



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2012
BUDGET ESTIMATES**

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

FEBRUARY 2011

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Department of Defense
 FY 2012 President's Budget
 Exhibit M-1 FY 2012 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Feb 2011

		<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2011</u>	<u>FY 2011</u>	<u>FY 2011</u>	<u>FY 2011</u>	<u>FY 2011</u>	<u>S</u>
		<u>(Base & OCO)</u>	<u>Base Request</u>	<u>OCO Request</u>	<u>Total Request</u>	<u>Annualized</u>	<u>Annualized</u>	<u>Annualized</u>	<u>e</u>
			<u>with CR Adj*</u>	<u>with CR Adj*</u>	<u>with CR Adj*</u>	<u>CR Base**</u>	<u>CR OCO**</u>	<u>CR Total**</u>	<u>c</u>
<u>National Guard Personnel, Air Force</u>									
<u>Reserve Component Training and Support</u>									
3850F	10 Pay Group A Training (15 Days & Drills 24/48)	894,060	939,636		939,636	889,569		889,569	U
3850F	30 Pay Group F Training (Recruits)	96,292	99,839		99,839	94,519		94,519	U
3850F	40 Pay Group P Training (Pipeline Recruits)	7,500	298		298	282		282	U
3850F	70 School Training	229,429	209,944		209,944	198,758		198,758	U
3850F	80 Special Training	209,776	131,226	21,060	152,286	124,234	9,500	133,734	U
3850F	90 Administration And Support	1,570,049	1,692,112		1,692,112	1,601,951		1,601,951	U
3850F	100 Education Benefits	38,233	30,543		30,543	28,916		28,916	U
Total Budget Activity 01		3,045,339	3,103,598	21,060	3,124,658	2,938,229	9,500	2,947,729	
3850F	CR1 Adj to Match Continuing Resolution		-165,369	-11,560	-176,929				U
Total Direct - National Guard Personnel, Air Force		3,045,339	2,938,229	9,500	2,947,729	2,938,229	9,500	2,947,729	
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>									
1009F	300 National Guard Personnel, Air Force	374,928	387,696		387,696	387,082		387,082	U
1009F	CR1 Adj to Match Continuing Resolution		-614		-614				U
Total National Guard Air Force Military Personnel Costs		3,420,267	3,325,311	9,500	3,334,811	3,325,311	9,500	3,334,811	

* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

** Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

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<u>National Guard Personnel, Air Force</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>S</u>
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>e</u>
				<u>c</u>
<u>Reserve Component Training and Support</u>				
3850F 10 Pay Group A Training (15 Days & Drills 24/48)	967,468		967,468	U
3850F 30 Pay Group F Training (Recruits)	103,958		103,958	U
3850F 40 Pay Group P Training (Pipeline Recruits)	3,211		3,211	U
3850F 70 School Training	234,909		234,909	U
3850F 80 Special Training	134,244	9,435	143,679	U
3850F 90 Administration And Support	1,642,998		1,642,998	U
3850F 100 Education Benefits	27,361		27,361	U
Total Budget Activity 01	3,114,149	9,435	3,123,584	
3850F CR1 Adj to Match Continuing Resolution				U
Total Direct - National Guard Personnel, Air Force	3,114,149	9,435	3,123,584	
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>				
1009F 300 National Guard Personnel, Air Force	381,376		381,376	U
1009F CR1 Adj to Match Continuing Resolution				U
Total National Guard Air Force Military Personnel Costs	3,495,525	9,435	3,504,960	

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

	<u>FY 2010 (Actual)</u>	<u>FY 2011 (Estimate)*</u>	<u>FY 2012 (Estimate)</u>
DIRECT BASELINE PROGRAM FUNDING			
Reserve Component Training & Support	\$3,040,366	\$3,103,598	\$3,114,149
TOTAL Direct Program	\$3,040,366	\$3,103,598	\$3,114,149
FY 2011 CR Adjustment		(\$165,369)	
REIMBURSABLE BASELINE PROGRAM FUNDING			
Reserve Component Training & Support Reimbursements	\$44,004	\$45,000	\$48,600
TOTAL Reimbursable Program	\$44,004	\$45,000	\$48,600
TOTAL BASELINE PROGRAM FUNDING			
Reserve Component Training & Support	\$3,084,370	\$2,983,229	\$3,162,749
TOTAL Baseline Program Funding	\$3,084,370	\$2,983,229	\$3,162,749
<u>FY 2010 OCO Appropriation (P.L. 111-118, Title IX)</u>			
OCO Funding	\$4,973	\$0	\$0
TOTAL OCO Funding	\$4,973	\$0	\$0
TOTAL PROGRAM FUNDING	\$3,089,343	\$2,983,229	\$3,162,749
<u>REVISED TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$3,089,343	\$2,983,229	\$3,162,749
Revised TOTAL Program Funding	\$3,089,343	\$2,983,229	\$3,162,749
Medicare Eligible Retiree Health Fund Contribution	\$374,928	\$387,082	\$381,376
TOTAL MILITARY PERSONNEL PROGRAM COST	\$3,464,271	\$3,370,311	\$3,544,125

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279

* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**NATIONAL GUARD PERSONNEL, AIR FORCE
NATIONAL GUARD FORCES
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2010 (Actual)</u>	<u>FY 2011 (Estimate)**</u>	<u>FY 2012 (Estimate)</u>
<u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u>			
Direct Program (NGPAF)	\$3,040,366	\$3,103,598	\$3,114,149
Reimbursable Program (NGPAF)	\$44,004	\$45,000	\$48,600
Overseas Contingency Operations (OCO) & Other Supplemental Funding (NGPAF)*	\$4,973	\$21,060	\$9,435
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$3,089,343	\$3,169,658	\$3,172,184
Medicare-Eligible Retiree Health Fund Contribution	\$374,928	\$387,082	\$381,376
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$3,464,271	\$3,556,740	\$3,553,560
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)*	\$813,621	\$716,159	\$697,213
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$278,485	\$214,892	\$225,408
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$1,092,106	\$931,051	\$922,621
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$4,556,377	\$4,487,791	\$4,476,181

* FY 2011 and FY 2012 reflects amounts requested in the FY 2011 and FY 2012 OCO requests.

** Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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NATIONAL GUARD PERSONNEL, AIR FORCE
INTRODUCTION

The Air National Guard's (ANG) mission is to provide trained units to participate in the Expeditionary Air Force. The FY 2012 President's Budget Submission is based on an average strength of 108,528 in FY 2010, 106,581 in FY 2011, and 106,127 in FY 2012, assigned to ANG flying and mission support programs. In addition to annual 15-day tours and 48 drill periods, tours of active duty will provide training for selected ANG personnel. Included in the average strengths are 14,295 full-time active duty ANG personnel in FY 2010, 14,502 in FY 2011, 14,154 and FY 2012.

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

Our budget also reflects a reimbursable program to support the Foreign Military Sales (FMS) program F-16 training for foreign pilots and the National Science Foundation's (NSF) Antarctic mission. Reimbursable average strengths are 591 in FY 2010, 813 in FY 2011, and 813 in FY 2012.

The ANG will continue to support the total Air Force mission as required. As mobilization in support of Overseas Contingency Operations (OCO) continues to decrease, we fully expect participation in Active/Inactive Duty for training to return to pre-9/11 levels to support readiness training. The tremendous manpower changes caused by Base Realignment and Closure (BRAC) and Air Force Total Force Initiatives (TFI) will necessitate congressional support for the ANG's training budgets.

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.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Air National Guard serves proudly and submits a requirements-based training program. With new emphasis on Homeland Security, the Air National Guard will accept new and increased national defense challenges. We have been very successful in accepting such challenges in the past and can continue to do so with full funding of this request.

Unexpended Balances Reduction: The Department is committed to reducing the unexpended/obligated balances occurring annually in the military personnel appropriations. The Air National Guard Defense Finance and Accounting Service has been directed to work together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances,
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances
- add the necessary personnel resources to improve execution data collection, and closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation
- unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5 year availability.

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

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

Currently, ANG cannot quantify the historical backfill ratio of AGR members activated in support of non-stat tour T10 activities due to limitations with personnel systems. Recently, ANG began utilizing the Command Man-Day Allocation System (CMAS) to better track backfills. The new system tracks the transitions between T32 and T10 and documents AGR units' support to the validated active duty missions.

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

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

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

EFFECTIVE 1 JANUARY

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
FICA Maximum Taxable Income	\$106,800	\$106,800	\$113,700
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	3.40%	1.40%	1.60%
BAH Increase	3.20%	0.70%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Non-Pay Inflation	0.90%	1.10%	1.40%
Retired Pay Accrual, Part Time	24.50%	24.40%	24.30%
Retired pay Accrual, Full Time	32.30%	32.70%	34.30%
G.I. Bill Per Capita	\$4,151	\$3,892	\$3,454

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PROGRAM: MILITARY FORCE MANAGEMENT

The Department of Defense (DoD) employs nearly 1.4 million active duty and 900,000 Reserve and Guard service members. Ensuring DoD has the personnel it needs in the right place at the right time requires managing a combination of compensation and other tools to assure recruiting and retention success.

Rating: Effective

DoD has been able to meet its personnel needs for the Overseas Contingency Operations (OCO) while maintaining operations in hundreds of other countries by offering challenging work, excellent training, and a competitive compensation package.

Retention of experienced personnel remains well above goal. Retention in all active and reserve components exceeded yearly goals.

The military services have been successful in recruiting and due to this success and the challenging economic environment, the military services are adjusting resources to maintain endstrength and their high-quality military members.

Improvement Plan – DoD is taking the following actions to improve the performance of the program:

Developing additional efficiency measures to determine the impacts of each individual recruiting and retention tool in the Department's "toolkit".

Examining the entire system of compensation initiatives to determine what the correct mix of cash and noncash incentives should be.

**NATIONAL GUARD PERSONNEL, AIR FORCE
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Reserve/Guard Military Personnel

Activity Goal: Maintain the correct Air National Guard Military Personnel to execute the National Strategy

Description of Activity: The Reserve/Guard Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. The Reserve/Guard also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active component to achieve the planned mobilization.

	FY 2010 Actual	FY 2011 Planned	FY 2012 Planned
Performance Measures			
Average Strength	108,528	106,581	106,127
End Strength	107,676	106,700	106,700
Authorized End Strength	106,700	0	

FY 2010: The ANG recruited 8,084 (Officer – 1,101 and Enlisted – 6983). The fiscal year ended at 107,676 personnel; exceeding the programmed end strength by 920. The ANG finished FY10 above programmed end-strength for the third year in a row. Continued adjustments were made throughout the year to precision target recruit applicants into valid vacancies and continue to target qualified prior service members. Although the ANG was above overall end-strength, the officer program was still short by approximately 1,270 members. Therefore, the focus will be targeting the ANG officer vacancies.

FY 2011: The ANG recruiting goal is 9,313 (Officer – 2,681 and Enlisted – 6,632). This goal has been established based on maintaining the end strength achievement throughout FY10 ending at 108,088. The enlisted program will continue focus on precision target recruiting and placing members into valid vacancies. Additionally, the officer recruiting program will continue to focus on prior service officers, non-prior service officer candidates and the professional officer programs.

FY 2012: The ANG recruiting goal is 10,000 (Officer – 2,000 and Enlisted – 8,000). This goal has been calculated based on the number of officer vacancies, along with the enlisted strength at the end of FY10. The continued focus for the FY will be to target recruit valid vacancies. Additionally, the ANG will maintain focus on target recruiting for officer vacancies.

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SUMMARY TABLES

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

	FY 2010				FY 2011				FY 2012			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A -Officers	48	15	11,801	11,783	48	15	13,091	13,200	48	15	12,426	11,799
Pay Group A -Enlisted	48	15	78,092	77,626	48	15	76,841	76,768	48	15	76,696	76,620
SubTotal Pay Group A			89,893	89,409			89,932	89,968			89,122	88,419
Pay Group F-Enlisted		177	1,363	1,552		177	1,824	1,823		177	1,430	1,100
Pay Group P- Enlisted -Pay	48		2,950	2,231	48		138	125	48		1,221	2,148
Pay Group P- Enlisted -Nonpay			27	14			185	200			200	200
SubTotal Pay Group F/P			4,340	3,797			2,147	2,148			2,851	3,448
Subtotal Paid Drill/Individual Training			94,233	93,206			92,079	92,116			91,973	91,867
Full time Active Duty												
Officers			2,556	2,606			2,609	2,638			2,598	2,741
Enlisted			11,739	11,864			11,893	11,946			11,556	12,092
Total			14,295	14,470			14,502	14,584			14,154	14,833
Total Selected Reserve												
Total Officers			14,357	14,389			15,700	15,838			15,024	14,540
Total Enlisted			94,171	93,287			90,881	90,862			91,103	92,160
Total			108,528	107,676			106,581	106,700			106,127	106,700
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			32	32			24	24			24	24
Pay Group A- Enlisted			249	249			354	354			354	354
Subtotal Pay Group A			281	281			378	378			378	378
Full Time Active Duty												
Officers			63	63			81	81			81	81
Enlisted			247	247			354	354			354	354
Subtotal Full-time			310	310			435	435			435	435

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

	FY 2010				FY 2011				FY 2012			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Total Selected Reserve (Reimbursable)												
Total Reimbursable Officers			95	95			105	105			105	105
Total Reimbursable Enlisted			496	496			708	708			708	708
Total Reimbursable			591	591			813	813			813	813
Total Baseline Program												
Baseline - Officers			14,262	14,294			15,595	15,733			14,919	14,435
Baseline - Enlisted			93,675	92,791			90,173	90,154			90,395	91,452
Total Program			107,937	107,085			105,768	105,887			105,314	105,887

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

	FY 2010		FY 2011		FY 2012	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	1	1	1	1	1	1
O-9 LT GEN	1	1	1	1	1	1
O-8 MAJ GEN	4	4	1	1	1	1
O-7 BRIG GEN	5	4	4	4	4	4
O-6 COL	337	344	343	344	333	344
O-5 LT COL	925	941	989	1,026	936	1,026
O-4 MAJ	766	789	802	828	823	878
O-3 CAPT	393	411	351	331	382	384
O-2 1 LT	76	70	75	68	75	68
O-1 2D LT	48	41	42	34	42	34
TOTAL OFFICERS	2,556	2,606	2,609	2,638	2,598	2,741
ENLISTED PERSONNEL						
E-9 CMSGT	607	598	614	619	599	619
E-8 SMSGT	1,447	1,417	1,528	1,515	1,483	1,515
E-7 MSGT	4,269	4,260	4,208	4,260	4,164	4,260
E-6 TSG	3,004	3,069	3,159	3,179	2,984	3,278
E-5 SSGT	1,943	2,036	1,941	1,928	1,903	1,963
E-4 SRA	379	351	417	420	397	431
E-3 A1C	85	130	23	23	23	23
E-2 AMN	3	3	2	2	2	2
E-1 AB	2	0	1	0	1	1
TOTAL ENLISTED	11,739	11,864	11,893	11,946	11,556	12,092
TOTAL PERSONNEL	14,295	14,470	14,502	14,584	14,154	14,833

The Reserve Component Personnel strength numbers reflected above for Officer and Enlisted include reimbursable strengths. Dollar estimates for Reserve Component Personnel are developed based on average strengths within the direct program only and exclude reimbursable average strengths in the computation.

