



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2017
BUDGET ESTIMATES**

**APPROPRIATION 3850
NATIONAL GUARD PERSONNEL, AIR FORCE**

FEBRUARY 2016

**NATIONAL GUARD PERSONNEL, AIR FORCE
TABLE OF CONTENTS**

	Page No.
SECTION 1 - Summary of Requirements by Budget Program	3
SECTION 2 - Introduction	5
1 Economic Assumptions	8
2 Performance Measures And Evaluation Summary	9
SECTION 3 - Summary Tables	11
1 Summary of Personnel	13
2 Reserve Component Personnel on Tours of Active Duty	15
3 Strength Plans	16
4 Schedule of Gains and Losses to Selected Reserve Strengths	19
5 Summary of Entitlements by Subactivity	21
6 Analysis of Appropriation Changes	23
7 Summary of Basic Pay and Retired Pay Accrual Costs	25
8 Summary of Basic Allowance for Housing (BAH) Costs	27
9 Summary of Travel and Transportation Costs	28
10 Summary of BAS and SIK Costs	29
11 Schedule of Increases and Decreases	31
SECTION 4 - Detail of Military Personnel Entitlements	37
Reserve Component Training & Support	
1 Training - Pay Group A	39
2 Training - Pay Group F	49
3 Training - Pay Group P	53
4 School Training	57
5 Special Training	63
6 Administration and Support	69
7 Education Benefits	93
SECTION 5 - Special Analysis	97

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
NATIONAL GUARD FORCES
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015 (Actual)</u>	<u>FY 2016 (Enacted)</u>	<u>FY 2017 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$3,219,898	\$3,201,890	\$3,280,065
TOTAL Direct Program	\$3,219,898	\$3,201,890	\$3,280,065
REIMBURSABLE Program			
Reserve Component Training & Support	\$36,098	\$48,600	\$53,600
TOTAL Reimbursable Program	\$36,098	\$48,600	\$53,600
TOTAL Baseline Program			
Reserve Component Training & Support	\$3,255,996	\$3,250,490	\$3,333,665
TOTAL Baseline Program Funding	\$3,255,996	\$3,250,490	\$3,333,665
<u>OCO/Title IX Supplemental Funding - FY2015 P.L. 113-235, FY 2016 P.L. 114-113</u>			
OCO Supplemental Enacted	\$5,454	\$2,828	\$0
TOTAL OCO Funding	\$5,454	\$2,828	\$0
TOTAL Program Funding	\$3,261,450	\$3,253,318	\$3,333,665
<u>LESS: FY 2016 Title IX (FY2016 P.L. 114-113)</u>			
Reserve Component Training and Support	\$0	(\$2,828)	\$0
TOTAL OCO Funding	\$0	(\$2,828)	\$0
<u>Revised TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$3,261,450	\$3,250,490	\$3,333,665
Revised TOTAL Program Funding	\$3,261,450	\$3,250,490	\$3,333,665
Medicare Eligible Retiree Health Fund Contribution	\$216,969	\$203,847	\$196,419
TOTAL Military Personnel Program Cost	\$3,478,419	\$3,454,337	\$3,530,084

NATIONAL GUARD PERSONNEL, AIR FORCE
NATIONAL GUARD FORCE TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	<u>FY 2015 (Actual)</u>	<u>FY 2016 (Enacted)</u>	<u>FY 2017 (Estimate)</u>
<u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u>			
Direct Program (NGPAF)	\$3,219,898	\$3,201,890	\$3,280,065
Reimbursable Program (NGPAF)	\$36,098	\$48,600	\$53,600
Overseas Contingency Operations (OCO) (NGPAF)	\$5,454	\$2,828	\$5,288
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$3,261,450	\$3,253,318	\$3,338,953
Medicare-Eligible Retiree Health Fund Contribution	\$216,969	\$203,847	\$196,419
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$3,478,419	\$3,457,165	\$3,535,372
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)*	\$356,426	\$365,138	\$359,788
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$216,022	\$249,348	\$254,813
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$572,448	\$614,486	\$614,601
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$4,050,867	\$4,071,651	\$4,149,973

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Air National Guard's (ANG) mission is to provide trained units to participate in the Expeditionary Air Force. The FY 2017 President's Budget Submission is based on an average strength of 105,464 in FY 2015, 104,047 in FY 2016, and 105,349 in FY 2017, assigned to ANG flying and mission support programs. In addition to annual 15-day tours and 48 drill periods, tours of active duty will provide training for selected ANG personnel. Included in the average strengths are 14,784 full-time active duty ANG personnel in FY 2015, 14,748 in FY 2016, and 14,764 in FY 2017.

This budget request represents the funding required to accomplish the Air National Guard's share of the National Defense mission. With the resources requested, the ANG will provide nearly 34 percent of the total Air Force flying capability, ranging from 90 percent of the domestic air-defense mission to 14 percent of the strategic airlift capability. Further, the ANG will provide significant non-flying mission support capability in areas such as intelligence, surveillance and reconnaissance, combat communications, civil emergency support and border security.

Our budget also reflects a reimbursable program to support the Foreign Military Sales (FMS) program's F-16 training for foreign pilots and the National Science Foundation's (NSF) Antarctic mission. Reimbursable average strengths are 378 in FY 2015, 378 in FY 2016, and 378 in FY 2017.

The ANG will continue to support the total Air Force mission as required. As mobilization in support of Overseas Contingency Operations (OCO) continues to decrease, we fully expect participation in Active/Inactive Duty for training to return to pre-9/11 levels to support readiness training. The tremendous manpower change caused by Air Force Total Force Initiatives (TFI) drives the need for congressional support of the ANG's training budgets.

The FY 2016 estimates reflect reduced funding in Pay Group A, Special Training, and Administration and Support to fund a \$59 million funding shortfall in Formal Schools. The effect of moving these funds before the budget was passed gives the appearance of a large program increases in Pay Group A and Special Training in FY 2017. The ANG will reduce inactive duty-drill-periods, additional flying training periods for personnel on flying status, training periods for proficiency training, and training period preparation assemblies for traditional Guardsmen with trainer responsibilities allowing personnel to remain current but risking proficiency levels falling in Pay Group A. The ANG anticipates returning to full spectrum training for its weapon systems through participation in exercises as simultaneous major theater wars wind down. This increased exercise participation will increase pressure on the Special Training programs. These changes require a multitude of special projects using subject matter experts (SME's) from the field. The SME's will not be deriving classic training when supporting these projects, Active Duty for Operational Support (ADOS) will be utilized.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

Active Guard and Reserve (AGR) members placed on Title 10 status for less than 30 consecutive days for which reimbursement of AGR accounts may be required will have their Title 10 time documented on AF Information Management Tool (IMT) 1299, Officer's Certificate of Statement of Service. This form must be completed by the unit, certified by the AGR's commander and provided to the Force Support Squadron for update into the Military Personnel Data System (MilPDS) and to assist in DD Form 214, Certificate of Release or Discharge from Active Duty completion. ANG AGR Airmen are still considered AGRs during the period of Title 10 service and will not be terminated from their Title 32 502(f) orders. Title 10 activations (voluntary or involuntary mobilization) of AGRs are normally in support of AEF rotations for contingency operations. Title 10 activations of 365 days are beyond the intent and purpose of the AGR program. MilPDS is the Air Force system of record for end-strength accounting and tracking activations to include home station active duty. When an AGR is activated on Title 10, whether voluntarily or involuntarily for active duty support (OCONUS/CONUS), the AGR's Title 10 active duty tour must be updated in MilPDS. The costs incurred when an ANG AGR converts to Title 10 in support of active duty requirements is reimbursed by the Air Force Military Personnel appropriation. Wing finance offices will ensure the Manpower MPA Man-day Management System (M4S) is updated in order for the ANG to be reimbursed for applicable AGR's Title 10 active duty. AGRs activated under Title 10 and deployed away from home station for 31 days or more may be backfilled (in-kind: AFSC, grade, and AGR category). The backfill is authorized for the period of the incumbent's deployment. Due to Office of Secretary Defense (OSD) accounting rules, personnel on permanent, occasional, and AGR deployment backfill tours count toward overall ANG AGR end-strength and controlled grade ceilings while in AGR status. The backfill ratio is 1 to 1 resulting in no savings.

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P. L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

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 actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Air National Guard serves proudly and submits a requirements-based training program. With new emphasis on Homeland Security, the Air National Guard will accept new and increased national defense challenges. We have been very successful in accepting such challenges in the past and can continue to do so with full funding of this request.

**NATIONAL GUARD PERSONNEL, AIR FORCE
INTRODUCTION**

Unexpended Balances Reduction: The Department is committed to reducing the unexpended/obligated balances occurring annually in the military personnel appropriations. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million for historical unexpended/unobligated balances. These reductions were based on the methodology used by the General Accountability Office. The FY 2011 National Guard Personnel, Air Force budget estimates, were reduced by \$4 million as a result. In addition to the funding reductions, the Service Components and Defense Finance and Accounting Service have been directed to work together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances,
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances
- add the necessary personnel resources to improve execution data collection, and closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation
- unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5 year availability.

The Air National Guard may support active duty missions by deploying AGR Personnel. End strength accountability is determined by comparing Active Guard Reserve AGR data to a Military Personnel Data System file which captures activation data. If a member's record is in both the AGR and activation rosters, member is classified as an AGR supporting Title 10 (T10) activities other than Stat Tour and is still included in AGR end strength for ANG.

Title 32 (T32) orders are not curtailed when an AGR is activated. Within the AGR program and the Air National Guard Orders Writing System (AROWS), an AGR may convert to T10 under 10 USC 12301(d) versus changing the AGR order for activation. This provides personnel a seamless transition from T32 to T10 without interruption of benefits and entitlements.

**NATIONAL GUARD PERSONNEL, AIR FORCE
ECONOMIC ASSUMPTIONS**

The following are the economic assumptions employed in pricing the approved programs. Social Security costs are based on a percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 198" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. Rate protection still applies to all housing allowances.

The ANG will continue to support the total Air Force mission as required.

EFFECTIVE 1 JANUARY

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
FICA Maximum Taxable Income	\$118,500	\$118,500	\$126,300
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	1.00%	1.30%	1.60%
BAH Increase*	1.90%	2.90%	3.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Non-Pay Inflation	1.10%	1.30%	1.80%
Retired Pay Accrual, Part Time	22.50%	23.00%	23.60%
Retired pay Accrual, Full Time	32.20%	31.40%	29.50%
G.I. Bill Per Capita	\$1,364	\$588	

* The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 3.1 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 1.2 percent and 1.9 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2017 budget reflects this authority by incorporating a 2 percent out-of-pocket rate comprised of 1 percent as authorized in the 2015 NDAA and the additional 1 percent authorized in the 2016 NDAA. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. However, it should be noted that the 1.8 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

**NATIONAL GUARD PERSONNEL, AIR FORCE
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Reserve/Guard Military Personnel

Activity Goal: Maintain the correct Air National Guard Military Personnel to execute the National Strategy

Description of Activity: The Reserve/Guard Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. The Reserve/Guard also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active component to achieve the planned mobilization.

	FY 2015 Actual	FY 2016 Planned	FY 2017 Planned
Performance Measures			
Average Strength	105,464	104,047	105,349
End Strength	105,728	105,500	105,700
Authorized End Strength	105,000	105,500	

FY 2015: The ANG recruited 11,122 airmen (1,671 officer and 9,451 enlisted), ending FY 2015 with an end strength of 105,728 personnel. The ANG finished FY 2015 above the programmed end-strength of 105,000, exceeding officers by +468 and enlisted by +260. Continued adjustments were made throughout the year to target critical fields as well as addressing overall AFSC shortages nationwide. In addition, the Guard continued to target qualified prior service members in an effort to capitalize on accessions of individuals who did not require additional training.

FY 2016: Overall end-strength for the ANG was increased to 105,500. The ANG recruiting goal for FY 2016 is 11,605 (1,243 officer and 10,362 enlisted). This goal has been calculated based on meeting and maintaining the congressionally mandated end-strength of 105,500. The enlisted and officer recruiting programs will continue to be focused on overall manning while placing members in critical vacancies, emphasizing the need for fully qualified prior service members.

FY 2017: The ANG's estimated recruiting goal is 11,352 (1,589 officer and 9,763 enlisted). This goal has been established based on the estimated attrition and critical vacancy analysis for FY 2017.

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY TABLES

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	FY 2015				FY 2016				FY 2017			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A -Officers	48	15	12,331	12,341	48	15	12,041	11,861	48	15	11,774	11,873
Pay Group A -Enlisted	48	15	74,308	73,935	48	15	74,123	75,443	48	15	74,909	75,615
SubTotal Pay Group A			86,639	86,276			86,164	87,304			86,683	87,488
Pay Group F-Enlisted		177	1,123	1,399		177	910	1,553		177	1,108	1,553
Pay Group P- Enlisted -Pay	48		2,908	3,249	48		2,299	1,695	48		2,768	1,695
Pay Group P- Enlisted -Nonpay			25	20			108	200			114	200
SubTotal Pay Group F/P			4,056	4,668			3,317	3,448			3,990	3,448
Subtotal Paid Drill/Individual Training			90,695	90,944			89,481	90,752			90,673	90,936
Full time Active Duty												
Officers			2,749	2,743			2,696	2,732			2,706	2,737
Enlisted			12,020	12,041			11,870	12,016			11,970	12,027
Total			14,769	14,784			14,566	14,748			14,676	14,764
Total Selected Reserve												
Total Officers			15,080	15,084			14,737	14,593			14,480	14,610
Total Enlisted			90,384	90,644			89,310	90,907			90,869	91,090
Total			105,464	105,728			104,047	105,500			105,349	105,700
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			24	24			24	24			24	24
Pay Group A- Enlisted			354	354			354	354			354	354
Subtotal Pay Group A			378	378			378	378			378	378

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	FY 2015				FY 2016				FY 2017			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Full Time Active Duty												
Officers			55	57			62	64			66	64
Enlisted			237	225			241	250			252	250
Subtotal Full-time			292	282			303	314			318	314
Total Selected Reserve												
Total Reimbursable Officers			79	81			86	88			90	88
Total Reimbursable Enlisted			591	579			595	604			606	604
Total Reimbursable			670	660			681	692			696	692
Total Baseline Program												
Baseline - Officers			15,001	15,003			14,651	14,505			14,390	14,522
Baseline - Enlisted			89,793	90,065			88,715	90,303			90,263	90,486
Total Program			104,794	105,068			103,366	104,808			104,653	105,008

**NATIONAL GUARD PERSONNEL, AIR FORCE
RESERVE TOURS OF ACTIVE DUTY**

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	4	4	4	4	4	4
O-8 MAJ GEN	7	7	7	7	7	7
O-7 BRIG GEN	7	7	7	7	7	7
O-6 COL	385	379	372	362	362	359
O-5 LT COL	948	945	902	892	887	900
O-4 MAJ	937	944	929	952	937	952
O-3 CAPT	377	375	388	419	413	419
O-2 1 LT	50	45	48	49	49	49
O-1 2D LT	34	37	39	40	40	40
TOTAL OFFICERS	2,749	2,743	2,696	2,732	2,706	2,737
ENLISTED PERSONNEL						
E-9 CMSGT	586	577	573	566	567	565
E-8 SMSGT	1,424	1,423	1,400	1,414	1,407	1,414
E-7 MSGT	4,232	4,233	4,165	4,191	4,165	4,188
E-6 TSG	3,142	3,133	3,085	3,139	3,129	3,148
E-5 SSGT	1,977	1,998	1,952	1,999	1,996	2,011
E-4 SRA	508	514	531	543	542	539
E-3 AIC	151	163	164	164	164	162
E-2 AMN	0	0	0	0	0	0
E-1 AB	0	0	0	0	0	0
TOTAL ENLISTED	12,020	12,041	11,870	12,016	11,970	12,027
TOTAL PERSONNEL	14,769	14,784	14,566	14,748	14,676	14,764

The Reserve Component Personnel strength numbers reflected above for Officer and Enlisted include reimbursable strengths. Dollar estimates for Reserve Component Personnel are developed based on average strengths within the direct program only and exclude reimbursable average strengths in the computation.

