



**AIR NATIONAL GUARD
Fiscal Year (FY) 2025
Budget Estimates**

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

March 2024

**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 2023</u> <u>(Actuals)</u>	<u>FY 2024 Request with</u> <u>CR Adjustments</u> ^{/2}	<u>FY 2025 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$5,036,869	\$5,292,425	\$5,397,298
TOTAL DIRECT PROGRAM ^{/1}	\$5,036,869	\$5,292,425	\$5,397,298
FY 2024 CR Adjustment ^{/2}	\$0	-\$378,887	\$0
Revised Total Direct Program	\$5,036,869	\$4,913,538	\$5,397,298
REIMBURSABLE PROGRAM			
Reserve Component Training & Support	\$60,418	\$69,000	\$69,000
TOTAL REIMBURSABLE PROGRAM	\$60,418	\$69,000	\$69,000
TOTAL BASELINE PROGRAM			
Reserve Component Training & Support	\$5,097,287	\$4,982,538	\$5,466,298
TOTAL BASELINE PROGRAM FUNDING	\$5,097,287	\$4,982,538	\$5,466,298
Medicare Eligible Retiree Health Fund Contribution	\$336,041	\$371,867	\$384,233
TOTAL MILITARY PERSONNEL PROGRAM COST	\$5,433,328	\$5,354,405	\$5,850,531
Memo Entry: Overseas Operations Costs (OOC)			
Reserve Component Training Support	\$1,902	\$4,531	\$4,647
TOTAL OOC	\$1,902	\$4,531	\$4,647

^{/1} FY 2023 includes \$1,902 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$4,531 thousands in OOC Requested. FY 2025 includes \$4,647 thousands for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

^{/2} A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law, 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

**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 2023</u> <u>(Actuals)</u>	<u>FY 2024 Request with</u> <u>CR Adjustments</u> ^{/2}	<u>FY 2025 (Estimate)</u>
DIRECT PROGRAM ^{/1}	\$5,036,869	\$5,292,425	\$5,397,298
FY 2024 CR Adjustment ^{/2}	\$0	-\$378,887	\$0
Revised Total Direct Program	\$5,036,869	\$4,913,538	\$5,397,298
REIMBURSABLE PROGRAM	\$60,418	\$69,000	\$69,000
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$5,097,287	\$4,982,538	\$5,466,298
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$336,041	\$371,867	\$384,233
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$5,433,328	\$5,354,405	\$5,850,531
Memo Entry: Overseas Operations Costs (OOC)	\$1,902	\$4,531	\$4,647
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Mobilization Pay and Allowances	\$537,311	\$610,589	\$631,482
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$379,190	\$401,537	\$412,932
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$916,501	\$1,012,126	\$1,044,415
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$6,349,830	\$6,366,531	\$6,894,946

^{/1} FY 2023 includes \$1,902 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$4,531 thousands in OOC Requested. FY 2025 includes \$4,647 thousands for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

^{/2} A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law, 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

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NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Air National Guard's (ANG) mission is to maintain well-trained and equipped units available to the President for mobilization during times of war and assistance to civil authorities at home during national emergencies or natural disasters. In peacetime, combat-ready ANG units support nearly every Air Force major command conducting training missions, mobilization readiness, humanitarian response and contingency operations as an integral component of the Joint Force.

The FY 2025 President's Budget Submission is predicated on growth in end strengths from 104,974 in FY 2023, 106,300 in FY 2024, to 107,700 in budget year FY 2025; growth necessary to meeting our end strength requirements for fulfilling our obligations within the National Defense Strategy. Included in the end strengths are 25,437 full-time active-duty ANG personnel in FY 2023, 25,713 in FY 2024 and 25,736 in FY 2025. This request will provide not only for our annual training and drill requirements but also for additional technical and combat skills training necessary to implement our new Force Generation model (AFORGEN) and Agile Combat Employment (ACE).

As a critical partner in the Total Force, the ANG supplies one third of the Department of the Air Force flying capability, ranging from 90 percent of the domestic air-defense mission to 14 percent of the strategic airlift capability. FY 2025 bolsters our investment in ANG operational readiness by funding increases in flying hours and other critical warfighter training for existing and emerging mission sets and platforms. As the Department continues modernizing aircraft inventories, delivering new F-35s, F-15EXs, and KC-46s to ANG units over the coming decade, the training investments in airmen today are crucial.

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 end strengths are 475 in FY 2023, 617 in FY 2024, and 617 in FY 2025.

The ANG continues to be a key ingredient for America's defense by optimizing Department of Defense resources in achieving its NDS responsibilities. As the Department postures for Great Power Competition, the ANG will be at the leading edge supporting the NDS in areas such as intelligence, surveillance and reconnaissance, combat communication, and multinational cooperation. The FY 2025 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 2025 end strength of 107,700, 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.

Unexpended Balances Reduction: The Department is committed to reducing the unexpended/unobligated balances in the military personnel appropriations. As part of the FY 2025 Budget Review, the Department continues to refine its military personnel budget estimates to minimize unexpended/unobligated balances. 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 utilize resources efficiently while reducing unexpended balances. As such, these strategies will result in right-sizing resources to pay groups, programs, and budget line items, maximize readiness and ultimately fulfill the missions 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

	FY 2023	FY 2024	FY 2025
FICA Maximum Taxable Income	\$160,200	\$168,600	\$174,900
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	4.60%	5.20%	4.50%
BAH Increase	10.70%	4.20%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2023	FY 2024	FY 2025
Non-Pay Inflation	4.20%	2.60%	2.20%
Retired Pay Accrual, Part Time	24.50%	23.10%	21.50%
Retired pay Accrual, Full Time	36.90%	30.00%	26.60%
G.I. Bill Per Capita	\$880	\$2,210	\$2,432

**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 2023 Actual	FY 2024 Planned	FY 2025 Planned
Performance Measures			
Average Strength	104,771	105,919	107,389
End Strength	104,974	106,300	107,700
Authorized End Strength	108,400	105,000	

The Air National Guard recruited 5,931 Airmen (5,073 enlisted and 858 officers) in FY 2023. These accessions led to a total final assigned end strength of 104,974 with 88,736 enlisted and 16,238 officers. The Air National Guard will increase efforts to meet and maintain authorized end strength in FY 2025 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 2023				FY 2024				FY 2025			
	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	12,328	12,353	48	15	11,825	11,739	48	15	11,569	11,589
Pay Group A - Enlisted	48	15	63,281	62,819	48	15	63,558	64,662	48	15	66,222	66,189
SubTotal Pay Group A			75,609	75,172			75,383	76,401			77,791	77,778
Pay Group F - Enlisted		177	1,545	1,752		177	1,774	1,553		177	1,553	1,553
Pay Group P - Enlisted - Pay	36		2,311	2,613	36		2,464	2,433	36		2,433	2,433
Pay Group P - Enlisted - Nonpay							8	200			17	200
SubTotal Pay Group F/P			3,856	4,365			4,246	4,186			4,003	4,186
Subtotal Paid Drill/Individual Training			79,465	79,537			79,629	80,587			81,794	81,964
Full time Active Duty												
Officers			3,895	3,885			4,060	3,966			3,992	4,019
Enlisted			21,411	21,552			22,230	21,747			21,603	21,717
Total			25,306	25,437			26,290	25,713			25,595	25,736
Total Selected Reserve												
Total Officers			16,223	16,238			15,885	15,705			15,561	15,608
Total Enlisted			88,548	88,736			90,034	90,595			91,828	92,092
Total			104,771	104,974			105,919	106,300			107,389	107,700
Reimbursable Strength Included												
Selected Reserve												
Pay Group A - Officers			43	43			43	43			43	43
Pay Group A - Enlisted			129	129			129	129			129	129
Subtotal Pay Group A			172	172			172	172			172	172

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

	FY 2023				FY 2024				FY 2025			
	Number		of Days		Number		of Days		Number		of Days	
	Number of Drills	Training	Average	End	Number of Drills	Training	Average	End	Number of Drills	Training	Average	End
Full Time Active Duty												
Officers			55	55			74	74			74	74
Enlisted			248	248			371	371			371	371
Subtotal Full-time			303	303			445	445			445	445
Total Selected Reserve												
Total Reimbursable Officers			98	98			117	117			117	117
Total Reimbursable Enlisted			377	377			500	500			500	500
Total Reimbursable			475	475			617	617			617	617
Total Baseline Program												
Baseline - Officers			16,125	16,140			15,768	15,588			15,444	15,491
Baseline - Enlisted			88,171	88,359			89,534	90,095			91,328	91,592
Total Program			104,296	104,499			105,302	105,683			106,772	107,083

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

	FY 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	2	0	0	0	0	0
O-8 MAJ GEN	8	0	0	0	0	0
O-7 BRIG GEN	10	0	0	0	0	0
O-6 COL	468	506	496	463	471	459
O-5 LT COL	1,287	1,414	1,354	1,180	1,184	1,186
O-4 MAJ	1,110	1,193	1,178	1,089	1,077	1,090
O-3 CAPT	689	589	712	777	791	799
O-2 1 LT	205	139	202	265	266	270
O-1 2D LT	116	44	118	192	204	215
TOTAL OFFICERS	3,895	3,885	4,060	3,966	3,992	4,019
ENLISTED PERSONNEL						
E-9 CMSGT	781	852	783	716	712	713
E-8 SMSGT	1,921	2,127	1,832	1,586	1,574	1,588
E-7 MSGT	6,897	7,828	8,144	7,830	7,808	7,824
E-6 TSG	6,343	6,394	6,590	6,355	6,289	6,334
E-5 SSGT	3,839	3,443	3,895	4,140	4,121	4,139
E-4 SRA	1,222	687	661	683	670	683
E-3 A1C	347	211	268	334	326	334
E-2 AMN	58	8	56	103	103	102
E-1 AB	3	2	1	0	0	0
TOTAL ENLISTED	21,411	21,552	22,230	21,747	21,603	21,717
TOTAL PERSONNEL	25,306	25,437	26,290	25,713	25,595	25,736

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 2023 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program			Full Time Active Duty				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2022	12,435	64,127	76,562	1,441	2,253	0	80,256	3,818	20,910	24,728	104,984
October	12,356	63,694	76,050	1,439	2,161	0	79,650	3,880	21,297	25,177	104,827
November	12,325	63,788	76,113	1,392	2,168	0	79,673	3,909	21,339	25,248	104,921
December	12,322	63,801	76,123	1,303	2,281	0	79,707	3,839	21,047	24,886	104,593
January	12,315	63,590	75,905	1,459	2,262	0	79,626	3,897	21,256	25,153	104,779
February	12,302	63,132	75,434	1,491	2,293	0	79,218	3,914	21,356	25,270	104,488
March	12,332	63,071	75,403	1,519	2,339	0	79,261	3,880	21,327	25,207	104,468
April	12,346	63,081	75,427	1,580	2,344	0	79,351	3,878	21,475	25,353	104,704
May	12,287	63,126	75,413	1,566	2,341	0	79,320	3,914	21,650	25,564	104,884
June	12,302	62,999	75,301	1,704	2,284	0	79,289	3,917	21,652	25,569	104,858
July	12,330	62,901	75,231	1,686	2,366	0	79,283	3,930	21,669	25,599	104,882
August	12,329	62,719	75,048	1,801	2,458	0	79,307	3,928	21,632	25,560	104,867
September 30, 2023	12,353	62,819	75,172	1,752	2,613	0	79,537	3,885	21,552	25,437	104,974
Workyears	12,328	63,281	75,609	1,545	2,311	0	79,465	3,895	21,411	25,306	104,771