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

FY 2010 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			<u>Total Selected Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Pay F</u>	<u>Pay P (Pay)</u>	<u>Pay P (No Pay)</u>	<u>Drill Strength Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2009	11,791	78,784	90,575	1,244	3,174	38	95,031	2,535	11,630	14,165	109,196
October	11,762	78,811	90,573	1,143	3,201	33	94,950	2,523	11,656	14,179	109,129
November	11,804	78,809	90,613	1,033	3,269	34	94,949	2,511	11,681	14,192	109,141
December	11,785	78,672	90,457	980	3,336	31	94,804	2,528	11,732	14,260	109,064
January	11,762	78,378	90,140	1,048	3,273	28	94,489	2,526	11,727	14,253	108,742
February	11,759	78,180	89,939	1,095	3,196	25	94,255	2,553	11,774	14,327	108,582
March	11,780	78,120	89,900	1,282	2,964	21	94,167	2,574	11,747	14,321	108,488
April	11,818	78,062	89,880	1,382	2,877	18	94,157	2,598	11,763	14,361	108,518
May	11,866	77,971	89,837	1,463	2,699	18	94,017	2,589	11,780	14,369	108,386
June	11,835	77,949	89,784	1,548	2,571	18	93,921	2,596	11,821	14,417	108,338
July	11,862	78,084	89,946	1,574	2,447	18	93,985	2,578	11,732	14,310	108,295
August	11,851	77,768	89,619	1,557	2,407	17	93,600	2,571	11,814	14,385	107,985
September 30, 2010	11,783	77,626	89,409	1,552	2,231	14	93,206	2,606	11,864	14,470	107,676
Workyears	11,801	78,092	89,893	1,363	2,950	27	94,233	2,556	11,739	14,295	108,528

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL FY 2010**

<u>AC Funded</u> Count Against Active Component End Strength	<u>RC Funded</u> Count Against Reserve Component (AGR) End Strength	<u>TOTAL</u> Count Against AD (AC + AGR) End Strength	<u>Primary Mission Being Performed</u>
331	1	332	Aerospace Maint, Mobility Pilot, Security Forces, In-Flight Refuel, Communication

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

FY 2011 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>			<u>Full Time Activity Duty</u>			<u>Total Selected Reserve</u>	
	Officers	Enlisted	Total	Pay F	Pay P	Pay P	Drill Strength Total	Officers	Enlisted		Total
					(Pay)	(No Pay)					
September 30, 2010	13,181	76,816	89,997	1,823	125	200	92,145	2,626	11,929	14,555	106,700
October	13,157	76,945	90,102	1,823	135	193	92,253	2,620	11,918	14,538	106,791
November*	13,169	76,921	90,090	1,824	142	188	92,244	2,615	11,899	14,514	106,758
December	13,184	76,861	90,045	1,826	133	182	92,186	2,574	11,872	14,446	106,632
January	12,944	76,802	89,746	1,825	137	171	91,879	2,586	11,884	14,470	106,349
February	12,976	76,742	89,718	1,827	145	165	91,855	2,602	11,870	14,472	106,327
March	12,991	76,702	89,693	1,826	136	174	91,829	2,611	11,891	14,502	106,331
April	13,056	76,762	89,818	1,829	131	183	91,961	2,607	11,890	14,497	106,458
May	13,084	76,803	89,887	1,822	149	188	92,046	2,605	11,879	14,484	106,530
June	13,103	76,910	90,013	1,819	148	190	92,170	2,612	11,893	14,505	106,675
July	13,097	76,984	90,081	1,814	137	189	92,221	2,618	11,883	14,501	106,722
August	13,142	76,868	90,010	1,826	138	192	92,166	2,620	11,901	14,521	106,687
September 30, 2011	13,200	76,768	89,968	1,823	125	200	92,116	2,638	11,946	14,584	106,700
Workyears	13,091	76,841	89,932	1,824	138	185	92,079	2,609	11,893	14,502	106,581

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2011**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
500	1	501	Aerospace Maint, Mobility Pilot, Security Forces, In-Flight Refuel, Communication

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

FY 2012 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			Total Selected Reserve
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	
September 30, 2011	13,200	76,768	89,968	1,823	125	200	92,116	2,638	11,946	14,584	106,700
October	13,034	76,756	89,790	1,757	309	200	92,056	2,630	11,874	14,504	106,560
November	12,911	76,744	89,655	1,691	493	200	92,039	2,622	11,802	14,424	106,463
December	12,788	76,732	89,520	1,625	677	200	92,022	2,614	11,730	14,344	106,366
January	12,665	76,720	89,385	1,559	861	200	92,005	2,606	11,658	14,264	106,269
February	12,542	76,708	89,250	1,493	1,045	200	91,988	2,598	11,586	14,184	106,172
March	12,419	76,696	89,115	1,427	1,229	200	91,971	2,590	11,514	14,104	106,075
April	12,296	76,684	88,980	1,361	1,413	200	91,954	2,582	11,442	14,024	105,978
May	12,173	76,672	88,845	1,295	1,597	200	91,937	2,574	11,370	13,944	105,881
June	12,050	76,660	88,710	1,229	1,781	200	91,920	2,566	11,298	13,864	105,784
July	11,927	76,648	88,575	1,163	1,965	200	91,903	2,558	11,226	13,784	105,687
August	11,804	76,636	88,440	1,097	2,149	200	91,886	2,550	11,154	13,704	105,590
September 30, 2012	11,799	76,620	88,419	1,100	2,148	200	91,867	2,741	12,092	14,833	106,700
Workyears	12,426	76,696	89,122	1,430	1,221	200	91,973	2,598	11,556	14,154	106,127

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2012**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
500	1	501	Aerospace Maint, Mobility Pilot, Security Forces, In-Flight Refuel, Communication

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Begin Strength	14,326	15,807	15,838
Gains			
Non-Prior Service	133	199	165
Male	104	156	129
Female	29	43	36
Prior Service Personnel	1,793	1,246	1,121
Civilian Life	3	1	1
Active Component	26	29	37
Enlisted Commissioning Programs	10	4	3
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	712	600	160
All Other	217	600	140
Full-Time Active Duty	825	12	780
Total Gains	1,926	1,445	1,286
Losses			
Civilian Life	198	18	30
Expiration of Selected	55	39	65
Retired Reserves	0	0	0
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	458	450	850
Reenlistment/Extensions	0	0	0
Attrition	9	7	205
Other Reserve Status/Component	150	350	132
All Other	229	550	625
Full-Time Active Duty	764	0	677
Total Losses	1,863	1,414	2,584
End Strength	14,389	15,838	14,540

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Begin Strength	94,870	90,893	90,862
Gains			
Non-Prior Service	4,276	2,701	4,052
Male	3,328	2,116	3,110
Female	948	585	942
Prior Service Personnel	5,697	7,028	7,074
Civilian Life	540	750	652
Active Component	520	824	352
Enlisted Commissioning Programs	3	1	2
Reenlistment /Extensions	313	598	363
Other Reserve Status/ Component	835	1,263	1,410
All Other	228	3,575	1,150
Full-Time Active Duty	3,258	17	3,145
Total Gains	9,973	9,729	11,126
Losses			
Civilian Life	1,930	1,573	1,265
Expiration of Selected	950	350	850
Retired Reserves	0	0	0
Active Component	0	0	0
To Officer Status	448	410	427
Retired Reserves	2,110	1,400	1,692
Reenlistment/Extensions	0	0	0
Attrition	410	254	301
Other Reserve Status/Component	1,156	1,758	1,257
All Other	1,528	4,015	1,037
Full-Time Active Duty	3,024	0	2,999
Total Losses	11,556	9,760	9,828
End Strength	93,287	90,862	92,160

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

	FY 2010			FY 2011 *			FY 2012		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	53,052	148,357	201,409	48,982	145,809	194,791	61,138	159,760	220,898
Inactive Duty Training									
Unit Training Assemblies	141,853	432,682	574,535	160,784	447,495	608,279	161,879	458,816	620,695
Flight Training	29,679	6,903	36,582	31,243	7,181	38,424	31,401	7,129	38,530
Proficiency Training	3,313	5,932	9,245	2,018	4,238	6,256	3,552	6,129	9,681
Training Preparation	474	747	1,221	393	687	1,080	501	791	1,292
Military Funeral Honors	67	555	622	67	554	621	69	559	628
Clothing	50	13,446	13,496	57	32,283	32,340	53	13,550	13,603
Inactive Duty Subsistence	0	5,979	5,979	0	6,511	6,511	0	6,743	6,743
Travel	12,502	38,469	50,971	13,498	37,836	51,334	14,311	41,087	55,398
IDT Subtotal	187,938	504,713	692,651	208,060	536,785	744,845	211,766	534,804	746,570
TOTAL Direct Obligations	240,990	653,070	894,060	257,042	682,594	939,636	272,904	694,564	967,468
PAY GROUP F									
Active Duty Training		81,582	81,582		83,537	83,537		88,110	88,110
Clothing		4,086	4,086		5,443	5,443		4,400	4,400
Travel		10,624	10,624		10,859	10,859		11,448	11,448
TOTAL Direct Obligations		96,292	96,292		99,839	99,839		103,958	103,958
PAY GROUP P									
Inactive Duty (Unit) Training		7,500	7,500		298	298		3,211	3,211
TOTAL Direct Obligations		7,500	7,500		298	298		3,211	3,211
Subtotal	240,990	756,862	997,852	257,042	782,731	1,039,773	272,904	801,733	1,074,637
SCHOOL TRAINING									
Career Development Training	3,988	10,416	14,404	9,879	13,514	23,393	4,529	11,811	16,340
Graduate Flying Training	38,602	18,085	56,687	40,548	11,283	51,831	43,828	20,507	64,335
Initial Skill Acquisition Training	18,106	86,090	104,196	20,716	74,203	94,919	20,558	72,237	92,795
Officer Training School	1,258	4,564	5,822	865	3,529	4,394	1,428	5,176	6,604
Refresher and Proficiency Training	9,788	16,368	26,156	4,174	6,566	10,740	11,113	18,560	29,673
Undergraduate Pilot Training	21,155	0	21,155	23,197	0	23,197	24,019	0	24,019
Unit Conversion Training	61	948	1,009	353	1,117	1,470	69	1,074	1,143
TOTAL Direct Obligations	92,958	136,471	229,429	99,732	110,212	209,944	105,544	129,365	234,909
SPECIAL TRAINING									
Exercises	4,086	3,722	7,808	4,578	3,397	7,975	4,850	3,895	8,745
Management Support	6,922	9,691	16,613	10,454	13,349	23,803	11,470	13,465	24,935
Operational Training	21,176	44,507	65,683	22,855	43,819	66,674	23,321	39,604	62,925
Unit Conversion Training	3,199	16,907	20,106	2,857	11,751	14,608	2,366	11,828	14,194
Drug Interdiction	17,495	59,803	77,298	0	0	0	0	0	0
Active Duty Operational Support	4,828	12,467	17,295	5,493	12,673	18,166	6,561	16,884	23,445
Yellow Ribbon Reintegration Program	2,487	2,486	4,973	0	0	0	0	0	0
TOTAL Direct Obligations	60,193	149,583	209,776	46,237	84,989	131,226	48,568	85,676	134,244

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

	FY 2010			FY 2011 *			FY 2012		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
ADMINISTRATION AND SUPPORT									
Active Duty	408,380	1,055,751	1,464,131	459,599	1,135,578	1,595,177	441,162	1,099,710	1,540,872
Clothing	85	62	147	86	128	214	107	132	239
Travel	3,107	3,690	6,797	1,569	4,468	6,037	3,575	4,709	8,284
Death Gratuities	1,800	1,900	3,700	100	200	300	100	100	200
Transportation Subsidy	177	469	646	164	435	599	177	469	646
Disability & Hospitalization	380	2,816	3,196	209	3,129	3,338	214	3,022	3,236
Reserve Incentive	11,932	76,320	88,252	9,770	73,497	83,267	13,431	72,910	86,341
\$30,000 Lump Sum Bonus	750	2,430	3,180	750	2,430	3,180	750	2,430	3,180
TOTAL Direct Obligations	426,611	1,143,438	1,570,049	472,247	1,219,865	1,692,112	459,516	1,183,482	1,642,998
EDUCATION BENEFITS									
Benefits Accrual	14,471		14,471	12,455		12,455	12,243		12,243
Kicker Benefits		13,659	13,659		14,414	14,414		14,388	14,388
Amortization (Chapter 1606)		10,103	10,103		3,674	3,674		0	0
Normal Cost (Chapter 1607)		0	0		0	0		730	730
TOTAL Direct Obligations	14,471	23,762	38,233	12,455	18,088	30,543	12,243	15,118	27,361
Subtotal	594,233	1,453,254	2,047,487	630,671	1,433,154	2,063,825	625,871	1,413,641	2,039,512
Total Direct Program	835,223	2,210,116	3,045,339	887,713	2,215,885	3,103,598	898,775	2,215,374	3,114,149
FY 2011 CR Adjustments						(165,369)			
Revised FY 2011 Direct Program						2,938,229			

* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

	FY 2011 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	AVAILABLE APPROPRIATION	PROPOSED DD1415 ACTIONS	FY 2011 BUDGET COLUMN OF FY 2012 BUDGET *
Unit and Individual Training						
PAY GROUP A						
Active Duty Training	194,791	0	0	194,791	0	194,791
Inactive Duty Training						
Unit Training Assemblies	608,279	0	0	608,279	0	608,279
Flight Training	38,424	0	0	38,424	0	38,424
Proficiency Training	6,256	0	0	6,256	0	6,256
Training Preparation	1,080	0	0	1,080	0	1,080
Military Funeral Honors	621	0	0	621	0	621
Clothing	32,340	0	0	32,340	0	32,340
Inactive Duty Subsistence	6,511	0	0	6,511	0	6,511
Travel	51,334	0	0	51,334	0	51,334
Defense Health Program Accrual	0	0	0	0	0	0
IDT Subtotal	744,845	0	0	744,845	0	744,845
TOTAL Direct Obligations	939,636	0	0	939,636	0	939,636
PAY GROUP F						
Active Duty Training	83,537	0	0	83,537	0	83,537
Clothing	5,443	0	0	5,443	0	5,443
Subsistence	0	0	0	0	0	0
Travel	10,859	0	0	10,859	0	10,859
Defense Health Program Accrual	0	0	0	0	0	0
TOTAL Direct Obligations	99,839	0	0	99,839	0	99,839
PAY GROUP P						
Inactive Duty (Unit) Training	298	0	0	298	0	298
Clothing	0	0	0	0	0	0
Subsistence of Enlisted Personnel	0	0	0	0	0	0
Defense Health Program Accrual	0	0	0	0	0	0
TOTAL Direct Obligations	298	0	0	298	0	298
Subtotal	1,039,773	0	0	1,039,773	0	1,039,773

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

	FY 2011 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	AVAILABLE APPROPRIATION	PROPOSED DD1415 ACTIONS	FY 2011 BUDGET COLUMN OF FY 2012 BUDGET *
Other Training and Support						
SCHOOL TRAINING						
Career Development Training	23,393	0	0	23,393	0	23,393
Initial Skills Acquisition Training	94,919	0	0	94,919	0	94,919
Graduate Flying Training	51,831	0	0	51,831	0	51,831
Officer Training School	4,394	0	0	4,394	0	4,394
Refresher & Proficiency Training	10,740	0	0	10,740	0	10,740
Undergraduate Pilot Training	23,197	0	0	23,197	0	23,197
Unit Conversion Training	1,470	0	0	1,470	0	1,470
TOTAL Direct Obligations	209,944	0	0	209,944	0	209,944
SPECIAL TRAINING						
Exercises	7,975	0	0	7,975	0	7,975
Management Support	23,803	0	0	23,803	0	23,803
Operational Training	66,674	0	0	66,674	0	66,674
Unit Conversion Training	14,608	0	0	14,608	0	14,608
Drug Interdiction	0	0	0	0	0	0
Active Duty Operational Support	18,166	0	0	18,166	0	18,166
Operation Jump Start	0	0	0	0	0	0
Yellow Ribbon Reintegration Program	0	0	0	0	0	0
TOTAL Direct Obligations	131,226	0	0	131,226	0	131,226

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

	FY 2011 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	INTERNAL REALIGNMENT REPROGRAMMING	AVAILABLE APPROPRIATION	PROPOSED DD1415 ACTIONS	FY 2011 BUDGET COLUMN OF FY 2012 BUDGET *
ADMINISTRATION AND SUPPORT						
Active Duty	1,595,177	0	0	1,595,177	0	1,595,177
Clothing	214	0	0	214	0	214
Travel	6,037	0	0	6,037	0	6,037
Death Gratuities	300	0	0	300	0	300
Transportation Subsidy	599	0	0	599	0	599
Disability & Hospitalization	3,338	0	0	3,338	0	3,338
Reserve Transition Benefits	0	0	0	0	0	0
Reserve Incentive	83,267	0	0	83,267	0	83,267
\$30,000 Lump Sum Bonus	3,180	0	0	3,180	0	3,180
Defense Health Program Accrual	0	0	0	0	0	0
TOTAL Direct Obligations	1,692,112	0	0	1,692,112	0	1,692,112
EDUCATION BENEFITS						
Benefits Accrual	12,455	0	0	12,455	0	12,455
Kicker Benefits	14,414	0	0	14,414	0	14,414
Amortization Chapter 1606	3,674	0	0	3,674	0	3,674
Normal Cost Chapter 1607	0	0	0	0	0	0
Amortization Chapter 1607	0	0	0	0	0	0
TOTAL Direct Obligations	30,543	0	0	30,543	0	30,543
Subtotal	2,063,825	0	0	2,063,825	0	2,063,825
Total Direct Program	3,103,598	0	0	3,103,598	0	3,103,598
FY 2011 CR Adjustments						(165,369)
Revised FY 2011 Direct Program						2,938,229

* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

	FY 2010		FY 2011		FY 2012	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$165,956	\$40,659	\$174,506	\$42,579	\$188,071	\$45,701
Enlisted	\$418,288	\$102,481	\$429,218	\$104,729	\$445,092	\$108,157
Total	\$584,244	\$143,140	\$603,724	\$147,308	\$633,163	\$153,858
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$54,720	\$13,406	\$56,210	\$13,715	\$59,402	\$14,435
Total	\$54,720	\$13,406	\$56,210	\$13,715	\$59,402	\$14,435
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$5,663	\$1,387	\$225	\$55	\$2,425	\$589
Total	\$5,663	\$1,387	\$225	\$55	\$2,425	\$589
School Training						
Officers	\$38,732	\$9,489	\$36,282	\$8,853	\$44,011	\$10,695
Enlisted	\$48,476	\$11,877	\$47,972	\$11,705	\$46,053	\$11,191
Total	\$87,208	\$21,366	\$84,254	\$20,558	\$90,064	\$21,886
Special Training						
Officers	\$30,992	\$7,593	\$12,230	\$2,984	\$25,235	\$6,132
Enlisted	\$34,383	\$8,424	\$22,178	\$5,411	\$19,691	\$4,785
Total	\$65,375	\$16,017	\$34,408	\$8,395	\$44,926	\$10,917
Administration and Support						
Officers	\$220,518	\$71,227	\$252,146	\$82,452	\$236,661	\$81,175
Enlisted	\$571,469	\$184,584	\$602,949	\$197,164	\$588,144	\$201,733
Total	\$791,987	\$255,811	\$855,095	\$279,616	\$824,805	\$282,908

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

	FY 2010		FY 2011		FY 2012	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$456,198	\$128,968	\$475,164	\$136,868	\$493,978	\$143,703
Enlisted	\$1,132,999	\$322,159	\$1,158,752	\$332,779	\$1,160,807	\$340,890
Total	\$1,589,197	\$451,127	\$1,633,916	\$469,647	\$1,654,785	\$484,593
Reimbursable Program						
Officers	\$8,504	\$2,730	\$9,103	\$2,960	\$9,545	\$3,254
Enlisted	\$18,096	\$5,716	\$17,440	\$5,575	\$20,531	\$6,799
Total	\$26,600	\$8,446	\$26,543	\$8,535	\$30,076	\$10,053
Total Program						
Officers	\$464,702	\$131,698	\$484,267	\$139,828	\$503,523	\$146,957
Enlisted	\$1,151,095	\$327,875	\$1,176,192	\$338,354	\$1,181,338	\$347,689
Total	\$1,615,797	\$459,573	\$1,660,459	\$478,182	\$1,684,861	\$494,646

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Pay Group A			
Officers	\$4,904	\$5,563	\$5,721
Enlisted	\$31,332	\$28,826	\$34,108
Total	\$36,236	\$34,389	\$39,829
Pay Group F			
Enlisted	\$0	\$941	\$0
Total	\$0	\$941	\$0
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$15,595	\$31,294	\$17,927
Enlisted	\$17,323	\$2,220	\$16,653
Total	\$32,918	\$33,514	\$34,580
Special Training			
Officers	\$7,719	\$5,779	\$6,273
Enlisted	\$25,722	\$15,258	\$14,903
Total	\$33,441	\$21,037	\$21,176
Administration and Support			
Officer	\$61,507	\$65,007	\$65,070
Enlisted	\$209,456	\$219,856	\$213,649
Total	\$270,963	\$284,863	\$278,719
Total Direct Program			
Officer	\$89,725	\$107,643	\$94,991
Enlisted	\$283,833	\$267,101	\$279,313
Total	\$373,558	\$374,744	\$374,304

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Pay Group A			
Officers	\$12,502	\$13,498	\$14,311
Enlisted	\$38,469	\$37,836	\$41,087
Total	\$50,971	\$51,334	\$55,398
Pay Group F			
Enlisted	\$10,624	\$10,859	\$11,448
Total	\$10,624	\$10,859	\$11,448
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$19,478	\$15,680	\$21,970
Enlisted	\$43,408	\$34,712	\$40,936
Total	\$62,886	\$50,392	\$62,906
Special Training			
Officers	\$9,350	\$6,617	\$7,205
Enlisted	\$26,923	\$14,181	\$15,123
Total	\$36,273	\$20,798	\$22,328
Administration and Support			
Officer	\$3,107	\$1,569	\$3,575
Enlisted	\$3,690	\$4,468	\$4,709
Total	\$6,797	\$6,037	\$8,284
Total Direct Program			
Officer	\$44,437	\$37,364	\$47,061
Enlisted	\$123,114	\$102,056	\$113,303
Total	\$167,551	\$139,420	\$160,364

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	921	0	1,131	0	1,056	0
Enlisted	8,250	5,979	8,522	6,511	8,832	6,743
Subtotal	9,171	5,979	9,654	6,511	9,888	6,743
Pay Group F						
Officers	0	0	0	0	0	0
Enlisted	3,235	0	4,343	0	3,494	0
Subtotal	3,235	0	4,343	0	3,494	0
Pay Group P						
Enlisted	0	0	0	0	0	0
School Training						
Officers	1,956	0	1,923	0	2,211	0
Enlisted	6,029	26	5,693	25	5,699	25
Subtotal	7,985	26	7,616	25	7,910	25
Special Training						
Officers	501	0	420	0	390	0
Enlisted	2,695	31	1,769	21	1,542	18
Subtotal	3,196	31	2,190	21	1,932	18
Administration and Support						
Officers	6,671	0	6,629	0	6,934	0
Enlisted	43,739	0	43,908	0	43,897	0
Subtotal	50,410	0	50,537	0	50,831	0

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>	
	BAS	SIK	BAS	SIK	BAS	SIK
Other						
Branch Officers Basic Course	0	0	0	0	0	0
Health Professions Scholarship	0	0	0	0	0	0
Financial Assistance Program	0	0	0	0	0	0
Chaplain Candidate Program	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0
Total Direct Program						
Officers	10,049	0	10,104	0	10,592	0
Enlisted	63,948	6,036	64,236	6,556	63,464	6,785
Other	0	0	0	0	0	0
Total	73,997	6,036	74,339	6,556	74,056	6,785
Total Reimbursable Program	0	0	0	0	0	0
Officers	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Grand Total Program						
Officers	10,049	0	10,104	0	10,592	0
Enlisted	63,948	6,036	64,236	6,556	63,464	6,785
Other	0	0	0	0	0	0
Total	73,997	6,036	74,339	6,556	74,056	6,785

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

	BA	Amount
FY 2011 Direct Program	3,103,598	\$3,103,598
	3,103,598	
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)		
Pay Group A	18,453	
Pay Group F	14,680	
Pay Group P	37	
School Training	1,693	
Special Training	12,583	
Total Pay Raise	47,446	47,446
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)		
Pay Group A	6,151	
Pay Group F	4,894	
Pay Group P	12	
School Training	564	
Special Training	4,194	
Total Annualization of PY Pay Raise	15,815	15,815
Inflation (Rate 1.4% FY12)		
Pay Group F	7,933	
School Training	14,481	
Total Inflation	22,414	22,414

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

	BA	Amount
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)		
Pay Group A	5,376	
Pay Group F	4,701	
Pay Group P	12	
School Training	463	
Special Training	4,042	
Administration and Support	9,723	
Total Retired Pay Accrual	24,317	24,317
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)		
Pay Group A	1,884	
Pay Group F	1,497	
Pay Group P	4	
School Training	174	
Special Training	1,282	
Total FICA	4,841	4,841
BAH		
Pay Group A	5,686	
Special Training	3,481	
Administration and Support	551	
Total BAH	9,718	9,718
Total Pricing Increases	124,551	124,551

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

	BA	Amount
Program Increases		
Pay Group A:		
Pay and Allowance	6,127	
Subsistence	132	
Total Pay Group A	6,259	6,259
Pay Group P:		
Pay and Allowance	2,848	
Total Pay Group P	2,848	2,848
School Training		
All Categories	8,024	
Total School Training	8,024	8,024
Education Benefits		
Basic Benefits	1,190	
Kicker	73	
Normal Cost Enhanced Benefit	730	
Total Education Benefits	1,993	1,993
Total Program Increases	19,124	19,124
Total Increases	143,675	143,675

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

	BA	Amount
Decreases:		
Pricing Decreases		
FY12 Pay Raise		
Administration and Support	(8,652)	
Total Pay Raise	(8,652)	(8,652)
Annualization of PY Pay Raise		
Administration and Support	(2,884)	
Total Annualization of PY Pay Raise	(2,884)	(2,884)
Inflation		
Pay Group A	(581)	
Special Training	(1,985)	
Administration and Support	(25,094)	
Total Inflation	(27,660)	(27,660)
FICA		
Administration and Support	(882)	
Total FICA	(882)	(882)
BAH		
Pay Group F	(941)	
School Training	(434)	
Total BAH	(1,375)	(1,375)
Education Benefits		
Basic Benefits	(1,402)	
Kicker	(99)	
Total Education Benefits	(1,501)	(1,501)
Total Pricing Decreases	(42,954)	(42,954)

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

	BA	Amount
Program Decreases		
Pay Group A:		
Clothing	(14,365)	
Subsistence	(1,031)	
Total Pay Group A	(15,396)	(15,396)
Pay Group F:		
Pay and Allowance	(24,299)	
Clothing	(1,188)	
Travel	(3,158)	
Total Pay Group F	(28,645)	(28,645)
Special Training		
All Categories	(20,579)	
Total Special Training	(20,579)	(20,579)
Administration and Support		
All Categories	(21,876)	
Total Administration and Support	(21,876)	(21,876)
Education Benefits		
Amortization (Chapter 1606)	(3,674)	
Total Education Benefits	(3,674)	(3,674)
Total Program Decreases	(90,170)	(90,170)
Total Decreases	(133,124)	(133,124)
FY 2012 Direct Program	3,114,149	\$3,114,149

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ENTITLEMENTS

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

Estimate	FY 2012	\$967,468
Estimate	FY 2011	\$939,636
Actual	FY 2010	\$894,060

PART I - PURPOSE AND SCOPE

This budget activity provides for pay and allowances, retired pay accrual, clothing, subsistence and travel for Air National Guard officer and enlisted personnel assigned in Pay Group A. Personnel are authorized 15 days paid annual training and 48 paid inactive duty drill periods each fiscal year. Also authorized are additional flying training periods for personnel on flying status, training periods for proficiency training, and training period preparation assemblies for traditional Guardsmen with trainer responsibilities.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program requirements are based on actual experience and reflect the applicable approved economic assumptions identified on page 7.

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Participation rates incorporate current FY 2012 OCO mobilization assumptions.

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

	BA	Amount
FY 2011 Direct Program		\$939,636
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)	18,453	
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)	6,151	
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)	5,376	
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)	1,884	
BAH	5,686	
Total Pricing Increases	37,550	
Program Increases		
IDT Pay	9,695	
ATA Pay	994	
Subsistence	132	
Total Program Increases	10,821	
Total Increases		\$48,371
Decreases:		
Pricing Decreases		
Inflation	(581)	
Total Pricing Decreases	(581)	
Program Decreases		
AT Pay	(4,562)	
Clothing	(14,365)	
Travel	(1,031)	
Total Program Decreases	(19,958)	
Total Decreases		(\$20,539)
FY 2012 Direct Program		\$967,468

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING PAY GROUP A
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances Active Duty for Training, Officer: Funds provide pay and allowances for officers attending active duty for training. Program requirements are based on average officer Pay Group A strength and training participation rates for each fiscal year. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pays as authorized. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	11,769			13,067			12,402		
PARTICIPATION RATE	87.00%			96.00%			92.00%		
PAID PARTICIPANTS	10,239	\$5,181.36	\$53,052	12,544	\$3,904.78	\$48,982	11,410	\$5,358.35	\$61,138

Pay and Allowances Active Duty for Training, Enlisted: These funds provide pay and allowances for enlisted personnel attending active duty for training. Program requirements are based on average enlisted Pay Group A strength and training participation rates for each fiscal year. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's Social Security contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pays as authorized. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	77,843			76,487			76,342		
PARTICIPATION RATE	83.00%			87.00%			88.00%		
PAID PARTICIPANTS	64,610	\$2,296.20	\$148,357	66,544	\$2,191.16	\$145,809	67,181	\$2,378.05	\$159,760

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay, Inactive Duty Training, Officer: These funds provide pay allowances for officers attending inactive duty for training including unit training assemblies, training period preparation assemblies, and additional flying periods for officer personnel on flying status. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Reserve funeral honors funding supports the performance of military funeral honors by members of the Ready Reserve. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING:									
AVERAGE STRENGTH	11,769			13,067			12,402		
PARTICIPATION RATE	83.00%			85.00%			87.00%		
PAID PARTICIPANTS	9,768	\$14,522.22	\$141,853	11,107	\$14,475.93	\$160,784	10,790	\$15,002.67	\$161,879
ADDITIONAL TRAINING ASSEMBLIES:									
PROF TRAINING	6,069	\$545.89	\$3,313	6,069	\$332.43	\$2,018	6,295	\$564.17	\$3,552
FLIGHT TRAINING	137,126	\$216.44	\$29,679	137,146	\$227.80	\$31,243	140,456	\$223.56	\$31,401
TRAINING PERIOD PREP ASSEMBLIES	1,237	\$383.19	\$474	1,237	\$317.96	\$393	1,266	\$395.90	\$501
RESERVE FUNERAL HONORS	1,340	\$50.00	\$67	1,340	\$50.00	\$67	1,360	\$50.00	\$69
TOTAL	155,540		175,386	156,899		194,505	160,167		197,402

Pay, Inactive Duty Training, Enlisted: These funds provide pay allowances for enlisted attending inactive duty for training including unit training assemblies, training period preparation assemblies, and additional flying periods for enlisted personnel on flying status. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Reserve funeral honors funding supports the performance of military funeral honors by members of the Ready Reserve. Participation rates incorporate current FY 2010 OCO mobilization assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING:									
AVERAGE STRENGTH	77,843			76,487			76,342		
PARTICIPATION RATE	86.00%			87.00%			90.00%		
PAID PARTICIPANTS	66,945	\$6,463.24	\$432,682	66,544	\$6,724.81	\$447,495	68,708	\$6,677.77	\$458,816
ADDITIONAL TRAINING ASSEMBLIES:									
PROF TRAINING	28,552	\$207.77	\$5,932	28,552	\$148.43	\$4,238	28,552	\$214.66	\$6,129
FLIGHT TRAINING	40,531	\$170.31	\$6,903	40,014	\$179.46	\$7,181	40,531	\$175.89	\$7,129
TRAINING PERIOD PREP ASSEMBLIES	2,488	\$300.24	\$747	2,488	\$276.09	\$687	2,548	\$310.27	\$791
RESERVE FUNERAL HONORS	11,100	\$50.00	\$555	11,100	\$50.00	\$554	11,200	\$50.00	\$559
TOTAL	149,616		446,819	148,698		460,155	151,539		473,424

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
INDIVIDUAL CLOTHING AND UNIFORM ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Individual Clothing and Uniform Allowances, Officer: These funds provide for the initial payment and supplemental allowances under the provisions of Section 415 and 416 of Title 37, United States Code for the purchase of required uniforms. Section 415 authorizes a one-time initial allowance of not more than \$400 as reimbursement for the purchase of required uniforms and equipment upon completion of at least 14 days of active duty as a member of a reserve component. Section 416 provides for uniform allowances of not more than \$200 each time the officer enters on active duty for a period of more than 90 days and not within two years of last completed period of active duty has not received more than \$400 initial allowance within two years of last completed period of active duty. The number of uniform allowances in this estimate is based on programmed drill strength.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	33	\$400.00	\$13	72	\$200.00	\$14	34	\$400.00	\$14
ADDITIONAL UNIFORM ALLOWANCE	185	\$200.00	\$37	217	\$200.00	\$43	195	\$200.00	\$39
TOTAL	218		\$50	289		\$57	229		\$53

Individual Clothing and Uniform Allowances, Enlisted: These funds provide clothing for enlisted personnel. Section 418 of Title 37 United States Code authorizes the Secretary of Defense to prescribe the quantity and type of clothing necessary for enlisted members of the armed forces or the National Guard. Uniforms for enlisted are issued through unit supply.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	9,417	\$829.90	\$7,810	4,139	\$839.03	\$3,473	9,248	\$852.46	\$7,865
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	3,439	\$973.89	\$3,349	1,512	\$984.60	\$1,489	3,377	\$1,000.36	\$3,378
REPLACEMENT ISSUE MALE	5,852	\$273.60	\$1,601	57,373	\$333.34	\$19,125	5,747	\$281.04	\$1,615
REPLACEMENT ISSUE FEMALE	2,269	\$302.40	\$686	21,700	\$377.70	\$8,196	2,228	\$310.62	\$692
TOTAL	20,977		\$13,446	84,724		\$32,283	20,600		\$13,550

