



**AIR NATIONAL GUARD  
FISCAL YEAR (FY) 2018  
BUDGET ESTIMATES**

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

**MAY 2017**

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

	<u>FY 2016 (Actual)</u>	<u>FY 2017 (Estimate) *</u>	<u>FY 2018 (Estimate)</u>
<b>DIRECT PROGRAM</b>			
Reserve Component Training & Support	\$3,252,081	\$3,302,665	\$3,413,187
<b>TOTAL Direct Program</b>	<b>\$3,252,081</b>	<b>\$3,302,665</b>	<b>\$3,413,187</b>
 FY 2017 CR Adjustment	 \$0	 (\$82,262)	 \$0
 <b>Revised Total Direct Program</b>		 <b>\$3,220,403</b>	
 <b>REIMBURSABLE Program</b>			
Reserve Component Training & Support	\$30,698	\$53,600	\$53,600
<b>TOTAL Reimbursable Program</b>	<b>\$30,698</b>	<b>\$53,600</b>	<b>\$53,600</b>
 <b>TOTAL Baseline Program</b>			
Reserve Component Training & Support	\$3,282,779	\$3,274,003	\$3,466,787
<b>TOTAL Baseline Program Funding</b>	<b>\$3,282,779</b>	<b>\$3,274,003</b>	<b>\$3,466,787</b>
 <b><u>OCO/Title IX Supplemental Funding - FY 2016 P.L. 114-113</u></b>			
OCO Supplemental Enacted	\$5,155	\$0	\$0
<b>TOTAL OCO Funding</b>	<b>\$5,155</b>	<b>\$0</b>	<b>\$0</b>
 <b>TOTAL Program Funding</b>	 <b>\$3,287,934</b>	 <b>\$3,274,003</b>	 <b>\$3,466,787</b>
 <b><u>LESS: FY 2016 Title IX (FY2016 P.L. 114-113)</u></b>			
Reserve Component Training and Support	\$0	\$0	\$0
<b>TOTAL OCO Funding</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
 <b><u>Revised TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	\$3,287,934	\$3,274,003	\$3,466,787
<b>Revised TOTAL Program Funding</b>	<b>\$3,287,934</b>	<b>\$3,274,003</b>	<b>\$3,466,787</b>
 Medicare Eligible Retiree Health Fund Contribution	 \$203,847	 \$216,337	 \$242,882
 <b>TOTAL Military Personnel Program Cost</b>	 <b>\$3,491,781</b>	 <b>\$3,490,340</b>	 <b>\$3,709,669</b>

\* A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

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

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	<u>FY 2016 (Actual)</u>	<u>FY 2017 (Estimate)</u>	<u>FY 2018 (Estimate)</u>
<b><u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u></b>			
Direct Program (NGPAF)	\$3,252,081	\$3,302,665	\$3,413,187
FY 2017 CR Adjustment		(\$82,262)	
<b>Revised Total Direct Program</b>		<b>\$3,220,403</b>	
Reimbursable Program (NGPAF)	\$30,698	\$53,600	\$53,600
Overseas Contingency Operations (OCO) (NGPAF)	\$5,155	\$0	\$0
<b>TOTAL from National Guard Personnel, Air Force (NGPAF) Funding</b>	<b>\$3,287,934</b>	<b>\$3,274,003</b>	<b>\$3,466,787</b>
Medicare-Eligible Retiree Health Fund Contribution	\$203,847	\$216,337	\$242,882
<b>TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST</b>	<b>\$3,491,781</b>	<b>\$3,490,340</b>	<b>\$3,709,669</b>
<b><u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u></b>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)*	\$509,847	\$514,058	\$528,011
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$254,312	\$264,659	\$270,067
<b>TOTAL FROM MILITARY PERSONNEL, AIR FORCE</b>	<b>\$764,159</b>	<b>\$778,717</b>	<b>\$798,078</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS</b>	<b>\$4,255,940</b>	<b>\$4,269,057</b>	<b>\$4,507,747</b>

\* A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

## **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 2018 President's Budget Submission is based on an average strength of 104,792 in FY 2016, 105,803 in FY 2017, and 107,166 in FY 2018, 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 14,593 full-time active duty ANG personnel in FY 2016, 14,764 in FY 2017, and 16,260 in FY 2018.

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, the National Science Foundation's (NSF) Antarctic mission, Gatekeeper, DHS/USCG, NSA requirements and other missions as required. Reimbursable average strengths are 668 in FY 2016, 685 in FY 2017, and 695 in FY 2018.

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 2018 estimates reflect an increase in military personnel and an increase in the Education Benefits rates. The end-strength growth is focused on the CSAF's priority to address the pilot crisis as well as Total Force capacity shortfalls identified through Headquarters Air Force's total Force Continuum High-Velocity Analyses. The increase in FY 2018 for Basic Education Benefits went from zero in FY 2017 to \$3,772 in FY 2018 and the Critical Skill Benefits (\$350 kicker) increased from \$2,945 to \$4,867. Education Benefits reflects an overall increase of over \$11 million in FY 2018.

## **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 funding. 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 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
FICA Maximum Taxable Income	\$118,500	\$127,200	\$129,900
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	1.30%	2.10%	2.10%
BAH Increase*	2.90%	2.80%	3.20%

**EFFECTIVE ENTIRE FISCAL YEAR**

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Non-Pay Inflation	1.30%	1.80%	2.00%
Retired Pay Accrual, Part Time	23.00%	22.80%	22.60%
Retired pay Accrual, Full Time	31.40%	28.90%	28.50%
G.I. Bill Per Capita	\$588		\$3,772

\* The Basic Allowance for Housing (BAH) Fiscal Year 2018 average inflation rate is 3.1 percent. The January 1, 2017 and January 1, 2018 average BAH inflation rate assumption are respectively, 2.8 percent and 3.2 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 2018 budget reflects this authority by incorporating a 4 percent out-of-pocket rate comprised of 1 percent as authorized in the 2015 NDAA and the additional 3 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 3.1 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.

	<b>FY 2016 Actual</b>	<b>FY 2017 Planned</b>	<b>FY 2018 Planned</b>
Performance Measures			
Average Strength	104,792	105,803	107,166
End Strength	105,887	105,700	106,600
Authorized End Strength	105,500	105,700	

The Air National Guard recruited 11,348 Airmen (9,639 enlisted and 1,709 officers) in FY 2016. These accessions lead to a total final assigned end strength of 105,887 with 90,655 enlisted and 15,232 officers. This is a total of 387 more than the authorized end strength as allowed under 10 USC, Section 123a. The Air National Guard will continue efforts to meet and maintain authorized end strength in FY 2017 and future years. 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.

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# SUMMARY TABLES

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

	<b>FY 2016</b>				<b>FY 2017</b>				<b>FY 2018</b>			
	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
<b>Personnel in Paid Status</b>												
<b>Selected Reserve</b>												
<b>Paid Drill/Individual Training</b>												
Pay Group A -Officers	48	15	12,422	12,541	48	15	12,362	11,873	48	15	11,945	11,915
Pay Group A -Enlisted	48	15	73,266	73,928	48	15	74,037	75,615	48	15	75,181	74,977
<b>SubTotal Pay Group A</b>			<b>85,688</b>	<b>86,469</b>			<b>86,399</b>	<b>87,488</b>			<b>87,126</b>	<b>86,892</b>
Pay Group F-Enlisted		177	1,236	1,350		177	1,230	1,553		177	1,201	1,553
Pay Group P- Enlisted -Pay	48		3,291	3,447	48		3,271	1,695	48		3,212	1,695
Pay Group P- Enlisted -Nonpay			27	28			92	200			114	200
<b>SubTotal Pay Group F/P</b>			<b>4,554</b>	<b>4,825</b>			<b>4,593</b>	<b>3,448</b>			<b>4,527</b>	<b>3,448</b>
<b>Subtotal Paid Drill/Individual Training</b>			<b>90,242</b>	<b>91,294</b>			<b>90,992</b>	<b>90,936</b>			<b>91,653</b>	<b>90,340</b>
<b>Full time Active Duty</b>												
Officers			2,718	2,691			2,756	2,737			2,761	2,784
Enlisted			11,832	11,902			12,055	12,027			12,752	13,476
<b>Total</b>			<b>14,550</b>	<b>14,593</b>			<b>14,811</b>	<b>14,764</b>			<b>15,513</b>	<b>16,260</b>
<b>Total Selected Reserve</b>												
Total Officers			15,140	15,232			15,118	14,610			14,706	14,699
Total Enlisted			89,652	90,655			90,685	91,090			92,460	91,901
<b>Total</b>			<b>104,792</b>	<b>105,887</b>			<b>105,803</b>	<b>105,700</b>			<b>107,166</b>	<b>106,600</b>
<b>Reimbursable Strength Included</b>												
<b>Selected Reserve</b>												
Pay Group A- Officers			24	24			24	24			24	24
Pay Group A- Enlisted			354	354			354	354			354	354
<b>Subtotal Pay Group A</b>			<b>378</b>	<b>378</b>			<b>378</b>	<b>378</b>			<b>378</b>	<b>378</b>

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

	<b>FY 2016</b>				<b>FY 2017</b>				<b>FY 2018</b>			
	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
<b>Full Time Active Duty</b>												
Officers			62	59			65	64			65	64
Enlisted			228	227			242	250			252	250
<b>Subtotal Full-time</b>			<b>290</b>	<b>286</b>			<b>307</b>	<b>314</b>			<b>317</b>	<b>314</b>
<b>Total Selected Reserve</b>												
Total Reimbursable Officers			86	83			89	88			89	88
Total Reimbursable Enlisted			582	581			596	604			606	604
<b>Total Reimbursable</b>			<b>668</b>	<b>664</b>			<b>685</b>	<b>692</b>			<b>695</b>	<b>692</b>
<b>Total Baseline Program</b>												
Baseline - Officers			15,054	15,149			15,029	14,522			14,617	14,611
Baseline - Enlisted			89,070	90,074			90,089	90,486			91,854	91,297
<b>Total Program</b>			<b>104,124</b>	<b>105,223</b>			<b>105,118</b>	<b>105,008</b>			<b>106,471</b>	<b>105,908</b>

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

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	Average	End	Average	End	Average	End
<b>COMMISSIONED OFFICERS</b>						
O-10 GEN	1	1	1	0	0	0
O-9 LT GEN	3	2	3	4	4	4
O-8 MAJ GEN	6	4	6	7	7	7
O-7 BRIG GEN	11	14	11	7	7	6
O-6 COL	373	362	362	359	370	380
O-5 LT COL	932	923	927	900	901	904
O-4 MAJ	919	899	940	952	955	960
O-3 CAPT	385	394	414	419	423	426
O-2 1 LT	55	65	58	49	54	57
O-1 2D LT	33	27	34	40	40	40
<b>TOTAL OFFICERS</b>	<b>2,718</b>	<b>2,691</b>	<b>2,756</b>	<b>2,737</b>	<b>2,761</b>	<b>2,784</b>
<b>ENLISTED PERSONNEL</b>						
E-9 CMSGT	592	604	587	565	593	619
E-8 SMSGT	1,398	1,409	1,432	1,414	1,454	1,495
E-7 MSGT	4,227	4,340	4,286	4,188	4,490	4,793
E-6 TSG	3,053	3,056	3,124	3,148	3,407	3,671
E-5 SSGT	1,969	1,990	2,020	2,011	2,081	2,152
E-4 SRA	462	407	475	539	561	578
E-3 A1C	130	95	130	162	166	168
E-2 AMN	1	1	1	0	0	0
E-1 AB	0	0	0	0	0	0
<b>TOTAL ENLISTED</b>	<b>11,832</b>	<b>11,902</b>	<b>12,055</b>	<b>12,027</b>	<b>12,752</b>	<b>13,476</b>
<b>TOTAL PERSONNEL</b>	<b>14,550</b>	<b>14,593</b>	<b>14,811</b>	<b>14,764</b>	<b>15,513</b>	<b>16,260</b>

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 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 P	Drill	Officers	Enlisted	Total	Total Selected
					(Pay)	(No Pay)	Strength				
<b>September 30, 2015</b>	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	12,389	73,649	86,038	940	3,510	22	90,510	2,720	11,760	14,480	104,990
January	12,380	73,340	85,720	1,063	3,396	31	90,210	2,735	11,803	14,538	104,748
February	12,349	72,933	85,282	1,193	3,225	31	89,731	2,731	11,772	14,503	104,234
March	12,412	72,607	85,019	1,226	3,196	29	89,470	2,742	11,884	14,626	104,096
April	12,409	72,532	84,941	1,260	3,181	29	89,411	2,736	11,858	14,594	104,005
May	12,398	72,530	84,928	1,305	3,265	29	89,527	2,740	11,881	14,621	104,148
June	12,435	72,785	85,220	1,435	3,207	28	89,890	2,722	11,872	14,594	104,484
July	12,481	73,122	85,603	1,462	3,207	29	90,301	2,714	11,863	14,577	104,878
August	12,504	73,591	86,095	1,423	3,234	29	90,781	2,697	11,862	14,559	105,340
<b>September 30, 2016</b>	12,541	73,928	86,469	1,350	3,447	28	91,294	2,691	11,902	14,593	105,887
Workyears	12,422	73,266	85,688	1,236	3,291	27	90,242	2,718	11,832	14,550	104,792

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

<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	
1	0	1	Mobility Pilot

**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 P	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
					(Pay)	(No Pay)					
<b>September 30, 2016</b>	12,541	73,928	86,469	1,350	3,447	28	91,294	2,691	11,902	14,593	105,887
October	12,495	73,907	86,402	1,220	3,586	28	91,236	2,708	11,882	14,590	105,826
November	12,532	74,019	86,551	1,135	3,662	27	91,375	2,704	11,903	14,607	105,982
December	12,470	73,579	86,049	1,085	3,748	27	90,909	2,730	12,054	14,784	105,693
January	12,440	73,259	85,699	1,239	3,728	28	90,694	2,723	12,016	14,739	105,433
February	12,410	73,125	85,535	1,195	3,575	84	90,389	2,783	12,036	14,819	105,208
March	12,332	73,555	85,887	1,208	3,429	98	90,622	2,786	12,096	14,882	105,504
April	12,441	73,965	86,406	1,255	3,283	112	91,056	2,780	12,142	14,922	105,978
May	12,377	74,009	86,386	1,135	3,137	126	90,784	2,770	12,155	14,925	105,709
June	12,358	74,372	86,730	1,183	2,991	140	91,044	2,795	12,149	14,944	105,988
July	12,302	74,885	87,187	1,248	2,845	154	91,434	2,810	12,145	14,955	106,389
August	11,985	74,995	86,980	1,402	2,699	168	91,249	2,763	12,120	14,883	106,132
<b>September 30, 2017</b>	11,873	75,615	87,488	1,553	1,695	200	90,936	2,737	12,027	14,764	105,700
Workyears	12,362	74,037	86,399	1,230	3,271	92	90,992	2,756	12,055	14,811	105,803

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

<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	Mobility Pilot, Security Forces
25	0	25	

