



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2021
BUDGET ESTIMATES**

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

February 2020

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

	<u>FY 2019 (Actual)</u>	<u>FY 2020 (Enacted)</u>	<u>FY 2021 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$3,746,387	\$4,060,651	\$4,547,087
TOTAL Direct Program	\$3,746,387	\$4,060,651	\$4,547,087
REIMBURSABLE Program			
Reserve Component Training & Support	\$51,429	\$54,000	\$54,000
TOTAL Reimbursable Program	\$51,429	\$54,000	\$54,000
TOTAL Baseline Program			
Reserve Component Training & Support	\$3,797,816	\$4,114,651	\$4,601,087
TOTAL Baseline Program Funding	\$3,797,816	\$4,114,651	\$4,601,087
<u>OCO/Title IX Supplemental Funding - FY 2019 P.L.115-245, FY 2020 P.L. 116-93</u>			
Reserve Component Training Support	\$4,907	\$5,624	\$0
TOTAL OCO Funding	\$4,907	\$5,624	\$0
TOTAL Program Funding	\$3,802,723	\$4,120,275	\$4,601,087
<u>LESS OCO: FY 2020 P.L. 116-93</u>			
Reserve Component Training and Support	\$0	(\$5,624)	\$0
TOTAL OCO Funding	\$0	(\$5,624)	\$0
<u>Revised TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$3,802,723	\$4,114,651	\$4,601,087
Revised TOTAL Program Funding	\$3,802,723	\$4,114,651	\$4,601,087
Medicare Eligible Retiree Health Fund Contribution	\$236,097	\$254,512	\$279,223
TOTAL Military Personnel Program Cost	\$4,038,820	\$4,369,163	\$4,880,310
Legislative Proposals: None			

**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 2019 (Actual)</u>	<u>FY 2020 (Enacted)</u>	<u>FY 2021 (Estimate)</u>
<u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u>			
Direct Program (NGPAF)	\$3,746,387	\$4,060,651	\$4,547,087
Reimbursable Program (NGPAF)	\$51,429	\$54,000	\$54,000
Overseas Contingency Operations (OCO) (NGPAF)	\$4,907	\$5,624	\$5,800
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$3,802,723	\$4,120,275	\$4,606,887
Medicare-Eligible Retiree Health Fund Contribution	\$236,097	\$254,512	\$279,223
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$4,038,820	\$4,374,787	\$4,886,110
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)	\$612,422	\$680,435	\$643,371
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$249,542	\$310,835	\$254,870
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$861,964	\$991,270	\$898,241
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$4,900,784	\$5,366,057	\$5,784,351

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 2021 President's Budget Submission is based on an average strength of 106,873 in FY 2019, 106,698 in FY 2020, and 107,881 in FY 2021, 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 17,784 full-time active duty ANG personnel in FY 2019, 20,652 in FY 2020, and 23,251 in FY 2021.

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 537 in FY 2019, 556 in FY 2020, and 563 in FY 2021.

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.

End-strength growth of 400 personnel in FY 2021 addresses readiness challenges across the Air National Guard. Manpower increase to the 9th Air Force Joint Task Force provides combat ready Airmen to support the joint warfighter. Additions to Space and Cyber Forces were made to accelerate the ANG's defensive Space and Cyber mission. Crew ratio growth to the KC-135 platform increases deployable readiness to the ANG's tanker force. Bilateral Affairs Officers were added to the State Partnership Program to continue to strengthen relationships with partner nations. Increased manpower to the Razorback Range supports readiness to Combat Air Forces. Manpower for a Virtual Test and Training Center, the Special Access Program, and Mobility cell contributes to the ANG's deployable readiness.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2021 is the third year the ANG is realigning Technicians to AGRs. The ANG is realigning 18% (2,519) of the dual status technician workforce to AGRs in FY 2021. The Tech to AGR realignment targets 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 Defense, the Air National Guard will accept new and increased national defense challenges. We have been very successful in accepting such challenges in the past and can continue to do so with full funding of this request.

Unexpended Balances Reduction: The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2021 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 to 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 EACH CALENDAR YEAR

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
FICA Maximum Taxable Income	\$132,900	\$137,700	\$142,200
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	2.60%	3.10%	3.00%
BAH Increase	2.90%	4.00%	3.30%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Non-Pay Inflation	1.90%	2.00%	2.00%
Retired Pay Accrual, Part Time	24.70%	24.40%	27.00%
Retired pay Accrual, Full Time	30.40%	31.00%	34.90%
G.I. Bill Per Capita	\$2,653	\$1,942	\$1,981

**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 Defense Strategy

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

	FY 2019 Actual	FY 2020 Planned	FY 2021 Planned
Performance Measures			
Average Strength	106,873	106,698	107,881
End Strength	107,197	107,700	108,100
Authorized End Strength	107,100	107,700	

The Air National Guard recruited 12,657 Airmen (10,608 enlisted and 2,049 officers) in FY 2019. These accessions lead to a total final assigned end strength of 107,197 with 91,702 enlisted and 15,495 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2020 and future years. The enlisted and officer recruiting programs will continue to be focused on overall manning while placing members in critical vacancies, emphasizing the need for fully-qualified prior service members.

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SUMMARY TABLES

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

	FY 2019				FY 2020				FY 2021			
	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	12,562	12,486	48	15	11,790	11,497	48	15	11,068	11,272
Pay Group A -Enlisted	48	15	70,104	68,541	48	15	69,063	70,118	48	15	68,726	68,047
SubTotal Pay Group A			82,666	81,027			80,853	81,615			79,794	79,319
Pay Group F-Enlisted		177	1,501	1,348		177	1,518	1,553		177	1,528	1,553
Pay Group P- Enlisted -Pay	36		4,894	5,380	36		3,566	1,695	36		3,226	1,695
Pay Group P- Enlisted -Nonpay			28	27			109	200			82	200
SubTotal Pay Group F/P			6,423	6,755			5,193	3,448			4,836	3,448
Subtotal Paid Drill/Individual Training			89,089	87,782			86,046	85,063			84,630	82,767
Full time Active Duty												
Officers			2,886	3,009			3,156	3,489			3,540	3,874
Enlisted			14,898	16,406			17,496	19,148			19,711	21,459
Total			17,784	19,415			20,652	22,637			23,251	25,333
Total Selected Reserve												
Total Officers			15,448	15,495			14,946	14,986			14,608	15,146
Total Enlisted			91,425	91,702			91,752	92,714			93,273	92,954
Total			106,873	107,197			106,698	107,700			107,881	108,100
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			48	48			47	47			46	46
Pay Group A- Enlisted			196	196			198	198			198	198
Subtotal Pay Group A			244	244			245	245			244	244

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

	FY 2019				FY 2020				FY 2021			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Full Time Active Duty												
Officers			59	58			65	68			68	68
Enlisted			234	233			246	251			251	251
Subtotal Full-time			293	291			311	319			319	319
Total Selected Reserve												
Total Reimbursable Officers			107	106			112	115			114	114
Total Reimbursable Enlisted			430	429			444	449			449	449
Total Reimbursable			537	535			556	564			563	563
Total Baseline Program												
Baseline - Officers			15,341	15,389			14,834	14,871			14,494	15,032
Baseline - Enlisted			90,995	91,273			91,308	92,265			92,824	92,505
Total Program			106,336	106,662			106,142	107,136			107,318	107,537

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

	FY 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	1	1	1	1	1	1
O-9 LT GEN	3	3	3	3	3	3
O-8 MAJ GEN	7	7	8	8	9	9
O-7 BRIG GEN	17	19	18	17	17	16
O-6 COL	376	391	405	417	421	422
O-5 LT COL	1,010	1,089	1,090	1,128	1,133	1,149
O-4 MAJ	938	920	898	981	907	1,052
O-3 CAPT	413	450	550	700	710	780
O-2 1 LT	80	81	116	149	204	257
O-1 2D LT	41	48	67	85	135	185
TOTAL OFFICERS	2,886	3,009	3,156	3,489	3,540	3,874
ENLISTED PERSONNEL						
E-9 CMSGT	651	712	712	709	712	718
E-8 SMSGT	1,573	1,705	1,689	1,767	1,668	1,779
E-7 MSGT	5,017	5,158	5,340	5,618	5,633	5,959
E-6 TSG	4,261	4,922	5,290	5,855	5,887	6,366
E-5 SSGT	2,572	3,037	3,199	3,545	3,812	4,296
E-4 SRA	621	639	936	1,230	1,504	1,776
E-3 A1C	191	210	273	333	396	459
E-2 AMN	9	18	52	86	96	106
E-1 AB	3	5	5	5	3	0
TOTAL ENLISTED	14,898	16,406	17,496	19,148	19,711	21,459
TOTAL PERSONNEL	17,784	19,415	20,652	22,637	23,251	25,333

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 2019 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>			<u>Full Time Activity Duty</u>				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2018	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	12,662	71,804	84,466	1,371	4,941	28	90,806	2,761	13,611	16,372	107,178
January	12,614	71,487	84,101	1,514	4,949	28	90,592	2,784	13,698	16,482	107,074
February	12,580	71,257	83,837	1,499	4,957	28	90,321	2,816	13,886	16,702	107,023
March	12,653	70,895	83,548	1,518	4,777	28	89,871	2,808	13,960	16,768	106,639
April	12,555	69,167	81,722	1,495	4,902	28	88,147	2,919	15,500	18,419	106,566
May	12,481	68,392	80,873	1,539	4,864	27	87,303	2,989	16,114	19,103	106,406
June	12,471	67,834	80,305	1,530	4,887	27	86,749	3,028	16,507	19,535	106,284
July	12,454	67,680	80,134	1,496	4,914	27	86,571	3,061	16,853	19,914	106,485
August	12,449	67,900	80,349	1,364	5,035	27	86,775	3,048	16,874	19,922	106,697
September 30, 2019	12,486	68,541	81,027	1,348	5,380	27	87,782	3,009	16,406	19,415	107,197
Workyears	12,562	70,104	82,666	1,501	4,894	28	89,089	2,886	14,898	17,784	106,873

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL 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	
73	0	73	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
September 30, 2019	12,486	68,541	81,027	1,348	5,380	27	87,782	3,009	16,406	19,415	107,197
October	12,445	68,257	80,702	1,380	5,193	27	87,302	3,074	16,868	19,942	107,244
November	12,436	68,322	80,758	1,467	5,181	27	87,433	3,079	16,847	19,926	107,359
December	12,229	68,485	80,714	1,540	4,120	73	86,447	2,995	16,773	19,768	106,215
January	12,065	68,746	80,811	1,543	3,841	88	86,283	3,050	16,941	19,991	106,274
February	11,893	68,854	80,747	1,544	3,863	110	86,264	3,067	17,060	20,127	106,391
March	11,687	68,917	80,604	1,545	3,682	131	85,962	3,110	17,182	20,292	106,254
April	11,505	69,051	80,556	1,547	3,215	114	85,432	3,163	17,428	20,591	106,023
May	11,359	69,312	80,671	1,548	2,948	129	85,296	3,207	17,749	20,956	106,252
June	11,248	69,627	80,875	1,549	2,670	144	85,238	3,241	18,169	21,410	106,648
July	11,272	69,899	81,171	1,550	2,410	168	85,299	3,285	18,441	21,726	107,025
August	11,352	69,962	81,314	1,551	2,137	183	85,185	3,347	18,717	22,064	107,249
September 30, 2020	11,497	70,118	81,615	1,553	1,695	200	85,063	3,489	19,148	22,637	107,700
Workyears	11,790	69,063	80,853	1,518	3,566	109	86,046	3,156	17,496	20,652	106,698

