



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2019
BUDGET ESTIMATES**

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

FEBRUARY 2018

**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 2017 (Actual)</u>	<u>FY 2018 (Estimate) *</u>	<u>FY 2019 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$3,340,082	\$3,413,187	\$3,725,380
TOTAL Direct Program	\$3,340,082	\$3,413,187	\$3,725,380
 FY 2018 CR Adjustment	 \$0	 (\$151,507)	 \$0
 Revised Total Direct Program	 \$3,340,082	 \$3,261,680	 \$3,725,380
 REIMBURSABLE Program			
Reserve Component Training & Support	\$33,964	\$53,600	\$53,600
TOTAL Reimbursable Program	\$33,964	\$53,600	\$53,600
 TOTAL Baseline Program			
Reserve Component Training & Support	\$3,374,046	\$3,315,280	\$3,778,980
TOTAL Baseline Program Funding	\$3,374,046	\$3,315,280	\$3,778,980
 <u>OCO/Title IX Supplemental Funding - FY 2017 P.L. 115-31</u>			
Reserve Component Training Support	\$5,128	\$0	\$0
TOTAL OCO Funding	\$5,128	\$0	\$0
 Medicare Eligible Retiree Health Fund Contribution	 \$216,337	 \$254,817	 \$236,097
 TOTAL Military Personnel Program Cost	 \$3,595,511	 \$3,570,097	 \$4,015,077
 Legislative Proposals: None			

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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 2017 (Actual)</u>	<u>FY 2018 (Estimate) *</u>	<u>FY 2019 (Estimate)</u>
<u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u>			
Direct Program (NGPAF)	\$3,340,082	\$3,413,187	\$3,725,380
FY 2018 CR Adjustment		(\$151,507)	
Revised Total Direct Program		\$3,261,680	
Reimbursable Program (NGPAF)	\$33,964	\$53,600	\$53,600
Overseas Contingency Operations (OCO) (NGPAF)	\$5,128	\$5,004	\$5,460
FY 2018 CR Adjustment OCO	\$0	\$284	\$0
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$3,379,174	\$3,320,568	\$3,784,440
Medicare-Eligible Retiree Health Fund Contribution	\$216,337	\$254,817	\$236,097
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$3,595,511	\$3,575,385	\$4,020,537
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)*	\$504,641	\$528,011	\$548,460
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$262,000	\$270,067	\$334,042
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$766,641	\$798,078	\$882,502
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$4,362,152	\$4,373,463	\$4,903,039

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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 2019 President's Budget Submission is based on an average strength of 105,062 in FY 2017, 107,166 in FY 2018, and 106,493 in FY 2019, 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 14,812 full-time active duty ANG personnel in FY 2017, 15,513 in FY 2018, and 18,015 in FY 2019.

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 671 in FY 2017, 695 in FY 2018, and 693 in FY 2019.

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.

ANG end-strength growth in FY19 is focused on the CSAF's priority to address the pilot crisis as well as Total Force capacity shortfalls identified through HAF's Total Force Continuum (TF-C) High Velocity Analyses (HVA). End-strength growth focuses on the Total Air Force (active and reserve component) pilot shortage crisis and adds full-time ANG aircraft maintenance personnel to increase the number of aircraft sorties capable of being flown, which will increase the number of pilots and crew capable of being trained and increase the level of readiness for existing pilots and crew. Through the HVA process, the ANG added end strength in order to support selected force mix option which increases the capability of medical evacuation units.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on converting ANG Technicians to Active Guard Reserve (AGR). As part of this analysis the ANG converted 14% (3,190) of the dual status technician work force to AGRs. This action targeted duty positions which have difficulty meeting recruiting and retention levels and will increase ANG's readiness and deployable capability.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

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.

Unexpended Balances Reduction: The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2019 Budget Review, the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the ANG assumed \$20.2 million in anticipated savings in the National Guard Personnel, Air Force appropriation. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY 2016 period after excluding the Temporary Early Retirement authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure that the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the ANG will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

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.

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 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 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
FICA Maximum Taxable Income	\$127,200	\$128,400	\$135,600
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	2.10%	2.40%	2.60%
BAH Increase*	2.80%	2.20%	3.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Non-Pay Inflation	1.70%	1.60%	1.80%
Retired Pay Accrual, Part Time	22.80%	22.60%	24.70%
Retired pay Accrual, Full Time	28.90%	28.40%	30.40%
G.I. Bill Per Capita		\$3,772	\$2,653

* The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.0 percent. The January 1, 2018 and January 1, 2019 average BAH inflation rate assumptions are respectively, 2.2 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 2019 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. 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 3.0 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: Air National Guard Military Personnel

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

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

	FY 2017 Actual	FY 2018 Planned*	FY 2019 Planned
Performance Measures			
Average Strength	105,062	107,166	106,493
End Strength	105,670	106,600	107,100
Authorized End Strength	105,700		

The Air National Guard recruited 11,818 Airmen (9,405 enlisted and 2,413 officers) in FY 2017. These accessions lead to a total final assigned end strength of 105,670 with 90,413 enlisted and 15,257 officers. This is a total of 30 less than the authorized end strength as allowed under 10 USC, Section 123a. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2018 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.

* Reflects the FY 2018 President’s Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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SUMMARY TABLES

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

	FY 2017				FY 2018 *				FY 2019			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A -Officers	48	15	12,425	12,590	48	15	11,945	11,915	48	15	11,617	11,745
Pay Group A -Enlisted	48	15	72,760	72,769	48	15	75,181	74,977	48	15	72,109	72,046
SubTotal Pay Group A			85,185	85,359			87,126	86,892			83,726	83,791
Pay Group F-Enlisted		177	1,416	1,760		177	1,201	1,553		177	1,363	1,553
Pay Group P- Enlisted -Pay	36		3,624	3,960	48		3,212	1,695	36		3,293	1,695
Pay Group P- Enlisted -Nonpay			25	23			114	200			96	200
SubTotal Pay Group F/P			5,065	5,743			4,527	3,448			4,752	3,448
Subtotal Paid Drill/Individual Training			90,250	91,102			91,653	90,340			88,478	87,239
Full time Active Duty												
Officers			2,738	2,667			2,761	2,784			2,898	3,072
Enlisted			12,074	11,901			12,752	13,476			15,117	16,789
Total			14,812	14,568			15,513	16,260			18,015	19,861
Total Selected Reserve												
Total Officers			15,163	15,257			14,706	14,699			14,515	14,817
Total Enlisted			89,899	90,413			92,460	91,901			91,978	92,283
Total			105,062	105,670			107,166	106,600			106,493	107,100
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			24	24			24	24			24	24
Pay Group A- Enlisted			354	354			354	354			354	354
Subtotal Pay Group A			378	378			378	378			378	378

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

	FY 2017				FY 2018 *				FY 2019			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Full Time Active Duty												
Officers			60	59			65	64			65	64
Enlisted			233	231			252	250			250	250
Subtotal Full-time			293	290			317	314			315	314
Total Selected Reserve												
Total Reimbursable Officers			84	83			89	88			89	88
Total Reimbursable Enlisted			587	585			606	604			604	604
Total Reimbursable			671	668			695	692			693	692
Total Baseline Program												
Baseline - Officers			15,079	15,174			14,617	14,611			14,426	14,729
Baseline - Enlisted			89,312	89,828			91,854	91,297			91,374	91,679
Total Program			104,391	105,002			106,471	105,908			105,800	106,408

* Reflects the FY 2018 President's Budget Request.

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

	FY 2017		FY 2018 *		FY 2019	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	1	0	0	0	1	1
O-9 LT GEN	3	4	4	4	2	2
O-8 MAJ GEN	6	7	7	7	6	6
O-7 BRIG GEN	11	7	7	6	13	13
O-6 COL	359	352	370	380	372	384
O-5 LT COL	921	890	901	904	948	960
O-4 MAJ	937	918	955	960	993	1,048
O-3 CAPT	411	403	423	426	411	473
O-2 1 LT	56	47	54	57	104	127
O-1 2D LT	33	39	40	40	48	58
TOTAL OFFICERS	2,738	2,667	2,761	2,784	2,898	3,072
ENLISTED PERSONNEL						
E-9 CMSGT	581	557	593	619	673	746
E-8 SMSGT	1,391	1,356	1,454	1,495	1,606	1,773
E-7 MSGT	4,361	4,288	4,490	4,793	5,518	6,115
E-6 TSG	3,075	3,031	3,407	3,671	3,976	4,422
E-5 SSGT	2,074	1,997	2,081	2,152	2,450	2,736
E-4 SRA	465	516	561	578	691	771
E-3 A1C	126	156	166	168	203	226
E-2 AMN	1	0	0	0	0	0
E-1 AB	0	0	0	0	0	0
TOTAL ENLISTED	12,074	11,901	12,752	13,476	15,117	16,789
TOTAL PERSONNEL	14,812	14,568	15,513	16,260	18,015	19,861

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.

* Reflects the FY 2018 President's Budget Request.

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

FY 2017 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program			Full Time Activity Duty				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2016	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	12,317	72,706	85,023	1,356	3,578	24	89,981	2,779	12,261	15,040	105,021
March	12,299	72,224	84,523	1,419	3,605	24	89,571	2,817	12,452	15,269	104,840
April	12,282	71,806	84,088	1,424	3,619	24	89,155	2,848	12,404	15,252	104,407
May	12,309	72,002	84,311	1,554	3,585	24	89,474	2,792	12,071	14,863	104,337
June	12,402	71,941	84,343	1,607	3,503	23	89,476	2,740	12,033	14,773	104,249
July	12,485	72,028	84,513	1,658	3,547	23	89,741	2,674	11,969	14,643	104,384
August	12,508	72,296	84,804	1,740	3,625	23	90,192	2,666	11,943	14,609	104,801
September 30, 2017	12,590	72,769	85,359	1,760	3,960	23	91,102	2,667	11,901	14,568	105,670
Workyears	12,425	72,760	85,185	1,416	3,624	25	90,250	2,738	12,074	14,812	105,062

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL 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	
13	0	13	Mobility Pilot, Security Forces

**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>			<u>Total Selected Reserve</u>	
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay F</u>	<u>Pay P (Pay)</u>	<u>Pay P (No Pay)</u>	<u>Drill Strength Total</u>	<u>Officers</u>	<u>Enlisted</u>		<u>Total</u>
September 30, 2017	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
September 30, 2018	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

* Reflects the FY 2018 President's Budget Request.

**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	
25	0	25	Mobility Pilot, Security Forces

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

FY 2019 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2018	11,915	74,977	86,892	1,553	1,695	200	90,340	2,784	13,476	16,260	106,600
October	11,540	74,280	85,820	1,410	3,470	82	90,782	2,682	13,056	15,738	106,520
November	11,450	73,477	84,927	1,395	3,698	78	90,098	2,506	13,926	16,432	106,530
December	11,392	72,727	84,119	1,358	3,815	112	89,404	2,530	14,426	16,956	106,360
January	11,252	72,177	83,429	1,295	3,788	88	88,600	2,890	14,726	17,616	106,216
February	11,042	71,727	82,769	1,268	3,693	75	87,805	2,934	15,026	17,960	105,765
March	11,702	71,077	82,779	1,232	3,590	64	87,665	2,978	15,326	18,304	105,969
April	11,845	71,555	83,400	1,256	3,505	76	88,237	3,022	15,626	18,648	106,885
May	11,829	70,577	82,406	1,289	3,425	88	87,208	3,066	15,926	18,992	106,200
June	11,875	70,973	82,848	1,398	3,295	96	87,637	3,090	15,978	19,068	106,705
July	11,880	71,466	83,346	1,425	2,849	92	87,712	3,114	16,026	19,140	106,852
August	11,768	71,760	83,528	1,478	2,697	98	87,801	3,038	16,226	19,264	107,065
September 30, 2019	11,745	72,046	83,791	1,553	1,695	200	87,239	3,072	16,789	19,861	107,100
Workyears	11,617	72,109	83,726	1,363	3,293	96	88,478	2,898	15,117	18,015	106,493

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2019**

<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	
15	0	15	Mobility Pilot, Security Forces

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

	<u>FY 2017</u>	<u>FY 2018 *</u>	<u>FY 2019</u>
Begin Strength	15,232	14,610	14,699
Gains			
Non-Prior Service	127	127	159
Male	85	85	111
Female	42	42	48
Prior Service Personnel	689	1,221	654
Civilian Life	95	110	100
Active Component	83	48	105
Enlisted Commissioning Programs	95	129	143
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	101	127	68
All Other	112	677	121
Full-Time Active Duty	203	130	117
Total Gains	816	1,348	813
Losses			
Civilian Life	210	210	210
Expiration of Selected	75	10	10
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	211	325	285
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	45	30	22
All Other	54	559	61
Full-Time Active Duty	196	125	107
Total Losses	791	1,259	695
End Strength	15,257	14,699	14,817

* Reflects the FY 2018 President's Budget Request.

