



**AIR NATIONAL GUARD
FISCAL YEAR (FY) 2016
BUDGET ESTIMATES**

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

FEBRUARY 2015

**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 2014 (Actual)</u>	<u>FY 2015 (Estimate)</u>	<u>FY 2016 (Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$3,166,897	\$3,118,709	\$3,222,551
TOTAL Direct Program	\$3,166,897	\$3,118,709	\$3,222,551
REIMBURSABLE Program			
Reserve Component Training & Support	\$32,880	\$48,600	\$48,600
TOTAL Reimbursable Program	\$32,880	\$48,600	\$48,600
TOTAL Baseline Program			
Reserve Component Training & Support	\$3,199,777	\$3,167,309	\$3,271,151
TOTAL Baseline Program Funding	\$3,199,777	\$3,167,309	\$3,271,151
<u>OCO/Title IX Supplemental Funding - FY2014 P.L. 113-76, FY2015 P.L. 113-235</u>			
OCO Supplemental Enacted	\$3,151	\$4,894	\$0
TOTAL OCO Funding	\$3,151	\$4,894	\$0
TOTAL Program Funding	\$3,202,928	\$3,172,203	\$3,271,151
<u>LESS: FY 2015 Title IX (FY2015 P.L. 113-235)</u>			
Reserve Component Training and Support	\$0	(\$4,894)	\$0
TOTAL OCO Funding	\$0	(\$4,894)	\$0
<u>Revised TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$3,202,928	\$3,167,309	\$3,271,151
Revised TOTAL Program Funding	\$3,202,928	\$3,167,309	\$3,271,151
Medicare Eligible Retiree Health Fund Contribution	\$249,750	\$216,969	\$190,110
TOTAL Military Personnel Program Cost	\$3,452,678	\$3,384,278	\$3,461,261

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

	<u>FY 2014 (Actual)</u>	<u>FY 2015 (Estimate)</u>	<u>FY 2016 (Estimate)</u>
<u>NATIONAL GUARD PERSONNEL, AIR FORCE (NGPAF)</u>			
Direct Program (NGPAF)	\$3,166,897	\$3,118,709	\$3,222,551
Reimbursable Program (NGPAF)	\$32,880	\$48,600	\$48,600
Overseas Contingency Operations (OCO) (NGPAF)	\$3,151	\$4,894	\$0
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$3,202,928	\$3,172,203	\$3,271,151
Medicare-Eligible Retiree Health Fund Contribution	\$249,750	\$216,969	\$190,110
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$3,452,678	\$3,389,172	\$3,461,261
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Overseas Contingency Operations (OCO) Pay & Allow. Mobilization (MPAF)*	\$362,975	\$327,038	\$328,103
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$140,284	\$235,681	\$239,636
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$503,259	\$562,719	\$567,739
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$3,955,937	\$3,951,891	\$4,029,000

**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 2016 President's Budget Submission is based on an average strength of 106,380 in FY 2014, 105,000 in FY 2015, and 105,500 in FY 2016, 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 14,528 full-time active duty ANG personnel in FY 2014, 14,704 in FY 2015, and 14,748 in FY 2016.

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

Our budget also reflects a reimbursable program to support the Foreign Military Sales (FMS) program's F-16 training for foreign pilots and the National Science Foundation's (NSF) Antarctic mission. Reimbursable average strengths are 615 in FY 2014, 656 in FY 2015, and 692 in FY 2016.

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 Air The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual 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. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million for historical unexpended/unobligated balances. These reductions were based on the methodology used by the General Accountability Office. The FY 2011 National Guard Personnel, Air Force budget estimates, were reduced by \$4 million as a result. In addition to the funding reductions, the Service Components and Defense Finance and Accounting Service have 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 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
FICA Maximum Taxable Income	\$117,000	\$118,500	\$123,600
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	1.00%	1.00%	1.30%
BAH Increase*	4.10%	1.90%	1.50%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Non-Pay Inflation	1.50%	1.40%	1.60%
Retired Pay Accrual, Part Time	24.50%	22.50%	23.00%
Retired pay Accrual, Full Time	32.40%	32.20%	31.40%
G.I. Bill Per Capita	\$958	\$1,364	\$588

*The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 1.6 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 1.9 percent and 1.5 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached.

However, it should be noted that this 1.5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

PROGRAM: MILITARY FORCE MANAGEMENT

The Department of Defense (DoD) employs nearly 1.4 million active duty and 82.4 thousand 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 2014 Actual	FY 2015 Planned	FY 2016 Planned
Performance Measures			
Average Strength	105,204	105,474	105,557
End Strength	106,380	105,000	105,500
Authorized End Strength	105,400		

FY 2014: The ANG recruited 12,570 airmen (1,882 officer and 10,688 enlisted), ending FY14 with an end strength of 106,380 personnel. The ANG finished FY14 above the programmed end-strength of 105,400, exceeding officers by +323 and enlisted by +657. Continued adjustments were made throughout the year to target critical fields as well as addressing overall AFSC shortages nationwide. In addition, the Guard continued to target qualified prior service members in an effort to capitalize on accessions of individuals who did not require additional training.

FY 2015: Overall end-strength for the ANG was reduced to 105,000, allowing the ANG to start FY15 at +1,380 over programmed end-strength (+407 officer and +973 enlisted). The ANG recruiting goal for FY15 is 10,354 (1,242 officer and 9,112 enlisted). This goal has been calculated based on meeting and maintaining the congressionally mandated end-strength of 105,000. The enlisted and officer recruiting programs will continue to be focused on overall manning while placing members in critical vacancies, emphasizing the need for fully qualified prior service members.

FY 2016: The ANG's estimated recruiting goal is 10,449 (1,171 officer and 9,278 enlisted). This goal has been established based on the estimated attrition and critical vacancy analysis for FY16.

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SUMMARY TABLES

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

	FY 2014				FY 2015				FY 2016			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A -Officers	48	15	12,210	12,314	48	15	12,181	11,885	48	15	11,809	11,861
Pay Group A -Enlisted	48	15	74,066	75,300	48	15	74,761	74,963	48	15	74,891	75,443
SubTotal Pay Group A	96	30	86,276	87,614	96	30	86,942	86,848	96	30	86,700	87,304
Pay Group F-Enlisted		177	1,315	1,325		177	1,321	1,553		177	1,331	1,553
Pay Group P- Enlisted -Pay	48		3,200	2,895	48		2,612	1,695	48		2,777	1,695
Pay Group P- Enlisted -Nonpay			18	18			97	200			124	200
SubTotal Pay Group F/P			4,533	4,238			4,030	3,448			4,232	3,448
Subtotal Paid Drill/Individual Training			90,809	91,852			90,972	90,296			90,932	90,752
Full time Active Duty												
Officers			2,666	2,710			2,718	2,731			2,696	2,732
Enlisted			11,729	11,818			11,784	11,973			11,929	12,016
Total			14,395	14,528			14,502	14,704			14,625	14,748
Total Selected Reserve												
Total Officers			14,876	15,024			14,899	14,616			14,505	14,593
Total Enlisted			90,328	91,356			90,575	90,384			91,052	90,907
Total			105,204	106,380			105,474	105,000			105,557	105,500
Reimbursable Strength Included												
Selected Reserve												
Pay Group A- Officers			24	24			24	24			24	24
Pay Group A- Enlisted			354	354			354	354			354	354
Subtotal Pay Group A			378	378			378	378			378	378
Full Time Active Duty												
Officers			44	42			54	64			64	64
Enlisted			193	186			224	250			250	250
Subtotal Full-time			237	228			278	314			314	314

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

	FY 2014				FY 2015				FY 2016			
	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												
Total Reimbursable Officers			68	66			78	88			88	88
Total Reimbursable Enlisted			547	540			578	604			604	604
Total Reimbursable			615	606			656	692			692	692
Total Baseline Program												
Baseline - Officers			14,808	14,958			14,821	14,528			14,417	14,505
Baseline - Enlisted			89,781	90,816			89,997	89,780			90,448	90,303
Total Program			104,589	105,774			104,818	104,308			104,865	104,808

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

	FY 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	4	4	4	2	2	2
O-8 MAJ GEN	5	5	4	2	2	1
O-7 BRIG GEN	5	5	5	4	3	2
O-6 COL	375	381	394	402	400	398
O-5 LT COL	964	948	973	994	987	992
O-4 MAJ	856	909	916	934	925	940
O-3 CAPT	363	376	370	375	359	379
O-2 1 LT	57	52	36	18	18	18
O-1 2D LT	37	30	16	0	0	0
TOTAL OFFICERS	2,666	2,710	2,718	2,731	2,696	2,732
ENLISTED PERSONNEL						
E-9 CMSGT	564	586	616	641	647	654
E-8 SMSGT	1,395	1,410	1,425	1,465	1,476	1,510
E-7 MSGT	4,102	4,182	4,359	4,636	4,686	4,788
E-6 TSG	3,135	3,068	2,947	2,893	2,854	2,848
E-5 SSGT	1,957	1,932	1,831	1,772	1,700	1,650
E-4 SRA	474	499	466	428	428	428
E-3 AIC	98	136	136	135	135	135
E-2 AMN	4	5	4	3	3	3
E-1 AB	0	0	0	0	0	0
TOTAL ENLISTED	11,729	11,818	11,784	11,973	11,929	12,016
TOTAL PERSONNEL	14,395	14,528	14,502	14,704	14,625	14,748

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

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

FY 2014 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>			<u>Full Time Activity Duty</u>				
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2013	12,079	74,486	86,565	1,368	3,192	26	91,151	2,652	11,905	14,557	105,708
October	12,181	74,554	86,735	1,306	3,126	24	91,191	2,635	11,699	14,334	105,525
November	12,169	74,215	86,384	1,262	3,195	20	90,861	2,638	11,683	14,321	105,182
December	12,165	73,808	85,973	1,192	3,323	17	90,505	2,657	11,678	14,335	104,840
January	12,168	73,700	85,868	1,254	3,344	17	90,483	2,650	11,690	14,340	104,823
February	12,157	73,513	85,670	1,254	3,356	16	90,296	2,668	11,693	14,361	104,657
March	12,218	73,610	85,828	1,289	3,447	15	90,579	2,657	11,641	14,298	104,877
April	12,203	73,684	85,887	1,329	3,349	15	90,580	2,674	11,727	14,401	104,981
May	12,233	73,966	86,199	1,331	3,209	17	90,756	2,691	11,708	14,399	105,155
June	12,241	73,900	86,141	1,407	3,091	18	90,657	2,691	11,816	14,507	105,164
July	12,286	74,362	86,648	1,434	2,932	20	91,034	2,673	11,791	14,464	105,498
August	12,300	74,585	86,885	1,381	2,988	18	91,272	2,678	11,765	14,443	105,715
September 30, 2014	12,314	75,300	87,614	1,325	2,895	18	91,852	2,710	11,818	14,528	106,380
Workyears	12,210	74,066	86,276	1,315	3,200	18	90,809	2,666	11,729	14,395	105,204

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ACTUAL FY 2014**

<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	
2	0	2	Mobility Pilot, Security Forces
2	0	2	Mobility Pilot, Security Forces

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

FY 2015 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2014	12,314	75,300	87,614	1,325	2,895	18	91,852	2,710	11,818	14,528	106,380
October	12,366	74,774	87,140	1,134	2,898	28	91,200	2,711	11,849	14,560	105,760
November	12,333	74,299	86,632	1,033	2,962	25	90,652	2,745	11,893	14,638	105,290
December	12,300	74,250	86,550	1,150	3,330	17	91,047	2,730	11,852	14,582	105,629
January	12,285	74,315	86,600	1,205	2,975	35	90,815	2,712	11,798	14,510	105,325
February	12,270	74,500	86,770	1,295	2,898	65	91,028	2,690	11,722	14,412	105,440
March	12,245	74,585	86,830	1,315	2,765	110	91,020	2,703	11,695	14,398	105,418
April	12,232	74,870	87,102	1,375	2,655	125	91,257	2,714	11,674	14,388	105,645
May	12,190	74,900	87,090	1,405	2,405	140	91,040	2,720	11,685	14,405	105,445
June	11,995	75,005	87,000	1,475	2,210	155	90,840	2,718	11,715	14,433	105,273
July	11,955	75,199	87,154	1,501	2,050	170	90,875	2,724	11,779	14,503	105,378
August	11,903	75,300	87,203	1,525	1,898	185	90,811	2,728	11,855	14,583	105,394
September 30, 2015	11,885	74,963	86,848	1,553	1,695	200	90,296	2,731	11,973	14,704	105,000
Workyears	12,181	74,761	86,942	1,321	2,612	97	90,972	2,718	11,784	14,502	105,474

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2015**

<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	
25	0	25	Mobility Pilot, Security Forces
25	0	25	Mobility Pilot, Security Forces

