 budget request increases by 1.9% or \$3.5 million due to rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$0.03 million in OOC execution. No OOC funding for FY 2024 and FY 2025. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	5,605	482,017	318	153,426	3,761	323,436	330	106,844	3,976	341,927	339	116,180
Enlisted	4,991	529,074	217	115,190	3,092	327,703	225	73,943	2,772	293,880	232	68,186
Total	10,596			268,616	6,853			180,787	6,748			184,366

Officer Candidate/Training School:

The FY 2025 budget request increases by 26.5% or \$3.3 million due to higher participation in Active Duty Training Warrant Officer Candidate Phase II course. Program is also impacted by rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA. Funding supports an additional 435 training seats.

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	219	6,564	352	2,317	112	3,355	366	1,229	103	3,081	376	1,161
Enlisted	323	31,630	243	7,714	461	45,670	252	11,543	583	57,736	259	15,005
Total	542			10,031	573			12,772	686			16,166

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

Refresher and Proficiency Training:

The FY 2025 budget request decreases by 38.6% or \$-58.1 million due to lower projected utilization, resulting in a reduction of 7,812 training seats.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$1.4 million in OOC execution budget. FY 2024 includes \$3.8 million for the OOC enacted budget and FY 2025 includes \$2.5 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	1,845	73,787	352	26,044	3,355	134,205	366	49,162	2,017	80,660	376	30,392
Enlisted	5,005	210,226	243	51,272	9,573	402,045	252	101,621	5,697	239,283	259	62,192
Total	6,850			77,316	12,928			150,783	7,714			92,584

GRAND TOTAL School Training

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Mandays	Amount	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	11,010	764,822	260,567	11,098	710,592	256,950	9,768	666,258	246,337
Enlisted	28,484	1,293,781	302,733	33,826	1,355,029	334,815	28,257	1,128,649	286,295
Total	39,494		563,300	44,924		591,765	38,025		532,632

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
1,037,279	823,179	859,161

PART I - PURPOSE AND SCOPE

Special Training provides funding for personnel attending training programs while in a Full-time National Guard Reserve Component (FTNG-RC) or Active Duty for Training (ADT) status. Special Training programs include funding for training days supporting Cyber Protection Teams, the Chemical, Biological, Radiological, Nuclear Enterprise (CBRNE), Civil Support Teams, collective training exercises at the Combat Training Centers (CTC) and recruiting. The program provides for Basic Pay, Retired Pay Accrual (RPA), and Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), the Government's portion of Federal Insurance Contribution Act (FICA) requirement, and Permanent Change of Station (PCS) costs for tours exceeding 179 days.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2025 Special Training budget request increases by 4.4% or \$35.9 million due to:

- (1) Rate adjustments in Basic Pay, BAS, and Retired Pay Accrual.
- (2) Projected higher participation in Exercises, Operational training, and Management Support programs.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$100.5 million in OOC execution. FY 2024 includes \$103.3 million in OOC execution budget. FY2025 includes \$81.8 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

FY2024 Direct Program		819,779
Increases Pricing:		
	Basic Pay annualization of the 5.2%, effective 1 January 2024	4,404
	Basic Pay annualization of the 4.5%, effective 1 January 2025	13,212
	Retired Pay Accrual (RPA) Part-Time rate of 21.5%	4,406
	Federal Insurance Contributions Act (FICA)	2,391
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	1,094
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	3,934
	Travel non-pay inflation of 2.2%	1,244
	Other Pay	2,799
Total Increases Pricing		33,484
Increases Program:		
	Basic Pay increases due to number of personnel estimated to receive benefit in Special Training	30,473
	Federal Insurance Contributions Act (FICA)	1,592
	Travel increases due to number of personnel estimated to receive benefit in Special Training	6,282
	Retired Pay Accrual (RPA) increases due to additional payment contribution	252
	Basic Allowance for Subsistence (BAS) increases due to number of personnel estimated to receive benefit in Special Training	1,936
Total Increases Program		40,535
Total Increases		74,019
Decreases Program:		
	Other Pay	(34,637)
Total Decreases Program		(34,637)
Total Decreases		(34,637)
FY2025 Direct Program		859,161

**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 2025 budget request increases by 0.4% or \$0.06 million due to rate changes in the non-pay inflation rate.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	54	19,886	173	3,460	78	28,332	178	5,048	74	27,129	181	4,935
Enlisted	179	65,199	173	11,344	148	53,943	178	9,611	147	53,807	181	9,788
Total	233			14,804	226			14,659	221			14,723

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

The FY 2025 budget increases by 2.8% or \$3.5 million due to a mission transfer and rate adjustments in Basic Pay, BAH, BAS, Travel, and Retired Pay Accrual.