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2015 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2014	12,314	75,300	87,614	1,325	2,895	18	91,852	2,710	11,818	14,528	106,380
October	12,366	74,774	87,140	1,134	2,898	28	91,200	2,711	11,849	14,560	105,760
November	12,333	74,299	86,632	1,033	2,962	25	90,652	2,745	11,893	14,638	105,290
December	12,323	74,311	86,634	900	3,012	25	90,571	2,767	11,974	14,741	105,312
January	12,303	74,230	86,533	944	2,994	34	90,505	2,772	12,061	14,833	105,338
February	12,296	74,021	86,317	1,028	2,855	28	90,228	2,765	12,048	14,813	105,041
March	12,312	74,023	86,335	1,066	2,853	26	90,280	2,772	11,987	14,759	105,039
April	12,331	74,105	86,436	1,103	2,824	25	90,388	2,754	12,088	14,842	105,230
May	12,330	74,236	86,566	1,061	2,849	22	90,498	2,752	12,111	14,863	105,361
June	12,353	74,493	86,846	1,176	2,729	22	90,773	2,746	12,116	14,862	105,635
July	12,359	74,752	87,111	1,180	2,615	22	90,928	2,736	12,056	14,792	105,720
August	12,342	73,835	86,177	1,487	3,237	22	90,923	2,737	12,124	14,861	105,784
September 30, 2015	12,341	73,935	86,276	1,399	3,249	20	90,944	2,743	12,041	14,784	105,728
Workyears	12,331	74,308	86,639	1,123	2,908	25	90,695	2,749	12,020	14,769	105,464

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL FY 2015**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
7	0	7	Mobility Pilot, Security Forces

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2016 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>			<u>Full Time Activity Duty</u>				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2015	12,341	73,935	86,276	1,399	3,249	20	90,944	2,743	12,041	14,784	105,728
October	12,441	74,134	86,575	1,149	3,323	20	91,067	2,681	11,758	14,439	105,506
November	12,423	74,042	86,465	1,005	3,405	22	90,897	2,685	11,699	14,384	105,281
December	12,325	74,021	86,346	891	3,148	45	90,430	2,719	11,760	14,479	104,909
January	12,015	73,940	85,955	777	2,055	78	88,865	2,709	11,825	14,534	103,399
February	11,995	73,731	85,726	692	1,943	98	88,459	2,695	11,902	14,597	103,056
March	11,955	73,733	85,688	651	1,901	115	88,355	2,685	11,888	14,573	102,928
April	11,875	73,815	85,690	725	1,881	135	88,431	2,680	11,899	14,579	103,010
May	11,824	73,946	85,770	752	1,951	148	88,621	2,675	11,902	14,577	103,198
June	11,838	74,203	86,041	795	1,942	165	88,943	2,681	11,913	14,594	103,537
July	11,845	74,462	86,307	810	1,936	174	89,227	2,690	11,926	14,616	103,843
August	11,855	74,762	86,617	1,201	1,636	185	89,639	2,715	11,940	14,655	104,294
September 30, 2016	11,861	75,443	87,304	1,553	1,695	200	90,752	2,732	12,016	14,748	105,500
Workyears	12,041	74,123	86,164	910	2,299	108	89,481	2,696	11,870	14,566	104,047

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2016**

AC Funded
Count Against Active
Component End Strength
25

RC Funded
Count Against Reserve
Component (AGR) End Strength
0

TOTAL
Count Against AD (AC + AGR)
End Strength
25

Primary Mission Being Performed
Mobility Pilot, Security Forces

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2017 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2016	11,861	75,443	87,304	1,553	1,695	200	90,752	2,732	12,016	14,748	105,500
October	11,940	74,840	86,780	1,124	2,498	40	90,442	2,715	11,955	14,670	105,112
November	11,915	74,815	86,730	985	2,805	62	90,582	2,709	11,942	14,651	105,233
December	11,880	74,765	86,645	889	3,089	84	90,707	2,699	11,930	14,629	105,336
January	11,813	74,710	86,523	915	3,285	35	90,758	2,686	11,911	14,597	105,355
February	11,770	74,670	86,440	943	3,371	65	90,819	2,678	11,892	14,570	105,389
March	11,739	74,694	86,433	972	3,146	110	90,661	2,688	12,018	14,706	105,367
April	11,702	74,805	86,507	999	2,939	130	90,575	2,698	12,016	14,714	105,289
May	11,685	74,922	86,607	1,085	2,809	145	90,646	2,703	12,013	14,716	105,362
June	11,680	74,991	86,671	1,183	2,653	158	90,665	2,712	12,010	14,722	105,387
July	11,655	75,065	86,720	1,248	2,505	166	90,639	2,720	11,916	14,636	105,275
August	11,647	75,101	86,748	1,402	2,416	178	90,744	2,730	12,010	14,740	105,484
September 30, 2017	11,873	75,615	87,488	1,553	1,695	200	90,936	2,737	12,027	14,764	105,700
Workyears	11,774	74,909	86,683	1,108	2,768	114	90,673	2,706	11,970	14,676	105,349

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2017**

AC Funded
Count Against Active
Component End Strength
25

RC Funded
Count Against Reserve
Component (AGR) End Strength
0

TOTAL
Count Against AD (AC + AGR)
End Strength
25

Primary Mission Being Performed

Mobility Pilot, Security Forces

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS
OFFICERS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Begin Strength	15,024	15,084	14,593
Gains			
Non-Prior Service	83	124	159
Male	62	83	106
Female	21	41	53
Prior Service Personnel	559	1,080	1,291
Civilian Life	73	68	98
Active Component	72	63	90
Enlisted Commissioning Programs	113	110	129
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	37	44	120
All Other	126	650	724
Full-Time Active Duty	138	145	130
Total Gains	642	1,204	1,450
Losses			
Civilian Life	150	253	210
Expiration of Selected	10	65	51
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	245	410	310
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	15	48	30
All Other	20	750	706
Full-Time Active Duty	142	169	126
Total Losses	582	1,695	1,433
End Strength	15,084	14,593	14,610

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS
ENLISTED**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Begin Strength	91,356	90,644	90,907
Gains			
Non-Prior Service	3,375	4,145	4,394
Male	2,465	3,059	3,183
Female	910	1,086	1,211
Prior Service Personnel	4,415	5,956	5,262
Civilian Life	1,988	2,150	2,032
Active Component	650	729	725
Enlisted Commissioning Programs	45	62	82
Reenlistment /Extensions	350	375	322
Other Reserve Status/ Component	287	400	410
All Other	750	1,845	1,310
Full-Time Active Duty	345	395	381
Total Gains	7,790	10,101	9,656
Losses			
Civilian Life	2,927	3,208	3,050
Expiration of Selected	850	1,210	980
Active Component	5	8	8
To Officer Status	113	110	129
Retired Reserves	2,978	3,245	3,261
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	523	725	750
All Other	727	980	926
Full-Time Active Duty	379	352	369
Total Losses	8,502	9,838	9,473
End Strength	90,644	90,907	91,090

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

	FY 2015			FY 2016			FY 2017		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	50,019	154,237	204,256	49,680	156,520	206,200	49,612	161,559	211,171
Inactive Duty Training									
Unit Training Assemblies	155,484	425,422	580,906	152,402	426,195	578,597	153,837	444,475	598,312
Flight Training	33,545	7,860	41,405	28,243	6,593	34,836	32,807	7,674	40,481
Proficiency Training	3,727	5,312	9,039	2,724	4,396	7,120	3,558	5,757	9,315
Training Preparation	3,266	3,589	6,855	2,898	3,395	6,293	2,949	3,463	6,412
Military Funeral Honors	41	441	482	176	407	583	176	407	583
Clothing	36	6,747	6,783	35	6,726	6,761	34	6,920	6,954
Inactive Duty Subsistence	0	5,302	5,302	0	5,343	5,343	0	5,538	5,538
Travel	12,213	42,188	54,401	12,079	42,630	54,709	12,025	43,859	55,884
IDT Subtotal	208,312	496,861	124,267	49,680	495,685	115,645	205,386	518,093	125,167
TOTAL Direct Obligations	258,331	651,098	909,429	49,680	652,205	900,442	254,998	679,652	934,650
PAY GROUP F									
Active Duty Training		111,167	111,167		91,670	91,670		114,024	114,024
Clothing		6,500	6,500		5,497	5,497		6,479	6,479
Travel		10,337	10,337		8,486	8,486		10,519	10,519
TOTAL Direct Obligations		128,004	128,004		105,653	105,653		131,022	131,022
PAY GROUP P									
Inactive Duty (Unit) Training		10,700	10,700		8,596	8,596		10,555	10,555
TOTAL Direct Obligations		10,700	10,700		8,596	8,596		10,555	10,555
Subtotal	258,331	789,802	1,048,133	49,680	766,454	1,014,691	254,998	821,229	1,076,227
SCHOOL TRAINING									
Career Development Training	5,232	16,750	21,982	11,181	23,539	34,720	11,081	23,517	34,598
Graduate Flying Training	39,219	14,708	53,927	41,181	23,273	64,454	40,883	23,544	64,427
Initial Skill Acquisition Training	27,400	128,432	155,832	28,370	143,821	172,191	27,401	146,061	173,462
Officer Training School	1,476	16,750	18,226	13,321	0	13,321	12,618	0	12,618
Refresher and Proficiency Training	4,889	11,781	16,670	6,765	12,987	19,752	6,795	13,089	19,884
Undergraduate Pilot Training	26,380	1,261	27,641	45,531	0	45,531	44,896	0	44,896
Unit Conversion Training	4	13	17	4	15	19	4	15	19
TOTAL Direct Obligations	104,600	189,695	294,295	146,353	203,635	349,988	143,678	206,226	349,904

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

	FY 2015			FY 2016			FY 2017		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
SPECIAL TRAINING									
Exercises	7,581	18,559	26,140	7,007	14,571	21,578	11,688	21,081	32,769
Management Support	6,228	2,708	8,936	5,840	3,059	8,899	5,233	2,744	7,977
Operational Training	36,531	41,782	78,313	39,153	47,007	86,160	36,343	43,835	80,178
Unit Conversion Training	10,934	5,682	16,616	12,193	7,165	19,358	11,473	7,384	18,857
Drug Interdiction	13,140	38,954	52,094	0	0	0	0	0	0
Active Duty Operational Support	8,919	10,919	19,838	15,569	14,047	29,616	14,189	13,107	27,296
Yellow Ribbon Reintegration Program	1,210	4,244	5,454	0	0	0	0	0	0
TOTAL Direct Obligations	84,543	122,848	207,391	79,762	85,849	165,611	78,926	88,151	167,077
ADMINISTRATION AND SUPPORT									
Active Duty	448,904	1,120,754	1,569,658	443,310	1,118,171	1,561,481	447,524	1,137,310	1,584,834
Clothing	84	6	90	80	4	84	79	4	83
Travel	2,154	2,665	4,819	2,145	2,679	4,824	2,168	2,727	4,895
Death Gratuities	1,100	1,600	2,700	1,100	1,600	2,700	1,100	1,600	2,700
Disability, Hospitalization & Compensation	389	3,750	4,139	389	3,755	4,144	394	3,838	4,232
Reserve Incentive	8,811	64,342	73,153	7,949	72,435	80,384	2,386	76,045	78,431
\$30,000 Lump Sum Bonus	750	2,430	3,180	750	2,430	3,180	750	2,430	3,180
TOTAL Direct Obligations	462,192	1,195,547	1,657,739	455,723	1,201,074	1,656,797	454,401	1,223,954	1,678,355
EDUCATION BENEFITS									
Benefits Accrual	0	3,868	3,868	0	1,668	1,668	0	0	0
Kicker Benefits		13,517	13,517		13,135	13,135		8,502	8,502
Normal Cost (Chapter 1607)		409	409		0	0		0	0
TOTAL Direct Obligations	0	17,794	17,794	0	14,803	14,803	0	8,502	8,502
Subtotal	651,335	1,525,884	2,177,219	681,838	1,505,361	2,187,199	677,005	1,526,833	2,203,838
Total Direct Program	909,666	2,315,686	3,225,352	731,518	2,271,815	3,201,890	932,003	2,348,062	3,280,065

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2016 (IN THOUSANDS OF DOLLARS)

	FY2016 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2016 BUDGET COLUMN OF FY2017 BUDGET
Unit and Individual Training							
PAY GROUP A							
Active Duty Training	201,435	0	201,435	4,765	206,200	0	206,200
Inactive Duty Training							
Unit Training Assemblies	595,068	(9,607)	585,461	(6,864)	578,597	0	578,597
Flight Training	37,264	(2,429)	34,835	1	34,836	0	34,836
Proficiency Training	10,834	(1,694)	9,140	(2,020)	7,120	0	7,120
Training Preparation	2,793	0	2,793	3,500	6,293	0	6,293
Military Funeral Honors	631	(48)	583	0	583	0	583
Clothing	17,885	(11,124)	6,761	0	6,761	0	6,761
Inactive Duty Subsistence	5,441	(98)	5,343	0	5,343	0	5,343
Travel	54,091	0	54,091	618	54,709	0	54,709
Defense Health Program Accrual	0	0	0	0	0	0	0
IDT Subtotal	724,007	(25,000)	699,007	(4,765)	694,242	0	694,242
TOTAL Direct Obligations	925,442	(25,000)	900,442	0	900,442	0	900,442
PAY GROUP F							
Active Duty Training	90,747	0	90,747	923	91,670	0	91,670
Clothing	4,024	0	4,024	1,473	5,497	0	5,497
Subsistence	0	0	0	0	0	0	0
Travel	10,882	0	10,882	(2,396)	8,486	0	8,486
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	105,653	0	105,653	0	105,653	0	105,653
PAY GROUP P							
Inactive Duty (Unit) Training	8,596	0	8,596	0	8,596	0	8,596
Clothing	0	0	0	0	0	0	0
Subsistence of Enlisted Personnel	0	0	0	0	0	0	0
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	8,596	0	8,596	0	8,596	0	8,596
Subtotal	1,039,691	(25,000)	1,014,691	0	1,014,691	0	1,014,691

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2016 (IN THOUSANDS OF DOLLARS)

	FY2016 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2016 BUDGET COLUMN OF FY2017 BUDGET
Other Training and Support							
SCHOOL TRAINING							
Career Development Training	26,474	8,246	34,720	0	34,720	0	34,720
Initial Skills Acquisition Training	111,392	60,799	172,191	0	172,191	0	172,191
Graduate Flying Training	80,975	(16,521)	64,454	0	64,454	0	64,454
Officer Training School	9,930	3,391	13,321	0	13,321	0	13,321
Refresher & Proficiency Training	29,434	(9,682)	19,752	0	19,752	0	19,752
Undergraduate Pilot Training	32,678	12,853	45,531	0	45,531	0	45,531
Unit Conversion Training	105	(86)	19	0	19	0	19
TOTAL Direct Obligations	290,988	59,000	349,988	0	349,988	0	349,988
SPECIAL TRAINING							
Exercises	9,578	0	9,578	12,000	21,578	0	21,578
Management Support	33,751	(11,631)	22,120	(13,221)	8,899	0	8,899
Operational Training	85,044	0	85,044	1,116	86,160	0	86,160
Unit Conversion Training	27,727	(8,369)	19,358	0	19,358	0	19,358
Drug Interdiction	0	0	0	0	0	0	0
Active Duty Operational Support	26,411	3,100	29,511	105	29,616	0	29,616
Operation Jump Start	0	0	0	0	0	0	0
Yellow Ribbon Reintegration Program	0	0	0	0	0	0	0
TOTAL Direct Obligations	182,511	(16,900)	165,611	0	165,611	0	165,611
ADMINISTRATION AND SUPPORT							
Active Duty	1,589,503	(28,022)	1,561,481	0	1,561,481	0	1,561,481
Clothing	93	(9)	84	0	84	0	84
Travel	5,229	(405)	4,824	0	4,824	0	4,824
Death Gratuities	3,100	(400)	2,700	0	2,700	0	2,700
Transportation Subsidy	567	(567)	0	0	0	0	0
Disability & Hospitalization	5,081	(937)	4,144	0	4,144	0	4,144
Reserve Transition Benefits	0	0	0	0	0	0	0
Reserve Incentive	87,805	(7,421)	80,384	0	80,384	0	80,384
\$30,000 Lump Sum Bonus	3,180	0	3,180	0	3,180	0	3,180
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	1,694,558	(37,761)	1,656,797	0	1,656,797	0	1,656,797
EDUCATION BENEFITS							
Benefits Accrual	1,668	0	1,668	0	1,668	0	1,668
Kicker Benefits	11,213	0	11,213	1,922	13,135	0	13,135
Amortization Chapter 1606	0	0	0	0	0	0	0
Normal Cost Chapter 1607	409	0	409	(409)	0	0	0
Amortization Chapter 1607	1,513	0	1,513	(1,513)	0	0	0
TOTAL Direct Obligations	14,803	0	14,803	0	14,803	0	14,803
Subtotal	2,182,860	4,339	2,187,199	0	2,187,199	0	2,187,199
Total Direct Program	3,222,551	(20,661)	3,201,890	0	3,201,890	0	3,201,890

