



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2022
BUDGET ESTIMATES**

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

May 2021

**NATIONAL GUARD PERSONNEL, AIR FORCE
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Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	S e c -
National Guard Personnel, Air Force				
Reserve Component Training and Support				
3850F 10 Pay Group A Training (15 Days & Drills 24/48)	807,299	920,752	920,210	U
3850F 30 Pay Group F Training (Recruits)	106,896	97,078	110,398	U
3850F 40 Pay Group P Training (Pipeline Recruits)	9,715	7,829	5,822	U
3850F 70 School Training	322,962	361,527	350,965	U
3850F 80 Special Training	371,879	262,934	245,388	U
3850F 90 Administration and Support	2,536,011	2,857,955	3,154,646	U
3850F 94 Thrift Savings Plan Matching Contributions	7,759	14,675	15,172	U
3850F 100 Education Benefits	11,486	13,141	12,373	U
Total Budget Activity 01	4,174,007	4,535,891	4,814,974	
Total Direct - National Guard Personnel, Air Force	4,174,007	4,535,891	4,814,974	
Total National Guard Air Force Military Personnel Costs	4,174,007	4,535,891	4,814,974	
Total Direct - Air Force Military Appropriations	4,174,007	4,535,891	4,814,974	
Grand Total Direct - Air Force Military Personnel Costs	4,174,007	4,535,891	4,814,974	

UNCLASSIFIED

Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

	FY 2021 OCO Enacted*	FY 2022 Direct War and Enduring Costs	S e c -
	-----	-----	
National Guard Personnel, Air Force			
Reserve Component Training and Support 3850F 80 Special Training	5,800	5,337	U
Total Budget Activity 01	5,800	5,337	
Total Direct - National Guard Personnel, Air Force	5,800	5,337	
Total National Guard Air Force Military Personnel Costs	5,800	5,337	
Total Direct - Air Force Military Appropriations	5,800	5,337	
Grand Total Direct - Air Force Military Personnel Costs	5,800	5,337	

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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 2020 (Actual) 1/</u>	<u>FY 2021 (Enacted) 2/</u>	<u>FY 2022 (Estimate)</u>
BASE PROGRAM			
Reserve Component Training & Support	\$4,174,007	\$4,535,891	\$4,814,974
TOTAL DIRECT PROGRAM	\$4,174,007	\$4,535,891	\$4,814,974
REIMBURSABLE PROGRAM			
Reserve Component Training & Support	\$339,544	\$403,000	\$54,000
TOTAL REIMBURSABLE PROGRAM	\$339,544	\$403,000	\$54,000
TOTAL BASELINE PROGRAM			
Reserve Component Training & Support	\$4,513,551	\$4,938,891	\$4,868,974
TOTAL BASELINE PROGRAM FUNDING	\$4,513,551	\$4,938,891	\$4,868,974
Medicare Eligible Retiree Health Fund Contribution	\$254,512	\$279,223	\$314,339
TOTAL MILITARY PERSONNEL PROGRAM COST	\$4,768,063	\$5,218,114	\$5,183,313
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)			
Reserve Component Training and Support	\$1,978	\$5,800	\$0
TOTAL OCO FUNDING	\$1,978	\$5,800	\$0
Memo Entry: Direct War and Enduring Costs			
Reserve Component Training and Support	\$0	\$0	\$5,337
TOTAL DIRECT WAR AND ENDURING COSTS	\$0	\$0	\$5,337

1/ Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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 2020 (Actual) 1/</u>	<u>FY 2021 (Enacted) 2/</u>	<u>FY 2022 (Estimate)</u>
BASE PROGRAM	\$4,174,007	\$4,535,891	\$4,814,974
REIMBURSABLE PROGRAM	\$339,544	\$403,000	\$54,000
TOTAL RESERVE PERSONNEL COSTS	4513551	4938891	4868974
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$254,512	\$279,223	\$314,339
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	4768063	5218114	5183313
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)	\$1,978	\$5,800	\$0
Memo Entry: Direct War and Enduring Costs	\$0	\$0	\$5,337
MILITARY PERSONNEL, AIR FORCE (MPAF)			
MOBILIZATION PAY AND ALLOWANCES	\$580,545	\$643,371	\$561,513
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$282,035	\$254,870	\$371,766
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	\$862,580	\$898,241	\$933,279
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$5,630,643	\$6,116,355	\$6,116,592

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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 2022 President's Budget Submission is based on an average strength of 106,990 in FY 2020, 107,374 in FY 2021, and 107,362 in FY 2022, 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 21,041 full-time active duty ANG personnel in FY 2020, 24,020 in FY 2021, and 25,266 in FY 2022.

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 2,594 in FY 2020, 2,962 in FY 2021, and 595 in FY 2022.

The ANG will continue to support the total Air Force mission as required. As mobilization in support of overseas contingency operations 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 200 personnel in FY 2022 continues to address readiness challenges across the Air National Guard. Manpower increases Logistics, Special Warfare, Cyber, Explosive Ordnance Disposal (EOD), and Weather Unit Type Code (UTC) requirements, which enables an increase in combat coded unit readiness.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2022 is the fourth year the ANG is realigning Technicians to AGRs. The ANG is realigning 11% (1,190) of the dual status technician workforce to AGRs in FY 2022. 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 2022 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 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
FICA Maximum Taxable Income	\$137,700	\$142,800	\$147,000
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	3.10%	3.00%	2.70%
BAH Increase	4.00%	3.60%	3.80%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Non-Pay Inflation	1.40%	1.70%	1.80%
Retired Pay Accrual, Part Time	24.40%	26.90%	25.70%
Retired pay Accrual, Full Time	31.00%	34.90%	35.10%
G.I. Bill Per Capita	\$1,942	\$1,981	\$1,757

**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 2020 Actual	FY 2021 Planned	FY 2022 Planned
Performance Measures			
Average Strength	106,990	107,374	107,362
End Strength	107,414	108,100	108,300
Authorized End Strength	107,700	108,100	

The Air National Guard recruited 12,190 Airmen (10,085 enlisted and 2,105 officers) in FY 2020. These accessions lead to a total final assigned end strength of 107,414 with 91,424 enlisted and 15,990 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2021 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 2020				FY 2021				FY 2022			
	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	12,428	12,503	48	15	12,264	11,272	48	15	10,919	11,062
Pay Group A -Enlisted	48	15	67,467	67,444	48	15	66,266	66,449	48	15	67,012	67,128
SubTotal Pay Group A			79,895	79,947			78,530	77,721			77,931	78,190
Pay Group F-Enlisted		177	1,575	1,607		177	1,358	1,451		177	1,527	1,553
Pay Group P- Enlisted -Pay	36		4,459	3,813	36		3,450	3,573	36		2,499	1,695
Pay Group P- Enlisted -Nonpay			20	22			16	22			139	200
SubTotal Pay Group F/P			6,054	5,442			4,824	5,046			4,165	3,448
Subtotal Paid Drill/Individual Training			85,949	85,389			83,354	82,767			82,096	81,638
Full time Active Duty												
Officers			3,261	3,487			3,693	3,874			3,810	4,027
Enlisted			17,780	18,538			20,327	21,459			21,456	22,635
Total			21,041	22,025			24,020	25,333			25,266	26,662
Total Selected Reserve												
Total Officers			15,689	15,990			15,957	15,146			14,729	15,089
Total Enlisted			91,301	91,424			91,417	92,954			92,633	93,211
Total			106,990	107,414			107,374	108,100			107,362	108,300
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			375	375			434	46			46	46
Pay Group A- Enlisted			1,909	1,909			2,196	198			198	198
Subtotal Pay Group A			2,284	2,284			2,630	244			244	244

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

	FY 2020				FY 2021				FY 2022			
	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			65	67			69	69			70	70
Enlisted			245	248			263	273			281	287
Subtotal Full-time			310	315			332	342			351	357
Total Selected Reserve												
Total Reimbursable Officers			440	442			503	115			116	116
Total Reimbursable Enlisted			2,154	2,157			2,459	471			479	485
Total Reimbursable			2,594	2,599			2,962	586			595	601
Total Baseline Program												
Baseline - Officers			15,249	15,548			15,454	15,031			14,613	14,973
Baseline - Enlisted			89,147	89,267			88,958	92,483			92,154	92,726
Total Program			104,396	104,815			104,412	107,514			106,767	107,699

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

	FY 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	1	0	0	0	0	0
O-9 LT GEN	3	3	3	3	3	3
O-8 MAJ GEN	8	8	9	9	10	10
O-7 BRIG GEN	18	17	17	16	16	15
O-6 COL	405	417	422	424	426	427
O-5 LT COL	1,113	1,129	1,145	1,154	1,133	1,206
O-4 MAJ	956	986	1,021	1,051	1,041	1,130
O-3 CAPT	586	717	749	775	757	832
O-2 1 LT	104	125	192	257	266	274
O-1 2D LT	67	85	135	185	158	130
TOTAL OFFICERS	3,261	3,487	3,693	3,874	3,810	4,027
ENLISTED PERSONNEL						
E-9 CMSGT	709	703	707	707	711	711
E-8 SMSGT	1,729	1,745	1,762	1,769	1,646	1,782
E-7 MSGT	5,397	5,441	5,813	5,972	6,140	6,621
E-6 TSG	5,346	5,575	6,071	6,359	6,274	6,502
E-5 SSGT	3,338	3,430	3,980	4,311	4,326	4,647
E-4 SRA	931	1,220	1,499	1,776	1,829	1,880
E-3 A1C	273	333	396	459	422	382
E-2 AMN	52	86	96	106	108	110
E-1 AB	5	5	3	0	0	0
TOTAL ENLISTED	17,780	18,538	20,327	21,459	21,456	22,635
TOTAL PERSONNEL	21,041	22,025	24,020	25,333	25,266	26,662

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 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	12,428	68,311	80,739	1,428	5,263	28	87,458	3,095	16,835	19,930	107,388
January	12,510	67,594	80,104	1,643	5,162	28	86,937	3,106	16,995	20,101	107,038
February	12,460	68,098	80,558	1,541	4,526	16	86,641	3,138	17,057	20,195	106,836
March	12,525	68,265	80,790	1,561	4,281	14	86,646	3,108	17,097	20,205	106,851
April	12,318	66,798	79,116	1,635	4,130	14	84,895	3,383	18,465	21,848	106,743
May	12,329	66,425	78,754	1,652	4,005	13	84,424	3,445	18,762	22,207	106,631
June	12,325	66,303	78,628	1,705	3,835	11	84,179	3,462	18,971	22,433	106,612
July	12,414	66,485	78,899	1,716	3,671	11	84,297	3,479	19,006	22,485	106,782
August	12,450	66,754	79,204	1,699	3,666	21	84,590	3,515	18,989	22,504	107,094
September 30, 2020	12,503	67,444	79,947	1,607	3,813	22	85,389	3,487	18,538	22,025	107,414
Workyears	12,428	67,467	79,895	1,575	4,459	20	85,949	3,261	17,780	21,041	106,990

