

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2014 BUDGET ESTIMATES



Volume I

NATIONAL GUARD PERSONNEL, ARMY

APRIL 2013

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
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Section One: Summary of Requirements by Budget Program

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PB-30A, Summary of Requirements by Budget Program
(Dollars in Thousands)**

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
DIRECT PROGRAM			
Reserve Component Training and Support	7,736,354	8,103,207	8,041,268
TOTAL Direct Program	7,736,354	8,103,207	8,041,268
FY 2013 CR Adjustment*		-471,138	
Revised FY 2013 Direct Program		7,632,069	
REIMBURSABLE PROGRAM			
Reserve Component Training and Support	26,523	52,183	54,792
TOTAL Reimbursable Program	26,523	52,183	54,792
TOTAL BASELINE PROGRAM			
Reserve Component Training and Support	7,762,877	8,155,390	8,096,060
TOTAL Baseline Program	7,762,877	8,155,390	8,096,060
OCO/Title IX Supplemental Funding			
Reserve Component Training and Support	544,137	583,804	0
TOTAL OCO/Title IX Funding	544,137	583,804	0
TOTAL PROGRAM FUNDING			
Reserve Component Training and Support	8,307,014	8,739,194	8,096,060
TOTAL Program Funding	8,307,014	8,739,194	8,096,060
LESS Title IX Supplemental Funding			
Reserve Component Training and Support	-544,137	-583,804	0
TOTAL OCO Funding	-544,137	-583,804	0
Revised TOTAL PROGRAM FUNDING			
Reserve Component Training and Support	7,762,877	8,155,390	8,096,060
Revised TOTAL Program Funding	7,762,877	8,155,390	8,096,060
Medicare Eligible Retiree Health Fund Contribution	1,234,220	909,473	741,919
TOTAL MILITARY PERSONNEL PROGRAM COST	8,997,097	9,064,863	8,837,979

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
National Guard Personnel, Army (NGPA)			
Direct Program (NGPA)	7,736,354	8,103,207	8,041,268
Reimbursible Program (NGPA)	26,523	52,183	54,792
OCO Program (NGPA)	544,137	583,804	0
Total National Guard Personnel, Army (NGPA)	<u>8,307,014</u>	<u>8,739,194</u>	<u>8,096,060</u>
Medicare-Eligible Retiree Health Fund Contribution	1,234,220	909,473	741,919
Military Personnel, Army			
OCO Pay and Allowances, Mobilization (MPA)	2,890,338	1,878,939	0
Active Duty for Operational Support	159,024	104,322	144,249
Total, Military Personnel Army	<u>3,049,362</u>	<u>1,983,261</u>	<u>144,249</u>
Total Army National Guard Pay & Benefits from Military Pay Accounts	12,590,596	11,631,928	8,982,228

Section Two: Introduction and Performance Measures

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Performance Measures and Evaluation Summary**

Appropriation Summary

	Appropriation Summary			
	FY 2013 Estimate	Price Change	Program Change	FY 2014 Request
National Guard Personnel, Army	8,103,207	49,983	-111,922	8,041,268
FY 2013 CR Adjustment*	-471,138	0	-471,138	0
Total	7,632,069	49,983	-583,060	8,041,268

Program Adjustment Highlights in FY 2014

The National Guard Personnel, Army (NGPA) budget request decreases by a total of \$61.9 million from FY 2013 to FY 2014. As overseas mobilization and deployments decline, the Army National Guard will experience upward pressure on requirements associated with increased participation in collective training events as well as individual schools and special training. Concurrently, the Army National Guard will identify targeted program reductions throughout the appropriation in order to re-invest into operational and personnel readiness. This balance will ensure that the Army National Guard is able to meet the emerging needs of the nation both at home and abroad.

While the overall budget request decreases from FY 2013 to FY 2014, there is programmatic growth in specific areas. A program increase in pay and travel is a result of increased participation in individual training through formal schools and of increased participation in special training events. Pay Group P (Training Pipeline) increases as growing demand for limited training seats increases the time non-prior service enlistees spend awaiting Initial Entry Training (IET). These areas of growth, however, are vital to the Army National Guard's ability to fulfill its role as a force provider for Department of Defense requirements as well as the first line of defense for emergency and disaster response in the homeland. The growth in these programs is offset by savings in other programs in the Army National Guard.

Net program reductions of \$111.9 million reflect changes in Select Reserve Incentive Program (SRIP) policy, contributions to the GI Bill trust fund (Education Benefits), and the completed initial fielding of the new Army Service Uniform. The Army National Guard will manage a gradual reduction in end-strength from 358,200 in FY 2013 to 354,200 in FY 2014. As a result, the Army National Guard will reduce the SRIP program by \$143.5 million while targeting recruiting and retention efforts toward filling critical vacancies throughout the force. The most recent *Valuation of the Education Benefits Fund* by the Department of Defense Board of Actuaries revealed a surplus liability for the Army National Guard. As a result, contribution requirements to the Education Trust Fund are not required in FY 2014 for future Chapter 1606 and Chapter 1607 GI Bill requirements. This valuation, when combined with fewer qualified applicants, results in an \$85 million savings to the Education Benefits program. A final program reduction of \$51.5 million is a result of the completed initial fielding of the Army Service Uniform. The re-invested savings from these programmatic reductions reflects the Army National Guard's commitment to developing and maintaining the readiness and capability of its service members for domestic and overseas contingency operations.

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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The price increase of \$50.0 million supports a pay raise of 1.7% in CY 2013 and 1.0% in CY 2014 and inflationary adjustments in travel, housing, clothing, subsistence, and other pay. This price increase is partially offset by price decreases Education Benefits and in the Selected Reserve Incentive Program (SRIP) as a result of changes in Army National Guard bonus policy.

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.

Introduction Statement

The National Guard Personnel, Army (NGPA) budget provides costs for basic pay, incentive pay, basic allowances for subsistence and housing, clothing, travel and per diem, other pay and allowances, permanent change of station, hospitalization and disability, retired pay accrual, death gratuities, annual training, inactive duty training, initial entry training, schools training (to include career development, refresher training, pilot training, MOS qualification, new equipment training), and education benefits. The request also provides funding for special training programs (including missions to support Combatant Commanders initiatives, recruiting and retention), bonuses and incentives, the Health Professional Loan Repayment Program, and the Basic Officer Leadership Course (BOLC) for newly commissioned Lieutenants. The National Guard Personnel, Army (NGPA) request ensures that the Army National Guard continues to meet its requirement to provide a trained and ready force to defend the nation.

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Performance Measures and Evaluation Summary**

Army Force Generation (ARFORGEN)

The Army National Guard continues to support the active force with specialized, technologically advanced Soldiers, enabling the Army to sustain joint operations through a strategically responsive force-generating capability. Resource requirements continue to evolve as the Army National Guard maintains the transformation from a strategic reserve to an operational force full of skill-rich capabilities garnered through a decade of contributions to persistent conflict. Such an operational force enhances responsiveness to complement the Army’s transformation to a more lethal, agile, and capabilities-based modular force. In order to provide the Army ready-to-deploy forces, today’s Army National Guard Soldiers must achieve higher levels of operational and personnel readiness prior to mobilization. The Army Force Generation (ARFORGEN) model is the means to execute this strategy – a model that systematically advances units through a series of cumulative and progressively complex training events to improve unit readiness prior to entering the “Available” period of the ARFORGEN model. The FY 2014 request continues to provide the nominal funding increase to Annual Training (AT) and Inactive Duty Training (IDT) in order to facilitate the operational reserve. Funding supports additional days of AT and IDT for units entering the available year of the ARFORGEN cycle.

Army National Guard End-Strength

The Army National Guard continues to apply proper stewardship of allotted resources while producing relevant and ready capabilities. As part of the Army plan to reduce overall end-strength in anticipation of reduced future requirements, the Army National Guard budget supports an end-strength reduction from 358,200 in FY 2013 to 354,200 in FY 2014 (followed by a planned, final reduction to 350,200 in FY 2015). The reduction returns the Army National Guard to end strength levels prior to the Grow the Army (GTA) initiative that began in FY 2008. As the Army National Guard gradually reduces end-strength, continued effort will be focused on shaping, maintaining, and retaining the force. Cost savings from reductions in enlistment bonus payments and a reduction in recruiter Active Duty Operational Support (ADOS) man-days are a natural reflection of the Army National Guard’s transitioned focus from recruiting for end-strength to retaining and training the best Soldiers to support missions both at home and abroad.

The FY 2014 National Guard Personnel, Army (NGPA) budget submission supports an end-strength of 354,200, which includes 32,060 AGRs.

Estimated end strength is reflected in the following table:

End Strength		
<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
358,078	358,200	354,200

Active Guard and Reserve Full-Time Support

Upon mobilization, the orders of Army National Guard Active Guard Reserve (AGR) members, whether they are serving under USC Title 10 or USC Title 32, are immediately transferred from the AGR personnel account. This facilitates proper personnel accountability in the Selective Reserve (SELRES) for pay accountability. To maintain compliance with United States Code, all mobilizing Soldiers are placed on a mobilization order under USC, Title 10. All mobilized

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Soldiers are paid from the Military Personnel Army (MPA) appropriation, but they remain Army National Guard Soldiers in a “non-participatory” status. This process reduces AGR strength and increases Pay Group A strength. The increase is accounted for in the participation rate for Pay Group A.

Several activities continue at the unit’s home station during a deployment that requires full-time support. To minimize the operational impact created by mobilizing AGR members, the Army National Guard authorizes a one-to-three ratio to hire temporary backfills for those vacated positions. This ensures continuity of operations that maintains the readiness of non-mobilized units by providing administrative and operational support for armories and facilities which maintain an on-going presence in the local community (to maintain equipment and continue recruiting activities) while the unit is deployed. The Army National Guard supports the families of the deployed Guardsmen through the units’ armories. All these activities require full-time support. Salaries and travel for the temporary full-time support personnel are funded from within the current AGR program.

Homeland Defense and Domestic Capabilities

The Army National Guard continues to adapt to fulfill its dual mission of supporting the war fight while continuing to provide domestic response capabilities. This budget request enables the Army National Guard personnel strategies to this end. Domestically, the Army National Guard continues to support the Chemical, Biological, Radiological, Nuclear, and High-Yield Explosive (CBRNE) Enterprise by providing the majority of the total defense forces in this effort. Additionally, the Army National Guard supports weapons of mass destruction domestic response training for ten regionally-aligned Homeland Response Force (HRF) organizations. The HRF, along with the CBRNE Enhanced Response Force Package (CERFP) and the Civil Support Teams (CST), provide regional and state-based capabilities to reduce response times in the event of a CBRNE event.

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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 (DoD), they will be shown as part of the DoD discretionary total. The National Guard Personnel, Army appropriation request excludes retiree health accrual funding, which is funded under a separate appropriation. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the 2007 budget formulation, the military personnel budget estimates were reduced by over \$291 million from FY 2007 to FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by Government Accountability Office. As a result, the FY 2011 and FY 2012 NGPA budget estimates were reduced by \$70 million and \$76 million respectively. The Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- 1) Develop the lowest, achievable percentage level of unobligated/unexpended balances.
- 2) Develop a financial improvement plan with specific tasks that will be performed to reduce the unobligated/unexpended balances.
- 3) Add the necessary personnel resources to improve execution data collection.
- 4) Closely monitor through metrics in order to reduce Military Personnel (MILPERS) appropriation unobligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's five year availability.

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Introduction and Performance Measures
(Dollars in Thousands)**

Activity: National Guard Personnel, Army (NGPA)

Activity Goal: Maintain a trained, ready, and available Army National Guard force to execute the National Military Strategy.

Description of Activity: The NGPA appropriation supports military personnel pay and allowances to provide trained and qualified units in the Armed Forces in time of war, national emergency, and at such other times as the national security requires. The Army National Guard also fills the needs of the Armed Forces by complimenting the Active Component with trained, ready, and available forces in order to achieve the mobilization and deployment requirements. The Army National Guard also provides homeland defense forces, critical force structure, and support infrastructure capable of immediate response to a domestic emergency. The NGPA appropriation includes funding for pay, allowances, individual clothing, subsistence, travel, permanent change of station, schools, and special training.

PERFORMANCE MEASURES:

	Performance Measures End Strength		
	FY 2012	FY 2013	FY 2014
Average Strength	358,626	357,278	355,179
End Strength	358,078	358,200	354,200
Authorized End Strength	358,200	358,200	

The end strength goal is to maintain the most effective force to execute the National Military Strategy equal to plus/minus 3% of the congressionally mandated End Strength Objective (ESO). In accordance with Army Planning and Senior Leader Guidance, the budgeted end-strength objective for FY 2014 is 354,200.

There are a number of factors that drive the Army National Guard end strength. These factors include recruiting, retention, and attrition. While success in these factors does not guarantee the Army National Guard will meet its ESO, they are carefully monitored as leading indicators to the health of the Army National Guard strength posture. These factors apply to the enlisted force.

	Performance Measures, Accession/Retention/Attrition Goals		
	FY 2012	FY 2013	FY 2014
Recruiting: Accession Goals	51,308	52,494	50,977
Retention: Reenlistment Goals	39,750	45,000	45,000
Attrition: Attrition Goals	16%	17%	17%

Section Three: Summary Tables

**Department of the Army
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Exhibit PB-30F, Schedule of Gains and Losses to Reserve Strength**

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
OFFICER			
BEGINNING STRENGTH	43,588	42,800 *	44,400
 <u>GAINS</u>			
Non-Prior Service Personnel			
Male	216	168	149
Female	54	42	37
Prior Service Personnel			
Civilian Life	290	343	303
Active Component	2,980	3,518	3,112
Enlisted Commissioning Program	353	416	368
Other Reserve/Status Component	0	0	0
All Other	604	713	631
TOTAL GAINS	4,497	5,200	4,600
 <u>LOSSES</u>			
Civilian Life	-125	-191	-244
Active Component	-122	-88	-112
Retirement	-1,365	-1,664	-2,126
Other Reserve/Status Component	-1,276	-947	-1,211
All Other	-793	-710	-907
TOTAL LOSSES	-3,681	-3,600	-4,600
 END STRENGTH	 44,404	 44,400	 44,400

* FY2013 Beginning Strength reflects FY 2013 President's Budget submission.

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Exhibit PB-30F, Schedule of Gains and Losses to Reserve Strength**

ENLISTED

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
BEGINNING STRENGTH	317,973	315,400 *	313,800
<u>GAINS</u>			
Non-Prior Service Personnel			
Male	30,712	30,597	31,487
Female	6,617	6,547	6,738
Prior Service Personnel			
Civilian Life	2,284	2,572	2,137
Other Reserve/Status Component	11,695	12,778	10,615
All Other	0	0	0
TOTAL GAINS	51,308	52,494	50,977
<u>LOSSES</u>			
Expiration of Selected Reserve Service	-14,880	-14,524	-14,761
Active Component	-2,280	-2,166	-2,201
To Officer Status	-882	-873	-887
Retired Reserves	-1,988	-1,877	-1,908
Attrition	-15,396	-15,054	-15,300
Other Reserve Status/Component	-4,316	-4,180	-4,248
Losses To Civilian Life	-15,865	-15,420	-15,672
TOTAL LOSSES	-55,607	-54,094	-54,977
END STRENGTH	313,674	313,800	309,800

* FY2013 Beginning Strength reflects FY 2013 President's Budget submission.

**Department of the Army
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Exhibit PB-30G, Summary of Personnel**

	No. of Drills	No. of A/D Days	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
			Begin	Average	End	Begin*	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	36,947	36,710	37,657	36,076	36,975	37,676	37,676	37,029	37,676
Pay Group A - Enlisted	48	15	270,506	265,722	263,818	258,865	261,018	261,429	261,429	256,316	254,027
Subtotal Pay Group A			307,453	302,432	301,475	294,941	297,993	299,105	299,105	293,345	291,703
Pay Group F - Enlisted		122	15,035	13,073	14,093	23,761	21,948	22,055	22,055	16,700	18,752
Pay Group P - Enlisted	31		9,080	12,702	12,156	7,438	6,447	4,980	4,980	13,826	11,685
Subtotal Pay Group F/P			24,115	25,775	26,249	31,199	28,395	27,035	27,035	30,526	30,437
Subtotal Paid Drill/Ind Tng			331,568	328,207	327,724	326,140	326,388	326,140	326,140	323,871	322,140
<u>Full time Active Duty</u>											
Officers			6,641	6,760	6,747	6,724	6,490	6,724	6,724	6,958	6,724
Enlisted			23,352	23,659	23,607	25,336	24,400	25,336	25,336	24,350	25,336
Subtotal Full-time			29,993	30,419	30,354	32,060	30,890	32,060	32,060	31,308	32,060
<u>Total Selected Reserves</u>											
Officers			43,588	43,470	44,404	42,800	43,465	44,400	44,400	43,987	44,400
Enlisted			317,973	315,156	313,674	315,400	313,813	313,800	313,800	311,192	309,800
Total			361,561	358,626	358,078	358,200	357,278	358,200	358,200	355,179	354,200
<u>Inactive National Guard (ING)</u>											
Officers			2	1	0	0	0	0	0	0	0
Enlisted			3,606	4,229	4,402	4,402	4,402	4,402	4,402	4,202	4,202
Total			3,608	4,230	4,402	4,402	4,402	4,402	4,402	4,202	4,202
GRAND TOTAL			365,169	362,856	362,480	362,602	361,680	362,602	362,602	359,381	358,402

* FY 2013 Strength estimate reflects FY 2013 President's Budget submission.

