



**AIR NATIONAL GUARD  
FISCAL YEAR (FY) 2020  
BUDGET ESTIMATES**

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

**March 2019**

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

	<b>Page No.</b>
SECTION 1 - Summary of Requirements by Budget Program	3
SECTION 2 - Introduction	5
1 Economic Assumptions	8
2 Performance Measures And Evaluation Summary	9
SECTION 3 - Summary Tables	11
1 Summary of Personnel	13
2 Reserve Component Personnel on Tours of Active Duty	15
3 Strength Plans	16
4 Schedule of Gains and Losses to Selected Reserve Strengths	19
5 Summary of Entitlements by Subactivity	21
6 Analysis of Appropriation Changes	24
7 Summary of Basic Pay and Retired Pay Accrual Costs	26
8 Summary of Basic Allowance for Housing (BAH) Costs	28
9 Summary of Travel and Transportation Costs	29
10 Summary of BAS and SIK Costs	30
11 Schedule of Increases and Decreases	32
SECTION 4 - Detail of Military Personnel Entitlements	37
Reserve Component Training & Support	
1 Training - Pay Group A	39
2 Training - Pay Group F	49
3 Training - Pay Group P	53
4 School Training	57
5 Special Training	63
6 Administration and Support	69
7 Thrift Savings Plan (TSP)	93
8 Education Benefits	97
SECTION 5 - Special Analysis	103

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<u>FY 2018 (Actual)</u>	<u>FY 2019 (Enacted)</u>	<u>FY 2020 (Estimate)</u>
<b>DIRECT PROGRAM</b>			
Reserve Component Training & Support	\$3,452,909	\$3,699,080	\$4,063,845
<b>TOTAL Direct Program</b>	<b>\$3,452,909</b>	<b>\$3,699,080</b>	<b>\$4,063,845</b>
 <b>REIMBURSABLE Program</b>			
Reserve Component Training & Support	\$44,912	\$54,000	\$54,000
<b>TOTAL Reimbursable Program</b>	<b>\$44,912</b>	<b>\$54,000</b>	<b>\$54,000</b>
 <b>TOTAL Baseline Program</b>			
Reserve Component Training & Support	\$3,497,821	\$3,753,080	\$4,117,845
<b>TOTAL Baseline Program Funding</b>	<b>\$3,497,821</b>	<b>\$3,753,080</b>	<b>\$4,117,845</b>
 <b><u>OCO/Title IX Supplemental Funding - FY 2018 P.L. 115-141, FY 2019 P.L.115-245</u></b>			
Reserve Component Training Support	\$4,551	\$5,460	\$0
<b>TOTAL OCO Funding</b>	<b>\$4,551</b>	<b>\$5,460</b>	<b>\$0</b>
 <b>TOTAL Program Funding</b>	<b>\$3,502,372</b>	<b>\$3,758,540</b>	<b>\$4,117,845</b>
 <b><u>LESS OCO: FY 2019 P.L.115-245</u></b>			
Reserve Component Training and Support	\$0	(\$5,460)	\$0
<b>TOTAL OCO Funding</b>	<b>\$0</b>	<b>(\$5,460)</b>	<b>\$0</b>
 <b><u>Revised TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	\$3,502,372	\$3,753,080	\$4,117,845
<b>Revised TOTAL Program Funding</b>	<b>\$3,502,372</b>	<b>\$3,753,080</b>	<b>\$4,117,845</b>
 Medicare Eligible Retiree Health Fund Contribution	\$254,817	\$236,097	\$254,512
 <b>TOTAL Military Personnel Program Cost</b>	<b>\$3,757,189</b>	<b>\$3,989,177</b>	<b>\$4,372,357</b>
 <b>Legislative Proposals: None</b>			

**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 2018 (Actual)</u>	<u>FY 2019 (Enacted)</u>	<u>FY 2020 (Estimate)</u>
<b><u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u></b>			
Direct Program (NGPAF)	\$3,452,909	\$3,699,080	\$4,063,845
Reimbursable Program (NGPAF)	\$44,912	\$54,000	\$54,000
Overseas Contingency Operations (OCO) (NGPAF)	\$4,551	\$5,460	\$5,624
<b>TOTAL from National Guard Personnel, Air Force (NGPAF) Funding</b>	<b>\$3,502,372</b>	<b>\$3,758,540</b>	<b>\$4,123,469</b>
Medicare-Eligible Retiree Health Fund Contribution	\$254,817	\$236,097	\$254,512
<b>TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST</b>	<b>\$3,757,189</b>	<b>\$3,994,637</b>	<b>\$4,377,981</b>
<b><u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u></b>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)	\$607,600	\$628,249	\$622,042
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$321,911	\$425,031	\$434,878
<b>TOTAL FROM MILITARY PERSONNEL, AIR FORCE</b>	<b>\$929,511</b>	<b>\$1,053,280</b>	<b>\$1,056,920</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS</b>	<b>\$4,686,700</b>	<b>\$5,047,917</b>	<b>\$5,434,901</b>

## 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 2020 President's Budget Submission is based on an average strength of 106,516 in FY 2018, 106,830 in FY 2019, and 106,807 in FY 2020, 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 15,252 full-time active duty ANG personnel in FY 2018, 17,972 in FY 2019, and 20,675 in FY 2020.

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 474 in FY 2018, 544 in FY 2019, and 562 in FY 2020.

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 FY 2020 is focused on addressing the complex challenges to increase readiness, recruiting and retention. End-strength growth related to readiness includes adding full-time maintenance personnel to support pilot absorption. Manpower additions for Intel directly contribute to readiness by bringing two Distributed Common Grounds System units up to the manpower standard to meet Combat Commanders requirements. Cyber manpower additions improve readiness by providing cyber protection across the Mission Defense Teams.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2020 is the second year the ANG has realigned Technicians to AGRs. The ANG realigned 12.4% (2,344) of the dual status technician workforce to AGRs in FY 2020. The Tech to AGR realignment 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:** The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air National Guard has identified pay groups, programs, and budget line items where unexpended balances have traditionally occurred and developed detailed spend plans coupled with analytically driven execution strategies that will effectively reduce future unexpended balances. As such, these strategies will migrate resources to right-size pay groups, programs, and budget line items in order maximize readiness and fulfill the mission of the Air National Guard.

## 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><b>FY 2018</b></u>	<u><b>FY 2019</b></u>	<u><b>FY 2020</b></u>
FICA Maximum Taxable Income	\$128,400	\$132,900	\$137,100
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	2.40%	2.60%	3.10%
BAH Increase*	2.20%	2.90%	3.40%

**EFFECTIVE ENTIRE FISCAL YEAR**

	<u><b>FY 2018</b></u>	<u><b>FY 2019</b></u>	<u><b>FY 2020</b></u>
Non-Pay Inflation	2.20%	2.00%	2.00%
Retired Pay Accrual, Part Time	22.60%	24.70%	24.40%
Retired pay Accrual, Full Time	28.40%	30.40%	31.00%
G.I. Bill Per Capita	\$3,772	\$2,653	\$1,942

\* The January 1, 2019 Basic Allowance for Housing (BAH) inflation rate assumption is 2.9 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 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 amount will be the same by grade and dependency status in every military housing area.

The January 1, 2020 BAH inflation rate assumption is 3.4% on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.

It should be noted that average BAH increases are budgetary planning factors 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.

	<b>FY 2018 Actual</b>	<b>FY 2019 Planned</b>	<b>FY 2020 Planned</b>
Performance Measures			
Average Strength	106,516	106,830	106,807
End Strength	107,469	107,100	107,700
Authorized End Strength	107,469	107,100	

The Air National Guard recruited 10,891 Airmen (9,659 enlisted and 1,232 officers) in FY 2018. These accessions lead to a total final assigned end strength of 107,469 with 92,068 enlisted and 15,401 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2019 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.

**THIS PAGE INTENTIONALLY LEFT BLANK**

# SUMMARY TABLES

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>FY 2018</b>				<b>FY 2019</b>				<b>FY 2020</b>			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A -Officers	48	15	12,602	12,653	48	15	12,050	11,745	48	15	11,151	11,497
Pay Group A -Enlisted	48	15	72,814	72,458	48	15	71,443	72,046	48	15	69,971	70,118
<b>SubTotal Pay Group A</b>			<b>85,416</b>	<b>85,111</b>			<b>83,493</b>	<b>83,791</b>			<b>81,122</b>	<b>81,615</b>
Pay Group F-Enlisted		177	1,647	1,686		177	1,526	1,553		177	1,513	1,553
Pay Group P- Enlisted -Pay	36		4,175	4,691	36		3,751	1,695	36		3,436	1,695
Pay Group P- Enlisted -Nonpay			26	28			88	200			61	200
<b>SubTotal Pay Group F/P</b>			<b>5,848</b>	<b>6,405</b>			<b>5,365</b>	<b>3,448</b>			<b>5,010</b>	<b>3,448</b>
<b>Subtotal Paid Drill/Individual Training</b>			<b>91,264</b>	<b>91,516</b>			<b>88,858</b>	<b>87,239</b>			<b>86,132</b>	<b>85,063</b>
<b>Full time Active Duty</b>												
Officers			2,712	2,748			2,938	3,072			3,172	3,489
Enlisted			12,540	13,205			15,034	16,789			17,503	19,148
<b>Total</b>			<b>15,252</b>	<b>15,953</b>			<b>17,972</b>	<b>19,861</b>			<b>20,675</b>	<b>22,637</b>
<b>Total Selected Reserve</b>												
Total Officers			15,314	15,401			14,988	14,817			14,323	14,986
Total Enlisted			91,202	92,068			91,842	92,283			92,484	92,714
<b>Total</b>			<b>106,516</b>	<b>107,469</b>			<b>106,830</b>	<b>107,100</b>			<b>106,807</b>	<b>107,700</b>
<b>Reimbursable Strength Included</b>												
Selected Reserve												
Pay Group A- Officers			36	36			54	54			54	54
Pay Group A- Enlisted			148	148			192	192			192	192
<b>Subtotal Pay Group A</b>			<b>184</b>	<b>184</b>			<b>246</b>	<b>246</b>			<b>246</b>	<b>246</b>

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

	<b>FY 2018</b>				<b>FY 2019</b>				<b>FY 2020</b>			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
<b>Full Time Active Duty</b>												
Officers			58	54			61	65			67	68
Enlisted			232	225			237	246			249	251
<b>Subtotal Full-time</b>			<b>290</b>	<b>279</b>			<b>298</b>	<b>311</b>			<b>316</b>	<b>319</b>
<b>Total Selected Reserve</b>												
Total Reimbursable Officers			94	90			115	119			121	122
Total Reimbursable Enlisted			380	373			429	438			441	443
<b>Total Reimbursable</b>			<b>474</b>	<b>463</b>			<b>544</b>	<b>557</b>			<b>562</b>	<b>565</b>
<b>Total Baseline Program</b>												
Baseline - Officers			15,220	15,311			14,873	14,698			14,202	14,864
Baseline - Enlisted			90,822	91,695			91,413	91,845			92,043	92,271
<b>Total Program</b>			<b>106,042</b>	<b>107,006</b>			<b>106,286</b>	<b>106,543</b>			<b>106,245</b>	<b>107,135</b>

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

	<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>	
	Average	End	Average	End	Average	End
<b>COMMISSIONED OFFICERS</b>						
O-10 GEN	1	1	1	1	1	1
O-9 LT GEN	3	2	2	2	2	2
O-8 MAJ GEN	7	6	6	6	8	10
O-7 BRIG GEN	11	14	14	14	15	16
O-6 COL	356	359	372	384	390	395
O-5 LT COL	910	929	956	970	909	998
O-4 MAJ	937	954	936	897	1,005	1,156
O-3 CAPT	389	373	473	553	566	605
O-2 1 LT	62	77	125	172	197	221
O-1 2D LT	36	33	53	73	79	85
<b>TOTAL OFFICERS</b>	<b>2,712</b>	<b>2,748</b>	<b>2,938</b>	<b>3,072</b>	<b>3,172</b>	<b>3,489</b>
<b>ENLISTED PERSONNEL</b>						
E-9 CMSGT	572	588	667	745	768	793
E-8 SMSGT	1,359	1,368	1,550	1,722	1,652	1,746
E-7 MSGT	4,544	4,815	5,462	6,087	6,151	6,552
E-6 TSG	3,282	3,535	4,015	4,476	5,189	6,182
E-5 SSGT	2,060	2,129	2,453	2,755	2,723	2,839
E-4 SRA	559	599	689	779	770	761
E-3 A1C	164	171	198	225	250	275
E-2 AMN	0	0	0	0	0	0
E-1 AB	0	0	0	0	0	0
<b>TOTAL ENLISTED</b>	<b>12,540</b>	<b>13,205</b>	<b>15,034</b>	<b>16,789</b>	<b>17,503</b>	<b>19,148</b>
<b>TOTAL PERSONNEL</b>	<b>15,252</b>	<b>15,953</b>	<b>17,972</b>	<b>19,861</b>	<b>20,675</b>	<b>22,637</b>

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



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

**FY 2018 STRENGTH PLAN**

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>			<u>Full Time Activity Duty</u>				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
<b>September 30, 2017</b>	12,590	72,769	85,359	1,760	3,960	23	91,102	2,667	11,901	14,568	105,670
October	12,579	72,767	85,346	1,598	4,029	24	90,997	2,670	12,125	14,795	105,792
November	12,613	72,935	85,548	1,617	4,012	24	91,201	2,677	12,166	14,843	106,044
December	12,640	73,028	85,668	1,402	4,172	25	91,267	2,681	12,187	14,868	106,135
January	12,601	73,375	85,976	1,604	4,030	25	91,635	2,679	12,130	14,809	106,444
February	12,582	73,387	85,969	1,640	4,034	25	91,668	2,693	12,188	14,881	106,549
March	12,599	73,011	85,610	1,663	4,076	25	91,374	2,703	12,254	14,957	106,331
April	12,613	72,903	85,516	1,660	4,169	25	91,370	2,718	12,578	15,296	106,666
May	12,620	73,059	85,679	1,660	4,269	27	91,635	2,708	12,666	15,374	107,009
June	12,650	72,647	85,297	1,694	4,293	27	91,311	2,715	12,886	15,601	106,912
July	12,569	72,043	84,612	1,706	4,285	28	90,631	2,767	13,254	16,021	106,652
August	12,538	71,995	84,533	1,792	4,401	28	90,754	2,821	13,491	16,312	107,066
<b>September 30, 2018</b>	12,653	72,458	85,111	1,686	4,691	28	91,516	2,748	13,205	15,953	107,469
Workyears	12,602	72,814	85,416	1,647	4,175	26	91,264	2,712	12,540	15,252	106,516