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

**FY 2018 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
<b>September 30, 2017</b>	11,873	75,615	87,488	1,553	1,695	200	90,936	2,737	12,027	14,764	105,700
October	11,936	75,508	87,444	1,124	3,642	174	92,384	2,741	12,148	14,889	107,273
November	11,927	75,365	87,292	1,100	3,798	142	92,332	2,745	12,269	15,014	107,346
December	11,920	75,212	87,132	1,096	3,720	114	92,062	2,749	12,399	15,148	107,210
January	11,919	75,099	87,018	1,072	3,702	89	91,881	2,753	12,520	15,273	107,154
February	11,906	75,018	86,924	1,032	3,593	76	91,625	2,757	12,641	15,398	107,023
March	11,966	75,088	87,054	1,065	3,435	66	91,620	2,761	12,762	15,523	107,143
April	11,968	75,072	87,040	1,098	3,286	78	91,502	2,765	12,883	15,648	107,150
May	12,009	74,998	87,007	1,185	3,135	86	91,413	2,769	13,004	15,773	107,186
June	12,005	75,010	87,015	1,283	2,994	94	91,386	2,773	13,154	15,927	107,313
July	11,945	75,265	87,210	1,348	2,849	109	91,516	2,777	13,200	15,977	107,493
August	11,949	75,239	87,188	1,452	2,697	145	91,482	2,781	13,287	16,068	107,550
<b>September 30, 2018</b>	11,915	74,977	86,892	1,553	1,695	200	90,340	2,784	13,476	16,260	106,600
Workyears	11,945	75,181	87,126	1,201	3,212	114	91,653	2,761	12,752	15,513	107,166

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD  
ESTIMATED FY 2018**

<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	Mobility Pilot, Security Forces
25	0	25	

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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
<b>Begin Strength</b>	<b>15,084</b>	<b>15,232</b>	<b>14,610</b>
<b>Gains</b>			
<b>Non-Prior Service</b>	<b>138</b>	<b>159</b>	<b>127</b>
Male	85	106	85
Female	53	53	42
<b>Prior Service Personnel</b>	<b>1,120</b>	<b>1,061</b>	<b>1,221</b>
Civilian Life	73	75	110
Active Component	68	48	48
Enlisted Commissioning Programs	95	116	129
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	49	78	127
All Other	700	624	677
Full-Time Active Duty	135	120	130
<b>Total Gains</b>	<b>1,258</b>	<b>1,220</b>	<b>1,348</b>
<b>Losses</b>			
Civilian Life	242	273	210
Expiration of Selected	75	77	10
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	373	475	325
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	48	48	30
All Other	192	750	559
Full-Time Active Duty	180	219	125
<b>Total Losses</b>	<b>1,110</b>	<b>1,842</b>	<b>1,259</b>
<b>End Strength</b>	<b>15,232</b>	<b>14,610</b>	<b>14,699</b>

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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
<b>Begin Strength</b>	<b>90,644</b>	<b>90,655</b>	<b>91,090</b>
<b>Gains</b>			
<b>Non-Prior Service</b>	<b>4,700</b>	<b>3,990</b>	<b>3,990</b>
Male	2,850	2,890	2,890
Female	1,850	1,100	1,100
<b>Prior Service Personnel</b>	<b>4,717</b>	<b>5,407</b>	<b>5,696</b>
Civilian Life	1,975	2,385	2,380
Active Component	760	794	750
Enlisted Commissioning Programs	62	93	100
Reenlistment /Extensions	375	394	350
Other Reserve Status/ Component	400	425	414
All Other	750	935	1,340
Full-Time Active Duty	395	381	362
<b>Total Gains</b>	<b>9,417</b>	<b>9,397</b>	<b>9,686</b>
<b>Losses</b>			
Civilian Life	3,208	2,974	2,950
Expiration of Selected	1,278	905	900
Active Component	8	8	6
To Officer Status	116	116	125
Retired Reserves	2,956	3,198	3,255
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	702	694	671
All Other	784	715	608
Full-Time Active Duty	354	352	360
<b>Total Losses</b>	<b>9,406</b>	<b>8,962</b>	<b>8,875</b>
<b>End Strength</b>	<b>90,655</b>	<b>91,090</b>	<b>91,901</b>

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

	<b>FY 2016</b>			<b>FY 2017 *</b>			<b>FY 2018</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>PAY GROUP A</b>									
Active Duty Training	\$56,480	\$159,648	\$216,128	\$57,263	\$166,416	\$223,679	\$56,497	\$172,621	\$229,118
Inactive Duty Training									
Unit Training Assemblies	\$161,182	\$425,886	\$587,068	\$163,208	\$443,110	\$606,318	\$160,761	\$458,742	\$619,503
Flight Training	\$32,567	\$8,008	\$40,575	\$32,194	\$8,314	\$40,508	\$32,485	\$8,524	\$41,009
Proficiency Training	\$3,422	\$3,288	\$6,710	\$3,383	\$3,415	\$6,798	\$3,413	\$3,499	\$6,912
Training Preparation	\$1,627	\$2,541	\$4,168	\$1,608	\$2,638	\$4,246	\$1,623	\$2,705	\$4,328
Military Funeral Honors	\$87	\$334	\$421	\$85	\$341	\$426	\$84	\$343	\$427
Clothing	\$38	\$6,483	\$6,521	\$38	\$6,663	\$6,701	\$37	\$6,906	\$6,943
Inactive Duty Subsistence	\$0	\$4,680	\$4,680	\$0	\$4,734	\$4,734	\$0	\$4,925	\$4,925
Travel	\$13,732	\$49,749	\$63,481	\$13,898	\$51,753	\$65,651	\$13,711	\$53,660	\$67,371
<b>IDT Subtotal</b>	<b>\$212,655</b>	<b>\$500,969</b>	<b>\$713,624</b>	<b>\$214,414</b>	<b>\$520,968</b>	<b>\$735,382</b>	<b>\$212,114</b>	<b>\$539,304</b>	<b>\$751,418</b>
<b>TOTAL Direct Program Pay Group A</b>	<b>\$269,135</b>	<b>\$660,617</b>	<b>\$929,752</b>	<b>\$271,677</b>	<b>\$687,384</b>	<b>\$959,061</b>	<b>\$268,611</b>	<b>\$711,925</b>	<b>\$980,536</b>
<b>PAY GROUP F</b>									
Active Duty Training		\$76,466	\$76,466		\$77,540	\$77,540		\$77,320	\$77,320
Clothing		\$5,686	\$5,686		\$5,756	\$5,756		\$5,738	\$5,738
Travel		\$5,389	\$5,389		\$5,454	\$5,454		\$5,438	\$5,438
<b>TOTAL Direct Program Pay Group F</b>		<b>\$87,541</b>	<b>\$87,541</b>		<b>\$88,750</b>	<b>\$88,750</b>		<b>\$88,496</b>	<b>\$88,496</b>
<b>PAY GROUP P</b>									
Inactive Duty (Unit) Training		\$8,580	\$8,580		\$8,676	\$8,676		\$8,684	\$8,684
<b>TOTAL Direct Program Pay Group P</b>		<b>\$8,580</b>	<b>\$8,580</b>		<b>\$8,676</b>	<b>\$8,676</b>		<b>\$8,684</b>	<b>\$8,684</b>
<b>Subtotal Pay Group A, Pay Group F and Pay Group P</b>	<b>\$269,135</b>	<b>\$756,738</b>	<b>\$1,025,873</b>	<b>\$271,677</b>	<b>\$784,810</b>	<b>\$1,056,487</b>	<b>\$268,611</b>	<b>\$809,105</b>	<b>\$1,077,716</b>

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

	<b>FY 2016</b>			<b>FY 2017 *</b>			<b>FY 2018</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>SCHOOL TRAINING</b>									
Career Development Training	\$11,252	\$23,191	\$34,443	\$11,446	\$23,844	\$35,290	\$11,350	\$23,982	\$35,332
Graduate Flying Training	\$35,520	\$23,274	\$58,794	\$41,364	\$23,529	\$64,893	\$40,318	\$23,698	\$64,016
Initial Skill Acquisition Training	\$26,589	\$160,104	\$186,693	\$27,495	\$150,072	\$177,567	\$27,708	\$138,528	\$166,236
Officer Training School	\$1,804	\$7,170	\$8,974	\$2,278	\$9,128	\$11,406	\$2,334	\$9,119	\$11,453
Refresher and Proficiency Training	\$5,677	\$14,443	\$20,120	\$6,790	\$14,825	\$21,615	\$6,594	\$15,120	\$21,714
Undergraduate Pilot Training	\$30,983	\$0	\$30,983	\$44,923	\$0	\$44,923	\$44,939	\$0	\$44,939
Unit Conversion Training	\$7	\$24	\$31	\$4	\$16	\$20	\$4	\$16	\$20
<b>TOTAL Direct Obligations School Training</b>	<b>\$111,832</b>	<b>\$228,206</b>	<b>\$340,038</b>	<b>\$134,300</b>	<b>\$221,414</b>	<b>\$355,714</b>	<b>\$133,247</b>	<b>\$210,463</b>	<b>\$343,710</b>
<b>SPECIAL TRAINING</b>									
Exercises	\$11,083	\$19,946	\$31,029	\$14,037	\$22,835	\$36,872	\$12,505	\$21,707	\$34,212
Management Support	\$4,790	\$7,708	\$12,498	\$5,974	\$9,031	\$15,005	\$4,545	\$8,009	\$12,554
Operational Training	\$31,694	\$39,253	\$70,947	\$36,477	\$43,792	\$80,269	\$34,272	\$42,135	\$76,407
Unit Conversion Training	\$10,899	\$7,510	\$18,409	\$12,806	\$8,852	\$21,658	\$11,041	\$7,720	\$18,761
Drug Interdiction	\$12,902	\$38,707	\$51,609	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$20,223	\$13,042	\$33,265	\$23,530	\$14,909	\$38,439	\$20,316	\$13,339	\$33,655
Yellow Ribbon Reintegration Program	\$793	\$4,362	\$5,155	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL Direct Program Special Training</b>	<b>\$92,384</b>	<b>\$130,528</b>	<b>\$222,912</b>	<b>\$92,824</b>	<b>\$99,419</b>	<b>\$192,243</b>	<b>\$82,679</b>	<b>\$92,910</b>	<b>\$175,589</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Active Duty	\$447,956	\$1,112,071	\$1,560,027	\$456,437	\$1,139,997	\$1,596,434	\$466,654	\$1,231,909	\$1,698,563
Clothing	\$83	\$3	\$86	\$83	\$4	\$87	\$81	\$4	\$85
Travel	\$2,749	\$3,159	\$5,908	\$2,770	\$3,211	\$5,981	\$2,812	\$3,289	\$6,101
Death Gratuities	\$1,200	\$1,800	\$3,000	\$1,200	\$1,800	\$3,000	\$1,200	\$1,900	\$3,100
Disability, Hospitalization & Compensation	\$177	\$2,246	\$2,423	\$180	\$2,331	\$2,511	\$184	\$2,407	\$2,591
Reserve Incentive	\$6,326	\$74,058	\$80,384	\$2,481	\$76,045	\$78,526	\$12,609	\$53,214	\$65,823
\$30,000 Lump Sum Bonus	\$750	\$2,430	\$3,180	\$750	\$2,430	\$3,180	\$180	\$630	\$810
Continuation Pay	\$0	\$0	\$0	\$0	\$0	\$0	\$1,724	\$3,996	\$5,720
<b>TOTAL Direct Program Administration And Support</b>	<b>\$459,241</b>	<b>\$1,195,767</b>	<b>\$1,655,008</b>	<b>\$463,901</b>	<b>\$1,225,818</b>	<b>\$1,689,719</b>	<b>\$485,444</b>	<b>\$1,297,349</b>	<b>\$1,782,793</b>

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

	<b>FY 2016</b>			<b>FY 2017 *</b>			<b>FY 2018</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>TSP MATCHING CONTRIBUTIONS</b>									
TSP Matching Contributions	\$0	\$0	\$0	\$0	\$0	\$0	\$4,163	\$9,651	\$13,814
<b>TOTAL Direct Program TSP Matching Contributions</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$4,163</b>	<b>\$9,651</b>	<b>\$13,814</b>
<b>EDUCATION BENEFITS</b>									
Benefits Accrual	\$18	\$2,174	\$2,192	\$0	\$0	\$0	\$151	\$9,215	\$9,366
Kicker Benefits		\$11,213	\$11,213		\$8,502	\$8,502		\$8,502	\$8,502
Amortization (Chapter 1606)		\$0	\$0		\$0	\$0		\$1,697	\$1,697
<b>TOTAL Direct Program Education Benefits</b>	<b>\$18</b>	<b>\$13,387</b>	<b>\$13,405</b>	<b>\$0</b>	<b>\$8,502</b>	<b>\$8,502</b>	<b>\$151</b>	<b>\$19,414</b>	<b>\$19,565</b>
<b>Subtotal Other Training and Support</b>	<b>\$663,475</b>	<b>\$1,567,888</b>	<b>\$2,231,363</b>	<b>\$691,025</b>	<b>\$1,555,153</b>	<b>\$2,246,178</b>	<b>\$705,684</b>	<b>\$1,629,787</b>	<b>\$2,335,471</b>
<b>Total Direct Program</b>	<b>\$932,610</b>	<b>\$2,324,626</b>	<b>\$3,257,236</b>	<b>\$962,702</b>	<b>\$2,339,963</b>	<b>\$3,302,665</b>	<b>\$974,295</b>	<b>\$2,438,892</b>	<b>\$3,413,187</b>
<b>FY 2017 CR Adjustment</b>						<b>(\$82,262)</b>			
<b>Revised FY 2017 Direct Program</b>						<b>\$3,220,403</b>			

\* A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.