**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	
96	0	96	Mobility Pilot, Security Forces

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

FY 2021 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2020	11,497	70,118	81,615	1,553	1,695	200	85,063	3,489	19,148	22,637	107,700
October	11,336	69,853	81,189	1,556	2,105	152	85,002	3,381	18,845	22,226	107,228
November	11,272	69,584	80,856	1,543	2,632	98	85,129	3,338	18,668	22,006	107,135
December	11,251	69,301	80,552	1,531	3,401	75	85,559	3,342	18,684	22,026	107,585
January	11,170	69,154	80,324	1,516	3,623	32	85,495	3,349	18,801	22,150	107,645
February	11,066	68,879	79,945	1,501	3,802	25	85,273	3,356	19,052	22,408	107,681
March	11,026	68,753	79,779	1,483	3,684	25	84,971	3,453	19,530	22,983	107,954
April	10,914	68,408	79,322	1,501	4,136	25	84,984	3,561	19,806	23,367	108,351
May	10,863	67,974	78,837	1,524	3,983	30	84,374	3,598	20,331	23,929	108,303
June	10,825	67,648	78,473	1,536	3,612	72	83,693	3,702	20,547	24,249	107,942
July	10,839	68,021	78,860	1,542	3,238	97	83,737	3,776	20,867	24,643	108,380
August	10,874	68,060	78,934	1,548	2,796	156	83,434	3,937	21,093	25,030	108,464
September 30, 2021	11,272	68,047	79,319	1,553	1,695	200	82,767	3,874	21,459	25,333	108,100
Workyears	11,068	68,726	79,794	1,528	3,226	82	84,630	3,540	19,711	23,251	107,881

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2021**

<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	
96	0	96	Mobility Pilot, Security Forces

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Begin Strength	15,401	15,495	14,986
Gains			
Non-Prior Service	810	127	127
Male	637	85	85
Female	173	42	42
Prior Service Personnel	1,239	1,149	815
Civilian Life	38	98	98
Active Component	50	120	90
Enlisted Commissioning Programs	583	117	123
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	16	85	95
All Other	45	175	124
Full-Time Active Duty	507	554	285
Total Gains	2,049	1,276	942
Losses			
Civilian Life	374	451	210
Expiration of Selected	6	10	10
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	865	492	320
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	127	210	30
All Other	403	485	70
Full-Time Active Duty	180	137	142
Total Losses	1,955	1,785	782
End Strength	15,495	14,986	15,146

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Begin Strength	92,068	91,702	92,714
Gains			
Non-Prior Service	5,401	3,990	3,990
Male	4,172	2,890	2,890
Female	1,229	1,100	1,100
Prior Service Personnel	5,207	7,034	5,714
Civilian Life	367	1,768	2,294
Active Component	301	805	765
Enlisted Commissioning Programs	74	62	55
Reenlistment /Extensions	201	462	350
Other Reserve Status/ Component	95	564	482
All Other	181	640	1,250
Full-Time Active Duty	3,988	2,733	518
Total Gains	10,608	11,024	9,704
Losses			
Civilian Life	2,901	2,780	3,019
Expiration of Selected	1,211	1,457	1,025
Active Component	6	6	6
To Officer Status	583	109	116
Retired Reserves	2,870	3,528	3,564
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	637	816	650
All Other	2,374	942	529
Full-Time Active Duty	392	374	555
Total Losses	10,974	10,012	9,464
End Strength	91,702	92,714	92,954

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

	FY 2019			FY 2020			FY 2021		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$70,050	\$157,521	\$227,571	\$67,584	\$159,532	\$227,116	\$66,498	\$165,970	\$232,468
Inactive Duty Training									
Unit Training Assemblies	\$153,686	\$410,099	\$563,785	\$148,142	\$415,048	\$563,190	\$146,014	\$433,860	\$579,874
Flight Training	\$31,311	\$7,219	\$38,530	\$30,175	\$7,275	\$37,450	\$29,705	\$7,622	\$37,327
Proficiency Training	\$2,967	\$2,203	\$5,170	\$2,860	\$2,221	\$5,081	\$2,818	\$2,330	\$5,148
Training Preparation	\$1,392	\$1,596	\$2,988	\$1,342	\$1,608	\$2,950	\$1,322	\$1,687	\$3,009
Military Funeral Honors	\$81	\$200	\$281	\$76	\$196	\$272	\$71	\$196	\$267
Clothing	\$39	\$9,687	\$9,726	\$36	\$9,559	\$9,595	\$35	\$9,703	\$9,738
Inactive Duty Subsistence	\$0	\$4,869	\$4,869	\$0	\$4,826	\$4,826	\$0	\$4,899	\$4,899
Travel	\$16,168	\$60,633	\$76,801	\$15,475	\$60,923	\$76,398	\$14,815	\$61,837	\$76,652
IDT Subtotal	\$205,644	\$496,506	\$702,150	\$198,106	\$501,656	\$699,762	\$194,780	\$522,134	\$716,914
TOTAL Direct Program Pay Group A	\$275,694	\$654,027	\$929,721	\$265,690	\$661,188	\$926,878	\$261,278	\$688,104	\$949,382
PAY GROUP F									
Active Duty Training		\$76,870	\$76,870		\$79,946	\$79,946		\$84,274	\$84,274
Clothing		\$6,528	\$6,528		\$6,613	\$6,613		\$6,789	\$6,789
Travel		\$5,679	\$5,679		\$5,857	\$5,857		\$6,015	\$6,015
TOTAL Direct Program Pay Group F		\$89,077	\$89,077		\$92,416	\$92,416		\$97,078	\$97,078
PAY GROUP P									
Inactive Duty (Unit) Training		\$11,012	\$11,012		\$8,242	\$8,242		\$7,829	\$7,829
TOTAL Direct Program Pay Group P		\$11,012	\$11,012		\$8,242	\$8,242		\$7,829	\$7,829
Subtotal Pay Group A, Pay Group F and Pay Group P	\$275,694	\$754,116	\$1,029,810	\$265,690	\$761,846	\$1,027,536	\$261,278	\$793,011	\$1,054,289

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

	FY 2019			FY 2020			FY 2021		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$9,281	\$25,905	\$35,186	\$9,460	\$27,586	\$37,046	\$9,618	\$29,811	\$39,429
Graduate Flying Training	\$40,929	\$24,813	\$65,742	\$39,461	\$24,999	\$64,460	\$39,901	\$26,867	\$66,768
Initial Skill Acquisition Training	\$22,409	\$143,623	\$166,032	\$21,862	\$146,449	\$168,311	\$21,603	\$153,793	\$175,396
Officer Training School	\$2,083	\$6,845	\$8,928	\$2,574	\$8,834	\$11,408	\$2,480	\$9,041	\$11,521
Refresher and Proficiency Training	\$7,593	\$18,014	\$25,607	\$7,894	\$19,574	\$27,468	\$7,620	\$20,080	\$27,700
Undergraduate Pilot Training	\$37,259	\$0	\$37,259	\$36,923	\$0	\$36,923	\$40,693	\$0	\$40,693
Unit Conversion Training	\$5	\$13	\$18	\$5	\$14	\$19	\$6	\$14	\$20
TOTAL Direct Obligations School Training	\$119,559	\$219,213	\$338,772	\$118,179	\$227,456	\$345,635	\$121,921	\$239,606	\$361,527
SPECIAL TRAINING									
Exercises	\$8,750	\$16,616	\$25,366	\$8,430	\$16,740	\$25,170	\$8,254	\$17,418	\$25,672
Management Support	\$6,252	\$10,207	\$16,459	\$6,030	\$10,286	\$16,316	\$5,905	\$10,702	\$16,607
Operational Training	\$57,593	\$67,757	\$125,350	\$56,367	\$69,330	\$125,697	\$55,163	\$72,083	\$127,246
Unit Conversion Training	\$4,522	\$4,928	\$9,450	\$4,357	\$4,964	\$9,321	\$4,268	\$5,164	\$9,432
Drug Interdiction	\$13,634	\$40,625	\$54,259	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$24,906	\$41,058	\$65,964	\$24,000	\$41,367	\$65,367	\$23,503	\$43,040	\$66,543
Yellow Ribbon Reintegration Program	\$797	\$4,110	\$4,907	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL Direct Program Special Training	\$116,454	\$185,301	\$301,755	\$99,184	\$142,687	\$241,871	\$97,093	\$148,407	\$245,500
ADMINISTRATION AND SUPPORT									
Active Duty	\$516,991	\$1,437,346	\$1,954,337	\$587,174	\$1,744,727	\$2,331,901	\$694,950	\$2,068,207	\$2,763,157
Clothing	\$93	\$382	\$475	\$98	\$519	\$617	\$99	\$591	\$690
Travel	\$4,124	\$3,443	\$7,567	\$4,600	\$4,134	\$8,734	\$5,272	\$4,699	\$9,971
Death Gratuities	\$1,400	\$2,400	\$3,800	\$1,400	\$2,400	\$3,800	\$1,400	\$2,400	\$3,800
Disability, Hospitalization & Compensation	\$22	\$1,288	\$1,310	\$23	\$1,553	\$1,576	\$29	\$1,804	\$1,833
Reserve Incentive	\$40,033	\$51,801	\$91,834	\$32,485	\$44,110	\$76,595	\$36,835	\$41,340	\$78,175
Continuation Pay	\$28	\$167	\$195	\$52	\$190	\$242	\$83	\$246	\$329
					\$0				
TOTAL Direct Program Administration And Support	\$562,691	\$1,496,827	\$2,059,518	\$625,832	\$1,797,633	\$2,423,465	\$738,668	\$2,119,287	\$2,857,955

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

	FY 2019			FY 2020			FY 2021		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$1,389	\$4,802	\$6,191	\$1,385	\$6,739	\$8,124	\$2,402	\$12,273	\$14,675
TOTAL Direct Program TSP Matching Contributions	\$1,389	\$4,802	\$6,191	\$1,385	\$6,739	\$8,124	\$2,402	\$12,273	\$14,675
EDUCATION BENEFITS									
Benefits Accrual	\$0	\$8,179	\$8,179	\$78	\$6,102	\$6,180	\$79	\$6,157	\$6,236
Kicker Benefits		\$7,069	\$7,069		\$7,840	\$7,840		\$6,905	\$6,905
TOTAL Direct Program Education Benefits	\$0	\$15,248	\$15,248	\$78	\$13,942	\$14,020	\$79	\$13,062	\$13,141
Subtotal Other Training and Support	\$800,093	\$1,921,391	\$2,721,484	\$844,658	\$2,188,457	\$3,033,115	\$960,163	\$2,532,635	\$3,492,798
Total Direct Program	\$1,075,787	\$2,675,507	\$3,751,294	\$1,110,348	\$2,950,303	\$4,060,651	\$1,221,441	\$3,325,646	\$4,547,087