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD  
ACTUAL 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	
42	0	42	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>			<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>
<b>September 30, 2018</b>	12,653	72,458	85,111	1,686	4,691	28	91,516	2,748	13,205	15,953	107,469
October	12,627	72,260	84,887	1,614	4,712	28	91,241	2,767	13,393	16,160	107,401
November	12,632	72,075	84,707	1,553	4,760	28	91,048	2,777	13,574	16,351	107,399
December	12,201	71,850	84,051	1,593	4,397	42	90,083	2,750	13,210	15,960	106,043
January	12,101	71,692	83,793	1,563	4,338	56	89,750	2,801	13,142	15,943	105,693
February	12,050	71,514	83,564	1,489	4,213	70	89,336	2,789	14,061	16,850	106,186
March	11,963	70,850	82,813	1,450	4,165	84	88,512	2,925	15,651	18,576	107,088
April	11,820	70,019	81,839	1,523	3,965	98	87,425	3,081	16,338	19,419	106,844
May	11,812	70,234	82,046	1,498	3,856	112	87,512	3,093	16,231	19,324	106,836
June	11,795	70,965	82,760	1,415	3,215	126	87,516	3,125	16,432	19,557	107,073
July	11,751	71,654	83,405	1,465	2,235	140	87,245	3,136	16,584	19,720	106,965
August	11,653	71,956	83,609	1,535	1,968	154	87,266	3,105	16,789	19,894	107,160
<b>September 30, 2019</b>	11,745	72,046	83,791	1,553	1,695	200	87,239	3,072	16,789	19,861	107,100
Workyears	12,050	71,443	83,493	1,526	3,751	88	88,858	2,938	15,034	17,972	106,830

**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	
56	0	56	Mobility Pilot, Security Forces

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

**FY 2020 STRENGTH PLAN**

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
<b>September 30, 2019</b>	11,745	72,046	83,791	1,553	1,695	200	87,239	3,072	16,789	19,861	107,100
October	11,650	72,002	83,652	1,543	2,163	98	87,456	3,045	16,598	19,643	107,099
November	11,142	71,144	82,286	1,532	3,622	89	87,529	2,981	16,503	19,484	107,013
December	11,032	69,850	80,882	1,510	4,006	65	86,463	2,921	16,402	19,323	105,786
January	10,958	69,714	80,672	1,563	4,050	32	86,317	2,860	16,316	19,176	105,493
February	11,017	69,209	80,226	1,503	4,393	25	86,147	2,901	16,132	19,033	105,180
March	10,635	69,032	79,667	1,489	4,446	25	85,627	3,151	17,850	21,001	106,628
April	10,938	69,197	80,135	1,475	4,405	25	86,040	3,204	17,941	21,145	107,185
May	11,090	69,337	80,427	1,450	4,035	30	85,942	3,392	18,181	21,573	107,515
June	11,115	69,503	80,618	1,495	3,285	38	85,436	3,414	18,432	21,846	107,282
July	11,278	69,600	80,878	1,506	2,843	43	85,270	3,438	18,793	22,231	107,501
August	11,332	69,981	81,313	1,535	2,289	56	85,193	3,473	18,925	22,398	107,591
<b>September 30, 2020</b>	11,497	70,118	81,615	1,553	1,695	200	85,063	3,489	19,148	22,637	107,700
Workyears	11,151	69,971	81,122	1,513	3,436	61	86,132	3,172	17,503	20,675	106,807

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD  
ESTIMATED FY 2020**

<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	
56	0	56	Mobility Pilot, Security Forces

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Begin Strength</b>	<b>15,257</b>	<b>15,401</b>	<b>14,817</b>
<b>Gains</b>			
<b>Non-Prior Service</b>	<b>135</b>	<b>90</b>	<b>127</b>
Male	90	60	85
Female	45	30	42
<b>Prior Service Personnel</b>	<b>714</b>	<b>410</b>	<b>741</b>
Civilian Life	102	70	98
Active Component	97	50	120
Enlisted Commissioning Programs	90	60	117
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	95	38	85
All Other	137	75	175
Full-Time Active Duty	193	117	146
<b>Total Gains</b>	<b>849</b>	<b>500</b>	<b>868</b>
<b>Losses</b>			
Civilian Life	205	265	205
Expiration of Selected	18	45	10
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	257	355	246
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	37	127	30
All Other	82	185	71
Full-Time Active Duty	106	107	137
<b>Total Losses</b>	<b>705</b>	<b>1,084</b>	<b>699</b>
<b>End Strength</b>	<b>15,401</b>	<b>14,817</b>	<b>14,986</b>

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Begin Strength</b>	<b>90,413</b>	<b>92,068</b>	<b>92,283</b>
<b>Gains</b>			
<b>Non-Prior Service</b>	<b>3,990</b>	<b>3,990</b>	<b>3,990</b>
Male	2,890	2,890	2,890
Female	1,100	1,100	1,100
<b>Prior Service Personnel</b>	<b>6,523</b>	<b>5,744</b>	<b>5,818</b>
Civilian Life	2,350	2,305	2,295
Active Component	700	710	805
Enlisted Commissioning Programs	82	74	62
Reenlistment /Extensions	350	350	350
Other Reserve Status/ Component	410	405	436
All Other	765	1,050	1,197
Full-Time Active Duty	1,866	850	673
<b>Total Gains</b>	<b>10,513</b>	<b>9,734</b>	<b>9,808</b>
<b>Losses</b>			
Civilian Life	2,701	2,901	3,019
Expiration of Selected	1,060	1,060	932
Active Component	6	6	6
To Officer Status	192	120	109
Retired Reserves	3,293	3,631	3,630
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	599	637	635
All Other	670	685	662
Full-Time Active Duty	337	479	384
<b>Total Losses</b>	<b>8,858</b>	<b>9,519</b>	<b>9,377</b>
<b>End Strength</b>	<b>92,068</b>	<b>92,283</b>	<b>92,714</b>

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>PAY GROUP A</b>									
Active Duty Training	\$53,737	\$152,669	\$206,406	\$53,260	\$155,317	\$208,577	\$50,620	\$156,272	\$206,892
Inactive Duty Training									
Unit Training Assemblies	\$162,837	\$438,234	\$601,071	\$161,923	\$447,670	\$609,593	\$153,875	\$450,418	\$604,293
Flight Training	\$33,356	\$7,482	\$40,838	\$32,135	\$7,669	\$39,804	\$32,028	\$7,814	\$39,842
Proficiency Training	\$2,551	\$2,066	\$4,617	\$2,462	\$2,120	\$4,582	\$2,455	\$2,160	\$4,615
Training Preparation	\$1,139	\$1,433	\$2,572	\$1,098	\$1,469	\$2,567	\$1,094	\$1,497	\$2,591
Military Funeral Honors	\$62	\$240	\$302	\$57	\$236	\$293	\$56	\$234	\$290
Clothing	\$25	\$6,131	\$6,156	\$24	\$6,380	\$6,404	\$22	\$6,373	\$6,395
Inactive Duty Subsistence	\$0	\$4,700	\$4,700	\$0	\$4,616	\$4,616	\$0	\$4,604	\$4,604
Travel	\$15,117	\$51,935	\$67,052	\$14,720	\$51,942	\$66,662	\$13,890	\$51,887	\$65,777
<b>TOTAL Direct Program Pay Group A</b>	<b>\$268,824</b>	<b>\$664,890</b>	<b>\$933,714</b>	<b>\$265,679</b>	<b>\$677,419</b>	<b>\$943,098</b>	<b>\$254,040</b>	<b>\$681,259</b>	<b>\$935,299</b>
<b>PAY GROUP F</b>									
Active Duty Training		\$72,074	\$72,074		\$69,382	\$69,382		\$70,697	\$70,697
Clothing		\$5,260	\$5,260		\$5,103	\$5,103		\$5,160	\$5,160
Travel		\$6,055	\$6,055		\$5,722	\$5,722		\$5,787	\$5,787
<b>TOTAL Direct Program Pay Group F</b>		<b>\$83,389</b>	<b>\$83,389</b>		<b>\$80,207</b>	<b>\$80,207</b>		<b>\$81,644</b>	<b>\$81,644</b>
<b>PAY GROUP P</b>									
Inactive Duty (Unit) Training		\$9,045	\$9,045		\$8,469	\$8,469		\$7,969	\$7,969
<b>TOTAL Direct Program Pay Group P</b>		<b>\$9,045</b>	<b>\$9,045</b>		<b>\$8,469</b>	<b>\$8,469</b>		<b>\$7,969</b>	<b>\$7,969</b>
<b>Subtotal Pay Group A, Pay Group F and Pay Group P</b>	<b>\$268,824</b>	<b>\$757,324</b>	<b>\$1,026,148</b>	<b>\$265,679</b>	<b>\$766,095</b>	<b>\$1,031,774</b>	<b>\$254,040</b>	<b>\$770,872</b>	<b>\$1,024,912</b>

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>Other Training and Support</b>									
<b>SCHOOL TRAINING</b>									
Career Development Training	\$10,701	\$27,491	\$38,192	\$10,905	\$24,995	\$35,900	\$11,512	\$26,596	\$38,108
Graduate Flying Training	\$38,676	\$27,371	\$66,047	\$45,350	\$23,739	\$69,089	\$47,193	\$24,509	\$71,702
Initial Skill Acquisition Training	\$25,370	\$158,822	\$184,192	\$29,948	\$137,143	\$167,091	\$29,988	\$137,348	\$167,336
Officer Training School	\$2,273	\$8,988	\$11,261	\$2,603	\$7,052	\$9,655	\$2,935	\$8,185	\$11,120
Refresher and Proficiency Training	\$6,009	\$17,286	\$23,295	\$6,383	\$12,966	\$19,349	\$5,564	\$12,946	\$18,510
Undergraduate Pilot Training	\$42,796	\$0	\$42,796	\$49,146	\$0	\$49,146	\$51,096	\$0	\$51,096
Unit Conversion Training	\$4	\$12	\$16	\$4	\$13	\$17	\$4	\$14	\$18
<b>TOTAL Direct Obligations School Training</b>	<b>\$125,829</b>	<b>\$239,970</b>	<b>\$365,799</b>	<b>\$144,339</b>	<b>\$205,908</b>	<b>\$350,247</b>	<b>\$148,292</b>	<b>\$209,598</b>	<b>\$357,890</b>
<b>SPECIAL TRAINING</b>									
Exercises	\$14,531	\$25,169	\$39,700	\$15,439	\$27,384	\$42,823	\$14,823	\$27,240	\$42,063
Management Support	\$5,431	\$9,640	\$15,071	\$6,024	\$10,700	\$16,724	\$6,051	\$10,465	\$16,516
Operational Training	\$49,667	\$93,296	\$142,963	\$40,926	\$63,303	\$104,229	\$45,401	\$70,335	\$115,736
Unit Conversion Training	\$13,246	\$13,257	\$26,503	\$12,424	\$8,301	\$20,725	\$11,648	\$8,357	\$20,005
Drug Interdiction	\$14,158	\$42,490	\$56,648	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$20,868	\$25,306	\$46,174	\$17,899	\$16,097	\$33,996	\$13,286	\$10,498	\$23,784
Yellow Ribbon Reintegration Program	\$657	\$3,894	\$4,551	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL Direct Program Special Training</b>	<b>\$118,558</b>	<b>\$213,052</b>	<b>\$331,610</b>	<b>\$92,712</b>	<b>\$125,785</b>	<b>\$218,497</b>	<b>\$91,209</b>	<b>\$126,895</b>	<b>\$218,104</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Active Duty	\$455,319	\$1,188,890	\$1,644,209	\$511,010	\$1,478,513	\$1,989,523	\$569,264	\$1,779,567	\$2,348,831
Clothing	\$121	\$2	\$123	\$125	\$3	\$128	\$132	\$3	\$135
Travel	\$2,710	\$3,899	\$6,609	\$2,937	\$4,752	\$7,689	\$3,349	\$5,699	\$9,048
Death Gratuities	\$800	\$1,100	\$1,900	\$800	\$1,100	\$1,900	\$800	\$1,100	\$1,900
Disability, Hospitalization & Compensation	\$87	\$1,038	\$1,125	\$95	\$1,280	\$1,375	\$109	\$1,528	\$1,637
Reserve Incentive	\$22,920	\$32,678	\$55,598	\$16,702	\$48,843	\$65,545	\$24,851	\$52,053	\$76,904
\$30,000 Lump Sum Bonus	\$180	\$630	\$810	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$0	\$23	\$23	\$353	\$1,058	\$1,411	\$103	\$405	\$508
<b>TOTAL Direct Program Administration And Support</b>	<b>\$482,137</b>	<b>\$1,228,260</b>	<b>\$1,710,397</b>	<b>\$532,022</b>	<b>\$1,535,549</b>	<b>\$2,067,571</b>	<b>\$598,608</b>	<b>\$1,840,355</b>	<b>\$2,438,963</b>

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>TSP MATCHING CONTRIBUTIONS</b>									
TSP Matching Contributions	\$579	\$2,084	\$2,663	\$1,248	\$4,970	\$6,218	\$1,650	\$8,433	\$10,083
<b>TOTAL Direct Program TSP Matching Contributions</b>	<b>\$579</b>	<b>\$2,084</b>	<b>\$2,663</b>	<b>\$1,248</b>	<b>\$4,970</b>	<b>\$6,218</b>	<b>\$1,650</b>	<b>\$8,433</b>	<b>\$10,083</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefits (Chp. 1606)	\$0	\$10,734	\$10,734	\$106	\$7,593	\$7,699	\$78	\$5,975	\$6,053
Kicker Benefits		\$10,109	\$10,109		\$8,503	\$8,503		\$7,840	\$7,840
<b>TOTAL Direct Program Education Benefits</b>	<b>\$0</b>	<b>\$20,843</b>	<b>\$20,843</b>	<b>\$106</b>	<b>\$16,096</b>	<b>\$16,202</b>	<b>\$78</b>	<b>\$13,815</b>	<b>\$13,893</b>
<b>Subtotal Other Training and Support</b>	<b>\$727,103</b>	<b>\$1,704,209</b>	<b>\$2,431,312</b>	<b>\$770,427</b>	<b>\$1,888,308</b>	<b>\$2,658,735</b>	<b>\$839,837</b>	<b>\$2,199,096</b>	<b>\$3,038,933</b>
<b>Total Direct Program</b>	<b>\$995,927</b>	<b>\$2,461,533</b>	<b>\$3,457,460</b>	<b>\$1,036,106</b>	<b>\$2,654,403</b>	<b>\$3,690,509</b>	<b>\$1,093,877</b>	<b>\$2,969,968</b>	<b>\$4,063,845</b>



**NATIONAL GUARD PERSONNEL, AIR FORCE  
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2019 (IN THOUSANDS OF DOLLARS)**