**NATIONAL GUARD PERSONNEL, AIR FORCE  
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2017\* (IN THOUSANDS OF DOLLARS)**

	FY2017* PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	FY 2017 REQUEST FOR ADDITIONAL APPROPRIATIONS	FY2017* BUDGET COLUMN OF FY2018 BUDGET
Unit and Individual Training							
<b>PAY GROUP A</b>							
Active Duty Training	\$211,171	\$0	\$211,171	\$0	\$211,171	\$12,508	\$223,679
Inactive Duty Training							
Unit Training Assemblies	\$598,312	\$0	\$598,312	\$0	\$598,312	\$8,006	\$606,318
Flight Training	\$40,481	\$0	\$40,481	\$0	\$40,481	\$27	\$40,508
Proficiency Training	\$9,315	\$0	\$9,315	\$0	\$9,315	(\$2,517)	\$6,798
Training Preparation	\$6,412	\$0	\$6,412	\$0	\$6,412	(\$2,166)	\$4,246
Military Funeral Honors	\$583	\$0	\$583	\$0	\$583	(\$157)	\$426
Clothing	\$6,954	\$0	\$6,954	\$0	\$6,954	(\$253)	\$6,701
Inactive Duty Subsistence	\$5,538	\$0	\$5,538	\$0	\$5,538	(\$804)	\$4,734
Travel	\$55,884	\$0	\$55,884	\$0	\$55,884	\$9,767	\$65,651
<b>IDT Subtotal</b>	<b>\$723,479</b>	<b>\$0</b>	<b>\$723,479</b>	<b>\$0</b>	<b>\$723,479</b>	<b>\$11,903</b>	<b>\$735,382</b>
<b>TOTAL Direct Program Pay Group A</b>	<b>\$934,650</b>	<b>\$0</b>	<b>\$934,650</b>	<b>\$0</b>	<b>\$934,650</b>	<b>\$24,411</b>	<b>\$959,061</b>
<b>PAY GROUP F</b>							
Active Duty Training	\$114,024	\$0	\$114,024	\$0	\$114,024	(\$36,484)	\$77,540
Clothing	\$6,479	\$0	\$6,479	\$0	\$6,479	(\$723)	\$5,756
Travel	\$10,519	\$0	\$10,519	\$0	\$10,519	(\$5,065)	\$5,454
<b>TOTAL Direct Program Pay Group F</b>	<b>\$131,022</b>	<b>\$0</b>	<b>\$131,022</b>	<b>\$0</b>	<b>\$131,022</b>	<b>(\$42,272)</b>	<b>\$88,750</b>
<b>PAY GROUP P</b>							
Inactive Duty (Unit) Training	\$10,555	\$0	\$10,555	\$0	\$10,555	(\$1,879)	\$8,676
<b>TOTAL Direct Program Pay Group P</b>	<b>\$10,555</b>	<b>\$0</b>	<b>\$10,555</b>	<b>\$0</b>	<b>\$10,555</b>	<b>(\$1,879)</b>	<b>\$8,676</b>
<b>Subtotal Pay Group A, Pay Group F and Pay Group P</b>	<b>\$1,076,227</b>	<b>\$0</b>	<b>\$1,076,227</b>	<b>\$0</b>	<b>\$1,076,227</b>	<b>(\$19,740)</b>	<b>\$1,056,487</b>
<b>Other Training and Support</b>							
<b>SCHOOL TRAINING</b>							
Career Development Training	\$34,598	\$0	\$34,598	\$0	\$34,598	\$692	\$35,290
Initial Skills Acquisition Training	\$173,462	\$0	\$173,462	\$0	\$173,462	\$4,105	\$177,567
Graduate Flying Training	\$64,427	\$0	\$64,427	\$0	\$64,427	\$466	\$64,893
Officer Training School	\$12,618	\$0	\$12,618	\$0	\$12,618	(\$1,212)	\$11,406
Refresher & Proficiency Training	\$19,884	\$0	\$19,884	\$0	\$19,884	\$1,731	\$21,615
Undergraduate Pilot Training	\$44,896	\$0	\$44,896	\$0	\$44,896	\$27	\$44,923
Unit Conversion Training	\$19	\$0	\$19	\$0	\$19	\$1	\$20
<b>TOTAL Direct Program School Training</b>	<b>\$349,904</b>	<b>\$0</b>	<b>\$349,904</b>	<b>\$0</b>	<b>\$349,904</b>	<b>\$5,810</b>	<b>\$355,714</b>

**NATIONAL GUARD PERSONNEL, AIR FORCE**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2017\* (IN THOUSANDS OF DOLLARS)**

	FY2017* PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	FY 2017 REQUEST FOR ADDITIONAL APPROPRIATIONS	FY2017* BUDGET COLUMN OF FY2018 BUDGET
<b>SPECIAL TRAINING</b>							
Exercises	\$32,769	\$0	\$32,769	\$0	\$32,769	\$4,103	\$36,872
Management Support	\$7,977	\$0	\$7,977	\$0	\$7,977	\$7,028	\$15,005
Operational Training	\$80,178	\$0	\$80,178	\$0	\$80,178	\$91	\$80,269
Unit Conversion Training	\$18,857	\$0	\$18,857	\$0	\$18,857	\$2,801	\$21,658
Active Duty Operational Support	\$27,296	\$0	\$27,296	\$0	\$27,296	\$11,143	\$38,439
<b>TOTAL Direct Program Special Training</b>	<b>\$167,077</b>	<b>\$0</b>	<b>\$167,077</b>	<b>\$0</b>	<b>\$167,077</b>	<b>\$25,166</b>	<b>\$192,243</b>
<b>ADMINISTRATION AND SUPPORT</b>							
Active Duty	\$1,584,834	\$0	\$1,584,834	\$0	\$1,584,834	\$11,600	\$1,596,434
Clothing	\$83	\$0	\$83	\$0	\$83	\$4	\$87
Travel	\$4,895	\$0	\$4,895	\$0	\$4,895	\$1,086	\$5,981
Death Gratuities	\$2,700	\$0	\$2,700	\$0	\$2,700	\$300	\$3,000
Disability & Hospitalization	\$4,232	\$0	\$4,232	\$0	\$4,232	(\$1,721)	\$2,511
Reserve Incentive	\$78,431	\$0	\$78,431	\$0	\$78,431	\$95	\$78,526
\$30,000 Lump Sum Bonus	\$3,180	\$0	\$3,180	\$0	\$3,180	\$0	\$3,180
<b>TOTAL Direct Program Administration And Support</b>	<b>\$1,678,355</b>	<b>\$0</b>	<b>\$1,678,355</b>	<b>\$0</b>	<b>\$1,678,355</b>	<b>\$11,364</b>	<b>\$1,689,719</b>
<b>EDUCATION BENEFITS</b>							
Kicker Benefits	\$8,502	\$0	\$8,502	\$0	\$8,502	\$0	\$8,502
<b>TOTAL Direct Program Education Benefits</b>	<b>\$8,502</b>	<b>\$0</b>	<b>\$8,502</b>	<b>\$0</b>	<b>\$8,502</b>	<b>\$0</b>	<b>\$8,502</b>
<b>Subtotal Other Training And Support</b>	<b>\$2,203,838</b>	<b>\$0</b>	<b>\$2,203,838</b>	<b>\$0</b>	<b>\$2,203,838</b>	<b>\$42,340</b>	<b>\$2,246,178</b>
<b>Total Direct Program</b>	<b>\$3,280,065</b>	<b>\$0</b>	<b>\$3,280,065</b>	<b>\$0</b>	<b>\$3,280,065</b>	<b>\$22,600</b>	<b>\$3,302,665</b>
<b>FY 2017 CR Adjustment</b>							<b>(\$82,262)</b>
<b>Revised FY 2017 Direct Program</b>							<b>\$3,220,403</b>

\* A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

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

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>
Pay Group A						
Officers	\$180,561	\$41,529	\$182,461	\$41,601	\$180,637	\$40,824
Enlisted	\$421,826	\$97,020	\$439,566	\$100,222	\$455,656	\$102,978
<b>Total</b>	<b>\$602,387</b>	<b>\$138,549</b>	<b>\$622,027</b>	<b>\$141,823</b>	<b>\$636,293</b>	<b>\$143,802</b>
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$45,126	\$10,379	\$45,764	\$10,434	\$45,623	\$10,311
<b>Total</b>	<b>\$45,126</b>	<b>\$10,379</b>	<b>\$45,764</b>	<b>\$10,434</b>	<b>\$45,623</b>	<b>\$10,311</b>
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$6,948	\$1,598	\$7,037	\$1,604	\$7,055	\$1,594
<b>Total</b>	<b>\$6,948</b>	<b>\$1,598</b>	<b>\$7,037</b>	<b>\$1,604</b>	<b>\$7,055</b>	<b>\$1,594</b>
School Training						
Officers	\$50,978	\$11,725	\$61,221	\$13,959	\$60,706	\$13,719
Enlisted	\$85,604	\$19,689	\$83,034	\$18,931	\$78,885	\$17,827
<b>Total</b>	<b>\$136,582</b>	<b>\$31,414</b>	<b>\$144,255</b>	<b>\$32,890</b>	<b>\$139,591</b>	<b>\$31,546</b>
Special Training						
Officers	\$48,122	\$11,068	\$48,358	\$11,027	\$43,061	\$9,732
Enlisted	\$58,161	\$13,377	\$44,278	\$10,095	\$41,363	\$9,348
<b>Total</b>	<b>\$106,283</b>	<b>\$24,445</b>	<b>\$92,636</b>	<b>\$21,122</b>	<b>\$84,424</b>	<b>\$19,080</b>
Administration and Support						
Officers	\$249,108	\$78,220	\$256,990	\$74,270	\$262,804	\$74,899
Enlisted	\$571,178	\$179,350	\$592,490	\$171,230	\$639,906	\$182,373
<b>Total</b>	<b>\$820,286</b>	<b>\$257,570</b>	<b>\$849,480</b>	<b>\$245,500</b>	<b>\$902,710</b>	<b>\$257,272</b>

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

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>
Total Direct Program						
Officers	\$528,769	\$142,542	\$549,030	\$140,857	\$547,208	\$139,174
Enlisted	\$1,188,843	\$321,413	\$1,212,169	\$312,516	\$1,268,488	\$324,431
<b>Total</b>	<b>\$1,717,612</b>	<b>\$463,955</b>	<b>\$1,761,199</b>	<b>\$453,373</b>	<b>\$1,815,696</b>	<b>\$463,605</b>
Reimbursable Program						
Officers	\$3,502	\$1,058	\$10,104	\$2,888	\$11,330	\$3,199
Enlisted	\$16,634	\$4,837	\$23,926	\$6,630	\$26,475	\$7,263
<b>Total</b>	<b>\$20,136</b>	<b>\$5,895</b>	<b>\$34,030</b>	<b>\$9,518</b>	<b>\$37,805</b>	<b>\$10,462</b>
Total Program						
Officers	\$532,271	\$143,600	\$559,134	\$143,745	\$558,538	\$142,373
Enlisted	\$1,205,477	\$326,250	\$1,236,095	\$319,146	\$1,294,963	\$331,694
<b>Total</b>	<b>\$1,737,748</b>	<b>\$469,850</b>	<b>\$1,795,229</b>	<b>\$462,891</b>	<b>\$1,853,501</b>	<b>\$474,067</b>

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
Pay Group A			
Officers	\$7,435	\$7,606	\$7,577
Enlisted	\$25,181	\$26,479	\$27,723
<b>Total</b>	<b>\$32,616</b>	<b>\$34,085</b>	<b>\$35,300</b>
Pay Group F			
Enlisted	\$10,973	\$11,226	\$11,301
<b>Total</b>	<b>\$10,973</b>	<b>\$11,226</b>	<b>\$11,301</b>
Pay Group P			
Enlisted	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
School Training			
Officers	\$17,178	\$20,812	\$20,837
Enlisted	\$36,480	\$35,699	\$34,246
<b>Total</b>	<b>\$53,658</b>	<b>\$56,511</b>	<b>\$55,083</b>
Special Training			
Officers	\$12,809	\$12,984	\$11,675
Enlisted	\$22,191	\$17,046	\$16,079
<b>Total</b>	<b>\$35,000</b>	<b>\$30,030</b>	<b>\$27,754</b>
Administration and Support			
Officer	\$74,864	\$77,954	\$80,520
Enlisted	\$246,709	\$258,171	\$281,619
<b>Total</b>	<b>\$321,573</b>	<b>\$336,125</b>	<b>\$362,139</b>
Total Direct Program			
Officer	\$112,286	\$119,356	\$120,609
Enlisted	\$341,534	\$348,621	\$370,968
<b>Total</b>	<b>\$453,820</b>	<b>\$467,977</b>	<b>\$491,577</b>

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
Pay Group A			
Officers	\$13,732	\$13,898	\$13,711
Enlisted	\$49,749	\$51,753	\$53,660
<b>Total</b>	<b>\$63,481</b>	<b>\$65,651</b>	<b>\$67,371</b>
Pay Group F			
Enlisted	\$5,389	\$5,454	\$5,438
<b>Total</b>	<b>\$5,389</b>	<b>\$5,454</b>	<b>\$5,438</b>
Pay Group P			
Enlisted	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
School Training			
Officers	\$17,935	\$21,497	\$21,315
Enlisted	\$57,511	\$55,683	\$52,895
<b>Total</b>	<b>\$75,446</b>	<b>\$77,180</b>	<b>\$74,210</b>
Special Training			
Officers	\$12,083	\$12,120	\$10,791
Enlisted	\$22,005	\$16,716	\$15,616
<b>Total</b>	<b>\$34,088</b>	<b>\$28,836</b>	<b>\$26,407</b>
Administration and Support			
Officer	\$2,749	\$2,770	\$2,812
Enlisted	\$3,159	\$3,211	\$3,289
<b>Total</b>	<b>\$5,908</b>	<b>\$5,981</b>	<b>\$6,101</b>
Total Direct Program			
Officer	\$46,499	\$50,285	\$48,629
Enlisted	\$137,813	\$132,817	\$130,898
<b>Total</b>	<b>\$184,312</b>	<b>\$183,102</b>	<b>\$179,527</b>

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

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	<b>BAS</b>	<b>SIK</b>	<b>BAS</b>	<b>SIK</b>	<b>BAS</b>	<b>SIK</b>
<b>Pay Group A</b>						
Officers	\$1,156	\$0	\$1,151	\$0	\$1,140	\$0
Enlisted	\$9,544	\$4,680	\$9,765	\$4,734	\$10,169	\$4,925
<b>Subtotal</b>	<b>\$10,699</b>	<b>\$4,680</b>	<b>\$10,915</b>	<b>\$4,734</b>	<b>\$11,309</b>	<b>\$4,925</b>
<b>Pay Group F</b>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$2,284	\$0	\$2,274	\$0	\$2,277	\$0
<b>Subtotal</b>	<b>\$2,284</b>	<b>\$0</b>	<b>\$2,274</b>	<b>\$0</b>	<b>\$2,277</b>	<b>\$0</b>
<b>Pay Group P</b>						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
<b>School Training</b>						
Officers	\$2,647	\$0	\$3,120	\$0	\$3,107	\$0
Enlisted	\$10,925	\$63	\$10,403	\$60	\$9,926	\$57
<b>Subtotal</b>	<b>\$13,572</b>	<b>\$63</b>	<b>\$13,523</b>	<b>\$60</b>	<b>\$13,034</b>	<b>\$57</b>
<b>Special Training</b>						
Officers	\$905	\$0	\$888	\$0	\$795	\$0
Enlisted	\$4,189	\$25	\$3,137	\$19	\$2,946	\$18
<b>Subtotal</b>	<b>\$5,093</b>	<b>\$25</b>	<b>\$4,025</b>	<b>\$19</b>	<b>\$3,741</b>	<b>\$18</b>
<b>Administration and Support</b>						
Officers	\$8,082	\$0	\$8,190	\$0	\$8,415	\$0
Enlisted	\$51,271	\$0	\$52,208	\$0	\$56,653	\$0
<b>Subtotal</b>	<b>\$59,353</b>	<b>\$0</b>	<b>\$60,398</b>	<b>\$0</b>	<b>\$65,068</b>	<b>\$0</b>

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

	FY 2016		FY 2017		FY 2018	
	BAS	SIK	BAS	SIK	BAS	SIK
<b>Other</b>						
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
<b>Subtotal</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Direct Program</b>						
Officers	\$12,789	\$0	\$13,348	\$0	\$13,457	\$0
Enlisted	\$78,213	\$4,768	\$77,786	\$4,813	\$81,971	\$5,000
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$91,002</b>	<b>\$4,768</b>	<b>\$91,135</b>	<b>\$4,813</b>	<b>\$95,428</b>	<b>\$5,000</b>
<b>Total Reimbursable Program</b>	\$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
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Grand Total Program</b>						
Officers	\$12,789	\$0	\$13,348	\$0	\$13,457	\$0
Enlisted	\$78,213	\$4,768	\$77,786	\$4,813	\$81,971	\$5,000
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$91,002</b>	<b>\$4,768</b>	<b>\$91,135</b>	<b>\$4,813</b>	<b>\$95,428</b>	<b>\$5,000</b>