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Exhibit PB-30H, Active Guard Reserve on Tours of Active Duty**

		FY 2012 Actual		FY 2013 Estimate		FY 2014 Request	
		Average	End	Average	End	Average	End
<u>Commissioned Officers</u>							
O-9	Lieutenant General	-	-	-	-	-	-
O-8	Major General	-	-	-	-	-	-
O-7	Brigadier General	-	-	-	-	-	-
O-6	Colonel	443	424	444	460	439	433
O-5	Lieutenant Colonel	1,233	1,237	1,279	1,325	1,247	1,311
O-4	Major	1,967	1,965	2,263	2,345	2,001	2,101
O-3	Captain	1,314	1,320	817	846	1,368	1,438
O-2	First Lieutenant	190	172	42	44	179	176
O-1	Second Lieutenant	39	41	-	-	41	42
	Total Commissioned Officers	5,186	5,159	4,845	5,020	5,275	5,501
<u>Warrant Officers</u>							
W-5	Master Warrant	131	130	142	147	168	176
W-4	Chief Warrant Officer 4	377	393	1,058	1,096	427	431
W-3	Chief Warrant Officer 3	398	417	324	336	419	430
W-2	Chief Warrant Officer 2	576	580	114	118	596	605
W-1	Warrant Officer	92	68	7	7	73	71
	Total Warrant Officers	1,574	1,588	1,645	1,704	1,683	1,713
	Total Officers and Warrant Officers	6,760	6,747	6,490	6,724	6,958	7,214
<u>Enlisted Personnel</u>							
E-9	Sergeant Major	756	736	734	762	740	741
E-8	Master Sergeant	2,327	2,242	2,422	2,515	2,276	2,392
E-7	Sergeant First Class	8,519	8,576	11,710	12,159	8,702	8,798
E-6	Staff Sergeant	8,600	8,728	5,934	6,162	9,075	9,259
E-5	Sergeant	3,140	3,002	3,278	3,404	3,251	3,355
E-4	Specialist	306	310	322	334	297	291
E-3	Private First Class	9	12	-	-	9	10
E-2	Private Second Class	2	1	-	-	-	-
E-1	Private	-	-	-	-	-	-
	Total Enlisted	23,659	23,607	24,400	25,336	24,350	24,846
	Total Personnel On Active Duty	30,419	30,354	30,890	32,060	31,308	32,060

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Exhibit PB-30I, Strength by Month**

FY 2012

	<u>Pay Group A ¹</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time Active Duty ²</u>			<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Enlisted</u>	<u>Paid</u>	<u>Nonpaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
2011 September	36,947	270,506	307,453	15,035	9,080	0	331,568	6,641	23,352	29,993	361,561
October	36,837	269,805	306,642	14,063	8,965	0	329,670	6,617	23,323	29,940	359,610
November	36,698	269,013	305,711	13,371	9,985	0	329,067	6,697	23,375	30,072	359,139
December	36,730	270,988	307,718	11,978	9,727	0	329,423	6,725	23,563	30,288	359,711
January	36,557	267,969	304,526	11,366	12,663	0	328,555	6,744	23,722	30,466	359,021
February	36,479	266,952	303,431	11,352	13,744	0	328,527	6,795	23,713	30,508	359,035
March	36,479	265,773	302,252	10,924	15,319	0	328,495	6,832	23,748	30,580	359,075
April	36,433	264,229	300,662	10,167	17,065	0	327,894	6,782	23,788	30,570	358,464
May	36,477	262,847	299,324	11,628	15,976	0	326,928	6,805	23,961	30,766	357,694
June	36,678	261,116	297,794	15,557	13,707	0	327,058	6,840	23,918	30,758	357,816
July	36,720	259,728	296,448	17,106	12,794	0	326,348	6,802	23,669	30,471	356,819
August	37,129	263,087	300,216	14,797	11,858	0	326,871	6,783	23,649	30,432	357,303
September	37,657	263,818	301,475	14,093	12,156	0	327,724	6,747	23,607	30,354	358,078
Average	36,710	265,722	302,432	13,073	12,702	0	328,207	6,760	23,659	30,419	358,626

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold ³

<u>AC Funded ³</u>	<u>RC Funded</u>	<u>Total</u>	<u>Primary Missions Being Performed</u>
53	272	397	Combat (28%)
57	291	425	Combat Support (30%)
72	369	540	Combat Service Support (38%)
8	39	56	HQ Staff (4%)
<u>190</u>	<u>971</u>	<u>1,418</u>	

¹ Pay Group A strength includes mobilized AGRs.

² Full-Time Active Duty strength does not include mobilized AGRs.

³ Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30I, Strength by Month**

FY 2013

	Current Year (FY 2013) *										
	Pay Group A ¹			Pay Group F	Pay Group P		Total	Full-Time Active Duty ²			Total Selected
	Officers	Enlisted	Total	Enlisted	Paid	Nonpaid	Drill	Officers	Enlisted	Total	Reserve
2012 September	36,076	258,865	294,941	23,761	7,438	0	326,140	6,724	25,336	32,060	358,200
October	37,066	260,793	297,859	22,651	4,920	0	325,430	6,500	25,290	31,790	357,220
November	36,967	261,509	298,476	22,264	4,786	0	325,526	6,490	24,850	31,340	356,866
December	36,902	263,463	300,365	20,131	6,177	0	326,673	6,490	23,932	30,422	357,095
January	36,956	263,060	300,016	20,010	6,531	0	326,557	6,373	23,932	30,305	356,862
February	36,891	262,475	299,366	20,799	6,714	0	326,879	6,373	23,932	30,305	357,184
March	36,873	261,512	298,385	20,484	8,407	0	327,276	6,373	23,932	30,305	357,581
April	36,878	259,916	296,794	20,924	9,509	0	327,227	6,373	23,932	30,305	357,532
May	36,974	259,327	296,301	22,835	7,820	0	326,956	6,373	23,932	30,305	357,261
June	37,068	259,994	297,062	23,563	5,912	0	326,537	6,490	23,932	30,422	356,959
July	36,998	259,913	296,911	23,814	4,885	0	325,610	6,621	24,750	31,371	356,981
August	37,253	260,111	297,364	22,995	5,491	0	325,850	6,698	25,050	31,748	357,598
September	37,676	261,429	299,105	22,055	4,980	0	326,140	6,724	25,336	32,060	358,200
Average	36,975	261,018	297,993	21,948	6,447	0	326,388	6,490	24,400	30,890	357,278

Reserve Component Members Performing Operational Support Duty and Exceeding 1.095 Day Threshold ³

(Projection FY 2013)

AC Funded ³	RC Funded	Total	Primary Missions Being Performed
133	203	336	Combat (28%)
142	217	359	Combat Support (30%)
179	275	454	Combat Service Support (38%)
19	29	48	HQ Staff (4%)
473	724	1,197	

¹ Pay Group A strength includes mobilized AGRs.

² Full-Time Active Duty strength does not include mobilized AGRs.

³ Reference "Summary of Military Personnel Strength" portion of Military Personnel, Army justification material.

* Strength plan reflects FY 2013 President's Budget submission.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30I, Strength by Month**

FY 2014

	Budget Year (FY 2014)										Total Selected Reserve
	Pay Group A ¹			Pay Group F	Pay Group P		Total Drill	Full-Time Active Duty ²			
	Officers	Enlisted	Total	Enlisted	Paid	Nonpaid		Officers	Enlisted	Total	
2013 September	37,676	261,429	299,105	22,055	4,980	0	326,140	6,724	25,336	32,060	358,200
October	37,326	258,384	295,710	17,167	12,429	0	325,306	6,998	24,476	31,474	356,780
November	37,167	258,126	295,293	16,490	12,837	0	324,620	7,011	24,507	31,518	356,138
December	37,054	258,171	295,225	14,453	14,740	0	324,418	7,017	24,615	31,632	356,050
January	36,956	257,434	294,390	14,954	14,682	0	324,026	7,002	24,424	31,426	355,452
February	36,856	257,048	293,904	15,289	15,124	0	324,317	6,996	24,124	31,120	355,437
March	36,814	256,246	293,060	15,128	16,187	0	324,375	6,965	24,104	31,069	355,444
April	36,774	255,383	292,157	14,908	17,009	0	324,074	6,949	24,026	30,975	355,049
May	36,784	255,186	291,970	15,436	16,032	0	323,438	6,979	24,048	31,027	354,465
June	36,857	254,119	290,976	17,947	13,809	0	322,732	6,985	24,063	31,048	353,780
July	36,911	253,686	290,597	19,029	12,777	0	322,403	6,959	24,191	31,150	353,553
August	37,177	254,279	291,456	19,191	11,954	0	322,601	6,907	24,291	31,198	353,799
September	37,676	254,027	291,703	18,752	11,685	0	322,140	6,724	25,336	32,060	354,200
Average	37,029	256,316	293,345	16,700	13,826	0	323,871	6,958	24,350	31,308	355,179

Reserve Component Members Performing Operational Support Duty and Exceeding 1,095 Day Threshold ³
(Projection FY 2014)

<u>AC Funded ³</u>	<u>RC Funded</u>	<u>Total</u>	<u>Primary Missions Being Performed</u>
28	187	215	Combat (28%)
30	200	230	Combat Support (30%)
38	253	291	Combat Service Support (38%)
4	27	31	HQ Staff (4%)
<u>100</u>	<u>667</u>	<u>767</u>	

¹ Pay Group A strength includes mobilized AGRs.

² Full-Time Active Duty strength does not include mobilized AGRs.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30J, Summary of Entitlements by Sub Activity
(Dollars in Thousands)**

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training									
Pay and Allowances	124,369	463,644	588,013	134,430	421,711	556,141	129,836	476,880	606,716
Clothing	950	27,607	28,557	1,028	103,713	104,741	1,068	54,095	55,163
Subsistence	16	44,926	44,942	390	59,281	59,671	24	44,563	44,587
Travel	11,472	39,508	50,980	13,546	44,100	57,646	14,004	48,227	62,231
Total Active Duty Training	136,807	575,685	712,492	149,394	628,805	778,199	144,932	623,765	768,697
Inactive Duty Training									
Civil Disturbance	51	544	595	85	198	283	60	207	267
Flight Training	30,003	18,792	48,795	39,825	21,342	61,167	40,353	16,519	56,872
Jump Proficiency	100	371	471	57	164	221	97	175	272
Military Burial Honors	1,795	12,019	13,814	3,303	23,656	26,959	2,048	13,598	15,646
Readiness Management	3,071	7,145	10,216	4,588	8,713	13,301	5,361	10,234	15,595
Subsistence	-	39,116	39,116	-	43,931	43,931	-	52,145	52,145
Training Preparation	7,727	19,126	26,853	16,869	24,884	41,753	9,042	23,747	32,789
Unit Training Assemblies (UTA)	314,441	1,097,207	1,411,648	336,541	1,143,907	1,480,448	332,114	1,126,069	1,458,183
Total Inactive Duty Training	357,188	1,194,320	1,551,508	401,268	1,266,795	1,668,063	389,075	1,242,694	1,631,769
Total Pay Group A	493,995	1,770,005	2,264,000	550,662	1,895,600	2,446,262	534,007	1,866,459	2,400,466
<u>PAY GROUP F</u>									
Initial Entry Training									
Pay and Allowances	-	417,681	417,681	-	520,520	520,520	-	474,623	474,623
Clothing	-	52,530	52,530	-	62,892	62,892	-	55,193	55,193
Travel	-	22,263	22,263	-	39,933	39,933	-	27,937	27,937
Total Pay Group F	-	492,474	492,474	-	623,345	623,345	-	557,753	557,753
<u>PAY GROUP P</u>									
Pay and Allowances	-	35,760	35,760	-	21,079	21,079	-	32,298	32,298
Clothing	-	1,040	1,040	-	7,378	7,378	-	1,075	1,075
Subsistence of Enlisted Personnel	-	2,656	2,656	-	1,071	1,071	-	2,345	2,345
Total Pay Group P	-	39,456	39,456	-	29,528	29,528	-	35,718	35,718
TOTAL UNIT AND INDIVIDUAL TRAINING	493,995	2,301,935	2,795,930	550,662	2,548,473	3,099,135	534,007	2,459,930	2,993,937

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30J, Summary of Entitlements by Sub Activity
(Dollars in Thousands)

	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING & SUPPORT</u>									
<u>SCHOOL TRAINING</u>									
Career Development Training	78,160	102,378	180,538	88,235	86,544	174,779	89,725	97,469	187,194
Flight Training	16,067	12,848	28,915	16,818	5,722	22,540	45,536	15,927	61,463
Initial Skill Acquisition Training	95,990	135,027	231,017	86,881	73,298	160,179	87,599	122,085	209,684
Officer Candidate/Training School	6,502	10,289	16,791	6,654	10,447	17,101	3,322	9,391	12,713
Refresher and Proficiency Training	37,210	64,332	101,542	48,549	77,275	125,824	31,337	74,008	105,345
Total School Training	233,929	324,874	558,803	247,137	253,286	500,423	257,519	318,880	576,399
<u>SPECIAL TRAINING</u>									
CBRNE Enterprise	21,587	16,472	38,059	74,105	89,517	163,622	60,448	109,095	169,543
Command/Staff Supervision	71,463	204,976	276,439	34,388	82,102	116,490	74,350	158,252	232,602
Competitive Events	1,185	4,558	5,743	4,274	1,951	6,225	315	5,733	6,048
Counter Drug Interdiction Activity	41,932	130,095	172,027	-	-	-	-	-	-
Exercises	139,168	283,402	422,570	29,856	33,012	62,868	20,922	44,496	65,418
Management Support	72,304	79,652	151,956	5,123	5,798	10,921	23,145	27,107	50,252
Operational Training	10,408	13,267	23,675	19,578	10,062	29,640	11,658	14,224	25,882
Recruiting/Retention	31,488	55,540	87,028	35,821	43,566	79,387	28,910	49,190	78,100
Unit Conversion Training	10,179	27,488	37,667	36,686	31,017	67,703	10,221	27,176	37,397
Total Special Training	399,714	815,450	1,215,164	239,831	297,025	536,856	229,969	435,273	665,242
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	1,038,643	2,221,052	3,259,695	1,067,076	2,397,442	3,464,518	1,094,214	2,435,510	3,529,724
Travel/PCS	30,434	45,214	75,648	20,347	34,409	54,756	22,241	33,503	55,744
\$30,000 Lump Sum Bonus (CSB/REDUX)	1,650	5,250	6,900	870	6,450	7,320	1,950	6,540	8,490
Death Gratuities	-	2,000	2,000	100	300	400	100	300	400
Disability and Hospitalization Benefits	4,025	21,536	25,561	1,920	17,168	19,088	2,420	16,680	19,100
Selective Reserve Incentive Programs (SRIP)	44,067	240,046	284,113	48,337	260,691	309,028	42,114	123,445	165,559
Total Administration & Support	1,118,819	2,535,098	3,653,917	1,138,650	2,716,460	3,855,110	1,163,039	2,615,978	3,779,017
<u>EDUCATION BENEFITS</u>									
Basic Benefit, Ch. 1606	230	20,633	20,863	1,091	24,038	25,129	-	-	-
Basic Benefit, Ch. 1607	4,261	23,613	27,874	4,692	33,825	38,517	-	-	-
Kicker, Enhanced G.I. Bill, Ch. 1606	540	7,400	7,940	2,367	45,670	48,037	321	26,352	26,673
Total Education & Support	5,031	51,646	56,677	8,150	103,533	111,683	321	26,352	26,673
TOTAL OTHER TRAINING AND SUPPORT	1,757,493	3,727,068	5,484,561	1,633,768	3,370,304	5,004,072	1,650,848	3,396,483	5,047,331
TOTAL DIRECT PROGRAM	2,251,488	6,029,003	8,280,491	2,184,430	5,918,777	8,103,207	2,184,855	5,856,413	8,041,268
<i>FY2013 CR Adjustment</i>						<i>-471,138</i>			
<i>Revised FY 2013 direct Program</i>						7,632,069			

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30K, Analysis of Appropriation Changes
(Dollars in Thousands)**