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

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
20	0	20	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				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2023	12,353	62,819	75,172	1,752	2,613	0	79,537	3,885	21,552	25,437	104,974
October	12,281	62,825	75,106	1,775	2,520	0	79,401	3,937	21,631	25,568	104,969
November	12,217	62,754	74,971	1,791	2,470	0	79,232	3,951	21,688	25,639	104,871
December	12,166	62,602	74,768	1,715	2,539	0	79,022	3,944	21,618	25,562	104,584
January	11,660	63,167	74,827	1,863	2,455	0	79,145	4,104	22,224	26,328	105,473
February	11,640	63,365	75,005	1,839	2,450	0	79,294	4,113	22,354	26,467	105,761
March	11,662	63,560	75,222	1,835	2,445	0	79,502	4,118	22,343	26,461	105,963
April	11,670	63,755	75,425	1,811	2,441	0	79,677	4,125	22,511	26,636	106,313
May	11,611	63,948	75,559	1,787	2,436	0	79,782	4,128	22,698	26,826	106,608
June	11,626	64,139	75,765	1,764	2,433	0	79,962	4,130	22,700	26,830	106,792
July	11,657	64,325	75,982	1,740	2,430	0	80,152	4,126	22,698	26,824	106,976
August	11,662	64,512	76,174	1,717	2,428	0	80,319	4,124	22,642	26,766	107,085
September 30, 2024	11,739	64,662	76,401	1,553	2,433	200	80,587	3,966	21,747	25,713	106,300
Workyears	11,825	63,558	75,383	1,774	2,464	8	79,629	4,060	22,230	26,290	105,919

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

AC Funded	RC Funded	TOTAL	Primary Mission Being Performed
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
STRENGTH PLAN**

FY 2025 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program				Full Time Active Duty			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2024	11,739	64,662	76,401	1,553	2,433	200	80,587	3,966	21,747	25,713	106,300
October	11,592	65,765	77,357	1,553	2,433	0	81,343	3,970	21,460	25,430	106,773
November	11,563	65,871	77,434	1,553	2,433	0	81,420	3,974	21,502	25,476	106,896
December	11,560	65,977	77,537	1,553	2,433	0	81,523	3,979	21,208	25,187	106,710
January	11,553	66,083	77,636	1,553	2,433	0	81,622	3,983	21,419	25,402	107,024
February	11,541	66,189	77,730	1,553	2,433	0	81,716	3,988	21,519	25,507	107,223
March	11,569	66,294	77,863	1,553	2,433	0	81,849	3,992	21,490	25,482	107,331
April	11,582	66,400	77,982	1,553	2,433	0	81,968	3,997	21,639	25,636	107,604
May	11,527	66,505	78,032	1,553	2,433	0	82,018	4,001	21,816	25,817	107,835
June	11,541	66,611	78,152	1,553	2,433	0	82,138	4,006	21,818	25,824	107,962
July	11,567	66,716	78,283	1,553	2,433	0	82,269	4,010	21,835	25,845	108,114
August	11,566	66,822	78,388	1,553	2,433	0	82,374	4,015	21,798	25,813	108,187
September 30, 2025	11,589	66,189	77,778	1,553	2,433	200	81,964	4,019	21,717	25,736	107,700
Workyears	11,569	66,222	77,791	1,553	2,433	17	81,794	3,992	21,603	25,595	107,389

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ESTIMATED FY 2025**

<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 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Begin Strength	16,253	16,238	15,705
Gains			
Non-Prior Service	28	30	42
Male	20	20	28
Female	8	10	14
Prior Service Personnel	830	518	724
Civilian Life	38	12	17
Active Component	236	158	221
Enlisted Commissioning Programs	411	250	348
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	122	80	112
All Other	23	18	26
Full-Time Active Duty	0	0	0
Total Gains	858	548	766
Losses			
Civilian Life	65	122	98
Expiration of Selected	5	3	2
Active Component	1	1	0
To Officer Status	0	0	0
Retired Reserves	448	668	533
Reenlistment/Extensions	0	0	0
Attrition	4	2	2
Other Reserve Status/Component	344	280	223
All Other	1	2	3
Full-Time Active Duty	0	0	0
Total Losses	873	1,081	863
End Strength	16,238	15,705	15,608

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

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Begin Strength	88,731	88,736	90,595
Gains			
Non-Prior Service	2,743	3,246	3,252
Male	1,969	2,301	2,355
Female	774	945	897
Prior Service Personnel	2,330	2,813	2,888
Civilian Life	1,085	1,582	1,599
Active Component	611	547	709
Enlisted Commissioning Programs	0	0	0
Reenlistment/Extensions	53	34	31
Other Reserve Status/Component	134	305	284
All Other	447	345	265
Full-Time Active Duty	0	0	0
Total Gains	5,073	6,059	6,140
Losses			
Civilian Life	1,233	1,104	1,281
Expiration of Selected	13	5	6
Active Component	33	20	22
To Officer Status	419	241	266
Retired Reserves	831	1,312	1,390
Reenlistment/Extensions	507	208	231
Attrition	1,522	625	691
Other Reserve Status/Component	428	642	709
All Other	56	32	35
Full-Time Active Duty	0	0	0
Total Losses	5,068	4,200	4,643
End Strength	88,736	90,595	92,092

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

	FY 2023			FY 2024			FY 2025		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$52,122	\$140,427	\$192,549	\$57,943	\$165,518	\$223,461	\$58,646	\$178,365	\$237,011
Inactive Duty Training									
Unit Training Assemblies	\$192,620	\$493,386	\$686,006	\$197,707	\$542,232	\$739,939	\$199,953	\$584,198	\$784,151
Flight Training	\$39,279	\$7,787	\$47,066	\$38,731	\$7,851	\$46,582	\$40,021	\$8,112	\$48,133
Proficiency Training	\$1,774	\$1,130	\$2,904	\$1,750	\$1,140	\$2,890	\$1,810	\$1,178	\$2,988
Training Preparation	\$1,823	\$1,609	\$3,432	\$1,798	\$1,623	\$3,421	\$1,859	\$1,677	\$3,536
Military Funeral Honors	\$71	\$181	\$252	\$69	\$178	\$247	\$71	\$178	\$249
Clothing	\$15	\$4,040	\$4,055	\$15	\$4,162	\$4,177	\$15	\$4,595	\$4,610
Inactive Duty Subsistence	\$0	\$4,046	\$4,046	\$0	\$4,472	\$4,472	\$0	\$4,789	\$4,789
Travel	\$12,057	\$52,750	\$64,807	\$13,209	\$61,276	\$74,485	\$13,208	\$65,249	\$78,457
IDT Subtotal	\$247,639	\$564,929	\$812,568	\$253,279	\$622,934	\$876,213	\$256,937	\$669,976	\$926,913
TOTAL Direct Program Pay Group A	\$299,761	\$705,356	\$1,005,117	\$311,222	\$788,452	\$1,099,674	\$315,583	\$848,341	\$1,163,924
PAY GROUP F									
Active Duty Training	\$0	\$59,870	\$59,870	\$0	\$71,676	\$71,676	\$0	\$64,945	\$64,945
Clothing	\$0	\$8,107	\$8,107	\$0	\$9,415	\$9,415	\$0	\$8,853	\$8,853
Travel	\$0	\$4,556	\$4,556	\$0	\$5,369	\$5,369	\$0	\$4,803	\$4,803
TOTAL Direct Program Pay Group F		\$72,533	\$72,533		\$86,460	\$86,460		\$78,601	\$78,601
PAY GROUP P									
Inactive Duty (Unit) Training		\$4,373	\$4,373	\$0	\$4,846	\$4,846	\$0	\$4,947	\$4,947
TOTAL Direct Program Pay Group P		\$4,373	\$4,373		\$4,846	\$4,846		\$4,947	\$4,947
Subtotal Pay Group A, Pay Group F and Pay Group P	\$299,761	\$782,262	\$1,082,023	\$311,222	\$879,758	\$1,190,980	\$315,583	\$931,889	\$1,247,472

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

	FY 2023			FY 2024			FY 2025		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$9,145	\$18,589	\$27,734	\$9,463	\$19,194	\$28,657	\$9,785	\$19,810	\$29,595
Graduate Flying Training	\$47,448	\$30,369	\$77,817	\$49,096	\$31,357	\$80,453	\$50,768	\$32,361	\$83,129
Initial Skill Acquisition Training	\$23,579	\$109,240	\$132,819	\$24,399	\$112,790	\$137,189	\$25,230	\$116,406	\$141,636
Officer Training School	\$2,434	\$11,482	\$13,916	\$2,519	\$11,856	\$14,375	\$2,605	\$12,236	\$14,841
Refresher and Proficiency Training	\$9,128	\$28,135	\$37,263	\$9,446	\$29,050	\$38,496	\$9,767	\$29,983	\$39,750
Undergraduate Pilot Training	\$49,385	\$0	\$49,385	\$51,100	\$0	\$51,100	\$52,839	\$0	\$52,839
TOTAL Direct Obligations School Training	\$141,119	\$197,815	\$338,934	\$146,021	\$204,247	\$350,268	\$150,994	\$210,796	\$361,790
SPECIAL TRAINING									
Exercises	\$7,878	\$13,814	\$21,692	\$8,083	\$14,173	\$22,256	\$8,438	\$14,790	\$23,228
Management Support	\$8,750	\$12,950	\$21,700	\$8,978	\$13,284	\$22,262	\$9,371	\$13,864	\$23,235
Operational Training	\$75,450	\$75,914	\$151,364	\$77,410	\$77,544	\$154,954	\$80,810	\$81,308	\$162,118
Unit Conversion Training	\$1,280	\$7,691	\$8,971	\$1,232	\$7,406	\$8,639	\$1,376	\$8,267	\$9,643
Drug Interdiction	\$10,410	\$42,542	\$52,952	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$19,100	\$23,607	\$42,707	\$19,597	\$24,219	\$43,816	\$20,456	\$25,274	\$45,730
Yellow Ribbon Reintegration Program	\$316	\$1,586	\$1,902	\$752	\$3,779	\$4,531	\$778	\$3,869	\$4,647
TOTAL Direct Program Special Training	\$123,184	\$178,104	\$301,288	\$116,052	\$140,406	\$256,458	\$121,229	\$147,372	\$268,601
ADMINISTRATION AND SUPPORT									
Active Duty	\$805,819	\$2,398,655	\$3,204,473	\$846,285	\$2,556,834	\$3,403,120	\$828,774	\$2,514,392	\$3,343,166
Basic Needs	\$0	\$0	\$0	\$0	\$223	\$223	\$2,000	\$6,302	\$8,302
Clothing	\$3	\$358	\$361	\$2	\$384	\$386	\$2	\$393	\$395
Travel	\$3,475	\$5,316	\$8,791	\$3,561	\$5,454	\$9,015	\$3,644	\$5,574	\$9,218
Death Gratuities	\$300	\$700	\$1,000	\$1,400	\$2,600	\$4,000	\$1,700	\$2,800	\$4,500
Transportation Subsidy		\$0	\$0		\$0	\$0		\$0	\$0
Disability, Hospitalization & Compensation	\$35	\$230	\$265	\$37	\$243	\$280	\$38	\$259	\$297
Reserve Transition Benefits		\$0	\$0		\$0	\$0		\$0	\$0
Reserve Incentive	\$10,683	\$65,657	\$76,340	\$9,235	\$78,479	\$87,714	\$19,415	\$88,805	\$108,220
Continuation Pay	\$448	\$853	\$1,301	\$477	\$556	\$1,033	\$490	\$572	\$1,062
TOTAL Direct Program Administration And Support	\$820,763	\$2,471,769	\$3,292,531	\$860,997	\$2,644,773	\$3,505,771	\$856,063	\$2,619,098	\$3,475,160