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

	<b>BA 01</b>
<b>FY 2017 Direct Program</b>	<b>\$3,302,665</b>
<b>FY 2017 Asset/(Shortfall) Adjustment</b>	
<b>Increases:</b>	
<b>Pricing Increases</b>	
<b>FY18 Pay Raise (2.1%, Effective 1 Jan 18)</b>	
Pay Group A	9,797
Pay Group F	721
Pay Group P	111
School Training	2,277
Special Training	1,463
Administration and Support	13,456
<b>Total Pay Raise</b>	<b>27,825</b>
<b>Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)</b>	
Pay Group A	3,266
Pay Group F	240
Pay Group P	37
School Training	759
Special Training	488
Administration and Support	4,485
<b>Total Annualization of PY Pay Raise</b>	<b>9,275</b>
<b>Inflation (Rate 2.0% FY18)</b>	
Pay Group A	2,322
Pay Group F	363
School Training	2,271
Special Training	826
Administration and Support (Includes Bonuses, BAS & Inflation)	2,896
<b>Total Inflation</b>	<b>8,678</b>

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

	<b>BA 01</b>
<b>Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) FY18)</b>	
Pay Group A	1,706
Pay Group F	126
Pay Group P	19
School Training	398
Special Training	256
Administration and Support	1,715
<b>Total Retired Pay Accrual</b>	<b>4,220</b>
<b>FICA (Rate 7.65%, FY18 Ceiling - \$129,900)</b>	
Pay Group A	1,000
Pay Group F	73
Pay Group P	12
School Training	233
Special Training	147
Administration and Support	1,370
<b>Total FICA</b>	<b>2,835</b>
<b>BAH</b>	
Pay Group A	1,057
Pay Group F	348
School Training	1,751
Special Training	931
Administration and Support	10,425
<b>Total BAH</b>	<b>14,512</b>
<b>Education Benefits</b>	
Basic Benefits	9,513
Kicker	5,549
<b>Total Education Benefits</b>	<b>15,062</b>
<b>Total Pricing Increases</b>	<b>\$82,407</b>

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

	<b>BA 01</b>
<b>Program Increases</b>	
<b>Pay Group A</b>	
Pay and Allowance	1,737
Clothing	108
Subsistence	75
Travel	407
<b>Total Pay Group A</b>	<b>2,327</b>
<b>Administration and Support</b>	
All Categories	58,727
<b>Total Administration and Support</b>	<b>58,727</b>
<b>TSP Matching Contributions</b>	
All Categories	13,814
<b>Total TSP Matching Contributions</b>	<b>13,814</b>
<b>Education Benefits</b>	
Amortization (Chapter 1606)	1,697
<b>Total Education Benefits</b>	<b>1,697</b>
<b>Total Program Increases</b>	<b>\$76,565</b>
<b>Total Increases</b>	<b>\$158,972</b>

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

**BA 01**

**Decreases:**

**Pricing Decreases**

**Inflation**

Pay Group P	(11)
<b>Total Inflation</b>	<b>(11)</b>

<b>Total Pricing Decreases</b>	<b>(\$11)</b>
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**Program Decreases**

**Pay Group F:**

Pay and Allowance	(1,867)
Clothing	(133)
Travel	(125)
<b>Total Pay Group F</b>	<b>(2,125)</b>

**Pay Group P:**

Pay and Allowance	(160)
<b>Total Pay Group P</b>	<b>(160)</b>

**School Training**

All Categories	(19,693)
<b>Total School Training</b>	<b>(19,693)</b>

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

	<b>BA 01</b>
<b>Special Training</b>	
All Categories	(20,765)
<b>Total Special Training</b>	<b>(20,765)</b>
<b>Education Benefits</b>	
Basic Benefits	(147)
Kicker	(5,549)
<b>Total Education Benefits</b>	<b>(5,696)</b>
<b>Total Program Decreases</b>	<b>(\$48,439)</b>
<b>Total Decreases</b>	<b>(\$48,450)</b>
<b>FY 2018 Direct Program</b>	<b>\$3,413,187</b>

# ENTITLEMENTS

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

Estimate	FY 2018	\$980,536
Estimate	FY 2017	\$959,061
Actual	FY 2016	\$929,752

**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 AT and IDT drill periods. IDT consists of additional flying training periods for personnel on flying status, additional training periods, reserve funeral honors, and readiness management training periods 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.



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

	<b>BA 01</b>
<b>FY 2017 Direct Program</b>	<b>\$959,061</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	9,797
Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)	3,266
Inflation (Rate 2.0% FY18)	2,322
Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) FY18)	1,706
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	1,000
BAH	1,057
<b>Total Pricing Increases</b>	<b>19,148</b>
<b>Program Increases</b>	
AT Pay	664
IDT Pay	1,384
Clothing	108
Subsistence	75
Travel	407
<b>Total Program Increases</b>	<b>2,638</b>
<b>Total Increases</b>	<b>\$21,786</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
ATA Pay	(311)
<b>Total Program Decreases</b>	<b>(311)</b>
<b>Total Decreases</b>	<b>(\$311)</b>
<b>FY 2018 Direct Program</b>	<b>\$980,536</b>

**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.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>
AVERAGE STRENGTH	12,398			12,338			11,921		
PARTICIPATION RATE	85.00%			85.00%			85.00%		
PAID PARTICIPANTS	10,538	\$5,359.65	\$56,480	10,487	\$5,460.38	\$57,263	10,133	\$5,575.58	\$56,497

**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.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>
AVERAGE STRENGTH	72,912			73,683			74,827		
PARTICIPATION RATE	82.00%			83.00%			83.00%		
PAID PARTICIPANTS	59,788	\$2,670.23	\$159,648	61,157	\$2,721.13	\$166,416	62,106	\$2,779.47	\$172,621

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
<b>UNIT TRAINING ASSEMBLIES:</b>									
AVERAGE STRENGTH	12,398			12,338			11,921		
PARTICIPATION RATE	81.00%			81.00%			81.00%		
PAID PARTICIPANTS	10,042	\$16,050.79	\$161,182	9,994	\$16,330.59	\$163,208	9,656	\$16,648.79	\$160,761
<b>ADDITIONAL IDT:</b>									
PROF TRAINING	9,716	\$352.21	\$3,422	9,441	\$358.28	\$3,383	9,343	\$365.32	\$3,413
FLIGHT TRAINING	96,189	\$338.57	\$32,567	93,463	\$344.46	\$32,194	92,495	\$351.21	\$32,485
TRAINING PERIOD PREPARATION	4,484	\$362.85	\$1,627	4,357	\$369.08	\$1,608	4,312	\$376.28	\$1,623
RESERVE FUNERAL HONORS	257	\$338.52	\$87	250	\$340.00	\$85	247	\$340.08	\$84
<b>TOTAL</b>	<b>120,688</b>		<b>198,885</b>	<b>117,505</b>		<b>200,478</b>	<b>116,053</b>		<b>198,366</b>

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
<b>UNIT TRAINING ASSEMBLIES:</b>									
AVERAGE STRENGTH	72,912			73,683			74,827		
PARTICIPATION RATE	84.00%			85.00%			85.00%		
PAID PARTICIPANTS	61,246	\$6,953.70	\$425,886	62,631	\$7,074.94	\$443,110	63,603	\$7,212.59	\$458,742
<b>ADDITIONAL IDT:</b>									
PROF TRAINING	19,432	\$169.21	\$3,288	19,832	\$172.19	\$3,415	19,943	\$175.47	\$3,499
FLIGHT TRAINING	46,545	\$172.05	\$8,008	47,503	\$175.01	\$8,314	47,770	\$178.44	\$8,524
TRAINING PERIOD PREPARATION	12,768	\$199.02	\$2,541	13,031	\$202.48	\$2,638	13,104	\$206.43	\$2,705
RESERVE FUNERAL HONORS	2,093	\$159.58	\$334	2,136	\$159.64	\$341	2,148	\$159.68	\$343
<b>TOTAL</b>	<b>142,084</b>		<b>440,057</b>	<b>145,133</b>		<b>457,818</b>	<b>146,568</b>		<b>473,813</b>

**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.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
INITIAL UNIFORM ALLOWANCE	25	\$400.00	\$10	25	\$400.00	\$10	24	\$400.00	\$10
ADDITIONAL UNIFORM ALLOWANCE	140	\$200.00	\$28	139	\$200.00	\$28	135	\$200.00	\$27
<b>TOTAL</b>	<b>165</b>		<b>\$38</b>	<b>164</b>		<b>\$38</b>	<b>159</b>		<b>\$37</b>

**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.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	2,613	\$1,389.18	\$3,630	2,672	\$1,396.27	\$3,731	2,715	\$1,424.20	\$3,867
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	974	\$1,597.93	\$1,556	994	\$1,607.85	\$1,599	1,011	\$1,640.01	\$1,658
REPLACEMENT ISSUE MALE	3,655	\$248.40	\$908	3,690	\$252.87	\$933	3,751	\$257.93	\$967
REPLACEMENT ISSUE FEMALE	1,544	\$252.00	\$389	1,559	\$256.54	\$400	1,584	\$261.67	\$414
<b>TOTAL</b>	<b>8,786</b>		<b>\$6,483</b>	<b>8,915</b>		<b>\$6,663</b>	<b>9,061</b>		<b>\$6,906</b>

**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.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE: SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	382,431	\$12.24	\$4,680	386,455	\$12.25	\$4,734	392,427	\$12.55	\$4,925
<b>TOTAL SUBSISTENCE-IN-KIND</b>	<b>382,431</b>	<b>\$12.24</b>	<b>\$4,680</b>	<b>386,455</b>	<b>\$12.25</b>	<b>\$4,734</b>	<b>392,427</b>	<b>\$12.55</b>	<b>\$4,925</b>

**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 experience. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	10,538	\$1,303.09	\$13,732	10,482	\$1,325.89	\$13,898	10,133	\$1,353.10	\$13,711

**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 experience. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	59,788	\$832.09	\$49,749	61,127	\$846.65	\$51,753	62,106	\$864.01	\$53,660

**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 in enlisted messes. Also reflects reimbursement for the cost of manpower to support Foreign Military Sales (FMS), DHS/USCG and NSA requirements.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>Meals</b>	<b>83,184</b>	<b>\$12</b>	<b>\$1,019</b>	<b>82,782</b>	<b>\$12</b>	<b>\$1,014</b>	<b>79,989</b>	<b>\$13</b>	<b>\$1,012</b>
Pay Group A Reimbursements									
Officer	24	\$29,750	\$673	24	\$30,163	\$684	24	\$30,879	\$697
Enlisted	354	\$17,683	\$6,263	354	\$17,985	\$6,370	354	\$18,313	\$6,483
<b>Total Pay Group A Reimbursements</b>			<b>\$6,936</b>			<b>\$7,054</b>			<b>\$7,180</b>
<b>Total Reimbursable Requirement</b>			<b>\$7,955</b>			<b>\$8,068</b>			<b>\$8,192</b>



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

Estimate	FY 2018	\$88,496
Estimate	FY 2017	\$88,750
Actual	FY 2016	\$87,541

**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.

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

<b>FY 2017 Direct Program</b>	<b>BA 01 \$88,750</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	721
Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)	240
Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) FY18)	126
Inflation (Rate 2.0% FY18)	139
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	73
BAH	348
Clothing	115
Travel	109
<b>Total Pricing Increases</b>	<b>1,871</b>
<b>Total Increases</b>	<b>\$1,871</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Base Pay	(1,102)
Retired Pay	(249)
Other	(159)
FICA	(84)
BAH	(273)
Travel	(125)
Clothing	(133)
<b>Total Program Decreases</b>	<b>(2,125)</b>
<b>Total Decreases</b>	<b>(\$2,125)</b>
<b>FY 2018 Direct Program</b>	<b>\$88,496</b>

**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 2016			FY 2017			FY 2018		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,514	\$30,416	\$76,466	2,502	\$30,991	\$77,540	2,443	\$31,650	\$77,320

**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 training. Clothing dollar rates are based on the number of Clothing Bags issued and reflect approved inflation assumptions.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,175	\$1,598	\$1,878	1,182	\$1,608	\$1,900	1,155	\$1,640	\$1,895
Initial Issue Male	2,742	\$1,389	\$3,808	2,762	\$1,396	\$3,856	2,698	\$1,424	\$3,843
Total	3,917		\$5,686	3,944		\$5,756	3,853		\$5,738

**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 2016			FY 2017			FY 2018		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	2,514	\$2,144	\$5,389	2,501	\$2,182	\$5,454	2,443	\$2,226	\$5,438

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

Estimate	FY 2018	\$8,684
Estimate	FY 2017	\$8,676
Actual	FY 2016	\$8,580

**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.

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

<b>FY 2017 Direct Program</b>	<b>BA 01 \$8,676</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	111
Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)	37
Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) FY18)	19
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	12
<b>Total Pricing Increases</b>	<b>179</b>
<b>Program Increases</b>	
Other	9
<b>Total Program Increases</b>	<b>9</b>
<b>Total Increases</b>	<b>\$188</b>
<b>Decreases:</b>	
<b>Pricing Decreases</b>	
Inflation	(11)
<b>Total Pricing Decreases</b>	<b>(11)</b>
<b>Program Decreases</b>	
Base Pay	(130)
Retired Pay	(29)
FICA	(10)
<b>Total Program Decreases</b>	<b>(169)</b>
	<b>(\$180)</b>
<b>Total Decreases</b>	<b>\$8,684</b>
<b>FY 2018 Direct Program</b>	



**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

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	3,291	\$2,607.11	\$8,580	3,271	\$2,652.40	\$8,676	3,212	\$2,703.66	\$8,684

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

Estimate	FY 2018	\$343,710
Estimate	FY 2017	\$355,714
Actual	FY 2016	\$340,038

**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.

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.

Air Force Total Force Initiatives mission conversions continue creating a need for critical training funds in FY 2018.

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.