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

FY 2016 STRENGTH PLAN

	<u>Pay Group A</u>			<u>Reserve Enlistment Program</u>				<u>Full Time Activity Duty</u>			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2015	11,885	74,963	86,848	1,553	1,695	200	90,296	2,731	11,973	14,704	105,000
October	11,950	74,850	86,800	1,134	2,508	50	90,492	2,725	11,965	14,690	105,182
November	11,925	74,825	86,750	1,033	2,815	72	90,670	2,719	11,952	14,671	105,341
December	11,895	74,775	86,671	1,150	3,099	94	91,014	2,709	11,940	14,649	105,663
January	11,823	74,720	86,543	1,205	3,295	45	91,088	2,696	11,921	14,617	105,705
February	11,780	74,680	86,460	1,295	3,381	75	91,211	2,688	11,902	14,590	105,801
March	11,749	74,704	86,453	1,315	3,156	120	91,044	2,672	11,888	14,560	105,604
April	11,702	74,815	86,517	1,375	2,949	140	90,981	2,668	11,899	14,567	105,548
May	11,695	74,932	86,627	1,405	2,819	155	91,006	2,675	11,902	14,577	105,583
June	11,690	75,001	86,691	1,475	2,663	168	90,997	2,681	11,913	14,594	105,591
July	11,795	75,075	86,870	1,501	2,515	176	91,062	2,690	11,926	14,616	105,678
August	11,825	75,111	86,936	1,525	2,426	188	91,075	2,695	11,940	14,635	105,710
September 30, 2016	11,861	75,443	87,304	1,553	1,695	200	90,752	2,732	12,016	14,748	105,500
Workyears	11,809	74,891	86,700	1,331	2,777	124	90,932	2,696	11,929	14,625	105,557

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
ESTIMATED FY 2016**

<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	
8	0	8	Mobility Pilot, Security Forces
8	0	8	Mobility Pilot Security Forces

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Begin Strength	14,731	15,024	14,616
Gains			
Non-Prior Service	133	175	175
Male	97	140	140
Female	36	35	35
Prior Service Personnel	2,223	1,850	2,050
Civilian Life	0	122	70
Active Component	22	75	85
Enlisted Commissioning Programs	138	190	185
Reenlistment /Extensions	0	0	0
Other Reserve Status/ Component	778	505	550
All Other	485	350	455
Full-Time Active Duty	800	608	705
Total Gains	2,356	2,025	2,225
Losses			
Civilian Life	62	281	258
Expiration of Selected	71	140	75
Active Component	0	0	0
To Officer Status	0	0	0
Retired Reserves	450	518	512
Reenlistment/Extensions	0	0	0
Attrition	20	78	75
Other Reserve Status/Component	169	300	300
All Other	310	400	303
Full-Time Active Duty	981	716	725
Total Losses	2,063	2,433	2,248
End Strength	15,024	14,616	14,593

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Begin Strength	90,977	91,356	90,384
Gains			
Non-Prior Service	5,242	5,150	4,500
Male	3,927	4,000	3,500
Female	1,315	1,150	1,000
Prior Service Personnel	6,137	5,106	5,941
Civilian Life	1,010	685	650
Active Component	667	625	610
Enlisted Commissioning Programs	5	5	5
Reenlistment /Extensions	410	375	650
Other Reserve Status/ Component	754	650	980
All Other	610	491	775
Full-Time Active Duty	2,681	2,275	2,271
Total Gains	11,379	10,256	10,441
Losses			
Civilian Life	1,800	1,450	980
Expiration of Selected	362	400	425
Active Component	0	0	0
To Officer Status	422	500	400
Retired Reserves	2,636	2,348	2,261
Reenlistment/Extensions	0	0	0
Attrition	850	844	600
Other Reserve Status/Component	1,053	1,300	1,166
All Other	1,155	1,824	1,705
Full-Time Active Duty	2,722	2,562	2,381
Total Losses	11,000	11,228	9,918
End Strength	91,356	90,384	90,907

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

	FY 2014			FY 2015			FY 2016		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	47,889	144,135	192,024	48,294	147,536	195,830	47,571	153,864	201,435
Inactive Duty Training	150,922	418,266	569,188	151,580	424,843	576,423	152,788	442,280	595,068
Unit Training Assemblies			0			0			0
Flight Training	30,588	7,166	37,754	30,386	7,203	37,589	29,932	7,332	37,264
Proficiency Training	2,682	4,021	6,703	3,947	6,824	10,771	3,888	6,946	10,834
Training Preparation	2,039	2,857	4,896	1,133	1,648	2,781	1,116	1,677	2,793
Military Funeral Honors	54	577	631	54	577	631	54	577	631
Clothing	45	21,696	21,741	45	17,531	17,576	44	17,841	17,885
Inactive Duty Subsistence	0	11,881	11,881	0	5,263	5,263	0	5,441	5,441
Travel	11,460	39,477	50,937	11,724	40,872	52,596	11,548	42,543	54,091
IDT Subtotal	46,868	87,675	134,543	47,289	79,918	127,207	46,582	82,357	128,939
TOTAL Direct Obligations	245,679	650,076	895,755	247,163	652,297	899,460	246,941	678,501	925,442
PAY GROUP F									
Active Duty Training		88,018	88,018		88,579	88,579		90,747	90,747
Clothing		4,156	4,156		3,931	3,931		4,024	4,024
Travel		10,438	10,438		10,632	10,632		10,882	10,882
TOTAL Direct Obligations		102,612	102,612		103,142	103,142		105,653	105,653
PAY GROUP P									
Inactive Duty (Unit) Training		9,800	9,800		7,955	7,955		8,596	8,596
TOTAL Direct Obligations		9,800	9,800		7,955	7,955		8,596	8,596
Subtotal	245,679	762,488	1,008,167	247,163	763,394	1,010,557	246,941	792,750	1,039,691
SCHOOL TRAINING									
Career Development Training	5,807	17,658	23,465	6,287	17,827	24,114	7,006	19,468	26,474
Graduate Flying Training	42,871	14,956	57,827	54,127	21,743	75,870	56,466	24,509	80,975
Initial Skill Acquisition Training	31,414	108,637	140,051	15,883	98,362	114,245	15,524	95,868	111,392
Officer Training School	2,432	7,117	9,549	2,577	6,917	9,494	2,694	7,236	9,930
Refresher and Proficiency Training	6,781	14,664	21,445	10,839	16,843	27,682	12,002	17,432	29,434
Undergraduate Pilot Training	23,418	0	23,418	29,161	0	29,161	32,678	0	32,678
Unit Conversion Training	8	4	12	40	30	70	68	37	105
TOTAL Direct Obligations	112,731	163,036	275,767	118,914	161,722	280,636	126,438	164,550	290,988
SPECIAL TRAINING									
Exercises	11,954	13,565	25,519	4,225	4,576	8,801	4,717	4,861	9,578
Management Support	33,151	17,680	50,831	11,772	18,578	30,350	13,127	20,624	33,751
Operational Training	10,567	48,888	59,455	18,932	61,203	80,135	21,130	63,914	85,044
Unit Conversion Training	6,797	18,960	25,757	3,185	22,674	25,859	3,008	24,719	27,727
Drug Interdiction	13,140	38,954	52,094	0	0	0	0	0	0
Active Duty Operational Support	13,847	13,132	26,979	5,316	14,461	19,777	6,273	20,138	26,411
Yellow Ribbon Reintegration Program	1,576	1,575	3,151	0	0	0	0	0	0
TOTAL Direct Obligations	91,032	152,754	243,786	43,430	121,492	164,922	48,255	134,256	182,511

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

	FY 2014			FY 2015			FY 2016		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
ADMINISTRATION AND SUPPORT									
Active Duty	443,361	1,092,388	1,535,749	455,743	1,112,053	1,567,796	454,389	1,135,114	1,589,503
Clothing	85	6	91	84	7	91	84	9	93
Travel	2,363	2,694	5,057	2,384	2,741	5,125	2,422	2,807	5,229
Death Gratuities	1,300	1,800	3,100	1,300	1,800	3,100	1,300	1,800	3,100
Transportation Subsidy	193	489	682	161	402	563	160	407	567
Disability, Hospitalization & Compensation	245	4,650	4,895	253	4,717	4,970	250	4,831	5,081
Reserve Incentive	9,788	62,350	72,138	11,371	48,604	59,975	11,680	76,125	87,805
\$30,000 Lump Sum Bonus	750	2,430	3,180	750	2,430	3,180	750	2,430	3,180
TOTAL Direct Obligations	458,085	1,166,807	1,624,892	472,046	1,172,754	1,644,800	471,035	1,223,523	1,694,558
EDUCATION BENEFITS									
Benefits Accrual	52	3,929	3,981	3,868	0	3,868	1,668	0	1,668
Kicker Benefits		13,455	13,455		13,517	13,517		11,213	11,213
Normal Cost (Chapter 1607)		0	0		409	409		409	409
Amortization (Chapter 1607)		0	0		0	0		1,513	1,513
TOTAL Direct Obligations	52	17,384	17,436	3,868	13,926	17,794	1,668	13,135	14,803
Subtotal	661,900	1,499,981	2,161,881	638,258	1,469,894	2,108,152	647,396	1,535,464	2,182,860
Total Direct Program	907,579	2,262,469	3,170,048	885,421	2,233,288	3,118,709	894,337	2,328,214	3,222,551

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2015 (IN THOUSANDS OF DOLLARS)**

	FY2015 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2015 BUDGET COLUMN OF FY2016 BUDGET
Unit and Individual Training							
PAY GROUP A							
Active Duty Training	215,811	0	215,811	(19,981)	195,830	0	195,830
Inactive Duty Training	585,212	0	585,212	(8,789)	576,423	0	576,423
Unit Training Assemblies							
Flight Training	38,730	0	38,730	(1,141)	37,589	0	37,589
Proficiency Training	10,677	0	10,677	94	10,771	0	10,771
Training Preparation	1,224	0	1,224	1,557	2,781	0	2,781
Military Funeral Honors	923	0	923	(292)	631	0	631
Clothing	9,643	0	9,643	7,933	17,576	0	17,576
Inactive Duty Subsistence	5,766	0	5,766	(503)	5,263	0	5,263
Travel	45,705	0	45,705	6,891	52,596	0	52,596
Defense Health Program Accrual	0	0	0	0	0	0	0
IDT Subtotal	112,668	0	112,668	14,539	127,207	0	127,207
TOTAL Direct Obligations	913,691	0	913,691	(14,231)	899,460	0	899,460
PAY GROUP F							
Active Duty Training	106,338	(6,500)	99,838	(11,259)	88,579	0	88,579
Clothing	4,991	0	4,991	(1,060)	3,931	0	3,931
Subsistence	0	0	0	0	0	0	0
Travel	11,349	0	11,349	(717)	10,632	0	10,632
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	122,678	(6,500)	116,178	(13,036)	103,142	0	103,142
PAY GROUP P							
Inactive Duty (Unit) Training	5,384	0	5,384	2,571	7,955	0	7,955
Clothing	0	0	0	0	0	0	0
Subsistence of Enlisted Personnel	0	0	0	0	0	0	0
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	5,384	0	5,384	2,571	7,955	0	7,955
Subtotal	1,041,753	(6,500)	1,035,253	(24,696)	1,010,557	0	1,010,557
Other Training and Support							
SCHOOL TRAINING							
Career Development Training	21,608	0	21,608	2,506	24,114	0	24,114
Initial Skills Acquisition Training	91,627	0	91,627	22,618	114,245	0	114,245
Graduate Flying Training	69,808	0	69,808	6,062	75,870	0	75,870
Officer Training School	8,511	0	8,511	983	9,494	0	9,494
Refresher & Proficiency Training	24,994	0	24,994	2,688	27,682	0	27,682
Undergraduate Pilot Training	27,276	0	27,276	1,885	29,161	0	29,161
Unit Conversion Training	64	0	64	6	70	0	70
TOTAL Direct Obligations	243,888	0	243,888	36,748	280,636	0	280,636

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2015 (IN THOUSANDS OF DOLLARS)**