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2020 (IN THOUSANDS OF DOLLARS)**

	FY2020 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2020 BUDGET COLUMN OF FY2021 BUDGET
Unit and Individual Training							
PAY GROUP A							
Active Duty Training	\$206,892	\$0	\$206,892	\$20,224	\$227,116	\$0	\$227,116
Inactive Duty Training							
Unit Training Assemblies	\$604,293	\$0	\$604,293	(\$41,103)	\$563,190	\$0	\$563,190
Flight Training	\$39,842	\$0	\$39,842	(\$2,392)	\$37,450	\$0	\$37,450
Proficiency Training	\$4,615	\$0	\$4,615	\$466	\$5,081	\$0	\$5,081
Training Preparation	\$2,591	\$0	\$2,591	\$359	\$2,950	\$0	\$2,950
Military Funeral Honors	\$290	\$0	\$290	(\$18)	\$272	\$0	\$272
Clothing	\$6,395	\$0	\$6,395	\$3,200	\$9,595	\$0	\$9,595
Inactive Duty Subsistence	\$4,604	\$0	\$4,604	\$222	\$4,826	\$0	\$4,826
Travel	\$65,777	\$0	\$65,777	\$10,621	\$76,398	\$0	\$76,398
IDT Subtotal	\$728,407	\$0	\$728,407	(\$28,645)	\$699,762	\$0	\$699,762
TOTAL Direct Program Pay Group A	\$935,299	\$0	\$935,299	(\$8,421)	\$926,878	\$0	\$926,878
PAY GROUP F							
Active Duty Training	\$70,697	\$0	\$70,697	\$9,249	\$79,946	\$0	\$79,946
Clothing	\$5,160	\$0	\$5,160	\$1,453	\$6,613	\$0	\$6,613
Travel	\$5,787	\$0	\$5,787	\$70	\$5,857	\$0	\$5,857
TOTAL Direct Program Pay Group F	\$81,644	\$0	\$81,644	\$10,772	\$92,416	\$0	\$92,416
PAY GROUP P							
Inactive Duty (Unit) Training	\$7,969	\$0	\$7,969	\$273	\$8,242	\$0	\$8,242
TOTAL Direct Program Pay Group P	\$7,969	\$0	\$7,969	\$273	\$8,242	\$0	\$8,242
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,024,912	\$0	\$1,024,912	\$2,624	\$1,027,536	\$0	\$1,027,536
Other Training and Support							
SCHOOL TRAINING							
Career Development Training	\$38,108	\$0	\$38,108	(\$1,062)	\$37,046	\$0	\$37,046
Initial Skills Acquisition Training	\$167,336	\$0	\$167,336	\$975	\$168,311	\$0	\$168,311
Graduate Flying Training	\$71,702	\$0	\$71,702	(\$7,242)	\$64,460	\$0	\$64,460
Officer Training School	\$11,120	\$0	\$11,120	\$288	\$11,408	\$0	\$11,408
Refresher & Proficiency Training	\$18,510	\$0	\$18,510	\$8,958	\$27,468	\$0	\$27,468
Undergraduate Pilot Training	\$51,096	\$0	\$51,096	(\$14,173)	\$36,923	\$0	\$36,923
Unit Conversion Training	\$18	\$0	\$18	\$1	\$19	\$0	\$19
TOTAL Direct Program School Training	\$357,890	\$0	\$357,890	(\$12,255)	\$345,635	\$0	\$345,635

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2020 (IN THOUSANDS OF DOLLARS)

	FY2020 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2020 BUDGET COLUMN OF FY2021 BUDGET
SPECIAL TRAINING							
Exercises	\$42,063	\$0	\$42,063	(\$16,893)	\$25,170	\$0	\$25,170
Management Support	\$16,516	\$0	\$16,516	(\$200)	\$16,316	\$0	\$16,316
Operational Training	\$115,736	\$2,638	\$118,374	\$7,323	\$125,697	\$0	\$125,697
Unit Conversion Training	\$20,005	\$0	\$20,005	(\$10,684)	\$9,321	\$0	\$9,321
Active Duty Operational Support	\$23,784	\$2,638	\$26,422	\$38,945	\$65,367	\$0	\$65,367
TOTAL Direct Program Special Training	\$218,104	\$5,276	\$223,380	\$18,491	\$241,871	\$0	\$241,871
ADMINISTRATION AND SUPPORT							
Active Duty	\$2,348,831	(\$8,470)	\$2,340,361	(\$8,460)	\$2,331,901	\$0	\$2,331,901
Clothing	\$135	\$0	\$135	\$482	\$617	\$0	\$617
Travel	\$9,048	\$0	\$9,048	(\$314)	\$8,734	\$0	\$8,734
Death Gratuities	\$1,900	\$0	\$1,900	\$1,900	\$3,800	\$0	\$3,800
Disability & Hospitalization	\$1,637	\$0	\$1,637	(\$61)	\$1,576	\$0	\$1,576
Reserve Incentive	\$76,904	\$0	\$76,904	(\$309)	\$76,595	\$0	\$76,595
Continuation Pay	\$508	\$0	\$508	(\$266)	\$242	\$0	\$242
TOTAL Direct Program Administration And Support	\$2,438,963	(\$8,470)	\$2,430,493	(\$7,028)	\$2,423,465	\$0	\$2,423,465
TSP MATCHING CONTRIBUTIONS							
TSP Matching Contributions	\$10,083	\$0	\$10,083	(\$1,959)	\$8,124	\$0	\$8,124
TOTAL Direct Program TSP Matching Contributions	\$10,083	\$0	\$10,083	(\$1,959)	\$8,124	\$0	\$8,124
EDUCATION BENEFITS							
Benefits Accrual	\$6,053	\$0	\$6,053	\$127	\$6,180	\$0	\$6,180
Kicker Benefits	\$7,840	\$0	\$7,840	\$0	\$7,840	\$0	\$7,840
TOTAL Direct Program Education Benefits	\$13,893	\$0	\$13,893	\$127	\$14,020	\$0	\$14,020
Subtotal Other Training And Support	\$3,038,933	(\$3,194)	\$3,035,739	(\$2,624)	\$3,033,115	\$0	\$3,033,115
Total Direct Program	\$4,063,845	(\$3,194)	\$4,060,651	\$0	\$4,060,651	\$0	\$4,060,651

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

	FY 2019		FY 2020		FY 2021	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$186,304	\$46,017	\$180,017	\$43,924	\$174,084	\$47,003
Enlisted	\$408,121	\$100,806	\$413,960	\$101,005	\$424,425	\$114,595
Total	\$594,425	\$146,823	\$593,977	\$144,929	\$598,509	\$161,598
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$47,101	\$11,634	\$49,042	\$11,966	\$50,870	\$13,735
Total	\$47,101	\$11,634	\$49,042	\$11,966	\$50,870	\$13,735
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$8,190	\$2,023	\$6,145	\$1,499	\$5,727	\$1,546
Total	\$8,190	\$2,023	\$6,145	\$1,499	\$5,727	\$1,546
School Training						
Officers	\$56,328	\$13,913	\$55,799	\$13,614	\$56,786	\$15,333
Enlisted	\$78,798	\$19,463	\$82,017	\$20,011	\$85,818	\$23,172
Total	\$135,126	\$33,376	\$137,816	\$33,625	\$142,604	\$38,505
Special Training						
Officers	\$60,664	\$14,984	\$51,907	\$12,666	\$50,192	\$13,551
Enlisted	\$84,599	\$20,896	\$65,853	\$16,067	\$67,745	\$18,290
Total	\$145,263	\$35,880	\$117,760	\$28,733	\$117,937	\$31,841
Administration and Support						
Officers	\$279,467	\$84,958	\$314,319	\$97,438	\$362,842	\$126,632
Enlisted	\$738,076	\$224,375	\$892,413	\$276,649	\$1,036,671	\$361,798
Total	\$1,017,543	\$309,333	\$1,206,732	\$374,087	\$1,399,513	\$488,430

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

	FY 2019		FY 2020		FY 2021	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$582,763	\$159,872	\$602,042	\$167,642	\$643,904	\$202,519
Enlisted	\$1,364,885	\$379,197	\$1,509,430	\$427,197	\$1,671,256	\$533,136
Total	\$1,947,648	\$539,069	\$2,111,472	\$594,839	\$2,315,160	\$735,655
Reimbursable Program						
Officers	\$10,963	\$3,054	\$11,622	\$3,269	\$11,747	\$3,689
Enlisted	\$23,160	\$6,389	\$24,553	\$6,828	\$24,807	\$7,691
Total	\$34,123	\$9,443	\$36,175	\$10,097	\$36,554	\$11,380
Total Program						
Officers	\$593,726	\$162,926	\$613,664	\$170,911	\$655,651	\$206,208
Enlisted	\$1,388,045	\$385,586	\$1,533,983	\$434,025	\$1,696,063	\$540,827
Total	\$1,981,771	\$548,512	\$2,147,647	\$604,936	\$2,351,714	\$747,035

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Pay Group A			
Officers	\$6,729	\$6,548	\$6,361
Enlisted	\$22,564	\$23,050	\$23,739
Total	\$29,293	\$29,598	\$30,100
Pay Group F			
Enlisted	\$11,505	\$12,064	\$12,571
Total	\$11,505	\$12,064	\$12,571
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$19,110	\$19,065	\$19,491
Enlisted	\$39,558	\$41,458	\$43,580
Total	\$58,668	\$60,523	\$63,071
Special Training			
Officers	\$17,005	\$14,653	\$14,234
Enlisted	\$36,591	\$28,671	\$29,630
Total	\$53,596	\$43,324	\$43,864
Administration and Support			
Officer	\$82,002	\$92,938	\$107,939
Enlisted	\$324,514	\$395,597	\$461,787
Total	\$406,516	\$488,535	\$569,726
Total Direct Program			
Officer	\$124,846	\$133,204	\$148,025
Enlisted	\$434,732	\$500,840	\$571,307
Total	\$559,578	\$634,044	\$719,332

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Pay Group A			
Officers	\$16,168	\$15,475	\$14,815
Enlisted	\$60,633	\$60,923	\$61,837
Total	\$76,801	\$76,398	\$76,652
Pay Group F			
Enlisted	\$5,679	\$5,857	\$6,015
Total	\$5,679	\$5,857	\$6,015
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$20,646	\$20,256	\$20,406
Enlisted	\$60,718	\$62,593	\$64,847
Total	\$81,364	\$82,849	\$85,253
Special Training			
Officers	\$13,434	\$11,250	\$10,772
Enlisted	\$26,222	\$19,413	\$19,772
Total	\$39,656	\$30,663	\$30,544
Administration and Support			
Officer	\$4,124	\$4,600	\$5,272
Enlisted	\$3,443	\$4,134	\$4,699
Total	\$7,567	\$8,734	\$9,971
Total Direct Program			
Officer	\$54,372	\$51,581	\$51,265
Enlisted	\$156,695	\$152,920	\$157,170
Total	\$211,067	\$204,501	\$208,435