A mission transfer occurs in FY25, 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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	914	131,563	388	51,153	948	136,443	404	55,127	962	138,459	415	57,581
Enlisted	5,197	270,251	241	65,344	5,400	280,776	251	70,531	5,323	276,806	258	71,629
Total	6,111			116,497	6,348			125,658	6,285			129,210

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

Command and Staff Supervision:

The FY 2025 budget request increases by 0.2% or \$0.4 million due to rate adjustments in Basic Pay, BAH, BAS, Travel, and Retired Pay Accrual.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$28.3 million in OOC execution. FY 2024 includes \$51.5 million in OOC enacted budget. FY2025 includes \$34.8 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	10,533	105,329	526	55,505	14,551	160,058	547	87,675	13,039	143,434	563	80,861
Enlisted	56,327	563,271	250	141,364	44,251	486,762	260	126,889	45,423	499,654	268	134,162
Total	66,860			196,869	58,802			214,564	58,462			215,023

Competitive Events:

The FY 2025 budget request increases by 4.8% or \$0.3 million due to higher event participation.

Requirements supporting Overseas Operations Costs request amounts are included in the budget tables below. FY 2023 includes \$0.04 million in OOC execution. No OOC funding for FY 2024 and FY 2025. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	536	4,284	367	1,576	238	2,139	380	813	256	2,304	389	898
Enlisted	2,038	16,303	255	4,161	2,399	21,587	263	5,698	2,430	21,868	271	5,927
Total	2,574			5,737	2,637			6,511	2,686			6,825

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

Counter Drug Program:

FY 2023 Counter Drug Program execution, \$188.3 million.

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 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	515	97,354	446	43,447	0	0	464	0	0	0	477	0
Enlisted	2,574	486,561	297	144,932	0	0	309	0	0	0	318	0
Total	3,089			188,379	0			0	0			0

Exercises:

The FY 2025 budget request increases by 9.4% or \$19.0 million, due to higher participation, rate adjustments, and an increase of \$8.6 million in the State Partnership Program to align with historical execution and supports two new partner nations in FY 2025 to build defense capabilities, promote regional stability, and shape international security.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$63.7 million in OOC execution. FY 2024 includes \$45.7 million in OOC enacted budget. FY2025 includes \$40.7 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

State Partnership Program (SPP) Funding FY 2023 (\$16.7 million), FY 2024 (\$8.4 million), and FY 2025 (\$16.2 million).

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	44,142	308,991	422	130,564	23,379	187,035	439	82,114	26,545	212,356	451	95,932
Enlisted	56,160	393,122	256	100,883	56,520	452,156	265	120,251	57,369	458,955	273	125,515
Total	100,302			231,447	79,899			202,365	83,914			221,447

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

Management Support:

The FY 2025 budget request increases by 20.0% or \$10.9 million, due to a projected higher participation in Modification Table of Organization and Equipment Operational Training Support and GO directed mandays.

Requirements supporting Overseas Operations are included in the budget tables below. FY 2023 includes \$8.4 million in OOC execution. FY 2024 includes \$6.1 million in OOC enacted budget. FY 2025 includes \$6.2 million in OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	42,415	212,077	460	97,619	9,645	57,869	478	27,666	12,308	73,848	491	36,308
Enlisted	52,444	262,222	284	74,623	15,061	90,367	295	26,679	15,883	95,297	303	28,958
Total	94,859			172,242	24,706			54,345	28,191			65,266

Operational Training:

The FY 2025 budget request increases by 10.3% or \$7.2 million due to projected higher participation in Aviation Simulation Training, Intelligence Readiness, and Annual Training Support.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	15,810	79,051	407	32,252	20,984	125,902	423	53,298	21,574	129,443	435	56,335
Enlisted	22,801	114,006	245	27,960	11,206	67,234	254	17,095	13,609	81,656	261	21,353
Total	38,611			60,212	32,190			70,393	35,183			77,688

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

Recruiting/Retention:

The FY 2025 budget request decreases by 1.5% or \$-1.7 million due to an internal realignment from Recruiting and Retention to ARNG Marketing program.