	FY2015 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY2015 BUDGET COLUMN OF FY2016 BUDGET
SPECIAL TRAINING							
Exercises	8,780	0	8,780	21	8,801	0	8,801
Management Support	31,015	0	31,015	(665)	30,350	0	30,350
Operational Training	78,416	0	78,416	1,719	80,135	0	80,135
Unit Conversion Training	25,652	0	25,652	207	25,859	0	25,859
Drug Interdiction	0	0	0	0	0	0	0
Active Duty Operational Support	24,359	(2,000)	22,359	(2,582)	19,777	0	19,777
Operation Jump Start	0	0	0	0	0	0	0
Yellow Ribbon Reintegration Program	0	0	0	0	0	0	0
TOTAL Direct Obligations	168,222	(2,000)	166,222	(1,300)	164,922	0	164,922
ADMINISTRATION AND SUPPORT							
Active Duty	1,599,504	(24,248)	1,575,256	(7,460)	1,567,796	0	1,567,796
Clothing	93	0	93	(2)	91	0	91
Travel	6,045	0	6,045	(920)	5,125	0	5,125
Death Gratuities	3,500	0	3,500	(400)	3,100	0	3,100
Transportation Subsidy	567	0	567	(4)	563	0	563
Disability & Hospitalization	6,936	0	6,936	(1,966)	4,970	0	4,970
Reserve Transition Benefits	0	0	0	0	0	0	0
Reserve Incentive	64,975	(5,000)	59,975	0	59,975	0	59,975
\$30,000 Lump Sum Bonus	3,180	0	3,180	0	3,180	0	3,180
Defense Health Program Accrual	0	0	0	0	0	0	0
TOTAL Direct Obligations	1,684,800	(29,248)	1,655,552	(10,752)	1,644,800	0	1,644,800
EDUCATION BENEFITS							
Benefits Accrual	3,868	0	3,868	0	3,868	0	3,868
Kicker Benefits	13,517	0	13,517	0	13,517	0	13,517
Amortization Chapter 1606	0	0	0	0	0	0	0
Normal Cost Chapter 1607	409	0	409	0	409	0	409
Amortization Chapter 1607	0	0	0	0	0	0	0
TOTAL Direct Obligations	17,794	0	17,794	0	17,794	0	17,794
Subtotal	2,114,704	(31,248)	2,083,456	24,696	2,108,152	0	2,108,152
Total Direct Program	3,156,457	(37,748)	3,118,709	0	3,118,709	0	3,118,709

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

	FY 2014		FY 2015		FY 2016	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$167,506	\$41,039	\$170,797	\$38,429	\$170,214	\$39,150
Enlisted	\$409,416	\$100,307	\$423,370	\$95,259	\$438,791	\$100,922
Total	\$576,922	\$141,346	\$594,167	\$133,688	\$609,005	\$140,072
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$49,853	\$12,214	\$50,577	\$11,380	\$51,578	\$11,863
Total	\$49,853	\$12,214	\$50,577	\$11,380	\$51,578	\$11,863
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$7,453	\$1,826	\$6,144	\$1,382	\$6,613	\$1,521
Total	\$7,453	\$1,826	\$6,144	\$1,382	\$6,613	\$1,521
School Training						
Officers	\$50,735	\$12,430	\$53,777	\$12,099	\$56,942	\$13,096
Enlisted	\$56,012	\$13,723	\$55,672	\$12,527	\$56,368	\$12,965
Total	\$106,747	\$26,153	\$109,449	\$24,626	\$113,310	\$26,061
Special Training						
Officers	\$47,678	\$11,681	\$22,120	\$4,977	\$24,444	\$5,623
Enlisted	\$70,531	\$17,280	\$55,883	\$12,574	\$61,368	\$14,115
Total	\$118,209	\$28,961	\$78,003	\$17,551	\$85,812	\$19,738
Administration and Support						
Officers	\$244,877	\$79,340	\$251,134	\$80,865	\$251,181	\$78,871
Enlisted	\$567,741	\$183,948	\$576,708	\$185,699	\$590,076	\$185,283
Total	\$812,618	\$263,288	\$827,842	\$266,564	\$841,257	\$264,154

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

	FY 2014		FY 2015		FY 2016	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$510,796	\$144,490	\$497,828	\$136,370	\$502,781	\$136,740
Enlisted	\$1,161,006	\$329,298	\$1,168,354	\$318,821	\$1,204,794	\$326,669
Total	\$1,671,802	\$473,788	\$1,666,182	\$455,191	\$1,707,575	\$463,409
Reimbursable Program						
Officers	\$6,080	\$1,939	\$9,380	\$2,982	\$9,344	\$2,900
Enlisted	\$15,207	\$4,677	\$22,218	\$6,844	\$22,146	\$6,682
Total	\$21,287	\$6,616	\$31,598	\$9,826	\$31,490	\$9,582
Total Program						
Officers	\$516,876	\$146,429	\$507,208	\$139,352	\$512,125	\$139,640
Enlisted	\$1,176,213	\$333,975	\$1,190,572	\$325,665	\$1,226,940	\$333,351
Total	\$1,693,089	\$480,404	\$1,697,780	\$465,017	\$1,739,065	\$472,991

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Pay Group A			
Officers	\$6,055	\$6,262	\$6,168
Enlisted	\$20,792	\$21,760	\$22,650
Total	\$26,847	\$28,022	\$28,818
Pay Group F			
Enlisted	\$13,497	\$13,896	\$14,224
Total	\$13,497	\$13,896	\$14,224
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$15,477	\$16,647	\$17,693
Enlisted	\$23,080	\$23,280	\$23,658
Total	\$38,557	\$39,927	\$41,351
Special Training			
Officers	\$12,651	\$5,800	\$6,433
Enlisted	\$25,176	\$19,748	\$21,767
Total	\$37,827	\$25,548	\$28,200
Administration and Support			
Officer	\$70,026	\$72,953	\$73,300
Enlisted	\$233,843	\$240,552	\$246,948
Total	\$303,869	\$313,505	\$320,248
Total Direct Program			
Officer	\$104,209	\$101,662	\$103,594
Enlisted	\$316,388	\$319,236	\$329,247
Total	\$420,597	\$420,898	\$432,841

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Pay Group A			
Officers	\$11,460	\$11,724	\$11,548
Enlisted	\$39,477	\$40,872	\$42,543
Total	\$50,937	\$52,596	\$54,091
Pay Group F			
Enlisted	\$10,438	\$10,632	\$10,882
Total	\$10,438	\$10,632	\$10,882
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$22,192	\$23,616	\$25,096
Enlisted	\$53,579	\$53,462	\$54,330
Total	\$75,771	\$77,078	\$79,426
Special Training			
Officers	\$11,072	\$5,758	\$6,385
Enlisted	\$24,570	\$20,073	\$22,124
Total	\$35,642	\$25,831	\$28,509
Administration and Support			
Officer	\$2,363	\$2,384	\$2,422
Enlisted	\$2,694	\$2,741	\$2,807
Total	\$5,057	\$5,125	\$5,229
Total Direct Program			
Officer	\$47,087	\$43,482	\$45,451
Enlisted	\$130,758	\$127,780	\$132,686
Total	\$177,845	\$171,262	\$178,137

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	1,091	0	1,129	0	1,130	0
Enlisted	9,120	11,881	9,550	5,263	10,104	5,441
Subtotal	10,212	11,881	10,679	5,263	11,235	5,441
Pay Group F						
Officers	0	0	0	0	0	0
Enlisted	3,341	0	3,442	0	3,581	0
Subtotal	3,341	0	3,442	0	3,581	0
Pay Group P						
Enlisted	0	0	0	0	0	0
School Training						
Officers	2,241	0	2,412	0	2,606	0
Enlisted	6,344	11	6,403	11	6,614	11
Subtotal	8,585	11	8,815	11	9,220	11
Special Training						
Officers	1,528	0	732	0	826	0
Enlisted	7,137	0	5,701	0	6,387	0
Subtotal	8,665	0	6,433	0	7,213	0
Administration and Support						
Officers	7,719	0	8,043	0	8,207	0
Enlisted	49,314	0	50,678	0	52,879	0
Subtotal	57,033	0	58,721	0	61,086	0

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</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	12,579	0	12,317	0	12,769	0
Enlisted	75,257	11,892	75,773	5,274	79,565	5,452
Other	0	0	0	0	0	0
Total	87,836	11,892	88,090	5,274	92,335	5,452
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	12,579	0	12,317	0	12,769	0
Enlisted	75,257	11,892	75,773	5,274	79,565	5,452
Other	0	0	0	0	0	0
Total	87,836	11,892	88,090	5,274	92,335	5,452

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

	BA	Amount
FY 2015 Direct Program	3,118,709	\$3,118,709
	3,118,709	
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)		
Pay Group A	5,458	
Pay Group F	465	
Pay Group P	56	
School Training	1,004	
Special Training	716	
Administration and Support	7,606	
Total Pay Raise	15,305	15,305
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)		
Pay Group A	1,819	
Pay Group F	155	
Pay Group P	19	
School Training	335	
Special Training	239	
Administration and Support	2,536	
Total Annualization of PY Pay Raise	5,103	5,103
Inflation (Rate 1.6% FY16)		
Pay Group A	1,912	
Pay Group F	445	
School Training	1,811	
Special Training	983	
Total Inflation	5,151	5,151

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

	BA	Amount
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) FY16)		
Pay Group A	4,647	
Pay Group F	395	
Pay Group P	49	
School Training	856	
Special Training	611	
Total Retired Pay Accrual	6,558	6,558
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)		
Pay Group A	555	
Pay Group F	48	
Pay Group P	6	
School Training	105	
Special Training	73	
Administration and Support	775	
Total FICA	1,562	1,562
BAH		
Pay Group A	448	
Pay Group F	222	
School Training	639	
Special Training	409	
Administration and Support	5,016	
Total BAH	6,734	6,734
Total Pricing Increases	40,413	40,413

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

	BA	Amount
Program Increases		
Pay Group A:		
Pay and Allowance	10,450	
Clothing	29	
Subsistence	10	
Travel	654	
Total Pay Group A	11,143	11,143
Pay Group F:		
Pay and Allowance	672	
Clothing	30	
Travel	79	
Total Pay Group F	781	781
Pay Group P:		
Pay and Allowance	511	
Total Pay Group P	511	511
School Training		
All Categories	5,602	
Total School Training	5,602	5,602

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

	BA	Amount
Special Training		
All Categories	14,558	
Total Special Training	14,558	14,558
Administration and Support		
All Categories	44,201	
Total Administration and Support	44,201	44,201
Education Benefits		
Basic Benefits	1	
Amortization (Chapter 1607)	1,513	
Total Education Benefits	3,027	3,027
Total Program Increases	79,823	79,823
Total Increases	120,236	120,236

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

	BA	Amount
Decreases:		
Pricing Decreases		
Inflation		
Administration and Support	(6,937)	
Total Inflation	(6,937)	(6,937)
Retired Pay Accrual		
Administration and Support	(3,439)	
Total Retired Pay Accrual	(3,439)	(3,439)
Education Benefits		
Basic Benefits	(2,201)	
Kicker	(2,304)	
Total Education Benefits	(4,505)	(4,505)
Total Pricing Decreases	(14,881)	(14,881)
Total Decreases	(14,881)	(14,881)
FY 2016 Direct Program	3,224,064	\$3,224,064

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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 2016	\$925,442
Estimate	FY 2015	\$899,460
Actual	FY 2014	\$895,755

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.

Participation rates incorporate current FY 2014 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 2015 Direct Program		\$899,460
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	5,458	
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)	1,819	
Inflation (Rate 1.6% FY16)	1,912	
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) FY16)	4,647	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	555	
BAH	448	
Total Pricing Increases	14,839	
Program Increases		
AT Pay	2,181	
IDT Pay	9,344	
Clothing	29	
Subsistence	10	
Travel	654	
Total Program Increases	12,218	
Total Increases		\$27,057
Decreases:		
Program Decreases		
ATA Pay	(1,075)	
Total Program Decreases	(1,075)	
Total Decreases		(\$1,075)
FY 2016 Direct Program		\$925,442

**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 2014 OCO mobilization assumptions.

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,186			12,157			11,785		
PARTICIPATION RATE	88.00%			89.00%			89.00%		
PAID PARTICIPANTS	10,724	\$4,465.58	\$47,889	10,820	\$4,463.37	\$48,294	10,489	\$4,535.29	\$47,571

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 2014 OCO mobilization assumptions.

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	73,712			74,407			74,537		
PARTICIPATION RATE	87.00%			88.00%			90.00%		
PAID PARTICIPANTS	64,129	\$2,247.58	\$144,135	65,478	\$2,253.21	\$147,536	67,083	\$2,293.63	\$153,864

**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 2014 OCO mobilization assumptions.

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING:									
AVERAGE STRENGTH	12,186			12,157			11,785		
PARTICIPATION RATE	85.00%			86.00%			88.00%		
PAID PARTICIPANTS	10,358	\$14,570.58	\$150,922	10,455	\$14,498.29	\$151,580	10,371	\$14,732.23	\$152,788
ADDITIONAL TRAINING ASSEMBLIES:									
PROF TRAINING	4,073	\$658.48	\$2,682	6,026	\$655.00	\$3,947	5,842	\$665.53	\$3,888
FLIGHT TRAINING	140,447	\$217.80	\$30,588	140,113	\$216.86	\$30,386	135,834	\$220.36	\$29,932
TRAINING PERIOD PREP ASSEMBLIES	4,770	\$427.47	\$2,039	2,661	\$425.84	\$1,133	2,579	\$432.68	\$1,116
RESERVE FUNERAL HONORS	1,080	\$50.00	\$54	1,080	\$50.00	\$54	1,080	\$50.00	\$54
TOTAL	160,728		186,285	160,335		187,100	155,706		187,778

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 2014 OCO mobilization assumptions.