	FY2019 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2019 BUDGET COLUMN OF FY2020 BUDGET
Unit and Individual Training							
<b>PAY GROUP A</b>							
Active Duty Training	\$257,967	(\$15,200)	\$242,767	(\$34,190)	\$208,577	\$0	\$208,577
Inactive Duty Training							
Unit Training Assemblies	\$599,182	\$0	\$599,182	\$10,411	\$609,593	\$0	\$609,593
Flight Training	\$38,492	\$0	\$38,492	\$1,312	\$39,804	\$0	\$39,804
Proficiency Training	\$4,985	\$0	\$4,985	(\$403)	\$4,582	\$0	\$4,582
Training Preparation	\$3,484	\$0	\$3,484	(\$917)	\$2,567	\$0	\$2,567
Military Funeral Honors	\$378	\$0	\$378	(\$85)	\$293	\$0	\$293
Clothing	\$6,334	\$0	\$6,334	\$70	\$6,404	\$0	\$6,404
Inactive Duty Subsistence	\$4,963	\$0	\$4,963	(\$347)	\$4,616	\$0	\$4,616
Travel	\$73,583	\$0	\$73,583	(\$6,921)	\$66,662	\$0	\$66,662
<b>TOTAL Direct Program Pay Group A</b>	<b>\$989,368</b>	<b>(\$15,200)</b>	<b>\$974,168</b>	<b>(\$31,070)</b>	<b>\$943,098</b>	<b>\$0</b>	<b>\$943,098</b>
<b>PAY GROUP F</b>							
Active Duty Training	\$76,241	\$0	\$76,241	(\$6,859)	\$69,382	\$0	\$69,382
Clothing	\$5,001	\$0	\$5,001	\$102	\$5,103	\$0	\$5,103
Travel	\$4,529	\$0	\$4,529	\$1,193	\$5,722	\$0	\$5,722
<b>TOTAL Direct Program Pay Group F</b>	<b>\$85,771</b>	<b>\$0</b>	<b>\$85,771</b>	<b>(\$5,564)</b>	<b>\$80,207</b>	<b>\$0</b>	<b>\$80,207</b>
<b>PAY GROUP P</b>							
Inactive Duty (Unit) Training	\$8,113	\$0	\$8,113	\$356	\$8,469	\$0	\$8,469
<b>TOTAL Direct Program Pay Group P</b>	<b>\$8,113</b>	<b>\$0</b>	<b>\$8,113</b>	<b>\$356</b>	<b>\$8,469</b>	<b>\$0</b>	<b>\$8,469</b>
<b>Subtotal Pay Group A, Pay Group F and Pay Group P</b>	<b>\$1,083,252</b>	<b>(\$15,200)</b>	<b>\$1,068,052</b>	<b>(\$36,278)</b>	<b>\$1,031,774</b>	<b>\$0</b>	<b>\$1,031,774</b>
<b>Other Training and Support</b>							
<b>SCHOOL TRAINING</b>							
Career Development Training	\$33,760	\$0	\$33,760	\$2,140	\$35,900	\$0	\$35,900
Initial Skills Acquisition Training	\$167,128	\$0	\$167,128	(\$37)	\$167,091	\$0	\$167,091
Graduate Flying Training	\$62,379	\$0	\$62,379	\$6,710	\$69,089	\$0	\$69,089
Officer Training School	\$9,542	\$0	\$9,542	\$113	\$9,655	\$0	\$9,655
Refresher & Proficiency Training	\$19,154	\$0	\$19,154	\$195	\$19,349	\$0	\$19,349
Undergraduate Pilot Training	\$42,312	\$0	\$42,312	\$6,834	\$49,146	\$0	\$49,146
Unit Conversion Training	\$18	\$0	\$18	(\$1)	\$17	\$0	\$17
<b>TOTAL Direct Program School Training</b>	<b>\$334,293</b>	<b>\$0</b>	<b>\$334,293</b>	<b>\$15,954</b>	<b>\$350,247</b>	<b>\$0</b>	<b>\$350,247</b>

**NATIONAL GUARD PERSONNEL, AIR FORCE**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2019 (IN THOUSANDS OF DOLLARS)**

	FY2019 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2019 BUDGET COLUMN OF FY2020 BUDGET
<b>SPECIAL TRAINING</b>							
Exercises	\$34,293	\$0	\$34,293	\$8,530	\$42,823	\$0	\$42,823
Management Support	\$11,661	\$0	\$11,661	\$5,063	\$16,724	\$0	\$16,724
Operational Training	\$75,719	\$5,900	\$81,619	\$22,610	\$104,229	\$0	\$104,229
Unit Conversion Training	\$16,859	\$0	\$16,859	\$3,866	\$20,725	\$0	\$20,725
Active Duty Operational Support	\$28,879	\$0	\$28,879	\$5,117	\$33,996	\$0	\$33,996
<b>TOTAL Direct Program Special Training</b>	<b>\$167,411</b>	<b>\$5,900</b>	<b>\$173,311</b>	<b>\$45,186</b>	<b>\$218,497</b>	<b>\$0</b>	<b>\$218,497</b>
<b>ADMINISTRATION AND SUPPORT</b>							
Active Duty	\$2,012,976	\$0	\$2,012,976	(\$23,453)	\$1,989,523	\$0	\$1,989,523
Clothing	\$91	\$0	\$91	\$37	\$128	\$0	\$128
Travel	\$6,343	\$0	\$6,343	\$1,346	\$7,689	\$0	\$7,689
Death Gratuities	\$3,800	\$0	\$3,800	(\$1,900)	\$1,900	\$0	\$1,900
Disability & Hospitalization	\$2,267	\$0	\$2,267	(\$892)	\$1,375	\$0	\$1,375
Reserve Incentive	\$65,545	\$0	\$65,545	\$0	\$65,545	\$0	\$65,545
Continuation Pay	\$8,023	(\$3,261)	\$4,762	\$0	\$4,762	(\$3,351)	\$1,411
<b>TOTAL Direct Program Administration And Support</b>	<b>\$2,099,045</b>	<b>(\$3,261)</b>	<b>\$2,095,784</b>	<b>(\$24,862)</b>	<b>\$2,070,922</b>	<b>(\$3,351)</b>	<b>\$2,067,571</b>
<b>TSP MATCHING CONTRIBUTIONS</b>							
TSP Matching Contributions	\$25,177	(\$13,739)	\$11,438	\$0	\$11,438	(\$5,220)	\$6,218
<b>TOTAL Direct Program TSP Matching Contributions</b>	<b>\$25,177</b>	<b>(\$13,739)</b>	<b>\$11,438</b>	<b>\$0</b>	<b>\$11,438</b>	<b>(\$5,220)</b>	<b>\$6,218</b>
<b>EDUCATION BENEFITS</b>							
Benefits Accrual	\$7,699	\$0	\$7,699	\$0	\$7,699	\$0	\$7,699
Kicker Benefits	\$8,503	\$0	\$8,503	\$0	\$8,503	\$0	\$8,503
<b>TOTAL Direct Program Education Benefits</b>	<b>\$16,202</b>	<b>\$0</b>	<b>\$16,202</b>	<b>\$0</b>	<b>\$16,202</b>	<b>\$0</b>	<b>\$16,202</b>
<b>Subtotal Other Training And Support</b>	<b>\$2,642,128</b>	<b>(\$11,100)</b>	<b>\$2,631,028</b>	<b>\$36,278</b>	<b>\$2,667,306</b>	<b>(\$8,571)</b>	<b>\$2,658,735</b>
<b>Total Direct Program</b>	<b>\$3,725,380</b>	<b>(\$26,300)</b>	<b>\$3,699,080</b>	<b>\$0</b>	<b>\$3,699,080</b>	<b>(\$8,571)</b>	<b>\$3,690,509</b>

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

	<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>	
	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>
Pay Group A						
Officers	\$181,071	\$40,922	\$176,515	\$43,600	\$169,312	\$41,312
Enlisted	\$429,535	\$97,075	\$431,945	\$106,690	\$435,716	\$106,315
<b>Total</b>	<b>\$610,606</b>	<b>\$137,997</b>	<b>\$608,460</b>	<b>\$150,290</b>	<b>\$605,028</b>	<b>\$147,627</b>
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$45,106	\$10,194	\$42,859	\$10,586	\$43,751	\$10,675
<b>Total</b>	<b>\$45,106</b>	<b>\$10,194</b>	<b>\$42,859</b>	<b>\$10,586</b>	<b>\$43,751</b>	<b>\$10,675</b>
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$6,934	\$1,567	\$6,389	\$1,578	\$6,026	\$1,470
<b>Total</b>	<b>\$6,934</b>	<b>\$1,567</b>	<b>\$6,389</b>	<b>\$1,578</b>	<b>\$6,026</b>	<b>\$1,470</b>
School Training						
Officers	\$59,527	\$13,453	\$67,667	\$16,713	\$69,753	\$17,020
Enlisted	\$91,765	\$20,739	\$78,243	\$19,326	\$79,961	\$19,510
<b>Total</b>	<b>\$151,292</b>	<b>\$34,192</b>	<b>\$145,910</b>	<b>\$36,039</b>	<b>\$149,714</b>	<b>\$36,530</b>
Special Training						
Officers	\$60,363	\$13,642	\$46,759	\$11,549	\$46,108	\$11,250
Enlisted	\$94,770	\$21,418	\$55,480	\$13,704	\$56,134	\$13,696
<b>Total</b>	<b>\$155,133</b>	<b>\$35,060</b>	<b>\$102,239</b>	<b>\$25,253</b>	<b>\$102,242</b>	<b>\$24,946</b>
Administration and Support						
Officers	\$252,704	\$71,768	\$280,543	\$85,284	\$311,522	\$96,573
Enlisted	\$618,190	\$175,566	\$761,348	\$231,450	\$913,338	\$283,135
<b>Total</b>	<b>\$870,894</b>	<b>\$247,334</b>	<b>\$1,041,891</b>	<b>\$316,734</b>	<b>\$1,224,860</b>	<b>\$379,708</b>

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

	<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>	
	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>	<b>BASIC PAY</b>	<b>RETIRED PAY</b>
Total Direct Program						
Officers	\$553,665	\$139,785	\$571,484	\$157,146	\$596,695	\$166,155
Enlisted	\$1,286,300	\$326,559	\$1,376,264	\$383,334	\$1,534,926	\$434,801
<b>Total</b>	<b>\$1,839,965</b>	<b>\$466,344</b>	<b>\$1,947,748</b>	<b>\$540,480</b>	<b>\$2,131,621</b>	<b>\$600,956</b>
Reimbursable Program						
Officers	\$10,278	\$2,707	\$13,263	\$3,688	\$12,674	\$3,519
Enlisted	\$20,243	\$5,241	\$24,383	\$6,736	\$23,412	\$6,451
<b>Total</b>	<b>\$30,521</b>	<b>\$7,948</b>	<b>\$37,646</b>	<b>\$10,424</b>	<b>\$36,086</b>	<b>\$9,970</b>
Total Program						
Officers	\$563,943	\$142,492	\$584,747	\$160,834	\$609,369	\$169,674
Enlisted	\$1,306,543	\$331,800	\$1,400,647	\$390,070	\$1,558,338	\$441,252
<b>Total</b>	<b>\$1,870,486</b>	<b>\$474,292</b>	<b>\$1,985,394</b>	<b>\$550,904</b>	<b>\$2,167,707</b>	<b>\$610,926</b>

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

	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>	<b><u>FY 2020</u></b>
Pay Group A			
Officers	\$6,171	\$6,050	\$5,782
Enlisted	\$20,985	\$21,132	\$21,378
<b>Total</b>	<b>\$27,156</b>	<b>\$27,182</b>	<b>\$27,160</b>
Pay Group F			
Enlisted	\$10,204	\$9,710	\$9,943
<b>Total</b>	<b>\$10,204</b>	<b>\$9,710</b>	<b>\$9,943</b>
Pay Group P			
Enlisted	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
School Training			
Officers	\$18,975	\$21,602	\$22,338
Enlisted	\$37,242	\$31,795	\$32,598
<b>Total</b>	<b>\$56,217</b>	<b>\$53,397</b>	<b>\$54,936</b>
Special Training			
Officers	\$16,677	\$12,937	\$12,798
Enlisted	\$38,109	\$22,339	\$22,677
<b>Total</b>	<b>\$54,786</b>	<b>\$35,276</b>	<b>\$35,475</b>
Administration and Support			
Officer	\$75,465	\$83,958	\$93,564
Enlisted	\$269,251	\$332,299	\$400,116
<b>Total</b>	<b>\$344,716</b>	<b>\$416,257</b>	<b>\$493,680</b>
Total Direct Program			
Officer	\$117,288	\$124,547	\$134,482
Enlisted	\$375,791	\$417,275	\$486,712
<b>Total</b>	<b>\$493,079</b>	<b>\$541,822</b>	<b>\$621,194</b>

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

	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>	<b><u>FY 2020</u></b>
Pay Group A			
Officers	\$15,117	\$14,720	\$13,890
Enlisted	\$51,935	\$51,942	\$51,887
<b>Total</b>	<b>\$67,052</b>	<b>\$66,662</b>	<b>\$65,777</b>
Pay Group F			
Enlisted	\$6,055	\$5,722	\$5,787
<b>Total</b>	<b>\$6,055</b>	<b>\$5,722</b>	<b>\$5,787</b>
Pay Group P			
Enlisted	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
School Training			
Officers	\$20,026	\$22,641	\$23,120
Enlisted	\$60,747	\$51,517	\$52,156
<b>Total</b>	<b>\$80,773</b>	<b>\$74,158</b>	<b>\$75,276</b>
Special Training			
Officers	\$14,052	\$10,828	\$10,574
Enlisted	\$30,433	\$17,727	\$17,763
<b>Total</b>	<b>\$44,485</b>	<b>\$28,555</b>	<b>\$28,337</b>
Administration and Support			
Officer	\$2,710	\$2,937	\$3,349
Enlisted	\$3,899	\$4,752	\$5,699
<b>Total</b>	<b>\$6,609</b>	<b>\$7,689</b>	<b>\$9,048</b>
Total Direct Program			
Officer	\$51,905	\$51,126	\$50,933
Enlisted	\$153,069	\$131,660	\$133,292
<b>Total</b>	<b>\$204,974</b>	<b>\$182,786</b>	<b>\$184,225</b>

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

	FY 2018		FY 2019		FY 2020	
	BAS	SIK	BAS	SIK	BAS	SIK
<b>Pay Group A</b>						
Officers	\$1,109	\$0	\$1,059	\$0	\$998	\$0
Enlisted	\$9,129	\$4,700	\$8,958	\$4,616	\$8,931	\$4,604
<b>Subtotal</b>	<b>\$10,237</b>	<b>\$4,700</b>	<b>\$10,017</b>	<b>\$4,616</b>	<b>\$9,928</b>	<b>\$4,604</b>
<b>Pay Group F</b>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$2,052	\$0	\$1,903	\$0	\$1,920	\$0
<b>Subtotal</b>	<b>\$2,052</b>	<b>\$0</b>	<b>\$1,903</b>	<b>\$0</b>	<b>\$1,920</b>	<b>\$0</b>
<b>Pay Group P</b>						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
<b>School Training</b>						
Officers	\$2,903	\$0	\$3,220	\$0	\$3,281	\$0
Enlisted	\$11,277	\$108	\$9,383	\$90	\$9,480	\$91
<b>Subtotal</b>	<b>\$14,180</b>	<b>\$108</b>	<b>\$12,604</b>	<b>\$90</b>	<b>\$12,761</b>	<b>\$91</b>
<b>Special Training</b>						
Officers	\$1,148	\$0	\$870	\$0	\$852	\$0
Enlisted	\$5,464	\$16	\$3,170	\$9	\$3,206	\$9
<b>Subtotal</b>	<b>\$6,612</b>	<b>\$16</b>	<b>\$4,039</b>	<b>\$9</b>	<b>\$4,057</b>	<b>\$9</b>
<b>Administration and Support</b>						
Officers	\$8,096	\$0	\$8,784	\$0	\$9,649	\$0
Enlisted	\$54,517	\$0	\$65,592	\$0	\$77,859	\$0
<b>Subtotal</b>	<b>\$62,613</b>	<b>\$0</b>	<b>\$74,376</b>	<b>\$0</b>	<b>\$87,508</b>	<b>\$0</b>