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(IN THOUSANDS OF DOLLARS)

	FY 2015		FY 2016		FY 2017	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$177,902	\$40,028	\$169,852	\$39,066	\$174,014	\$41,068
Enlisted	\$429,412	\$96,618	\$427,846	\$98,404	\$444,470	\$104,895
Total	\$607,314	\$136,646	\$597,698	\$137,470	\$618,484	\$145,963
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$64,903	\$14,603	\$53,243	\$12,246	\$65,824	\$15,534
Total	\$64,903	\$14,603	\$53,243	\$12,246	\$65,824	\$15,534
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$8,179	\$1,840	\$6,545	\$1,505	\$8,001	\$1,888
Total	\$8,179	\$1,840	\$6,545	\$1,505	\$8,001	\$1,888
School Training						
Officers	\$47,606	\$10,711	\$66,297	\$15,248	\$64,722	\$15,274
Enlisted	\$70,569	\$15,878	\$75,435	\$17,350	\$75,980	\$17,931
Total	\$118,175	\$26,589	\$141,732	\$32,598	\$140,702	\$33,205
Special Training						
Officers	\$44,776	\$10,075	\$42,064	\$9,674	\$41,385	\$9,766
Enlisted	\$56,096	\$12,622	\$39,008	\$8,972	\$39,812	\$9,396
Total	\$100,872	\$22,697	\$81,072	\$18,646	\$81,197	\$19,162
Administration and Support						
Officers	\$247,020	\$79,540	\$244,370	\$76,733	\$248,556	\$73,323
Enlisted	\$572,666	\$184,398	\$571,960	\$179,595	\$585,132	\$172,613
Total	\$819,686	\$263,938	\$816,330	\$256,328	\$833,688	\$245,936

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(IN THOUSANDS OF DOLLARS)

	FY 2015		FY 2016		FY 2017	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$517,304	\$140,354	\$522,583	\$140,721	\$528,677	\$139,431
Enlisted	\$1,201,825	\$325,959	\$1,174,037	\$318,072	\$1,219,219	\$322,257
Total	\$1,719,129	\$466,313	\$1,696,620	\$458,793	\$1,747,896	\$461,688
Reimbursable Program						
Officers	\$7,236	\$2,280	\$9,968	\$3,086	\$11,157	\$3,260
Enlisted	\$16,132	\$4,827	\$21,206	\$6,337	\$23,428	\$6,682
Total	\$23,368	\$7,107	\$31,174	\$9,423	\$34,585	\$9,942
Total Program						
Officers	\$524,540	\$142,634	\$532,551	\$143,807	\$539,834	\$142,691
Enlisted	\$1,217,957	\$330,786	\$1,195,243	\$324,409	\$1,242,647	\$328,939
Total	\$1,742,497	\$473,420	\$1,727,794	\$468,216	\$1,782,481	\$471,630

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

	FY 2015	FY 2016	FY 2017
Pay Group A			
Officers	\$6,238	\$6,255	\$6,306
Enlisted	\$21,406	\$21,929	\$22,850
Total	\$27,644	\$28,184	\$29,156
Pay Group F			
Enlisted	\$16,955	\$14,112	\$17,717
Total	\$16,955	\$14,112	\$17,717
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$14,854	\$20,984	\$20,805
Enlisted	\$27,225	\$29,528	\$30,197
Total	\$42,079	\$50,512	\$51,002
Special Training			
Officers	\$11,327	\$10,797	\$10,788
Enlisted	\$20,602	\$14,533	\$15,062
Total	\$31,929	\$25,330	\$25,850
Administration and Support			
Officer	\$73,353	\$73,646	\$76,090
Enlisted	\$242,014	\$245,275	\$254,805
Total	\$315,367	\$318,921	\$330,895
Total Direct Program			
Officer	\$105,772	\$111,682	\$113,989
Enlisted	\$328,202	\$325,377	\$340,631
Total	\$433,974	\$437,059	\$454,620

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF TRAVEL AND TRANSPORTATION COSTS
(IN THOUSANDS OF DOLLARS)**

	FY 2015	FY 2016	FY 2017
Pay Group A			
Officers	\$12,213	\$12,079	\$12,025
Enlisted	\$42,188	\$42,630	\$43,859
Total	\$54,401	\$54,709	\$55,884
Pay Group F			
Enlisted	\$10,337	\$8,486	\$10,519
Total	\$10,337	\$8,486	\$10,519
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$18,275	\$25,469	\$24,931
Enlisted	\$51,827	\$55,442	\$55,993
Total	\$70,102	\$80,911	\$80,924
Special Training			
Officers	\$9,425	\$8,863	\$8,741
Enlisted	\$17,290	\$12,032	\$12,311
Total	\$26,715	\$20,895	\$21,052
Administration and Support			
Officer	\$2,154	\$2,145	\$2,168
Enlisted	\$2,665	\$2,679	\$2,727
Total	\$4,819	\$4,824	\$4,895
Total Direct Program			
Officer	\$42,067	\$48,556	\$47,865
Enlisted	\$124,307	\$121,269	\$125,409
Total	\$166,374	\$169,825	\$173,274

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC ALLOWANCE FOR SUBSTANCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(IN THOUSANDS OF DOLLARS)

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	1,082	0	1,064	0	1,068	0
Enlisted	10,116	5,302	10,171	5,343	10,544	5,538
Subtotal	11,197	5,302	11,236	5,343	11,612	5,538
Pay Group F						
Officers	0	0	0	0	0	0
Enlisted	3,881	0	3,171	0	3,961	0
Subtotal	3,881	0	3,171	0	3,961	0
Pay Group P						
Enlisted	0	0	0	0	0	0
School Training						
Officers	2,643	0	3,665	0	3,615	0
Enlisted	6,405	63	6,818	67	6,937	68
Subtotal	9,048	63	10,483	67	10,552	68
Special Training						
Officers	1,552	0	1,507	0	1,498	0
Enlisted	6,461	21	4,724	15	4,871	16
Subtotal	8,013	21	6,231	15	6,369	16
Administration and Support						
Officers	8,134	0	8,014	0	8,239	0
Enlisted	51,656	0	51,381	0	53,108	0
Subtotal	59,790	0	59,395	0	61,347	0

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC ALLOWANCE FOR SUBSTANCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(IN THOUSANDS OF DOLLARS)

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>	
	BAS	SIK	BAS	SIK	BAS	SIK
Other						
Branch Officers Basic Course	0	0	0	0	0	0
Health Professions Scholarship	0	0	0	0	0	0
Financial Assistance Program	0	0	0	0	0	0
Chaplain Candidate Program	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0
Total Direct Program						
Officers	13,411	0	14,250	0	14,419	0
Enlisted	78,519	5,386	76,265	5,425	79,421	5,622
Other	0	0	0	0	0	0
Total	91,929	5,386	90,515	5,425	93,841	5,622
Total Reimbursable Program	0	0	0	0	0	0
Officers	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Grand Total Program						
Officers	13,411	0	14,250	0	14,419	0
Enlisted	78,519	5,386	76,265	5,425	79,421	5,622
Other	0	0	0	0	0	0
Total	91,929	5,386	90,515	5,425	93,841	5,622

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
FY 2016 Direct Program	3,201,890	\$3,201,890
	3,201,890	
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)		
Pay Group A	6,836	
Pay Group F	609	
Pay Group P	75	
School Training	1,624	
Special Training	928	
Administration and Support	9,336	
Total Pay Raise	19,408	19,408
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)		
Pay Group A	2,279	
Pay Group F	203	
Pay Group P	25	
School Training	542	
Special Training	309	
Administration and Support	3,112	
Total Annualization of PY Pay Raise	6,470	6,470
Inflation (Rate 1.8% FY17)		
Pay Group A	1,673	
Pay Group F	397	
School Training	2,056	
Special Training	630	
Administration and Support (Includes Bonuses, BAS & Inflation)	2,472	
Total Inflation	7,228	7,228

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) FY17)		
Pay Group A	5,739	
Pay Group F	511	
Pay Group P	63	
School Training	1,356	
Special Training	777	
Total Retired Pay Accrual	8,446	8,446
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)		
Pay Group A	696	
Pay Group F	63	
Pay Group P	7	
School Training	161	
Special Training	96	
Administration and Support	954	
Total FICA	1,977	1,977
BAH		
Pay Group A	874	
Pay Group F	437	
School Training	1,560	
Special Training	784	
Administration and Support	9,885	
Total BAH	13,540	13,540
Total Pricing Increases	57,069	57,069

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
Program Increases		
Pay Group A:		
Pay and Allowance	15,789	
Clothing	72	
Subsistence	59	
Travel	191	
Total Pay Group A	16,111	16,111
Pay Group F:		
Pay and Allowance	20,386	
Clothing	883	
Travel	1,880	
Total Pay Group F	23,149	23,149
Pay Group P:		
Pay and Allowance	1,789	
Total Pay Group P	1,789	1,789
Administration and Support		
All Categories	7,639	
Total Administration and Support	7,639	7,639
Total Program Increases	48,688	48,688
Total Increases	105,757	105,757

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
Decreases:		
Pricing Decreases		
Retired Pay Accrual		
Administration and Support	(11,840)	
Total Retired Pay Accrual	(11,840)	(11,840)
Education Benefits		
Basic Benefits	(1,668)	
Kicker	(3,176)	
Total Education Benefits	(4,844)	(4,844)
Total Pricing Decreases	(16,684)	(16,684)
Program Decreases		
School Training		
All Categories	(7,383)	
Total School Training	(7,383)	(7,383)

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
Special Training		
All Categories	(2,058)	
Total Special Training	(2,058)	(2,058)
Education Benefits		
Kicker	(1,457)	
Total Education Benefits	(1,457)	(1,457)
Total Program Decreases	(10,898)	(10,898)
Total Decreases	(27,582)	(27,582)
FY 2017 Direct Program	3,280,065	\$3,280,065

THIS PAGE INTENTIONALLY LEFT BLANK

ENTITLEMENTS

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$934,650
Estimate	FY 2016	\$900,442
Actual	FY 2015	\$909,429

PART I - PURPOSE AND SCOPE

Pay Group A provides basic pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Allowance (COLA), Retired Pay Accrual (RPA), clothing, Subsistence and travel for Air National Guard officer and enlisted personnel performing Annual Training (AT) and Inactive Duty Training (IDT).

Personnel are authorized active duty days for training and inactive duty drill periods each fiscal year. Also authorized are additional flying training periods for personnel on flying status, training periods for proficiency training, and training period preparation assemblies for traditional Guardsmen with trainer responsibilities.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$900,442
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	6,836	
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)	2,279	
Inflation (Rate 1.8% FY17)	1,673	
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) FY17)	5,739	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	696	
BAH	874	
Total Pricing Increases	18,097	
Program Increases		
AT Pay	582	
IDT Pay	8,203	
ATA Pay	7,004	
Clothing	72	
Subsistence	59	
Travel	191	
Total Program Increases	16,111	
Total Increases		\$34,208
Decreases:		
Total Decreases		\$0
FY 2017 Direct Program		\$934,650

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING PAY GROUP A
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances Active Duty for Training, Officer: Funds provide pay and allowances for officers attending active duty for training. Program requirements are based on average officer Pay Group A strength and training participation rates for each fiscal year. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, BAS, BAH, and special and incentive pays as authorized.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,307			12,017			11,750		
PARTICIPATION RATE	79.00%			79.00%			79.00%		
PAID PARTICIPANTS	9,723	\$5,144.39	\$50,019	9,493	\$5,233.33	\$49,680	9,283	\$5,344.38	\$49,612

Pay and Allowances Active Duty for Training, Enlisted: These funds provide pay and allowances for enlisted personnel attending active duty for training. Program requirements are based on average enlisted Pay Group A strength and training participation rates for each fiscal year. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's Social Security contributions, BAS, BAH, and special and incentive pays as authorized. Increased rates are based on pricing increases due to the military pay raise.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	73,954			73,769			74,555		
PARTICIPATION RATE	81.00%			81.00%			81.00%		
PAID PARTICIPANTS	59,903	\$2,574.77	\$154,237	59,753	\$2,619.45	\$156,520	60,390	\$2,675.26	\$161,559

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay, Inactive Duty Training, Officer: These funds provide pay allowances for officers attending inactive duty for training including unit training assemblies, training period preparation assemblies, and additional flying periods for officer personnel on flying status. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Reserve funeral honors funding supports the performance of military funeral honors by members of the Ready Reserve.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,307			12,017			11,750		
PARTICIPATION RATE	83.00%			82.00%			83.00%		
PAID PARTICIPANTS	10,215	\$15,221.15	\$155,484	9,854	\$15,466.02	\$152,402	9,753	\$15,773.33	\$153,837
ADDITIONAL INACTIVE DUTY TRAINING:									
	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
PROF TRAINING	10,981	\$339.40	\$3,727	7,900	\$344.85	\$2,724	10,118	\$351.69	\$3,558
FLIGHT TRAINING	99,780	\$336.19	\$33,545	82,688	\$341.56	\$28,243	94,187	\$348.32	\$32,807
TRAINING PERIOD PREP ASSEMBLIES	9,040	\$361.29	\$3,266	7,896	\$366.98	\$2,898	7,881	\$374.19	\$2,949
RESERVE FUNERAL HONORS	121	\$338.84	\$41	520	\$338.46	\$176	520	\$338.46	\$176
TOTAL	130,137		196,063	108,858		186,443	122,459		193,327

Pay, Inactive Duty Training, Enlisted: These funds provide pay allowances for enlisted attending inactive duty for training including unit training assemblies, training period preparation assemblies, and additional flying periods for enlisted personnel on flying status. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Reserve funeral honors funding supports the performance of military funeral honors by members of the Ready Reserve.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	73,954			73,769			74,555		
PARTICIPATION RATE	86.00%			85.00%			86.00%		
PAID PARTICIPANTS	63,600	\$6,689.03	\$425,422	62,704	\$6,796.94	\$426,195	64,117	\$6,932.24	\$444,475
ADDITIONAL INACTIVE DUTY TRAINING:									
	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
PROF TRAINING	33,254	\$159.74	\$5,312	27,084	\$162.30	\$4,396	34,772	\$165.56	\$5,757
FLIGHT TRAINING	45,407	\$173.10	\$7,860	37,483	\$175.89	\$6,593	42,790	\$179.34	\$7,674
TRAINING PERIOD PREP ASSEMBLIES	18,239	\$196.78	\$3,589	16,990	\$199.83	\$3,395	16,992	\$203.80	\$3,463
RESERVE FUNERAL HONORS	2,763	\$159.61	\$441	2,550	\$159.61	\$407	2,550	\$159.61	\$407
TOTAL	163,263		442,624	146,811		440,986	161,221		461,776

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
INDIVIDUAL CLOTHING AND UNIFORM ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Individual Clothing and Uniform Allowances, Officer: These funds provide for supplemental clothing allowances under the provisions of Section 416 of Title 37, United States Code for the purchase of required uniforms. Section 416 provides for a uniform allowance of not more than \$200 each time an officer enters active duty for a period of more than 90 days unless: (1) the officer, during that tour or within a period of two years before entering on that tour, received, under any law, an initial uniform reimbursement or allowance of more than \$400; or (2) the officer enters on that tour within two years after completing a period of active duty of more than 90 days.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	23	\$400.00	\$9	22	\$400.00	\$9	21	\$400.00	\$8
ADDITIONAL UNIFORM ALLOWANCE	135	\$200.00	\$27	132	\$200.00	\$26	129	\$200.00	\$26
TOTAL	158		\$36	154		\$35	150		\$34

Individual Clothing and Uniform Allowances, Enlisted: These funds provide clothing for enlisted personnel. Section 418 of Title 37 United States Code authorizes the Secretary of Defense to prescribe the quantity and type of clothing necessary for enlisted members of the armed forces or the National Guard. Uniforms for enlisted are issued through unit supply.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	2,710	\$1,394.32	\$3,779	2,704	\$1,389.18	\$3,756	2,732	\$1,414.19	\$3,864
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	998	\$1,622.44	\$1,619	995	\$1,597.93	\$1,590	1,006	\$1,626.69	\$1,636
REPLACEMENT ISSUE MALE	3,914	\$241.20	\$944	3,904	\$248.40	\$970	3,945	\$252.87	\$998
REPLACEMENT ISSUE FEMALE	1,630	\$248.40	\$405	1,626	\$252.00	\$410	1,644	\$256.54	\$422
TOTAL	9,252		\$6,747	9,229		\$6,726	9,327		\$6,920

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
SUBSISTENCE OF ENLISTED PERSONNEL
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Subsistence of Enlisted Personnel: These funds provide for subsistence-in-kind to enlisted personnel on active duty training and inactive duty training for eight hours or more in any one calendar day. Subsistence-in-kind requirements are based on active duty and inactive duty workdays as programmed for each fiscal year. Appropriate deductions are made for enlisted personnel who will receive a monetary allowance in lieu of subsistence. The dollar rates reflect approved inflation assumptions. Meal authorization chits, contract catering, operational rations, field dining halls, and other service mess halls are also used for individuals and units performing duty at locations where ANG dining halls are not available.