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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	579	17,378	350	6,098	1,112	34,471	365	12,598	1,062	32,922	376	12,404
Enlisted	4,177	125,311	225	28,299	13,302	412,367	234	96,766	12,702	393,772	241	95,226
Total	4,756			34,397	14,414			109,364	13,764			107,630

Unit Conversion Training:

The FY 2025 budget decreases by 2.6% or \$-0.5 million due to projected lower attendance of Soldiers training on new 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.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	709	7,093	383	2,723	766	8,426	399	3,365	743	8,178	411	3,363
Enlisted	7,832	62,655	223	13,972	8,923	80,307	231	18,555	8,414	75,724	237	17,986
Total	8,541			16,695	9,689			21,920	9,157			21,349

GRAND TOTAL Special Training

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Mandays	Amount	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	116,207	983,006	424,397	71,701	740,675	327,704	76,563	768,073	348,617
Enlisted	209,729	2,358,901	612,882	157,210	1,945,499	492,075	161,300	1,957,539	510,544
Total	325,936		1,037,279	228,911		819,779	237,863		859,161

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
4,794,948	4,941,805	4,926,256

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 Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center. The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance for members that do not exceed the Basic Needs Allowance (BNA) threshold as calculated from the members Gross Household Income (GHI) and the Federal Poverty Guidelines (FPG).

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 a 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 2025 Administration and Support budget decreases by 0.3% or \$-15.5 million due to:

- (1) Selective Reserve Incentive Program reduction in Enlisted six-year reenlistment bonuses.
- (2) Disability and Hospitalization estimated reduction in participants receiving the benefit.
- (3) Continuation Pay new per-capita rates and forecasted amortization payment amounts set by board of actuaries.

Requirements supporting Overseas Operations are included in the budget tables in each fiscal year. FY 2023 includes \$0.2 million in OOC execution. FY 2024 includes \$1.2 million in OOC enacted budget. FY 2025 includes \$0.5 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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

FY2024 Direct Program		4,941,805
Increases Pricing:		
	Basic Pay annualization of the 5.2%, effective 1 January 2024	24,571
	Basic Pay annualization of the 4.5%, effective 1 January 2025	73,713
	AGR Retired Pay Accrual (RPA) Full-Time rate of 26.6%	252,360
	Federal Insurance Contributions Act (FICA)	13,341
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2025	5,362
	Cost of Living Allowance (COLA)	24
	Travel non-pay inflation of 2.2%	1,628
	Bonus and Incentives	9,559
	Disability and Hospitalization	361
	Continuation Pay	51
	Other Pay	8,218
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2025	34,153
Total Increases Pricing		423,341
Increases Program:		
	Travel increases due to number of personnel estimated to receive benefit in Admin and Support	77
	Basic Allowance for Housing (BAH) increases due to number of personnel estimated to receive benefit in Admin and Support	1,613
	Other Pay	1,827
Total Increases Program		3,517
Total Increases		426,858
Decreases Program:		
	Continuation Pay decreases due to estimate eligible service members to receive benefit.	(1,546)
	Bonus and Incentives decreases due to a reduction in Enlisted six-year reenlistment bonuses.	(109,743)
	Retired Pay Accrual (RPA) decreases due to rate change	(299,797)
	Federal Insurance Contributions Act (FICA)	(6,734)
	COLA decreases due to projected number of eligible personnel to receive benefit.	(3)
	Disability and Hospitalization decreases due to estimated reduction in participants receiving the benefit.	(5,599)
	Basic Allowance for Subsistence (BAS) decreases due to number of personnel estimated to receive benefit in Admin and Support	(805)
	Basic Pay decreases due to shift in grade structure in the Admin and Support	(18,180)
Total Decreases Program		(442,407)
Total Decreases		(442,407)
FY2025 Direct Program		4,926,256

**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 2025 budget request increases by 2.1% or \$95.3 million due to pay and allowance rate adjustments.