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL 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	
79	0	79	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>				<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay F</u>	<u>Pay P (Pay)</u>	<u>Pay P (No Pay)</u>	<u>Drill Strength Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2020	12,503	67,444	79,947	1,607	3,813	22	85,389	3,487	18,538	22,025	107,414
October	12,434	66,592	79,026	1,429	3,780	21	84,256	3,595	19,374	22,969	107,225
November	12,457	66,566	79,023	1,282	3,784	21	84,110	3,629	19,478	23,107	107,217
December	12,492	66,472	78,964	1,131	3,810	18	83,923	3,618	19,588	23,206	107,129
January	12,507	66,420	78,927	1,258	3,716	18	83,919	3,628	19,648	23,276	107,195
February	12,514	66,576	79,090	1,261	3,607	14	83,972	3,630	19,668	23,298	107,270
March	12,549	66,673	79,222	1,395	3,377	9	84,003	3,642	19,687	23,329	107,332
April	12,304	65,375	77,679	1,355	3,211	12	82,257	3,705	20,759	24,464	106,721
May	12,271	65,435	77,706	1,372	3,086	11	82,175	3,743	21,059	24,802	106,977
June	12,198	65,724	77,922	1,425	2,916	9	82,272	3,786	21,470	25,256	107,528
July	12,035	65,987	78,022	1,436	3,101	14	82,573	3,820	21,605	25,425	107,998
August	11,519	66,429	77,948	1,419	3,323	19	82,709	3,835	21,588	25,423	108,132
September 30, 2021	11,272	66,449	77,721	1,451	3,573	22	82,767	3,874	21,459	25,333	108,100
Workyears	12,264	66,266	78,530	1,358	3,450	16	83,354	3,693	20,327	24,020	107,374

**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 109	Count Against Reserve Component (AGR) End Strength 0	Count Against AD (AC + AGR) End Strength 109	Mobility Pilot, Security Forces

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

FY 2022 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, 2021	11,272	66,449	77,721	1,451	3,573	22	82,767	3,874	21,459	25,333	108,100
October	11,169	67,952	79,121	1,498	1,875	174	82,668	3,842	21,313	25,155	107,823
November	11,143	67,584	78,727	1,475	2,101	153	82,456	3,782	21,150	24,932	107,388
December	11,015	67,878	78,893	1,463	3,543	128	84,027	3,750	21,091	24,841	108,868
January	10,991	67,453	78,444	1,484	3,259	122	83,309	3,734	21,033	24,767	108,076
February	10,923	67,024	77,947	1,502	2,998	106	82,553	3,750	21,070	24,820	107,373
March	10,855	66,824	77,679	1,538	2,758	98	82,073	3,775	21,209	24,984	107,057
April	10,807	66,521	77,328	1,574	2,538	116	81,556	3,791	21,349	25,140	106,696
May	10,670	66,122	76,792	1,601	2,335	144	80,872	3,806	21,489	25,295	106,167
June	10,813	66,531	77,344	1,578	2,148	152	81,222	3,832	21,631	25,463	106,685
July	10,724	66,658	77,382	1,544	1,976	176	81,078	3,848	21,973	25,820	106,898
August	10,745	66,810	77,555	1,566	1,818	184	81,123	3,863	22,116	25,979	107,103
September 30, 2022	11,062	67,128	78,190	1,553	1,695	200	81,638	4,027	22,635	26,662	108,300
Workyears	10,919	67,012	77,931	1,527	2,499	139	82,096	3,810	21,456	25,266	107,362

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2022**

<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	
109	0	109	Mobility Pilot, Security Forces

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

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Begin Strength	15,495	15,990	15,146
Gains			
Non-Prior Service	242	65	164
Male	178	55	112
Female	64	10	52
Prior Service Personnel	1,863	1,458	1,408
Civilian Life	528	432	450
Active Component	142	110	130
Enlisted Commissioning Programs	162	95	125
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	201	88	172
All Other	65	41	58
Full-Time Active Duty	765	692	473
Total Gains	2,105	1,523	1,572
Losses			
Civilian Life	231	408	240
Expiration of Selected	24	18	24
Active Component	10	10	10
To Officer Status	0	0	0
Retired Reserves	468	566	439
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	297	453	287
All Other	327	591	321
Full-Time Active Duty	253	321	308
Total Losses	1,610	2,367	1,629
End Strength	15,990	15,146	15,089

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

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Begin Strength	91,702	91,424	92,954
Gains			
Non-Prior Service	4,537	4,683	4,247
Male	3,539	3,653	3,313
Female	998	1,030	934
Prior Service Personnel	5,548	5,726	5,192
Civilian Life	975	786	982
Active Component	342	272	463
Enlisted Commissioning Programs	0	0	0
Reenlistment /Extensions	438	462	585
Other Reserve Status/ Component	156	130	210
All Other	745	386	869
Full-Time Active Duty	2,892	3,690	2,083
Total Gains	10,085	10,409	9,439
Losses			
Civilian Life	2,451	1,681	1,803
Expiration of Selected	1,598	1,334	1,253
Active Component	18	18	20
To Officer Status	0	0	0
Retired Reserves	4,765	4,381	4,610
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	410	354	375
All Other	338	270	309
Full-Time Active Duty	783	841	812
Total Losses	10,363	8,879	9,182
End Strength	91,424	92,954	93,211

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

	FY 2020 1/			FY 2021 2/			FY 2022		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$41,064	\$112,198	\$153,262	\$55,719	\$152,842	\$208,561	\$52,266	\$162,680	\$214,946
Inactive Duty Training									
Unit Training Assemblies	\$149,039	\$389,524	\$538,563	\$157,714	\$414,620	\$572,334	\$147,645	\$440,417	\$588,062
Flight Training	\$33,146	\$7,008	\$40,154	\$32,866	\$7,331	\$40,197	\$31,675	\$7,605	\$39,280
Proficiency Training	\$2,419	\$1,645	\$4,064	\$2,403	\$1,725	\$4,128	\$2,315	\$1,788	\$4,103
Training Preparation	\$1,609	\$1,490	\$3,099	\$1,596	\$1,556	\$3,152	\$1,539	\$1,614	\$3,153
Military Funeral Honors	\$62	\$148	\$210	\$60	\$150	\$210	\$57	\$156	\$213
Clothing	\$20	\$23,070	\$23,090	\$25	\$11,345	\$11,370	\$26	\$9,976	\$10,002
Inactive Duty Subsistence	\$0	\$3,924	\$3,924	\$0	\$4,264	\$4,264	\$0	\$4,420	\$4,420
Travel	\$8,979	\$31,954	\$40,933	\$11,838	\$42,346	\$54,184	\$11,076	\$44,955	\$56,031
IDT Subtotal	\$195,274	\$458,763	\$654,037	\$206,502	\$483,337	\$689,839	\$194,333	\$510,931	\$705,264
TOTAL Direct Program Pay Group A	\$236,338	\$570,961	\$807,299	\$262,221	\$636,179	\$898,400	\$246,599	\$673,611	\$920,210
PAY GROUP F									
Active Duty Training		\$92,280	\$92,280		\$83,280	\$83,280		\$95,661	\$95,661
Clothing		\$7,236	\$7,236		\$6,401	\$6,401		\$7,328	\$7,328
Travel		\$7,380	\$7,380		\$6,472	\$6,472		\$7,409	\$7,409
TOTAL Direct Program Pay Group F		\$106,896	\$106,896		\$96,153	\$96,153		\$110,398	\$110,398
PAY GROUP P									
Inactive Duty (Unit) Training		\$9,715	\$9,715		\$7,890	\$7,890		\$5,822	\$5,822
TOTAL Direct Program Pay Group P		\$9,715	\$9,715		\$7,890	\$7,890		\$5,822	\$5,822
Subtotal Pay Group A, Pay Group F and Pay Group P	\$236,338	\$687,572	\$923,910	\$262,221	\$740,222	\$1,002,443	\$246,599	\$789,831	\$1,036,430

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

	FY 2020 1/			FY 2021 2/			FY 2022		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$10,793	\$22,825	\$33,618	\$10,489	\$24,350	\$34,839	\$10,862	\$25,482	\$36,344
Graduate Flying Training	\$45,020	\$20,684	\$65,704	\$44,430	\$22,385	\$66,815	\$45,743	\$23,274	\$69,017
Initial Skill Acquisition Training	\$24,941	\$121,170	\$146,111	\$23,882	\$127,181	\$151,063	\$24,251	\$130,575	\$154,826
Officer Training School	\$2,922	\$7,309	\$10,231	\$3,028	\$8,244	\$11,272	\$3,075	\$8,474	\$11,549
Refresher and Proficiency Training	\$8,962	\$16,195	\$25,157	\$9,272	\$18,292	\$27,564	\$9,435	\$25,590	\$35,025
Undergraduate Pilot Training	\$42,124	\$0	\$42,124	\$43,410	\$0	\$43,410	\$44,161	\$0	\$44,161
Unit Conversion Training	\$6	\$11	\$17	\$8	\$17	\$25	\$8	\$35	\$43
TOTAL Direct Obligations School Training	\$134,768	\$188,194	\$322,962	\$134,519	\$200,469	\$334,988	\$137,535	\$213,430	\$350,965
SPECIAL TRAINING									
Exercises	\$7,547	\$12,731	\$20,278	\$7,375	\$13,074	\$20,449	\$7,193	\$13,729	\$20,922
Management Support	\$10,845	\$14,857	\$25,702	\$10,612	\$15,253	\$25,865	\$10,346	\$16,018	\$26,364
Operational Training	\$67,971	\$69,629	\$137,600	\$66,448	\$71,475	\$137,923	\$64,597	\$75,036	\$139,633
Unit Conversion Training	\$1,820	\$2,312	\$4,132	\$1,777	\$2,376	\$4,153	\$1,733	\$2,493	\$4,226
Drug Interdiction	\$11,074	\$44,078	\$55,152	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$42,340	\$84,697	\$127,037	\$16,871	\$40,992	\$57,863	\$13,528	\$35,378	\$48,906
Yellow Ribbon Reintegration Program	\$201	\$1,777	\$1,978	\$880	\$4,920	\$5,800	\$810	\$4,527	\$5,337
TOTAL Direct Program Special Training	\$141,798	\$230,081	\$371,879	\$103,963	\$148,090	\$252,053	\$98,207	\$147,181	\$245,388
ADMINISTRATION AND SUPPORT									
Active Duty	\$654,655	\$1,808,974	\$2,463,629	\$720,211	\$2,115,993	\$2,836,204	\$768,973	\$2,301,225	\$3,070,198
Clothing	\$89	\$449	\$538	\$93	\$525	\$618	\$96	\$564	\$660
Travel	\$3,524	\$3,091	\$6,615	\$4,720	\$4,015	\$8,735	\$5,082	\$4,421	\$9,503
Death Gratuities	\$1,500	\$2,700	\$4,200	\$1,500	\$2,700	\$4,200	\$1,500	\$2,700	\$4,200
Disability, Hospitalization & Compensation	\$7	\$637	\$644	\$22	\$1,318	\$1,340	\$22	\$1,355	\$1,377
Reserve Incentive	\$25,496	\$34,620	\$60,116	\$31,015	\$40,021	\$71,036	\$35,185	\$32,871	\$68,056
Continuation Pay	\$56	\$213	\$269	\$164	\$438	\$602	\$195	\$457	\$652
					\$0				
TOTAL Direct Program Administration And Support	\$685,327	\$1,850,684	\$2,536,011	\$757,725	\$2,165,010	\$2,922,735	\$811,053	\$2,343,593	\$3,154,646