The rate is an aggregate amount using the cost of Basic Daily Food Allowance (BDFa) for dining facility operations, field feeding operations, meal authorization chits, contract meals, meal ready to eat (MRE) and unique B-Rations.

	<u>FY 2015</u>			<u>FY 2016</u>			<u>FY 2017</u>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE: SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	437,730	\$12.11	\$5,302	436,640	\$12.24	\$5,343	441,270	\$12.55	\$5,538
TOTAL SUBSISTENCE-IN-KIND	437,730	\$12.11	\$5,302	436,640	\$12.24	\$5,343	441,270	\$12.55	\$5,538

**NATIONAL GUARD PERSONNEL, AIR FORCE
 TRAINING, PAY GROUP A
 TRAVEL, ACTIVE DUTY FOR TRAINING
 (AMOUNTS IN THOUSANDS OF DOLLARS)**

Travel, Active Duty for Training, Officer: These funds provide for transportation and per diem allowances for officers to perform active duty training. Program requirements are based on the number of officers programmed to participate in active duty training during each fiscal year. Average travel rate per individual is developed based on actual execution. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	9,723	\$1,256.09	\$12,213	9,493	\$1,272.41	\$12,079	9,283	\$1,295.38	\$12,025

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem allowances for enlisted personnel to perform active duty training. Program requirements are based on the number of enlisted personnel programmed to participate in active duty training during each fiscal year. Average travel rate per individual is developed based on actual execution. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	59,903	\$704.27	\$42,188	59,753	\$713.44	\$42,630	60,390	\$726.26	\$43,859

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
REIMBURSABLE REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Reimbursable Requirements: Funding reflects the reimbursement for the cost of meals provided to officers in enlisted messes. Also reflects reimbursement for the cost of manpower to support Foreign Military Sales (FMS) requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officer Meals	96,885	\$ 12.20	\$ 1,182	94,607	\$ 12.25	\$ 1,159	92,509	\$ 12.65	\$ 1,170
Foreign Military Sales (FMS)									
Officer	24	\$28,958.33	\$ 695	24	\$29,430.04	\$ 706	24	\$30,011.93	\$ 720
Enlisted	354	\$14,336.16	\$ 5,075	354	\$14,560.43	\$ 5,154	354	\$14,844.21	\$ 5,255
Total FMS			\$ 5,770			\$ 5,860			\$ 5,975
Total Reimbursable Requirement	96,885		\$ 6,952	94,607		\$ 7,019	92,509		\$ 7,145

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$131,022
Estimate	FY 2016	\$105,653
Actual	FY 2015	\$128,004

PART 1 - PURPOSE AND SCOPE

Pay Group F program funds support for basic pay, Basic Allowance for Subsistence (BAS), Allowance for Housing (BAH), Family Separation Allowance (FSA), Retired Pay Accrual (RPA), the Government's share of Federal Insurance Contribution Act (FICA), clothing, subsistence and travel for non-prior service enlisted attending Basic Military Training (BMT). The purpose of this program is to train non-prior service personnel to fill specific unit vacancies not attainable from prior service enlisted sources. Individuals receive basic and technical and/or on-the-job training, depending upon their aptitudes and Air Force specialties.

Program requirements are based on the average number of trainees attending initial active duty training. The dollar rates used for pricing the program requirements are based on actual execution and reflect the approved economic assumptions identified in Section II.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$105,653
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	609	
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)	203	
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) FY17)	511	
Inflation (Rate 1.8% FY17)	145	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	63	
BAH	437	
Clothing	99	
Travel	153	
Total Pricing Increases	2,220	
Program Increases		
Base Pay	11,769	
Retired Pay	2,777	
Other	1,772	
FICA	900	
BAH	3,168	
Travel	1,880	
Clothing	883	
Total Program Increases	23,149	
Total Increases		\$25,369
Decreases:		
Total Decreases		\$0
FY 2017 Direct Program		\$131,022

NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Pay and Allowances, Active Duty for Training, Enlisted: These funds provide for pay and allowances of enlisted personnel attending initial active duty for training. The dollar rates used in computing the requirements include basic pay, RPA, government social security contributions, BAS and BAH when authorized.

	FY 2015			FY 2016			FY 2017		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,284	\$ 48,672.07	\$ 111,167	1,851	\$ 49,524.43	\$ 91,670	2,254	\$ 50,587.24	\$ 114,024

Individual Clothing and Uniform Allowance, Enlisted: These funds support the prescribed clothing for non-prior enlisted personnel attending initial active duty for training as authorized by the Secretary of Defense based on the number of non-prior service enlistees that will enter, complete or wash out of training. Clothing dollar rates are based on the number of Clothing Bags issued and reflect approved inflation assumptions.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,333	\$ 1,622.44	\$ 2,163	1,136	\$ 1,597.93	\$ 1,815	1,315	\$ 1,626.69	\$ 2,139
Initial Issue Male	3,111	\$ 1,394.32	\$ 4,337	2,650	\$ 1,389.18	\$ 3,682	3,069	\$ 1,414.19	\$ 4,340
Total	4,444		\$6,500	3,786		\$5,497	4,384		\$6,479

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem for enlisted personnel to perform initial active duty training. Program requirements are based on the number of non-prior service enlistees that will enter, complete or wash out of training and that require commercial transportation to and from training.

	FY 2015			FY 2016			FY 2017		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	2,284	\$ 4,525.83	\$ 10,337	1,851	\$ 4,584.67	\$ 8,486	2,254	\$ 4,667.19	\$ 10,519

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$10,555
Estimate	FY 2016	\$8,596
Actual	FY 2015	\$10,700

PART 1 - PURPOSE AND SCOPE

Pay Group P provides for basic pay, Retired Pay Accrual (RPA), the Government's share of Federal Insurance Contribution Act (FICA), clothing and subsistence for enlisted personnel participating in multiple drill assemblies and/or weekend training for up to 36 paid drills prior to entering initial active duty training (IADT). These enlistees must enter IADT within nine months of enlisting.

Program requirements are based on the average number of trainees attending initial active duty training. The dollar rates used for pricing the program requirements are based on actual execution and reflect the approved economic assumptions identified in Section II.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$8,596
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	75	
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)	25	
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) FY17)	63	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	7	
Total Pricing Increases	170	
Program Increases		
Base Pay	1,356	
Retired Pay	320	
Other	9	
FICA	104	
Total Program Increases	1,789	
Total Increases		\$1,959
Decreases:		
Total Decreases		\$0
FY 2017 Direct Program		\$10,555

**NATIONAL GUARD PERSONNEL, AIR FORCE
 TRAINING, PAY GROUP P
 DETAIL OF REQUIREMENTS
 (AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances, Inactive Duty Training, Enlisted: These funds provide for pay of enlisted personnel attending inactive duty for training while awaiting initial active duty training. Basic pay, RPA, and government social security contributions are included in computing requirements. This program has been historically over-executed and this is a request to put our fund it at the execution level

	FY 2015			FY 2016			FY 2017		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	2,908	\$3,679.51	\$10,700	2,299	\$3,739.16	\$8,596	2,768	\$3,813.15	\$10,555

NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
(IN THOUSANDS OF DOLLARS)

Estimate	FY 2017	\$349,904
Estimate	FY 2016	\$349,988
Actual	FY 2015	\$294,295

PART I - PURPOSE AND SCOPE

The School Training program provides for basic pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), the Government's share of Federal Insurance contributions Act (FICA), travel, and per diem for Air National Guard officers and enlisted personnel performing tours of paid active duty for formal school training. This program is designed to increase the mobilization potential and readiness of Guardsmen through training at military service schools. This school training improves individual proficiency and cross-trains individuals into critical skill career fields. The length of each course includes the actual period of instruction, travel time as prescribed by appropriate travel regulations, and accrued leave at a rate of 2-1/2 days per month when training is in excess of 30 days.

School tours are programmed and budgeted in seven categories as follows:

- (1) Career Development Training
- (2) Initial Skill Acquisition Training
- (3) Officer Training School
- (4) Refresher and Proficiency Training
- (5) Undergraduate Pilot and Navigator Training
- (6) Unit Conversion Training
- (7) Graduate Flying Training

The following pages present the requirements for each of the seven categories and describe more precisely what is included in each category.

For FY 2016, the ANG requested a one-time Congressional realignment of \$59 million into Formal Schools from Pay Group A, Special Training and Administration and support. This ensured funding for critical training caused by Air Force Total Force Initiatives mission conversions in the current year. As a result, the ANG reduced drill periods, flying, proficiency, and assembly training for traditional Guard personnel in FY 2016. The FY 2017 budget reflects a return to sufficient drill periods and training in the other pay categories in order to achieve proficiency levels without risk and a continued need for FST.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$349,988
Budget Activity Adjustment	349,988	
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	1,624	
Annualization FY16 Pay Raise (1.3%, Effective 1 Ja	542	
Inflation (Rate 1.8% FY17)	2,056	
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) F	1,356	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	161	
BAH	1,560	
Total Pricing Increases	7,299	
Total Increases		\$7,299
Decreases:		
Program Decreases		
Graduate Flying Training	(1,380)	
Initial Skills Acquired	(2,322)	
Refresh & Proficiency	(275)	
Officer Candidate School	(981)	
Career Development Training	(852)	
Undergrad Pilot Training	(1,573)	
Total Program Decreases	(7,383)	
Total Decreases		(\$7,383)
FY 2017 Direct Program		\$349,904

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Career Development: This program includes specialty or general military training related to professional development or career enhancement including senior military schools. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	306	47.74	14,608	\$358.12	\$5,232	643	47.74	30,697	\$364.27	\$11,181	624	47.74	29,790	\$371.93	\$11,081
Enlisted	1,988	29.46	58,566	\$285.96	\$16,750	2,749	29.46	80,986	\$290.65	\$23,539	2,690	29.46	79,247	\$296.75	\$23,517
Total	2,294	31.90	73,174	\$300.41	\$21,982	3,392	32.93	111,683	\$310.88	\$34,720	3,314	32.90	109,037	\$317.31	\$34,598

Initial Skill Acquisition Training: This program provides training necessary to acquire military specialty skills. It includes the initial training of newly commissioned officers, initial skill training of officers and prior service enlisted personnel and the retraining of officer and enlisted personnel into another military specialty. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,365	56.05	76,508	\$358.11	\$27,400	1,390	56.05	77,910	\$364.15	\$28,370	1,315	56.05	73,706	\$371.78	\$27,401
Enlisted	7,675	58.52	449,141	\$285.96	\$128,432	8,455	58.52	494,787	\$290.68	\$143,821	8,411	58.52	492,212	\$296.74	\$146,061
Total	9,040	58.15	525,649	\$296.46	\$155,832	9,845	58.17	572,697	\$300.67	\$172,191	9,726	58.19	565,918	\$306.51	\$173,462

Officer Training School: This program includes the commissioning programs of the Air National Guard (ANG) Detachment 12, Academy of Military Science (AMS). The source of officer candidates is either from civilian life (non-prior service) or prior enlisted service. The average rates used in computing the requirements include pay and allowances, retired pay accrual, clothing, subsistence-in-kind, transportation and per diem as authorized. Military pay increases, government Social Security contribution changes, and price growth for commercial transportation, subsistence-in-kind, and clothing are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	192	21.47	4,122	\$358.06	\$1,476	1,704	21.47	36,585	\$364.11	\$13,321	1,581	21.47	33,944	\$371.72	\$12,618
Enlisted	1,276	45.92	58,594	\$285.93	\$16,750	0	45.92	0	\$0.00	\$0	0	45.92	0	\$0.00	\$0
Total	1,468	42.72	62,716	\$290.61	\$18,226	1,704	21.47	36,585	\$364.11	\$13,321	1,581	21.47	33,944	\$371.73	\$12,618

Refresher and Proficiency Training: This program provides training necessary to attain and maintain needed level of proficiency in the military specialty for which a member was initially qualified. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	887	15.40	13,660	\$358.09	\$4,889	1,206	15.40	18,572	\$364.26	\$6,765	1,187	15.40	18,280	\$371.67	\$6,795
Enlisted	2,859	14.41	41,198	\$285.96	\$11,781	3,100	14.41	44,671	\$290.75	\$12,987	3,061	14.41	44,109	\$296.76	\$13,089
Total	3,746	14.64	54,858	\$303.88	\$16,670	4,306	14.69	63,243	\$312.32	\$19,752	4,248	14.69	62,389	\$318.71	\$19,884

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Undergraduate Pilot and Navigator Training: This program includes the initial flying training programs for Undergraduate Pilot Training (UPT) Undergraduate Navigator Training (UNT) and Undergraduate Helicopter Training (UHT). The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	557	132.26	73,669	\$358.10	\$26,380	945	132.26	124,986	\$364.29	\$45,531	913	132.26	120,753	\$371.80	\$44,896
Enlisted	100	44.11	4,411	\$285.94	\$1,261	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0
Total	557	132.26	73,669	\$358.10	\$26,380	945	132.26	124,986	\$364.29	\$45,531	913	132.26	120,753	\$371.80	\$44,896

Unit Conversion Training: This program provides for training as a result of changes in the type of aircraft, type of unit, changes in unit mission, or new equipment. Examples include officer and enlisted advanced and lateral training, aircrew re-qualification training, combat crew training, and Field Training Detachment (FTD) training. The average rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2	6.00	12	\$326.65	\$4	2	6.00	12	\$331.66	\$4	2	6.00	12	\$337.93	\$4
Enlisted	2	23.50	47	\$278.91	\$13	2	23.50	47	\$325.41	\$15	2	23.50	47	\$330.43	\$15
Total	4	14.75	59	\$288.14	\$17	4	14.75	59	\$322.03	\$19	4	14.75	59	\$322.03	\$19

Graduate Flying Training: This program includes aircraft specific graduate flying training, both mobility and fighter, after UFT and all enlisted aircrew training. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,562	70.11	109,512	\$358.10	\$39,219	1,613	70.11	113,087	\$364.17	\$41,181	1,568	70.11	109,932	\$371.89	\$40,883
Enlisted	1,308	39.32	51,431	\$285.96	\$14,708	2,036	39.32	80,056	\$290.72	\$23,273	2,018	39.32	79,348	\$296.71	\$23,544
Total	2,870	56.08	160,943	\$335.07	\$53,927	3,649	52.93	193,143	\$333.71	\$64,454	3,586	52.78	189,280	\$340.38	\$64,427

TOTAL SCHOOL TRAINING

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4,871	59.97	292,091	\$358.11	\$104,600	7,503	53.56	401,849	\$364.20	\$146,353	7,190	53.74	386,417	\$371.82	\$143,678
Enlisted	15,208	43.62	663,388	\$285.95	\$189,695	16,342	42.87	700,547	\$290.68	\$203,635	16,182	42.95	694,963	\$296.74	\$206,226
Total	20,079	47.59	955,479	\$308.01	\$294,295	23,845	46.23	1,102,396	\$317.48	\$349,988	23,372	46.27	1,081,380	\$323.57	\$349,904

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$167,077
Estimate	FY 2016	\$165,611
Actual*	FY 2015	\$207,391

PART I - PURPOSE AND SCOPE

The Special Training sub-activity provides for basic pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), the Government's share of Federal Insurance contributions Act (FICA), travel and per diem for Air National Guard (ANG) officer and enlisted personnel who will perform tours of paid active duty other than those covered by Pay Groups A, F, P and School Training. These tours include ANG Air Defense and Air Combat Command (ACC) Alerts, Joint Chiefs of Staff Exercises, United States Air Force Mission Support, conversions and other special training necessary to improve combat proficiency or to increase mobilization readiness of Air National Guard units.