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

	FY 2023			FY 2024			FY 2025		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$3,882	\$13,543	\$17,425	\$3,674	\$23,866	\$27,540	\$3,839	\$24,940	\$28,779
TOTAL Direct Program TSP Matching Contributions	\$3,882	\$13,543	\$17,425	\$3,674	\$23,866	\$27,540	\$3,839	\$24,940	\$28,779
EDUCATION BENEFITS									
Benefits Accrual	\$9	\$2,171	\$2,180	\$22	\$6,970	\$6,992	\$24	\$7,671	\$7,695
Kicker Benefits	\$0	\$2,488	\$2,488	\$0	\$4,167	\$4,167	\$0	\$5,948	\$5,948
Amortization (Chapter 1606)	\$0	\$0	\$0	\$0	\$2,876	\$2,876	\$0	\$1,853	\$1,853
TOTAL Direct Program Education Benefits	\$9	\$4,659	\$4,668	\$22	\$14,013	\$14,035	\$24	\$15,472	\$15,496
Subtotal Other Training and Support	\$1,088,957	\$2,865,890	\$3,954,846	\$1,126,766	\$3,027,306	\$4,154,072	\$1,132,149	\$3,017,678	\$4,149,826
Total Direct Program	\$1,388,718	\$3,648,152	\$5,036,869	\$1,437,988	\$3,907,063	\$5,345,051	\$1,447,732	\$3,949,567	\$5,397,298

1/ Pay Group A and Admin and Support are not consistent with the M-1 due to enlisted military honors being incorrectly aligned when M-1 was developed.

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2024 (IN THOUSANDS OF DOLLARS)**

	FY2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2024 BUDGET COLUMN OF FY2025 BUDGET
Unit and Individual Training								
PAY GROUP A								
Active Duty Training	\$299,541	\$0	\$299,541	(\$76,080)	\$223,461	\$0	\$0	\$223,461
Inactive Duty Training								
Unit Training Assemblies	\$681,155	\$0	\$681,155	\$58,784	\$739,939	\$0	\$0	\$739,939
Flight Training	\$41,046	\$0	\$41,046	\$5,536	\$46,582	\$0	\$0	\$46,582
Proficiency Training	\$4,545	\$0	\$4,545	(\$1,655)	\$2,890	\$0	\$0	\$2,890
Training Preparation	\$2,730	\$0	\$2,730	\$691	\$3,421	\$0	\$0	\$3,421
Military Funeral Honors	\$73	\$0	\$73	\$174	\$247	\$0	\$0	\$247
Clothing	\$4,452	\$0	\$4,452	(\$275)	\$4,177	\$0	\$0	\$4,177
Inactive Duty Subsistence	\$5,636	\$0	\$5,636	(\$1,164)	\$4,472	\$0	\$0	\$4,472
Travel	\$85,943	\$0	\$85,943	(\$11,458)	\$74,485	\$0	\$0	\$74,485
IDT Subtotal	\$825,580	\$0	\$825,580	\$50,633	\$876,213	\$0	\$0	\$876,213
TOTAL Direct Program Pay Group A	\$1,125,121	\$0	\$1,125,121	(\$25,447)	\$1,099,674	\$0	\$0	\$1,099,674
PAY GROUP F								
Active Duty Training	\$92,391	\$0	\$92,391	(\$20,715)	\$71,676	\$0	\$0	\$71,676
Clothing	\$8,703	\$0	\$8,703	\$712	\$9,415	\$0	\$0	\$9,415
Travel	\$5,366	\$0	\$5,366	\$3	\$5,369	\$0	\$0	\$5,369
TOTAL Direct Program Pay Group F	\$106,460	\$0	\$106,460	(\$20,000)	\$86,460	\$0	\$0	\$86,460
PAY GROUP P								
Inactive Duty (Unit) Training	\$4,405	\$0	\$4,405	\$441	\$4,846	\$0	\$0	\$4,846
TOTAL Direct Program Pay Group P	\$4,405	\$0	\$4,405	\$441	\$4,846	\$0	\$0	\$4,846
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,235,986	\$0	\$1,235,986	(\$45,006)	\$1,190,980	\$0	\$0	\$1,190,980

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2024 (IN THOUSANDS OF DOLLARS)**

	FY2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	INTERNAL REALIGNMENT REPROGRAMMING SUBTOTAL	PROPOSED DD1415 ACTIONS	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2024 BUDGET COLUMN OF FY2025 BUDGET
Other Training and Support								
SCHOOL TRAINING								
Career Development Training	\$26,142	\$0	\$26,142	\$390	\$26,532	\$0	\$2,125	\$28,657
Initial Skills Acquisition Training	\$125,204	\$0	\$125,204	\$1,859	\$127,063	\$0	\$10,126	\$137,189
Graduate Flying Training	\$73,353	\$0	\$73,353	\$1,101	\$74,454	\$0	\$5,999	\$80,453
Officer Training School	\$13,118	\$0	\$13,118	\$194	\$13,312	\$0	\$1,063	\$14,375
Refresher & Proficiency Training	\$35,126	\$0	\$35,126	\$523	\$35,649	\$0	\$2,847	\$38,496
Undergraduate Pilot Training	\$46,553	\$0	\$46,553	\$705	\$47,258	\$0	\$3,842	\$51,100
TOTAL Direct Program School Training	\$319,496	\$0	\$319,496	\$4,772	\$324,268	\$0	\$26,000	\$350,268
SPECIAL TRAINING								
Exercises	\$16,655	\$0	\$16,655	\$968	\$17,623	\$0	\$4,633	\$22,256
Management Support	\$20,486	\$0	\$20,486	\$1,191	\$21,677	\$0	\$585	\$22,262
Operational Training	\$133,542	\$0	\$133,542	\$7,760	\$141,302	\$0	\$13,652	\$154,954
Unit Conversion Training	\$3,858	\$0	\$3,858	\$224	\$4,082	\$0	\$4,557	\$8,639
Active Duty Operational Support	\$38,386	\$0	\$38,386	\$2,231	\$40,617	\$0	\$3,199	\$43,816
Yellow Ribbon Reintegration Program	\$4,531	\$0	\$4,531	(\$0)	\$4,531	\$0	\$0	\$4,531
TOTAL Direct Program Special Training	\$217,458	\$0	\$217,458	\$12,374	\$229,832	\$0	\$26,625	\$256,458
ADMINISTRATION AND SUPPORT								
Active Duty	\$3,361,424	\$0	\$3,361,424	\$41,696	\$3,403,120	\$0	\$0	\$3,403,120
Basic Needs	\$0	\$0	\$0	\$223	\$223	\$0	\$0	\$223
Clothing	\$390	\$0	\$390	(\$4)	\$386	\$0	\$0	\$386
Travel	\$10,048	\$0	\$10,048	(\$1,033)	\$9,015	\$0	\$0	\$9,015
Death Gratuities	\$4,000	\$0	\$4,000	\$0	\$4,000	\$0	\$0	\$4,000
Disability & Hospitalization	\$237	\$0	\$237	\$43	\$280	\$0	\$0	\$280
Reserve Incentive	\$98,651	\$0	\$98,651	(\$10,937)	\$87,714	\$0	\$0	\$87,714
Continuation Pay	\$1,033	\$0	\$1,033	\$0	\$1,033	\$0	\$0	\$1,033
TOTAL Direct Program Administration And Support	\$3,475,783	\$0	\$3,475,783	\$29,988	\$3,505,771	\$0	\$0	\$3,505,771

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2024 (IN THOUSANDS OF DOLLARS)**

	FY2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	INTERNAL REALIGNMENT REPROGRAMMING SUBTOTAL	PROPOSED DD1415 ACTIONS	PROPOSED DD1415 ACTIONS SHORTFALL	(ASSET)/ SHORTFALL	FY2024 BUDGET COLUMN OF FY2025 BUDGET
TSP MATCHING CONTRIBUTIONS								
TSP Matching Contributions	\$27,540	\$0	\$27,540	\$0	\$27,540	\$0	\$0	\$27,540
TOTAL Direct Program TSP Matching Contributions	\$27,540	\$0	\$27,540	\$0	\$27,540	\$0	\$0	\$27,540
EDUCATION BENEFITS								
Benefits Accrual	\$6,970	\$0	\$6,970	\$22	\$6,992	\$0	\$0	\$6,992
Kicker Benefits	\$6,316	\$0	\$6,316	(\$2,149)	\$4,167	\$0	\$0	\$4,167
Amortization Chapter 1606	\$2,876	\$0	\$2,876	\$0	\$2,876	\$0	\$0	\$2,876
TOTAL Direct Program Education Benefits	\$16,162	\$0	\$16,162	(\$2,127)	\$14,035	\$0	\$0	\$14,035
Subtotal Other Training And Support	\$4,056,439	\$0	\$4,056,439	\$45,007	\$4,101,446	\$0	\$52,626	\$4,154,072
Total Direct Program	\$5,292,425	\$0	\$5,292,425	\$0	\$5,292,426	\$0	\$52,626	\$5,345,051
FY 2024 Direct Program CR Adjustment	\$5,292,425	(\$378,887)	\$4,913,538	\$0	\$4,913,538	\$0	\$431,513	\$5,345,051