AGR Pay and Allowances provides funding for approximately 30,845 mission essential, Full-Time support personnel for 50 States, three Territories, and the District of Columbia. 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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	7,112	194,646	1,384,320	7,345	194,546	1,428,946	7,345	196,608	1,443,546
Enlisted	23,220	121,897	2,830,459	23,617	125,107	2,954,657	23,540	128,568	3,025,515
Total	30,332		4,214,779	30,962		4,383,603	30,885		4,469,061

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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	16	194,646	3,163	17	194,567	3,298	0	197,099	0
Enlisted	1	121,897	170	1	125,103	187	0	128,771	0
Total	17		3,333	18		3,485	0		0

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

The FY 2025 budget request increases by 1.8% 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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	19	7,198	137	44	7,371	328	44	7,526	334
Enlisted	128	4,399	565	178	4,505	804	178	4,600	819
Total	147		702	222		1,132	222		1,153

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

Estimate FY 2025 \$7,825
Estimate FY 2024 \$347
Actuals FY 2023 \$0

Basic Needs Allowances:

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 members by grade and proportionate demographic/location characteristics for each household. 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.

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance for members that do not exceed the Basic Needs Allowance (BNA) threshold as calculated from the members Gross Household Income (GHI) and the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

	ACTUAL FY 2023	ESTIMATE FY 2024	ESTIMATE FY 2025
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	0	347	7,825
Total	0	347	7,825

Travel and PCS:

The FY 2025 budget request increases by 1.8% or \$1.4 million due to rate adjustments in non-pay inflation.

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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	<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	1,518	18,876	28,647	1,521	19,329	29,392	1,522	19,735	30,038
Enlisted	2,607	17,999	46,924	2,612	18,431	48,144	2,615	18,818	49,203
Total	4,125		75,571	4,133		77,536	4,136		79,241

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

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

The REDUX program is phased out in FY 2025. 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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	46	30,000	1,390	0	30,000	0	0	30,000	0
Enlisted	15	30,000	452	0	30,000	0	0	30,000	0
Total	61		1,842	0		0		0	0

Death Gratuities:

The FY 2025 Budget request increases by 20.6% or \$0.1 million due to rate adjustments in Basic pay.

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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	100,000	0	1	100,000	85	1	100,000	102
Enlisted	0	100,000	0	8	100,000	842	10	100,000	1,016
Total	0		0	9		927	11		1,118

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

Disability and Hospitalization Benefits:

The FY 2025 budget request decreases by 30.5% or \$-5.2 million due to estimated reduction in participants receiving the benefit.

Requirements supporting Overseas Operations request amounts are included in the budget tables in each fiscal year. FY 2023 includes \$0.2 million in OOC execution. FY 2024 includes \$1.2 million in OOC enacted budget. FY 2025 includes \$0.5 million for the OOC budget request. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

Disability and Hospitalization Benefits provides funding to Soldiers unable to perform normal duties due to injury, illness, or disease. This includes when a Soldier is unable to return to the civilian occupation in which the Soldier was employed at the time of the injury, illness, or disease. Injury, illness, or disease must have occurred or been aggravated during a period of Active Duty and/or inactive duty for training. Benefits include basic pay and allowances, travel, or disability severance pay when applicable.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	130	15,493	2,008	199	16,275	3,242	18	16,804	309
Enlisted	449	17,208	7,719	770	18,077	13,926	623	18,665	11,621
Total	579		9,727	969		17,168	641		11,930

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 a 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.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	323	0	0	0	0	0	0
Enlisted	0	0	2,064	0	0	0	0	0	0
Total	0		2,387	0		0	0		0

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

Selected Reserve Incentive Program (SRIP):

The FY 2025 budget request for the SRIP program decreases by 22.0% or \$-100.0 million due to a reduction in Enlisted six-year reenlistment bonuses.

Officer Programs:

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:

Program includes the Student Loan Repayment Program (SLRP) paid annually, MOS conversion bonus lump sum payments, and Enlistment bonus, Enlisted Affiliation bonus, and Reenlistment bonus paid in initial and anniversary payments. The Program are routinely adjusted based on requirements.