Special tours are programmed and budgeted in six categories as follows:

- (1) Management Support
- (2) Exercises
- (3) Unit Conversion Training
- (4) Drug Interdiction*
- (5) Active Duty Operational Support (ADOS)
- (6) Yellow Ribbon Reintegration Program (YRRP)*

The following pages present the requirements in each of the six categories and describe more precisely what is included in each category.

Funding for exercises increases as simultaneous major theatre wars wind down and the ANG returns to full spectrum training for all of its weapons systems and capability areas, coupled with unprecedented conversion actions of weapons systems changes more training exercises will be required replacing the operational deployments. These changes require a multitude of special projects using subject matter experts (SME's) from the field. The SME's will not be deriving classic training when supporting these projects, ADOS will be utilized.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

* Drug Interdiction and YRRP are also shown in this section for FY 2015 only. Drug Interdiction funds (\$52,094k) were transferred to this appropriation in FY 2015 from the Drug Interdiction and Counter-Drug Activities, Defense, 15/15. YRRP (\$5,454k) funds are reflected in FY2015 from the Air Force Military Personnel OCO, 15/15 submission.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$165,611
Budget Activity Adjustment	165,611	
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	928	
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)	309	
Retired Pay Accrual (Rate 29.5% (PT) 23.6% (FT) FY17)	777	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	96	
BAH	784	
Inflation (Rate 1.8% FY17)	630	
Total Pricing Increases	3,524	
Program Increases		
Exercises	10,730	
Total Program Increases	10,730	
Total Increases		\$14,254
Decreases:		
Program Decreases		
Management Support	(1,105)	
Operational Training	(7,817)	
Unit Conversion	(909)	
Active Duty Operational Support	(2,957)	
Total Program Decreases	(12,788)	
Total Decreases		(\$12,788)
FY 2017 Direct Program		\$167,077

**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Management Support: This program supports activities not directly related to other special training categories such as special physicals, accident boards, special investigations, base defense, disaster preparedness, and airlift support. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	265	42.00	11,130	\$530.84	6,228	262	42.00	11,004	\$530.75	5,840	230	42.00	9,660	\$541.77	5,233
Enlisted	482	21.00	10,122	\$222.16	2,708	535	21.00	11,235	\$272.34	3,059	470	21.00	9,870	\$277.97	2,744
Total	747	28.45	21,252	\$420.48	\$8,936	797	27.90	22,239	\$400.15	\$8,899	700	27.90	19,530	\$408.45	\$7,977

Exercises This program provides training required for Air National Guard (ANG) participation in joint exercises. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. State Partnership Program (SPP) Funding FY2015 (\$1,430M), FY2016 (\$2,450M) and FY2017 (\$1,463M). The ANG anticipates returning to full spectrum training for its weapon systems through participation in exercises as simultaneous major theater wars wind down. This increased exercise participation will increase pressure on the Special Training programs.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	810	17.00	13,770	\$549.29	7,581	777	17.00	13,209	\$530.36	7,007	1,269	17.00	21,573	\$541.73	11,688
Enlisted	7,235	10.00	72,350	\$257.03	18,559	5,348	10.00	53,480	\$272.45	14,571	7,575	10.00	75,750	\$278.30	21,081
Total	8,045	10.70	86,120	\$303.53	\$26,140	6,125	10.89	66,689	\$323.56	\$21,578	8,844	11.00	97,323	\$336.70	\$32,769

Operational Training: This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime taskings. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. Veterans Opportunity to Work/Veterans Employment Initiative (VOW/VEI) Funding FY2015 (\$7,999), FY 2016 (\$8,042M) and FY 2017 (\$7,948M).

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	3,475	20.00	69,500	\$502.18	36,531	3,690	20.00	73,800	\$530.53	39,153	3,354	20.00	67,080	\$541.79	36,343
Enlisted	10,573	15.00	158,595	\$244.83	41,782	11,501	15.00	172,515	\$272.48	47,007	10,501	15.00	157,515	\$278.30	43,835
Total	14,048	16.24	228,095	\$343.34	\$78,313	15,191	16.21	246,315	\$349.80	\$86,160	13,855	16.21	224,595	\$356.99	\$80,178

Unit Conversion Training: This program provides training required by personnel in units converting from one weapons system to another. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,007	20.00	20,140	\$540.64	10,934	1,149	20.00	22,980	\$530.59	12,193	1,059	20.00	21,180	\$541.71	11,473
Enlisted	530	40.00	21,200	\$234.83	5,682	657	40.00	26,280	\$272.64	7,165	663	40.00	26,520	\$278.42	7,384
Total	1,537	26.90	41,340	\$401.94	\$16,616	1,806	27.28	49,260	\$392.98	\$19,358	1,722	27.70	47,700	\$395.32	\$18,857

**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Drug Interdiction: This program provides for all drug interdiction support for both Continental United States (State Plans) and outside the Continental United States operations. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

FY 2015					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	64	345.00	22,080	\$592.87	13,140
Enlisted	340	345.00	117,300	\$332.01	38,954
Total	404	345.00	139,380	\$373.76	\$52,094

Active Duty Operational Support (ADOS): This program is an authorized voluntary tour of active duty (AD), other than Active Guard and Reserve (AGR) duty, performed pursuant to section 12301(d) of Title 10, United States Code, "Armed Forces" and ADT performed at the request of an organizational or operational commander, or as a result of reimbursable (ADOS-AC funded or ADOS-RC funded) to support active component (AC) or reserve component (RC) programs, respectively. The purpose of ADOS is to provide the necessary skilled manpower assets to support existing or emerging requirements. ADOS is being utilized due to unprecedented conversion actions of weapons systems changes across the ANG. These changes require a multitude of special projects using subject matter experts (SME's) from the field. The SME's will not be deriving classic training when supporting these projects, the ANG will be utilizing ADOS.

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	98	175.00	17,150	\$521.37	8,919	168	175.00	29,400	\$529.53	15,569	150	175.00	26,250	\$540.52	14,189
Enlisted	236	173.00	40,828	\$267.75	10,919	298	173.00	51,554	\$272.48	14,047	272	173.00	47,056	\$278.56	13,107
Total	334	173.59	57,978	\$342.16	\$19,838	466	173.72	80,954	\$365.84	\$29,616	422	173.71	73,306	\$372.36	\$27,296

Yellow Ribbon Reintegration Program: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Members, families and affected communities on combat demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRACARE, JAG, Department of Veterans Affairs, etc.) to endure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

FY 2015					
	Participants	Tour Length	Workdays	Rate	Amount
Training	5,446	3.00	2,421	\$1,501.86	3,636
Travel	5,446	3.00	13,917	\$130.63	1,818
Total	5,446	3.00	13,917	\$1,632.49	\$5,454

TOTAL SPECIAL TRAINING

	FY 2015					FY 2016					FY 2017				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	11,165	13.99	156,191	\$556.81	86,969	6,046	24.87	150,393	\$530.36	79,762	6,062	24.04	145,743	\$541.54	78,926
Enlisted	24,842	17.48	434,312	\$277.27	120,422	18,339	17.18	315,064	\$272.48	85,849	19,481	16.26	316,711	\$278.33	88,151
Total	36,007	16.40	590,503	\$351.21	\$207,391	24,385	19.09	465,457	\$355.80	\$165,611	25,543	18.10	462,454	\$361.28	\$167,077

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$1,678,355
Estimate	FY 2016	\$1,656,797
Actual	FY 2015	\$1,657,739

PART I - PURPOSE AND SCOPE

Administration and Support funds provide basic pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), uniform allowances, the Government's share of Federal Insurance contributions Act (FICA), and permanent change of station travel for Air National Guard personnel on full-time duty (AGR).

This sub-activity also provides death gratuity payments to beneficiaries of Air National Guard personnel who die as a result of injury incurred or a disease contracted while participating in active or inactive duty training. Additionally, this sub-activity funds enlistment and reenlistment bonuses and educational assistance (loan repayment).

Funds are also included to provide death gratuity payments to beneficiaries of Air National Guard personnel who die of injury received or disease contracted while participating in active or inactive duty training; for pay and allowances during periods of disability; for hospitalization for members of the Air National Guard who suffer injury or contract a disease in the line of duty while participating in active or inactive duty training; for payment of Enlistment Bonuses, Reenlistment Bonuses, Educational Assistance, Selective Affiliation Bonuses and Student Loan Repayment to selected members; and to provide for the uncollected Serviceman's Group Life Insurance premiums which are payable to the Veterans Administration.

In order to meet manning requirements in FY 2013 and FY 2014 the Guard offered incentive-eligible career fields a bonus. These payments are reflecting an increase in anniversary payments in FY 2016 and FY 2017. Bonus payments reflect significant decreases in initial payments in FY 2016 and FY 2017 due to discontinuation of numerous programs in order to meet FY 2015 fiscal requirements.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

THIS PAGE INTENTIONALLY LEFT BLANK

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

	BA	Amount
FY 2016 Direct Program		\$1,656,797
Budget Activity Adjustment	1,656,797	
Increases:		
Pricing Increases		
FY17 Pay Raise (1.6%, Effective 1 Jan 17)	9,336	
Annualization FY16 Pay Raise (1.3%, Effective 1 Jan 16)	3,112	
Inflation (Rate 1.8% FY17)	1,019	
FICA (Rate 7.65%, FY17 Ceiling - \$126,300)	954	
BAH	9,885	
BAS	1,530	
Total Pricing Increases	25,836	
Program Increases		
Death & Disability	25	
Health Professional Stipend (Bach Student)	2	
Non-Prior Service Enlistment	1,880	
Reenlistment Bonus (6 Year)	1,058	
Affiliation Bonus (6 Year)	3,490	
Change in Average Strength	7,684	
FICA	374	
Retired Pay Accrual	1,448	
Total Program Increases	15,961	
Total Increases		\$41,797

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

	BA	Amount
Decreases:		
Pricing Decreases		
Bonuses	(77)	
Retired Pay Accrual	(11,840)	
Total Pricing Decreases	(11,917)	
Program Decreases		
Clothing	(1)	
Travel	(15)	
Health Professional Loan Repayment	(240)	
Health Professional Cash Bonus 45K	(2,970)	
Health Professional Cash Bonus 75K	(2,275)	
Officer Accessions & Affiliations	(80)	
Prior Service Enlistment (3 Year)	(239)	
Prior Service Enlistment (6 Year)	(2,010)	
Reenlistment (3 Year)	(297)	
Affiliation Bonus (3 Year)	(195)	
Total Program Decreases	(8,322)	
Total Decreases		(\$20,239)
FY 2017 Direct Program		\$1,678,355

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 10, Section 10211: Participation of reserve officers in preparation and administration of reserve affairs.

Provides that within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its reserve components on active duty (other than for training) at the seat of government, and at headquarters responsible for reserve affairs, to participate in preparing and administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
Officers	52	52	51	49	50	50
Subtotal	52	52	51	49	50	50

Title 10, Section 12310: Organizing, administering, recruiting, instructing or training reserve components.

Provides for officers and/or enlisted personnel to be placed on active duty to support Air Reserve Force activities for more than 360 days. The primary function is to work directly with organizing, administering, recruiting, instructing, or training the reserve component.

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
Officer	52	50	46	44	45	45
Enlisted	17	11	11	11	11	11
Subtotal	69	61	57	55	56	56

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 10, Section 10305: Participation of reserve officers in the policies and regulations for the government of reserve components of the Air Force.

Provides for officers of the Air National Guard of the United States and the Air Force Reserve to be placed on duty with the Air Staff to participate in the formulation of policies and regulations directly affecting those reserve components, one-half of whom will be from each component. These officers shall be considered as additional members of the Air Staff while on that duty.

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	7	7	7	7	7	7

Title 10, Section 12402: Participation of Air National Guard officers in National Guard Bureau duties.

Provides for the appointment of Air National Guard officers to active duty in the National Guard Bureau.

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
Officers	60	60	60	59	59	59
Subtotal	60	60	60	59	59	59

Title 32, Section 708: United States Property and Fiscal Officers.

Provides for the appointment by the governor of each State, the Commonwealth of Puerto Rico, Guam, and the Virgin Islands and the commanding general of the National Guard of the District of Columbia, subject to the approval of the Secretary of the Army and the Secretary of the Air Force, a qualified commissioned officer of the National Guard of that jurisdiction who is also a commissioned officer of the Army National Guard of the United States or the Air National Guard of the United States, as the case may be, to be the property and fiscal officer of that jurisdiction.

	FY 2015		FY 2016		FY 2017	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	7	7	7	7	7	7

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Recruiting and Retention: This program provides for a full-time Air National Guard recruiting/retention force to enable attainment of programmed strength objectives.

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	3	2	2	2	3	2
Enlisted	599	594	592	590	590	592
Subtotal	602	596	594	592	593	594

Air National Guard (ANG) Administration and Support: This program is required to accommodate military staffing at the ANG Readiness Center, Joint Base Andrews, Maryland; the Air National Guard/Air Force Reserve Test Center at Tucson, Arizona; 1st Air Force, and other miscellaneous headquarters type manning requirements.

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	295	294	290	293	294	299
Enlisted	465	454	454	465	464	464
Subtotal	760	748	744	758	758	763

ANG Training: This program is required to provide instructors and support personnel for the I.G. Brown ANG Training and Education Center (TEC), and for ANG Field Training Units (FTUs) in support of F-15's, F-16's, F-22's and C-130's.

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	81	87	77	70	70	71
Enlisted	361	371	357	347	348	349
Subtotal	442	458	434	417	418	420

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

USAF Mission Support: This program provides direct full-time active duty support of the active military forces. Included are missions such as Aerospace Control Alert (ACA) throughout CONUS and Special Operations (SOF).

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	14	24	14	4	5	5
Enlisted	89	113	79	64	66	66
Subtotal	103	137	93	68	71	71

Combat Readiness Training Center: This program is required to accommodate staffing at Air National Guard (ANG) Combat Readiness Training Centers and air-to-ground gunnery ranges.

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	23	24	23	18	19	18
Enlisted	159	166	156	142	145	145
Subtotal	182	190	179	160	164	163

ANG Direct Unit Support: This program provides for military full-time active duty in support of direct unit requirements.

