



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2016
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE**

February 2015

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Section I
Summary of Requirements

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$1,695,762	\$1,653,148	\$1,696,283
TOTAL Direct Program	\$1,695,762	\$1,653,148	\$1,696,283
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$9,500	\$10,100	\$9,800
TOTAL Reimbursable Program	\$9,500	\$10,100	\$9,800
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$1,705,262	\$1,663,248	\$1,706,083
TOTAL Baseline Program	\$1,705,262	\$1,663,248	\$1,706,083
<u>OCO/Title IX Supplemental Funding - FY2014 P.L. 113-76, FY2015 P.L. 113-235</u>			
Reserve Component Training and Support	\$21,034	\$19,175	\$0
TOTAL OCO Funding	\$21,034	\$19,175	\$0
<u>TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$1,726,296	\$1,682,423	\$1,706,083
TOTAL Program Funding	\$1,726,296	\$1,682,423	\$1,706,083
<u>LESS: FY2015 Title IX (P.L. 113-235)</u>			
Reserve Component Training and Support	\$0	(\$19,175)	\$0
TOTAL OCO Funding	\$0	(\$19,175)	\$0
<u>Revised TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$1,726,296	\$1,663,248	\$1,706,083
Revised TOTAL Program Funding	\$1,726,296	\$1,663,248	\$1,706,083
Medicare Eligible Retiree Health Fund Contribution	\$156,087	\$127,214	\$109,256
<u>TOTAL MILITARY PERSONNEL PROGRAM COST</u>	\$1,882,383	\$1,790,462	\$1,815,339

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)

LEGISLATIVE PROPOSALS: None

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

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<u>RESERVE PERSONNEL, AIR FORCE (RPAF)</u>			
DIRECT PROGRAM (RPAF)	\$1,695,762	\$1,653,148	\$1,696,283
REIMBURSABLE PROGRAM (RPAF)	\$9,500	\$10,100	\$9,800
OCO FUNDING (RPAF)	\$21,034	\$19,175	\$0
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$1,726,296	\$1,682,423	\$1,706,083
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$156,087	\$127,214	\$109,256
TOTAL FROM RESERVE PERSONNEL, AIR FORCE	\$1,882,383	\$1,809,637	\$1,815,339
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
OCO PAY AND ALLOWANCE MOBILIZATION (MPAF)	\$220,361	\$256,436	\$257,257
ADOS/ADSW PAY AND ALLOWANCE (Reserve/Guard Mobilization)	\$157,379	\$248,487	\$252,585
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$377,740	\$504,923	\$509,842
TOTAL RESERVE PAY & BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$2,260,123	\$2,314,560	\$2,325,181

Section II
Introduction and
Performance Measures

RESERVE PERSONNEL, AIR FORCE

The Reserve Personnel, Air Force appropriation provides the required funding to ensure the Air Force Reserve mission is accomplished by providing trained units and individuals to augment the active force. Since the types of authorized training programs vary, the budget request is presented by pay category for the minimum training required by members. Schools and special tours of active duty reflect training required for a number of personnel to acquire and maintain skill level proficiency and to accomplish mission assignments. This appropriation includes funds for reserve personnel called to full-time active duty other than for training for administration and management of the Air Force Reserve, and recruiting for Air Force Reserve programs. Funds are also requested to finance the military personnel costs of students enrolled in the F. Edward Hebert Armed Forces Health Professions Scholarship Program and Financial Assistance Grant Program.

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.

The Fiscal Year 2016 request of \$1,696.3 million includes a \$10.1 million increase for Military Personnel pay raise funding and \$25.8 million for inflation. Program decreases of \$34.4 million includes \$15.8 million in Special Training. The Fiscal Year 2016 budget provides funding for 1.0 percent across the board pay raise effective 1 January 2016 and supports an end strength of 69,200, and an average strength of 68,820. The increase in end-strength and associated funding is related to increased mission support within the F-16, C-17, and KC-46A weapon systems due to force reshaping within the Air Force. The F-16 increase will include 200 fulltime and 925 Traditional Reserve authorizations in support of existing associations at Hill AFB, Luke AFB, and Tyndall AFB, while an increase of 460 Traditional Reserve billets will support all current C-17 associations within the Air Mobility Command. The KC-46A weapon system will receive 415 Traditional Reserve authorizations to support the existing association at McConnell AFB. Additionally, there were smaller Traditional Reservist adjustments at multiple locations for the Cyber mission, network operations support, and C-130 operations and maintenance requirements.

All Selected Reserve personnel are assigned to manpower authorizations that have been validated as wartime requirements by active force manpower planners. The Air Force Reserve will continue to recruit and train reservists, modernize our equipment, and maintain individuals and units at the wartime readiness level as required of members of the Total Force.

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

The Department is committed to reduce the unexpended/unobligated balances occurring annually in the military personnel appropriations. The Air Force Reserve and the 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
- Reduce Military Reserve Personnel appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's five year availability.

RESERVE PERSONNEL, AIR FORCE

Following are the economic assumptions employed in pricing the approved programs. Social Security Costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment 1983" 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) rate is 1.45%. There is no wage cap on the 1.45% percent medical contribution.

EFFECTIVE 1 JANUARY EACH FISCAL YEAR

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Maximum Social Security Pay Base	\$117,000	\$118,500	\$123,600
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	1.00%	1.00%	1.30%
Basic Allowance for Housing*	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 Personnel	24.50%	22.50%	23.00%
Retired pay Accrual, Full Time Personnel	32.40%	32.20%	31.40%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$0

* 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 1.9 percent and 1.5 percent respectively, 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 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.

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

Activity Goal: Maintain the required Reserve Military Personnel authorizations and capabilities to execute the National Strategy.