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING:									
AVERAGE STRENGTH	73,712			74,407			74,537		
PARTICIPATION RATE	87.00%			88.00%			90.00%		
PAID PARTICIPANTS	64,129	\$6,522.27	\$418,266	65,478	\$6,488.34	\$424,843	67,083	\$6,593.04	\$442,280
ADDITIONAL TRAINING ASSEMBLIES:									
PROF TRAINING	16,597	\$242.27	\$4,021	28,312	\$241.02	\$6,824	28,361	\$244.92	\$6,946
FLIGHT TRAINING	43,216	\$165.82	\$7,166	43,622	\$165.12	\$7,203	43,697	\$167.79	\$7,332
TRAINING PERIOD PREP ASSEMBLIES	9,230	\$309.54	\$2,857	5,345	\$308.33	\$1,648	5,354	\$313.25	\$1,677
RESERVE FUNERAL HONORS	11,540	\$50.00	\$577	11,540	\$50.00	\$577	11,540	\$50.00	\$577
TOTAL	144,712		432,887	154,297		441,095	156,035		458,812

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

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

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	28	\$400.00	\$11	27	\$400.00	\$11	27	\$400.00	\$11
ADDITIONAL UNIFORM ALLOWANCE	170	\$200.00	\$34	170	\$200.00	\$34	164	\$200.00	\$33
TOTAL	198		\$45	197		\$45	191		\$44

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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - MALE	8,149	\$1,490.92	\$12,150	7,124	\$1,394.32	\$9,933	7,136	\$1,416.63	\$10,109
INITIAL (PARTIAL) ISSUE TO PRIOR SERVICE PERSONNEL - FEMALE	3,062	\$1,700.28	\$5,207	2,677	\$1,622.44	\$4,343	2,681	\$1,648.40	\$4,419
REPLACEMENT ISSUE MALE	12,406	\$244.80	\$3,037	9,407	\$241.20	\$2,269	9,423	\$245.06	\$2,309
REPLACEMENT ISSUE FEMALE	5,242	\$248.40	\$1,302	3,970	\$248.40	\$986	3,977	\$252.37	\$1,004
TOTAL	28,859		\$21,696	23,178		\$17,531	23,217		\$17,841

**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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE: SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	1,005,799	\$11.81	\$11,881	434,516	\$12.11	\$5,263	435,271	\$12.50	\$5,441
TOTAL SUBSISTENCE-IN-KIND	1,005,799	\$11.81	\$11,881	434,516	\$12.11	\$5,263	435,271	\$12.50	\$5,441

**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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	10,724	\$1,068.63	\$11,460	10,820	\$1,083.55	\$11,724	10,489	\$1,100.96	\$11,548

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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	64,129	\$615.59	\$39,477	65,478	\$624.21	\$40,872	67,083	\$634.18	\$42,543

**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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officer Meals	98,059	\$ 11.85	\$ 1,162	97,826	\$ 12.20	\$ 1,193	94,839	\$ 12.60	\$ 1,195
Foreign Military Sales (FMS)									
Officer	24	\$22,208.33	\$ 533	24	\$22,080.00	\$ 530	24	\$22,448.75	\$ 539
Enlisted	354	\$12,161.02	\$ 4,305	354	\$12,100.76	\$ 4,284	354	\$12,290.55	\$ 4,351
Total FMS			\$ 4,838			\$ 4,814			\$ 4,890
Total Reimbursable Requirement	98,059		\$ 6,000	97,826		\$ 6,007	94,839		\$ 6,085

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

Estimate	FY 2016	\$105,653
Estimate	FY 2015	\$103,142
Actual	FY 2014	\$102,612

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.

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

	BA	Amount
FY 2015 Direct Program		\$103,142
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	465	
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)	155	
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) FY16)	395	
Inflation (Rate 1.6% FY16)	211	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	48	
BAH	222	
Clothing	63	
Travel	171	
Total Pricing Increases	1,730	
Program Increases		
Base Pay	381	
Retired Pay	88	
Other	68	
FICA	29	
BAH	106	
Travel	79	
Clothing	30	
Total Program Increases	781	
Total Increases		\$2,511
Decreases:		
Total Decreases		\$0
FY 2016 Direct Program		\$105,653

**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, Basic Allowance for Subsistence (BAS) and Basic Allowance for Housing (BAH) when authorized.

	FY 2014			FY 2015			FY 2016		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	2,675	\$ 32,903.93	\$ 88,018	2,687	\$ 32,966.10	\$ 88,579	2,707	\$ 33,523.07	\$ 90,747

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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	797	\$ 1,700.28	\$ 1,355	806	\$ 1,622.44	\$ 1,308	812	\$ 1,648.40	\$ 1,339
Initial Issue Male	1,878	\$ 1,490.92	\$ 2,801	1,881	\$ 1,394.32	\$ 2,623	1,895	\$ 1,416.63	\$ 2,685
Total	2,675		\$4,156	2,687		\$3,931	2,707		\$4,024

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 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Travel	2,675	\$ 3,902.06	\$ 10,438	2,687	\$ 3,956.68	\$ 10,632	2,707	\$ 4,019.99	\$ 10,882

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

Estimate	FY 2016	\$8,596
Estimate	FY 2015	\$7,955
Actual	FY 2014	\$9,800

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.

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

	BA	Amount
FY 2015 Direct Program		\$7,955
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	56	
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)	19	
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) FY16)	49	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	6	
Total Pricing Increases	130	
Program Increases		
Base Pay	394	
Retired Pay	90	
FICA	30	
Total Program Increases	514	
Total Increases		\$644
Decreases:		
Program Decreases		
Other	(3)	
Total Program Decreases	(3)	
Total Decreases		(\$3)
FY 2016 Direct Program		\$8,596

**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 2014			FY 2015			FY 2016		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	3,200	\$3,062.51	\$9,800	2,612	\$3,045.69	\$7,955	2,777	\$3,095.25	\$8,596

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

Estimate	FY 2016	\$290,988
Estimate	FY 2015	\$280,636
Actual	FY 2014	\$275,767

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
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	BA	Amount
FY 2015 Direct Program		\$280,636
Budget Activity Adjustment	280,636	
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	1,004	
Annualization FY15 Pay Raise (1.0%, Effective 1 Ja	335	
Inflation (Rate 1.6% FY16)	1,811	
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) F	856	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	105	
BAH	639	
Total Pricing Increases	4,750	
Program Increases		
Graduate Flying Training	3,814	
Refresher and Proficiency	1,281	
Officer Candidate School	286	
Career Develop Training	1,971	
Undergraduate Pilot and Navigator Training	3,047	
Unit Conversion Training	35	
Total Program Increases	10,434	
Total Increases		\$15,184
Decreases:		
Program Decreases		
Initial Skills Acquired	(4,832)	
Total Program Decreases	(4,832)	
Total Decreases		(\$4,832)
FY 2016 Direct Program		\$290,988

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

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

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	186	75.76	14,091	\$412.19	\$5,807	200	75.76	15,152	\$414.90	\$6,287	220	75.76	16,667	\$420.31	\$7,006
Enlisted	1,535	31.38	48,168	\$366.63	\$17,658	1,537	31.38	48,231	\$369.59	\$17,827	1,650	31.38	51,777	\$375.98	\$19,468
Total	1,721	36.18	62,259	\$376.89	\$23,465	1,737	36.49	63,383	\$380.45	\$24,114	1,870	36.60	68,444	\$386.80	\$26,474

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

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,220	62.47	76,213	\$412.19	\$31,414	614	62.47	38,357	\$414.07	\$15,883	590	62.47	36,857	\$421.19	\$15,524
Enlisted	5,201	56.97	296,301	\$366.64	\$108,637	4,672	56.97	266,164	\$369.55	\$98,362	4,476	56.97	254,998	\$375.96	\$95,868
Total	6,421	58.01	372,514	\$375.96	\$140,051	5,286	57.61	304,521	\$375.16	\$114,245	5,066	57.61	291,855	\$381.67	\$111,392

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 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	187	31.53	5,896	\$412.23	\$2,432	197	31.53	6,211	\$414.91	\$2,577	203	31.53	6,401	\$420.93	\$2,694
Enlisted	530	36.62	19,409	\$366.67	\$7,117	511	36.62	18,713	\$369.59	\$6,917	526	36.62	19,262	\$375.61	\$7,236
Total	717	35.29	25,305	\$377.36	\$9,549	708	35.20	24,924	\$380.92	\$9,494	729	35.20	25,663	\$386.94	\$9,930

**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, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	901	18.26	16,452	\$412.18	\$6,781	1,433	18.26	26,167	\$414.22	\$10,839	1,561	18.26	28,504	\$421.08	\$12,002
Enlisted	2,372	16.86	39,992	\$366.66	\$14,664	2,703	16.86	45,573	\$369.56	\$16,843	2,750	16.86	46,365	\$375.98	\$17,432
Total	3,273	17.25	56,444	\$379.93	\$21,445	4,136	17.35	71,740	\$385.87	\$27,682	4,311	17.37	74,869	\$393.14	\$29,434

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

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	432	131.52	56,817	\$412.18	\$23,418	535	131.52	70,363	\$414.43	\$29,161	590	131.52	77,597	\$421.11	\$32,678
Enlisted	0	46.53	0	\$0.00	\$0	0	46.53	0	\$0.00	\$0	0	46.53	0	\$0.00	\$0
Total	432	131.52	56,817	\$412.18	\$23,418	535	131.52	70,363	\$414.43	\$29,161	590	131.52	77,597	\$421.11	\$32,678

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

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	2	9.67	19	\$443.56	\$8	10	9.67	97	\$414.53	\$40	17	9.67	164	\$420.61	\$68
Enlisted	2	5.91	12	\$351.93	\$4	14	5.91	83	\$366.65	\$30	17	5.91	100	\$376.81	\$37
Total	4	7.75	31	\$387.10	\$12	24	7.50	180	\$388.89	\$70	34	7.76	264	\$397.73	\$105

**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, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,841	56.44	103,906	\$412.26	\$42,871	2,315	56.44	130,659	\$414.26	\$54,127	2,375	56.44	134,045	\$421.25	\$56,466
Enlisted	1,334	30.58	40,794	\$366.62	\$14,956	1,924	30.58	58,836	\$369.54	\$21,743	2,132	30.58	65,197	\$375.93	\$24,509
Total	3,175	45.57	144,700	\$399.63	\$57,827	4,239	44.70	189,495	\$400.38	\$75,870	4,507	44.21	199,242	\$406.42	\$80,975

TOTAL SCHOOL TRAINING

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4,769	57.33	273,394	\$412.34	\$112,731	5,304	54.11	287,006	\$414.33	\$118,914	5,556	54.04	300,235	\$421.13	\$126,438
Enlisted	10,974	40.52	444,676	\$366.64	\$163,036	11,361	38.52	437,600	\$369.57	\$161,722	11,551	37.89	437,699	\$375.94	\$164,550
Total	15,743	45.61	718,070	\$384.04	\$275,767	16,665	43.48	724,606	\$387.29	\$280,636	17,107	43.14	737,934	\$394.33	\$290,988

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

Estimate	FY 2016	\$182,511
Estimate	FY 2015	\$164,922
Actual	FY 2014	\$243,786

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 2014 actual data is displayed. Outyear estimates are not budgeted 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 2015 Direct Program		\$164,922
Budget Activity Adjustment	164,922	
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	716	
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)	239	
Retired Pay Accrual (Rate 31.4% (PT) 23.0% (FT) FY16)	611	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	73	
BAH	409	
Inflation (Rate 1.6% FY16)	983	
Total Pricing Increases	3,031	
Program Increases		
Exercises	618	
Management Support	2,847	
Operational Training	3,447	
Unit Conversion	1,390	
Active Duty Operational Support	6,256	
Total Program Increases	14,558	
Total Increases		\$17,589
Decreases:		
Total Decreases		\$0
FY 2016 Direct Program		\$182,511

**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 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,628	42.00	68,376	\$482.13	33,151	567	42.00	23,814	\$494.29	11,772	621	42.00	26,082	\$503.24	13,127
Enlisted	3,062	21.00	64,302	\$277.37	17,680	3,151	21.00	66,171	\$280.76	18,578	3,435	21.00	72,135	\$285.92	20,624
Total	4,690	28.29	132,678	\$383.12	\$50,831	3,718	24.20	89,985	\$337.28	\$30,350	4,056	24.22	98,217	\$343.64	\$33,751

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 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,450	17.00	24,650	\$482.09	11,954	502	17.00	8,534	\$494.96	4,225	551	17.00	9,367	\$503.54	4,717
Enlisted	4,932	10.00	49,320	\$277.36	13,565	1,630	10.00	16,300	\$280.68	4,576	1,700	10.00	17,000	\$285.95	4,861
Total	6,382	11.59	73,970	\$344.99	\$25,519	2,132	11.65	24,834	\$354.39	\$8,801	2,251	11.71	26,367	\$363.26	\$9,578

Operational Training: This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime tasks. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates. Veterans Opportunity to Work/Veterans Employment Initiative (VOW/VEI) Funding FY2014 (\$7,781), FY 2015 (\$7,999M) and FY 2016 (\$8,042M).

