

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2026 Budget Estimates



NATIONAL GUARD PERSONNEL, ARMY JUSTIFICATION BOOK JUNE 2025

The estimated cost of this report for the Department of Defense is approximately \$54,000 for Fiscal Year 2026. This includes \$0 in expenses and \$54,000 in DoD labor.

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Department of Defense
FY 2026 President's Budget
Exhibit M-1 FY 2026 President's Budget
Total Obligational Authority
Summary
(Dollars in Thousands)

Jun 2025

Appropriation

	FY 2024 Actuals	FY 2025 Enacted	FY 2025 Supplemental	FY 2025 Total	FY 2026 Disc Request	FY 2026 Reconciliation Request	FY 2026 Total
<u>Department of the Army</u>							
National Guard Personnel, Army	10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total Department of the Army	10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total Direct - Department of the Army	10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
 Total Military Personnel Appropriations	 10,015,582	 10,019,623		 10,019,623	 10,509,845	 15,167	 10,525,012
 Total Department of the Army Military Personnel Title	 10,015,582	 10,019,623		 10,019,623	 10,509,845	 15,167	 10,525,012
Total Military Personnel Title	10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
 Total Direct Military Personnel Title	 10,015,582	 10,019,623		 10,019,623	 10,509,845	 15,167	 10,525,012

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Department of Defense
FY 2026 President's Budget
Exhibit M-1 FY 2026 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Jun 2025

National Guard Personnel, Army

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
			Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
		Sec							
<u>Reserve Component Training and Support</u>									
2060A	010 Pay Group A Training (15 Days & Drills 24/48)	U	2,732,242	2,870,598		2,870,598	2,975,241		2,975,241
2060A	030 Pay Group F Training (Recruits)	U	582,568	715,079		715,079	838,742		838,742
2060A	040 Pay Group P Training (Pipeline Recruits)	U	54,283	61,978		61,978	68,878		68,878
2060A	070 School Training	U	551,432	527,178		527,178	598,277		598,277
2060A	080 Special Training	U	1,105,204	874,826		874,826	859,514		859,514
2060A	090 Administration and Support	U	4,921,233	4,888,282		4,888,282	5,015,560	15,167	5,030,727
2060A	094 Thrift Savings Plan Matching Contributions	U	59,713	41,558		41,558	81,043		81,043
2060A	100 Education Benefits	U	8,907	40,124		40,124	72,590		72,590
Total Budget Activity 01			10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total National Guard Personnel, Army			10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total Direct - National Guard Personnel, Army			10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total National Guard Army Military Personnel Costs			10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
Total Direct - Army Military Appropriations			10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012

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Department of Defense
 FY 2026 President's Budget
 Exhibit M-1 FY 2026 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Jun 2025

National Guard Personnel, Army

	FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	
Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	FY 2026 Total
Grand Total Direct - Army Military Personnel Costs	10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012

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Department of Defense
FY 2026 President's Budget
Exhibit M-1 FY 2026 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Jun 2025

National Guard Personnel, Grand Total

	Sec	FY 2024 Actuals	FY 2025 Enacted	FY 2025 Supplemental	FY 2025 Total	FY 2026 Disc Request	FY 2026 Reconciliation Request	FY 2026 Total
010 Pay Group A Training (15 Days & Drills 24/48)	U	2,732,242	2,870,598		2,870,598	2,975,241		2,975,241
030 Pay Group F Training (Recruits)	U	582,568	715,079		715,079	838,742		838,742
040 Pay Group F Training (Pipeline Recruits)	U	54,283	61,978		61,978	68,878		68,878
070 School Training	U	551,432	527,178		527,178	598,277		598,277
080 Special Training	U	1,105,204	874,826		874,826	859,514		859,514
090 Administration and Support	U	4,921,233	4,888,282		4,888,282	5,015,560	15,167	5,030,727
094 Thrift Savings Plan Matching Contributions	U	59,713	41,558		41,558	81,043		81,043
100 Education Benefits	U	8,907	40,124		40,124	72,590		72,590
 Total Budget Activity 01		10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
 Total Direct - National Guard		10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
 Grand Total - National Guard Personnel Costs		10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012
 Grand Total Direct - Military Personnel		10,015,582	10,019,623		10,019,623	10,509,845	15,167	10,525,012

All figures in the following detailed exhibits labeled for FY 2026 are for the FY 2026 discretionary appropriations President's Budget request only unless otherwise noted.

SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>EST ACTL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>REQUEST FY 2026</u>
Direct Program			
Reserve Component Training and Support ¹	10,015,582	10,019,623	10,509,845
TOTAL DIRECT PROGRAM	<u>10,015,582</u>	<u>10,019,623</u>	<u>10,509,845</u>
Reimbursable Program			
Reserve Component Training and Support	36,099	49,430	55,079
TOTAL REIMBURSABLE PROGRAM	<u>36,099</u>	<u>49,430</u>	<u>55,079</u>
Baseline Program			
Reserve Component Training and Support	10,051,681	10,069,053	10,564,924
TOTAL BASELINE PROGRAM	<u>10,051,681</u>	<u>10,069,053</u>	<u>10,564,924</u>
Medicare Eligible Retiree Health Fund Contribution	943,772	953,525	1,089,594
TOTAL GUARD PERSONNEL PROGRAM COST	<u>10,995,453</u>	<u>11,022,578</u>	<u>11,654,518</u>
Memo Entry: Other COCOM Support²			
Reserve Component Training and Support	88,263	86,426	74,102
Total Other COCOM Support²	<u>88,263</u>	<u>86,426</u>	<u>74,102</u>

¹ FY 2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Security Initiatives.

² Includes costs associated with reserve mobilizations for COCOM support (e.g., Horn of Africa, Red Sea Operations and other CENTCOM support)

**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>EST ACTL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>REQUEST FY 2026</u>
<u>NATIONAL GUARD PERSONNEL, ARMY (NGPA)</u>			
DIRECT PROGRAM	10,015,582	10,019,623	10,509,845
REIMBURSABLE PROGRAM	36,099	49,430	55,079
MEDICARE-RET CONTRIB, AG ARMY	943,772	953,525	1,089,594
TOTAL NATIONAL GUARD PERSONNEL, ARMY PROGRAM COST	10,995,453	11,022,578	11,654,518
MEMO ENTRY: Other COCOM Support²	88,263	86,426	74,102
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
Other COCOM Support ²	1,488,673	1,415,402	1,381,141
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	584,758	578,167	610,424
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	2,073,431	1,993,569	1,991,565
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	13,068,884	13,016,147	13,646,083

²Includes costs associated with reserve mobilizations for COCOM support (e.g., Horn of Africa, Red Sea Operations and other CENTCOM support)

The FY 2026 request for National Guard Personnel, Army includes \$10,509,845 thousand of discretionary and \$15,167 thousand of mandatory (reconciliation) for a total of \$10,525,012 thousand. The mandatory funds provide for seven additional days of Temporary Lodging Expense (from 14 to 21 Days) and additional funding for supplemental payments to military personnel to secure suitable housing in areas with a high cost of living.

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

Appropriation Summary

<u>FY 2025 Estimate</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2026 Estimate</u>
10,019,623	466,419	23,803	10,509,845

Program Adjustment Highlights in Fiscal Year (FY) 2026

The FY 2026 Budget Request supports an end strength of 328,000 to achieve the Army's priorities of people, readiness, and modernization and the Interim National Defense Strategy.

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

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 \$490.2 million based on price and program changes.

Rates Include the below increases:

Pay Raise

1. Military Pay Raise, effective 1 January 2024 is 5.2% (5.1% over the FY)
2. Military Pay Raise, effective 1 January 2025 is 4.5% (4.7% over the FY) and other increases in compliance with Junior Enlisted Pay Reform
3. Military Pay Raise, effective 1 January 2026 is 3.8% (4.0% over the FY) and other increases in compliance with Junior Enlisted Pay Reform

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 2024, is 1.7% (4.0% over the FY)
5. Basic Allowance for Subsistence inflation, effective 1 January 2025, is 1.2% (1.3% over the FY)
6. Basic Allowance for Subsistence inflation, effective 1 January 2026, is 3.4% (2.9% over the FY)

Basic Allowance for Housing

7. Basic Allowance for Housing growth, effective 1 January 2024, is 4.5% (5.9% over the FY)

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

- 8. Basic Allowance for Housing growth, effective 1 January 2025 is 5.3% (5.1% over the FY)
- 9. Basic Allowance for Housing growth, effective 1 January 2026 is 3.9% (4.3% over the FY)

Retired Pay Accrual

- 10. 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
- 11. 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
- 12. Retired Pay Accrual as a percentage of Basic Pay is 24.3% for full-time and 22.6% for part-time Soldiers in FY 2026

General Inflation

- 13. General inflation is 2.6% in FY 2024
- 14. General inflation is 2.2% in FY 2025
- 15. General inflation is 2.1% in FY 2026

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 \$104.7 million, consisting of a price increase of \$145.1 million due to rate adjustments in pay and allowances in compliance with Junior Enlisted Pay Reform, and a program decrease of \$40.4 million due to a reduction in the number of active-duty days in Annual Training.

Pay Group F budget increases by \$123.7 million, consisting of a price increase of \$41.6 million due to rate adjustments in pay and allowances and a program increase of \$82.0 million, due to a significant increase in the number of personnel expected to attend IET as a result of recruiting successes in FY 2025.

Pay Group P budget increases by \$6.9 million, a price increase of \$3.8 million due to rate adjustments in pay and allowances and a program increase of \$3.1 million due to number of recruits expected to remain in the pay group as a result of recruiting successes in FY 2025.

Schools Training budget increases by \$71.1 million, consisting of a price increase of \$21.7 million due to rate adjustments in pay and allowances and a program increase of \$49.4 million, due to higher projected utilization in Refresher and Proficiency Training, Career Development, Initial Skills Acquisition, OCS, Flight Training.

Special Training budget decreases by \$15.3 million, consisting of a price increase of \$35.6 million and a program decrease of \$50.9 million, due to a lower participation in Management Support, Command & Supervision, Exercises, CBRNE Enterprise.

Administration and Support program budget increases by \$127.3 million, consisting of a price change of \$187.6 million due to adjusted rates for pay and allowances and a program decrease of \$60.3 million due to decreases in RPA Normal Cost Percentage (NCP) and a reduction in Other Pay (Special and Incentive Pay).

Thrift Savings Program (TSP) increases by \$39.5 million due to a significant increase in matching contributions.

Education Benefits increases by \$32.5 million, consisting of a price change of \$22.7 million and program change of \$9.7 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.

Overseas COCOM Support. This justification material includes costs for deployed COCOM support. Reported actuals in FY 2024, projected costs for

**NATIONAL GUARD PERSONNEL, ARMY
INTRODUCTION**

FY 2025, and requested amounts for FY 2026 COCOM support requirements include the following missions:

16. Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
17. 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.
18. Operation Atlantic Resolve (OAR) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
19. Pacific Deterrence Initiative (PDI) - supports Pacific Pathways Exercises
20. 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.

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

Readiness

The FY 2026 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 2026 request provides funding to maintain the minimum statutory requirements of 39 training days for the 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 328,000 which includes the Active Guard and Reserve (AGR) authorized end-strength of 30,845. Army National Guard efforts remain focused on recruiting and retaining the force.