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

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

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

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
TOTAL NUMBER OF WORKDAYS SUBSISTED	983,388	\$6.08	\$5,979	1,058,532	\$6.15	\$6,511	1,079,703	\$6.25	\$6,743
TOTAL SUBSISTENCE-IN-KIND	983,388	\$6.08	\$5,979	1,058,532	\$6.15	\$6,511	1,079,703	\$6.25	\$6,743

**NATIONAL GUARD PERSONNEL, AIR FORCE
 TRAINING, PAY GROUP A
 TRAVEL, ACTIVE DUTY FOR TRAINING
 (AMOUNTS IN THOUSANDS OF DOLLARS)**

Travel, Active Duty for Training, Officer: These funds provide for transportation and per diem allowances for officers to perform active duty training. Program requirements are based on the number of officers programmed to participate in active duty training during each fiscal year. Average travel rate per individual is developed based on actual experience. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	10,239	\$1,221.02	\$12,502	12,544	\$1,076.05	\$13,498	11,410	\$1,254.25	\$14,311

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem allowances for enlisted personnel to perform active duty training. Program requirements are based on the number of enlisted personnel programmed to participate in active duty training during each fiscal year. Average travel rate per individual is developed based on actual experience. For those individuals required to use commercial transportation during active duty training, the dollar rates reflect approved inflation assumptions.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	64,610	\$595.40	\$38,469	66,544	\$568.59	\$37,836	67,181	\$611.59	\$41,087

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

Reimbursable Requirements: Funding reflects the reimbursement for the cost of meals provided to officers in enlisted messes. Also reflects reimbursement for the cost of manpower to support Foreign Military Sales (FMS) requirements.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officer Meals	298,954	\$ 6.69	\$ 2,000	248,844	\$ 6.76	\$ 1,683	283,187	\$ 6.87	\$ 1,946
Foreign Military Sales (FMS)									
Officer	32	\$ 9,531.25	\$ 305	24	\$11,798.97	\$ 283	24	\$11,854.40	\$ 285
Enlisted	249	\$ 8,971.89	\$ 2,234	354	\$ 5,848.98	\$ 2,070	354	\$ 9,270.72	\$ 3,281
Total FMS			\$ 2,539			\$ 2,353			\$ 3,566
Total Reimbursable Requirement	298,954		\$ 4,539	248,844		\$ 4,036	283,187		\$ 5,512

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

Estimate	FY 2012	\$103,958
Estimate	FY 2011	\$99,839
Actual	FY 2010	\$96,292

PART 1 - PURPOSE AND SCOPE

This budget activity provides for pay and allowances, including government Social Security contributions, retired pay accrual, clothing, subsistence, and travel for Air National Guard enlisted personnel assigned to the non-prior service program. The purpose of this program is to recruit and train non-prior service personnel to fill specific unit vacancies not attainable from prior service enlisted sources. Individuals receive basic and technical and/or on-the-job training, depending upon their aptitudes and Air Force specialties.

Program requirements are based on the average number of trainees attending initial active duty training. The dollar rates used for pricing the program requirements are based on actual experience and reflect the approved economic assumptions identified on page 7.

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

	BA	Amount
FY 2011 Direct Program		\$99,839
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)	14,680	
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)	4,894	
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)	4,701	
Inflation (Rate 1.4% FY12)	4,041	
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)	1,497	
Clothing	145	
Travel	3,747	
Total Pricing Increases	33,705	
Total Increases		\$33,705
Decreases:		
Pricing Decreases		
BAH	(941)	
Total Pricing Decreases	(941)	
Program Decreases		
Base Pay	(16,382)	
Retired Pay	(3,981)	
Other	(2,683)	
FICA	(1,253)	
Travel	(3,158)	
Clothing	(1,188)	
Total Program Decreases	(28,645)	
Total Decreases		(\$29,586)
FY 2012 Direct Program		\$103,958

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

Pay and Allowances, Active Duty for Training, Enlisted: These funds provide for pay and allowances of enlisted personnel attending initial active duty for training. The dollar rates used in computing the requirements include basic pay, retired pay accrual, government social security contributions, subsistence, and Basic Allowance for Housing (BAH) when authorized.

	FY 2010			FY 2011			FY 2012		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,772	\$ 29,430.74	\$ 81,582	3,710	\$ 22,516.90	\$ 83,537	2,908	\$ 30,299.19	\$ 88,110

Individual Clothing and Uniform Allowance, Enlisted: These funds provide clothing and uniforms for enlisted personnel attending initial active duty for training. Clothing dollar rates are based on experience and reflect approved inflation assumptions.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	832	\$ 1,632.41	\$ 1,358	1,003	\$ 1,628.86	\$ 1,634	872	\$ 1,676.78	\$ 1,462
Initial Issue Male	1,940	\$ 1,405.94	\$ 2,728	2,707	\$ 1,407.12	\$ 3,809	2,036	\$ 1,444.16	\$ 2,938
Total	2,772		\$4,086	3,710		\$5,443	2,908		\$4,400

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem for enlisted personnel to perform initial active duty training. Program requirements are based on the number of non-prior service enlistees that will enter, complete or wash out of training and that require commercial transportation to and from training.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Travel	2,772	\$ 3,832.61	\$ 10,624	3,710	\$ 2,926.93	\$ 10,859	2,908	\$ 3,936.78	\$ 11,448

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

Estimate	FY 2012	\$3,211
Estimate	FY 2011	\$298
Actual	FY 2010	\$7,500

PART 1 - PURPOSE AND SCOPE

This budget activity provides for pay of enlisted personnel participating in multiple drill assemblies and/or weekend training for up to 36 paid drills prior to entering initial active duty training (IADT). These enlistees must enter IADT within nine months of enlisting.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for the program requirements are based on actual experience and reflect the applicable approved economic assumptions identified on page 7.

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

	BA	Amount
FY 2011 Direct Program		\$298
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)	37	
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)	12	
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)	12	
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)	4	
Total Pricing Increases	65	
Program Increases		
Base Pay	2,151	
Retired Pay	522	
Other	10	
FICA	165	
Total Program Increases	2,848	
Total Increases		\$2,913
Decreases:		
Total Decreases		\$0
FY 2012 Direct Program		\$3,211

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

Pay and Allowances, Inactive Duty Training, Enlisted: These funds provide for pay of enlisted personnel attending inactive duty for training while awaiting initial active duty training. Basic pay, retired pay accrual, and government social security contributions are included in computing requirements.

	FY 2010			FY 2011			FY 2012		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	2,950	\$2,542.37	\$7,500	138	\$2,158.31	\$298	1,221	\$2,630.18	\$3,211

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

Estimate	FY 2012	\$234,909
Estimate	FY 2011	\$209,944
Actual	FY 2010	\$229,429

PART I - PURPOSE AND SCOPE

This budget activity provides for pay and allowances, retired pay accrual, clothing, subsistence, travel, and per diem for Air National Guard officers and enlisted personnel performing tours of paid active duty for formal school training. This program is designed to increase the mobilization potential and readiness of Guardsmen through training at military service schools. This school training improves individual proficiency and cross-trains individuals into critical skill career fields. The length of each course includes the actual period of instruction, travel time as prescribed by appropriate travel regulations, and accrued leave at a rate of 2-1/2 days per month when training is in excess of 30 days.

School tours are programmed and budgeted in seven categories as follows:

- (1) Career Development Training
- (2) Initial Skill Acquisition Training
- (3) Officer Training School
- (4) Refresher and Proficiency Training
- (5) Undergraduate Pilot and Navigator Training
- (6) Unit Conversion Training
- (7) Graduate Flying Training

The following pages present the requirements for each of the seven categories and describe more precisely what is included in each category. The dollar rates used for pricing the program requirements are based on actual experience and reflect the approved economic assumptions identified on page 7.

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

	BA	Amount
FY 2011 Direct Program		\$209,944
Budget Activity Adjustment	209,944	
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)	1,693	
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)	564	
Inflation (Rate 1.4% FY12)	14,481	
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)	463	
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)	174	
Total Pricing Increases	17,375	
Program Increases		
Graduate Flying Training	12,447	
Refresher and Proficiency	17,829	
Officer Candidate School	1,541	
Undergraduate Pilot and Navigator Training	2,101	
Total Program Increases	33,918	
Total Increases		\$51,293

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

	BA	Amount
Decreases:		
Pricing Decreases		
BAH	(434)	
Total Pricing Decreases	(434)	
Program Decreases		
Initial Skills Acquired	(16,091)	
Career Development Training	(9,259)	
Unit Conversion Training	(544)	
Total Program Decreases	(25,894)	
Total Decreases		(\$26,328)
FY 2012 Direct Program		\$234,909

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

Career Development: This program includes specialty or general military training related to professional development or career enhancement including senior military schools. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	193	50.20	9,689	\$411.61	\$3,988	378	58.00	21,924	\$450.55	\$9,879	212	50.20	10,642	\$425.55	\$4,529
Enlisted	1,182	32.90	38,888	\$267.83	\$10,416	1,730	34.00	58,820	\$229.76	\$13,514	1,298	32.90	42,704	\$276.57	\$11,811
Total	1,375	35.33	48,577	\$296.52	\$14,404	2,108	38.30	80,744	\$289.72	\$23,393	1,510	35.33	53,346	\$306.30	\$16,340

Initial Skill Acquisition Training: This program provides training necessary to acquire military specialty skills. It includes the initial training of newly commissioned officers, initial skill training of officers and prior service enlisted personnel and the retraining of officer and enlisted personnel into another military specialty. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	569	77.30	43,984	\$411.65	\$18,106	641	71.72	45,973	\$450.63	\$20,716	625	77.30	48,313	\$425.51	\$20,558
Enlisted	5,038	63.80	321,424	\$267.85	\$86,090	4,672	69.13	322,975	\$229.74	\$74,203	4,094	63.80	261,197	\$276.56	\$72,237
Total	5,607	65.17	365,408	\$285.15	\$104,196	5,313	69.44	368,948	\$257.27	\$94,919	4,719	65.59	309,510	\$299.81	\$92,795

Officer Training School: This program includes the commissioning programs of the Air National Guard (ANG) Academy of Military Science (AMS). The source of officer candidates is either from civilian life (non-prior service) or prior enlisted service. The average rates used in computing the requirements include pay and allowances, retired pay accrual, clothing, subsistence-in-kind, transportation and per diem as authorized. Military pay increases, government Social Security contribution changes, and price growth for commercial transportation, subsistence-in-kind, and clothing are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	152	20.10	3,055	\$412.09	\$1,258	384	5.00	1,920	\$450.62	\$865	167	20.10	3,357	\$425.20	\$1,428
Enlisted	476	35.80	17,041	\$267.86	\$4,564	384	40.00	15,360	\$229.68	\$3,529	523	35.80	18,723	\$276.40	\$5,176
Total	628	32.00	20,096	\$289.71	\$5,822	768	22.50	17,280	\$254.28	\$4,394	690	32.00	22,080	\$299.09	\$6,604

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

Refresher and Proficiency Training: This program provides training necessary to attain and maintain needed level of proficiency in the military specialty for which a member was initially qualified. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	3,349	7.10	23,778	\$411.67	\$9,788	1,230	7.53	9,262	\$450.72	\$4,174	3,678	7.10	26,114	\$425.58	\$11,113
Enlisted	4,365	14.00	61,110	\$267.85	\$16,368	2,190	13.05	28,580	\$229.75	\$6,566	4,794	14.00	67,116	\$276.51	\$18,560
Total	7,714	11.00	84,888	\$308.12	\$26,156	3,420	11.06	37,842	\$283.81	\$10,740	8,472	11.00	93,230	\$318.28	\$29,673

Undergraduate Pilot and Navigator Training: This program includes the initial flying training programs for Undergraduate Pilot Training (UPT) Undergraduate Navigator Training (UNT) and Undergraduate Helicopter Training (UHT). The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	399	128.80	51,391	\$411.63	\$21,155	429	120.00	51,480	\$450.59	\$23,197	438	128.80	56,414	\$425.75	\$24,019
Enlisted	0	0.00	0	\$0.00	\$0	0	120.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	399	128.80	51,391	\$411.63	\$21,155	429	120.00	51,480	\$450.59	\$23,197	438	128.80	56,414	\$425.75	\$24,019

Unit Conversion Training: This program provides for training as a result of changes in the type of aircraft, type of unit, changes in unit mission, or new equipment. Examples include officer and enlisted advanced and lateral training, aircrew re-qualification training, combat crew training, and Field Training Detachment (FTD) training. The average rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	25	5.90	148	\$412.16	\$61	45	17.41	783	\$450.83	\$353	27	5.90	159	\$433.96	\$69
Enlisted	125	28.30	3,538	\$267.95	\$948	349	13.93	4,862	\$229.74	\$1,117	137	28.30	3,877	\$277.02	\$1,074
Total	150	24.57	3,686	\$273.74	\$1,009	394	14.33	5,645	\$260.41	\$1,470	164	24.61	4,036	\$283.20	\$1,143

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

Graduate Flying Training: This program includes aircraft specific graduate flying training, both mobility and fighter, after UFT and all enlisted aircrew training. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2,021	46.40	93,774	\$411.65	\$38,602	1,646	54.67	89,987	\$450.59	\$40,548	2,219	46.40	102,962	\$425.67	\$43,828
Enlisted	2,084	32.40	67,522	\$267.83	\$18,085	1,544	31.81	49,115	\$229.71	\$11,283	2,289	32.40	74,164	\$276.51	\$20,507
Total	4,105	39.29	161,296	\$351.45	\$56,687	3,190	43.61	139,102	\$372.61	\$51,831	4,508	39.29	177,126	\$363.22	\$64,335

TOTAL SCHOOL TRAINING

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	6,708	188	169,091	\$549.75	92,958	4,753	200	151,512	\$658.24	99,732	7,366	188	185,649	\$568.51	105,544
Enlisted	13,270	75	132,170	\$304.19	136,471	10,869	179	82,557	\$304.19	110,212	13,135	75	145,157	\$304.19	129,365
Total	19,978	15.08	301,261	\$761.56	\$229,429	15,622	14.98	234,069	\$896.93	\$209,944	20,501	24.36	330,806	\$360.24	\$234,909

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

Estimate	FY 2012	\$134,244
Estimate	FY 2011	\$131,226
Actual	FY 2010	\$209,776

PART I - PURPOSE AND SCOPE

This budget activity provides for pay and allowances including retired pay, government Social Security contributions, subsistence, travel and per diem for Air National Guard (ANG) officer and enlisted personnel who will perform tours of paid active duty other than those covered by Pay Groups A, F, P and School Training. These tours include ANG Air Defense and Air Combat Command (ACC) Alerts, Joint Chiefs of Staff Exercises, United States Air Force Mission Support, conversions and other special training necessary to improve combat proficiency or to increase mobilization readiness of Air National Guard units.

Special tours are programmed and budgeted in six categories as follows:

- (1) Management Support
- (2) Exercises
- (3) Unit Conversion Training
- (4) Drug Interdiction*
- (5) Active Duty Operational Support (ADOS)
- (6) Yellow Ribbon Reintegration Program (YRRP)*

The following pages present the requirements in each of the six categories and describe more precisely what is included in each category. The dollar rates used for pricing the program requirements are based on actual experience and reflect the economic assumptions identified on page 7.

* Drug Interdiction and YRRP are also shown in this section. Only FY 2010 actual data is displayed. Outyear estimates are not budgeted for this in this submission.

