



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2023
Budget Estimates**

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

April 2022

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

	<u>FY 2021 (Actual) 1/</u>	<u>FY 2022 (Enactment)</u>	<u>FY 2023 (Estimate)</u>
BASE PROGRAM			
Reserve Component Training & Support	\$4,623,976	\$4,764,443	\$5,127,335
TOTAL DIRECT PROGRAM	\$4,623,976	\$4,764,443	\$5,127,335
REIMBURSABLE PROGRAM			
Reserve Component Training & Support	\$616,478	\$505,000	\$54,000
TOTAL REIMBURSABLE PROGRAM	\$616,478	\$505,000	\$54,000
TOTAL BASELINE PROGRAM			
Reserve Component Training & Support	\$5,240,455	\$5,269,443	\$5,181,335
TOTAL BASELINE PROGRAM FUNDING	\$5,240,455	\$5,269,443	\$5,181,335
Medicare Eligible Retiree Health Fund Contribution	\$279,223	\$314,339	\$336,040
TOTAL MILITARY PERSONNEL PROGRAM COST	\$5,519,678	\$5,583,782	\$5,517,375
Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operations (OO)			
Reserve Component Training Support	\$1,562	\$5,337	\$5,004
TOTAL OCO AND OVERSEAS OPERATIONS	\$1,562	\$5,337	\$5,004

1/ 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 FORCES
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(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 2021 (Actual) 1/</u>	<u>FY 2022 (Enactment)</u>	<u>FY 2023 (Estimate)</u>
BASE PROGRAM	\$4,623,976	\$4,764,443	\$5,127,335
REIMBURSABLE PROGRAM	\$616,478	\$505,000	\$54,000
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$5,240,454	\$5,269,443	\$5,181,335
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$279,223	\$314,339	\$336,040
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$5,519,677	\$5,583,782	\$5,517,375
Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operations (OO)	\$1,562	\$5,337	\$5,004
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) and Overseas Operations (OO) Pay & Allow. Mobilization (MPAF)	\$647,227	\$599,701	\$600,581
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$266,420	\$391,761	\$407,352
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$913,648	\$991,462	\$1,007,933
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$6,433,324	\$6,575,244	\$6,525,307

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

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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 2023 President's Budget Submission is based on an average strength of 107,476 in FY 2021, 107,177 in FY 2022, and 107,416 in FY 2023, 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 24,095 full-time active duty ANG personnel in FY 2021, 25,206 in FY 2022, and 26,049 in FY 2023.

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.

Included in the FY 2023 President's Budget is funding directed in the FY 2022 NDAA (P.L. 117-81, Section 602) for Reserve Component (RC) incentive pay parity paying incentive pay in the same monthly amount as that paid to a member in the regular component performing comparable work requiring comparable skills.

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 4,614 in FY 2021, 3,816 in FY 2022, and 774 in FY 2023. The reimbursable average strength in FY 2021 and 2022 includes Federal Management Emergency Agency (FEMA) support.

The ANG will continue to support the total Air Force mission as required. As mobilization in support of overseas 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.

The FY 2023 end-strength growth is focused on the Chief of Staff of the Air Force's priority to address readiness challenges across the Air National Guard, specifically supporting Diversity and Inclusion/Equal Opportunity, Security and Cyber.

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 2023 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>CY 2021</u>	<u>CY 2022</u>	<u>CY 2023</u>
FICA Maximum Taxable Income	\$142,800	\$147,000	\$156,000
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	3.00%	2.70%	4.60%
BAH Increase	2.90%	6.00%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Non-Pay Inflation	3.30%	3.50%	2.20%
Retired Pay Accrual, Part Time	26.90%	25.70%	24.50%
Retired pay Accrual, Full Time	34.90%	35.10%	36.90%
G.I. Bill Per Capita	\$1,981	\$1,757	\$880

**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 2021 Actual	FY 2022 Planned	FY 2023 Planned
Performance Measures			
Average Strength	107,476	107,177	107,416
End Strength	108,483	108,300	108,400
Authorized End Strength	108,100	108,300	

The Air National Guard recruited 12,642 Airmen (10,672 enlisted and 1,970 officers) in FY 2021. These accessions lead to a total final assigned end strength of 108,483 with 92,106 enlisted and 16,377 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2022 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 2021				FY 2022				FY 2023			
	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	12,451	12,500	48	15	11,800	11,215	48	15	10,940	11,183
Pay Group A -Enlisted	48	15	66,245	66,204	48	15	66,812	68,304	48	15	66,588	67,139
SubTotal Pay Group A			78,696	78,704			78,612	79,519			77,528	78,322
Pay Group F-Enlisted		177	1,408	2,093		177	1,405	1,553		177	1,531	1,553
Pay Group P- Enlisted -Pay	36		3,266	2,688	36		1,898	1,695	36		2,155	1,695
Pay Group P- Enlisted -Nonpay			11				56	200			153	200
SubTotal Pay Group F/P			4,685	4,781			3,359	3,448			3,839	3,448
Subtotal Paid Drill/Individual Training			83,381	83,485			81,971	82,967			81,367	81,770
Full time Active Duty												
Officers			3,736	3,877			3,774	3,874			3,884	4,021
Enlisted			20,359	21,121			21,432	21,459			22,165	22,609
Total			24,095	24,998			25,206	25,333			26,049	26,630
Total Selected Reserve												
Total Officers			16,187	16,377			15,574	15,089			14,824	15,204
Total Enlisted			91,289	92,106			91,603	93,211			92,592	93,196
Total			107,476	108,483			107,177	108,300			107,416	108,400
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			533	533			333	333			64	64
Pay Group A- Enlisted			3,768	3,768			3,148	3,148			353	353
Subtotal Pay Group A			4,301	4,301			3,481	3,481			417	417

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

	FY 2021				FY 2022				FY 2023			
	Number		Number		Number		Number					
	of Drills	of Days	of Drills	of Days	of Drills	of Days	of Drills	of Days				
	Training	Average	End	Training	Average	End	Training	Average	End			
Full Time Active Duty												
Officers		67	62		68	70		70	70			
Enlisted		246	240		267	287		287	287			
Subtotal Full-time		313	302		335	357		357	357			
Total Selected Reserve												
Total Reimbursable Officers		600	595		401	403		134	134			
Total Reimbursable Enlisted		4,014	4,008		3,415	3,435		640	640			
Total Reimbursable		4,614	4,603		3,816	3,838		774	774			
Total Baseline Program												
Baseline - Officers		15,587	15,782		15,173	14,686		14,690	15,070			
Baseline - Enlisted		87,275	88,098		88,188	89,776		91,952	92,556			
Total Program		102,862	103,880		103,361	104,462		106,642	107,626			

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

	FY 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	3	3	3	3	3	3
O-8 MAJ GEN	8	8	9	10	10	10
O-7 BRIG GEN	17	16	16	15	15	15
O-6 COL	420	421	425	427	429	430
O-5 LT COL	1,164	1,149	1,098	1,130	1,140	1,215
O-4 MAJ	1,045	1,057	1,012	1,053	1,062	1,137
O-3 CAPT	752	781	787	832	829	826
O-2 1 LT	192	257	266	274	268	260
O-1 2D LT	135	185	158	130	128	125
TOTAL OFFICERS	3,736	3,877	3,774	3,874	3,884	4,021
ENLISTED PERSONNEL						
E-9 CMSGT	722	702	722	711	715	716
E-8 SMSGT	1,785	1,736	1,796	1,782	1,799	1,813
E-7 MSGT	5,807	5,879	6,189	6,445	6,637	6,732
E-6 TSG	6,074	6,263	5,906	5,502	6,066	6,535
E-5 SSGT	3,924	4,208	4,426	4,647	4,605	4,504
E-4 SRA	1,537	1,768	1,850	1,880	1,876	1,870
E-3 A1C	408	459	432	382	357	329
E-2 AMN	99	106	111	110	110	110
E-1 AB	3	0	0	0	0	0
TOTAL ENLISTED	20,359	21,121	21,432	21,459	22,165	22,609
TOTAL PERSONNEL	24,095	24,998	25,206	25,333	26,049	26,630

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 2021 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program				Full Time Active Duty			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
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	12,456	66,563	79,019	1,282	3,784	21	84,106	3,630	19,481	23,111	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	12,368	65,540	77,908	1,436	3,057	8	82,409	3,851	21,112	24,963	107,372
May	12,375	65,519	77,894	1,465	2,959	7	82,325	3,868	21,299	25,167	107,492
June	12,402	65,742	78,144	1,509	2,648	3	82,304	3,879	21,472	25,351	107,655
July	12,404	65,854	78,258	1,520	2,573	3	82,354	3,894	21,489	25,383	107,737
August	12,408	66,169	78,577	1,364	2,630	2	82,573	3,917	21,657	25,574	108,147
September 30, 2021	12,500	66,204	78,704	2,093	2,688	0	83,485	3,877	21,121	24,998	108,483
Workyears	12,451	66,245	78,696	1,408	3,266	11	83,381	3,736	20,359	24,095	107,476

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL 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 98	Count Against Reserve Component (AGR) End Strength 0	Count Against AD (AC + AGR) End Strength 98	Mobility Pilot, Security Forces

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

FY 2022 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program				Full Time Active Duty			Total Selected Reserve
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	
September 30, 2021	12,500	66,204	78,704	2,093	2,688	0	83,485	3,877	21,121	24,998	108,483
October	12,469	66,730	79,199	1,179	2,488	1	82,867	3,932	21,538	25,470	108,337
November	12,440	66,799	79,239	1,099	2,348	1	82,687	3,963	21,612	25,575	108,262
December	12,441	66,916	79,357	1,019	2,059	1	82,436	3,969	21,643	25,612	108,048
January	12,432	67,657	80,089	836	1,475	1	82,401	3,960	21,514	25,474	107,875
February	11,846	66,349	78,195	1,502	1,858	12	81,567	3,952	21,603	25,555	107,122
March	11,785	66,457	78,242	1,538	1,786	22	81,588	3,454	21,269	24,723	106,311
April	11,500	66,549	78,049	1,574	1,705	50	81,378	3,478	21,266	24,744	106,122
May	11,340	66,602	77,942	1,601	1,721	60	81,324	3,612	21,346	24,958	106,282
June	11,286	66,676	77,962	1,578	1,730	90	81,360	3,636	21,343	24,979	106,339
July	11,146	66,804	77,950	1,544	1,715	150	81,359	3,715	21,381	25,096	106,455
August	11,058	66,946	78,004	1,566	1,701	184	81,455	3,739	21,377	25,116	106,571
September 30, 2022	11,215	68,304	79,519	1,553	1,695	200	82,967	3,874	21,459	25,333	108,300
Workyears	11,800	66,812	78,612	1,405	1,898	56	81,971	3,774	21,432	25,206	107,177