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

	FY 2020 1/			FY 2021 2/			FY 2022		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$1,821	\$5,938	\$7,759	\$2,342	\$8,189	\$10,531	\$2,904	\$12,268	\$15,172
TOTAL Direct Program TSP Matching Contributions	\$1,821	\$5,938	\$7,759	\$2,342	\$8,189	\$10,531	\$2,904	\$12,268	\$15,172
EDUCATION BENEFITS									
Benefits Accrual	\$0	\$5,704	\$5,704	\$79	\$6,157	\$6,236	\$70	\$5,457	\$5,527
Kicker Benefits		\$5,782	\$5,782		\$6,905	\$6,905		\$6,846	\$6,846
TOTAL Direct Program Education Benefits	\$0	\$11,486	\$11,486	\$79	\$13,062	\$13,141	\$70	\$12,303	\$12,373
Subtotal Other Training and Support	\$963,714	\$2,286,383	\$3,250,097	\$998,628	\$2,534,820	\$3,533,448	\$1,049,769	\$2,728,775	\$3,778,544
Total Direct Program	\$1,200,052	\$2,973,955	\$4,174,007	\$1,260,849	\$3,275,042	\$4,535,891	\$1,296,368	\$3,518,606	\$4,814,974

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2021 (IN THOUSANDS OF DOLLARS)**

	FY2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION *	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2021 BUDGET COLUMN OF FY2022 BUDGET
Unit and Individual Training							
PAY GROUP A							
Active Duty Training	\$232,468	(\$20,318)	\$212,150	(\$3,589)	\$208,561	\$0	\$208,561
Inactive Duty Training							
Unit Training Assemblies	\$579,874	(\$6,000)	\$573,874	(\$1,540)	\$572,334	\$0	\$572,334
Flight Training	\$37,327	\$0	\$37,327	\$2,870	\$40,197	\$0	\$40,197
Proficiency Training	\$5,148	\$0	\$5,148	(\$1,020)	\$4,128	\$0	\$4,128
Training Preparation	\$3,009	\$0	\$3,009	\$143	\$3,152	\$0	\$3,152
Military Funeral Honors	\$267	\$0	\$267	(\$57)	\$210	\$0	\$210
Clothing	\$9,738	\$0	\$9,738	\$1,632	\$11,370	\$0	\$11,370
Inactive Duty Subsistence	\$4,899	\$0	\$4,899	(\$635)	\$4,264	\$0	\$4,264
Travel	\$76,652	(\$2,312)	\$74,340	(\$20,156)	\$54,184	\$0	\$54,184
IDT Subtotal	\$716,914	(\$8,312)	\$708,602	(\$18,763)	\$689,839	\$0	\$689,839
TOTAL Direct Program Pay Group A	\$949,382	(\$28,630)	\$920,752	(\$22,352)	\$898,400	\$0	\$898,400
PAY GROUP F							
Active Duty Training	\$84,274	\$0	\$84,274	(\$994)	\$83,280	\$0	\$83,280
Clothing	\$6,789	\$0	\$6,789	(\$388)	\$6,401	\$0	\$6,401
Travel	\$6,015	\$0	\$6,015	\$457	\$6,472	\$0	\$6,472
TOTAL Direct Program Pay Group F	\$97,078	\$0	\$97,078	(\$925)	\$96,153	\$0	\$96,153
PAY GROUP P							
Inactive Duty (Unit) Training	\$7,829	\$0	\$7,829	\$61	\$7,890	\$0	\$7,890
TOTAL Direct Program Pay Group P	\$7,829	\$0	\$7,829	\$61	\$7,890	\$0	\$7,890
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,054,289	(\$28,630)	\$1,025,659	(\$23,216)	\$1,002,443	\$0	\$1,002,443
Other Training and Support							
SCHOOL TRAINING							
Career Development Training	\$39,429	\$0	\$39,429	(\$4,590)	\$34,839	\$0	\$34,839
Initial Skills Acquisition Training	\$175,396	\$0	\$175,396	(\$24,333)	\$151,063	\$0	\$151,063
Graduate Flying Training	\$66,768	\$0	\$66,768	\$47	\$66,815	\$0	\$66,815
Officer Training School	\$11,521	\$0	\$11,521	(\$249)	\$11,272	\$0	\$11,272
Refresher & Proficiency Training	\$27,700	\$0	\$27,700	(\$136)	\$27,564	\$0	\$27,564
Undergraduate Pilot Training	\$40,693	\$0	\$40,693	\$2,717	\$43,410	\$0	\$43,410
Unit Conversion Training	\$20	\$0	\$20	\$5	\$25	\$0	\$25
TOTAL Direct Program School Training	\$361,527	\$0	\$361,527	(\$26,539)	\$334,988	\$0	\$334,988

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2021 (IN THOUSANDS OF DOLLARS)**

	FY2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION *	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2021 BUDGET COLUMN OF FY2022 BUDGET
SPECIAL TRAINING							
Exercises	\$25,672	\$0	\$25,672	(\$5,223)	\$20,449	\$0	\$20,449
Management Support	\$16,607	\$957	\$17,564	\$8,301	\$25,865	\$0	\$25,865
Operational Training	\$127,246	\$10,677	\$137,923	\$0	\$137,923	\$0	\$137,923
Unit Conversion Training	\$9,432	\$0	\$9,432	(\$5,279)	\$4,153	\$0	\$4,153
Active Duty Operational Support	\$66,543	\$0	\$66,543	(\$8,680)	\$57,863	\$0	\$57,863
Yellow Ribbon Reintegration Program	\$5,800	\$0	\$5,800	\$0	\$5,800	\$0	\$5,800
TOTAL Direct Program Special Training	\$251,300	\$11,634	\$262,934	(\$10,881)	\$252,053	\$0	\$252,053
ADMINISTRATION AND SUPPORT							
Active Duty	\$2,763,157	\$0	\$2,763,157	\$73,047	\$2,836,204	\$0	\$2,836,204
Clothing	\$690	\$0	\$690	(\$72)	\$618	\$0	\$618
Travel	\$9,971	\$0	\$9,971	(\$1,236)	\$8,735	\$0	\$8,735
Death Gratuities	\$3,800	\$0	\$3,800	\$400	\$4,200	\$0	\$4,200
Disability & Hospitalization	\$1,833	\$0	\$1,833	(\$493)	\$1,340	\$0	\$1,340
Reserve Incentive	\$78,175	\$0	\$78,175	(\$7,139)	\$71,036	\$0	\$71,036
Continuation Pay	\$329	\$0	\$329	\$273	\$602	\$0	\$602
TOTAL Direct Program Administration And Support	\$2,857,955	\$0	\$2,857,955	\$64,780	\$2,922,735	\$0	\$2,922,735
TSP MATCHING CONTRIBUTIONS							
TSP Matching Contributions	\$14,675	\$0	\$14,675	(\$4,144)	\$10,531	\$0	\$10,531
TOTAL Direct Program TSP Matching Contributions	\$14,675	\$0	\$14,675	(\$4,144)	\$10,531	\$0	\$10,531
EDUCATION BENEFITS							
Benefits Accrual	\$6,236	\$0	\$6,236	\$0	\$6,236	\$0	\$6,236
Kicker Benefits	\$6,905	\$0	\$6,905	\$0	\$6,905	\$0	\$6,905
TOTAL Direct Program Education Benefits	\$13,141	\$0	\$13,141	\$0	\$13,141	\$0	\$13,141
Subtotal Other Training And Support	\$3,498,598	\$11,634	\$3,510,232	\$23,216	\$3,533,448	\$0	\$3,533,448
Total Direct Program	\$4,552,887	(\$16,996)	\$4,535,891	\$0	\$4,535,891	\$0	\$4,535,891

* Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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