End Strength		
<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
323,756	328,000	328,000

The ARNG continues to leverage bonuses, incentives, and targeted marketing efforts to achieve the accession and retention goals from FY 2025 to FY 2026. Meeting these targets increases readiness of the ARNG and supports Army requirements with a force that can support combatant commanders, defend against homeland threats, respond to natural disasters and emergencies in every state, territory and the District of Columbia.

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 quickly respond to 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 2026 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

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

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 2026.

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 trained, ready, and available Army National Guard force to execute requirements in the homeland and abroad.

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 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Average Strength	323,427	326,686	328,344
End Strength	323,756	328,000	328,000
Authorized Strength	325,000	328,000	328,000

PERFORMANCE MEASURES:

	<u>FY2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Recruiting: Accession Goals	34,140	49,953	46,773
Recruiting: Accession Actuals	42,925		
Retention: Reenlistment Goals	39,589	40,129	38,035
Retention: Reenlistment Actuals	40,540		
Attrition: Attrition Goals	14.0%	15.0%	15.0%
Attrition: Attrition Actuals	15.0%		

SECTION 3

SUMMARY TABLES

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

OFFICER

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Beginning Strength	47,132	47,064	47,263
Gains:			
Males (NPS)	171	216	164
Females (NPS)	42	44	41
Civilian Life	798	828	772
Active Component	19	19	17
Enlisted Commissioning Program	2,672	2,488	2,478
Other Reserve Status/Component	498	480	480
All Other	189	215	362
Total Gains	4,389	4,290	4,314
Losses:			
Civilian Life	537	601	506
Active Component	103	107	97
Retired Reserves	1,856	1,767	1,749
Other Reserve Status/Component	507	512	477
All Other	1,454	1,104	1,370
Total Losses	4,457	4,091	4,199
End Strength	47,064	47,263	47,378

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

ENLISTED

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Beginning Strength	277,934	276,692	280,737
Gains:			
Males (NPS)	23,448	27,589	25,377
Females (NPS)	9,234	11,586	10,657
Civilian Life	2,338	2,212	2,436
Other Reserve Status/Component	3,618	4,031	4,146
All Other	<u>2,432</u>	<u>1,773</u>	<u>2,252</u>
Total Gains	41,070	47,191	44,868
Losses:			
Other Attrition	15,362	16,566	17,314
Expiration of Selected Reserve Service	17,833	17,901	18,708
Active Component	809	861	900
To Officer Status	2,676	2,438	2,437
Retired Reserves	4,110	3,808	3,980
Other Reserve Status/Component	1,522	1,572	1,644
Losses to Civilian Life	<u>0</u>	<u>0</u>	<u>0</u>
Total Losses	42,312	43,146	44,983
End Strength	276,692	280,737	280,622

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

	<u>Drills</u>	<u>Days</u>	<u>FY 2024</u>			<u>FY 2025</u>		<u>FY 2026</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	39,833	39,321	39,602	39,171	39,841	39,270	39,956
Enlisted	48	15	229,859	225,158	221,045	221,723	220,425	220,667	223,184
Subtotal			269,692	264,479	260,647	260,894	260,266	259,937	263,140
Pay Group F									
Enlisted			14,621	13,317	14,871	14,923	17,041	16,978	18,090
Pay Group P									
Enlisted			9,996	14,605	17,398	19,852	19,848	20,412	15,925
Subtotal			294,309	292,401	292,916	295,669	297,155	297,327	297,155
Drill/Indiv Tng			294,309	292,401	292,916	295,669	297,155	297,327	297,155
AGR (Full-time)									
Officer			7,299	7,457	7,462	7,462	7,422	7,462	7,422
Enlisted			23,458	23,569	23,378	23,555	23,423	23,555	23,423
Subtotal			30,757	31,026	30,840	31,017	30,845	31,017	30,845
SELRES									
Officer			47,132	46,778	47,064	46,633	47,263	46,732	47,378
Enlisted			277,934	276,649	276,692	280,053	280,737	281,612	280,622
Subtotal			325,066	323,427	323,756	326,686	328,000	328,344	328,000

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

	<u>FY 2024</u>			<u>FY 2025</u>		<u>FY 2026</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	402	435	441	433	439	433	439
O5 LT COLONEL	1,226	1,226	1,229	1,226	1,222	1,226	1,222
O4 MAJOR	1,827	1,923	1,938	1,941	1,928	1,941	1,928
O3 CAPTAIN	1,642	1,637	1,604	1,628	1,595	1,628	1,595
O2 1ST LIEUTENANT	191	211	228	222	227	222	227
O1 2ND LIEUTENANT	138	93	86	78	86	78	86
Total Commissioned Officers	5,426	5,525	5,526	5,528	5,497	5,528	5,497
Warrant Officers							
W5 WARRANT OFF (W-5)	180	190	199	192	198	192	198
W4 WARRANT OFF (W-4)	597	621	616	603	613	603	613
W3 WARRANT OFF (W-3)	524	529	517	541	514	541	514
W2 WARRANT OFF (W-2)	424	427	430	433	428	433	428
W1 WARRANT OFF (W-1)	148	165	173	165	172	165	172
Total Warrant Officers	1,873	1,932	1,935	1,934	1,925	1,934	1,925
Total Officer	7,299	7,457	7,461	7,462	7,422	7,462	7,422
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	731	749	738	744	739	744	739
E8 1ST SGT/MASTER SGT	2,293	2,328	2,276	2,309	2,280	2,309	2,280
E7 PLATOON SGT/SFC	8,687	8,764	8,761	8,689	8,776	8,689	8,776
E6 STAFF SGT	8,383	8,436	8,452	8,465	8,470	8,465	8,470
E5 SERGEANT	2,919	2,884	2,757	2,928	2,762	2,928	2,762
E4 CPL/SPECIALIST	435	400	387	406	388	406	388
E3 PRIVATE 1ST CLASS	9	7	6	13	6	13	6
E2 PRIVATE E2	1	0	2	0	2	0	2
E1 PRIVATE E1	0	1	0	1	0	1	0
Total Enlisted Personnel	23,458	23,569	23,379	23,555	23,423	23,555	23,423
Total Personnel on Active Duty	30,757	31,026	30,840	31,017	30,845	31,017	30,845

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

ACTUAL FY 2024

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Full-Time Active Duty</u>			Total Selected
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	39,833	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	7,225	23,393	30,618	323,544
NOV	39,553	227,541	267,094	13,901	11,182	292,177	7,358	23,527	30,885	323,062
DEC	39,438	228,350	267,788	11,280	13,419	292,487	7,370	23,570	30,940	323,427
JAN	39,351	226,795	266,146	12,954	13,285	292,385	7,339	23,430	30,769	323,154
FEB	39,197	226,540	265,737	12,167	14,445	292,349	7,394	23,449	30,843	323,192
MAR	39,068	226,119	265,187	11,273	16,183	292,643	7,494	23,512	31,006	323,649
APR	39,005	225,380	264,385	10,721	17,641	292,747	7,516	23,625	31,141	323,888
MAY	38,964	224,084	263,048	11,933	16,929	291,910	7,573	23,740	31,313	323,223
JUN	39,161	222,938	262,099	14,263	15,653	292,015	7,564	23,748	31,312	323,327
JUL	39,237	221,209	260,446	16,932	14,784	292,162	7,602	23,748	31,350	323,512
AUG	39,427	223,203	262,630	15,401	14,069	292,100	7,582	23,703	31,285	323,385
SEP	39,602	221,045	260,647	14,871	17,398	292,916	7,462	23,378	30,840	323,756
Average	39,321	225,158	264,479	13,317	14,605	292,401	7,457	23,569	31,026	323,427

**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/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 6% or 2,098 personnel (755,182 Active-Duty Days) 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>Full-Time Active Duty</u>			Total Selected
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	39,602	221,045	260,647	14,871	17,398	292,916	7,462	23,378	30,840	323,756
OCT	39,509	223,788	263,297	14,694	14,553	292,544	7,469	23,469	30,938	323,482
NOV	39,385	223,488	262,873	14,471	15,964	293,308	7,487	23,540	31,027	324,335
DEC	39,237	223,850	263,087	11,602	18,812	293,501	7,518	23,633	31,151	324,652
JAN	39,033	222,564	261,597	13,699	18,793	294,089	7,569	23,788	31,357	325,446
FEB	38,911	222,443	261,354	13,374	20,072	294,800	7,569	23,801	31,370	326,170
MAR	38,906	222,270	261,176	13,219	21,763	296,158	7,498	23,629	31,127	327,285
APR	38,843	222,188	261,031	12,823	23,254	297,108	7,402	23,498	30,900	328,008
MAY	38,802	221,548	260,350	14,447	22,508	297,305	7,448	23,446	30,894	328,199
JUN	38,999	220,064	259,063	17,028	21,170	297,261	7,441	23,454	30,895	328,156
JUL	39,176	218,710	257,886	19,102	20,433	297,421	7,366	23,516	30,882	328,303
AUG	39,410	219,351	258,761	17,571	21,059	297,391	7,360	23,466	30,826	328,217
SEP	39,841	220,425	260,266	17,041	19,848	297,155	7,422	23,423	30,845	328,000
Average	39,171	221,723	260,894	14,923	19,852	295,669	7,462	23,555	31,017	326,686

**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/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 6% or 2,098 personnel (755,182 Active-Duty Days) of total amount. Counter Drug is exempt from 1825 under 502f.

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

ESTIMATE FY 2026

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Full-Time Active Duty</u>			Total Selected
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	39,841	220,425	260,266	17,041	19,848	297,155	7,422	23,423	30,845	328,000
OCT	39,691	220,867	260,558	18,009	17,755	296,322	7,469	23,469	30,938	327,260
NOV	39,567	220,766	260,333	17,690	18,967	296,990	7,430	23,564	30,994	327,984
DEC	39,337	221,574	260,911	14,234	21,873	297,018	7,436	23,631	31,067	328,085
JAN	39,250	220,470	259,720	16,456	21,501	297,677	7,425	23,594	31,019	328,696
FEB	39,096	220,621	259,717	15,808	22,637	298,162	7,472	23,594	31,066	329,228
MAR	38,967	221,103	260,070	14,652	23,561	298,283	7,508	23,522	31,030	329,313
APR	38,904	221,103	260,007	13,900	24,362	298,269	7,472	23,592	31,064	329,333
MAY	38,863	220,336	259,199	15,471	22,472	297,142	7,518	23,540	31,058	328,200
JUN	39,060	219,531	258,591	18,232	20,203	297,026	7,511	23,548	31,059	328,085
JUL	39,237	218,226	257,463	21,329	18,271	297,063	7,436	23,610	31,046	328,109
AUG	39,471	221,084	260,555	19,325	16,943	296,823	7,430	23,560	30,990	327,813
SEP	39,956	223,184	263,140	18,090	15,925	297,155	7,422	23,423	30,845	328,000
Average	39,270	220,667	259,937	16,978	20,412	297,327	7,462	23,555	31,017	328,344

**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%)
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1. Pay Group A strength includes mobilized Active/Guard/Reserve (AGRs).
2. Full-time Active Duty strength does not include mobilized AGRs.
3. Reference "Summary of Military Personnel Strength" portion of the Military Personnel, Army justification material.
4. Counter Drug represents 6% or 2,098 personnel (755,182 Active-Duty Days) of total amount. Counter Drug is exempt from 1825 under 502f.