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 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	
132	0	132	Mobility Pilot, Security Forces

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

FY 2023 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program				Full Time Active Duty			Total Selected Reserve
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	
September 30, 2022	11,215	68,304	79,519	1,553	1,695	200	82,967	3,874	21,459	25,333	108,300
October	10,969	66,595	77,564	1,498	1,705	174	80,941	3,943	22,404	26,347	107,288
November	10,917	66,482	77,399	1,475	1,810	153	80,837	3,855	22,285	26,140	106,977
December	10,864	66,430	77,294	1,463	2,158	128	81,043	3,839	22,172	26,011	107,054
January	10,814	66,405	77,219	1,484	2,350	122	81,175	3,824	22,016	25,840	107,015
February	10,840	66,381	77,221	1,502	2,567	125	81,415	3,839	22,057	25,896	107,311
March	10,862	66,360	77,222	1,538	2,758	134	81,652	3,855	22,086	25,941	107,593
April	10,901	66,215	77,116	1,574	2,538	139	81,367	3,870	22,102	25,972	107,339
May	10,934	66,402	77,336	1,601	2,335	144	81,416	3,886	22,130	26,016	107,432
June	10,977	66,634	77,611	1,578	2,148	152	81,489	3,901	22,152	26,053	107,542
July	10,988	66,679	77,667	1,544	1,976	176	81,363	3,917	22,199	26,116	107,479
August	11,009	66,747	77,756	1,566	1,818	184	81,324	3,933	22,343	26,276	107,600
September 30, 2023	11,183	67,139	78,322	1,553	1,695	200	81,770	4,021	22,609	26,630	108,400
Workyears	10,940	66,588	77,528	1,531	2,155	153	81,367	3,884	22,165	26,049	107,416

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ESTIMATED FY 2023**

<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	
132	0	132	Mobility Pilot, Security Forces

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

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Begin Strength	15,990	16,377	15,089
Gains			
Non-Prior Service	182	164	187
Male	130	112	131
Female	52	52	56
Prior Service Personnel	1,788	1,103	1,336
Civilian Life	450	340	411
Active Component	130	130	150
Enlisted Commissioning Programs	125	125	145
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	150	170	175
All Other	60	58	95
Full-Time Active Duty	873	280	360
Total Gains	1,970	1,267	1,523
Losses			
Civilian Life	240	265	195
Expiration of Selected	18	24	22
Active Component	10	10	14
To Officer Status	0	0	0
Retired Reserves	350	439	376
Reenlistment/Extensions	0	0	0
Attrition	0	0	0
Other Reserve Status/Component	360	850	247
All Other	302	611	218
Full-Time Active Duty	303	356	336
Total Losses	1,583	2,555	1,408
End Strength	16,377	15,089	15,204

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

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Begin Strength	91,424	92,106	93,211
Gains			
Non-Prior Service	5,870	5,599	5,717
Male	4,578	4,368	4,450
Female	1,292	1,231	1,267
Prior Service Personnel	4,802	4,580	4,711
Civilian Life	686	675	696
Active Component	340	345	365
Enlisted Commissioning Programs	0	0	0
Reenlistment /Extensions	431	415	420
Other Reserve Status/ Component	154	168	146
All Other	642	586	612
Full-Time Active Duty	2,549	2,391	2,472
Total Gains	10,672	10,179	10,428
Losses			
Civilian Life	2,539	2,389	2,556
Expiration of Selected	1,687	1,050	1,293
Active Component	16	20	23
To Officer Status	0	0	0
Retired Reserves	4,118	4,123	4,684
Reenlistment/Extensions	0	0	0
Attrition	0	0	0
Other Reserve Status/Component	387	375	399
All Other	320	205	335
Full-Time Active Duty	923	912	1,153
Total Losses	9,990	9,074	10,443
End Strength	92,106	93,211	93,196

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

	FY 2021			FY 2022			FY 2023		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$45,227	\$136,685	\$181,912	\$44,667	\$143,197	\$187,864	\$44,501	\$156,393	\$200,894
Inactive Duty Training									
Unit Training Assemblies	\$158,975	\$387,673	\$546,648	\$156,262	\$403,297	\$559,559	\$158,114	\$458,174	\$616,288
Flight Training	\$31,717	\$6,644	\$38,361	\$31,247	\$7,096	\$38,343	\$30,781	\$7,673	\$38,454
Proficiency Training	\$2,366	\$1,637	\$4,003	\$2,326	\$1,703	\$4,029	\$2,292	\$1,843	\$4,135
Training Preparation	\$1,812	\$1,630	\$3,442	\$1,782	\$1,697	\$3,479	\$1,756	\$1,836	\$3,592
Military Funeral Honors	\$107	\$0	\$107	\$114	\$0	\$114	\$110	\$0	\$110
Clothing	\$20	\$7,211	\$7,231	\$19	\$7,898	\$7,917	\$19	\$8,404	\$8,423
Inactive Duty Subsistence	\$0	\$3,650	\$3,650	\$0	\$3,913	\$3,913	\$0	\$4,288	\$4,288
Travel	\$9,558	\$42,765	\$52,323	\$9,545	\$45,207	\$54,752	\$9,409	\$48,880	\$58,289
IDT Subtotal	\$204,555	\$451,210	\$655,765	\$201,295	\$470,811	\$672,106	\$202,481	\$531,098	\$733,579
TOTAL Direct Program Pay Group A	\$249,782	\$587,895	\$837,677	\$245,962	\$614,008	\$859,970	\$246,982	\$687,491	\$934,473
PAY GROUP F									
Active Duty Training	\$0	\$113,696	\$113,696	\$0	\$116,421	\$116,421	\$0	\$131,242	\$131,242
Clothing	\$0	\$7,558	\$7,558	\$0	\$8,112	\$8,112	\$0	\$9,035	\$9,035
Travel	\$0	\$6,273	\$6,273	\$0	\$6,479	\$6,479	\$0	\$7,215	\$7,215
TOTAL Direct Program Pay Group F		\$127,527	\$127,527		\$131,012	\$131,012		\$147,492	\$147,492
PAY GROUP P									
Inactive Duty (Unit) Training		\$8,373	\$8,373	\$0	\$4,958	\$4,958	\$0	\$5,808	\$5,808
TOTAL Direct Program Pay Group P		\$8,373	\$8,373		\$4,958	\$4,958		\$5,808	\$5,808
Subtotal Pay Group A, Pay Group F and Pay Group P	\$249,782	\$723,795	\$973,577	\$245,962	\$749,978	\$995,940	\$246,982	\$840,791	\$1,087,773

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

	FY 2021			FY 2022			FY 2023		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$11,968	\$27,031	\$38,999	\$12,047	\$27,292	\$39,339	\$12,092	\$27,363	\$39,455
Graduate Flying Training	\$50,695	\$24,850	\$75,545	\$51,029	\$25,089	\$76,118	\$51,221	\$25,155	\$76,376
Initial Skill Acquisition Training	\$27,249	\$141,183	\$168,432	\$27,429	\$142,539	\$169,968	\$27,531	\$142,911	\$170,442
Officer Training School	\$3,454	\$9,152	\$12,606	\$3,477	\$9,240	\$12,717	\$3,490	\$9,264	\$12,754
Refresher and Proficiency Training	\$10,579	\$20,306	\$30,885	\$10,649	\$20,502	\$31,151	\$10,688	\$20,556	\$31,244
Undergraduate Pilot Training	\$49,531	\$0	\$49,531	\$49,858	\$0	\$49,858	\$50,043	\$0	\$50,043
Unit Conversion Training	\$9	\$19	\$28	\$9	\$19	\$28	\$9	\$20	\$29
TOTAL Direct Obligations School Training	\$153,485	\$222,541	\$376,026	\$154,498	\$224,681	\$379,179	\$155,074	\$225,269	\$380,343
SPECIAL TRAINING									
Exercises	\$5,849	\$14,878	\$20,727	\$5,877	\$14,968	\$20,845	\$5,859	\$14,925	\$20,784
Management Support	\$8,004	\$17,214	\$25,218	\$8,042	\$17,320	\$25,362	\$8,017	\$17,270	\$25,287
Operational Training	\$65,607	\$98,092	\$163,699	\$65,916	\$98,700	\$164,616	\$65,713	\$98,407	\$164,120
Unit Conversion Training	\$1,450	\$2,548	\$3,998	\$1,489	\$2,621	\$4,110	\$1,536	\$2,703	\$4,239
Drug Interdiction	\$7,103	\$51,649	\$58,752	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$33,402	\$61,756	\$95,158	\$13,288	\$34,852	\$48,140	\$13,247	\$34,750	\$47,997
Yellow Ribbon Reintegration Program	\$265	\$1,297	\$1,562	\$810	\$4,527	\$5,337	\$760	\$4,244	\$5,004
TOTAL Direct Program Special Training	\$121,680	\$247,434	\$369,114	\$95,422	\$172,988	\$268,410	\$95,132	\$172,299	\$267,431
ADMINISTRATION AND SUPPORT									
Active Duty	\$718,924	\$2,097,150	\$2,816,074	\$739,635	\$2,275,792	\$3,015,426	\$800,196	\$2,473,612	\$3,273,808
Clothing	\$13	\$397	\$410	\$13	\$443	\$456	\$13	\$467	\$480
Travel	\$2,759	\$3,450	\$6,209	\$3,028	\$3,875	\$6,903	\$3,572	\$4,944	\$8,516
Death Gratuities	\$1,200	\$2,400	\$3,600	\$1,500	\$2,700	\$4,200	\$1,300	\$2,300	\$3,600
Transportation Subsidy		\$0	\$0		\$0	\$0		\$0	\$0
Disability, Hospitalization & Compensation	\$18	\$772	\$790	\$21	\$799	\$820	\$22	\$819	\$841
Reserve Transition Benefits		\$0	\$0		\$0	\$0		\$0	\$0
Reserve Incentive	\$22,312	\$29,396	\$51,708	\$31,870	\$33,041	\$64,911	\$35,260	\$39,741	\$75,001
Continuation Pay	\$169	\$429	\$598	\$195	\$457	\$652	\$278	\$644	\$922
TOTAL Direct Program Administration And Support	\$745,395	\$2,133,993	\$2,879,389	\$776,262	\$2,317,106	\$3,093,368	\$840,641	\$2,522,527	\$3,363,168