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

	FY 2023		FY 2024		FY 2025	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$210,098	\$51,474	\$217,259	\$50,187	\$223,187	\$47,985
Enlisted	\$467,551	\$114,550	\$525,152	\$121,310	\$572,411	\$123,069
Total	\$677,649	\$166,024	\$742,411	\$171,497	\$795,598	\$171,053
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$36,845	\$9,027	\$44,457	\$10,269	\$40,734	\$8,758
Total	\$36,845	\$9,027	\$44,457	\$10,269	\$40,734	\$8,758
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$3,306	\$810	\$3,703	\$855	\$3,827	\$823
Total	\$3,306	\$810	\$3,703	\$855	\$3,827	\$823
School Training						
Officers	\$67,359	\$16,503	\$70,419	\$16,267	\$73,793	\$15,866
Enlisted	\$67,417	\$16,517	\$70,477	\$16,279	\$73,852	\$15,879
Total	\$134,776	\$33,020	\$140,896	\$32,546	\$147,645	\$31,745
Special Training						
Officers	\$66,132	\$16,202	\$62,870	\$14,528	\$66,510	\$14,310
Enlisted	\$81,468	\$19,960	\$64,571	\$14,932	\$68,649	\$14,798
Total	\$147,600	\$36,162	\$127,441	\$29,460	\$135,159	\$29,108
Administration and Support						
Officers	\$420,526	\$155,174	\$457,754	\$137,326	\$459,785	\$122,303
Enlisted	\$1,131,908	\$417,674	\$1,249,260	\$374,778	\$1,254,560	\$333,713
Total	\$1,552,434	\$572,848	\$1,707,014	\$512,104	\$1,714,345	\$456,016

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

	FY 2023		FY 2024		FY 2025	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$764,115	\$239,353	\$808,303	\$218,308	\$823,274	\$200,464
Enlisted	\$1,788,494	\$578,538	\$1,957,619	\$538,424	\$2,014,035	\$497,040
Total	\$2,552,610	\$817,891	\$2,765,922	\$756,731	\$2,837,309	\$697,503
Reimbursable Program						
Officers	\$14,830	\$5,012	\$15,780	\$4,510	\$16,147	\$4,126
Enlisted	\$25,996	\$8,879	\$32,628	\$9,442	\$33,386	\$8,619
Total	\$40,827	\$13,891	\$48,409	\$13,952	\$49,533	\$12,745
Total Program						
Officers	\$778,946	\$244,365	\$824,084	\$222,818	\$839,421	\$204,590
Enlisted	\$1,814,491	\$587,416	\$1,990,247	\$547,866	\$2,047,421	\$505,658
Total	\$2,593,436	\$831,782	\$2,814,331	\$770,684	\$2,886,842	\$710,248

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

	FY 2023	FY 2024	FY 2025
Pay Group A			
Officers	\$6,025	\$6,807	\$6,939
Enlisted	\$19,982	\$23,936	\$25,986
Total	\$26,007	\$30,742	\$32,925
Pay Group F			
Enlisted	\$10,127	\$12,309	\$11,227
Total	\$10,127	\$12,309	\$11,227
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$23,399	\$24,636	\$25,699
Enlisted	\$34,139	\$35,943	\$37,494
Total	\$57,538	\$60,580	\$63,193
Special Training			
Officers	\$18,643	\$17,850	\$18,799
Enlisted	\$34,467	\$27,508	\$29,115
Total	\$53,110	\$45,358	\$47,913
Administration and Support			
Officer	\$128,724	\$141,613	\$142,099
Enlisted	\$550,761	\$610,794	\$612,588
Total	\$679,485	\$752,407	\$754,687
Total Direct Program			
Officer	\$176,791	\$190,906	\$193,535
Enlisted	\$649,475	\$710,490	\$716,411
Total	\$826,267	\$901,395	\$909,946

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

	FY 2023	FY 2024	FY 2025
Pay Group A			
Officers	\$12,057	\$13,209	\$13,208
Enlisted	\$52,750	\$61,276	\$65,249
Total	\$64,807	\$74,485	\$78,457
Pay Group F			
Enlisted	\$4,556	\$5,369	\$4,803
Total	\$4,556	\$5,369	\$4,803
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$22,533	\$23,008	\$23,541
Enlisted	\$62,650	\$63,970	\$65,450
Total	\$85,183	\$86,978	\$88,991
Special Training			
Officers	\$12,894	\$12,046	\$12,445
Enlisted	\$26,393	\$21,032	\$21,844
Total	\$39,286	\$33,078	\$34,289
Administration and Support			
Officer	\$3,475	\$3,561	\$3,644
Enlisted	\$5,316	\$5,454	\$5,574
Total	\$8,791	\$9,015	\$9,218
Total Direct Program			
Officer	\$50,959	\$51,824	\$52,837
Enlisted	\$151,665	\$157,102	\$162,921
Total	\$202,624	\$208,926	\$215,758

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

	FY 2023		FY 2024		FY 2025	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$2,961	\$0	\$3,291	\$0	\$3,315	\$0
Enlisted	\$21,370	\$4,046	\$25,182	\$4,472	\$27,018	\$4,789
Subtotal	\$24,332	\$4,046	\$28,473	\$4,472	\$30,333	\$4,789
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$4,709	\$0	\$5,354	\$0	\$5,074	\$0
Subtotal	\$4,709	\$0	\$5,354	\$0	\$5,074	\$0
School Training						
Officers	\$7,043	\$0	\$7,330	\$0	\$7,547	\$0
Enlisted	\$19,981	\$0	\$20,794	\$0	\$21,415	\$0
Subtotal	\$27,024	\$0	\$28,124	\$0	\$28,962	\$0
Special Training						
Officers	\$1,325	\$0	\$1,191	\$0	\$1,225	\$0
Enlisted	\$5,609	\$0	\$3,833	\$0	\$3,946	\$0
Subtotal	\$6,934	\$0	\$5,024	\$0	\$5,171	\$0
Administration and Support						
Officers	\$14,001	\$0	\$15,125	\$0	\$15,309	\$0
Enlisted	\$112,036	\$0	\$120,437	\$0	\$120,462	\$0
Subtotal	\$126,037	\$0	\$135,562	\$0	\$135,772	\$0
Total Direct Program						
Officers	\$25,330	\$0	\$26,937	\$0	\$27,397	\$0
Enlisted	\$163,706	\$4,046	\$175,600	\$4,472	\$177,914	\$4,789
Total	\$189,036	\$4,046	\$202,537	\$4,472	\$205,311	\$4,789

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

FY 2024 Direct Program	\$5,345,051
Increases:	
Pricing Increases	
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	
Pay Group A	26,463
Pay Group F	1,356
Pay Group P	127
School Training	4,911
Special Training	4,960
Administration and Support	57,028
TSP Matching Contributions	362
Total Pay Raise	95,208
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	
Pay Group A	9,070
Pay Group F	465
Pay Group P	43
School Training	1,683
Special Training	1,700
Administration and Support	19,547
TSP Matching Contributions	124
Total Annualization of PY Pay Raise	32,633
Inflation (Rate 2.2% FY25)	
Pay Group A	2,184
Pay Group F	86
Pay Group P	0
School Training	2,325
Special Training	1,070
Administration and Support (Includes Bonuses, BAS & Inflation)	3,773
Total Inflation	9,437

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

FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	
Pay Group A	2,718
Pay Group F	139
Pay Group P	13
School Training	507
Special Training	511
Administration and Support	5,858
Total FICA	9,747
BAH	
Pay Group A	1,329
Pay Group F	453
School Training	2,549
Special Training	2,198
Administration and Support	22,222
Total BAH	28,752
BAS	
Administration and Support	3,922
Total BAS	3,922
Clothing	
Pay Group F	191
Total Clothing	199
Travel	
Pay Group F	104
Total Travel	104
Bonuses	
Administration and Support	15,475
Total Bonuses	15,475
Education Benefits	
Basic Benefits	702
Kicker	1,885
Total Education Benefits	2,587
Total Pricing Increases	\$198,064

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

Program Increases

Pay Group A

Pay and Allowances	29,674
Clothing	334
Subsistence	187
Travel	2,569
Total Pay Group A	32,765

Pay Group School

All Categories	383
Total Pay Group School	383

Pay Group Special

All Categories	3,511
Total Pay Group Special	3,511

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

Pay Group Admin & Support	
Pay and Allowances	8,079
Clothing	0
Travel	4
All Categories	17,721
Total Pay Group Admin & Support	25,805
Pay Group TSP	
TSP Matching Contribution Payments	753
Total TSP	753
Total Education Benefits	1
Total Program Increases	63,219
Total Increases	261,283

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

Decreases:

Pricing Decreases

Retired Pay Accrual Dec

Pay Group A	(4,522)
Pay Group F	(231)
Pay Group P	(22)
School Training	(837)
Special Training	(586)
Administration and Support	(35,315)
Total Retired Pay Accrual	(41,512)

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

Total Pricing Decreases (541,512)

Program Decreases

Pay Group A

Pay and Allowances (5,472)

Clothing (0)

Travel (286)

Total Pay Group A (5,758)

Pay Group F

Pay and Allowances (7,248)

Clothing (814)

All Categories (1,689)

Total Pay Group F (10,421)

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

Pay Group P	
Pay and Allowances	(61)
All Categories	(0)
Total Pay Group P	(61)
Pay Group Special	
All Categories	(1,222)
Total Pay Group Special	(1,222)
Pay Group Admin & Support	
Pay and Allowances	(26,212)
Clothing	(0)
Travel	(0)
Change in Average Strength	(110,566)
All Categories	(12,158)
Total Pay Group Admin & Support	(148,936)
Education Benefits	
Basic Benefits	(0)
Kicker	(104)
Amortization (Chapter 1606)	(1,023)
Total Education Benefits	(1,127)
Total Program Decreases	(\$167,525)
Total Decreases	(\$209,036)
FY 2025 Direct Program	\$5,397,298

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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 2025	\$1,163,924
Estimate	FY 2024	\$1,099,674
Actual	FY 2023	\$1,005,117

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 2024 Direct Program	\$1,099,674
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	26,463
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	9,070
Inflation (Rate 2.4% FY24)	2,184
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	2,718
BAH	1,329
Total Pricing Increases	41,765
Program Increases	
AT Pay	6,939
IDT Pay	22,735
ATA Pay	0
Clothing	334
Subsistence	187
Travel	2,569
Total Program Increases	32,765
Total Increases	\$74,530

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

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(4,522)
Total Pricing Decreases	(4,522)

Program Decreases

AT Pay	(1,254)
IDT Pay	(4,218)
ATA Pay	(0)
Clothing	(0)
Travel	(286)
Total Program Decreases	(5,758)

Total Decreases	(\$10,280)
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FY 2025 Direct Program	\$1,163,924
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**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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,285			11,782			11,526		
PARTICIPATION RATE	53.00%			59.00%			59.22%		
PAID PARTICIPANTS	6,534	\$7,976.97	\$52,122	6,977	\$8,304.85	\$57,943	6,826	\$8,591.53	\$58,646

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	63,152			63,429			66,093		
PARTICIPATION RATE	55.00%			62.00%			62.12%		
PAID PARTICIPANTS	34,805	\$4,034.67	\$140,427	39,406	\$4,200.32	\$165,518	41,058	\$4,344.21	\$178,365

