



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2024
Budget Estimates**

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

March 2023

**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 2022</u> <u>(Actuals)</u>	<u>FY 2023</u> <u>(Enacted)</u>	<u>FY 2024</u> <u>(Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$4,817,323	\$4,913,538	\$5,292,425
TOTAL DIRECT PROGRAM¹	\$4,817,323	\$4,913,538	\$5,292,425
REIMBURSABLE PROGRAM			
Reserve Component Training & Support	\$192,428	\$54,000	\$69,000
TOTAL REIMBURSABLE PROGRAM	\$192,428	\$54,000	\$69,000
TOTAL BASELINE PROGRAM			
Reserve Component Training & Support	\$5,009,751	\$4,967,538	\$5,361,425
TOTAL BASELINE PROGRAM FUNDING	\$5,009,751	\$4,967,538	\$5,361,425
Medicare Eligible Retiree Health Fund Contribution	\$314,339	\$336,041	\$371,866
TOTAL MILITARY PERSONNEL PROGRAM COST	\$5,324,090	\$5,303,579	\$5,733,291
Memo Entry: Overseas Operations Costs (OOC)			
Reserve Component Training Support	\$1,529	\$5,004	\$4,531
TOTAL OOC	\$1,529	\$5,004	\$4,531

¹ Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$4,531 thousands.

**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 2022</u> <u>(Actuals)</u>	<u>FY 2023</u> <u>(Enacted)</u>	<u>FY 2024</u> <u>(Estimate)</u>
DIRECT PROGRAM¹	\$4,817,323	\$4,913,538	\$5,292,425
REIMBURSABLE PROGRAM	\$192,428	\$54,000	\$69,000
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$5,009,751	\$4,967,538	\$5,361,425
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$314,339	\$336,041	\$371,866
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$5,324,090	\$5,303,579	\$5,733,291
Memo Entry: Overseas Operations Costs (OOC)	\$1,529	\$5,004	\$4,531
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Mobilization Pay and Allowances (MPAF)	\$511,016	\$661,793	\$593,537
Active Duty for Operational Support (ADOS) Pay & Allow. (MPAF)	\$387,932	\$340,462	\$461,802
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$898,948	\$1,002,255	\$1,055,339
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$6,223,038	\$6,305,834	\$6,788,630

¹ Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$4,531 thousands.

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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 2024 President's Budget Submission is based on an average strength of 106,927 in FY 2022, 104,899 in FY 2023, and 106,771 in FY 2024, 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 25,425 full-time active duty ANG personnel in FY 2022, 25,228 in FY 2023 and 25,779 in FY 2024.

This budget request represents the funding required to accomplish the Air National Guard's share of the National Defense mission. With the resources requested, the ANG will provide nearly 34 percent of the total Air Force flying capability, ranging from 90 percent of the domestic air-defense mission to 14 percent of the strategic airlift capability. Further, the ANG will provide significant non-flying mission support capability in areas such as intelligence, surveillance and reconnaissance, combat communications, civil emergency support and border security.

Our budget also reflects a reimbursable program to support the Foreign Military Sales (FMS) program's F-16 training for foreign pilots, the National Science Foundation's (NSF) Antarctic mission, Gatekeeper, DHS/USCG, NSA requirements and other missions as required. Reimbursable average strengths are 6,092 in FY 2022, 857 in FY 2023, and 929 in FY 2024. The reimbursable average strength in FY 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.

End strength is focused on the Chief of Staff of the Air Force's continued priority to address readiness challenges across the Air National Guard, specifically focused on recapitalizing critical operational capabilities and transitioning from legacy weapon systems into new weapon systems required for today's contested environment. The FY 2024 President's Budget invests further into Joint operations, Command and Control, Cyber, and Air Superiority structuring the ANG to counter pacing threats domestically and abroad. To meet the FY 2024 end strength of 108,400, this request invests in recruiting and retention with increased funding in reserve incentives.

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 2024 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air National Guard has identified pay groups, programs, and budget line items where unexpended balances have traditionally occurred and developed detailed spend plans coupled with analytically driven execution strategies that will effectively reduce future unexpended balances. As such, these strategies will migrate resources to right-size pay groups, programs, and budget line items in order to maximize readiness and fulfill the mission of the Air National Guard.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P. L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

Active Guard and Reserve (AGR) members placed on Title 10 status for less than 30 consecutive days for which reimbursement of AGR accounts may be required will have their Title 10 time documented on AF Information Management Tool (IMT) 1299, Officer's Certificate of Statement of Service. This form must be completed by the unit, certified by the AGR's commander and provided to the Force Support Squadron for update into the Military Personnel Data System (MilPDS) and to assist in DD Form 214, Certificate of Release or Discharge from Active Duty completion. ANG AGR Airmen are still considered AGRs during the period of Title 10 service and will not be terminated from their Title 32 502(f) orders. Title 10 activations (voluntary or involuntary mobilization) of AGRs are normally in support of AEF rotations for contingency operations. Title 10 activations of 365 days are beyond the intent and purpose of the AGR program. MilPDS is the Air Force system of record for end-strength accounting and tracking activations to include home station active duty. When an AGR is activated on Title 10, whether voluntarily or involuntarily for active duty support (OCONUS/CONUS), the AGR's Title 10 active duty tour must be updated in MilPDS. The costs incurred when an ANG AGR converts to Title 10 in support of active duty requirements is reimbursed by the Air Force Military Personnel appropriation. Wing finance offices will ensure the Manpower MPA Man-day Management System (M4S) is updated in order for the ANG to be reimbursed for applicable AGR's Title 10 active duty. AGRs activated under Title 10 and deployed away from home station for 31 days or more may be backfilled (in-kind: AFSC, grade, and AGR category). The backfill is authorized for the period of the incumbent's deployment. Due to Office of Secretary Defense (OSD) accounting rules, personnel on permanent, occasional, and AGR deployment backfill tours count toward overall ANG AGR end-strength and controlled grade ceilings while in AGR status. The backfill ratio is 1 to 1 resulting in no savings.

The Air National Guard may support active duty missions by deploying AGR Personnel. End strength accountability is determined by comparing Active Guard Reserve AGR data to a Military Personnel Data System file which captures activation data. If a member's record is in both the AGR and activation rosters, member is classified as an AGR supporting Title 10 (T10) activities other than Stat Tour and is still included in AGR end strength for ANG.

Title 32 (T32) orders are not curtailed when an AGR is activated. Within the AGR program and the Air National Guard Orders Writing System (AROWS), an AGR may convert to T10 under 10 USC 12301(d) versus changing the AGR order for activation. This provides personnel a seamless transition from T32 to T10 without interruption of benefits and entitlements.

**NATIONAL GUARD PERSONNEL, AIR FORCE
ECONOMIC ASSUMPTIONS**

The following are the economic assumptions employed in pricing the approved programs. Social Security costs are based on a percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 198" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. Rate protection still applies to all housing allowances.

The ANG will continue to support the total Air Force mission as required.

EFFECTIVE 1 JANUARY EACH CALENDAR YEAR

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
FICA Maximum Taxable Income	\$147,000	\$160,200	\$165,300
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	2.70%	4.60%	5.20%
BAH Increase	6.00%	10.70%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Non-Pay Inflation	6.70%	4.50%	2.40%
Retired Pay Accrual, Part Time	25.70%	24.50%	23.10%
Retired pay Accrual, Full Time	35.10%	36.90%	30.00%
G.I. Bill Per Capita	\$1,757	\$880	\$2,210

**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 2022 Actual	FY 2023 Planned	FY 2024 Planned
Performance Measures			
Average Strength	106,927	104,899	106,771
End Strength	104,984	105,100	108,400
Authorized End Strength	108,300	108,400	

The Air National Guard recruited 6,148 Airmen (5,374 enlisted and 774 officers) in FY 2022. These accessions lead to a total final assigned end strength of 104,984 with 88,731 enlisted and 16,253 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2024 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 2022				FY 2023				FY 2024			
	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	12,403	12,435	48	15	12,230	12,039	48	15	11,669	11,480
Pay Group A - Enlisted	48	15	65,538	64,127	48	15	64,046	64,772	48	15	66,266	67,759
SubTotal Pay Group A			77,941	76,562			76,276	76,811			77,935	79,239
Pay Group F - Enlisted		177	1,389	1,441		177	1,354	1,206		177	1,380	1,553
Pay Group P - Enlisted - Pay	36		2,172	2,253	36		2,041	1,643	36		1,669	1,695
Pay Group P - Enlisted - Nonpay											8	200
SubTotal Pay Group F/P			3,561	3,694			3,395	2,849			3,057	3,448
Subtotal Paid Drill/Individual Training			81,502	80,256			79,671	79,660			80,992	82,687
Full time Active Duty												
Officers			3,935	3,818			3,981	4,165			4,065	3,966
Enlisted			21,490	20,910			21,247	21,275			21,714	21,747
Total			25,425	24,728			25,228	25,440			25,779	25,713
Total Selected Reserve												
Total Officers			16,338	16,253			16,211	16,204			15,734	15,446
Total Enlisted			90,589	88,731			88,688	88,896			91,037	92,954
Total			106,927	104,984			104,899	105,100			106,771	108,400
Reimbursable Strength Included												
Selected Reserve												
Pay Group A - Officers			908	908			155	155			155	155
Pay Group A - Enlisted			4,854	4,854			354	354			354	354
Subtotal Pay Group A			5,762	5,762			509	509			509	509

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

	FY 2022				FY 2023				FY 2024			
	Number		Number		Number		Number		Number		Number	
	of Drills	of Days	of Drills	of Days	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	Training	Average	End
Full Time Active Duty												
Officers		69	66		68	66		76	83			
Enlisted		261	269		280	280		344	403			
Subtotal Full-time		330	335		348	346		420	486			
Total Selected Reserve												
Total Reimbursable Officers		977	974		223	221		231	238			
Total Reimbursable Enlisted		5,115	5,123		634	634		698	757			
Total Reimbursable		6,092	6,097		857	855		929	995			
Total Baseline Program												
Baseline - Officers		15,361	15,279		15,988	15,983		15,503	15,208			
Baseline - Enlisted		85,474	83,608		88,054	88,262		90,339	92,197			
Total Program		100,835	98,887		104,042	104,245		105,842	107,405			

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

	FY 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	4	4	3	2	2	2
O-8 MAJ GEN	12	16	16	15	15	15
O-7 BRIG GEN	18	18	20	22	22	22
O-6 COL	424	413	420	424	425	426
O-5 LT COL	1,135	1,124	1,172	1,237	1,204	1,178
O-4 MAJ	1,057	1,026	1,084	1,158	1,132	1,103
O-3 CAPT	799	771	798	821	794	765
O-2 1 LT	281	262	273	281	272	263
O-1 2D LT	205	184	195	205	199	192
TOTAL OFFICERS	3,935	3,818	3,981	4,165	4,065	3,966
ENLISTED PERSONNEL						
E-9 CMSGT	702	698	728	714	736	725
E-8 SMSGT	1,750	1,703	1,754	1,760	1,796	1,789
E-7 MSGT	5,942	5,802	5,861	5,875	5,996	6,014
E-6 TSG	6,328	6,172	6,338	6,459	6,581	6,603
E-5 SSGT	4,303	4,192	4,222	4,206	4,277	4,305
E-4 SRA	1,860	1,748	1,747	1,704	1,742	1,739
E-3 A1C	496	484	488	451	478	465
E-2 AMN	107	107	107	106	108	107
E-1 AB	2	4	2	0	0	0
TOTAL ENLISTED	21,490	20,910	21,247	21,275	21,714	21,747
TOTAL PERSONNEL	25,425	24,728	25,228	25,440	25,779	25,713