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

	FY 2021			FY 2022			FY 2023		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$2,622	\$10,168	\$12,790	\$2,904	\$12,268	\$15,172	\$3,476	\$16,083	\$19,559
TOTAL Direct Program TSP Matching Contributions	\$2,622	\$10,168	\$12,790	\$2,904	\$12,268	\$15,172	\$3,476	\$16,083	\$19,559
EDUCATION BENEFITS									
Benefits Accrual	\$0	\$6,832	\$6,832	\$0	\$5,528	\$5,528	\$0	\$2,776	\$2,776
Kicker Benefits	\$0	\$6,248	\$6,248	\$0	\$6,846	\$6,846	\$0	\$6,285	\$6,285
Direct Program Education Benefits	\$0	\$13,080	\$13,080	\$0	\$12,374	\$12,374	\$0	\$9,061	\$9,061
Subtotal Other Training and Support	\$1,023,182	\$2,627,217	\$3,650,399	\$1,029,086	\$2,739,417	\$3,768,503	\$1,094,323	\$2,945,239	\$4,039,562
Total Direct Program	\$1,272,964	\$3,351,012	\$4,623,976	\$1,275,048	\$3,489,395	\$4,764,443	\$1,341,305	\$3,786,030	\$5,127,335

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2022 (IN THOUSANDS OF DOLLARS)**

	FY2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY2022 BUDGET DD1415 ACTIONS	FY2023 BUDGET COLUMN OF BUDGET
Unit and Individual Training							
PAY GROUP A							
Active Duty Training	\$214,946	(\$17,779)	\$197,167	(\$9,303)	\$187,864	\$0	\$187,864
Inactive Duty Training							
Unit Training Assemblies	\$588,062	\$0	\$588,062	(\$28,503)	\$559,559	\$0	\$559,559
Flight Training	\$39,280	\$0	\$39,280	(\$937)	\$38,343	\$0	\$38,343
Proficiency Training	\$4,103	\$0	\$4,103	(\$74)	\$4,029	\$0	\$4,029
Training Preparation	\$3,153	\$0	\$3,153	\$326	\$3,479	\$0	\$3,479
Military Funeral Honors	\$213	\$0	\$213	(\$99)	\$114	\$0	\$114
Clothing	\$10,002	\$0	\$10,002	(\$2,085)	\$7,917	\$0	\$7,917
Inactive Duty Subsistence	\$4,420	\$0	\$4,420	(\$507)	\$3,913	\$0	\$3,913
Travel	\$56,031	\$0	\$56,031	(\$1,279)	\$54,752	\$0	\$54,752
IDT Subtotal	\$705,264	\$0	\$705,264	(\$33,158)	\$672,106	\$0	\$672,106
TOTAL Direct Program Pay Group A	\$920,210	(\$17,779)	\$902,431	(\$42,461)	\$859,970	\$0	\$859,970
PAY GROUP F							
Active Duty Training	\$95,661	\$736	\$96,397	\$20,024	\$116,421	\$0	\$116,421
Clothing	\$7,328	\$0	\$7,328	\$784	\$8,112	\$0	\$8,112
Travel	\$7,409	\$0	\$7,409	(\$930)	\$6,479	\$0	\$6,479
TOTAL Direct Program Pay Group F	\$110,398	\$736	\$111,134	\$19,878	\$131,012	\$0	\$131,012
PAY GROUP P							
Inactive Duty (Unit) Training	\$5,822	\$0	\$5,822	(\$864)	\$4,958	\$0	\$4,958
TOTAL Direct Program Pay Group P	\$5,822	\$0	\$5,822	(\$864)	\$4,958	\$0	\$4,958
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,036,430	(\$17,043)	\$1,019,387	(\$23,447)	\$995,940	\$0	\$995,940

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2022 (IN THOUSANDS OF DOLLARS)

	FY2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY2022 BUDGET DD1415 ACTIONS	FY2023 BUDGET COLUMN OF BUDGET
Other Training and Support							
SCHOOL TRAINING							
Career Development Training	\$36,344	\$0	\$36,344	\$2,995	\$39,339	\$0	\$39,339
Initial Skills Acquisition Training	\$154,826	\$1,486	\$156,312	\$13,656	\$169,968	\$0	\$169,968
Graduate Flying Training	\$69,017	\$0	\$69,017	\$7,101	\$76,118	\$0	\$76,118
Officer Training School	\$11,549	\$0	\$11,549	\$1,168	\$12,717	\$0	\$12,717
Refresher & Proficiency Training	\$35,025	\$0	\$35,025	(\$3,874)	\$31,151	\$0	\$31,151
Undergraduate Pilot Training	\$44,161	\$0	\$44,161	\$5,697	\$49,858	\$0	\$49,858
Unit Conversion Training	\$43	\$0	\$43	(\$15)	\$28	\$0	\$28
TOTAL Direct Program School Training	\$350,965	\$1,486	\$352,451	\$26,728	\$379,179	\$0	\$379,179
SPECIAL TRAINING							
Exercises	\$20,922	\$0	\$20,922	(\$77)	\$20,845	\$0	\$20,845
Management Support	\$26,364	\$0	\$26,364	(\$1,002)	\$25,362	\$0	\$25,362
Operational Training	\$139,633	\$32,640	\$172,273	(\$7,657)	\$164,616	\$0	\$164,616
Unit Conversion Training	\$4,226	\$0	\$4,226	(\$116)	\$4,110	\$0	\$4,110
Active Duty Operational Support	\$48,906	\$0	\$48,906	(\$766)	\$48,140	\$0	\$48,140
TOTAL Direct Program Special Training	\$245,388	\$32,640	\$278,028	(\$9,618)	\$268,410	\$0	\$268,410
ADMINISTRATION AND SUPPORT							
Active Duty	\$3,070,198	(\$67,614)	\$3,002,584	\$12,842	\$3,015,426	\$0	\$3,015,426
Clothing	\$660	\$0	\$660	(\$204)	\$456	\$0	\$456
Travel	\$9,503	\$0	\$9,503	(\$2,600)	\$6,903	\$0	\$6,903
Death Gratuities	\$4,200	\$0	\$4,200	\$0	\$4,200	\$0	\$4,200
Disability & Hospitalization	\$1,377	\$0	\$1,377	(\$557)	\$820	\$0	\$820
Reserve Incentive	\$68,056	\$0	\$68,056	(\$3,145)	\$64,911	\$0	\$64,911
TOTAL Direct Program Administration And Support	\$3,154,646	(\$67,614)	\$3,087,032	\$6,336	\$3,093,368	\$0	\$3,093,368

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2022 (IN THOUSANDS OF DOLLARS)**

	FY2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY2022 BUDGET DD1415 ACTIONS	FY2023 BUDGET COLUMN OF BUDGET
TSP MATCHING CONTRIBUTIONS							
TSP Matching Contributions	\$15,172	\$0	\$15,172	\$0	\$15,172	\$0	\$15,172
TOTAL Direct Program TSP Matching Contributions	\$15,172	\$0	\$15,172	\$0	\$15,172	\$0	\$15,172
EDUCATION BENEFITS							
Benefits Accrual	\$5,527	\$0	\$5,527	\$1	\$5,528	\$0	\$5,528
Kicker Benefits	\$6,846	\$0	\$6,846	\$0	\$6,846	\$0	\$6,846
TOTAL Direct Program Education Benefits	\$12,373	\$0	\$12,373	\$1	\$12,374	\$0	\$12,374
Subtotal Other Training And Support	\$3,778,544	(\$33,488)	\$3,745,056	\$23,447	\$3,768,503	\$0	\$3,768,503
Total Direct Program	\$4,814,974	(\$50,531)	\$4,764,443	\$0	\$4,764,443	\$0	\$4,764,443

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

	FY 2021		FY 2022		FY 2023	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$170,591	\$45,889	\$169,169	\$43,476	\$169,346	\$41,490
Enlisted	\$369,959	\$99,519	\$388,345	\$99,805	\$426,763	\$104,557
Total	\$540,550	\$145,408	\$557,513	\$143,281	\$596,109	\$146,047
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$64,810	\$17,434	\$66,469	\$17,083	\$75,410	\$18,475
Total	\$64,810	\$17,434	\$66,469	\$17,083	\$75,410	\$18,475
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$6,108	\$1,643	\$3,648	\$938	\$4,313	\$1,057
Total	\$6,108	\$1,643	\$3,648	\$938	\$4,313	\$1,057
School Training						
Officers	\$71,126	\$19,133	\$71,573	\$18,395	\$72,525	\$17,768
Enlisted	\$79,446	\$21,371	\$79,946	\$20,545	\$81,006	\$19,846
Total	\$150,572	\$40,504	\$151,518	\$38,940	\$153,531	\$37,614
Special Training						
Officers	\$59,270	\$15,944	\$46,488	\$11,951	\$46,791	\$11,472
Enlisted	\$110,956	\$29,847	\$77,440	\$19,925	\$77,857	\$19,115
Total	\$170,226	\$45,791	\$123,928	\$31,876	\$124,648	\$30,587
Administration and Support						
Officers	\$382,384	\$133,452	\$392,145	\$137,643	\$420,217	\$155,060
Enlisted	\$1,058,436	\$369,391	\$1,135,478	\$398,553	\$1,222,275	\$451,020
Total	\$1,440,820	\$502,843	\$1,527,624	\$536,196	\$1,642,492	\$606,080

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

	FY 2021		FY 2022		FY 2023	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$683,371	\$214,418	\$679,375	\$211,465	\$708,879	\$225,790
Enlisted	\$1,689,715	\$539,205	\$1,751,325	\$556,847	\$1,887,625	\$614,069
Total	\$2,373,086	\$753,623	\$2,430,700	\$768,313	\$2,596,503	\$839,859
Reimbursable Program						
Officers	\$101,609	\$27,887	\$67,297	\$17,919	\$10,807	\$3,221
Enlisted	\$292,299	\$79,723	\$255,704	\$67,046	\$24,974	\$7,404
Total	\$393,908	\$107,610	\$323,001	\$84,964	\$35,781	\$10,625
Total Program						
Officers	\$784,980	\$242,305	\$746,672	\$229,384	\$719,686	\$229,011
Enlisted	\$1,982,014	\$618,928	\$2,007,029	\$623,893	\$1,912,598	\$621,473
Total	\$2,766,994	\$861,233	\$2,753,702	\$853,277	\$2,632,284	\$850,484

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

	FY 2021	FY 2022	FY 2023
Pay Group A			
Officers	\$4,945	\$5,024	\$5,073
Enlisted	\$16,593	\$17,845	\$19,767
Total	\$21,538	\$22,869	\$24,841
Pay Group F			
Enlisted	\$22,627	\$23,775	\$27,122
Total	\$22,627	\$23,775	\$27,122
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$19,819	\$20,433	\$20,820
Enlisted	\$31,374	\$32,346	\$32,958
Total	\$51,193	\$52,780	\$53,777
Special Training			
Officers	\$13,863	\$11,083	\$11,220
Enlisted	\$34,905	\$24,343	\$24,653
Total	\$48,768	\$35,426	\$35,872
Administration and Support			
Officer	\$107,011	\$112,314	\$121,592
Enlisted	\$452,260	\$497,236	\$540,654
Total	\$559,271	\$609,549	\$662,246
Total Direct Program			
Officer	\$145,638	\$148,854	\$158,705
Enlisted	\$557,759	\$595,545	\$645,154
Total	\$703,397	\$744,399	\$803,859