**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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,285			11,782			11,526		
PARTICIPATION RATE	72.00%			73.00%			73.27%		
PAID PARTICIPANTS	8,876	\$21,701.22	\$192,620	8,632	\$22,903.96	\$197,707	8,445	\$23,677.09	\$199,953
ADDITIONAL IDT:									
PROF TRAINING	4,273	\$415.13	\$1,774	4,057	\$431.42	\$1,750	4,057	\$446.03	\$1,810
FLIGHT TRAINING	98,758	\$397.73	\$39,279	93,756	\$413.10	\$38,731	93,756	\$426.86	\$40,021
TRAINING PERIOD PREPARATION	3,871	\$470.86	\$1,823	3,675	\$489.30	\$1,798	3,675	\$505.82	\$1,859
RESERVE FUNERAL HONORS	225	\$315.56	\$71	214	\$323.76	\$69	214	\$330.88	\$71
TOTAL	116,003		235,567	110,334		240,055	110,147		243,714

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	63,152			63,429			66,093		
PARTICIPATION RATE	76.00%			80.00%			80.16%		
PAID PARTICIPANTS	48,094	\$10,258.78	\$493,386	50,846	\$10,664.20	\$542,232	52,978	\$11,027.18	\$584,198
ADDITIONAL IDT:									
PROF TRAINING	5,296	\$213.32	\$1,130	5,141	\$221.71	\$1,140	5,141	\$229.22	\$1,178
FLIGHT TRAINING	40,284	\$193.31	\$7,787	39,103	\$200.78	\$7,851	39,103	\$207.46	\$8,112
TRAINING PERIOD PREPARATION	5,285	\$304.47	\$1,609	5,130	\$316.32	\$1,623	5,130	\$326.95	\$1,677
RESERVE FUNERAL HONORS	1,099	\$164.57	\$181	1,079	\$164.51	\$178	1,079	\$164.57	\$178
TOTAL	100,058		504,093	101,299		553,024	103,431		595,343

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	9	\$400.00	\$4	9	\$400.00	\$4	9	\$400.00	\$4
ADDITIONAL UNIFORM ALLOWANCE	56	\$200.00	\$11	54	\$200.00	\$11	53	\$200.00	\$11
TOTAL	65		\$15	63		\$15	62		\$15

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	1,549	\$1,825.53	\$2,828	1,556	\$1,872.99	\$2,914	1,692	\$956.86	\$3,238
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	546	\$2,220.46	\$1,212	548	\$2,278.19	\$1,248	583	\$1,163.81	\$1,357
REPLACEMENT ISSUE MALE	0	\$326.55	\$0	0	\$335.04	\$0	0	\$342.41	\$0
REPLACEMENT ISSUE FEMALE	0	\$334.62	\$0	0	\$343.32	\$0	0	\$350.87	\$0
TOTAL	2,095		\$4,040	2,104		\$4,162	2,275		\$4,595

**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 2023			FY 2024			FY 2025		
	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	277,123	\$14.60	\$4,046	292,980	\$15.26	\$4,472	305,265	\$15.69	\$4,789
TOTAL SUBSISTENCE-IN-KIND	277,123	\$14.60	\$4,046	292,980	\$15.26	\$4,472	305,265	\$15.69	\$4,789

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	6,534	\$1,845.27	\$12,057	6,977	\$1,893.25	\$13,209	6,826	\$1,934.90	\$13,208

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	34,805	\$1,515.59	\$52,750	39,406	\$1,554.99	\$61,276	41,058	\$1,589.19	\$65,249

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	43	\$118,244	\$5,084	43	\$102,169	\$4,393	43	\$103,221	\$4,439
Enlisted	129	\$64,275	\$8,292	129	\$55,503	\$7,160	129	\$56,043	\$7,230
Total Pay Group A Reimbursements			\$13,376			\$11,553			\$11,668
Total Reimbursable Requirement			\$13,376			\$11,553			\$11,668

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

Estimate	FY 2025	\$78,601
Estimate	FY 2024	\$86,460
Actual	FY 2023	\$72,533

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 2024 Direct Program **\$86,460**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1,356
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	465
Inflation (Rate 2.4% FY24)	86
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	139
BAH	453
Clothing	191
Travel	104
Total Pricing Increases	2,793

Total Increases **\$2,793**

Decreases:

Pricing Decreases

Inflation Dec	(231)
Total Pricing Decreases	(231)

Program Decreases

Base Pay	(5,543)
Retired Pay	(1,280)
Other	(155)
FICA	(424)
BAH	(1,535)
Travel	(669)
Clothing	(814)
Total Program Decreases	(10,421)

Total Decreases **(\$10,652)**

FY 2025 Direct Program **\$78,601**

**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 2023			FY 2024			FY 2025		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	3,142	\$19,055	\$59,870	3,609	\$19,860	\$71,676	3,159	\$20,559	\$64,945

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,205	\$2,221	\$2,676	1,317	\$2,326	\$3,063	1,212	\$2,377	\$2,881
Initial Issue Male	2,975	\$1,826	\$5,431	3,250	\$1,954	\$6,352	2,990	\$1,997	\$5,972
Total	4,180		\$8,107	4,567		\$9,415	4,202		\$8,853

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 2023			FY 2024			FY 2025		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	3,142	\$1,450	\$4,556	3,609	\$1,488	\$5,369	3,159	\$1,520	\$4,803

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

Estimate	FY 2025	\$4,947
Estimate	FY 2024	\$4,846
Actual	FY 2023	\$4,373

PART 1 - PURPOSE AND SCOPE

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

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

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

FY 2024 Direct Program **\$4,846**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24)	127
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	43
Inflation (Rate 2.4% FY24)	0
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	13
Total Pricing Increases	184

Total Increases **\$184**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(22)
Total Pricing Decreases	(22)

Program Decreases

Base Pay	(47)
Retired Pay	(11)
Other	(0)
FICA	(4)
Total Program Decreases	(61)

Total Decreases **(\$83)**

FY 2025 Direct Program **\$4,947**

**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 2023			FY 2024			FY 2025		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	2,311	\$1,892.25	\$4,373	2,464	\$1,966.74	\$4,846	2,433	\$2,033.47	\$4,947

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

Estimate	FY 2025	\$361,790
Estimate	FY 2024	\$350,268
Actual	FY 2023	\$338,934

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 2024 Direct Program **\$350,268**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24)	4,911
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	1,683
Inflation (Rate 2.4% FY24)	2,325
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	507
BAH	2,549
Total Pricing Increases	11,975

Program Increases

Graduate Flying Training	89
Initial Skills Acquisition Training	147
Refresher and Proficiency	43
Officer Candidate School	16
Career Development Training	32
Undergraduate Pilot and Navigator Training	57
Total Program Increases	383

Total Increases **\$12,359**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(837)
Total Pricing Decreases	(837)

Total Decreases **(\$837)**

FY 2025 Direct Program **\$361,790**

**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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	448	47.74	21,410	\$427.14	\$9,145	446	47.74	21,307	\$444.12	\$9,463	447	47.74	21,331	\$458.73	\$9,785
Enlisted	2,085	29.46	61,417	\$302.67	\$18,589	2,075	29.46	61,122	\$314.03	\$19,194	2,077	29.46	61,189	\$323.75	\$19,810
Total	2,533	32.70	82,827	\$334.84	\$27,734	2,521	32.70	82,428	\$347.66	\$28,657	2,524	32.70	82,520	\$358.64	\$29,595

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	973	56.05	54,515	\$432.52	\$23,579	968	56.05	54,253	\$449.72	\$24,399	969	56.05	54,314	\$464.52	\$25,230
Enlisted	6,070	58.52	355,206	\$307.54	\$109,240	6,040	58.52	353,485	\$319.08	\$112,790	6,047	58.52	353,861	\$328.96	\$116,406
Total	7,043	58.17	409,721	\$324.17	\$132,819	7,008	58.18	407,738	\$336.46	\$137,189	7,016	58.18	408,175	\$347.00	\$141,636

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	265	21.47	5,683	\$428.32	\$2,434	263	21.47	5,656	\$445.34	\$2,519	264	21.47	5,663	\$459.99	\$2,605
Enlisted	832	45.92	38,184	\$300.70	\$11,482	828	45.92	37,999	\$312.00	\$11,856	828	45.92	38,043	\$321.64	\$12,236
Total	1,097	39.99	43,867	\$317.23	\$13,916	1,091	40.01	43,655	\$329.28	\$14,375	1,092	40.02	43,706	\$339.57	\$14,841

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,377	15.40	21,210	\$430.36	\$9,128	1,371	15.40	21,109	\$447.47	\$9,446	1,372	15.40	21,132	\$462.18	\$9,767
Enlisted	6,357	14.41	91,606	\$307.13	\$28,135	6,326	14.41	91,163	\$318.66	\$29,050	6,333	14.41	91,264	\$328.53	\$29,983
Total	7,734	14.59	112,816	\$330.30	\$37,263	7,697	14.59	112,272	\$342.88	\$38,496	7,705	14.59	112,397	\$353.66	\$39,750

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	848	132.26	112,134	\$440.41	\$49,385	844	132.26	111,593	\$457.91	\$51,100	845	132.26	111,717	\$472.97	\$52,839
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	848	132.26	112,134	\$440.41	\$49,385	844	132.26	111,593	\$457.91	\$51,100	845	132.26	111,717	\$472.97	\$52,839

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,552	70.11	108,813	\$436.05	\$47,448	1,545	70.11	108,286	\$453.39	\$49,096	1,546	70.11	108,407	\$468.31	\$50,768
Enlisted	2,537	39.32	99,773	\$304.38	\$30,369	2,525	39.32	99,291	\$315.81	\$31,357	2,528	39.32	99,401	\$325.56	\$32,361
Total	4,089	51.01	208,587	\$373.07	\$77,817	4,070	51.00	207,577	\$387.58	\$80,453	4,074	51.01	207,808	\$400.03	\$83,129

TOTAL SCHOOL TRAINING

	FY 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,463	59.27	323,765	\$435.87	\$141,119	5,437	59.27	322,203	\$453.20	\$146,021	5,443	59.26	322,565	\$468.10	\$150,994
Enlisted	17,881	36.14	646,186	\$306.13	\$197,815	17,794	36.14	643,060	\$317.62	\$204,247	17,814	36.14	643,757	\$327.45	\$210,796
Total	23,344	41.55	969,952	\$349.43	\$338,934	23,231	41.55	965,263	\$362.87	\$350,268	23,256	41.55	966,322	\$374.40	\$361,790

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

Estimate	FY 2025	\$268,601
Estimate	FY 2024	\$256,458
Actual	FY 2023	\$301,288

PART I - PURPOSE AND SCOPE

The ANG has transitioned over the past 25 years from being a “strategic” reserve of the Department of the Air Force (DAF) to an “operational” component of the DAF Total Force and an integral part of the Joint Force with responsibilities within the National Defense Strategy. With these responsibilities, new and modernized weapons systems and the changes that come with Great Power Competition, the ANG requires additional specialized training that falls outside the scope of traditional Annual Training (FTNGD-AT) and into the realm of Special Training (FTNGD-OT). This duty includes Air Defense Alert missions, Joint Chiefs of Staff exercises, United States Air Force Mission Support, mission conversions and other special training necessary to improve combat proficiency or to increase mobilization readiness of Air National Guard units.