	FY 2020		FY 2021		FY 2022	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$164,266	\$40,081	\$176,721	\$47,537	\$167,648	\$43,085
Enlisted	\$370,373	\$90,371	\$407,032	\$109,492	\$436,061	\$112,068
Total	\$534,639	\$130,452	\$583,753	\$157,029	\$603,709	\$155,153
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$56,660	\$13,825	\$50,337	\$13,541	\$58,177	\$14,951
Total	\$56,660	\$13,825	\$50,337	\$13,541	\$58,177	\$14,951
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$7,352	\$1,794	\$5,860	\$1,576	\$4,363	\$1,121
Total	\$7,352	\$1,794	\$5,860	\$1,576	\$4,363	\$1,121
School Training						
Officers	\$64,684	\$15,783	\$63,901	\$17,189	\$65,721	\$16,891
Enlisted	\$71,865	\$17,535	\$76,063	\$20,461	\$81,431	\$20,927
Total	\$136,549	\$33,318	\$139,964	\$37,650	\$147,152	\$37,818
Special Training						
Officers	\$67,926	\$16,574	\$49,327	\$13,269	\$46,986	\$12,075
Enlisted	\$84,570	\$20,635	\$54,008	\$14,528	\$54,065	\$13,893
Total	\$152,496	\$37,209	\$103,335	\$27,797	\$101,051	\$25,968
Administration and Support						
Officers	\$367,855	\$114,035	\$384,550	\$134,207	\$407,482	\$143,026
Enlisted	\$945,439	\$293,086	\$1,068,440	\$372,885	\$1,158,563	\$406,656
Total	\$1,313,294	\$407,121	\$1,452,990	\$507,092	\$1,566,045	\$549,682
Total Direct Program						
Officers	\$664,731	\$186,473	\$674,499	\$212,202	\$687,837	\$215,077
Enlisted	\$1,536,259	\$437,246	\$1,661,740	\$532,483	\$1,792,660	\$569,616
Total	\$2,200,990	\$623,719	\$2,336,239	\$744,685	\$2,480,497	\$784,693
Reimbursable Program						
Officers	\$74,498	\$18,582	\$87,825	\$24,093	\$11,147	\$3,316
Enlisted	\$172,922	\$42,969	\$202,792	\$55,447	\$23,298	\$6,855
Total	\$247,420	\$61,551	\$290,617	\$79,540	\$34,445	\$10,171
Total Program						
Officers	\$739,229	\$205,055	\$762,324	\$236,295	\$698,984	\$218,393
Enlisted	\$1,709,181	\$480,215	\$1,864,532	\$587,930	\$1,815,958	\$576,471
Total	\$2,448,410	\$685,270	\$2,626,856	\$824,225	\$2,514,942	\$794,864

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

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Pay Group A			
Officers	\$4,401	\$5,916	\$5,644
Enlisted	\$12,391	\$16,744	\$18,124
Total	\$16,792	\$22,660	\$23,768
Pay Group F			
Enlisted	\$13,855	\$12,389	\$14,462
Total	\$13,855	\$12,389	\$14,462
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$19,472	\$19,365	\$20,114
Enlisted	\$28,428	\$30,285	\$32,746
Total	\$47,900	\$49,650	\$52,860
Special Training			
Officers	\$15,550	\$11,369	\$10,938
Enlisted	\$29,799	\$19,178	\$19,392
Total	\$45,349	\$30,547	\$30,330
Administration and Support			
Officer	\$91,233	\$107,155	\$114,742
Enlisted	\$382,580	\$453,823	\$497,078
Total	\$473,813	\$560,978	\$611,820
Total Direct Program			
Officer	\$130,656	\$143,805	\$151,438
Enlisted	\$467,053	\$532,419	\$581,802
Total	\$597,709	\$676,224	\$733,240

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

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Pay Group A			
Officers	\$8,979	\$11,838	\$11,076
Enlisted	\$31,954	\$42,346	\$44,955
Total	\$40,933	\$54,184	\$56,031
Pay Group F			
Enlisted	\$7,380	\$6,472	\$7,409
Total	\$7,380	\$6,472	\$7,409
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$18,012	\$17,563	\$17,894
Enlisted	\$49,444	\$51,657	\$54,784
Total	\$67,456	\$69,220	\$72,678
Special Training			
Officers	\$9,463	\$6,901	\$6,439
Enlisted	\$22,662	\$14,844	\$14,690
Total	\$32,125	\$21,745	\$21,129
Administration and Support			
Officer	\$3,524	\$4,720	\$5,082
Enlisted	\$3,091	\$4,015	\$4,421
Total	\$6,615	\$8,735	\$9,503
Total Direct Program			
Officer	\$39,978	\$41,022	\$40,491
Enlisted	\$114,531	\$119,334	\$126,259
Total	\$154,509	\$160,356	\$166,750

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

	FY 2020		FY 2021		FY 2022	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$670	\$0	\$895	\$0	\$844	\$0
Enlisted	\$5,245	\$3,924	\$7,039	\$4,264	\$7,535	\$4,420
Subtotal	\$5,915	\$3,924	\$7,934	\$4,264	\$8,380	\$4,420
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$1,311	\$0	\$1,164	\$0	\$1,344	\$0
Subtotal	\$1,311	\$0	\$1,164	\$0	\$1,344	\$0
Pay Group P						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
School Training						
Officers	\$2,428	\$0	\$2,398	\$0	\$2,463	\$0
Enlisted	\$7,394	\$40	\$7,825	\$42	\$8,367	\$45
Subtotal	\$9,822	\$40	\$10,223	\$42	\$10,830	\$45
Special Training						
Officers	\$704	\$0	\$522	\$0	\$497	\$0
Enlisted	\$2,993	\$0	\$2,023	\$0	\$2,037	\$0
Subtotal	\$3,697	\$0	\$2,545	\$0	\$2,534	\$0
Administration and Support						
Officers	\$9,822	\$0	\$11,472	\$0	\$12,152	\$0
Enlisted	\$78,251	\$0	\$92,227	\$0	\$99,904	\$0
Subtotal	\$88,073	\$0	\$103,699	\$0	\$112,056	\$0

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

	FY 2020		FY 2021		FY 2022	
	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	\$13,624	\$0	\$15,286	\$0	\$15,957	\$0
Enlisted	\$95,194	\$3,964	\$110,278	\$4,306	\$119,187	\$4,465
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$108,818	\$3,964	\$125,565	\$4,306	\$135,143	\$4,465
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	\$13,624	\$0	\$15,286	\$0	\$15,957	\$0
Enlisted	\$95,194	\$3,964	\$110,278	\$4,306	\$119,187	\$4,465
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$108,818	\$3,964	\$125,565	\$4,306	\$135,143	\$4,465

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

FY 2021 Direct Program	BA 01
Increases:	\$4,535,891
 Pricing Increases	
 FY22 Pay Raise (2.7%, Effective 1 Jan 22)	
Pay Group A	11,915
Pay Group F	1,028
Pay Group P	120
School Training	2,856
Special Training	2,109
Administration and Support	29,655
Total Pay Raise	47,683
 Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	
Pay Group A	4,284
Pay Group F	369
Pay Group P	43
School Training	1,027
Special Training	759
Administration and Support	10,664
Total Annualization of PY Pay Raise	17,146
 Inflation (Rate 1.8% FY22)	
Pay Group A	1,658
Pay Group F	289
School Training	1,953
Special Training	1,436
Administration and Support (Includes Bonuses, BAS & Inflation)	10,595
Total Inflation	15,931

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

	BA 01
Retired Pay Accrual (Rate 35.1% (FT) 25.7% (PT) FY22)	
Administration and Support	17,060
Total Retired Pay Accrual	17,060
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	
Pay Group A	1,240
Pay Group F	107
Pay Group P	13
School Training	297
Special Training	221
Administration and Support	3,085
Total FICA	4,963
BAH	
Pay Group A	861
Pay Group F	471
School Training	1,888
Special Training	1,163
Administration and Support	21,318
Total BAH	25,701
TSP Matching Contributions	
TSP Matching Contributions	292
Total TSP Matching Contributions	292
Total Pricing Increases	\$128,776

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

BA 01

Program Increases

Pay Group A

Pay and Allowance	5,345
Subsistence	49
Travel	871
Total Pay Group A	6,265

Pay Group F

Pay and Allowance	10,595
Clothing	811
Travel	821
Total Pay Group F	12,227

School Training

All Categories	8,633
Total School Training	8,633

Administration and Support

All Categories	139,534
Total Administration and Support	139,534

All Categories

Total TSP Matching Contributions	4,349
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Education Benefits

Kicker	14
Total Education Benefits	14

Total Program Increases

\$171,022

Total Increases

\$299,798

Decreases:

Pricing Decreases

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

BA 01

Retired Pay Accrual	
Pay Group A	(2,841)
Pay Group F	(246)
Pay Group P	(28)
School Training	(677)
Special Training	(500)
Total Retired Pay Accrual	(4,292)
Education Benefits	
Basic Benefits	(705)
Kicker	(73)
Total Education Benefits	(778)
Total Pricing Decreases	(\$5,070)

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

	BA 01
Program Decreases	
Pay Group A:	
Clothing	(1,572)
Total Pay Group A	(1,572)
Pay Group P:	
Pay and Allowance	(2,216)
Total Pay Group P	(2,216)
Special Training	
All Categories	(11,853)
Total Special Training	(11,853)
Education Benefits	
Basic Benefits	(4)
Total Education Benefits	(4)
Total Program Decreases	(\$15,645)
Total Decreases	(\$20,715)
FY 2022 Direct Program	\$4,814,974

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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 2022	\$920,210
Estimate	FY 2021	\$898,400
Actual	FY 2020	\$807,299

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 2022 is the fourth year the ANG has realigned Technicians to AGRs. The ANG realigned 11% (106 Officers and 1,084 Enlisted) of the dual status technician workforce to AGRs in FY 2022. 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 2021 Direct Program	\$898,400
Increases:	
Pricing Increases	
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	11,915
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	4,284
Inflation (Rate 1.8% FY22)	1,658
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	1,240
BAH	861
Total Pricing Increases	19,958
Program Increases	
AT Pay	2,079
IDT Pay	5,090
Subsistence	49
Travel	871
Total Program Increases	8,089
Total Increases	\$28,047
Decreases:	
Pricing Decreases	
Retired Pay Accrual	(2,841)
Total Pricing Decreases	(2,841)
Program Decreases	
ATA Pay	(1,824)
Clothing	(1,572)
Total Program Decreases	(3,396)
Total Decreases	(\$6,237)
FY 2022 Direct Program	\$920,210

**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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,053			11,830			10,873		
PARTICIPATION RATE	53.00%			70.00%			70.00%		
PAID PARTICIPANTS	6,388	\$6,428.30	\$41,064	8,281	\$6,728.52	\$55,719	7,611	\$6,867.16	\$52,266

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	65,558			64,070			66,814		
PARTICIPATION RATE	54.00%			72.00%			72.00%		
PAID PARTICIPANTS	35,401	\$3,169.35	\$112,198	46,130	\$3,313.27	\$152,842	48,106	\$3,381.71	\$162,680

