



**NATIONAL GUARD BUREAU
3500 FETCHET AVENUE
JOINT BASE ANDREWS MD 20762-5157**

8 November 2023

MEMORANDUM FOR ANG DOS, MPMOs, WG/CCs, MSG/CCs, DIRECTORS OF
PERSONNEL, SPSs

FROM: NGB/A1

SUBJECT: Fiscal Year 2024 (FY24) Strength Management Initiatives (SMIs)

1. This message announces the FY24 Strength Management Initiatives in effect as of the date of this publication until superseded. FY24 Initiatives are designed to enable the Air National Guard (ANG) to achieve programmed end-strength and effective manning in critically stressed AFSCs. These initiatives apply only to new members accessed into the ANG (ex: non-prior service, prior service, and guard to guard transfers). These initiatives do not apply to members currently assigned to the wing, except where noted. These initiatives will be reviewed quarterly to ensure program objectives are met and may be superseded as needed.
2. Commanders must use accession initiatives judiciously with a full understanding of the personnel challenges that result from the over execution of FY24 initiatives. As a reminder, those accessed under FY24 initiatives are limited to excess and overgrade status limitations outlined in DAFI 36-2110, *Total Force Assignments*, and by policy as defined in this message. Therefore, it is imperative all units implement and execute force management plans by utilizing all personnel policies at their disposal.
3. Current programmed end-strength is in accordance with the FY24 National Defense Authorization Act (NDAA). States must execute a measured approach which facilitates precise recruiting to valid vacancies and critically stressed AFSCs while ensuring effective force management and retention programs. In FY24, we estimate the ANG will separate and retire 9,448 airmen and have a retention rate of 91 percent. To meet the FY24 end-strength goal, the ANG will require approximately 10,977 accessions, 9,963 (4,483 Prior Service and 5,480 Non-Prior Service) enlisted accessions and 1,014 (892 Prior Service and 122 Non-Prior Service) officer accessions.
4. All members excessed as a result of FY24 Strength Management Initiatives should be excessed in the DSG position (RIC 0128 for enlisted and RIC 0028 for officer). In extenuating circumstances, member may be excessed against a DSG position tied to a dual-status military technician position, provided the dual status technician member remains the incumbent and the DSG is excessed.

5. Non-Prior Service and Prior Service Enlisted Accessions

a. Commanders have the authority to allow for accessions into all AFSCs at 100 percent plus four personnel or ten percent, whichever is less. If the calculation equals less than one, commanders may round up to one so that each AFSC is authorized a minimum of plus one; assignments are restricted to two members to a valid position.

1A1X3	Special Mission Aviator	2A3X8	Remote Piloted Aircraft Maintenance
1A8X2	Airborne (ISR) Operator	2A5X1	Airlift/Special Mission Aircraft Maintenance
1B4X1	Cyber Warfare Operations	2A6X1	Aerospace Propulsion
1C5X1	Battle Management Ops	2A6X2	Aerospace Ground Equipment
1C6X1	Space Systems Operations	2A6X3	Aircrew Egress Systems
1C8X3	Radar, Airfield & Weather Systems (RAWS)	2A6X4	Aircraft Fuel Systems
1N2X1	Signals Intelligence	2A6X5	Aircraft Hydraulic Systems
1N3X1	Cryptologic Language Analyst	2A7X5	Low Observable Aircraft Structural Maintenance
1N4X1	Cyber Intelligence	2A9X4	Heavy Aircraft Integrated Avionics
1N4X2	Cryptologic Analyst & Reporter	2F0X1	Fuels
1N8X1	Targeting Analyst	2R0X1	Maintenance Management Analysis
1S0X1	Safety	2R1X1	Maintenance Management Production
1T0X1	Survival, Evasion, Resistance, Escape (SERE) Specialist	2T2X1	Air Transportation
1W0X1	Weather	2T3X1	Mission Generation Vehicular Equipment Maintenance
1Z1X1	Pararescue	2W0X1	Munitions Systems
1Z2X1	Combat Control	2W1X1	Aircraft Armament Systems
1Z3X1	Tactical Air Control Party (TACP)	3E0X2	Electrical Power Production
1Z4X1	Special Reconnaissance	3E2X1	Pavements and Construction Equipment
2A0X1	Avionics Test Station, Components and Electronic Warfare Systems	3E3X1	Structural
2A3X3	Tactical Aircraft Maintenance	3E4X1	Water and Fuel Systems Maintenance
2A3X5	Advanced Fighter Aircraft Integrated Avionics	3E8X1	Explosive Ordnance Disposal
2A3X7	Tactical Fighter Maintenance (5 th Generation)		

b. In the interest of effective manning, commanders must focus on filling each valid vacancy on the UMD prior to utilizing excess authorizations. A valid vacancy is a position which remains vacant after excess and overgrade conditions have been resolved. IAW DAFI 36-2110, each member will be briefed on their impending excess condition and acknowledge, in writing, by signing the NGB Form 36-11, *Statement of Understanding for Excess / Overgrade Condition*.