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

<b>FY 2017 Direct Program</b>	<b>BA 01 355,714</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	2,277
Annualization FY17 Pay Raise (2.1%, Effective 1 Ja	759
Inflation (Rate 2.0% FY18)	2,271
Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) F	398
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	233
BAH	1,751
<b>Total Pricing Increases</b>	<b>7,689</b>
<b>Total Increases</b>	<b>\$7,689</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Graduate Flying Training	(2,285)
Initial Skills Acquired	(15,158)
Refresh & Proficiency	(366)
Officer Candidate School	(202)
Career Development Training	(726)
Undergrad Pilot Training	(956)
<b>Total Program Decreases</b>	<b>(19,693)</b>
<b>Total Decreases</b>	<b>(\$19,693)</b>
<b>FY 2018 Direct Program</b>	<b>\$343,710</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	647	47.74	30,888	\$364.27	\$11,252	646	47.74	30,840	\$371.15	\$11,446	627	47.74	29,933	\$379.19	\$11,350
Enlisted	2,708	29.46	79,778	\$290.65	\$23,191	2,733	29.46	80,514	\$296.16	\$23,844	2,690	29.46	79,247	\$302.62	\$23,982
<b>Total</b>	<b>3,355</b>	<b>32.99</b>	<b>110,666</b>	<b>\$311.23</b>	<b>\$34,443</b>	<b>3,379</b>	<b>32.95</b>	<b>111,354</b>	<b>\$316.92</b>	<b>\$35,290</b>	<b>3,317</b>	<b>32.92</b>	<b>109,180</b>	<b>\$323.61</b>	<b>\$35,332</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,303	56.05	73,033	\$364.13	\$26,589	1,322	56.05	74,098	\$371.04	\$27,495	1,304	56.05	73,089	\$379.08	\$27,708
Enlisted	9,412	58.52	550,790	\$290.69	\$160,104	8,655	58.52	506,491	\$296.29	\$150,072	7,821	58.52	457,685	\$302.67	\$138,528
<b>Total</b>	<b>10,715</b>	<b>58.22</b>	<b>623,823</b>	<b>\$299.27</b>	<b>\$186,693</b>	<b>9,977</b>	<b>58.19</b>	<b>580,589</b>	<b>\$305.84</b>	<b>\$177,567</b>	<b>9,125</b>	<b>58.17</b>	<b>530,774</b>	<b>\$313.20</b>	<b>\$166,236</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	231	21.47	4,960	\$363.99	\$1,804	286	21.47	6,140	\$371.01	\$2,278	287	21.47	6,162	\$379.05	\$2,334
Enlisted	537	45.92	24,659	\$290.74	\$7,170	671	45.92	30,812	\$296.25	\$9,128	656	45.92	30,124	\$302.74	\$9,119
<b>Total</b>	<b>768</b>	<b>38.57</b>	<b>29,619</b>	<b>\$302.98</b>	<b>\$8,974</b>	<b>957</b>	<b>38.61</b>	<b>36,952</b>	<b>\$308.67</b>	<b>\$11,406</b>	<b>943</b>	<b>38.48</b>	<b>36,286</b>	<b>\$315.63</b>	<b>\$11,453</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,012	15.40	15,585	\$364.28	\$5,677	1,188	15.40	18,295	\$371.14	\$6,790	1,129	15.40	17,387	\$379.20	\$6,594
Enlisted	3,448	14.41	49,686	\$290.73	\$14,443	3,471	14.41	50,017	\$296.42	\$14,825	3,466	14.41	49,945	\$302.74	\$15,120
<b>Total</b>	<b>4,460</b>	<b>14.63</b>	<b>65,271</b>	<b>\$308.25</b>	<b>\$20,120</b>	<b>4,659</b>	<b>14.66</b>	<b>68,312</b>	<b>\$316.42</b>	<b>\$21,615</b>	<b>4,595</b>	<b>14.65</b>	<b>67,332</b>	<b>\$322.49</b>	<b>\$21,714</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	643	132.26	85,043	\$364.29	\$30,983	915	132.26	121,018	\$371.20	\$44,923	896	132.26	118,505	\$379.23	\$44,939
Enlisted	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0
<b>Total</b>	<b>643</b>	<b>132.26</b>	<b>85,043</b>	<b>\$364.29</b>	<b>\$30,983</b>	<b>915</b>	<b>132.26</b>	<b>121,018</b>	<b>\$371.20</b>	<b>\$44,923</b>	<b>896</b>	<b>132.26</b>	<b>118,505</b>	<b>\$379.23</b>	<b>\$44,939</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	3	6.00	18	\$361.95	\$7	2	6.00	12	\$311.27	\$4	2	6.00	12	\$316.93	\$4
Enlisted	3	23.50	71	\$323.11	\$24	2	23.50	47	\$342.69	\$16	2	23.50	47	\$348.45	\$16
<b>Total</b>	<b>6</b>	<b>14.83</b>	<b>89</b>	<b>\$348.31</b>	<b>\$31</b>	<b>4</b>	<b>14.75</b>	<b>59</b>	<b>\$338.98</b>	<b>\$20</b>	<b>4</b>	<b>14.75</b>	<b>59</b>	<b>\$338.98</b>	<b>\$20</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,391	70.11	97,523	\$364.15	\$35,520	1,590	70.11	111,475	\$371.06	\$41,364	1,517	70.11	106,357	\$379.08	\$40,318
Enlisted	2,036	39.32	80,056	\$290.72	\$23,274	2,020	39.32	79,426	\$296.25	\$23,529	1,991	39.32	78,286	\$302.72	\$23,698
<b>Total</b>	<b>3,427</b>	<b>51.82</b>	<b>177,579</b>	<b>\$331.09</b>	<b>\$58,794</b>	<b>3,610</b>	<b>52.88</b>	<b>190,901</b>	<b>\$339.93</b>	<b>\$64,893</b>	<b>3,508</b>	<b>52.63</b>	<b>184,643</b>	<b>\$346.70</b>	<b>\$64,016</b>

**TOTAL SCHOOL TRAINING**

	FY 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,230	58.71	307,050	\$364.21	\$111,832	5,949	60.83	361,878	\$371.12	\$134,300	5,762	60.99	351,445	\$379.14	\$133,247
Enlisted	18,144	43.27	785,040	\$290.69	\$228,206	17,552	42.58	747,307	\$296.28	\$221,414	16,626	41.82	695,334	\$302.68	\$210,463
<b>Total</b>	<b>23,374</b>	<b>46.72</b>	<b>1,092,090</b>	<b>\$311.36</b>	<b>\$340,038</b>	<b>23,501</b>	<b>47.20</b>	<b>1,109,185</b>	<b>\$320.70</b>	<b>\$355,714</b>	<b>22,388</b>	<b>46.76</b>	<b>1,046,779</b>	<b>\$328.35</b>	<b>\$343,710</b>

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

Estimate	FY 2018	\$175,589
Estimate	FY 2017	\$192,243
Actual*	FY 2016	\$222,912

**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) Exercises
- (2) Unit Conversion Training
- (3) Active Duty Operational Support (ADOS)
- (4) Management Support
- (5) Drug Interdiction\*
- (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.

The reduction in this program was created by the need to move \$11M into the Education Benefits Program.

\* Drug Interdiction and YRRP are also shown in this section for FY 2016 only. Drug Interdiction funds (\$51,609k) were transferred to this appropriation in FY 2016 from the Drug Interdiction and Counter-Drug Activities, Defense, 16/16. YRRP (\$5,155k) funds are reflected in FY2016 from the Air Force Military Personnel OCO, 16/16 submission.



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

<b>FY 2017 Direct Program</b>	<b>BA 01 \$192,243</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	1,463
Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)	488
Retired Pay Accrual (Rate 28.5% (FT) 22.6% (PT) FY18)	256
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	147
BAH	931
Inflation (Rate 2.0% FY18)	826
<b>Total Pricing Increases</b>	<b>4,111</b>
<b>Total Increases</b>	<b>\$4,111</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Exercises	(3,449)
Management Support	(2,766)
Operational Training	(5,576)
Unit Conversion	(3,358)
Active Duty Operational Support	(5,616)
<b>Total Program Decreases</b>	<b>(20,765)</b>
<b>Total Decreases</b>	<b>(\$20,765)</b>
<b>FY 2018 Direct Program</b>	<b>\$175,589</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	293	42.00	12,306	\$389.81	\$4,790	358	42.00	15,036	\$397.25	\$5,974	267	42.00	11,214	\$405.31	\$4,545
Enlisted	1,812	21.00	38,052	\$203.35	\$7,708	2,083	21.00	43,743	\$206.46	\$9,031	1,808	21.00	37,968	\$210.92	\$8,009
<b>Total</b>	<b>2,105</b>	<b>23.92</b>	<b>50,358</b>	<b>\$248.18</b>	<b>\$12,498</b>	<b>2,441</b>	<b>24.08</b>	<b>58,779</b>	<b>\$255.28</b>	<b>\$15,005</b>	<b>2,075</b>	<b>23.70</b>	<b>49,182</b>	<b>\$255.26</b>	<b>\$12,554</b>

**Exercises** This program provides training required for Air National Guard (ANG) participation in joint exercises to improve readiness through the development of critical warfighter skills. 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 FY2016 (\$2,450k), FY2017 (\$1,381k) and FY2018 (\$2,390k).

	FY 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,674	17.00	28,458	\$389.49	\$11,083	2,080	17.00	35,360	\$396.98	\$14,037	1,815	17.00	30,855	\$405.30	\$12,505
Enlisted	9,848	10.00	98,480	\$202.54	\$19,946	11,061	10.00	110,610	\$206.45	\$22,835	10,292	10.00	102,920	\$210.91	\$21,707
<b>Total</b>	<b>11,522</b>	<b>11.02</b>	<b>126,938</b>	<b>\$244.44</b>	<b>\$31,029</b>	<b>13,141</b>	<b>11.11</b>	<b>145,970</b>	<b>\$252.60</b>	<b>\$36,872</b>	<b>12,107</b>	<b>11.05</b>	<b>133,775</b>	<b>\$255.74</b>	<b>\$34,212</b>

**Operational Training:** This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime tasks. 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 FY2016 (\$8,042k), FY 2017 (\$8,092k) and FY 2018 (\$7,374k).

	FY 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4,068	20.00	81,360	\$389.83	\$31,694	4,595	20.00	91,900	\$396.94	\$36,477	4,228	20.00	84,560	\$405.30	\$34,272
Enlisted	12,921	15.00	193,815	\$203.34	\$39,253	14,141	15.00	212,115	\$206.45	\$43,792	13,318	15.00	199,770	\$210.91	\$42,135
<b>Total</b>	<b>16,989</b>	<b>16.20</b>	<b>275,175</b>	<b>\$257.83</b>	<b>\$70,947</b>	<b>18,736</b>	<b>16.23</b>	<b>304,015</b>	<b>\$264.03</b>	<b>\$80,269</b>	<b>17,546</b>	<b>16.20</b>	<b>284,330</b>	<b>\$268.73</b>	<b>\$76,407</b>

**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 2016					FY 2017					FY 2018				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,399	20.00	27,980	\$389.51	\$10,899	1,613	20.00	32,260	\$396.94	\$12,806	1,362	20.00	27,240	\$405.31	\$11,041
Enlisted	927	40.00	37,080	\$203.33	\$7,510	1,072	40.00	42,880	\$206.45	\$8,852	915	40.00	36,600	\$210.92	\$7,720
<b>Total</b>	<b>2,326</b>	<b>27.97</b>	<b>65,060</b>	<b>\$282.95</b>	<b>\$18,409</b>	<b>2,685</b>	<b>27.99</b>	<b>75,140</b>	<b>\$288.24</b>	<b>\$21,658</b>	<b>2,277</b>	<b>28.04</b>	<b>63,840</b>	<b>\$293.88</b>	<b>\$18,761</b>

**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.

<b>FY 2016</b>					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	96	345.00	33,120	\$389.47	\$12,902
Enlisted	554	345.00	191,130	\$202.54	\$38,707
<b>Total</b>	<b>650</b>	<b>345.00</b>	<b>224,250</b>	<b>\$230.14</b>	<b>\$51,609</b>

**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 organization 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.

	<b>FY 2016</b>					<b>FY 2017</b>					<b>FY 2018</b>				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	259	175.00	45,325	\$446.27	\$20,223	296	175.00	51,800	\$454.24	\$23,530	250	175.00	43,750	\$464.38	\$20,316
Enlisted	319	173.00	55,187	\$236.51	\$13,042	357	173.00	61,761	\$241.38	\$14,909	313	173.00	54,149	\$246.34	\$13,339
<b>Total</b>	<b>578</b>	<b>173.90</b>	<b>100,512</b>	<b>\$330.96</b>	<b>\$33,265</b>	<b>653</b>	<b>173.91</b>	<b>113,561</b>	<b>\$338.49</b>	<b>\$38,439</b>	<b>563</b>	<b>173.89</b>	<b>97,899</b>	<b>\$343.77</b>	<b>\$33,655</b>

**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.

<b>FY 2016</b>					
	Participants	Tour Length	Workdays	Rate	Amount
Training	5,872	3.00	2,241	\$1,507.81	\$3,379
Travel	5,872	3.00	15,375	\$115.51	\$1,776
<b>Total</b>	<b>5,872</b>	<b>3.00</b>	<b>15,375</b>	<b>\$1,623.32</b>	<b>\$5,155</b>

**TOTAL SPECIAL TRAINING**

	<b>FY 2016</b>					<b>FY 2017</b>					<b>FY 2018</b>				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	13,661	16.89	230,790	\$411.50	\$94,970	8,942	25.31	226,356	\$410.08	\$92,824	7,922	24.95	197,619	\$418.38	\$82,679
Enlisted	32,253	19.51	629,119	\$203.37	\$127,942	28,714	16.41	471,109	\$211.03	\$99,419	26,646	16.19	431,407	\$215.37	\$92,910
<b>Total</b>	<b>45,914</b>	<b>18.73</b>	<b>859,909</b>	<b>\$259.23</b>	<b>\$222,912</b>	<b>37,656</b>	<b>18.52</b>	<b>697,465</b>	<b>\$275.63</b>	<b>\$192,243</b>	<b>34,568</b>	<b>18.20</b>	<b>629,026</b>	<b>\$279.14</b>	<b>\$175,589</b>

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

Estimate	FY 2018	\$1,782,793
Estimate	FY 2017	\$1,689,719
Actual	FY 2016	\$1,655,008

**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).

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.

Anniversary payments reflect significant decreases in FY 2018 as a result of the discontinuation of incentive programs in FY 2015 to meet fiscal requirements,

Program requirements are based on average strength and training participation rates for each fiscal year. Average strength is increasing in FY 2018 with the addition of 47 officer and 1,449 enlisted full time positions being added. The increases to full time maintenance personnel are required to support training utilization rates across the Air National Guard. 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.

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

<b>FY 2017 Direct Program</b>	<b>BA 01 \$1,689,719</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY18 Pay Raise (2.1%, Effective 1 Jan 18)	13,456
Annualization FY17 Pay Raise (2.1%, Effective 1 Jan 17)	4,485
Inflation (Rate 2.0% FY18)	1,253
Bonuses	105
Retired Pay Accrual (Rate 28.5% FY18)	1,715
FICA (Rate 7.65%, FY18 Ceiling - \$129,900)	1,370
BAH	10,425
BAS	1,538
<b>Total Pricing Increases</b>	<b>\$34,347</b>
<b>Program Increases</b>	
Death & Disability	127
Travel	1
Health Professional Stipend (Bach Student)	47
Health Professional Loan Repayment	360
Health Professional Cash Bonus 45K	645
Health Professional Cash Bonus 75K	5,250
Healthcare Professional Stipend Res/Med	160
Officer Accessions & Affiliations	3,580
Affiliation Bonus (3 Year)	754
Affiliation Bonus (6 Year)	1,560
Continuation Pay	5,720
Change in Average Strength	55,302
FICA	2,700
Retired Pay Accrual	10,057
<b>Total Program Increases</b>	<b>\$86,263</b>
<b>Total Increases</b>	<b>\$120,610</b>



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

**BA 01**

**Decreases:**

**Program Decreases**

Clothing	(2)
Chaplain Loan Repayment Bonus	(30)
Non-Prior Service Enlistment	(18,180)
Prior Service Enlistment (3 Year)	(34)
Prior Service Enlistment (6 Year)	(1,995)
Reenlistment (3 Year)	(28)
Reenlistment Bonus (6 Year)	(4,897)
Lump Sum 30K Bonus	(2,370)
<b>Total Program Decreases</b>	<b>(\$27,536)</b>

**Total Decreases** **(\$27,536)**

**FY 2018 Direct Program** **\$1,782,793**

**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.

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	Average	End	Average	End	Average	End
Officers	51	49	50	50	49	48
<b>Subtotal</b>	<b>51</b>	<b>49</b>	<b>50</b>	<b>50</b>	<b>49</b>	<b>48</b>