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

	FY 2019		FY 2020		FY 2021	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$1,112	\$0	\$1,050	\$0	\$1,005	\$0
Enlisted	\$9,242	\$4,869	\$9,166	\$4,826	\$9,299	\$4,899
Subtotal	\$10,354	\$4,869	\$10,216	\$4,826	\$10,304	\$4,899
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$1,762	\$0	\$1,794	\$0	\$1,842	\$0
Subtotal	\$1,762	\$0	\$1,794	\$0	\$1,842	\$0
Pay Group P						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
School Training						
Officers	\$2,751	\$0	\$2,664	\$0	\$2,683	\$0
Enlisted	\$10,659	\$64	\$10,849	\$65	\$11,233	\$67
Subtotal	\$13,410	\$64	\$13,513	\$65	\$13,916	\$67
Special Training						
Officers	\$912	\$0	\$763	\$0	\$730	\$0
Enlisted	\$3,751	\$0	\$2,851	\$0	\$2,902	\$0
Subtotal	\$4,663	\$0	\$3,614	\$0	\$3,632	\$0
Administration and Support						
Officers	\$8,630	\$0	\$9,499	\$0	\$10,880	\$0
Enlisted	\$65,002	\$0	\$76,979	\$0	\$88,537	\$0
Subtotal	\$73,632	\$0	\$86,478	\$0	\$99,417	\$0

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

	FY 2019		FY 2020		FY 2021	
	BAS	SIK	BAS	SIK	BAS	SIK
Other						
Branch Officers Basic Course	\$0	\$0	\$0	\$0	\$0	\$0
Health Professions Scholarship	\$0	\$0	\$0	\$0	\$0	\$0
Financial Assistance Program	\$0	\$0	\$0	\$0	\$0	\$0
Chaplain Candidate Program	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
Total Direct Program						
Officers	\$13,404	\$0	\$13,976	\$0	\$15,298	\$0
Enlisted	\$90,417	\$4,933	\$101,638	\$4,891	\$113,812	\$4,966
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$103,821	\$4,933	\$115,615	\$4,891	\$129,110	\$4,966
Total Reimbursable Program	\$0	\$0	\$0	\$0	\$0	\$0
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$0	\$0	\$0	\$0	\$0	\$0
Grand Total Program						
Officers	\$13,404	\$0	\$13,976	\$0	\$15,298	\$0
Enlisted	\$90,417	\$4,933	\$101,638	\$4,891	\$113,812	\$4,966
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$103,821	\$4,933	\$115,615	\$4,891	\$129,110	\$4,966

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

FY 2020 Direct Program	BA 01
Increases:	\$4,060,651
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	
Pay Group A	13,469
Pay Group F	1,112
Pay Group P	139
School Training	3,124
Special Training	2,668
Administration and Support	27,362
Total Pay Raise	47,874
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	
Pay Group A	4,500
Pay Group F	372
Pay Group P	47
School Training	1,044
Special Training	892
Administration and Support	9,141
Total Annualization of PY Pay Raise	15,996
Inflation (Rate 2.0% FY21)	
Pay Group A	2,249
Pay Group F	311
Pay Group P	2
School Training	2,450
Special Training	835
Administration and Support (Includes Bonuses, BAS & Inflation)	7,413
Total Inflation	13,260

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

	BA 01
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	
Pay Group A	20,296
Pay Group F	1,676
Pay Group P	210
School Training	4,705
Special Training	4,025
Administration and Support	59,805
Total Retired Pay Accrual	90,717
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	
Pay Group A	1,371
Pay Group F	114
Pay Group P	14
School Training	315
Special Training	275
Administration and Support	2,794
Total FICA	4,883
BAH	
Pay Group A	1,036
Pay Group F	422
School Training	2,116
Special Training	1,514
Administration and Support	17,098
Total BAH	22,186
TSP Matching Contributions	
TSP Matching Contributions	246
Total TSP Matching Contributions	246
Education Benefits	
Basic Benefits	124
Total Education Benefits	124
Total Pricing Increases	\$195,286

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

BA 01

Program Increases

Pay Group F

Pay and Allowance	570
Clothing	44
Travel	41
Total Pay Group F	655

School Training

All Categories	2,138
Total School Training	2,138

Administration and Support

All Categories	310,877
Total Administration and Support	310,877

All Categories	6,305
Total TSP Matching Contributions	6,305

Total Program Increases	\$319,975
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Total Increases	\$515,261
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Decreases:

Pricing Decreases

Education Benefits

Kicker	(935)
Total Education Benefits	(935)

Total Pricing Decreases	(\$935)
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**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	BA 01
Program Decreases	
Pay Group A:	
Pay and Allowance	(19,072)
Clothing	(48)
Subsistence	(24)
Travel	(1,273)
Total Pay Group A	(20,417)
Pay Group P:	
Pay and Allowance	(825)
Total Pay Group P	(825)
Special Training	
All Categories	(6,580)
Total Special Training	(6,580)
Education Benefits	
Basic Benefits	(68)
Total Education Benefits	(68)
Total Program Decreases	(\$27,890)
Total Decreases	(\$28,825)
FY 2021 Direct Program	\$4,547,087

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ENTITLEMENTS

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

Estimate	FY 2021	\$949,382
Estimate	FY 2020	\$926,878
Actual	FY 2019	\$929,721

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 2021 is the third year the ANG has realigned Technicians to AGRs. The ANG realigned 18% (281 Officers and 2,238 Enlisted) of the dual status technician workforce to AGRs in FY 2021. 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.

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

	BA 01
FY 2020 Direct Program	\$926,878
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	13,469
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	4,500
Inflation (Rate 2.0% FY21)	2,249
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	20,296
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	1,371
BAH	1,036
Total Pricing Increases	42,921
Total Increases	\$42,921
Decreases:	
Program Decreases	
AT Pay	(5,170)
IDT Pay	(11,674)
ATA Pay	(2,228)
Clothing	(48)
Subsistence	(24)
Travel	(1,273)
Total Program Decreases	(20,417)
Total Decreases	(\$20,417)
FY 2021 Direct Program	\$949,382

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

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

	FY 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,514			11,743			11,022		
PARTICIPATION RATE	70.00%			70.00%			70.00%		
PAID PARTICIPANTS	8,760	\$7,996.58	\$70,050	8,220	\$8,221.84	\$67,584	7,715	\$8,619.31	\$66,498

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

	FY 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	69,908			68,865			68,528		
PARTICIPATION RATE	72.00%			72.00%			72.00%		
PAID PARTICIPANTS	50,334	\$3,129.52	\$157,521	49,583	\$3,217.48	\$159,532	49,340	\$3,363.82	\$165,970

**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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,514			11,743			11,022		
PARTICIPATION RATE	75.00%			75.00%			75.00%		
PAID PARTICIPANTS	9,386	\$16,373.96	\$153,686	8,807	\$16,820.90	\$148,142	8,267	\$17,662.25	\$146,014
ADDITIONAL IDT:									
PROF TRAINING	7,796	\$380.59	\$2,967	7,316	\$390.87	\$2,860	6,867	\$410.41	\$2,818
FLIGHT TRAINING	85,242	\$367.32	\$31,311	79,990	\$377.24	\$30,175	75,086	\$395.61	\$29,705
TRAINING PERIOD PREPARATION	3,607	\$385.91	\$1,392	3,385	\$396.51	\$1,342	3,177	\$416.16	\$1,322
RESERVE FUNERAL HONORS	239	\$338.91	\$81	224	\$338.91	\$76	210	\$338.91	\$71
TOTAL	106,270		189,437	99,722		182,595	93,607		179,930

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	69,908			68,865			68,528		
PARTICIPATION RATE	83.00%			83.00%			83.00%		
PAID PARTICIPANTS	58,024	\$7,067.75	\$410,099	57,158	\$7,261.43	\$415,048	56,878	\$7,627.91	\$433,860
ADDITIONAL IDT:									
PROF TRAINING	11,494	\$191.67	\$2,203	11,281	\$196.86	\$2,221	11,268	\$206.82	\$2,330
FLIGHT TRAINING	38,518	\$187.42	\$7,219	37,803	\$192.46	\$7,275	37,760	\$201.85	\$7,622
TRAINING PERIOD PREPARATION	7,514	\$212.40	\$1,596	7,375	\$218.10	\$1,608	7,367	\$228.97	\$1,687
RESERVE FUNERAL HONORS	1,175	\$170.21	\$200	1,153	\$170.21	\$196	1,152	\$170.21	\$196
TOTAL	116,725		421,317	114,770		426,348	114,425		445,695

**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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	25	\$400.00	\$10	23	\$400.00	\$9	22	\$400.00	\$9
ADDITIONAL UNIFORM ALLOWANCE	145	\$200.00	\$29	136	\$200.00	\$27	128	\$200.00	\$26
TOTAL	170		\$39	159		\$36	150		\$35

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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - MALE	4,313	\$1,572.40	\$6,781	4,248	\$1,581.39	\$6,718	4,228	\$1,613.02	\$6,820
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - FEMALE	1,626	\$1,786.91	\$2,906	1,602	\$1,773.29	\$2,841	1,594	\$1,808.76	\$2,883
REPLACEMENT ISSUE MALE	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
REPLACEMENT ISSUE FEMALE	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	5,939		\$9,687	5,850		\$9,559	5,822		\$9,703

**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 2019</u>			<u>FY 2020</u>			<u>FY 2021</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	395,854	\$12.30	\$4,869	389,975	\$12.38	\$4,826	388,073	\$12.62	\$4,899
TOTAL SUBSISTENCE-IN-KIND	395,854	\$12.30	\$4,869	389,975	\$12.38	\$4,826	388,073	\$12.62	\$4,899

**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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	8,760	\$1,845.66	\$16,168	8,220	\$1,882.60	\$15,475	7,715	\$1,920.29	\$14,815

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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	50,334	\$1,204.61	\$60,633	49,583	\$1,228.71	\$60,923	49,340	\$1,253.28	\$61,837

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

Reimbursable Requirements: Funding reflects the reimbursement for the cost of meals provided in enlisted messes. Also reflects reimbursement for the cost of manpower to support Foreign Military Sales (FMS), DHS/USCG and NSA requirements.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	48	\$156,479	\$7,511	47	\$161,340	\$7,583	46	\$169,522	\$7,798
Enlisted	196	\$85,628	\$16,783	198	\$87,753	\$17,375	198	\$92,045	\$18,225
Total Pay Group A Reimbursements			\$24,294			\$24,958			\$26,023
Total Reimbursable Requirement			\$24,294			\$24,958			\$26,023