**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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,053			11,830			10,873		
PARTICIPATION RATE	73.00%			75.00%			75.00%		
PAID PARTICIPANTS	8,799	\$16,938.18	\$149,039	8,873	\$17,774.56	\$157,714	8,155	\$18,104.84	\$147,645
ADDITIONAL IDT:									
PROF TRAINING	6,120	\$395.26	\$2,419	5,792	\$414.86	\$2,403	5,480	\$422.48	\$2,315
FLIGHT TRAINING	84,052	\$394.35	\$33,146	79,547	\$413.17	\$32,866	75,265	\$420.86	\$31,675
TRAINING PERIOD PREPARATION	3,988	\$403.47	\$1,609	3,774	\$422.93	\$1,596	3,571	\$431.02	\$1,539
RESERVE FUNERAL HONORS	182	\$340.66	\$62	172	\$348.84	\$60	163	\$349.69	\$57
TOTAL	103,141		186,275	98,158		194,639	92,634		183,231

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	65,558			64,070			66,814		
PARTICIPATION RATE	80.00%			83.00%			83.00%		
PAID PARTICIPANTS	52,446	\$7,427.14	\$389,524	53,178	\$7,796.84	\$414,620	55,456	\$7,941.75	\$440,417
ADDITIONAL IDT:									
PROF TRAINING	7,980	\$206.13	\$1,645	7,968	\$216.45	\$1,725	8,115	\$220.38	\$1,788
FLIGHT TRAINING	35,691	\$196.35	\$7,008	35,635	\$205.73	\$7,331	36,292	\$209.55	\$7,605
TRAINING PERIOD PREPARATION	6,697	\$222.49	\$1,490	6,687	\$232.73	\$1,556	6,810	\$236.94	\$1,614
RESERVE FUNERAL HONORS	899	\$164.63	\$148	898	\$167.04	\$150	915	\$170.49	\$156
TOTAL	103,713		399,815	104,366		425,382	107,588		451,580

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	13	\$400.00	\$5	15	\$400.00	\$6	18	\$400.00	\$7
ADDITIONAL UNIFORM ALLOWANCE	75	\$200.00	\$15	95	\$200.00	\$19	95	\$200.00	\$19
TOTAL	88		\$20	110		\$25	113		\$26

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	10,212	\$1,581.39	\$16,149	4,895	\$1,616.76	\$7,914	4,229	\$1,645.86	\$6,960
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	3,903	\$1,773.29	\$6,921	1,871	\$1,833.60	\$3,431	1,616	\$1,866.60	\$3,016
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	14,115		\$23,070	6,766		\$11,345	5,845		\$9,976

**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 2020</u>			<u>FY 2021</u>			<u>FY 2022</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	319,024	\$12.30	\$3,924	338,383	\$12.60	\$4,264	342,209	\$12.92	\$4,420
TOTAL SUBSISTENCE-IN-KIND	319,024	\$12.30	\$3,924	338,383	\$12.60	\$4,264	342,209	\$12.92	\$4,420

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	6,388	\$1,405.60	\$8,979	8,281	\$1,429.54	\$11,838	7,611	\$1,455.26	\$11,076

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	35,401	\$902.63	\$31,954	46,130	\$917.97	\$42,346	48,106	\$934.50	\$44,955

**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 2020 and FY 2021 captures ANG support provided to the Federal Emergency Management Agency (FEMA) mission assignments related to the Corona Virus Disease (COVID-19) response.

	FY 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	375	\$249,149	\$93,431	434	\$262,378	\$113,872	46	\$203,370	\$9,355
Enlisted	1,909	\$114,577	\$218,728	2,196	\$120,434	\$264,472	198	\$103,828	\$20,558
Total Pay Group A Reimbursements			\$312,159			\$378,344			\$29,913
Total Reimbursable Requirement			\$312,159			\$378,344			\$29,913

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

Estimate	FY 2022	\$110,398
Estimate	FY 2021	\$96,153
Actual	FY 2020	\$106,896

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 2021 Direct Program	BA 01 \$96,153
Increases:	
Pricing Increases	
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	1,028
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	369
Inflation (Rate 1.8% FY22)	57
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	107
BAH	471
Clothing	116
Travel	116
Total Pricing Increases	2,264
Program Increases	
Base Pay	6,443
Retired Pay	1,656
Other	401
FICA	493
BAH	1,602
Travel	821
Clothing	811
Total Program Increases	12,227
Total Increases	\$14,491
Decreases:	
Pricing Decreases	
Retired Pay Accrual	(246)
Total Pricing Decreases	(246)
Total Decreases	(\$246)
FY 2022 Direct Program	\$110,398

**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 2020			FY 2021			FY 2022		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	3,203	\$28,811	\$92,280	2,762	\$30,152	\$83,280	3,106	\$30,799	\$95,661

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,324	\$1,773	\$2,348	1,142	\$1,834	\$2,094	1,284	\$1,867	\$2,397
Initial Issue Male	3,090	\$1,581	\$4,888	2,664	\$1,617	\$4,307	2,996	\$1,646	\$4,931
Total	4,414		\$7,236	3,806		\$6,401	4,280		\$7,328

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 2020			FY 2021			FY 2022		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	3,203	\$2,304	\$7,380	2,762	\$2,343	\$6,472	3,106	\$2,385	\$7,409

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

Estimate	FY 2022	\$5,822
Estimate	FY 2021	\$7,890
Actual	FY 2020	\$9,715

PART 1 - PURPOSE AND SCOPE

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

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

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

	BA 01
FY 2021 Direct Program	\$7,890
Increases:	
Pricing Increases	
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	120
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	43
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	13
Total Pricing Increases	176
Total Increases	\$176
Decreases:	
Pricing Decreases	
Retired Pay Accrual	(28)
Total Pricing Decreases	(28)
Program Decreases	
Base Pay	(1,660)
Retired Pay	(427)
Other	(2)
FICA	(127)
Total Program Decreases	(2,216)
	(\$2,244)
Total Decreases	
	\$5,822
FY 2022 Direct Program	

**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 2020			FY 2021			FY 2022		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	4,459	\$2,178.74	\$9,715	3,450	\$2,287.09	\$7,890	2,499	\$2,329.64	\$5,822

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

Estimate	FY 2022	\$350,965
Estimate	FY 2021	\$334,988
Actual	FY 2020	\$322,962

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 2021 Direct Program	334,988	
Increases:		
Pricing Increases		
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	2,856	
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	1,027	
Inflation (Rate 1.8% FY22)	1,953	
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	297	
BAH	1,888	
Total Pricing Increases	8,021	
Program Increases		
Graduate Flying Training	741	
Initial Skills Acquisition Training	444	
Refresher and Proficiency	6,859	
Officer Candidate School	21	
Career Develop Training	729	
Unit Conversion Training	18	
Total Program Increases	8,812	
Total Increases	\$16,833	
Decreases:		
Pricing Decreases		
Retired Pay Accrual	(677)	
Total Pricing Decreases	(677)	
Program Decreases		
Undergrad Pilot Training	(179)	
Total Program Decreases	(179)	
Total Decreases	(\$856)	
FY 2022 Direct Program	\$350,965	

**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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	598	47.70	28,525	\$378.39	\$10,793	558	47.73	26,633	\$393.85	\$10,489	565	47.71	26,956	\$402.99	\$10,862
Enlisted	2,576	29.46	75,889	\$300.74	\$22,825	2,651	29.46	78,098	\$311.79	\$24,350	2,715	29.46	79,984	\$318.59	\$25,482
Total	3,174	32.90	104,414	\$321.97	\$33,618	3,209	32.64	104,731	\$332.65	\$34,839	3,280	32.60	106,940	\$339.85	\$36,344

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,161	56.07	65,097	\$383.15	\$24,941	1,068	56.07	59,883	\$398.83	\$23,882	1,062	56.05	59,525	\$407.38	\$24,251
Enlisted	6,777	58.52	396,590	\$305.53	\$121,170	6,860	58.52	401,447	\$316.81	\$127,181	6,891	58.52	403,261	\$323.80	\$130,575
Total	7,938	58.16	461,687	\$316.47	\$146,111	7,928	58.19	461,330	\$327.45	\$151,063	7,953	58.19	462,786	\$334.55	\$154,826

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	359	21.47	7,708	\$379.14	\$2,922	357	21.48	7,668	\$394.83	\$3,028	355	21.45	7,615	\$403.77	\$3,075
Enlisted	533	45.91	24,470	\$298.68	\$7,309	580	45.89	26,616	\$309.75	\$8,244	583	45.89	26,754	\$316.79	\$8,474
Total	892	36.07	32,178	\$317.95	\$10,231	937	36.59	34,284	\$328.78	\$11,272	938	36.64	34,369	\$336.03	\$11,549

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,526	15.40	23,500	\$381.27	\$8,962	1,517	15.40	23,362	\$396.88	\$9,272	1,511	15.40	23,269	\$405.45	\$9,435
Enlisted	3,683	14.41	53,072	\$305.14	\$16,195	4,012	14.41	57,813	\$316.40	\$18,292	5,492	14.41	79,140	\$323.34	\$25,590
Total	5,209	14.70	76,572	\$328.54	\$25,157	5,529	14.68	81,175	\$339.56	\$27,564	7,003	14.62	102,409	\$342.01	\$35,025

**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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	824	132.34	109,048	\$386.28	\$42,124	816	132.31	107,965	\$402.08	\$43,410	813	132.26	107,527	\$410.70	\$44,161
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	824	132.34	109,048	\$386.28	\$42,124	816	132.31	107,965	\$402.08	\$43,410	813	132.26	107,527	\$410.70	\$44,161

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	3	5.00	15	\$367.50	\$6	4	6.00	24	\$384.24	\$8	4	5.75	23	\$393.51	\$8
Enlisted	1	35.00	35	\$348.91	\$11	2	23.50	47	\$369.92	\$17	4	23.50	94	\$378.78	\$35
Total	4	12.50	50	\$340.00	\$17	6	11.83	71	\$352.11	\$25	8	14.63	117	\$367.52	\$43

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,651	70.09	115,719	\$389.05	\$45,020	1,565	70.10	109,707	\$405.00	\$44,430	1,577	70.10	110,548	\$413.79	\$45,743
Enlisted	1,739	39.33	68,395	\$302.45	\$20,684	1,816	39.31	71,387	\$313.55	\$22,385	1,847	39.32	72,624	\$320.48	\$23,274
Total	3,390	54.31	184,114	\$356.87	\$65,704	3,381	53.56	181,094	\$368.95	\$66,815	3,424	53.50	183,172	\$376.79	\$69,017

TOTAL SCHOOL TRAINING

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	6,122	57.11	349,612	\$385.48	\$134,768	5,885	56.97	335,242	\$401.26	\$134,519	5,887	56.98	335,463	\$409.99	\$137,535
Enlisted	15,309	40.40	618,451	\$304.30	\$188,194	15,921	39.91	635,408	\$315.50	\$200,469	17,532	37.75	661,857	\$322.47	\$213,430
Total	21,431	45.17	968,063	\$333.62	\$322,962	21,806	44.51	970,650	\$345.12	\$334,988	23,419	42.59	997,320	\$351.91	\$350,965

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

Estimate	FY 2022	\$245,388
Estimate	FY 2021	\$252,053
Actual*	FY 2020	\$371,879

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 2020. Drug Interdiction funds (\$56,636K) were transferred to this appropriation in FY 2020 from the Drug Interdiction and Counter-Drug Activities, Defense, 20/20.