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Officer Accession Bonus	2,378	1,005	2,390	105	10,000	1,050	160	10,000	1,600
Officer Affiliation Bonus	2	10,000	20	0	0	860	0	0	550
Officer Critical Skills Retention Bonus	1,572	10,598	16,660	175	10,000	1,750	160	10,000	1,600
Specialized Training Assistance	106	34,858	3,695	258	28,609	7,381	246	30,004	7,381
Health Professionals Loan Repayment	238	25,210	6,000	320	33,219	10,630	294	36,156	10,630
Chaplain Loan Repayment	17	0	0	78	6,692	522	78	6,692	522
Health Professional Accession	1,310	23,424	30,685	1,415	22,922	32,435	0	0	34,044
Subtotal	5,623		59,450	2,351		54,628	938		56,327
Enlistment Bonus									
Initial	5,217	10,229	53,365	4,484	9,902	44,400	1,515	9,898	14,995
Anniversary	19,727	3,850	75,945	20,405	3,426	69,906	38,788	3,286	127,457
Subtotal	24,944		129,310	24,889		114,306	40,303		142,452
Enlisted Affiliation Bonus									
Initial	1,724	15,423	26,590	844	14,005	11,820	2,171	14,003	30,400
Anniversary	1,647	9,446	15,557	638	9,828	6,270	0	0	0
Subtotal	3,371		42,147	1,482		18,090	2,171		30,400
Enlisted Other									
Student Loan Repayment	5,137	1,810	9,296	6,629	3,230	21,411	9,064	2,661	24,120
MOS Conversion Bonus	7	10,000	70	0	0	124	0	0	124
Prior Service - Initial	530	7,492	3,971	1,110	3,750	4,162	1,901	3,751	7,130
Prior Service - Anniversary	591	8,501	5,024	631	8,499	5,363	455	8,319	3,785
Subtotal	6,265		18,361	8,370		31,060	11,420		35,159
Active Guard Reserve (AGR) Reenlistment Bonus									
Initial	3,631	2	6	1,768	864	1,528	1,404	858	1,204
Anniversary	0	0	1,248	0	0	4,580	0	0	2,292
Subtotal	3,631		1,254	1,768		6,108	1,404		3,496
6 yr Reenlistment Bonus									
Initial	8,018	18,917	151,679	8,556	19,064	163,112	4,950	9,106	45,075
Anniversary	8,248	6,964	57,439	6,142	9,999	61,413	3,370	10,000	33,700
Subtotal	16,266		209,118	14,698		224,525	8,320		78,775
3 yr Reenlistment Bonus									
Initial	2,074	5,215	10,815	1,291	5,001	6,456	1,676	5,000	8,380
Anniversary	0	0	1	0	0	0	0	0	0

PB-30X JUSTIFICATION OF FUNDS REQUESTED

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

	<u>2,074</u>	<u>10,816</u>	<u>1,291</u>	<u>6,456</u>	<u>1,676</u>	<u>8,380</u>
Subtotal						
Selective Reserve Incentive Total	62,174	470,456	54,849	455,173	66,232	354,989

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

Continuation Pay:

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634 authorized The Secretary of the Army to make a payment of continuation pay to each member under the new retirement system with between 8 and 12 years of service, which is calculated from that service member's Pay Entry Base Date (PEBD), or 4,320 points. Active Guard Reserve (AGR) Service members may be eligible for a continuation pay multiplier of 2.5 to 13 times your monthly basic pay. Members of the National Guard in a drilling status may be eligible to receive a multiplier of 0.5 to six times their monthly basic pay. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed six months of pay to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018, effective date of the new retirement system.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	9,113	0	0	1,107	0	0	306
Enlisted	0	0	7,038	0	0	1,327	0	0	633
Total	0		16,151	0		2,434	0		939

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
57,935	38,840	39,418

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

FY2024 Direct Program			38,840
Increases Pricing:			
	Thrift Savings Plan - Matching Contributions	1,217	
Total Increases Pricing			1,217
Total Increases			1,217
Decreases Program:			
	Thrift Savings Plan - Matching Contributions	(639)	
Total Decreases Program			(639)
Total Decreases			(639)
FY2025 Direct Program			39,418