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 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	12,368	68,106	80,474	548	867	0	81,889	3,952	21,603	25,555	107,444
March	12,350	64,072	76,422	1,908	3,231	0	81,561	3,931	21,472	25,403	106,964
April	12,374	64,743	77,117	1,812	2,364	0	81,293	3,936	21,493	25,429	106,722
May	12,327	64,719	77,046	1,593	2,446	0	81,085	3,946	21,432	25,378	106,463
June	12,393	64,135	76,528	1,585	2,262	0	80,375	3,936	21,539	25,475	105,850
July	12,392	63,782	76,174	1,727	2,000	0	79,901	3,920	21,507	25,427	105,328
August	12,374	63,637	76,011	1,589	2,055	0	79,655	3,922	21,506	25,428	105,083
September 30, 2022	12,435	64,127	76,562	1,441	2,253	0	80,256	3,818	20,910	24,728	104,984
Workyears	12,403	65,538	77,941	1,389	2,172	0	81,502	3,935	21,490	25,425	106,927

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ACTUAL 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 138	Count Against Reserve Component (AGR) End Strength 0	Count Against AD (AC + AGR) End Strength 138	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	12,435	64,127	76,562	1,441	2,253	0	80,256	3,818	20,910	24,728	104,984
October	12,351	63,690	76,041	1,439	2,161	0	79,641	3,885	21,301	25,186	104,827
November	12,320	63,784	76,104	1,392	2,168	0	79,664	3,914	21,379	25,293	104,957
December	12,317	63,797	76,114	1,303	2,281	0	79,698	3,844	21,051	24,895	104,593
January	12,310	63,586	75,896	1,459	2,262	0	79,617	3,902	21,260	25,162	104,779
February	12,276	63,734	76,010	1,427	2,185	0	79,622	3,935	21,262	25,197	104,819
March	12,242	63,882	76,124	1,395	2,108	0	79,627	3,968	21,264	25,232	104,859
April	12,208	64,030	76,238	1,364	2,031	0	79,633	4,001	21,266	25,267	104,900
May	12,174	64,178	76,352	1,332	1,953	0	79,637	4,034	21,268	25,302	104,939
June	12,140	64,327	76,467	1,301	1,876	0	79,644	4,067	21,270	25,337	104,981
July	12,106	64,475	76,581	1,269	1,798	0	79,648	4,100	21,272	25,372	105,020
August	12,073	64,624	76,697	1,238	1,721	0	79,656	4,133	21,274	25,407	105,063
September 30, 2023	12,039	64,772	76,811	1,206	1,643	0	79,660	4,165	21,275	25,440	105,100
Workyears	12,230	64,046	76,276	1,354	2,041	0	79,671	3,981	21,247	25,228	104,899

**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 140	Count Against Reserve Component (AGR) End Strength 0	Count Against AD (AC + AGR) End Strength 140	Mobility Pilot, Security Forces

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

FY 2024 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, 2023	12,039	64,772	76,811	1,206	1,643	0	79,660	4,165	21,275	25,440	105,100
October	11,778	65,021	76,799	1,235	1,647	0	79,681	4,148	21,774	25,922	105,603
November	11,748	65,270	77,018	1,264	1,651	0	79,933	4,131	21,853	25,984	105,917
December	11,745	65,519	77,264	1,293	1,655	0	80,212	4,115	21,518	25,633	105,845
January	11,738	65,768	77,506	1,322	1,659	0	80,487	4,098	21,732	25,830	106,317
February	11,706	66,017	77,723	1,351	1,664	0	80,738	4,082	21,734	25,816	106,554
March	11,674	66,266	77,940	1,380	1,668	0	80,988	4,065	21,736	25,801	106,789
April	11,641	66,515	78,156	1,409	1,673	0	81,238	4,049	21,738	25,787	107,025
May	11,609	66,764	78,373	1,438	1,677	0	81,488	4,032	21,740	25,772	107,260
June	11,576	67,013	78,589	1,467	1,682	0	81,738	4,016	21,742	25,758	107,496
July	11,544	67,262	78,806	1,496	1,686	0	81,988	3,999	21,744	25,743	107,731
August	11,512	67,511	79,023	1,525	1,691	0	82,239	3,983	21,746	25,729	107,968
September 30, 2024	11,480	67,759	79,239	1,553	1,695	200	82,687	3,966	21,747	25,713	108,400
Workyears	11,669	66,266	77,935	1,380	1,669	8	80,992	4,065	21,714	25,779	106,771

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ESTIMATED FY 2024**

<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	
140	0	140	Mobility Pilot, Security Forces

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Begin Strength	16,377	16,253	16,204
Gains			
Non-Prior Service	62	64	51
Male	38	39	31
Female	24	25	20
Prior Service Personnel	712	731	576
Civilian Life	0	0	0
Active Component	232	239	188
Enlisted Commissioning Programs	333	341	269
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	116	119	94
All Other	31	32	25
Full-Time Active Duty	0	0	0
Total Gains	774	795	627
Losses			
Civilian Life	136	129	211
Expiration of Selected	0	0	0
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	647	606	995
Reenlistment/Extensions	0	0	0
Attrition	0	0	0
Other Reserve Status/Component	110	104	172
All Other	5	5	7
Full-Time Active Duty	0	0	0
Total Losses	898	844	1,385
End Strength	16,253	16,204	15,446

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Begin Strength	92,106	88,731	88,896
Gains			
Non-Prior Service	2,769	3,412	3,804
Male	1,938	2,388	2,663
Female	831	1,024	1,141
Prior Service Personnel	2,605	3,210	3,579
Civilian Life	1,563	1,926	2,148
Active Component	656	808	901
Enlisted Commissioning Programs	0	0	0
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	386	476	530
All Other	0	0	0
Full-Time Active Duty	0	0	0
Total Gains	5,374	6,622	7,383
Losses			
Civilian Life	3,086	2,278	1,100
Expiration of Selected	0	0	0
Active Component	26	19	10
To Officer Status	289	214	112
Retired Reserves	3,355	2,477	1,322
Reenlistment/Extensions	0	0	0
Attrition	0	0	0
Other Reserve Status/Component	1,957	1,443	767
All Other	36	26	14
Full-Time Active Duty	0	0	0
Total Losses	8,749	6,457	3,325
End Strength	88,731	88,896	92,954

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

	FY 2022			FY 2023			FY 2024		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$54,581	\$155,003	\$209,584	\$78,538	\$200,337	\$278,875	\$77,876	\$221,665	\$299,541
Inactive Duty Training									
Unit Training Assemblies	\$152,260	\$388,652	\$540,912	\$175,148	\$450,772	\$625,920	\$180,589	\$500,566	\$681,155
Flight Training	\$38,372	\$7,814	\$46,186	\$33,733	\$7,110	\$40,843	\$33,405	\$7,641	\$41,046
Proficiency Training	\$1,821	\$1,275	\$3,096	\$2,602	\$1,829	\$4,431	\$2,578	\$1,967	\$4,545
Training Preparation	\$1,545	\$1,169	\$2,714	\$1,564	\$1,097	\$2,661	\$1,550	\$1,180	\$2,730
Military Funeral Honors	\$46	\$0	\$46	\$75	\$0	\$75	\$73	\$0	\$73
Clothing	\$23	\$3,747	\$3,770	\$23	\$4,178	\$4,201	\$23	\$4,429	\$4,452
Inactive Duty Subsistence	\$0	\$4,198	\$4,198	\$0	\$4,987	\$4,987	\$0	\$5,636	\$5,636
Travel	\$11,304	\$49,308	\$60,612	\$16,395	\$64,162	\$80,557	\$16,008	\$69,935	\$85,943
IDT Subtotal	\$205,371	\$456,163	\$661,534	\$229,540	\$534,135	\$763,675	\$234,226	\$591,354	\$825,580
TOTAL Direct Program Pay Group A	\$259,952	\$611,166	\$871,118	\$308,078	\$734,472	\$1,042,550	\$312,102	\$813,019	\$1,125,121
PAY GROUP F									
Active Duty Training	\$0	\$85,181	\$85,181	\$0	\$86,771	\$86,771	\$0	\$92,391	\$92,391
Clothing	\$0	\$8,034	\$8,034	\$0	\$8,339	\$8,339	\$0	\$8,703	\$8,703
Travel	\$0	\$5,047	\$5,047	\$0	\$5,142	\$5,142	\$0	\$5,366	\$5,366
TOTAL Direct Program Pay Group F		\$98,262	\$98,262		\$100,252	\$100,252		\$106,460	\$106,460
PAY GROUP P									
Inactive Duty (Unit) Training		\$5,345	\$5,345	\$0	\$5,182	\$5,182	\$0	\$4,405	\$4,405
TOTAL Direct Program Pay Group P		\$5,345	\$5,345		\$5,182	\$5,182		\$4,405	\$4,405
Subtotal Pay Group A, Pay Group F and Pay Group P	\$259,952	\$714,773	\$974,725	\$308,078	\$839,906	\$1,147,984	\$312,102	\$923,884	\$1,235,986