c. Fully AFSC qualified enlisted Airmen transferring from the Regular Air Force or Air Force Reserve may be accessed above the AFSC limitations in paragraph 5.a. Current members from other service components who meet the requirement for award of a fully qualified AFSC IAW the Air Force Enlisted Classification Directory (AFECD) and have been approved by the Career Field Functional Manager, should be considered the same as a current USAF/AFRC Airman for accession purposes.

d. Non-prior service and prior service enlisted airmen accessed under the FY24 Strength Management Initiatives may be retained in excess status for no more than four years. When completing the NGB Form 36-11, use DAFI 36-2110 Table 16.2, Rule 4. The Force Support Squadron must update MILPDS with the appropriate code and excess expiration date. The excess condition must be resolved prior to the member’s reenlistment or extension.

e. Non-prior service and prior service enlisted airmen accessed under the FY24 Strength Management Initiatives and into a FY24 Bonus Incentive may be retained in excess status for the remainder of the first enlistment. When completing the NGB Form 36-11, use DAFI 36-2110 Table 16.2, Rule 4, the Force Support Squadron must update MILPDS with the appropriate code and excess expiration date. The excess condition must be resolved prior to the member’s reenlistment or extension.

f. The 100 percent plus ten percent calculation is by AFSC per wing or GSU regardless if the GSU is co-located with the parent wing. In other words, each wing and GSU should be calculated separately.

6. Non-Prior Service Critical Skills Promotion Program. In accordance with AFD 36-20, dated 19 Feb 19, Paragraph, 2.9. NGB/CF oversees the Air National Guard recruiting and accession programs and develops specific recruiting procedures and entrance standards for Air National Guard accession programs, and coordinates with AF/A1 to ensure persons appointed to the Air National Guard meet the minimum prescribed qualifications. Non-prior service accessions may be eligible for critical skills promotion (aka “stripes for skills”) in accordance with AFMAN 36-2032, *Enlisted Accessions*, Table 3.1, rule 5. The following AFSCs are designated as eligible for the FY24 critical skills promotion program:

PLEASE NOTE – THIS IS NOT THE INCENTIVE AFSC LIST

1A1X3	Special Mission Aviator	2A3X8	Remote Piloted Aircraft Maintenance
1A8X2	Airborne (ISR) Operator	2A5X1	Airlift/Special Mission Aircraft Maintenance
1B4X1	Cyber Warfare Operations	2A6X1	Aerospace Propulsion
1C5X1	Battle Management Ops	2A6X2	Aerospace Ground Equipment
1C6X1	Space Systems Operations	2A6X3	Aircrew Egress Systems
1C8X3	Radar, Airfield & Weather Systems (RAWS)	2A6X4	Aircraft Fuel Systems
1D7X1	Cyber Defense Operations	2A6X5	Aircraft Hydraulic Systems
1N2X1	Signals Intelligence	2A7X5	Low Observable Aircraft Structural Maintenance

1N3X1	Cryptologic Language Analyst	2A7X5	Low Observable Aircraft Structural Maintenance
1N4X1	Cyber Intelligence	2A9X4	Heavy Aircraft Integrated Avionics
1N4X2	Cryptologic Analyst & Reporter	2F0X1	Fuels
1N8X1	Targeting Analyst	2R0X1	Maintenance Management Analysis
1S0X1	Safety	2R1X1	Maintenance Management Production
1T0X1	Survival, Evasion, Resistance, Escape (SERE) Specialist	2T2X1	Air Transportation
1W0X1	Weather	2T3X1	Mission Generation Vehicular Equipment Maintenance
1Z1X1	Pararescue	2W0X1	Munitions Systems
1Z2X1	Combat Control	2W1X1	Aircraft Armament Systems
1Z3X1	Tactical Air Control Party (TACP)	3E0X2	Electrical Power Production
1Z4X1	Special Reconnaissance	3E2X1	Pavements and Construction Equipment
2A0X1	Avionics Test Station, Components and Electronic Warfare Systems	3E3X1	Structural
2A3X3	Tactical Aircraft Maintenance	3E4X1	Water and Fuel Systems Maintenance
2A3X5	Advanced Fighter Aircraft Integrated Avionics	3E8X1	Explosive Ordnance Disposal
2A3X7	Tactical Fighter Maintenance (5 th Generation)		

7. Enlisted ANG to ANG Transfers. ANG to ANG transfers may be recruited above the 100 percent plus four personnel or ten percent if an Airman possesses a minimum of a 3-skill level AFSC that matches the position's DAFSC in the unit which the Airman requests transfer.

a. When accessing an ANG incentive recipient from another ANG unit/state, the Airman must be accessed for the number of years, months and days remaining on the current incentive contract and must be assessed in the same AFSC they received the current incentive for. This period may be less than one year. Incentive eligibility requirements and program specifics are identified in the FY24 ANG Incentive Program operational guidance. The Retention Office Manager (ROM) will verify continued incentive eligibility or termination.

b. ANG to ANG transfers must meet retention physical standards. If the Airman's Reserve Component Periodic Health Assessment (RCPHA) is greater than 12 months old, a new RCPHA must be accomplished before enlistment / appointment to the gaining unit.

c. 100 percent plus four personnel or ten percent, whichever is less, will be restricted by the assignment of three members to a valid position; each AFSC is authorized plus one (if calculation equals less than one; commanders may round-up to one).