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,100	2,079	2,057	2,115	2,081	2,110
Enlisted	10,093	10,107	9,980	10,147	10,094	10,150
Subtotal	12,193	12,186	12,037	12,262	12,175	12,260

Total All Sections (These totals do not include Reimbursable Strength from the PB-30G)

	FY 2015		FY 2016		FY 2017	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,694	2,686	2,634	2,668	2,640	2,673
Enlisted	11,783	11,816	11,629	11,766	11,718	11,777
Subtotal	14,477	14,502	14,263	14,434	14,358	14,450

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
PAY AND ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances of Officers: These funds provide for pay and allowances for officers serving on active duty as used for pricing the program authorized by Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The dollar rate used in computing these requirements includes basic pay, RPA, government Social Security contributions, BAH, and incentive pay as authorized. The dollar rates requirements are based on actual execution and reflect the approved economic assumptions.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	178	\$205,674.16	\$36,610	171	\$208,023.39	\$35,572	168	\$209,386.90	\$35,177
RECRUITING AND RETENTION	3	\$179,333.33	\$538	2	\$181,000.00	\$362	3	\$182,000.00	\$546
ANG ADMINISTRATION AND SUPPORT	295	\$164,884.75	\$48,641	290	\$166,568.97	\$48,305	294	\$167,850.34	\$49,348
ANG TRAINING	81	\$167,740.74	\$13,587	77	\$169,467.53	\$13,049	70	\$170,714.29	\$11,950
USAF MISSION SUPPORT	14	\$161,357.14	\$2,259	14	\$163,071.43	\$2,283	5	\$164,200.00	\$821
COMBAT READINESS TRAINING CENTER	23	\$166,695.65	\$3,834	23	\$168,434.78	\$3,874	19	\$169,631.58	\$3,223
ANG DIRECT UNIT SUPPORT	2,100	\$163,540.48	\$343,435	2,057	\$165,223.63	\$339,865	2,081	\$166,486.79	\$346,459
TOTAL	2,694		\$448,904	2,634		\$443,310	2,640		\$447,524

Pay and Allowances of Enlisted Personnel: These funds provide for pay and allowances for enlisted personnel serving on active duty as used for pricing the program authorized by Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The dollar rate used in computing these requirements includes RPA, government Social Security contributions, BAH, and incentive pay as authorized. The dollar rates requirements are based on actual execution and reflect the approved economic assumptions. A combination of an increase in FY 2017 average strength and the pay increase are reflected in ANG Direct Unit Support and ANG Administration and Support.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	17	\$117,823.53	\$2,003	11	\$119,090.91	\$1,310	11	\$120,000.00	\$1,320
RECRUITING AND RETENTION	599	\$94,939.90	\$56,869	592	\$96,000.00	\$56,832	590	\$96,908.47	\$57,176
ANG ADMINISTRATION AND SUPPORT	465	\$108,156.99	\$50,293	454	\$109,325.99	\$49,634	464	\$110,278.02	\$51,169
ANG TRAINING	361	\$95,080.33	\$34,324	357	\$96,131.65	\$34,319	348	\$97,043.10	\$33,771
USAF MISSION SUPPORT	89	\$95,337.08	\$8,485	79	\$96,405.06	\$7,616	66	\$97,287.88	\$6,421
COMBAT READINESS TRAINING CENTER	159	\$99,647.80	\$15,844	156	\$100,750.00	\$15,717	145	\$101,675.86	\$14,743
ANG DIRECT UNIT SUPPORT	10,093	\$94,415.54	\$952,936	9,980	\$95,465.23	\$952,743	10,094	\$96,365.17	\$972,710
TOTAL	11,783		\$1,120,754	11,629		\$1,118,171	11,718		\$1,137,310

Note: Rates are priced out by grade and grown by the economic assumptions within each section. The sectional grade mix for each fiscal year may vary, thus inducing a program change element to the rate growth.

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Travel, Officers: These funds are requested to provide travel for personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	178	\$5,280.90	\$940	171	\$5,349.55	\$915	168	\$5,445.84	\$915
RECRUITING AND RETENTION	25	\$5,280.00	\$132	25	\$5,348.64	\$134	25	\$5,444.92	\$136
ANG ADMINISTRATION AND SUPPORT	19	\$5,315.79	\$101	19	\$5,384.89	\$102	19	\$5,481.82	\$104
ANG TRAINING	28	\$5,285.71	\$148	28	\$5,354.43	\$150	28	\$5,450.81	\$153
USAF MISSION SUPPORT	28	\$5,285.71	\$148	28	\$5,354.43	\$150	28	\$5,450.81	\$153
COMBAT READINESS TRAINING CENTER	22	\$5,272.73	\$116	22	\$5,341.27	\$118	22	\$5,437.42	\$120
ANG DIRECT UNIT SUPPORT	108	\$5,268.52	\$569	108	\$5,337.01	\$576	108	\$5,433.08	\$587
TOTAL	408		\$2,154	401		\$2,145	398		\$2,168

Travel, Enlisted: These funds are requested to provide travel for personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	17	\$3,470.59	\$59	11	\$3,515.71	\$39	11	\$3,578.99	\$39
RECRUITING AND RETENTION	51	\$3,450.98	\$176	51	\$3,495.84	\$178	51	\$3,558.77	\$181
ANG ADMINISTRATION AND SUPPORT	54	\$3,462.96	\$187	54	\$3,507.98	\$189	54	\$3,571.13	\$193
ANG TRAINING	90	\$3,444.44	\$310	90	\$3,489.22	\$314	90	\$3,552.03	\$320
USAF MISSION SUPPORT	108	\$3,453.70	\$373	108	\$3,498.60	\$378	108	\$3,561.58	\$385
COMBAT READINESS TRAINING CENTER	39	\$3,435.90	\$134	39	\$3,480.56	\$136	39	\$3,543.21	\$138
ANG DIRECT UNIT SUPPORT	413	\$3,452.78	\$1,426	413	\$3,497.67	\$1,445	413	\$3,560.63	\$1,471
TOTAL	772		\$2,665	766		\$2,679	766		\$2,727

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
UNIFORM ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Uniform Allowances, Officers: These funds provide for supplemental clothing allowances under the provisions of Section 416 of Title 37, United States Code for the purchase of required uniforms. Section 416 provides for a uniform allowance of not more than \$200 each time an officer enters active duty for a period of more than 90 days unless; (1) the officer, during that tour or within a period of two years before entering on that tour, received, under any law, an initial uniform reimbursement or allowance of more than \$400; or (2) the officer enters on that tour within two years after completing a period of active duty of more than 90 days.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	170	\$400.00	\$68	163	\$400.00	\$65	160	\$400.00	\$64
Active Duty Officer Uniform Allowance	80	\$200.00	\$16	77	\$200.00	\$15	76	\$200.00	\$15
Total Uniform Allowances, Officers	250		\$84	240		\$80	236		\$79

Cash Clothing Replacement Allowance, Enlisted: These funds provide for Active Guard/Reserve (AGR) staffing allowances under the provisions of Section 418 of Title 37, United States Code for the purchase of prescribed clothing authorized by the Secretary of Defense.

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	12	\$346.75	\$4	8	\$352.80	\$3	8	\$359.15	\$3
Female Cash Clothing Replacement Allowance	5	\$352.80	\$2	3	\$360.00	\$1	3	\$366.48	\$1
Total Cash Clothing Replacement Allowance, Enlisted	17		\$6	11		\$4	11		\$4

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
DEATH GRATUITIES, DISABILITY AND HOSPITALIZATION, AND SERVICEMAN'S GROUP LIFE INSURANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Death Gratuities, Disability and Hospitalization Benefits: These funds provide for death gratuity payments to beneficiaries of Air National Guard (ANG) personnel who die of injury received or disease contracted while participating in active or inactive duty training. The FY 2006 National Defense Authorization Act (P.L. 109-163) increased to \$100,000 retroactive to 7 October 2001. Disability and hospitalization benefits consist of basic pay, RPA, BAH, BAS, government's Social Security contributions and Incentive Pay, if authorized. Executive Order 13150, Federal Workforce

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	11	\$100,000.00	\$1,100	11	\$100,000.00	\$1,100	11	\$100,000.00	\$1,100
ENLISTED	16	\$100,000.00	\$1,600	16	\$100,000.00	\$1,600	16	\$100,000.00	\$1,600
TOTAL	27		\$2,700	27		\$2,700	27		\$2,700
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	75	\$5,186.67	\$389	74	\$5,256.76	\$389	74	\$5,324.32	\$394
ENLISTED	736	\$5,095.11	\$3,750	728	\$5,157.97	\$3,755	733	\$5,236.02	\$3,838
TOTAL	811		\$4,139	802		\$4,144	807		\$4,232
SEVERELY DISABLED COMPENSATION PROGRAM									
OFFICER	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ENLISTED	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	0		\$0	0		\$0	0		\$0

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Non-Prior Service Enlistment Bonus: These funds will provide bonus payment to non-prior service enlistees who agree to serve in the Air National Guard established critical career fields for a term of six years. Cash bonuses are given in the amount of \$20,000. Up to \$10,000 of the total bonus is provided upon completion of initial active duty for training and all qualifications and requirements for award of the three or five skill level. A second installment of \$10,000 is paid to the member on the third anniversary of their enlistment. The FY 15 amount indicated in this book is reflective of a reduction to the amount authorized to be paid. Future FYs reflect the required funding for new Non-Prior Service Bonus payments as well as installments due in the FY. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	2,680	\$9,999.63	\$26,799	2,262	\$10,000.00	\$22,620	762	\$10,000.00	\$7,620
Anniversary Payments	1,200	\$10,006.67	\$12,008	2,232	\$10,000.00	\$22,320	3,920	\$10,000.00	\$39,200
Subtotal	3,880		\$38,807	4,494		\$44,940	4,682		\$46,820

Prior Service Three-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of three years. These service members have less than 16 years of total military service, received an honorable discharge at the conclusion of their military service, are not being released from active service for the purpose of enlistment in a reserve component, and have not previously been paid a bonus for enlistment in a reserve component. The cash bonus is paid in two installments. The first installment is paid upon entry in the amount of \$3,750. The second installment of \$3,750 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$7,500. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	85	\$3,764.71	\$320	43	\$3,744.19	\$161	3	\$3,666.67	\$11
Anniversary Payments	42	\$3,761.90	\$158	83	\$3,746.99	\$311	59	\$3,745.76	\$221
Subtotal	127		\$478	126		\$472	62		\$232

Prior Service Six-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of six years. These service members have less than 16 years of total military service, received an honorable discharge at the conclusion of their military service, are not being released from active service for the purpose of enlistment in a reserve component, and have not previously been paid a bonus for enlistment in a reserve component. The cash bonus is paid in two installments. The first installment is paid upon entry/career field qualification in the amount of \$7,500. The second installment of \$7,500 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$15,000. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease of initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	133	\$7,500.00	\$1,002	316	\$7,500.00	\$2,370	12	\$7,500.00	\$90
Anniversary Payments	73	\$7,500.00	\$551	733	\$7,500.00	\$5,498	769	\$7,500.00	\$5,768
Subtotal	206		\$1,553	1,049		\$7,868	781		\$5,858

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Reenlistment Three-Year Bonus: These funds provide bonus payments to members who reenlist in an Air National Guard established critical skill career field for a period of three years. These members have less than 20 years of total military service and are fully-qualified in the critical skill. The cash bonus is paid in two installments. The first installment is paid upon entry in the amount of \$3,750. The second installment of \$3,750 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$7,500. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	209	\$3,750.00	\$783	4	\$3,750.00	\$15	0	\$0.00	\$0
Anniversary Payments	155	\$3,750.00	\$581	293	\$3,750.00	\$1,099	212	\$3,500.00	\$742
Subtotal	364		\$1,364	297		\$1,114	212		\$742

Reenlistment Six-Year Bonus: These funds provide bonus payments to members who reenlist in an Air National Guard established critical skill career field for a period of six years. These members have less than 20 years of total military service and are fully-qualified in the critical skill. The cash bonus is paid in two installments. The first installment is paid upon reenlistment in the amount of \$7,500. The second installment of \$7,500 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$15,000. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	1,586	\$7,500.00	\$11,896	17	\$7,500.00	\$128	1	\$8,000.00	\$8
Anniversary Payments	845	\$7,500.00	\$6,343	2,005	\$7,500.00	\$15,038	2,162	\$7,500.00	\$16,215
Subtotal	2,431		\$18,239	2,022		\$15,166	2,163		\$16,223

Affiliation Three-Year Bonus: These funds provide bonus payments to members who affiliate into Air National Guard established critical skill career field for a period of three years. These service members have less than 20 years of total military service, have previously served on active duty and received an honorable discharge at the conclusion of their military service. The cash bonus is paid in two installments. The first installment is paid upon entry/qualification in the amount of \$5,000. The second installment of \$5,000 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$10,000. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	66	\$5,000.00	\$330	4	\$5,000.00	\$20	1	\$5,000.00	\$5
Anniversary Payments	0	\$0.00	\$0	91	\$5,000.00	\$455	55	\$5,000.00	\$275
Subtotal	66		\$330	95		\$475	56		\$280

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Affiliation Six-Year Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of six years. These service members have less than 20 years of total military service, have previously served on active duty and received an honorable discharge at the conclusion of their military service. The cash bonus is paid in two installments. The first installment is paid upon entry/career field qualification in the amount of \$10,000. The second installment of \$10,000 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$20,000. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	222	\$10,000.00	\$2,226	94	\$10,000.00	\$940	5	\$10,000.00	\$50
Anniversary Payments	43	\$10,000.00	\$431	146	\$10,000.00	\$1,460	584	\$10,000.00	\$5,840
Subtotal	265		\$2,657	240		\$2,400	589		\$5,890

Officer Accession Affiliation Bonus: A reserve accession affiliation bonus may be paid to officer personnel are currently qualified or agree to become qualified in a critical Air Force specialty. Effective 3 January 2006, members who meet the eligibility criteria may be awarded an initial bonus of \$10,000 for a three-year commitment.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	16	\$20,000.00	\$320	10	\$20,000.00	\$200	6	\$20,000.00	\$120
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	16		\$320	10		\$200	6		\$120

Health Professionals Loan Repayment: These funds provide loan repayment on behalf Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. This provides repayment of any loan made, insured, or guaranteed under Parts B and E of the Higher Education Act of 1965 after 1 October 1975, and Part C of the Health Service Act. The loan repayment will occur at the completion of each year of satisfactory service within a three year service agreement. The installments are as follows: First and second anniversary payments are up to \$20,000 each. Third anniversary payment is up to \$10,000. The increase in anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments in FY 2016 and FY 2017 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	32	\$20,000.00	\$641	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	15	\$20,000.00	\$300	26	\$20,000.00	\$520	14	\$20,000.00	\$280
Subtotal	47		\$941	26		\$520	14		\$280

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Chaplain Loan Repayment: These funds provide loan repayment on behalf of Chaplains who agree to serve in the Air National Guard for a period of three years. This provides repayment of any loan made, insured, or guaranteed chaplain loan repayment program in the Selected Reserve under the authority of 10 U.S.C. sections 16303. Payments are made in three installments at the completion of each year of a three-year commitment. The total amount allowed for each three year commitment is \$20,000.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	4	\$5,000.00	\$20	14	\$5,000.00	\$70	10	\$5,000.00	\$50
Anniversary Payments	16	\$5,000.00	\$80	6	\$5,000.00	\$30	10	\$5,000.00	\$50
Subtotal	20		\$100	20		\$100	20		\$100

Health Professional Cash Bonus (\$75K): These funds provide bonus payments to Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. The cash bonus is paid in three installments of \$25,000. The total amount paid for a three year commitment is \$75,000. The anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	0	\$0.00	\$0	7	\$25,000.00	\$175	0	\$0.00	\$0
Anniversary Payments	140	\$25,000.00	\$3,500	124	\$25,000.00	\$3,100	40	\$25,000.00	\$1,000
Subtotal	140		\$3,500	131		\$3,275	40		\$1,000

Health Professional Cash Bonus (\$45K): These funds provide bonus payments to Health Professionals who agree to serve in the critical Health Professions specialties (these may include Nursing, Physician Assistant, Biomedical and Pharmacy) for a period of three years. The cash bonus is paid in three installments of \$15,000. The total amount paid for a three year commitment is \$45,000. The anniversary payments in FY 2016 and FY 2017 is a result of an increase of incentive-eligible career fields in FY 2013 and FY 2014 to meet effective manning requirements. The decrease in initial payments is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	10	\$15,000.00	\$150	7	\$15,000.00	\$105	0	\$0.00	\$0
Anniversary Payments	246	\$15,000.00	\$3,694	243	\$15,000.00	\$3,645	52	\$15,000.00	\$780
Subtotal	256		\$3,844	250		\$3,750	52		\$780

Healthcare Professional Stipend (Resident/Med Student): These funds provide a monetary stipend to Air National Guard officers enrolled in a residency program in a critical Health Professions specialty.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	3	\$15,000.00	\$45	3	\$15,000.00	\$45	3	\$15,000.00	\$45
Anniversary Payments	2	\$25,000.00	\$50	3	\$15,000.00	\$45	3	\$15,000.00	\$45
Subtotal	5		\$95	6		\$90	6		\$90

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Healthcare Professional Stipend Bachelor Student: These funds provide a monetary stipend to enlisted personnel who are third or fourth year students in an accredited baccalaureate program in Nursing or Physician's Assistant. Members are paid \$100 per month.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	4	\$1,300.00	\$5	3	\$1,300.00	\$4	5	\$1,200.00	\$6
Anniversary Payments	5	\$1,200.00	\$6	8	\$1,300.00	\$10	8	\$1,300.00	\$10
Subtotal	9		\$11	11		\$14	13		\$16

Enlisted Student Loan Repayment: These funds provide repayment of any loan made, insured or guaranteed under Part B of the Higher Education Act of 1965 or any loan made under Part E of such act, after 1 October 1975. These are repaid providing a member enlisted or reenlisted in an Air National Guard unit in a designated critical specialty prior to 2009. The amount of the loan(s) to be repaid is 15 percent of the loan(s) and accrued interest not paid by the Department of Education or \$500, whichever is greater, for each year of satisfactory service. No Enlisted Student Loan Repayments will be obligated after FY 2015 due to the discontinuation of the Enlistd Student Loan Repayment program in FY 2009. All obligations are complete in FY 2015.