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

	FY 2022			FY 2023			FY 2024		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$9,283	\$18,865	\$28,148	\$7,275	\$14,821	\$22,096	\$8,621	\$17,521	\$26,142
Graduate Flying Training	\$48,163	\$30,819	\$78,982	\$37,742	\$24,212	\$61,954	\$44,726	\$28,627	\$73,353
Initial Skill Acquisition Training	\$23,935	\$110,858	\$134,793	\$18,756	\$87,099	\$105,855	\$22,226	\$102,978	\$125,204
Officer Training School	\$2,471	\$11,652	\$14,123	\$1,936	\$9,154	\$11,090	\$2,295	\$10,823	\$13,118
Refresher and Proficiency Training	\$9,266	\$28,552	\$37,818	\$7,261	\$22,432	\$29,693	\$8,605	\$26,521	\$35,126
Undergraduate Pilot Training	\$50,130	\$0	\$50,130	\$39,284	\$0	\$39,284	\$46,553	\$0	\$46,553
TOTAL Direct Obligations School Training	\$143,248	\$200,746	\$343,994	\$112,254	\$157,718	\$269,972	\$133,026	\$186,470	\$319,496
SPECIAL TRAINING									
Exercises	\$6,254	\$11,809	\$18,063	\$4,827	\$9,139	\$13,966	\$5,757	\$10,898	\$16,655
Management Support	\$8,557	\$13,663	\$22,220	\$6,604	\$10,575	\$17,179	\$7,877	\$12,609	\$20,486
Operational Training	\$70,143	\$77,857	\$148,000	\$54,135	\$60,260	\$114,395	\$61,693	\$71,849	\$133,542
Unit Conversion Training	\$1,550	\$2,022	\$3,572	\$1,610	\$2,106	\$3,716	\$1,672	\$2,186	\$3,858
Drug Interdiction	\$11,362	\$45,446	\$56,808	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$35,712	\$49,016	\$84,728	\$13,610	\$18,579	\$32,189	\$16,233	\$22,153	\$38,386
Yellow Ribbon Reintegration Program	\$232	\$1,297	\$1,529	\$760	\$4,244	\$5,004	\$688	\$3,843	\$4,531
TOTAL Direct Program Special Training	\$133,810	\$201,110	\$334,920	\$81,546	\$104,903	\$186,449	\$93,920	\$123,538	\$217,458
ADMINISTRATION AND SUPPORT									
Active Duty	\$791,788	\$2,275,817	\$3,067,605	\$852,856	\$2,401,432	\$3,254,288	\$878,308	\$2,482,893	\$3,361,201
Basic Needs Allowance	\$0	\$0	\$0	\$0	\$192	\$192	\$0	\$223	\$223
Clothing	\$6	\$358	\$364	\$6	\$369	\$375	\$5	\$385	\$390
Travel	\$3,267	\$4,525	\$7,792	\$3,930	\$5,883	\$9,813	\$4,024	\$6,024	\$10,048
Death Gratuities	\$300	\$600	\$900	\$1,300	\$2,300	\$3,600	\$1,400	\$2,600	\$4,000
Transportation Subsidy		\$0	\$0		\$0	\$0		\$0	\$0
Disability, Hospitalization & Compensation	\$2	\$208	\$210	\$0	\$221	\$221	\$0	\$237	\$237
Reserve Transition Benefits		\$0	\$0		\$0	\$0		\$0	\$0
Reserve Incentive	\$7,660	\$53,705	\$61,365	\$11,895	\$64,501	\$76,396	\$19,055	\$79,596	\$98,651
Continuation Pay	\$363	\$447	\$810	\$409	\$364	\$773	\$477	\$556	\$1,033
TOTAL Direct Program Administration And Support	\$803,386	\$2,335,660	\$3,139,046	\$870,395	\$2,475,262	\$3,345,657	\$903,270	\$2,572,514	\$3,475,783

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

	FY 2022			FY 2023			FY 2024		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$3,131	\$11,735	\$14,866	\$3,690	\$18,724	\$22,414	\$3,674	\$23,866	\$27,540
TOTAL Direct Program TSP Matching Contributions	\$3,131	\$11,735	\$14,866	\$3,690	\$18,724	\$22,414	\$3,674	\$23,866	\$27,540
EDUCATION BENEFITS									
Benefits Accrual	\$0	\$5,188	\$5,188	\$0	\$2,776	\$2,776	\$0	\$6,970	\$6,970
Kicker Benefits	\$0	\$4,584	\$4,584	\$0	\$6,285	\$6,285	\$0	\$6,316	\$6,316
Amortization (Chapter 1606)		\$0	\$0		\$0	\$0		\$2,876	\$2,876
TOTAL Direct Program Education Benefits	\$0	\$9,772	\$9,772	\$0	\$9,061	\$9,061	\$0	\$16,162	\$16,162
Subtotal Other Training and Support	\$1,083,575	\$2,759,023	\$3,842,598	\$1,067,885	\$2,765,668	\$3,833,553	\$1,133,890	\$2,922,550	\$4,056,439
Total Direct Program	\$1,343,527	\$3,473,796	\$4,817,323	\$1,375,963	\$3,605,574	\$4,981,537	\$1,445,992	\$3,846,434	\$5,292,425

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023 (IN THOUSANDS OF DOLLARS)**

	FY2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	INTERNAL REALIGNMENT REPROGRAMMING SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2023 BUDGET COLUMN OF FY2024 BUDGET	
Unit and Individual Training								
PAY GROUP A								
Active Duty Training	\$200,894	(\$15,000)	\$185,894	\$7,250	\$193,144	\$0	\$85,731	\$278,875
Inactive Duty Training								
Unit Training Assemblies	\$616,288	(\$46,000)	\$570,288	\$22,241	\$592,529	\$0	\$33,391	\$625,920
Flight Training	\$38,229	(\$2,258)	\$35,971	\$1,403	\$37,374	\$0	\$3,469	\$40,843
Proficiency Training	\$4,135	\$0	\$4,135	\$161	\$4,296	\$0	\$135	\$4,431
Training Preparation	\$3,592	\$0	\$3,592	\$140	\$3,732	\$0	(\$1,071)	\$2,661
Military Funeral Honors	\$110	\$0	\$110	\$4	\$114	\$0	(\$39)	\$75
Clothing	\$8,423	\$0	\$8,423	\$328	\$8,751	\$0	(\$4,550)	\$4,201
Inactive Duty Subsistence	\$4,288	\$0	\$4,288	\$167	\$4,455	\$0	\$532	\$4,987
Travel	\$58,514	(\$5,000)	\$53,514	\$2,087	\$55,601	\$0	\$24,956	\$80,557
IDT Subtotal	\$733,579	(\$53,258)	\$680,321	\$26,531	\$706,852	\$0	\$56,823	\$763,675
TOTAL Direct Program Pay Group A	\$934,473	(\$68,258)	\$866,215	\$33,781	\$899,996	\$0	\$142,554	\$1,042,550
PAY GROUP F								
Active Duty Training	\$131,242	\$0	\$131,242	(\$26,695)	\$104,547	\$0	(\$17,776)	\$86,771
Clothing	\$9,007	\$0	\$9,007	(\$1,832)	\$7,175	\$0	\$1,164	\$8,339
Travel	\$7,243	\$0	\$7,243	(\$1,473)	\$5,770	\$0	(\$628)	\$5,142
TOTAL Direct Program Pay Group F	\$147,492	\$0	\$147,492	(\$30,000)	\$117,492	\$0	(\$17,240)	\$100,252
PAY GROUP P								
Inactive Duty (Unit) Training	\$5,808	\$0	\$5,808	\$0	\$5,808	\$0	(\$626)	\$5,182
TOTAL Direct Program Pay Group P	\$5,808	\$0	\$5,808	\$0	\$5,808	\$0	(\$626)	\$5,182
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,087,773	(\$68,258)	\$1,019,515	\$3,781	\$1,023,296	\$0	\$124,688	\$1,147,984

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023 (IN THOUSANDS OF DOLLARS)**

	FY2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET/ SHORTFALL	FY2023 BUDGET COLUMN OF FY2024 BUDGET
Other Training and Support								
SCHOOL TRAINING								
Career Development Training	\$39,455	\$0	\$39,455	(\$2,961)	\$36,494	\$0	(\$14,398)	\$22,096
Initial Skills Acquisition Training	\$170,442	\$0	\$170,442	(\$12,790)	\$157,652	\$0	(\$51,797)	\$105,855
Graduate Flying Training	\$76,376	\$0	\$76,376	(\$5,731)	\$70,645	\$0	(\$8,691)	\$61,954
Officer Training School	\$12,754	\$0	\$12,754	(\$957)	\$11,797	\$0	(\$707)	\$11,090
Refresher & Proficiency Training	\$31,244	\$0	\$31,244	(\$2,345)	\$28,899	\$0	\$794	\$29,693
Undergraduate Pilot Training	\$50,043	\$0	\$50,043	(\$3,754)	\$46,289	\$0	(\$7,005)	\$39,284
Unit Conversion Training	\$29	\$0	\$29	(\$2)	\$27	\$0	(\$27)	\$0
TOTAL Direct Program School Training	\$380,343	\$0	\$380,343	(\$28,540)	\$351,803	\$0	(\$81,831)	\$269,972
SPECIAL TRAINING								
Exercises	\$20,784	(\$4,500)	\$16,284	\$0	\$16,284	\$0	(\$2,318)	\$13,966
Management Support	\$25,287	(\$5,600)	\$19,687	\$0	\$19,687	\$0	(\$2,508)	\$17,179
Operational Training	\$164,120	(\$37,000)	\$127,120	\$0	\$127,120	\$0	(\$12,725)	\$114,395
Unit Conversion Training	\$4,239	\$0	\$4,239	\$0	\$4,239	\$0	(\$523)	\$3,716
Active Duty Operational Support	\$47,997	(\$11,009)	\$36,988	\$0	\$36,988	\$0	(\$4,799)	\$32,189
Yellow Ribbon Reintegration Program	\$5,004	\$0	\$5,004	\$0	\$5,004	\$0	\$0	\$5,004
TOTAL Direct Program Special Training	\$267,431	(\$58,109)	\$209,322	\$0	\$209,322	\$0	(\$22,873)	\$186,449
ADMINISTRATION AND SUPPORT								
Active Duty	\$3,273,808	(\$87,000)	\$3,186,808	\$24,094	\$3,210,902	\$0	\$43,578	\$3,254,480
Clothing	\$480	\$0	\$480	\$4	\$484	\$0	(\$109)	\$375
Travel	\$8,516	(\$430)	\$8,086	\$61	\$8,147	\$0	\$1,666	\$9,813
Death Gratuities	\$3,600	\$0	\$3,600	\$27	\$3,627	\$0	(\$27)	\$3,600
Disability & Hospitalization	\$841	\$0	\$841	\$6	\$847	\$0	(\$626)	\$221
Reserve Incentive	\$75,001	\$0	\$75,001	\$567	\$75,568	\$0	\$828	\$76,396
Continuation Pay	\$922	\$0	\$922	\$0	\$922	\$0	(\$149)	\$773
TOTAL Direct Program Administration And Support	\$3,363,168	(\$87,430)	\$3,275,738	\$24,759	\$3,300,497	\$0	\$45,161	\$3,345,657

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023 (IN THOUSANDS OF DOLLARS)**

	FY2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2023 BUDGET COLUMN OF FY2024 BUDGET
TSP MATCHING CONTRIBUTIONS								
TSP Matching Contributions	\$19,559	\$0	\$19,559	\$0	\$19,559	\$0	\$2,855	\$22,414
TOTAL Direct Program TSP Matching Contributions	\$19,559	\$0	\$19,559	\$0	\$19,559	\$0	\$2,855	\$22,414
EDUCATION BENEFITS								
Benefits Accrual	\$2,776	\$0	\$2,776	\$0	\$2,776	\$0	\$0	\$2,776
Kicker Benefits	\$6,285	\$0	\$6,285	\$0	\$6,285	\$0	\$0	\$6,285
TOTAL Direct Program Education Benefits	\$9,061	\$0	\$9,061	\$0	\$9,061	\$0	\$0	\$9,061
Subtotal Other Training And Support	\$4,039,562	(\$145,539)	\$3,894,023	(\$3,781)	\$3,890,242	\$0	(\$56,688)	\$3,833,553
Total Direct Program	\$5,127,335	(\$213,797)	\$4,913,538	\$0	\$4,913,538	\$0	\$68,000	\$4,981,537