Description of Activity: The Reserve Military Personnel appropriation provides 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 also fills the needs of the Armed Forces whenever more units and persons are required in the Active component to achieve the planned mobilization.

PERFORMANCE MEASURES

	<u>FY 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY 2016 Planned</u>
Average Strength	69,966	69,205	68,820
End Strength	69,784	68,442	69,200
Authorized End Strength	70,400	67,100	

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force Initiatives and Base Realignment and Closure (BRAC) decisions. This requires recruiting and retaining those personnel with the skills needed to meet the new mission capabilities while eliminating the legacy positions. The Air Force Reserve FY 2014 end strength finished at 69,784 which is slightly below the authorized end strength of 70,400 and this postures the Air Force Reserve well to meet the planned FY 2015 and FY 2016 end strength levels.

The revised manpower profile and mission mix provides a more capable military force and significantly increases Reserve associations with the active Air Force and Air National Guard.

Section III
SUMMARY TABLES

**RESERVE PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,700	8,686	8,778	8,778	9,011	9,218	9,218	9,338	9,457
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	48,824	48,930	49,241	49,241	47,510	45,120	45,120	45,936	46,746
Subtotal Pay Group A	57,524	57,616	58,019	58,019	56,521	54,338	54,338	55,274	56,203
Pay Group B - Officers	4,422	4,263	4,157	4,157	4,622	5,285	5,285	4,913	4,543
Pay Group B - Enlisted	2,814	2,686	2,679	2,679	3,113	3,794	3,794	3,362	2,935
Subtotal Pay Group B	7,236	6,949	6,836	6,836	7,735	9,079	9,079	8,275	7,478
Pay Group F - Enlisted (AD Days 178)	1,927	1,527	1,527	1,527	1,221	1,092	1,092	1,236	1,384
Pay Group P - Enlisted - Paid	1,117	1,058	653	653	963	1,103	1,103	1,103	1,103
Pay Group P - Enlisted - Non Paid	296	20	0	0	0	0	0	0	0
Subtotal Pay Group F/P	3,340	2,605	2,180	2,180	2,184	2,195	2,195	2,339	2,487
Officer Subtotal	13,122	12,949	12,935	12,935	13,633	14,503	14,503	14,251	14,000
Enlisted Subtotal	54,978	54,221	54,100	54,100	52,807	51,109	51,109	51,637	52,168
Subtotal Paid Drill/Ind Tng	68,100	67,170	67,035	67,035	66,440	65,612	65,612	65,888	66,168
<u>Full-time Active Duty</u>									
Officers	938	919	882	882	852	852	852	876	896
Enlisted	1,875	1,877	1,867	1,867	1,913	1,978	1,978	2,056	2,136
Subtotal Full-time	2,813	2,796	2,749	2,749	2,765	2,830	2,830	2,932	3,032
<u>Total Selected Reserve</u>									
Officers	14,060	13,868	13,817	13,817	14,485	15,355	15,355	15,127	14,896
Enlisted	56,853	56,098	55,967	55,967	54,720	53,087	53,087	53,693	54,304
Total	70,913	69,966	69,784	69,784	69,205	68,442	68,442	68,820	69,200

**RESERVE PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Individual Ready Reserve</u>									
Officers	11,692	11,457	11,222	11,222	11,307	11,392	11,392	11,392	11,392
Enlisted	28,863	26,567	24,271	24,271	25,877	27,482	27,482	27,482	27,482
Total	40,555	38,024	35,493	35,493	37,184	38,874	38,874	38,874	38,874
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	44	49	53	83	83	83	83	83	83
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	44	49	53	83	83	83	83	83	83
<u>Full-time Active Duty</u>									
Officers	46	46	46	46	46	46	46	46	46
Enlisted	37	37	37	37	37	37	37	37	37
Subtotal Full-time	83	83	83	83	83	83	83	83	83
<u>Total Reimb Personnel</u>									
Officers	90	95	99	129	129	129	129	129	129
Enlisted	37	37	37	37	37	37	37	37	37
Total	127	132	136	166	166	166	166	166	166

RESERVE PERSONNEL, AIR FORCE
RESERVE COMPONENT PERSONNEL ON TOURS OF FULL-TIME ACTIVE DUTY
STRENGTH BY GRADE

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	1	1	1	1	1	1	1	1	1
O-8 Major General	1	1	1	1	1	1	1	1	1
O-7 Brigadier General	1	1	1	1	1	1	1	1	1
O-6 Colonel	143	142	138	138	171	204	204	203	201
O-5 Lieutenant Colonel	350	339	320	320	324	343	343	340	338
O-4 Major	367	360	352	352	289	245	245	274	301
O-3 Captain	69	69	65	65	62	57	57	56	53
O-2 1st Lieutenant	4	4	3	3	2	0	0	0	0
O-1 2nd Lieutenant	2	2	1	1	1	0	0	0	0
Total Officers	938	919	882	882	852	852	852	876	896
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	87	91	93	93	119	143	143	137	132
E-8 Senior Master Sergeant	227	219	217	217	260	304	304	306	309
E-7 Master Sergeant	645	647	654	654	661	674	674	697	720
E-6 Technical Sergeant	461	440	424	424	439	463	463	489	516
E-5 Staff Sergeant	305	300	285	285	301	321	321	353	384
E-4 Senior Airman	150	180	194	194	133	73	73	74	75
E-3 Airman First Class	0	0	0	0	0	0	0	0	0
E-2 Airman	0	0	0	0	0	0	0	0	0
E-1 Airman Basic	0	0	0	0	0	0	0	0	0
Total Enlisted	1,875	1,877	1,867	1,867	1,913	1,978	1,978	2,056	2,136
Total Personnel on Active Duty	2,813	2,796	2,749	2,749	2,765	2,830	2,830	2,932	3,032

**RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH**

FY 2014 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2013	8,700	48,824	57,524	4,422	2,814	7,236	1,927	1,117	296	68,100	938	1,875	2,813	70,913
October	8,677	48,822	57,499	4,362	2,771	7,133	1,778	1,309	74	67,793	935	1,878	2,813	70,606
November	8,643	48,949	57,592	4,345	2,729	7,074	1,586	1,205	22	67,479	926	1,869	2,795	70,274
December	8,669	48,945	57,614	4,321	2,706	7,027	1,428	1,231	0	67,300	928	1,881	2,809	70,109
January	8,671	48,857	57,528	4,301	2,686	6,987	1,467	1,170	0	67,152	923	1,889	2,812	69,964
February	8,678	48,836	57,514	4,280	2,657	6,937	1,512	1,121	0	67,084	924	1,887	2,811	69,895
March	8,673	48,817	57,490	4,251	2,640	6,891	1,430	1,096	0	66,907	927	1,882	2,809	69,716
April	8,689	48,707	57,396	4,252	2,640	6,892	1,417	1,095	0	66,800	922	1,883	2,805	69,605
May	8,690	48,864	57,554	4,238	2,649	6,887	1,381	1,085	0	66,907	921	1,873	2,794	69,701
June	8,674	49,031	57,705	4,198	2,663	6,861	1,433	930	0	66,929	915	1,865	2,780	69,709
July	8,691	49,128	57,819	4,164	2,671	6,835	1,569	789	0	67,012	906	1,875	2,781	69,793
August	8,739	49,173	57,912	4,154	2,668	6,822	1,591	776	0	67,101	889	1,874	2,763	69,864
September 30, 2014	8,778	49,241	58,019	4,157	2,679	6,836	1,527	653	0	67,035	882	1,867	2,749	69,784
Average	8,686	48,930	57,616	4,263	2,686	6,949	1,527	1,058	20	67,170	919	1,877	2,796	69,966

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<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	
1	0	1	1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

**RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH**

FY 2015 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2014	8,778	49,241	58,019	4,157	2,679	6,836	1,527	653	0	67,035	882	1,867	2,749	69,784
October	8,860	49,315	58,175	4,146	2,629	6,775	1,360	841	0	67,151	859	1,870	2,729	69,880
November	8,870	49,194	58,064	4,151	2,622	6,773	1,288	885	0	67,010	845	1,862	2,707	69,717
December	8,905	48,787	57,692	4,264	2,739	7,003	1,268	907	0	66,870	846	1,874	2,720	69,590
January	8,940	48,380	57,320	4,377	2,856	7,233	1,248	929	0	66,730	847	1,886	2,733	69,463
February	8,975	47,973	56,948	4,490	2,973	7,463	1,228	951	0	66,590	848	1,898	2,746	69,336
March	9,010	47,566	56,576	4,603	3,090	7,693	1,208	973	0	66,450	849	1,910	2,759	69,209
April	9,045	47,159	56,204	4,716	3,207	7,923	1,188	995	0	66,310	850	1,922	2,772	69,082
May	9,080	46,752	55,832	4,829	3,324	8,153	1,168	1,017	0	66,170	851	1,934	2,785	68,955
June	9,115	46,345	55,460	4,942	3,441	8,383	1,148	1,039	0	66,030	852	1,946	2,798	68,828
July	9,150	45,938	55,088	5,055	3,558	8,613	1,128	1,061	0	65,890	853	1,958	2,811	68,701
August	9,185	45,531	54,716	5,168	3,675	8,843	1,108	1,083	0	65,750	854	1,971	2,825	68,575
September 30, 2015	9,218	45,120	54,338	5,285	3,794	9,079	1,092	1,103	0	65,612	852	1,978	2,830	68,442
Average	9,011	47,510	56,521	4,622	3,113	7,735	1,221	963	0	66,440	852	1,913	2,765	69,205

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<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	
14	0	14	1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

**RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH**

FY 2016 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2015	9,218	45,120	54,338	5,285	3,794	9,079	1,092	1,103	0	65,612	852	1,978	2,830	68,442
October	9,238	45,256	54,494	5,223	3,722	8,945	1,116	1,103	0	65,658	856	1,991	2,847	68,505
November	9,258	45,392	54,650	5,161	3,650	8,811	1,140	1,103	0	65,704	860	2,004	2,864	68,568
December	9,278	45,528	54,806	5,099	3,578	8,677	1,164	1,103	0	65,750	864	2,017	2,881	68,631
January	9,298	45,664	54,962	5,037	3,506	8,543	1,188	1,103	0	65,796	868	2,030	2,898	68,694
February	9,318	45,800	55,118	4,975	3,434	8,409	1,212	1,103	0	65,842	872	2,043	2,915	68,757
March	9,338	45,936	55,274	4,913	3,362	8,275	1,236	1,103	0	65,888	876	2,056	2,932	68,820
April	9,358	46,072	55,430	4,851	3,290	8,141	1,260	1,103	0	65,934	880	2,069	2,949	68,883
May	9,378	46,208	55,586	4,789	3,218	8,007	1,284	1,103	0	65,980	884	2,082	2,966	68,946
June	9,398	46,344	55,742	4,727	3,146	7,873	1,308	1,103	0	66,026	888	2,095	2,983	69,009
July	9,418	46,480	55,898	4,665	3,074	7,739	1,332	1,103	0	66,072	892	2,108	3,000	69,072
August	9,438	46,616	56,054	4,603	3,002	7,605	1,356	1,103	0	66,118	896	2,121	3,017	69,135
September 30, 2016	9,457	46,746	56,203	4,543	2,935	7,478	1,384	1,103	0	66,168	896	2,136	3,032	69,200
Average	9,338	45,936	55,274	4,913	3,362	8,275	1,236	1,103	0	65,888	876	2,056	2,932	68,820