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

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Pay Group A			
Officers	\$9,558	\$9,545	\$9,409
Enlisted	\$42,765	\$45,207	\$48,880
Total	\$52,323	\$54,752	\$58,289
Pay Group F			
Enlisted	\$6,273	\$6,479	\$7,215
Total	\$6,273	\$6,479	\$7,215
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$20,116	\$20,464	\$20,355
Enlisted	\$64,012	\$65,118	\$64,762
Total	\$84,128	\$85,583	\$85,117
Special Training			
Officers	\$9,725	\$7,812	\$7,711
Enlisted	\$20,844	\$15,623	\$15,360
Total	\$30,569	\$23,435	\$23,072
Administration and Support			
Officer	\$2,759	\$3,028	\$3,572
Enlisted	\$3,450	\$3,875	\$4,944
Total	\$6,209	\$6,903	\$8,516
Total Direct Program			
Officer	\$42,158	\$40,850	\$41,047
Enlisted	\$137,344	\$136,302	\$141,162
Total	\$179,502	\$177,152	\$182,209

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

	FY 2021		FY 2022		FY 2023	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$972	\$0	\$984	\$0	\$986	\$0
Enlisted	\$7,673	\$3,650	\$8,221	\$3,913	\$9,034	\$4,288
Subtotal	\$8,645	\$3,650	\$9,205	\$3,913	\$10,020	\$4,288
Pay Group F						
Officers	\$3	\$0	\$0	\$0	\$0	\$0
Enlisted	\$2,285	\$0	\$2,392	\$0	\$2,707	\$0
Subtotal	\$2,288	\$0	\$2,392	\$0	\$2,707	\$0
Pay Group P						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
School Training						
Officers	\$3,307	\$0	\$3,469	\$0	\$3,603	\$0
Enlisted	\$10,252	\$1	\$10,750	\$0	\$11,166	\$0
Subtotal	\$13,559	\$1	\$14,219	\$0	\$14,769	\$0
Special Training						
Officers	\$886	\$0	\$716	\$0	\$743	\$0
Enlisted	\$3,826	\$0	\$2,553	\$0	\$2,644	\$0
Subtotal	\$4,712	\$0	\$3,270	\$0	\$3,387	\$0
Administration and Support						
Officers	\$12,981	\$0	\$13,754	\$0	\$14,665	\$0
Enlisted	\$101,797	\$0	\$112,370	\$0	\$120,376	\$0
Subtotal	\$114,778	\$0	\$126,124	\$0	\$135,041	\$0

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

	FY 2021		FY 2022		FY 2023	
	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	\$18,149	\$0	\$18,923	\$0	\$19,996	\$0
Enlisted	\$125,833	\$3,651	\$136,286	\$3,913	\$145,928	\$4,288
Other	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$143,982	\$3,651	\$155,209	\$3,913	\$165,924	\$4,288

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

FY 2022 Direct Program	\$4,764,443
Increases:	
Pricing Increases	
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	
Pay Group A	19,386
Pay Group F	2,452
Pay Group P	140
School Training	5,075
Special Training	4,039
Administration and Support	11,086
TSP Matching Contributions	318
Total Pay Raise	42,496
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	
Pay Group A	4,230
Pay Group F	535
Pay Group P	31
School Training	1,107
Special Training	881
Administration and Support	2,419
TSP Matching Contributions	69
Total Annualization of PY Pay Raise	9,272
Inflation (Rate 2.2% FY23)	
Pay Group A	2,213
Pay Group F	160
Pay Group P	2
School Training	2,721
Special Training	1,439
Administration and Support (Includes Bonuses, BAS & Inflation)	471
Total Inflation	7,006
Retired Pay Accrual (Rate 36.9% (FT) 24.5% (PT) FY23)	
Administration and Support	10,877
Total Retired Pay Accrual	10,877

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

FICA (Rate 7.65%, FY23 Ceiling - \$156,000)

Pay Group A	1,806
Pay Group F	229
Pay Group P	13
School Training	474
Special Training	374
Administration and Support	1,033
Total FICA	3,929

BAH

Pay Group A	1,118
Pay Group F	1,219
School Training	2,461
Special Training	1,611
Administration and Support	5,440
Total BAH	11,849

BAS

Administration and Support	1,050
Total BAS	1,050

Clothing

Pay Group F	194
Administration and Support	0
Total Clothing	194

Travel

Pay Group F	128
Total Travel	128

Bonuses

Administration and Support	11
Total Bonuses	11

Total Pricing Increases	\$86,812
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**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Program Increases

Pay Group A

Pay and Allowances	50,337
Clothing	324
Subsistence	215
Travel	2,406
Total Pay Group A	53,282

Pay Group F

Pay and Allowances	7,939
Clothing	689
Travel	583
All Categories	2,489
Total Pay Group F	11,700

Pay Group P

Pay and Allowances	659
All Categories	13
Total Pay Group P	672

Pay Group School

All Categories	0
Total Pay Group School	0

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

Pay Group Special	
All Categories	0
Total Pay Group Special	0
Pay Group Admin & Support	
Pay and Allowances	66,783
Clothing	23
Travel	1,581
All Categories	169,602
Total Pay Group Admin & Support	237,990
Pay Group TSP	
TSP Matching Contribution Payments	4,000
Total TSP	4,000
Total Education Benefits	15
Total Program Increases	307,658
Total Increases	394,470

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

Decreases:

Pricing Decreases

Retired Pay Accrual Dec

Pay Group A	(1,083)
Pay Group F	(137)
Pay Group P	(8)
School Training	(285)
Special Training	(208)
Total Retired Pay Accrual	(1,721)

Education Benefits

Basic Benefits	(2,767)
Kicker	(546)
Total Education Benefits	(3,313)

Total Pricing Decreases **(\$5,034)**

Program Decreases

Pay Group A

Pay and Allowances	(6,106)
Clothing	(1)
Travel	(340)
Total Pay Group A	(6,448)

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

Pay Group School	
All Categories	(10,390)
Total Pay Group School	(10,390)
Pay Group Special	
All Categories	(9,114)
Total Pay Group Special	(9,114)
Pay Group Admin & Support	
Death and Disability	(579)
Total Pay Group Admin & Support	(579)
Education Benefits	
Kicker	(15)
Total Education Benefits	(15)
Total Program Decreases	(\$26,545)
Total Decreases	(\$31,578)
FY 2023 Direct Program	\$5,127,335

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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 2023	\$934,473
Estimate	FY 2022	\$859,970
Actual	FY 2021	\$837,677

PART I - PURPOSE AND SCOPE

Pay Group A provides Basic Pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Allowance (COLA), Retired Pay Accrual (RPA), Clothing, Subsistence and Travel for Air National Guard officer and enlisted personnel performing Annual Training (AT) and Inactive Duty Training (IDT).

Personnel are authorized active duty days for AT and IDT drill periods. IDT consists of additional flying training periods for personnel on flying status, additional training periods, reserve funeral honors, and readiness management training periods for traditional Guardsmen with trainer responsibilities.

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

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

FY 2022 Direct Program	\$859,970
Increases:	
Pricing Increases	
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	19,386
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	4,230
Inflation (Rate 2.2% FY23)	2,213
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	1,806
BAH	1,118
Total Pricing Increases	28,752
Program Increases	
AT Pay	8,303
IDT Pay	41,532
ATA Pay	502
Clothing	324
Subsistence	215
Travel	2,406
Total Program Increases	53,282
Total Increases	\$82,034
Decreases:	
Pricing Decreases	
Retired Pay Accrual Dec	(1,083)
Total Pricing Decreases	(1,083)
Program Decreases	
AT Pay	(1,587)
IDT Pay	(2,931)
ATA Pay	(1,589)
Clothing	(1)
Travel	(340)
Total Program Decreases	(6,448)
Total Decreases	(\$7,531)
FY 2023 Direct Program	\$934,473

**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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	11,918			11,467			10,876		
PARTICIPATION RATE	59.00%			59.17%			60.17%		
PAID PARTICIPANTS	7,032	\$6,431.64	\$45,227	6,785	\$6,583.24	\$44,667	6,544	\$6,800.35	\$44,501

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	62,477			63,664			66,235		
PARTICIPATION RATE	62.00%			62.14%			63.19%		
PAID PARTICIPANTS	38,736	\$3,528.64	\$136,685	39,563	\$3,619.47	\$143,197	41,857	\$3,736.37	\$156,393

**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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	11,918			11,467			10,876		
PARTICIPATION RATE	70.00%			70.20%			71.20%		
PAID PARTICIPANTS	8,343	\$19,054.90	\$158,975	8,050	\$19,411.43	\$156,262	7,744	\$20,417.61	\$158,114
	FY 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	5,983	\$395.46	\$2,366	5,773	\$402.89	\$2,326	5,514	\$415.70	\$2,292
FLIGHT TRAINING	82,173	\$385.98	\$31,717	79,386	\$393.61	\$31,247	75,828	\$405.93	\$30,781
TRAINING PERIOD PREPARATION	3,562	\$508.60	\$1,812	3,437	\$518.44	\$1,782	3,283	\$534.79	\$1,756
RESERVE FUNERAL HONORS	250	\$428.00	\$107	257	\$444.69	\$114	242	\$454.47	\$110
TOTAL	100,311		194,977	96,903		191,731	92,611		193,053

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	62,477			63,664			66,235		
PARTICIPATION RATE	76.00%			76.18%			77.24%		
PAID PARTICIPANTS	47,483	\$8,164.46	\$387,673	48,497	\$8,315.92	\$403,297	51,159	\$8,955.88	\$458,174
	FY 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	7,851	\$208.52	\$1,637	8,019	\$212.40	\$1,703	8,409	\$219.17	\$1,843
FLIGHT TRAINING	34,719	\$191.37	\$6,644	36,360	\$195.16	\$7,096	38,125	\$201.26	\$7,673
TRAINING PERIOD PREPARATION	4,667	\$349.22	\$1,630	4,767	\$356.08	\$1,697	4,999	\$367.25	\$1,836
RESERVE FUNERAL HONORS	2	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	94,722		397,584	97,643		413,793	102,692		469,526

**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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	13	\$400.00	\$5	13	\$400.00	\$5	12	\$400.00	\$5
ADDITIONAL UNIFORM ALLOWANCE	75	\$200.00	\$15	72	\$200.00	\$14	68	\$200.00	\$14
TOTAL	88		\$20	85		\$19	80		\$19

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	3,076	\$1,640.96	\$5,048	3,142	\$1,759.09	\$5,527	3,271	\$1,797.79	\$5,881
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	1,171	\$1,847.18	\$2,163	1,196	\$1,982.71	\$2,371	1,245	\$2,026.33	\$2,523
REPLACEMENT ISSUE MALE	0	\$295.13	\$0	0	\$320.22	\$0	0	\$327.26	\$0
REPLACEMENT ISSUE FEMALE	0	\$294.77	\$0	0	\$324.54	\$0	0	\$331.68	\$0
TOTAL	4,247		\$7,211	4,338		\$7,898	4,516		\$8,404

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

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

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

	FY 2021			FY 2022			FY 2023		
	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	289,683	\$12.60	\$3,650	295,869	\$13.23	\$3,913	312,109	\$13.74	\$4,288
TOTAL SUBSISTENCE-IN-KIND	289,683	\$12.60	\$3,650	295,869	\$13.23	\$3,913	312,109	\$13.74	\$4,288

**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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	7,032	\$1,359.22	\$9,558	6,785	\$1,406.79	\$9,545	6,544	\$1,437.74	\$9,409

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	38,736	\$1,104.01	\$42,765	39,563	\$1,142.65	\$45,207	41,857	\$1,167.79	\$48,880

**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 2021 and 2022 captures ANG support provided to the Federal Emergency Management Agency (FEMA) mission assignments related to the Corona Virus Disease (COVID-19) response.