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

	FY 2022		FY 2023		FY 2024	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$178,136	\$45,781	\$207,461	\$50,828	\$213,101	\$49,227
Enlisted	\$394,533	\$101,395	\$458,149	\$112,246	\$515,060	\$118,979
Total	\$572,669	\$147,176	\$665,610	\$163,074	\$728,160	\$168,205
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$53,918	\$13,857	\$54,731	\$13,409	\$58,602	\$13,537
Total	\$53,918	\$13,857	\$54,731	\$13,409	\$58,602	\$13,537
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$4,027	\$1,035	\$3,940	\$965	\$3,385	\$782
Total	\$4,027	\$1,035	\$3,940	\$965	\$3,385	\$782
School Training						
Officers	\$71,611	\$18,404	\$56,083	\$13,740	\$67,248	\$15,534
Enlisted	\$74,303	\$19,096	\$58,191	\$14,257	\$69,777	\$16,117
Total	\$145,914	\$37,500	\$114,274	\$27,997	\$137,026	\$31,651
Special Training						
Officers	\$76,280	\$19,604	\$46,539	\$11,406	\$54,254	\$12,541
Enlisted	\$99,627	\$25,604	\$51,483	\$12,633	\$61,504	\$14,243
Total	\$175,907	\$45,208	\$98,022	\$24,039	\$115,758	\$26,784
Administration and Support						
Officers	\$423,983	\$148,818	\$448,140	\$165,364	\$479,019	\$143,706
Enlisted	\$1,152,878	\$404,660	\$1,189,935	\$439,086	\$1,272,057	\$381,617
Total	\$1,576,860	\$553,478	\$1,638,075	\$604,450	\$1,751,076	\$525,323

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

	FY 2022		FY 2023		FY 2024	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$750,010	\$232,607	\$758,223	\$241,338	\$813,622	\$221,007
Enlisted	\$1,779,287	\$565,647	\$1,816,430	\$592,596	\$1,980,385	\$545,275
Total	\$2,529,296	\$798,254	\$2,574,653	\$833,935	\$2,794,007	\$766,282
Reimbursable Program						
Officers	\$37,911	\$10,364	\$12,922	\$4,143	\$15,771	\$4,379
Enlisted	\$93,943	\$25,529	\$24,128	\$8,112	\$33,440	\$9,587
Total	\$131,855	\$35,893	\$37,050	\$12,255	\$49,211	\$13,966
Total Program						
Officers	\$787,921	\$242,971	\$771,145	\$245,481	\$829,393	\$225,386
Enlisted	\$1,873,230	\$591,176	\$1,840,558	\$600,709	\$2,013,825	\$554,862
Total	\$2,661,151	\$834,148	\$2,611,703	\$846,190	\$2,843,218	\$780,248

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Pay Group A			
Officers	\$3,827	\$5,815	\$5,866
Enlisted	\$11,959	\$16,306	\$18,363
Total	\$15,786	\$22,121	\$24,229
Pay Group F			
Enlisted	\$18,768	\$20,033	\$21,603
Total	\$18,768	\$20,033	\$21,603
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$16,219	\$13,357	\$16,132
Enlisted	\$24,266	\$19,986	\$24,135
Total	\$40,485	\$33,343	\$40,267
Special Training			
Officers	\$9,611	\$6,164	\$7,237
Enlisted	\$21,144	\$11,472	\$13,805
Total	\$30,755	\$17,636	\$21,042
Administration and Support			
Officer	\$115,826	\$128,663	\$138,588
Enlisted	\$490,378	\$531,468	\$572,464
Total	\$606,204	\$660,131	\$711,052
Total Direct Program			
Officer	\$145,483	\$153,999	\$167,823
Enlisted	\$566,515	\$599,265	\$650,371
Total	\$711,998	\$753,264	\$818,194

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Pay Group A			
Officers	\$11,304	\$16,395	\$16,008
Enlisted	\$49,308	\$64,162	\$69,935
Total	\$60,612	\$80,557	\$85,944
Pay Group F			
Enlisted	\$5,047	\$5,142	\$5,366
Total	\$5,047	\$5,142	\$5,366
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$21,310	\$16,748	\$19,575
Enlisted	\$58,108	\$45,672	\$53,382
Total	\$79,418	\$62,420	\$72,956
Special Training			
Officers	\$10,752	\$6,696	\$7,578
Enlisted	\$22,111	\$12,412	\$14,171
Total	\$32,864	\$19,107	\$21,749
Administration and Support			
Officer	\$3,267	\$3,930	\$4,024
Enlisted	\$4,525	\$5,883	\$6,024
Total	\$7,792	\$9,813	\$10,048
Total Direct Program			
Officer	\$46,633	\$43,769	\$47,185
Enlisted	\$139,099	\$133,270	\$148,878
Total	\$185,733	\$177,038	\$196,064

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

	FY 2022		FY 2023		FY 2024	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$1,945	\$0	\$2,961	\$0	\$2,975	\$0
Enlisted	\$15,641	\$4,198	\$21,370	\$4,987	\$23,964	\$5,636
Subtotal	\$17,586	\$4,198	\$24,332	\$4,987	\$26,939	\$5,636
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$4,402	\$0	\$4,709	\$0	\$5,056	\$0
Subtotal	\$4,402	\$0	\$4,709	\$0	\$5,056	\$0
School Training						
Officers	\$6,417	\$0	\$7,043	\$0	\$7,421	\$0
Enlisted	\$18,210	\$0	\$19,981	\$0	\$21,050	\$0
Subtotal	\$24,627	\$0	\$27,024	\$0	\$28,471	\$0
Special Training						
Officers	\$1,583	\$0	\$1,325	\$0	\$1,395	\$0
Enlisted	\$8,437	\$0	\$5,609	\$0	\$5,883	\$0
Subtotal	\$10,020	\$0	\$6,934	\$0	\$7,278	\$0
Administration and Support						
Officers	\$12,846	\$0	\$14,263	\$0	\$15,287	\$0
Enlisted	\$102,330	\$0	\$110,942	\$0	\$118,795	\$0
Subtotal	\$115,176	\$0	\$125,206	\$0	\$134,083	\$0
Total Direct Program						
Officers	\$22,791	\$0	\$25,592	\$0	\$27,078	\$0
Enlisted	\$149,020	\$4,198	\$162,612	\$4,987	\$174,748	\$5,636
Total	\$171,811	\$4,198	\$188,204	\$4,987	\$201,826	\$5,636

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

FY 2023 Direct Program	\$4,981,537
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	
Pay Group A	27,748
Pay Group F	2,233
Pay Group P	129
School Training	6,083
Special Training	4,868
Administration and Support	66,735
TSP Matching Contributions	1,868
Total Pay Raise	109,665
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	
Pay Group A	7,256
Pay Group F	584
Pay Group P	34
School Training	1,591
Special Training	1,273
Administration and Support	17,450
TSP Matching Contributions	489
Total Annualization of PY Pay Raise	28,676
Inflation (Rate 2.4% FY24)	
Pay Group A	3,119
School Training	2,728
Special Training	1,167
Administration and Support (Includes Bonuses, BAS & Inflation)	2,880
Total Inflation	9,894

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

FICA (Rate 7.65%, FY24 Ceiling - \$165,300)

Pay Group A	2,677
Pay Group F	215
Pay Group P	12
School Training	587
Special Training	470
Administration and Support	6,440
Total FICA	10,402

BAH

Pay Group A	1,328
Pay Group F	1,184
School Training	2,573
Special Training	1,286
Administration and Support	39,049
Total BAH	45,420

BAS

Administration and Support	6,809
Total BAS	6,809

Clothing

Pay Group F	204
Total Clothing	213

Travel

Pay Group F	126
Total Travel	126

Bonuses

Administration and Support	2,941
Total Bonuses	2,941

Education Benefits

Basic Benefits	4,195
Total Education Benefits	4,195

Total Pricing Increases	\$218,340
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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	44,843
Clothing	147
Subsistence	365
Travel	4,135
Total Pay Group A	49,489

Pay Group F

Pay and Allowances	1,392
Clothing	89
Travel	99
All Categories	386
Total Pay Group F	1,965

Pay Group P

All Categories	5
Total Pay Group P	5

Pay Group School

All Categories	36,319
Total Pay Group School	36,319

Pay Group Special

All Categories	22,770
Total Pay Group Special	22,770

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

Pay Group Admin & Support	
Pay and Allowances	12,706
Clothing	6
All Categories	66,399
Total Pay Group Admin & Support	79,111
Pay Group TSP	
TSP Matching Contribution Payments	2,824
Total TSP	2,824
Total Education Benefits	4,278
Total Program Increases	196,761
Total Increases	415,101

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

Decreases:

Pricing Decreases

Inflation Dec

Pay Group F	(66)
Total Inflation	(66)

Retired Pay Accrual Dec

Pay Group A	(1,618)
Pay Group F	(130)
Pay Group P	(8)
School Training	(356)
Special Training	(277)
Administration and Support	(89,760)
Total Retired Pay Accrual	(92,149)

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

Bonuses	
Administration and Support	(1,537)
Total Bonuses	(1,537)
Education Benefits	
Kicker	(1,371)
Total Education Benefits	(1,371)
Total Pricing Decreases	(\$95,123)
Program Decreases	
Pay Group A	
Pay and Allowances	(6,666)
Clothing	(1)
Travel	(762)
Total Pay Group A	(7,429)
Pay Group F	
All Categories	(108)
Total Pay Group F	(108)

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

Pay Group P	
Pay and Allowances	(949)
Total Pay Group P	(949)
Pay Group Special	
All Categories	(548)
Total Pay Group Special	(548)
Pay Group Admin & Support	
Clothing	(1)
Total Pay Group Admin & Support	(1)
TSP Matching Contributions	
All Categories	(55)
Total TSP Matching Contributions	(55)
Education Benefits	
Basic Benefits	(1)
Total Education Benefits	(1)
Total Program Decreases	(\$9,090)
Total Decreases	(\$104,213)
FY 2024 Direct Program	\$5,292,425

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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 2024	\$1,125,121
Estimate	FY 2023	\$1,042,550
Actual	FY 2022	\$871,118

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 2023 Direct Program	\$1,042,550
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	27,748
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	7,256
Inflation (Rate 2.4% FY24)	3,119
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	2,677
BAH	1,328
Total Pricing Increases	42,129
Program Increases	
AT Pay	12,912
IDT Pay	31,581
ATA Pay	350
Clothing	147
Subsistence	365
Travel	4,135
Total Program Increases	49,489
Total Increases	\$91,618
Decreases:	
Pricing Decreases	
Retired Pay Accrual Dec	(1,618)
Total Pricing Decreases	(1,618)
Program Decreases	
AT Pay	(3,651)
IDT Pay	(1,250)
ATA Pay	(1,764)
Clothing	(1)
Travel	(762)
Total Program Decreases	(7,429)
Total Decreases	(\$9,047)
FY 2024 Direct Program	\$1,125,121

**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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	11,495			12,075			11,514		
PARTICIPATION RATE	53.00%			70.00%			70.00%		
PAID PARTICIPANTS	6,092	\$8,959.50	\$54,581	8,453	\$9,291.10	\$78,538	8,060	\$9,661.98	\$77,876

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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	60,684			63,692			65,912		
PARTICIPATION RATE	59.00%			70.00%			72.00%		
PAID PARTICIPANTS	35,804	\$4,329.20	\$155,003	44,584	\$4,493.48	\$200,337	47,457	\$4,670.85	\$221,665