	FY 2013 President's Budget	Congressional Actions	Enacted Title IX	Internal Realignment/ Reprogramming	Available Appropriation	Proposed DD 1415 Actions	Base/Title IX Subtotal	Less Title IX	FY 2013 Column FY 2014 Budget
<u>PAYGROUP A</u>									
Active Duty Training									
Pay and Allowances	556,141	0	0	0	556,141	0	556,141	0	556,141
Clothing	104,741	0	0	0	104,741	0	104,741	0	104,741
Subsistence	59,671	0	0	0	59,671	0	59,671	0	59,671
Travel	57,646	0	0	0	57,646	0	57,646	0	57,646
Total Active Duty Training	778,199	0	0	0	778,199	0	778,199	0	778,199
Inactive Duty Training									
Unit Training Assemblies (UTA)	1,480,448	0	0	0	1,480,448	0	1,480,448	0	1,480,448
Civil Disturbance	283	0	0	0	283	0	283	0	283
Flight Training	61,167	0	0	0	61,167	0	61,167	0	61,167
Jump Proficiency	221	0	0	0	221	0	221	0	221
Military Burial Honors	26,959	0	0	0	26,959	0	26,959	0	26,959
Readiness Management	13,301	0	0	0	13,301	0	13,301	0	13,301
Training Preparation	41,753	0	0	0	41,753	0	41,753	0	41,753
Subsistence	43,931	0	0	0	43,931	0	43,931	0	43,931
Total Inactive Duty Training	1,668,063	0	0	0	1,668,063	0	1,668,063	0	1,668,063
Total Pay Group A	2,446,262	0	0	0	2,446,262	0	2,446,262	0	2,446,262
<u>PAYGROUP F</u>									
Pay and Allowances	520,520	0	0	0	520,520	0	520,520	0	520,520
Clothing	62,892	0	0	0	62,892	0	62,892	0	62,892
Subsistence	0	0	0	0	0	0	0	0	0
Travel	39,933	0	0	0	39,933	0	39,933	0	39,933
Total Pay Group F	623,345	0	0	0	623,345	0	623,345	0	623,345
<u>PAYGROUP P</u>									
Pay and Allowances	21,079	0	0	0	21,079	0	21,079	0	21,079
Clothing	7,378	0	0	0	7,378	0	7,378	0	7,378
Subsistence of Enlisted Personnel	1,071	0	0	0	1,071	0	1,071	0	1,071
Total Pay Group P	29,528	0	0	0	29,528	0	29,528	0	29,528

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30K, Analysis of Appropriation Changes
(Dollars in Thousands)**

SCHOOL TRAINING

Career Development Training	174,779	0	0	0	174,779	0	174,779	0	174,779
Initial Skill Acquisition Training	160,179	0	0	0	160,179	0	160,179	0	160,179
Flight Training	22,540	0	0	0	22,540	0	22,540	0	22,540
Officer Candidate/Training School	17,101	0	0	0	17,101	0	17,101	0	17,101
Refresher and Proficiency Training	125,824	0	0	0	125,824	0	125,824	0	125,824
Total School Training	500,423	0	0	0	500,423	0	500,423	0	500,423

SPECIAL TRAINING

CBRNE Enterprise	163,622	0	0	0	163,622	0	163,622	0	163,622
Command/Staff Supervision	116,490	0	0	0	116,490	0	116,490	0	116,490
Competitive Events	6,225	0	0	0	6,225	0	6,225	0	6,225
Counter Drug Interdiction Activity	0	0	0	0	0	0	0	0	0
Exercises	62,868	0	0	0	62,868	0	62,868	0	62,868
Management Support	10,921	0	0	0	10,921	0	10,921	0	10,921
Operational Training	29,640	0	0	0	29,640	0	29,640	0	29,640
Recruiting/Retention	79,387	0	0	0	79,387	0	79,387	0	79,387
Unit Conversion Training	67,703	0	0	0	67,703	0	67,703	0	67,703
Total Special Training	536,856	0	0	0	536,856	0	536,856	0	536,856

ADMINISTRATION AND SUPPORT

Full Time Pay and Allowances	3,464,518	0	0	0	3,464,518	0	3,464,518	0	3,464,518
Travel/PCS	54,756	0	0	0	54,756	0	54,756	0	54,756
Cost of Living Allowance (COLA)	0	0	0	0	0	0	0	0	0
\$30,000 Lump Sum Bonus (CSB/REDUX)	7,320	0	0	0	7,320	0	7,320	0	7,320
Death Gratuities	400	0	0	0	400	0	400	0	400
Disability and Hospitalization Benefits	19,088	0	0	0	19,088	0	19,088	0	19,088
Selective Reserve Incentive Programs (SRIP)	309,028	0	0	0	309,028	0	309,028	0	309,028
Total Administration & Support	3,855,110	0	0	0	3,855,110	0	3,855,110	0	3,855,110

EDUCATION BENEFITS

Basic Benefit, Ch. 1606	25,129	0	0	0	25,129	0	25,129	0	25,129
Basic Benefit, Ch. 1607	38,517	0	0	0	38,517	0	38,517	0	38,517
Kicker, Enhanced G.I. Bill, Ch. 1606	48,037	0	0	0	48,037	0	48,037	0	48,037
Total Education & Support	111,683	0	0	0	111,683	0	111,683	0	111,683

TOTAL OTHER TRAINING AND SUPPORT

8,103,207	0	0	0	0	8,103,207	0	8,103,207	0	8,103,207
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**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30L, Summary of Basic Pay and Retired Pay Accrual
(Dollars in Thousands)**

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<u>Pay Group A</u>						
Officers	400,543	97,332	377,412	92,088	386,237	94,628
Enlisted	1,154,568	280,560	1,190,947	290,590	1,199,841	293,961
Total	1,555,111	377,892	1,568,359	382,678	1,586,078	388,589
<u>Pay Group F</u>						
Enlisted	256,687	62,375	326,548	79,677	301,645	73,903
<u>Pay Group P</u>						
Enlisted	36,156	8,786	13,098	3,196	20,273	4,967
<u>School Training</u>						
Officers	119,551	29,051	117,890	28,765	114,690	28,099
Enlisted	124,568	30,270	111,694	27,253	119,780	29,346
Total	244,119	59,321	229,584	56,018	234,470	57,445
<u>Special Training</u>						
Officers	248,317	60,341	101,710	24,817	148,543	36,393
Enlisted	414,975	100,839	160,058	39,054	176,469	43,235
Total	663,292	161,180	261,768	63,871	325,012	79,628

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30L, Summary of Basic Pay and Retired Pay Accrual
(Dollars in Thousands)**

Administration and Support

Officers	582,303	199,730	599,246	192,358	572,491	185,487
Enlisted	<u>1,122,347</u>	<u>384,965</u>	<u>1,232,318</u>	<u>395,574</u>	<u>1,274,256</u>	<u>412,859</u>
Total Admin. and Support	1,704,650	584,695	1,831,564	587,932	1,846,747	598,346

Direct Program

Officers	1,350,714	386,454	1,196,258	338,028	1,221,961	344,607
Enlisted	<u>3,109,301</u>	<u>867,795</u>	<u>3,034,663</u>	<u>835,344</u>	<u>3,092,264</u>	<u>858,271</u>
Total Direct Program	4,460,015	1,254,249	4,230,921	1,173,372	4,314,225	1,202,878

Reimbursable

Officers	4,379	1,064	10,550	2,574	10,549	2,574
Enlisted	<u>10,226</u>	<u>2,485</u>	<u>24,624</u>	<u>6,008</u>	<u>24,724</u>	<u>6,008</u>
Total Reimbursible	14,605	3,549	35,174	8,582	35,273	8,582

Total Program

Officers	1,355,093	387,518	1,206,808	340,602	1,232,510	347,181
Enlisted	<u>3,119,527</u>	<u>870,280</u>	<u>3,059,287</u>	<u>841,352</u>	<u>3,116,988</u>	<u>864,279</u>
Total	4,474,620	1,257,798	4,266,095	1,181,954	4,349,498	1,211,460

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30M, Summary of BAH Cost
(Dollars in Thousands)**

	<u>FY 2012 Actual</u> <u>BAH</u>	<u>FY 2013 Estimate</u> <u>BAH</u>	<u>FY 2014 Request</u> <u>BAH</u>
<u>Pay Group A</u>			
Officers	14,686	16,146	22,389
Enlisted	67,955	64,823	66,644
Total	<u>82,641</u>	<u>80,969</u>	<u>89,033</u>
<u>Pay Group F</u>			
Enlisted	3,151	60,166	3,402
<u>School Training</u>			
Officers	27,558	32,664	27,764
Enlisted	41,931	35,564	46,949
Total	<u>69,489</u>	<u>68,228</u>	<u>74,713</u>
<u>Special Training</u>			
Officers	49,168	34,619	24,068
Enlisted	112,805	50,181	31,907
Total	<u>161,973</u>	<u>84,800</u>	<u>55,975</u>
<u>Administration and Support</u>			
Officers	171,106	169,177	207,452
Enlisted	449,240	474,565	461,750
Total	<u>620,346</u>	<u>643,742</u>	<u>669,202</u>
<u>Total Direct Program</u>			
Officers	262,518	252,606	281,673
Enlisted	675,082	685,299	610,652
Total	<u>937,600</u>	<u>937,905</u>	<u>892,325</u>
<u>Total Reimbursable BAH</u>			
Officers	571	1,108	1,409
Enlisted	971	1,887	2,417
Total	<u>1,542</u>	<u>2,995</u>	<u>3,826</u>
<u>Grand Total BAH</u>			
Officers	263,089	253,714	283,082
Enlisted	676,053	687,186	613,069
Total	<u>939,142</u>	<u>940,900</u>	<u>896,151</u>

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30N, Summary of Travel Cost
(Dollars in Thousands)**

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
	<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
<u>Pay Group A</u>			
Officers	11,472	13,546	14,004
Enlisted	39,508	44,100	48,227
Total	<u>50,980</u>	<u>57,646</u>	<u>62,231</u>
<u>Pay Group F</u>			
Enlisted	22,263	39,933	27,937
<u>School Training</u>			
Officers	38,545	42,471	36,813
Enlisted	57,025	69,861	107,312
Total	<u>95,570</u>	<u>112,332</u>	<u>144,125</u>
<u>Special Training</u>			
Officers	25,676	23,049	24,121
Enlisted	17,879	15,118	19,738
Total	<u>43,555</u>	<u>38,167</u>	<u>43,859</u>
<u>Administration and Support</u>			
Officers	30,434	20,347	22,241
Enlisted	45,214	34,409	33,503
Total	<u>75,648</u>	<u>54,756</u>	<u>55,744</u>
<u>Direct Travel</u>			
Officers	106,127	99,413	97,179
Enlisted	181,889	203,421	236,717
Total	<u>288,016</u>	<u>302,834</u>	<u>333,896</u>
<u>Reimbursable Travel</u>			
Officers	346	61	61
Enlisted	693	121	121
Total	<u>1,039</u>	<u>182</u>	<u>182</u>
<u>Total Travel</u>			
Officers	106,473	99,474	97,240
Enlisted	182,582	203,542	236,838
Total	<u>289,055</u>	<u>303,016</u>	<u>334,078</u>

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-300, Summary of BAS and SIK Cost
(Dollars in Thousands)**

	FY 2012 Actual		FY 2013 Estimate		FY 2014 Request	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	3,106	16	3,354	390	3,049	24
Enlisted	33,939	84,042	31,184	59,281	31,599	96,708
Total	37,045	84,058	34,538	59,671	34,648	96,732
Pay Group F						
Enlisted	3,450	0	4,402	0	4,000	0
Pay Group P						
Enlisted	0	2,656	0	1,071	0	1,075
School Training						
Officer	5,656	38	6,631	4,536	5,754	54
Enlisted	15,741	1,161	13,548	4,479	1,554	895
Total	21,397	1,199	20,179	9,015	7,308	949
Special Training						
Officer	5,517	0	3,781	0	5,248	0
Enlisted	25,580	0	11,436	0	19,804	0
Total	31,097	0	15,217	0	25,052	0
Administration and Support						
Officer	18,527	0	18,527	0	18,103	0
Enlisted	95,071	0	95,071	0	99,419	0
Total	113,598	0	113,598	0	117,522	0
Direct Program						
Officer	32,806	54	32,293	4,926	32,154	78
Enlisted	173,781	87,859	155,641	64,831	156,376	98,678
Total	206,587	87,913	187,934	69,757	188,530	98,756
Reimbursable Program						
Officer	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Total	0	0	0	0	0	0
Total BAS and SIK						
Officer	32,806	54	32,293	4,926	32,154	78
Enlisted	173,781	87,859	155,641	64,831	156,376	98,678
Total	206,587	87,913	187,934	69,757	188,530	98,756

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30P, Schedule of Increases and Decreases
(Dollars in Thousands)**

SCHEDULE OF INCREASES AND DECREASES

FY 2013 Direct Program

**Amount
8,103,207**

Price Increases:

Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	19,168
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	38,631
BAH	37,408
BAS	4,172
Clothing	3,306
COLA	369
FICA	4,315
Hosp / Disability	307
Other Pay	16,515
RPA	11,449
Subsistence	5,046
Travel	5,615
Total Price Increase	146,301

Program Increases:

Base Pay	25,517
FICA	6,260
Other Pay	58,392
RPA	18,059
\$30,000 Lump Sum Bonus (CSB/REDUX)	1,170
Travel	25,447
Total Program Increase	134,845

Total Increases

281,146

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30P, Schedule of Increases and Decreases
(Dollars in Thousands)**

Price Decreases:

Basic 1606 - Kicker	(17,374)
Select Reserve Incentive Program (SRIP)	(78,944)
Total Price Decrease	(96,318)

Program Decreases:

BAH	(23,860)
BAS	(540)
Basic 1606 - Kicker	(3,990)
Basic Benefit, CH. 1607	(38,517)
Basic Education Assistance	(25,129)
Clothing	(66,886)
COLA	(13)
Hosp / Disability	(295)
Select Reserve Incentive Program (SRIP)	(64,524)
Subsistence	(23,013)
Total Program Decrease	(246,767)

Total Decrease	(343,085)	
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FY 2014 Direct Program		8,041,268
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Section Four: Detail of Reserve Personnel Entitlements

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A
(Dollars in Thousands)**

PART ONE - PURPOSE AND SCOPE

<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
2,264,000	2,446,262	2,400,466

Pay Group A funding provides basic pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Allowance (COLA), Retired Pay Accrual (RPA), special pay (i.e. flight pay, airborne pay, etc.), and travel support for Selective Reserve members performing Annual Training (AT) and Inactive Duty Training (IDT). Funding also provides for clothing and allowances, including uniforms for enlisted Soldiers and authorized individual items of clothing for officers such as the officer's initial clothing allowance.

Annual Training (AT)

The minimum period of AT, when Army National Guard units perform statutory collective training in active duty status, is 15 days annually. The account also funds additional AT days for advance and rear party personnel; training site support; AT planning, development and coordination; and extended unit participation in approved National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations. Advance party personnel prepare sites for incoming units, while rear party personnel clear training areas, equipment, and supply accounts. Training site support personnel fill critical unit shortfalls that arise when geographically dispersed units cannot perform collective training together. Leaders and special staff personnel develop and coordinate all aspects of AT plans, including site surveys and coordination meetings. Additional man-days are critical to remove training distracters and maximize the quality of required unit collective training.

Inactive Duty Training (IDT)

Commonly known as "weekend drills," IDT consists of any training other than Active Duty for Training (ADT) performed throughout the year, and is comprised of both Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs). Each Army National Guard Soldier is authorized to participate in 48 UTAs per year. A UTA is a four-hour training period, and a typical weekend drill consists of four UTAs. ATAs provide training time (in addition to the 48 UTAs) for maintaining flight and jump proficiency, for select individuals to prepare for scheduled training events, and for members performing Military Burial Honors.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A
(Dollars in Thousands)**

PART TWO - JUSTIFICATION OF FUNDS REQUESTED

AT and IDT are the core of the training programs for the Army National Guard. AT and IDT enable Army National Guard members to maintain proficiency in Military Occupational Specialties (MOS), to further develop skills in assigned functional areas, and to perform unit collective training. These training assemblies allow the Army National Guard to maintain its ready state to respond quickly to natural disasters and other domestic emergencies as well as mobilizations for overseas missions in support of military objectives.

The Army National Guard continues to fulfill requests for Military Funeral Honors supporting Veterans of all services throughout the CONUS. While the number of events conducted is not expected to decline, the program experiences an overall reduction in pay and allowances. The reduction results from the ability to maintain the same quality of support while utilizing fewer Soldiers per event.

The FY 2014 budget request continues to fund a nominal increase to Pay Group A to provide additional Annual Training (AT) and Inactive Duty Training (IDT) training days to maintain the Army National Guard's status as an Operational Reserve. Army National Guard units entering the "available" year of the Army Forces Generation (ARFORGEN) cycle use additional AT and IDT training periods to achieve higher levels of readiness, thus minimizing response time in the event of activation for a contingency mission.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A
(Dollars in Thousands)**

PART THREE - SCHEDULE OF INCREASES AND DECREASES

FY 2013 Direct Program

**Amount
2,446,262**

Price Increases:

Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	5,673
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	10,005
BAH	3,158
BAS	117
Clothing	1,971
Other Pay	896
RPA	383
Subsistence	3,541
Travel	1,095

Total Price Increase	26,839
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Program Increases:

Base Pay	2,041
BAH	4,906
FICA	2,000
RPA	5,528
Travel	3,490

Total Program Increase	17,965
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Total Increases

44,804

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A
(Dollars in Thousands)

PART THREE - SCHEDULE OF INCREASES AND DECREASES CONT.

None	0		
Total Price Decrease	0		
Program Decreases:			
BAS	(7)		
Clothing	(51,549)		
Other Pay	(28,634)		
Subsistence	(10,410)		
Total Program Decrease	(90,600)		
Total Decrease		(90,600)	
FY 2014 Direct Program			2,400,466

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, AT
(Dollars in Thousands)**

PART FOUR – PAY AND ALLOWANCES

Pay, Annual Training (AT), Officers and Enlisted:

Program supports pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by USC, Title 32, Section 502.

The dollar rate is the average annual cost per officer and enlisted Soldier including base pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Adjustment (COLA), special pay, Retirement Pay Accrual (RPA), and the Federal Insurance Contributions Act (FICA).