	FY 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	533	\$256,246	\$136,579	333	\$260,832	\$86,857	64	\$137,078	\$8,773
Enlisted	3,768	\$119,421	\$449,979	3,148	\$123,249	\$387,987	353	\$65,749	\$23,209
Total Pay Group A Reimbursements			\$586,558			\$474,844			\$31,982
Total Reimbursable Requirement			\$586,558			\$474,844			\$31,982

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

Estimate	FY 2023	\$147,492
Estimate	FY 2022	\$131,012
Actual	FY 2021	\$127,527

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 2022 Direct Program **\$131,012**

Increases:

Pricing Increases

FY23 Pay Raise (4.6%, Effective 1 Jan 23)	2,452
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	535
Inflation (Rate 2.2% FY23)	160
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	229
BAH	1,219
Clothing	194
Travel	128
Total Pricing Increases	4,917

Program Increases

Base Pay	5,954
Retired Pay	1,530
Other	359
FICA	455
BAH	2,130
Travel	583
Clothing	689
Total Program Increases	11,700

Total Increases **\$16,617**

Decreases:

Pricing Decreases

Inflation Dec	(137)
Total Pricing Decreases	(137)

Total Decreases **(\$137)**

FY 2023 Direct Program **\$147,492**

**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 2021			FY 2022			FY 2023		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,864	\$39,698	\$113,696	2,858	\$40,735.14	\$116,421	3,114	\$42,145.69	\$131,242

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,350	\$1,847	\$2,494	1,352	\$1,983	\$2,681	1,475	\$2,027	\$2,990
Initial Issue Male	3,086	\$1,641	\$5,064	3,088	\$1,759	\$5,431	3,362	\$1,798	\$6,045
Total	4,436		\$7,558	4,440		\$8,112	4,838		\$9,035

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 2021			FY 2022			FY 2023		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	2,864	\$2,190	\$6,273	2,858	\$2,267	\$6,479	3,114	\$2,317	\$7,215

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

Estimate	FY 2023	\$5,808
Estimate	FY 2022	\$4,958
Actual	FY 2021	\$8,373

PART 1 - PURPOSE AND SCOPE

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

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

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

FY 2022 Direct Program **\$4,958**

Increases:

Pricing Increases

FY23 Pay Raise (4.6%, Effective 1 Jan 23)	140
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	31
Inflation (Rate 2.2% FY23)	2
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	13
Total Pricing Increases	186

Program Increases

Base Pay	494
Retired Pay	127
Other	13
FICA	38
Total Program Increases	672

Total Increases **\$858**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(8)
Total Pricing Decreases	(8)

Total Decreases **(\$8)**

FY 2023 Direct Program **\$5,808**

**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 2021			FY 2022			FY 2023		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	3,266	\$2,563.70	\$8,373	1,898	\$2,612.32	\$4,958	2,155	\$2,695.12	\$5,808

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

Estimate	FY 2023	\$380,343
Estimate	FY 2022	\$379,179
Actual	FY 2021	\$376,026

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)**

FY 2022 Direct Program **\$379,179**

Increases:

Pricing Increases

FY23 Pay Raise (4.6%, Effective 1 Jan 23)	5,075
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	1,107
Inflation (Rate 2.2% FY23)	2,721
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	474
BAH	2,461
Total Pricing Increases	11,839

Program Increases

Unit Conversion Training	0
Total Program Increases	0

Total Increases **\$11,839**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(285)
Total Pricing Decreases	(285)

Program Decreases

Graduate Flying Training	(2,044)
Initial Skills Acquired	(4,772)
Refresh & Proficiency	(837)
Officer Candidate School	(342)
Career Development Training	(1,057)
Undergrad Pilot Training	(1,339)
Unit Conversion Training	0
Total Program Decreases	(10,390)

Total Decreases **(\$10,675)**

FY 2023 Direct Program **\$380,343**

**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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	637	47.74	30,387	\$393.85	\$11,968	623	47.74	29,752	\$404.91	\$12,047	606	47.74	28,954	\$417.63	\$12,092
Enlisted	2,943	29.46	86,696	\$311.79	\$27,031	2,881	29.46	84,887	\$321.51	\$27,292	2,804	29.46	82,605	\$331.25	\$27,363
Total	3,580	32.70	117,083	\$333.09	\$38,999	3,504	32.72	114,639	\$343.15	\$39,339	3,410	32.71	111,559	\$353.67	\$39,455

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,219	56.05	68,322	\$398.83	\$27,249	1,193	56.05	66,895	\$410.03	\$27,429	1,161	56.05	65,097	\$422.92	\$27,531
Enlisted	7,615	58.52	445,641	\$316.81	\$141,183	7,456	58.52	436,326	\$326.68	\$142,539	7,256	58.52	424,610	\$336.57	\$142,911
Total	8,834	58.18	513,964	\$327.71	\$168,432	8,649	58.18	503,221	\$337.76	\$169,968	8,417	58.18	489,708	\$348.05	\$170,442

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	407	21.47	8,748	\$394.83	\$3,454	399	21.47	8,566	\$405.93	\$3,477	388	21.47	8,336	\$418.68	\$3,490
Enlisted	643	45.92	29,546	\$309.75	\$9,152	630	45.92	28,928	\$319.41	\$9,240	613	45.92	28,151	\$329.08	\$9,264
Total	1,050	36.47	38,294	\$329.19	\$12,606	1,029	36.44	37,494	\$339.18	\$12,717	1,001	36.44	36,487	\$349.55	\$12,754

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,731	15.40	26,655	\$396.88	\$10,579	1,695	15.40	26,100	\$408.01	\$10,649	1,649	15.40	25,397	\$420.83	\$10,688
Enlisted	4,454	14.41	64,178	\$316.40	\$20,306	4,361	14.41	62,838	\$326.27	\$20,502	4,244	14.41	61,149	\$336.16	\$20,556
Total	6,185	14.69	90,834	\$340.02	\$30,885	6,056	14.69	88,937	\$350.26	\$31,151	5,893	14.69	86,547	\$361.01	\$31,244

**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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	931	132.26	123,187	\$402.08	\$49,531	912	132.26	120,611	\$413.38	\$49,858	887	132.26	117,373	\$426.36	\$50,043
Enlisted	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0	0	44.11	0	\$0.00	\$0
Total	931	132.26	123,187	\$402.08	\$49,531	912	132.26	120,611	\$413.38	\$49,858	887	132.26	117,373	\$426.36	\$50,043

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4	6.00	23	\$384.19	\$9	4	6.00	23	\$394.98	\$9	4	6.00	22	\$407.44	\$9
Enlisted	2	23.50	51	\$369.89	\$19	2	23.50	50	\$381.46	\$19	2	23.50	51	\$392.99	\$20
Total	6	12.47	75	\$374.37	\$28	6	12.10	73	\$385.70	\$28	6	12.48	73	\$397.36	\$29

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,785	70.11	125,173	\$405.00	\$50,695	1,748	70.11	122,557	\$416.37	\$51,029	1,701	70.11	119,266	\$429.47	\$51,221
Enlisted	2,016	39.32	79,254	\$313.55	\$24,850	1,973	39.32	77,596	\$323.33	\$25,089	1,920	39.32	75,513	\$333.12	\$25,155
Total	3,801	53.78	204,427	\$369.55	\$75,545	3,721	53.79	200,153	\$380.30	\$76,118	3,621	53.78	194,779	\$392.12	\$76,376

TOTAL SCHOOL TRAINING

	FY 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	6,714	56.97	382,496	\$401.27	\$153,485	6,574	56.97	374,503	\$412.54	\$154,498	6,398	56.97	364,445	\$425.51	\$155,074
Enlisted	17,673	39.91	705,367	\$315.50	\$222,541	17,304	39.91	690,624	\$325.33	\$224,681	16,839	39.91	672,081	\$335.18	\$225,269
Total	24,387	44.61	1,087,863	\$345.66	\$376,026	23,878	44.61	1,065,128	\$355.99	\$379,179	23,237	44.61	1,036,526	\$366.94	\$380,343

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

Estimate	FY 2023	\$267,431
Estimate	FY 2022	\$268,410
Actual*	FY 2021	\$369,114

PART I - PURPOSE AND SCOPE

The Special Training sub-activity provides for Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), the Government’s share of Federal Insurance contributions Act (FICA), Travel and Per Diem for Air National Guard (ANG) officer and enlisted personnel who will perform tours of paid active duty other than those covered by Pay Groups A, F, P and School Training. These tours include ANG Air Defense and Air Combat Command (ACC) Alerts, Joint Chiefs of Staff Exercises, United States Air Force Mission Support, conversions and other special training necessary to improve combat proficiency or to increase mobilization readiness of Air National Guard units.

Special tours are programmed and budgeted in six categories:

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

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

The ANG has transitioned over the past 25 years in a direction from being a “strategic” reserve component of the Air Force (AF) to an “operational” reserve, however our budgets have remained structured to support the former. There is an argument to be made that after a member completes their minimum 15 statutory Full Time National Guard Duty – Annual Training (FTNGD-AT) workdays as required in 32 USC 502(a), the time on orders is no longer a focus on the member’s annual training requirements but becomes more directed towards the new operational support and training roles. While 32 USC 502(a) requires a minimum of 15 FTNGD-AT days be performed by each member, it doesn’t have a ceiling and thus in theory a member could perform as many as the Commander deemed required in the fiscal year (FY). However, DODI 1215.13 and DODI 1215.06 do limit the number of FTNGD-AT days to 30 per FY for each member. Over the past few years, the Chief of the National Guard Bureau (CNGB), on behalf of the ANG, has requested a waiver to the above mentioned DODIs. Instead of continuing to request the waiver each fiscal year, we believe it would be more prudent to better align the pay groups to meet our mission requirements. The increase in operational training reflects this strategy.