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

	<u>FY 2017</u>	<u>FY 2018 *</u>	<u>FY 2019</u>
Begin Strength	90,655	91,090	91,901
Gains			
Non-Prior Service	3,862	3,990	3,990
Male	2,850	2,890	2,890
Female	1,012	1,100	1,100
Prior Service Personnel	5,252	5,696	5,929
Civilian Life	2,380	2,380	2,319
Active Component	760	750	750
Enlisted Commissioning Programs	62	100	100
Reenlistment /Extensions	390	350	350
Other Reserve Status/ Component	430	414	420
All Other	765	1,340	1,140
Full-Time Active Duty	465	362	850
Total Gains	9,114	9,686	9,919
Losses			
Civilian Life	2,651	2,950	2,950
Expiration of Selected	1,492	900	1,040
Active Component	8	6	6
To Officer Status	116	125	116
Retired Reserves	3,206	3,255	3,666
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	694	671	630
All Other	780	608	650
Full-Time Active Duty	409	360	479
Total Losses	9,356	8,875	9,537
End Strength	90,413	91,901	92,283

* Reflects the FY 2018 President's Budget Request.

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

	FY 2017			FY 2018 *			FY 2019		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$65,557	\$179,116	\$244,673	\$56,497	\$172,621	\$229,118	\$67,488	\$190,479	\$257,967
Inactive Duty Training									
Unit Training Assemblies	\$153,996	\$412,346	\$566,342	\$160,761	\$458,742	\$619,503	\$158,942	\$440,240	\$599,182
Flight Training	\$31,117	\$7,186	\$38,303	\$32,485	\$8,524	\$41,009	\$30,920	\$7,572	\$38,492
Proficiency Training	\$2,529	\$2,340	\$4,869	\$3,413	\$3,499	\$6,912	\$2,515	\$2,470	\$4,985
Training Preparation	\$1,346	\$2,039	\$3,385	\$1,623	\$2,705	\$4,328	\$1,338	\$2,146	\$3,484
Military Funeral Honors	\$90	\$297	\$387	\$84	\$343	\$427	\$84	\$294	\$378
Clothing	\$18	\$6,115	\$6,133	\$37	\$6,906	\$6,943	\$17	\$6,317	\$6,334
Inactive Duty Subsistence	\$0	\$4,869	\$4,869	\$0	\$4,925	\$4,925	\$0	\$4,963	\$4,963
Travel	\$14,857	\$56,565	\$71,422	\$13,711	\$53,660	\$67,371	\$14,897	\$58,686	\$73,583
IDT Subtotal	\$203,953	\$491,757	\$695,710	\$212,114	\$539,304	\$751,418	\$208,713	\$522,688	\$731,401
TOTAL Direct Program Pay Group A	\$269,510	\$670,873	\$940,383	\$268,611	\$711,925	\$980,536	\$276,201	\$713,167	\$989,368
PAY GROUP F									
Active Duty Training		\$74,608	\$74,608		\$77,320	\$77,320		\$76,241	\$76,241
Clothing		\$4,987	\$4,987		\$5,738	\$5,738		\$5,001	\$5,001
Travel		\$4,549	\$4,549		\$5,438	\$5,438		\$4,529	\$4,529
TOTAL Direct Program Pay Group F		\$84,144	\$84,144		\$88,496	\$88,496		\$85,771	\$85,771
PAY GROUP P									
Inactive Duty (Unit) Training		\$8,382	\$8,382		\$8,684	\$8,684		\$8,113	\$8,113
TOTAL Direct Program Pay Group P		\$8,382	\$8,382		\$8,684	\$8,684		\$8,113	\$8,113
Subtotal Pay Group A, Pay Group F and Pay Group P	\$269,510	\$763,399	\$1,032,909	\$268,611	\$809,105	\$1,077,716	\$276,201	\$807,051	\$1,083,252

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

	FY 2017			FY 2018 *			FY 2019		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
SCHOOL TRAINING									
Career Development Training	\$9,590	\$24,170	\$33,760	\$11,350	\$23,982	\$35,332	\$9,394	\$24,366	\$33,760
Graduate Flying Training	\$37,819	\$24,144	\$61,963	\$40,318	\$23,698	\$64,016	\$38,965	\$23,414	\$62,379
Initial Skill Acquisition Training	\$24,946	\$152,041	\$176,987	\$27,708	\$138,528	\$166,236	\$26,117	\$141,011	\$167,128
Officer Training School	\$1,770	\$9,310	\$11,080	\$2,334	\$9,119	\$11,453	\$2,233	\$7,309	\$9,542
Refresher and Proficiency Training	\$5,543	\$15,337	\$20,880	\$6,594	\$15,120	\$21,714	\$6,235	\$12,919	\$19,154
Undergraduate Pilot Training	\$40,657	\$0	\$40,657	\$44,939	\$0	\$44,939	\$42,312	\$0	\$42,312
Unit Conversion Training	\$4	\$13	\$17	\$4	\$16	\$20	\$4	\$14	\$18
TOTAL Direct Obligations School Training	\$120,329	\$225,015	\$345,344	\$133,247	\$210,463	\$343,710	\$125,260	\$209,033	\$334,293
SPECIAL TRAINING									
Exercises	\$13,865	\$24,938	\$38,803	\$12,505	\$21,707	\$34,212	\$11,328	\$22,965	\$34,293
Management Support	\$6,428	\$10,699	\$17,127	\$4,545	\$8,009	\$12,554	\$3,946	\$7,715	\$11,661
Operational Training	\$39,279	\$47,102	\$86,381	\$34,272	\$42,135	\$76,407	\$30,513	\$45,206	\$75,719
Unit Conversion Training	\$15,069	\$14,470	\$29,539	\$11,041	\$7,720	\$18,761	\$10,160	\$6,699	\$16,859
Drug Interdiction	\$12,441	\$38,594	\$51,035	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$26,365	\$21,832	\$48,197	\$20,316	\$13,339	\$33,655	\$16,263	\$12,616	\$28,879
Yellow Ribbon Reintegration Program	\$810	\$4,318	\$5,128	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL Direct Program Special Training	\$114,257	\$161,953	\$276,210	\$82,679	\$92,910	\$175,589	\$72,210	\$95,201	\$167,411
ADMINISTRATION AND SUPPORT									
Active Duty	\$459,042	\$1,130,422	\$1,589,464	\$466,654	\$1,231,909	\$1,698,563	\$513,342	\$1,499,634	\$2,012,976
Clothing	\$83	\$3	\$86	\$81	\$4	\$85	\$87	\$4	\$91
Travel	\$2,657	\$3,420	\$6,077	\$2,812	\$3,289	\$6,101	\$2,805	\$3,538	\$6,343
Death Gratuities	\$1,300	\$1,900	\$3,200	\$1,200	\$1,900	\$3,100	\$1,400	\$2,400	\$3,800
Disability, Hospitalization & Compensation	\$77	\$1,657	\$1,734	\$184	\$2,407	\$2,591	\$87	\$2,180	\$2,267
Reserve Incentive	\$5,585	\$73,309	\$78,894	\$12,609	\$53,214	\$65,823	\$16,702	\$48,843	\$65,545
\$30,000 Lump Sum Bonus	\$750	\$2,040	\$2,790	\$180	\$630	\$810	\$0	\$0	\$0
Continuation Pay	\$0	\$0	\$0	\$1,724	\$3,996	\$5,720	\$2,333	\$5,690	\$8,023
					\$0				
TOTAL Direct Program Administration And Support	\$469,494	\$1,212,751	\$1,682,245	\$485,444	\$1,297,349	\$1,782,793	\$536,756	\$1,562,289	\$2,099,045

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

	FY 2017			FY 2018 *			FY 2019		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$0	\$0	\$0	\$4,163	\$9,651	\$13,814	\$7,321	\$17,856	\$25,177
TOTAL Direct Program TSP Matching Contributions	\$0	\$0	\$0	\$4,163	\$9,651	\$13,814	\$7,321	\$17,856	\$25,177
EDUCATION BENEFITS									
Benefits Accrual	\$0	\$0	\$0	\$151	\$9,215	\$9,366	\$106	\$7,593	\$7,699
Kicker Benefits		\$8,502	\$8,502		\$8,502	\$8,502		\$8,503	\$8,503
Amortization (Chapter 1606)		\$0	\$0		\$1,697	\$1,697		\$0	\$0
TOTAL Direct Program Education Benefits	\$0	\$8,502	\$8,502	\$151	\$19,414	\$19,565	\$106	\$16,096	\$16,202
Subtotal Other Training and Support	\$704,080	\$1,608,221	\$2,312,301	\$705,684	\$1,629,787	\$2,335,471	\$741,653	\$1,900,475	\$2,642,128
Total Direct Program	\$973,590	\$2,371,620	\$3,345,210	\$974,295	\$2,438,892	\$3,413,187	\$1,017,854	\$2,707,526	\$3,725,380
FY 2018 CR Adjustment						(\$151,507)			
Revised FY 2018 Direct Program						\$3,261,680			

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2018* (IN THOUSANDS OF DOLLARS)

	FY2018* PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING APPROPRIATION	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2018* BUDGET COLUMN OF FY2019 BUDGET
Unit and Individual Training						
PAY GROUP A						
Active Duty Training	\$229,118	\$0	\$229,118	\$0	\$229,118	\$229,118
Inactive Duty Training						
Unit Training Assemblies	\$619,503	\$0	\$619,503	\$0	\$619,503	\$619,503
Flight Training	\$41,009	\$0	\$41,009	\$0	\$41,009	\$41,009
Proficiency Training	\$6,912	\$0	\$6,912	\$0	\$6,912	\$6,912
Training Preparation	\$4,328	\$0	\$4,328	\$0	\$4,328	\$4,328
Military Funeral Honors	\$427	\$0	\$427	\$0	\$427	\$427
Clothing	\$6,943	\$0	\$6,943	\$0	\$6,943	\$6,943
Inactive Duty Subsistence	\$4,925	\$0	\$4,925	\$0	\$4,925	\$4,925
Travel	\$67,371	\$0	\$67,371	\$0	\$67,371	\$67,371
IDT Subtotal	\$751,418	\$0	\$751,418	\$0	\$751,418	\$751,418
TOTAL Direct Program Pay Group A	\$980,536	\$0	\$980,536	\$0	\$980,536	\$980,536
PAY GROUP F						
Active Duty Training	\$77,320	\$0	\$77,320	\$0	\$77,320	\$77,320
Clothing	\$5,738	\$0	\$5,738	\$0	\$5,738	\$5,738
Travel	\$5,438	\$0	\$5,438	\$0	\$5,438	\$5,438
TOTAL Direct Program Pay Group F	\$88,496	\$0	\$88,496	\$0	\$88,496	\$88,496
PAY GROUP P						
Inactive Duty (Unit) Training	\$8,684	\$0	\$8,684	\$0	\$8,684	\$8,684
TOTAL Direct Program Pay Group P	\$8,684	\$0	\$8,684	\$0	\$8,684	\$8,684
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,077,716	\$0	\$1,077,716	\$0	\$1,077,716	\$1,077,716
Other Training and Support						
SCHOOL TRAINING						
Career Development Training	\$35,332	\$0	\$35,332	\$0	\$35,332	\$35,332
Initial Skills Acquisition Training	\$166,236	\$0	\$166,236	\$0	\$166,236	\$166,236
Graduate Flying Training	\$64,016	\$0	\$64,016	\$0	\$64,016	\$64,016
Officer Training School	\$11,453	\$0	\$11,453	\$0	\$11,453	\$11,453
Refresher & Proficiency Training	\$21,714	\$0	\$21,714	\$0	\$21,714	\$21,714
Undergraduate Pilot Training	\$44,939	\$0	\$44,939	\$0	\$44,939	\$44,939
Unit Conversion Training	\$20	\$0	\$20	\$0	\$20	\$20
TOTAL Direct Program School Training	\$343,710	\$0	\$343,710	\$0	\$343,710	\$343,710