Average strength is used to accommodate strength changes throughout the year, while the participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. Paid participation reflects the number of officers and enlisted Soldiers participating in AT, required support man-days (including pre-mobilization support man-days), and approved extended periods for unit participation in National Training Center (NTC), Joint Readiness Training Center (JRTC) and Overseas Deployment Training (ODT) rotations in an AT status. Mobilized AGRs are included in the average strength and counted for in the participation rate but do not participate in AT.

Participation rates incorporate a mobilization offset that was developed during the service program submission.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, AT
(Dollars in Thousands)**

The following table reflects the Pay and Allowances requirement for Army National Guard Annual Training:

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<u>Officers:</u>									
Average Strength	36,710			36,975			37,029		
Participation Rate	64%			74%			70%		
Paid Participation	23,388	4,651.09	108,782	27,475	4,745.05	130,369	25,755	4,842.72	124,723
<u>Enlisted:</u>									
Average Strength	265,722			261,018			256,316		
Participation Rate	72%			67%			75%		
Paid Participation	192,227	2,245.58	431,661	174,083	2,338.18	407,038	191,893	2,389.48	458,525
<u>OCO AT Pay</u>									
Officer	55,990	278.39	15,587	0	0.00	0	0	0.00	0
Enlisted	134,236	238.26	31,983	0	0.00	0	0	0.00	0
Total OCO AT	190,226		47,570	0		0	0		0
<u>Operational Reserve AT Pay</u>									
Officer	0	0.00	0	12,837	316.34	4,061	15,837	322.85	5,113
Enlisted	0	0.00	0	94,130	155.88	14,673	115,216	159.31	18,355
Total Operational force AT	0		0	106,969		18,734	131,053		23,468
Total AT Pay			588,013			556,141			606,716

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, AT, Travel
(Dollars in Thousands)**

Travel, Annual Training (AT), Officers and Enlisted:

Program supports travel costs for officer and enlisted Soldiers traveling from the home of record to AT sites, and return. All Army National Guard Soldiers are authorized payment for mileage traveled for one round trip from their home or record to their AT duty station.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer Travel	36,710	312.50	11,472	9,478	1,429.18	13,546	37,029	378.19	14,004
Enlisted Tavel	265,722	148.68	39,508	35,917	1,227.82	44,100	256,316	188.15	48,227
Total	302,432		50,980	45,395		57,646	293,345		62,231

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, IDT
(Dollars in Thousands)**

Pay, Inactive Duty Training (IDT), Officers:

Program supports pay and allowances for officers performing IDT in Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs) as required by USC, Title 32, Section 502. The dollar rate is the average annual cost, and includes basic pay, Retirement Pay Accrual (RPA), Federal Insurance Contributions Act (FICA), and special pay. Average strength is used to accommodate strength changes throughout the year. The participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. The paid participation reflects the number of officers participating in IDT during the year.

The ATAs provide additional training time for key personnel, flight crews, and airborne personnel, to prepare for weekend drills and maintain required skill readiness levels. The strength indicates the number of ATAs that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier under the IDT purpose and scope.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
UTA Pay									
Average Strength	36,710			36,975			37,029		
Participation Rate	66%			71%			69%		
Paid Participation	24,393	12,392.36	302,283	26,397	12,599.93	332,606	25,617	12,833.29	328,748
OCO IDT Pay									
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	59,345	204.87	12,158	0	0.00	0	0	0.00	0
Operational Force IDT Pay									
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	0	0.00	0	14,976	262.70	3,935	12,589	267.38	3,366
Additional Training Assemblies (ATA)									
	ATA	Rate	Amount	ATA	Rate	Amount	ATA	Rate	Amount
Civil Disturbance	213	238.93	51	350	243.11	85	242	247.43	60
Flight Training	112,006	267.87	30,003	146,115	272.56	39,825	145,479	277.38	40,353
Jump Proficiency	404	247.46	100	226	251.75	57	379	256.18	97
Military Burial Honors	15,663	114.60	1,795	28,704	115.07	3,303	17,654	116.01	2,048
Readiness Management	11,625	264.18	3,071	17,068	268.81	4,588	19,596	273.58	5,361
Training Preparation	30,431	253.92	7,727	65,293	258.36	16,869	33,051	273.58	9,042
Total Officer IDT Pay			357,188			401,268			389,075

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, IDT
(Dollars in Thousands)**

Pay, Inactive Duty Training (IDT), Enlisted:

Program supports pay and allowances for enlisted Soldiers performing IDT in Unit Training Assemblies (UTAs) and Additional Training Assemblies (ATAs) as required by USC, Title 32, Section 502. Average strength is used to accommodate strength changes throughout the year. The participation rate is the percentage of personnel available for duty (including those mobilized/activated) with respect to total personnel. The paid participation reflects the number of enlisted Soldiers participating in IDT during the year. The dollar rate is the average annual cost, and includes basic pay, Retirement Pay Accrual (RPA), Federal Insurance Contributions Act (FICA), and special pay.

The additional training assemblies provide additional training time for key personnel, flight crews, and airborne personnel, to prepare for UTAs and maintain required skill readiness levels. The strength indicates the number of ATAs that are funded for each category. The rate is the average cost for each ATA, and includes the same pay and allowances described earlier under the IDT purpose and scope.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
UTA Pay									
Average Strength	265,722			261,018			256,316		
Participation Rate	76%			79%			78%		
Paid Participation	201,295	5,378.60	1,082,684	206,884	5,468.69	1,131,385	200,475	5,570.02	1,116,651
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
OCO IDT Pay	94,791	153.21	14,523	0	0.00	0	0	0.00	0
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Operational Force IDT Pay	0	0.00	0	109,822	114.02	12,522	81,162	116.04	9,418
Additional Training Assemblies (ATA)									
	<u>ATA</u>	<u>Rate</u>	<u>Amount</u>	<u>ATA</u>	<u>Rate</u>	<u>Amount</u>	<u>ATA</u>	<u>Rate</u>	<u>Amount</u>
Civil Disturbance	5,047	107.78	544	1,779	111.29	198	1,829	113.18	207
Flight Training	144,476	130.07	18,792	158,901	134.31	21,342	120,936	136.59	16,519
Jump Proficiency	2,998	123.74	371	1,284	127.68	164	1,348	129.85	175
Military Funeral Honors	104,878	114.60	12,019	205,579	115.07	23,656	116,196	117.03	13,598
Readiness Management	60,643	117.82	7,145	71,624	121.65	8,713	82,720	123.72	10,234
Training Preparation	161,783	118.22	19,126	203,867	122.06	24,884	191,300	124.14	23,747
Total Enlisted IDT Pay			1,155,204			1,222,864			1,190,549

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, IDT
(Dollars in Thousands)**

Additional Training Assemblies (ATA):

Additional Training Assemblies are utilized by Army National Guard members to provide training time, in addition to Unit Training Assemblies, to maintain proficiency in areas requiring additional training (just as jump proficiency and flight training). ATAs are also utilized for select individuals to minimize training distracters during UTAs by preparing for scheduled training events. The average numbers of ATAs required annually for each area are as follows: Civil Disturbance – 2, Flight Training – 48 (officer) and 24 (enlisted), Jump Proficiency – 8, Readiness Management – 8, and Training Preparation – 8.

The increase in FY 2013 for Training Preparation reflects fewer units mobilized that are expected, this provides more units time to conduct unit training.

	FY 2012 Actual		FY 2013 Estimate		FY 2014 Request	
	Officer	Enlisted	Officer	Enlisted	Officer	Enlisted
<u>Civil Disturbance</u>						
Participants	107	2,524	177	898	121	915
Total Assemblies	213	5,047	353	1,795	242	1,829
<u>Flight Training</u>						
Participants	2,333	6,020	3,047	3,315	3,031	5,039
Total Assemblies	112,006	144,476	146,240	159,110	145,479	120,936
<u>Jump Proficiency</u>						
Participants	51	375	29	162	47	169
Total Assemblies	404	2,998	228	1,296	379	1,348
<u>Readiness Management</u>						
Participants	1,958	13,110	2,137	8,966	2,207	14,525
Total Assemblies	15,663	104,878	17,092	71,731	17,654	116,196
<u>Training Preparation</u>						
Participants	1,453	7,580	8,173	25,520	2,450	10,340
Total Assemblies	11,625	60,643	65,382	204,156	19,596	82,720

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, Clothing
(Dollars in Thousands)**

Individual Clothing and Uniform Allowance, Officers:

Program supports the issue and payment for individual clothing under the provisions of USC, Title 37, Sections 415, 416, and 418.

Officers receive their Initial Uniform Allowance when they report to their Basic Officer Leader Course (BOLC). In addition officers receive an Active Duty Allowance upon entering additional periods of active duty (to include training) of 90 days or more.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Initial Uniform Allowance	2,065	400.00	826	2,235	400.00	894	2,323	400.00	929
Active Duty Allowance	620	200.00	124	670	200.00	134	695	200.00	139
Total Officer			950			1,028			1,068

Initial Issue and Replacement, Enlisted:

Enlisted Soldiers in Pay Group A receive a new issue of clothing, or an additional issue of clothing dependent on their entry status. Soldiers entering from other services that require different clothing receive an entire new issue. Soldiers entering from the Active Army, Army Reserve, or the Army National Guard can receive an additional issue depending on the length of the break in service. This ensures their individual clothing issue matches current clothing requirements. Soldiers also receive new issue items of clothing as they are needed, for example the new Army Service Uniform.

Replacement Issue allows the Army National Guard enlisted personnel to replace worn out, damaged items originally issued, or new issue items; avoiding an out-of-pocket expense, either by a monetary payment or by exchange-in-kind. The FY 2013 request for New Item(s) Issue included funding to replace the Army Green Uniform with the new Army Service Uniform (ASU). The replacement fielding of the new ASU will be complete by the mandatory replacement date in the fourth quarter of FY 2014.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
New Item(s) Issue	22,902	499.61	11,442	145,500	509.80	74,176	67,950	519.49	35,299
Replacement Issue	33,297	485.48	16,165	63,094	468.14	29,537	39,402	477.03	18,796
Total Enlisted			27,607			103,713			54,095

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group A, Subsistence
(Dollars in Thousands)**

Subsistence, (Pay Group A) Annual Training & Inactive Duty Training:

Provides subsistence for enlisted Soldiers on duty for eight hours or more in a calendar day in an AT or IDT status. Subsistence may be provided in Government dining facilities, field messing, commercial facilities, or combat conditions as authorized by USC, Title 37, Section 402.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Request</u>		
	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>
<u>Annual Training (AT)</u>									
<u>Officer</u>									
Field Rations	1,289	12.41	16	26,033	12.83	334	1,507	13.27	20
Operational Reserve Force	0	12.41	0	4,365	12.83	56	301	13.27	4
Sub-Total Officer			16			390			24
<u>Enlisted</u>									
Field Rations	3,620,145	12.41	44,926	4,359,860	12.83	55,937	3,227,430	13.27	42,828
Operational Reserve Force	0	12.41	0	260,561	12.83	3,343	130,746	13.27	1,735
Sub-Total Enlisted			44,926			59,280			44,563
Sub-Total Annual Training			44,942			59,670			44,587
<u>Inactive Duty for Training (IDT)</u>									
<u>Enlisted</u>									
IDT Rations	5,293,099	7.39	39,116	5,750,131	7.64	43,931	6,600,633	7.90	52,145
Operational Reserve Force	0	7.39	0	0	7.64	0	0	7.90	0
Sub-Total, Enlisted			39,116			43,931			52,145
Sub-Total Inactive Duty Training			39,116			43,931			52,145
Total Subsistence			84,058			103,601			96,732

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group F
(Dollars in Thousands)**

PART ONE - PURPOSE AND SCOPE

FY 2012 Actual	FY 2013 Estimate	FY 2014 Request
492,474	623,345	557,753

Pay Group F program funds support for base pay, Basic 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 Soldiers attending Initial Entry Training (IET). The purpose of this program is to train non-prior service personnel to fill specific unit vacancies by attending Basic Combat Training (BCT) and Advanced Individual Training (AIT). Individuals receive basic, technical, and/or on-the-job training depending on their aptitudes and the needs of the Army National Guard. Upon completion of BCT and AIT, the member is assigned a Military Occupational Specialty (MOS) and is moved to Pay Group A for the purpose of budgeting and manpower strength.

Soldiers in Pay Group F receive their initial introduction to the Army through BCT and AIT. The skills acquired in the BCT course provide the foundation of every Army National Guard member – how to be a Soldier in the world’s best Army. The skills acquired in Advanced Individual Training outfit the Soldier with a skill set that specifically fills a critical need within the unit, state, and nation.

PART TWO – JUSTIFICATION OF FUNDS REQUESTED

Program reductions in FY 2014 reflect a reduction of approximately 10% in training seat requirements for non-prior service Initial Entry Training. This translates to a commensurate reduction in funding requirements in Pay Group F. Initial Entry Training may be conducted in one of three scenarios: single-station training, dual-station training, and split-option training. The majority of IET is conducted as single-station training where both BCT and AIT are conducted at the same installation. Certain, more specialized, MOSs are conducted at installations that do not offer a BCT school. As a result, the Soldier must conduct an additional leg between BCT and AIT. Lastly, High School Juniors may enlist into the Army National Guard under the split-option program. Under split-option, these enlistees will complete BCT during the period between their Junior and Senior years of high school and then complete AIT after high school graduation. As a result, split-option Soldiers will incur two additional travel legs as part of their initial entry training.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group F
(Dollars in Thousands)**

PART THREE – SCHEDULE OF INCREASES AND DECREASES

FY 2013 Direct Program		<u>Amount</u> 623,345
Price Increases:		
Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	1,184	
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	2,090	
BAH	2,346	
BAS	50	
Clothing	1,195	
Other Pay	1,561	
RPA	80	
Travel	639	
Total Price Increase	9,145	
Program Increases:		
None	0	
Total Program Increase	0	
Total Increases		9,145
Price Decreases:		
None	0	
Total Price Decrease	0	
Program Decreases:		
Base Pay	(28,165)	
BAS	(452)	
Clothing	(8,894)	
FICA	(1,905)	
Other Pay	(16,832)	
RPA	(5,854)	
Travel	(12,635)	
Total Program Decrease	(74,737)	
Total Decrease		(74,737)
FY 2014 Direct Program		557,753

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group F
(Dollars in Thousands)**

PART FOUR – PAY AND ALLOWANCES

Basic Pay and Retired Pay Accrual, Initial Entry Training (IET) on Active Duty:

Program supports pay and allowances to include basic pay, FICA, Retired Pay Accrual (RPA), and Basic Allowance for Housing (BAH) of non-prior service enlisted Soldiers attending IET. The strength reflects the actual number of participants projected to attend BCT or AIT, and the rate reflects the average cost per training event.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Total	40,004	10,440.90	417,681	48,922	10,639.79	520,520	43,955	10,797.93	474,623

Individual Clothing and Uniform Allowance:

Program supports the prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC Title 37, Section 418. Upon entering their IET, Soldiers receive their initial clothing issue which is based on the current “Clothing Bag” issue. Strength represents the projected number of BCT attendees.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Female	6,047	1,720.00	10,401	7,366	1,690.72	12,453	6,104	1,790.32	10,928
Male	28,041	1,502.40	42,129	34,471	1,463.24	50,439	28,319	1,563.10	44,265
Total	34,088		52,530	41,836		62,892	34,423		55,193

Travel, Initial Entry Training, Active Duty Training:

Program supports travel and per diem allowances for enlisted Soldiers traveling to, from, and between IET locations as authorized by USC Title 37, Section 404.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Total	38,033	585.36	22,263	67,145	594.73	39,933	46,234	604.25	27,937
Total Pay Group F			492,474			623,345			557,753

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group P
(Dollars in Thousands)**

PART ONE – PURPOSE AND SCOPE

FY 2012 Actual	FY 2013 Estimate	FY 2014 Request
39,456	29,528	35,718

Pay Group P program support funds for basic pay, Retired Pay Accrual (RPA), Government's share of Federal Insurance Contribution Act (FICA), clothing, and subsistence for enlisted Soldiers participating in multiple Unit Training Assemblies (UTA) prior to fully completing Initial Entry Training (IET). Enlistees are moved to funding category Pay Group F upon entry into basic training. Upon completion of Basic Training and Advanced Individual Training (AIT), Soldiers are moved to funding category Pay Group A to participate in Unit Training Assemblies and collective training events (Annual Training).

PART TWO – JUSTIFICATION OF FUNDS REQUESTED

Army National Guard members in Pay Group P are awaiting their Initial Entry Training. In many cases, several months may pass before a new Army National Guard recruit completes IET. In this intermediate period, the enlistee remains in Pay Group P and participates in UTA or Inactive Duty for Training (IDT) events, most often as part of the Recruit Sustainment Program (RSP). This program prepares new enlistees for basic training and Army life in general. The success of the RSP is directly responsible for training attrition rates that are among the lowest of all the Armed Services. Funding in Pay Group P is important to maintain low attrition rates for non-prior service recruits to the Army National Guard. Funding is provided in clothing to issue one set of the Army Combat Uniform (ACU) to each member entering Pay Group P.