	FY 2015			FY 2016			FY 2017		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	5	\$3,000.00	\$15	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	256	\$3,500.00	\$899	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	261		\$914	0		\$0	0		\$0

TOTAL RESERVE INCENTIVES

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	493	\$17,872.21	8,811	454	\$17,508.81	7,949	151	\$15,801.32	2,386
Enlisted	7,600	\$8,466.05	64,342	8,323	\$8,702.99	72,435	8,545	\$8,899.36	76,045
Subtotal	8,093		\$73,153	8,777		\$80,384	8,696		\$78,431

\$30,000 Lump Sum Bonus: The FY 2000 National Defense Authorization Act provides for a new retirement system. The new system gives personnel the option to retire under the pre-1986 military retirement plan (50 percent retirement benefit at 20 years of service with full COLA) or accept a one-time \$30,000.00 lump sum bonus and remain under the Redux retirement plan (40 percent retirement benefit at 20 years of service, with partial COLA).

	FY 2015			FY 2016			FY 2017		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	25	\$30,000.00	\$750	25	\$30,000.00	\$750	25	\$30,000.00	\$750
Enlisted	81	\$30,000.00	\$2,430	81	\$30,000.00	\$2,430	81	\$30,000.00	\$2,430
Subtotal	106		\$3,180	106		\$3,180	106		\$3,180

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
REIMBURSABLE REQUIREMENT
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Reimbursable Requirements: Manpower to support Foreign F-16 pilot training at the ANG Replacement Training Unit (RTU) school, Tucson, Arizona. Manpower also supports the National Science Foundation (NSF) Antarctic mission and Gate Keeper mission. The Air National Guard assumed full responsibility for the NSF mission in FY 1998. The reimbursable positions shown are all full-time active reimbursable positions.

	FY 2015	FY 2016	FY 2017
Officer - Base Pay	\$ 6,720	\$ 9,446	\$ 10,627
FICA	\$ 514	\$ 723	\$ 813
Retired Pay Accrual	\$ 2,164	\$ 2,966	\$ 3,135
Other Pay and Allowances	\$ 749	\$ 1,335	\$ 1,591
PCS Travel	\$ 59	\$ 83	\$ 93
Total Officer Program	\$ 10,206	\$ 14,553	\$ 16,259
Enlisted - Base Pay	\$ 12,345	\$ 17,373	\$ 19,536
FICA	\$ 944	\$ 1,329	\$ 1,495
Retired Pay Accrual	\$ 3,975	\$ 5,455	\$ 5,763
Other Pay and Allowances	\$ 1,619	\$ 2,789	\$ 3,310
PCS Travel	\$ 57	\$ 82	\$ 92
Total Enlisted Program	\$ 18,940	\$ 27,028	\$ 30,196
Total Reimbursable Program	\$ 29,146	\$ 41,581	\$ 46,455

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Aerial Gunner	Yes	Yes	Yes
Aeromedical	Yes	Yes	Yes
Aerospace Control and Warning System	Yes	Yes	Yes
Aerospace Control and Warning System Weapons Director	Yes	Yes	Yes
Aerospace Ground Equipment	Yes	Yes	Yes
Aerospace Maintenance	Yes	Yes	Yes
-(A,B,(C-5/C-9/C-12/C-17/C-20/C-21/C-22 C,D)	Yes	Yes	Yes
-(C-26/C-130/C-141/T-39/T-43)	Yes	Yes	Yes
-(C-135/(G,H)C-18/E-3/KC-10/VC-25/V/C-137)	Yes	Yes	Yes
-(E,F) (B-1/B-2/B-52)	Yes	Yes	Yes
Aerospace Physiology	Yes	Yes	Yes
Aerospace Propulsion, Jet Engines	Yes	Yes	Yes
Aerospace propulsion, Turboprop and Turboshaft	Yes	Yes	Yes
Air Traffic Control	Yes	Yes	Yes
Air Transportation	Yes	Yes	Yes
Airborne Battle Management	Yes	Yes	Yes
Airborne Battle Management Weapons Director	Yes	Yes	Yes
Airborne Communications Systems	Yes	Yes	Yes
Airborne Mission Systems	Yes	Yes	Yes
Airborne Surveillance Radar System	Yes	Yes	Yes
Aircraft Armament Systems	Yes	Yes	Yes
Aircraft Communications and Navigation Systems	Yes	Yes	Yes
Aircraft Electrical and Environmental Systems	Yes	Yes	Yes
Aircraft Fuel Systems	Yes	Yes	Yes
Aircraft Guidance and Control	Yes	Yes	Yes
Aircraft Hydraulics Systems	Yes	Yes	Yes
Aircraft Loadmaster	Yes	Yes	Yes
Aircraft Metals Technology	Yes	Yes	Yes
Aircraft Structural Maintenance	Yes	Yes	Yes
Aircrew Egress Systems	Yes	Yes	Yes
Aircrew Life Support	Yes	Yes	Yes
Airfield Management	Yes	Yes	Yes
Avionics Sensors Maintenance	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Avionics Test Station and Components			
- (F-15)	Yes	Yes	Yes
- (F-16/117/-10/B-1b/C-17)	Yes	Yes	Yes
Bioenvironmental Engineering	Yes	Yes	Yes
Biomedical Equipment	Yes	Yes	Yes
 Bomber Avionics Systems			
- Defense Avionics Systems	Yes	Yes	Yes
- Instruments and Flight Control Computers	Yes	Yes	Yes
 C.D.E Tactical Aircraft Maintenance			
- (general except F,G,H,Z) F-15/F-16/F-117	Yes	Yes	Yes
Cardiopulmonary Lab	Yes	Yes	Yes
Chaplain Services Support	Yes	Yes	Yes
Combat Control	Yes	Yes	Yes
Command Post	Yes	Yes	Yes
Communications and Antenna Systems	Yes	Yes	Yes
 Communications/Computer Systems			
- Control	Yes	Yes	Yes
- Operations	Yes	Yes	Yes
- Planning and Implementation	Yes	Yes	Yes
- Programming	Yes	Yes	Yes
Contracting	Yes	Yes	Yes
Dental Assistant	Yes	Yes	Yes
Dental Laboratory	Yes	Yes	Yes
Diagnostic Imaging	Yes	Yes	Yes
Diagnostic Imaging, Magnetic Resonance	Yes	Yes	Yes
Diagnostic Imaging, Nuclear	Yes	Yes	Yes
Diagnostic Imaging, Ultrasound	Yes	Yes	Yes
Diet Therapy	Yes	Yes	Yes
Electrical Power Products	Yes	Yes	Yes
Electrical Systems	Yes	Yes	Yes
Electronic Computer and Switching Systems	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Electronic Signal Intelligence Exploitation	Yes	Yes	Yes
Electronic System Security Assessment	Yes	Yes	Yes
Electronic Warfare Systems	Yes	Yes	Yes
Engineering	Yes	Yes	Yes
Environmental Controls	Yes	Yes	Yes
Explosive Ordnance Disposal	Yes	Yes	Yes
F-15/F-111 Avionics Communications and Navigation Aids	Yes	Yes	Yes
F-15/F-111 Avionics Systems	Yes	Yes	Yes
F-16/F-117/CV-22 Avionics Systems	Yes	Yes	Yes
Far East Crptologic Linguist	Yes	Yes	Yes
Financial Management and Comptroller	Yes	Yes	Yes
Fire Protection	Yes	Yes	Yes
Flight Attendant	Yes	Yes	Yes
Flight Engineer (Helicopter)	Yes	Yes	Yes
Flight Engineer (performance qualified)	Yes	Yes	Yes
Fuels	Yes	Yes	Yes
General Purpose Vehicle Maintenance	Yes	Yes	Yes
Ground Radar Systems	Yes	Yes	Yes
Ground Radio Communications	Yes	Yes	Yes
Health Services Management	Yes	Yes	Yes
HVAC and Refrigeration	Yes	Yes	Yes
Helicopter Maintenance	Yes	Yes	Yes
Histopathology	Yes	Yes	Yes
Imagery analysis	Yes	Yes	Yes
In-Flight refueling	Yes	Yes	Yes
Information Management	Yes	Yes	Yes
Intelligence Applications	Yes	Yes	Yes
Interpreter/Translator	Yes	Yes	Yes
Liquid Fuel Systems Maintenance	Yes	Yes	Yes
Maintenance Data Systems Analysis	Yes	Yes	Yes
Maintenance Scheduling	Yes	Yes	Yes
Manpower	Yes	Yes	Yes
Medical Laboratory	Yes	Yes	Yes
Medical Service	Yes	Yes	Yes
Medical Service, Allergy/Immunology	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Medical Service, Neurology	Yes	Yes	Yes
Mental Health Services	Yes	Yes	Yes
Meteorological and Navigation's Systems	Yes	Yes	Yes
Middle East Crptologic Linguist	Yes	Yes	Yes
Missile and Space Facilities	Yes	Yes	Yes
Missile and Space System Maintenance	Yes	Yes	Yes
Missile and Space System Electrical Maintenance	Yes	Yes	Yes
Munitions Systems	Yes	Yes	Yes
Nondestructive Inspection	Yes	Yes	Yes
Nuclear Weapons	Yes	Yes	Yes
Operations Management	Yes	Yes	Yes
Operations Resource Management	Yes	Yes	Yes
Optometry	Yes	Yes	Yes
Paralegal	Yes	Yes	Yes
Pararescue	Yes	Yes	Yes
Pavements and Construction Equipment	Yes	Yes	Yes
Personnel	Yes	Yes	Yes
Pharmacy	Yes	Yes	Yes
Physical Therapy	Yes	Yes	Yes
Precision Measurement Equipment	Yes	Yes	Yes
Public Affairs	Yes	Yes	Yes
Public Health	Yes	Yes	Yes
Radio and TV Broadcast	Yes	Yes	Yes
Radio Communications System	Yes	Yes	Yes
Readiness	Yes	Yes	Yes
Romance Crptologic Linguist	Yes	Yes	Yes
Satellite and Wide Band Communications Systems	Yes	Yes	Yes
Secure Communications Systems	Yes	Yes	Yes
Security Forces, Combat Arms	Yes	Yes	Yes
Security Forces, Including Dog Handlers	Yes	Yes	Yes
Services	Yes	Yes	Yes
Signals Intelligence	Yes	Yes	Yes
Signals Intelligence Analysis	Yes	Yes	Yes
Slavic Crptologic Linguist	Yes	Yes	Yes
Space System Operators	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Special Investigations	Yes	Yes	Yes
Special Purpose Vehicle and Equipment Maintenance	Yes	Yes	Yes
Special Vehicle Maintenance, Firetruck	Yes	Yes	Yes
Special Vehicle Maintenance, Refuel	Yes	Yes	Yes
Structural	Yes	Yes	Yes
Surgical Service	Yes	Yes	Yes
Surgical Service, Otorhinolaryngology	Yes	Yes	Yes
Survival Equipment	Yes	Yes	Yes
Survival Evasion, Resistance and Escape Training	Yes	Yes	Yes
Tactical Air Command and Control	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-15	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-16/F-117	Yes	Yes	Yes
Technical Applications Specialist]	Yes	Yes	Yes
Telephone Systems	Yes	Yes	Yes
Utilities Systems	Yes	Yes	Yes
Vehicle Body Maintenance	Yes	Yes	Yes
Vehicle Maintenance Control and Analysis	Yes	Yes	Yes
Vehicle Operations	Yes	Yes	Yes
Visual Imagery and Instruction Detection	Yes	Yes	Yes
Visual Information	Yes	Yes	Yes
Visual Information Prod Doc	Yes	Yes	Yes
Weather	Yes	Yes	Yes

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2017	\$8,502
Estimate	FY 2016	\$14,803
Actual	FY 2015	\$17,794

PART I - PURPOSE AND SCOPE

Program funds support the payments to the Department of Defense Education Benefits Fund, a trust fund administered by the Veterans Administration (VA). The program is governed by Title 10 U.S.C., Chapter 106 and funds educational benefit payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an actuarial basis and funded bases on Amoritization Amounts determined by the Department of Defense Board of Actuaries. Actual payments to individuals are made by the Veterans Administration from funds transferred to the trust account. Changes in the rates set by the Board of Actuaries caused program decreases.

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA	Amount
FY 2016 Direct Program		\$14,803
Budget Activity Adjustment	14,803	
Increases:		
Total Increases		\$0
Decreases:		
Pricing Decreases		
Basic Benefits	(1,668)	
Kicker	(3,176)	
Total Pricing Decreases	(4,844)	
Program Decreases		
Kicker	(1,457)	
Total Program Decreases	(1,457)	
Total Decreases		(\$6,301)
FY 2017 Direct Program		\$8,502

**NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

All individuals enlisting, re-enlisting, or extending for not less than six years in the Selected Reserve after 1 July, 1985, except those who have received a commission from a service academy or completed an ROTC scholarship program, are eligible to receive educational assistance unless they are entitled for assistance under Chapter 30 of Title 38 U.S.C. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide funds adequate to allow for one of three levels of assistance. These levels are \$337 per month for full-time educational pursuit, \$252 for three quarter time pursuit and \$167 for half time pursuit. The maximum total benefit that can be paid is \$12,132.

The G.I. Bill is considered a prime recruiting benefit. The Air National Guard foresees the increased competition for quality personnel and increased demand for education benefits among its current and future enlisted populations.

Montgomery GI Bill Kicker: This program provides an added incentive to basic MGIB benefits for members assigned to ANG critical AFSCs. All individuals enlisting, re-enlisting, or extending in an identified SORTS critical AFSC for not less than six years in the Air National Guard after 1 October 1998, except those who have received a commission from a service academy or completed an ROTC scholarship program, are eligible to receive this added incentive to their basic Montgomery GI Bill benefit. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization. The program will provide funds adequate to allow for one of three levels of assistance. The levels are full-time, three quarter time, and part-time educational pursuit. The maximum total benefit that can be paid is \$12,600 per person.