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

	BA	Amount
FY 2011 Direct Program		\$131,226
Budget Activity Adjustment	131,226	
Increases:		
Pricing Increases		
FY12 Pay Raise (1.6%, Effective 1 Jan 12)	12,583	
Annualization FY11 Pay Raise (1.40%, Effective 1 Jan 11)	4,194	
Retired Pay Accrual (Rate 24.3% (PT) 34.3% (FT) FY12)	4,042	
FICA (Rate 7.65%, FY12 Ceiling - \$113,700)	1,282	
BAH	3,481	
Total Pricing Increases	25,582	
Program Increases		
Active Duty Operational Support	2,727	
Total Program Increases	2,727	
Total Increases		\$28,309
Decreases:		
Pricing Decreases		
Inflation	(1,985)	
Total Pricing Decreases	(1,985)	
Program Decreases		
Exercises	(697)	
Management Support	(3,269)	
Operational Training	(16,177)	
Unit Conversion	(3,163)	
Total Program Decreases	(23,306)	
Total Decreases		(\$25,291)
FY 2012 Direct Program		\$134,244

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

Management Support: This program supports activities not directly related to other special training categories such as special physicals, accident boards, special investigations, base defense, disaster preparedness, and airlift support. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	338	42.00	14,196	\$487.58	6,922	582	42.00	24,444	\$427.65	10,454	542	42.00	22,764	\$503.86	11,470
Enlisted	1,892	21.00	39,732	\$243.95	9,691	3,005	21.00	63,105	\$211.54	13,349	2,547	21.00	53,487	\$251.75	13,465
Total	2,230	24.18	53,928	\$308.06	\$16,613	3,587	24.41	87,549	\$271.88	\$23,803	3,089	24.68	76,251	\$327.01	\$24,935

Exercises: This program provides training required for Air National Guard (ANG) participation in joint exercises. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	493	17.00	8,381	\$487.54	4,086	630	17.00	10,710	\$427.51	4,578	566	17.00	9,622	\$504.14	4,850
Enlisted	1,526	10.00	15,260	\$243.95	3,722	1,606	10.00	16,060	\$211.49	3,397	1,547	10.00	15,470	\$251.82	3,895
Total	2,019	11.71	23,641	\$330.27	\$7,808	2,236	11.97	26,770	\$297.91	\$7,975	2,113	11.88	25,092	\$348.52	\$8,745

Operational Training: This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime tasks. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2,171	20.00	43,420	\$487.69	21,176	2,673	20.00	53,460	\$427.54	22,855	2,313	20.00	46,260	\$504.10	23,321
Enlisted	12,165	15.00	182,475	\$243.90	44,507	13,808	15.00	207,120	\$211.57	43,819	10,486	15.00	157,290	\$251.80	39,604
Total	14,336	15.76	225,895	\$290.77	\$65,683	16,481	15.81	260,580	\$255.87	\$66,674	12,799	15.90	203,550	\$309.14	\$62,925

Unit Conversion Training: This program provides training required by personnel in units converting from one weapons system to another. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	328	20.00	6,560	\$487.54	3,199	334	20.00	6,680	\$427.51	2,857	235	20.00	4,700	\$503.31	2,366
Enlisted	1,733	40.00	69,320	\$243.90	16,907	1,389	40.00	55,560	\$211.49	11,751	1,174	40.00	46,960	\$251.86	11,828
Total	2,061	36.82	75,880	\$264.97	\$20,106	1,723	36.12	62,240	\$234.70	\$14,608	1,409	36.66	51,660	\$274.76	\$14,194

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

Drug Interdiction: This program provides for all drug interdiction support for both Continental United States (State Plans) and outside the Continental United States operations. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2010				
	Participants	Tour Length	Workdays	Rate	Amount
Officers	104	345.00	35,880	\$487.57	17,495
Enlisted	711	345.00	245,295	\$243.80	59,803
Total	815	345.00	281,175	\$274.91	\$77,298

Active Duty Operational Support (ADOS): This program is an authorized voluntary tour of active duty (AD), other than Active Guard and Reserve (AGR) duty, performed pursuant to section 12301(d) of Title 10, United States Code, "Armed Forces" and ADT performed at the request of an organizational or operational commander, or as a result of reimbursable (ADOS-AC funded or ADOS-RC funded) to support active component (AC) or reserve component (RC) programs, respectively. The purpose of ADOS is to provide the necessary skilled manpower assets to support existing or emerging requirements.

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	315	35.00	11,025	\$437.90	4,828	367	35.00	12,845	\$427.68	5,493	414	35.00	14,490	\$452.77	6,561
Enlisted	299	173.00	51,727	\$241.03	12,467	346	173.00	59,858	\$211.72	12,673	392	173.00	67,816	\$248.96	16,884
Total	614	102.20	62,752	\$275.61	\$17,295	713	101.97	72,703	\$249.87	\$18,166	806	102.12	82,306	\$284.85	\$23,445

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

	FY 2010				
	Participants	Tour Length	Workdays	Rate	Amount
Training	6,564	3.00	19,692	\$220.65	4,345
Travel	6,564	3.00	19,692	\$31.92	628
Total	6,564	3.00	19,692	\$252.57	\$4,973

TOTAL SPECIAL TRAINING

	FY 2010					FY 2011					FY 2012				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	10,313	13.49	139,154	\$445.92	62,051	4,586	23.58	108,139	\$427.57	46,237	4,070	24.04	97,836	\$496.42	48,568
Enlisted	24,890	25.05	623,501	\$236.93	147,725	20,154	19.93	401,703	\$211.57	84,989	16,146	21.12	341,023	\$251.23	85,676
Total	35,203	21.66	762,655	\$275.06	\$209,776	24,740	20.61	509,842	\$257.39	\$131,226	20,216	21.71	438,859	\$305.89	\$134,244

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

Estimate	FY 2012	\$1,642,998
Estimate	FY 2011	\$1,692,112
Actual	FY 2010	\$1,570,049

PART I - PURPOSE AND SCOPE

These funds provide for pay and allowances, retired pay accrual, and permanent change of station travel for Air National Guard personnel called to full-time duty.

Funds are also included to provide death gratuity payments to beneficiaries of Air National Guard personnel who die of injury received or disease contracted while participating in active or inactive duty training; for pay and allowances during periods of disability; for hospitalization for members of the Air National Guard who suffer injury or contract a disease in the line of duty while participating in active or inactive duty training; for payment of Enlistment Bonuses, Reenlistment Bonuses, Educational Assistance, Selective Affiliation Bonuses and Student Loan Repayment to selected members; and to provide for the uncollected Serviceman's Group Life Insurance premiums which are payable to the Veterans Administration.

The dollar rates used for pricing the program requirements are based on actual experience and reflect the applicable approved economic assumptions identified on page 7.

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

	BA	Amount
FY 2011 Direct Program		
Budget Activity Adjustment	1,692,112	\$1,692,112
Increases:		
Pricing Increases		
Retired Pay Accrual (Rate 34.3% FY12)	9,723	
BAH	551	
BAS	1,646	
Total Pricing Increases	11,920	
Program Increases		
Clothing	21	
Travel	3,251	
Health Professional Loan Repayment	294	
Health Professional Cash Bonus 45K	980	
Health Professional Cash Bonus 75K	1,152	
Healthcare Professional Stipend Res/Med	607	
Officer Accessions & Affiliations	740	
Non-Prior Service Enlistment	582	
Prior Service Enlistment (6 Year)	679	
Reenlistment Bonus (6 Year)	14,164	
Total Program Increases	22,470	
Total Increases		\$34,390

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

	BA	Amount
Decreases:		
Pricing Decreases		
FY12 Pay Raise	(8,652)	
Annualization of PY Pay Raise	(2,884)	
Inflation	(20,020)	
Bonuses	(6,720)	
FICA	(882)	
Total Pricing Decreases	(39,158)	
Program Decreases		
Death & Disability	(100)	
Chaplain Loan Repayment Bonus	(1)	
Prior Service Enlistment (3 Year)	(105)	
Reenlistment (3 Year)	(6,095)	
Affiliation Bonus (3 Year)	(13)	
Enlisted Student Loan Repayment	(3,190)	
Average Participation Change	(26,975)	
FICA	(1,435)	
Retired Pay Accrual	(6,432)	
Total Program Decreases	(44,346)	
Total Decreases		(\$83,504)
FY 2012 Direct Program		\$1,642,998

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

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

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

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	36	31	41	41	41	41
Subtotal	36	31	41	41	41	41

Title 10, Section 12310: Organizing, administering, recruiting, instructing or training reserve components.

Provides for officers and/or enlisted personnel to be placed on active duty to support Air Reserve Force activities for more than 360 days. The primary function is to work directly with organizing, administering, recruiting, instructing, or training the reserve component.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer	133	97	171	171	171	171
Enlisted	219	5	455	455	455	455
Subtotal	352	102	626	626	626	626

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 10, Section 10305: Participation of reserve officers in the policies and regulations for the government of reserve components of the Air Force.

Provides for officers of the Air National Guard of the United States and the Air Force Reserve to be placed on duty with the Air Staff to participate in the formulation of policies and regulations directly affecting those reserve components, one-half of whom will be from each component. These officers shall be considered as additional members of the Air Staff while on that duty.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	7	8	7	7	6	6
Subtotal	7	8	7	7	6	6

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

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

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	14	21	20	20	20	20
Subtotal	14	21	20	20	20	20

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 32, Section 708: United States Property and Fiscal Officers.

Provides for the appointment by the governor of each State, the Commonwealth of Puerto Rico, Guam, and the Virgin Islands and the commanding general of the National Guard of the District of Columbia, subject to the approval of the Secretary of the Army and the Secretary of the Air Force, a qualified commissioned officer of the National Guard of that jurisdiction who is also a commissioned officer of the Army National Guard of the United States or the Air National Guard of the United States, as the case may be, to be the property and fiscal officer of that jurisdiction.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	11	9	15	15	15	15
Subtotal	11	9	15	15	15	15
	201	166				

Recruiting and Retention: This program provides for a full-time Air National Guard recruiting/retention force to enable attainment of programmed strength objectives.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	5	4	2	2	2	2
Enlisted	562	581	572	572	572	572
Subtotal	567	585	574	574	574	574

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Air National Guard (ANG) Administration and Support: This program is required to accommodate military staffing at the ANG Readiness Center, Joint Base Andrews, Maryland; the Air National Guard/Air Force Reserve Test Center at Tucson, Arizona; 1st Air Force, and other miscellaneous headquarters type manning requirements.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	232	313	142	143	143	143
Enlisted	386	530	248	248	248	248
Subtotal	618	843	390	391	391	391

ANG Training: This program is required to provide instructors and support personnel for the I.G. Brown ANG Training and Education Center (TEC), for ANG Replacement Training units, at the C-130 Tactics School, for the Marksmanship Program at Camp Robinson, Arkansas, and to provide liaison at Air Education and Training Command. It also provides for the reimbursable foreign military sales training program at Tucson, Arizona.

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	88	91	83	83	83	83
Enlisted	398	402	404	404	404	404
Subtotal	486	493	487	487	487	487

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

USAF Mission Support: This program provides direct full-time active duty support of the active military forces. Included are functions such as Detached Interceptor and Tanker Alert; C-130 rotations in Panama; Defense Systems Evaluation Support for U.S. Army Operational Training and Evaluation requirements at Fort Bliss, Texas, and White Sands Missile Range, New Mexico; and Weapons System Security at Air Combat Command and Air Defense ANG Units.

	FY 2010		FY 2011		FY 2012	
	Average	End	Average	End	Average	End
Officers	35	58	10	10	10	10
Enlisted	507	633	400	399	400	400
Subtotal	542	691	410	409	410	410

Combat Readiness Training Center: This program is required to accommodate staffing at Air National Guard (ANG) Combat Readiness Training Centers and air-to-ground gunnery ranges.

	FY 2010		FY 2011		FY 2012	
	Average	End	Average	End	Average	End
Officers	19	23	15	15	15	15
Enlisted	117	205	29	29	29	29
Subtotal	136	228	44	44	44	44

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

	FY 2010		FY 2011		FY 2012	
	Average	End	Average	End	Average	End
Officers	1,913	1,888	2,022	2,050	2,011	2,154
Enlisted	9,303	9,261	9,431	9,485	9,094	9,630
Subtotal	11,216	11,149	11,453	11,535	11,105	11,784

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Total All Sections

	FY 2010		FY 2011		FY 2012	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,493	2,543	2,528	2,557	2,517	2,660
Enlisted	11,492	11,617	11,539	11,592	11,202	11,738
Subtotal	13,985	14,160	14,067	14,149	13,719	14,398

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

Allowances of Officers: These funds provide for pay and allowances for officers serving on active duty as used for pricing the program authorized by Sections 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The dollar rate used in computing these requirements includes basic pay, pay accrual, government Social Security contributions, Basic Allowance for Housing (BAH), and incentive pay as authorized. The dollar rates requirements are based on actual experience and reflect the approved economic assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	201	\$197,945.27	\$39,787	254	\$210,755.91	\$53,532	254	\$207,271.65	\$52,647
RECRUITING AND RETENTION	5	\$153,600.00	\$768	2	\$189,000.00	\$378	2	\$160,500.00	\$321
ANG ADMINISTRATION AND SUPPORT	232	\$159,310.34	\$36,960	142	\$159,401.41	\$22,635	143	\$166,818.18	\$23,855
ANG TRAINING	88	\$168,477.27	\$14,826	83	\$187,746.99	\$15,583	83	\$176,409.64	\$14,642
USAF MISSION SUPPORT	35	\$157,457.14	\$5,511	10	\$176,600.00	\$1,766	10	\$164,800.00	\$1,648
COMBAT READINESS TRAINING CENTER	19	\$163,052.63	\$3,098	15	\$181,800.00	\$2,727	15	\$170,733.33	\$2,561
ANG DIRECT UNIT SUPPORT	1,913	\$160,705.70	\$307,430	2,022	\$179,514.34	\$362,978	2,010	\$171,884.58	\$345,488
TOTAL	2,493		\$408,380	2,528		\$459,599	2,517		\$441,162

Allowances of Enlisted Personnel: These funds provide for pay and allowances for officers serving on active duty as used for pricing the program authorized by Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The dollar rate used in computing these requirements includes basic pay, retired pay accrual, government Social Security contributions, Basic Allowance for Housing (BAH), and incentive pay as authorized. The dollar rates requirements are based on actual experience and reflect the approved economic assumptions.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	219	\$93,000.00	\$20,367	455	\$99,731.87	\$45,378	455	\$97,476.92	\$44,352
RECRUITING AND RETENTION	562	\$94,371.89	\$53,037	572	\$100,300.70	\$57,372	572	\$98,909.09	\$56,576
ANG ADMINISTRATION AND SUPPORT	386	\$107,220.21	\$41,387	248	\$120,302.42	\$29,835	248	\$112,375.00	\$27,869
ANG TRAINING	398	\$89,105.53	\$35,464	404	\$94,839.11	\$38,315	404	\$93,388.61	\$37,729
USAF MISSION SUPPORT	507	\$86,230.77	\$43,719	400	\$93,145.00	\$37,258	400	\$90,377.50	\$36,151
COMBAT READINESS TRAINING CENTER	117	\$95,188.03	\$11,137	29	\$103,172.41	\$2,992	29	\$99,793.10	\$2,894
ANG DIRECT UNIT SUPPORT	9,303	\$91,437.17	\$850,640	9,431	\$98,020.15	\$924,428	9,094	\$98,321.86	\$894,139
TOTAL	11,492		\$1,055,751	11,539		\$1,135,578	11,202		\$1,099,710

These rates are priced out by grade and grown by the economic assumptions within each section. The sectional grade mix for each fiscal year may vary, thus inducing a change element to the rate growth.

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

Travel, Officers: These funds are requested to provide travel for personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	201	\$7,208.96	\$1,449	29	\$6,050.24	\$175	253	\$7,404.91	\$1,873
RECRUITING AND RETENTION	25	\$7,200.00	\$180	25	\$6,079.79	\$152	25	\$7,395.71	\$185
ANG ADMINISTRATION AND SUPPORT	19	\$7,210.53	\$137	19	\$6,066.90	\$115	19	\$7,406.52	\$141
ANG TRAINING	28	\$7,214.29	\$202	28	\$6,084.16	\$170	28	\$7,410.38	\$207
USAF MISSION SUPPORT	28	\$7,214.29	\$202	28	\$6,084.16	\$170	28	\$7,410.38	\$207
COMBAT READINESS TRAINING CENTER	22	\$7,181.82	\$158	22	\$6,074.23	\$134	22	\$7,377.03	\$162
ANG DIRECT UNIT SUPPORT	108	\$7,212.96	\$779	108	\$6,045.03	\$653	108	\$7,409.03	\$800
TOTAL	431		\$3,107	259		\$1,569	483		\$3,575

Travel, Enlisted: These funds are requested to provide travel for personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	219	\$3,789.95	\$830	46	\$5,566.19	\$256	455	\$3,892.97	\$1,771
RECRUITING AND RETENTION	51	\$3,784.31	\$193	51	\$5,580.54	\$285	51	\$3,887.18	\$198
ANG ADMINISTRATION AND SUPPORT	54	\$3,796.30	\$205	54	\$5,572.76	\$301	54	\$3,899.49	\$211
ANG TRAINING	90	\$3,788.89	\$341	90	\$5,576.54	\$502	90	\$3,891.88	\$350
USAF MISSION SUPPORT	108	\$3,787.04	\$409	108	\$5,582.21	\$603	108	\$3,889.98	\$420
COMBAT READINESS TRAINING CENTER	39	\$3,794.87	\$148	39	\$5,571.31	\$217	39	\$3,898.02	\$152
ANG DIRECT UNIT SUPPORT	413	\$3,786.92	\$1,564	413	\$5,579.67	\$2,304	413	\$3,889.86	\$1,607
TOTAL	974		\$3,690	801		\$4,468	1210		\$4,709

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

Uniform Allowances, Officers: These funds provide for supplemental clothing allowances under the provisions of Section 416 of Title 37, United States Code for the purchase of required uniforms. Section 416 provides for a uniform allowance of not more than \$200 each time an officer enters active duty for a period of more than 90 days unless: (1) the officer, during that tour or within a period of two years before entering on that tour, received, under any law, an initial uniform reimbursement or allowance of more than \$400; or (2) the officer enters on that tour within two years after completing a period of active duty of more than 90 days.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	175	\$400.00	\$70	178	\$400.00	\$71	221	\$400.00	\$88
Active Duty Officer Uniform Allowance	75	\$200.00	\$15	76	\$200.00	\$15	95	\$200.00	\$19
Total Uniform Allowances, Officers	250		\$85	254		\$86	316		\$107

Cash Clothing Replacement Allowance, Enlisted: These funds provide for Active Guard/Reserve (AGR) staffing allowances under the provisions of Section 418 of Title 37, United States Code for the purchase of prescribed clothing authorized by the Secretary of Defense.