**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 2025 budget request decreases by 50.0% or \$39.4 million due the amount the Service contributes based on the percentage of basic pay the member elects to contribute to the Thrift Savings Plan. The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary of The Army to make contributions to the Thrift Savings Plan, in accordance with section 8432, for the benefit of the member who falls under the new retirement system. The amount the Service contributes is based on the percentage of base pay the member elects to contribute to the Thrift Saving Plan. The Services began making automatic and matching TSP contribution payments on January 1, 2018, the effective date of the new retirement system.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	16,003	0	0	6,729	0	0	7,112
Enlisted	0	0	41,932	0	0	32,111	0	0	32,306
Total	0		57,935	0		38,840	0		39,418

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
3,642	10,114	40,124

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 2025 Budget increases by 296.7% or \$30.0 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)**

FY2024 Direct Program			10,114
Increases Pricing:			
	Basic Selected Skill Benefit \$350 Kicker	53	
Total Increases Pricing			53
Increases Program:			
	Basic Benefits (Ch 1606)	19,119	
	Basic Selected Skill Benefit \$350 Kicker increases due to the number of takers	10,838	
Total Increases Program			29,957
Total Increases			30,010
FY2025 Direct Program			40,124

**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 2025 budget request increases by \$19.1 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	0	3,841	69	265	4,624	712	3,292
Enlisted	0	0	0	20,377	69	1,406	24,576	712	17,498
Total	0		0	24,218		1,671	29,200		20,790

Kicker, Chapter 1606:

The FY 2025 budget request increases by 128.9% or \$10.8 million due to the projected rise in number of benefit takers and pricing adjustment by the DoD Education Benefits Board of Actuaries. 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
\$200 Kicker	2,464	768	1,892	0	0	0	0	0	0
\$350 Kicker	1,560	1,122	1,750	9,078	930	8,443	9,086	2,128	19,334
Total	4,024		3,642	9,078		8,443	9,086		19,334

GRAND TOTAL Education Benefits

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	0	0	3,841	265	4,624	3,292
Enlisted	4,024	3,642	29,455	9,849	33,662	36,832
Total	4,024	3,642	33,296	10,114	38,286	40,124

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Officer			
Basic Pay	11,216	11,197	12,317
Other Pay and Allowances	6,608	6,596	7,256
Travel	897	895	984
Total	<u>18,721</u>	<u>18,688</u>	<u>20,557</u>
Enlisted			
Basic Pay	14,502	14,481	15,928
Other Pay and Allowances	5,258	5,249	5,775
Travel	720	718	790
Total	<u>20,480</u>	<u>20,448</u>	<u>22,493</u>
Officer & Enlisted			
Retired Pay Accrual	<u>5,810</u>	<u>5,800</u>	<u>6,380</u>
Total Program	45,011	44,936	49,430

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	19,727	75,945	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	5,217	53,365	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			20,405	69,906	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			4,484	44,400	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					38,788	127,457	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					1,515	14,995	0	0	0	0	0	0	0	0
Anniversary Payments							43,945	97,566	0	0	0	0	0	0
FY 2026														
Initial Payments							13,179	25,767	0	0	0	0	0	0
Anniversary Payments									43,945	96,967	0	0	0	0
FY 2027														
Initial Payments									13,179	20,312	0	0	0	0
Anniversary Payments											43,945	105,942	0	0
FY 2028														
Initial Payments											13,179	6,967	0	0
Anniversary Payments													43,945	95,675
FY 2029														
Initial Payments														13,179 10,090
Initial Payments	5,217	53,365	4,484	44,400	1,515	14,995	13,179	25,767	13,179	20,312	13,179	6,967	13,179	10,090
Anniversary Payments	19,727	75,945	20,405	69,906	38,788	127,457	43,945	97,566	43,945	96,967	43,945	105,942	43,945	95,675
Total	24,944	129,310	24,889	114,306	40,303	142,452	57,124	123,333	57,124	117,279	57,124	112,909	57,124	105,765