**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.

	<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>	
	Average	End	Average	End	Average	End
Officer	49	45	47	45	46	45
Enlisted	10	9	10	11	12	12
<b>Subtotal</b>	<b>59</b>	<b>54</b>	<b>57</b>	<b>56</b>	<b>58</b>	<b>57</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
<b>Subtotal</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	60	59	59	59	59	59
<b>Subtotal</b>	<b>60</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
<b>Subtotal</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	3	3	4	2	2	2
Enlisted	578	572	583	592	595	596
<b>Subtotal</b>	<b>581</b>	<b>575</b>	<b>587</b>	<b>594</b>	<b>597</b>	<b>598</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	282	268	285	299	302	302
Enlisted	444	444	457	464	468	470
<b>Subtotal</b>	<b>726</b>	<b>712</b>	<b>742</b>	<b>763</b>	<b>770</b>	<b>772</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	81	74	38	71	72	73
Enlisted	286	202	197	349	353	354
<b>Subtotal</b>	<b>367</b>	<b>276</b>	<b>235</b>	<b>420</b>	<b>425</b>	<b>427</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	15	5	6	5	6	6
Enlisted	81	47	58	66	67	66
<b>Subtotal</b>	<b>96</b>	<b>52</b>	<b>64</b>	<b>71</b>	<b>73</b>	<b>72</b>

**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 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	20	13	17	18	20	19
Enlisted	148	131	139	145	148	148
<b>Subtotal</b>	<b>168</b>	<b>144</b>	<b>156</b>	<b>163</b>	<b>168</b>	<b>167</b>

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

	FY 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	2,081	2,102	2,171	2,110	2,126	2,152
Enlisted	10,057	10,270	10,369	10,150	10,857	11,580
<b>Subtotal</b>	<b>12,138</b>	<b>12,372</b>	<b>12,540</b>	<b>12,260</b>	<b>12,983</b>	<b>13,732</b>

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

	FY 2016		FY 2017		FY 2018	
	Average	End	Average	End	Average	End
Officers	2,656	2,632	2,691	2,673	2,696	2,720
Enlisted	11,604	11,675	11,813	11,777	12,500	13,226
<b>Subtotal</b>	<b>14,260</b>	<b>14,307</b>	<b>14,504</b>	<b>14,450</b>	<b>15,196</b>	<b>15,946</b>

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	174	\$208,741.38	\$36,321	170	\$210,305.88	\$35,752	168	\$214,535.71	\$36,042
RECRUITING AND RETENTION	3	\$181,666.67	\$545	4	\$182,750.00	\$731	2	\$186,000.00	\$372
ANG ADMINISTRATION AND SUPPORT	282	\$167,836.88	\$47,330	285	\$168,845.61	\$48,121	302	\$172,314.57	\$52,039
ANG TRAINING	81	\$170,481.48	\$13,809	38	\$171,578.95	\$6,520	72	\$175,041.67	\$12,603
USAF MISSION SUPPORT	15	\$160,333.33	\$2,405	6	\$161,166.67	\$967	6	\$164,500.00	\$987
COMBAT READINESS TRAINING CENTER	20	\$171,100.00	\$3,422	17	\$172,176.47	\$2,927	20	\$175,650.00	\$3,513
ANG DIRECT UNIT SUPPORT	2,081	\$165,364.73	\$344,124	2,171	\$166,475.82	\$361,419	2,126	\$169,848.54	\$361,098
<b>TOTAL</b>	<b>2,656</b>		<b>\$447,956</b>	<b>2,691</b>		<b>\$456,437</b>	<b>2,696</b>		<b>\$466,654</b>

**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 include 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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	10	\$117,800.00	\$1,178	10	\$118,500.00	\$1,185	12	\$121,000.00	\$1,452
RECRUITING AND RETENTION	578	\$95,515.57	\$55,208	583	\$96,193.83	\$56,081	595	\$98,250.42	\$58,459
ANG ADMINISTRATION AND SUPPORT	444	\$108,621.62	\$48,228	457	\$109,328.23	\$49,963	468	\$111,634.62	\$52,245
ANG TRAINING	286	\$92,115.38	\$26,345	197	\$97,050.76	\$19,119	353	\$94,770.54	\$33,454
USAF MISSION SUPPORT	81	\$96,432.10	\$7,811	58	\$97,120.69	\$5,633	67	\$99,194.03	\$6,646
COMBAT READINESS TRAINING CENTER	148	\$100,567.57	\$14,884	139	\$101,251.80	\$14,074	148	\$103,425.68	\$15,307
ANG DIRECT UNIT SUPPORT	10,057	\$95,298.50	\$958,417	10,369	\$95,857.07	\$993,942	10,857	\$98,033.16	\$1,064,346
<b>TOTAL</b>	<b>11,604</b>		<b>\$1,112,071</b>	<b>11,813</b>		<b>\$1,139,997</b>	<b>12,500</b>		<b>\$1,231,909</b>

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	174	\$6,804.60	\$1,184	170	\$6,923.53	\$1,177	168	\$7,065.48	\$1,187
RECRUITING AND RETENTION	25	\$6,800.00	\$170	25	\$6,920.00	\$173	25	\$7,080.00	\$177
ANG ADMINISTRATION AND SUPPORT	19	\$6,789.47	\$129	19	\$6,947.37	\$132	19	\$7,052.63	\$134
ANG TRAINING	28	\$6,821.43	\$191	28	\$6,928.57	\$194	28	\$7,071.43	\$198
USAF MISSION SUPPORT	28	\$6,821.43	\$191	28	\$6,928.57	\$194	28	\$7,071.43	\$198
COMBAT READINESS TRAINING CENTER	22	\$6,818.18	\$150	22	\$6,954.55	\$153	22	\$7,090.91	\$156
ANG DIRECT UNIT SUPPORT	108	\$6,796.30	\$734	108	\$6,916.67	\$747	108	\$7,055.56	\$762
<b>TOTAL</b>	<b>404</b>		<b>\$2,749</b>	<b>400</b>		<b>\$2,770</b>	<b>398</b>		<b>\$2,812</b>

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	10	\$4,100.00	\$41	10	\$4,100.00	\$41	12	\$4,250.00	\$51
RECRUITING AND RETENTION	51	\$4,117.65	\$210	51	\$4,176.47	\$213	51	\$4,274.51	\$218
ANG ADMINISTRATION AND SUPPORT	54	\$4,129.63	\$223	54	\$4,203.70	\$227	54	\$4,296.30	\$232
ANG TRAINING	90	\$4,133.33	\$372	90	\$4,200.00	\$378	90	\$4,300.00	\$387
USAF MISSION SUPPORT	108	\$4,129.63	\$446	108	\$4,194.44	\$453	108	\$4,287.04	\$463
COMBAT READINESS TRAINING CENTER	39	\$4,128.21	\$161	39	\$4,205.13	\$164	39	\$4,282.05	\$167
ANG DIRECT UNIT SUPPORT	413	\$4,130.75	\$1,706	413	\$4,200.97	\$1,735	413	\$4,288.14	\$1,771
<b>TOTAL</b>	<b>765</b>		<b>\$3,159</b>	<b>765</b>		<b>\$3,211</b>	<b>767</b>		<b>\$3,289</b>

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	170	\$400.00	\$68	170	\$400.00	\$68	168	\$400.00	\$67
Active Duty Officer Uniform Allowance	75	\$200.00	\$15	73	\$200.00	\$15	72	\$200.00	\$14
<b>Total Uniform Allowances, Officers</b>	245		\$83	243		\$83	240		\$81

**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 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	7	\$352.80	\$2	8	\$350.48	\$3	8	\$357.49	\$3
Female Cash Clothing Replacement Allowance	3	\$360.00	\$1	3	\$353.13	\$1	4	\$360.19	\$1
<b>Total Cash Clothing Replacement Allowance, Enlisted</b>	10		\$3	11		\$4	12		\$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

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>DEATH GRATUITIES</b>									
OFFICER	12	\$100,000.00	\$1,200	12	\$100,000.00	\$1,200	12	\$100,000.00	\$1,200
ENLISTED	18	\$100,000.00	\$1,800	18	\$100,000.00	\$1,800	19	\$100,000.00	\$1,900
<b>TOTAL</b>	<b>30</b>		<b>\$3,000</b>	<b>30</b>		<b>\$3,000</b>	<b>31</b>		<b>\$3,100</b>
<b>DISABILITY AND HOSPITALIZATION BENEFITS</b>									
OFFICER	34	\$5,205.88	\$177	34	\$5,294.12	\$180	34	\$5,411.76	\$184
ENLISTED	435	\$5,163.22	\$2,246	443	\$5,261.85	\$2,331	448	\$5,372.77	\$2,407
<b>TOTAL</b>	<b>469</b>		<b>\$2,423</b>	<b>477</b>		<b>\$2,511</b>	<b>482</b>		<b>\$2,591</b>

**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. The cash bonus is paid in two installments. The first payment is paid upon completion of initial active duty for training and all qualifications and requirements for award of the three or five skill level in the amount of \$10,000. A second installment of \$10,000 is paid to the member on the third anniversary of their six year contract. The decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	2,341	\$10,000.00	\$23,410	762	\$10,000.00	\$7,620	153	\$10,000.00	\$1,530
Anniversary Payments	2,600	\$10,000.00	\$26,000	3,920	\$10,000.00	\$39,200	2,711	\$10,000.00	\$27,110
<b>Subtotal</b>	<b>4,941</b>		<b>\$49,410</b>	<b>4,682</b>		<b>\$46,820</b>	<b>2,864</b>		<b>\$28,640</b>

**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. 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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The Initial Payments increase in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	36	\$3,750.00	\$135	3	\$3,666.67	\$11	35	\$3,742.86	\$131
Anniversary Payments	68	\$3,750.00	\$255	59	\$3,745.76	\$221	18	\$3,777.78	\$68
<b>Subtotal</b>	<b>104</b>		<b>\$390</b>	<b>62</b>		<b>\$232</b>	<b>53</b>		<b>\$199</b>

**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. 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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	352	\$7,500.00	\$2,640	12	\$7,500.00	\$90	102	\$7,500.00	\$765
Anniversary Payments	640	\$7,500.00	\$4,800	769	\$7,500.00	\$5,768	413	\$7,500.00	\$3,098
<b>Subtotal</b>	<b>992</b>		<b>\$7,440</b>	<b>781</b>		<b>\$5,858</b>	<b>515</b>		<b>\$3,863</b>

**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. 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 decrease in anniversary payments FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	4	\$3,750.00	\$15	0	\$0.00	\$0	110	\$3,500.00	\$385
Anniversary Payments	260	\$3,750.00	\$975	212	\$3,500.00	\$742	94	\$3,500.00	\$329
<b>Subtotal</b>	<b>264</b>		<b>\$990</b>	<b>212</b>		<b>\$742</b>	<b>204</b>		<b>\$714</b>

**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. 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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	16	\$7,500.00	\$120	1	\$8,000.00	\$8	232	\$7,500.00	\$1,740
Anniversary Payments	1,763	\$7,500.00	\$13,223	2,162	\$7,500.00	\$16,215	1,278	\$7,500.00	\$9,585
<b>Subtotal</b>	<b>1,779</b>		<b>\$13,343</b>	<b>2,163</b>		<b>\$16,223</b>	<b>1,510</b>		<b>\$11,325</b>

**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. 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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	6	\$5,000.00	\$30	50	\$5,000.00	\$250	185	\$5,000.00	\$925
Anniversary Payments	73	\$5,000.00	\$365	6	\$5,000.00	\$30	28	\$3,500.00	\$98
<b>Subtotal</b>	<b>79</b>		<b>\$395</b>	<b>56</b>		<b>\$280</b>	<b>213</b>		<b>\$1,023</b>

**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. 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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	91	\$10,000.00	\$910	5	\$10,000.00	\$50	468	\$10,000.00	\$4,680
Anniversary Payments	118	\$10,000.00	\$1,180	584	\$10,000.00	\$5,840	277	\$10,000.00	\$2,770
<b>Subtotal</b>	<b>209</b>		<b>\$2,090</b>	<b>589</b>		<b>\$5,890</b>	<b>745</b>		<b>\$7,450</b>

**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. The cash bonus is paid in one lump-sum installment. The total amount paid for this bonus is \$20,000. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	17	\$20,000.00	\$340	6	\$20,000.00	\$120	185	\$20,000.00	\$3,700
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>17</b>		<b>\$340</b>	<b>6</b>		<b>\$120</b>	<b>185</b>		<b>\$3,700</b>

**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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	11	\$20,000.00	\$220	0	\$0.00	\$0	25	\$20,000.00	\$500
Anniversary Payments	15	\$20,000.00	\$300	18	\$20,000.00	\$360	11	\$20,000.00	\$220
<b>Subtotal</b>	<b>26</b>		<b>\$520</b>	<b>18</b>		<b>\$360</b>	<b>36</b>		<b>\$720</b>

**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. The decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	13	\$5,000.00	\$65	10	\$5,000.00	\$50	10	\$10,000.00	\$100
Anniversary Payments	47	\$5,000.00	\$235	13	\$5,000.00	\$65	10	\$10,000.00	\$100
<b>Subtotal</b>	<b>60</b>		<b>\$300</b>	<b>23</b>		<b>\$115</b>	<b>20</b>		<b>\$200</b>

**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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	9	\$25,000.00	\$225	0	\$0.00	\$0	241	\$25,000.00	\$6,025
Anniversary Payments	96	\$25,000.00	\$2,400	40	\$25,000.00	\$1,000	9	\$25,000.00	\$225
<b>Subtotal</b>	<b>105</b>		<b>\$2,625</b>	<b>40</b>		<b>\$1,000</b>	<b>250</b>		<b>\$6,250</b>

**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 decrease in anniversary payments in FY 2018 is a result of the discontinuation of the Incentive Program in FY 2015 to meet fiscal requirements. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	5	\$15,000.00	\$75	30	\$15,000.00	\$450	60	\$15,000.00	\$900
Anniversary Payments	157	\$15,000.00	\$2,355	22	\$15,000.00	\$330	35	\$15,000.00	\$525
<b>Subtotal</b>	<b>162</b>		<b>\$2,430</b>	<b>52</b>		<b>\$780</b>	<b>95</b>		<b>\$1,425</b>

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

**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. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	8	\$5,000.00	\$40	42	\$5,000.00	\$210
Anniversary Payments	7	\$15,000.00	\$105	10	\$5,000.00	\$50	8	\$5,000.00	\$40
<b>Subtotal</b>	<b>7</b>		<b>\$105</b>	<b>18</b>		<b>\$90</b>	<b>50</b>		<b>\$250</b>

**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. The increase in initial payments in FY 2018 reflects required funding for the ANG to meet manning requirements.