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

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	200,770	669,295	870,065	206,766	724,681	931,447	192,201	706,651	898,852
Pay and Allowances	182,745	524,614	707,359	187,392	568,628	756,020	174,489	539,904	714,393
Clothing	1,021	21,025	22,046	1,112	23,215	24,327	1,018	45,794	46,812
Subsistence	2,921	92,867	95,788	3,088	99,775	102,863	2,809	90,667	93,476
Travel	14,083	30,789	44,872	15,174	33,063	48,237	13,885	30,286	44,171
Inactive Duty Training	501,315	1,360,862	1,862,177	513,085	1,426,066	1,939,151	537,421	1,538,968	2,076,389
Civil Disturbance	1	29	30	1	29	30	2	34	36
Flight Training	39,060	18,393	57,453	46,570	19,685	66,255	42,624	21,677	64,301
Jump Proficiency	148	547	695	93	460	553	97	490	587
Military Funeral Honors	1,561	7,325	8,886	1,318	9,990	11,308	1,049	11,534	12,583
Readiness Management	1,569	2,300	3,869	2,837	6,510	9,347	4,299	10,137	14,436
Subsistence	0	50,721	50,721	0	48,814	48,814	0	50,944	50,944
Travel Reimbursement Plan	1,913	5,115	7,028	1,716	4,694	6,410	1,768	4,836	6,604
Training Preparation	3,955	9,157	13,112	337	9,788	10,125	746	22,121	22,867
Unit Training Assemblies	451,538	1,264,297	1,715,835	459,624	1,316,501	1,776,125	485,646	1,415,220	1,900,866
EBDL	592	1,240	1,832	0	0	0	0	0	0
Medical Man-days	978	1,595	2,573	589	9,595	10,184	1,190	1,975	3,165
TOTAL DIRECT OBLIGATIONS	702,085	2,030,157	2,732,242	719,851	2,150,747	2,870,598	729,622	2,245,619	2,975,241
PAY GROUP F									
Initial Entry Training	0	582,568	582,568	0	715,079	715,079	0	838,742	838,742
Pay and Allowances	0	511,273	511,273	0	630,818	630,818	0	744,006	744,006
Clothing	0	53,104	53,104	0	62,779	62,779	0	70,583	70,583
Travel	0	18,191	18,191	0	21,482	21,482	0	24,153	24,153
TOTAL DIRECT OBLIGATIONS	0	582,568	582,568	0	715,079	715,079	0	838,742	838,742

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

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	51,258	51,258	0	58,838	58,838	0	65,537	65,537
Clothing	0	375	375	0	354	354	0	415	415
Subsistence of Enlisted Personnel	0	2,650	2,650	0	2,786	2,786	0	2,926	2,926
TOTAL DIRECT OBLIGATIONS	0	54,283	54,283	0	61,978	61,978	0	68,878	68,878
SCHOOL TRAINING									
Career Development Training	65,801	118,852	184,653	62,721	139,386	202,107	66,984	149,678	216,662
Flight Training	25,071	0	25,071	34,695	0	34,695	37,148	0	37,148
Initial Skill Acquisition Training	155,433	105,344	260,777	115,451	67,452	182,903	141,612	77,450	219,062
Officer Candidate/Training School	2,243	7,376	9,619	1,162	14,838	16,000	1,239	16,018	17,257
Refresher and Proficiency Training	21,873	49,439	71,312	30,020	61,453	91,473	32,653	75,495	108,148
TOTAL DIRECT OBLIGATIONS	270,421	281,011	551,432	244,049	283,129	527,178	279,636	318,641	598,277
SPECIAL TRAINING									
CBRNE Enterprise	50,435	75,183	125,618	63,287	82,329	145,616	60,992	77,046	138,038
Command/Staff Supervision	50,858	140,010	190,868	81,002	134,840	215,842	78,591	130,784	209,375
Competitive Events	1,484	6,217	7,701	887	5,852	6,739	961	6,231	7,192
Counter Drug Interdiction Activity	49,359	182,597	231,956	0	0	0	0	0	0
Exercises	81,965	119,359	201,324	98,967	130,633	229,600	93,103	126,995	220,098
Management Support	90,930	83,070	174,000	38,974	33,974	72,948	34,070	24,903	58,973
Operational Training	30,316	28,041	58,357	55,630	21,086	76,716	63,901	23,112	87,013
Recruiting/Retention	12,478	86,057	98,535	12,248	94,035	106,283	13,039	99,410	112,449
Unit Conversion Training	2,477	14,368	16,845	3,321	17,761	21,082	4,320	22,056	26,376
TOTAL DIRECT OBLIGATIONS	370,302	734,902	1,105,204	354,316	520,510	874,826	348,977	510,537	859,514

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

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	1,426,308	2,805,298	4,231,606	1,491,986	2,949,872	4,441,858	1,507,167	2,985,265	4,492,432
Travel/PCS	26,864	47,557	74,421	27,959	49,496	77,455	39,664	67,736	107,400
\$30,000 Lump Sum Bonus	2,120	633	2,753	0	0	0	0	0	0
Death Gratuities	842	85	927	102	1,016	1,118	106	1,052	1,158
Disability and Hospitalization Benefits	693	11,877	12,570	305	11,618	11,923	2,235	11,445	13,680
Selective Reserve Incentive Program (SRIP)	57,134	500,409	557,543	56,327	298,662	354,989	56,327	292,065	348,392
Continuation Pay	22,243	19,170	41,413	306	633	939	17,622	34,876	52,498
TOTAL DIRECT OBLIGATIONS	1,536,204	3,385,029	4,921,233	1,576,985	3,311,297	4,888,282	1,623,121	3,392,439	5,015,560
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	11,446	48,267	59,713	7,112	34,446	41,558	11,158	69,885	81,043
TOTAL DIRECT OBLIGATIONS	11,446	48,267	59,713	7,112	34,446	41,558	11,158	69,885	81,043
EDUCATION BENEFITS									
Basic Benefit, Ch. 1606	0	1,339	1,339	3,292	17,498	20,790	6,720	38,083	44,803
Kicker, Enhanced G.I. Bill, Ch. 1606	0	7,568	7,568	0	19,334	19,334	0	27,787	27,787
TOTAL DIRECT OBLIGATIONS	0	8,907	8,907	3,292	36,832	40,124	6,720	65,870	72,590
TOTAL DIRECT PROGRAM	2,890,458	7,125,124	10,015,582	2,905,605	7,114,018	10,019,623	2,999,234	7,510,611	10,509,845

The FY 2026 request for Administration and Support includes \$5,015,560 thousand of discretionary and \$15,167 thousand of mandatory (reconciliation) for a total of \$5,030,727 thousand. The mandatory funds provide for seven additional days of Temporary Lodging Expense (from 14 to 21 Days) and additional funding for supplemental payments to military personnel to secure suitable housing in areas with a high cost of living. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

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

	FY 2025 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2025 in FY 2026 Pres. Budget
Training, Pay Group A							
PG A, Pay and Allowances, Annual Training	807,985	-51,965	756,020	0	756,020	0	756,020
PG A, Travel	30,843	23,804	54,647	0	54,647	0	54,647
PG A, IDT Pay & Allow, Unit Training Assemblies	1,776,167	-42	1,776,125	0	1,776,125	0	1,776,125
PG A, IDT Pay & Allow, Additional Drill Assemblies	108,706	-904	107,802	0	107,802	0	107,802
PG A, Individual Clothing and Uniforms	23,872	455	24,327	0	24,327	0	24,327
PG A, Subsistence of Enlisted Personnel	128,115	23,562	151,677	0	151,677	0	151,677
Total Direct Obligation	2,875,688	-5,090	2,870,598	0	2,870,598	0	2,870,598
Training, Pay Group F							
PG F, Pay and Allowances, Annual Training	531,281	99,537	630,818	0	630,818	0	630,818
PG F, Individual Clothing and Uniforms	53,742	9,037	62,779	0	62,779	0	62,779
PG F, Travel, Annual Training	15,696	5,786	21,482	0	21,482	0	21,482
Total Direct Obligation	600,719	114,360	715,079	0	715,079	0	715,079
Training, Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	58,390	448	58,838	0	58,838	0	58,838
PG P, Individual Clothing and Uniforms	1,058	-704	354	0	354	0	354
PG P, Subsistence of Enlisted Personnel	3,314	-528	2,786	0	2,786	0	2,786
Total Direct Obligation	62,762	-784	61,978	0	61,978	0	61,978
School Training							
Schools, Career Development Training	204,383	-2,276	202,107	0	202,107	0	202,107
Schools, Flight Training	35,133	-438	34,695	0	34,695	0	34,695
Schools, Initial Skills Acquisition Training	184,366	-1,463	182,903	0	182,903	0	182,903
Schools, Officer Candidate/Training School	16,166	-166	16,000	0	16,000	0	16,000
Schools, Refresher and Proficiency Training	92,584	-1,111	91,473	0	91,473	0	91,473
Total Direct Obligation	532,632	-5,454	527,178	0	527,178	0	527,178

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

	FY 2025 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2025 in FY 2026 Pres. Budget
Special Training							
Special, CBRNE Enterprise (WMD-CST)	14,723	-184	14,539	0	14,539	0	14,539
Special, CBRNE Enterprise Other Capabilities	129,210	1,867	131,077	0	131,077	0	131,077
Special, Command and Staff Supervision	215,023	819	215,842	0	215,842	0	215,842
Special, Competitive Events	6,825	-86	6,739	0	6,739	0	6,739
Special, Exercises	221,447	8,153	229,600	0	229,600	0	229,600
Special, Management Support	65,266	7,682	72,948	0	72,948	0	72,948
Special, Operational Training	77,688	-972	76,716	0	76,716	0	76,716
Special, Recruiting/Retention	107,630	-1,347	106,283	0	106,283	0	106,283
Special, Unit Conversion	21,349	-267	21,082	0	21,082	0	21,082
Total Direct Obligation	859,161	15,665	874,826	0	874,826	0	874,826
Administration and Support, AGR							
AGR, Full Time Pay and Allowances	4,478,974	-38,801	4,440,173	0	4,440,173	0	4,440,173
AGR, COLA	1,153	532	1,685	0	1,685	0	1,685
AGR, Basic Needs Allowance	7,825	-7,825	0	0	0	0	0
AGR, Travel, Permanent Change of Station (PCS)	69,328	8,127	77,455	0	77,455	0	77,455
Death Gratuities	1,118	0	1,118	0	1,118	0	1,118
Disability and Hospitalization Benefits	11,930	-7	11,923	0	11,923	0	11,923
Selected Reserve Incentive Program (SRIP)	354,989	0	354,989	0	354,989	0	354,989
Continuation Pay	939	0	939	0	939	0	939
Total Direct Obligation	4,926,256	-37,974	4,888,282	0	4,888,282	0	4,888,282
Thrift Savings Plan							
Thrift Savings Plan Contribution	39,418	2,140	41,558	0	41,558	0	41,558
Total Direct Obligation	39,418	2,140	41,558	0	41,558	0	41,558
Education Benefits							
Basic Educational Assistance, Ch 1606	20,790	0	20,790	0	20,790	0	20,790
Kicker, Chapter 1606	19,334	0	19,334	0	19,334	0	19,334
Total Direct Obligation	40,124	0	40,124	0	40,124	0	40,124
Total Direct Program	9,936,760	82,863	10,019,623	0	10,019,623	0	10,019,623