**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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	11,495			12,075			11,514		
PARTICIPATION RATE	70.00%			73.00%			76.00%		
PAID PARTICIPANTS	8,047	\$18,921.34	\$152,260	8,815	\$19,869.31	\$175,148	8,751	\$20,636.38	\$180,589
	FY 2022		FY 2023		FY 2024				
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	4,378	\$415.94	\$1,821	6,062	\$429.25	\$2,602	5,780	\$446.08	\$2,578
FLIGHT TRAINING	97,797	\$392.37	\$38,372	83,257	\$405.17	\$33,733	79,389	\$420.77	\$33,405
TRAINING PERIOD PREPARATION	3,680	\$419.77	\$1,545	3,610	\$433.23	\$1,564	3,443	\$450.19	\$1,550
RESERVE FUNERAL HONORS	155	\$296.77	\$46	242	\$310.13	\$75	230	\$317.57	\$73
TOTAL	114,057		194,044	101,986		213,122	97,593		218,195

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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	60,684			63,692			65,912		
PARTICIPATION RATE	79.00%			81.00%			84.00%		
PAID PARTICIPANTS	47,940	\$8,107.05	\$388,652	51,591	\$8,737.42	\$450,772	55,366	\$9,041.04	\$500,566
	FY 2022		FY 2023		FY 2024				
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	5,773	\$220.80	\$1,275	8,025	\$227.86	\$1,829	8,305	\$236.81	\$1,967
FLIGHT TRAINING	40,187	\$194.43	\$7,814	35,413	\$200.77	\$7,110	36,647	\$208.49	\$7,641
TRAINING PERIOD PREPARATION	5,251	\$222.53	\$1,169	4,777	\$229.69	\$1,097	4,943	\$238.66	\$1,180
RESERVE FUNERAL HONORS	932	\$0.00	\$0	1	\$0.00	\$0	1	\$0.00	\$0
TOTAL	100,083		398,910	99,807		460,808	105,262		511,354

**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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	14	\$400.00	\$6	15	\$400.00	\$6	14	\$400.00	\$6
ADDITIONAL UNIFORM ALLOWANCE	83	\$200.00	\$17	87	\$200.00	\$17	83	\$200.00	\$17
TOTAL	97		\$23	102		\$23	97		\$23

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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	1,491	\$1,759.09	\$2,623	1,565	\$1,825.53	\$2,857	1,620	\$1,869.34	\$3,028
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	567	\$1,982.71	\$1,124	595	\$2,220.46	\$1,321	616	\$2,273.75	\$1,401
REPLACEMENT ISSUE MALE	0	\$320.22	\$0	0	\$326.55	\$0	0	\$334.39	\$0
REPLACEMENT ISSUE FEMALE	0	\$324.54	\$0	0	\$334.62	\$0	0	\$342.65	\$0
TOTAL	2,058		\$3,747	2,160		\$4,178	2,236		\$4,429

**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 2022			FY 2023			FY 2024		
	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	317,429	\$13.23	\$4,198	341,604	\$14.60	\$4,987	366,600	\$15.37	\$5,636
TOTAL SUBSISTENCE-IN-KIND	317,429	\$13.23	\$4,198	341,604	\$14.60	\$4,987	366,600	\$15.37	\$5,636

**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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	6,092	\$1,855.55	\$11,304	8,453	\$1,939.56	\$16,395	8,060	\$1,986.11	\$16,008

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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	35,804	\$1,377.16	\$49,308	44,584	\$1,439.13	\$64,162	47,457	\$1,473.66	\$69,935

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

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	908	\$48,792	\$44,303	155	\$45,665	\$7,078	155	\$45,665	\$7,078
Enlisted	4,854	\$24,149	\$117,221	354	\$26,460	\$9,367	354	\$26,460	\$9,367
Total Pay Group A Reimbursements			\$161,524			\$16,445			\$16,445
Total Reimbursable Requirement			\$161,524			\$16,445			\$16,445

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

Estimate	FY 2024	\$106,460
Estimate	FY 2023	\$100,252
Actual	FY 2022	\$98,262

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 2023 Direct Program	\$100,252
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	2,233
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	584
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	215
BAH	1,184
Clothing	204
Travel	126
Total Pricing Increases	4,547
Program Increases	
Base Pay	1,053
Retired Pay	258
FICA	81
BAH	386
Travel	99
Clothing	89
Total Program Increases	1,965
Total Increases	\$6,512
Decreases:	
Pricing Decreases	
Inflation Dec	(130)
Retired Pay Accrual Dec	(66)
Total Pricing Decreases	(196)
Program Decreases	
Other	(108)
Total Program Decreases	(108)
Total Decreases	(\$304)
FY 2024 Direct Program	\$106,460

**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 2022			FY 2023			FY 2024		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,825	\$30,153	\$85,181	2,754	\$31,507	\$86,771	2,807	\$32,915	\$92,391

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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,337	\$1,983	\$2,651	1,303	\$2,220	\$2,893	1,328	\$2,274	\$3,020
Initial Issue Male	3,060	\$1,759	\$5,383	2,983	\$1,826	\$5,446	3,040	\$1,869	\$5,683
Total	4,397		\$8,034	4,286		\$8,339	4,368		\$8,703

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 2022			FY 2023			FY 2024		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	2,825	\$1,787	\$5,047	2,754	\$1,867	\$5,142	2,807	\$1,912	\$5,366

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

Estimate	FY 2024	\$4,405
Estimate	FY 2023	\$5,182
Actual	FY 2022	\$5,345

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 2023 Direct Program	\$5,182
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	129
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	34
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	12
Total Pricing Increases	175
Program Increases	
Other	5
Total Program Increases	5
Total Increases	\$180
Decreases:	
Pricing Decreases	
Retired Pay Accrual Dec	(8)
Total Pricing Decreases	(8)
Program Decreases	
Base Pay	(718)
Retired Pay	(176)
FICA	(55)
Total Program Decreases	(949)
Total Decreases	(\$957)
FY 2024 Direct Program	\$4,405

**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.

	FY 2022			FY 2023			FY 2024		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	2,172	\$2,460.86	\$5,345	2,041	\$2,539.16	\$5,182	1,669	\$2,639.33	\$4,405

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

Estimate	FY 2024	\$319,496
Estimate	FY 2023	\$269,972
Actual	FY 2022	\$343,994

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 2023 Direct Program **\$269,972**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24) 6,083

Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23) 1,591

Inflation (Rate 2.4% FY24) 2,728

FICA (Rate 7.65%, FY24 Ceiling - \$165,300) 587

BAH 2,573

Total Pricing Increases **13,562**

Program Increases

Graduate Flying Training 8,329

Initial Skills Acquisition Training 14,252

Refresher and Proficiency 3,997

Officer Candidate School 1,493

Career Development Training 2,972

Undergraduate Pilot and Navigator Training 5,275

Total Program Increases **36,319**

Total Increases **\$49,880**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec (356)

Total Pricing Decreases **(356)**

Total Decreases **(\$356)**

FY 2024 Direct Program **\$319,496**

**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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	455	47.74	21,733	\$427.14	\$9,283	342	47.74	16,347	\$445.04	\$7,275	391	47.74	18,659	\$462.03	\$8,621
Enlisted	2,116	29.46	62,329	\$302.67	\$18,865	1,591	29.46	46,880	\$316.15	\$14,821	1,816	29.46	53,506	\$327.46	\$17,521
Total	2,571	32.70	84,062	\$334.85	\$28,148	1,933	32.71	63,226	\$349.47	\$22,096	2,207	32.70	72,165	\$362.25	\$26,142

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	987	56.05	55,338	\$432.52	\$23,935	743	56.05	41,621	\$450.64	\$18,756	848	56.05	47,508	\$467.84	\$22,226
Enlisted	6,160	58.52	360,467	\$307.54	\$110,858	4,633	58.52	271,117	\$321.26	\$87,099	5,288	58.52	309,466	\$332.76	\$102,978
Total	7,147	58.18	415,805	\$324.17	\$134,793	5,376	58.17	312,737	\$338.48	\$105,855	6,136	58.18	356,974	\$350.74	\$125,204

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	269	21.47	5,769	\$428.32	\$2,471	202	21.47	4,338	\$446.27	\$1,936	231	21.47	4,953	\$463.32	\$2,295
Enlisted	844	45.92	38,750	\$300.70	\$11,652	635	45.92	29,144	\$314.10	\$9,154	724	45.92	33,268	\$325.33	\$10,823
Total	1,113	40.00	44,519	\$317.24	\$14,123	837	40.00	33,482	\$331.23	\$11,090	955	40.01	38,221	\$343.21	\$13,118

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,398	15.40	21,531	\$430.36	\$9,266	1,051	15.40	16,193	\$448.41	\$7,261	1,200	15.40	18,484	\$465.53	\$8,605
Enlisted	6,451	14.41	92,964	\$307.13	\$28,552	4,852	14.41	69,921	\$320.82	\$22,432	5,539	14.41	79,810	\$332.30	\$26,521
Total	7,849	14.59	114,495	\$330.30	\$37,818	5,903	14.59	86,114	\$344.81	\$29,693	6,739	14.59	98,295	\$357.35	\$35,126

**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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	861	132.26	113,826	\$440.41	\$50,130	647	132.26	85,610	\$458.87	\$39,284	739	132.26	97,720	\$476.39	\$46,553
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	861	132.26	113,826	\$440.41	\$50,130	647	132.26	85,610	\$458.87	\$39,284	739	132.26	97,720	\$476.39	\$46,553

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,575	70.11	110,453	\$436.05	\$48,163	1,185	70.11	83,074	\$454.32	\$37,742	1,353	70.11	94,825	\$471.67	\$44,726
Enlisted	2,575	39.32	101,252	\$304.38	\$30,819	1,937	39.32	76,153	\$317.94	\$24,212	2,211	39.32	86,925	\$329.33	\$28,627
Total	4,150	51.01	211,705	\$373.08	\$78,982	3,122	51.00	159,226	\$389.09	\$61,954	3,564	51.01	181,750	\$403.59	\$73,353

TOTAL SCHOOL TRAINING

	FY 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,545	59.27	328,650	\$435.87	\$143,248	4,171	59.27	247,182	\$454.13	\$112,254	4,761	59.27	282,150	\$471.47	\$133,026
Enlisted	18,146	36.14	655,761	\$306.13	\$200,746	13,648	36.14	493,213	\$319.78	\$157,718	15,578	36.14	562,975	\$331.22	\$186,470
Total	23,691	41.55	984,411	\$349.44	\$343,994	17,819	41.55	740,396	\$364.63	\$269,972	20,339	41.55	845,125	\$378.05	\$319,496

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

Estimate	FY 2024	\$217,458
Estimate	FY 2023	\$186,449
Actual*	FY 2022	\$334,920

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 the section for FY 2022. Drug Interdiction funds (\$56,808K) were transferred to this appropriation in FY 2022 from the Drug Interdiction and Counter-Drug Activities, Defense, 22/22.

FY 2022 includes \$1.529 million in OOC Actuals; FY 2023 includes \$5.004 million in OOC Enacted, and FY 2024 includes \$4.531 million for the OOC Budget Estimate.