The Army National Guard will experience a reduction in IET training seats in FY 2014. As a result, the amount of time individuals spend in Pay Group P awaiting IET will increase. This trend results in an increase from the FY 2013 baseline.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group P
(Dollars in Thousands)**

PART THREE - SCHEDULE OF INCREASES AND DECREASES

FY 2013 Direct Program	<u>Amount</u>
	29,528
Price Increases:	
Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	48
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	83
Clothing	140
Other Pay	72
Subsistence	4
RPA	3
Total Price Increase	350
Program Increases:	
Base Pay	7,044
FICA	549
Other Pay	2,922
RPA	1,768
Total Program Increase	12,283
Total Increases	12,633
Price Decreases:	
None	0
Total Price Decrease	0
Program Decreases:	
Clothing	(6,443)
Total Program Decrease	(6,443)
Total Decrease	(6,443)
FY 2014 Direct Program	35,718

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Pay Group P
(Dollars in Thousands)**

PART FOUR - PAY AND ALLOWANCES

Pay, Inactive Duty Training (IDT):

Program supports pay of enlisted Soldiers attending IDT while awaiting Initial Entry Training (IET). The rate used in computing the requirement is based on basic pay and RPA.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Estimate</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Total	492,630	72.59	35,760	285,391	73.86	21,079	429,666	75.17	32,298

Individual Clothing and Uniform Allowance:

Program supports prescribed clothing for enlisted Soldiers as authorized by the Secretary of the Army under the provisions of USC, Title 37, Section 418. Soldiers entering the program are issued one set of the Army Combat Uniform (ACU) including boots.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Total	4,895	212.46	1,040	34,146	216.07	7,378	4,897	219.53	1,075

Subsistence:

Program supports subsistence for enlisted Soldiers participating in Inactive Duty Training (IDT) events with duration of eight hours or more in any one calendar day. Subsistence man-days represent the actual meals provided.

	<u>FY 2012 Actual</u>			<u>FY 2013 Projected</u>			<u>FY 2014 Estimate</u>		
	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>	<u>Rations</u>	<u>Rate</u>	<u>Amount</u>
Total	357,470	7.43	2,656	140,551	7.62	1,071	311,008	7.54	2,345
Total Pay Group P			39,456			29,528			35,718

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

PART ONE – PURPOSE AND SCOPE

<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
558,803	500,423	576,399

The School Training program provides for basic pay, Retired Pay Accrual (RPA), Special Pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), tuition, the Government’s share of Federal Insurance Contributions Act (FICA), travel, and per diem of personnel traveling to and from school sites. It also provides for Family Separation Allowance (FSA) for attendance in courses over 30 days and Permanent Change of Station (PCS) cost for duty exceeding 139 days.

PART TWO – JUSTIFICATION OF FUNDS REQUESTED

School training includes aviation officer basic course, officer and warrant officer candidate programs, military occupational specialty (MOS) courses, aviator refresher training, non-commissioned officer courses, officer career development schools, Sergeants Major Academy, and Senior Service College. School Training also provides formal school training, critical to the achievement and maintenance of individual skill proficiency standards, required for mobilization and wartime service. School funds include MOS qualification training and are a component of unit personnel readiness. Funding in this program also provides formal professional development training necessary to enable personnel to assume progressively higher levels of responsibility.

The estimate for Army National Guard Schools training in FY 2014 reflects a \$10.2 million price growth and a \$65.8 million program growth as a reduction in deployments results in an increased aggregate number of school training days required from the FY 2013 baseline.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

PART THREE - SCHEDULE OF INCREASES AND DECREASES

		<u>Amount</u>
FY 2013 Direct Program		500,423
Price Increases:		
Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	1,069	
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	3,207	
BAH	2,661	
FICA	0	
Other Pay	750	
RPA	65	
Subsistence	355	
Travel	2,084	
Total Price Increase	10,191	
Program Increases:		
Base Pay	610	
BAH	3,824	
FICA	2,811	
Other Pay	48,761	
RPA	1,362	
Travel	29,709	
Total Program Increase	87,077	
Total Increases		97,268
Price Decreases:		
None	0	
Total Price Decrease	0	
Program Decreases:		
Subsistence	(21,292)	
Total Program Decrease	(21,292)	
Total Decrease		(21,292)
FY 2014 Direct Program		576,399

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Career Development Training:

Program supports Career Development Training to all soldiers for professional development training, Captains Career Course (CCC), Intermediate Level Education (ILE), Senior Service Colleges (SSC), Warrant Officer (WO) Advance Course, WO Staff courses, WO Senior Staff Course, Non-Commission Officer Education School (NCOES), Sergeants Major Academy (SMA), and ARFORGEN requirements.

FY 2012 Actual					
	<u>Strength</u>	Tour <u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	7,989	29	231,674	337.37	78,160
Enlisted	16,068	31	498,117	205.53	102,378
Total	24,057		729,791		180,538
FY 2013 Estimate					
	<u>Strength</u>	Tour <u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	8,839	29	256,333	344.22	88,235
Enlisted	13,300	31	412,291	209.91	86,544
Total	22,139		668,624		174,779
FY 2014 Request					
	<u>Strength</u>	Tour <u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	8,812	29	255,551	351.10	89,725
Enlisted	14,685	31	455,232	214.11	97,469
Total	23,497		710,783		187,194

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Flight Training:

Program supports funding for selected aviation crew members to include enlisted, officers, cadets, and officer candidates for training that result in an aeronautical rating for an Army aviator or Unmanned Aerial Vehicle (UAV) operator. The increase from FY 2013 to FY 2014 is a result of an increase in Initial Entry Rotary Wing (IERW) training throughout the Army National Guard. More officers will attend flight training in FY 2014 which results in an increase in strength and man-days. The lead time to develop a fully trained pilot is up to two years, the majority of which includes an initial year-long flight school.

FY 2012 Actual					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	155	348	53,963	297.74	16,067
Enlisted	497	126	62,679	204.98	12,848
Total	652		116,642		28,915
FY 2013 Estimate					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	159	348	55,357	303.81	16,818
Enlisted	217	126	27,331	209.36	5,722
Total	376		82,688		22,540
FY 2014 Request					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	422	348	146,944	309.89	45,536
Enlisted	592	126	74,583	213.55	15,927
Total	1,014		221,527		61,463

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Initial Skills Acquisition Training:

Program supports initial skills acquisition training to all Soldiers for Duty Military Occupational skill Qualification (DMOSQ), Basic Officer Leadership Course (BOLC A), Common Core Training and Technical Training (BOLC B), and Basic Warrant Officer Course.

FY 2012 execution includes \$18 million in OCO for pre-mobilization and deployment-related school training.

FY 2012 Actual					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,965	183	359,621	266.92	95,990
Enlisted	11,975	62	742,437	181.87	135,027
Total	13,940		1,102,058		231,017
FY 2013 Estimate					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,742	183	318,864	272.47	86,881
Enlisted	6,361	62	394,372	185.86	73,298
Total	8,103		713,236		160,179
FY 2014 Request					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,722	183	315,196	277.92	87,599
Enlisted	10,387	62	643,986	189.58	122,085
Total	12,109		959,182		209,684

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Officer Candidate/Training School

Program supports funding for qualified officer Candidates to earn their commission through the Officer Candidate School (OCS) for service in the Army National Guard. This two phase program provides a commission opportunity for qualified college graduates, and current military warrant officer and enlisted Soldiers. Resources provide basic pay and allowance, travel and per diem for leadership skills and Basic Infantry training.

FY 2012 Actual					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	224	98	21,960	296.09	6,502
Enlisted	515	98	50,476	203.84	10,289
Total	739		72,436		16,791
FY 2013 Estimate					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	225	98	22,023	302.14	6,654
Enlisted	512	98	50,178	208.20	10,447
Total	737		72,201		17,101
FY 2014 Request					
	Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	110	98	10,779	308.18	3,322
Enlisted	451	98	44,221	212.36	9,391
Total	561		55,000		12,713

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Refresher and Proficiency Training:

Program supports all officer and enlisted basic pay allowance, travel and per diem for attendance at Special Skills/Refresher Proficiency training and functional courses to attain or maintain the required level of proficiency in a military specialty in which a member has been initially qualified.

The increase in funding for FY 2014 closely reflects the FY12 amount as deployments decrease and qualified Soldiers are able to attend professional development courses such as the Captains Career Course, Intermediate Level Education, Senior Service College, Warrior Leader Course, and Non Commissioned Officer Education Schools.

		FY 2012 Actual				
		Tour				
		<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer		17,956	7	125,692	296.04	37,210
Enlisted		31,559	10	315,585	203.85	64,332
Total		49,515		441,277		101,542
		FY 2013 Estimate				
		Tour				
		<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer		22,955	7	160,684	302.14	48,549
Enlisted		37,114	10	371,140	208.21	77,275
Total		60,069		531,824		125,824
		FY 2014 Request				
		Tour				
		<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer		14,526	7	101,683	308.18	31,337
Enlisted		34,848	10	348,479	212.37	74,008
Total		49,374		450,162		105,345

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
School Training
(Dollars in Thousands)**

Total Schools:

FY 2012 Actual			
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	28,289	792,910	233,929
Enlisted	60,614	1,669,294	324,874
Total	88,903	2,462,204	558,803
FY 2013 Estimate			
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	33,920	813,261	247,137
Enlisted	57,504	1,255,312	253,286
Total	91,424	2,068,573	500,423
FY 2014 Request			
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	25,592	830,153	257,519
Enlisted	60,963	1,566,501	318,880
Total	86,555	2,396,654	576,399

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Special Training
(Dollars in Thousands)**

PART ONE – PURPOSE AND SCOPE

FY 2012 Actual	FY 2013 Estimate	FY 2014 Request
1,215,164	536,856	665,242

The Special Training sub-activity provides for basic pay, Retired Pay Accrual (RPA), special pay, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), tuition, the Government's portion of Federal Insurance Contribution Act (FICA) requirement, and Permanent Change of Station (PCS) costs (for tours exceeding 139 days) for personnel attending various special training programs while in an Full-time National Guard Reserve Component (FTNG-RC) or Active Duty for Training (ADT) status (to include Army National Guard support for DoD emergencies).

Special Training permits the traditional (“M-Day”) National Guard Soldier to perform duty in an active duty status in addition to 48 drills (IDT) and 15 days of Annual Training (AT). Special Training affords the Army National Guard Selective Reserve the ability to participate in training experiences and Force Protection exercises that cannot be conducted during IDT and AT. Special Training performed in an FTNG-RC status accomplishes missions that exceed the normal full-time manning.

Special Training supports the Chemical, Biological, Nuclear, High-Yield Explosive (CBRNE) Enterprise, Command/Staff Supervision, Competitive Events, Exercises, Management Support, Operational Training, Recruiting and Retention (R&R), and Unit Conversion activities. These activities provide planning and execution of mobilization and readiness training exercises. All Special Training activities directly affect the readiness of the Army National Guard for both domestic emergency response and overseas contingency missions.

Counter Drug (Drug Interdiction) activities fund Army National Guard Soldiers providing support to the Federal Counter Narcotics Program (CNP). This activity also provides funding for the training of Army National Guard personnel in support of the Federal Counter Narcotics Program (CNP). Counter Drug activities are budgeted in the Department of Defense Counter Narcotics budget request and are reprogrammed during the year of execution.

PART TWO – JUSTIFICATION OF FUNDS REQUESTED

The estimate for Army National Guard Special Training in FY 2014 reflects a \$15.2 million growth in price and a \$113.2 million growth in program due to an increased number of Special Training days required.

The Army National Guard has provided Department of Defense directed assistance to the Department of Homeland Security along the southwest border of the United States since FY 2010. In November 2011, the Secretary of Defense approved the extension of support for this mission through the end of calendar year 2013. The first quarter of FY 2014 funding for operational support along the Southwest Border is included in this request.

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PART THREE - SCHEDULE OF INCREASES AND DECREASES

		<u>Amount</u>
Current Year Direct Program		536,856
Increases:		
Price Increases:		
Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	826	
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	2,477	
BAH	3,307	
FICA	1,933	
Other Pay	4,670	
RPA	81	
Subsistence	1,146	
Travel	770	
Total Price Increase	15,210	
Program Increase:		
Base Pay	59,941	
FICA	2,905	
Other Pay	53,173	
RPA	15,678	
Subsistence	8,689	
Travel	4,922	
Total Program Increase	145,308	
Total Increase		160,518
Decreases:		
Price Decrease:		
None	0	
Total Price Decrease	0	
Program Decrease:		
BAH	(32,132)	
Total Program Decrease	(32,132)	
Total Decrease		(32,132)
Budget Year Direct Program		665,242

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CBRNE Enterprise Summary

The combined Air and Army National Guard CBRNE Enterprise consists of the following capabilities:

57 x Civil Support Teams (CSTs): CSTs consist of 22 Active Guard and Reserve (AGR) members, of which 18 are Army National Guard. Their mission is to support civil authorities at a domestic CBRNE incident site by identifying CBRNE agents and substances, assessing current and projected consequences, advising on response measures, and assisting with appropriate requests for additional support. They also provide immediate response to intentional or unintentional releases of Toxic Industrial Chemicals (ITCs) and Materials (TIMs), and natural or man-made disasters in the United States that result, or could result, in catastrophic loss of life or property. CSTs also include valuable emergency communications capabilities, and they are intended to be interoperable with civilian responders.

17 x CBRNE Enhanced Response Force Package (CERFPs): CERFPs consist of 170 National Guard personnel that are designed to respond to a CBRNE incident within 6–12 hours. Their mission is to respond to chemical, biological, radiological, or nuclear (CBRNE) incident and assists local, state, and federal agencies in conducting consequence management by providing capabilities to conduct patient / mass casualty decontamination, emergency medical services, and casualty search and extraction.

10 x Homeland Response Force (HRFs): HRFs consist of 566 National Guard personnel and provides a regional response capability that self-deploys by ground within 6–12 hours of a mission assignment. Their mission is to provide command and control, security, search and extraction, decontamination, and medical triage as needed in order to save lives and mitigate human suffering; upon completion, they transition all operations to civil authorities. The medical capability is provided by the Air National Guard. The non-operational mission focuses on planning, training and exercising; and forging strong links between local, state, and federal level authorities.

2 x Command and Control CBRN Consequence Response Element (C2CRE): The C2CRE consists of 2 force packages; FP1= 2100 PAX and FP2=3100 PAX for a total of 5200 National Guard personnel that provide command and control elements for follow-on active duty military forces. The C2CRE has the following capabilities: limited CBRNE assessment, search and rescue, decontamination, emergency level II medical care, security, engineering, logistics, transportation, command and control, and interoperable communications.

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CBRNE Enterprise Summary (cont.)

The following table represents the complete Army National Guard's complete CBRNE Enterprise capabilities.

	FY 2012 Actual			FY 2013 Estimate		
	<u>Strength</u>	<u>Total Days</u>	<u>Amount</u>	<u>Strength</u>	<u>Total Days</u>	<u>Amount</u>
Officer	1,983	85,681	21,587	3,239	205,661	62,922
Enlisted	1,631	100,004	16,472	8,017	500,589	100,700
Total	3,614	185,685	38,059	11,256	706,250	163,622

	FY 2014 Request		
	<u>Strength</u>	<u>Total Days</u>	<u>Amount</u>
Officer	3,199	192,400	60,448
Enlisted	8,514	544,237	109,095
Total	11,713	736,637	169,543

**The program increase in FY 2013 reflects a transfer of the ten HRFs into this CBRNE Enterprise and the addition to the C2CRE program funds.*

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CBRNE Enterprise: Weapons of Mass Destruction - Civil Support Teams (WMD-CST)*

Program supports travel and per diem for Army National Guard officer and enlisted members in USC, Title 32 AGR status assigned to the Weapons of Mass Destruction Civil Support Teams (WMD-CST). Pursuant to House of Representatives Report 112-493, dated May 25, 2012, the request fully funds a CST/WMD team in each state, territory, and the District of Columbia; the request also funds an additional team in New York and Florida. Since these members are AGR, pay and allowance is budgeted in Administration and Support. These personnel participate in individual and collective training events and courses associated with CST unique/specific training and deployments IAW USC, Title 10 12310 on operational missions. These missions include responding to the following scenarios: a terrorist attack or threatened terrorist attack in the United States; the intentional or unintentional release of nuclear, biological, radiological, or toxic or poisonous chemical materials in the United States; or a natural or manmade disaster in the United States, any of which results in, or could result in, catastrophic loss of life or property.

The following table represents the requirements for the 57 WMD-CST teams that are geographically spread throughout each of the Army National Guard.

	FY 2012 Actual					FY 2013 Estimate				
	Tour					Tour				
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	342	111	38,079	148.90	5,670	330	112	36,936	151.38	5,591
Enlisted	684	106	72,545	148.90	10,802	660	112	73,871	151.38	11,183
Total	1,026		110,624		16,472	990		110,807		16,774
	FY 2014 Request									
	Tour									
	<u>Strength</u>	<u>Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>					
Officer	342	78	26,701	151.64	4,049					
Enlisted	684	132	90,102	151.64	13,663					
Total	1,026		116,803		17,712					

**In FY 2012 this program was combined with all other CBRNE capabilities and labeled as Civil Support Teams and CERFPs.*

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CBRNE Enterprise: Other Chemical, Biological, Nuclear, High-Yield Explosive (CBRNE) Capabilities:

Program supports pay and allowances, travel, per diem and Active Duty Operational Support (ADOS) costs associated with the CBRNE Enhanced Response Force Package (CERFP)/Homeland Response Force (HRF)/Command and Control CBRN Consequence Response Element (C2CRE). These units conduct individual and collective training events in order to remain proficient at required tasks. These events include participation in Homeland Defense/Joint Interagency Training Capability programs and exercises such as VIGILANT GUARD; Combatant Commander sponsored exercises; Homeland Defense/National Level Exercises; CBRNE collective training and Education Center (JITEC) support; and National Guard Bureau sponsored Joint Defense Support of Civil Authority (DSCA) Programs.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,641	29	47,602	334.38	15,917	2,909	58	168,725	339.79	57,331
Enlisted	947	29	27,459	206.49	5,670	7,357	58	426,718	209.78	89,517
Total	2,588		75,061		21,587	10,266		595,443		146,848

	FY 2014 Request				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,857	58	165,699	340.37	56,399
Enlisted	7,830	58	454,135	210.14	95,432
Total	10,687		619,834		151,831

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Command and Staff Supervision:

Program supports officer and enlisted Soldier participation in pre-annual training (AT) conferences (to conduct planning and site reconnaissance at approved annual training sites), general officer man-day, and conference and other special projects and other supporting command initiative. The Army National Guard support to Military Funeral Honors is conducted under Active Duty Operational Support (ADOS) to all eligible veterans and fallen warriors.