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

	<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>	
	<b>BAS</b>	<b>SIK</b>	<b>BAS</b>	<b>SIK</b>	<b>BAS</b>	<b>SIK</b>
<b>Other</b>						
Branch Officers Basic Course	\$0	\$0	\$0	\$0	\$0	\$0
Health Professions Scholarship	\$0	\$0	\$0	\$0	\$0	\$0
Financial Assistance Program	\$0	\$0	\$0	\$0	\$0	\$0
Chaplain Candidate Program	\$0	\$0	\$0	\$0	\$0	\$0
<b>Subtotal</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Direct Program</b>						
Officers	\$13,256	\$0	\$13,933	\$0	\$14,780	\$0
Enlisted	\$82,439	\$4,824	\$89,005	\$4,715	\$101,395	\$4,704
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$95,695</b>	<b>\$4,824</b>	<b>\$102,938</b>	<b>\$4,715</b>	<b>\$116,174</b>	<b>\$4,704</b>
<b>Total Reimbursable Program</b>	\$0	\$0	\$0	\$0	\$0	\$0
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Grand Total Program</b>						
Officers	\$13,256	\$0	\$13,933	\$0	\$14,780	\$0
Enlisted	\$82,439	\$4,824	\$89,005	\$4,715	\$101,395	\$4,704
Other	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$95,695</b>	<b>\$4,824</b>	<b>\$102,938</b>	<b>\$4,715</b>	<b>\$116,174</b>	<b>\$4,704</b>



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

<b>FY 2019 Direct Program</b>	<b>BA 01</b>
<b>Increases:</b>	<b>\$3,690,509</b>
<b>Pricing Increases</b>	
<b>FY20 Pay Raise (3.1%, Effective 1 Jan 20)</b>	
Pay Group A	13,574
Pay Group F	956
Pay Group P	142
School Training	3,255
Special Training	2,280
Administration and Support	23,248
<b>Total Pay Raise</b>	<b>43,455</b>
<b>Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)</b>	
Pay Group A	4,525
Pay Group F	319
Pay Group P	48
School Training	1,085
Special Training	760
Administration and Support	7,750
<b>Total Annualization of PY Pay Raise</b>	<b>14,487</b>
<b>Inflation (Rate 2.0% FY20)</b>	
Pay Group A	2,199
Pay Group F	276
School Training	2,024
Special Training	1,046
Administration and Support (Includes Bonuses, BAS & Inflation)	2,812
<b>Total Inflation</b>	<b>8,357</b>

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

	<b>BA 01</b>
<b>Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)</b>	
Pay Group A	2,591
Pay Group F	183
Pay Group P	27
School Training	620
Special Training	437
Administration and Support	15,860
<b>Total Retired Pay Accrual</b>	<b>19,718</b>
<b>FICA (Rate 7.65%, FY20 Ceiling - \$137,100)</b>	
Pay Group A	1,386
Pay Group F	97
Pay Group P	14
School Training	326
Special Training	234
Administration and Support	2,374
<b>Total FICA</b>	<b>4,431</b>
<b>BAH</b>	
Pay Group A	897
Pay Group F	320
School Training	1,765
Special Training	1,167
Administration and Support	13,736
<b>Total BAH</b>	<b>17,885</b>
<b>TSP Matching Contributions</b>	
TSP Matching Contributions	185
<b>Total TSP Matching Contributions</b>	<b>185</b>
<b>Total Pricing Increases</b>	<b>\$108,518</b>

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

	<b>BA 01</b>
<b>Program Increases</b>	
<b>Administration and Support</b>	
All Categories	305,612
<b>Total Administration and Support</b>	<b>305,612</b>
All Categories	3,680
<b>Total TSP Matching Contributions</b>	<b>3,680</b>
<b>Education Benefits</b>	
Basic Benefits	417
Kicker	909
<b>Total Education Benefits</b>	<b>1,326</b>
<b>Total Program Increases</b>	<b>\$310,618</b>
<b>Total Increases</b>	<b>\$419,136</b>
<b>Decreases:</b>	
<b>Pricing Decreases</b>	
<b>Education Benefits</b>	
Basic Benefits	(2,063)
Kicker	(1,572)
<b>Total Education Benefits</b>	<b>(3,635)</b>
<b>Total Pricing Decreases</b>	<b>(\$3,635)</b>

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

**BA 01**

**Program Decreases**

**Pay Group A:**

Pay and Allowance	(30,520)
Clothing	(137)
Subsistence	(96)
Travel	(2,218)
<b>Total Pay Group A</b>	<b>(32,971)</b>

**Pay Group F:**

Pay and Allowance	(619)
Clothing	(45)
Travel	(50)
<b>Total Pay Group F</b>	<b>(714)</b>

**Pay Group P:**

Pay and Allowance	(731)
<b>Total Pay Group P</b>	<b>(731)</b>

**School Training**

All Categories	(1,432)
<b>Total School Training</b>	<b>(1,432)</b>

**Special Training**

All Categories	(6,317)
<b>Total Special Training</b>	<b>(6,317)</b>

**Total Program Decreases**

(\$42,165)

**Total Decreases**

(\$45,800)

**FY 2020 Direct Program**

**\$4,063,845**

**THIS PAGE INTENTIONALLY LEFT BLANK**

# ENTITLEMENTS

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

Estimate	FY 2020	\$935,299
Estimate	FY 2019	\$943,098
Actual	FY 2018	\$933,714

**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.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2020 is the second year the ANG has realigned Technicians to AGRs. The ANG realigned 12.4% (382 Officers and 1,963 Enlisted) of the dual status technician workforce to AGRs in FY 2020. The Tech to AGR realignment targeted duty positions which have difficulty meeting recruiting and retention levels and will increase ANG's readiness and deployable capability.

Participation rates for AT in Pay Group A are lower than the historic 80-84% averages. This is due to the ANG executing additional operational requirements under the Special Training budget line (Title 10, U.S.C Section 12301 d) levied by the Chief of Staff of the Air Force focusing on regaining Full Spectrum Readiness. Also, in FY 2016 and FY 2017 the ANG received a waiver allowing for additional AT days (Title 32, U.S.C. Section 502 (a) beyond the 30 days authorized in policy (DoD Instruction 1215.06, "Uniform Reserve, Training, and Retirement Categories for the Reserve Component). These additional days were necessary for the ANG to accomplish all the annual required training, flight currencies, and upgraded training. In FY2018, rather than requesting a waiver to policy, the ANG executed these additional training days under the Special Training budget line resulting in lower officer and enlisted AT participation rates in Pay Group A.



**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>BA 01</b>
<b>FY 2019 Direct Program</b>	<b>\$943,098</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	13,574
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	4,525
Inflation (Rate 2.0% FY20)	2,199
Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)	2,591
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	1,386
BAH	897
<b>Total Pricing Increases</b>	<b>25,172</b>
<b>Total Increases</b>	<b>\$25,172</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
AT Pay	(7,394)
IDT Pay	(21,958)
ATA Pay	(1,168)
Clothing	(137)
Subsistence	(96)
Travel	(2,218)
<b>Total Program Decreases</b>	<b>(32,971)</b>
<b>Total Decreases</b>	<b>(\$32,971)</b>
<b>FY 2020 Direct Program</b>	<b>\$935,299</b>

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

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,566			11,996			11,097		
PARTICIPATION RATE	70.00%			70.00%			70.00%		
PAID PARTICIPANTS	8,796	\$6,109.27	\$53,737	8,397	\$6,342.80	\$53,260	7,768	\$6,516.45	\$50,620

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	72,666			71,251			69,779		
PARTICIPATION RATE	67.00%			67.00%			67.00%		
PAID PARTICIPANTS	48,686	\$3,135.79	\$152,669	47,738	\$3,253.53	\$155,317	46,752	\$3,342.58	\$156,272

**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 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
<b>UNIT TRAINING ASSEMBLIES:</b>									
AVERAGE STRENGTH	12,566			11,996			11,097		
PARTICIPATION RATE	81.00%			81.00%			81.00%		
PAID PARTICIPANTS	10,178	\$15,998.91	\$162,837	9,717	\$16,663.89	\$161,923	8,989	\$17,118.19	\$153,875
<b>ADDITIONAL IDT:</b>									
PROF TRAINING	6,617	\$385.53	\$2,551	6,129	\$401.77	\$2,462	5,950	\$412.58	\$2,455
FLIGHT TRAINING	100,639	\$331.45	\$33,356	93,220	\$344.73	\$32,135	90,491	\$353.94	\$32,028
TRAINING PERIOD PREPARATION	2,794	\$407.66	\$1,139	2,588	\$424.21	\$1,098	2,512	\$435.71	\$1,094
RESERVE FUNERAL HONORS	281	\$220.64	\$62	260	\$219.23	\$57	252	\$222.22	\$56
<b>TOTAL</b>	<b>120,509</b>		<b>199,945</b>	<b>111,914</b>		<b>197,675</b>	<b>108,194</b>		<b>189,508</b>

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
<b>UNIT TRAINING ASSEMBLIES:</b>									
AVERAGE STRENGTH	72,666			71,251			69,779		
PARTICIPATION RATE	83.00%			83.00%			83.00%		
PAID PARTICIPANTS	60,313	\$7,265.99	\$438,234	59,138	\$7,569.93	\$447,670	57,917	\$7,776.96	\$450,418
<b>ADDITIONAL IDT:</b>									
PROF TRAINING	10,459	\$197.54	\$2,066	10,303	\$205.76	\$2,120	10,220	\$211.37	\$2,160
FLIGHT TRAINING	45,778	\$163.44	\$7,482	45,097	\$170.05	\$7,669	44,736	\$174.66	\$7,814
TRAINING PERIOD PREPARATION	5,242	\$273.37	\$1,433	5,164	\$284.37	\$1,469	5,123	\$292.18	\$1,497
RESERVE FUNERAL HONORS	2,220	\$108.11	\$240	2,187	\$107.91	\$236	2,169	\$107.88	\$234
<b>TOTAL</b>	<b>124,012</b>		<b>449,455</b>	<b>121,889</b>		<b>459,164</b>	<b>120,165</b>		<b>462,123</b>

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

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

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	15	\$400.00	\$6	14	\$400.00	\$6	13	\$400.00	\$5
ADDITIONAL UNIFORM ALLOWANCE	95	\$200.00	\$19	91	\$200.00	\$18	84	\$200.00	\$17
<b>TOTAL</b>	<b>110</b>		<b>\$25</b>	<b>105</b>		<b>\$24</b>	<b>97</b>		<b>\$22</b>

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

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - MALE	2,399	\$1,431.20	\$3,434	2,354	\$1,499.40	\$3,530	2,306	\$1,529.39	\$3,527
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - FEMALE	898	\$1,638.98	\$1,471	881	\$1,713.91	\$1,510	862	\$1,748.19	\$1,507
REPLACEMENT ISSUE MALE	3,402	\$252.22	\$858	3,338	\$280.32	\$936	3,269	\$285.93	\$935
REPLACEMENT ISSUE FEMALE	1,456	\$252.81	\$368	1,428	\$282.96	\$404	1,399	\$288.62	\$404
<b>TOTAL</b>	<b>8,155</b>		<b>\$6,131</b>	<b>8,001</b>		<b>\$6,380</b>	<b>7,836</b>		<b>\$6,373</b>

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

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

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

	<u>FY 2018</u>			<u>FY 2019</u>			<u>FY 2020</u>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE: SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	382,503	\$12.29	\$4,700	375,300	\$12.30	\$4,616	367,568	\$12.53	\$4,604
<b>TOTAL SUBSISTENCE-IN-KIND</b>	<b>382,503</b>	<b>\$12.29</b>	<b>\$4,700</b>	<b>375,300</b>	<b>\$12.30</b>	<b>\$4,616</b>	<b>367,568</b>	<b>\$12.53</b>	<b>\$4,604</b>

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

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

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	8,796	\$1,718.62	\$15,117	8,397	\$1,753.01	\$14,720	7,768	\$1,788.11	\$13,890

**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 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	48,686	\$1,066.73	\$51,935	47,738	\$1,088.06	\$51,942	46,752	\$1,109.83	\$51,887

**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 manpower to support Foreign Military Sales (FMS), Department of Homeland Security (DHS), United States Coast Guard (USCG), National Security Agency (NSA), and the Modular Airborne Fire Fighting System (MAFFS) mission requirements.

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
Pay Group A Reimbursements									
Officer	36	\$156,472	\$5,633	54	\$164,204	\$8,867	54	\$168,463	\$9,097
Enlisted	148	\$82,655	\$12,233	192	\$86,469	\$16,602	192	\$88,755	\$17,041
<b>Total Pay Group A Reimbursements</b>			<b>\$17,866</b>			<b>\$25,469</b>			<b>\$26,138</b>
<b>Total Reimbursable Requirement</b>			<b>\$17,866</b>			<b>\$25,469</b>			<b>\$26,138</b>



**THIS PAGE INTENTIONALLY LEFT BLANK**

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

Estimate	FY 2020	\$81,644
Estimate	FY 2019	\$80,207
Actual	FY 2018	\$83,389

**PART 1 - PURPOSE AND SCOPE**

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

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

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

<b>FY 2019 Direct Program</b>	<b>BA 01 \$80,207</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	956
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	319
Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)	183
Inflation (Rate 2.0% FY20)	59
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	97
BAH	320
Clothing	102
Travel	115
<b>Total Pricing Increases</b>	<b>2,151</b>
<b>Total Increases</b>	<b>\$2,151</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Base Pay	(383)
Retired Pay	(94)
Other	(26)
FICA	(29)
BAH	(87)
Travel	(50)
Clothing	(45)
<b>Total Program Decreases</b>	<b>(714)</b>
<b>Total Decreases</b>	<b>(\$714)</b>
<b>FY 2020 Direct Program</b>	<b>\$81,644</b>

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

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

	FY 2018			FY 2019			FY 2020		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	3,350	\$21,515	\$72,074	3,104	\$22,353	\$69,382	3,077	\$22,976	\$70,697

**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 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,057	\$1,639	\$1,732	979	\$1,714	\$1,678	971	\$1,748	\$1,697
Initial Issue Male	2,465	\$1,431	\$3,528	2,284	\$1,499	\$3,425	2,264	\$1,529	\$3,463
Total	3,522		\$5,260	3,263		\$5,103	3,235		\$5,160

**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 2018			FY 2019			FY 2020		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	3,350	\$1,807	\$6,055	3,104	\$1,844	\$5,722	3,077	\$1,880	\$5,787