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2018* (IN THOUSANDS OF DOLLARS)

	FY2018*	CONGRESSIONAL	INTERNAL	INTERNAL	PROPOSED	FY2018* BUDGET	
	PRESIDENT'S	ACTION	REALIGNMENT	REPROGRAMMING	DD1415	COLUMN OF	
	BUDGET	ACTION	APPROPRIATION	REPROGRAMMING	SUBTOTAL	ACTIONS	FY2019 BUDGET
SPECIAL TRAINING							
Exercises	\$34,212	\$0	\$34,212	\$0	\$34,212	\$0	\$34,212
Management Support	\$12,554	\$0	\$12,554	\$0	\$12,554	\$0	\$12,554
Operational Training	\$76,407	\$0	\$76,407	\$0	\$76,407	\$0	\$76,407
Unit Conversion Training	\$18,761	\$0	\$18,761	\$0	\$18,761	\$0	\$18,761
Active Duty Operational Support	\$33,655	\$0	\$33,655	\$0	\$33,655	\$0	\$33,655
TOTAL Direct Program Special Training	\$175,589	\$0	\$175,589	\$0	\$175,589	\$0	\$175,589
ADMINISTRATION AND SUPPORT							
Active Duty	\$1,698,563	\$0	\$1,698,563	\$0	\$1,698,563	\$0	\$1,698,563
Clothing	\$85	\$0	\$85	\$0	\$85	\$0	\$85
Travel	\$6,101	\$0	\$6,101	\$0	\$6,101	\$0	\$6,101
Death Gratuities	\$3,100	\$0	\$3,100	\$0	\$3,100	\$0	\$3,100
Disability & Hospitalization	\$2,591	\$0	\$2,591	\$0	\$2,591	\$0	\$2,591
Reserve Incentive	\$65,823	\$0	\$65,823	\$0	\$65,823	\$0	\$65,823
\$30,000 Lump Sum Bonus	\$810	\$0	\$810	\$0	\$810	\$0	\$810
TOTAL Direct Program Administration And Support	\$1,782,793	\$0	\$1,782,793	\$0	\$1,782,793	\$0	\$1,782,793
TSP MATCHING CONTRIBUTIONS							
TSP Matching Contributions	\$13,814	\$0	\$13,814	\$0	\$13,814	\$0	\$13,814
TOTAL Direct Program TSP Matching Contributions	\$13,814	\$0	\$13,814	\$0	\$13,814	\$0	\$13,814
EDUCATION BENEFITS							
Benefits Accrual	\$9,366	\$0	\$9,366	\$0	\$9,366	\$0	\$9,366
Kicker Benefits	\$8,502	\$0	\$8,502	\$0	\$8,502	\$0	\$8,502
Amortization Chapter 1606	\$1,697	\$0	\$1,697	\$0	\$1,697	\$0	\$1,697
TOTAL Direct Program Education Benefits	\$19,565	\$0	\$19,565	\$0	\$19,565	\$0	\$19,565
Subtotal Other Training And Support	\$2,335,471	\$0	\$2,335,471	\$0	\$2,335,471	\$0	\$2,335,471
Total Direct Program	\$3,413,187	\$0	\$3,413,187	\$0	\$3,413,187	\$0	\$3,413,187
FY 2018 CR Adjustment							(\$151,507)
Revised FY 2018 Direct Program							\$3,261,680

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

	FY 2017		FY 2018 *		FY 2019	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$183,662	\$41,875	\$180,637	\$40,824	\$185,959	\$45,932
Enlisted	\$426,737	\$97,296	\$455,656	\$102,978	\$449,025	\$110,908
Total	\$610,399	\$139,171	\$636,293	\$143,802	\$634,984	\$156,840
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$46,864	\$10,685	\$45,623	\$10,311	\$47,332	\$11,691
Total	\$46,864	\$10,685	\$45,623	\$10,311	\$47,332	\$11,691
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$6,553	\$1,494	\$7,055	\$1,594	\$6,248	\$1,543
Total	\$6,553	\$1,494	\$7,055	\$1,594	\$6,248	\$1,543
School Training						
Officers	\$58,838	\$13,415	\$60,706	\$13,719	\$60,834	\$15,026
Enlisted	\$84,719	\$19,316	\$78,885	\$17,827	\$78,473	\$19,382
Total	\$143,557	\$32,731	\$139,591	\$31,546	\$139,307	\$34,408
Special Training						
Officers	\$63,886	\$14,566	\$43,061	\$9,732	\$39,991	\$9,877
Enlisted	\$76,882	\$17,529	\$41,363	\$9,348	\$44,896	\$11,090
Total	\$140,768	\$32,095	\$84,424	\$19,080	\$84,887	\$20,967
Administration and Support						
Officers	\$256,779	\$74,209	\$262,804	\$74,899	\$284,744	\$86,563
Enlisted	\$587,578	\$169,810	\$639,906	\$182,373	\$773,276	\$235,076
Total	\$844,357	\$244,019	\$902,710	\$257,272	\$1,058,020	\$321,639

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

	FY 2017		FY 2018 *		FY 2019	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$563,165	\$144,065	\$547,208	\$139,174	\$571,528	\$157,398
Enlisted	\$1,229,333	\$316,130	\$1,268,488	\$324,431	\$1,399,250	\$389,690
Total	\$1,792,498	\$460,195	\$1,815,696	\$463,605	\$1,970,778	\$547,088
Reimbursable Program						
Officers	\$6,621	\$1,881	\$11,330	\$3,199	\$11,403	\$3,432
Enlisted	\$15,942	\$4,447	\$26,475	\$7,263	\$26,809	\$7,967
Total	\$22,563	\$6,328	\$37,805	\$10,462	\$38,212	\$11,399
Total Program						
Officers	\$569,786	\$145,946	\$558,538	\$142,373	\$582,931	\$160,830
Enlisted	\$1,245,275	\$320,577	\$1,294,963	\$331,694	\$1,426,059	\$397,657
Total	\$1,815,061	\$466,523	\$1,853,501	\$474,067	\$2,008,990	\$558,487

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

	<u>FY 2017</u>	<u>FY 2018 *</u>	<u>FY 2019</u>
Pay Group A			
Officers	\$7,568	\$7,577	\$7,738
Enlisted	\$26,495	\$27,723	\$28,032
Total	\$34,063	\$35,300	\$35,770
Pay Group F			
Enlisted	\$9,341	\$11,301	\$9,483
Total	\$9,341	\$11,301	\$9,483
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$18,673	\$20,837	\$19,408
Enlisted	\$36,673	\$34,246	\$34,141
Total	\$55,346	\$55,083	\$53,549
Special Training			
Officers	\$14,318	\$11,675	\$9,009
Enlisted	\$26,868	\$16,079	\$15,773
Total	\$41,186	\$27,754	\$24,782
Administration and Support			
Officer	\$77,351	\$80,520	\$86,252
Enlisted	\$256,636	\$281,619	\$339,656
Total	\$333,987	\$362,139	\$425,908
Total Direct Program			
Officer	\$117,910	\$120,609	\$122,407
Enlisted	\$356,013	\$370,968	\$427,085
Total	\$473,923	\$491,577	\$549,492

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

	<u>FY 2017</u>	<u>FY 2018 *</u>	<u>FY 2019</u>
Pay Group A			
Officers	\$14,857	\$13,711	\$14,897
Enlisted	\$56,565	\$53,660	\$58,686
Total	\$71,422	\$67,371	\$73,583
Pay Group F			
Enlisted	\$4,549	\$5,438	\$4,529
Total	\$4,549	\$5,438	\$4,529
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$17,743	\$21,315	\$18,081
Enlisted	\$59,683	\$52,895	\$54,490
Total	\$77,426	\$74,210	\$72,571
Special Training			
Officers	\$12,309	\$10,791	\$7,596
Enlisted	\$23,289	\$15,616	\$13,408
Total	\$35,598	\$26,407	\$21,004
Administration and Support			
Officer	\$2,657	\$2,812	\$2,805
Enlisted	\$3,420	\$3,289	\$3,538
Total	\$6,077	\$6,101	\$6,343
Total Direct Program			
Officer	\$47,566	\$48,629	\$43,379
Enlisted	\$147,506	\$130,898	\$134,651
Total	\$195,072	\$179,527	\$178,030

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

	FY 2017		FY 2018 *		FY 2019	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$1,378	\$0	\$1,140	\$0	\$1,417	\$0
Enlisted	\$11,692	\$4,869	\$10,169	\$4,925	\$12,437	\$4,963
Subtotal	\$13,071	\$4,869	\$11,309	\$4,925	\$13,853	\$4,963
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$1,729	\$0	\$2,277	\$0	\$1,765	\$0
Subtotal	\$1,729	\$0	\$2,277	\$0	\$1,765	\$0
Pay Group P						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
School Training						
Officers	\$2,693	\$0	\$3,107	\$0	\$2,814	\$0
Enlisted	\$10,434	\$159	\$9,926	\$57	\$9,766	\$149
Subtotal	\$13,127	\$159	\$13,034	\$57	\$12,581	\$149
Special Training						
Officers	\$1,774	\$0	\$795	\$0	\$1,228	\$0
Enlisted	\$8,048	\$19	\$2,946	\$18	\$4,736	\$11
Subtotal	\$9,822	\$19	\$3,741	\$18	\$5,964	\$11
Administration and Support						
Officers	\$8,151	\$0	\$8,415	\$0	\$8,868	\$0
Enlisted	\$52,331	\$0	\$56,653	\$0	\$67,581	\$0
Subtotal	\$60,482	\$0	\$65,068	\$0	\$76,449	\$0

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

	FY 2017		FY 2018 *		FY 2019	
	BAS	SIK	BAS	SIK	BAS	SIK
Other						
Branch Officers Basic Course	\$0	\$0	\$0	\$0	\$0	\$0
Health Professions Scholarship	\$0	\$0	\$0	\$0	\$0	\$0
Financial Assistance Program	\$0	\$0	\$0	\$0	\$0	\$0
Chaplain Candidate Program	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
Total Direct Program						
Officers	\$13,997	\$0	\$13,457	\$0	\$14,327	\$0
Enlisted	\$84,234	\$5,047	\$81,971	\$5,000	\$96,285	\$5,123
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$98,230	\$5,047	\$95,428	\$5,000	\$110,612	\$5,123
Total Reimbursable Program	\$0	\$0	\$0	\$0	\$0	\$0
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$0	\$0	\$0	\$0	\$0	\$0
Grand Total Program						
Officers	\$13,997	\$0	\$13,457	\$0	\$14,327	\$0
Enlisted	\$84,234	\$5,047	\$81,971	\$5,000	\$96,285	\$5,123
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$98,230	\$5,047	\$95,428	\$5,000	\$110,612	\$5,123

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

FY 2018 Direct Program	BA 01
Increases:	\$3,413,187
Pricing Increases	
FY19 Pay Raise (2.6%, Effective 1 Jan 19)	
Pay Group A	21,122
School Training	3,747
Special Training	6,225
Administration and Support	13,130
Total Pay Raise	44,224
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	
Pay Group A	7,041
School Training	1,249
Special Training	2,075
Administration and Support	4,377
Total Annualization of PY Pay Raise	14,742
Inflation (Rate 1.8% FY19)	
Pay Group A	1,750
Pay Group P	353
Administration and Support (Includes Bonuses, BAS & Inflation)	19,490
Total Inflation	21,593