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

Estimate	FY 2021	\$97,078
Estimate	FY 2020	\$92,416
Actual	FY 2019	\$89,077

PART 1 - PURPOSE AND SCOPE

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

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

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

FY 2020 Direct Program	BA 01 \$92,416
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	1,112
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	372
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	1,676
Inflation (Rate 2.0% FY21)	62
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	114
BAH	422
Clothing	132
Travel	117
Total Pricing Increases	4,007
Program Increases	
Base Pay	344
Retired Pay	93
Other	22
FICA	26
BAH	85
Travel	41
Clothing	44
Total Program Increases	655
Total Increases	\$4,662
Decreases:	
Total Decreases	\$0
FY 2021 Direct Program	\$97,078

**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 2019			FY 2020			FY 2021		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	3,053	\$25,179	\$76,870	3,087	\$25,898	\$79,946	3,108	\$27,115	\$84,274

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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,197	\$1,787	\$2,139	1,211	\$1,773	\$2,147	1,219	\$1,809	\$2,205
Initial Issue Male	2,792	\$1,572	\$4,389	2,824	\$1,581	\$4,466	2,842	\$1,613	\$4,584
Total	3,989		\$6,528	4,035		\$6,613	4,061		\$6,789

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 2019			FY 2020			FY 2021		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	3,053	\$1,860	\$5,679	3,087	\$1,897	\$5,857	3,108	\$1,935	\$6,015

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

Estimate	FY 2021	\$7,829
Estimate	FY 2020	\$8,242
Actual	FY 2019	\$11,012

PART 1 - PURPOSE AND SCOPE

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

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

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

FY 2020 Direct Program	BA 01 \$8,242
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	139
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	47
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	210
Inflation (Rate 2.0% FY21)	2
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	14
Total Pricing Increases	412
Total Increases	\$412
Decreases:	
Program Decreases	
Base Pay	(604)
Retired Pay	(163)
Other	(12)
FICA	(46)
Total Program Decreases	(825)
Total Decreases	(\$825)
FY 2021 Direct Program	\$7,829

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

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

	FY 2019			FY 2020			FY 2021		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	4,894	\$2,250.11	\$11,012	3,566	\$2,311.31	\$8,242	3,226	\$2,426.97	\$7,829

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

Estimate	FY 2021	\$361,527
Estimate	FY 2020	\$345,635
Actual	FY 2019	\$338,772

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.

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

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

	BA 01
FY 2020 Direct Program	345,635
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	3,124
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	1,044
Inflation (Rate 2.0% FY21)	2,450
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	4,705
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	315
BAH	2,116
Total Pricing Increases	13,754
Program Increases	
Initial Skills Acquisition Training	1,954
Career Develop Training	567
Undergraduate Pilot and Navigator Training	2,186
Unit Conversion Training	1
Total Program Increases	4,708
Total Increases	\$18,462
Decreases:	
Program Decreases	
Graduate Flying Training	(569)
Refresh & Proficiency	(1,639)
Officer Candidate School	(362)
Total Program Decreases	(2,570)
Total Decreases	(\$2,570)
FY 2021 Direct Program	\$361,527

**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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	520	47.74	24,825	\$373.84	\$9,281	516	47.73	24,629	\$384.07	\$9,460	504	48.00	24,192	\$397.57	\$9,618
Enlisted	2,955	29.46	87,054	\$297.55	\$25,905	3,066	29.46	90,324	\$305.42	\$27,586	3,194	29.00	92,626	\$321.85	\$29,811
Total	3,475	32.20	111,879	\$314.50	\$35,186	3,582	32.09	114,953	\$322.27	\$37,046	3,698	31.59	116,818	\$337.53	\$39,429

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,059	56.03	59,336	\$377.65	\$22,409	1,005	56.07	56,350	\$387.98	\$21,862	954	56.00	53,424	\$404.39	\$21,603
Enlisted	8,150	58.52	476,938	\$301.11	\$143,623	8,095	58.52	473,719	\$309.15	\$146,449	8,196	59.00	483,564	\$318.03	\$153,793
Total	9,209	58.23	536,274	\$309.60	\$166,032	9,100	58.25	530,069	\$317.53	\$168,311	9,150	58.69	536,988	\$326.63	\$175,396

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	259	21.46	5,558	\$374.92	\$2,083	311	21.47	6,677	\$385.46	\$2,574	288	21.00	6,048	\$409.99	\$2,480
Enlisted	505	45.89	23,174	\$295.38	\$6,845	634	45.95	29,132	\$303.26	\$8,834	626	46.00	28,796	\$313.94	\$9,041
Total	764	37.61	28,732	\$310.73	\$8,928	945	37.89	35,809	\$318.58	\$11,408	914	38.12	34,844	\$330.65	\$11,521

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,310	15.41	20,187	\$376.19	\$7,593	1,326	15.40	20,420	\$386.58	\$7,894	1,229	15.00	18,435	\$413.40	\$7,620
Enlisted	4,143	14.41	59,701	\$301.74	\$18,014	4,385	14.41	63,188	\$309.77	\$19,574	4,337	14.00	60,718	\$330.68	\$20,080
Total	5,453	14.65	79,888	\$320.54	\$25,607	5,711	14.64	83,608	\$328.53	\$27,468	5,566	14.22	79,153	\$349.96	\$27,700

**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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	739	132.19	97,688	\$381.43	\$37,259	712	132.28	94,183	\$392.04	\$36,923	754	132.00	99,528	\$408.86	\$40,693
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	739	132.19	97,688	\$381.43	\$37,259	712	132.28	94,183	\$392.04	\$36,923	754	132.00	99,528	\$408.86	\$40,693

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2	7.00	14	\$397.59	\$5	2	6.50	13	\$414.31	\$5	2	6.00	12	\$437.52	\$6
Enlisted	2	21.50	43	\$308.88	\$13	2	21.00	42	\$340.65	\$14	2	21.00	42	\$350.79	\$14
Total	4	14.25	57	\$315.79	\$18	4	13.75	55	\$345.45	\$19	4	13.50	54	\$370.37	\$20

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,516	70.12	106,302	\$385.03	\$40,929	1,423	70.10	99,752	\$395.58	\$39,461	1,381	70.00	96,670	\$412.76	\$39,901
Enlisted	2,114	39.31	83,101	\$298.56	\$24,813	2,075	39.33	81,610	\$306.31	\$24,999	2,149	39.00	83,811	\$320.56	\$26,867
Total	3,630	52.18	189,403	\$347.10	\$65,742	3,498	51.85	181,362	\$355.42	\$64,460	3,530	51.13	180,481	\$369.94	\$66,768

TOTAL SCHOOL TRAINING

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,405	58.08	313,910	\$380.87	\$119,559	5,295	57.04	302,024	\$391.29	\$118,179	5,112	58.35	298,309	\$408.71	\$121,921
Enlisted	17,869	40.85	730,011	\$300.29	\$219,213	18,257	40.42	738,015	\$308.20	\$227,456	18,504	40.51	749,557	\$319.66	\$239,606
Total	23,274	44.85	1,043,921	\$324.52	\$338,772	23,552	44.16	1,040,039	\$332.33	\$345,635	23,616	44.37	1,047,866	\$345.01	\$361,527

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

Estimate	FY 2021	\$245,500
Estimate	FY 2020	\$241,871
Actual*	FY 2019	\$301,755

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. As we focus on regaining full spectrum readiness, additional operational training requirements have increased across all units to be ready to employ in a myriad of contested environments as well as the support of Operation Guardian. We increased our Special Training pay groups in Operational Training and Active Duty Operational Support (ADOS) 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 also shown in this section for FY 2019. Drug Interdiction funds (\$54,259K) were transferred to this appropriation in FY 2019 from the Drug Interdiction and Counter-Drug Activities, Defense, 19/19. YRRP (\$4,908) funds are reflected in FY2019 from the Air Force Military Personnel OCO, 19/19 submission.

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

	BA 01
FY 2020 Direct Program	\$241,871
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	2,668
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	892
Retired Pay Accrual (Rate 34.9% (FT) 27.0% (PT) FY21)	4,025
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	275
BAH	1,514
Inflation (Rate 2.0% FY21)	835
Total Pricing Increases	10,209
Total Increases	\$10,209
Decreases:	
Program Decreases	
Exercises	(556)
Management Support	(404)
Operational Training	(3,778)
Unit Conversion	(284)
Active Duty Operational Support	(1,558)
Total Program Decreases	(6,580)
Total Decreases	(\$6,580)
FY 2021 Direct Program	\$245,500

**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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	354	42.03	14,880	\$420.25	\$6,252	332	42.06	13,963	\$431.86	\$6,030	312	42.00	13,104	\$450.66	\$5,905
Enlisted	2,195	21.00	46,093	\$221.62	\$10,207	2,155	21.00	45,259	\$227.25	\$10,286	2,152	21.00	45,192	\$236.81	\$10,702
Total	2,549	23.92	60,973	\$269.94	\$16,459	2,487	23.81	59,222	\$275.51	\$16,316	2,464	23.66	58,296	\$284.87	\$16,607

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 FY 2019 (\$5,145k), FY 2020 (\$3,191k) and FY 2021 (\$3,316k).

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,215	16.99	20,647	\$423.92	\$8,750	1,140	17.00	19,375	\$435.06	\$8,430	1,070	17.00	18,190	\$453.73	\$8,254
Enlisted	7,519	10.00	75,188	\$221.17	\$16,616	7,379	10.00	73,793	\$226.87	\$16,740	7,371	10.00	73,710	\$236.30	\$17,418
Total	8,734	10.97	95,835	\$264.68	\$25,366	8,519	10.94	93,168	\$270.16	\$25,170	8,441	10.89	91,900	\$279.35	\$25,672

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. As we focus on regaining full spectrum readiness, additional operational training requirements have increased across all units. This increase is reflected in this category. Veterans Opportunity to Work/Veterans Employment Initiative (VOW/VEI) Funding FY 2019 (\$7,465k), FY 2020 (\$7,550) and FY 2021 (\$7,647).

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	6,756	20.00	135,128	\$426.34	\$57,593	6,439	20.00	128,783	\$437.68	\$56,367	6,040	20.00	120,800	\$456.64	\$55,163
Enlisted	20,204	15.00	303,059	\$223.76	\$67,757	20,139	15.00	302,086	\$229.50	\$69,330	20,103	15.00	301,545	\$239.05	\$72,083
Total	26,960	16.25	438,187	\$286.07	\$125,350	26,578	16.21	430,869	\$291.73	\$125,697	26,143	16.16	422,345	\$301.28	\$127,246

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 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	539	19.99	10,775	\$419.70	\$4,522	506	19.98	10,111	\$430.93	\$4,357	475	20.00	9,500	\$449.24	\$4,268
Enlisted	561	40.03	22,456	\$219.65	\$4,928	551	40.00	22,039	\$225.22	\$4,964	550	40.00	22,000	\$234.72	\$5,164
Total	1,100	30.21	33,231	\$284.37	\$9,450	1,057	30.42	32,150	\$289.92	\$9,321	1,025	30.73	31,500	\$299.43	\$9,432

**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 2019				
	Participants	Tour Length	Workdays	Rate	Amount
Officers	88	346.57	30,498	\$447.05	\$13,634
Enlisted	469	344.92	161,769	\$251.14	\$40,625
Total	557	345.18	192,267	\$282.21	\$54,259

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. ANG members called to support Operation Guardian are placed on ADOS orders and resources have been moved to this category to reflect the required level of support.