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

Estimate	FY 2020	\$7,969
Estimate	FY 2019	\$8,469
Actual	FY 2018	\$9,045

**PART 1 - PURPOSE AND SCOPE**

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

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

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>BA 01</b>
<b>FY 2019 Direct Program</b>	<b>\$8,469</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	142
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	48
Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)	27
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	14
<b>Total Pricing Increases</b>	<b>231</b>
<b>Total Increases</b>	<b>\$231</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Base Pay	(553)
Retired Pay	(135)
Other	(1)
FICA	(42)
<b>Total Program Decreases</b>	<b>(731)</b>
	<b>(\$731)</b>
<b>Total Decreases</b>	
	<b>\$7,969</b>
<b>FY 2020 Direct Program</b>	



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

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	4,175	\$2,166.47	\$9,045	3,751	\$2,257.72	\$8,469	3,436	\$2,319.34	\$7,969

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

Estimate	FY 2020	\$357,890
Estimate	FY 2019	\$350,247
Actual	FY 2018	\$365,799

**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 2020.

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

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>BA 01</b>
<b>FY 2019 Direct Program</b>	<b>350,247</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	3,255
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	1,085
Inflation (Rate 2.0% FY20)	2,024
Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)	620
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	326
BAH	1,765
<b>Total Pricing Increases</b>	<b>9,075</b>
<b>Program Increases</b>	
Graduate Flying Training	796
Officer Candidate School	1,210
Career Develop Training	1,275
Undergraduate Pilot and Navigator Training	679
Unit Conversion Training	1
<b>Total Program Increases</b>	<b>3,961</b>
<b>Total Increases</b>	<b>\$13,036</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Initial Skills Acquired	(4,048)
Refresh & Proficiency	(1,345)
<b>Total Program Decreases</b>	<b>(5,393)</b>
<b>Total Decreases</b>	<b>(\$5,393)</b>
<b>FY 2020 Direct Program</b>	<b>\$357,890</b>

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

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	610	47.74	29,122	\$367.45	\$10,701	601	47.74	28,692	\$380.10	\$10,905	618	47.74	29,503	\$390.20	\$11,512
Enlisted	3,217	29.46	94,780	\$290.06	\$27,491	2,834	29.46	83,490	\$299.36	\$24,995	2,940	29.46	86,612	\$307.07	\$26,596
<b>Total</b>	<b>3,827</b>	<b>32.38</b>	<b>123,902</b>	<b>\$308.24</b>	<b>\$38,192</b>	<b>3,435</b>	<b>32.66</b>	<b>112,182</b>	<b>\$320.02</b>	<b>\$35,900</b>	<b>3,558</b>	<b>32.63</b>	<b>116,115</b>	<b>\$328.19</b>	<b>\$38,108</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,228	56.05	68,847	\$368.49	\$25,370	1,401	56.05	78,526	\$381.39	\$29,948	1,367	56.05	76,620	\$391.38	\$29,988
Enlisted	9,363	58.52	547,945	\$289.86	\$158,822	7,834	58.52	458,446	\$299.15	\$137,143	7,650	58.52	447,678	\$306.80	\$137,348
<b>Total</b>	<b>10,591</b>	<b>58.24</b>	<b>616,792</b>	<b>\$298.63</b>	<b>\$184,192</b>	<b>9,235</b>	<b>58.15</b>	<b>536,972</b>	<b>\$311.17</b>	<b>\$167,091</b>	<b>9,017</b>	<b>58.15</b>	<b>524,298</b>	<b>\$319.16</b>	<b>\$167,336</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	287	21.47	6,161	\$368.96	\$2,273	318	21.47	6,827	\$381.32	\$2,603	349	21.47	7,493	\$391.68	\$2,935
Enlisted	673	45.92	30,903	\$290.86	\$8,988	512	45.92	23,511	\$299.96	\$7,052	579	45.92	26,588	\$307.86	\$8,185
<b>Total</b>	<b>960</b>	<b>38.61</b>	<b>37,064</b>	<b>\$303.83</b>	<b>\$11,261</b>	<b>830</b>	<b>36.55</b>	<b>30,338</b>	<b>\$318.25</b>	<b>\$9,655</b>	<b>928</b>	<b>36.73</b>	<b>34,081</b>	<b>\$326.28</b>	<b>\$11,120</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,064	15.40	16,380	\$366.88	\$6,009	1,092	15.40	16,817	\$379.58	\$6,383	927	15.40	14,276	\$389.74	\$5,564
Enlisted	4,127	14.41	59,474	\$290.65	\$17,286	3,000	14.41	43,230	\$299.94	\$12,966	2,920	14.41	42,077	\$307.69	\$12,946
<b>Total</b>	<b>5,191</b>	<b>14.61</b>	<b>75,854</b>	<b>\$307.10</b>	<b>\$23,295</b>	<b>4,092</b>	<b>14.67</b>	<b>60,047</b>	<b>\$322.23</b>	<b>\$19,349</b>	<b>3,847</b>	<b>14.65</b>	<b>56,353</b>	<b>\$328.47</b>	<b>\$18,510</b>

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

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	872	132.26	115,387	\$370.89	\$42,796	968	132.26	128,028	\$383.87	\$49,146	981	132.26	129,747	\$393.81	\$51,096
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
<b>Total</b>	<b>872</b>	<b>132.26</b>	<b>115,387</b>	<b>\$370.89</b>	<b>\$42,796</b>	<b>968</b>	<b>132.26</b>	<b>128,028</b>	<b>\$383.87</b>	<b>\$49,146</b>	<b>981</b>	<b>132.26</b>	<b>129,747</b>	<b>\$393.81</b>	<b>\$51,096</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2	6.50	12	\$336.47	\$4	2	6.00	12	\$347.03	\$4	2	6.00	12	\$354.85	\$4
Enlisted	2	19.50	35	\$298.81	\$12	2	23.50	47	\$309.44	\$13	2	22.50	45	\$317.87	\$14
<b>Total</b>	<b>4</b>	<b>11.75</b>	<b>47</b>	<b>\$340.43</b>	<b>\$16</b>	<b>4</b>	<b>14.75</b>	<b>59</b>	<b>\$288.14</b>	<b>\$17</b>	<b>4</b>	<b>14.25</b>	<b>57</b>	<b>\$315.79</b>	<b>\$18</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,487	70.11	104,262	\$370.96	\$38,676	1,685	70.11	118,135	\$383.89	\$45,350	1,708	70.11	119,748	\$394.10	\$47,193
Enlisted	2,381	39.32	93,634	\$292.33	\$27,371	2,001	39.32	78,679	\$301.71	\$23,739	2,014	39.32	79,190	\$309.50	\$24,509
<b>Total</b>	<b>3,868</b>	<b>51.16</b>	<b>197,896</b>	<b>\$333.75</b>	<b>\$66,047</b>	<b>3,686</b>	<b>53.40</b>	<b>196,814</b>	<b>\$351.04</b>	<b>\$69,089</b>	<b>3,722</b>	<b>53.45</b>	<b>198,938</b>	<b>\$360.42</b>	<b>\$71,702</b>

**TOTAL SCHOOL TRAINING**

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,550	61.29	340,171	\$369.90	\$125,829	6,067	62.15	377,037	\$382.82	\$144,339	5,952	63.41	377,399	\$392.93	\$148,292
Enlisted	19,764	41.83	826,771	\$290.25	\$239,970	16,183	42.48	687,403	\$299.54	\$205,908	16,105	42.36	682,190	\$307.24	\$209,598
<b>Total</b>	<b>25,314</b>	<b>46.10</b>	<b>1,166,942</b>	<b>\$313.47</b>	<b>\$365,799</b>	<b>22,250</b>	<b>47.84</b>	<b>1,064,440</b>	<b>\$329.04</b>	<b>\$350,247</b>	<b>22,057</b>	<b>48.04</b>	<b>1,059,589</b>	<b>\$337.76</b>	<b>\$357,890</b>

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

Estimate	FY 2020	\$218,104
Estimate	FY 2019	\$218,497
Actual*	FY 2018	\$331,610

**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.

The ANG has transitioned over the past 25 years in a direction from being a “strategic” reserve component of the Air Force (AF) to an “operational” reserve, however, our budgets have remained structured to support the former. The increase in operational training reflects this requirement. The Chief of Staff of the Air Force tasked the entire Air Force (Active, ANG, and Reserves) to focus on regaining full spectrum readiness. This levied additional operational training requirements across all units to be ready to employ in a myriad of contested environments. As the Air National Guard has transitioned from being more of an operational reserve component, we increased our Special Training pay group to better reflect our mission requirements.

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

\* Drug Interdiction and YRRP are shown in this section for FY 2018 only. Drug Interdiction funds (\$56,648k) were transferred to this appropriation in FY 2018 from the Drug Interdiction and Counter-Drug Activities, Defense, 18/18. YRRP (\$4,551) funds are reflected in FY2018 from the Air Force Military Personnel OCO, 18/18 submission.

**THIS PAGE INTENTIONALLY LEFT BLANK**



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

	<b>BA 01</b>
<b>FY 2019 Direct Program</b>	<b>\$218,497</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	2,280
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	760
Retired Pay Accrual (Rate 31.0% (FT) 24.4% (PT) FY20)	437
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	234
BAH	1,167
Inflation (Rate 2.0% FY20)	1,046
<b>Total Pricing Increases</b>	<b>5,924</b>
<b>Program Increases</b>	
Operational Training	8,710
<b>Total Program Increases</b>	<b>8,710</b>
<b>Total Increases</b>	<b>\$14,634</b>
<b>Decreases:</b>	
<b>Program Decreases</b>	
Exercises	(1,900)
Management Support	(654)
Unit Conversion	(1,267)
Active Duty Operational Support	(11,206)
<b>Total Program Decreases</b>	<b>(15,027)</b>
<b>Total Decreases</b>	<b>(\$15,027)</b>
<b>FY 2020 Direct Program</b>	<b>\$218,104</b>

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

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	319	42.00	13,417	\$404.88	\$5,431	342	42.00	14,364	\$419.41	\$6,024	335	42.00	14,070	\$430.15	\$6,051
Enlisted	2,164	21.00	45,444	\$212.14	\$9,640	2,324	21.00	48,804	\$219.24	\$10,700	2,213	21.00	46,473	\$225.20	\$10,465
<b>Total</b>	<b>2,483</b>	<b>23.71</b>	<b>58,861</b>	<b>\$256.04</b>	<b>\$15,071</b>	<b>2,666</b>	<b>23.69</b>	<b>63,168</b>	<b>\$264.75</b>	<b>\$16,724</b>	<b>2,548</b>	<b>23.76</b>	<b>60,543</b>	<b>\$272.80</b>	<b>\$16,516</b>

**Exercises** This program provides training required for Air National Guard (ANG) participation in joint exercises to improve readiness through the development of critical warfighter skills. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. State Partnership Program (SPP) Funding FY2018 (\$4,344k), FY2019 (\$2,437k) and FY2020 (\$2,973k).

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2,105	17.00	35,779	\$406.12	\$14,531	2,159	17.00	36,703	\$420.67	\$15,439	2,019	17.00	34,323	\$431.87	\$14,823
Enlisted	11,917	10.00	119,166	\$211.23	\$25,169	12,542	10.00	125,420	\$218.34	\$27,384	12,153	10.00	121,530	\$224.14	\$27,240
<b>Total</b>	<b>14,022</b>	<b>11.05</b>	<b>154,945</b>	<b>\$256.22</b>	<b>\$39,700</b>	<b>14,701</b>	<b>11.03</b>	<b>162,123</b>	<b>\$264.14</b>	<b>\$42,823</b>	<b>14,172</b>	<b>11.00</b>	<b>155,853</b>	<b>\$269.89</b>	<b>\$42,063</b>

**Operational Training:** This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime taskings. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. Veterans Opportunity to Work/Veterans Employment Initiative (VOW/VEI) Funding FY2018 (\$7,374k), FY 2019 (\$7,465k) and FY 2020 (\$7,605).

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	6,091	20.00	121,828	\$408.10	\$49,667	4,842	20.00	96,840	\$422.60	\$40,926	5,231	20.00	104,620	\$433.98	\$45,401
Enlisted	29,300	15.00	439,495	\$212.21	\$93,296	19,246	15.00	288,690	\$219.27	\$63,303	20,827	15.00	312,405	\$225.14	\$70,335
<b>Total</b>	<b>35,391</b>	<b>15.86</b>	<b>561,323</b>	<b>\$254.69</b>	<b>\$142,963</b>	<b>24,088</b>	<b>16.01</b>	<b>385,530</b>	<b>\$270.35</b>	<b>\$104,229</b>	<b>26,058</b>	<b>16.00</b>	<b>417,025</b>	<b>\$277.53</b>	<b>\$115,736</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,641	20.00	32,829	\$403.49	\$13,246	1,487	20.00	29,740	\$417.75	\$12,424	1,358	20.00	27,160	\$428.86	\$11,648
Enlisted	1,577	40.00	63,096	\$210.12	\$13,257	955	40.00	38,200	\$217.28	\$8,301	937	40.00	37,480	\$222.97	\$8,357
<b>Total</b>	<b>3,218</b>	<b>29.81</b>	<b>95,925</b>	<b>\$276.29</b>	<b>\$26,503</b>	<b>2,442</b>	<b>27.82</b>	<b>67,940</b>	<b>\$305.05</b>	<b>\$20,725</b>	<b>2,295</b>	<b>28.17</b>	<b>64,640</b>	<b>\$309.48</b>	<b>\$20,005</b>

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

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

FY 2018					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	95	345.00	32,679	\$433.57	\$14,158
Enlisted	498	345.00	171,698	\$247.47	\$42,490
<b>Total</b>	<b>592</b>	<b>345.00</b>	<b>204,377</b>	<b>\$277.17</b>	<b>\$56,648</b>

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

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	263	175.00	45,964	\$454.00	\$20,868	218	175.00	38,150	\$469.16	\$17,899	157	175.00	27,475	\$483.55	\$13,286
Enlisted	526	173.00	90,947	\$278.23	\$25,306	323	173.00	55,879	\$288.06	\$16,097	205	173.00	35,465	\$296.01	\$10,498
<b>Total</b>	<b>789</b>	<b>173.52</b>	<b>136,911</b>	<b>\$337.26</b>	<b>\$46,174</b>	<b>541</b>	<b>173.81</b>	<b>94,029</b>	<b>\$361.55</b>	<b>\$33,996</b>	<b>362</b>	<b>173.87</b>	<b>62,940</b>	<b>\$377.88</b>	<b>\$23,784</b>

**Yellow Ribbon Reintegration Program:** Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Members, families and affected communities on combat demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRACARE, JAG, Department of Veterans Affairs, etc.) to endure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase. Beginning in FY 2020 Yellow Ribbon will move from OCO to Base funding.