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 2021. Drug Interdiction funds (\$59,299K) were transferred to this appropriation in FY 2021 from the Drug Interdiction and Counter-Drug Activities, Defense, 21/21.

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

FY 2022 Direct Program **\$268,410**

Increases:

Pricing Increases

FY23 Pay Raise (4.6%, Effective 1 Jan 23)	4,039
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	881
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	374
BAH	1,611
Inflation (Rate 2.2% FY23)	1,439
Total Pricing Increases	8,344

Total Increases **\$8,344**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(208)
Total Pricing Decreases	(208)

Program Decreases

Exercises	(696)
Management Support	(846)
Operational Training	(5,494)
Unit Conversion	(0)
Active Duty Operational Support	(1,606)
Yellow Ribbon Reintegration Program	(474)
Total Program Decreases	(9,116)

Total Decreases **(\$9,323)**

FY 2023 Direct Program **\$267,431**

**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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	431	42.00	18,115	\$441.84	\$8,004	422	42.00	17,719	\$453.87	\$8,042	408	42.00	17,127	\$468.09	\$8,017
Enlisted	3,510	21.00	73,712	\$233.53	\$17,214	3,433	21.00	72,101	\$240.22	\$17,320	3,319	21.00	69,696	\$247.79	\$17,270
Total	3,941	23.30	91,827	\$274.62	\$25,218	3,855	23.30	89,820	\$282.37	\$25,362	3,727	23.30	86,823	\$291.25	\$25,287

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 2021 (\$4,931K), FY 2022 (\$7,017K) and FY 2023 (\$5,124K).

	FY 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	775	17.00	13,183	\$443.67	\$5,849	759	17.00	12,896	\$455.74	\$5,877	733	17.00	12,465	\$470.02	\$5,859
Enlisted	6,428	10.00	64,279	\$231.46	\$14,878	6,287	10.00	62,872	\$238.07	\$14,968	6,077	10.00	60,775	\$245.58	\$14,925
Total	7,203	10.75	77,462	\$267.58	\$20,727	7,046	10.75	75,768	\$275.12	\$20,845	6,810	10.75	73,240	\$283.78	\$20,784

Operational Training: This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime tasks. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. Veterans Opportunity to Work/Veterans Employment Initiative (VOW/VEI) Funding FY 2021 (\$7,647K), FY 2022 (\$7,777K) and FY 2023 (\$8,248K).

	FY 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	7,333	20.00	146,667	\$447.32	\$65,607	7,173	20.00	143,458	\$459.48	\$65,916	6,934	20.00	138,673	\$473.87	\$65,713
Enlisted	27,773	15.00	416,597	\$235.46	\$98,092	27,165	15.00	407,482	\$242.22	\$98,700	26,259	15.00	393,880	\$249.84	\$98,407
Total	35,106	16.04	563,264	\$290.63	\$163,699	34,338	16.04	550,940	\$298.79	\$164,616	33,193	16.04	532,553	\$308.18	\$164,120

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	165	20.00	3,302	\$439.13	\$1,450	165	20.00	3,301	\$451.07	\$1,489	165	20.00	3,302	\$465.20	\$1,536
Enlisted	277	40.00	11,071	\$230.15	\$2,548	277	40.00	11,071	\$236.74	\$2,621	277	40.00	11,070	\$244.18	\$2,703
Total	442	32.52	14,373	\$278.16	\$3,998	442	32.52	14,372	\$285.97	\$4,110	442	32.51	14,372	\$294.96	\$4,239

**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 2021					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	67	345.00	23,016	\$308.61	\$7,103
Enlisted	958	345.00	330,638	\$156.21	\$51,649
Total	1,025	345.00	353,654	\$166.13	\$58,752

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 2021 captures funds from the Emergency Security Supplemental Appropriations Act (PL. 117-31 HR 3237 expensed for security response to the events at the United States Capitol Complex.

	FY 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	384	175.00	67,241	\$496.75	\$33,402	149	175.00	26,041	\$510.28	\$13,288	144	175.00	25,172	\$526.27	\$13,247
Enlisted	1,175	173.00	203,252	\$303.84	\$61,756	645	173.00	111,512	\$312.54	\$34,852	623	173.00	107,792	\$322.38	\$34,750
Total	1,559	173.50	270,493	\$351.79	\$95,158	794	173.24	137,553	\$349.97	\$48,140	767	173.36	132,964	\$360.98	\$47,997

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 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	235	3.00	706	\$375.24	\$265	699	3.00	2,097	\$386.24	\$810	637	3.00	1,911	\$397.69	\$760
Enlisted	2,392	3.00	7,177	\$180.71	\$1,297	8,091	3.00	24,272	\$186.51	\$4,527	7,376	3.00	22,127	\$191.80	\$4,244
Total	2,627	3.00	7,883	\$198.14	\$1,562	8,790	3.00	26,369	\$202.39	\$5,337	8,013	3.00	24,038	\$208.17	\$5,004

TOTAL SPECIAL TRAINING

	FY 2021					FY 2022					FY 2023				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	9,392	28.99	272,231	\$446.97	121,680	9,366	21.94	205,511	\$464.32	95,422	9,021	22.02	198,650	\$478.89	95,132
Enlisted	42,514	26.03	1,106,727	\$223.57	247,434	45,898	15.02	689,311	\$250.96	172,988	43,931	15.15	665,340	\$258.96	172,299
Total	51,905	26.57	1,378,957	\$267.68	\$369,114	55,264	16.19	894,822	\$299.96	\$268,410	52,951	16.32	863,990	\$309.53	\$267,431

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

Estimate	FY 2023	\$3,363,168
Estimate	FY 2022	\$3,093,368
Actual	FY 2021	\$2,879,389

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.

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

FY 2022 Direct Program **\$3,093,368**

Increases:

Pricing Increases

FY23 Pay Raise (4.6%, Effective 1 Jan 23)	11,086
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	2,419
Inflation (Rate 2.2% FY23)	471
Bonuses	11
Retired Pay Accrual (Rate 36.9% (FT) 24.5% (PT) FY23)	10,877
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	1,033
BAH	5,440
BAS	1,050
Clothing	0
Total Pricing Increases	\$32,387

Program Increases

Clothing	23
Travel	1,581
Allowances	22
Health Professional Loan Repayment	175
Health Professional Cash Bonus 45K	3,175
Healthcare Professional Stipend Res/Med	40
Reenlistment Bonus (6 Year)	5,700
Affiliation Bonus (6 Year)	1,000
Continuation Pay	259
Change in Average Strength	159,255
FICA	7,754
Retired Pay Accrual	59,007
Total Program Increases	\$237,992

Total Increases **\$270,378**

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

Decreases:

Program Decreases

Death & Disability (579)

Total Program Decreases (\$579)

Total Decreases (\$579)

FY 2023 Direct Program \$3,363,168

**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 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
Officers	56	56	57	57	57	57
Subtotal	56	56	57	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 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
Officer	45	45	45	44	44	44
Enlisted	14	13	15	14	15	14
Subtotal	59	58	60	58	59	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 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
Officers	12	12	12	11	11	11
Subtotal	12	12	12	11	11	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 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
Officers	70	68	68	67	67	66
Subtotal	70	68	68	67	67	66

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 2021		FY 2022		FY 2023	
	Average	End	Average	End	Average	End
Officers	7	6	6	6	6	6
Subtotal	7	6	6	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 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	0	0	0	0	0	0
Enlisted	646	646	646	646	646	646
Subtotal	646	646	646	646	646	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 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	280	279	280	279	281	279
Enlisted	493	492	494	492	494	492
Subtotal	773	771	774	771	775	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 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	78	78	79	77	77	77
Enlisted	185	185	188	186	189	186
Subtotal	263	263	267	263	266	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 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	67	78	68	56	56	56
Enlisted	616	511	609	702	703	703
Subtotal	683	589	677	758	759	759

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 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	16	15	16	15	17	17
Enlisted	129	128	132	132	132	128
Subtotal	145	143	148	147	149	145

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

	FY 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	3,038	3,178	3,075	3,192	3,198	3,338
Enlisted	18,030	18,906	19,081	19,000	19,699	20,153
Subtotal	21,068	22,084	22,156	22,192	22,897	23,491

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

	FY 2021		FY 2022		FY 2023	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	3,669	3,815	3,706	3,804	3,814	3,951
Enlisted	20,113	20,881	21,165	21,172	21,878	22,322
Subtotal	23,782	24,696	24,871	24,976	25,692	26,273

**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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	190	\$246,222.71	\$46,782	188	\$254,510.15	\$47,848	185	\$267,927.84	\$49,567
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	280	\$209,312.87	\$58,608	280	\$216,972.01	\$60,752	281	\$228,220.97	\$64,130
ANG TRAINING	78	\$213,271.22	\$16,635	79	\$220,221.63	\$17,398	77	\$231,012.46	\$17,788
USAF MISSION SUPPORT	67	\$202,387.30	\$13,560	68	\$209,031.33	\$14,214	56	\$222,490.74	\$12,459
COMBAT READINESS TRAINING CENTER	16	\$206,297.02	\$3,301	16	\$215,410.39	\$3,447	17	\$225,238.09	\$3,829
ANG DIRECT UNIT SUPPORT	3,038	\$190,927.75	\$580,038	3,075	\$193,813.47	\$595,976	3,198	\$204,009.62	\$652,423
TOTAL	3,669		\$718,924	3,706		\$739,635	3,814		\$800,196

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	14	\$117,178.90	\$1,641	15	\$122,916.08	\$1,844	15	\$131,801.25	\$1,977
RECRUITING AND RETENTION	646	\$105,512.27	\$68,161	646	\$111,000.07	\$71,706	646	\$116,679.42	\$75,375
ANG ADMINISTRATION AND SUPPORT	493	\$124,328.61	\$61,294	494	\$130,957.26	\$64,693	494	\$137,763.09	\$68,055
ANG TRAINING	185	\$104,726.84	\$19,374	188	\$114,693.26	\$21,562	189	\$120,276.75	\$22,732
USAF MISSION SUPPORT	616	\$100,535.97	\$61,930	609	\$106,043.20	\$64,580	703	\$111,017.48	\$78,045
COMBAT READINESS TRAINING CENTER	129	\$109,687.86	\$14,150	132	\$114,470.57	\$15,110	132	\$116,932.52	\$15,435
ANG DIRECT UNIT SUPPORT	18,030	\$103,749.31	\$1,870,600	19,081	\$106,718.52	\$2,036,296	19,699	\$112,289.58	\$2,211,992
TOTAL	20,113		\$2,097,150	21,165		\$2,275,792	21,878		\$2,473,612