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

FY 2023 Direct Program	\$186,449
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	4,868
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	1,273
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	470
BAH	1,286
Inflation (Rate 2.4% FY24)	1,167
Total Pricing Increases	9,063
Program Increases	
Exercises	1,975
Management Support	2,430
Operational Training	13,814
Active Duty Operational Support	4,552
Total Program Increases	22,770
Total Increases	\$31,834
Decreases:	
Pricing Decreases	
Retired Pay Accrual Dec	(277)
Total Pricing Decreases	(277)
Program Decreases	
Unit Conversion	(0)
Yellow Ribbon Reintegration Program	(548)
Total Program Decreases	(548)
Total Decreases	(\$825)
FY 2024 Direct Program	\$217,458

**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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	461	42.00	19,367	\$441.84	\$8,557	343	42.00	14,391	\$458.91	\$6,604	394	42.00	16,533	\$476.43	\$7,877
Enlisted	2,786	21.00	58,506	\$233.53	\$13,663	2,070	21.00	43,476	\$243.24	\$10,575	2,378	21.00	49,948	\$252.44	\$12,609
Total	3,247	23.98	77,873	\$285.34	\$22,220	2,413	23.98	57,866	\$296.87	\$17,179	2,772	23.98	66,482	\$308.14	\$20,486

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 2022 (\$2,695K), FY 2023 (\$5,196K), and FY 2024 (\$1,744K).

	FY 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	829	17.00	14,096	\$443.67	\$6,254	616	17.00	10,475	\$460.80	\$4,827	708	17.00	12,034	\$478.40	\$5,757
Enlisted	5,102	10.00	51,020	\$231.46	\$11,809	3,791	10.00	37,909	\$241.08	\$9,139	4,356	10.00	43,557	\$250.20	\$10,898
Total	5,931	10.98	65,116	\$277.40	\$18,063	4,407	10.98	48,384	\$288.65	\$13,966	5,064	10.98	55,591	\$299.60	\$16,655

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 2022 (\$8,078K), FY 2023 (\$8,248K), and FY 2024 (\$8,399K).

	FY 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	7,840	20.00	156,807	\$447.32	\$70,143	5,826	20.00	116,522	\$464.59	\$54,135	6,395	20.00	127,909	\$482.32	\$61,693
Enlisted	22,044	15.00	330,659	\$235.46	\$77,857	16,381	15.00	245,709	\$245.25	\$60,260	18,819	15.00	282,292	\$254.52	\$71,849
Total	29,884	16.31	487,466	\$303.61	\$148,000	22,207	16.31	362,231	\$315.81	\$114,395	25,214	16.27	410,200	\$325.55	\$133,542

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	176	20.00	3,530	\$439.13	\$1,550	177	20.00	3,530	\$456.09	\$1,610	177	20.00	3,531	\$473.50	\$1,672
Enlisted	220	40.00	8,786	\$230.15	\$2,022	220	40.00	8,785	\$239.73	\$2,106	220	40.00	8,786	\$248.81	\$2,186
Total	396	31.10	12,315	\$290.05	\$3,572	397	31.02	12,315	\$301.75	\$3,716	397	31.03	12,317	\$313.23	\$3,858

**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 2022					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	107	345.00	36,817	\$308.61	\$11,362
Enlisted	843	345.00	290,929	\$156.21	\$45,446
Total	950	345.00	327,746	\$173.33	\$56,808

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 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	411	175.00	71,891	\$496.75	\$35,712	151	175.00	26,380	\$515.93	\$13,610	173	175.00	30,306	\$535.63	\$16,233
Enlisted	932	173.00	161,322	\$303.84	\$49,016	339	173.00	58,705	\$316.48	\$18,579	390	173.00	67,445	\$328.46	\$22,153
Total	1,343	173.65	233,213	\$363.31	\$84,728	490	173.64	85,085	\$378.32	\$32,189	563	173.63	97,751	\$392.69	\$38,386

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. The following details the FY 2022 OOC Actuals, FY2023 OOC Enacted, and FY2024 OOC Budget Estimate.

	FY 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	206	3.00	618	\$375.24	\$232	649	3.00	1,948	\$390.17	\$760	568	3.00	1,703	\$404.06	\$688
Enlisted	2,392	3.00	7,177	\$180.71	\$1,297	7,510	3.00	22,529	\$188.38	\$4,244	6,575	3.00	19,725	\$194.83	\$3,843
Total	2,598	3.00	7,796	\$196.14	\$1,529	8,159	3.00	24,477	\$204.44	\$5,004	7,143	3.00	21,428	\$211.46	\$4,531

TOTAL SPECIAL TRAINING

	FY 2022					FY 2023					FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	10,031	30.22	303,126	\$441.43	133,810	7,761	22.32	173,246	\$470.70	81,546	8,414	22.82	192,016	\$489.13	93,920
Enlisted	34,320	26.47	908,399	\$221.39	201,110	30,310	13.76	417,113	\$251.50	104,903	32,738	14.41	471,753	\$261.87	123,538
Total	44,350	27.32	1,211,525	\$276.45	\$334,920	38,072	15.51	590,358	\$315.82	\$186,449	41,152	16.13	663,769	\$327.61	\$217,458

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

Estimate	FY 2024	\$3,475,783
Estimate	FY 2023	\$3,345,657
Actual	FY 2022	\$3,139,046

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 2023 Direct Program **\$3,345,657**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24)	66,735
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	17,450
Inflation (Rate 2.4% FY24)	2,880
Bonuses	2,941
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	6,440
BAH	39,049
BAS	6,809
Clothing	9
Total Pricing Increases	\$142,313

Program Increases

Death & Disability	405
Clothing	6
Allowances	31
Health Professional Cash Bonus 45K	2,058
Officer Accessions & Affiliations	2,157
Non-Prior Service Enlistment	11,065
Prior Service Enlistment (6 Year)	1,620
Reenlistment Bonus (6 Year)	3,437
Affiliation Bonus (6 Year)	535
Continuation Pay	240
Change in Average Strength	44,882
FICA	2,039
Retired Pay Accrual	10,636
Total Program Increases	\$79,111

Total Increases **\$221,424**

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

Decreases:

Pricing Decreases

Bonuses	(1,537)
Retired Pay Accrual Dec	(89,760)
Total Pricing Decreases	(91,297)

Program Decreases

Clothing	(1)
Total Program Decreases	(\$1)

Total Decreases	(\$91,298)
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FY 2024 Direct Program	\$3,475,783
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**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

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

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

	FY 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	51	46	46	45	45	45
Subtotal	51	46	46	45	45	45

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 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officer	68	89	64	39	39	39
Enlisted	40	66	52	36	36	36
Subtotal	108	155	116	75	75	75

**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 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	12	12	12	12	12	12
Subtotal	12	12	12	12	12	12

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

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

	FY 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	49	30	29	27	27	27
Subtotal	49	30	29	27	27	27

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 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	8	9	9	9	9	9
Subtotal	8	9	9	9	9	9

**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 2022		FY 2023		FY 2024	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	4	4	5	4	4	4
Enlisted	657	666	693	715	714	713
Subtotal	661	670	698	719	718	717

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 2022		FY 2023		FY 2024	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	301	320	311	298	296	293
Enlisted	461	425	422	416	416	416
Subtotal	762	745	733	714	712	709

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 2022		FY 2023		FY 2024	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	50	20	23	24	24	24
Enlisted	115	42	47	51	51	51
Subtotal	165	62	70	75	75	75

**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 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	64	47	87	123	122	120
Enlisted	515	514	739	959	959	959
Subtotal	579	561	826	1,082	1,081	1,079

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 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	18	21	19	17	17	17
Enlisted	128	128	128	128	133	134
Subtotal	146	149	147	145	150	151

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

	FY 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	3,241	3,154	3,308	3,501	3,394	3,293
Enlisted	19,313	18,800	18,886	18,690	19,061	19,035
Subtotal	22,554	21,954	22,194	22,191	22,455	22,328

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

	FY 2022		FY 2023		FY 2024	
	Average	End	Average	End	Average	End
Officers	3,866	3,752	3,913	4,099	3,989	3,883
Enlisted	21,229	20,641	20,967	20,995	21,370	21,344
Subtotal	25,095	24,393	24,880	25,094	25,359	25,227

**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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	187	\$255,486.20	\$47,776	160	\$265,014.47	\$42,402	132	\$271,226.92	\$35,802
RECRUITING AND RETENTION	4	\$218,722.51	\$875	5	\$229,117.21	\$1,146	4	\$245,173.46	\$981
ANG ADMINISTRATION AND SUPPORT	301	\$227,668.12	\$68,528	311	\$249,919.22	\$77,725	296	\$255,999.69	\$75,776
ANG TRAINING	50	\$225,054.56	\$11,253	23	\$235,175.52	\$5,409	24	\$236,400.99	\$5,674
USAF MISSION SUPPORT	64	\$209,416.60	\$13,403	87	\$225,769.23	\$19,642	122	\$232,066.47	\$28,312
COMBAT READINESS TRAINING CENTER	18	\$223,950.38	\$4,031	19	\$236,415.80	\$4,492	17	\$234,071.48	\$3,979
ANG DIRECT UNIT SUPPORT	3,242	\$199,235.81	\$645,923	3,308	\$212,224.87	\$702,040	3,394	\$214,432.81	\$727,785
TOTAL	3,866		\$791,788	3,913		\$852,856	3,989		\$878,308

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.

	FY 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	39	\$134,256.71	\$5,236	52	\$145,076.53	\$7,544	36	\$156,990.88	\$5,652
RECRUITING AND RETENTION	657	\$110,914.57	\$72,871	693	\$119,762.78	\$82,996	714	\$123,409.16	\$88,114
ANG ADMINISTRATION AND SUPPORT	461	\$131,237.77	\$60,501	422	\$141,579.76	\$59,747	416	\$144,685.68	\$60,189
ANG TRAINING	115	\$115,980.28	\$13,338	47	\$130,412.65	\$6,129	51	\$133,613.77	\$6,814
USAF MISSION SUPPORT	515	\$103,792.99	\$53,453	739	\$111,988.98	\$82,760	959	\$116,349.16	\$111,579
COMBAT READINESS TRAINING CENTER	128	\$122,084.67	\$15,627	128	\$129,830.78	\$16,618	133	\$131,263.17	\$17,458
ANG DIRECT UNIT SUPPORT	19,314	\$106,388.73	\$2,054,792	18,886	\$113,610.00	\$2,145,638	19,061	\$115,056.21	\$2,193,086
TOTAL	21,229		\$2,275,817	20,967		\$2,401,432	21,370		\$2,482,893

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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	188	\$4,700.72	\$884	160	\$4,912.25	\$786	132	\$5,030.14	\$664
RECRUITING AND RETENTION	1	\$4,700.72	\$5	1	\$4,912.25	\$5	1	\$5,030.14	\$5
ANG ADMINISTRATION AND SUPPORT	41	\$4,700.72	\$193	53	\$4,912.25	\$260	51	\$5,030.14	\$257
ANG TRAINING	7	\$4,700.72	\$33	4	\$4,912.25	\$20	4	\$5,030.14	\$20
USAF MISSION SUPPORT	9	\$4,700.72	\$42	15	\$4,912.25	\$74	21	\$5,030.14	\$106
COMBAT READINESS TRAINING CENTER	2	\$4,700.72	\$9	3	\$4,912.25	\$15	3	\$5,030.14	\$15
ANG DIRECT UNIT SUPPORT	447	\$4,700.72	\$2,101	564	\$4,912.25	\$2,771	588	\$5,030.14	\$2,958
TOTAL	695		\$3,267	800		\$3,930	800		\$4,024