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

	BA 01
Retired Pay Accrual (Rate 30.4% (FT) 24.7% (PT) FY19)	
Pay Group A	20,319
School Training	4,162
Special Training	3,823
Administration and Support	22,475
Total Retired Pay Accrual	50,779
FICA (Rate 7.65%, FY19 Ceiling - \$135,600)	
Pay Group A	2,154
School Training	379
Special Training	636
Administration and Support	1,338
Total FICA	4,507
BAH	
Pay Group A	1,983
School Training	615
Administration and Support	5,272
Total BAH	7,870
TSP Matching Contributions	
TSP Matching Contributions	415
Total TSP Matching Contributions	415
Total Pricing Increases	\$144,130

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

	BA 01
Program Increases	
Pay Group A	
Subsistence	18
Total Pay Group A	18
Pay Group F	
Pay and Allowance	9,050
Travel	538
Total Pay Group F	9,588
Pay Group P	
Pay and Allowance	200
Total Pay Group P	200
Administration and Support	
All Categories	250,170
Total Administration and Support	250,170
All Categories	10,948
Total TSP Matching Contributions	10,948
Education Benefits	
Basic Benefits	1,112
Kicker	1,369
Total Education Benefits	2,481
Total Program Increases	\$273,405
Total Increases	\$417,535

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

BA 01

Decreases:

Pricing Decreases

FY19 Pay Raise

Pay Group F	(2,932)
Pay Group P	(721)
Total Pay Raise	(3,653)

Annualization of PY Pay Raise

Pay Group F	(977)
Pay Group P	(240)
Total Annualization of PY Pay Raise	(1,217)

Inflation

Pay Group F	(4,295)
School Training	(6,293)
Special Training	(5,372)
Total Inflation	(15,960)

Retired Pay Accrual

Pay Group F	(8)
Pay Group P	(89)
Total Retired Pay Accrual	(97)

FICA

Pay Group F	(299)
Pay Group P	(74)
Total FICA	(373)

BAH

Pay Group F	(2,944)
Special Training	(1,070)
Total BAH	(4,014)

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

	BA 01
Education Benefits	
Basic Benefits	(2,779)
Kicker	(1,368)
Total Education Benefits	(4,147)
Total Pricing Decreases	(\$29,461)
Program Decreases	
Pay Group A:	
Pay and Allowance	(41,724)
Clothing	(716)
Travel	(3,115)
Total Pay Group A	(45,555)
Pay Group F:	
Clothing	(858)
Total Pay Group F	(858)

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

	BA 01
School Training	
All Categories	(13,276)
Total School Training	(13,276)
Special Training	
All Categories	(14,495)
Total Special Training	(14,495)
TSP Matching Contributions	
Education Benefits	
Amortization (Chapter 1606)	(1,697)
Total Education Benefits	(1,697)
Total Program Decreases	(\$75,881)
Total Decreases	(\$105,342)
FY 2019 Direct Program	\$3,725,380

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ENTITLEMENTS

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

Estimate	FY 2019	\$989,368
Estimate	FY 2018	\$980,536
Actual	FY 2017	\$940,383

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.

ANG end-strength growth in FY19 is focused on the CSAF's priority to address the pilot crisis as well as Total Force capacity shortfalls identified through HAF's Total Force Continuum (TF-C) High Velocity Analyses (HVA). Through the HVA process, the ANG added end strength in order to support selected force mix option which increases the capability of medical evacuation units.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on converting ANG Technicians to Active Guard Reserve (AGR). As part of this analysis the ANG converted 14% (3,190) of the dual status technician work force to AGRs. This action targeted duty positions which have difficulty meeting recruiting and retention levels and will increase ANG's readiness and deployable capability.

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

	BA 01
FY 2018 Direct Program	\$980,536
Increases:	
Pricing Increases	
FY19 Pay Raise (2.6%, Effective 1 Jan 19)	21,122
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	7,041
Inflation (Rate 1.8% FY19)	1,750
Retired Pay Accrual (Rate 30.4% (FT) 24.7% (PT) FY19)	20,319
FICA (Rate 7.65%, FY19 Ceiling - \$135,600)	2,154
BAH	1,983
Total Pricing Increases	54,369
Program Increases	
Subsistence	18
Total Program Increases	18
Total Increases	\$54,387
Decreases:	
Program Decreases	
AT Pay	(10,890)
IDT Pay	(24,877)
ATA Pay	(5,957)
Clothing	(716)
Travel	(3,115)
Total Program Decreases	(45,555)
Total Decreases	(\$45,555)
FY 2019 Direct Program	\$989,368

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

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

	FY 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,401			11,921			11,593		
PARTICIPATION RATE	81.00%			85.00%			84.00%		
PAID PARTICIPANTS	10,045	\$6,526.33	\$65,557	10,133	\$5,575.58	\$56,497	9,738	\$6,930.38	\$67,488

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.

	FY 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	72,406			74,827			71,755		
PARTICIPATION RATE	82.00%			83.00%			83.00%		
PAID PARTICIPANTS	59,373	\$3,016.79	\$179,116	62,106	\$2,779.47	\$172,621	59,557	\$3,198.27	\$190,479

**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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,401			11,921			11,593		
PARTICIPATION RATE	80.00%			81.00%			83.00%		
PAID PARTICIPANTS	9,921	\$15,522.24	\$153,996	9,656	\$16,648.79	\$160,761	9,622	\$16,518.60	\$158,942
ADDITIONAL IDT:									
PROF TRAINING	7,449	\$339.50	\$2,529	9,343	\$365.32	\$3,413	6,963	\$361.23	\$2,515
FLIGHT TRAINING	92,580	\$336.11	\$31,117	92,495	\$351.21	\$32,485	86,545	\$357.28	\$30,920
TRAINING PERIOD PREPARATION	3,735	\$360.37	\$1,346	4,312	\$376.28	\$1,623	3,491	\$383.29	\$1,338
RESERVE FUNERAL HONORS	375	\$240.00	\$90	247	\$340.08	\$84	350	\$240.00	\$84
TOTAL	114,060		189,078	116,053		198,366	106,971		193,799

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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	72,406			74,827			71,755		
PARTICIPATION RATE	83.00%			85.00%			84.00%		
PAID PARTICIPANTS	60,097	\$6,861.35	\$412,346	63,603	\$7,212.59	\$458,742	60,274	\$7,303.98	\$440,240
ADDITIONAL IDT:									
PROF TRAINING	14,632	\$159.91	\$2,340	19,943	\$175.47	\$3,499	14,501	\$170.30	\$2,470
FLIGHT TRAINING	41,550	\$172.95	\$7,186	47,770	\$178.44	\$8,524	41,179	\$183.88	\$7,572
TRAINING PERIOD PREPARATION	10,376	\$196.51	\$2,039	13,104	\$206.43	\$2,705	10,283	\$208.64	\$2,146
RESERVE FUNERAL HONORS	2,562	\$115.93	\$297	2,148	\$159.68	\$343	2,539	\$115.79	\$294
TOTAL	129,217		424,208	146,568		473,813	128,776		452,722

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

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

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	13	\$400.00	\$5	24	\$400.00	\$10	12	\$400.00	\$5
ADDITIONAL UNIFORM ALLOWANCE	65	\$200.00	\$13	135	\$200.00	\$27	61	\$200.00	\$12
TOTAL	78		\$18	159		\$37	73		\$17

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

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	2,452	\$1,396.27	\$3,424	2,715	\$1,424.20	\$3,867	2,430	\$1,456.96	\$3,540
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	913	\$1,607.85	\$1,468	1,011	\$1,640.01	\$1,658	905	\$1,668.48	\$1,510
REPLACEMENT ISSUE MALE	3,489	\$245.34	\$856	3,751	\$257.93	\$967	3,458	\$256.76	\$888
REPLACEMENT ISSUE FEMALE	1,485	\$247.19	\$367	1,584	\$261.67	\$414	1,471	\$257.36	\$379
TOTAL	8,339		\$6,115	9,061		\$6,906	8,264		\$6,317

**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.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE: SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	397,469	\$12.25	\$4,869	392,427	\$12.55	\$4,925	393,913	\$12.60	\$4,963
TOTAL SUBSISTENCE-IN-KIND	397,469	\$12.25	\$4,869	392,427	\$12.55	\$4,925	393,913	\$12.60	\$4,963

**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.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	10,045	\$1,479.04	\$14,857	10,133	\$1,353.10	\$13,711	9,738	\$1,529.78	\$14,897

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.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	59,373	\$952.71	\$56,565	62,106	\$864.01	\$53,660	59,557	\$985.38	\$58,686

**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.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	24	\$33,250	\$798	24	\$29,042	\$697	24	\$34,708	\$833
Enlisted	354	\$12,209	\$4,322	354	\$21,172	\$7,495	354	\$12,421	\$4,397
Total Pay Group A Reimbursements			\$5,120			\$8,192			\$5,230
Total Reimbursable Requirement			\$5,120			\$9,204			\$5,230

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

Estimate	FY 2019	\$85,771
Estimate	FY 2018	\$88,496
Actual	FY 2017	\$84,144

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)**

FY 2018 Direct Program	BA 01
	\$88,496
Increases:	
Pricing Increases	
Clothing	121
Total Pricing Increases	121
Program Increases	
Base Pay	5,618
Retired Pay	1,388
Other	488
FICA	430
BAH	1,126
Travel	538
Total Program Increases	9,588
Total Increases	\$9,709

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

	BA 01
Decreases:	
Pricing Decreases	
FY19 Pay Raise	(2,932)
Annualization of PY Pay Raise	(977)
Retired Pay Accrual	(8)
Inflation	(2,969)
FICA	(299)
BAH	(2,944)
Travel	(1,447)
Total Pricing Decreases	(11,576)
Program Decreases	
Clothing	(858)
Total Program Decreases	(858)
Total Decreases	(\$12,434)
FY 2019 Direct Program	\$85,771

**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 2017			FY 2018			FY 2019		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,880	\$25,906	\$74,608	2,443	\$31,650	\$77,320	2,772	\$27,504	\$76,241

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 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,025	\$1,608	\$1,648	1,155	\$1,640	\$1,895	987	\$1,668	\$1,647
Initial Issue Male	2,391	\$1,396	\$3,339	2,698	\$1,424	\$3,843	2,302	\$1,457	\$3,354
Total	3,416		\$4,987	3,853		\$5,738	3,289		\$5,001

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 2017			FY 2018			FY 2019		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	2,880	\$1,580	\$4,549	2,443	\$2,226	\$5,438	2,772	\$1,634	\$4,529

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

Estimate	FY 2019	\$8,113
Estimate	FY 2018	\$8,684
Actual	FY 2017	\$8,382

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)**

	BA 01
FY 2018 Direct Program	\$8,684
Increases:	
Pricing Increases	
Inflation (Rate 1.8% FY19)	353
Total Pricing Increases	353
Program Increases	
Base Pay	154
Retired Pay	38
FICA	12
Total Program Increases	204
Total Increases	\$557
Decreases:	
Pricing Decreases	
FY19 Pay Raise	(721)
Annualization of PY Pay Raise	(240)
Retired Pay Accrual	(89)
FICA	(74)
Total Pricing Decreases	(1,124)
Program Decreases	
Other	(4)
Total Program Decreases	(4)
Total Decreases	(\$1,128)
FY 2019 Direct Program	\$8,113

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

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

	FY 2017			FY 2018			FY 2019		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	3,624	\$2,312.91	\$8,382	3,212	\$2,703.66	\$8,684	3,293	\$2,463.81	\$8,113

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

Estimate	FY 2019	\$334,293
Estimate	FY 2018	\$343,710
Actual	FY 2017	\$345,344

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:

- Career Development Training
- Initial Skill Acquisition Training
- Officer Training School
- Refresher and Proficiency Training
- Undergraduate Pilot and Navigator Training
- Unit Conversion Training
- 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 Initiative mission conversions continue creating a need for critical training funds in FY 2019.

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 decrease in the school training program is an effort to reduce unexpended/unobligated balances.