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	299	175.23	52,395	\$475.48	\$24,906	281	174.97	49,167	\$488.13	\$24,000	264	175.00	46,200	\$508.74	\$23,503
Enlisted	816	173.00	141,166	\$291.08	\$41,058	801	172.97	138,547	\$298.58	\$41,367	800	173.00	138,400	\$310.99	\$43,040
Total	1,115	173.60	193,561	\$340.79	\$65,964	1,082	173.49	187,714	\$348.23	\$65,367	1,064	173.50	184,600	\$360.47	\$66,543

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 2021, the YRRP request will move from the Air Force Military Personnel OCO submission and reflected in the ANG Military Personnel submission.

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Training	7,640	3.00	22,918	\$169.78	\$3,891	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Travel	7,640	3.00	22,918	\$44.33	\$1,016	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	7,640	3.00	22,918	\$214.11	\$4,907	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0

TOTAL SPECIAL TRAINING

	FY 2019					FY 2020					FY 2021				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	9,938	26.80	266,383	\$437.17	\$116,454	8,698	25.45	221,399	\$447.99	\$99,184	8,161	25.46	207,794	\$467.26	\$97,093
Enlisted	38,717	19.90	770,589	\$240.47	\$185,301	31,025	18.75	581,724	\$245.28	\$142,687	30,976	18.75	580,847	\$255.50	\$148,407
Total	48,655	21.31	1,036,972	\$291.00	\$301,755	39,723	20.22	803,123	\$301.16	\$241,871	39,137	20.15	788,641	\$311.29	\$245,500

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

Estimate	FY 2021	\$2,857,955
Estimate	FY 2020	\$2,423,465
Actual	FY 2019	\$2,059,518

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 2021 is focused on addressing complex challenges to increase readiness. Manpower additions were made to the 9th Air Force Joint Task Force to support the joint warfighter and Space and Cyber Force in order to accelerate the ANG's defensive space and cyber missions. We increased personnel to the Razor Range in support of Combat Air Forces. The ANG will also stand up the Virtual Test and Training Center and personnel additions were made to the Special Access Program and Mobility cell contributing to the ANG's deployable readiness.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2021 is the third year the ANG has realigned Technicians to AGRs. The ANG realigned 18% (281 Officers and 2,238 Enlisted) of the dual status technician workforce to AGRs in FY 2021. 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 2021 with the Technician to AGR realignment of full time positions. The dollar rates used for pricing the program are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

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

FY 2020 Direct Program	BA 01 \$2,423,465
Increases:	
Pricing Increases	
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	27,362
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	9,141
Inflation (Rate 2.0% FY21)	4,370
Bonuses	1,357
Retired Pay Accrual (Rate 34.9% FY21)	59,805
FICA (Rate 7.65%, FY21 Ceiling - \$142,200)	2,794
BAH	17,098
BAS	1,686
Total Pricing Increases	\$123,613
Program Increases	
Death & Disability	209
Clothing	63
Travel	1,066
Health Professional Loan Repayment	200
Health Professional Cash Bonus 45K	2,450
Prior Service Enlistment (6 Year)	66
Continuation Pay	77
Change in Average Strength	242,735
FICA	11,956
Retired Pay Accrual	54,538
Total Program Increases	\$313,360
Total Increases	\$436,973

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

BA 01

Decreases:

Program Decreases

Non-Prior Service Enlistment	(610)
Reenlistment Bonus (6 Year)	(1,873)
Total Program Decreases	(\$2,483)

Total Decreases	(\$2,483)
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FY 2021 Direct Program	\$2,857,955
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**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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	51	52	55	55	58	58
Subtotal	51	52	55	55	58	58

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officer	47	48	47	45	46	45
Enlisted	11	14	15	14	14	13
Subtotal	58	62	62	59	60	58

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

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

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

	FY 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	9	10	11	12	12	12
Subtotal	9	10	11	12	12	12

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	66	71	70	69	69	68
Subtotal	66	71	70	69	69	68

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	7	6	7	8	7	6
Subtotal	7	6	7	8	7	6

**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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	0	0	0	0	0	0
Enlisted	587	588	619	646	620	646
Subtotal	587	588	619	646	620	646

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	273	269	275	278	269	279
Enlisted	485	488	491	491	471	492
Subtotal	758	757	766	769	740	771

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	72	72	74	74	74	78
Enlisted	151	182	184	183	179	185
Subtotal	223	254	258	257	253	263

**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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	35	56	56	55	57	56
Enlisted	389	707	715	718	716	721
Subtotal	424	763	771	773	773	777

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 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	16	15	15	14	16	15
Enlisted	129	130	130	128	124	128
Subtotal	145	145	145	142	140	143

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

	FY 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	2,251	2,352	2,481	2,811	2,864	3,189
Enlisted	12,912	14,064	15,096	16,717	17,336	19,023
Subtotal	15,163	16,416	17,577	19,528	20,200	22,212

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

	FY 2019		FY 2020		FY 2021	
	Average	End	Average	End	Average	End
Officers	2,827	2,951	3,091	3,421	3,472	3,806
Enlisted	14,664	16,173	17,250	18,897	19,460	21,208
Subtotal	17,491	19,124	20,341	22,318	22,932	25,014

**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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	180	\$226,061.11	\$40,691	190	\$234,684.21	\$44,590	192	\$247,682.29	\$47,555
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	273	\$183,230.77	\$50,022	275	\$190,632.73	\$52,424	269	\$201,349.44	\$54,163
ANG TRAINING	72	\$186,166.67	\$13,404	74	\$193,554.05	\$14,323	74	\$204,405.41	\$15,126
USAF MISSION SUPPORT	35	\$178,257.14	\$6,239	56	\$185,464.29	\$10,386	57	\$195,894.74	\$11,166
COMBAT READINESS TRAINING CENTER	16	\$179,875.00	\$2,878	15	\$187,000.00	\$2,805	16	\$197,562.50	\$3,161
ANG DIRECT UNIT SUPPORT	2,251	\$179,367.84	\$403,757	2,481	\$186,475.61	\$462,646	2,864	\$196,850.21	\$563,779
TOTAL	2,827		\$516,991	3,091		\$587,174	3,472		\$694,950

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	11	\$113,181.82	\$1,245	15	\$116,933.33	\$1,754	14	\$123,142.86	\$1,724
RECRUITING AND RETENTION	587	\$96,407.16	\$56,591	619	\$99,617.12	\$61,663	620	\$104,701.61	\$64,915
ANG ADMINISTRATION AND SUPPORT	485	\$111,208.25	\$53,936	491	\$114,936.86	\$56,434	471	\$120,927.81	\$56,957
ANG TRAINING	151	\$95,728.48	\$14,455	184	\$98,918.48	\$18,201	179	\$103,972.07	\$18,611
USAF MISSION SUPPORT	389	\$92,946.02	\$36,156	715	\$96,034.97	\$68,665	716	\$100,910.61	\$72,252
COMBAT READINESS TRAINING CENTER	129	\$105,434.11	\$13,601	130	\$108,953.85	\$14,164	124	\$114,588.71	\$14,209
ANG DIRECT UNIT SUPPORT	12,912	\$97,689.13	\$1,261,362	15,096	\$100,943.69	\$1,523,846	17,336	\$106,110.93	\$1,839,539
TOTAL	14,664		\$1,437,346	17,250		\$1,744,727	19,460		\$2,068,207

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	180	\$6,933.33	\$1,248	190	\$7,072.00	\$1,343	192	\$7,213.44	\$1,385
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	43	\$6,930.24	\$298	44	\$7,068.84	\$311	44	\$7,210.22	\$317
ANG TRAINING	11	\$6,909.09	\$76	12	\$7,047.27	\$84	12	\$7,188.22	\$86
USAF MISSION SUPPORT	5	\$7,000.00	\$35	9	\$7,140.00	\$64	9	\$7,282.80	\$66
COMBAT READINESS TRAINING CENTER	3	\$7,000.00	\$21	2	\$7,140.00	\$14	3	\$7,282.80	\$22
ANG DIRECT UNIT SUPPORT	353	\$6,929.18	\$2,446	394	\$7,067.77	\$2,784	471	\$7,209.12	\$3,396
TOTAL	595		\$4,124	651		\$4,600	731		\$5,272

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	11	\$5,272.72	\$58	15	\$5,378.18	\$80	14	\$5,485.74	\$76
RECRUITING AND RETENTION	26	\$5,192.30	\$135	27	\$5,296.15	\$143	27	\$5,402.08	\$145
ANG ADMINISTRATION AND SUPPORT	21	\$5,190.48	\$109	22	\$5,294.29	\$117	21	\$5,400.17	\$113
ANG TRAINING	7	\$5,142.86	\$36	8	\$5,245.72	\$42	8	\$5,350.62	\$42
USAF MISSION SUPPORT	17	\$5,235.30	\$89	32	\$5,340.00	\$170	32	\$5,446.80	\$174
COMBAT READINESS TRAINING CENTER	6	\$5,333.34	\$32	6	\$5,440.00	\$32	5	\$5,548.80	\$28
ANG DIRECT UNIT SUPPORT	571	\$5,225.92	\$2,984	666	\$5,330.43	\$3,550	758	\$5,437.05	\$4,121
TOTAL	659		\$3,443	776		\$4,134	865		\$4,699

**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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	183	\$400.00	\$73	193	\$400.00	\$77	195	\$400.00	\$78
Active Duty Officer Uniform Allowance	100	\$200.00	\$20	106	\$200.00	\$21	107	\$200.00	\$21
Total Uniform Allowances, Officers	283		\$93	299		\$98	302		\$99

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	563	\$473.44	\$267	662	\$549.71	\$364	738	\$560.70	\$414
Female Cash Clothing Replacement Allowance	241	\$477.28	\$115	283	\$548.06	\$155	316	\$559.02	\$177
Total Cash Clothing Replacement Allowance, Enlisted	804		\$382	945		\$519	1,054		\$591

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

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

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	14	\$100,000.00	\$1,400	14	\$100,000.00	\$1,400	14	\$100,000.00	\$1,400
ENLISTED	24	\$100,000.00	\$2,400	24	\$100,000.00	\$2,400	24	\$100,000.00	\$2,400
TOTAL	38		\$3,800	38		\$3,800	38		\$3,800
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	4	\$5,500.00	\$22	4	\$5,750.00	\$23	5	\$5,800.00	\$29
ENLISTED	234	\$5,504.27	\$1,288	274	\$5,667.88	\$1,553	309	\$5,838.19	\$1,804
TOTAL	238		\$1,310	278		\$1,576	314		\$1,833