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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	40	\$5,635.12	\$225	52	\$5,888.70	\$306	36	\$6,030.03	\$217
RECRUITING AND RETENTION	24	\$5,635.12	\$135	31	\$5,888.70	\$183	32	\$6,030.03	\$193
ANG ADMINISTRATION AND SUPPORT	17	\$5,635.12	\$96	19	\$5,888.70	\$112	19	\$6,030.03	\$115
ANG TRAINING	4	\$5,635.12	\$23	2	\$5,888.70	\$12	2	\$6,030.03	\$12
USAF MISSION SUPPORT	19	\$5,635.12	\$107	33	\$5,888.70	\$194	43	\$6,030.03	\$259
COMBAT READINESS TRAINING CENTER	5	\$5,635.12	\$28	6	\$5,888.70	\$35	6	\$6,030.03	\$36
ANG DIRECT UNIT SUPPORT	694	\$5,635.12	\$3,911	856	\$5,888.70	\$5,041	861	\$6,030.03	\$5,192
TOTAL	803		\$4,525	999		\$5,883	999		\$6,024

**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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	5	\$400.00	\$2	5	\$400.00	\$2	4	\$400.00	\$2
Active Duty Officer Uniform Allowance	21	\$200.00	\$4	20	\$200.00	\$4	16	\$200.00	\$3
Total Uniform Allowances, Officers	26		\$6	25		\$6	20		\$5

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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	549	\$457.46	\$251	554	\$466.50	\$258	563	\$477.70	\$269
Female Cash Clothing Replacement Allowance	233	\$463.63	\$107	234	\$478.02	\$111	238	\$489.50	\$116
Total Cash Clothing Replacement Allowance, Enlisted	782		\$358	788		\$369	801		\$385

**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 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	3	\$100,000.00	\$300	13	\$100,000.00	\$1,300	14	\$100,000.00	\$1,400
ENLISTED	6	\$100,000.00	\$600	23	\$100,000.00	\$2,300	26	\$100,000.00	\$2,600
TOTAL	9		\$900	36		\$3,600	40		\$4,000
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	0	\$7,000.00	\$2	0	\$7,288.75	\$0	0	\$7,656.83	\$0
ENLISTED	37	\$5,687.50	\$208	37	\$5,922.11	\$221	38	\$6,221.18	\$237
TOTAL	37		\$210	37		\$221	38		\$237

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

Program: Basic Needs Allowance

Estimate	FY 2024	\$223
Estimate	FY 2023	\$192
Actual	FY 2022	\$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. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

PART II- JUSTIFICATION OF FUNDS REQUESTED

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

The component estimate for the Basic Needs Allowance was calculated using the relative populations of E1-E4.

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.

Detailed cost computations are provided by the following table:

<u>Basic Needs Allowance</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers			\$0			\$0			\$0
Enlisted			\$0			\$192			\$223
TOTAL			\$0			\$192			\$223

**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 payments 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 five installments. The first payment is paid upon completion of initial active duty training in the amount of \$3,000. The second and all subsequent installments of \$3,000 are paid to the member on the first, second, third, and fourth anniversary of their six-year incentive contract.

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	3,112	\$9,500.00	\$29,564	4,196	\$5,792.66	\$24,306	3,855	\$5,372.76	\$20,712
Anniversary Payments	1,814	\$10,000.00	\$18,140	2,527	\$7,447.57	\$18,820	4,278	\$7,855.07	\$33,604
Subtotal	4,926		\$47,704	6,723		\$43,126	8,133		\$54,316

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. For fully qualified accessions the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For accessions that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided initial active duty for training and all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	321	\$7,548.29	\$2,423	293	\$8,457.34	\$2,478	465	\$8,268.82	\$3,845
Anniversary Payments	132	\$7,500.00	\$990	275	\$7,501.82	\$2,063	297	\$7,356.90	\$2,185
Subtotal	453		\$3,413	568		\$4,541	762		\$6,030

Reenlistment Six-Year Bonus: These funds provide bonus payments to current members who re-enlist in an ANG established critical skill career field for a period of six years. For fully qualified reenlistments the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For reenlistments that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	110	\$7,500.00	\$825	96	\$7,531.25	\$723
Anniversary Payments	37	\$7,513.51	\$278	1,318	\$9,880.88	\$13,023
Subtotal	147		\$1,103	1,414		\$13,746

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

Affiliation Six-Year Bonus: These funds provide bonus payments to prior active duty members who are enlisting from an active component or the IRR after serving under honorable conditions in an ANG established critical skill career field for a period of six years. For fully qualified accessions the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For accessions that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	112	\$10,000.00	\$1,120	74	\$7,945.95	\$588	159	\$5,836.48	\$928
Anniversary Payments	36	\$10,138.89	\$365	250	\$10,000.00	\$2,500	236	\$10,847.46	\$2,560
Subtotal	148		\$1,485	324		\$3,088	395		\$3,488

Officer Accession Affiliation Bonus: A reserve accession affiliation bonus may be paid to officer personnel who are currently qualified or agree to become qualified in a critical Air Force specialty. The cash bonus is paid in one installment of \$10,000 and the first anniversary provided all qualifications and requirements for award of the three-skill level are met.

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	96	\$10,520.83	\$1,010	301	\$10,033.22	\$3,020
Subtotal	0		\$0	96		\$1,010	301		\$3,020

Health Professional Cash Bonus: These funds provide incentive payments to Health Professionals who agree to serve in critical Health Profession specialties for a period of three years. The cash bonus is paid in three installments of up to \$75,000. The first installment is paid on the first anniversary provided all qualifications and requirements are met. A second and third installment are paid to the member on the second and third anniversary of their three-year incentive contract.

	FY 2022			FY 2023			FY 2024		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	165	\$29,212.12	\$4,820	229	\$29,847.16	\$6,835	200	\$46,000.00	\$9,200
Anniversary Payments	98	\$28,979.59	\$2,840	133	\$30,451.13	\$4,050	229	\$29,847.16	\$6,835
Subtotal	263		\$7,660	362		\$10,885	429		\$16,035

TOTAL RESERVE INCENTIVES

	FY 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	263	\$29,125.48	7,660	458	\$25,971.62	11,895	730	\$26,102.74	19,055
Enlisted	5,674	\$9,465.10	53,705	9,029	\$7,143.76	64,501	11,151	\$7,138.01	79,596
Subtotal	5,937		\$61,365	9,487		\$76,396	11,881		\$98,651

**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 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$363			\$409			\$477
Enlisted			\$447			\$364			\$556
Subtotal			\$810			\$773			\$1,033

**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 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Officer - Base Pay	\$ 6,609	\$ 7,879	\$ 10,670
FICA	\$ 506	\$ 603	\$ 816
Retired Pay Accrual	\$ 2,320	\$ 2,907	\$ 3,201
Other Pay and Allowances	\$ 143	\$ 176	\$ 232
Total Officer Program	\$ 9,577	\$ 11,565	\$ 14,919
Enlisted - Base Pay	\$ 14,748	\$ 17,750	\$ 26,985
FICA	\$ 1,128	\$ 1,358	\$ 2,064
Retired Pay Accrual	\$ 5,177	\$ 6,550	\$ 8,095
Other Pay and Allowances	\$ 274	\$ 332	\$ 492
Total Enlisted Program	\$ 21,327	\$ 25,990	\$ 37,636
Total Reimbursable Program	\$ 30,904	\$ 37,555	\$ 52,555

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</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 2022</u>	<u>FY 2023</u>	<u>FY 2024</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 2022</u>	<u>FY 2023</u>	<u>FY 2024</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 2022</u>	<u>FY 2023</u>	<u>FY 2024</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 2022</u>	<u>FY 2023</u>	<u>FY 2024</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 2024	\$27,540
Estimate	FY 2023	\$22,414
Actual	FY 2022	\$14,866

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 2023 Direct Program	\$22,414
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1,868
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	489
Total Pricing Increases	2,357
Program Increases	
TSP Matching Contribution Payments	2,824
Total Program Increases	\$2,824
Total Increases	\$5,181
Decreases:	
Program Decreases	
TSP Matching Contribution Payments	(55)
Total Program Decreases	(55)
Total Decreases	(\$55)
FY 2024 Direct Program	\$27,540

**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 contribution payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	FY 2022			FY 2023			FY 2024		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$3,131			\$3,690			\$3,674
Enlisted			\$11,735			\$18,724			\$23,866
Total			\$14,866			\$22,414			\$27,540

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

Estimate	FY 2024	\$16,162
Estimate	FY 2023	\$9,061
Actual	FY 2022	\$9,772

PART I - PURPOSE AND SCOPE

Program funds 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 based 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.

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

FY 2023 Direct Program	\$9,061
Increases:	
Pricing Increases	
Basic Benefits	4,195
Total Pricing Increases	\$4,195
Program Increases	
Kicker	1,402
Amortization (Chapter 1606)	2,876
Total Program Increases	\$4,278
Total Increases	\$8,473
Decreases:	
Pricing Decreases	
Kicker	(1,371)
Total Pricing Decreases	(1,371)
Program Decreases	
Basic Benefits	(1)
Total Program Decreases	(\$1)
Total Decreases	(\$1,372)
FY 2024 Direct Program	\$16,162

**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:

	FY 2022			FY 2023			FY 2024		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	2,953	\$1,757	\$5,188	3,155	\$880	\$2,776	3,154	\$2,210	\$6,970
CRITICAL SKILL BENEFITS (\$350 Kicker)	1,580	\$2,901	\$4,584	2,355	\$2,669	\$6,285	2,880	\$2,193	\$6,316
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$2,876
TOTAL EDUCATIONAL BENEFITS	4,533		\$9,772	5,509		\$9,061	6,034		\$16,162

SPECIAL ANALYSIS

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,814	\$18,140	1,631	\$16,310	2,994	\$29,940	2,418	\$19,410	2,151	\$15,600				
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent	3,112	\$29,564												
FY2022 Anniversary Payments			896	\$2,510	984	\$2,764			967	\$2,715				
FY2023														
FY2023 Initial and Subsequent			4,196	\$24,306										
FY2023 Anniversary Payments					300	\$900			2,000	\$6,000	2,000	\$6,000		
FY2024														
FY2024 Initial and Subsequent					3,855	\$20,712								
FY2024 Anniversary Payments							2,971	\$8,727	2,000	\$6,000	2,000	\$6,000	2,000	\$6,000
FY2025														
FY2025 Initial and Subsequent							2,000	\$6,000						
FY2025 Anniversary Payments											2,000	\$6,000	2,000	\$6,000
FY2026														
FY2026 Initial and Subsequent									2,000	\$6,000				
FY2026 Anniversary Payments													2,000	\$6,000
FY2027														
FY2027 Initial and Subsequent											2,000	\$6,000		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													2,000	\$6,000
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent	3,112	\$29,564	4,196	\$24,306	3,855	\$20,712	2,000	\$6,000	2,000	\$6,000	2,000	\$6,000	2,000	\$6,000
Total Anniversary Payment	1,814	\$18,140	2,527	\$18,820	4,278	\$33,604	5,389	\$28,137	7,118	\$30,315	6,000	\$18,000	6,000	\$18,000
Total	4,926	\$47,704	6,723	\$43,126	8,133	\$54,316	7,389	\$34,137	9,118	\$36,315	8,000	\$24,000	8,000	\$24,000