	FY 2016			FY 2017			FY 2018		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	6	\$1,000.00	\$6	8	\$1,300.00	\$10	45	\$1,200.00	\$54
Anniversary Payments	0	\$0.00	\$0	6	\$1,000.00	\$6	8	\$1,300.00	\$10
<b>Subtotal</b>	<b>6</b>		<b>\$6</b>	<b>14</b>		<b>\$16</b>	<b>53</b>		<b>\$64</b>

**TOTAL RESERVE INCENTIVES**

	FY 2016			FY 2017			FY 2018		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	383	\$16,516.97	6,326	171	\$14,508.77	2,481	689	\$18,300.44	12,609
Enlisted	8,368	\$8,850.14	74,058	8,545	\$8,899.36	76,045	6,104	\$8,717.89	53,214
<b>Subtotal</b>	<b>8,751</b>		<b>\$80,384</b>	<b>8,716</b>		<b>\$78,526</b>	<b>6,793</b>		<b>\$65,823</b>

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

**\$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).

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	25	\$30,000.00	\$750	25	\$30,000.00	\$750	6	\$30,000.00	\$180
Enlisted	81	\$30,000.00	\$2,430	81	\$30,000.00	\$2,430	21	\$30,000.00	\$630
<b>Subtotal</b>	<b>106</b>		<b>\$3,180</b>	<b>106</b>		<b>\$3,180</b>	<b>27</b>		<b>\$810</b>

**Continuation Pay:** The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$0			\$0			\$1,724
Enlisted			\$0			\$0			\$3,996
<b>Subtotal</b>			<b>\$0</b>			<b>\$0</b>			<b>\$5,720</b>

**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.

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
Officer - Base Pay	\$ 3,010	\$ 9,602	\$ 10,818
FICA	\$ 230	\$ 735	\$ 828
Retired Pay Accrual	\$ 945	\$ 2,775	\$ 3,083
Other Pay and Allowances	\$ 324	\$ 1,915	\$ 262
PCS Travel	\$ -	\$ -	\$ -
<b>Total Officer Program</b>	<b>\$ 4,509</b>	<b>\$ 15,027</b>	<b>\$ 14,991</b>
Enlisted - Base Pay	\$ 12,035	\$ 19,239	\$ 21,691
FICA	\$ 921	\$ 1,472	\$ 1,659
Retired Pay Accrual	\$ 3,779	\$ 5,560	\$ 6,182
Other Pay and Allowances	\$ 1,499	\$ 4,234	\$ 885
PCS Travel	\$ -	\$ -	\$ -
<b>Total Enlisted Program</b>	<b>\$ 18,234</b>	<b>\$ 30,505</b>	<b>\$ 30,417</b>
<b>Total Reimbursable Program</b>	<b>\$ 22,743</b>	<b>\$ 45,532</b>	<b>\$ 45,408</b>



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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</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 2016</u>	<u>FY 2017</u>	<u>FY 2018</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 2016</u>	<u>FY 2017</u>	<u>FY 2018</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 2016</u>	<u>FY 2017</u>	<u>FY 2018</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 2016</u>	<u>FY 2017</u>	<u>FY 2018</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

**NATIONAL GUARD PERSONNEL, AIR FORCE  
THRIFT SAVINGS PLAN (TSP)  
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2018	\$13,814
Estimate	FY 2017	\$0
Actual	FY 2016	\$0

**PART I - PURPOSE AND SCOPE**

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

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

	<b>BA 01</b>	<b>Amount</b>
<b>FY 2017 Direct Program</b>	<b>\$0</b>	<b>\$0</b>
<b>Increases:</b>		
<b>Program Increases</b>		
TSP Matching Contribution Payments	13,814	
<b>Total Program Increases</b>	<b>\$13,814</b>	
<b>Total Increases</b>	<b>\$13,814</b>	
<b>Decreases:</b>		
<b>Total Decreases</b>	<b>\$0</b>	
<b>FY 2018 Direct Program</b>	<b>\$13,814</b>	



**NATIONAL GUARD PERSONNEL, AIR FORCE  
THRIFT SAVINGS PLAN (TSP)  
DETAIL OF REQUIREMENTS  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
TSP Matching Contributions									
Officer			\$0			\$0			\$4,163
Enlisted			\$0			\$0			\$9,651
Total			\$0			\$0			\$13,814

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

Estimate	FY 2018	\$19,565
Estimate	FY 2017	\$8,502
Actual	FY 2016	\$13,405

**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 Amortization 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.

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

	<b>BA 01</b>
<b>FY 2017 Direct Program Budget Activity Adjustment</b>	<b>\$8,502</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
Basic Benefits	9,513
Kicker	5,549
<b>Total Pricing Increases</b>	<b>\$15,062</b>
<b>Program Increases</b>	
Amortization (Chapter 1606)	1,697
<b>Total Program Increases</b>	<b>\$1,697</b>
<b>Total Increases</b>	<b>\$16,759</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Basic Benefits	(147)
Kicker	(5,549)
<b>Total Program Decreases</b>	<b>(\$5,696)</b>
<b>Total Decreases</b>	<b>(\$5,696)</b>
<b>FY 2018 Direct Program</b>	<b>\$19,565</b>

**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 statute allows members who were receiving Chapter 1607 benefits before the statute was enacted to continue to receive these education benefits through November 2019. 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 table on the following page displays the estimated eligible population and estimated per capita dollar rate for each fiscal year:

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

	<b>FY 2016</b>			<b>FY 2017</b>			<b>FY 2018</b>		
	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>
<b><u>MGIB-SR (CHAPTER 1606)</u></b>									
BASIC EDUCATIONAL BENEFITS	3,728	\$588	\$2,192	2,522	\$0	\$0	2,483	\$3,772	\$9,366
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,887	\$3,884	\$11,213	2,887	\$2,945	\$8,502	1,747	\$4,867	\$8,502
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$1,697
<b>TOTAL EDUCATIONAL BENEFITS</b>	<b>6,615</b>		<b>\$13,405</b>	<b>5,409</b>		<b>\$8,502</b>	<b>4,230</b>		<b>\$19,565</b>

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# SPECIAL ANALYSIS



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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,600	\$26,000	3,920	\$39,200	2,711	\$27,110								
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	2,341	\$23,410												
FY2016 Anniversary Payments							1,309	\$13,090						
FY2017														
FY2017 Initial and Subsequent			762	\$7,620										
FY2017 Anniversary Payments									762	\$7,620				
FY2018														
FY2018 Initial and Subsequent					153	\$1,530								
FY2018 Anniversary Payments											153	\$1,530		
FY2019														
FY2019 Initial and Subsequent							1,770	\$17,700						
FY2019 Anniversary Payments													1,770	\$17,700
FY2020														
FY2020 Initial and Subsequent									1,800	\$18,000				
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent											1,949	\$19,490		
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent													1,349	\$13,490
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>2,341</b>	<b>\$23,410</b>	<b>762</b>	<b>\$7,620</b>	<b>153</b>	<b>\$1,530</b>	<b>1,770</b>	<b>\$17,700</b>	<b>1,800</b>	<b>\$18,000</b>	<b>1,949</b>	<b>\$19,490</b>	<b>1,349</b>	<b>\$13,490</b>
<b>Total Anniversary Payment</b>	<b>2,600</b>	<b>\$26,000</b>	<b>3,920</b>	<b>\$39,200</b>	<b>2,711</b>	<b>\$27,110</b>	<b>1,309</b>	<b>\$13,090</b>	<b>762</b>	<b>\$7,620</b>	<b>153</b>	<b>\$1,530</b>	<b>1,770</b>	<b>\$17,700</b>
<b>Total</b>	<b>4,941</b>	<b>\$49,410</b>	<b>4,682</b>	<b>\$46,820</b>	<b>2,864</b>	<b>\$28,640</b>	<b>3,079</b>	<b>\$30,790</b>	<b>2,562</b>	<b>\$25,620</b>	<b>2,102</b>	<b>\$21,020</b>	<b>3,119</b>	<b>\$31,190</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	68	\$255	59	\$221										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	36	\$135			18	\$68								
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments			3	\$11			3	\$11						
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					35	\$131			35	\$131				
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							90	\$338			60	\$225		
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									100	\$375			60	\$225
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											60	\$225		
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													60	\$225
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>36</b>	<b>\$135</b>	<b>3</b>	<b>\$11</b>	<b>35</b>	<b>\$131</b>	<b>90</b>	<b>\$338</b>	<b>100</b>	<b>\$375</b>	<b>60</b>	<b>\$225</b>	<b>60</b>	<b>\$225</b>
<b>Total Anniversary Payment</b>	<b>68</b>	<b>\$255</b>	<b>59</b>	<b>\$221</b>	<b>18</b>	<b>\$68</b>	<b>3</b>	<b>\$11</b>	<b>35</b>	<b>\$131</b>	<b>60</b>	<b>\$225</b>	<b>60</b>	<b>\$225</b>
<b>Total</b>	<b>104</b>	<b>\$390</b>	<b>62</b>	<b>\$232</b>	<b>53</b>	<b>\$199</b>	<b>93</b>	<b>\$349</b>	<b>135</b>	<b>\$506</b>	<b>120</b>	<b>\$450</b>	<b>120</b>	<b>\$450</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	640	\$4,800	769	\$5,768	413	\$3,098								
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	352	\$2,640					123	\$923						
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments			12	\$90					12	\$90				
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					102	\$765					102	\$765		
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							600	\$4,500					375	\$2,813
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									600	\$4,500				
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											600	\$4,500		
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													375	\$2,813
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>352</b>	<b>\$2,640</b>	<b>12</b>	<b>\$90</b>	<b>102</b>	<b>\$765</b>	<b>600</b>	<b>\$4,500</b>	<b>600</b>	<b>\$4,500</b>	<b>600</b>	<b>\$4,500</b>	<b>375</b>	<b>\$2,813</b>
<b>Total Anniversary Payment</b>	<b>640</b>	<b>\$4,800</b>	<b>769</b>	<b>\$5,768</b>	<b>413</b>	<b>\$3,098</b>	<b>123</b>	<b>\$923</b>	<b>12</b>	<b>\$90</b>	<b>102</b>	<b>\$765</b>	<b>375</b>	<b>\$2,813</b>
<b>Total</b>	<b>992</b>	<b>\$7,440</b>	<b>781</b>	<b>\$5,858</b>	<b>515</b>	<b>\$3,863</b>	<b>723</b>	<b>\$5,423</b>	<b>612</b>	<b>\$4,590</b>	<b>702</b>	<b>\$5,265</b>	<b>750</b>	<b>\$5,626</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	260	\$975	212	\$742										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	4	\$15			94	\$329								
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					110	\$385			110	\$413				
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							190	\$713			140	\$525		
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									190	\$713			140	\$525
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											140	\$525		
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													140	\$525
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>4</b>	<b>\$15</b>			<b>110</b>	<b>\$385</b>	<b>190</b>	<b>\$713</b>	<b>190</b>	<b>\$713</b>	<b>140</b>	<b>\$525</b>	<b>140</b>	<b>\$525</b>
<b>Total Anniversary Payment</b>	<b>260</b>	<b>\$975</b>	<b>212</b>	<b>\$742</b>	<b>94</b>	<b>\$329</b>			<b>110</b>	<b>\$413</b>	<b>140</b>	<b>\$525</b>	<b>140</b>	<b>\$525</b>
<b>Total</b>	<b>264</b>	<b>\$990</b>	<b>212</b>	<b>\$742</b>	<b>204</b>	<b>\$714</b>	<b>190</b>	<b>\$713</b>	<b>300</b>	<b>\$1,126</b>	<b>280</b>	<b>\$1,050</b>	<b>280</b>	<b>\$1,050</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,763	\$13,223	2,162	\$16,215	1,278	\$9,585								
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	16	\$120												
FY2016 Anniversary Payments							16	\$120						
FY2017														
FY2017 Initial and Subsequent			1	\$8										
FY2017 Anniversary Payments									1	\$8				
FY2018														
FY2018 Initial and Subsequent					232	\$1,740								
FY2018 Anniversary Payments											232	\$1,740		
FY2019														
FY2019 Initial and Subsequent							750	\$5,625						
FY2019 Anniversary Payments													750	\$5,625
FY2020														
FY2020 Initial and Subsequent									665	\$4,988				
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent											500	\$3,750		
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent													300	\$2,250
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>16</b>	<b>\$120</b>	<b>1</b>	<b>\$8</b>	<b>232</b>	<b>\$1,740</b>	<b>750</b>	<b>\$5,625</b>	<b>665</b>	<b>\$4,988</b>	<b>500</b>	<b>\$3,750</b>	<b>300</b>	<b>\$2,250</b>
<b>Total Anniversary Payment</b>	<b>1,763</b>	<b>\$13,223</b>	<b>2,162</b>	<b>\$16,215</b>	<b>1,278</b>	<b>\$9,585</b>	<b>16</b>	<b>\$120</b>	<b>1</b>	<b>\$8</b>	<b>232</b>	<b>\$1,740</b>	<b>750</b>	<b>\$5,625</b>
<b>Total</b>	<b>1,779</b>	<b>\$13,343</b>	<b>2,163</b>	<b>\$16,223</b>	<b>1,510</b>	<b>\$11,325</b>	<b>766</b>	<b>\$5,745</b>	<b>666</b>	<b>\$4,996</b>	<b>732</b>	<b>\$5,490</b>	<b>1,050</b>	<b>\$7,875</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	73	\$365	6	\$30										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	6	\$30												
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments			50	\$250	28	\$98								
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					185	\$925	185	\$925						
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							215	\$1,075	215	\$1,075				
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									250	\$1,250	200	\$1,000		
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											100	\$500	99	\$495
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													99	\$495
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>6</b>	<b>\$30</b>	<b>50</b>	<b>\$250</b>	<b>185</b>	<b>\$925</b>	<b>215</b>	<b>\$1,075</b>	<b>250</b>	<b>\$1,250</b>	<b>100</b>	<b>\$500</b>	<b>99</b>	<b>\$495</b>
<b>Total Anniversary Payment</b>	<b>73</b>	<b>\$365</b>	<b>6</b>	<b>\$30</b>	<b>28</b>	<b>\$98</b>	<b>185</b>	<b>\$925</b>	<b>215</b>	<b>\$1,075</b>	<b>200</b>	<b>\$1,000</b>	<b>99</b>	<b>\$495</b>
<b>Total</b>	<b>79</b>	<b>\$395</b>	<b>56</b>	<b>\$280</b>	<b>213</b>	<b>\$1,023</b>	<b>400</b>	<b>\$2,000</b>	<b>465</b>	<b>\$2,325</b>	<b>300</b>	<b>\$1,500</b>	<b>198</b>	<b>\$990</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	118	\$1,180	584	\$5,840	277	\$2,770								
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	91	\$910												
FY2016 Anniversary Payments							53	\$530						
FY2017														
FY2017 Initial and Subsequent			5	\$50										
FY2017 Anniversary Payments									5	\$50				
FY2018														
FY2018 Initial and Subsequent					468	\$4,680								
FY2018 Anniversary Payments											468	\$4,680		
FY2019														
FY2019 Initial and Subsequent							600	\$6,000						
FY2019 Anniversary Payments													600	\$6,000
FY2020														
FY2020 Initial and Subsequent									600	\$6,000				
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent											500	\$5,000		
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent													350	\$3,500
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>91</b>	<b>\$910</b>	<b>5</b>	<b>\$50</b>	<b>468</b>	<b>\$4,680</b>	<b>600</b>	<b>\$6,000</b>	<b>600</b>	<b>\$6,000</b>	<b>500</b>	<b>\$5,000</b>	<b>350</b>	<b>\$3,500</b>
<b>Total Anniversary Payment</b>	<b>118</b>	<b>\$1,180</b>	<b>584</b>	<b>\$5,840</b>	<b>277</b>	<b>\$2,770</b>	<b>53</b>	<b>\$530</b>	<b>5</b>	<b>\$50</b>	<b>468</b>	<b>\$4,680</b>	<b>600</b>	<b>\$6,000</b>
<b>Total</b>	<b>209</b>	<b>\$2,090</b>	<b>589</b>	<b>\$5,890</b>	<b>745</b>	<b>\$7,450</b>	<b>653</b>	<b>\$6,530</b>	<b>605</b>	<b>\$6,050</b>	<b>968</b>	<b>\$9,680</b>	<b>950</b>	<b>\$9,500</b>