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

	<u>ACTUAL FY 2024</u>		<u>ESTIMATE FY 2025</u>		<u>ESTIMATE FY 2026</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	503,140	107,290	507,545	109,122	518,599	117,204
Enlisted	1,337,634	287,445	1,425,860	306,560	1,475,254	333,407
Subtotal	<u>1,840,774</u>	<u>394,735</u>	<u>1,933,405</u>	<u>415,682</u>	<u>1,993,853</u>	<u>450,611</u>
Training, Pay Group F						
Enlisted	330,663	83,218	421,051	90,526	494,730	111,809
Training, Pay Group P						
Enlisted	40,660	7,487	45,569	9,797	50,314	11,371
School Training						
Officer	143,924	27,227	129,294	27,798	147,327	33,296
Enlisted	137,649	25,837	138,310	29,737	155,639	35,175
Subtotal	<u>281,573</u>	<u>53,064</u>	<u>267,604</u>	<u>57,535</u>	<u>302,966</u>	<u>68,471</u>
Special Training						
Officer	209,102	42,593	191,507	41,174	194,268	43,905
Enlisted	365,410	81,154	273,025	58,700	260,570	58,889
Subtotal	<u>574,512</u>	<u>123,747</u>	<u>464,532</u>	<u>99,874</u>	<u>454,838</u>	<u>102,794</u>
Administration and Support, AGR						
Officer	814,213	243,496	868,143	230,926	897,590	217,971
Enlisted	1,450,050	434,126	1,550,229	412,361	1,590,037	386,379
Subtotal	<u>2,264,263</u>	<u>677,622</u>	<u>2,418,372</u>	<u>643,287</u>	<u>2,487,627</u>	<u>604,350</u>
Total Direct Program						
Officer	1,670,379	420,606	1,696,489	409,020	1,757,784	412,376
Enlisted	3,662,066	919,267	3,856,005	908,103	4,026,544	937,030
Total	<u>5,332,445</u>	<u>1,339,873</u>	<u>5,550,533</u>	<u>1,316,701</u>	<u>5,784,328</u>	<u>1,349,406</u>

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

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

	<u>ACTUAL FY 2024</u>		<u>ESTIMATE FY 2025</u>		<u>ESTIMATE FY 2026</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	5,216	1,205	14,033	3,017	14,912	3,370
Enlisted	23,251	5,371	15,642	3,363	16,619	3,756
Total	<u>28,467</u>	<u>6,576</u>	<u>29,675</u>	<u>6,380</u>	<u>31,531</u>	<u>7,126</u>
 Total Program						
Officer	1,675,595	421,811	1,710,522	412,037	1,772,696	415,746
Enlisted	3,685,317	924,638	3,869,686	911,044	4,043,163	940,786
Total	<u>5,360,912</u>	<u>1,346,449</u>	<u>5,580,208</u>	<u>1,323,081</u>	<u>5,815,859</u>	<u>1,356,532</u>

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

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
Training, Pay Group A			
Officer	25,944	23,721	22,168
Enlisted	92,964	90,895	84,945
Subtotal	<u>118,908</u>	<u>114,616</u>	<u>107,113</u>
Training, Pay Group F			
Enlisted	58,949	71,590	82,225
School Training			
Officer	45,167	42,371	46,274
Enlisted	51,658	49,042	54,376
Subtotal	<u>96,825</u>	<u>91,413</u>	<u>100,650</u>
Special Training			
Officer	64,406	63,577	59,432
Enlisted	163,021	105,904	106,356
Subtotal	<u>227,427</u>	<u>169,481</u>	<u>165,788</u>
Administration and Support, AGR			
Officer	251,722	269,923	277,255
Enlisted	636,470	682,666	701,210
Subtotal	<u>888,192</u>	<u>952,589</u>	<u>978,465</u>
Total Direct Program			
Officer	387,239	399,592	405,129
Enlisted	1,003,062	1,000,097	1,029,112
Total	<u>1,390,301</u>	<u>1,399,689</u>	<u>1,434,241</u>
Reimbursable			
Officer	3,223	4,639	5,182
Enlisted	1,828	2,074	2,315
Total	<u>5,051</u>	<u>6,713</u>	<u>7,497</u>
Total Program			
Officer	390,462	404,231	410,311
Enlisted	1,004,890	1,002,171	1,031,427
Total	<u>1,395,352</u>	<u>1,406,402</u>	<u>1,441,738</u>

PB-30M SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS

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

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
Training, Pay Group A			
Officer	12,947	16,890	15,653
Enlisted	<u>38,953</u>	<u>37,757</u>	<u>35,122</u>
Subtotal	51,900	54,647	50,775
Training, Pay Group F			
Enlisted	18,191	21,482	24,153
School Training			
Officer	25,753	22,576	27,622
Enlisted	<u>39,324</u>	<u>37,204</u>	<u>44,677</u>
Subtotal	65,047	59,780	72,299
Special Training			
Officer	25,993	25,119	24,264
Enlisted	<u>52,541</u>	<u>37,439</u>	<u>35,636</u>
Subtotal	78,534	62,558	59,900
Administration and Support, AGR			
Officer	26,864	27,959	42,187
Enlisted	<u>47,557</u>	<u>49,496</u>	<u>72,046</u>
Subtotal	74,421	77,455	114,233
Total Direct Program			
Officer	91,527	92,544	109,726
Enlisted	<u>196,566</u>	<u>183,378</u>	<u>211,634</u>
Total	288,093	275,922	321,360

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

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

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
Reimbursable			
Officer	683	984	1,103
Enlisted	696	790	882
Total	<u>1,379</u>	<u>1,774</u>	<u>1,985</u>
 Total Program			
Officer	92,210	93,538	110,829
Enlisted	<u>197,262</u>	<u>184,168</u>	<u>212,516</u>
Total	<u>289,472</u>	<u>277,696</u>	<u>323,345</u>

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

	<u>ACTUAL FY 2024</u>		<u>ESTIMATE FY 2025</u>		<u>ESTIMATE FY 2026</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Training, Pay Group A						
Officer	2,921	0	3,088	0	2,809	0
Enlisted	76,287	67,444	76,494	72,095	75,139	66,472
Subtotal	<u>79,208</u>	<u>67,444</u>	<u>79,582</u>	<u>72,095</u>	<u>77,948</u>	<u>66,472</u>
Training, Pay Group F						
Enlisted	2,951	0	3,454	0	3,914	0
Training, Pay Group P						
Enlisted	2,650	0	2,786	0	2,926	0
School Training						
Officer	7,797	0	6,451	0	8,281	0
Enlisted	18,461	0	17,442	0	16,409	0
Subtotal	<u>26,258</u>	<u>0</u>	<u>23,893</u>	<u>0</u>	<u>24,690</u>	<u>0</u>
Special Training						
Officer	8,558	0	8,823	0	10,717	0
Enlisted	42,627	0	28,940	0	25,727	0
Subtotal	<u>51,185</u>	<u>0</u>	<u>37,763</u>	<u>0</u>	<u>36,444</u>	<u>0</u>
Administration and Support, AGR						
Officer	27,779	0	28,677	0	28,608	0
Enlisted	128,721	0	132,706	0	132,390	0
Subtotal	<u>156,500</u>	<u>0</u>	<u>161,383</u>	<u>0</u>	<u>160,998</u>	<u>0</u>
Total Direct Program						
Officer	47,055	0	47,039	0	50,415	0
Enlisted	271,697	67,444	261,822	72,095	256,505	66,472
Total	<u>318,752</u>	<u>67,444</u>	<u>308,861</u>	<u>72,095</u>	<u>306,920</u>	<u>66,472</u>

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

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

	<u>ACTUAL FY 2024</u>		<u>ESTIMATE FY 2025</u>		<u>ESTIMATE FY 2026</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Reimbursable						
Officer	239	0	344	0	386	0
Enlisted	173	0	196	0	219	0
Subtotal	<u>412</u>	<u>0</u>	<u>540</u>	<u>0</u>	<u>605</u>	<u>0</u>
 Total Program						
Officer	47,294	0	47,383	0	50,801	0
Enlisted	271,870	67,444	262,018	72,095	256,724	66,472
Total	<u>319,164</u>	<u>67,444</u>	<u>309,401</u>	<u>72,095</u>	<u>307,525</u>	<u>66,472</u>

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

FY2025 Direct Program		10,019,623
Increases Pricing:		
Basic Benefits (Ch 1606) increases due DOD Board of Actuaries per capita rate increases	21,403	
Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	100,576	
Thrift Savings Plan - Matching Contributions	1,819	
Basic Pay annualization of the 3.8%, effective 1 January 2026	162,115	
Basic Selected Skill Benefit \$350 Kicker increases due DOD Board of Actuaries per capita rate increases	5,606	
Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	60,027	
Retired Pay Accrual (RPA) Part-Time rate of 22.6%	37,091	
Federal Insurance Contributions Act (FICA)	20,196	
Retired Pay Accrual (RPA) Full-Time rate of 24.3%	23,620	
Travel non-pay inflation of 2.1%	4,112	
Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	11,009	
Clothing non-pay inflation of 2.1%	1,836	
Other Pay increases due to non-pay inflation of 2.1%	3,902	
Travel non-pay inflation of 2.1% and increase in PCS Cost	10,071	
Cost of Living Allowance (COLA) increases due to non-pay inflation of 2.1%	35	
Continuation Pay increases due to price increases to Basic Pay	41	
Incapacitation Pay Increases due to pay inflation rates	770	
Total Increases Pricing		464,229
Increases Program:		
Continuation Pay increases due to significant growth in eligible population in FY 2026	51,518	
Basic Benefits (Ch 1606) increase due to the number of takers	2,610	
Basic Pay increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	1,920	
Basic Pay increases due to number of personnel expected to attend IET	45,465	
Basic Pay increases due to the number of personnel expected to attend Schools	23,323	
Retired Pay Accrual (RPA) Part-Time rate of 22.6%	11,771	
Thrift Savings Plan - Matching Contributions	37,666	
Travel increases due to Temporary Lodging Expenses and Allowances policy changes	19,874	
Retired Pay Accrual (RPA) increases due to rate increase to 22.6% and number of personnel expected receive	15,218	
Basic Selected Skill Benefit \$350 Kicker increases due to the number of takers	2,847	
Clothing increases due to a significant increase in issuance of the Army Green Service Uniform (AGSU)	21,974	
Federal Insurance Contributions Act (FICA)	5,437	
Incapacitation Pay increases due to part-time RPA rate increase	987	
Other Pay Increases due to due to growth of Unit Training Assemblies (UTA) to FY24 Levels	17	
Other Pay Increases due to increased participation rate in IDT	192	
Travel increases due to number of personnel estimated to receive allowance in Schools	11,264	
Basic Allowance for Housing (BAH) increases due to the number of personnel estimated to receive allowance in PG F	7,557	
Retired Pay Accrual (RPA) Part-Time rate increase to 22.6% and increases in training attendance	8,214	
Death Gratuities increases due to number of expected beneficiaries	40	
Clothing increases due to change in the number of personnel expected to attend IET	6,486	

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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