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

	BA 01
FY 2021 Direct Program	\$252,053
Increases:	
Pricing Increases	
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	2,109
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	759
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	221
BAH	1,163
Inflation (Rate 1.8% FY22)	1,436
Total Pricing Increases	5,688
Program Increases	
Exercises	34
Total Program Increases	34
Total Increases	\$5,722
Decreases:	
Pricing Decreases	
Retired Pay Accrual	(500)
Total Pricing Decreases	(500)
Program Decreases	
Management Support	(58)
Operational Training	(1,008)
Unit Conversion	(21)
Active Duty Operational Support	(10,216)
Yellow Ribbon Reintegration Program	(584)
Total Program Decreases	(11,887)
Total Decreases	(\$12,387)
FY 2022 Direct Program	\$245,388

**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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	608	42.03	25,556	\$424.51	\$10,845	572	41.99	24,018	\$441.84	\$10,612	546	42.00	22,932	\$451.19	\$10,346
Enlisted	3,135	21.00	65,838	\$226.08	\$14,857	3,110	21.00	65,316	\$233.53	\$15,253	3,197	21.00	67,137	\$238.61	\$16,018
Total	3,743	24.42	91,394	\$281.22	\$25,702	3,682	24.26	89,334	\$289.53	\$25,865	3,743	24.06	90,069	\$292.71	\$26,364

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 2020 (\$793k), FY 2021 (\$7,993k) and FY 2022 (\$4,517k).

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,040	16.99	17,673	\$427.07	\$7,547	978	17.00	16,624	\$443.67	\$7,375	934	17.00	15,878	\$453.03	\$7,193
Enlisted	5,692	10.00	56,922	\$224.05	\$12,731	5,648	10.00	56,483	\$231.46	\$13,074	5,805	10.00	58,050	\$236.50	\$13,729
Total	6,732	11.08	74,595	\$271.84	\$20,278	6,626	11.03	73,107	\$279.71	\$20,449	6,739	10.97	73,928	\$283.01	\$20,922

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 2020 (\$7,550k), FY 2021 (\$7,647) and FY 2022 (\$7,777).

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	7,898	20.00	157,953	\$430.44	\$67,971	7,427	20.00	148,547	\$447.32	\$66,448	7,093	20.00	141,860	\$455.34	\$64,597
Enlisted	20,398	15.00	305,963	\$227.99	\$69,629	20,237	15.00	303,552	\$235.46	\$71,475	20,802	15.00	312,030	\$240.49	\$75,036
Total	28,296	16.40	463,916	\$296.61	\$137,600	27,664	16.34	452,099	\$305.07	\$137,923	27,895	16.27	453,890	\$307.64	\$139,633

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 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	215	19.99	4,298	\$423.45	\$1,820	202	20.04	4,048	\$439.13	\$1,777	193	20.00	3,860	\$449.34	\$1,733
Enlisted	259	40.07	10,379	\$223.15	\$2,312	258	40.01	10,323	\$230.15	\$2,376	265	40.00	10,600	\$235.25	\$2,493
Total	474	30.96	14,677	\$281.53	\$4,132	460	31.24	14,371	\$288.98	\$4,153	458	31.57	14,460	\$292.25	\$4,226

**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 2020				
	Participants	Tour Length	Workdays	Rate	Amount
Officers	70	346.07	24,225	\$457.15	\$11,074
Enlisted	502	344.67	173,025	\$254.74	\$44,078
Total	572	344.84	197,250	\$279.60	\$55,152

Active Duty Operational Support (ADOS): This program is an authorized voluntary tour of active duty (AD), other than Active Guard and Reserve (AGR) duty, performed pursuant to section 12301(d) of Title 10, United States Code, "Armed Forces" and ADT performed at the request of an organization or operational commander, or as a result of reimbursable (ADOS-AC funded or ADOS-RC funded) to support active component (AC) or reserve component (RC) programs, respectively. The purpose of ADOS is to provide the necessary skilled manpower assets to support existing or emerging requirements. ADOS is being utilized due to unprecedented conversion actions of weapons systems changes across the ANG. These changes require a multitude of special projects using subject matter experts (SME's) from the field. The SME's will not be deriving classic training when supporting these projects, the ANG will be utilizing ADOS. FY 2020 captures funds expended for response to the Corona Virus Disease (COVID-19) pandemic funded by the Coronavirus Aid, Relief, and Economic Security Act (CARES Act).

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	507	175.09	88,771	\$477.07	\$42,340	194	175.06	33,962	\$496.75	\$16,871	153	174.00	26,622	\$508.11	\$13,528
Enlisted	1,668	173.05	288,641	\$293.96	\$84,697	780	172.97	134,914	\$303.84	\$40,992	659	173.00	114,007	\$310.32	\$35,378
Total	2,175	173.52	377,412	\$336.60	\$127,037	974	173.38	168,876	\$342.64	\$57,863	812	173.19	140,629	\$347.77	\$48,906

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

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Training	3,578	2.99	10,734	\$106.20	\$1,140	9,826	3.00	29,476	\$131.84	\$3,886	8,855	3.00	26,565	\$134.73	\$3,579
Travel	3,578	2.99	10,734	\$78.07	\$838	9,826	3.00	29,476	\$64.93	\$1,914	8,855	3.00	26,565	\$66.18	\$1,758
Total	3,578	2.99	10,734	\$184.27	\$1,978	9,826	3.00	29,476	\$196.77	\$5,800	8,855	3.00	26,565	\$200.90	\$5,337

TOTAL SPECIAL TRAINING

	FY 2020					FY 2021					FY 2022				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	10,517	30.33	319,012	\$444.49	\$141,798	19,199	13.37	256,675	\$416.75	\$106,969	17,774	13.37	237,717	\$424.77	\$100,976
Enlisted	35,053	25.99	910,966	\$252.57	\$230,081	39,859	15.05	600,064	\$241.78	\$145,084	39,583	14.86	588,389	\$245.44	\$144,412
Total	45,570	26.99	1,229,978	\$302.35	\$371,879	59,058	14.51	856,739	\$294.20	\$252,053	57,357	14.40	826,106	\$297.04	\$245,388

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

Estimate	FY 2022	\$3,154,646
Estimate	FY 2021	\$2,922,735
Actual	FY 2020	\$2,536,011

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 2022 is focused on addressing complex challenges to increase readiness. Manpower additions were made to Logistics, Special Warfare, Cyber, Explosive Ordnance Disposal (EOD), and Weather Unit Type Code (UTC) requirements, which enables an increase in combat coded unit readiness.

Congress requested in the FY 2017 NDAA a feasibility/advisability study on realigning ANG Technicians to Active Guard Reserve (AGR). FY 2022 is the fourth year the ANG has realigned Technicians to AGRs. The ANG realigned 11% (106 Officers and 1,084 Enlisted) of the dual status technician workforce to AGRs in FY 2022. 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 2022 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 2021 Direct Program	BA 01 \$2,922,735
Increases:	
Pricing Increases	
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	29,655
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	10,664
Inflation (Rate 1.8% FY22)	6,138
Bonuses	1,718
Retired Pay Accrual (Rate 35.1% FY22)	17,060
FICA (Rate 7.65%, FY22 Ceiling - \$147,000)	3,085
BAH	21,318
BAS	2,739
Total Pricing Increases	\$92,377
Program Increases	
Clothing	32
Travel	611
Health Professional Cash Bonus 45K	2,450
Healthcare Professional Stipend Res/Med	20
Continuation Pay	32
Change in Average Strength	112,446
FICA	5,564
Retired Pay Accrual	25,530
Total Program Increases	\$146,685
Total Increases	\$239,062

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

BA 01

Decreases:

Program Decreases

Death & Disability (1)

Non-Prior Service Enlistment (7,150)

Total Program Decreases (\$7,151)

Total Decreases (\$7,151)

FY 2022 Direct Program \$3,154,646

**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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	53	54	56	57	57	57
Subtotal	53	54	56	57	57	57

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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officer	48	45	46	45	45	44
Enlisted	15	14	14	13	15	14
Subtotal	63	59	60	58	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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	12	12	13	12	13	11
Subtotal	12	12	13	12	13	11

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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	70	69	69	68	68	67
Subtotal	70	69	69	68	68	67

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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	7	8	7	6	6	6
Subtotal	7	8	7	6	6	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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	0	0	0	0	0	0
Enlisted	619	646	656	646	644	646
Subtotal	619	646	656	646	644	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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	275	278	280	279	278	279
Enlisted	491	491	502	492	492	492
Subtotal	766	769	782	771	770	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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	74	74	78	78	77	77
Enlisted	184	183	188	185	188	186
Subtotal	258	257	266	263	265	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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	56	55	57	56	56	56
Enlisted	715	718	735	721	711	702
Subtotal	771	773	792	777	767	758

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 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	15	14	16	15	16	15
Enlisted	130	128	131	128	132	132
Subtotal	145	142	147	143	148	147

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

	FY 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	2,586	2,811	3,002	3,189	3,124	3,345
Enlisted	15,381	16,110	17,838	19,001	18,993	20,176
Subtotal	17,967	18,921	20,840	22,190	22,117	23,521

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

	FY 2020		FY 2021		FY 2022	
	Average	End	Average	End	Average	End
Officers	3,196	3,420	3,624	3,805	3,740	3,957
Enlisted	17,535	18,290	20,064	21,186	21,175	22,348
Subtotal	20,731	21,710	23,688	24,991	24,915	26,305

**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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	190	\$237,047.37	\$45,039	191	\$250,073.30	\$47,764	189	\$258,386.24	\$48,835
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	275	\$191,294.55	\$52,606	280	\$201,175.00	\$56,329	278	\$208,392.09	\$57,933
ANG TRAINING	74	\$195,459.46	\$14,464	78	\$205,615.38	\$16,038	77	\$212,909.09	\$16,394
USAF MISSION SUPPORT	56	\$188,089.29	\$10,533	57	\$197,789.47	\$11,274	56	\$204,875.00	\$11,473
COMBAT READINESS TRAINING CENTER	15	\$187,200.00	\$2,808	16	\$196,875.00	\$3,150	16	\$203,750.00	\$3,260
ANG DIRECT UNIT SUPPORT	2,586	\$204,642.30	\$529,205	3,002	\$195,088.61	\$585,656	3,124	\$202,009.60	\$631,078
TOTAL	3,196		\$654,655	3,624		\$720,211	3,740		\$768,973

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 2022 average strength and the pay increase are reflected in ANG Direct Unit Support.