**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.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,176	\$10,000.00	\$11,757	1,176	\$10,000.00	\$11,760	1,115	\$10,000.00	\$11,150
Anniversary Payments	128	\$10,000.00	\$1,279	128	\$10,000.00	\$1,279	128	\$10,000.00	\$1,279
Subtotal	1,304		\$13,036	1,304		\$13,039	1,243		\$12,429

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.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	246	\$15,000.00	\$3,687	230	\$15,000.00	\$3,450	235	\$15,000.00	\$3,525
Anniversary Payments	69	\$7,500.00	\$519	69	\$7,500.00	\$519	69	\$7,500.00	\$519
Subtotal	315		\$4,206	299		\$3,969	304		\$4,044

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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,646	\$15,000.00	\$24,696	1,254	\$15,000.00	\$18,810	1,105	\$15,000.00	\$16,575
Anniversary Payments	528	\$7,500.00	\$3,963	528	\$7,500.00	\$3,963	528	\$7,500.00	\$3,963
Subtotal	2,175		\$28,659	1,782		\$22,773	1,633		\$20,538

**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 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	264	\$20,000.00	\$5,271	185	\$20,000.00	\$3,700	185	\$20,000.00	\$3,700
Anniversary Payments	63	\$10,000.00	\$629	63	\$10,000.00	\$629	63	\$10,000.00	\$629
Subtotal	326		\$5,900	248		\$4,329	248		\$4,329

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. Starting in FY 2020 the cash bonus is paid in two installments, one initial \$10,000 and the second installment at the third anniversary year. The total amount paid for this bonus is \$20,000.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,367	\$20,000.00	\$27,349	1,300	\$10,000.00	\$13,000	1,300	\$10,000.00	\$13,000
Subtotal	1,367		\$27,349	1,300		\$13,000	1,300		\$13,000

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

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	11	\$25,000.00	\$272	11	\$25,000.00	\$275	11	\$25,000.00	\$275
Anniversary Payments	6	\$25,000.00	\$160	14	\$25,000.00	\$350	22	\$25,000.00	\$550
Subtotal	17		\$432	25		\$625	33		\$825

Health Professional Cash Bonus: These funds provide incentive payments to Health Professionals who agree to serve in critical Health Professions specialties for a period of three years. The cash bonus is paid in three installments of up to \$50,000. The total amount paid for a three year commitment is up to \$150,000. These incentive amounts vary by specialty. The increase in initial payments in FY 2021 reflects required funding for the ANG to meet manning requirements.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	302	\$25,000.00	\$7,550	302	\$25,000.00	\$7,550	302	\$25,000.00	\$7,550
Anniversary Payments	270	\$17,000.00	\$4,500	506	\$22,000.00	\$10,950	604	\$25,000.00	\$15,100
Subtotal	572		\$12,050	808		\$18,500	906		\$22,650

**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 2021 reflects required funding for the ANG to meet manning requirements.

	FY 2019			FY 2020			FY 2021		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	9	\$20,000.00	\$182	9	\$20,000.00	\$180	9	\$20,000.00	\$180
Anniversary Payments	1	\$20,000.00	\$20	9	\$20,000.00	\$180	9	\$20,000.00	\$180
Subtotal	10		\$202	18		\$360	18		\$360

TOTAL RESERVE INCENTIVES

	FY 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	1,967	\$20,354.07	\$40,033	2,151	\$15,102.28	\$32,485	2,257	\$16,320.34	\$36,835
Enlisted	4,120	\$12,573.52	\$51,801	3,633	\$12,140.14	\$44,110	3,428	\$12,058.10	\$41,340
Subtotal	6,087		\$91,834	5,784		\$76,595	5,685		\$78,175

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 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$28			\$52			\$83
Enlisted			\$167			\$190			\$246
Subtotal			\$195			\$242			\$329

**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 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Officer - Base Pay	\$ 6,072	\$ 6,571	\$ 6,544
FICA	\$ 465	\$ 503	\$ 501
Retired Pay Accrual	\$ 1,846	\$ 2,037	\$ 2,284
Other Pay and Allowances	\$ 1,071	\$ 1,007	\$ 418
PCS Travel	\$ 0	\$ 0	\$ 0
Total Officer Program	\$ 9,454	\$ 10,118	\$ 9,747
Enlisted - Base Pay	\$ 11,727	\$ 12,674	\$ 12,570
FICA	\$ 897	\$ 970	\$ 962
Retired Pay Accrual	\$ 3,565	\$ 3,929	\$ 4,387
Other Pay and Allowances	\$ 1,492	\$ 1,351	\$ 311
PCS Travel	\$ 0	\$ 0	\$ 0
Total Enlisted Program	\$ 17,681	\$ 18,924	\$ 18,230
Total Reimbursable Program	\$ 27,135	\$ 29,042	\$ 27,977

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</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 2019</u>	<u>FY 2020</u>	<u>FY 2021</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 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Electrical Power Products	Yes	Yes	Yes
Electrical Systems	Yes	Yes	Yes
Electronic Computer and Switching Systems	Yes	Yes	Yes
Electronic Signal Intelligence Exploitation	Yes	Yes	Yes
Electronic System Security Assessment	Yes	Yes	Yes
Electronic Warfare Systems	Yes	Yes	Yes
Engineering	Yes	Yes	Yes
Environmental Controls	Yes	Yes	Yes
Explosive Ordnance Disposal	Yes	Yes	Yes
F-15/F-111 Avionics Communications and Navigation Aids	Yes	Yes	Yes
F-15/F-111 Avionics Systems	Yes	Yes	Yes
F-16/F-117/CV-22 Avionics Systems	Yes	Yes	Yes
Far East Crptologic Linguist	Yes	Yes	Yes
Financial Management and Comptroller	Yes	Yes	Yes
Fire Protection	Yes	Yes	Yes
Flight Attendant	Yes	Yes	Yes
Flight Engineer (Helicopter)	Yes	Yes	Yes
Flight Engineer (performance qualified)	Yes	Yes	Yes
Fuels	Yes	Yes	Yes
General Purpose Vehicle Maintenance	Yes	Yes	Yes
Ground Radar Systems	Yes	Yes	Yes
Ground Radio Communications	Yes	Yes	Yes
Health Services Management	Yes	Yes	Yes
HVAC and Refrigeration	Yes	Yes	Yes
Helicopter Maintenance	Yes	Yes	Yes
Histopathology	Yes	Yes	Yes
Imagery analysis	Yes	Yes	Yes
In-Flight refueling	Yes	Yes	Yes
Information Management	Yes	Yes	Yes
Intelligence Applications	Yes	Yes	Yes
Interpreter/Translator	Yes	Yes	Yes
Liquid Fuel Systems Maintenance	Yes	Yes	Yes
Maintenance Data Systems Analysis	Yes	Yes	Yes
Maintenance Scheduling	Yes	Yes	Yes

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</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 2019</u>	<u>FY 2020</u>	<u>FY 2021</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 2021	\$14,675
Estimate	FY 2020	\$8,124
Actual	FY 2019	\$6,191

PART I - PURPOSE AND SCOPE

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

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

	BA 01	Amount
FY 2020 Direct Program	\$8,124	\$8,124
Increases:		
Pricing Increases		
FY21 Pay Raise (3.0%, Effective 1 Jan 21)	62	
Annualization FY20 Pay Raise (3.1%, Effective 1 Jan 20)	184	
Total Pricing Increases	246	
Program Increases		
TSP Matching Contribution Payments	6,305	
Total Program Increases	\$6,305	
Total Increases	\$6,551	
Decreases:		
Total Decreases	\$0	
FY 2021 Direct Program	\$14,675	

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

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 2019			FY 2020			FY 2021		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$1,389			\$1,385			\$2,402
Enlisted			\$4,802			\$6,739			\$12,273
Total			\$6,191			\$8,124			\$14,675

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

Estimate	FY 2021	\$13,141
Estimate	FY 2020	\$14,020
Actual	FY 2019	\$15,248

PART I - PURPOSE AND SCOPE

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

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

	BA 01
FY 2020 Direct Program	\$14,020
Budget Activity Adjustment	
Increases:	
Pricing Increases	
Basic Benefits	124
Total Pricing Increases	\$124
Total Increases	\$124
Decreases:	
Pricing Decreases	
Kicker	(935)
Total Pricing Decreases	(935)
Program Decreases	
Basic Benefits	(68)
Total Program Decreases	(\$68)
Total Decreases	(\$1,003)
FY 2021 Direct Program	\$13,141

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

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

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

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

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations (Chapter 1607): The Ronald W. Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as paragraph 1607 of title 10, USC. The added incentives are available to Reserve Component personnel who have been mobilized in support of the Overseas Contingency Operations (OCO) and agree to remain as participating members of the Reserve Components. The FY2016 National Defense Authorization Act (P.L. 114-92), Section 555, ended the Reserve Educational Assistance Program effective November 25, 2015. The statute allows members who were receiving Chapter 1607 benefits before the statute was enacted to continue to receive these education benefits through November 2019. The basis of the funding is a submission from DOD Board of Actuaries. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefit opportunities.

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

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

	FY 2019			FY 2020			FY 2021		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	3,083	\$2,653	\$8,179	3,182	\$1,942	\$6,180	3,148	\$1,981	\$6,236
CRITICAL SKILL BENEFITS (\$350 Kicker)	1,731	\$4,084	\$7,069	2,355	\$3,329	\$7,840	2,355	\$2,932	\$6,905
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
TOTAL EDUCATIONAL BENEFITS	4,814		\$15,248	5,537		\$14,020	5,503		\$13,141

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SPECIAL ANALYSIS

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	128	\$1,279	128	\$1,279	128	\$1,279								
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	1,176	\$11,757												
FY2019 Anniversary Payments							1,176	\$11,760						
FY2020														
FY2020 Initial and Subsequent			1,176	\$11,760										
FY2020 Anniversary Payments									1,176	\$11,760				
FY2021														
FY2021 Initial and Subsequent					1,115	\$11,150								
FY2021 Anniversary Payments											1,115	\$11,150		
FY2022														
FY2022 Initial and Subsequent							400	\$4,000						
FY2022 Anniversary Payments													400	\$4,000
FY2023														
FY2023 Initial and Subsequent									400	\$4,000				
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent											450	\$4,500		
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent													1,150	\$11,500
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	1,176	\$11,757	1,176	\$11,760	1,115	\$11,150	400	\$4,000	400	\$4,000	450	\$4,500	1,150	\$11,500
Total Anniversary Payment	128	\$1,279	128	\$1,279	128	\$1,279	1,176	\$11,760	1,176	\$11,760	1,115	\$11,150	400	\$4,000
Total	1,304	\$13,036	1,304	\$13,039	1,243	\$12,429	1,576	\$15,760	1,576	\$15,760	1,565	\$15,650	1,550	\$15,500