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	153	\$273.60	\$42	318	\$271.75	\$86	318	\$281.04	\$89
Female Cash Clothing Replacement Allowance	66	\$302.40	\$20	137	\$304.81	\$42	137	\$310.62	\$43
Total Cash Clothing Replacement Allowance, Enlisted	219		\$62	455		\$128	455		\$132

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
DEATH GRATUITIES, DISABILITY AND HOSPITALIZATION, AND SERVICEMAN'S GROUP LIFE INSURANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Death Gratuities, Disability and Hospitalization Benefits and Transportation Subsidy: These funds provide for death gratuity payments to beneficiaries of Air National Guard (ANG) personnel who die of injury received or disease contracted while participating in active or contract disease in the line of duty while participating in active or inactive duty training. The FY 2006 National Defense Authorization Act (P.L. 109-163) increased to \$100,000 retroactive to 7 October 2001. Disability and hospitalization benefits consist of basic pay, retired pay accrual, Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), government's Social Security contributions and Incentive Pay, if authorized. Executive Order 13150, Federal Workforce Transportation establishes transportation subsidy funding. Transportation fringe benefits are provided to qualified ANG military personnel in amounts approximately equal to employee commuting costs not to exceed the maximum level allowed by law (26 U.S.C. 132 (f) (2)).

DEATH GRATUITIES

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER	18	\$100,000.00	\$1,800	1	\$100,000.00	\$100	1	\$100,000.00	\$100
ENLISTED	19	\$100,000.00	\$1,900	2	\$100,000.00	\$200	1	\$100,000.00	\$100
TOTAL	37		\$3,700	3		\$300	2		\$200

DISABILITY AND HOSPITALIZATION BENEFITS

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
OFFICER	79	\$4,810.13	\$380	43	\$4,860.47	\$209	43	\$4,976.74	\$214
ENLISTED	594	\$4,740.74	\$2,816	616	\$5,079.55	\$3,129	616	\$4,905.84	\$3,022
TOTAL	673		\$3,196	659		\$3,338	659		\$3,236

TRANSPORTATION SUBSIDY

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
OFFICER	85	\$2,085.00	\$177	85	\$1,932.00	\$164	85	\$2,085.00	\$177
ENLISTED	225	\$2,085.00	\$469	225	\$1,932.00	\$435	225	\$2,085.00	\$469
TOTAL	310		\$646	310		\$599	310		\$646

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

Non-Prior Service Enlistment Bonus: These funds will provide bonus payment to non-prior service enlistees who agree to serve in the Air National Guard established critical career fields for a term of three or six years. Cash bonuses are given in amounts of up to \$20,000. Up to \$10,000 of the total bonus is provided upon completion of initial active duty for training and all qualifications and requirements for award of the three or five skill level. For six year enlistments, on the second, third and fourth anniversary of their enlistment, anniversary payments up to \$3,500 are provided. For three year enlistments, an anniversary payment of up to \$10,000 is provided at the second anniversary.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	2,290	\$10,000.00	\$22,900	1,848	\$10,000.00	\$18,484	1,910	\$10,000.00	\$19,100
Anniversary Payments	6,544	\$1,500.00	\$9,816	550	\$7,500.00	\$4,125	550	\$7,500.00	\$4,125
Subtotal	8,834		\$32,716	2,398		\$22,609	2,460		\$23,225

Prior Service Three-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an established critical skill career field and who have completed their military service obligation but have less than 16 years of total military service, received an honorable discharge at the conclusion of their military service, are not being released from active service for the purpose of enlistment in a reserve component, and have not previously been paid a bonus for enlistment, reenlist, or extension of enlistment in a reserve component. Effective 3 January 2006, applicants meeting all criteria may enlist for a three-year term enlistment and receive a bonus of up to \$15,000. For a three-year enlistment, an initial payment of up to \$5,000 is provided at the second anniversary.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	97	\$3,751.30	\$362	120	\$3,750.00	\$450	120	\$3,750.00	\$450
Anniversary Payments	109	\$3,752.29	\$409	130	\$3,753.85	\$488	102	\$3,754.90	\$383
Subtotal	206		\$771	250		\$938	222		\$833

Prior Service Six-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an established critical skill career field and who have completed their military service obligation but have less than 16 years of total military service, received an honorable discharge at the conclusion of their military service, are not being released from active service for the purpose of enlistment in a reserve component, and have not previously been paid a bonus for enlistment, reenlist, or extension of enlistment in a reserve component. Effective 3 January 2006, applicants meeting all criteria may enlist for a six-year term enlistment and receive a bonus of up to \$15,000. For a six-year enlistment an initial payment of up to \$7,500 is provided at the commencement of the enlistment term. Anniversary payment of up to \$2,000 is provided at the first, second, third and fourth anniversaries.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	329	\$7,500.00	\$2,470	131	\$7,500.00	\$982	235	\$7,500.00	\$1,763
Anniversary Payments	699	\$1,500.00	\$1,048	150	\$5,000.00	\$750	150	\$5,000.00	\$750
Subtotal	1,028		\$3,518	281		\$1,732	385		\$2,513

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

Reenlistment Three-Year Bonus: These funds will provide reenlistment bonus payments to enlisted personnel with under 20 years of service (YOS), who re-enlist in the Air National Guard established critical career fields provided they hold grades commensurate with billet vacancies. Members meeting all criteria may reenlist for a term of three years and receive a bonus of \$15,000. For a three-year enlistment, a payment of up to \$7,500 is provided upon commencement of the reenlistment term. Anniversary payment of up to \$7,500 is provided at the second anniversary.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	59	\$3,750.00	\$223	1,200	\$3,750.00	\$4,500	350	\$3,750.00	\$1,313
Anniversary Payments	59	\$3,750.00	\$221	831	\$3,750.00	\$3,115	56	\$3,750.00	\$210
Subtotal	118		\$444	2,031		\$7,615	406		\$1,523

Reenlistment Six-Year Bonus: These funds will provide reenlistment bonus payments to enlisted personnel with under 20 years of service (YOS), who re-enlist in the Air National Guard established critical career fields provided they hold grades commensurate with billet vacancies. Members meeting all criteria may reenlist for a term of six-years and receive a bonus of \$15,000. An initial payment of \$10,000 is provided at the commencement of six-year reenlistment term. For a six-year enlistment, a payment of up to \$2,500 is provided at the first, second, third and fourth anniversaries.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	1,296	\$7,500.00	\$9,722	1,677	\$7,500.00	\$12,575	1,479	\$7,500.00	\$11,090
Anniversary Payments	10,647	\$1,500.00	\$15,970	1,752	\$1,500.00	\$2,628	7,690	\$1,500.00	\$11,535
Subtotal	11,943		\$25,692	3,429		\$15,203	9,169		\$22,625

Affiliation Three-Year Bonus: A reserve affiliation bonus may be paid to enlisted personnel who are serving or have served on active duty, are eligible for reenlistment or extension of their active duty status. These individuals qualify for a bonus payment if they affiliate with a unit and are currently qualified or agree to become qualified in a critical Air Force specialty. Effective 3 January 2006, for three year enlistment, a payment of up to \$10,000 is paid on the second anniversary.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	18	\$5,000.00	\$88	10	\$5,000.00	\$50	10	\$5,000.00	\$50
Anniversary Payments	0	\$0.00	\$0	20	\$2,000.00	\$34	15	\$1,000.00	\$15
Subtotal	18		\$88	30		\$84	25		\$65

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

Affiliation Six-Year Bonus: A reserve affiliation bonus may be paid to enlisted personnel who are serving or have served on active duty, are eligible for reenlistment or extension of their active duty status. These individuals qualify for a bonus payment if they affiliate with a unit and are currently qualified or agree to become qualified in a critical Air Force specialty. Effective 3 January 2006, members who meet the eligibility criteria may be awarded a bonus up to \$20,000 for a six-year enlistment. Initial payment of up to \$10,000 is payable upon commencement of enlistment term. For a six-year enlistment, a payment of up to \$2,500 is provided at the first, second, third and fourth anniversary.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	46	\$10,000.00	\$457	75	\$10,000.00	\$750	75	\$10,000.00	\$750
Anniversary Payments	191	\$1,500.00	\$287	145	\$7,500.00	\$1,084	145	\$7,500.00	\$1,084
Subtotal	237		\$744	220		\$1,834	220		\$1,834

Officer Accession Affiliation Bonus: A reserve affiliation bonus may be paid to officer personnel who are serving or have served on active duty, are eligible for reenlistment or extension of their active duty status. These individuals qualify for a bonus payment if they affiliate with a unit and are currently qualified or agree to become qualified in a critical Air Force specialty. Effective 3 January 2006, members who meet the eligibility criteria may be awarded an initial bonus of \$10,000 for a three-year enlistment.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	225	\$10,000.00	\$2,250	60	\$10,000.00	\$600	134	\$10,000.00	\$1,340
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	225		\$2,250	60		\$600	134		\$1,340

Health Professionals Loan Repayment: Repayment of any loan made, insured, or guaranteed under Parts B and E of the Higher Education Act of 1965 after 1 October 1975, and Part C of the Health Service Act may be repaid providing member performs satisfactory service as an officer in the Air National Guard and possesses professional qualifications in a health profession that the Secretary of Defense has determined to be needed critically in order to meet identified wartime combat medical skill shortages. The amount of the loan repaid under this section shall be determined on the basis of each complete year of satisfactory commissioned service in the ANG. The amount of the loan to be repaid may not exceed \$20,000 for each year of service nor shall the total amount that may be repaid exceed \$50,000. This bonus shall apply only to persons first appointed as a commissioned officer in the ANG before 1 October 1990.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	73	\$20,000.00	\$1,457	42	\$20,000.00	\$836	42	\$20,000.00	\$836
Anniversary Payments	53	\$15,000.00	\$795	79	\$15,000.00	\$1,211	97	\$14,000.00	\$1,394
Subtotal	126		\$2,252	120		\$2,047	139		\$2,230

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

Chaplain Loan Repayment: Repayment of any loan made, insured, or guaranteed chaplain loan repayment program in the Selected Reserve under the authority of 10 U.S.C. sections 16303. Student loans that were taken out to pursue a deduction in fulfillment of the educational requirement to become a Chaplain as follows: basic professional qualifying degree. A post-baccalaureate graduate degree in the field of theological or related studies from a qualifying educational institution. A qualifying graduate program with related graduate courses in pastoral counseling, social work, religious administration, and similar disciplines when one-half of the earned graduated credits include topics in general religion, world religions, the practice of religion, theology, religious philosophy, religious ethics, and/or the foundational writings from the applicant's religious tradition. The repayment of a loan may consist of the payment of the principal, interest, and related expenses of the loan as designated by the ANG. Chaplains may receive a total of \$20,000 for every three year agreement they agree to serve as a Chaplain. This bonus shall apply only to persons first appointed as a commissioned officer in the ANG before 1 October 1990.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	57	\$10,000.00	\$570	30	\$10,000.00	\$300	30	\$10,000.00	\$300
Anniversary Payments	25	\$5,000.00	\$126	62	\$5,000.00	\$309	62	\$5,000.00	\$308
Subtotal	82		\$696	92		\$609	92		\$608

Health Professional Cash Bonus (\$75K): AFSCs are identified as critical specialties (doctors and dentists). Fully qualified members may be eligible for the \$75K HP Cash Incentive and \$50K HP Loan Repayment Program (HP LRP).

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	80	\$25,000.00	\$2,000	56	\$25,000.00	\$1,396	56	\$25,000.00	\$1,396
Anniversary Payments	87	\$25,000.00	\$2,175	62	\$25,000.00	\$1,551	108	\$25,000.00	\$2,703
Subtotal	167		\$4,175	118		\$2,947	164		\$4,099

Health Professional Cash Bonus (\$45K): AFSCs are identified as critical specialties. The other HP AFSCs were also identified as a critical and fully qualified . HP members are eligible to participate in the \$45K HP Cash Incentive Program; however, they are not eligible to participate in the HP Loan Repayment Program.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	73	\$15,000.00	\$1,095	46	\$15,000.00	\$690	46	\$15,000.00	\$690
Anniversary Payments	65	\$15,000.00	\$975	45	\$15,000.00	\$677	111	\$15,000.00	\$1,657
Subtotal	138		\$2,070	91		\$1,367	157		\$2,347

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

Healthcare Professional Stipend (Resident/Med Student): These funds provide a monetary stipend to enlisted personnel who are third or fourth year students in an accredited baccalaureate program leading to a degree in critically short wartime healthcare profession skills or assigned as an officer in the Air National Guard and possess professional qualifications in a healthcare profession skill that the Secretary of Defense has determined to be needed critically in order to meet identified wartime combat medical skill shortages.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	19	\$15,000.00	\$285	55	\$15,000.00	\$827	55	\$15,000.00	\$827
Anniversary Payments	8	\$15,000.00	\$120	87	\$15,000.00	\$1,306	128	\$15,000.00	\$1,913
Subtotal	27		\$405	142		\$2,133	183		\$2,740

Healthcare Professional Stipend Bachelor Student: These funds provide a monetary stipend to enlisted personnel who are third or fourth year students in an accredited baccalaureate program leading to a degree in critically short wartime healthcare profession skills or assigned as an officer in the Air National Guard and possess professional qualifications in a healthcare profession skill that the Secretary of Defense has determined to be needed critically in order to meet identified wartime combat medical skill shortages.

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	45	\$1,200.00	\$54	30	\$1,200.00	\$36	30	\$1,200.00	\$36
Anniversary Payments	25	\$1,200.00	\$30	26	\$1,200.00	\$31	26	\$1,200.00	\$31
Subtotal	70		\$84	56		\$67	56		\$67

Enlisted Student Loan Repayment: Repayment of any loan made, insured or guaranteed under Part B of the Higher Education Act of 1965 or any loan made under Part E of such act, after 1 October 1975, may be repaid providing a member enlists or reenlists in an Air National Guard unit in a designated critical specialty. The amount of the loan(s) to be repaid is 15 percent of the loan(s) and accrued interest not paid by the Department of Education or \$500, whichever is greater, for each year of satisfactory service. In no case will payment exceed the amount required to liquidate the loan(s).

	FY 2010			FY 2011			FY 2012		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	1,262	\$3,500.00	\$4,418	1,000	\$3,500.00	\$3,500	1,000	\$3,500.00	\$3,500
Anniversary Payments	2,265	\$3,500.00	\$7,929	5,709	\$3,500.00	\$19,982	4,798	\$3,500.00	\$16,792
Subtotal	3,528		\$12,347	6,709		\$23,482	5,798		\$20,292

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

TOTAL RESERVE INCENTIVES

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	835	\$14,288.96	11,932	679	\$14,395.27	9,770	923	\$14,555.25	13,431
Enlisted	25,911	\$2,945.51	76,320	15,347	\$4,788.89	73,497	18,684	\$3,902.22	72,910
Subtotal	26,746		\$88,252	16,026		\$83,267	19,607		\$86,341

\$30,000.00 Lump Sum Bonus: The FY 2000 National Defense Authorization Act provides for a new retirement system. The new system gives personnel the option to retire under the pre-1986 military retirement plan (50 percent retirement benefit at 20 years of service with full COLA) or accept a one-time \$30,000.00 lump sum bonus and remain under the Redux retirement plan (40 percent retirement benefit at 20 years of service, with partial COLA).

	FY 2010			FY 2011			FY 2012		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	25	\$30,000.00	\$750	25	\$30,000.00	\$750	25	\$30,000.00	\$750
Enlisted	81	\$30,000.00	\$2,430	81	\$30,000.00	\$2,430	81	\$30,000.00	\$2,430
Subtotal	106		\$3,180	106		\$3,180	106		\$3,180

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

Reimbursable Requirements: Manpower to support Foreign F-16 pilot training at the ANG Replacement Training Unit (RTU) school, Tucson, Arizona. Manpower also supports the National Science Foundation (NSF) Antarctic mission. The Air National Guard assumed full responsibility for the NSF mission in FY 1998. The reimbursable positions shown are all full-time active reimbursable positions.