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,647	15,557	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	1,724	26,590	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			638	6,270	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			844	11,820	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					2,171	30,400	0	0	0	0	0	0	0	0
Anniversary Payments							813	0	0	0	0	0	0	0
FY 2026														
Initial Payments							576	30,400	0	0	0	0	0	0
Anniversary Payments									813	0	0	0	0	0
FY 2027														
Initial Payments									576	30,400	0	0	0	0
Anniversary Payments											813	0	0	0
FY 2028														
Initial Payments											576	30,400	0	0
Anniversary Payments													813	0
FY 2029														
Initial Payments														576 30,400
Initial Payments	1,724	26,590	844	11,820	2,171	30,400	576	30,400	576	30,400	576	30,400	576	30,400
Anniversary Payments	1,647	15,557	638	6,270	0	0	813	0	813	0	813	0	813	0
Total	3,371	42,147	1,482	18,090	2,171	30,400	1,389	30,400	1,389	30,400	1,389	30,400	1,389	30,400

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	0	1	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	2,074	10,815	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			1,291	6,456	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					1,676	8,380	0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							4,493	9,068	0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
FY 2027														
Initial Payments									4,493	9,168	0	0	0	0
Anniversary Payments											0	0	0	0
FY 2028														
Initial Payments											4,493	9,213	0	0
Anniversary Payments													0	0
FY 2029														
Initial Payments														4,493 9,363
Initial Payments	2,074	10,815	1,291	6,456	1,676	8,380	4,493	9,068	4,493	9,168	4,493	9,213	4,493	9,363
Anniversary Payments	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,074	10,816	1,291	6,456	1,676	8,380	4,493	9,068	4,493	9,168	4,493	9,213	4,493	9,363

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	8,839	62,463	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	8,548	155,650	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,773	66,776	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			9,666	167,274	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					3,825	37,485	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					6,851	52,205	0	0	0	0	0	0	0	0
Anniversary Payments							11,641	2,325	0	0	0	0	0	0
FY 2026														
Initial Payments							6,094	69,180	0	0	0	0	0	0
Anniversary Payments									11,641	2,892	0	0	0	0
FY 2027														
Initial Payments									6,094	70,177	0	0	0	0
Anniversary Payments											11,641	3,182	0	0
FY 2028														
Initial Payments											6,094	70,627	0	0
Anniversary Payments													11,641	5,842
FY 2029														
Initial Payments													6,094	72,122
Initial Payments	8,548	155,650	9,666	167,274	6,851	52,205	6,094	69,180	6,094	70,177	6,094	70,627	6,094	72,122
Anniversary Payments	8,839	62,463	6,773	66,776	3,825	37,485	11,641	2,325	11,641	2,892	11,641	3,182	11,641	5,842
Total	17,387	218,113	16,439	234,050	10,676	89,690	17,735	71,505	17,735	73,069	17,735	73,809	17,735	77,964

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2023														
Initial Payments	2,380	2,410	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			105	1,910	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					160	2,150	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							121	2,150	0	0	0	0	0	0
FY 2027														
Initial Payments									121	2,150	0	0	0	0
FY 2028														
Initial Payments											121	2,150	0	0
FY 2029														
Initial Payments													121	2,150
Initial Payments	2,380	2,410	105	1,910	160	2,150	121	2,150	121	2,150	121	2,150	121	2,150
Total	2,380	2,410	105	1,910	160	2,150	121	2,150	121	2,150	121	2,150	121	2,150

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2023														
Initial Payments	5,137	9,296	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			6,629	21,411	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					9,064	24,120	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							7,540	24,120	0	0	0	0	0	0
FY 2027														
Initial Payments									7,540	24,120	0	0	0	0
FY 2028														
Initial Payments											7,540	24,120	0	0
FY 2029														
Initial Payments													7,540	24,120
Initial Payments	5,137	9,296	6,629	21,411	9,064	24,120	7,540	24,120	7,540	24,120	7,540	24,120	7,540	24,120
Total	5,137	9,296	6,629	21,411	9,064	24,120	7,540	24,120	7,540	24,120	7,540	24,120	7,540	24,120