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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	17	\$340												
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments			6	\$120										
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					185	\$3,700								
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							200	\$4,000						
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									250	\$5,000				
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											200	\$4,000		
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													50	\$1,000
<b>Total</b>														
<b>Total Initial and Subsequent Total Anniversary Payment</b>	<b>17</b>	<b>\$340</b>	<b>6</b>	<b>\$120</b>	<b>185</b>	<b>\$3,700</b>	<b>200</b>	<b>\$4,000</b>	<b>250</b>	<b>\$5,000</b>	<b>200</b>	<b>\$4,000</b>	<b>50</b>	<b>\$1,000</b>
<b>Total</b>	<b>17</b>	<b>\$340</b>	<b>6</b>	<b>\$120</b>	<b>185</b>	<b>\$3,700</b>	<b>200</b>	<b>\$4,000</b>	<b>250</b>	<b>\$5,000</b>	<b>200</b>	<b>\$4,000</b>	<b>50</b>	<b>\$1,000</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	15	\$300	7	\$140										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent FY2016 Anniversary Payments	11	\$220	11	\$220	11	\$220								
FY2017														
FY2017 Initial and Subsequent FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent FY2018 Anniversary Payments					25	\$500	20	\$400	20	\$400				
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments							25	\$500	25	\$500	25	\$500		
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments									25	\$500	25	\$500	25	\$500
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments											25	\$500	25	\$500
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments													20	\$400
Total														
<b>Total Initial and Subsequent</b>	<b>11</b>	<b>\$220</b>			<b>25</b>	<b>\$500</b>	<b>25</b>	<b>\$500</b>	<b>25</b>	<b>\$500</b>	<b>25</b>	<b>\$500</b>	<b>20</b>	<b>\$400</b>
<b>Total Anniversary Payment</b>	<b>15</b>	<b>\$300</b>	<b>18</b>	<b>\$360</b>	<b>11</b>	<b>\$220</b>	<b>20</b>	<b>\$400</b>	<b>45</b>	<b>\$900</b>	<b>50</b>	<b>\$1,000</b>	<b>50</b>	<b>\$1,000</b>
<b>Total</b>	<b>26</b>	<b>\$520</b>	<b>18</b>	<b>\$360</b>	<b>36</b>	<b>\$720</b>	<b>45</b>	<b>\$900</b>	<b>70</b>	<b>\$1,400</b>	<b>75</b>	<b>\$1,500</b>	<b>70</b>	<b>\$1,400</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	47	\$235												
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	13	\$65												
FY2016 Anniversary Payments			13	\$65										
FY2017														
FY2017 Initial and Subsequent			10	\$50										
FY2017 Anniversary Payments					10	\$100	10	\$100						
FY2018														
FY2018 Initial and Subsequent					10	\$100								
FY2018 Anniversary Payments							10	\$100	10	\$100				
FY2019														
FY2019 Initial and Subsequent							15	\$150						
FY2019 Anniversary Payments									15	\$150	15	\$150		
FY2020														
FY2020 Initial and Subsequent									15	\$150				
FY2020 Anniversary Payments											15	\$150	15	\$150
FY2021														
FY2021 Initial and Subsequent											15	\$150		
FY2021 Anniversary Payments													15	\$150
FY2022														
FY2022 Initial and Subsequent													15	\$150
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>13</b>	<b>\$65</b>	<b>10</b>	<b>\$50</b>	<b>10</b>	<b>\$100</b>	<b>15</b>	<b>\$150</b>	<b>15</b>	<b>\$150</b>	<b>15</b>	<b>\$150</b>	<b>15</b>	<b>\$150</b>
<b>Total Anniversary Payment</b>	<b>47</b>	<b>\$235</b>	<b>13</b>	<b>\$65</b>	<b>10</b>	<b>\$100</b>	<b>20</b>	<b>\$200</b>	<b>25</b>	<b>\$250</b>	<b>30</b>	<b>\$300</b>	<b>30</b>	<b>\$300</b>
<b>Total</b>	<b>60</b>	<b>\$300</b>	<b>23</b>	<b>\$115</b>	<b>20</b>	<b>\$200</b>	<b>35</b>	<b>\$350</b>	<b>40</b>	<b>\$400</b>	<b>45</b>	<b>\$450</b>	<b>45</b>	<b>\$450</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	96	\$2,400	31	\$775										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	9	\$225												
FY2016 Anniversary Payments			9	\$225	9	\$225								
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent					241	\$6,025								
FY2018 Anniversary Payments							100	\$2,500	50	\$1,250				
FY2019														
FY2019 Initial and Subsequent							100	\$2,500						
FY2019 Anniversary Payments									100	\$2,500	100	\$2,500		
FY2020														
FY2020 Initial and Subsequent									100	\$2,500				
FY2020 Anniversary Payments											100	\$2,500	15	\$375
FY2021														
FY2021 Initial and Subsequent											100	\$2,500		
FY2021 Anniversary Payments													20	\$500
FY2022														
FY2022 Initial and Subsequent													15	\$375
FY2022 Anniversary Payments														
Total														
<b>Total Initial and Subsequent</b>	<b>9</b>	<b>\$225</b>			<b>241</b>	<b>\$6,025</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>	<b>15</b>	<b>\$375</b>
<b>Total Anniversary Payment</b>	<b>96</b>	<b>\$2,400</b>	<b>40</b>	<b>\$1,000</b>	<b>9</b>	<b>\$225</b>	<b>100</b>	<b>\$2,500</b>	<b>150</b>	<b>\$3,750</b>	<b>200</b>	<b>\$5,000</b>	<b>35</b>	<b>\$875</b>
<b>Total</b>	<b>105</b>	<b>\$2,625</b>	<b>40</b>	<b>\$1,000</b>	<b>250</b>	<b>\$6,250</b>	<b>200</b>	<b>\$5,000</b>	<b>250</b>	<b>\$6,250</b>	<b>300</b>	<b>\$7,500</b>	<b>50</b>	<b>\$1,250</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	157	\$2,355	17	\$255										
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	5	\$75												
FY2016 Anniversary Payments			5	\$75	5	\$75								
FY2017														
FY2017 Initial and Subsequent			30	\$450										
FY2017 Anniversary Payments					30	\$450	25	\$375						
FY2018														
FY2018 Initial and Subsequent					60	\$900								
FY2018 Anniversary Payments							30	\$450	30	\$450				
FY2019														
FY2019 Initial and Subsequent							60	\$900						
FY2019 Anniversary Payments									60	\$900	60	\$900		
FY2020														
FY2020 Initial and Subsequent									60	\$900				
FY2020 Anniversary Payments											60	\$900	10	\$150
FY2021														
FY2021 Initial and Subsequent											60	\$900		
FY2021 Anniversary Payments													10	\$150
FY2022														
FY2022 Initial and Subsequent													10	\$150
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>5</b>	<b>\$75</b>	<b>30</b>	<b>\$450</b>	<b>60</b>	<b>\$900</b>	<b>60</b>	<b>\$900</b>	<b>60</b>	<b>\$900</b>	<b>60</b>	<b>\$900</b>	<b>10</b>	<b>\$150</b>
<b>Total Anniversary Payment</b>	<b>157</b>	<b>\$2,355</b>	<b>22</b>	<b>\$330</b>	<b>35</b>	<b>\$525</b>	<b>55</b>	<b>\$825</b>	<b>90</b>	<b>\$1,350</b>	<b>120</b>	<b>\$1,800</b>	<b>20</b>	<b>\$300</b>
<b>Total</b>	<b>162</b>	<b>\$2,430</b>	<b>52</b>	<b>\$780</b>	<b>95</b>	<b>\$1,425</b>	<b>115</b>	<b>\$1,725</b>	<b>150</b>	<b>\$2,250</b>	<b>180</b>	<b>\$2,700</b>	<b>30</b>	<b>\$450</b>

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	7	\$105	10	\$50										
Accelerated Payments														
FY2016 FY2016 Initial and Subsequent FY2016 Anniversary Payments														
FY2017 FY2017 Initial and Subsequent FY2017 Anniversary Payments			8	\$40	8	\$40	8	\$40						
FY2018 FY2018 Initial and Subsequent FY2018 Anniversary Payments					42	\$210	35	\$175	35	\$175				
FY2019 FY2019 Initial and Subsequent FY2019 Anniversary Payments							25	\$125	25	\$125	25	\$125		
FY2020 FY2020 Initial and Subsequent FY2020 Anniversary Payments									25	\$125	25	\$125	25	\$125
FY2021 FY2021 Initial and Subsequent FY2021 Anniversary Payments											20	\$100	25	\$125
FY2022 FY2022 Initial and Subsequent FY2022 Anniversary Payments													20	\$100
<b>Total</b>														
<b>Total Initial and Subsequent</b>			8	\$40	42	\$210	25	\$125	25	\$125	20	\$100	20	\$100
<b>Total Anniversary Payment</b>	7	\$105	10	\$50	8	\$40	43	\$215	60	\$300	50	\$250	50	\$250
<b>Total</b>	7	\$105	18	\$90	50	\$250	68	\$340	85	\$425	70	\$350	70	\$350

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

	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2016														
FY2016 Initial and Subsequent	6	\$6												
FY2016 Anniversary Payments			6	\$6										
FY2017														
FY2017 Initial and Subsequent			8	\$10										
FY2017 Anniversary Payments					8	\$10								
FY2018														
FY2018 Initial and Subsequent					45	\$54								
FY2018 Anniversary Payments							45	\$54						
FY2019														
FY2019 Initial and Subsequent							45	\$54						
FY2019 Anniversary Payments									45	\$54				
FY2020														
FY2020 Initial and Subsequent									50	\$60				
FY2020 Anniversary Payments											50	\$60		
FY2021														
FY2021 Initial and Subsequent											30	\$36		
FY2021 Anniversary Payments													23	\$28
FY2022														
FY2022 Initial and Subsequent													24	\$29
FY2022 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>6</b>	<b>\$6</b>	<b>8</b>	<b>\$10</b>	<b>45</b>	<b>\$54</b>	<b>45</b>	<b>\$54</b>	<b>50</b>	<b>\$60</b>	<b>30</b>	<b>\$36</b>	<b>24</b>	<b>\$29</b>
<b>Total Anniversary Payment</b>			<b>6</b>	<b>\$6</b>	<b>8</b>	<b>\$10</b>	<b>45</b>	<b>\$54</b>	<b>45</b>	<b>\$54</b>	<b>50</b>	<b>\$60</b>	<b>23</b>	<b>\$28</b>
<b>Total</b>	<b>6</b>	<b>\$6</b>	<b>14</b>	<b>\$16</b>	<b>53</b>	<b>\$64</b>	<b>90</b>	<b>\$108</b>	<b>95</b>	<b>\$114</b>	<b>80</b>	<b>\$96</b>	<b>47</b>	<b>\$57</b>

**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	3	572	575	0	0	0	575
<b>SUBTOTAL</b>	<b>3</b>	<b>572</b>	<b>575</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>575</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	23,246	0	0	23,253
UNIT SPT-NAVY RC	2,174	10,628	12,802	0	0	0	12,802
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2,181</b>	<b>10,628</b>	<b>12,809</b>	<b>23,246</b>	<b>0</b>	<b>0</b>	<b>36,055</b>
TRAINING:							
RC NON-UNIT INST	56	152	208	0	0	0	208
RC SCHOOLS	18	50	68	0	0	0	68
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>74</b>	<b>202</b>	<b>276</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>276</b>
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	9	16	0	0	0	16
AC INSTAL/ACTIVITIES	45	0	45	0	0	0	45
RC CHIEFS STAFF	49	0	49	0	0	0	49
OTHERS	268	444	712	0	0	0	712
<b>SUBTOTAL</b>	<b>428</b>	<b>453</b>	<b>881</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>881</b>
OTHERS	5	47	52	0	48	1,434	1,534
<b>TOTAL</b>	<b>2,691</b>	<b>11,902</b>	<b>14,593</b>	<b>23,246</b>	<b>48</b>	<b>1,434</b>	<b>39,321</b>



**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
<b>SUBTOTAL</b>	<b>2</b>	<b>592</b>	<b>594</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>594</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,453	0	0	22,460
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
<b>SUBTOTAL</b>	<b>2,199</b>	<b>10,545</b>	<b>12,744</b>	<b>22,453</b>	<b>0</b>	<b>0</b>	<b>35,197</b>
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
<b>SUBTOTAL</b>	<b>71</b>	<b>349</b>	<b>420</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>420</b>
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
<b>SUBTOTAL</b>	<b>460</b>	<b>475</b>	<b>935</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>935</b>
OTHERS	5	66	71	0	27	1,313	1,411
<b>TOTAL</b>	<b>2,737</b>	<b>12,027</b>	<b>14,764</b>	<b>22,453</b>	<b>27</b>	<b>1,313</b>	<b>38,557</b>

**NATIONAL GUARD PERSONNEL, AIR FORCE  
FULL TIME SUPPORT PERSONNEL (END STRENGTH)  
FY 2018**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	<b>TOTAL</b>
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	596	598	0	0	0	598
<b>SUBTOTAL</b>	<b>2</b>	<b>596</b>	<b>598</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>598</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	21,893	0	0	21,900
UNIT SPT-NAVY RC	2,235	11,978	14,213	0	0	0	14,213
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2,242</b>	<b>11,978</b>	<b>14,220</b>	<b>21,893</b>	<b>0</b>	<b>0</b>	<b>36,113</b>
TRAINING:							
RC NON-UNIT INST	55	266	321	0	0	0	321
RC SCHOOLS	18	88	106	0	0	0	106
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>73</b>	<b>354</b>	<b>427</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>427</b>
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	45	12	57	0	0	0	57
RC CHIEFS STAFF	48	0	48	0	0	0	48
OTHERS	302	470	772	0	0	0	772
<b>SUBTOTAL</b>	<b>461</b>	<b>482</b>	<b>943</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>943</b>
OTHERS	6	66	72	0	27	1,245	1,344
<b>TOTAL</b>	<b>2,784</b>	<b>13,476</b>	<b>16,260</b>	<b>21,893</b>	<b>27</b>	<b>1,245</b>	<b>39,425</b>

**NATIONAL GUARD PERSONNEL, AIR FORCE  
FULL TIME SUPPORT PERSONNEL (AVIATION BONUS - BUSINESS CASE ANALYSIS)**

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air National Guard (ANG) requirements and increased demand.

In addition to offering the aviation bonus, the ANG is also providing non-monetary incentives to maximize combat readiness now and in the future by offering units within state, training, and the flexibility of a part time or full time position. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §301b(i).

<u>Aircraft Type category:</u>	<u>FY 2016</u>			<u>FY 2017</u>			<u>FY 2018</u>		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	226	\$20,389	\$4,608	228	\$24,118	\$5,499	228	\$26,399	\$6,019
Bomber	14	\$20,357	\$285	14	\$20,357	\$285	14	\$20,357	\$285
Mobility	214	\$20,383	\$4,362	219	\$23,429	\$5,131	219	\$28,132	\$6,161
Special Ops	24	\$20,375	\$489	24	\$20,375	\$489	24	\$20,375	\$489
C2ISR	42	\$20,381	\$856	43	\$22,698	\$976	43	\$25,953	\$1,116
Rescue	26	\$20,385	\$530	26	\$20,385	\$530	26	\$20,385	\$530
RPA	131	\$20,382	\$2,670	149	\$23,289	\$3,470	149	\$23,490	\$3,500
<b>Total</b>	<b>677</b>		<b>\$13,800</b>	<b>703</b>		<b>\$16,380</b>	<b>703</b>		<b>\$18,100</b>