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<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	
6	0	6	1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTH

	<u>OFFICERS</u>		
	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
BEGINNING STRENGTH	14,060	13,817	15,355
<u>GAINS</u>			
Non-Prior Service Personnel	90	125	125
Male	67	93	93
Female	23	32	32
Prior Service Personnel	1,025	1,988	668
Civilian Life	25	65	50
Active Component	100	249	100
Enlisted Commissioning Programs	90	165	78
Other Reserve Status/Component	425	789	340
All Other	380	710	100
Full-Time Active Duty	5	10	0
TOTAL GAINS	1,115	2,113	793
<u>LOSSES</u>			
Civilian Life	100	75	120
Active Component	0	0	37
Retired Reserves	510	209	550
Other Reserve Status/Component	520	176	335
All Other	198	115	180
Full-Time Active Duty	30	0	30
TOTAL LOSSES	1,358	575	1,252
END STRENGTH	13,817	15,355	14,896

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTH

	<u>ENLISTED</u>		
	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
BEGINNING STRENGTH	56,853	55,967	53,087
<u>GAINS</u>			
Non-Prior Service Personnel	2,319	2,224	3,119
Male	1,438	1,379	1,934
Female	881	845	1,185
Prior Service Personnel	2,972	2,447	4,273
Civilian Life	850	650	1,315
Active Component	450	350	723
Other Reserve Status/Component	1,170	1,121	1,660
All Other	498	320	560
Full-Time Active Duty	4	6	15
TOTAL GAINS	5,291	4,671	7,392
<u>LOSSES</u>			
Expiration of Selected Reserve Service	1,432	1,575	998
Active Component	0	50	33
To Officer Status	193	180	78
Retired Reserves	1,832	2,975	1,888
Other Reserve Status/Component	2,400	2,380	3,059
All Other	270	341	100
Full-Time Active Duty	50	50	19
TOTAL LOSSES	6,177	7,551	6,175
END STRENGTH	55,967	53,087	54,304

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$42,163	\$110,748	\$152,911	\$43,708	\$107,889	\$151,597	\$46,022	\$106,293	\$152,315
Inactive Duty Training									
Unit Training Assemblies	\$108,802	\$259,063	\$367,865	\$112,327	\$250,249	\$362,576	\$118,279	\$245,864	\$364,143
Flight Training	\$34,280	\$8,718	\$42,998	\$34,135	\$8,680	\$42,815	\$34,685	\$8,820	\$43,505
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,958	\$7,910	\$13,868	\$5,928	\$7,869	\$13,797	\$6,023	\$7,995	\$14,018
Military Funeral Honors	\$25	\$135	\$160	\$24	\$134	\$158	\$24	\$136	\$160
Clothing	\$421	\$9,949	\$10,370	\$441	\$9,800	\$10,241	\$462	\$9,628	\$10,090
Subsistence of Enlisted Personnel	\$0	\$1,918	\$1,918	\$0	\$1,909	\$1,909	\$0	\$1,906	\$1,906
Travel	\$14,321	\$56,802	\$71,123	\$15,063	\$55,927	\$70,990	\$15,859	\$54,940	\$70,799
TOTAL DIRECT OBLIGATIONS	\$205,970	\$455,243	\$661,213	\$211,626	\$442,457	\$654,083	\$221,354	\$435,582	\$656,936
<u>PAY GROUP B</u>									
Active Duty Training	\$19,630	\$5,872	\$25,502	\$21,255	\$6,842	\$28,097	\$22,959	\$7,551	\$30,510
Inactive Duty Training	\$44,267	\$11,878	\$56,145	\$47,753	\$13,695	\$61,448	\$51,575	\$15,032	\$66,607
Clothing	\$20	\$132	\$152	\$22	\$155	\$177	\$23	\$170	\$193
Subsistence of Enlisted Personnel	\$0	\$11	\$11	\$0	\$13	\$13	\$0	\$15	\$15
Travel	\$7,117	\$2,677	\$9,794	\$7,824	\$3,146	\$10,970	\$8,450	\$3,452	\$11,902
TOTAL DIRECT OBLIGATIONS	\$71,034	\$20,570	\$91,604	\$76,854	\$23,851	\$100,705	\$83,007	\$26,220	\$109,227
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$48,636	\$48,636	\$0	\$36,593	\$36,593	\$0	\$47,179	\$47,179
Clothing	\$0	\$5,030	\$5,030	\$0	\$3,789	\$3,789	\$0	\$4,867	\$4,867
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$4,244	\$4,244	\$0	\$3,197	\$3,197	\$0	\$4,106	\$4,106
TOTAL DIRECT OBLIGATIONS	\$0	\$57,910	\$57,910	\$0	\$43,579	\$43,579	\$0	\$56,152	\$56,152
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$1,770	\$1,770	\$0	\$1,572	\$1,572	\$0	\$1,830	\$1,830
TOTAL DIRECT OBLIGATIONS	\$0	\$1,770	\$1,770	\$0	\$1,572	\$1,572	\$0	\$1,830	\$1,830
TOTAL UNIT AND INDIVIDUAL TRAINING	\$277,004	\$535,493	\$812,497	\$288,480	\$511,459	\$799,939	\$304,361	\$519,784	\$824,145