	FY 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	15	\$111,933.33	\$1,679	14	\$117,928.57	\$1,651	15	\$121,533.33	\$1,823
RECRUITING AND RETENTION	619	\$100,303.72	\$62,088	656	\$105,524.39	\$69,224	644	\$108,768.63	\$70,047
ANG ADMINISTRATION AND SUPPORT	491	\$115,975.56	\$56,944	502	\$122,133.47	\$61,311	492	\$125,884.15	\$61,935
ANG TRAINING	184	\$103,967.39	\$19,130	188	\$109,409.57	\$20,569	188	\$112,765.96	\$21,200
USAF MISSION SUPPORT	715	\$95,939.86	\$68,597	735	\$100,907.48	\$74,167	711	\$104,008.44	\$73,950
COMBAT READINESS TRAINING CENTER	130	\$109,646.15	\$14,254	131	\$115,419.85	\$15,120	132	\$118,984.85	\$15,706
ANG DIRECT UNIT SUPPORT	15,381	\$103,132.57	\$1,586,282	17,838	\$105,053.87	\$1,873,951	18,993	\$108,280.10	\$2,056,564
TOTAL	17,535		\$1,808,974	20,064		\$2,115,993	21,175		\$2,301,225

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	190	\$7,057.89	\$1,341	191	\$7,177.88	\$1,371	189	\$7,307.08	\$1,381
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	28	\$7,071.43	\$198	38	\$7,191.64	\$274	39	\$7,321.10	\$286
ANG TRAINING	8	\$7,000.00	\$56	11	\$7,119.00	\$78	11	\$7,247.15	\$79
USAF MISSION SUPPORT	6	\$7,000.00	\$42	8	\$7,119.00	\$57	8	\$7,247.15	\$58
COMBAT READINESS TRAINING CENTER	2	\$7,000.00	\$14	2	\$7,119.00	\$14	2	\$7,247.15	\$14
ANG DIRECT UNIT SUPPORT	265	\$7,067.92	\$1,873	407	\$7,188.07	\$2,926	446	\$7,317.46	\$3,264
TOTAL	499		\$3,524	657		\$4,720	695		\$5,082

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	15	\$5,333.33	\$80	14	\$5,424.00	\$76	15	\$5,521.63	\$83
RECRUITING AND RETENTION	20	\$5,300.00	\$106	24	\$5,390.10	\$129	23	\$5,487.12	\$126
ANG ADMINISTRATION AND SUPPORT	16	\$5,312.50	\$85	18	\$5,402.82	\$97	18	\$5,500.06	\$99
ANG TRAINING	6	\$5,333.33	\$32	7	\$5,424.00	\$38	7	\$5,521.63	\$39
USAF MISSION SUPPORT	23	\$5,304.35	\$122	26	\$5,394.52	\$140	26	\$5,491.62	\$143
COMBAT READINESS TRAINING CENTER	4	\$5,250.00	\$21	5	\$5,339.25	\$26	5	\$5,435.36	\$28
ANG DIRECT UNIT SUPPORT	496	\$5,332.66	\$2,645	647	\$5,423.31	\$3,509	707	\$5,520.94	\$3,903
TOTAL	580		\$3,091	741		\$4,015	801		\$4,421

**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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	188	\$400.00	\$75	191	\$400.00	\$76	189	\$400.00	\$76
Active Duty Officer Uniform Allowance	70	\$200.00	\$14	85	\$200.00	\$17	100	\$200.00	\$20
Total Uniform Allowances, Officers	258		\$89	276		\$93	289		\$96

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	573	\$549.71	\$315	655	\$559.55	\$367	692	\$569.62	\$394
Female Cash Clothing Replacement Allowance	245	\$548.06	\$134	281	\$562.58	\$158	296	\$572.71	\$170
Total Cash Clothing Replacement Allowance, Enlisted	818		\$449	936		\$525	988		\$564

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	15	\$100,000.00	\$1,500	15	\$100,000.00	\$1,500	15	\$100,000.00	\$1,500
ENLISTED	27	\$100,000.00	\$2,700	27	\$100,000.00	\$2,700	27	\$100,000.00	\$2,700
TOTAL	42		\$4,200	42		\$4,200	42		\$4,200
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	1	\$7,000.00	\$7	3	\$7,211.75	\$22	3	\$7,411.88	\$22
ENLISTED	112	\$5,687.50	\$637	225	\$5,859.55	\$1,318	225	\$6,022.15	\$1,355
TOTAL	113		\$644	228		\$1,340	228		\$1,377

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	923	\$10,000.00	\$9,230	1,115	\$10,000.00	\$11,150	400	\$10,000.00	\$4,000
Anniversary Payments	101	\$9,940.59	\$1,004	101	\$10,000.00	\$1,010	101	\$10,000.00	\$1,010
Subtotal	1,024		\$10,234	1,216		\$12,160	501		\$5,010

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	179	\$15,100.00	\$2,707	235	\$15,000.00	\$3,525	235	\$15,000.00	\$3,525
Anniversary Payments	53	\$7,700.00	\$407	53	\$7,500.00	\$398	53	\$7,500.00	\$398
Subtotal	232		\$3,114	288		\$3,923	288		\$3,923

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	984	\$15,000.00	\$14,762	1,105	\$15,000.00	\$16,575	1,105	\$15,000.00	\$16,575
Anniversary Payments	415	\$7,500.00	\$3,110	415	\$7,500.00	\$3,113	415	\$7,500.00	\$3,113
Subtotal	1,399		\$17,872	1,520		\$19,688	1,520		\$19,688

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	146	\$19,900.00	\$2,904	185	\$20,000.00	\$3,700	185	\$20,000.00	\$3,700
Anniversary Payments	50	\$9,900.00	\$494	55	\$10,000.00	\$550	55	\$10,000.00	\$550
Subtotal	196		\$3,398	240		\$4,250	240		\$4,250

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,021	\$10,000.00	\$10,203	1,300	\$10,000.00	\$13,000	1,300	\$10,000.00	\$13,000
Subtotal	1,021		\$10,203	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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	9	\$24,000.00	\$216	11	\$25,000.00	\$275	11	\$25,000.00	\$275
Anniversary Payments	11	\$25,000.00	\$275	21	\$25,000.00	\$525	21	\$25,000.00	\$525
Subtotal	20		\$491	32		\$800	32		\$800

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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	238	\$25,000.00	\$5,926	302	\$25,000.00	\$7,550	302	\$25,000.00	\$7,550
Anniversary Payments	515	\$17,000.00	\$8,594	441	\$21,000.00	\$9,325	539	\$25,000.00	\$13,475
Subtotal	753		\$14,520	743		\$16,875	841		\$21,025

**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 2020			FY 2021			FY 2022		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	8	\$17,600.00	\$141	9	\$20,000.00	\$180	9	\$20,000.00	\$180
Anniversary Payments	8	\$17,600.00	\$141	8	\$20,000.00	\$160	9	\$20,000.00	\$180
Subtotal	16		\$282	17		\$340	18		\$360

TOTAL RESERVE INCENTIVES

	FY 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	1,810	\$14,086.19	\$25,496	2,092	\$14,825.53	\$31,015	2,191	\$16,058.88	\$35,185
Enlisted	2,852	\$12,138.85	\$34,620	3,264	\$12,261.34	\$40,021	2,549	\$12,895.65	\$32,871
Subtotal	4,662		\$60,116	5,356		\$71,036	4,740		\$68,056

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$56			\$164			\$195
Enlisted			\$213			\$438			\$457
Subtotal			\$269			\$602			\$652

**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 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Officer - Base Pay	\$ 6,129	\$ 5,862	\$ 4,809
FICA	\$ 469	\$ 448	\$ 368
Retired Pay Accural	\$ 1,900	\$ 2,046	\$ 1,688
Other Pay and Allowances	\$ 1,047	\$ 238	\$ 1,530
PCS Travel	\$ 0	\$ 0	\$ 0
Total Officer Program	\$ 9,545	\$ 8,594	\$ 8,395
Enlisted - Base Pay	\$ 11,758	\$ 11,198	\$ 9,225
FICA	\$ 899	\$ 857	\$ 706
Retired Pay Accural	\$ 3,645	\$ 3,908	\$ 3,238
Other Pay and Allowances	\$ 1,538	\$ 99	\$ 2,523
PCS Travel	\$ 0	\$ 0	\$ 0
Total Enlisted Program	\$ 17,840	\$ 16,062	\$ 15,692
Total Reimbursable Program	\$ 27,385	\$ 24,656	\$ 24,087

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

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</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 2020</u>	<u>FY 2021</u>	<u>FY 2022</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 2020</u>	<u>FY 2021</u>	<u>FY 2022</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 2020</u>	<u>FY 2021</u>	<u>FY 2022</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 2020</u>	<u>FY 2021</u>	<u>FY 2022</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

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

Estimate	FY 2022	\$15,172
Estimate	FY 2021	\$10,531
Actual	FY 2020	\$7,759

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 2021 Direct Program	\$10,531	\$10,531
Increases:		
Pricing Increases		
FY22 Pay Raise (2.7%, Effective 1 Jan 22)	77	
Annualization FY21 Pay Raise (3.0%, Effective 1 Jan 21)	215	
Total Pricing Increases	292	
Program Increases		
TSP Matching Contribution Payments	4,349	
Total Program Increases	\$4,349	
Total Increases	\$4,641	
Decreases:		
Total Decreases	\$0	
FY 2022 Direct Program	\$15,172	