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations (Chapter 1607): The Ronald W. Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as paragraph 1607 of title 10, USC. The added incentives are available to Reserve Component personnel who have been mobilized in support of the Overseas Contingency Operations (OCO) and agree to remain as participating members of the Reserve Components. The FY2016 National Defense Authorization Act (P.L. 114-92), Section 555, ended the Reserve Educational Assistance Program effective November 25, 2015. The basis of the funding is a submission from DOD Board of Actuaries. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefit opportunities.

The following table displays the estimated eligible population and estimated per capita dollar rate for each fiscal year:

	FY 2015			FY 2016			FY 2017		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	2,836	\$1,364	\$3,868	2,836	\$588	\$1,668	0	\$0	\$0
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,887	\$4,682	\$13,517	3,382	\$3,884	\$13,135	2,887	\$2,945	\$8,502
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
<u>REAP (CHAPTER 1607)</u>									
Normal Cost (Ch. 1607)	886	\$412	\$409	0	\$0	\$0	0	\$0	\$0
Mobilized 90 Days	634	\$552	\$261	0	\$0	\$0	0	\$0	\$0
Mobilized 1 Year	193	\$703	\$107	0	\$0	\$0	0	\$0	\$0
Mobilized 2 Years	59	\$0	\$41	0	\$0	\$0	0	\$0	\$0
CHAPTER 1607 AMORTIZATION			\$0			\$0			\$0
ENHANCED EDUCATIONAL ASSISTANCE(CHAPTER 1607)			\$409	0		\$0	0		\$0
TOTAL EDUCATIONAL BENEFITS	6,609		\$17,794	6,218		\$14,803	2,887		\$8,502

SPECIAL ANALYSIS

THIS PAGE INTENTIONALLY LEFT BLANK

**NATIONAL GUARD PERSONNEL, AIR FORCE
NON-PRIOR SERVICE ENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	1,200	\$12,008	2,232	\$22,320	3,920	\$39,200								
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	2,680	\$26,799												
FY2015 Anniversary Payments							1,597	\$15,970						
FY2016														
FY2016 Initial and Subsequent			2,262	\$22,620										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent					762	\$7,620								
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							1,400	\$14,000						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									2,000	\$20,000				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											2,000	\$20,000		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													2,000	\$20,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	2,680	\$26,799	2,262	\$22,620	762	\$7,620	1,400	\$14,000	2,000	\$20,000	2,000	\$20,000	2,000	\$20,000
Total Anniversary Payment	1,200	\$12,008	2,232	\$22,320	3,920	\$39,200	1,597	\$15,970						
Total	3,880	\$38,807	4,494	\$44,940	4,682	\$46,820	2,997	\$29,970	2,000	\$20,000	2,000	\$20,000	2,000	\$20,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
PRIOR SERVICE THREE-YEAR ENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	42	\$158	83	\$311	59	\$221	15	\$38						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent FY2015 Anniversary Payments	85	\$320												
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments			43	\$161										
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments					3	\$11								
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments							50	\$250						
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments									100	\$500				
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments											100	\$500		
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments													100	\$500
Total														
Total Initial and Subsequent	85	\$320	43	\$161	3	\$11	50	\$250	100	\$500	100	\$500	100	\$500
Total Anniversary Payment	42	\$158	83	\$311	59	\$221	15	\$38						
Total	127	\$478	126	\$472	62	\$232	65	\$288	100	\$500	100	\$500	100	\$500

**NATIONAL GUARD PERSONNEL, AIR FORCE
PRIOR SERVICE SIX-YEAR ENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	73	\$551	733	\$5,498	769	\$5,768	353	\$2,648						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent FY2015 Anniversary Payments	133	\$1,002												
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments			316	\$2,370										
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments					12	\$90								
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments							200	\$2,000						
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments									600	\$6,000				
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments											600	\$6,000		
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments													600	\$6,000
Total														
Total Initial and Subsequent	133	\$1,002	316	\$2,370	12	\$90	200	\$2,000	600	\$6,000	600	\$6,000	600	\$6,000
Total Anniversary Payment	73	\$551	733	\$5,498	769	\$5,768	353	\$2,648						
Total	206	\$1,553	1,049	\$7,868	781	\$5,858	553	\$4,648	600	\$6,000	600	\$6,000	600	\$6,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
REENLISTMENT THREE-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	155	\$581	293	\$1,099	212	\$742	48	\$168						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	209	\$783												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			4	\$15										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							100	\$250						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									300	\$750				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											300	\$750		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													300	\$750
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	209	\$783	4	\$15			100	\$250	300	\$750	300	\$750	300	\$750
Total Anniversary Payment	155	\$581	293	\$1,099	212	\$742	48	\$168						
Total	364	\$1,364	297	\$1,114	212	\$742	148	\$418	300	\$750	300	\$750	300	\$750

**NATIONAL GUARD PERSONNEL, AIR FORCE
REENLISTMENT SIX-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	845	\$6,343	2,005	\$15,038	2,162	\$16,215	1,128	\$8,460						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	1,586	\$11,896												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			17	\$128										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent					1	\$8								
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							800	\$4,000						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									1,500	\$7,500				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											1,500	\$7,500		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													2,000	\$10,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	1,586	\$11,896	17	\$128	1	\$8	800	\$4,000	1,500	\$7,500	1,500	\$7,500	2,000	\$10,000
Total Anniversary Payment	845	\$6,343	2,005	\$15,038	2,162	\$16,215	1,128	\$8,460						
Total	2,431	\$18,239	2,022	\$15,166	2,163	\$16,223	1,928	\$12,460	1,500	\$7,500	1,500	\$7,500	2,000	\$10,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
AFFILIATION THREE-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount								
Prior Obligations			91	\$455	55	\$275	20	\$100						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	66	\$330												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			4	\$20										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent					1	\$5								
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							100	\$500						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									200	\$1,000				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											200	\$1,000		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													200	\$1,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	66	\$330	4	\$20	1	\$5	100	\$500	200	\$1,000	200	\$1,000	200	\$1,000
Total Anniversary Payment			91	\$455	55	\$275	20	\$100						
Total	66	\$330	95	\$475	56	\$280	120	\$600	200	\$1,000	200	\$1,000	200	\$1,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
AFFILIATION SIX-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	43	\$431	146	\$1,460	584	\$5,840	234	\$2,340						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	222	\$2,226												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			94	\$940										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent					5	\$50								
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							300	\$3,000						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									600	\$6,000				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											600	\$6,000		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													600	\$6,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	222	\$2,226	94	\$940	5	\$50	300	\$3,000	600	\$6,000	600	\$6,000	600	\$6,000
Total Anniversary Payment	43	\$431	146	\$1,460	584	\$5,840	234	\$2,340						
Total	265	\$2,657	240	\$2,400	589	\$5,890	534	\$5,340	600	\$6,000	600	\$6,000	600	\$6,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
OFFICER ACCESSION AFFILIATION BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations							17	\$128						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	16	\$320												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			10	\$200										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent					6	\$120								
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							200	\$4,000						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									400	\$8,000				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											400	\$8,000		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													400	\$8,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	16	\$320	10	\$200	6	\$120	200	\$4,000	400	\$8,000	400	\$8,000	400	\$8,000
Total Anniversary Payment							17	\$128						
Total	16	\$320	10	\$200	6	\$120	217	\$4,128	400	\$8,000	400	\$8,000	400	\$8,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTH PROFESSIONALS LOAN REPAYMENT
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	15	\$300	26	\$520	14	\$280	4	\$80						
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	32	\$641												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent														
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							20	\$1,000						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									60	\$3,000				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											60	\$3,000		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													60	\$3,000
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	32	\$641					20	\$1,000	60	\$3,000	60	\$3,000	60	\$3,000
Total Anniversary Payment	15	\$300	26	\$520	14	\$280	4	\$80						
Total	47	\$941	26	\$520	14	\$280	24	\$1,080	60	\$3,000	60	\$3,000	60	\$3,000

**NATIONAL GUARD PERSONNEL, AIR FORCE
CHAPLAIN LOAN REPAYMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	16	\$80	6	\$30										
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	4	\$20												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			14	\$70			10	\$50	10	\$50				
FY2016 Anniversary Payments					10	\$50								
FY2017														
FY2017 Initial and Subsequent					10	\$50								
FY2017 Anniversary Payments							10	\$50						
FY2018														
FY2018 Initial and Subsequent							10	\$200						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									20	\$400				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											20	\$400		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													20	\$400
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	4	\$20	14	\$70	10	\$50	10	\$200	20	\$400	20	\$400	20	\$400
Total Anniversary Payment	16	\$80	6	\$30	10	\$50	20	\$100						
Total	20	\$100	20	\$100	20	\$100	30	\$300	20	\$400	20	\$400	20	\$400

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTH PROFESSIONAL CASH BONUS (\$75K)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	140	\$3,500	124	\$3,100	40	\$1,000								
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent														
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			7	\$175										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							50	\$3,750						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									100	\$7,500				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											100	\$7,500		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													100	\$7,500
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent			7	\$175			50	\$3,750	100	\$7,500	100	\$7,500	100	\$7,500
Total Anniversary Payment	140	\$3,500	124	\$3,100	40	\$1,000								
Total	140	\$3,500	131	\$3,275	40	\$1,000	50	\$3,750	100	\$7,500	100	\$7,500	100	\$7,500

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTH PROFESSIONAL CASH BONUS (\$45K)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	246	\$3,694	243	\$3,645	52	\$780								
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	10	\$150												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			7	\$105										
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent							100	\$4,500						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent									150	\$6,750				
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent											150	\$6,750		
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent													150	\$6,750
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	10	\$150	7	\$105			100	\$4,500	150	\$6,750	150	\$6,750	150	\$6,750
Total Anniversary Payment	246	\$3,694	243	\$3,645	52	\$780								
Total	256	\$3,844	250	\$3,750	52	\$780	100	\$4,500	150	\$6,750	150	\$6,750	150	\$6,750

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTHCARE PROFESSIONAL STIPEND (RESIDENT/MEDICAL STUDENT)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2	\$50	3	\$45										
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	3	\$45												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			3	\$45			3	\$45						
FY2016 Anniversary Payments					3	\$45								
FY2017														
FY2017 Initial and Subsequent					3	\$45								
FY2017 Anniversary Payments							3	\$45						
FY2018														
FY2018 Initial and Subsequent							5	\$75						
FY2018 Anniversary Payments									10	\$150				
FY2019														
FY2019 Initial and Subsequent									20	\$300				
FY2019 Anniversary Payments											10	\$150		
FY2020														
FY2020 Initial and Subsequent											20	\$300		
FY2020 Anniversary Payments													10	\$150
FY2021														
FY2021 Initial and Subsequent													20	\$300
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	3	\$45	3	\$45	3	\$45	5	\$75	20	\$300	20	\$300	20	\$300
Total Anniversary Payment	2	\$50	3	\$45	3	\$45	6	\$90	10	\$150	10	\$150	10	\$150
Total	5	\$95	6	\$90	6	\$90	11	\$165	30	\$450	30	\$450	30	\$450

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTHCARE PROFESSIONAL STIPEND (BACHELOR STUDENT)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	5	\$6	8	\$10										
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	4	\$5												
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent			3	\$4										
FY2016 Anniversary Payments					8	\$10	3	\$4						
FY2017														
FY2017 Initial and Subsequent					5	\$6								
FY2017 Anniversary Payments							3	\$4						
FY2018														
FY2018 Initial and Subsequent							3	\$4						
FY2018 Anniversary Payments									3	\$4				
FY2019														
FY2019 Initial and Subsequent									10	\$12				
FY2019 Anniversary Payments											5	\$6		
FY2020														
FY2020 Initial and Subsequent											10	\$12		
FY2020 Anniversary Payments													5	\$6
FY2021														
FY2021 Initial and Subsequent													10	\$12
FY2021 Anniversary Payments														
Total														
Total Initial and Subsequent	4	\$5	3	\$4	5	\$6	3	\$4	10	\$12	10	\$12	10	\$12
Total Anniversary Payment	5	\$6	8	\$10	8	\$10	6	\$8	3	\$4	5	\$6	5	\$6
Total	9	\$11	11	\$14	13	\$16	9	\$12	13	\$16	15	\$18	15	\$18

**NATIONAL GUARD PERSONNEL, AIR FORCE
ENLISTMENT STUDENT LOAN REPAYMENT
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount												
Prior Obligations	256	\$899												
Accelerated Payments														
FY2015														
FY2015 Initial and Subsequent	5	\$15												
FY2015 Anniversary Payments														
Total														
Total Initial and Subsequent	5	\$15												
Total Anniversary Payment	256	\$899												
Total	261	\$914												
Total All Bonus Payments														
Total Initial and Subsequent	5,055	\$44,552	2,784	\$26,853	808	\$8,005	3,338	\$37,529	6,060	\$67,712	6,060	\$67,712	6,560	\$70,212
Total Anniversary Payment	3,038	\$28,601	5,993	\$53,531	7,888	\$70,426	3,448	\$30,130	13	\$154	15	\$156	15	\$156
Total	8,093	\$73,153	8,777	\$80,384	8,696	\$78,431	6,786	\$67,659	6,073	\$67,866	6,075	\$67,868	6,575	\$70,368

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2015**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	594	596	0	0	0	596
SUBTOTAL	2	594	596	0	0	0	596
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	23,649	0	0	23,656
UNIT SPT-NAVY RC	2,160	10,498	12,658	0	0	0	12,658
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,167	10,498	12,665	23,649	0	0	36,314
TRAINING:							
RC NON-UNIT INST	65	278	343	0	0	0	343
RC SCHOOLS	22	93	115	0	0	0	115
ROTC	0	0	0	0	0	0	0
SUBTOTAL	87	371	458	0	0	0	458
HEADQUARTERS:							
SERVICE HQS	60	0	60	0	0	0	60
AC HQS	7	11	18	0	0	0	18
AC INSTAL/ACTIVITIES	50	0	50	0	0	0	50
RC CHIEFS STAFF	52	0	52	0	0	0	52
OTHERS	294	454	748	0	0	0	748
SUBTOTAL	463	465	928	0	0	0	928
OTHERS	24	113	137	0	57	1,395	1,589
TOTAL	2,743	12,041	14,784	23,649	57	1,395	39,885

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2016**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	590	592	0	0	0	592
SUBTOTAL	2	590	592	0	0	0	592
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,454	0	0	22,461
UNIT SPT-NAVY RC	2,197	10,539	12,736	0	0	0	12,736
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,204	10,539	12,743	22,454	0	0	35,197
TRAINING:							
RC NON-UNIT INST	53	260	313	0	0	0	313
RC SCHOOLS	17	87	104	0	0	0	104
ROTC	0	0	0	0	0	0	0
SUBTOTAL	70	347	417	0	0	0	417
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	44	11	55	0	0	0	55
RC CHIEFS STAFF	49	0	49	0	0	0	49
OTHERS	293	465	758	0	0	0	758
SUBTOTAL	452	476	928	0	0	0	928
OTHERS	4	64	68	0	27	1,313	1,408
TOTAL	2,732	12,016	14,748	22,454	27	1,313	38,542

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2017**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	592	594	0	0	0	594
SUBTOTAL	2	592	594	0	0	0	594
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,617	0	0	22,624
UNIT SPT-NAVY RC	2,192	10,545	12,737	0	0	0	12,737
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,199	10,545	12,744	22,617	0	0	35,361
TRAINING:							
RC NON-UNIT INST	53	262	315	0	0	0	315
RC SCHOOLS	18	87	105	0	0	0	105
ROTC	0	0	0	0	0	0	0
SUBTOTAL	71	349	420	0	0	0	420
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	45	11	56	0	0	0	56
RC CHIEFS STAFF	50	0	50	0	0	0	50
OTHERS	299	464	763	0	0	0	763
SUBTOTAL	460	475	935	0	0	0	935
OTHERS	5	66	71	0	27	1,313	1,411
TOTAL	2,737	12,027	14,764	22,617	27	1,313	38,721