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$96	\$583	\$679	\$159	\$407	\$566	\$162	\$414	\$576
IRR Readiness Training	\$0	\$0	\$0	\$20	\$172	\$192	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$96	\$583	\$679	\$179	\$579	\$758	\$162	\$414	\$576
<u>SCHOOL TRAINING</u>									
Career Development Training	\$16,106	\$14,557	\$30,663	\$15,041	\$11,565	\$26,606	\$15,021	\$11,580	\$26,601
Initial Skill Acquisition Training	\$4,980	\$37,273	\$42,253	\$4,620	\$31,421	\$36,041	\$4,614	\$31,478	\$36,092
Officer Training School	\$1,092	\$3,173	\$4,265	\$1,264	\$2,435	\$3,699	\$1,261	\$2,440	\$3,701
Recruiter Training	\$0	\$312	\$312	\$0	\$284	\$284	\$0	\$293	\$293
Refresher & Proficiency Training	\$15,735	\$10,228	\$25,963	\$15,575	\$7,974	\$23,549	\$15,558	\$7,984	\$23,542
Undergraduate Pilot/Nav Training	\$33,198	\$15,216	\$48,414	\$31,203	\$12,495	\$43,698	\$31,173	\$12,518	\$43,691
Unit Conversion Training	\$3,672	\$4,408	\$8,080	\$3,622	\$3,794	\$7,416	\$3,865	\$4,050	\$7,915
TOTAL DIRECT OBLIGATIONS	\$74,783	\$85,167	\$159,950	\$71,325	\$69,968	\$141,293	\$71,492	\$70,343	\$141,835
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$4,142	\$2,470	\$6,612	\$3,259	\$1,540	\$4,799	\$3,258	\$1,541	\$4,799
Competitive Events	\$83	\$20	\$103	\$21	\$13	\$34	\$21	\$13	\$34
Exercises	\$966	\$1,187	\$2,153	\$660	\$788	\$1,448	\$646	\$774	\$1,420
Management Support	\$50,481	\$112,671	\$163,152	\$43,299	\$88,529	\$131,828	\$40,064	\$79,214	\$119,278
Operational Training	\$8,323	\$69,736	\$78,059	\$9,181	\$76,045	\$85,226	\$10,403	\$68,603	\$79,006
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$2,160	\$1,972	\$4,132	\$1,830	\$1,635	\$3,465	\$1,829	\$1,636	\$3,465
Unit Conversion Training	\$191	\$504	\$695	\$101	\$328	\$429	\$103	\$335	\$438
Drug Interdiction Activity	\$921	\$1,108	\$2,029	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$3,332	\$6,781	\$10,113	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$70,599	\$196,449	\$267,048	\$58,351	\$168,878	\$227,229	\$56,324	\$152,116	\$208,440

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$166,474	\$178,828	\$345,302	\$157,648	\$187,997	\$345,645	\$169,166	\$213,824	\$382,990
Clothing	\$70	\$197	\$267	\$65	\$204	\$269	\$67	\$222	\$289
Travel/PCS	\$2,085	\$4,765	\$6,850	\$1,954	\$4,930	\$6,884	\$2,045	\$5,382	\$7,427
Death Gratuities	\$0	\$286	\$286	\$100	\$300	\$400	\$100	\$300	\$400
Health Profession Stipend	\$2,573	\$0	\$2,573	\$2,599	\$0	\$2,599	\$2,631	\$0	\$2,631
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$627	\$927	\$1,554	\$634	\$937	\$1,571	\$642	\$950	\$1,592
Reserve Incentive	\$10,535	\$35,204	\$45,739	\$14,616	\$34,913	\$49,529	\$18,448	\$30,280	\$48,728
TOTAL DIRECT OBLIGATIONS	\$182,364	\$220,207	\$402,571	\$177,616	\$229,281	\$406,897	\$193,099	\$250,958	\$444,057
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$0	\$9,150	\$9,150	\$1,700	\$7,700	\$9,400	\$1,700	\$7,700	\$9,400
Kicker Program	\$0	\$5,567	\$5,567	\$0	\$4,385	\$4,385	\$0	\$3,848	\$3,848
Amortization (Chap.1606) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Educational Assistance (Chap.1607)									
Amortization (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Normal Cost Enhanced Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$14,717	\$14,717	\$1,700	\$12,085	\$13,785	\$1,700	\$11,548	\$13,248
TOTAL RESERVE PERSONNEL TRAINING	327,842	517,123	844,965	309,171	480,791	789,962	322,777	485,379	808,156

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$35,910	\$0	\$35,910	\$36,672	\$0	\$36,672	\$37,149	\$0	\$37,149
Pay and Allowances, Active Duty for Training	\$11,513	\$0	\$11,513	\$13,109	\$0	\$13,109	\$13,281	\$0	\$13,281
Uniform Allowance	\$171	\$0	\$171	\$202	\$0	\$202	\$202	\$0	\$202
Travel	\$3,217	\$0	\$3,217	\$3,258	\$0	\$3,258	\$3,320	\$0	\$3,320
Critical Skills Accession Bonus	\$4,363	\$0	\$4,363	\$5,000	\$0	\$5,000	\$5,000	\$0	\$5,000
TOTAL DIRECT OBLIGATIONS	\$55,174	\$0	\$55,174	\$58,241	\$0	\$58,241	\$58,952	\$0	\$58,952
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$1,084	\$0	\$1,084	\$1,735	\$0	\$1,735	\$1,757	\$0	\$1,757
Financial Assistance Grant	\$2,969	\$0	\$2,969	\$3,105	\$0	\$3,105	\$3,105	\$0	\$3,105
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$107	\$0	\$107	\$166	\$0	\$166	\$168	\$0	\$168
TOTAL DIRECT OBLIGATIONS	\$4,160	\$0	\$4,160	\$5,006	\$0	\$5,006	\$5,030	\$0	\$5,030
TOTAL OTHER TRAINING AND SUPPORT	\$387,176	\$517,123	\$904,299	\$372,418	\$480,791	\$853,209	\$386,759	\$485,379	\$872,138
TOTAL DIRECT PROGRAM	\$664,180	\$1,052,616	\$1,716,796	\$660,898	\$992,250	\$1,653,148	\$691,120	\$1,005,163	\$1,696,283