The increase in FY 2014 is a result of an increase in Command and Staff Supervision man-days from the baseline in the FY 2013 request. FY 2012 execution includes \$57 million in OCO execution for reset man-days.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	15,773	10	157,727	453.08	71,463	7,440	10	74,401	462.20	34,388
<u>Enlisted</u>	<u>95,828</u>	10	<u>958,280</u>	213.90	<u>204,976</u>	<u>37,563</u>	10	<u>375,633</u>	218.57	<u>82,102</u>
Total	111,601		1,116,007		276,439	45,003		450,034		116,490
	<u>FY 2014 Request</u>									
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>					
Officer	16,059	10	160,587	462.99	74,350					
Enlisted	<u>72,281</u>	10	<u>722,810</u>	218.94	<u>158,252</u>					
Total	88,340		883,397		232,602					

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Competitive Events:

Program supports personnel participating in the Chief, National Guard Bureau's Military Competition Program. The program supports opportunities for the Army National Guard athletes to progress through the highest levels of amateur competition, to include the Olympic Games. There are four Competitive Events Programs support by the program: The Biathlon Program and Biathlon Championships; The All-Guard Marathon Team; the National Guard Marksmanship Center (NGMTC); and the Rhode Island National Guard International Leapfest Event.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	464	8	3,711	319.35	1,185	1,640	8	13,118	325.81	4,274
Enlisted	2,590	8	20,719	219.99	4,558	1,086	8	8,684	224.67	1,951
Total	3,054		24,430		5,743	2,726		21,802		6,225

	FY 2014 Request				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	121	8	965	326.36	315
Enlisted	3,184	8	25,474	225.05	5,733
Total	3,305		26,439		6,048

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Counter Drug Program:

Program encompasses all Army National Guard personnel providing support to the Federal Counter Narcotics Program (CNP). Funding is transferred to this appropriation in the year of execution. The National Guard Counter Drug Program (NGCDP) funds personnel and equipment in accordance with the Governors' State Plans of the 50 states, 3 territories and District of Columbia supporting Local, State and Federal Law Enforcement Agencies' domestic interdiction strategies. This funding provides support across six different mission categories: Program Management, Technical Support (Linguists, Operational/Investigative Case and Analysts, Illicit Narcotics Detection, Communications and Subsurface/Divers), General Support (Law Enforcement Agency (LEA) Domestic Cannabis Suppression/Eradication Operations and Transportation) CD-related Training of LEA/Military Personnel, Reconnaissance/Observation (Ground and Aerial) and Drug Demand Reduction (Education Programs, Awareness Programs and Support to Anti-drug Community Coalitions).

The largest Army National Guard contributions to this program are in the technical support mission and aerial recon categories. The Technical Support mission constitutes approximately one third of the NGCDP. A critical mission in this program area is the Counter Threat Finance (CTF). The CTF mission is conducted by Army National Guard members who not only support domestic law enforcement, but also support Geographic Combatant Commanders. NGCDP CTF Soldiers are eligible for rotation to the CENTCOM AOR to support CTF efforts. The robust NGCDP aerial recon mission supports domestic law enforcement with 30,000 to 32,000 flight hours annually using 144 rotary winged aircraft. The skills used in support of domestic law enforcement are directly transferable to their military mission skill sets.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	583	189	110,139	380.72	41,932	0	189	0	389.58	0
Enlisted	2,730	189	516,004	252.12	130,095	0	189	0	258.18	0
Total	3,313		626,143		172,027	0		0		0
	FY 2014 Request									
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>					
Officer	0	189	0	390.24	0					
Enlisted	0	189	0	258.62	0					
Total	0		0		0					

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Exercises:

Program supports the participation of officer and enlisted Soldiers in maneuvers or other exercises, such as Command Post Exercises (CPXs), Field Training Exercises (FTXs), Staff Training, CTC rotations, the Battle Command Training Program (BCTP), Brigade Command and Battle Staff Training Teams (BCBSTs), and simulator training. This program also supports the additional man-days required to plan, coordinate and execute training events for the Critical Infrastructure Protection-Mission Assurance Assessment Teams (CIP-MAA) and the State Partnership Program (SPP). The SPP establishes and sustains enduring relationships with partner nations of strategic value in conjunction with National Security Strategy, National Military Strategy, Department of State and Combatant Command Theater Security Cooperation guidance to promote national objectives, stability, partner capacity, better understanding and trust.

FY 2012 execution includes \$282 million in OCO for additional pre-mobilization training and support days.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	54,922	7	384,453	361.99	139,168	11,544	7	80,810	369.46	29,856
Enlisted	184,690	7	1,292,833	219.21	283,402	21,054	7	147,375	224.00	33,012
Total	239,612		1,677,286		422,570	32,598		228,185		62,868
FY 2014 Request										
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>					
Officer	8,076	7	56,532	370.09	20,922					
Enlisted	28,329	7	198,306	224.38	44,496					
Total	36,405		254,838		65,418					

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Management Support:

Program supports officer and enlisted Soldier participation in National Guard Bureau (NGB) directed short tours, organizational leadership development, general officer man-days, inspector general support, conferences and special projects, external support, food management training, property inventories, and engineer construction projects. This category also funds instructors at the National Guard Professional Education Center (PEC). The request also includes funding for the Army National Guard support to the Southwest Border mission through the first quarter of FY 2014.

FY 2012 execution includes \$62 million in OCO for additional special active duty training days to support the planning, organizing, and executing the Yellow Ribbon and Post Deployment Health Reassessment (PDHRA) programs.

	FY 2012 Actual					FY 2013 Estimate*				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	36,417	5	182,085	397.09	72,304	2,526	5	12,628	405.68	5,123
Enlisted	65,549	5	327,746	243.03	79,652	4,668	5	23,339	248.43	5,798
Total	101,966		509,831		151,956	7,194		35,967		10,921
	FY 2014 Request									
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>					
Officer	11,391	5	56,955	406.37	23,145					
Enlisted	21,786	5	108,929	248.85	27,107					
Total	33,177		165,884		50,252					

* Funding in the FY 2013 President's Budget request included \$4.7 million for first quarter requirements for ARNG support to the Southwest Border Mission. The mission was to be fully subsumed by the Department of Homeland Security in January 2013, but was subsequently extended through December, 2013.

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Operational Training:

Programs supported in this section include the Army Foundry Intelligence Training Program (AFITP), the Army Language Program (ALP), and the Training Sustainment Program (ITSP). The AFITP program enables select Army personnel to learn new intelligence skills and sustain and improve their technical, analytical, and foreign language skills to execute intelligence missions successfully. The ALP supports Command Language Programs by providing resources for maintenance, sustainment, and enhancement of foreign language skills. The ITSP provides training for the Army Training Management System and for Information Operations exercise participation and operations, coordination of training related to modernization for equipment fielding, aviation simulation training, and other operational training events.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	5,934	5	29,671	350.78	10,408	10,939	5	54,695	357.95	19,578
Enlisted	12,662	5	63,309	209.56	13,267	9,402	5	47,012	214.03	10,062
Total	18,596		92,980		23,675	20,341		101,707		29,640

	FY 2014 Request				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	6,503	5	32,513	358.56	11,658
Enlisted	13,269	5	66,346	214.39	14,224
Total	19,772		98,859		25,882

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Recruiting/Retention:

Program supports Active Duty for Operational Support (ADOS) requirements to augment the full-time recruiting force with temporary full-time assistance. The recruiting and retention support members on ADOS status provide personnel to serve in Officer Strength Management (OSM), enlisted recruiting and retention, and enlisted recruit sustainment in order to achieve and maintain unit level and overall Army National Guard end strength.

	FY 2012 Actual					FY 2013 Estimate				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,521	30	105,640	298.07	31,488	3,922	30	117,658	304.45	35,821
Enlisted	9,696	30	290,877	190.94	55,540	7,435	30	223,038	195.33	43,566
Total	13,217		396,517		87,028	11,357		340,696		79,387

	FY 2014 Request				
	<u>Strength</u>	<u>Tour Length</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,160	30	94,796	304.97	28,910
Enlisted	8,380	30	251,405	195.66	49,190
Total	11,540		346,201		78,100

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Unit Conversion Training:

Program supports the additional training requirements incurred when a unit receives new equipment due to an organizational or equipment modernization change.

	FY 2012 Actual					FY 2013 Estimate				
	Tour		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	Tour		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
	<u>Strength</u>	<u>Length</u>				<u>Strength</u>	<u>Length</u>			
Officer	3,103	10	31,031	328.03	10,179	10,963	10	109,625	334.65	36,686
Enlisted	17,998	8	143,984	190.91	27,488	19,889	8	159,110	194.94	31,017
Total	21,101		175,015		37,667	30,852		268,735		67,703
	FY 2014 Request									
	Tour		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	Tour		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
	<u>Strength</u>	<u>Length</u>				<u>Strength</u>	<u>Length</u>			
Officer	3,049	10	30,490	335.22	10,221					
Enlisted	17,396	8	139,171	195.27	27,176					
Total	20,445		169,661		37,397					

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Total Special Training:

	FY 2012 Actual			FY 2013 Estimate		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	122,700	1,090,138	399,714	52,213	668,596	228,648
Enlisted	<u>393,374</u>	<u>3,713,756</u>	<u>815,450</u>	<u>109,114</u>	<u>1,484,780</u>	<u>308,208</u>
Total	516,074	4,803,894	1,215,164	161,327	2,153,376	536,856
	<u>FY 2014 Request</u>					
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>			
Officer	51,558	625,238	229,969			
Enlisted	<u>173,139</u>	<u>2,056,678</u>	<u>435,273</u>			
Total	224,697	2,681,916	665,242			

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Administration and Support
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PART ONE – PURPOSE AND SCOPE

FY 2012 Actual	FY 2013 Estimate	FY 2014 Request
3,653,917	3,855,110	3,779,017

Administration and Support funds support basic pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), uniform allowances, the Government's share of the Federal Insurance Contribution Act (FICA), travel, and permanent change of station travel costs for Active Guard and Reserve (AGR) personnel called to active duty under USC, Title 10 Section 10211, or while serving on duty under USC, Title 10 Section 10211 and Title 32 Section 502(f) or Section 503 in order to train, organize, and administer the Army National Guard.

This sub-activity also provides death gratuity payments to beneficiaries of Army National Guard personnel who die as a result of an injury incurred or a disease contracted while participating in active or inactive duty training. Additionally, this sub-activity funds enlistment and reenlistment bonuses and educational assistance (loan repayment), the full-time manning for the Civil Support Teams (CST), and the Ground-Based Mid-Course Defense (GMD) programs.

PART TWO – JUSTIFICATION OF FUNDS REQUESTED

Administration and Support funds those members of the Army National Guard who support operations on a full-time basis as well as the Selective Reserve Incentive Program (SRIP).

Active Guard and Reserve (AGR) personnel provide full-time support to the Army National Guard to ensure the day-to-day operations continue at all times. Full-time administration and support personnel perform a variety of functions to include: maintaining unit armories, managing the National Guard Bureau, manning state operation centers, administering medical care, organizing recruiting activities, and providing logistical support to other major Army Commands (FORSCOM, TRADOC, NORTHCOM, etc.).

In order to minimize the impact created by mobilizing AGRs, the Army National Guard utilizes a 1 to 3 ratio to hire temporary backfills to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities, maintaining a presence in the local community. This funding is essential to the operations, training, and employment of the National Guard both at home and abroad. The request supports an end-strength of 32,060.

Funding for SRIP ensures that the Army National Guard is able to continue to recruit the most qualified candidates by offering bonuses and incentives to enlistees that fill critical needs within the Army National Guard. The request for FY 2014 represents both initial payments to new enlistees and the anniversary payments entitled to members accessed in prior years that complete requirement eligibility for anniversary payments. The Army National Guard will achieve significant savings in bonuses and incentives programs as the organization transitions from a normal recruiting focus to one of targeted recruiting with added emphasis on retention. The Army National Guard will manage a gradual reduction in end-strength from 358,200 in FY 2013 to 354,200 in FY 2014.

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PART THREE - SCHEDULE OF INCREASES AND DECREASES

Current Year Direct Program	<u>Amount</u>
	3,855,110
Increases:	
Price Increases:	
Annualization of FY 2013 Pay Raise (1.7%, effective 1 January 2013)	10,368
Annualization of FY 2014 Pay Raise (1.0%, effective 1 January 2014)	20,769
BAH	25,936
COLA	369
FICA	2,382
RPA	10,837
BAS	4,005
Other Pay	8,566
Travel	1,027
Hosp / Disability	307
Total Price Increase	84,566
Program Increase:	
\$30,000 Lump Sum Bonus (CSB/REDUX)	1,170
Total Program Increase	1,170
Total Increase	85,736

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PART THREE - SCHEDULE OF INCREASES AND DECREASES (CONTINUED)

Decreases:

Price Decrease:

Select Reserve Incentive Program (SRIP)	(78,944)
Total Price Decrease	(78,944)

Program Decrease:

Base Pay	(15,954)
BAH	(458)
COLA	(13)
FICA	(100)
RPA	(423)
BAS	(81)
Other Pay	(998)
Travel	(39)
Hosp / Disability	(295)
Select Reserve Incentive Program (SRIP)	(64,524)
Total Program Decrease	(82,885)

Total Decrease **(161,829)**

Budget Year Direct Program **3,779,017**

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PART FOUR – PAY AND ALLOWANCES

U.S. CODE, TITLE 10, SECTION 10102 – Policies and Regulations

Participation of Active Guard Reserve officers in preparation and administration

Within such number, and in such grade assignments as the service 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. Such an officer is an additional member of any staff with which he is serving.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer:	13	13	13	13	13	13	13

U.S. CODE, TITLE 10, SECTION 12402 - Army National Guard of United States

Commissioned Officers: Duty to National Guard Bureau

The President may, with the consent of the Governor, order commissioned officers of the Army National Guard of the United States to active duty in the National Guard Bureau. The number of officers of the Army National Guard of the United States in any grade below Brigadier General who are ordered to active duty in the National Guard may not be more than 40 percent of the number of officers of the Army in that grade authorized for duty in that Bureau.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>	<u>Manyears</u>	<u>End</u>
Officer:	25	25	25	25	25	25	25

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U.S. CODE, TITLE 32, SECTION 708 – United States Property and Fiscal Officers

The Governor of each state and territory (Puerto Rico, the Virgin Islands, and Guam), and the Commanding General of the National Guard of the District of Columbia, shall appoint, designate or detail, subject to the approval of the Secretary of the Army and the Secretary of the Air Force, a qualified commissioned officer of the Army or Air National Guard of that jurisdiction who is also a commissioned officer of the Army National Guard or the Air National Guard, as the case may be, to be the Property and Fiscal Officer of the jurisdiction. If the officer is not on active duty, the President may order him/her to active duty with their consent, to serve as a Property and Fiscal Officer.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	46	46	46	46	46	46	46

Standard Installation/Division Personnel System (SIDPERS):

Program supports officer and enlisted Soldiers to develop, administer and operate the Army National Guard personnel systems. Soldiers will use and maintain the Reserve Components Common Personnel Data System; the automated personnel database for the Army National Guard (parallels the automated data initiatives of the active Army).