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	190	\$4,199.39	\$798	189	\$4,346.37	\$820	186	\$4,441.99	\$825
RECRUITING AND RETENTION	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	38	\$4,199.39	\$160	40	\$4,346.37	\$175	48	\$4,441.99	\$214
ANG TRAINING	10	\$4,199.39	\$42	11	\$4,346.37	\$48	13	\$4,441.99	\$58
USAF MISSION SUPPORT	9	\$4,199.39	\$38	10	\$4,346.37	\$44	10	\$4,441.99	\$45
COMBAT READINESS TRAINING CENTER	2	\$4,199.39	\$8	2	\$4,346.37	\$9	3	\$4,441.99	\$13
ANG DIRECT UNIT SUPPORT	408	\$4,199.39	\$1,713	445	\$4,346.37	\$1,933	544	\$4,441.99	\$2,417
TOTAL	657		\$2,759	697		\$3,028	804		\$3,572

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	14	\$4,655.87	\$65	15	\$4,818.83	\$73	15	\$4,924.84	\$74
RECRUITING AND RETENTION	23	\$4,655.87	\$107	24	\$4,818.83	\$116	29	\$4,924.84	\$143
ANG ADMINISTRATION AND SUPPORT	18	\$4,655.87	\$84	18	\$4,818.83	\$87	22	\$4,924.84	\$109
ANG TRAINING	7	\$4,655.87	\$33	7	\$4,818.83	\$34	9	\$4,924.84	\$44
USAF MISSION SUPPORT	22	\$4,655.87	\$102	23	\$4,818.83	\$111	32	\$4,924.84	\$158
COMBAT READINESS TRAINING CENTER	5	\$4,655.87	\$23	5	\$4,818.83	\$24	6	\$4,924.84	\$30
ANG DIRECT UNIT SUPPORT	652	\$4,655.87	\$3,036	712	\$4,818.83	\$3,430	890	\$4,924.84	\$4,385
TOTAL	741		\$3,450	804		\$3,875	1003		\$4,944

**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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	23	\$400.00	\$9	23	\$400.00	\$9	23	\$400.00	\$9
Active Duty Officer Uniform Allowance	20	\$200.00	\$4	20	\$200.00	\$4	20	\$200.00	\$4
Total Uniform Allowances, Officers	43		\$13	43		\$13	43		\$13

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	661	\$421.62	\$278	678	\$457.46	\$310	699	\$467.52	\$327
Female Cash Clothing Replacement Allowance	284	\$421.11	\$119	287	\$463.63	\$133	295	\$473.83	\$140
Total Cash Clothing Replacement Allowance, Enlisted	945		\$397	965		\$443	995		\$467

**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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	12	\$100,000.00	\$1,200	15	\$100,000.00	\$1,500	13	\$100,000.00	\$1,300
ENLISTED	24	\$100,000.00	\$2,400	27	\$100,000.00	\$2,700	23	\$100,000.00	\$2,300
TOTAL	36		\$3,600	42		\$4,200	36		\$3,600
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	3	\$7,000.00	\$18	3	\$7,194.25	\$21	3	\$7,491.02	\$22
ENLISTED	136	\$5,687.50	\$772	137	\$5,832.12	\$799	135	\$6,066.66	\$819
TOTAL	138		\$790	140		\$820	138		\$841

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

Program: Basic Needs Allowance

Estimate	FY 2023	\$22
Estimate	FY 2022	\$0
Actual	FY 2021	\$0

Part I – Purpose and Scope

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year.

Part II - Justification of Funds Requested:

FY 2023 amounts are estimated from Service demographic data under the assumption that Basic Allowance for Housing (BAH) is included in the calculation. However, the exact number of recipients is not known at the time of publishing as OUSD(P&R) is currently developing the Departmental policy for implementation. The details of this policy may significantly impact the estimate of recipients and expected payment totals.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

<u>Basic Needs Allowance</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers			\$0			\$0			\$0
Enlisted			\$0			\$0			\$22
TOTAL			\$0			\$0			\$22

**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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,049	\$9,996.19	\$10,486	1,000	\$10,000.00	\$10,000	1,000	\$10,000.00	\$10,000
Anniversary Payments	387	\$9,989.66	\$3,866	387	\$10,000.00	\$3,870	387	\$10,000.00	\$3,870
Subtotal	1,436		\$14,352	1,387		\$13,870	1,387		\$13,870

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	110	\$14,954.55	\$1,645	235	\$15,000.00	\$3,525	235	\$15,000.00	\$3,525
Anniversary Payments	7	\$7,142.86	\$50	7	\$7,571.43	\$53	7	\$7,571.43	\$53
Subtotal	117		\$1,695	242		\$3,578	242		\$3,578

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

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	645	\$14,982.95	\$9,664	725	\$15,000.00	\$10,875	1,105	\$15,000.00	\$16,575
Anniversary Payments	257	\$7,474.71	\$1,921	257	\$7,501.95	\$1,928	257	\$7,501.95	\$1,928
Subtotal	902		\$11,585	982		\$12,803	1,362		\$18,503

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	84	\$19,892.86	\$1,671	135	\$20,000.00	\$2,700	185	\$20,000.00	\$3,700
Anniversary Payments	9	\$10,333.33	\$93	9	\$10,000.00	\$90	9	\$10,000.00	\$90
Subtotal	93		\$1,764	144		\$2,790	194		\$3,790

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

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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	727	\$9,997.25	\$7,268	1,300	\$10,000.00	\$13,000	1,300	\$10,000.00	\$13,000
Subtotal	727		\$7,268	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 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	3	\$25,333.33	\$76	11	\$25,000.00	\$275	11	\$25,000.00	\$275
Anniversary Payments	8	\$22,250.00	\$178	7	\$25,000.00	\$175	14	\$25,000.00	\$350
Subtotal	11		\$254	18		\$450	25		\$625

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

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 2022 reflects required funding for the ANG to meet manning requirements.

	FY 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	247	\$24,975.71	\$6,169	302	\$25,000.00	\$7,550	302	\$25,000.00	\$7,550
Anniversary Payments	335	\$24,964.18	\$8,363	422	\$25,000.00	\$10,550	549	\$25,000.00	\$13,725
Subtotal	582		\$14,532	724		\$18,100	851		\$21,275

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 2022 reflects required funding for the ANG to meet manning requirements.

	FY 2021			FY 2022			FY 2023		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	7	\$19,142.86	\$134	9	\$20,000.00	\$180	9	\$20,000.00	\$180
Anniversary Payments	6	\$20,666.67	\$124	7	\$20,000.00	\$140	9	\$20,000.00	\$180
Subtotal	13		\$258	16		\$320	18		\$360

TOTAL RESERVE INCENTIVES

	FY 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	1,333	\$16,738.18	22,312	2,058	\$15,485.91	31,870	2,194	\$16,071.10	35,260
Enlisted	2,548	\$11,536.89	29,396	2,755	\$11,993.10	33,041	3,185	\$12,477.55	39,741
Subtotal	3,881		\$51,708	4,813		\$64,911	5,379		\$75,001

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

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 2021			FY 2022			FY 2023		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$169			\$195			\$278
Enlisted			\$429			\$457			\$644
Subtotal			\$598			\$652			\$922

**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 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Officer - Base Pay	\$ 6,935	\$ 6,630	\$ 4,620
FICA	\$ 530	\$ 507	\$ 353
Retired Pay Accrual	\$ 2,420	\$ 2,327	\$ 1,705
Other Pay and Allowances	\$ 137	\$ 133	\$ 91
PCS Travel	\$ 0	\$ 0	\$ 0
Total Officer Program	\$ 10,022	\$ 9,597	\$ 6,769
Enlisted - Base Pay	\$ 13,718	\$ 14,148	\$ 10,369
FICA	\$ 1,049	\$ 1,082	\$ 793
Retired Pay Accrual	\$ 4,787	\$ 4,966	\$ 3,826
Other Pay and Allowances	\$ 343	\$ 362	\$ 260
PCS Travel	\$ 0	\$ 0	\$ 0
Total Enlisted Program	\$ 19,898	\$ 20,559	\$ 15,248
Total Reimbursable Program	\$ 29,920	\$ 30,156	\$ 22,018

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

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</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 2021</u>	<u>FY 2022</u>	<u>FY 2023</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 2021</u>	<u>FY 2022</u>	<u>FY 2023</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 2021</u>	<u>FY 2022</u>	<u>FY 2023</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 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Services	Yes	Yes	Yes
Signals Intelligence	Yes	Yes	Yes
Signals Intelligence Analysis	Yes	Yes	Yes
Slavic Crptologic Linguist	Yes	Yes	Yes
Space System Operators	Yes	Yes	Yes
Special Investigations	Yes	Yes	Yes
Special Purpose Vehicle and Equipment Maintenance	Yes	Yes	Yes
Special Vehicle Maintenance, Firetruck	Yes	Yes	Yes
Special Vehicle Maintenance, Refuel	Yes	Yes	Yes
Structural	Yes	Yes	Yes
Surgical Service	Yes	Yes	Yes
Surgical Service, Otorhinolaryngology	Yes	Yes	Yes
Survival Equipment	Yes	Yes	Yes
Survival Evasion, Resistance and Escape Training	Yes	Yes	Yes
Tactical Air Command and Control	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-15	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-16/F-117	Yes	Yes	Yes
Technical Applications Specialist]	Yes	Yes	Yes
Telephone Systems	Yes	Yes	Yes
Utilities Systems	Yes	Yes	Yes
Vehicle Body Maintenance	Yes	Yes	Yes
Vehicle Maintenance Control and Analysis	Yes	Yes	Yes
Vehicle Operations	Yes	Yes	Yes
Visual Imagery and Instruction Detection	Yes	Yes	Yes
Visual Information	Yes	Yes	Yes
Visual Information Prod Doc	Yes	Yes	Yes
Weather	Yes	Yes	Yes

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

Estimate	FY 2023	\$19,559
Estimate	FY 2022	\$15,172
Actual	FY 2021	\$12,790

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)**

FY 2022 Direct Program	\$15,172
Increases:	
Pricing Increases	
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	318
Annualization FY22 Pay Raise (2.7%, Effective 1 Jan 22)	69
Total Pricing Increases	387
Program Increases	
TSP Matching Contribution Payments	4,000
Total Program Increases	\$4,000
Total Increases	\$4,387
Decreases:	
Total Decreases	\$0
FY 2023 Direct Program	\$19,559