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2015 (\$ in Thousands)**

	FY 2015 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY15 COLUMN OF THE FY16 PRES BUDGET
<u>PAY GROUP A</u>							
Active Duty Training	\$152,329	\$0	\$152,329	(\$732)	\$151,597	\$0	\$151,597
Inactive Duty Training							
Unit Training Assemblies	\$366,156	(\$1,500)	\$364,656	(\$2,080)	\$362,576	\$0	\$362,576
Flight Training	\$46,129	\$0	\$46,129	(\$3,314)	\$42,815	\$0	\$42,815
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$15,261	\$0	\$15,261	(\$1,464)	\$13,797	\$0	\$13,797
Military Funeral Honors	\$205	\$0	\$205	(\$47)	\$158	\$0	\$158
Clothing	\$11,407	\$0	\$11,407	(\$1,166)	\$10,241	\$0	\$10,241
Subsistence of Enlisted Personnel	\$2,570	\$0	\$2,570	(\$661)	\$1,909	\$0	\$1,909
Travel	\$63,106	\$0	\$63,106	\$7,884	\$70,990	\$0	\$70,990
TOTAL Direct Obligations	\$657,163	(\$1,500)	\$655,663	(\$1,580)	\$654,083	\$0	\$654,083
<u>PAY GROUP B</u>							
Active Duty Training	\$31,997	(\$1,500)	\$30,497	(\$2,400)	\$28,097	\$0	\$28,097
Inactive Duty Training	\$67,206	(\$5,500)	\$61,706	(\$258)	\$61,448	\$0	\$61,448
Clothing	\$166	\$0	\$166	\$11	\$177	\$0	\$177
Subsistence of Enl Personnel	\$18	\$0	\$18	(\$5)	\$13	\$0	\$13
Travel	\$14,489	\$0	\$14,489	(\$3,519)	\$10,970	\$0	\$10,970
TOTAL Direct Obligations	\$113,876	(\$7,000)	\$106,876	(\$6,171)	\$100,705	\$0	\$100,705
<u>PAY GROUP F</u>							
Active Duty Training	\$60,040	\$0	\$60,040	(\$23,447)	\$36,593	\$0	\$36,593
Clothing	\$6,215	\$0	\$6,215	(\$2,426)	\$3,789	\$0	\$3,789
Subsistence of Enl Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$5,174	\$0	\$5,174	(\$1,977)	\$3,197	\$0	\$3,197
TOTAL Direct Obligations	\$71,429	\$0	\$71,429	(\$27,850)	\$43,579	\$0	\$43,579
<u>PAY GROUP P</u>							
Inactive Duty Training	\$1,681	\$0	\$1,681	(\$109)	\$1,572	\$0	\$1,572
TOTAL Direct Obligations	\$1,681	\$0	\$1,681	(\$109)	\$1,572	\$0	\$1,572
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$208	\$0	\$208	\$358	\$566	\$0	\$566
IRR Readiness Training	\$193	\$0	\$193	(\$1)	\$192	\$0	\$192
TOTAL Direct Obligations	\$401	\$0	\$401	\$357	\$758	\$0	\$758
<u>SCHOOL TRAINING</u>							
Career Development Training	\$26,176	\$0	\$26,176	\$430	\$26,606	\$0	\$26,606
Initial Skill Acquisition Training	\$32,050	\$0	\$32,050	\$3,991	\$36,041	\$0	\$36,041
Officer Training School	\$3,511	\$0	\$3,511	\$188	\$3,699	\$0	\$3,699
Recruiter Training	\$132	\$0	\$132	\$152	\$284	\$0	\$284
Refresher & Proficiency Training	\$24,126	\$0	\$24,126	(\$577)	\$23,549	\$0	\$23,549
Undergraduate Pilot/Nav Training	\$31,948	\$0	\$31,948	\$11,750	\$43,698	\$0	\$43,698
Unit Conversion Training	\$7,861	\$0	\$7,861	(\$445)	\$7,416	\$0	\$7,416
TOTAL Direct Obligations	\$125,804	\$0	\$125,804	\$15,489	\$141,293	\$0	\$141,293