	FY 2010	FY 2011	FY 2012
Officer - Base Pay	\$ 8,288	\$ 8,896	\$ 9,341
Other Pay and Allowances	\$ 1,941	\$ 3,104	\$ 1,785
Retired Pay Accrual	\$ 2,677	\$ 2,909	\$ 3,204
PCS Travel	\$ 117	\$ 73	\$ 130
Total Officer Program	\$ 13,023	\$ 14,982	\$ 14,460
Enlisted - Base Pay	\$ 16,443	\$ 15,899	\$ 18,099
Other Pay and Allowances	\$ 4,573	\$ 4,732	\$ 4,197
Retired Pay Accrual	\$ 5,311	\$ 5,199	\$ 6,208
PCS Travel	\$ 115	\$ 152	\$ 124
Total Enlisted Program	\$ 26,442	\$ 25,982	\$ 28,628
Total Reimbursable Program	\$ 39,465	\$ 40,964	\$ 43,088

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Aerial Gunner	Yes	Yes	Yes
Aeromedical	Yes	Yes	Yes
Aerospace Control and Warning System	Yes	Yes	Yes
Aerospace Control and Warning System Weapons Director	Yes	Yes	Yes
Aerospace Ground Equipment	Yes	Yes	Yes
Aerospace Maintenance	Yes	Yes	Yes
-(A,B,(C-5/C-9/C-12/C-17/C-20/C-21/C-22 C,D)	Yes	Yes	Yes
-(C-26/C-130/C-141/T-39/T-43)	Yes	Yes	Yes
-(C-135/(G,H)C-18/E-3/KC-10/VC-25/V/C-137)	Yes	Yes	Yes
-(E,F) (B-1/B-2/B-52)	Yes	Yes	Yes
Aerospace Physiology	Yes	Yes	Yes
Aerospace Propulsion, Jet Engines	Yes	Yes	Yes
Aerospace propulsion, Turboprop and Turboshaft	Yes	Yes	Yes
Air Traffic Control	Yes	Yes	Yes
Air Transportation	Yes	Yes	Yes
Airborne Battle Management	Yes	Yes	Yes
Airborne Battle Management Weapons Director	Yes	Yes	Yes
Airborne Communications Systems	Yes	Yes	Yes
Airborne Mission Systems	Yes	Yes	Yes
Airborne Surveillance Radar System	Yes	Yes	Yes
Aircraft Armament Systems	Yes	Yes	Yes
Aircraft Communications and Navigation Systems	Yes	Yes	Yes
Aircraft Electrical and Environmental Systems	Yes	Yes	Yes
Aircraft Fuel Systems	Yes	Yes	Yes
Aircraft Guidance and Control	Yes	Yes	Yes
Aircraft Hydraulics Systems	Yes	Yes	Yes
Aircraft Loadmaster	Yes	Yes	Yes
Aircraft Metals Technology	Yes	Yes	Yes
Aircraft Structural Maintenance	Yes	Yes	Yes
Aircrew Egress Systems	Yes	Yes	Yes
Aircrew Life Support	Yes	Yes	Yes
Airfield Management	Yes	Yes	Yes
Avionics Sensors Maintenance	Yes	Yes	Yes

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Avionics Test Station and Components			
-(F-15)	Yes	Yes	Yes
-(F-16/117/-10/B-1b/C-17)	Yes	Yes	Yes
Bioenvironmental Engineering	Yes	Yes	Yes
Biomedical Equipment	Yes	Yes	Yes
Bomber Avionics Systems			
-Defense Avionics Systems	Yes	Yes	Yes
-Instruments and Flight Control Computers	Yes	Yes	Yes
C.D.E Tactical Aircraft Maintenance			
-(general except F,G,H,Z) F-15/F-16/F-117	Yes	Yes	Yes
Cardiopulmonary Lab	Yes	Yes	Yes
Chaplain Services Support	Yes	Yes	Yes
Combat Control	Yes	Yes	Yes
Command Post	Yes	Yes	Yes
Communications and Antenna Systems	Yes	Yes	Yes
Communications/Computer Systems			
-Control	Yes	Yes	Yes
-Operations	Yes	Yes	Yes
-Planning and Implementation	Yes	Yes	Yes
-Programming	Yes	Yes	Yes
Contracting	Yes	Yes	Yes
Dental Assistant	Yes	Yes	Yes
Dental Laboratory	Yes	Yes	Yes
Diagnostic Imaging	Yes	Yes	Yes
Diagnostic Imaging, Magnetic Resonance	Yes	Yes	Yes
Diagnostic Imaging, Nuclear	Yes	Yes	Yes
Diagnostic Imaging, Ultrasound	Yes	Yes	Yes
Diet Therapy	Yes	Yes	Yes
Electrical Power Products	Yes	Yes	Yes
Electrical Systems	Yes	Yes	Yes
Electronic Computer and Switching Systems	Yes	Yes	Yes
Electronic Signal Intelligence Exploitation	Yes	Yes	Yes

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Electronic System Security Assessment	Yes	Yes	Yes
Electronic Warfare Systems	Yes	Yes	Yes
Engineering	Yes	Yes	Yes
Environmental Controls	Yes	Yes	Yes
Explosive Ordnance Disposal	Yes	Yes	Yes
F-15/F-111 Avionics Communications and Navigation Aids	Yes	Yes	Yes
F-15/F-111 Avionics Systems	Yes	Yes	Yes
F-16/F-117/CV-22 Avionics Systems	Yes	Yes	Yes
Far East Crptologic Linguist	Yes	Yes	Yes
Financial Management and Comptroller	Yes	Yes	Yes
Fire Protection	Yes	Yes	Yes
Flight Attendant	Yes	Yes	Yes
Flight Engineer (Helicopter)	Yes	Yes	Yes
Flight Engineer (performance qualified)	Yes	Yes	Yes
Fuels	Yes	Yes	Yes
General Purpose Vehicle Maintenance	Yes	Yes	Yes
Ground Radar Systems	Yes	Yes	Yes
Ground Radio Communications	Yes	Yes	Yes
Health Services Management	Yes	Yes	Yes
HVAC and Refrigeration	Yes	Yes	Yes
Helicopter Maintenance	Yes	Yes	Yes
Histopathology	Yes	Yes	Yes
Imagery analysis	Yes	Yes	Yes
In-Flight refueling	Yes	Yes	Yes
Information Management	Yes	Yes	Yes
Intelligence Applications	Yes	Yes	Yes
Interpreter/Translator	Yes	Yes	Yes
Liquid Fuel Systems Maintenance	Yes	Yes	Yes
Maintenance Data Systems Analysis	Yes	Yes	Yes
Maintenance Scheduling	Yes	Yes	Yes
Manpower	Yes	Yes	Yes
Medical Laboratory	Yes	Yes	Yes
Medical Service	Yes	Yes	Yes
Medical Service, Allergy/Immunology	Yes	Yes	Yes
Medical Service, Neurology	Yes	Yes	Yes

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Mental Health Services	Yes	Yes	Yes
Meteorological and Navigation's Systems	Yes	Yes	Yes
Middle East Crptologic Linguist	Yes	Yes	Yes
Missile and Space Facilities	Yes	Yes	Yes
Missile and Space System Maintenance	Yes	Yes	Yes
Missile and Space System Electrical Maintenance	Yes	Yes	Yes
Munitions Systems	Yes	Yes	Yes
Nondestructive Inspection	Yes	Yes	Yes
Nuclear Weapons	Yes	Yes	Yes
Operations Management	Yes	Yes	Yes
Operations Resource Management	Yes	Yes	Yes
Optometry	Yes	Yes	Yes
Paralegal	Yes	Yes	Yes
Pararescue	Yes	Yes	Yes
Pavements and Construction Equipment	Yes	Yes	Yes
Personnel	Yes	Yes	Yes
Pharmacy	Yes	Yes	Yes
Physical Therapy	Yes	Yes	Yes
Precision Measurement Equipment	Yes	Yes	Yes
Public Affairs	Yes	Yes	Yes
Public Health	Yes	Yes	Yes
Radio and TV Broadcast	Yes	Yes	Yes
Radio Communications System	Yes	Yes	Yes
Readiness	Yes	Yes	Yes
Romance Crptologic Linguist	Yes	Yes	Yes
Satellite and Wide Band Communications Systems	Yes	Yes	Yes
Secure Communications Systems	Yes	Yes	Yes
Security Forces, Combat Arms	Yes	Yes	Yes
Security Forces, Including Dog Handlers	Yes	Yes	Yes
Services	Yes	Yes	Yes
Signals Intelligence	Yes	Yes	Yes
Signals Intelligence Analysis	Yes	Yes	Yes
Slavic Crptologic Linguist	Yes	Yes	Yes
Space System Operators	Yes	Yes	Yes
Special Investigations	Yes	Yes	Yes

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Special Purpose Vehicle and Equipment Maintenance	Yes	Yes	Yes
Special Vehicle Maintenance, Firetruck	Yes	Yes	Yes
Special Vehicle Maintenance, Refuel	Yes	Yes	Yes
Structural	Yes	Yes	Yes
Surgical Service	Yes	Yes	Yes
Surgical Service, Otorhinolaryngology	Yes	Yes	Yes
Survival Equipment	Yes	Yes	Yes
Survival Evasion, Resistance and Escape Training	Yes	Yes	Yes
Tactical Air Command and Control	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-15	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-16/F-117	Yes	Yes	Yes
Technical Applications Specialist]	Yes	Yes	Yes
Telephone Systems	Yes	Yes	Yes
Utilities Systems	Yes	Yes	Yes
Vehicle Body Maintenance	Yes	Yes	Yes
Vehicle Maintenance Control and Analysis	Yes	Yes	Yes
Vehicle Operations	Yes	Yes	Yes
Visual Imagery and Instruction Detection	Yes	Yes	Yes
Visual Information	Yes	Yes	Yes
Visual Information Prod Doc	Yes	Yes	Yes
Weather	Yes	Yes	Yes

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

Estimate	FY 2012	\$27,361
Estimate	FY 2011	\$30,543
Actual	FY 2010	\$38,233

PART I - PURPOSE AND SCOPE

Funds are for payment to the Department of Defense Education Benefits Fund. The program is governed by Title 10 U.S.C., Chapter 106. This program will fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an actuarial basis. Actual payments to individuals are made by the Veterans Administration from funds transferred from the trust account. Changes in criteria for eligibility caused program increases.

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

	BA	Amount
FY 2011 Direct Program		\$30,543
Budget Activity Adjustment	30,543	
Increases:		
Program Increases		
Basic Benefits	1,190	
Kicker	73	
REAP (Chapter 1607)	730	
Normal Cost Enhanced Benefit	730	
Total Program Increases	1,993	
Total Increases		\$1,993
Decreases:		
Pricing Decreases		
Basic Benefits	(1,402)	
Kicker	(99)	
Total Pricing Decreases	(1,501)	
Program Decreases		
Amortization (Chapter 1606)	(3,674)	
Total Program Decreases	(3,674)	
Total Decreases		(\$5,175)
FY 2012 Direct Program		\$27,361

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

All individuals enlisting, re-enlisting, or extending for not less than six years in the Selected Reserve after 1 July, 1985, except those who have received a commission from a service academy or completed an ROTC scholarship program, are eligible to receive educational assistance unless they are entitled for assistance under Chapter 30 of Title 38 U.S.C. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide funds adequate to allow for one of three levels of assistance. These levels are \$337 per month for full-time educational pursuit, \$252 for three quarter time pursuit and \$167 for half time pursuit. The maximum total benefit that can be paid is \$12,132.

The G.I. Bill is considered a prime recruiting benefit. The Air National Guard foresees the increased competition for quality personnel and increased demand for education benefits among its current and future enlisted populations.

Montgomery GI Bill Kicker: This program provides an added incentive to basic MGIB benefits for members assigned to ANG critical AFSCs. All individuals enlisting, re-enlisting, or extending in an identified SORTS critical AFSC for not less than six years in the Air National Guard after 1 October 1998, except those who have received a commission from a service academy or completed an ROTC scholarship program, are eligible to receive this added incentive to their basic Montgomery GI Bill benefit. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization. The program will provide funds adequate to allow for one of three levels of assistance. The levels are full-time, three quarter time, and part-time educational pursuit. The maximum total benefit that can be paid is \$12,600 per person.

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations (Chapter 1607): The Ronald W. Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as paragraph 1607 of title 10, USC. The added incentives are available to Reserve Component personnel who have been mobilized in support of the Overseas Contingency Operations (OCO) and agree to remain as participating members of the Reserve Components. The basis of the funding is a submission from DOD Board of Actuaries. This is a new program and there is no historical execution on which to base an estimate. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefit opportunities.

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

	FY 2010			FY 2011			FY 2012		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	3,486	\$4,151	\$14,471	3,200	\$3,892	\$12,455	3,545	\$3,454	\$12,243
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,918	\$4,681	\$13,659	2,736	\$5,268	\$14,414	2,750	\$5,232	\$14,388
CHAPTER 1606 AMORTIZATION			\$10,103			\$3,674			\$0
<u>REAP (CHAPTER 1607)</u>									
Normal Cost (Ch. 1607)	0	\$0	\$0	886	\$0	\$0	886	\$824	\$730
Mobilized 90 Days	0	\$0	\$0	634	\$0	\$0	634	\$710	\$450
Mobilized 1 Year	0	\$0	\$0	193	\$0	\$0	193	\$1,050	\$203
Mobilized 2 Years	0	\$0	\$0	59	\$0	\$0	59	\$1,306	\$77
CHAPTER 1607 AMORTIZATION			\$0			\$0			\$0
TOTAL EDUCATIONAL BENEFITS	6,404		\$38,233	6,822		\$30,543	7,181		\$27,361

SPECIAL ANALYSIS

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	6,544	\$9,816	550	\$4,125	550	\$4,125								
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	2,290	\$22,900												
FY2010 Anniversary Payments							2,325	\$23,250						
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments									1,703	\$17,030				
FY2012														
FY2012 Initial and Subsequent			1,848	\$18,484	1,910	\$19,100								
FY2012 Anniversary Payments											1,624	\$16,235		
FY2013														
FY2013 Initial and Subsequent							1,272	\$12,722						
FY2013 Anniversary Payments													1,081	\$10,814
FY2014														
FY2014 Initial and Subsequent									2,487	\$24,870				
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent											2,466	\$24,660		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													2,876	\$28,760
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	2,290	\$22,900	1,848	\$18,484	1,910	\$19,100	1,272	\$12,722	2,487	\$24,870	2,466	\$24,660	2,876	\$28,760
Total Anniversary Payment	6,544	\$9,816	550	\$4,125	550	\$4,125	2,325	\$23,250	1,703	\$17,030	1,624	\$16,235	1,081	\$10,814
Total	8,834	\$32,716	2,398	\$22,609	2,460	\$23,225	3,597	\$35,972	4,190	\$41,900	4,090	\$40,895	3,957	\$39,574

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	109	\$409												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	97	\$362												
FY2010 Anniversary Payments			130	\$488	102	\$383								
FY2011														
FY2011 Initial and Subsequent							102	\$383						
FY2011 Anniversary Payments														
FY2012														
FY2012 Initial and Subsequent			120	\$450	120	\$450								
FY2012 Anniversary Payments									102	\$383				
FY2013														
FY2013 Initial and Subsequent							120	\$450						
FY2013 Anniversary Payments											102	\$383		
FY2014														
FY2014 Initial and Subsequent									120	\$450				
FY2014 Anniversary Payments													102	\$383
FY2015														
FY2015 Initial and Subsequent											120	\$450		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													120	\$450
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	97	\$362	120	\$450										
Total Anniversary Payment	109	\$409	130	\$488	102	\$383								
Total	206	\$771	250	\$938	222	\$833								

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	699	\$1,048	150	\$750	150	\$750	75	\$375						
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	329	\$2,470												
FY2010 Anniversary Payments							423	\$3,173						
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments									200	\$1,499				
FY2012														
FY2012 Initial and Subsequent			131	\$982	235	\$1,763								
FY2012 Anniversary Payments											200	\$1,498		
FY2013														
FY2013 Initial and Subsequent							235	\$1,763						
FY2013 Anniversary Payments													200	\$1,498
FY2014														
FY2014 Initial and Subsequent										235	\$1,763			
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent														
FY2015 Anniversary Payments											235	\$1,763		
FY2016														
FY2016 Initial and Subsequent														
FY2016 Anniversary Payments													235	\$1,763
Total														
Total Initial and Subsequent	329	\$2,470	131	\$982	235	\$1,763								
Total Anniversary Payment	699	\$1,048	150	\$750	150	\$750	498	\$3,548	200	\$1,499	200	\$1,498	200	\$1,498
Total	1,028	\$3,518	281	\$1,732	385	\$2,513	733	\$5,311	435	\$3,262	435	\$3,261	435	\$3,261