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

SPECIALIZED TRAINING ASSISTANCE PROGRAM

Specialized Training Assistance Program (STRAP) 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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2023														
Initial Payments	106	3,695	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			258	7,381	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					246	7,381	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							252	7,381	0	0	0	0	0	0
FY 2027														
Initial Payments									252	7,381	0	0	0	0
FY 2028														
Initial Payments											252	7,381	0	0
FY 2029														
Initial Payments													252	7,381
Initial Payments	106	3,695	258	7,381	246	7,381	252	7,381	252	7,381	252	7,381	252	7,381
Total	106	3,695	258	7,381	246	7,381	252	7,381	252	7,381	252	7,381	252	7,381

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

HEALTH PROFESSIONAL LOAN PROGRAM

Health Professional Loan Repayment Program (HPLRP) provides loan repayment assistance to health care providers in the Medical and Dental Corps, including clinical psychologists. The assistance varies for certain specialties and requires a service commitment with the Army National Guard. The loan repayment assistance maximum amount is \$40,000 per year and \$250,000 lifetime cap. 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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2023														
Initial Payments	238	6,000	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			320	10,630	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					294	10,630	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							455	10,630	0	0	0	0	0	0
FY 2027														
Initial Payments									455	10,630	0	0	0	0
FY 2028														
Initial Payments											455	10,630	0	0
FY 2029														
Initial Payments													455	10,630
Initial Payments	238	6,000	320	10,630	294	10,630	455	10,630	455	10,630	455	10,630	455	10,630
Total	238	6,000	320	10,630	294	10,630	455	10,630	455	10,630	455	10,630	455	10,630

**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 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2023														
Initial Payments	1,310	30,685	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			1,415	32,435	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					0	34,044	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							1,161	34,044	0	0	0	0	0	0
FY 2027														
Initial Payments									1,161	34,044	0	0	0	0
FY 2028														
Initial Payments											1,161	34,044	0	0
FY 2029														
Initial Payments													1,161	34,044
Initial Payments	1,310	30,685	1,415	32,435	0	34,044	1,161	34,044	1,161	34,044	1,161	34,044	1,161	34,044
Total	1,310	30,685	1,415	32,435	0	34,044	1,161	34,044	1,161	34,044	1,161	34,044	1,161	34,044

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

	FY 2023						
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	0	4,315
UNITS							
RC UNIQUE MGMT HQS	4,289	16,509	20,798	0	0	0	20,798
UNIT SUPPORT	999	1,636	2,635	20,359	0	6,159	29,153
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,288	18,145	23,433	20,359	0	6,159	49,951
TRAINING							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	110	1,376	2,807
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
SUBTOTAL	618	759	1,377	0	110	1,376	2,863
TOTAL END STRENGTH	7,299	23,458	30,757	20,359	110	7,535	58,761

**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>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	0	4,315
UNITS							
RC UNIQUE MGMT HQS	4,310	16,576	20,886	0	0	0	20,886
UNIT SUPPORT	999	1,636	2,635	22,294	0	4,813	29,742
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,309	18,212	23,521	22,294	0	4,813	50,628
TRAINING							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	110	0	1,616	3,047
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
SUBTOTAL	618	759	1,377	110	0	1,616	3,103
TOTAL END STRENGTH	7,320	23,525	30,845	22,404	0	6,429	59,678

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

FY 2025

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	0	4,315
UNITS							
RC UNIQUE MGMT HQS	4,239	16,647	20,886	0	0	0	20,886
UNIT SUPPORT	999	1,636	2,635	22,294	0	4,813	29,742
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,238	18,283	23,521	22,294	0	4,813	50,628
TRAINING							
RC NON-UNIT INSTITUTIONS	627	344	971	0	0	0	971
RC SCHOOLS	344	204	548	0	0	0	548
ROTC	113	0	113	0	0	0	113
SUBTOTAL	1,084	548	1,632	0	0	0	1,632
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	562	759	1,321	0	110	1,656	3,087
RC CHIEFS STAFF	0	0	0	0	0	0	0
OTHERS	0	0	0	0	0	0	0
OSD/JCS	15	0	15	0	0	0	15
SUBTOTAL	618	759	1,377	0	110	1,656	3,143
TOTAL END STRENGTH	7,249	23,596	30,845	22,294	110	6,469	59,718

PB-30W FULL-TIME SUPPORT PERSONNEL