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2015 (\$ in Thousands)**

	FY 2015 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY15 COLUMN OF THE FY16 PRES BUDGET
<u>SPECIAL TRAINING</u>							
Command & Staff Supervision	\$6,393	\$0	\$6,393	(\$1,594)	\$4,799	\$0	\$4,799
Competitive Events	\$48	\$0	\$48	(\$14)	\$34	\$0	\$34
Exercises	\$2,469	\$0	\$2,469	(\$1,021)	\$1,448	\$0	\$1,448
Management Support	\$131,073	\$0	\$131,073	\$755	\$131,828	\$0	\$131,828
Operational Training	\$84,188	(\$9,370)	\$74,818	\$10,408	\$85,226	\$0	\$85,226
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$4,044	\$0	\$4,044	(\$579)	\$3,465	\$0	\$3,465
Unit Conversion Training	\$986	\$0	\$986	(\$557)	\$429	\$0	\$429
Drug Interdiction Activity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL Direct Obligations	\$229,201	(\$9,370)	\$219,831	\$7,398	\$227,229	\$0	\$227,229
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$350,393	(\$4,500)	\$345,893	(\$248)	\$345,645	\$0	\$345,645
Clothing	\$257	\$0	\$257	\$12	\$269	\$0	\$269
Travel/PCS	\$6,217	\$0	\$6,217	\$667	\$6,884	\$0	\$6,884
Death Gratuities	\$300	\$0	\$300	\$100	\$400	\$0	\$400
Health Profession Stipend	\$2,906	\$0	\$2,906	(\$307)	\$2,599	\$0	\$2,599
Transportation Subsidy	\$1	\$0	\$1	(\$1)	\$0	\$0	\$0
Disability & Hospitalization	\$930	\$0	\$930	\$641	\$1,571	\$0	\$1,571
Reserve Transition Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Reserve Incentive	\$37,342	\$0	\$37,342	\$12,187	\$49,529	\$0	\$49,529
TOTAL Direct Obligations	\$398,346	(\$4,500)	\$393,846	\$13,051	\$406,897	\$0	\$406,897
<u>EDUCATION BENEFITS</u>							
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$9,400	\$0	\$9,400	\$0	\$9,400	\$0	\$9,400
Kicker Program	\$4,385	\$0	\$4,385	\$0	\$4,385	\$0	\$4,385
Amortization (Chap.1606) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
REAP Chap.1607							
Amortization (Chap.1607) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Normal Cost Ch. 1607	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL Direct Obligations	\$13,785	\$0	\$13,785	\$0	\$13,785	\$0	\$13,785
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>							
Stipend	\$36,628	\$0	\$36,628	\$44	\$36,672	\$0	\$36,672
Pay and Allowances, Active Duty for Training	\$14,106	\$0	\$14,106	(\$997)	\$13,109	\$0	\$13,109
Uniform Allowance	\$202	\$0	\$202	\$0	\$202	\$0	\$202
Travel	\$2,858	\$0	\$2,858	\$400	\$3,258	\$0	\$3,258
Critical Skills Accession Bonus HPSP	\$5,000	\$0	\$5,000	\$0	\$5,000	\$0	\$5,000
TOTAL Direct Obligations	\$58,794	\$0	\$58,794	(\$553)	\$58,241	\$0	\$58,241
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Stipend	\$1,658	\$0	\$1,658	\$77	\$1,735	\$0	\$1,735
Financial Assistance Grant	\$3,105	\$0	\$3,105	\$0	\$3,105	\$0	\$3,105
Uniform Allowance	\$10	\$0	\$10	(\$10)	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$265	\$0	\$265	(\$99)	\$166	\$0	\$166
TOTAL Direct Obligations	\$5,038	\$0	\$5,038	(\$32)	\$5,006	\$0	\$5,006
Total Reserve Comp.Training/Support Direct Program	\$1,675,518	(\$22,370)	\$1,653,148	\$0	\$1,653,148	\$0	\$1,653,148

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(\$ in Thousands)

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$135,737	\$33,256	\$141,125	\$31,753	\$146,960	\$33,800
Enlisted	\$272,053	\$66,653	\$267,162	\$60,111	\$261,892	\$60,235
Subtotal	\$407,790	\$99,909	\$408,287	\$91,864	\$408,852	\$94,035
<u>Pay Group B</u>						
Officers	\$45,968	\$11,262	\$50,340	\$11,327	\$54,164	\$12,457
Enlisted	\$12,454	\$3,051	\$14,575	\$3,280	\$15,936	\$3,665
Subtotal	\$58,422	\$14,313	\$64,915	\$14,607	\$70,100	\$16,122
<u>Pay Group F</u>						
Enlisted	\$30,216	\$7,403	\$22,671	\$5,101	\$29,012	\$6,673
Subtotal	\$30,216	\$7,403	\$22,671	\$5,101	\$29,012	\$6,673
<u>Pay Group P</u>						
Enlisted	\$1,339	\$328	\$1,207	\$272	\$1,400	\$322
Subtotal	\$1,339	\$328	\$1,207	\$272	\$1,400	\$322
<u>School Training</u>						
Officers	\$35,298	\$8,649	\$33,881	\$7,623	\$33,833	\$7,781
Enlisted	\$30,829	\$7,553	\$25,411	\$5,718	\$25,453	\$5,854
Subtotal	\$66,127	\$16,202	\$59,292	\$13,341	\$59,286	\$13,635
<u>Special Training</u>						
Officers	\$34,718	\$8,505	\$28,766	\$6,472	\$29,282	\$6,736
Enlisted	\$78,778	\$19,299	\$67,475	\$15,182	\$64,452	\$14,823
Subtotal	\$113,496	\$27,804	\$96,241	\$21,654	\$93,734	\$21,559

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(\$ in Thousands)

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Administration and Support - Full Time</u>						
Officers	\$79,334	\$25,705	\$73,786	\$23,759	\$76,755	\$24,101
Enlisted	\$77,083	\$24,974	\$79,471	\$25,590	\$86,345	\$27,113
Subtotal	\$156,417	\$50,679	\$153,257	\$49,349	\$163,100	\$51,214
<u>Health Professions Scholarship</u>						
Officers	\$8,450	\$0	\$9,591	\$0	\$9,709	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$8,450	\$0	\$9,591	\$0	\$9,709	\$0
<u>Medical Financial Assistance Program</u>						
Officers	\$99	\$0	\$154	\$0	\$156	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$99	\$0	\$154	\$0	\$156	\$0
<u>Total Direct Program</u>						
Officers	\$339,604	\$87,377	\$337,643	\$80,934	\$350,859	\$84,875
Enlisted	\$502,752	\$129,261	\$477,972	\$115,254	\$484,490	\$118,685
Total	\$842,356	\$216,638	\$815,615	\$196,188	\$835,349	\$203,560
<u>Reimbursable Program</u>						
Officers	\$4,015	\$1,265	\$4,313	\$1,338	\$4,283	\$1,301
Enlisted	\$1,383	\$448	\$1,469	\$473	\$1,459	\$458
Total	\$5,398	\$1,713	\$5,782	\$1,811	\$5,742	\$1,759
<u>Total Program</u>						
Officer	\$343,619	\$88,642	\$341,956	\$82,272	\$355,142	\$86,176
Enlisted	\$504,135	\$129,709	\$479,441	\$115,727	\$485,949	\$119,143
Total	\$847,754	\$218,351	\$821,397	\$197,999	\$841,091	\$205,319