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	32	32	32	32	32	32	32
Enlisted:	219	219	219	219	219	219	219
Total	251	251	251	251	251	251	251

Training/Logistics Support:

Program supports Army National Guard officer and enlisted Soldiers for training/logistics support at Army installations, and to serve as Reserve Officer Training Course (ROTC) Instructors.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	981	981	981	981	981	981	981
Enlisted:	592	592	592	592	592	592	592
Total	1,573	1,573	1,573	1,573	1,573	1,573	1,573

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Augment Support:

Program supports the stationing of Army National Guard officers and enlisted Soldiers at U.S. Army Training and Doctrine Command (TRADOC), US Army Forces Command (FORSCOM), and other Army major commands. Soldiers oversee Army National Guard administration, training and logistical activities at those locations.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	12	12	12	12	12	12	12
Enlisted:	0	0	0	0	0	0	0
Total	12	12	12	12	12	12	12

Readiness Support:

Program supports personnel for training, logistics, and management of multiple unit support activities to increase readiness of the Army National Guard force structure.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	802	802	802	802	802	802	802
Enlisted:	1,390	1,390	1,390	1,390	1,390	1,390	1,390
Total	2,192	2,192	2,192	2,192	2,192	2,192	2,192

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Recruiting and Retention:

Program supports staffing at the Department of the Army, the National Guard Bureau, the 50 states, 3 territories, and District of Columbia to manage the Army National Guard recruiting and retention programs.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	241	241	241	241	241	241	241
Enlisted:	4,746	4,746	4,746	4,746	4,746	4,746	4,746
Total	4,987	4,987	4,987	4,987	4,987	4,987	4,987

Army Medical Department (AMEDD):

Program supports officers and enlisted personnel working at medical installations, hospitals and medical detachments in order to support the sustainment of required mobilization strengths, enhance readiness, and maintain a liaison with the active components.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	10	10	10	10	10	10	10
Enlisted:	6	6	6	6	6	6	6
Total	16	16	16	16	16	16	16

Full-Time Manning:

Program supports officers and enlisted personnel within earlier deploying units of the Army National Guard to enhance readiness.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	4,064	4,183	4,170	3,925	4,159	4,381	4,147
Enlisted:	15,507	15,814	15,762	16,579	17,515	16,505	17,491
Total	19,571	19,997	19,932	20,504	21,674	20,886	21,638

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Civil Support Teams (CST):

Program supports Army National Guard officer and enlisted personnel for the National Guard CSTs. The FY 2013 budget request reduced the number of CSTs from 57 to 55 (New York and Florida); however, funding was provided for the first half of FY 2013. The Appropriations Committee stated in the 2013 Appropriations Bill that they expect DoD to fully fund these teams in the FY 2014 request.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	342	342	342	330	330	342	342
Enlisted:	684	684	684	660	660	684	684
Total	1,026	1,026	1,026	990	990	1,026	1,026

Ground-Based Midcourse Defense (GBMD):

Program supports Army National Guard officer and enlisted personnel for the GBMD program.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	73	73	73	73	73	73	73
Enlisted:	208	208	208	208	208	208	208
Total	281	281	281	281	281	281	281

Total Administration and Support, AGR:

Active Guard and Reserve (AGR) Man-years are adjusted to reflect FY 2014 AGR mobilizations with a backfill ratio of one to three.

	FY 2012 Actual			FY 2013 Estimate		FY 2014 Request	
	<u>Begin</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>	<u>Manyyears</u>	<u>End</u>
Officer:	6,641	6,760	6,747	6,490	6,724	6,958	6,724
Enlisted:	23,352	23,659	23,607	24,400	25,336	24,350	25,336
Total	29,993	30,419	30,354	30,890	32,060	31,308	32,060

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AGR Pay and Allowances:

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	6,760	148,704.44	1,005,242	6,490	160,627.73	1,042,474	6,958	153,919.37	1,070,971
Enlisted	23,659	90,193.67	2,133,892	24,400	95,579.75	2,332,146	24,350	97,594.66	2,376,430
Total AGR	30,419		3,139,134	30,890		3,374,620	31,308		3,447,401

AGR Backfill Pay and Allowances, Officer and Enlisted (Post-Mobilization Augmentation)

In order to minimize the impact created by mobilizing AGRs, the Army National Guard utilizes a 1 to 3 ratio to hire temporary backfills to maintain the readiness of non-mobilized Soldiers and to provide administrative and operational support for armories and facilities, maintaining a presence in the local community. This funding is essential to the operations, training, and employment of the National Guard both at home and abroad.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	134	148,704.44	19,891	120	160,627.73	19,204	113	153,919.37	17,451
Enlisted	481	90,193.67	43,383	547	95,579.75	52,326	473	97,594.66	46,125
Total AGR	615		63,274	667		71,530	586		63,576

Continental United States (CONUS)/Other Continental United States (OCONUS) Cost of Living Allowance (COLA):

Program supports the payment of COLA to Soldiers who are assigned to high cost living areas in CONUS/OCONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS/OCONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent. The amount of COLA payable is the product of discretionary income (based on regular military compensation) multiplied by the difference between the COLA index for the individual's high cost area and the threshold percentage.

Total CONUS COLA requirements are determined by multiplying the projected number of eligible personnel by an estimated rate.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer:	872	6,039.06	5,265	876	6,159.85	5,398	922	6,283.05	5,792
Enlisted:	3,405	3,690.99	12,568	3,445	3,764.81	12,970	3,374	3,840.11	12,955
Total:	4,277		17,833	4,321		18,368	4,295		18,747

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Travel and PCS:

Program supports travel and Permanent Change of Station (PCS) costs, as authorized by USC, Title 37 Section 404, for officer and enlisted Soldiers serving on active duty performing Army National Guard mission requirements as authorized by USC, Title 10 Sections 12301 and 12310.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer:	1,903	15,991.56	30,434	1,247	16,311.39	20,347	1,350	16,474.89	22,241
Enlisted:	2,965	15,249.00	45,214	2,212	15,553.98	34,409	2,133	15,709.89	33,503
Total:	4,868		75,648	3,460		54,756	3,483		55,744

Active Accounts & Guard/Reserve Full-Time Personnel (REDUX):

\$30,000 Lump Sum Bonus – For payment to Soldiers who entered the uniformed service on or after August 1, 1986, who elect to retire under the REDUX retirement plan. The REDUX retirement plan pays the member an immediate \$30,000 lump sum bonus in return for a reduced (40 percent) retirement benefit at 20 years of service with partial COLA.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer:	55	30,000	1,650	29	30,000	870	65	30,000	1,950
Enlisted:	175	30,000	5,250	215	30,000	6,450	218	30,000	6,540
Total:	230		6,900	244		7,320	283		8,490

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Death Gratuities:

Program supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by USC, Title 10 Sections 1475-1490. The Emergency Supplemental Appropriations Act for Defense, the Global War on Terror, and the Tsunami Relief Act of 2005 increased the immediate cash payment to \$100,000 for survivors of those whose death is a result of hostile actions which occurred in a designated combat operation or combat zone and for those whose death occurred while training for combat or performing hazardous duty. The 2006 National Defense Authorization Act extended the \$100,000 benefit to all active duty deaths.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer:	0	100,000.00	0	1	100,000.00	100	1	100,000.00	100
Enlisted:	20	100,000.00	2,000	3	100,000.00	300	3	100,000.00	300
Total:	20		2,000	4		400	4		400

Disability and Hospitalization Benefits:

Program supports disability and hospitalization benefits for Army National Guard Soldiers in Selected Reserve status who are not in Active Guard and Reserve (AGR) status or any other form of active duty for more than 30 days. For individuals who are injured or diseased in the Line of Duty, Incapacitation Benefits may be authorized. Benefits include basic pay, allowances, travel or disability severance pay when applicable. Incapacitation benefits are authorized in accordance with the provisions of USC, Title 37, Sections 204 and 206.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer:	311	12,957.37	4,025	145	13,216.52	1,920	180	13,480.85	2,420
Enlisted:	1,496	14,392.04	21,536	1,169	14,679.88	17,168	1,114	14,973.48	16,680
Total:	1,807		25,561	1,314		19,088	1,294		19,100

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Selected Reserve Incentive Program (SRIP):

The Army National Guard Bonus and Incentive program provides financial incentives, to include select bonuses designed to attract and retain high quality Soldiers who possess skills needed to meet the demands of an operational force, and/or who qualify for specialized training in critical skill targeted to mission requirements. Depending on the type of bonus, the Army National Guard Enlistment bonuses are paid either in one lump sum upon successful completion of initial entry training, or in installments.

Officer Programs. Net Program decreases within the Selective Reserve Incentive Program (SRIP) are associated with changes in Army National Guard SRIP Policy and the Army National Guard Army Medical Department Officer Incentive Policy. The Exception to Policy Department of Defense Instruction (DODI) 1205.21 allows the Reserve Components to incentivize qualifying medical field personnel beyond 20 years of Commissioned Service and also provides for offering this incentive multiple times to encourage retention in the medical community. In FY 2014, overages within the ranks of Warrant Officer One (WO1) and Second Lieutenant are addressed by restricting bonus policy, decreasing the quantity and amount of Officer Accession bonuses offered. The ARNG desires to attract Officers from the Army through the Officer Affiliation bonus. In FY 2014, policy allows a three and a six year bonus to attract those Soldiers.

Enlisted Programs. FY 2014 total net Program decreases within the Selective Reserve Incentive Program (SRIP) are associated with changes in Army National Guard SRIP Policy. The Student Loan Repayment Program (SLRP) increases in the number of eligible applicants while the dollar amount per applicant decreases in FY 2014. This is due to an increase in eligible Soldiers who have a smaller loan balance to receive this incentive. Non-Prior Service payments decrease in FY 2014 due to a combination of prior year policy restrictions and anniversary payment schedules. Requirements for anniversary payments decrease due to the policy changes from previous years. Enlisted Affiliation bonuses become more restrictive in both quantities offered and amount offered in FY 2014. Anniversary payments no longer exist because policy offers this in lump sum. Reenlistment bonuses become much more restrictive in FY 2014 when compared to FY 2013. The quantity of bonuses and the amount both substantially decline. Additionally, anniversary payments decline as a result of previous contracts issued on a lump sum payment schedule. The ARNG offers an MOS Conversion bonus to Soldiers who voluntarily move to a position of critical need to the ARNG and who become MOS qualified in FY 2014.

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	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>OFFICER BENEFITS</u>						
<u>Officer Affiliation/Accession Bonus</u>	1,698	13,506	3,080	30,800	1,564	12,838
<u>Specialized Training Assistance</u>	124	3,082	70	1,783	77	2,006
<u>Health Professionals Loan Repayment</u>	146	3,922	28	569	160	4,125
<u>Health Professional Officer Recruiting</u>	1,199	23,557	912	15,185	1,143	23,145
Total Officer Benefits	3,167	44,067	4,090	48,337	2,944	42,114

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Selected Reserve Incentive Program (SRIP) cont:

<u>ENLISTED BENEFITS</u>	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Enlistment Bonuses</u>						
Initial	3,813	9,148	16,812	84,592	13,415	48,109
Anniversary	17,964	148,013	7,981	24,726	1,802	2,894
Total	21,777	157,161	24,793	109,318	15,217	51,003
<u>Enlisted Affiliation Bonus</u>						
Initial	5	25	18,090	16,283	895	895
Anniversary	676	4,711	0	0	0	0
Total	681	4,736	18,090	16,283	895	895
<u>3 Year Reenlistment Bonuses</u>						
Initial	1,375	3,863	9,259	32,406	315	9,450
Anniversary	351	559	0	0	0	0
Total	1,726	4,422	9,259	32,406	315	9,450
<u>6 Year Reenlistment Bonuses</u>						
Initial	6,339	45,522	6,586	69,983	6,200	37,200
Anniversary	242	366	3,882	3,882	642	1,602
Total	6,581	45,888	10,468	73,865	6,842	38,802
<u>Student Loan Repayment Program (Enlisted)</u>	15,073	27,839	15,603	28,819	15,911	20,827
<u>MOS Conversion Bonus*</u>	0	0	0	0	617	2,468
Total Enlisted Benefits	45,838	240,046	78,213	260,691	39,797	123,445
TOTAL SRIP AND OTHER BENEFITS	49,005	284,113	82,303	309,028	42,741	165,559

*The MOS Conversion Bonus was included in the 3 Year Reenlistment Bonuses category in FY 2012.

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SELECTED RESERVE INCENTIVE PROGRAM (SRIP) OUTYEARS:

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
<u>OFFICER BENEFITS</u>								
Officer Affiliation/Accession Bonus	1,505	13,199	1,502	13,162	1,588	14,237	1,588	14,237
Specialized Training Assistance	91	2,389	91	2,410	91	2,443	91	2,504
Health Professionals Loan Repayment	160	4,405	160	4,650	160	4,557	160	4,557
Health Professional Officer Recruiting	1,090	21,835	1,098	21,978	1,111	22,222	1,134	22,690
Total Officer Benefits	2,846	41,828	2,851	42,200	2,950	43,459	2,973	43,988
<u>ENLISTED BENEFITS</u>								
<u>Enlistment Bonuses</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Initial	13,859	50,142	12,915	47,479	13,321	47,746	13,627	49,320
Anniversary	15,860	35,894	12,898	32,167	17,905	33,197	19,170	35,299
Total	29,719	86,036	25,813	79,646	31,226	80,943	32,797	84,619
<u>Enlisted Affiliation Bonus</u>								
Initial	129	645	134	670	177	885	127	635
Anniversary	0	0	0	0	0	0	0	0
Total	129	645	134	670	177	885	127	635
<u>3 Year Reenlistment Bonuses</u>								
Initial	315	9,450	315	9,450	315	9,450	315	9,450
Anniversary	0	0	0	0	0	0	0	0
Total	315	9,450	315	9,450	315	9,450	315	9,450
<u>6 Year Reenlistment Bonuses</u>								
Initial	6,000	34,200	5,500	32,450	5,900	35,990	6,800	43,520
Anniversary	192	576	0	0	0	0	0	0
Total	6,192	34,776	5,500	32,450	5,900	35,990	6,800	43,520
<u>Student Loan Repayment Program</u>	16,724	22,544	18,018	25,027	18,641	26,657	20,096	29,601
<u>MOS Conversion Bonus</u>	617	2,468	617	2,468	617	2,468	617	2,468
Total Enlisted Benefits	53,696	155,919	50,397	149,711	56,876	156,393	60,752	170,293
TOTAL SRIP AND OTHER BENEFITS	56,542	197,747	53,248	191,911	59,826	199,852	63,725	214,281

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Education Benefits
(Dollars in Thousands)**

PART ONE - PURPOSE AND SCOPE

<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
56,677	111,683	26,673

Program supports the payments to the Department of Defense Education Benefits Fund, a trust fund administered by the Veterans Administration (VA). This program is governed by USC, Title 10 Section 106 and funds educational benefits payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual 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 trust fund.

PART TWO --- JUSTIFICATION OF FUNDS REQUESTED

Education benefits cover obligations to Army National Guard members for assistance in education costs. This program assists Soldiers with the costs of education and provides additional incentives for joining the Army National Guard. A secondary benefit to the Army National Guard is realized as the total force becomes more capable, educated, and able to perform increasingly more complex missions effectively and efficiently. All education – civilian and military – provides additional leverage to the total capability of the force.

The most recent Valuation of the Education Benefits Fund by the Department of Defense Board of Actuaries revealed a surplus liability for the Army National Guard for the following benefits: Chapter 1606 and Chapter 1607 Basic Benefits. As a result, contribution amortization rates to the Education Trust Fund were established at \$0 for FY 2014 for future Chapter 1606 and Chapter 1607 GI Bill requirements. This valuation resulted in \$85 million in savings to the Education Benefits program.

Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Education Benefits
(Dollars in Thousands)

PART THREE - SCHEDULE OF INCREASES AND DECREASES

Current Year Direct Program	<u>Amount</u>
	111,683
Increases:	
Price Increases:	
None	-
Total Price Increase	-
Program Increase:	
None	-
Total Program Increase	-
Total Increase	-
Decreases:	
Price Decrease:	
Basic 1606 - Kicker	(17,374)
Total Price Decrease	(17,374)
Program Decrease:	
Basic Education Assistance	(25,129)
Basic 1606 - Kicker	(3,990)
Basic Benefit, CH. 1607	(38,517)
Total Program Decrease	(67,636)
Total Decrease	(85,010)
Budget Year Direct Program	26,673

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Education Benefits
(Dollars in Thousands)**

PART FOUR --- PAY AND ALLOWANCES

Chapter 1606 funds are for personnel requesting educational assistance under the Veterans Education Assistance Act of 1984 (Public Law 98-525), commonly referred to as the “New G.I. Bill.” Estimates of eligible Soldiers reflect the number expected to meet the initial eligibility requirements for an enlistment, reenlistment, or extension for six years.

Chapter 1607 funds were created by Public Law 108-375, enacted in FY 2005 as a new educational benefit for mobilized reservists. It is funded through the Department of Defense Educational Fund. Chapter 1607 benefits have three levels of assistance that are based on the length of time a Soldier is mobilized, with each level qualifying for an increasing percentage of the maximum benefit. The levels are: ninety consecutive days (level 1), one consecutive year (level 2), and two consecutive years (level 3).

The Kicker, Enhanced G.I. Bill, is an add-on to an existing G.I. Bill benefit. The additional money is over and above what a Soldier would earn from Basic Benefit, Chapter 1606 or Basic Benefit, Chapter 1607 alone. To qualify for a kicker, Soldiers must enlist in a critical job skill or unit for a specific number of years.

As a re-enlistment incentive, the purpose of the Kicker program is to stimulate retention of quality Soldiers in the Army National Guard. Qualification for the Kicker, Enhanced G.I. Bill is managed Army National Guard Policy, allowing for a greater emphasis on retention of qualified personnel with critical skills and specialties.