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 duty other than those covered by Pay Groups A, F, P and School Training.

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.

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

FY 2024 Direct Program	\$256,458
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	4,960
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	1,700
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	511
BAH	2,198
Inflation (Rate 2.4% FY24)	1,070
Total Pricing Increases	10,440
Program Increases	
Exercises	223
Management Support	223
Operational Training	1,931
Active Duty Operational Support	438
Yellow Ribbon Reintegration Program	2
Total Program Increases	3,511
Total Increases	\$13,952
Decreases:	
Pricing Decreases	
Retired Pay Accrual Dec	(586)
Total Pricing Decreases	(586)
Program Decreases	
Yellow Ribbon Reintegration Program	(1,222)
Total Program Decreases	(1,222)
Total Decreases	(\$1,809)
FY 2025 Direct Program	\$268,601

**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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	420	58.00	24,340	\$359.49	\$8,750	414	58.00	24,004	\$374.00	\$8,978	418	58.00	24,243	\$386.54	\$9,371
Enlisted	2,302	29.00	66,766	\$193.96	\$12,950	2,270	29.00	65,842	\$201.76	\$13,284	2,293	29.00	66,504	\$208.47	\$13,864
Total	2,722	33.47	91,106	\$238.18	\$21,700	2,684	33.47	89,847	\$247.78	\$22,262	2,711	33.47	90,747	\$256.04	\$23,235

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	694	21.00	14,571	\$540.67	\$7,878	684	21.00	14,370	\$562.49	\$8,083	691	21.00	14,514	\$581.35	\$8,438
Enlisted	4,378	8.00	35,026	\$394.39	\$13,814	4,318	8.00	34,544	\$410.29	\$14,173	4,361	8.00	34,889	\$423.91	\$14,790
Total	5,072	9.78	49,597	\$437.36	\$21,692	5,002	9.78	48,914	\$455.00	\$22,256	5,052	9.78	49,404	\$470.16	\$23,228

Operational Training: This program provides additional specialized skills training for airmen operating in intelligence, cyber operations, aircraft maintenance, pilots or other technical fields; fields with elevated readiness standards necessary for the ANG to fulfill its obligations within the National Defense Strategy. 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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	8,534	23.00	196,275	\$384.41	\$75,450	8,416	23.00	193,564	\$399.92	\$77,410	8,500	23.00	195,500	\$413.35	\$80,810
Enlisted	20,854	18.00	375,375	\$202.23	\$75,914	20,477	18.00	368,590	\$210.38	\$77,544	20,783	18.00	374,088	\$217.35	\$81,308
Total	29,388	19.45	571,649	\$264.78	\$151,364	28,893	19.46	562,154	\$275.64	\$154,954	29,283	19.45	569,588	\$284.62	\$162,118

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	183	12.00	2,201	\$581.61	\$1,280	170	12.00	2,037	\$604.95	\$1,232	183	12.00	2,200	\$625.38	\$1,376
Enlisted	660	84.00	55,467	\$138.66	\$7,691	611	84.00	51,345	\$144.25	\$7,406	660	84.00	55,468	\$149.04	\$8,267
Total	843	68.41	57,667	\$155.56	\$8,971	781	68.35	53,382	\$161.83	\$8,639	843	68.41	57,669	\$167.21	\$9,643

**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 2023					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	141	319.00	44,966	\$231.51	\$10,410
Enlisted	706	471.00	332,645	\$127.89	\$42,542
Total	847	445.71	377,611	\$140.23	\$52,952

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 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	184	242.00	44,616	\$428.10	\$19,100	182	242.00	43,999	\$445.39	\$19,597	184	242.00	44,439	\$460.32	\$20,456
Enlisted	377	239.00	90,155	\$261.85	\$23,607	372	239.00	88,911	\$272.40	\$24,219	376	239.00	89,802	\$281.44	\$25,274
Total	561	240.23	134,770	\$316.89	\$42,707	554	239.91	132,910	\$329.67	\$43,816	560	239.72	134,241	\$340.66	\$45,730

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

	FY 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	225	3.00	675	\$468.04	\$316	516	3.00	1,548	\$485.83	\$752	517	3.00	1,552	\$501.27	\$778
Enlisted	2,849	1.00	2,849	\$557.30	\$1,586	6,539	1.00	6,539	\$577.91	\$3,779	6,478	1.00	6,478	\$597.28	\$3,869
Total	3,074	1.15	3,525	\$539.63	\$1,902	7,055	1.15	8,087	\$560.29	\$4,531	6,995	1.15	8,030	\$578.72	\$4,647

TOTAL SPECIAL TRAINING

	FY 2023					FY 2024					FY 2025				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	10,381	31.56	327,643	\$375.97	123,184	10,381	26.92	279,522	\$415.18	116,052	10,493	26.92	282,449	\$429.21	121,229
Enlisted	32,128	29.83	958,283	\$185.86	178,104	34,588	17.80	615,772	\$228.02	140,406	34,951	17.95	627,229	\$234.96	147,372
Total	42,509	30.25	1,285,926	\$234.30	\$301,288	44,969	19.91	895,293	\$286.45	\$256,458	45,444	20.02	909,678	\$295.27	\$268,601

*FY 2023 includes \$1.902 million in OOC Actuals; FY 2024 includes \$4.531 million in OOC Enacted, and FY 2025 includes \$4.647 million for the OOC Budget Estimate.

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

Estimate	FY 2025	\$3,475,160
Estimate	FY 2024	\$3,505,771
Actual	FY 2023	\$3,292,531

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 2024 Direct Program **\$3,505,771**

Increases:

Pricing Increases

FY24 Pay Raise (5.2%, Effective 1 Jan 24)	57,028
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	19,547
Inflation (Rate 2.4% FY24)	3,773
Bonuses	15,475
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	5,858
BAH	22,222
BAS	3,922
Clothing	8
Total Pricing Increases	\$127,834

Program Increases

Death & Disability	504
Clothing	0
Travel	4
Allowances	8,079
Health Professional Cash Bonus 45K	7,010
Officer Accessions & Affiliations	2,255
Non-Prior Service Enlistment	7,952
Total Program Increases	\$25,805

Total Increases **\$153,640**

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

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(35,315)
Total Pricing Decreases	(35,315)

Program Decreases

Clothing	(0)
Travel	(0)
Prior Service Enlistment (6 Year)	(896)
Reenlistment Bonus (6 Year)	(9,642)
Affiliation Bonus (6 Year)	(1,493)
Continuation Pay	(126)
Change in Average Strength	(110,566)
FICA	(5,442)
Retired Pay Accrual	(20,770)
Total Program Decreases	(\$148,936)

Total Decreases	(\$184,250)
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FY 2025 Direct Program	\$3,475,160
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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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	44	42	53	62	62	62
Enlisted	1	2	2	2	2	2
Subtotal	45	44	55	64	64	64

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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officer	88	84	65	46	47	47
Enlisted	60	50	40	29	29	29
Subtotal	148	134	105	75	76	76

**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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	9	6	9	12	12	12
Enlisted	2	4	5	5	5	5
Subtotal	11	10	14	17	17	17

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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	15	0	1	1	1	1
Subtotal	15	0	1	1	1	1

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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	10	11	11	11	11	11
Subtotal	10	11	11	11	11	11

**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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	5	3	5	4	4	4
Enlisted	700	732	724	713	704	694
Subtotal	705	735	729	717	708	698

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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	317	310	302	293	294	293
Enlisted	449	469	444	416	416	416
Subtotal	766	779	746	709	710	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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	58	92	59	24	24	24
Enlisted	82	120	87	51	51	51
Subtotal	140	212	146	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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	55	61	92	120	118	115
Enlisted	667	818	891	959	957	952
Subtotal	722	879	983	1,079	1,075	1,067

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 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	30	37	28	17	17	17
Enlisted	209	289	213	134	134	134
Subtotal	239	326	241	151	151	151

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

	FY 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	3,209	3,184	3,361	3,302	3,328	3,359
Enlisted	18,993	18,820	19,453	19,067	18,934	19,063
Subtotal	22,202	22,004	22,814	22,369	22,262	22,422

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

	FY 2023		FY 2024		FY 2025	
	Average	End	Average	End	Average	End
Officers	3,840	3,830	3,986	3,892	3,918	3,945
Enlisted	21,163	21,304	21,859	21,376	21,232	21,346
Subtotal	25,003	25,134	25,845	25,268	25,150	25,291

**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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	166	\$245,832.43	\$40,808	139	\$246,385.59	\$34,248	133	\$254,581.91	\$33,859
RECRUITING AND RETENTION	5	\$222,228.60	\$1,111	5	\$231,946.07	\$1,160	4	\$234,912.50	\$940
ANG ADMINISTRATION AND SUPPORT	317	\$230,552.41	\$73,085	302	\$235,712.50	\$71,185	294	\$243,449.70	\$71,574
ANG TRAINING	58	\$214,354.56	\$12,433	59	\$216,221.52	\$12,757	24	\$224,846.87	\$5,396
USAF MISSION SUPPORT	55	\$207,744.80	\$11,426	92	\$216,125.31	\$19,884	118	\$221,426.43	\$26,128
COMBAT READINESS TRAINING CENTER	30	\$225,815.07	\$6,774	28	\$225,447.68	\$6,313	17	\$223,401.37	\$3,798
ANG DIRECT UNIT SUPPORT	3,209	\$205,728.01	\$660,181	3,361	\$208,491.47	\$700,740	3,328	\$206,453.79	\$687,078
TOTAL	3,840		\$805,819	3,986		\$846,285	3,918		\$828,774

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	63	\$138,470.89	\$8,724	47	\$147,212.86	\$6,919	36	\$155,735.92	\$5,606
RECRUITING AND RETENTION	700	\$114,257.34	\$79,980	724	\$117,799.11	\$85,287	704	\$121,588.45	\$85,598
ANG ADMINISTRATION AND SUPPORT	449	\$135,384.47	\$60,788	444	\$138,323.32	\$61,416	416	\$143,257.56	\$59,595
ANG TRAINING	82	\$121,845.40	\$9,991	87	\$124,079.35	\$10,795	51	\$131,590.51	\$6,711
USAF MISSION SUPPORT	667	\$106,767.74	\$71,214	891	\$111,587.75	\$99,425	957	\$114,882.56	\$109,943
COMBAT READINESS TRAINING CENTER	209	\$121,009.11	\$25,291	213	\$122,821.72	\$26,161	134	\$129,209.08	\$17,314
ANG DIRECT UNIT SUPPORT	18,993	\$112,813.50	\$2,142,667	19,453	\$116,528.69	\$2,266,833	18,934	\$117,757.73	\$2,229,625
TOTAL	21,163		\$2,398,655	21,859		\$2,556,834	21,232		\$2,514,392