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

	BA 01
FY 2018 Direct Program	343,710
Increases:	
Pricing Increases	
FY19 Pay Raise (2.6%, Effective 1 Jan 19)	3,747
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	1,249
Retired Pay Accrual (Rate 30.4% (FT) 24.7% (PT) FY19)	4,162
FICA (Rate 7.65%, FY19 Ceiling - \$135,600)	379
BAH	615
Total Pricing Increases	10,152
Total Increases	\$10,152
Decreases:	
Pricing Decreases	
Inflation	(6,293)
Total Pricing Decreases	(6,293)
Program Decreases	
Graduate Flying Training	(1,062)
Initial Skills Acquired	(4,073)
Refresh & Proficiency	(2,953)
Officer Candidate School	(2,210)
Career Development Training	(2,162)
Undergrad Pilot Training	(815)
Unit Conversion Training	(1)
Total Program Decreases	(13,276)
Total Decreases	(\$19,569)
FY 2019 Direct Program	\$334,293

**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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	583	47.74	27,832	\$344.49	\$9,590	627	47.74	29,933	\$379.19	\$11,350	541	47.74	25,827	\$363.74	\$9,394
Enlisted	2,733	29.46	80,514	\$300.19	\$24,170	2,690	29.46	79,247	\$302.62	\$23,982	2,618	29.46	77,126	\$315.91	\$24,366
Total	3,316	32.67	108,346	\$311.59	\$33,760	3,317	32.92	109,180	\$323.61	\$35,332	3,159	32.59	102,953	\$327.92	\$33,760

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,292	56.05	72,417	\$344.50	\$24,946	1,304	56.05	73,089	\$379.08	\$27,708	1,280	56.05	71,744	\$364.04	\$26,117
Enlisted	8,655	58.52	506,491	\$300.18	\$152,041	7,821	58.52	457,685	\$302.67	\$138,528	7,627	58.52	446,332	\$315.92	\$141,011
Total	9,947	58.20	578,908	\$305.73	\$176,987	9,125	58.17	530,774	\$313.20	\$166,236	8,907	58.17	518,076	\$322.59	\$167,128

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	239	21.47	5,131	\$344.55	\$1,770	287	21.47	6,162	\$379.05	\$2,334	286	21.47	6,140	\$363.71	\$2,233
Enlisted	675	45.92	30,996	\$300.22	\$9,310	656	45.92	30,124	\$302.74	\$9,119	504	45.92	23,144	\$315.81	\$7,309
Total	914	39.53	36,127	\$306.70	\$11,080	943	38.48	36,286	\$315.63	\$11,453	790	37.07	29,284	\$325.84	\$9,542

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

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,045	15.40	16,093	\$344.51	\$5,543	1,129	15.40	17,387	\$379.20	\$6,594	1,112	15.40	17,125	\$364.07	\$6,235
Enlisted	3,545	14.41	51,083	\$300.20	\$15,337	3,466	14.41	49,945	\$302.74	\$15,120	2,838	14.41	40,896	\$315.90	\$12,919
Total	4,590	14.64	67,176	\$310.83	\$20,880	4,595	14.65	67,332	\$322.49	\$21,714	3,950	14.69	58,021	\$330.12	\$19,154

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	892	132.26	117,976	\$344.51	\$40,657	896	132.26	118,505	\$379.23	\$44,939	879	132.26	116,257	\$363.94	\$42,312
Enlisted	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0
Total	892	132.26	117,976	\$344.51	\$40,657	896	132.26	118,505	\$379.23	\$44,939	879	132.26	116,257	\$363.94	\$42,312

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

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2	6.00	12	\$323.45	\$4	2	6.00	12	\$316.93	\$4	2	6.00	12	\$339.61	\$4
Enlisted	2	23.50	47	\$295.24	\$13	2	23.50	47	\$348.45	\$16	2	23.50	47	\$315.13	\$14
Total	4	14.75	59	\$288.14	\$17	4	14.75	59	\$338.98	\$20	4	14.75	59	\$305.08	\$18

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,566	70.11	109,792	\$344.47	\$37,819	1,517	70.11	106,357	\$379.08	\$40,318	1,527	70.11	107,058	\$363.96	\$38,965
Enlisted	2,045	39.32	80,409	\$300.19	\$24,144	1,991	39.32	78,286	\$302.72	\$23,698	1,885	39.32	74,118	\$315.91	\$23,414
Total	3,611	52.67	190,201	\$325.78	\$61,963	3,508	52.63	184,643	\$346.70	\$64,016	3,412	53.10	181,176	\$344.30	\$62,379

TOTAL SCHOOL TRAINING

	FY 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,619	62.16	349,253	\$344.53	\$120,329	5,762	60.99	351,445	\$379.14	\$133,247	5,627	61.16	344,163	\$363.96	\$125,260
Enlisted	17,655	42.45	749,540	\$300.20	\$225,015	16,626	41.82	695,334	\$302.68	\$210,463	15,474	42.76	661,663	\$315.92	\$209,033
Total	23,274	47.21	1,098,793	\$314.29	\$345,344	22,388	46.76	1,046,779	\$328.35	\$343,710	21,101	47.67	1,005,826	\$332.36	\$334,293

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

Estimate	FY 2019	\$167,411
Estimate	FY 2018	\$175,589
Actual*	FY 2017	\$276,210

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:

- Exercises
- Unit Conversion Training
- Active Duty Operational Support (ADOS)
- Management Support
- Drug Interdiction*
- Yellow Ribbon Reintegration Program (YRRP)*

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

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

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

* Drug Interdiction and YRRP are also shown in this section for FY 2017 only. Drug Interdiction funds (\$51,035k) were transferred to this appropriation in FY 2017 from the Drug Interdiction and Counter-Drug Activities, Defense, 17/17. YRRP (\$5,128) funds are reflected in FY2017 from the Air Force Military Personnel OCO, 17/17 submission.

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

	BA 01
FY 2018 Direct Program	\$175,589
Increases:	
Pricing Increases	
FY19 Pay Raise (2.6%, Effective 1 Jan 19)	6,225
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	2,075
Retired Pay Accrual (Rate 30.4% (FT) 24.7% (PT) FY19)	3,823
FICA (Rate 7.65%, FY19 Ceiling - \$135,600)	636
Total Pricing Increases	12,759
Total Increases	\$12,759
Decreases:	
Pricing Decreases	
BAH	(1,070)
Inflation	(5,372)
Total Pricing Decreases	(6,442)
Program Decreases	
Exercises	(1,217)
Management Support	(1,370)
Operational Training	(3,342)
Unit Conversion	(2,448)
Active Duty Operational Support	(6,118)
Total Program Decreases	(14,495)
Total Decreases	(\$20,937)
FY 2019 Direct Program	\$167,411

**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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	358	42.00	15,036	\$396.04	\$6,428	267	42.00	11,214	\$405.31	\$4,545	229	42.00	9,618	\$410.31	\$3,946
Enlisted	2,569	21.00	53,949	\$207.88	\$10,699	1,808	21.00	37,968	\$210.92	\$8,009	1,655	21.00	34,755	\$221.97	\$7,715
Total	2,927	23.57	68,985	\$248.27	\$17,127	2,075	23.70	49,182	\$255.26	\$12,554	1,884	23.55	44,373	\$262.79	\$11,661

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 FY2017 (\$2,687k), FY2018 (\$2,390k) and FY2019 (\$2,437k).

	FY 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2,105	17.00	35,785	\$387.49	\$13,865	1,815	17.00	30,855	\$405.30	\$12,505	1,624	17.00	27,608	\$410.30	\$11,328
Enlisted	12,578	10.00	125,780	\$207.87	\$24,938	10,292	10.00	102,920	\$210.91	\$21,707	10,344	10.00	103,440	\$222.02	\$22,965
Total	14,683	11.00	161,565	\$240.17	\$38,803	12,107	11.05	133,775	\$255.74	\$34,212	11,968	10.95	131,048	\$261.68	\$34,293

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 FY2017 (\$8,092k), FY 2018 (\$5,746k) and FY 2019 (\$7,465k).

	FY 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4,595	20.00	91,900	\$395.95	\$39,279	4,228	20.00	84,560	\$405.30	\$34,272	3,718	20.00	74,360	\$410.35	\$30,513
Enlisted	15,834	15.00	237,510	\$207.91	\$47,102	13,318	15.00	199,770	\$210.91	\$42,135	13,572	15.00	203,580	\$222.05	\$45,206
Total	20,429	16.12	329,410	\$262.23	\$86,381	17,546	16.20	284,330	\$268.73	\$76,407	17,290	16.08	277,940	\$272.43	\$75,719

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 2017					FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,763	20.00	35,260	\$395.93	\$15,069	1,362	20.00	27,240	\$405.31	\$11,041	1,238	20.00	24,760	\$410.37	\$10,160
Enlisted	1,825	40.00	73,000	\$207.86	\$14,470	915	40.00	36,600	\$210.92	\$7,720	754	40.00	30,160	\$222.10	\$6,699
Total	3,588	30.17	108,260	\$272.85	\$29,539	2,277	28.04	63,840	\$293.88	\$18,761	1,992	27.57	54,920	\$306.97	\$16,859

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

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

FY 2017					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	83	345.00	28,635	\$433.81	\$12,441
Enlisted	479	345.00	165,255	\$244.69	\$38,594
Total	562	345.00	193,890	\$263.22	\$51,035

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.

FY 2017						FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	298	175.00	52,150	\$468.41	\$26,365	250	175.00	43,750	\$464.38	\$20,316	191	175.00	33,425	\$486.54	\$16,263
Enlisted	526	173.00	90,998	\$240.00	\$21,832	313	173.00	54,149	\$246.34	\$13,339	288	173.00	49,824	\$253.20	\$12,616
Total	824	173.72	143,148	\$336.69	\$48,197	563	173.89	97,899	\$343.77	\$33,655	479	173.80	83,249	\$346.90	\$28,879

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. The focus is on reconnecting members and their families with the service providers (i.e. TRACARE, JAG, Department of Veterans Affairs, etc.) to endure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

FY 2017					
	Participants	Tour Length	Workdays	Rate	Amount
Training	4,924	3.00	14,772	\$232.67	\$3,437
Travel	4,924	3.00	14,772	\$114.47	\$1,691
Total	4,924	3.00	14,772	\$347.14	\$5,128

TOTAL SPECIAL TRAINING

FY 2017						FY 2018					FY 2019				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	9,673	26.90	260,179	\$439.15	\$114,257	7,922	24.95	197,619	\$418.38	\$82,679	7,000	24.25	169,771	\$425.34	\$72,210
Enlisted	38,264	19.86	759,851	\$213.14	\$161,953	26,646	16.19	431,407	\$215.37	\$92,910	26,613	15.85	421,759	\$225.72	\$95,201
Total	47,937	21.28	1,020,030	\$270.79	\$276,210	34,568	18.20	629,026	\$279.14	\$175,589	33,613	17.60	591,530	\$283.01	\$167,411

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

Estimate	FY 2019	\$2,099,045
Estimate	FY 2018	\$1,782,793
Actual	FY 2017	\$1,682,245

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.

ANG end-strength growth in FY19 is focused on the CSAF's priority to address the pilot crisis as well as Total Force capacity shortfalls identified through HAF's Total Force Continuum (TF-C) High Velocity Analyses (HVA). End-strength growth focuses on the Total Air Force (active and reserve component) pilot shortage crisis and adds full-time ANG aircraft maintenance personnel to increase the number of aircraft sorties capable of being flown, which will increase the number of pilots and crew capable of being trained and increase the level of readiness for existing pilots and crew. Through the HVA process, the ANG added end strength in order to support selected force mix option which increases the capability of medical evacuation units.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on converting ANG Technicians to Active Guard Reserve (AGR). As part of this analysis the ANG converted 14% (3,190) of the dual status technician work force to AGRs. This action targeted duty positions which have difficulty meeting recruiting and retention levels and will increase ANG's readiness and deployable capability. Increases in Administration and Support reflect the conversion of Civilian Technicians to AGRs (officers 272, enlisted 2,918).