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Education Benefits
(Dollars in Thousands)**

Basic Educational Assistance, Chapter 1606

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>
Officer	321	716.00	230	986	1,107.00	1,091	1,309	0.00	0
Enlisted	28,817	716.00	20,633	21,714	1,107.00	24,038	28,830	0.00	0
Total Basic	29,138		20,863	22,700		25,129	30,139		0

Kicker, Chapter 1606

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>
Officer									
\$100 Kicker	-	1,423.00	-	-	1,585.00	-	-	1,052.00	-
\$200 Kicker	162	3,334.00	540	35	3,391.00	117	90	1,956.00	176
\$350 Kicker	-	4,799.00	-	426	5,280.00	2,250	34	4,261.00	145
Total Officer	162		540	461		2,367	124		321
Enlisted									
\$100 Kicker	-	1,423.00	-	-	1,585.00	-	-	1,052.00	-
\$200 Kicker	2,220	3,334.00	7,400	10,347	3,391.00	35,087	7,540	1,956.00	14,749
\$350 Kicker	-	4,799.00	-	2,004	5,280.00	10,583	2,723	4,261.00	11,603
Total Enlisted	2,220		7,400	12,351		45,670	10,263		26,352
Total Kicker	2,382		7,940	12,812		48,037	10,387		26,673
Total Chapter 1606	31,520		28,803	35,512		73,166	40,526		26,673

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Education Benefits
(Dollars in Thousands)**

Enhanced Educational Assistance, Chapter 1607

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Request		
	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>	<u>Eligible</u>	<u>Rate</u>	<u>Amount</u>
Officer									
90-364 days Mobilization	211	948.00	200	103	1,170.00	121	56	0.00	0
365-729 days Mobilization	2,608	1,458.00	3,803	2,545	1,735.00	4,415	1,828	0.00	0
730 plus days Mobilization	141	1,829.00	258	71	2,184.00	156	38	0.00	0
Total Officer	2,960		4,261	2,719		4,692	1,922		0
Enlisted									
90-364 days Mobilization	868	948.00	823	542	1,170.00	634	385	0.00	0
365-729 days Mobilization	14,905	1,458.00	21,731	18,660	1,735.00	32,375	12,675	0.00	0
730 plus days Mobilization	579	1,829.00	1,059	374	2,184.00	816	266	0.00	0
Total Enlisted	16,352		23,613	19,576		33,825	13,326		0
Total Chapter 1607	19,312		27,874	22,295		38,517	15,248		0
Total Educational Benefits	50,832		56,677	57,807		111,683	55,774		26,673

Section Five: Special Analysis

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30R, Reimbursable Program
(Dollars in Thousands)**

Reimbursable Program

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Request</u>
<u>SUBSISTENCE</u>	0	0	0
<u>MEDICAL</u>	0	0	0
<u>FOREIGN MILITARY SALES</u>	0	0	0
<u>OTHER NON-STRENGTH</u>			
Supplies and materials	234	407	484
<u>STRENGTH RELATED</u>			
Basic Pay			
Officer	4,379	14,123	14,924
Enlisted	10,226	24,046	25,412
Total Basic Pay	<u>14,605</u>	<u>38,169</u>	<u>40,336</u>
Other Pay and Allowances			
Officer	3,870	3,003	2,952
Enlisted	3,203	1,840	1,810
Total Other Pay	<u>7,073</u>	<u>4,843</u>	<u>4,762</u>
Retired Pay Accrual (Officer and Enlisted)	3,549	8,582	9,052
PCS Travel	0	0	0
Travel of Persons	1,062	182	158
Total Strength Related	26,289	51,776	54,308
TOTAL PROGRAM	26,523	52,183	54,792

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Enlistment Bonus (EB)

The Army National Guard offers Non-Prior Service and Prior Service bonuses to enlistees who contract for a minimum obligation of three years. Bonuses included in this section are the Non-Prior Service Enlistment Bonus, Prior Service 3-Year Bonus, Prior Service 6-Year Bonus, and the Enlisted Referral Bonus.

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	3,991	12,363	0	0
Prior Year						
Initial	3,813	9,148	0	0	0	0
Anniversary	17,964	148,013	0	0	0	0
Current Year						
Initial	0	0	16,812	84,592	0	0
Anniversary	0	0	3,991	12,363	0	0
Budget Year 1						
Initial	0	0	0	0	13,415	48,109
Anniversary	0	0	0	0	1,802	2,894
Budget Year 2						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	3,813	9,148	16,812	84,592	13,415	48,109
Total Anniversary	17,964	148,013	7,982	24,726	1,802	2,894
Total Enlistment Bonus	21,777	157,161	24,794	109,318	15,217	51,003

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Enlistment Bonus (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	7,930	17,947	6,449	16,084	8,953	16,599	9,585	17,650
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	13,859	50,142	0	0	0	0	0	0
Anniversary	7,930	17,947	0	0	0	0	0	0
Budget Year Out Years								
Initial	0	0	12,915	47,479	13,321	47,746	13,627	49,320
Anniversary	0	0	6,449	16,084	8,953	16,599	9,585	17,650
Total Initial	13,859	50,142	12,915	47,479	13,321	47,746	13,627	49,320
Total Anniversary	15,860	35,894	12,898	32,168	17,906	33,198	19,170	35,300
Total Enlistment Bonus	29,719	86,036	25,813	79,647	31,227	80,944	32,797	84,620

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Affiliation Bonus

The Army National Guard offers an Affiliation Bonus for a 3-year obligation or a 6-year obligation; Soldiers must meet certain eligibility requirements and affiliate with the Army National Guard in an active drilling status for a minimum of three years.

	<u>FY2012 Actual</u>		<u>FY2013 Estimate</u>		<u>FY2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	9,045	8,142	0	0
Prior Year						
Initial	5	25	0	0	0	0
Anniversary	676	4,711	0	0	0	0
Current Year						
Initial	0	0	9,045	8,142	0	0
Anniversary	0	0	0	0	0	0
Budget Year 1						
Initial	0	0	0	0	895	895
Anniversary	0	0	0	0	0	0
Budget Year 2						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	5	25	9,045	8,142	895	895
Total Anniversary	676	4,711	9,045	8,142	0	0
Total Affiliation Bonus	681	4,736	18,090	16,283	895	895

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Affiliation Bonus (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	65	323	67	335	89	443	64	318
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	129	645	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	67	335	89	443	64	318
Total Initial	129	645	0	0	0	0	0	0
Total Anniversary	65	323	134	670	178	886	128	636
Total Affiliation Bonus	194	968	134	670	178	886	128	636

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

3 Year Reenlistment Bonus

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for three years and meet certain eligibility requirements.

	<u>FY2012 Actual</u>		<u>FY2013 Estimate</u>		<u>FY2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	0	0	0	0
Prior Year						
Initial	1,375	3,863	0	0	0	0
Anniversary	351	559	0	0	0	0
Current Year						
Initial	0	0	4,630	16,203	0	0
Anniversary	0	0	0	0	0	0
Budget Year 1						
Initial	0	0	0	0	315	9,450
Anniversary	0	0	0	0	0	0
Budget Year 2						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year Out Years						
Initial	0	0	4,630	16,203	0	0
Anniversary	0	0	0	0	0	0
Total Initial	1,375	3,863	9,260	32,406	315	9,450
Total Anniversary	351	559	0	0	0	0
Total 3 Year Reenlistment Bonus	1,726	4,422	9,260	32,406	315	9,450

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

3 Year Reenlistment Bonus (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	0	0	0	0	0	0	0	0
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	315	9,450	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year Out Years								
Initial	0	0	315	9,450	315	9,450	315	9,450
Anniversary	0	0	0	0	0	0	0	0
Total Initial	315	9,450	315	9,450	315	9,450	315	9,450
Total Anniversary	0	0	0	0	0	0	0	0
Total 3 Year Reenlistment Bonus	315	9,450	315	9,450	315	9,450	315	9,450

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

6 Year Reenlistment Bonus

The Army National Guard offers a Reenlistment Bonus to Soldiers who reenlist or extend for six years and meet certain eligibility requirements.

	<u>FY2012 Actual</u>		<u>FY2013 Estimate</u>		<u>FY2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Anniversary	0	0	1,941	1,941	0	0
Prior Year						
Initial	6,339	45,522	0	0	0	0
Anniversary	242	366	0	0	0	0
Current Year						
Initial	0	0	6,586	69,983	0	0
Anniversary	0	0	1,941	1,941	0	0
Budget Year 1						
Initial	0	0	0	0	6,200	37,200
Anniversary	0	0	0	0	642	1,602
Budget Year 2						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Budget Year Out Years						
Initial	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0
Total Initial	6,339	45,522	6,586	69,983	6,200	37,200
Total Anniversary	242	366	3,882	3,882	642	1,602
Total 6 Year Retention Bonus	6,581	45,888	10,468	73,865	6,842	38,802

**Department of the Army
National Guard Personnel, Army
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Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

6 Year Retention Bonus (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Anniversary	0	0	0	0	0	0	0	0
Prior Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Current Year								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 1								
Initial	0	0	0	0	0	0	0	0
Anniversary	0	0	0	0	0	0	0	0
Budget Year 2								
Initial	6,000	34,200	0	0	0	0	0	0
Anniversary	192	576	0	0	0	0	0	0
Budget Year Out Years								
Initial	0	0	5,500	32,450	5,900	35,990	6,800	43,520
Anniversary	0	0	0	0	0	0	0	0
Total Initial	6,000	34,200	5,500	32,450	5,900	35,990	6,800	43,520
Total Anniversary	192	576	0	0	0	0	0	0
Total 6 Year Retention Bonus	6,192	34,776	5,500	32,450	5,900	35,990	6,800	43,520

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Officer Accession/Affiliation Bonus (continued)

The Army National Guard offers an Officer Affiliation Bonus and Officer Accession Bonus to officers who agree to serve for not less than three years and meet the eligibility requirements. The Officer Accession Bonus is for newly commissioned officers and warrant officers, the Officer Affiliation Bonus is for officers who separate from Active Duty and agree to continue service in the Army National Guard.

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	1,540	15,400	0	0
Prior Year						
Payment	1,698	13,506	0	0	0	0
Current Year						
Payment	0	0	1,540	15,400	0	0
Budget Year 1						
Payment	0	0	0	0	1,564	12,838
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
Total Payments	1,698	13,506	3,080	30,800	1,564	12,838

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Officer Accession/Affiliation Bonus (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	1,505	13,199	0	0	0	0	0	0
Budget Year Out Years								
Payment	0	0	1,502	13,162	1,588	14,237	1,588	14,237
Total Payments	1,505	13,199	1,502	13,162	1,588	14,237	1,588	14,237

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Student Loan Repayment (SLRP)

The Army National Guard offers the SLRP as an enlistment incentive for all Non-Prior Service enlistees in addition to the Non-Prior Service Enlistment Bonus; SLRP is also available for Prior Service enlistees as an Extension Incentive. Loans incurred after the enlistment date are not eligible. Payment is based upon original principal and does not include interest.

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	7,802	14,410	0	0
Prior Year						
Payment	15,073	27,839	0	0	0	0
Current Year						
Payment	0	0	7,802	14,410	0	0
Budget Year 1						
Payment	0	0	0	0	15,911	20,827
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
Total Payments	15,073	27,839	15,604	28,819	15,911	20,827

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Student Loan Repayment Program - SLRP (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	16,724	22,544	0	0	0	0	0	0
Budget Year Out Years								
Payment	0	0	18,018	25,027	18,641	26,657	20,096	29,601
Total Payments	16,724	22,544	18,018	25,027	18,641	26,657	20,096	29,601

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Specialized Training Assistance Program (STRAP)

Specialized Training Assistance Program is a program designed to recruit medical participants in critical areas of concentration, the program is available only to Army National Guard healthcare specialties. STRAP offers a monthly stipend to officers engaged in specialized training, in return for their future services.

	<u>FY2012 Actual</u>		<u>FY2013 Estimate</u>		<u>FY2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	0	0	0	0
Prior Year						
Payment	124	3,082	0	0	0	0
Current Year						
Payment	0	0	70	1,783	0	0
Budget Year 1						
Payment	0	0	0	0	77	2,006
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
Total Payments	124	3,082	70	1,783	77	2,006

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Specialized Training Assistance Program - STRAP (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	91	2,389	0	0	0	0	0	0
Budget Year Out Years								
Payment	0	0	91	2,410	91	2,443	91	2,504
Total Payments	91	2,389	91	2,410	91	2,443	91	2,504

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Health Professional Loan Program (HPLRP)

Health Professional Loan Program is a repayment program with a maximum repayment amount per year and a maximum lifetime amount. The officer is required to serve in a Table of Distribution and Allowances (TDA)/Table of Organization and Equipment (TOE) unit in order to receive HPLRP. Payments are made to institutions on behalf of the individual.

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	14	285	0	0
Prior Year						
Payment	146	3,922	0	0	0	0
Current Year						
Payment	0	0	14	285	0	0
Budget Year 1						
Payment	0	0	0	0	160	4,125
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
Total Payments	146	3,922	28	569	160	4,125

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Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Health Professional Loan Repayment Program - HPLRP (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations Payment	0	0	0	0	0	0	0	0
Prior Year Payment	0	0	0	0	0	0	0	0
Current Year Payment	0	0	0	0	0	0	0	0
Budget Year 1 Payment	0	0	0	0	0	0	0	0
Budget Year 2 Payment	160	4,405	0	0	0	0	0	0
Budget Year Out Years Payment	0	0	160	4,650	160	4,557	160	4,557
Total Payments	160	4,405	160	4,650	160	4,557	160	4,557

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Health Professional Medical Officer Retention Bonus (HPRB)

The Healthcare Professional Bonus is a special pay for approved Army National Guard specialties, participants must meet criteria for appointment as a commissioned officer in the Army National Guard. Participants must choose and signed a contract for one, two or three years of affiliation with the Army National Guard.

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Request</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations						
Payment	0	0	456	7,593	0	0
Prior Year						
Payment	1,199	23,557	0	0	0	0
Current Year						
Payment	0	0	456	7,593	0	0
Budget Year 1						
Payment	0	0	0	0	1,143	23,145
Budget Year 2						
Payment	0	0	0	0	0	0
Budget Year Out Years						
Payment	0	0	0	0	0	0
Total Payments	1,199	23,557	912	15,185	1,143	23,145

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30V, Incentive and Bonus Payment Stream
(Dollars in Thousands)**

Health Professional Medical Officer Retention Bonus - HPRB (continued)

	<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>		<u>FY 2018 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations								
Payment	0	0	0	0	0	0	0	0
Prior Year								
Payment	0	0	0	0	0	0	0	0
Current Year								
Payment	0	0	0	0	0	0	0	0
Budget Year 1								
Payment	0	0	0	0	0	0	0	0
Budget Year 2								
Payment	1,090	21,835	0	0	0	0	0	0
Budget Year Out Years								
Payment	0	0	1,098	21,978	1,111	22,222	1,134	22,690
Total Payments	1,090	21,835	1,098	21,978	1,111	22,222	1,134	22,690

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30W, Full-time Support Personnel
(Dollars in Thousands)**

FY 2012

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<u>Assignment</u>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	241	4,746	4,987	51	0	0	5,038
Subtotal	273	4,965	5,238	51	0	82	5,371
<u>Units:</u>							
RC Unique Mgmt Hqs	4,112	17,570	21,682	6,032	0	0	27,714
Unit Support	802	1,390	2,192	23,777	0	0	25,969
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,914	18,960	23,874	29,809	0	0	53,683
<u>Training & Logistics:</u>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	506	819	1,325	0	184	1,034	2,543
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	1,034	2,593
Total End Strength	6,724	25,336	32,060	29,860	184	1,116	63,220

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30W, Full-time Support Personnel
(Dollars in Thousands)**

FY 2013

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<u>Assignment</u>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	247	4,072	4,319	51	0	0	4,370
Subtotal	279	4,291	4,570	51	0	82	4,703
<u>Units:</u>							
RC Unique Mgmt Hqs	4,106	18,244	22,350	6,001	0	0	28,351
Unit Support	802	1,390	2,192	23,928	0	0	26,120
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,908	19,634	24,542	29,929	0	0	54,471
<u>Training & Logistics:</u>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	506	819	1,325	0	184	1,092	2,601
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	1,092	2,651
Total End Strength	6,724	25,336	32,060	29,980	184	1,174	63,398

**Department of the Army
National Guard Personnel, Army
Fiscal Year (FY) 2014 Budget Estimate
Exhibit PB-30W, Full-time Support Personnel
(Dollars in Thousands)**

FY 2014

End Strength	<u>AGR</u>		Total	Military Technicians	Active Component	Civilian	Total
	Officers	Enlisted					
<u>Assignment</u>							
Pay/Personnel Centers	32	219	251	0	0	82	333
Recruiting/Retention	247	4,072	4,319	51	0	0	4,370
Subtotal	279	4,291	4,570	51	0	82	4,703
<u>Units:</u>							
RC Unique Mgmt Hqs	4,106	18,244	22,350	5,719	0	0	28,069
Unit Support	802	1,390	2,192	22,806	0	0	24,998
Main Act (non-unit)	0	0	0	0	0	0	0
Subtotal	4,908	19,634	24,542	28,525	0	0	53,067
<u>Training & Logistics:</u>							
RC Non-unit Institution	565	372	937	0	0	0	937
RC Schools	315	220	535	0	0	0	535
ROTC	101	0	101	0	0	0	101
Subtotal	981	592	1,573	0	0	0	1,573
<u>Headquarters:</u>							
Service Hqs.	25	0	25	0	0	0	25
AC Hqs.	12	0	12	0	0	0	12
AC Installation/Activity	506	819	1,325	0	184	1,095	2,604
RC Chiefs Staff	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0
OSD/JCS	13	0	13	0	0	0	13
Subtotal	556	819	1,375	0	184	1,095	2,654
Total End Strength	6,724	25,336	32,060	28,576	184	1,177	61,997