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	69	\$519	69	\$519	69	\$519	69	\$519	69	\$519				
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments	246	\$3,687												
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments			230	\$3,450										
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments					235	\$3,525								
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments							235	\$3,525						
FY2023														
FY2023 Initial and Subsequent FY2023 Anniversary Payments									235	\$3,525				
FY2024														
FY2024 Initial and Subsequent FY2024 Anniversary Payments											300	\$4,500		
FY2025														
FY2025 Initial and Subsequent FY2025 Anniversary Payments													300	\$4,500
Total														
Total Initial and Subsequent	246	\$3,687	230	\$3,450	235	\$3,525	235	\$3,525	235	\$3,525	300	\$4,500	300	\$4,500
Total Anniversary Payment	69	\$519												
Total	315	\$4,206	299	\$3,969	304	\$4,044	304	\$4,044	304	\$4,044	300	\$4,500	300	\$4,500

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	528	\$3,963	528	\$3,963	528	\$3,963	528	\$3,963	528	\$3,963				
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	1,646	\$24,696												
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent			1,254	\$18,810										
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent					1,105	\$16,575								
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent							1,105	\$16,575						
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent									1,105	\$16,575				
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent											1,350	\$20,250		
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent													1,400	\$21,000
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	1,646	\$24,696	1,254	\$18,810	1,105	\$16,575	1,105	\$16,575	1,105	\$16,575	1,350	\$20,250	1,400	\$21,000
Total Anniversary Payment	528	\$3,963												
Total	2,175	\$28,659	1,782	\$22,773	1,633	\$20,538	1,633	\$20,538	1,633	\$20,538	1,350	\$20,250	1,400	\$21,000

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	63	\$629	63	\$629	63	\$629	63	\$629	63	\$629				
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent FY2019 Anniversary Payments	264	\$5,271												
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments			185	\$3,700										
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments					185	\$3,700								
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments							185	\$3,700						
FY2023														
FY2023 Initial and Subsequent FY2023 Anniversary Payments									185	\$3,700				
FY2024														
FY2024 Initial and Subsequent FY2024 Anniversary Payments											230	\$4,600		
FY2025														
FY2025 Initial and Subsequent FY2025 Anniversary Payments													230	\$4,600
Total														
Total Initial and Subsequent	264	\$5,271	185	\$3,700	185	\$3,700	185	\$3,700	185	\$3,700	230	\$4,600	230	\$4,600
Total Anniversary Payment	63	\$629												
Total	326	\$5,900	248	\$4,329	248	\$4,329	248	\$4,329	248	\$4,329	230	\$4,600	230	\$4,600

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations														
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	1,367	\$27,349												
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent			1,300	\$13,000										
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent					1,300	\$13,000								
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent							1,300	\$13,000						
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent									1,300	\$13,000				
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent											1,300	\$13,000		
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent													1,300	\$13,000
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	1,367	\$27,349	1,300	\$13,000										
Total Anniversary Payment														
Total	1,367	\$27,349	1,300	\$13,000										

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	6	\$160	3	\$75										
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	11	\$272												
FY2019 Anniversary Payments			11	\$275	11	\$275								
FY2020														
FY2020 Initial and Subsequent			11	\$275										
FY2020 Anniversary Payments					11	\$275	11	\$275						
FY2021														
FY2021 Initial and Subsequent					11	\$275								
FY2021 Anniversary Payments							11	\$275	11	\$275				
FY2022														
FY2022 Initial and Subsequent							11	\$275						
FY2022 Anniversary Payments									11	\$275	11	\$275		
FY2023														
FY2023 Initial and Subsequent									11	\$275				
FY2023 Anniversary Payments											11	\$275	11	\$275
FY2024														
FY2024 Initial and Subsequent											11	\$275		
FY2024 Anniversary Payments													11	\$275
FY2025														
FY2025 Initial and Subsequent													11	\$275
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	11	\$272	11	\$275										
Total Anniversary Payment	6	\$160	14	\$350	22	\$550								
Total	17	\$432	25	\$625	33	\$825								

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	270	\$4,500	204	\$3,400										
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	302	\$7,550												
FY2019 Anniversary Payments			302	\$7,550	302	\$7,550								
FY2020														
FY2020 Initial and Subsequent			302	\$7,550										
FY2020 Anniversary Payments					302	\$7,550	302	\$7,550						
FY2021														
FY2021 Initial and Subsequent					302	\$7,550								
FY2021 Anniversary Payments							302	\$7,550	302	\$7,550				
FY2022														
FY2022 Initial and Subsequent							302	\$7,550						
FY2022 Anniversary Payments									302	\$7,550	302	\$7,550		
FY2023														
FY2023 Initial and Subsequent									302	\$7,550				
FY2023 Anniversary Payments											302	\$7,550	302	\$7,550
FY2024														
FY2024 Initial and Subsequent											302	\$7,550		
FY2024 Anniversary Payments													550	\$13,750
FY2025														
FY2025 Initial and Subsequent														
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	302	\$7,550												
Total Anniversary Payment	270	\$4,500	506	\$10,950	604	\$15,100	604	\$15,100	604	\$15,100	604	\$15,100	852	\$21,300
Total	572	\$12,050	808	\$18,500	906	\$22,650	906	\$22,650	906	\$22,650	906	\$22,650	852	\$21,300

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

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount												
Prior Obligations	1	\$20												
Accelerated Payments														
FY2019														
FY2019 Initial and Subsequent	9	\$182												
FY2019 Anniversary Payments			9	\$180										
FY2020														
FY2020 Initial and Subsequent			9	\$180										
FY2020 Anniversary Payments					9	\$180								
FY2021														
FY2021 Initial and Subsequent					9	\$180								
FY2021 Anniversary Payments							9	\$180						
FY2022														
FY2022 Initial and Subsequent							9	\$180						
FY2022 Anniversary Payments									9	\$180				
FY2023														
FY2023 Initial and Subsequent									9	\$180				
FY2023 Anniversary Payments											9	\$180		
FY2024														
FY2024 Initial and Subsequent											9	\$180		
FY2024 Anniversary Payments													9	\$180
FY2025														
FY2025 Initial and Subsequent													9	\$180
FY2025 Anniversary Payments														
Total														
Total Initial and Subsequent	9	\$182	9	\$180										
Total Anniversary Payment	1	\$20	9	\$180										
Total	10	\$202	18	\$360										

**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	588	588	0	0	0	588
SUBTOTAL	0	588	588	0	0	0	588
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	6	0	6	17,676	0	0	17,682
UNIT SPT- RC	2,425	14,427	16,852	0	0	0	16,852
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,431	14,427	16,858	17,676	0	0	34,534
TRAINING:							
RC NON-UNIT INST	54	137	191	0	0	0	191
RC SCHOOLS	18	45	63	0	0	0	63
ROTC	0	0	0	0	0	0	0
SUBTOTAL	72	182	254	0	0	0	254
HEADQUARTERS:							
SERVICE HQS	71	0	71	0	0	0	71
AC HQS	10	14	24	0	0	0	24
AC INSTAL/ACTIVITIES	48	0	48	0	0	0	48
RC CHIEFS STAFF	52	0	52	0	0	0	52
OTHERS	269	488	757	0	0	0	757
SUBTOTAL	450	502	952	0	0	0	952
OTHERS	56	707	763	0	0	3,111	3,874
TOTAL	3,009	16,406	19,415	17,676	34	3,111	40,202

**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	646	646	0	0	0	646
SUBTOTAL	0	646	646	0	0	0	646
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	8	0	8	13,569	0	0	13,577
UNIT SPT- RC	2,893	17,096	19,989	0	0	0	19,989
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,901	17,096	19,997	13,569	0	0	33,566
TRAINING:							
RC NON-UNIT INST	56	137	193	0	0	0	193
RC SCHOOLS	18	46	64	0	0	0	64
ROTC	0	0	0	0	0	0	0
SUBTOTAL	74	183	257	0	0	0	257
HEADQUARTERS:							
SERVICE HQS	69	0	69	0	0	0	69
AC HQS	12	0	12	0	0	0	12
AC INSTAL/ACTIVITIES	45	14	59	0	0	0	59
RC CHIEFS STAFF	55	0	55	0	0	0	55
OTHERS	278	491	769	0	0	0	769
SUBTOTAL	459	505	964	0	0	0	964
OTHERS	55	718	773	0	0	4,493	5,266
TOTAL	3,489	19,148	22,637	13,569	26	4,493	40,699

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2021**

	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
SUBTOTAL	0	646	646	0	0	0	646
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	6	0	6	10,994	0	0	11,000
UNIT SPT- RC	3,272	19,402	22,674	0	0	0	22,674
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,278	19,402	22,680	10,994	0	0	33,674
TRAINING:							
RC NON-UNIT INST	59	139	198	0	0	0	198
RC SCHOOLS	19	46	65	0	0	0	65
ROTC	0	0	0	0	0	0	0
SUBTOTAL	78	185	263	0	0	0	263
HEADQUARTERS:							
SERVICE HQS	68	0	68	0	0	0	68
AC HQS	12	0	12	0	0	0	12
AC INSTAL/ACTIVITIES	45	13	58	0	0	0	58
RC CHIEFS STAFF	58	0	58	0	0	0	58
OTHERS	279	492	771	0	0	0	771
SUBTOTAL	462	505	967	0	0	0	967
OTHERS	56	721	777	0	0	4,533	5,310
TOTAL	3,874	21,459	25,333	10,994	26	4,533	40,860

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	FY 2019	FY 2020	FY 2021
Fighter	90.5%	89.7%	90.9%
Bomber	78.3%	77.3%	78.4%
Mobility	86.1%	84.8%	86.0%
Special Ops	91.7%	91.7%	92.9%
C2ISR	92.0%	90.5%	91.8%
Rescue	92.7%	92.5%	92.6%
RPA	79.4%	78.9%	79.8%
Total	87.6%	86.5%	88.4%

In addition to offering the aviation bonus, the ANG is also providing non-monetary incentives to maximize combat readiness now and in the future by offering units within state, training, and the flexibility of a part time or full time position. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §334(b).

<u>Aircraft Type category:</u>	FY 2019			FY 2020			FY 2021		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	291	\$23,935	\$6,965	307	\$25,928	\$7,960	319	\$29,639	\$9,455
Bomber	9	\$22,222	\$200	8	\$23,750	\$190	9	\$23,889	\$215
Mobility	217	\$23,479	\$5,095	259	\$26,660	\$6,905	289	\$28,097	\$8,120
Special Ops	7	\$23,571	\$165	10	\$22,500	\$225	12	\$27,917	\$335
C2ISR	126	\$21,508	\$2,710	149	\$22,617	\$3,370	151	\$22,980	\$3,470
Rescue	31	\$22,903	\$710	32	\$25,938	\$830	29	\$27,414	\$795
RPA	168	\$21,905	\$3,680	163	\$24,939	\$4,065	174	\$27,874	\$4,850
Total	849		\$19,525	928		\$23,545	983		\$27,240