Clothing increases due to growth in the number items issued per soldier	54	
Subsistence increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	59	
Basic Allowance for Housing (BAH) increases due to the number of personnel estimated to receive allowance in School Training	5,306	
Travel increases due to number of personnel expected to attend IET	2,220	
Basic Allowance for Subsistence increases due to the number of personnel expected to attend Schools	103	
Retired Pay Accrual (RPA) increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	935	
Other Pay increase due to the number of personnel expected to attend IET	1,222	
Basic Allowance for Subsistence increases due to number of personnel expected to attend IET	360	
Total Increases Program		284,639
Total Increases		748,868
Decreases Program:		
Basic Pay decreases due to a reduction in the number of personnel attending Annual Training	(42,021)	
Basic Pay decreases due to a reduction in training days in Special Training	(29,631)	
Other Pay	(595)	
Retired Pay Accrual (RPA) Full-Time rate decreases to 24.3%	(64,463)	
Other Pay decreases due to reduction in various special and incentive payments	(41,526)	
Retired Pay Accrual (RPA) decreases due to rate change of 22.6% and a reduction in training days in Special Training	(1,587)	
Federal Insurance Contributions Act (FICA)	(5,482)	
Bonus and Incentives decreases due to a reduction Non-Prior Service Enlistment Anniversary Bonuses	(6,597)	
Cost of Living Allowance (COLA) due to number of personnel receiving	(25)	
Basic Allowance for Housing (BAH) decreases due to a reduction in training days in Special Training	(10,822)	
Travel decreases due to a reduction in the number of personnel attending Annual Training	(5,020)	
Subsistence decreases due to a reduction in the number of personnel attending Annual Training	(11,656)	
Basic Allowance for Subsistence (BAS) decreases due to a reduction in training days in Special Training	(2,376)	
Basic Allowance for Subsistence decreases due to number of personnel receiving	(5,065)	
Basic Allowance for Housing decreases due to a reduction in the number of personnel attending Annual Training	(12,431)	
Basic Allowance for Housing decreases due to number of personnel receiving	(15,085)	
Travel decreases due to a reduction in training days in Special Training	(3,916)	
Other Pay decreases due to a reduction in training days in Special Training	(348)	
Total Decreases Program		(258,646)
Total Decreases		(258,646)
FY2026 Direct Program		10,509,845

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2024</u> 2,732,242	<u>ESTIMATE FY 2025</u> 2,870,598	<u>ESTIMATE FY 2026</u> 2,975,241
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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 training 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, specialty programs, or Soldiers performing Military Funeral Honors.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2026 Pay Group A budget increases by 3.6% or \$104.6 million due to rate adjustments in Base Pay, BAS, BAH, RPA, non-Pay Inflation.

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

FY2025 Direct Program			2,870,598
Increases Pricing:			
	Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	48,335	
	Basic Pay annualization of the 3.8%, effective 1 January 2026	54,136	
	Retired Pay Accrual (RPA) Part-Time rate of 22.6%	23,158	
	Federal Insurance Contributions Act (FICA)	7,839	
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	4,928	
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	4,399	
	Travel non-pay inflation of 2.1%	1,148	
	Other Pay increases due to non-pay inflation of 2.1%	595	
	Clothing non-pay inflation of 2.1%	511	
Total Increases Pricing			145,049
Increases Program:			
	Retired Pay Accrual (RPA) Part-Time rate of 22.6%	11,771	
	Clothing increases due to a significant increase in issuance of the AGSU (Army Green Service Uniform)	21,974	
	Other Pay Increases due to increased participation rate in IDT	192	
Total Increases Program			33,937
Total Increases			178,986
Decreases Program:			
	Basic Pay decreases due to a reduction in the number of personnel attending Annual Training	(42,021)	
	Federal Insurance Contributions Act (FICA)	(3,215)	
	Travel decreases due to a reduction in the number of personnel attending Annual Training	(5,020)	
	Subsistence decreases due to a reduction in the number of personnel attending Annual Training	(11,656)	
	Basic Allowance for Housing decreases due to a reduction in the number of personnel attending Annual Training	(12,431)	
Total Decreases Program			(74,343)
Total Decreases			(74,343)
FY2026 Direct Program			2,975,241

**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 2026 Budget request decreases by 5.5% or \$41.6 million due to number of personnel expected to attend Annual Training (AT).

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 considering those that are 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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	39,321			39,171			39,270		
Participation Rate	71			76			67		
Paid Participants	27,754	6,584	182,745	29,657	6,318	187,392	26,212	6,656	174,489
Enlisted									
Average Strength	225,158			221,723			220,667		
Participation Rate	74			80			72		
Paid Participants	165,513	3,169	524,614	176,901	3,214	568,628	159,444	3,386	539,904
Total	<u>193,267</u>		<u>707,359</u>	<u>206,558</u>		<u>756,020</u>	<u>185,656</u>		<u>714,393</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 2026 Budget request decreases by 7.1% or \$3.9 million due to a decrease in the number of people attending Annual Training.

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.

IDT Travel reimbursement is currently paid only to members that meet specific eligibility criteria and travel more than 150 miles from home of record for training.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Travel, Active Duty for Training									
Officer	27,754	507	14,083	29,260	519	15,174	26,224	529	13,885
Enlisted	165,513	186	30,789	173,911	190	33,063	156,028	194	30,286
Subtotal	193,267		44,872	203,172		48,237	182,252		44,171
Travel, Inactive Duty Training									
Officer	309	6,191	1,913	271	6,327	1,716	274	6,460	1,768
Enlisted	1,208	4,234	5,115	1,085	4,327	4,694	1,095	4,418	4,836
Subtotal	1,517		7,028	1,356		6,410	1,368		6,604

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

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

The FY 2026 IDT UTA Budget request increases by 7.0% or \$124.7 million due to inflation in pay and allowances associated with Junior Enlisted Pay Reform as well as Retired Pay Accrual rate increases.

The FY 2026 Budget request includes \$0.01 million in Operational Reserve costs for above statutory training days to sustain the ARNG Brigade Combat Teams participating in pre-deployment War Fighter exercises (WFX) needed for COCOM deployments. These costs are included in the budget tables below.

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 ratio of paid participants relative to average strength. The paid participation reflects the effective number of officers and enlisted Soldiers completing statutory IDT requirements during the year.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	39,321			39,171			39,270		
Participation Rate	73			71			72		
Paid Participants	28,822	15,667	451,538	27,950	16,444	459,624	28,195	17,224	485,646
Enlisted									
Average Strength	225,158			221,723			220,667		
Participation Rate	77			76			77		
Paid Participants	174,210	7,259	1,264,297	168,893	7,794	1,316,501	170,382	8,306	1,415,220
Total	203,032		1,715,835	196,843		1,776,125	198,577		1,900,866

**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 2026 IDT ATA Budget request increases by 9.4% or \$10.2 million due to inflation adjustments in P&A as well as increases in the number of Additional Training Assemblies (ATA) and Readiness Management Periods (RMP) conducted.

Additionally, The ARNG continues to invest in additional flying training periods (AFTP). In FY 2026, the ARNG decreases the flying hours per crew per month from 7.5 hours to 7.4 hours H/C/M.

The Additional Training Assemblies (ATA) provide additional training time for key personnel, flight crews, and airborne personnel to prepare for UTAs and maintain required skill readiness levels. For instance, training preparation focuses on training preparation and execution and Readiness Management, focuses on completion of administrative and management tasks. The strength indicates the number of ATAs funded for each category. The rate is the average cost for each ATA and includes the same types of pay and allowances.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	3	302	1	3	312	1	6	328	2
Flight Training	121,967	320	39,060	140,368	331	46,570	122,482	348	42,624
Jump Proficiency	662	223	148	402	231	93	402	242	97
Military Funeral Honors	6,039	258	1,561	4,922	267	1,318	3,734	280	1,049
Readiness Management	3,866	405	1,569	6,747	420	2,837	9,747	441	4,299
Training Preparation	16,801	235	3,955	1,382	243	337	2,916	255	746
Medical Mandays	4,221	231	978	2,454	240	589	4,726	251	1,190
Electronic Based Distance Learning	2,555	231	592	0	240	0	0	251	0
Enlisted									
Civil Disturbance	154	188	29	142	203	29	156	217	34
Flight Training	96,587	190	18,393	95,345	206	19,685	98,532	220	21,667
Jump Proficiency	5,181	105	547	4,019	114	460	4,016	122	490
Military Funeral Honors	52,562	139	7,325	66,120	151	9,990	71,600	161	11,534
Readiness Management	13,204	174	2,300	34,470	188	6,510	50,343	201	10,137
Training Preparation	98,293	93	9,157	96,911	101	9,788	205,414	107	22,121
Medical Mandays	17,147	93	1,595	95,132	100	9,595	18,367	107	1,975
Electronic Based Distance Learning	13,330	93	1,240	0	100	0	0	107	0
Total	452,572		88,450	548,417		107,802	596,153		117,975

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

Individual Clothing and Uniforms:

The FY 2026 Budget request increases by 92.4% or \$22.5 million due to a significant backlog in fielding the AGSU (Army Green Service Uniform) for service members who attended BCT before the Army transitioned to the new uniform.

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.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	2,553	400	1,021	2,780	400	1,112	2,545	400	1,018
Enlisted									
Replacement Issue	36,951	569	21,025	39,900	581	23,215	77,088	594	45,794
Total	39,503		22,046	42,680		24,327	79,633		46,812

**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 2026 Budget request decreases by 4.8% or \$7.3 million due to rate increases and decreased field rations at Annual Training.

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.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	8,697,015	11	95,788	9,138,342	11	102,863	8,133,596	11	93,476
Inactive Duty Training									
IDT Rations	4,872,334	10	50,864	4,575,712	11	48,814	4,677,154	11	50,944
Total	13,163,325		146,652	13,714,054		151,677	12,810,750		144,420

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
582,568	715,079	838,742

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 2026 Pay Group F budget increases by 17.3% or \$123.7 million due to rate adjustments in Base Pay, BAS, BAH, RPA, non-Pay Inflation and significant program growth as a result of recruiting success in FY 2025.

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

FY2025 Direct Program			715,079
Increases Pricing:			
	Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	15,840	
	Basic Pay annualization of the 3.8%, effective 1 January 2026	12,371	
	Retired Pay Accrual (RPA) Part-Time rate of 22.6%	6,065	
	Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	3,078	
	Federal Insurance Contributions Act (FICA)	2,158	
	Clothing non-pay inflation of 2.1%	1,318	
	Travel non-pay inflation of 2.1%	451	
	Other Pay increases due to non-pay inflation of 2.1%	248	
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	100	
Total Increases Pricing			41,629
Increases Program:			
	Basic Pay increases due to number of personnel expected to attend IET	45,465	
	Retired Pay Accrual (RPA) increases due to rate increase to 22.6% and number of personnel expected receive	15,218	
	Basic Allowance for Housing (BAH) increases due to the number of personnel estimated to receive allowance in PG F	7,557	
	Clothing increases due to change in the number of personnel expected to attend IET	6,486	
	Federal Insurance Contributions Act (FICA)	3,506	
	Travel increases due to number of personnel expected to attend IET	2,220	
	Other Pay increase due to the number of personnel expected to attend IET	1,222	
	Basic Allowance for Subsistence increases due to number of personnel expected to attend IET	360	
Total Increases Program			82,034
Total Increases			123,663
FY2026 Direct Program			838,742

**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 2026 Budget request increases by 17.9% or \$113.2 million due to inflationary pricing increases mostly attributable to Junior Enlisted Pay Reform and significant program growth related to recruiting success in FY 2025.

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 daily average strength (active duty days divided by 360) of the pay group and the rate reflects the average cost per statistical person.

ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
<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>
12,508	40,875	511,273	14,453	43,646	630,818	15,916	46,746	744,006

Individual Clothing and Uniform Allowance:

The FY 2026 Budget request increases by 12.4% or \$7.8 million due to an increase in the number of personnel expected to ship to IET in FY 2026 and minor pricing increases to clothing.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Female	6,383	2,515	16,057	5,263	2,570	13,532	5,796	2,624	15,214
Male	16,207	2,285	37,047	21,081	2,336	49,247	23,214	2,385	55,369
Total	22,590		53,104	26,344		62,779	29,010		70,583

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

Travel, Initial Entry Training:

The FY 2026 Budget request increases by 12.4% or \$2.7 million due to pricing increases and significant program group related to FY2025 recruiting success. The number represents the distinct count of service members who travel to and/or from IET/AIT during the FY.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
<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>
41,092	442	18,191	47,481	452	21,482	52,287	461	24,153

GRAND TOTAL Training, Pay Group F

	ACTUAL FY 2024	ESTIMATE FY 2025	ESTIMATE FY 2026
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	582,568	715,079	838,742

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
54,283	61,978	68,878

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 2026 Pay Group P Budget increases by 11.1% or \$6.9 million due to:

Rate adjustments in Base Pay, BAS, RPA, non-Pay Inflation of \$3.7M and program increases of 3.2M related to significant increases in the average pay group strength driven by recruiting successes in FY 2025.

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

FY2025 Direct Program			61,978
Increases Pricing:			
	Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	1,714	
	Basic Pay annualization of the 3.8%, effective 1 January 2026	1,111	
	Retired Pay Accrual (RPA) Part-Time rate of 22.6%	639	
	Federal Insurance Contributions Act (FICA)	216	
	Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	81	
	Clothing non-pay inflation of 2.1%	7	
Total Increases Pricing			3,768
Increases Program:			
	Basic Pay increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	1,920	
	Federal Insurance Contributions Act (FICA)	147	
	Other Pay Increases due to due to growth of Unit Training Assemblies (UTA) to FY24 Levels	17	
	Clothing increases due to growth in the number items issued per soldier	54	
	Subsistence increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	59	
	Retired Pay Accrual (RPA) increases due to growth of Unit Training Assemblies (UTA) to FY24 Levels	935	
Total Increases Program			3,132
Total Increases			6,900
FY2026 Direct Program			68,878

**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 2026 Budget request increases by 11.4% or \$6.7 million due to pricing increases driven by Junior Enlisted Pay Reform and strength growth in Pay Group P. 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.

<u>ACTUAL FY 2024</u>			<u>ESTIMATE FY 2025</u>			<u>ESTIMATE FY 2026</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>
597,204	85	51,258	628,947	93	58,838	655,304	100	65,537

Individual Clothing and Uniform Allowance:

The FY 2026 Budget request increases by 17.2% or \$61 thousand due to number of personnel expected to receive full issue versus partial issue. 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.

<u>ACTUAL FY 2024</u>			<u>ESTIMATE FY 2025</u>			<u>ESTIMATE FY 2026</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>
1,393	269	375	1,287	275	354	1,478	280	415

Subsistence:

The FY 2026 Budget request decreases by 5.0% or \$140 thousand due to inflation and the number of meals expected to be provided. 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.

<u>ACTUAL FY 2024</u>			<u>ESTIMATE FY 2025</u>			<u>ESTIMATE FY 2026</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>
298,760	8	2,650	304,814	9	2,786	309,630	9	2,926

GRAND TOTAL Training, Pay Group P

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	54,283	61,978	68,878

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
551,432	527,178	598,277

PART I - PURPOSE AND SCOPE

The Army National Guard (ARNG) School Training program provides institutional training that is essential to enhancing individual, unit, and collective readiness. This program training develops technical proficiency, builds adaptive leadership, and prepares Soldiers for mobilization in support of both state and federal missions. The program plays a pivotal role in ensuring the ARNG remains a reliable and mission-ready component of the Total Army Force.

School Training program directly supports congressional priorities for a trained and prepared reserve component, capable of responding to domestic emergencies and overseas contingencies. Funding ensure the ARNG can meet operational demands through a robust pipeline of qualified Soldiers. Resources allocated under this program supports Basic Pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Retired Pay Accrual (RPA), travel, per diem for both officers and enlisted Soldiers. The training scope encompasses Initial Entry Training (IET), Officer Candidate Schools (OCS), Noncommissioned Officer Development (NCODP), career development courses, and functional training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2026 School Training Budget request increases by 13.5 % or \$71 million due to higher projected participation in Initial Skills Acquisition and Refresher and Proficiency training. Programs are also impacted by rate adjustments in Basic Pay, BAH, BAS, Travel, and RPA. Additionally, \$500K increase was provided to support Army Mountain Warfare School within Initial Skills Acquisition and Refresher and Proficiency training, enhancing unit readiness for operations in mountainous terrain.

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

FY2025 Direct Program		527,178
Increases Pricing:		
Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	3,011	
Basic Pay annualization of the 3.8%, effective 1 January 2026	9,032	
Retired Pay Accrual (RPA) Part-Time rate of 22.6%	2,722	
Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	3,931	
Travel non-pay inflation of 2.1%	1,255	
Federal Insurance Contributions Act (FICA)	921	
Other Pay increases due to non-pay inflation of 2.1%	136	
Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	692	
Total Increases Pricing		21,700
Increases Program:		
Basic Pay increases due to the number of personnel expected to attend Schools	23,323	
Federal Insurance Contributions Act (FICA)	1,784	
Travel increases due to number of personnel estimated to receive allowance in Schools	11,264	
Retired Pay Accrual (RPA) Part-Time rate increase to 22.6% and increases in training attendance	8,214	
Basic Allowance for Housing (BAH) increases due to the number of personnel estimated to receive allowance in School Training	5,306	
Basic Allowance for Subsistence increases due to the number of personnel expected to attend Schools	103	
Total Increases Program		49,994
Total Increases		71,694
Decreases Program:		
Other Pay	(595)	
Total Decreases Program		(595)
Total Decreases		(595)
FY2026 Direct Program		598,277

**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 2026 budget request reflects a 7.2% increase, or \$14.5 million, driven by rate rate adjustments in Basic Pay, Basic Allowance for housing (BAH), Basic Allowance for Subsistence (BAS), Travel, and Retired Pay Accrual (RPA). Funding supports additional 469 training seats.

Career Development Training encompasses military professional education essential for the advancement of both officers and enlisted Soldiers throughout their careers. This program provides funding for pay and allowances for Soldiers attending career development schools, as well as for military personnel responsible for administering or facilitating the courses. Training includes Captains Career Course (CCC), Senior Service Colleges (SSC), WO Staff courses, and Non-Commissioned Officer Education School (NCOES).

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	3,284	167,505	392	65,801	2,987	152,332	411	62,721	3,056	155,875	429	66,984
Enlisted	15,679	439,006	270	118,852	17,388	486,870	286	139,386	17,788	498,063	300	149,678
Total	18,963			184,653	20,375			202,107	20,844			216,662

Flight Training:

The FY 2026 Budget request reflects a 7.1% increase or \$2.0 million, due to rate adjustments in Basic Pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), Travel, and Retired Pay Accrual (RPA). This funding will support an additional 22 training seats.

The program provides funding for selected aviation personnel; including officers, cadets, officer candidates, and warrant officers; to complete both Initial Entry Rotary Wing (IERW) training and graduate level training required to obtain an aeronautical rating as an Army aviator operator. Developing a fully qualified pilot takes up to two years, with the initial year primarily focused on flight training.

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	703	72,070	299	25,071	912	109,400	317	34,695	934	112,057	331	37,148
Enlisted	0	0	288	0	0	0	303	0	0	0	318	0
Total	703			25,071	912			34,695	934			37,148

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

Initial Skills Acquisition Training:

The FY 2026 budget request reflects a 19.8% increase, or 36 million, driven by an increase of 789 additional training seats. This increase also accounts for rate adjustments in Basic Pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), travel and Retired Pay Accrual (RPA).

This program funding 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. Training is provided to both officers and enlisted Soldiers entering the ARNG, including those transitions from Active Component or other reserve components. Additionally, it supports Soldiers assigned to units undergoing reorganization or other force structure changes requiring requalification.

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	5,033	432,828	359	155,433	3,521	302,783	381	115,451	4,088	355,630	398	141,612
Enlisted	3,851	408,184	258	105,344	2,317	245,584	274	67,452	2,539	269,101	287	77,450
Total	8,884			260,777	5,838			182,903	6,627			219,062

Officer Candidate/Training School:

The FY 2026 budget request reflects a 7.9% increase or \$1.2 million, primarily due to increased participation in the Active- Duty Training Warrant Officer Candidate Phase II course. This funding supports an additional 17 training seats. The program is also impacted by rate adjustments in Basic Pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), Travel, and Retired Pay Accrual (RPA).

This program provides funding for qualified officer and warrant officer candidates seeking to earn their commission through the Officer Candidate School (OCS) and Warrant Officer Candidate School (WOCS) within the Army National Guard. The three-phase program offers commissioning opportunities for qualified college graduates, current military warrant officers and enlisted soldiers.

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	166	4,972	451	2,243	82	2,450	474	1,162	83	2,502	495	1,239
Enlisted	253	25,008	294	7,376	492	48,743	304	14,838	508	50,313	318	16,018
Total	419			9,619	574			16,000	591			17,257

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

Refresher and Proficiency Training:

The FY 2026 Budget request reflects an 18.2% increase, or \$16.6 million, primary due to rate adjustments in Basic Pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), travel, and Retired Pay Accrual (RPA). This increase will support an additional 947 training seats.

The program provides training to help Soldiers attain functional skills, Additional Skill Identifiers (ASI), and Special Qualification Identifiers (SQI), such as those required for Mountain Warfare School (AMWS). It also covers pay and allowances for initial language courses, Army Recruiter School, and other specialized training tailored to Soldiers' specific duty positions in the Army National Guard. These efforts directly enhance the mobilization readiness of the force.

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,142	45,695	478	21,873	1,492	59,681	503	30,020	1,557	62,297	524	32,653
Enlisted	4,018	168,751	292	49,439	4,851	203,743	301	61,453	5,733	240,767	313	75,495
Total	5,160			71,312	6,343			91,473	7,290			108,148

GRAND TOTAL School Training

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	10,328	723,070	266,907	8,994	626,646	244,049	9,718	688,361	279,636
Enlisted	23,801	1,053,150	284,525	25,048	984,940	283,129	26,568	1,058,244	318,641
Total	34,129		551,432	34,042		527,178	36,286		598,277

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
1,105,204	874,826	859,514

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 2026 Special Training Budget request decreases by 1.8% or \$15.3 million due to a lower participation in Management Support, Command & Supervision, Exercises, CBRNE Enterprise.