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,089	20.00	21,780	\$482.12	10,567	1,914	20.00	38,280	\$494.57	18,932	2,099	20.00	41,980	\$503.33	21,130
Enlisted	11,852	15.00	177,780	\$277.36	48,888	14,534	15.00	218,010	\$280.74	61,203	14,903	15.00	223,545	\$285.91	63,914
Total	12,941	15.42	199,560	\$297.93	\$59,455	16,448	15.58	256,290	\$312.67	\$80,135	17,002	15.62	265,525	\$320.29	\$85,044

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 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	701	20.00	14,020	\$485.27	6,797	322	20.00	6,440	\$494.68	3,185	299	20.00	5,980	\$502.96	3,008
Enlisted	1,724	40.00	68,960	\$277.35	18,960	2,019	40.00	80,760	\$280.75	22,674	2,161	40.00	86,440	\$285.97	24,719
Total	2,425	34.22	82,980	\$310.40	\$25,757	2,341	37.25	87,200	\$296.55	\$25,859	2,460	37.57	92,420	\$300.01	\$27,727

**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 2014					
	Participants	Tour Length	Workdays	Rate	Amount
Officers	79	345.00	27,255	\$482.62	13,140
Enlisted	411	345.00	141,795	\$274.97	38,954
Total	490	345.00	169,050	\$308.16	\$52,094

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 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	816	35.00	28,560	\$485.31	13,847	307	35.00	10,745	\$494.62	5,316	356	35.00	12,460	\$503.51	6,273
Enlisted	276	173.00	47,748	\$275.26	13,132	298	173.00	51,554	\$280.50	14,461	407	173.00	70,411	\$286.00	20,138
Total	1,092	69.88	76,308	\$353.55	\$26,979	605	102.97	62,299	\$317.45	\$19,777	763	108.61	82,871	\$318.70	\$26,411

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 2014					
	Participants	Tour Length	Workdays	Rate	Amount
Training	2,993	3.00	3,252	\$823.80	2,679
Travel	2,993	3.00	5,727	\$82.42	472
Total	2,993	3.00	5,727	\$906.22	\$3,151

TOTAL SPECIAL TRAINING

	FY 2014					FY 2015					FY 2016				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	8,756	21.46	187,893	\$490.36	92,135	3,612	24.31	87,813	\$494.57	43,430	3,926	24.42	95,869	\$503.34	48,255
Enlisted	25,250	22.01	555,632	\$272.93	151,651	21,632	20.01	432,795	\$280.71	121,492	22,606	20.77	469,531	\$285.94	134,256
Total	34,006	21.86	743,525	\$327.88	\$243,786	25,244	20.62	520,608	\$316.79	\$164,922	26,532	21.31	565,400	\$322.80	\$182,511

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

Estimate	FY 2016	\$1,694,558
Estimate	FY 2015	\$1,644,800
Actual	FY 2014	\$1,624,892

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 2015 Direct Program		\$1,644,800
Budget Activity Adjustment	1,644,800	
Increases:		
Pricing Increases		
FY16 Pay Raise (1.3%, Effective 1 Jan 16)	7,606	
Annualization FY15 Pay Raise (1.0%, Effective 1 Jan 15)	2,536	
Inflation (Rate 1.6% FY16)	907	
FICA (Rate 7.65%, FY16 Ceiling - \$123,600)	775	
BAH	5,016	
BAS	1,925	
Total Pricing Increases	18,765	
Program Increases		
Death & Disability	50	
Clothing	2	
Travel	23	
Health Professional Loan Repayment	194	
Health Professional Cash Bonus 45K	8	
Health Professional Cash Bonus 75K	79	
Non-Prior Service Enlistment	32,013	
Prior Service Enlistment (6 Year)	135	
Reenlistment Bonus (6 Year)	7,421	
Affiliation Bonus (6 Year)	300	
Transportation Subsidy	4	
Change in Average Strength	5,245	
FICA	249	
Retired Pay Accrual	1,029	
Total Program Increases	46,752	
Total Increases		\$65,517

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

	BA	Amount
Decreases:		
Pricing Decreases		
Bonuses	(9,769)	
Retired Pay Accrual	(3,439)	
Total Pricing Decreases	(13,208)	
Program Decreases		
Prior Service Enlistment (3 Year)	(624)	
Reenlistment (3 Year)	(1,927)	
Total Program Decreases	(2,551)	
Total Decreases		(\$15,759)
FY 2016 Direct Program		\$1,694,558

**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 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officers	51	49	51	50	51	50
Subtotal	51	49	51	50	51	50

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 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officer	48	45	46	46	46	46
Enlisted	17	12	20	26	26	26
Subtotal	65	57	66	72	72	72

**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 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	0	7	7	7	7	7

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 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officers	60	59	60	60	60	60
Subtotal	60	59	60	60	60	60

**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 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officers	7	7	7	7	7	7
Subtotal	7	7	7	7	7	7

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

	FY 2014		FY 2015		FY 2016	
	Average	End	Average	End	Average	End
Officers	4	3	4	4	4	4
Enlisted	601	602	624	645	642	645
Subtotal	605	605	628	649	646	649

**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 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	288	282	366	477	481	477
Enlisted	468	467	750	1,031	1,025	1,031
Subtotal	756	749	1,116	1,508	1,506	1,508

ANG Training: This program is required to provide instructors and support personnel for the I.G. Brown ANG Training and Education Center (TEC), and for ANG Field Training Units (FTUs) in support of F-15's, F-16's, F-22's and C-130's.

	FY 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	79	74	100	123	123	123
Enlisted	358	348	436	522	519	522
Subtotal	437	422	536	645	642	645

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

USAF Mission Support: This program provides direct full-time active duty support of the active military forces. Included are missions such as Aerospace Control Alert (ACA) throughout CONUS and Special Operations (SOF).

	FY 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	38	4	91	176	176	176
Enlisted	419	62	495	925	920	925
Subtotal	457	66	586	1,101	1,096	1,101

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 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	23	21	23	20	20	20
Enlisted	171	148	170	187	186	187
Subtotal	194	169	193	207	206	207

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

	FY 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,017	2,117	1,909	1,697	1,657	1,698
Enlisted	9,502	9,993	9,065	8,387	8,361	8,430
Subtotal	11,519	12,110	10,974	10,084	10,018	10,128

Total All Sections

	FY 2014		FY 2015		FY 2016	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2,622	2,668	2,664	2,667	2,632	2,668
Enlisted	11,536	11,632	11,560	11,723	11,679	11,766
Subtotal	14,158	14,300	14,224	14,390	14,311	14,434

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

Pay and Allowances of Officers: These funds provide for pay and allowances for officers serving on active duty as used for pricing the program authorized by Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The dollar rate used in computing these requirements includes basic pay, 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 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	173	\$207,982.66	\$35,981	171	\$210,847.95	\$36,055	171	\$212,649.12	\$36,363
RECRUITING AND RETENTION	4	\$175,500.00	\$702	4	\$177,250.00	\$709	4	\$179,250.00	\$717
ANG ADMINISTRATION AND SUPPORT	288	\$167,211.81	\$48,157	366	\$169,183.06	\$61,921	481	\$170,700.62	\$82,107
ANG TRAINING	79	\$169,658.23	\$13,403	100	\$171,690.00	\$17,169	123	\$173,219.51	\$21,306
USAF MISSION SUPPORT	38	\$163,736.84	\$6,222	91	\$165,670.33	\$15,076	176	\$167,170.45	\$29,422
COMBAT READINESS TRAINING CENTER	23	\$168,217.39	\$3,869	23	\$170,173.91	\$3,914	20	\$171,700.00	\$3,434
ANG DIRECT UNIT SUPPORT	2,017	\$166,101.64	\$335,027	1,909	\$168,097.96	\$320,899	1,657	\$169,607.72	\$281,040
TOTAL	2,622		\$443,361	2,664		\$455,743	2,632		\$454,389

Pay and 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 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	17	\$118,411.76	\$2,013	20	\$119,900.00	\$2,398	26	\$121,000.00	\$3,146
RECRUITING AND RETENTION	601	\$94,432.61	\$56,754	624	\$95,658.65	\$59,691	642	\$96,599.69	\$62,017
ANG ADMINISTRATION AND SUPPORT	468	\$107,363.25	\$50,246	750	\$108,712.00	\$81,534	1025	\$109,748.29	\$112,492
ANG TRAINING	358	\$93,810.06	\$33,584	436	\$95,025.23	\$41,431	519	\$95,963.39	\$49,805
USAF MISSION SUPPORT	419	\$86,673.03	\$36,316	495	\$87,812.12	\$43,467	920	\$88,700.00	\$81,604
COMBAT READINESS TRAINING CENTER	171	\$98,818.71	\$16,898	170	\$100,076.47	\$17,013	186	\$101,059.14	\$18,797
ANG DIRECT UNIT SUPPORT	9,502	\$94,356.66	\$896,577	9,065	\$95,589.52	\$866,519	8,361	\$96,549.81	\$807,253
TOTAL	11,536		\$1,092,388	11,560		\$1,112,053	11,679		\$1,135,114

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

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

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

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	173	\$5,867.05	\$1,015	171	\$5,949.19	\$1,017	171	\$6,044.38	\$1,034
RECRUITING AND RETENTION	25	\$5,880.00	\$147	25	\$5,962.32	\$149	25	\$6,057.72	\$151
ANG ADMINISTRATION AND SUPPORT	19	\$5,842.11	\$111	19	\$5,923.89	\$113	19	\$6,018.68	\$114
ANG TRAINING	28	\$5,857.14	\$164	28	\$5,939.14	\$166	28	\$6,034.17	\$169
USAF MISSION SUPPORT	28	\$5,857.14	\$164	28	\$5,939.14	\$166	28	\$6,034.17	\$169
COMBAT READINESS TRAINING CENTER	22	\$5,863.64	\$129	22	\$5,945.73	\$131	22	\$6,040.86	\$133
ANG DIRECT UNIT SUPPORT	108	\$5,861.11	\$633	108	\$5,943.17	\$642	108	\$6,038.26	\$652
TOTAL	403		\$2,363	401		\$2,384	401		\$2,422

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 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	17	\$3,470.59	\$59	20	\$3,519.18	\$70	26	\$3,575.48	\$93
RECRUITING AND RETENTION	51	\$3,490.20	\$178	51	\$3,539.06	\$180	51	\$3,595.68	\$183
ANG ADMINISTRATION AND SUPPORT	54	\$3,500.00	\$189	54	\$3,549.00	\$192	54	\$3,605.78	\$195
ANG TRAINING	90	\$3,488.89	\$314	90	\$3,537.73	\$318	90	\$3,594.34	\$323
USAF MISSION SUPPORT	108	\$3,481.48	\$376	108	\$3,530.22	\$381	108	\$3,586.71	\$387
COMBAT READINESS TRAINING CENTER	39	\$3,512.82	\$137	39	\$3,562.00	\$139	39	\$3,618.99	\$141
ANG DIRECT UNIT SUPPORT	413	\$3,489.10	\$1,441	413	\$3,537.95	\$1,461	413	\$3,594.56	\$1,485
TOTAL	772		\$2,694	775		\$2,741	781		\$2,807

**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 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	173	\$400.00	\$69	171	\$400.00	\$68	171	\$400.00	\$68
Active Duty Officer Uniform Allowance	80	\$200.00	\$16	79	\$200.00	\$16	79	\$200.00	\$16
Total Uniform Allowances, Officers	253		\$85	250		\$84	250		\$84

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 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	12	\$349.20	\$4	14	\$346.75	\$5	18	\$352.30	\$6
Female Cash Clothing Replacement Allowance	5	\$352.80	\$2	6	\$352.80	\$2	8	\$358.44	\$3
Total Cash Clothing Replacement Allowance, Enlisted	17		\$6	20		\$7	26		\$9