Program requirements are based on average strength and training participation rates for each fiscal year. Average strength is increasing in FY 2019 with the addition of 288 officer and 3,313 enlisted full time positions being added. 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)**

FY 2018 Direct Program	BA 01
	\$1,782,793

Increases:

Pricing Increases

FY19 Pay Raise (2.6%, Effective 1 Jan 19)	13,130
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	4,377
Inflation (Rate 1.8% FY19)	2,874
Bonuses	16,421
Retired Pay Accrual (Rate 30.4% FY19)	22,475
FICA (Rate 7.65%, FY19 Ceiling - \$135,600)	1,338
BAH	5,272
BAS	195
Total Pricing Increases	\$66,082

Program Increases

Death & Disability	298
Clothing	6
Travel	43
Health Professional Loan Repayment	350
Health Professional Cash Bonus 45K	1,875
Health Professional Cash Bonus 75K	2,500

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

	BA 01
Continuation Pay	2,159
Change in Average Strength	212,595
FICA	10,542
Retired Pay Accrual	41,892
Total Program Increases	\$272,260
Total Increases	\$338,342
Decreases:	
Program Decreases	
Healthcare Professional Stipend Res/Med	(808)
Officer Accessions & Affiliations	(500)
Non-Prior Service Enlistment	(4,640)
Prior Service Enlistment (6 Year)	(3,335)
Reenlistment Bonus (6 Year)	(3,883)
Affiliation Bonus (6 Year)	(8,924)
Total Program Decreases	(\$22,090)
Total Decreases	(\$22,090)
FY 2019 Direct Program	\$2,099,045

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

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

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

	FY 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	47	45	49	48	53	54
Subtotal	47	45	49	48	53	54

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

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

	FY 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officer	47	45	46	45	46	48
Enlisted	10	11	12	12	10	10
Subtotal	57	56	58	57	56	58

**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 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	7	7	7	7	7	7

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

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

	FY 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	59	59	59	59	62	64
Subtotal	59	59	59	59	62	64

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 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	7	7	7	7	7	7

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

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

	FY 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	4	2	2	2	2	2
Enlisted	550	526	595	596	526	526
Subtotal	554	528	597	598	528	528

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 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	285	299	302	302	278	278
Enlisted	457	464	468	470	489	489
Subtotal	742	763	770	772	767	767

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 2017		FY 2018		FY 2019	
	Average	End	Average	End	Average	End
Officers	98	71	72	73	71	71
Enlisted	100	98	353	354	118	117
Subtotal	198	169	425	427	189	188

**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 2017		FY 2018		FY 2019	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	10	13	6	6	13	13
Enlisted	78	66	67	66	82	86
Subtotal	88	79	73	72	95	99

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 2017		FY 2018		FY 2019	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	16	15	20	19	15	15
Enlisted	130	128	148	148	128	128
Subtotal	146	143	168	167	143	143

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

	FY 2017		FY 2018		FY 2019	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,098	2,045	2,126	2,152	2,279	2,449
Enlisted	10,516	10,377	10,857	11,580	13,514	15,183
Subtotal	12,614	12,422	12,983	13,732	15,793	17,632

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

	FY 2017		FY 2018		FY 2019	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,678	2,608	2,696	2,720	2,833	3,008
Enlisted	11,841	11,670	12,500	13,226	14,867	16,539
Subtotal	14,519	14,278	15,196	15,946	17,700	19,547

**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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	167	\$213,197.60	\$35,604	168	\$214,535.71	\$36,042	175	\$225,965.71	\$39,544
RECRUITING AND RETENTION	4	\$185,000.00	\$740	2	\$186,000.00	\$372	2	\$195,500.00	\$391
ANG ADMINISTRATION AND SUPPORT	285	\$171,361.40	\$48,838	302	\$172,314.57	\$52,039	278	\$181,291.37	\$50,399
ANG TRAINING	98	\$173,938.78	\$17,046	72	\$175,041.67	\$12,603	71	\$184,042.25	\$13,067
USAF MISSION SUPPORT	10	\$161,100.00	\$1,611	6	\$164,500.00	\$987	13	\$170,538.46	\$2,217
COMBAT READINESS TRAINING CENTER	16	\$177,062.50	\$2,833	20	\$175,650.00	\$3,513	15	\$187,333.33	\$2,810
ANG DIRECT UNIT SUPPORT	2,098	\$167,955.20	\$352,370	2,126	\$169,848.54	\$361,098	2,279	\$177,671.79	\$404,914
TOTAL	2,678		\$459,042	2,696		\$466,654	2,833		\$513,342

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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	10	\$117,600.00	\$1,176	12	\$121,000.00	\$1,452	10	\$124,400.00	\$1,244
RECRUITING AND RETENTION	550	\$94,700.00	\$52,085	595	\$98,250.42	\$58,459	526	\$100,142.59	\$52,675
ANG ADMINISTRATION AND SUPPORT	457	\$108,544.86	\$49,605	468	\$111,634.62	\$52,245	489	\$114,844.58	\$56,159
ANG TRAINING	100	\$84,140.00	\$8,414	353	\$94,770.54	\$33,454	118	\$88,940.68	\$10,495
USAF MISSION SUPPORT	78	\$91,256.41	\$7,118	67	\$99,194.03	\$6,646	82	\$96,487.80	\$7,912
COMBAT READINESS TRAINING CENTER	130	\$101,376.92	\$13,179	148	\$103,425.68	\$15,307	128	\$107,226.56	\$13,725
ANG DIRECT UNIT SUPPORT	10,516	\$94,983.36	\$998,845	10,857	\$98,033.16	\$1,064,346	13,514	\$100,445.76	\$1,357,424
TOTAL	11,841		\$1,130,422	12,500		\$1,231,909	14,867		\$1,499,634

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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	167	\$6,694.61	\$1,118	168	\$7,065.48	\$1,187	175	\$6,925.71	\$1,212
RECRUITING AND RETENTION	25	\$6,680.00	\$167	25	\$7,080.00	\$177	25	\$6,920.00	\$173
ANG ADMINISTRATION AND SUPPORT	19	\$6,684.21	\$127	19	\$7,052.63	\$134	19	\$6,894.74	\$131
ANG TRAINING	28	\$6,714.29	\$188	28	\$7,071.43	\$198	28	\$6,964.29	\$195
USAF MISSION SUPPORT	28	\$6,714.29	\$188	28	\$7,071.43	\$198	28	\$6,964.29	\$195
COMBAT READINESS TRAINING CENTER	22	\$6,681.82	\$147	22	\$7,090.91	\$156	22	\$6,954.55	\$153
ANG DIRECT UNIT SUPPORT	108	\$6,685.19	\$722	108	\$7,055.56	\$762	108	\$6,907.41	\$746
TOTAL	397		\$2,657	398		\$2,812	405		\$2,805

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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	10	\$4,500.00	\$45	12	\$4,250.00	\$51	10	\$4,700.00	\$47
RECRUITING AND RETENTION	51	\$4,470.59	\$228	51	\$4,274.51	\$218	51	\$4,627.45	\$236
ANG ADMINISTRATION AND SUPPORT	54	\$4,481.48	\$242	54	\$4,296.30	\$232	54	\$4,629.63	\$250
ANG TRAINING	90	\$4,466.67	\$402	90	\$4,300.00	\$387	90	\$4,622.22	\$416
USAF MISSION SUPPORT	108	\$4,472.22	\$483	108	\$4,287.04	\$463	108	\$4,629.63	\$500
COMBAT READINESS TRAINING CENTER	39	\$4,461.54	\$174	39	\$4,282.05	\$167	39	\$4,615.38	\$180
ANG DIRECT UNIT SUPPORT	413	\$4,469.73	\$1,846	413	\$4,288.14	\$1,771	413	\$4,622.28	\$1,909
TOTAL	765		\$3,420	767		\$3,289	765		\$3,538

**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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	168	\$400.00	\$67	168	\$400.00	\$67	176	\$400.00	\$70
Active Duty Officer Uniform Allowance	80	\$200.00	\$16	72	\$200.00	\$14	84	\$200.00	\$17
Total Uniform Allowances, Officers	248		\$83	240		\$81	260		\$87

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 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	7	\$350.48	\$2	8	\$357.49	\$3	7	\$366.81	\$3
Female Cash Clothing Replacement Allowance	3	\$353.13	\$1	4	\$360.19	\$1	3	\$367.65	\$1
Total Cash Clothing Replacement Allowance, Enlisted	10		\$3	12		\$4	10		\$4

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

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

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	13	\$100,000.00	\$1,300	12	\$100,000.00	\$1,200	14	\$100,000.00	\$1,400
ENLISTED	19	\$100,000.00	\$1,900	19	\$100,000.00	\$1,900	24	\$100,000.00	\$2,400
TOTAL	32		\$3,200	31		\$3,100	38		\$3,800
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	14	\$5,500.00	\$77	34	\$5,411.76	\$184	15	\$5,800.00	\$87
ENLISTED	315	\$5,260.32	\$1,657	448	\$5,372.77	\$2,407	395	\$5,518.99	\$2,180
TOTAL	329		\$1,734	482		\$2,591	410		\$2,267

**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 (ANG) established critical career fields for a term of six years. The cash bonus is paid in two installments. The first payment is paid on the third anniversary of their six year contract in the amount of \$10,000 provided initial active duty for training and all qualifications and requirements for award of the three or five skill level are met. A second installment of \$10,000 is paid to the member on the fifth anniversary of their six year contract. The Initial Payments increase in FY 2019 reflects required funding for the ANG to meet manning requirements.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	762	\$10,000.00	\$7,620	153	\$10,000.00	\$1,530	2,000	\$10,000.00	\$20,000
Anniversary Payments	3,286	\$10,002.43	\$32,868	2,711	\$10,000.00	\$27,110	400	\$10,000.00	\$4,000
Subtotal	4,048		\$40,488	2,864		\$28,640	2,400		\$24,000

Prior Service Three-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an ANG established critical skill career field for a period of three years. The decrease in anniversary payments in FY 2019 is a result of the discontinuation of the Incentive Program in FY 2016 to meet fiscal requirements. The ANG does not plan to offer this incentive in FY 2019,

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	6	\$3,333.33	\$20	35	\$3,742.86	\$131	0	\$0.00	\$0
Anniversary Payments	54	\$3,777.78	\$204	18	\$3,777.78	\$68	0	\$0.00	\$0
Subtotal	60		\$224	53		\$199	0		\$0

Prior Service Six-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an ANG established critical skill career field for a period of six years. A change was made in FY 2019 for fully qualified accessions to receive the bonus as a lump sum upon entry in the amount of \$15,000. For accessions that require career field training, the bonus is paid in two installments. The first payment is paid on the third anniversary of their six year contract in the amount of \$7,500 provided training and all qualifications and requirements for award of the three or five skill level are met. A second installment of \$7,500 is paid to the member on the fifth anniversary of their six year contract. The total amount paid for this bonus is \$15,000. The decrease in anniversary payments in FY 2019 is a result of a temporary discontinuation of the Incentive Program to meet fiscal requirements in FY 2016. The budgeted rate beginning in FY 2019 reflects the changes to how the incentives will be paid.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	88	\$7,500.00	\$660	102	\$7,500.00	\$765	220	\$15,000.00	\$3,300
Anniversary Payments	626	\$7,500.00	\$4,695	413	\$7,500.00	\$3,098	50	\$7,500.00	\$375
Subtotal	714		\$5,355	515		\$3,863	270		\$3,675

**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 ANG does not plan to offer this incentive program in FY 2019.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	32	\$3,750.00	\$120	110	\$3,500.00	\$385	0	\$0.00	\$0
Anniversary Payments	221	\$3,760.00	\$831	94	\$3,500.00	\$329	0	\$0.00	\$0
Subtotal	253		\$951	204		\$714	0		\$0

Reenlistment Six-Year Bonus: These funds provide bonus payments to prior service members who enlist in an ANG established critical skill career field for a period of six years. A change was made in FY 2019 for fully qualified accessions to receive the bonus as a lump sum upon entry in the amount of \$15,000. For accessions that require career field training, the bonus is paid in two installments. The first payment is paid on the third anniversary of their six year contract in the amount of \$7,500 provided training and all qualifications and requirements for award of the three or five skill level are met. A second installment of \$7,500 is paid to the member on the fifth anniversary of their six year contract. The total amount paid for this bonus is \$15,000. The decrease in anniversary payments in FY 2019 is a result of a temporary discontinuation of the Incentive Program to meet fiscal requirements in FY 2016. The budgeted rate beginning in FY 2019 reflects the changes to how the incentives will be paid.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,113	\$7,500.00	\$8,352	232	\$7,500.00	\$1,740	1,000	\$15,000.00	\$15,000
Anniversary Payments	1,671	\$7,500.00	\$12,534	1,278	\$7,500.00	\$9,585	225	\$7,500.00	\$1,688
Subtotal	2,784		\$20,886	1,510		\$11,325	1,225		\$16,688