FY 2018					
	Participants	Tour Length	Workdays	Rate	Amount
Training	11,259	3.00	33,777	\$105.57	\$3,566
Travel	11,259	3.00	33,777	\$29.16	\$985
<b>Total</b>	<b>11,259</b>	<b>3.00</b>	<b>33,777</b>	<b>\$134.74</b>	<b>\$4,551</b>

**TOTAL SPECIAL TRAINING**

	FY 2018					FY 2019					FY 2020				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	11,394	25.02	285,136	\$415.79	\$118,558	9,048	23.85	215,797	\$429.63	\$92,712	9,100	22.82	207,648	\$439.25	\$91,209
Enlisted	56,360	17.05	960,983	\$221.70	\$213,052	35,390	15.74	556,993	\$225.83	\$125,785	36,335	15.23	553,353	\$229.32	\$126,895
<b>Total</b>	<b>67,754</b>	<b>18.39</b>	<b>1,246,119</b>	<b>\$266.11</b>	<b>\$331,610</b>	<b>44,438</b>	<b>17.39</b>	<b>772,790</b>	<b>\$282.74</b>	<b>\$218,497</b>	<b>45,435</b>	<b>16.75</b>	<b>761,001</b>	<b>\$286.60</b>	<b>\$218,104</b>

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

Estimate	FY 2020	\$2,438,963
Estimate	FY 2019	\$2,067,571
Actual	FY 2018	\$1,710,397

**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 FY 2020 is focused on the Chief of Staff of the Air Force’s priority to address the pilot crisis as well as other Total Force capacity shortfalls. Growth related to the pilot crisis includes full-time maintenance personnel to support pilot absorptions and readiness and an additional shift of F-16 Flight training Unit range personnel to support pilot production.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2020 is the second year the ANG has realigned Technicians to AGRs. The ANG realigned 12.4% (382 Officers and 1,962 Enlisted) of the dual status technician workforce to AGRs in FY 2020. The Tech to AGR realignment targeted duty positions which have difficulty meeting recruiting and retention levels and will increase ANG's readiness and deployable capability.

Program requirements are based on average strength and training participation rates for each fiscal year. Average strength is increasing in FY 2020 with the addition of 417 officer and 2,359 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.

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

<b>FY 2019 Direct Program</b>	<b>BA 01 \$2,067,571</b>
<b>Increases:</b>	
<b>Pricing Increases</b>	
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	23,248
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	7,750
Inflation (Rate 2.0% FY20)	1,402
Bonuses	71
Retired Pay Accrual (Rate 31.0% FY20)	15,860
FICA (Rate 7.65%, FY20 Ceiling - \$137,100)	2,374
BAH	13,736
BAS	1,339
<b>Total Pricing Increases</b>	<b>\$65,780</b>
<b>Program Increases</b>	
Death & Disability	221
Clothing	7
Travel	1,210
Health Professional Loan Repayment	1,750
Health Professional Cash Bonus 45K	1,350
Health Professional Cash Bonus 75K	4,850
Healthcare Professional Stipend Res/Med	201
Non-Prior Service Enlistment	2,700
Affiliation Bonus (6 Year)	455
Change in Average Strength	235,049
FICA	11,626
Retired Pay Accrual	47,114
<b>Total Program Increases</b>	<b>\$306,533</b>
<b>Total Increases</b>	<b>\$372,313</b>

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

**BA 01**

**Decreases:**

**Program Decreases**

Continuation Pay (921)

**Total Program Decreases (\$921)**

**Total Decreases (\$921)**

**FY 2020 Direct Program \$2,438,963**



**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 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	48	49	51	54	55	56
<b>Subtotal</b>	<b>48</b>	<b>49</b>	<b>51</b>	<b>54</b>	<b>55</b>	<b>56</b>

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officer	47	46	47	48	49	50
Enlisted	6	6	6	6	6	6
<b>Subtotal</b>	<b>53</b>	<b>52</b>	<b>53</b>	<b>54</b>	<b>55</b>	<b>56</b>

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

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
<b>Subtotal</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	60	61	63	64	66	67
<b>Subtotal</b>	<b>60</b>	<b>61</b>	<b>63</b>	<b>64</b>	<b>66</b>	<b>67</b>

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
<b>Subtotal</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	0	0	0	0	0	0
Enlisted	565	592	619	646	657	696
<b>Subtotal</b>	<b>565</b>	<b>592</b>	<b>619</b>	<b>646</b>	<b>657</b>	<b>696</b>

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	290	278	278	278	276	278
Enlisted	477	489	489	489	477	489
<b>Subtotal</b>	<b>767</b>	<b>767</b>	<b>767</b>	<b>767</b>	<b>753</b>	<b>767</b>

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	71	71	71	71	69	71
Enlisted	108	117	117	117	115	117
<b>Subtotal</b>	<b>179</b>	<b>188</b>	<b>188</b>	<b>188</b>	<b>184</b>	<b>188</b>

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

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	13	13	13	13	13	13
Enlisted	72	76	82	86	74	66
<b>Subtotal</b>	<b>85</b>	<b>89</b>	<b>95</b>	<b>99</b>	<b>87</b>	<b>79</b>

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	15	15	15	15	15	15
Enlisted	128	128	128	128	125	128
<b>Subtotal</b>	<b>143</b>	<b>143</b>	<b>143</b>	<b>143</b>	<b>140</b>	<b>143</b>

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	2,096	2,147	2,325	2,450	2,548	2,857
Enlisted	10,952	11,572	13,356	15,071	15,800	17,395
<b>Subtotal</b>	<b>13,048</b>	<b>13,719</b>	<b>15,681</b>	<b>17,521</b>	<b>18,348</b>	<b>20,252</b>

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

	FY 2018		FY 2019		FY 2020	
	Average	End	Average	End	Average	End
Officers	2,654	2,694	2,877	3,007	3,105	3,421
Enlisted	12,308	12,980	14,797	16,543	17,254	18,897
<b>Subtotal</b>	<b>14,962</b>	<b>15,674</b>	<b>17,674</b>	<b>19,550</b>	<b>20,359</b>	<b>22,318</b>

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

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	169	\$212,224.85	\$35,866	175	\$220,354.29	\$38,562	184	\$227,695.65	\$41,896
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	290	\$171,603.45	\$49,765	278	\$177,834.53	\$49,438	276	\$183,681.16	\$50,696
ANG TRAINING	71	\$175,281.69	\$12,445	71	\$181,647.89	\$12,897	69	\$187,637.68	\$12,947
USAF MISSION SUPPORT	13	\$163,153.85	\$2,121	13	\$169,076.92	\$2,198	13	\$174,461.54	\$2,268
COMBAT READINESS TRAINING CENTER	15	\$174,800.00	\$2,622	15	\$181,133.33	\$2,717	15	\$187,266.67	\$2,809
ANG DIRECT UNIT SUPPORT	2,096	\$168,177.48	\$352,500	2,325	\$174,278.71	\$405,198	2,548	\$180,003.14	\$458,648
<b>TOTAL</b>	<b>2,654</b>		<b>\$455,319</b>	<b>2,877</b>		<b>\$511,010</b>	<b>3,105</b>		<b>\$569,264</b>

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	6	\$112,833.33	\$677	6	\$116,833.33	\$701	6	\$120,833.33	\$725
RECRUITING AND RETENTION	565	\$95,061.95	\$53,710	619	\$98,400.65	\$60,910	657	\$101,642.31	\$66,779
ANG ADMINISTRATION AND SUPPORT	477	\$109,773.58	\$52,362	489	\$113,709.61	\$55,604	477	\$117,480.08	\$56,038
ANG TRAINING	108	\$85,861.11	\$9,273	117	\$88,837.61	\$10,394	115	\$91,747.83	\$10,551
USAF MISSION SUPPORT	72	\$96,138.89	\$6,922	82	\$99,536.59	\$8,162	74	\$102,810.81	\$7,608
COMBAT READINESS TRAINING CENTER	128	\$102,828.13	\$13,162	128	\$106,484.38	\$13,630	125	\$110,008.00	\$13,751
ANG DIRECT UNIT SUPPORT	10,952	\$96,127.10	\$1,052,784	13,356	\$99,514.23	\$1,329,112	15,800	\$102,792.09	\$1,624,115
<b>TOTAL</b>	<b>12,308</b>		<b>\$1,188,890</b>	<b>14,797</b>		<b>\$1,478,513</b>	<b>17,254</b>		<b>\$1,779,567</b>

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

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

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	169	\$6,792.90	\$1,148	175	\$6,928.76	\$1,212	184	\$7,067.33	\$1,300
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	27	\$6,814.81	\$184	26	\$6,951.11	\$181	30	\$7,090.13	\$213
ANG TRAINING	7	\$6,857.14	\$48	7	\$6,994.28	\$49	8	\$7,134.18	\$57
USAF MISSION SUPPORT	1	\$6,000.00	\$6	1	\$6,120.00	\$6	1	\$6,242.40	\$6
COMBAT READINESS TRAINING CENTER	1	\$6,000.00	\$6	1	\$6,120.00	\$6	1	\$6,242.40	\$6
ANG DIRECT UNIT SUPPORT	194	\$6,793.81	\$1,318	214	\$6,929.69	\$1,483	250	\$7,068.28	\$1,767
<b>TOTAL</b>	<b>399</b>		<b>\$2,710</b>	<b>424</b>		<b>\$2,937</b>	<b>474</b>		<b>\$3,349</b>

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	6	\$5,166.67	\$31	6	\$5,270.00	\$31	6	\$5,375.40	\$33
RECRUITING AND RETENTION	35	\$5,114.29	\$179	38	\$5,216.57	\$198	45	\$5,320.90	\$239
ANG ADMINISTRATION AND SUPPORT	29	\$5,137.93	\$149	30	\$5,240.69	\$157	35	\$5,345.50	\$187
ANG TRAINING	7	\$5,142.86	\$36	7	\$5,245.71	\$36	8	\$5,350.63	\$43
USAF MISSION SUPPORT	4	\$5,250.00	\$21	5	\$5,355.00	\$26	6	\$5,462.10	\$33
COMBAT READINESS TRAINING CENTER	8	\$5,125.00	\$41	8	\$5,227.50	\$41	9	\$5,332.05	\$48
ANG DIRECT UNIT SUPPORT	672	\$5,122.02	\$3,442	816	\$5,224.47	\$4,263	960	\$5,328.95	\$5,116
<b>TOTAL</b>	<b>761</b>		<b>\$3,899</b>	<b>910</b>		<b>\$4,752</b>	<b>1069</b>		<b>\$5,699</b>

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

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	248	\$400.00	\$99	256	\$400.00	\$102	269	\$400.00	\$108
Active Duty Officer Uniform Allowance	110	\$200.00	\$22	114	\$200.00	\$23	120	\$200.00	\$24
<b>Total Uniform Allowances, Officers</b>	358		\$121	370		\$125	389		\$132

**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 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	4	\$360.32	\$1	4	\$400.44	\$2	4	\$408.45	\$2
Female Cash Clothing Replacement Allowance	2	\$361.15	\$1	2	\$404.28	\$1	2	\$412.37	\$1
<b>Total Cash Clothing Replacement Allowance, Enlisted</b>	6		\$2	6		\$3	6		\$3

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

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>DEATH GRATUITIES</b>									
OFFICER	8	\$100,000.00	\$800	8	\$100,000.00	\$800	8	\$100,000.00	\$800
ENLISTED	11	\$100,000.00	\$1,100	11	\$100,000.00	\$1,100	11	\$100,000.00	\$1,100
<b>TOTAL</b>	<b>19</b>		<b>\$1,900</b>	<b>19</b>		<b>\$1,900</b>	<b>19</b>		<b>\$1,900</b>
<b>DISABILITY AND HOSPITALIZATION BENEFITS</b>									
OFFICER	16	\$5,437.50	\$87	17	\$5,588.24	\$95	19	\$5,736.84	\$109
ENLISTED	193	\$5,378.24	\$1,038	232	\$5,517.24	\$1,280	269	\$5,680.30	\$1,528
<b>TOTAL</b>	<b>209</b>		<b>\$1,125</b>	<b>249</b>		<b>\$1,375</b>	<b>288</b>		<b>\$1,637</b>



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

**Non-Prior Service Enlistment Bonus:** These funds will provide bonus payment to non-prior service enlistees who agree to serve in the Air National Guard (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 2020 reflects required funding for the ANG to meet manning requirements.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	18	\$10,000.00	\$180	2,000	\$10,000.00	\$20,000	2,300	\$10,000.00	\$23,000
Anniversary Payments	972	\$10,000.00	\$9,720	400	\$10,000.00	\$4,000	370	\$10,000.00	\$3,700
<b>Subtotal</b>	<b>990</b>		<b>\$9,900</b>	<b>2,400</b>		<b>\$24,000</b>	<b>2,670</b>		<b>\$26,700</b>

**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 ANG does not plan to offer this incentive in FY 2020.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	5	\$3,600.00	\$18	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>5</b>		<b>\$18</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

**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. Anniversary payments are low in FY 2020 as a result of a temporary discontinuation of the Incentive Program to meet fiscal requirements in prior years.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	244	\$7,500.00	\$1,830	220	\$15,000.00	\$3,300	220	\$15,000.00	\$3,300
Anniversary Payments	166	\$7,500.00	\$1,245	50	\$7,500.00	\$375	50	\$7,500.00	\$375
<b>Subtotal</b>	<b>410</b>		<b>\$3,075</b>	<b>270</b>		<b>\$3,675</b>	<b>270</b>		<b>\$3,675</b>

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

**Reenlistment Three-Year Bonus:** These funds provide bonus payments to members who reenlist in an Air National Guard established critical skill career field for a period of three years. The ANG is not currently offering this incentive program.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	20	\$3,500.00	\$70	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>20</b>		<b>\$70</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

**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.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,146	\$7,500.00	\$8,595	1,000	\$15,000.00	\$15,000	1,000	\$15,000.00	\$15,000
Anniversary Payments	800	\$7,500.00	\$6,000	225	\$7,500.00	\$1,688	225	\$7,500.00	\$1,688
<b>Subtotal</b>	<b>1,946</b>		<b>\$14,595</b>	<b>1,225</b>		<b>\$16,688</b>	<b>1,225</b>		<b>\$16,688</b>

**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 ANG is not currently offering this incentive.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	15	\$5,000.00	\$75	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	153	\$5,000.00	\$765	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>168</b>		<b>\$840</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

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

**Affiliation Six-Year Bonus:** These funds provide bonus payments to prior service members who enlist in an 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.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	307	\$10,000.00	\$3,070	199	\$20,000.00	\$3,980	225	\$20,000.00	\$4,500
Anniversary Payments	111	\$10,000.00	\$1,110	50	\$10,000.00	\$500	49	\$10,000.00	\$490
<b>Subtotal</b>	<b>418</b>		<b>\$4,180</b>	<b>249</b>		<b>\$4,480</b>	<b>274</b>		<b>\$4,990</b>

**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.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	358	\$20,000.00	\$7,163	160	\$20,000.00	\$3,200	160	\$20,000.00	\$3,200
<b>Subtotal</b>	<b>358</b>		<b>\$7,163</b>	<b>160</b>		<b>\$3,200</b>	<b>160</b>		<b>\$3,200</b>

**Health Professionals Loan Repayment:** These funds provide loan repayment on behalf Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. This provides repayment of any loan made, insured, or guaranteed under Parts B and E of the Higher Education Act of 1965 after 1 October 1975, and Part C of the Health Service Act. The loan repayment will occur at the completion of each year of satisfactory service within a three year service agreement. The installments are up to \$25,000 each, for a total of up to \$75,000. The increase in initial payments in FY 2020 reflects required funding for the ANG to meet manning requirements.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	6	\$25,000.00	\$150	44	\$25,000.00	\$1,100	85	\$25,000.00	\$2,125
Anniversary Payments	22	\$20,000.00	\$450	6	\$25,000.00	\$150	35	\$25,000.00	\$875
<b>Subtotal</b>	<b>28</b>		<b>\$600</b>	<b>50</b>		<b>\$1,250</b>	<b>120</b>		<b>\$3,000</b>

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

**Chaplain Loan Repayment:** These funds provide loan repayment on behalf of Chaplains who agree to serve in the 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. This incentive is currently not being offered.