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	166	\$4,343.75	\$721	139	\$4,456.69	\$619	133	\$4,554.73	\$606
RECRUITING AND RETENTION	1	\$4,343.75	\$4	1	\$4,456.69	\$4	1	\$4,554.73	\$5
ANG ADMINISTRATION AND SUPPORT	55	\$4,343.75	\$239	53	\$4,456.69	\$236	52	\$4,554.73	\$237
ANG TRAINING	10	\$4,343.75	\$43	10	\$4,456.69	\$45	4	\$4,554.73	\$18
USAF MISSION SUPPORT	9	\$4,343.75	\$39	16	\$4,456.69	\$71	21	\$4,554.73	\$96
COMBAT READINESS TRAINING CENTER	5	\$4,343.75	\$22	5	\$4,456.69	\$22	3	\$4,554.73	\$14
ANG DIRECT UNIT SUPPORT	554	\$4,343.75	\$2,406	575	\$4,456.69	\$2,563	586	\$4,554.73	\$2,669
TOTAL	800		\$3,475	799		\$3,561	800		\$3,644

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	63	\$5,316.00	\$335	47	\$5,454.21	\$256	36	\$5,574.20	\$201
RECRUITING AND RETENTION	31	\$5,316.00	\$165	32	\$5,454.21	\$175	32	\$5,574.20	\$178
ANG ADMINISTRATION AND SUPPORT	20	\$5,316.00	\$106	20	\$5,454.21	\$109	19	\$5,574.20	\$106
ANG TRAINING	4	\$5,316.00	\$21	4	\$5,454.21	\$22	2	\$5,574.20	\$11
USAF MISSION SUPPORT	30	\$5,316.00	\$159	40	\$5,454.21	\$218	44	\$5,574.20	\$245
COMBAT READINESS TRAINING CENTER	9	\$5,316.00	\$48	10	\$5,454.21	\$55	6	\$5,574.20	\$33
ANG DIRECT UNIT SUPPORT	843	\$5,316.00	\$4,481	847	\$5,454.21	\$4,620	861	\$5,574.20	\$4,799
TOTAL	1000		\$5,316	1000		\$5,454	1000		\$5,574

**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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	2	\$400.00	\$1	2	\$400.00	\$1	2	\$400.00	\$1
Active Duty Officer Uniform Allowance	9	\$200.00	\$2	7	\$200.00	\$1	6	\$200.00	\$1
Total Uniform Allowances, Officers	11		\$3	9		\$2	8		\$2

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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	535	\$466.50	\$250	544	\$495.24	\$269	545	\$506.13	\$276
Female Cash Clothing Replacement Allowance	225	\$478.03	\$108	228	\$501.59	\$115	228	\$512.63	\$117
Total Cash Clothing Replacement Allowance, Enlisted	760		\$358	772		\$384	773		\$393

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	3	\$100,000.00	\$300	14	\$100,000.00	\$1,400	17	\$100,000.00	\$1,700
ENLISTED	7	\$100,000.00	\$700	26	\$100,000.00	\$2,600	28	\$100,000.00	\$2,800
TOTAL	10		\$1,000	40		\$4,000	45		\$4,500
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	5	\$6,827.91	\$35	5	\$7,353.50	\$37	5	\$7,697.28	\$38
ENLISTED	40	\$5,687.51	\$230	41	\$5,974.72	\$243	41	\$6,254.04	\$259
TOTAL	46		\$265	46		\$280	46		\$297

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

Program: Basic Needs Allowance

Estimate	FY 2025	\$8,302
Estimate	FY 2024	\$223
Actual	FY 2023	\$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 for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

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 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers			\$0			\$0			\$2,000
Enlisted			\$0			\$223			\$6,302
TOTAL			\$0			\$223			\$8,302

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	522	\$46,224.14	\$24,129	1,590	\$3,450.31	\$5,486	9,185	\$4,435.49	\$40,740
Anniversary Payments	5,962	\$3,270.88	\$19,501	7,443	\$6,644.77	\$49,457	4,696	\$5,173.76	\$24,296
Subtotal	6,484		\$43,630	9,033		\$54,943	13,881		\$65,036

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	8	\$91,750.00	\$734	21	\$3,000.00	\$63	471	\$9,176.22	\$4,322
Anniversary Payments	529	\$4,219.28	\$2,232	683	\$7,935.58	\$5,420	400	\$7,092.50	\$2,837
Subtotal	537		\$2,966	704		\$5,483	871		\$7,159

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			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	51	\$70,509.80	\$3,596	0	\$0.00	\$0	1,382	\$7,324.89	\$10,123
Anniversary Payments	1,347	\$9,497.40	\$12,793	1,768	\$8,406.67	\$14,863	621	\$5,563.61	\$3,455
Subtotal	1,398		\$16,389	1,768		\$14,863	2,003		\$13,578

**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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$601	0	\$0.00	\$0	364	\$4,928.57	\$1,794
Anniversary Payments	296	\$6,986.49	\$2,068	361	\$8,836.57	\$3,190	192	\$6,447.92	\$1,238
Subtotal	296		\$2,669	361		\$3,190	556		\$3,032

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$10,579	80	\$10,250.00	\$820	300	\$10,000.00	\$3,000
Subtotal	0		\$10,579	80		\$820	300		\$3,000

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 2023			FY 2024			FY 2025		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	0	\$0.00	\$0	59	\$37,203.39	\$2,195	200	\$40,000.00	\$8,000
Anniversary Payments	341	\$0.00	\$0	208	\$29,903.85	\$6,220	267	\$31,516.85	\$8,415
Subtotal	341		\$0	267		\$8,415	467		\$16,415

TOTAL RESERVE INCENTIVES

	FY 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	446	\$23,952.91	10,683	347	\$26,613.83	9,235	767	\$25,312.91	19,415
Enlisted	10,515	\$6,244.13	65,657	11,866	\$6,613.77	78,479	17,311	\$5,129.98	88,805
Subtotal	10,961		\$76,340	12,213		\$87,714	18,078		\$108,220

**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 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$448			\$477			\$490
Enlisted			\$853			\$556			\$572
Subtotal			\$1,301			\$1,033			\$1,062

**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 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Officer - Base Pay	\$ 11,120	\$ 12,538	\$ 12,829
FICA	\$ 851	\$ 959	\$ 981
Retired Pay Accrual	\$ 4,103	\$ 3,761	\$ 3,413
Other Pay and Allowances	\$ 356	\$ 393	\$ 393
Total Officer Program	\$ 16,429	\$ 17,652	\$ 17,616
Enlisted - Base Pay	\$ 20,249	\$ 27,607	\$ 28,248
FICA	\$ 1,549	\$ 2,112	\$ 2,161
Retired Pay Accrual	\$ 7,472	\$ 8,282	\$ 7,514
Other Pay and Allowances	\$ 1,346	\$ 1,794	\$ 1,792
Total Enlisted Program	\$ 30,616	\$ 39,795	\$ 39,716
Total Reimbursable Program	\$ 47,045	\$ 57,447	\$ 57,332

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

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</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 2023</u>	<u>FY 2024</u>	<u>FY 2025</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 2023</u>	<u>FY 2024</u>	<u>FY 2025</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 2023</u>	<u>FY 2024</u>	<u>FY 2025</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 2023</u>	<u>FY 2024</u>	<u>FY 2025</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 2025	\$28,779
Estimate	FY 2024	\$27,540
Actual	FY 2023	\$17,425

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 2024 Direct Program	\$27,540
Increases:	
Pricing Increases	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	362
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	124
Total Pricing Increases	486
Program Increases	
TSP Matching Contribution Payments	753
Total Program Increases	\$753
Total Increases	\$1,239
Decreases:	
Total Decreases	\$0
FY 2025 Direct Program	\$28,779

**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 2023			FY 2024			FY 2025		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$3,882			\$3,674			\$3,839
Enlisted			\$13,543			\$23,866			\$24,940
Total			\$17,425			\$27,540			\$28,779

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

Estimate	FY 2025	\$15,496
Estimate	FY 2024	\$14,035
Actual	FY 2023	\$4,668

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 2024 Direct Program \$14,035

Increases:

Pricing Increases

Basic Benefits 702

Kicker 1,885

Total Pricing Increases \$2,587

Program Increases

Basic Benefits 1

Total Program Increases \$1

Total Increases \$2,588

Decreases:

Program Decreases

Basic Benefits (0)

Kicker (104)

Amortization (Chapter 1606) (1,023)

Total Program Decreases (\$1,127)

Total Decreases (\$1,127)

FY 2025 Direct Program \$15,496

**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 2023			FY 2024			FY 2025		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	2,477	\$880	\$2,180	3,164	\$2,210	\$6,992	3,164	\$2,432	\$7,695
CRITICAL SKILL BENEFITS (\$350 Kicker)	932	\$2,669	\$2,488	1,948	\$2,139	\$4,167	1,900	\$3,131	\$5,948
CHAPTER 1606 AMORTIZATION			\$0			\$2,876			\$1,853
TOTAL EDUCATIONAL BENEFITS	3,409		\$4,668	5,112		\$14,035	5,064		\$15,496

SPECIAL ANALYSIS

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

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,022	\$19,501	5,904	\$45,270	3,137	\$20,052	2,927	\$17,041						
Accelerated Payments														
FY2023														
FY2023 Initial and Subsequent	3,461	\$22,329	1,590	\$5,486										
FY2023 Anniversary Payments			1,539	\$4,187	1,559	\$4,244	1,560	\$4,260	1,558	\$4,241				
FY2024														
FY2024 Initial and Subsequent					9,185	\$40,740								
FY2024 Anniversary Payments							9,185	\$33,555	9,185	\$33,555	2,000	\$12,000	2,000	\$12,000
FY2025														
FY2025 Initial and Subsequent							2,000	\$6,000						
FY2025 Anniversary Payments									2,000	\$6,000	2,000	\$6,000	2,000	\$6,000
FY2026														
FY2026 Initial and Subsequent									2,000	\$6,000				
FY2026 Anniversary Payments											2,000	\$6,000	2,000	\$6,000
FY2027														
FY2027 Initial and Subsequent											2,000	\$6,000		
FY2027 Anniversary Payments													2,000	\$6,000
FY2028														
FY2028 Initial and Subsequent														2,000
FY2028 Anniversary Payments														\$6,000
FY2029														
FY2029 Initial and Subsequent														
FY2029 Anniversary Payments														
Total														
Total Initial and Subsequent	3,461	\$22,329	1,590	\$5,486	9,185	\$40,740	2,000	\$6,000	2,000	\$6,000	2,000	\$6,000	2,000	\$6,000
Total Anniversary Payment	3,022	\$19,501	7,443	\$49,457	4,696	\$24,296	13,672	\$54,856	12,743	\$43,796	6,000	\$24,000	8,000	\$30,000
Total	6,483	\$41,830	9,033	\$54,943	13,881	\$65,036	15,672	\$60,856	14,743	\$49,796	8,000	\$30,000	10,000	\$36,000