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

FY2025 Direct Program		874,826
Increases Pricing:		
Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	4,985	
Basic Pay annualization of the 3.8%, effective 1 January 2026	14,956	
Retired Pay Accrual (RPA) Part-Time rate of 22.6%	4,507	
Federal Insurance Contributions Act (FICA)	1,526	
Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	1,057	
Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	7,129	
Travel non-pay inflation of 2.1%	1,258	
Other Pay increases due to non-pay inflation of 2.1%	217	
Total Increases Pricing		35,635
Total Increases		35,635
Decreases Program:		
Basic Pay decreases due to a reduction in training days in Special Training	(29,631)	
Retired Pay Accrual (RPA) decreases due to rate change of 22.6% and a reduction in training days in Special Training	(1,587)	
Federal Insurance Contributions Act (FICA)	(2,267)	
Basic Allowance for Housing (BAH) decreases due to a reduction in training days in Special Training	(10,822)	
Basic Allowance for Subsistence (BAS) decreases due to a reduction in training days in Special Training	(2,376)	
Travel decreases due to a reduction in training days in Special Training	(3,916)	
Other Pay decreases due to a reduction in training days in Special Training	(348)	
Total Decreases Program		(50,947)
Total Decreases		(50,947)
FY2026 Direct Program		859,514

**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 2026 Budget request increases by 0.9% or \$0.1 million due to the projected participation rate and 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 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	63	22,880	177	4,061	74	26,865	181	4,873	73	26,652	185	4,936
Enlisted	132	48,144	177	8,545	146	53,288	181	9,666	144	52,532	185	9,729
Total	195			12,606	220			14,539	217			14,665

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

The FY 2026 Budget request decreases by 5.9% or \$7.7 million due to C2CRE mission transfer.

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 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	796	114,662	404	46,374	959	138,108	422	58,414	887	127,763	438	56,056
Enlisted	5,105	265,458	251	66,638	5,318	276,527	262	72,663	4,759	247,453	272	67,317
Total	5,901			113,012	6,277			131,077	5,646			123,373

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

Command and Staff Supervision:

The FY 2026 Budget request decreases by 3.0% or \$6.4 million due to lower participation in joint-level training that support Special Operational Forces (SOF) events.

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 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	8,439	92,825	547	50,858	12,858	141,434	572	81,002	12,033	132,359	593	78,591
Enlisted	48,872	537,590	260	140,010	45,069	495,754	271	134,840	42,151	463,658	282	130,784
Total	57,311			190,868	57,927			215,842	54,184			209,375

Competitive Events:

The FY 2026 Budget request increases by 6.7% or \$0.4 million due to projected higher event participation.

The program supports personnel participating in the Chief, National Guard Bureau's Military Competition Program. The program provides opportunities for the Army National Guard's athletes to progress to the highest levels of amateur competition including the Olympic Games, Best Ranger, Best Sniper, and Best Sapper competition. There are four Competitive Events supported by the program: the Biathlon Program and Biathlon Championships, the All-Guard Marathon Team, the National Guard Marksmanship Center (NGMTC), and the Rhode Island National Guard International Leapfest Event. Funding also provides support personnel at these events and facilitates travel and pay to assist in qualification requirements before the event.

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	434	3,907	379	1,484	250	2,252	393	887	263	2,367	405	961
Enlisted	2,623	23,608	263	6,217	2,380	21,417	273	5,852	2,455	22,093	282	6,231
Total	3,057			7,701	2,630			6,739	2,718			7,192

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

Counter Drug Program:

FY 2024 Counter Drug Program execution, \$231.9 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). The National Guard Counterdrug Program (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.

Funding is transferred to this appropriation in the year of execution (2024) from the DoD Counter-narcotics Central Transfer Account as the (NG CDP).

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	562	106,256	464	49,359	0	0	486	0	0	0	504	0
Enlisted	3,122	590,031	309	182,597	0	0	323	0	0	0	335	0
Total	3,684			231,956	0			0	0			0

Exercises:

The FY 2026 Budget request decreases by 4.1% or \$9.5 million, due to lower participation rate and rate adjustments in Basic Pay and Retired Pay Accrual.

Requirements include State Partnership Program (SPP) participation for FY 2024 (\$13.0 million), FY 2025 (\$18.0 million), and FY 2026 (\$17.5 million).

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

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	23,333	186,662	439	81,965	26,965	215,722	458	98,967	24,476	195,804	475	93,103
Enlisted	56,179	449,428	265	119,359	59,067	472,538	276	130,633	55,505	444,038	286	126,995
Total	79,512			201,324	86,032			229,600	79,981			220,098

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

Management Support:

The FY 2026 Budget request decreases by 19.2% or \$13.9 million, due to a projected lower participation and rate adjustment for directed man-days.

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

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	31,687	190,119	478	90,930	13,001	78,006	499	38,974	10,967	65,804	517	34,070
Enlisted	46,921	281,526	295	83,070	18,399	110,391	307	33,974	13,016	78,095	318	24,903
Total	78,608			174,000	31,400			72,948	23,983			58,973

Operational Training:

The FY 2026 Budget request increases by 13.4% or \$10.2 million due to projected higher participation in Aviation Simulation Training, Anti-Terrorism Training, The Defense Language Program and inflationary pricing increases mostly from Junior Enlisted Pay Reform

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 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 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	11,940	71,640	423	30,316	21,012	126,074	441	55,630	23,318	139,907	456	63,901
Enlisted	18,413	110,476	253	28,041	13,298	79,787	264	21,086	14,087	84,520	273	23,112
Total	30,353			58,357	34,310			76,716	37,405			87,013

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

Recruiting/Retention:

The FY 2026 Budget request increases by 5.8% or \$6.1 million due to rate adjustments in BAH, BAS, Travel, and increase in the recruiting mission for non-prior service.

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 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,100	34,103	365	12,478	1,030	31,922	383	12,248	1,055	32,702	398	13,039
Enlisted	11,839	367,012	234	86,057	12,378	383,722	245	94,035	12,610	390,916	254	99,410
Total	12,939			98,535	13,408			106,283	13,665			112,449

Unit Conversion Training:

The FY 2026 Budget increases by 25.1% or \$5.2 million due to projected higher unit attendance to training on new and displaced equipment in support of equipment modernization.

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

	ACTUAL FY 2024				ESTIMATE FY 2025				ESTIMATE FY 2026			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	564	6,201	399	2,477	722	7,946	417	3,321	906	9,965	433	4,320
Enlisted	6,925	62,329	230	14,368	8,232	74,084	239	17,761	9,887	88,982	247	22,056
Total	7,489			16,845	8,954			21,082	10,793			26,376

GRAND TOTAL Special Training

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	78,918	829,255	370,302	76,871	768,329	354,316	73,978	733,323	348,977
Enlisted	200,131	2,735,602	734,902	164,287	1,967,508	520,510	154,614	1,872,287	510,537
Total	279,049		1,105,204	241,158		874,826	228,592		859,514

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
4,921,233	4,888,282	5,015,560

PART I - PURPOSE AND SCOPE

Active Guard and Reserve (AGR) personnel provide full-time support to ARNG units focusing on the day-to-day unit operations. Full-time administration and support personnel perform a variety of functions to include managing the National Guard Bureau, training plans, personnel and medical readiness, organizing recruiting activities, and providing logistical support to other major Army Commands. This includes full-time manning for the Civil Support Teams (CST) and the Ground-Based Mid-Course Defense (GMD) programs.

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

The 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 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.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2026 Administration and Support Budget increases by 2.9% or \$142.5 million due to:

Rate adjustments in Base Pay, BAH, BAS and non-Pay Inflation.

Increases in Continuation Pay (CP), statutory requirement for Soldiers enrolled in the Blended Retirement System (BRS).

Increase in Travel due to changes in the Joint Travel Regulations for Temporary Lodging.

The FY 2026 request for Administration and Support includes \$5,015,560 thousand of discretionary and \$15,167 thousand of mandatory (reconciliation) for a total of \$5,030,727 thousand. The mandatory funds provide for seven additional days of Temporary Lodging Expense (from 14 to 21 Days) and additional funding for supplemental payments to military personnel to secure suitable housing in areas with a high cost of living. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life..

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

FY2025 Direct Program		4,888,282
Increases Pricing:		
Basic Pay annualization of 4.5%, effective 1 January 2025 and Junior Enlisted Pay Reform, effective 1 April 2025	26,691	
Basic Pay annualization of the 3.8%, effective 1 January 2026	70,509	
Basic Allowance for Housing annualization of the housing cost growth of 3.9%, effective 1 January 2026	40,961	
Retired Pay Accrual (RPA) Full-Time rate of 24.3%	23,620	
Federal Insurance Contributions Act (FICA)	7,536	
Basic Allowance for Subsistence annualization of 3.4%, effective 1 January 2026	4,680	
Other Pay increases due to non-pay inflation of 2.1%	2,706	
Travel non-pay inflation of 2.1% and increase in PCS Cost	10,071	
Cost of Living Allowance (COLA) increases due to non-pay inflation of 2.1%	35	
Continuation Pay increases due to price increases to Basic Pay	41	
Incapacitation Pay Increases due to pay inflation rates	770	
Total Increases Pricing		187,620
Increases Program:		
Continuation Pay increases due to significant growth in eligible population in FY 2026	51,518	
Travel increases due to Temporary Lodging Expenses and Allowances policy changes	19,874	
Incapacitation Pay increases due to part-time RPA rate increase	987	
Death Gratuities increases due to number of expected beneficiaries	40	
Total Increases Program		72,419
Total Increases		260,039
Decreases Program:		
Retired Pay Accrual (RPA) Full-Time rate decreases to 24.3%	(64,463)	
Other Pay decreases due to reduction in various special and incentive payments	(41,526)	
Bonus and Incentives decreases due to a reduction Non-Prior Service Enlistment Anniversary Bonuses	(6,597)	
Cost of Living Allowance (COLA) due to number of personnel receiving	(25)	
Basic Allowance for Subsistence decreases due to number of personnel receiving	(5,065)	
Basic Allowance for Housing decreases due to number of personnel receiving	(15,085)	
Total Decreases Program		(132,761)
Total Decreases		(132,761)
FY2026 Direct Program		5,015,560

**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 2026 Budget request increases by 1.1% or \$50.6 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 Insurance 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 Strength.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	7,457	190,757	1,422,474	7,462	199,900	1,491,657	7,462	201,935	1,506,836
Enlisted	23,569	118,963	2,803,845	23,555	125,176	2,948,516	23,555	126,678	2,983,901
Total	31,026		4,226,319	31,017		4,440,173	31,017		4,490,737

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	18	190,757	3,520	0	199,900	0	0	201,935	0
Enlisted	1	118,963	153	0	125,176	0	0	126,678	0
Total	19		3,673	0		0	0		0

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

The FY 2026 Budget request increases by 0.6% or \$10 thousand due to price increases.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	43	7,343	314	44	7,505	329	43	7,662	331
Enlisted	290	4,488	1,300	296	4,587	1,356	291	4,683	1,364
Total	333		1,614	340		1,685	334		1,695

The FY 2026 request for Administration and Support (including COLA) includes \$4,492,432 thousand of discretionary and \$9,106 thousand of mandatory (reconciliation) for a total of \$4,501,538 thousand. The mandatory funds and additional funding for supplemental payments to military personnel to secure suitable housing in areas with a high cost of living. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

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

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.

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Enlisted	<u>0</u>	<u>0</u>	<u>0</u>
Total	<u>0</u>	<u>0</u>	<u>0</u>

Travel and PCS:

The FY 2026 Budget request increases by 38.7% or \$30.0million due to significant increases in TLE and TLA associated with policy changes.