**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 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)).

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	13	\$100,000.00	\$1,300	13	\$100,000.00	\$1,300	13	\$100,000.00	\$1,300
ENLISTED	18	\$100,000.00	\$1,800	18	\$100,000.00	\$1,800	18	\$100,000.00	\$1,800
TOTAL	31		\$3,100	31		\$3,100	31		\$3,100
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	47	\$5,085.11	\$239	48	\$5,145.83	\$247	47	\$5,191.49	\$244
ENLISTED	922	\$5,043.38	\$4,650	926	\$5,093.95	\$4,717	937	\$5,155.82	\$4,831
TOTAL	969		\$4,889	974		\$4,964	984		\$5,075
SEVERELY DISABLED COMPENSATION PROGRAM									
OFFICER	1	\$6,000.00	\$6	1	\$6,000.00	\$6	1	\$6,000.00	\$6
ENLISTED	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	1		\$6	1		\$6	1		\$6
TRANSPORTATION SUBSIDY									
OFFICER	101	\$1,905.00	\$193	103	\$1,560.00	\$161	103	\$1,560.00	\$160
ENLISTED	257	\$1,905.00	\$489	258	\$1,560.00	\$402	261	\$1,560.00	\$407
TOTAL	358		\$682	361		\$563	363		\$567

**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 six years. Cash bonuses are given in the amount of \$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. A second installment of \$10,000 is paid to the member on the third anniversary of their enlistment, The FY 15 amount indicated in this book is reflective of a reduction to the amount authorized to be paid. Future FYs reflect the required funding for new Non-Prior Service Bonus payments as well as installments due in the FY.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	1,894	\$10,000.00	\$18,937	342	\$10,000.00	\$3,418	1,250	\$10,000.00	\$12,500
Anniversary Payments	1,529	\$7,500.00	\$11,464	1,381	\$7,500.00	\$10,355	4,450	\$7,500.00	\$33,375
Subtotal	3,422		\$30,401	1,722		\$13,773	5,700		\$45,875

Prior Service Three-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of three years. These service members 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 in a reserve component. The cash bonus is paid in two installments. The first installment is paid upon entry in the amount of \$3,750. The second installment of \$3,750 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$7,500.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	97	\$3,747.43	\$365	200	\$3,750.00	\$750	90	\$3,755.56	\$338
Anniversary Payments	20	\$3,774.51	\$77	130	\$3,753.85	\$488	74	\$3,756.76	\$278
Subtotal	118		\$442	330		\$1,238	164		\$616

Prior Service Six-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of six years. These service members 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 in a reserve component. The cash bonus is paid in two installments. The first installment is paid upon entry/career field qualification in the amount of \$7,500. The second installment of \$7,500 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$15,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	160	\$7,500.00	\$1,200	131	\$7,500.00	\$979	150	\$7,500.00	\$1,125
Anniversary Payments	273	\$2,500.00	\$682	240	\$6,600.00	\$1,581	240	\$6,600.00	\$1,581
Subtotal	433		\$1,882	371		\$2,560	390		\$2,706

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

Reenlistment Three-Year Bonus: These funds provide bonus payments to members who reenlist in an Air National Guard established critical skill career field for a period of three years. These members have less than 20 years of total military service and are fully-qualified in the critical skill. The cash bonus is paid in two installments. The first installment is paid upon entry in the amount of \$3,750. The second installment of \$3,750 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$7,500.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	138	\$3,750.00	\$518	850	\$3,750.00	\$3,188	336	\$3,750.00	\$1,262
Anniversary Payments	46	\$3,760.00	\$171	65	\$3,750.00	\$244	65	\$3,750.00	\$244
Subtotal	184		\$689	915		\$3,432	401		\$1,506

Reenlistment Six-Year Bonus: These funds provide bonus payments to members who reenlist in an Air National Guard established critical skill career field for a period of six years. These members have less than 20 years of total military service and are fully-qualified in the critical skill. The cash bonus is paid in two installments. The first installment is paid upon reenlistment in the amount of \$7,500. The second installment of \$7,500 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$15,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	1,966	\$7,500.00	\$14,745	570	\$7,500.00	\$4,275	2,007	\$7,500.00	\$15,049
Anniversary Payments	1,249	\$4,500.00	\$5,620	1,489	\$7,500.00	\$11,168	1,042	\$7,500.00	\$7,815
Subtotal	3,215		\$20,365	2,059		\$15,443	3,049		\$22,864

Affiliation Three-Year Bonus: These funds provide bonus payments to members who affiliate into Air National Guard established critical skill career field for a period of three years. These service members have less than 20 years of total military service, have previously served on active duty and received an honorable discharge at the conclusion of their military service. The cash bonus is paid in two installments. The first installment is paid upon entry/qualification in the amount of \$5,000. The second installment of \$5,000 is paid at the second anniversary of the three year contract. The total amount paid for this bonus is \$10,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	42	\$5,000.00	\$212	5	\$5,000.00	\$25	5	\$5,000.00	\$25
Anniversary Payments	0	\$0.00	\$0	7	\$5,100.00	\$33	7	\$5,100.00	\$33
Subtotal	42		\$212	12		\$58	12		\$58

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

Affiliation Six-Year Bonus: These funds provide bonus payments to prior service members who enlist in an Air National Guard established critical skill career field for a period of six years. These service members have less than 20 years of total military service, have previously served on active duty and received an honorable discharge at the conclusion of their military service. The cash bonus is paid in two installments. The first installment is paid upon entry/career field qualification in the amount of \$10,000. The second installment of \$10,000 is paid at the third anniversary of the six year contract. The total amount paid for this bonus is \$20,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	194	\$10,000.00	\$1,940	75	\$10,000.00	\$750	125	\$10,000.00	\$1,250
Anniversary Payments	52	\$5,700.00	\$300	145	\$10,000.00	\$1,450	125	\$10,000.00	\$1,250
Subtotal	246		\$2,240	220		\$2,200	250		\$2,500

Officer Accession Affiliation Bonus: A reserve accession affiliation bonus may be paid to officer personnel 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 commitment.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	21	\$10,000.00	\$212	60	\$20,000.00	\$1,200	60	\$20,000.00	\$1,200
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	21		\$212	60		\$1,200	60		\$1,200

Health Professionals Loan Repayment: These funds provide loan repayment on behalf Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. This provides repayment of any loan made, insured, or guaranteed under Parts B and E of the Higher Education Act of 1965 after 1 October 1975, and Part C of the Health Service Act. The loan repayment will occur at the completion of each year of satisfactory service within a three year service agreement. The installments are as follows: First and second anniversary payments are up to \$20,000 each. Third anniversary payment is up to \$10,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	66	\$20,000.00	\$1,323	55	\$20,000.00	\$1,107	55	\$20,000.00	\$1,100
Anniversary Payments	59	\$17,000.00	\$1,000	72	\$15,000.00	\$1,072	83	\$16,000.00	\$1,302
Subtotal	125		\$2,323	127		\$2,179	138		\$2,402

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

Chaplain Loan Repayment: These funds provide loan repayment on behalf of Chaplains who agree to serve in the Air National Guard for a period of three years. This provides 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. Payments are made in three installments at the completion of each year of a three-year commitment. The total amount allowed for each three year commitment is \$20,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	38	\$10,000.00	\$380	30	\$10,000.00	\$300	30	\$10,000.00	\$300
Anniversary Payments	38	\$5,000.00	\$190	47	\$5,000.00	\$236	47	\$5,000.00	\$236
Subtotal	76		\$570	77		\$536	77		\$536

Health Professional Cash Bonus (\$75K): These funds provide bonus payments to Health Professionals who agree to serve in the medical or dental corps in critical Health Professions specialties for a period of three years. The cash bonus is paid in three installments of \$25,000. The total amount paid for a three year commitment is \$75,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	64	\$25,000.00	\$1,600	72	\$25,000.00	\$1,803	60	\$25,000.00	\$1,500
Anniversary Payments	58	\$25,000.00	\$1,450	56	\$25,000.00	\$1,394	71	\$25,000.00	\$1,775
Subtotal	122		\$3,050	128		\$3,197	131		\$3,275

Health Professional Cash Bonus (\$45K): These funds provide bonus payments to Health Professionals who agree to serve in the critical Health Professions specialties (these may include Nursing, Physician Assistant, Biomedical and Pharmacy) for a period of three years. The cash bonus is paid in three installments of \$15,000. The total amount paid for a three year commitment is \$45,000.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	60	\$15,000.00	\$900	65	\$15,000.00	\$975	58	\$15,000.00	\$870
Anniversary Payments	53	\$15,000.00	\$791	51	\$15,000.00	\$772	59	\$15,000.00	\$885
Subtotal	113		\$1,691	116		\$1,747	117		\$1,755

**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 Air National Guard officers enrolled in a residency program in a critical Health Professions specialty.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	70	\$15,000.00	\$1,050	93	\$15,000.00	\$1,395	79	\$15,000.00	\$1,185
Anniversary Payments	55	\$15,000.00	\$825	70	\$15,000.00	\$1,050	84	\$15,000.00	\$1,260
Subtotal	125		\$1,875	163		\$2,445	163		\$2,445

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 in Nursing or Physician's Assistant. Members are paid \$100 per month.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	30	\$1,200.00	\$36	30	\$1,200.00	\$36	30	\$1,200.00	\$36
Anniversary Payments	26	\$1,200.00	\$31	26	\$1,200.00	\$31	26	\$1,200.00	\$31
Subtotal	56		\$67	56		\$67	56		\$67

Enlisted Student Loan Repayment: These funds provide 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. These are repaid providing a member enlisted or reenlisted in an Air National Guard unit in a designated critical specialty prior to 2009. 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. No Enlisted Student Loan Repayments will be obligated after FY15.

	FY 2014			FY 2015			FY 2016		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
New Payments	34	\$3,500.00	\$119	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	1,714	\$3,500.00	\$6,000	2,829	\$3,500.00	\$9,900	0	\$0.00	\$0
Subtotal	1,748		\$6,119	2,829		\$9,900	0		\$0

TOTAL RESERVE INCENTIVES

	FY 2014			FY 2015			FY 2016		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	638	\$15,345.30	9,788	727	\$15,641.74	11,371	742	\$15,744.48	11,680
Enlisted	9,408	\$6,627.34	62,350	8,457	\$5,747.19	48,604	9,965	\$7,638.93	76,125
Subtotal	10,046		\$72,138	9,184		\$59,975	10,707		\$87,805

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

\$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 2014			FY 2015			FY 2016		
	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 and Gate Keeper mission. The Air National Guard assumed full responsibility for the NSF mission in FY 1998. The reimbursable positions shown are all full-time active reimbursable positions.

	FY 2014	FY 2015	FY 2016
Officer - Base Pay	\$ 5,688	\$ 8,984	\$ 8,943
FICA	\$ 435	\$ 687	\$ 684
Retired Pay Accrual	\$ 1,843	\$ 2,893	\$ 2,808
Other Pay and Allowances	\$ 651	\$ 1,092	\$ 1,206
PCS Travel	\$ 55	\$ 87	\$ 87
Total Officer Program	\$ 8,672	\$ 13,743	\$ 13,728
Enlisted - Base Pay	\$ 12,040	\$ 19,019	\$ 18,908
FICA	\$ 921	\$ 1,455	\$ 1,446
Retired Pay Accrual	\$ 3,901	\$ 6,124	\$ 5,937
Other Pay and Allowances	\$ 1,289	\$ 2,161	\$ 2,406
PCS Travel	\$ 57	\$ 91	\$ 90
Total Enlisted Program	\$ 18,208	\$ 28,850	\$ 28,787
Total Reimbursable Program	\$ 26,880	\$ 42,593	\$ 42,515

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</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 2014</u>	<u>FY 2015</u>	<u>FY 2016</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