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	5	\$10,000.00	\$50	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>5</b>		<b>\$50</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

**Health Professional Cash Bonus (\$75K):** These funds provide bonus payments to Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. The cash bonus is paid in three installments of up to \$25,000. The total amount paid for a three year commitment is up to \$75,000. These incentive amounts vary by specialty.

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	241	\$25,000.00	\$6,025	200	\$25,000.00	\$5,000	200	\$25,000.00	\$5,000
Anniversary Payments	9	\$25,000.00	\$225	150	\$25,000.00	\$3,750	344	\$25,000.00	\$8,600
<b>Subtotal</b>	<b>250</b>		<b>\$6,250</b>	<b>350</b>		<b>\$8,750</b>	<b>544</b>		<b>\$13,600</b>

**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. The increase in initial payments in FY 2020 reflects required funding for the ANG to meet manning requirements.

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	540	\$15,000.00	\$8,147	100	\$15,000.00	\$1,500	150	\$15,000.00	\$2,250
Anniversary Payments	46	\$15,000.00	\$690	120	\$15,000.00	\$1,800	160	\$15,000.00	\$2,400
<b>Subtotal</b>	<b>586</b>		<b>\$8,837</b>	<b>220</b>		<b>\$3,300</b>	<b>310</b>		<b>\$4,650</b>

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

**Healthcare Professional Stipend (Resident/Med Student):** These funds provide a monetary stipend to ANG officers enrolled in a residency program in a critical Health Professions specialty. The increase in initial payments in FY 2020 reflects required funding for the ANG to meet manning requirements.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1	\$20,000.00	\$20	9	\$20,200.00	\$182	15	\$20,000.00	\$300
Anniversary Payments	0	\$0.00	\$0	1	\$20,000.00	\$20	5	\$20,200.00	\$101
<b>Subtotal</b>	<b>1</b>		<b>\$20</b>	<b>10</b>		<b>\$202</b>	<b>20</b>		<b>\$401</b>

**Healthcare Professional Stipend Bachelor Student:** These funds provide a monetary stipend to enlisted personnel who are third or fourth year students in an accredited baccalaureate program in Nursing or Physician's Assistant. This incentive is currently not being offered.

	FY 2018			FY 2019			FY 2020		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

**TOTAL RESERVE INCENTIVES**

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	1,228	\$18,664.50	\$22,920	790	\$21,141.77	\$16,702	1,154	\$21,534.66	\$24,851
Enlisted	3,957	\$8,258.28	\$32,678	4,144	\$11,786.44	\$48,843	4,439	\$11,726.29	\$52,053
<b>Subtotal</b>	<b>5,185</b>		<b>\$55,598</b>	<b>4,934</b>		<b>\$65,545</b>	<b>5,593</b>		<b>\$76,904</b>

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

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	6	\$30,000.00	\$180	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	21	\$30,000.00	\$630	0	\$0.00	\$0	0	\$0.00	\$0
<b>Subtotal</b>	<b>27</b>		<b>\$810</b>	<b>0</b>		<b>\$0</b>	<b>0</b>		<b>\$0</b>

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

	FY 2018			FY 2019			FY 2020		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$0			\$353			\$103
Enlisted			\$23			\$1,058			\$405
<b>Subtotal</b>			<b>\$23</b>			<b>\$1,411</b>			<b>\$508</b>

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

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
Officer - Base Pay	\$ 6,623	\$ 7,220	\$ 6,452
FICA	\$ 507	\$ 552	\$ 494
Retired Pay Accural	\$ 1,881	\$ 2,195	\$ 2,000
Other Pay and Allowances	\$ 947	\$ 538	\$ 1,313
PCS Travel	\$ 0	\$ 0	\$ 0
<b>Total Officer Program</b>	<b>\$ 9,958</b>	<b>\$ 10,505</b>	<b>\$ 10,259</b>
Enlisted - Base Pay	\$ 11,486	\$ 12,507	\$ 11,181
FICA	\$ 879	\$ 957	\$ 855
Retired Pay Accural	\$ 3,262	\$ 3,802	\$ 3,466
Other Pay and Allowances	\$ 1,461	\$ 760	\$ 2,101
PCS Travel	\$ 0	\$ 0	\$ 0
<b>Total Enlisted Program</b>	<b>\$ 17,088</b>	<b>\$ 18,026</b>	<b>\$ 17,603</b>
<b>Total Reimbursable Program</b>	<b>\$ 27,046</b>	<b>\$ 28,531</b>	<b>\$ 27,862</b>

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</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 2018</u>	<u>FY 2019</u>	<u>FY 2020</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 2018</u>	<u>FY 2019</u>	<u>FY 2020</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><b>FY 2018</b></u>	<u><b>FY 2019</b></u>	<u><b>FY 2020</b></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 2018</u>	<u>FY 2019</u>	<u>FY 2020</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 2020	\$10,083
Estimate	FY 2019	\$6,218
Actual	FY 2018	\$2,663

**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.

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>BA 01</b>	<b>Amount</b>
<b>FY 2019 Direct Program</b>	<b>\$6,218</b>	<b>\$6,218</b>
<b>Increases:</b>		
<b>Pricing Increases</b>		
FY20 Pay Raise (3.1%, Effective 1 Jan 20)	46	
Annualization FY19 Pay Raise (2.6%, Effective 1 Jan 19)	139	
<b>Total Pricing Increases</b>	<b>185</b>	
<b>Program Increases</b>		
TSP Matching Contribution Payments	3,680	
<b>Total Program Increases</b>	<b>\$3,680</b>	
<b>Total Increases</b>	<b>\$3,865</b>	
<b>Decreases:</b>		
<b>Total Decreases</b>	<b>\$0</b>	
<b>FY 2020 Direct Program</b>	<b>\$10,083</b>	

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
TSP Matching Contributions									
Officer			\$579			\$1,248			\$1,650
Enlisted			\$2,084			\$4,970			\$8,433
Total			\$2,663			\$6,218			\$10,083



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

Estimate	FY 2020	\$13,893
Estimate	FY 2019	\$16,202
Actual	FY 2018	\$20,843

**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.

**THIS PAGE INTENTIONALLY LEFT BLANK**

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

	<b>BA 01</b>
<b>FY 2019 Direct Program Budget Activity Adjustment</b>	<b>\$16,202</b>
<b>Increases:</b>	
<b>Program Increases</b>	
Basic Benefits	417
Kicker	909
<b>Total Program Increases</b>	<b>\$1,326</b>
<b>Total Increases</b>	<b>\$1,326</b>
<b>Decreases:</b>	
<b>Pricing Decreases</b>	
Basic Benefits	(2,063)
Kicker	(1,572)
<b>Total Pricing Decreases</b>	<b>(3,635)</b>
<b>Total Decreases</b>	<b>(\$3,635)</b>
<b>FY 2020 Direct Program</b>	<b>\$13,893</b>

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

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

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

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

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations (Chapter 1607): The Ronald W. Reagan National Defense Authorization Act for FY 2005 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 FY 2016 National Defense Authorization Act (P.L. 114-92), Section 555, ended the Reserve Educational Assistance Program effective November 25, 2015. The statute allows members who were receiving Chapter 1607 benefits before the statute was enacted to continue to receive these education benefits through November 2019. The basis of the funding is a submission from DOD Board of Actuaries. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefit opportunities.

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

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

	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>	<b># Eligible</b>	<b>Rate</b>	<b>Amount</b>
<b><u>MGIB-SR (CHAPTER 1606)</u></b>									
BASIC EDUCATIONAL BENEFITS	2,846	\$3,772	\$10,734	2,902	\$2,653	\$7,699	3,117	\$1,942	\$6,053
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,077	\$4,867	\$10,109	2,082	\$4,084	\$8,503	2,355	\$3,329	\$7,840
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
<b>TOTAL EDUCATIONAL BENEFITS</b>	<b>4,923</b>		<b>\$20,843</b>	<b>4,984</b>		<b>\$16,202</b>	<b>5,472</b>		<b>\$13,893</b>

**THIS PAGE INTENTIONALLY LEFT BLANK**

# SPECIAL ANALYSIS

**THIS PAGE INTENTIONALLY LEFT BLANK**



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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	972	\$9,720	400	\$4,000	370	\$3,700								
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	18	\$180					18	\$180						
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent			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							2,300	\$23,000						
FY2021 Anniversary Payments													1,700	\$17,000
FY2022														
FY2022 Initial and Subsequent									1,475	\$14,750				
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent											1,450	\$14,500		
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent													1,800	\$18,000
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>18</b>	<b>\$180</b>	<b>2,000</b>	<b>\$20,000</b>	<b>2,300</b>	<b>\$23,000</b>	<b>2,300</b>	<b>\$23,000</b>	<b>1,475</b>	<b>\$14,750</b>	<b>1,450</b>	<b>\$14,500</b>	<b>1,800</b>	<b>\$18,000</b>
<b>Total Anniversary Payment</b>	<b>972</b>	<b>\$9,720</b>	<b>400</b>	<b>\$4,000</b>	<b>370</b>	<b>\$3,700</b>	<b>18</b>	<b>\$180</b>	<b>2,000</b>	<b>\$20,000</b>	<b>2,000</b>	<b>\$20,000</b>	<b>1,700</b>	<b>\$17,000</b>
<b>Total</b>	<b>990</b>	<b>\$9,900</b>	<b>2,400</b>	<b>\$24,000</b>	<b>2,670</b>	<b>\$26,700</b>	<b>2,318</b>	<b>\$23,180</b>	<b>3,475</b>	<b>\$34,750</b>	<b>3,450</b>	<b>\$34,500</b>	<b>3,500</b>	<b>\$35,000</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	5	\$18												
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent														
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														
FY2024														
FY2024 Initial and Subsequent														
FY2024 Anniversary Payments														
Total														
<b>Total Initial and Subsequent</b>	<b>5</b>	<b>\$18</b>												
<b>Total Anniversary Payment</b>														
<b>Total</b>	<b>5</b>	<b>\$18</b>												

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	166	\$1,245	50	\$375	50	\$375								
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	244	\$1,830												
FY2018 Anniversary Payments							244	\$1,830						
FY2019														
FY2019 Initial and Subsequent			220	\$3,300										
FY2019 Anniversary Payments									190	\$1,425				
FY2020														
FY2020 Initial and Subsequent					220	\$3,300								
FY2020 Anniversary Payments											190	\$1,425		
FY2021														
FY2021 Initial and Subsequent							150	\$2,250						
FY2021 Anniversary Payments													120	\$900
FY2022														
FY2022 Initial and Subsequent									150	\$2,250				
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent											220	\$3,300		
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent													220	\$3,300
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>244</b>	<b>\$1,830</b>	<b>220</b>	<b>\$3,300</b>	<b>220</b>	<b>\$3,300</b>	<b>150</b>	<b>\$2,250</b>	<b>150</b>	<b>\$2,250</b>	<b>220</b>	<b>\$3,300</b>	<b>220</b>	<b>\$3,300</b>
<b>Total Anniversary Payment</b>	<b>166</b>	<b>\$1,245</b>	<b>50</b>	<b>\$375</b>	<b>50</b>	<b>\$375</b>	<b>244</b>	<b>\$1,830</b>	<b>190</b>	<b>\$1,425</b>	<b>190</b>	<b>\$1,425</b>	<b>120</b>	<b>\$900</b>
<b>Total</b>	<b>410</b>	<b>\$3,075</b>	<b>270</b>	<b>\$3,675</b>	<b>270</b>	<b>\$3,675</b>	<b>394</b>	<b>\$4,080</b>	<b>340</b>	<b>\$3,675</b>	<b>410</b>	<b>\$4,725</b>	<b>340</b>	<b>\$4,200</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	20	\$70												
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent														
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														
FY2024														
FY2024 Initial and Subsequent														
FY2024 Anniversary Payments														
Total														
<b>Total Initial and Subsequent</b>														
<b>Total Anniversary Payment</b>	<b>20</b>	<b>\$70</b>												
<b>Total</b>	<b>20</b>	<b>\$70</b>												

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	800	\$6,000	225	\$1,688	225	\$1,688								
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	1,146	\$8,595												
FY2018 Anniversary Payments							1,146	\$8,595						
FY2019														
FY2019 Initial and Subsequent			1,000	\$15,000										
FY2019 Anniversary Payments									900	\$6,750				
FY2020														
FY2020 Initial and Subsequent					1,000	\$15,000								
FY2020 Anniversary Payments											900	\$6,750		
FY2021														
FY2021 Initial and Subsequent							500	\$7,500						
FY2021 Anniversary Payments													500	\$3,750
FY2022														
FY2022 Initial and Subsequent									500	\$7,500				
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent											500	\$7,500		
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent													600	\$9,000
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>1,146</b>	<b>\$8,595</b>	<b>1,000</b>	<b>\$15,000</b>	<b>1,000</b>	<b>\$15,000</b>	<b>500</b>	<b>\$7,500</b>	<b>500</b>	<b>\$7,500</b>	<b>500</b>	<b>\$7,500</b>	<b>600</b>	<b>\$9,000</b>
<b>Total Anniversary Payment</b>	<b>800</b>	<b>\$6,000</b>	<b>225</b>	<b>\$1,688</b>	<b>225</b>	<b>\$1,688</b>	<b>1,146</b>	<b>\$8,595</b>	<b>900</b>	<b>\$6,750</b>	<b>900</b>	<b>\$6,750</b>	<b>500</b>	<b>\$3,750</b>
<b>Total</b>	<b>1,946</b>	<b>\$14,595</b>	<b>1,225</b>	<b>\$16,688</b>	<b>1,225</b>	<b>\$16,688</b>	<b>1,646</b>	<b>\$16,095</b>	<b>1,400</b>	<b>\$14,250</b>	<b>1,400</b>	<b>\$14,250</b>	<b>1,100</b>	<b>\$12,750</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	153	\$765												
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	15	\$75												
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent														
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														
FY2024														
FY2024 Initial and Subsequent														
FY2024 Anniversary Payments														
Total														
<b>Total Initial and Subsequent</b>	<b>15</b>	<b>\$75</b>												
<b>Total Anniversary Payment</b>	<b>153</b>	<b>\$765</b>												
<b>Total</b>	<b>168</b>	<b>\$840</b>												