**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 2020			FY 2021			FY 2022		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$1,821			\$2,342			\$2,904
Enlisted			\$5,938			\$8,189			\$12,268
Total			\$7,759			\$10,531			\$15,172

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

Estimate	FY 2022	\$12,373
Estimate	FY 2021	\$13,141
Actual	FY 2020	\$11,486

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 2021 Direct Program Budget Activity Adjustment	\$13,141
Increases:	
Program Increases	
Kicker	14
Total Program Increases	\$14
Total Increases	\$14
Decreases:	
Pricing Decreases	
Basic Benefits	(705)
Kicker	(73)
Total Pricing Decreases	(778)
Program Decreases	
Basic Benefits	(4)
Total Program Decreases	(\$4)
Total Decreases	(\$782)
FY 2022 Direct Program	\$12,373

**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.

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

	FY 2020			FY 2021			FY 2022		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	2,937	\$1,942	\$5,704	3,148	\$1,981	\$6,236	3,146	\$1,757	\$5,527
CRITICAL SKILL BENEFITS (\$350 Kicker)	1,737	\$3,329	\$5,782	2,355	\$2,932	\$6,905	2,360	\$2,901	\$6,846
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
TOTAL EDUCATIONAL BENEFITS	4,674		\$11,486	5,503		\$13,141	5,506		\$12,373

SPECIAL ANALYSIS

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	101	\$1,004	101	\$1,010	101	\$1,010								
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	923	\$9,230					923	\$9,230						
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent			1,115	\$11,150					1,115	\$11,150				
FY2021 Anniversary Payments														
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													400	\$4,000
FY2024														
FY2024 Initial and Subsequent									450	\$4,500				
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent											1,150	\$11,500		
FY2025 Anniversary Payments														
FY2026														
FY2026 Initial and Subsequent													1,150	\$11,500
FY2026 Anniversary Payments														
Total														
Total Initial and Subsequent	923	\$9,230	1,115	\$11,150	400	\$4,000	400	\$4,000	450	\$4,500	1,150	\$11,500	1,150	\$11,500
Total Anniversary Payment	101	\$1,004	101	\$1,010	101	\$1,010	923	\$9,230	1,115	\$11,150	400	\$4,000	400	\$4,000
Total	1,024	\$10,234	1,216	\$12,160	501	\$5,010	1,323	\$13,230	1,565	\$15,650	1,550	\$15,500	1,550	\$15,500

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	53	\$407	53	\$398	53	\$398	53	\$398						
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent FY2020 Anniversary Payments	179	\$2,707												
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		
FY2026														
FY2026 Initial and Subsequent FY2026 Anniversary Payments													300	\$4,500
Total														
Total Initial and Subsequent	179	\$2,707	235	\$3,525	235	\$3,525	235	\$3,525	300	\$4,500	300	\$4,500	300	\$4,500
Total Anniversary Payment	53	\$407	53	\$398	53	\$398	53	\$398						
Total	232	\$3,114	288	\$3,923	288	\$3,923	288	\$3,923	300	\$4,500	300	\$4,500	300	\$4,500

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	415	\$3,110	415	\$3,113	415	\$3,113	415	\$3,113	415	\$3,113				
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	984	\$14,762												
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														
FY2026														
FY2026 Initial and Subsequent													1,400	\$21,000
FY2026 Anniversary Payments														
Total														
Total Initial and Subsequent	984	\$14,762	1,105	\$16,575	1,105	\$16,575	1,105	\$16,575	1,350	\$20,250	1,400	\$21,000	1,400	\$21,000
Total Anniversary Payment	415	\$3,110	415	\$3,113	415	\$3,113	415	\$3,113	415	\$3,113				
Total	1,399	\$17,872	1,520	\$19,688	1,520	\$19,688	1,520	\$19,688	1,765	\$23,363	1,400	\$21,000	1,400	\$21,000

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	50	\$494	55	\$550	55	\$550	55	\$550	55	\$550				
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	146	\$2,904												
FY2020 Anniversary Payments														
FY2021														
FY2021 Initial and Subsequent			185	\$3,700										
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent					185	\$3,700								
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent							185	\$3,700						
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent									230	\$4,600				
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent											230	\$4,600		
FY2025 Anniversary Payments														
FY2026														
FY2026 Initial and Subsequent													230	\$4,600
FY2026 Anniversary Payments														
Total														
Total Initial and Subsequent	146	\$2,904	185	\$3,700	185	\$3,700	185	\$3,700	230	\$4,600	230	\$4,600	230	\$4,600
Total Anniversary Payment	50	\$494	55	\$550	55	\$550	55	\$550	55	\$550				
Total	196	\$3,398	240	\$4,250	240	\$4,250	240	\$4,250	285	\$5,150	230	\$4,600	230	\$4,600

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations														
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	1,021	\$10,203												
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														
FY2026														
FY2026 Initial and Subsequent													1,300	\$13,000
FY2026 Anniversary Payments														
Total														
Total Initial and Subsequent	1,021	\$10,203	1,300	\$13,000										
Total Anniversary Payment														
Total	1,021	\$10,203	1,300	\$13,000										

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	11	\$275	11	\$275										
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	9	\$216												
FY2020 Anniversary Payments			10	\$250	10	\$250								
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	11	\$275
FY2025														
FY2025 Initial and Subsequent											11	\$275		
FY2025 Anniversary Payments													11	\$275
FY2026														
FY2026 Initial and Subsequent														11
FY2026 Anniversary Payments														\$275
Total														
Total Initial and Subsequent	9	\$216	11	\$275										
Total Anniversary Payment	11	\$275	21	\$525	21	\$525	22	\$550	22	\$550	22	\$550	22	\$550
Total	20	\$491	32	\$800	32	\$800	33	\$825	33	\$825	33	\$825	33	\$825

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	515	\$8,594	204	\$3,400										
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	238	\$5,926												
FY2020 Anniversary Payments			237	\$5,925	237	\$5,925								
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											302	\$7,550	302	\$7,550
FY2025														
FY2025 Initial and Subsequent											302	\$7,550		
FY2025 Anniversary Payments													302	\$7,550
FY2026														
FY2026 Initial and Subsequent														302
FY2026 Anniversary Payments														\$7,550
Total														
Total Initial and Subsequent	238	\$5,926	302	\$7,550										
Total Anniversary Payment	515	\$8,594	441	\$9,325	539	\$13,475	604	\$15,100	604	\$15,100	604	\$15,100	604	\$15,100
Total	753	\$14,520	743	\$16,875	841	\$21,025	906	\$22,650	906	\$22,650	906	\$22,650	906	\$22,650

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount												
Prior Obligations	8	\$141												
Accelerated Payments														
FY2020														
FY2020 Initial and Subsequent	8	\$141												
FY2020 Anniversary Payments			8	\$160										
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													9	\$180
FY2026														
FY2026 Initial and Subsequent													9	\$180
FY2026 Anniversary Payments														
Total														
Total Initial and Subsequent	8	\$141	9	\$180										
Total Anniversary Payment	8	\$141	8	\$160	9	\$180								
Total	16	\$282	17	\$340	18	\$360								

**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	14,806	0	0	14,814
UNIT SPT- RC	2,892	16,486	19,378	0	0	0	19,378
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,900	16,486	19,386	14,806	0	0	34,192
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	54	0	54	0	0	0	54
OTHERS	278	491	769	0	0	0	769
SUBTOTAL	458	505	963	0	0	0	963
OTHERS	55	718	773	0	36	3,741	4,550
TOTAL	3,487	18,538	22,025	14,806	36	3,741	40,608

**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	3,273	19,402	22,675	0	0	0	22,675
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,279	19,402	22,681	10,994	0	0	33,675
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	57	0	57	0	0	0	57
OTHERS	279	492	771	0	0	0	771
SUBTOTAL	461	505	966	0	0	0	966
OTHERS	56	721	777	0	26	4,533	5,336
TOTAL	3,874	21,459	25,333	10,994	26	4,533	40,886

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2022**

	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	9,885	0	0	9,891
UNIT SPT- RC	3,430	20,595	24,025	0	0	0	24,025
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,436	20,595	24,031	9,885	0	0	33,916
TRAINING:							
RC NON-UNIT INST	58	140	198	0	0	0	198
RC SCHOOLS	19	46	65	0	0	0	65
ROTC	0	0	0	0	0	0	0
SUBTOTAL	77	186	263	0	0	0	263
HEADQUARTERS:							
SERVICE HQS	67	0	67	0	0	0	67
AC HQS	11	0	11	0	0	0	11
AC INSTAL/ACTIVITIES	44	14	58	0	0	0	58
RC CHIEFS STAFF	57	0	57	0	0	0	57
OTHERS	279	492	771	0	0	0	771
SUBTOTAL	458	506	964	0	0	0	964
OTHERS	56	702	758	0	26	4,605	5,389
TOTAL	4,027	22,635	26,662	9,885	26	4,605	41,178

**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 2020	FY 2021	FY 2022
Fighter	89.3%	92.0%	90.0%
Bomber	90.9%	91.0%	90.0%
Mobility	89.0%	90.0%	88.0%
Special Ops	95.1%	94.0%	94.0%
C2ISR	92.0%	90.0%	92.0%
Rescue	113.2%	110.0%	105.0%
RPA	87.5%	88.0%	90.0%
Total	90.3%	91.0%	90.5%

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 2020			FY 2021			FY 2022		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	331	\$28,429	\$9,410	325	\$28,428	\$9,239	318	\$31,745	\$10,095
Bomber	16	\$23,125	\$370	16	\$23,125	\$370	18	\$26,667	\$480
Mobility	305	\$27,738	\$8,460	315	\$27,737	\$8,737	323	\$31,146	\$10,060
Special Ops	40	\$26,375	\$1,055	39	\$26,385	\$1,029	37	\$29,595	\$1,095
C2ISR	195	\$22,385	\$4,365	194	\$22,387	\$4,343	193	\$26,736	\$5,160
Rescue	37	\$27,297	\$1,010	40	\$27,300	\$1,092	42	\$31,786	\$1,335
RPA	198	\$25,328	\$5,015	200	\$25,330	\$5,066	207	\$31,111	\$6,440
Total	1,122		\$29,685	1,129		\$29,876	1,138		\$34,665