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Electronic Signal Intelligence Exploitation	Yes	Yes	Yes
Electronic System Security Assessment	Yes	Yes	Yes
Electronic Warfare Systems	Yes	Yes	Yes
Engineering	Yes	Yes	Yes
Environmental Controls	Yes	Yes	Yes
Explosive Ordnance Disposal	Yes	Yes	Yes
F-15/F-111 Avionics Communications and Navigation Aids	Yes	Yes	Yes
F-15/F-111 Avionics Systems	Yes	Yes	Yes
F-16/F-117/CV-22 Avionics Systems	Yes	Yes	Yes
Far East Crptologic Linguist	Yes	Yes	Yes
Financial Management and Comptroller	Yes	Yes	Yes
Fire Protection	Yes	Yes	Yes
Flight Attendant	Yes	Yes	Yes
Flight Engineer (Helicopter)	Yes	Yes	Yes
Flight Engineer (performance qualified)	Yes	Yes	Yes
Fuels	Yes	Yes	Yes
General Purpose Vehicle Maintenance	Yes	Yes	Yes
Ground Radar Systems	Yes	Yes	Yes
Ground Radio Communications	Yes	Yes	Yes
Health Services Management	Yes	Yes	Yes
HVAC and Refrigeration	Yes	Yes	Yes
Helicopter Maintenance	Yes	Yes	Yes
Histopathology	Yes	Yes	Yes
Imagery analysis	Yes	Yes	Yes
In-Flight refueling	Yes	Yes	Yes
Information Management	Yes	Yes	Yes
Intelligence Applications	Yes	Yes	Yes
Interpreter/Translator	Yes	Yes	Yes
Liquid Fuel Systems Maintenance	Yes	Yes	Yes
Maintenance Data Systems Analysis	Yes	Yes	Yes
Maintenance Scheduling	Yes	Yes	Yes
Manpower	Yes	Yes	Yes
Medical Laboratory	Yes	Yes	Yes
Medical Service	Yes	Yes	Yes
Medical Service, Allergy/Immunology	Yes	Yes	Yes

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Medical Service, Neurology	Yes	Yes	Yes
Mental Health Services	Yes	Yes	Yes
Meteorological and Navigation's Systems	Yes	Yes	Yes
Middle East Crptologic Linguist	Yes	Yes	Yes
Missile and Space Facilities	Yes	Yes	Yes
Missile and Space System Maintenance	Yes	Yes	Yes
Missile and Space System Electrical Maintenance	Yes	Yes	Yes
Munitions Systems	Yes	Yes	Yes
Nondestructive Inspection	Yes	Yes	Yes
Nuclear Weapons	Yes	Yes	Yes
Operations Management	Yes	Yes	Yes
Operations Resource Management	Yes	Yes	Yes
Optometry	Yes	Yes	Yes
Paralegal	Yes	Yes	Yes
Pararescue	Yes	Yes	Yes
Pavements and Construction Equipment	Yes	Yes	Yes
Personnel	Yes	Yes	Yes
Pharmacy	Yes	Yes	Yes
Physical Therapy	Yes	Yes	Yes
Precision Measurement Equipment	Yes	Yes	Yes
Public Affairs	Yes	Yes	Yes
Public Health	Yes	Yes	Yes
Radio and TV Broadcast	Yes	Yes	Yes
Radio Communications System	Yes	Yes	Yes
Readiness	Yes	Yes	Yes
Romance Crptologic Linguist	Yes	Yes	Yes
Satellite and Wide Band Communications Systems	Yes	Yes	Yes
Secure Communications Systems	Yes	Yes	Yes
Security Forces, Combat Arms	Yes	Yes	Yes
Security Forces, Including Dog Handlers	Yes	Yes	Yes
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

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Special Investigations	Yes	Yes	Yes
Special Purpose Vehicle and Equipment Maintenance	Yes	Yes	Yes
Special Vehicle Maintenance, Firetruck	Yes	Yes	Yes
Special Vehicle Maintenance, Refuel	Yes	Yes	Yes
Structural	Yes	Yes	Yes
Surgical Service	Yes	Yes	Yes
Surgical Service, Otorhinolaryngology	Yes	Yes	Yes
Survival Equipment	Yes	Yes	Yes
Survival Evasion, Resistance and Escape Training	Yes	Yes	Yes
Tactical Air Command and Control	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-15	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-16/F-117	Yes	Yes	Yes
Technical Applications Specialist]	Yes	Yes	Yes
Telephone Systems	Yes	Yes	Yes
Utilities Systems	Yes	Yes	Yes
Vehicle Body Maintenance	Yes	Yes	Yes
Vehicle Maintenance Control and Analysis	Yes	Yes	Yes
Vehicle Operations	Yes	Yes	Yes
Visual Imagery and Instruction Detection	Yes	Yes	Yes
Visual Information	Yes	Yes	Yes
Visual Information Prod Doc	Yes	Yes	Yes
Weather	Yes	Yes	Yes

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

Estimate	FY 2016	\$14,803
Estimate	FY 2015	\$17,794
Actual	FY 2014	\$17,436

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.

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

	BA	Amount
FY 2015 Direct Program		\$17,794
Budget Activity Adjustment	17,794	
Increases:		
Program Increases		
Basic Benefits	1	
REAP (Chapter 1607)	1,513	
Amortization (Chapter 1607)	1,513	
Total Program Increases	1,514	
Total Increases		\$1,514
Decreases:		
Pricing Decreases		
Basic Benefits	(2,201)	
Kicker	(2,304)	
Total Pricing Decreases	(4,505)	
Total Decreases		(\$4,505)
FY 2016 Direct Program		\$14,803

**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. 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 2014			FY 2015			FY 2016		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	4,155	\$958	\$3,981	2,836	\$1,364	\$3,868	2,837	\$588	\$1,668
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,774	\$4,851	\$13,455	2,887	\$4,682	\$13,517	2,887	\$3,884	\$11,213
CHAPTER 1606 AMORTIZATION			\$0			\$0			\$0
<u>REAP (CHAPTER 1607)</u>									
Normal Cost (Ch. 1607)	0	\$0	\$0	886	\$412	\$409	886	\$412	\$409
Mobilized 90 Days	0	\$0	\$0	634	\$552	\$261	634	\$552	\$261
Mobilized 1 Year	0	\$0	\$0	193	\$703	\$107	193	\$703	\$107
Mobilized 2 Years	0	\$0	\$0	59	\$0	\$41	59	\$0	\$41
CHAPTER 1607 AMORTIZATION			\$0			\$0			\$1,513
ENHANCED EDUCATIONAL ASSISTANCE(CHAPTER 1607)			\$0	886		\$409	886		\$1,922
TOTAL EDUCATIONAL BENEFITS	6,929		\$17,436	6,609		\$17,794	6,610		\$14,803

SPECIAL ANALYSIS

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	1,529	\$11,464	1,381	\$10,355	4,450	\$33,375								
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	1,894	\$18,937												
FY2014 Anniversary Payments							3,673	\$36,728						
FY2015														
FY2015 Initial and Subsequent			342	\$3,418										
FY2015 Anniversary Payments									892	\$8,920				
FY2016														
FY2016 Initial and Subsequent					1,250	\$12,500								
FY2016 Anniversary Payments											1,105	\$11,050		
FY2017														
FY2017 Initial and Subsequent							1,331	\$13,312						
FY2017 Anniversary Payments													722	\$7,220
FY2018														
FY2018 Initial and Subsequent									1,423	\$14,228				
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent											1,200	\$12,000		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													1,704	\$17,038
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	1,894	\$18,937	342	\$3,418	1,250	\$12,500	1,331	\$13,312	1,423	\$14,228	1,200	\$12,000	1,704	\$17,038
Total Anniversary Payment	1,529	\$11,464	1,381	\$10,355	4,450	\$33,375	3,673	\$36,728	892	\$8,920	1,105	\$11,050	722	\$7,220
Total	3,422	\$30,401	1,722	\$13,773	5,700	\$45,875	5,004	\$50,040	2,315	\$23,148	2,305	\$23,050	2,426	\$24,258

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	20	\$77	130	\$488										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	97	\$365												
FY2014 Anniversary Payments					74	\$278								
FY2015														
FY2015 Initial and Subsequent			200	\$750										
FY2015 Anniversary Payments							76	\$285						
FY2016														
FY2016 Initial and Subsequent					90	\$338								
FY2016 Anniversary Payments									76	\$285				
FY2017														
FY2017 Initial and Subsequent							90	\$338						
FY2017 Anniversary Payments											76	\$285		
FY2018														
FY2018 Initial and Subsequent									90	\$338				
FY2018 Anniversary Payments													76	\$285
FY2019														
FY2019 Initial and Subsequent											90	\$338		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													90	\$338
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	97	\$365	200	\$750	90	\$338								
Total Anniversary Payment	20	\$77	130	\$488	74	\$278	76	\$285	76	\$285	76	\$285	76	\$285
Total	118	\$442	330	\$1,238	164	\$616	166	\$623	166	\$623	166	\$623	166	\$623

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	273	\$682	240	\$1,581	240	\$1,581								
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	160	\$1,200												
FY2014 Anniversary Payments							111	\$833						
FY2015														
FY2015 Initial and Subsequent			131	\$979										
FY2015 Anniversary Payments									110	\$825				
FY2016														
FY2016 Initial and Subsequent					150	\$1,125								
FY2016 Anniversary Payments											110	\$825		
FY2017														
FY2017 Initial and Subsequent							150	\$1,125						
FY2017 Anniversary Payments													110	\$825
FY2018														
FY2018 Initial and Subsequent									130	\$975				
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent											111	\$833		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													111	\$833
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	160	\$1,200	131	\$979	150	\$1,125	150	\$1,125	130	\$975	111	\$833	111	\$833
Total Anniversary Payment	273	\$682	240	\$1,581	240	\$1,581	111	\$833	110	\$825	110	\$825	110	\$825
Total	433	\$1,882	371	\$2,560	390	\$2,706	261	\$1,958	240	\$1,800	221	\$1,658	221	\$1,658

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	46	\$171	65	\$244										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	138	\$518												
FY2014 Anniversary Payments					65	\$244								
FY2015														
FY2015 Initial and Subsequent			850	\$3,188										
FY2015 Anniversary Payments							780	\$2,925						
FY2016														
FY2016 Initial and Subsequent					336	\$1,262								
FY2016 Anniversary Payments									464	\$1,740				
FY2017														
FY2017 Initial and Subsequent							1,000	\$3,750						
FY2017 Anniversary Payments											780	\$2,925		
FY2018														
FY2018 Initial and Subsequent									550	\$2,063				
FY2018 Anniversary Payments													468	\$1,753
FY2019														
FY2019 Initial and Subsequent											1,000	\$3,750		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													850	\$3,188
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	138	\$518	850	\$3,188	336	\$1,262	1,000	\$3,750	550	\$2,063	1,000	\$3,750	850	\$3,188
Total Anniversary Payment	46	\$171	65	\$244	65	\$244	780	\$2,925	464	\$1,740	780	\$2,925	468	\$1,753
Total	184	\$689	915	\$3,432	401	\$1,506	1,780	\$6,675	1,014	\$3,803	1,780	\$6,675	1,318	\$4,941

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	1,249	\$5,620	1,489	\$11,168	1,042	\$7,815								
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	1,966	\$14,745												
FY2014 Anniversary Payments							898	\$6,735						
FY2015														
FY2015 Initial and Subsequent			570	\$4,275										
FY2015 Anniversary Payments									1,360	\$10,200				
FY2016														
FY2016 Initial and Subsequent					2,007	\$15,049								
FY2016 Anniversary Payments											1,066	\$7,995		
FY2017														
FY2017 Initial and Subsequent							1,411	\$10,580						
FY2017 Anniversary Payments													1,199	\$8,993
FY2018														
FY2018 Initial and Subsequent									1,308	\$9,806				
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent											1,238	\$9,286		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													1,295	\$9,713
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	1,966	\$14,745	570	\$4,275	2,007	\$15,049	1,411	\$10,580	1,308	\$9,806	1,238	\$9,286	1,295	\$9,713
Total Anniversary Payment	1,249	\$5,620	1,489	\$11,168	1,042	\$7,815	898	\$6,735	1,360	\$10,200	1,066	\$7,995	1,199	\$8,993
Total	3,215	\$20,365	2,059	\$15,443	3,049	\$22,864	2,309	\$17,315	2,668	\$20,006	2,304	\$17,281	2,494	\$18,706

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations			7	\$33										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	42	\$212												
FY2014 Anniversary Payments					7	\$33								
FY2015														
FY2015 Initial and Subsequent			5	\$25			7	\$33						
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent					5	\$25								
FY2016 Anniversary Payments									3	\$16				
FY2017														
FY2017 Initial and Subsequent							6	\$31						
FY2017 Anniversary Payments											3	\$16		
FY2018														
FY2018 Initial and Subsequent									5	\$25				
FY2018 Anniversary Payments													3	\$16
FY2019														
FY2019 Initial and Subsequent											5	\$25		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													5	\$25
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	42	\$212	5	\$25	5	\$25	6	\$31	5	\$25	5	\$25	5	\$25
Total Anniversary Payment			7	\$33	7	\$33	7	\$33	3	\$16	3	\$16	3	\$16
Total	42	\$212	12	\$58	12	\$58	13	\$64	8	\$41	8	\$41	8	\$41