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

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 2021			FY 2022			FY 2023		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$2,622			\$2,904			\$3,476
Enlisted			\$10,168			\$12,268			\$16,083
Total			\$12,790			\$15,172			\$19,559

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

Estimate	FY 2023	\$9,061
Estimate	FY 2022	\$12,374
Actual	FY 2021	\$13,080

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)**

FY 2022 Direct Program	\$12,374
Increases:	
Program Increases	
Basic Benefits	15
Total Program Increases	\$15
Total Increases	\$15
Decreases:	
Pricing Decreases	
Basic Benefits	(2,767)
Kicker	(546)
Total Pricing Decreases	(3,313)
Program Decreases	
Kicker	(15)
Total Program Decreases	(\$15)
Total Decreases	(\$3,328)
FY 2023 Direct Program	\$9,061

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

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

	FY 2021			FY 2022			FY 2023		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	3,449	\$1,981	\$6,832	3,146	\$1,757	\$5,528	3,155	\$880	\$2,776
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,131	\$2,932	\$6,248	2,360	\$2,901	\$6,846	2,355	\$2,669	\$6,285
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
TOTAL EDUCATIONAL BENEFITS	5,580		\$13,080	5,506		\$12,374	5,509		\$9,061

SPECIAL ANALYSIS

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	387	\$3,866	387	\$3,870	387	\$3,870								
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	1,049	\$10,486												
FY2021 Anniversary Payments							1,049	\$10,490						
FY2022														
FY2022 Initial and Subsequent			1,000	\$10,000										
FY2022 Anniversary Payments									1,000	\$10,000				
FY2023														
FY2023 Initial and Subsequent					1,000	\$10,000								
FY2023 Anniversary Payments											1,000	\$10,000		
FY2024														
FY2024 Initial and Subsequent							1,000	\$10,000						
FY2024 Anniversary Payments													1,000	\$10,000
FY2025														
FY2025 Initial and Subsequent									1,000	\$10,000				
FY2025 Anniversary Payments														
FY2026														
FY2026 Initial and Subsequent											1,000	\$10,000		
FY2026 Anniversary Payments														
FY2027														
FY2027 Initial and Subsequent													1,000	\$10,000
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	1,049	\$10,486	1,000	\$10,000	1,000	\$10,000	1,000	\$10,000	1,000	\$10,000	1,000	\$10,000	1,000	\$10,000
Total Anniversary Payment	387	\$3,866	387	\$3,870	387	\$3,870	1,049	\$10,490	1,000	\$10,000	1,000	\$10,000	1,000	\$10,000
Total	1,436	\$14,352	1,387	\$13,870	1,387	\$13,870	2,049	\$20,490	2,000	\$20,000	2,000	\$20,000	2,000	\$20,000

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

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	7	\$50	7	\$53	7	\$53								
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	110	\$1,645												
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent			235	\$3,525										
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent					235	\$3,525								
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent							300	\$4,500						
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent									300	\$4,500				
FY2025 Anniversary Payments														
FY2026														
FY2026 Initial and Subsequent											300	\$4,500		
FY2026 Anniversary Payments														
FY2027														
FY2027 Initial and Subsequent													300	\$4,500
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	110	\$1,645	235	\$3,525	235	\$3,525	300	\$4,500	300	\$4,500	300	\$4,500	300	\$4,500
Total Anniversary Payment	7	\$50	7	\$53	7	\$53								
Total	117	\$1,695	242	\$3,578	242	\$3,578	300	\$4,500	300	\$4,500	300	\$4,500	300	\$4,500

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

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	257	\$1,921	257	\$1,928	257	\$1,928	257	\$1,928						
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent FY2021 Anniversary Payments	645	\$9,664												
FY2022														
FY2022 Initial and Subsequent FY2022 Anniversary Payments			725	\$10,875										
FY2023														
FY2023 Initial and Subsequent FY2023 Anniversary Payments					1,105	\$16,575								
FY2024														
FY2024 Initial and Subsequent FY2024 Anniversary Payments							1,350	\$20,250						
FY2025														
FY2025 Initial and Subsequent FY2025 Anniversary Payments									1,400	\$21,000				
FY2026														
FY2026 Initial and Subsequent FY2026 Anniversary Payments											1,400	\$21,000		
FY2027														
FY2027 Initial and Subsequent FY2027 Anniversary Payments													1,400	\$21,000
Total														
Total Initial and Subsequent	645	\$9,664	725	\$10,875	1,105	\$16,575	1,350	\$20,250	1,400	\$21,000	1,400	\$21,000	1,400	\$21,000
Total Anniversary Payment	257	\$1,921	257	\$1,928	257	\$1,928	257	\$1,928						
Total	902	\$11,585	982	\$12,803	1,362	\$18,503	1,607	\$22,178	1,400	\$21,000	1,400	\$21,000	1,400	\$21,000

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

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	9	\$93	9	\$90	9	\$90	9	\$90						
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	84	\$1,671												
FY2021 Anniversary Payments														
FY2022														
FY2022 Initial and Subsequent			135	\$2,700										
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														
FY2027														
FY2027 Initial and Subsequent													230	\$4,600
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	84	\$1,671	135	\$2,700	185	\$3,700	230	\$4,600	230	\$4,600	230	\$4,600	230	\$4,600
Total Anniversary Payment	9	\$93	9	\$90	9	\$90	9	\$90						
Total	93	\$1,764	144	\$2,790	194	\$3,790	239	\$4,690	230	\$4,600	230	\$4,600	230	\$4,600

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	727	\$7,268												
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														
FY2027														
FY2027 Initial and Subsequent													1,300	\$13,000
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	727	\$7,268	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000
Total Anniversary Payment														
Total	727	\$7,268	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000	1,300	\$13,000

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	8	\$178	4	\$100										
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	3	\$76												
FY2021 Anniversary Payments			3	\$75	3	\$75								
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	11	\$275
FY2026														
FY2026 Initial and Subsequent											11	\$275		
FY2026 Anniversary Payments													11	\$275
FY2027														
FY2027 Initial and Subsequent													11	\$275
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	3	\$76	11	\$275	11	\$275	11	\$275	11	\$275	11	\$275	11	\$275
Total Anniversary Payment	8	\$178	7	\$175	14	\$350	22	\$550	22	\$550	22	\$550	22	\$550
Total	11	\$254	18	\$450	25	\$625	33	\$825	33	\$825	33	\$825	33	\$825

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	335	\$8,363	175	\$4,375										
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	247	\$6,169												
FY2021 Anniversary Payments			247	\$6,175	247	\$6,175								
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	302	\$7,550
FY2026														
FY2026 Initial and Subsequent											302	\$7,550		
FY2026 Anniversary Payments													302	\$7,550
FY2027														
FY2027 Initial and Subsequent														302
FY2027 Anniversary Payments														\$7,550
Total														
Total Initial and Subsequent	247	\$6,169	302	\$7,550	302	\$7,550	302	\$7,550	302	\$7,550	302	\$7,550	302	\$7,550
Total Anniversary Payment	335	\$8,363	422	\$10,550	549	\$13,725	604	\$15,100	604	\$15,100	604	\$15,100	604	\$15,100
Total	582	\$14,532	724	\$18,100	851	\$21,275	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 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	6	\$124												
Accelerated Payments														
FY2021														
FY2021 Initial and Subsequent	7	\$134												
FY2021 Anniversary Payments			7	\$140										
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													9	\$180
FY2027														
FY2027 Initial and Subsequent													9	\$180
FY2027 Anniversary Payments														
Total														
Total Initial and Subsequent	7	\$134	9	\$180	9	\$180	9	\$180	9	\$180	9	\$180	9	\$180
Total Anniversary Payment	6	\$124	7	\$140	9	\$180	9	\$180	9	\$180	9	\$180	9	\$180
Total	13	\$258	16	\$320	18	\$360	18	\$360	18	\$360	18	\$360	18	\$360

**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	658	658	0	0	0	658
SUBTOTAL	0	658	658	0	0	0	658
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	6	0	6	11,051	0	0	11,057
UNIT SPT- RC	3,255	19,295	22,550	0	0	0	22,550
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,261	19,295	22,556	11,051	0	0	33,607
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	56	0	56	0	0	0	56
OTHERS	279	459	738	0	0	0	738
SUBTOTAL	460	472	932	0	0	0	932
OTHERS	78	511	589	0	37	4,439	5,065
TOTAL	3,877	21,121	24,998	11,051	37	4,439	40,525

**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	9,942	0	0	9,948
UNIT SPT- RC	3,277	19,419	22,696	0	0	0	22,696
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,283	19,419	22,702	9,942	0	0	32,644
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	4,511	5,295
TOTAL	3,874	21,459	25,333	9,942	26	4,511	39,812

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2023**

	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	9,835	0	0	9,841
UNIT SPT- RC	3,434	20,526	23,960	0	0	0	23,960
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,440	20,526	23,966	9,835	0	0	33,801
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	57	0	57	0	0	0	57
AC HQS	11	0	11	0	0	0	11
AC INSTAL/ACTIVITIES	44	50	94	0	0	0	94
RC CHIEFS STAFF	57	0	57	0	0	0	57
OTHERS	279	498	777	0	0	0	777
SUBTOTAL	448	548	996	0	0	0	996
OTHERS	56	703	759	0	26	4,613	5,398
TOTAL	4,021	22,609	26,630	9,835	26	4,613	41,104

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Fighter	86.5%	86.0%	84.0%
Bomber	92.3%	90.0%	90.0%
Mobility	88.9%	87.0%	86.0%
Special Ops	101.7%	98.0%	95.0%
C2ISR	86.4%	86.0%	86.0%
Rescue	101.7%	98.0%	97.0%
RPA	88.2%	87.0%	86.0%
Total	75.3%	75.3%	75.0%

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

<u>Aircraft Type category:</u>	<u>FY 2021</u>			<u>FY 2022</u>			<u>FY 2023</u>		
	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>STRENGTH</u>	<u>RATE</u>	<u>AMOUNT</u>
Fighter	372	\$28,427	\$10,575	264	\$34,932	\$9,222	260	\$35,000	\$9,100
Bomber	17	\$23,118	\$393	18	\$29,611	\$533	18	\$29,444	\$530
Mobility	329	\$27,736	\$9,125	365	\$33,318	\$12,161	355	\$34,085	\$12,100
Special Ops	37	\$26,378	\$976	44	\$31,273	\$1,376	43	\$31,860	\$1,370
C2ISR	238	\$22,387	\$5,328	223	\$26,857	\$5,989	220	\$24,727	\$5,440
Rescue	48	\$27,292	\$1,310	44	\$32,818	\$1,444	43	\$33,488	\$1,440
RPA	218	\$25,326	\$5,521	169	\$34,947	\$5,906	170	\$34,741	\$5,906
Total	1,259		\$33,228	1,127		\$36,631	1,109		\$35,886