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	111	\$1,110	50	\$500	49	\$490								
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	307	\$3,070												
FY2018 Anniversary Payments							307	\$3,070						
FY2019														
FY2019 Initial and Subsequent			199	\$3,980										
FY2019 Anniversary Payments									126	\$1,260				
FY2020														
FY2020 Initial and Subsequent					225	\$4,500								
FY2020 Anniversary Payments											192	\$1,920		
FY2021														
FY2021 Initial and Subsequent							185	\$3,700						
FY2021 Anniversary Payments													150	\$1,500
FY2022														
FY2022 Initial and Subsequent									185	\$3,700				
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent											225	\$4,500		
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent													250	\$5,000
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>307</b>	<b>\$3,070</b>	<b>199</b>	<b>\$3,980</b>	<b>225</b>	<b>\$4,500</b>	<b>185</b>	<b>\$3,700</b>	<b>185</b>	<b>\$3,700</b>	<b>225</b>	<b>\$4,500</b>	<b>250</b>	<b>\$5,000</b>
<b>Total Anniversary Payment</b>	<b>111</b>	<b>\$1,110</b>	<b>50</b>	<b>\$500</b>	<b>49</b>	<b>\$490</b>	<b>307</b>	<b>\$3,070</b>	<b>126</b>	<b>\$1,260</b>	<b>192</b>	<b>\$1,920</b>	<b>150</b>	<b>\$1,500</b>
<b>Total</b>	<b>418</b>	<b>\$4,180</b>	<b>249</b>	<b>\$4,480</b>	<b>274</b>	<b>\$4,990</b>	<b>492</b>	<b>\$6,770</b>	<b>311</b>	<b>\$4,960</b>	<b>417</b>	<b>\$6,420</b>	<b>400</b>	<b>\$6,500</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	358	\$7,163												
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent			160	\$3,200										
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent					160	\$3,200								
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent							168	\$3,360						
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent									160	\$3,200				
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent											160	\$3,200		
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent													200	\$4,000
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>358</b>	<b>\$7,163</b>	<b>160</b>	<b>\$3,200</b>	<b>160</b>	<b>\$3,200</b>	<b>168</b>	<b>\$3,360</b>	<b>160</b>	<b>\$3,200</b>	<b>160</b>	<b>\$3,200</b>	<b>200</b>	<b>\$4,000</b>
<b>Total Anniversary Payment</b>														
<b>Total</b>	<b>358</b>	<b>\$7,163</b>	<b>160</b>	<b>\$3,200</b>	<b>160</b>	<b>\$3,200</b>	<b>168</b>	<b>\$3,360</b>	<b>160</b>	<b>\$3,200</b>	<b>160</b>	<b>\$3,200</b>	<b>200</b>	<b>\$4,000</b>



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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	22	\$450												
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	6	\$150												
FY2018 Anniversary Payments			6	\$150										
FY2019														
FY2019 Initial and Subsequent			44	\$1,100										
FY2019 Anniversary Payments					35	\$875								
FY2020														
FY2020 Initial and Subsequent					85	\$2,125								
FY2020 Anniversary Payments							75	\$1,875						
FY2021														
FY2021 Initial and Subsequent							75	\$1,875						
FY2021 Anniversary Payments									50	\$1,250				
FY2022														
FY2022 Initial and Subsequent									50	\$1,250				
FY2022 Anniversary Payments											50	\$1,250		
FY2023														
FY2023 Initial and Subsequent											50	\$1,250		
FY2023 Anniversary Payments													50	\$1,250
FY2024														
FY2024 Initial and Subsequent													50	\$1,250
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>6</b>	<b>\$150</b>	<b>44</b>	<b>\$1,100</b>	<b>85</b>	<b>\$2,125</b>	<b>75</b>	<b>\$1,875</b>	<b>50</b>	<b>\$1,250</b>	<b>50</b>	<b>\$1,250</b>	<b>50</b>	<b>\$1,250</b>
<b>Total Anniversary Payment</b>	<b>22</b>	<b>\$450</b>	<b>6</b>	<b>\$150</b>	<b>35</b>	<b>\$875</b>	<b>75</b>	<b>\$1,875</b>	<b>50</b>	<b>\$1,250</b>	<b>50</b>	<b>\$1,250</b>	<b>50</b>	<b>\$1,250</b>
<b>Total</b>	<b>28</b>	<b>\$600</b>	<b>50</b>	<b>\$1,250</b>	<b>120</b>	<b>\$3,000</b>	<b>150</b>	<b>\$3,750</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	5	\$50												
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent														
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent														
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														
FY2024														
FY2024 Initial and Subsequent														
FY2024 Anniversary Payments														
Total														
<b>Total Initial and Subsequent</b>														
<b>Total Anniversary Payment</b>	<b>5</b>	<b>\$50</b>												
<b>Total</b>	<b>5</b>	<b>\$50</b>												

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	9	\$225	6	\$150										
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	241	\$6,025												
FY2018 Anniversary Payments			144	\$3,600	144	\$3,600								
FY2019														
FY2019 Initial and Subsequent			200	\$5,000			200	\$5,000						
FY2019 Anniversary Payments					200	\$5,000								
FY2020														
FY2020 Initial and Subsequent					200	\$5,000								
FY2020 Anniversary Payments							200	\$5,000	200	\$5,000				
FY2021														
FY2021 Initial and Subsequent							200	\$5,000						
FY2021 Anniversary Payments									100	\$2,500	100	\$2,500		
FY2022														
FY2022 Initial and Subsequent									100	\$2,500				
FY2022 Anniversary Payments											100	\$2,500	100	\$2,500
FY2023														
FY2023 Initial and Subsequent											100	\$2,500		
FY2023 Anniversary Payments													100	\$2,500
FY2024														
FY2024 Initial and Subsequent													100	\$2,500
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>241</b>	<b>\$6,025</b>	<b>200</b>	<b>\$5,000</b>	<b>200</b>	<b>\$5,000</b>	<b>200</b>	<b>\$5,000</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>	<b>100</b>	<b>\$2,500</b>
<b>Total Anniversary Payment</b>	<b>9</b>	<b>\$225</b>	<b>150</b>	<b>\$3,750</b>	<b>344</b>	<b>\$8,600</b>	<b>400</b>	<b>\$10,000</b>	<b>300</b>	<b>\$7,500</b>	<b>200</b>	<b>\$5,000</b>	<b>200</b>	<b>\$5,000</b>
<b>Total</b>	<b>250</b>	<b>\$6,250</b>	<b>350</b>	<b>\$8,750</b>	<b>544</b>	<b>\$13,600</b>	<b>600</b>	<b>\$15,000</b>	<b>400</b>	<b>\$10,000</b>	<b>300</b>	<b>\$7,500</b>	<b>300</b>	<b>\$7,500</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	46	\$690	60	\$900										
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	540	\$8,147												
FY2018 Anniversary Payments			60	\$900	60	\$900								
FY2019														
FY2019 Initial and Subsequent			100	\$1,500			100	\$1,500						
FY2019 Anniversary Payments					100	\$1,500	100	\$1,500						
FY2020														
FY2020 Initial and Subsequent					150	\$2,250			150	\$2,250				
FY2020 Anniversary Payments							150	\$2,250	150	\$2,250				
FY2021														
FY2021 Initial and Subsequent							150	\$2,250			100	\$1,500	100	\$1,500
FY2021 Anniversary Payments									100	\$1,500	100	\$1,500		
FY2022														
FY2022 Initial and Subsequent									100	\$1,500			100	\$1,500
FY2022 Anniversary Payments											100	\$1,500	100	\$1,500
FY2023														
FY2023 Initial and Subsequent											140	\$2,100		
FY2023 Anniversary Payments													140	\$2,100
FY2024														
FY2024 Initial and Subsequent													150	\$2,250
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>540</b>	<b>\$8,147</b>	<b>100</b>	<b>\$1,500</b>	<b>150</b>	<b>\$2,250</b>	<b>150</b>	<b>\$2,250</b>	<b>100</b>	<b>\$1,500</b>	<b>140</b>	<b>\$2,100</b>	<b>150</b>	<b>\$2,250</b>
<b>Total Anniversary Payment</b>	<b>46</b>	<b>\$690</b>	<b>120</b>	<b>\$1,800</b>	<b>160</b>	<b>\$2,400</b>	<b>250</b>	<b>\$3,750</b>	<b>250</b>	<b>\$3,750</b>	<b>200</b>	<b>\$3,000</b>	<b>240</b>	<b>\$3,600</b>
<b>Total</b>	<b>586</b>	<b>\$8,837</b>	<b>220</b>	<b>\$3,300</b>	<b>310</b>	<b>\$4,650</b>	<b>400</b>	<b>\$6,000</b>	<b>350</b>	<b>\$5,250</b>	<b>340</b>	<b>\$5,100</b>	<b>390</b>	<b>\$5,850</b>

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2018														
FY2018 Initial and Subsequent	1	\$20												
FY2018 Anniversary Payments			1	\$20										
FY2019														
FY2019 Initial and Subsequent			9	\$182										
FY2019 Anniversary Payments					5	\$101								
FY2020														
FY2020 Initial and Subsequent					15	\$300								
FY2020 Anniversary Payments							15	\$300						
FY2021														
FY2021 Initial and Subsequent							10	\$200						
FY2021 Anniversary Payments									10	\$200				
FY2022														
FY2022 Initial and Subsequent									10	\$200				
FY2022 Anniversary Payments											10	\$200		
FY2023														
FY2023 Initial and Subsequent											10	\$200		
FY2023 Anniversary Payments													10	\$200
FY2024														
FY2024 Initial and Subsequent													10	\$200
FY2024 Anniversary Payments														
<b>Total</b>														
<b>Total Initial and Subsequent</b>	<b>1</b>	<b>\$20</b>	<b>9</b>	<b>\$182</b>	<b>15</b>	<b>\$300</b>	<b>10</b>	<b>\$200</b>	<b>10</b>	<b>\$200</b>	<b>10</b>	<b>\$200</b>	<b>10</b>	<b>\$200</b>
<b>Total Anniversary Payment</b>			<b>1</b>	<b>\$20</b>	<b>5</b>	<b>\$101</b>	<b>15</b>	<b>\$300</b>	<b>10</b>	<b>\$200</b>	<b>10</b>	<b>\$200</b>	<b>10</b>	<b>\$200</b>
<b>Total</b>	<b>1</b>	<b>\$20</b>	<b>10</b>	<b>\$202</b>	<b>20</b>	<b>\$401</b>	<b>25</b>	<b>\$500</b>	<b>20</b>	<b>\$400</b>	<b>20</b>	<b>\$400</b>	<b>20</b>	<b>\$400</b>

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

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	0	592	592	0	0	0	592
<b>SUBTOTAL</b>	<b>0</b>	<b>592</b>	<b>592</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>592</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	21,529	0	0	21,536
UNIT SPT- RC	2,216	11,925	14,141	0	0	0	14,141
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2,223</b>	<b>11,925</b>	<b>14,148</b>	<b>21,529</b>	<b>0</b>	<b>0</b>	<b>35,677</b>
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
<b>SUBTOTAL</b>	<b>71</b>	<b>117</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>188</b>
HEADQUARTERS:							
SERVICE HQS	61	0	61	0	0	0	61
AC HQS	7	6	13	0	0	0	13
AC INSTAL/ACTIVITIES	46	0	46	0	0	0	46
RC CHIEFS STAFF	49	0	49	0	0	0	49
OTHERS	278	489	767	0	0	0	767
<b>SUBTOTAL</b>	<b>441</b>	<b>495</b>	<b>936</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>936</b>
OTHERS	13	76	89	0	38	2,243	2,370
<b>TOTAL</b>	<b>2,748</b>	<b>13,205</b>	<b>15,953</b>	<b>21,529</b>	<b>38</b>	<b>2,243</b>	<b>39,763</b>

**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	0	646	646	0	0	0	646
<b>SUBTOTAL</b>	<b>0</b>	<b>646</b>	<b>646</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>646</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	15,861	0	0	15,868
UNIT SPT- RC	2,530	15,445	17,975	0	0	0	17,975
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2,537</b>	<b>15,445</b>	<b>17,982</b>	<b>15,861</b>	<b>0</b>	<b>0</b>	<b>33,843</b>
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
<b>SUBTOTAL</b>	<b>71</b>	<b>117</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>188</b>
HEADQUARTERS:							
SERVICE HQS	64	0	64	0	0	0	64
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	48	6	54	0	0	0	54
RC CHIEFS STAFF	54	0	54	0	0	0	54
OTHERS	278	489	767	0	0	0	767
<b>SUBTOTAL</b>	<b>451</b>	<b>495</b>	<b>946</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>946</b>
OTHERS	13	86	99	0	27	4,501	4,627
<b>TOTAL</b>	<b>3,072</b>	<b>16,789</b>	<b>19,861</b>	<b>15,861</b>	<b>27</b>	<b>4,501</b>	<b>40,250</b>

**NATIONAL GUARD PERSONNEL, AIR FORCE  
FULL TIME SUPPORT PERSONNEL (END STRENGTH)  
FY 2020**

	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	0	696	696	0	0	0	696
<b>SUBTOTAL</b>	<b>0</b>	<b>696</b>	<b>696</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>696</b>
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	13,569	0	0	13,576
UNIT SPT- RC	2,940	17,774	20,714	0	0	0	20,714
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2,947</b>	<b>17,774</b>	<b>20,721</b>	<b>13,569</b>	<b>0</b>	<b>0</b>	<b>34,290</b>
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
<b>SUBTOTAL</b>	<b>71</b>	<b>117</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>188</b>
HEADQUARTERS:							
SERVICE HQS	67	0	67	0	0	0	67
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	50	6	56	0	0	0	56
RC CHIEFS STAFF	56	0	56	0	0	0	56
OTHERS	278	489	767	0	0	0	767
<b>SUBTOTAL</b>	<b>458</b>	<b>495</b>	<b>953</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>953</b>
OTHERS	13	66	79	0	26	4,493	4,598
<b>TOTAL</b>	<b>3,489</b>	<b>19,148</b>	<b>22,637</b>	<b>13,569</b>	<b>26</b>	<b>4,493</b>	<b>40,725</b>



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

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The aviation bonus program authorized in title 37 §334(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.

<b><u>Aircraft Type category:</u></b>	<b>Aircraft Personnel Manning Levels</b>		
	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
Fighter	84.5%	83.0%	83.1%
Bomber	53.9%	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%
<b>Total</b>	<b>83.3%</b>	<b>83.8%</b>	<b>86.1%</b>

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).

<b><u>Aircraft Type category:</u></b>	<b>FY 2018</b>			<b>FY 2019</b>			<b>FY 2020</b>		
	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>STRENGTH</b>	<b>RATE</b>	<b>AMOUNT</b>
Fighter	242	\$23,033	\$5,574	291	\$23,935	\$6,965	233	\$25,086	\$5,845
Bomber	10	\$21,500	\$215	9	\$22,222	\$200	7	\$23,571	\$165
Mobility	193	\$22,269	\$4,298	217	\$23,479	\$5,095	176	\$24,602	\$4,330
Special Ops	6	\$23,333	\$140	7	\$23,571	\$165	6	\$25,000	\$150
C2ISR	48	\$16,979	\$815	126	\$21,508	\$2,710	103	\$22,718	\$2,340
Rescue	25	\$22,000	\$550	31	\$22,903	\$710	24	\$24,583	\$590
RPA	125	\$20,240	\$2,530	168	\$21,905	\$3,680	126	\$23,571	\$2,970
<b>Total</b>	<b>649</b>		<b>\$14,122</b>	<b>849</b>		<b>\$19,525</b>	<b>675</b>		<b>\$16,390</b>