Affiliation Three-Year Bonus: These funds provide bonus payments to members who affiliate into ANG established critical skill career field for a period of three years. The cash bonus is either paid in a lump sum or 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 reduced rate in FY 18 is the anniversary payment offered by a reduced incentive in FY 2016 due to fiscal restraints. The ANG does not plan to offer this incentive in FY 2019.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	81	\$5,000.00	\$405	185	\$5,000.00	\$925	0	\$0.00	\$0
Anniversary Payments	60	\$5,000.00	\$300	28	\$3,500.00	\$98	0	\$0.00	\$0
Subtotal	141		\$705	213		\$1,023	0		\$0

**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 ANG established critical skill career field for a period of six years. A change in the FY 2019 program pays a \$20,000 lump sum upon entry to qualified accessions. For accessions that require career field training, the bonus is paid in two installments. The first payment is paid on the third anniversary of their six year contract provided training and all qualifications and requirements for award of the three or five skill level are met in the amount of \$10,000. A second installment of \$10,000 is paid to the member on the fifth anniversary of their six year contract. The total amount paid for this bonus is \$20,000. The decrease in anniversary payments in FY 2019 is a result of the temporary discontinuation of the Incentive Program to meet fiscal requirements in FY 2016. The budgeted rate beginning in FY 2019 reflects the change to how the incentives will be paid.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	25	\$10,000.00	\$250	468	\$10,000.00	\$4,680	199	\$20,000.00	\$3,980
Anniversary Payments	445	\$10,000.00	\$4,450	277	\$10,000.00	\$2,770	50	\$10,000.00	\$500
Subtotal	470		\$4,700	745		\$7,450	249		\$4,480

Officer Accession Affiliation Bonus: A reserve accession affiliation bonus may be paid to officer personnel who 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 2019 reflects required funding for the ANG to meet manning requirements.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	167	\$20,100.00	\$3,355	185	\$20,000.00	\$3,700	160	\$20,000.00	\$3,200
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	167		\$3,355	185		\$3,700	160		\$3,200

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 up to \$25,000 each, for a total of up to \$75,000.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	11	\$19,000.00	\$214	25	\$20,000.00	\$500	35	\$25,000.00	\$875
Anniversary Payments	3	\$20,000.00	\$60	11	\$20,000.00	\$220	15	\$25,000.00	\$375
Subtotal	14		\$274	36		\$720	50		\$1,250

**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 ANG 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 ANG is does not plan to offer this incentive in FY 2019.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	10	\$10,000.00	\$100	0	\$0.00	\$0
Anniversary Payments	3	\$10,000.00	\$30	10	\$10,000.00	\$100	0	\$0.00	\$0
Subtotal	3		\$30	20		\$200	0		\$0

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 up to \$25,000. The total amount paid for a three year commitment is up to \$75,000. These incentive amounts vary by specialty.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	6	\$25,000.00	\$150	241	\$25,000.00	\$6,025	200	\$25,000.00	\$5,000
Anniversary Payments	39	\$25,000.00	\$975	9	\$25,000.00	\$225	150	\$25,000.00	\$3,750
Subtotal	45		\$1,125	250		\$6,250	350		\$8,750

Health Professional Cash Bonus (\$45K): These funds provide incentive 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 up to \$15,000. The total amount paid for a three year commitment is up to \$45,000. These incentive amounts vary by specialty.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	60	\$15,000.00	\$900	100	\$15,000.00	\$1,500
Anniversary Payments	53	\$15,000.00	\$795	35	\$15,000.00	\$525	120	\$15,000.00	\$1,800
Subtotal	53		\$795	95		\$1,425	220		\$3,300

**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 ANG officers enrolled in a residency program in a critical Health Professions specialty. This program has been restructured for FY 2019 to meet recruiting and retention goals.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	42	\$5,000.00	\$210	5	\$20,200.00	\$101
Anniversary Payments	1	\$6,000.00	\$6	8	\$5,000.00	\$40	5	\$20,200.00	\$101
Subtotal	1		\$6	50		\$250	10		\$202

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 ANG is does not plan to offer this incentive in FY 2019.

	FY 2017			FY 2018			FY 2019		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	45	\$1,200.00	\$54	0	\$0.00	\$0
Anniversary Payments	0	\$0.00	\$0	8	\$1,300.00	\$10	0	\$0.00	\$0
Subtotal	0		\$0	53		\$64	0		\$0

TOTAL RESERVE INCENTIVES

	FY 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	283	\$19,734.98	\$5,585	689	\$18,300.44	\$12,609	790	\$21,141.77	\$16,702
Enlisted	8,470	\$8,655.14	\$73,309	6,104	\$8,717.89	\$53,214	4,144	\$11,786.44	\$48,843
Subtotal	8,753		\$78,894	6,793		\$65,823	4,934		\$65,545

**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).

	FY 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	25	\$30,000.00	\$750	6	\$30,000.00	\$180	0	\$0.00	\$0
Enlisted	68	\$30,000.00	\$2,040	21	\$30,000.00	\$630	0	\$0.00	\$0
Subtotal	93		\$2,790	27		\$810	0		\$0

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.

	FY 2017			FY 2018			FY 2019		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$0			\$1,724			\$2,333
Enlisted			\$0			\$3,996			\$5,690
Subtotal			\$0			\$5,720			\$8,023

**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.

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Officer - Base Pay	\$ 6,090	\$ 10,818	\$ 10,704
FICA	\$ 466	\$ 828	\$ 819
Retired Pay Accrual	\$ 1,760	\$ 3,083	\$ 3,254
Other Pay and Allowances	\$ 735	\$ 262	\$ 401
PCS Travel	\$ 0	\$ 0	\$ 0
Total Officer Program	\$ 9,051	\$ 14,991	\$ 15,178
Enlisted - Base Pay	\$ 13,311	\$ 21,691	\$ 23,401
FICA	\$ 1,018	\$ 1,659	\$ 1,790
Retired Pay Accrual	\$ 3,847	\$ 6,182	\$ 7,114
Other Pay and Allowances	\$ 1,617	\$ 885	\$ 887
PCS Travel	\$ 0	\$ 0	\$ 0
Total Enlisted Program	\$ 19,793	\$ 30,417	\$ 33,192
Total Reimbursable Program	\$ 28,844	\$ 45,408	\$ 48,370

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</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

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Airfield Management	Yes	Yes	Yes
Avionics Sensors Maintenance	Yes	Yes	Yes
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

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Electrical Power Products	Yes	Yes	Yes
Electrical Systems	Yes	Yes	Yes
Electronic Computer and Switching Systems	Yes	Yes	Yes
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

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Manpower	Yes	Yes	Yes
Medical Laboratory	Yes	Yes	Yes
Medical Service	Yes	Yes	Yes
Medical Service, Allergy/Immunology	Yes	Yes	Yes
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

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
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
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 2019	\$25,177
Estimate	FY 2018	\$13,814
Actual	FY 2017	\$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)**

	BA 01	Amount
FY 2018 Direct Program	\$13,814	\$13,814
Increases:		
Pricing Increases		
FY19 Pay Raise (2.6%, Effective 1 Jan 19)	88	
Annualization FY18 Pay Raise (2.4%, Effective 1 Jan 18)	264	
TSP Matching Contribution Payments	63	
Total Pricing Increases	415	
Program Increases		
TSP Matching Contribution Payments	10,948	
Total Program Increases	\$10,948	
Total Increases	\$11,363	
Decreases:		
Total Decreases	\$0	
FY 2019 Direct Program	\$25,177	

**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.

	FY 2017			FY 2018			FY 2019		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$0			\$4,163			\$7,321
Enlisted			\$0			\$9,651			\$17,856
Total			\$0			\$13,814			\$25,177

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

Estimate	FY 2019	\$16,202
Estimate	FY 2018	\$19,565
Actual	FY 2017	\$8,502

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)**

	BA 01
FY 2018 Direct Program Budget Activity Adjustment	\$19,565
Increases:	
Program Increases	
Basic Benefits	1,112
Kicker	1,369
Total Program Increases	\$2,481
Total Increases	\$2,481
Decreases:	
Pricing Decreases	
Basic Benefits	(2,779)
Kicker	(1,368)
Total Pricing Decreases	(4,147)
Program Decreases	
Amortization (Chapter 1606)	(1,697)
Total Program Decreases	(\$1,697)
Total Decreases	(\$5,844)
FY 2019 Direct Program	\$16,202

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)**

	FY 2017			FY 2018			FY 2019		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	0	\$0	\$0	2,483	\$3,772	\$9,366	2,902	\$2,653	\$7,699
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,887	\$2,945	\$8,502	1,747	\$4,867	\$8,502	2,082	\$4,084	\$8,503
CHAPTER 1606 AMORTIZATION			\$0			\$1,697			\$0
TOTAL EDUCATIONAL BENEFITS	2,887		\$8,502	4,230		\$19,565	4,984		\$16,202

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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 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,286	\$32,868	2,711	\$27,110	400	\$4,000								
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	762	\$7,620												
FY2017 Anniversary Payments							370	\$3,700						
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments									1,900	\$19,000				
FY2019														
FY2019 Initial and Subsequent			153	\$1,530	2,000	\$20,000								
FY2019 Anniversary Payments											2,000	\$20,000		
FY2020														
FY2020 Initial and Subsequent							2,300	\$23,000						
FY2020 Anniversary Payments													2,000	\$20,000
FY2021														
FY2021 Initial and Subsequent									1,499	\$14,990				
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent											1,000	\$10,000		
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent													997	\$9,970
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	762	\$7,620	153	\$1,530	2,000	\$20,000	2,300	\$23,000	1,499	\$14,990	1,000	\$10,000	997	\$9,970
Total Anniversary Payment	3,286	\$32,868	2,711	\$27,110	400	\$4,000	370	\$3,700	1,900	\$19,000	2,000	\$20,000	2,000	\$20,000
Total	4,048	\$40,488	2,864	\$28,640	2,400	\$24,000	2,670	\$26,700	3,399	\$33,990	3,000	\$30,000	2,997	\$29,970

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	54	\$204												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	6	\$20												
FY2017 Anniversary Payments			18	\$68										
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent			35	\$131										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent														
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent														
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent														
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	6	\$20	35	\$131										
Total Anniversary Payment	54	\$204	18	\$68										
Total	60	\$224	53	\$199										

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	626	\$4,695	413	\$3,098	50	\$375								
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	88	\$660												
FY2017 Anniversary Payments							49	\$368						
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments									50	\$375				
FY2019														
FY2019 Initial and Subsequent			102	\$765	220	\$3,300								
FY2019 Anniversary Payments											50	\$375		
FY2020														
FY2020 Initial and Subsequent							220	\$3,300						
FY2020 Anniversary Payments													50	\$375
FY2021														
FY2021 Initial and Subsequent									150	\$2,250				
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent											220	\$3,300		
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent													220	\$3,300
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	88	\$660	102	\$765	220	\$3,300	220	\$3,300	150	\$2,250	220	\$3,300	220	\$3,300
Total Anniversary Payment	626	\$4,695	413	\$3,098	50	\$375	49	\$368	50	\$375	50	\$375	50	\$375
Total	714	\$5,355	515	\$3,863	270	\$3,675	269	\$3,668	200	\$2,625	270	\$3,675	270	\$3,675

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	221	\$831												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	32	\$120												
FY2017 Anniversary Payments			94	\$329										
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent			110	\$385										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent														
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent														
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent														
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	32	\$120	110	\$385										
Total Anniversary Payment	221	\$831	94	\$329										
Total	253	\$951	204	\$714										