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	52	\$300	145	\$1,450	125	\$1,250								
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	194	\$1,940												
FY2014 Anniversary Payments							49	\$488						
FY2015														
FY2015 Initial and Subsequent			75	\$750										
FY2015 Anniversary Payments									49	\$488				
FY2016														
FY2016 Initial and Subsequent					125	\$1,250								
FY2016 Anniversary Payments											49	\$488		
FY2017														
FY2017 Initial and Subsequent							125	\$1,250						
FY2017 Anniversary Payments													49	\$488
FY2018														
FY2018 Initial and Subsequent									125	\$1,250				
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent											125	\$1,250		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													125	\$1,250
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	194	\$1,940	75	\$750	125	\$1,250								
Total Anniversary Payment	52	\$300	145	\$1,450	125	\$1,250	49	\$488	49	\$488	49	\$488	49	\$488
Total	246	\$2,240	220	\$2,200	250	\$2,500	174	\$1,738	174	\$1,738	174	\$1,738	174	\$1,738

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	21	\$212												
FY2014 Anniversary Payments														
FY2015														
FY2015 Initial and Subsequent			60	\$1,200										
FY2015 Anniversary Payments														
FY2016														
FY2016 Initial and Subsequent					60	\$1,200								
FY2016 Anniversary Payments														
FY2017														
FY2017 Initial and Subsequent							60	\$1,200						
FY2017 Anniversary Payments														
FY2018														
FY2018 Initial and Subsequent									60	\$1,200				
FY2018 Anniversary Payments														
FY2019														
FY2019 Initial and Subsequent											60	\$1,200		
FY2019 Anniversary Payments														
FY2020														
FY2020 Initial and Subsequent													60	\$1,200
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	21	\$212	60	\$1,200										
Total Anniversary Payment														
Total	21	\$212	60	\$1,200										

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	59	\$1,000	36	\$361										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	66	\$1,323												
FY2014 Anniversary Payments			36	\$711	36	\$361								
FY2015														
FY2015 Initial and Subsequent			55	\$1,107										
FY2015 Anniversary Payments					47	\$941	30	\$302						
FY2016														
FY2016 Initial and Subsequent					55	\$1,100								
FY2016 Anniversary Payments							34	\$680	29	\$289				
FY2017														
FY2017 Initial and Subsequent							40	\$800						
FY2017 Anniversary Payments									34	\$680	29	\$289		
FY2018														
FY2018 Initial and Subsequent									40	\$800				
FY2018 Anniversary Payments											34	\$340	29	\$289
FY2019														
FY2019 Initial and Subsequent											40	\$800		
FY2019 Anniversary Payments													34	\$340
FY2020														
FY2020 Initial and Subsequent													40	\$800
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	66	\$1,323	55	\$1,107	55	\$1,100	40	\$800	40	\$800	40	\$800	40	\$800
Total Anniversary Payment	59	\$1,000	72	\$1,072	83	\$1,302	64	\$982	63	\$969	63	\$629	63	\$629
Total	125	\$2,323	127	\$2,179	138	\$2,402	104	\$1,782	103	\$1,769	103	\$1,429	103	\$1,429

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	38	\$190	22	\$108										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	38	\$380												
FY2014 Anniversary Payments			26	\$128	22	\$108								
FY2015														
FY2015 Initial and Subsequent			30	\$300										
FY2015 Anniversary Payments					26	\$128	22	\$108						
FY2016														
FY2016 Initial and Subsequent					30	\$300								
FY2016 Anniversary Payments							26	\$128	22	\$108				
FY2017														
FY2017 Initial and Subsequent							30	\$300						
FY2017 Anniversary Payments									26	\$128	22	\$108		
FY2018														
FY2018 Initial and Subsequent									55	\$550				
FY2018 Anniversary Payments											47	\$234	22	\$108
FY2019														
FY2019 Initial and Subsequent											55	\$550		
FY2019 Anniversary Payments													47	\$234
FY2020														
FY2020 Initial and Subsequent													55	\$550
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	38	\$380	30	\$300	30	\$300	30	\$300	55	\$550	55	\$550	55	\$550
Total Anniversary Payment	38	\$190	47	\$236	47	\$236	47	\$236	47	\$236	68	\$342	68	\$342
Total	76	\$570	77	\$536	77	\$536	77	\$536	102	\$786	123	\$892	123	\$892

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	58	\$1,450	19	\$486										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	64	\$1,600												
FY2014 Anniversary Payments			36	\$908	24	\$600								
FY2015														
FY2015 Initial and Subsequent			72	\$1,803										
FY2015 Anniversary Payments					47	\$1,175	30	\$750						
FY2016														
FY2016 Initial and Subsequent					60	\$1,500								
FY2016 Anniversary Payments							51	\$1,275	43	\$1,075				
FY2017														
FY2017 Initial and Subsequent							60	\$1,500						
FY2017 Anniversary Payments									51	\$1,275	43	\$1,083		
FY2018														
FY2018 Initial and Subsequent									65	\$1,625				
FY2018 Anniversary Payments											55	\$1,375	47	\$1,175
FY2019														
FY2019 Initial and Subsequent											65	\$1,625		
FY2019 Anniversary Payments													55	\$1,381
FY2020														
FY2020 Initial and Subsequent													65	\$1,625
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	64	\$1,600	72	\$1,803	60	\$1,500	60	\$1,500	65	\$1,625	65	\$1,625	65	\$1,625
Total Anniversary Payment	58	\$1,450	56	\$1,394	71	\$1,775	81	\$2,025	94	\$2,350	98	\$2,458	102	\$2,556
Total	122	\$3,050	128	\$3,197	131	\$3,275	141	\$3,525	159	\$3,975	163	\$4,083	167	\$4,181

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	53	\$791	22	\$323										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	60	\$900												
FY2014 Anniversary Payments			30	\$449	33	\$495								
FY2015														
FY2015 Initial and Subsequent			65	\$975										
FY2015 Anniversary Payments					26	\$390	22	\$330						
FY2016														
FY2016 Initial and Subsequent					58	\$870								
FY2016 Anniversary Payments							55	\$825	47	\$705				
FY2017														
FY2017 Initial and Subsequent							125	\$1,875						
FY2017 Anniversary Payments									81	\$1,215	53	\$795		
FY2018														
FY2018 Initial and Subsequent									125	\$1,875				
FY2018 Anniversary Payments											81	\$1,219	53	\$792
FY2019														
FY2019 Initial and Subsequent											125	\$1,875		
FY2019 Anniversary Payments													81	\$1,219
FY2020														
FY2020 Initial and Subsequent													125	\$1,875
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	60	\$900	65	\$975	58	\$870	125	\$1,875	125	\$1,875	125	\$1,875	125	\$1,875
Total Anniversary Payment	53	\$791	51	\$772	59	\$885	77	\$1,155	128	\$1,920	134	\$2,014	134	\$2,011
Total	113	\$1,691	116	\$1,747	117	\$1,755	202	\$3,030	253	\$3,795	259	\$3,889	259	\$3,886

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	55	\$825	34	\$510										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	70	\$1,050												
FY2014 Anniversary Payments			36	\$540	23	\$345								
FY2015														
FY2015 Initial and Subsequent			93	\$1,395										
FY2015 Anniversary Payments					61	\$915	39	\$585						
FY2016														
FY2016 Initial and Subsequent					79	\$1,185								
FY2016 Anniversary Payments							51	\$765	33	\$495				
FY2017														
FY2017 Initial and Subsequent							72	\$1,080						
FY2017 Anniversary Payments									47	\$705	30	\$450		
FY2018														
FY2018 Initial and Subsequent									83	\$1,245				
FY2018 Anniversary Payments											54	\$810	30	\$456
FY2019														
FY2019 Initial and Subsequent											79	\$1,185		
FY2019 Anniversary Payments													54	\$804
FY2020														
FY2020 Initial and Subsequent													79	\$1,178
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	70	\$1,050	93	\$1,395	79	\$1,185	72	\$1,080	83	\$1,245	79	\$1,185	79	\$1,178
Total Anniversary Payment	55	\$825	70	\$1,050	84	\$1,260	90	\$1,350	80	\$1,200	84	\$1,260	84	\$1,260
Total	125	\$1,875	163	\$2,445	163	\$2,445	162	\$2,430	163	\$2,445	163	\$2,445	163	\$2,438

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	26	\$31												
Accelerated Payments														
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							26	\$31						
FY2017														
FY2017 Initial and Subsequent							30	\$36						
FY2017 Anniversary Payments									26	\$31				
FY2018														
FY2018 Initial and Subsequent									30	\$36				
FY2018 Anniversary Payments											26	\$31		
FY2019														
FY2019 Initial and Subsequent											30	\$36		
FY2019 Anniversary Payments													26	\$31
FY2020														
FY2020 Initial and Subsequent													30	\$36
FY2020 Anniversary Payments														
Total														
Total Initial and Subsequent	30	\$36												
Total Anniversary Payment	26	\$31												
Total	56	\$67												

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations	1,714	\$6,000	2,829	\$9,900										
Accelerated Payments														
FY2014														
FY2014 Initial and Subsequent	34	\$119												
FY2014 Anniversary Payments														
Total														
Total Initial and Subsequent	34	\$119												
Total Anniversary Payment	1,714	\$6,000	2,829	\$9,900										
Total	1,748	\$6,119	2,829	\$9,900										
Total All Bonus Payments														
Total Initial and Subsequent	4,875	\$43,537	2,578	\$20,201	4,335	\$37,740	4,530	\$37,177	4,088	\$36,016	4,223	\$34,753	4,633	\$39,649
Total Anniversary Payment	5,171	\$28,601	6,606	\$39,774	6,372	\$50,065	5,978	\$53,806	3,392	\$29,180	3,662	\$30,318	3,104	\$26,409
Total	10,046	\$72,138	9,184	\$59,975	10,707	\$87,805	10,508	\$90,983	7,480	\$65,196	7,885	\$65,071	7,737	\$66,058

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2014**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	3	602	605	0	0	0	605
SUBTOTAL	3	602	605	0	0	0	605
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,912	0	0	22,919
UNIT SPT-NAVY RC	2,180	10,327	12,507	0	0	0	12,507
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	2,187	10,327	12,514	22,912	0	0	35,426
TRAINING:							
RC NON-UNIT INST	56	261	317	0	0	0	317
RC SCHOOLS	18	87	105	0	0	0	105
ROTC	0	0	0	0	0	0	0
SUBTOTAL	74	348	422	0	0	0	422
HEADQUARTERS:							
SERVICE HQS	59	0	59	0	0	0	59
AC HQS	7	12	19	0	0	0	19
AC INSTAL/ACTIVITIES	45	0	45	0	0	0	45
RC CHIEFS STAFF	49	0	49	0	0	0	49
OTHERS	282	467	749	0	0	0	749
SUBTOTAL	442	479	921	0	0	0	921
OTHERS	4	62	66	0	63	1,271	1,400
TOTAL	2,710	11,818	14,528	22,912	63	1,271	38,774

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2015**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	4	645	649	0	0	0	649
SUBTOTAL	4	645	649	0	0	0	649
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,142	0	0	22,149
UNIT SPT-NAVY RC	1,781	8,824	10,605	0	0	0	10,605
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,788	8,824	10,612	22,142	0	0	32,754
TRAINING:							
RC NON-UNIT INST	92	392	484	0	0	0	484
RC SCHOOLS	31	130	161	0	0	0	161
ROTC	0	0	0	0	0	0	0
SUBTOTAL	123	522	645	0	0	0	645
HEADQUARTERS:							
SERVICE HQS	60	0	60	0	0	0	60
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	46	26	72	0	0	0	72
RC CHIEFS STAFF	50	0	50	0	0	0	50
OTHERS	477	1,031	1,508	0	0	0	1,508
SUBTOTAL	640	1,057	1,697	0	0	0	1,697
OTHERS	176	925	1,101	0	27	1,000	2,128
TOTAL	2,731	11,973	14,704	22,142	27	1,000	37,873

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2016**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	4	645	649	0	0	0	649
SUBTOTAL	4	645	649	0	0	0	649
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	7	0	7	22,454	0	0	22,461
UNIT SPT-NAVY RC	1,782	8,867	10,649	0	0	0	10,649
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,789	8,867	10,656	22,454	0	0	33,110
TRAINING:							
RC NON-UNIT INST	92	392	484	0	0	0	484
RC SCHOOLS	31	130	161	0	0	0	161
ROTC	0	0	0	0	0	0	0
SUBTOTAL	123	522	645	0	0	0	645
HEADQUARTERS:							
SERVICE HQS	60	0	60	0	0	0	60
AC HQS	7	0	7	0	0	0	7
AC INSTAL/ACTIVITIES	46	26	72	0	0	0	72
RC CHIEFS STAFF	50	0	50	0	0	0	50
OTHERS	477	1,031	1,508	0	0	0	1,508
SUBTOTAL	640	1,057	1,697	0	0	0	1,697
OTHERS	176	925	1,101	0	27	1,297	2,425
TOTAL	2,732	12,016	14,748	22,454	27	1,297	38,526