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	59	\$221												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	59	\$223												
FY2010 Anniversary Payments			831	\$3,115	56	\$210								
FY2011														
FY2011 Initial and Subsequent							212	\$794						
FY2011 Anniversary Payments														
FY2012														
FY2012 Initial and Subsequent			1,200	\$4,500	350	\$1,313								
FY2012 Anniversary Payments									298	\$1,116				
FY2013														
FY2013 Initial and Subsequent							350	\$1,313						
FY2013 Anniversary Payments											298	\$1,116		
FY2014														
FY2014 Initial and Subsequent									350	\$1,313				
FY2014 Anniversary Payments													298	\$1,116
FY2015														
FY2015 Initial and Subsequent											350	\$1,313		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													350	\$1,313
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	59	\$223	1,200	\$4,500	350	\$1,313								
Total Anniversary Payment	59	\$221	831	\$3,115	56	\$210	212	\$794	298	\$1,116	298	\$1,116	298	\$1,116
Total	118	\$444	2,031	\$7,615	406	\$1,523	562	\$2,107	648	\$2,429	648	\$2,429	648	\$2,429

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	10,647	\$15,970	1,752	\$2,628	7,690	\$11,535								
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	1,296	\$9,722												
FY2010 Anniversary Payments							780	\$5,850						
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments									797	\$5,974				
FY2012														
FY2012 Initial and Subsequent			1,677	\$12,575	1,479	\$11,090								
FY2012 Anniversary Payments											1,257	\$9,426		
FY2013														
FY2013 Initial and Subsequent							1,849	\$13,869						
FY2013 Anniversary Payments													1,572	\$11,789
FY2014														
FY2014 Initial and Subsequent									1,413	\$10,594				
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent											1,511	\$11,332		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													1,814	\$13,602
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	1,296	\$9,722	1,677	\$12,575	1,479	\$11,090	1,849	\$13,869	1,413	\$10,594	1,511	\$11,332	1,814	\$13,602
Total Anniversary Payment	10,647	\$15,970	1,752	\$2,628	7,690	\$11,535	780	\$5,850	797	\$5,974	1,257	\$9,426	1,572	\$11,789
Total	11,943	\$25,692	3,429	\$15,203	9,169	\$22,625	2,629	\$19,719	2,209	\$16,568	2,768	\$20,758	3,385	\$25,391

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations			4	\$18										
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	18	\$88												
FY2010 Anniversary Payments			16	\$16	15	\$15								
FY2011														
FY2011 Initial and Subsequent							9	\$43						
FY2011 Anniversary Payments														
FY2012														
FY2012 Initial and Subsequent			10	\$50	10	\$50								
FY2012 Anniversary Payments								9	\$43					
FY2013														
FY2013 Initial and Subsequent							10	\$50						
FY2013 Anniversary Payments										9	\$43			
FY2014														
FY2014 Initial and Subsequent								10	\$50					
FY2014 Anniversary Payments													9	\$43
FY2015														
FY2015 Initial and Subsequent											10	\$50		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													10	\$50
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	18	\$88	10	\$50										
Total Anniversary Payment			20	\$34	15	\$15	9	\$43	9	\$43	9	\$43	9	\$43
Total	18	\$88	30	\$84	25	\$65	19	\$93	19	\$93	19	\$93	19	\$93

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	191	\$287	145	\$1,084	145	\$1,084								
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	46	\$457												
FY2010 Anniversary Payments							39	\$388						
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments									64	\$638				
FY2012														
FY2012 Initial and Subsequent			75	\$750	75	\$750								
FY2012 Anniversary Payments											64	\$638		
FY2013														
FY2013 Initial and Subsequent							75	\$750						
FY2013 Anniversary Payments													64	\$638
FY2014														
FY2014 Initial and Subsequent									75	\$750				
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent											75	\$750		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													75	\$750
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	46	\$457	75	\$750										
Total Anniversary Payment	191	\$287	145	\$1,084	145	\$1,084	39	\$388	64	\$638	64	\$638	64	\$638
Total	237	\$744	220	\$1,834	220	\$1,834	114	\$1,138	139	\$1,388	139	\$1,388	139	\$1,388

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	225	\$2,250												
FY2010 Anniversary Payments														
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments														
FY2012														
FY2012 Initial and Subsequent			60	\$600	134	\$1,340								
FY2012 Anniversary Payments														
FY2013														
FY2013 Initial and Subsequent							64	\$642						
FY2013 Anniversary Payments														
FY2014														
FY2014 Initial and Subsequent									251	\$2,509				
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent											250	\$2,500		
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent													249	\$2,492
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	225	\$2,250	60	\$600	134	\$1,340	64	\$642	251	\$2,509	250	\$2,500	249	\$2,492
Total Anniversary Payment														
Total	225	\$2,250	60	\$600	134	\$1,340	64	\$642	251	\$2,509	250	\$2,500	249	\$2,492

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		
	Number	Amount													
Prior Obligations	53	\$795													
Accelerated Payments															
FY2010															
FY2010 Initial and Subsequent	73	\$1,457													
FY2010 Anniversary Payments			36	\$361	54	\$544									
FY2011															
FY2011 Initial and Subsequent															
FY2011 Anniversary Payments			43	\$850	43	\$850	36	\$361							
FY2012															
FY2012 Initial and Subsequent			42	\$836	42	\$836									
FY2012 Anniversary Payments							36	\$711	30	\$302					
FY2013															
FY2013 Initial and Subsequent							55	\$1,107							
FY2013 Anniversary Payments									47	\$941	40	\$400			
FY2014															
FY2014 Initial and Subsequent									47	\$936					
FY2014 Anniversary Payments											40	\$796	34	\$338	
FY2015															
FY2015 Initial and Subsequent											34	\$684			
FY2015 Anniversary Payments													29	\$581	
FY2016															
FY2016 Initial and Subsequent														50	\$1,009
FY2016 Anniversary Payments															
Total															
Total Initial and Subsequent	73	\$1,457	42	\$836	42	\$836	55	\$1,107	47	\$936	34	\$684	50	\$1,009	
Total Anniversary Payment	53	\$795	79	\$1,211	97	\$1,394	72	\$1,072	77	\$1,243	80	\$1,196	63	\$919	
Total	126	\$2,252	120	\$2,047	139	\$2,230	127	\$2,179	124	\$2,179	114	\$1,880	113	\$1,928	

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	25	\$126												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	57	\$570												
FY2010 Anniversary Payments			36	\$181	36	\$180								
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments			26	\$128	26	\$128	22	\$108						
FY2012														
FY2012 Initial and Subsequent			30	\$300	30	\$300								
FY2012 Anniversary Payments							26	\$128	22	\$108				
FY2013														
FY2013 Initial and Subsequent							30	\$300						
FY2013 Anniversary Payments									26	\$128	22	\$108		
FY2014														
FY2014 Initial and Subsequent									30	\$300				
FY2014 Anniversary Payments											26	\$128	22	\$108
FY2015														
FY2015 Initial and Subsequent											30	\$300		
FY2015 Anniversary Payments													26	\$128
FY2016														
FY2016 Initial and Subsequent														55
FY2016 Anniversary Payments														\$550
Total														
Total Initial and Subsequent	57	\$570	30	\$300	55	\$550								
Total Anniversary Payment	25	\$126	62	\$309	62	\$308	47	\$236	47	\$236	47	\$236	47	\$236
Total	82	\$696	92	\$609	92	\$608	77	\$536	77	\$536	77	\$536	102	\$786

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTH PROFESSIONAL CASH BONUS (\$75K)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	87	\$2,175												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	80	\$2,000												
FY2010 Anniversary Payments			32	\$803	69	\$1,725								
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments			30	\$748	39	\$978	33	\$831						
FY2012														
FY2012 Initial and Subsequent			56	\$1,396	56	\$1,396								
FY2012 Anniversary Payments							47	\$1,187	40	\$1,009				
FY2013														
FY2013 Initial and Subsequent							48	\$1,200						
FY2013 Anniversary Payments									41	\$1,020	35	\$867		
FY2014														
FY2014 Initial and Subsequent									87	\$2,168				
FY2014 Anniversary Payments											119	\$2,975	101	\$2,529
FY2015														
FY2015 Initial and Subsequent											140	\$3,500		
FY2015 Anniversary Payments													119	\$2,975
FY2016														
FY2016 Initial and Subsequent														140
FY2016 Anniversary Payments														\$3,500
Total														
Total Initial and Subsequent	80	\$2,000	56	\$1,396	56	\$1,396	48	\$1,200	87	\$2,168	140	\$3,500	140	\$3,500
Total Anniversary Payment	87	\$2,175	62	\$1,551	108	\$2,703	81	\$2,018	81	\$2,029	154	\$3,842	220	\$5,504
Total	167	\$4,175	118	\$2,947	164	\$4,099	129	\$3,218	168	\$4,197	294	\$7,342	360	\$9,004

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	65	\$975												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	73	\$1,095												
FY2010 Anniversary Payments			12	\$180	67	\$1,007								
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments			33	\$497	43	\$650	37	\$553						
FY2012														
FY2012 Initial and Subsequent			46	\$690	46	\$690								
FY2012 Anniversary Payments							39	\$587	33	\$499				
FY2013														
FY2013 Initial and Subsequent							45	\$682						
FY2013 Anniversary Payments									39	\$580	33	\$493		
FY2014														
FY2014 Initial and Subsequent									140	\$2,100				
FY2014 Anniversary Payments											125	\$1,878	101	\$1,515
FY2015														
FY2015 Initial and Subsequent											140	\$2,100		
FY2015 Anniversary Payments													119	\$1,785
FY2016														
FY2016 Initial and Subsequent													140	\$2,100
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	73	\$1,095	46	\$690	46	\$690	45	\$682	140	\$2,100	140	\$2,100	140	\$2,100
Total Anniversary Payment	65	\$975	45	\$677	111	\$1,657	76	\$1,140	72	\$1,079	158	\$2,371	220	\$3,300
Total	138	\$2,070	91	\$1,367	157	\$2,347	121	\$1,822	212	\$3,179	298	\$4,471	360	\$5,400

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
Prior Obligations	8	\$120													
Accelerated Payments															
FY2010															
FY2010 Initial and Subsequent	19	\$285													
FY2010 Anniversary Payments			35	\$520	59	\$885									
FY2011															
FY2011 Initial and Subsequent															
FY2011 Anniversary Payments			52	\$786	69	\$1,028	58	\$874							
FY2012															
FY2012 Initial and Subsequent			55	\$827	55	\$827									
FY2012 Anniversary Payments							47	\$703	40	\$597					
FY2013															
FY2013 Initial and Subsequent							93	\$1,397							
FY2013 Anniversary Payments									79	\$1,187	67	\$1,009			
FY2014															
FY2014 Initial and Subsequent									79	\$1,181					
FY2014 Anniversary Payments											67	\$1,004	57	\$853	
FY2015															
FY2015 Initial and Subsequent											72	\$1,080			
FY2015 Anniversary Payments													61	\$918	
FY2016															
FY2016 Initial and Subsequent														83	\$1,238
FY2016 Anniversary Payments															
Total															
Total Initial and Subsequent	19	\$285	55	\$827	55	\$827	93	\$1,397	79	\$1,181	72	\$1,080	83	\$1,238	
Total Anniversary Payment	8	\$120	87	\$1,306	128	\$1,913	105	\$1,577	119	\$1,784	134	\$2,013	118	\$1,771	
Total	27	\$405	142	\$2,133	183	\$2,740	198	\$2,974	198	\$2,965	206	\$3,093	201	\$3,009	

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount												
Prior Obligations	25	\$30												
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	45	\$54												
FY2010 Anniversary Payments														
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments			26	\$31	26	\$31								
FY2012														
FY2012 Initial and Subsequent			30	\$36	30	\$36								
FY2012 Anniversary Payments							26	\$31						
FY2013														
FY2013 Initial and Subsequent							30	\$36						
FY2013 Anniversary Payments									26	\$31				
FY2014														
FY2014 Initial and Subsequent									30	\$36				
FY2014 Anniversary Payments											26	\$31		
FY2015														
FY2015 Initial and Subsequent											30	\$36		
FY2015 Anniversary Payments													26	\$31
FY2016														
FY2016 Initial and Subsequent													30	\$36
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	45	\$54	30	\$36										
Total Anniversary Payment	25	\$30	26	\$31										
Total	70	\$84	56	\$67										

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

	<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,265	\$7,929	2,438	\$8,531	2,438	\$8,531	1,200	\$4,200	900	\$3,150				
Accelerated Payments														
FY2010														
FY2010 Initial and Subsequent	1,262	\$4,418												
FY2010 Anniversary Payments			1,995	\$6,983	1,084	\$3,793	704	\$2,466	458	\$1,603				
FY2011														
FY2011 Initial and Subsequent														
FY2011 Anniversary Payments			1,277	\$4,468	1,277	\$4,468	830	\$2,904	539	\$1,888	351	\$1,227		
FY2012														
FY2012 Initial and Subsequent			1,000	\$3,500	1,000	\$3,500								
FY2012 Anniversary Payments							650	\$2,275	423	\$1,479	275	\$1,257	179	\$625
FY2013														
FY2013 Initial and Subsequent														
FY2013 Anniversary Payments														
FY2014														
FY2014 Initial and Subsequent														
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent														
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent														
FY2016 Anniversary Payments														
Total														
Total Initial and Subsequent	1,262	\$4,418	1,000	\$3,500	1,000	\$3,500								
Total Anniversary Payment	2,265	\$7,929	5,709	\$19,982	4,798	\$16,792	3,384	\$11,845	2,320	\$8,120	625	\$2,484	179	\$625
Total	3,528	\$12,347	6,709	\$23,482	5,798	\$20,292	3,384	\$11,845	2,320	\$8,120	625	\$2,484	179	\$625

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2010**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIA N	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	4	581	585	0	0	0	585
SUBTOTAL	4	581	585	0	0	0	585
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	9	0	9	22,025	0	0	22,034
UNIT SPT-NAVY RC	1,974	9,713	11,687	0	0	0	11,687
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,983	9,713	11,696	22,025	0	0	33,721
TRAINING:							
RC NON-UNIT INST	68	301	369	0	0	0	369
RC SCHOOLS	23	101	124	0	0	0	124
ROTC	0	0	0	0	0	0	0
SUBTOTAL	91	402	493	0	0	0	493
HEADQUARTERS:							
SERVICE HQS	21	0	21	0	0	0	21
AC HQS	8	0	8	0	0	0	8
AC INSTAL/ACTIVITIES	97	5	102	0	0	0	102
RC CHIEFS STAFF	31	0	31	0	0	0	31
OTHERS	313	530	843	0	0	0	843
SUBTOTAL	470	535	1,005	0	0	0	1,005
OTHERS	58	633	691	0	208	208	1,107
TOTAL	2,606	11,864	14,470	22,025	208	208	36,911

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2011**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	572	574	0	0	0	574
SUBTOTAL	2	572	574	0	0	0	574
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	15	0	15	22,744	0	0	22,759
UNIT SPT-NAVY RC	2,146	9,867	12,013	0	0	0	12,013
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,161	9,867	12,028	22,744	0	0	34,772
TRAINING:							
RC NON-UNIT INST	62	304	366	0	0	0	366
RC SCHOOLS	21	101	122	0	0	0	122
ROTC	0	0	0	0	0	0	0
SUBTOTAL	83	405	488	0	0	0	488
HEADQUARTERS:							
SERVICE HQS	20	0	20	0	0	0	20
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	171	455	626	0	0	0	626
RC CHIEFS STAFF	41	0	41	0	0	0	41
OTHERS	143	248	391	0	0	0	391
SUBTOTAL	382	703	1,085	0	0	0	1,085
OTHERS	10	399	409	0	208	208	825
TOTAL	2,638	11,946	14,584	22,744	208	208	37,744

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2012**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	2	572	574	0	0	0	574
SUBTOTAL	2	572	574	0	0	0	574
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	15	15	30	22,859	0	0	22,889
UNIT SPT-NAVY RC	2,250	10,013	12,263	0	0	0	12,263
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,265	10,028	12,293	22,859	0	0	35,152
TRAINING:							
RC NON-UNIT INST	63	304	367	0	0	0	367
RC SCHOOLS	21	101	122	0	0	0	122
ROTC	0	0	0	0	0	0	0
SUBTOTAL	84	405	489	0	0	0	489
HEADQUARTERS:							
SERVICE HQS	20	0	20	0	0	0	20
AC HQS	6	6	12	0	0	0	12
AC INSTAL/ACTIVITIES	171	455	626	0	0	0	626
RC CHIEFS STAFF	41	41	82	0	0	0	82
OTHERS	143	248	391	0	0	0	391
SUBTOTAL	381	750	1,131	0	0	0	1,131
OTHERS	10	337	347	0	208	208	763
TOTAL	2,742	12,092	14,834	22,859	208	208	38,109