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	132	\$990	275	\$2,063	297	\$2,185								
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent	321	\$2,423												
FY2022 Anniversary Payments									173	\$673	173	\$673		
FY2023														
FY2023 Initial and Subsequent			293	\$2,478										
FY2023 Anniversary Payments									100	\$500	400	\$1,555	400	\$1,555
FY2024														
FY2024 Initial and Subsequent					465	\$3,845								
FY2024 Anniversary Payments							44	\$220	400	\$2,000	400	\$2,000	400	\$2,000
FY2025														
FY2025 Initial and Subsequent							904	\$5,468						
FY2025 Anniversary Payments											400	\$2,000	400	\$2,000
FY2026														
FY2026 Initial and Subsequent									997	\$6,290				
FY2026 Anniversary Payments													400	\$2,000
FY2027														
FY2027 Initial and Subsequent											400	\$2,000		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													400	\$2,000
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent	321	\$2,423	293	\$2,478	465	\$3,845	904	\$5,468	997	\$6,290	400	\$2,000	400	\$2,000
Total Anniversary Payment	132	\$990	275	\$2,063	297	\$2,185	44	\$220	673	\$3,173	1,373	\$6,228	1,600	\$7,555
Total	453	\$3,413	568	\$4,541	762	\$6,030	948	\$5,688	1,670	\$9,463	1,773	\$8,228	2,000	\$9,555

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	37	\$278	1,318	\$13,023	1,348	\$13,007	95	\$708	90	\$640				
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent	110	\$825												
FY2022 Anniversary Payments									524	\$2,429	524	\$2,429		
FY2023														
FY2023 Initial and Subsequent			96	\$723										
FY2023 Anniversary Payments									425	\$2,125	524	\$2,429	524	\$2,429
FY2024														
FY2024 Initial and Subsequent					513	\$2,755								
FY2024 Anniversary Payments							425	\$2,125	1,500	\$7,500	1,500	\$7,500	1,500	\$7,500
FY2025														
FY2025 Initial and Subsequent							2,024	\$10,233						
FY2025 Anniversary Payments											1,500	\$7,500	1,500	\$7,500
FY2026														
FY2026 Initial and Subsequent									1,599	\$8,108				
FY2026 Anniversary Payments													1,500	\$7,500
FY2027														
FY2027 Initial and Subsequent											1,500	\$7,500		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													1,500	\$7,500
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent	110	\$825	96	\$723	513	\$2,755	2,024	\$10,233	1,599	\$8,108	1,500	\$7,500	1,500	\$7,500
Total Anniversary Payment	37	\$278	1,318	\$13,023	1,348	\$13,007	520	\$2,833	2,539	\$12,694	4,048	\$19,858	5,024	\$24,929
Total	147	\$1,103	1,414	\$13,746	1,861	\$15,762	2,544	\$13,066	4,138	\$20,802	5,548	\$27,358	6,524	\$32,429

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	36	\$365	250	\$2,500	236	\$2,560	74	\$588	69	\$478				
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent	112	\$1,120												
FY2022 Anniversary Payments									144	\$638	144	\$638		
FY2023														
FY2023 Initial and Subsequent			74	\$588										
FY2023 Anniversary Payments									90	\$450	144	\$638	144	\$638
FY2024														
FY2024 Initial and Subsequent					159	\$928								
FY2024 Anniversary Payments							90	\$450	300	\$1,500	300	\$1,500	300	\$1,500
FY2025														
FY2025 Initial and Subsequent							444	\$2,325						
FY2025 Anniversary Payments											300	\$1,500	300	\$1,500
FY2026														
FY2026 Initial and Subsequent									354	\$1,875				
FY2026 Anniversary Payments													300	\$1,500
FY2027														
FY2027 Initial and Subsequent											300	\$1,500		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													300	\$1,500
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent	112	\$1,120	74	\$588	159	\$928	444	\$2,325	354	\$1,875	300	\$1,500	300	\$1,500
Total Anniversary Payment	36	\$365	250	\$2,500	236	\$2,560	164	\$1,038	603	\$3,066	888	\$4,276	1,044	\$5,138
Total	148	\$1,485	324	\$3,088	395	\$3,488	608	\$3,363	957	\$4,941	1,188	\$5,776	1,344	\$6,638

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent														
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent			96	\$1,010										
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent					301	\$3,020								
FY2024 Anniversary Payments														
FY2025														
FY2025 Initial and Subsequent							300	\$3,000						
FY2025 Anniversary Payments														
FY2026														
FY2026 Initial and Subsequent									300	\$3,000				
FY2026 Anniversary Payments														
FY2027														
FY2027 Initial and Subsequent											300	\$3,000		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													300	\$3,000
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent			96	\$1,010	301	\$3,020	300	\$3,000	300	\$3,000	300	\$3,000	300	\$3,000
Total Anniversary Payment														
Total			96	\$1,010	301	\$3,020	300	\$3,000	300	\$3,000	300	\$3,000	300	\$3,000

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	98	\$2,840	133	\$4,050										
Accelerated Payments														
FY2022														
FY2022 Initial and Subsequent	165	\$4,820												
FY2022 Anniversary Payments														
FY2023														
FY2023 Initial and Subsequent			229	\$6,835										
FY2023 Anniversary Payments					229	\$6,835			200	\$9,200				
FY2024														
FY2024 Initial and Subsequent					200	\$9,200								
FY2024 Anniversary Payments							429	\$16,035	200	\$9,200	200	\$9,200		
FY2025														
FY2025 Initial and Subsequent							200	\$9,200						
FY2025 Anniversary Payments											200	\$9,200	200	\$9,200
FY2026														
FY2026 Initial and Subsequent									200	\$9,200				
FY2026 Anniversary Payments													200	\$9,200
FY2027														
FY2027 Initial and Subsequent											200	\$9,200		
FY2027 Anniversary Payments														
FY2028														
FY2028 Initial and Subsequent													200	\$9,200
FY2028 Anniversary Payments														
Total														
Total Initial and Subsequent	165	\$4,820	229	\$6,835	200	\$9,200	200	\$9,200	200	\$9,200	200	\$9,200	200	\$9,200
Total Anniversary Payment	98	\$2,840	133	\$4,050	229	\$6,835	429	\$16,035	400	\$18,400	400	\$18,400	400	\$18,400
Total	263	\$7,660	362	\$10,885	429	\$16,035	629	\$25,235	600	\$27,600	600	\$27,600	600	\$27,600

**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	4	666	670	0	0	0	670
SUBTOTAL	4	666	670	0	0	0	670
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	9	0	9	14,162	0	0	14,171
UNIT SPT- RC	3,241	19,197	22,438	0	0	0	22,438
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,250	19,197	22,447	14,162	0	0	36,609
TRAINING:							
RC NON-UNIT INST	15	32	47	0	0	0	47
RC SCHOOLS	5	10	15	0	0	0	15
ROTC	0	0	0	0	0	0	0
SUBTOTAL	20	42	62	0	0	0	62
HEADQUARTERS:							
SERVICE HQS	30	0	30	0	0	0	30
AC HQS	12	0	12	0	0	0	12
AC INSTAL/ACTIVITIES	89	66	155	0	0	0	155
RC CHIEFS STAFF	46	0	46	0	0	0	46
OTHERS	320	425	745	0	0	0	745
SUBTOTAL	497	491	988	0	0	0	988
OTHERS	47	514	561	0	39	664	1,264
TOTAL	3,818	20,910	24,728	14,162	39	664	39,593

**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	4	715	719	0	0	0	719
SUBTOTAL	4	715	719	0	0	0	719
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	9	0	9	10,760	0	0	10,769
UNIT SPT- RC	3,584	19,098	22,682	0	0	0	22,682
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,593	19,098	22,691	10,760	0	0	33,451
TRAINING:							
RC NON-UNIT INST	18	38	56	0	0	0	56
RC SCHOOLS	6	13	19	0	0	0	19
ROTC	0	0	0	0	0	0	0
SUBTOTAL	24	51	75	0	0	0	75
HEADQUARTERS:							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	12	0	12	0	0	0	12
AC INSTAL/ACTIVITIES	39	36	75	0	0	0	75
RC CHIEFS STAFF	45	0	45	0	0	0	45
OTHERS	298	416	714	0	0	0	714
SUBTOTAL	421	452	873	0	0	0	873
OTHERS	123	959	1,082	0	26	5,127	6,235
TOTAL	4,165	21,275	25,440	10,760	26	5,127	41,353

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2024**

	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	4	713	717	0	0	0	717
SUBTOTAL	4	713	717	0	0	0	717
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	9	0	9	9,830	0	0	9,839
UNIT SPT- RC	3,393	19,572	22,965	0	0	0	22,965
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,402	19,572	22,974	9,830	0	0	32,804
TRAINING:							
RC NON-UNIT INST	18	38	56	0	0	0	56
RC SCHOOLS	6	13	19	0	0	0	19
ROTC	0	0	0	0	0	0	0
SUBTOTAL	24	51	75	0	0	0	75
HEADQUARTERS:							
SERVICE HQS	27	0	27	0	0	0	27
AC HQS	12	0	12	0	0	0	12
AC INSTAL/ACTIVITIES	39	36	75	0	0	0	75
RC CHIEFS STAFF	45	0	45	0	0	0	45
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	416	452	868	0	0	0	868
OTHERS	120	959	1,079	0	26	4,622	5,727
TOTAL	3,966	21,747	25,713	9,830	26	4,622	40,191

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	FY 2022	FY 2023	FY 2024
Fighter	82.4%	79.9%	78.7%
Bomber	81.5%	81.5%	77.8%
Mobility	89.2%	86.5%	84.7%
Special Ops	74.4%	72.1%	70.9%
C2ISR	93.9%	92.4%	89.4%
Rescue	100.0%	100.0%	96.7%
RPA	83.0%	84.9%	84.9%
Total	85.0%	85.0%	85.0%

<u>Aircraft Type category:</u>	FY 2022			FY 2023			FY 2024		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	335	\$25,224	\$8,450	361	\$25,224	\$9,118	365	\$31,530	\$11,508
Bomber	19	\$22,105	\$420	21	\$22,105	\$453	22	\$27,632	\$608
Mobility	486	\$20,535	\$9,980	524	\$20,535	\$10,768	530	\$25,669	\$13,604
Special Ops	58	\$20,517	\$1,190	63	\$20,517	\$1,284	65	\$25,647	\$1,667
C2ISR	305	\$16,508	\$5,035	329	\$16,508	\$5,433	335	\$20,635	\$6,913
Rescue	68	\$18,235	\$1,240	73	\$18,235	\$1,338	75	\$22,794	\$1,710
RPA	209	\$23,349	\$4,880	226	\$23,349	\$5,266	230	\$29,187	\$6,713
Total	1,480		\$31,195	1,597		\$33,660	1,622		\$42,723