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,671	\$12,534	1,278	\$9,585	225	\$1,688								
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	1,113	\$8,352												
FY2017 Anniversary Payments							200	\$1,500						
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments									101	\$758				
FY2019														
FY2019 Initial and Subsequent			232	\$1,740	1,000	\$15,000								
FY2019 Anniversary Payments											100	\$750		
FY2020														
FY2020 Initial and Subsequent							1,000	\$15,000						
FY2020 Anniversary Payments													130	\$975
FY2021														
FY2021 Initial and Subsequent									700	\$10,500				
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent											1,000	\$15,000		
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent													1,000	\$15,000
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	1,113	\$8,352	232	\$1,740	1,000	\$15,000	1,000	\$15,000	700	\$10,500	1,000	\$15,000	1,000	\$15,000
Total Anniversary Payment	1,671	\$12,534	1,278	\$9,585	225	\$1,688	200	\$1,500	101	\$758	100	\$750	130	\$975
Total	2,784	\$20,886	1,510	\$11,325	1,225	\$16,688	1,200	\$16,500	801	\$11,258	1,100	\$15,750	1,130	\$15,975

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	60	\$300												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	81	\$405												
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments			28	\$98										
FY2019														
FY2019 Initial and Subsequent			185	\$925										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent														
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent														
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent														
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	81	\$405	185	\$925										
Total Anniversary Payment	60	\$300	28	\$98										
Total	141	\$705	213	\$1,023										

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	445	\$4,450	277	\$2,770	50	\$500								
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	25	\$250												
FY2017 Anniversary Payments							49	\$490						
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments									39	\$390				
FY2019														
FY2019 Initial and Subsequent			468	\$4,680	199	\$3,980								
FY2019 Anniversary Payments											51	\$510		
FY2020														
FY2020 Initial and Subsequent							220	\$4,400						
FY2020 Anniversary Payments													49	\$490
FY2021														
FY2021 Initial and Subsequent									100	\$2,000				
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent											220	\$4,400		
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent													219	\$4,380
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	25	\$250	468	\$4,680	199	\$3,980	220	\$4,400	100	\$2,000	220	\$4,400	219	\$4,380
Total Anniversary Payment	445	\$4,450	277	\$2,770	50	\$500	49	\$490	39	\$390	51	\$510	49	\$490
Total	470	\$4,700	745	\$7,450	249	\$4,480	269	\$4,890	139	\$2,390	271	\$4,910	268	\$4,870

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	167	\$3,355												
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent			185	\$3,700	160	\$3,200								
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent							160	\$3,200						
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent									138	\$2,760				
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent											150	\$3,000		
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent													160	\$3,200
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent	167	\$3,355	185	\$3,700	160	\$3,200	160	\$3,200	138	\$2,760	150	\$3,000	160	\$3,200
Total Anniversary Payment														
Total	167	\$3,355	185	\$3,700	160	\$3,200	160	\$3,200	138	\$2,760	150	\$3,000	160	\$3,200

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3	\$60												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent	11	\$214												
FY2017 Anniversary Payments			11	\$220										
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments					15	\$375								
FY2019														
FY2019 Initial and Subsequent			25	\$500	35	\$875								
FY2019 Anniversary Payments							50	\$1,250						
FY2020														
FY2020 Initial and Subsequent							35	\$875						
FY2020 Anniversary Payments									60	\$1,500				
FY2021														
FY2021 Initial and Subsequent									25	\$625				
FY2021 Anniversary Payments											100	\$2,500		
FY2022														
FY2022 Initial and Subsequent											30	\$750		
FY2022 Anniversary Payments													100	\$2,500
FY2023														
FY2023 Initial and Subsequent														30
FY2023 Anniversary Payments														\$750
Total														
Total Initial and Subsequent	11	\$214	25	\$500	35	\$875	35	\$875	25	\$625	30	\$750	30	\$750
Total Anniversary Payment	3	\$60	11	\$220	15	\$375	50	\$1,250	60	\$1,500	100	\$2,500	100	\$2,500
Total	14	\$274	36	\$720	50	\$1,250	85	\$2,125	85	\$2,125	130	\$3,250	130	\$3,250

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3	\$30												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments			10	\$100										
FY2019														
FY2019 Initial and Subsequent			10	\$100										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent														
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent														
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent														
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent			10	\$100										
Total Anniversary Payment	3	\$30	10	\$100										
Total	3	\$30	20	\$200										

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
Prior Obligations	39	\$975													
Accelerated Payments															
FY2017															
FY2017 Initial and Subsequent	6	\$150													
FY2017 Anniversary Payments			9	\$225	6	\$150									
FY2018															
FY2018 Initial and Subsequent															
FY2018 Anniversary Payments					144	\$3,600	90	\$2,250							
FY2019															
FY2019 Initial and Subsequent			241	\$6,025	200	\$5,000									
FY2019 Anniversary Payments							90	\$2,250	60	\$1,500					
FY2020															
FY2020 Initial and Subsequent							71	\$1,775							
FY2020 Anniversary Payments									60	\$1,500	71	\$1,775			
FY2021															
FY2021 Initial and Subsequent									30	\$750					
FY2021 Anniversary Payments											30	\$750	30	\$750	
FY2022															
FY2022 Initial and Subsequent											129	\$3,225			
FY2022 Anniversary Payments													129	\$3,225	
FY2023															
FY2023 Initial and Subsequent														71	\$1,775
FY2023 Anniversary Payments															
Total															
Total Initial and Subsequent	6	\$150	241	\$6,025	200	\$5,000	71	\$1,775	30	\$750	129	\$3,225	71	\$1,775	
Total Anniversary Payment	39	\$975	9	\$225	150	\$3,750	180	\$4,500	120	\$3,000	101	\$2,525	159	\$3,975	
Total	45	\$1,125	250	\$6,250	350	\$8,750	251	\$6,275	150	\$3,750	230	\$5,750	230	\$5,750	

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	53	\$795												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments			5	\$75										
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments			30	\$450	120	\$1,800	100	\$1,500						
FY2019														
FY2019 Initial and Subsequent			60	\$900	100	\$1,500								
FY2019 Anniversary Payments							100	\$1,500	40	\$600				
FY2020														
FY2020 Initial and Subsequent							99	\$1,485						
FY2020 Anniversary Payments									40	\$600	40	\$600		
FY2021														
FY2021 Initial and Subsequent									50	\$750				
FY2021 Anniversary Payments											40	\$600	40	\$600
FY2022														
FY2022 Initial and Subsequent											60	\$900		
FY2022 Anniversary Payments													40	\$600
FY2023														
FY2023 Initial and Subsequent													60	\$900
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent			60	\$900	100	\$1,500	99	\$1,485	50	\$750	60	\$900	60	\$900
Total Anniversary Payment	53	\$795	35	\$525	120	\$1,800	200	\$3,000	80	\$1,200	80	\$1,200	80	\$1,200
Total	53	\$795	95	\$1,425	220	\$3,300	299	\$4,485	130	\$1,950	140	\$2,100	140	\$2,100

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1	\$6												
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments			8	\$40	5	\$101								
FY2019														
FY2019 Initial and Subsequent			42	\$210	5	\$101								
FY2019 Anniversary Payments							5	\$101						
FY2020														
FY2020 Initial and Subsequent							5	\$100						
FY2020 Anniversary Payments									5	\$100				
FY2021														
FY2021 Initial and Subsequent									5	\$100				
FY2021 Anniversary Payments											5	\$100		
FY2022														
FY2022 Initial and Subsequent											5	\$100		
FY2022 Anniversary Payments													5	\$101
FY2023														
FY2023 Initial and Subsequent													5	\$100
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent			42	\$210	5	\$101	5	\$100	5	\$100	5	\$100	5	\$100
Total Anniversary Payment	1	\$6	8	\$40	5	\$101	5	\$101	5	\$100	5	\$100	5	\$101
Total	1	\$6	50	\$250	10	\$202	10	\$201	10	\$200	10	\$200	10	\$201

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2017														
FY2017 Initial and Subsequent														
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments			8	\$10										
FY2019														
FY2019 Initial and Subsequent			45	\$54										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent														
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent														
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent														
FY2023 Anniversary Payments														
Total														
Total Initial and Subsequent			45	\$54										
Total Anniversary Payment			8	\$10										
Total			53	\$64										

**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	526	528	0	0	0	528
SUBTOTAL	2	526	528	0	0	0	528
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,655	0	0	22,662
UNIT SPT- ANG RC	2,119	10,736	12,855	0	0	0	12,855
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,126	10,736	12,862	22,655	0	0	35,517
TRAINING:							
RC NON-UNIT INST	53	74	127	0	0	0	127
RC SCHOOLS	18	24	42	0	0	0	42
ROTC	0	0	0	0	0	0	0
SUBTOTAL	71	98	169	0	0	0	169
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	11	18	0	0	0	18
AC INSTAL/ACTIVITIES	45	0	45	0	0	0	45
RC CHIEFS STAFF	45	0	45	0	0	0	45
OTHERS	299	464	763	0	0	0	763
SUBTOTAL	455	475	930	0	0	0	930
OTHERS	13	66	79	0	40	1,103	1,222
TOTAL	2,667	11,901	14,568	22,655	40	1,103	38,366

**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	TOTAL
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
SUBTOTAL	2	596	598	0	0	0	598
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	21,893	0	0	21,900
UNIT SPT- ANG RC	2,235	11,978	14,213	0	0	0	14,213
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,242	11,978	14,220	21,893	0	0	36,113
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
SUBTOTAL	73	354	427	0	0	0	427
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
SUBTOTAL	461	482	943	0	0	0	943
OTHERS	6	66	72	0	27	1,245	1,344
TOTAL	2,784	13,476	16,260	21,893	27	1,245	39,425

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2019**

	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	644	528	0	0	0	528
SUBTOTAL	2	644	528	0	0	0	528
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	7	0	7	18,969	0	0	18,976
UNIT SPT- ANG RC	2,528	15,443	18,089	0	0	0	18,976
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,535	15,443	18,096	18,969	0	0	37,065
TRAINING:							
RC NON-UNIT INST	53	88	141	0	0	0	141
RC SCHOOLS	18	29	47	0	0	0	47
ROTC	0	0	0	0	0	0	0
SUBTOTAL	71	117	188	0	0	0	188
HEADQUARTERS:							
SERVICE HQS	64	0	64	0	0	0	64
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	48	10	58	0	0	0	58
RC CHIEFS STAFF	54	0	54	0	0	0	54
OTHERS	278	489	767	0	0	0	767
SUBTOTAL	451	499	950	0	0	0	950
OTHERS	13	86	99	0	27	1,393	1,519
TOTAL	3,072	16,789	19,861	18,969	27	1,393	40,250

**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(a) 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.

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Fighter	84.5%	83.0%	83.1%
Bomber	53.8%	67.2%	79.7%
Mobility	90.4%	89.5%	91.1%
Special Ops	77.3%	83.5%	85.7%
C2ISR	86.3%	84.9%	93.4%
Rescue	84.4%	87.3%	90.3%
RPA	62.4%	68.2%	74.4%
Total	83.3%	83.8%	86.1%

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 §334(b).

<u>Aircraft Type category:</u>	<u>FY 2017</u>			<u>FY 2018</u>			<u>FY 2019</u>		
	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>
Fighter	257	\$22,393	\$5,755	228	\$26,399	\$6,019	233	\$22,639	\$5,275
Bomber	10	\$21,500	\$215	14	\$20,357	\$285	8	\$23,125	\$185
Mobility	174	\$21,810	\$3,795	219	\$28,132	\$6,161	159	\$22,138	\$3,520
Special Ops	22	\$24,545	\$540	24	\$20,375	\$489	22	\$24,545	\$540
C2ISR	46	\$22,174	\$1,020	43	\$25,953	\$1,116	43	\$22,674	\$975
Rescue	23	\$23,043	\$530	26	\$20,385	\$530	22	\$22,955	\$505
RPA	117	\$21,709	\$2,540	149	\$23,490	\$3,500	99	\$22,525	\$2,230
Total	649		\$14,395	703		\$18,100	586		\$13,230