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

	<u>ACTUAL FY 2024</u>			<u>ESTIMATE FY 2025</u>			<u>ESTIMATE FY 2026</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,395	19,256	26,864	1,421	19,679	27,959	1,513	26,215	39,664
Enlisted	2,590	18,362	47,557	2,638	18,766	49,496	2,810	24,106	67,736
Total	<u>3,985</u>		<u>74,421</u>	<u>4,059</u>		<u>77,455</u>	<u>4,323</u>		<u>107,400</u>

The FY 2026 request for Administration and Support includes \$107,400 thousand of discretionary and \$6,061 thousand of mandatory (reconciliation) for a total of \$113,461 thousand. The mandatory funds provide for seven additional days of Temporary Lodging Expense (from 14 to 21 Days). Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

**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 2026. 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 2024 and FY 2022 amounts reflect existing anniversary payments for Soldiers who elected to receive bonus amounts in split payments over multiple years.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	71	30,000	2,120	0	30,000	0	0	30,000	0
Enlisted	21	30,000	633	0	30,000	0	0	30,000	0
Total	92		2,753	0		0	0		0

Death Gratuities:

The FY 2026 Budget request increases by 3.6% or \$40 thousand due to number of beneficiaries expected to receive benefit.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	8	100,000	842	1	100,000	102	1	100,000	106
Enlisted	1	100,000	85	10	100,000	1,016	11	100,000	1,052
Total	9		927	11		1,118	12		1,158

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

Disability and Hospitalization Benefits:

The FY 2026 Budget request increases by 14.7% or \$1.8 million due to increase in pay and allowance rates.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	23	30,130	693	10	31,215	305	68	32,682	2,235
Enlisted	289	41,097	11,877	273	42,576	11,618	257	44,577	11,445
Total	312		12,570	283		11,923	325		13,680

Servicemembers' Group Life Insurance:

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

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	0	0	0
Total	0		0	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 2026 Budget request for the SRIP program decreases by 1.9% or \$6.6 million due to a significant reduction in 6-year re-enlistment and enlisted affiliation 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:

The 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)**

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	105	15,238	1,600	160	10,000	1,600	85	18,824	1,600
Officer Affiliation Bonus	56	89	5	36	15,278	550	36	15,278	550
Officer Critical Skills Retention Bonus	175	30,914	5,410	160	10,000	1,600	130	12,308	1,600
Specialized Training Assistance	258	13,109	3,382	246	30,004	7,381	252	29,290	7,381
Health Professionals Loan Repayment	320	20,428	6,537	294	36,156	10,630	455	23,363	10,630
Chaplain Loan Repayment	78	9,872	770	78	6,692	522	77	6,779	522
Health Professional Accession	1,415	27,866	39,430	1,415	24,059	34,044	1,161	29,323	34,044
Subtotal	2,407		57,134	2,389		56,327	2,196		56,327
Enlistment Bonus									
Initial	4,497	13,272	59,685	1,532	9,788	14,995	7,418	9,750	72,321
Anniversary	20,405	4,459	90,983	38,788	3,286	127,457	25,006	3,250	81,268
Subtotal	24,902		150,668	40,320		142,452	32,424		153,589
Enlisted Affiliation Bonus									
Initial	844	30,055	25,366	2,171	14,003	30,400	576	17,552	10,110
Anniversary	638	11,373	7,256	0	0	0	814	2,588	2,107
Subtotal	1,482		32,622	2,171		30,400	1,390		12,217
Enlisted Other									
Student Loan Repayment	6,629	6,138	40,690	9,064	2,661	24,120	7,540	4,043	30,483
MOS Conversion Bonus	0	0	10	0	0	124	26	4,769	124
Prior Service - Initial	1,110	4,248	4,715	1,901	3,751	7,130	1,143	4,404	5,034
Prior Service - Anniversary	631	10,797	6,813	455	8,319	3,785	381	3,874	1,476
Subtotal	8,370		52,228	11,420		35,159	9,090		37,117
Active Guard Reserve (AGR) Reenlistment Bonus									
Initial	0	0	0	1,404	858	1,204	1,530	858	1,312
Anniversary	0	0	565	0	0	2,292	0	0	2,200
Subtotal	0		565	1,404		3,496	1,530		3,512
6 yr Reenlistment Bonus									
Initial	8,556	13,968	119,513	4,950	9,106	45,075	0	0	0
Anniversary	6,142	13,222	81,211	3,370	10,000	33,700	50	13,200	660
Subtotal	14,698		200,724	8,320		78,775	50		660
3 yr Reenlistment Bonus									
Initial	1,291	48,899	63,129	1,676	5,000	8,380	4,493	18,912	84,970
Anniversary	126	3,754	473	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)

Subtotal	<u>1,417</u>	<u>63,602</u>	<u>1,676</u>	<u>8,380</u>	<u>4,493</u>	<u>84,970</u>
Selective Reserve Incentive Total	53,276	557,543	67,700	354,989	51,173	348,392

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

Continuation Pay:

The FY 2026 Budget request increases by \$51.6 million due to significant increase in the number of Soldiers expected to receive benefit. Additionally, estimated actuals in FY 2025 are \$35.5 million versus the enacted amount of \$1.0 million. FY 2026 is the year in which the first Blended Retirement System cohort (2018) will reach eligibility to receive 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 their 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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	22,243	0	0	306	0	0	17,622
Enlisted	0	0	19,170	0	0	633	0	0	34,876
Total	0		41,413	0		939	0		52,498

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
59,713	41,558	81,043

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)**

FY2025 Direct Program			41,558
Increases Pricing:			
	Thrift Savings Plan - Matching Contributions	1,819	
Total Increases Pricing			1,819
Increases Program:			
	Thrift Savings Plan - Matching Contributions	37,666	
Total Increases Program			37,666
Total Increases			39,485
FY2026 Direct Program			81,043

**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 2026 budget request increases by 95.0% or \$39.5 million due to a significant increase in the number of soldiers contributing to the Thrift Savings Plan. Additionally, estimated actuals for FY 2025 are \$79.3 million versus an enacted amount of \$41.6 million. Budget request does not include TSP for mobilized soldiers on Active Duty orders.

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 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	11,446	0	0	7,112	0	0	11,158
Enlisted	0	0	48,267	0	0	34,446	0	0	69,885
Total	0		59,713	0		41,558	0		81,043

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

<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
8,907	40,124	72,590

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 aids 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 FY2026 Budget request reflects an increase of 81% or \$32 million due to the increase primarily attributed to rate adjustments for the Montgomery G.I. Bill- Selected Reserve (10 USC Chapter 1606) and an anticipated rise in the number of qualified beneficiaries electing to receive the monthly \$350 Kicker incentive.

The Chapter 1606 program supports members of the Selected Reserve, including the Army National Guard, by providing assistance to enhance recruitment and retention in critical occupational specialties. The Kicker, as an add-on to the standard benefit, is designed to incentivize enlistment or reenlistment in high demand units and MOSs (Military Occupational Specialties) that are vital to operational readiness.

The program funding increase ensures the program remains competitive, accommodates the growth in benefits usage, and support DOD's long-term force structure and strategic human capital objectives.

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

FY2025 Direct Program			40,124
Increases Pricing:			
	Basic Benefits (Ch 1606) increases due DOD Board of Actuaries per capita rate increases	21,403	
	Basic Selected Skill Benefit \$350 Kicker increases due DOD Board of Actuaries per capita rate increases	5,606	
Total Increases Pricing			27,009
Increases Program:			
	Basic Benefits (Ch 1606) increase due to the number of takers	2,610	
	Basic Selected Skill Benefit \$350 Kicker increases due to the number of takers	2,847	
Total Increases Program			5,457
Total Increases			32,466
FY2026 Direct Program			72,590

**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 2026 budget request increases by \$24 million due to a pricing adjustment by the DoD Education Benefits Board of Actuaries per capita rate increases.

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.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<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	69	0	4,624	712	3,292	4,651	1,445	6,720
Enlisted	19,406	69	1,339	24,576	712	17,498	26,355	1,445	38,083
Total	19,406		1,339	29,200		20,790	31,006		44,803

Kicker, Chapter 1606:

The FY 2026 budget request reflects a 44% or \$8.4 million due to the projected increase in the number of benefit recipients and pricing adjustments made by the DOD Education Benefits Board of Actuaries.

The Chapter 1606 Kicker is a supplemental benefit to the existing G.I. Bill, providing additional support financial support beyond the standard Chapter 1606 Basic Benefit. To qualify for the Kicker, Soldiers must enlist in a critical job skill or unit and commit to a specified period of service.

	ACTUAL FY 2024			ESTIMATE FY 2025			ESTIMATE FY 2026		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
\$350 Kicker	8,138	930	7,568	9,086	2,128	19,334	10,123	2,745	27,787

GRAND TOTAL Education Benefits

	ACTUAL FY 2024		ESTIMATE FY 2025		ESTIMATE FY 2026	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	0	0	4,624	3,292	4,651	6,720
Enlisted	27,544	8,907	33,662	36,832	36,478	65,870
Total	27,544	8,907	38,286	40,124	41,129	72,590

SECTION 5

SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2024</u>	<u>ESTIMATE FY 2025</u>	<u>ESTIMATE FY 2026</u>
Officer			
Basic Pay	8,559	12,317	13,754
Other Pay and Allowances	3,462	7,256	8,055
Travel	683	984	1,103
Total	<u>12,704</u>	<u>20,557</u>	<u>22,912</u>
Enlisted			
Basic Pay	14,044	15,928	17,785
Other Pay and Allowances	2,079	5,775	6,374
Travel	696	790	882
Total	<u>16,819</u>	<u>22,493</u>	<u>25,041</u>
Officer & Enlisted			
Retired Pay Accrual	<u>6,576</u>	<u>6,380</u>	<u>7,126</u>
Total Program	36,099	49,430	55,079

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

		FY 2024					
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	0	264
RECRUITING/RETENTION	275	3,770	4,045	0	0	0	4,045
SUBTOTAL	310	3,999	4,309	0	0	0	4,309
UNITS							
RC UNIQUE MGMT HQS	4,386	16,491	20,877	0	0	0	20,877
UNIT SUPPORT	1,055	1,583	2,638	19,619	0	6,830	29,087
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,441	18,074	23,515	19,619	0	6,830	49,964
TRAINING							
RC NON-UNIT INSTITUTIONS	630	343	973	0	0	0	973
RC SCHOOLS	346	204	550	0	0	0	550
ROTC	114	0	114	0	0	0	114
SUBTOTAL	1,090	547	1,637	0	0	0	1,637
HEADQUARTERS							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	14	0	14	0	0	0	14
AC INSTAL/ACTIVITIES	565	758	1,323	0	110	1,417	2,850
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	621	758	1,379	0	110	1,417	2,906
TOTAL END STRENGTH	7,462	23,378	30,840	19,619	110	8,247	58,816

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

FY 2025

	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	4,362	16,547	20,909	0	0	0	20,909
UNIT SUPPORT	1,049	1,563	2,612	22,294	0	4,813	29,719
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,411	18,110	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	1,658	3,089
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	1,658	3,145
TOTAL END STRENGTH	7,422	23,423	30,845	22,294	110	6,471	59,720

PB-30W FULL-TIME SUPPORT PERSONNEL

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

FY 2026

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	35	229	264	0	0	82	346
RECRUITING/RETENTION	274	3,777	4,051	0	0	0	4,051
SUBTOTAL	309	4,006	4,315	0	0	82	4,397
UNITS							
RC UNIQUE MGMT HQS	4,339	16,547	20,886	0	0	0	20,886
UNIT SUPPORT	1,072	1,563	2,635	22,294	0	4,813	29,742
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	5,411	18,110	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	1,698	3,129
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	1,698	3,185
TOTAL END STRENGTH	7,422	23,423	30,845	22,294	110	6,593	59,842

PB-30W FULL-TIME SUPPORT PERSONNEL