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

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	529	\$2,232	683	\$5,420	400	\$2,837	421	\$2,554	158	\$616				
Accelerated Payments														
FY2023														
FY2023 Initial and Subsequent	8	\$734	21	\$63	71	\$322	169	\$1,177						
FY2023 Anniversary Payments							71	\$323	240	\$911	240	\$911		
FY2024														
FY2024 Initial and Subsequent					400	\$4,000								
FY2024 Anniversary Payments							400	\$4,000	400	\$4,000	400	\$4,000		
FY2025														
FY2025 Initial and Subsequent							400	\$2,000						
FY2025 Anniversary Payments									400	\$2,000	400	\$2,000	400	\$2,000
FY2026														
FY2026 Initial and Subsequent									400	\$2,000				
FY2026 Anniversary Payments											400	\$2,000	400	\$2,000
FY2027														
FY2027 Initial and Subsequent											400	\$2,000		
FY2027 Anniversary Payments													400	\$2,000
FY2028														
FY2028 Initial and Subsequent														400
FY2028 Anniversary Payments														\$2,000
FY2029														
FY2029 Initial and Subsequent														400
FY2029 Anniversary Payments														\$2,000
Total														
Total Initial and Subsequent	8	\$734	21	\$63	471	\$4,322	569	\$3,177	400	\$2,000	400	\$2,000	400	\$2,000
Total Anniversary Payment	529	\$2,232	683	\$5,420	400	\$2,837	892	\$6,877	1,198	\$7,527	1,440	\$8,911	1,200	\$6,000
Total	537	\$2,966	704	\$5,483	871	\$7,159	1,461	\$10,054	1,598	\$9,527	1,840	\$10,911	1,600	\$8,000

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

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
Prior Obligations	1,347	\$12,793	1,768	\$14,863	621	\$3,455	606	\$3,008	527	\$2,443					
Accelerated Payments															
FY2023															
FY2023 Initial and Subsequent	51	\$3,596			682	\$3,123	62	\$428							
FY2023 Anniversary Payments							682	\$3,122	744	\$3,336	744	\$3,336			
FY2024															
FY2024 Initial and Subsequent					700	\$7,000	50	\$500							
FY2024 Anniversary Payments							750	\$7,500	750	\$7,500	750	\$7,500			
FY2025															
FY2025 Initial and Subsequent							700	\$3,500	50	\$250					
FY2025 Anniversary Payments									750	\$3,750	750	\$3,750	750	\$3,750	
FY2026															
FY2026 Initial and Subsequent									700	\$3,500	50	\$250			
FY2026 Anniversary Payments											750	\$3,750	750	\$3,750	
FY2027															
FY2027 Initial and Subsequent											700	\$3,500	50	\$250	
FY2027 Anniversary Payments													750	\$3,750	
FY2028															
FY2028 Initial and Subsequent														700	\$3,500
FY2028 Anniversary Payments															
FY2029															
FY2029 Initial and Subsequent															
FY2029 Anniversary Payments															
Total															
Total Initial and Subsequent	51	\$3,596			1,382	\$10,123	812	\$4,428	750	\$3,750	750	\$3,750	750	\$3,750	
Total Anniversary Payment	1,347	\$12,793	1,768	\$14,863	621	\$3,455	2,038	\$13,630	2,771	\$17,029	2,994	\$18,336	2,250	\$11,250	
Total	1,398	\$16,389	1,768	\$14,863	2,003	\$13,578	2,850	\$18,058	3,521	\$20,779	3,744	\$22,086	3,000	\$15,000	

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

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	229	\$2,068	361	\$3,190	192	\$1,238	195	\$1,030	130	\$580				
Accelerated Payments														
FY2023														
FY2023 Initial and Subsequent	67	\$601			64	\$294	57	\$380						
FY2023 Anniversary Payments							64	\$295	121	\$485	121	\$485		
FY2024														
FY2024 Initial and Subsequent					300	\$1,500								
FY2024 Anniversary Payments							300	\$1,500	300	\$1,500	300	\$1,500		
FY2025														
FY2025 Initial and Subsequent							300	\$1,500						
FY2025 Anniversary Payments									300	\$1,500	300	\$1,500	300	\$1,500
FY2026														
FY2026 Initial and Subsequent									300	\$1,500				
FY2026 Anniversary Payments											300	\$1,500	300	\$1,500
FY2027														
FY2027 Initial and Subsequent											300	\$1,500		
FY2027 Anniversary Payments													300	\$1,500
FY2028														
FY2028 Initial and Subsequent														300
FY2028 Anniversary Payments														\$1,500
FY2029														
FY2029 Initial and Subsequent														300
FY2029 Anniversary Payments														\$1,500
Total														
Total Initial and Subsequent	67	\$601			364	\$1,794	357	\$1,880	300	\$1,500	300	\$1,500	300	\$1,500
Total Anniversary Payment	229	\$2,068	361	\$3,190	192	\$1,238	559	\$2,825	851	\$4,065	1,021	\$4,985	900	\$4,500
Total	296	\$2,669	361	\$3,190	556	\$3,032	916	\$4,705	1,151	\$5,565	1,321	\$6,485	1,200	\$6,000

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

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	105	\$1,070												
Accelerated Payments														
FY2023														
FY2023 Initial and Subsequent			80	\$820										
FY2023 Anniversary Payments														
FY2024														
FY2024 Initial and Subsequent					300	\$3,000								
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														
FY2029														
FY2029 Initial and Subsequent														
FY2029 Anniversary Payments														
Total														
Total Initial and Subsequent			80	\$820	300	\$3,000	300	\$3,000	300	\$3,000	300	\$3,000	300	\$3,000
Total Anniversary Payment	105	\$1,070												
Total	105	\$1,070	80	\$820	300	\$3,000	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 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	336	\$9,509	208	\$6,220	208	\$6,220								
Accelerated Payments														
FY2023														
FY2023 Initial and Subsequent			59	\$2,195										
FY2023 Anniversary Payments					59	\$2,195	59	\$2,195						
FY2024														
FY2024 Initial and Subsequent					200	\$8,000								
FY2024 Anniversary Payments							200	\$8,000	200	\$8,000				
FY2025														
FY2025 Initial and Subsequent							200	\$8,000						
FY2025 Anniversary Payments									200	\$8,000	200	\$8,000		
FY2026														
FY2026 Initial and Subsequent									200	\$8,000				
FY2026 Anniversary Payments											200	\$8,000	200	\$8,000
FY2027														
FY2027 Initial and Subsequent											200	\$8,000		
FY2027 Anniversary Payments													200	\$8,000
FY2028														
FY2028 Initial and Subsequent													200	\$8,000
FY2028 Anniversary Payments														200
FY2029														
FY2029 Initial and Subsequent														
FY2029 Anniversary Payments														
Total														
Total Initial and Subsequent			59	\$2,195	200	\$8,000	200	\$8,000	200	\$8,000	200	\$8,000	200	\$8,000
Total Anniversary Payment	336	\$9,509	208	\$6,220	267	\$8,415	259	\$10,195	400	\$16,000	400	\$16,000	400	\$16,000
Total	336	\$9,509	267	\$8,415	467	\$16,415	459	\$18,195	600	\$24,000	600	\$24,000	600	\$24,000

**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	3	732	735	0	0	0	735
SUBTOTAL	3	732	735	0	0	0	735
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	11	0	11	11,025	0	0	11,036
UNIT SPT- RC	3,276	19,357	22,633	0	0	0	22,633
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,287	19,357	22,644	11,025	0	0	33,669
TRAINING:							
RC NON-UNIT INST	69	90	159	0	0	0	159
RC SCHOOLS	23	30	53	0	0	0	53
ROTC	0	0	0	0	0	0	0
SUBTOTAL	92	120	212	0	0	0	212
HEADQUARTERS:							
SERVICE HQS	0	0	0	0	0	0	0
AC HQS	6	4	10	0	0	0	10
AC INSTAL/ACTIVITIES	84	50	134	0	0	0	134
RC CHIEFS STAFF	42	2	44	0	0	0	44
OTHERS	310	469	779	0	0	0	779
SUBTOTAL	442	525	967	0	0	0	967
OTHERS	61	818	879	0	39	664	1,582
TOTAL	3,885	21,552	25,437	11,025	39	664	37,165

**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	11	0	11	10,921	0	0	10,932
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	3,404	19,572	22,976	10,921	0	0	33,897
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	1	0	1	0	0	0	1
AC HQS	12	5	17	0	0	0	17
AC INSTAL/ACTIVITIES	46	29	75	0	0	0	75
RC CHIEFS STAFF	62	2	64	0	0	0	64
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	414	452	866	0	0	0	866
OTHERS	120	959	1,079	0	26	5,127	6,232
TOTAL	3,966	21,747	25,713	10,921	26	5,127	41,787

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2025**

	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	694	698	0	0	0	698
SUBTOTAL	4	694	698	0	0	0	698
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	11	0	11	10,755	0	0	10,766
UNIT SPT- RC	3,450	19,568	23,018	0	0	0	23,018
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,461	19,568	23,029	10,755	0	0	33,784
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	1	0	1	0	0	0	1
AC HQS	12	5	17	0	0	0	17
AC INSTAL/ACTIVITIES	47	29	76	0	0	0	76
RC CHIEFS STAFF	62	2	64	0	0	0	64
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	415	452	867	0	0	0	867
OTHERS	115	952	1,067	0	26	4,622	5,715
TOTAL	4,019	21,717	25,736	10,755	26	4,622	41,139

**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 2023	FY 2024	FY 2025
Fighter	79.9%	78.7%	78.7%
Bomber	81.5%	77.8%	74.1%
Mobility	86.5%	84.7%	84.7%
Special Ops	72.1%	70.9%	69.8%
C2ISR	92.4%	89.4%	89.4%
Rescue	100.0%	96.7%	95.0%
RPA	84.9%	84.9%	86.9%
Total	85.0%	85.0%	85.0%

<u>Aircraft Type category:</u>	FY 2023			FY 2024			FY 2025		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	361	\$25,224	\$9,118	365	\$31,530	\$11,508	365	\$29,323	\$10,703
Bomber	21	\$22,105	\$453	22	\$27,632	\$608	22	\$25,697	\$565
Mobility	524	\$20,535	\$10,768	530	\$25,669	\$13,604	530	\$23,872	\$12,652
Special Ops	63	\$20,517	\$1,284	65	\$25,647	\$1,667	65	\$23,851	\$1,550
C2ISR	329	\$16,508	\$5,433	335	\$20,635	\$6,913	335	\$19,191	\$6,429
Rescue	73	\$18,235	\$1,338	75	\$22,794	\$1,710	75	\$21,199	\$1,590
RPA	226	\$23,349	\$5,266	230	\$29,187	\$6,713	230	\$27,144	\$6,243
Total	1,597		\$33,660	1,622		\$42,723	1,622		\$39,732