8. Officer Accessions. Pilot and Health Profession officer AFSCs (except commander positions) are authorized at 100 percent plus two personnel. The 100 percent plus two personnel calculation is by AFSC per wing or GSU, regardless if the GSU is co-located with the parent wing. Except for the two exceptions below, commander positions are only authorized to be filled at 100 percent. In extenuating circumstances, states may request an exception to policy to excess

against command positions. Exceptions noted below:

a. The following positions are the **only** commander positions authorized to be filled to 100 percent plus one:

(1) Security Forces (SF) Commander, Comm Flight/Squadron Commander

b. Fully AFSC qualified officers transferring from the Regular Air Force, Air Force Reserve, or ANG to the ANG can be appointed above the 100 percent plus two personnel limitations in all AFSCs. Current officers from other service components who meet the requirement for award of a fully qualified AFSC IAW the Air Force Officer Classification Directory (AFOCD) and have been approved by the Career Field Functional Manager, should be considered the same as a current USAF/AFRC officer for appointment purposes. Fully qualified Officers accessed under the FY24 Initiatives may be retained in excess status for 2 years from the date of appointment. When completing the NGB Form 36-11, use DAFI 36-2110 Table 16.2, Rule 4. The Force Support Squadron must update MILPDS with the appropriate code and excess expiration date.

c. Pilot and Health Profession Officers accessed under the FY24 Initiatives may be retained in excess status for 2 years from the Initial Skills Training completion date. When completing the NGB Form 36-11, use DAFI 36-2110 Table 16.2, Rule 4. The Force Support Squadron must update MILPDS with the appropriate code and excess expiration date.

d. Appointments to 100 percent plus two personnel will be restricted by the assignment of two members to a valid position.

9. **Sole Incumbency Promotion.**

a. Enlisted members who are excessed as a result of FY24 Strength Management Initiatives exceeding 100 percent may be promoted while in an approved excess status up to the rank of technical sergeant (TSgt) for the remainder of the excess condition if Unit Manpower Document (UMD) position grade permits. The incumbent member is not eligible for promotion above the rank of Technical Sergeant.

b. Officer Members excessed as a result of FY24 Strength Management Initiatives exceeding 100 percent may be promoted while in an approved excess status up to the rank of Major for the remainder of the excess condition if the Unit Manpower Document (UMD) position grade permits. The incumbent member is not eligible for promotion above the rank of Major.

c. Enlisted and officer members excessed as a result of FY24 Strength Management Initiatives exceeding 100 percent will not be placed in an overgrade condition. Note: The policies established in this message are designed to provide controlled growth in units whose demographics and mission demands can support growth and should only be executed with a solid force management plan and the discretion of the unit commander. FY24 Strength Management Initiatives will be reviewed quarterly and adjusted if necessary to ensure the ANG achieves its desired end strength and effective manning.

10. **Technician Recruitment, Relocation, and Retention (3R) Incentive.** The Air National

Guard provides Recruitment, Relocation, and Retention (3R) incentives to recruit and retain highly- trained and qualified technicians, especially those in mission-critical occupations. ANG Title 32 and Title 5 employees are eligible for an incentive if they meet the requirements under 5 CFR 575, Subparts A, B & C and any additional eligibility requirements set forth by their state's incentive plan. The point of contact for the 3R Incentive Program is NGB/A1PF.

11. Experienced Aviator Retention Incentive (EARI). The Experienced Aviator Retention Incentive (EARI) Program is an ANG recruiting and retention tool used to encourage rated officers to serve in an active aviation status in the ANG. EARI is a fiscal year program, with guidance revised annually. EARI is not an entitlement and may be discontinued or amended at any time based on the needs of the ANG and Congressional funding. The point of contact for the ANG EARI program is NGB/A1PF.

12. Exception to Policy (ETP) Request

Exceptions to policy (ETP) requests regarding the “100 percent plus 4 personnel or ten percent, whichever is greater limitation” should be sent to NGB/A1PP for approval.

13. ANG Points of Contact:

Force Management Programs Branch:
NGB A1/A1PP, NGB.A1.A1PP.Org@us.af.mil

Officer Appointment and Officer Promotion Policy:
NGB/A1 A1PO, NGB.A1A1PO.AccessionsOrg@us.af.mil

For 3R Incentive Program Policy:
NGB A1/A1PF, NGB.A1.A1PF.Org@us.af.mil

ANG to ANG Transfers, Bonus Implications:
NGB/A1YR, NGB.A1.A1YR.Retention.Operations.Org@us.af.mil

ANG to ANG Transfers Process:
NGB/A1YO, NGB.CC.A1YO_Operations_Org@us.af.mil



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