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)
(\$ in Thousands)

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<u>Pay Group A</u>			
Officers	\$4,768	\$5,070	\$5,338
Enlisted	\$15,195	\$15,123	\$14,856
Subtotal	\$19,963	\$20,193	\$20,194
<u>Pay Group B</u>			
Officers	\$2,166	\$2,407	\$2,600
Enlisted	\$751	\$892	\$979
Subtotal	\$2,917	\$3,299	\$3,579
<u>Pay Group F</u>			
Enlisted	\$7,474	\$5,691	\$7,310
<u>School Training</u>			
Officers	\$10,560	\$10,291	\$10,312
Enlisted	\$12,197	\$10,221	\$10,275
Subtotal	\$22,757	\$20,512	\$20,587
<u>Special Training</u>			
Officers	\$7,711	\$6,453	\$6,610
Enlisted	\$32,009	\$28,973	\$27,510
Subtotal	\$39,720	\$35,426	\$34,120
<u>Administration and Support</u>			
Officers	\$25,786	\$24,498	\$25,566
Enlisted	\$40,774	\$42,636	\$46,492
Subtotal	\$66,560	\$67,134	\$72,058
<u>Other</u>			
Health Professions Scholarship	\$2,417	\$2,784	\$2,829
<u>Total Direct Program</u>			
Officers	\$53,408	\$51,503	\$53,255
Enlisted	\$108,400	\$103,536	\$107,422
Total	\$161,808	\$155,039	\$160,677

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF TRAVEL COSTS
(\$ in Thousands)

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<u>Pay Group A</u>			
Officers	\$14,321	\$15,063	\$15,859
Enlisted	\$56,802	\$55,927	\$54,940
Subtotal	\$71,123	\$70,990	\$70,799
<u>Pay Group B</u>			
Officers	\$7,117	\$7,824	\$8,450
Enlisted	\$2,677	\$3,146	\$3,452
Subtotal	\$9,794	\$10,970	\$11,902
<u>Pay Group F</u>			
Enlisted	\$4,244	\$3,197	\$4,106
<u>School Training</u>			
Officers	\$13,588	\$13,094	\$13,124
Enlisted	\$25,526	\$21,125	\$21,235
Subtotal	\$39,114	\$34,219	\$34,359
<u>Special Training</u>			
Officers	\$13,757	\$11,443	\$11,691
Enlisted	\$43,175	\$37,127	\$35,593
Subtotal	\$56,932	\$48,570	\$47,284

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF TRAVEL COSTS
(\$ in Thousands)

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<u>Administration and Support</u>			
Officers	\$2,085	\$1,954	\$2,045
Enlisted	\$4,765	\$4,930	\$5,382
Subtotal	\$6,850	\$6,884	\$7,427
<u>Other</u>			
Health Professions Scholarship (Officers)	\$3,217	\$3,258	\$3,320
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$3,217	\$3,258	\$3,320
<u>Total Direct Program</u>			
Officers	\$54,085	\$52,636	\$54,489
Enlisted	\$137,189	\$125,452	\$124,708
Total	\$191,274	\$178,088	\$179,197

***RESERVE PERSONNEL, AIR FORCE**
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(\$ in Thousands)

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$889	\$0	\$946	\$0	\$1,012	\$0
Enlisted	\$6,990	\$1,918	\$6,960	\$1,909	\$6,950	\$1,906
Subtotal	\$7,879	\$1,918	\$7,906	\$1,909	\$7,962	\$1,906
<u>Pay Group B</u>						
Officers	\$395	\$0	\$439	\$0	\$482	\$0
Enlisted	\$307	\$11	\$365	\$13	\$407	\$15
Subtotal	\$702	\$11	\$804	\$13	\$889	\$15
<u>Pay Group F</u>						
Enlisted	\$638	\$0	\$486	\$0	\$635	\$0
<u>School Training</u>						
Officers	\$1,656	\$0	\$1,633	\$0	\$1,661	\$0
Enlisted	\$3,761	\$0	\$3,108	\$0	\$3,174	\$0
Subtotal	\$5,417	\$0	\$4,741	\$0	\$4,835	\$0
<u>Special Training</u>						
Officers	\$1,159	\$0	\$991	\$0	\$996	\$0
Enlisted	\$10,311	\$0	\$8,177	\$0	\$7,534	\$0
Subtotal	\$11,469	\$0	\$9,168	\$0	\$8,530	\$0

***RESERVE PERSONNEL, AIR FORCE**
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(\$ in Thousands)

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Administration and Support</u>						
Officers	\$2,706	\$0	\$2,572	\$0	\$2,732	\$0
Enlisted	\$8,023	\$0	\$8,386	\$0	\$9,307	\$0
Subtotal	\$10,729	\$0	\$10,958	\$0	\$12,039	\$0
<u>Other</u>						
Health Professions Scholarship	\$557	\$0	\$642	\$0	\$663	\$0
Financial Assistance Program	\$5	\$0	\$7	\$0	\$8	\$0
Other Subtotal	\$562	\$0	\$650	\$0	\$671	\$0
<u>Direct Program</u>						
Officers	\$6,804	\$0	\$6,581	\$0	\$6,883	\$0
Enlisted	\$30,031	\$1,929	\$27,484	\$1,922	\$28,007	\$1,921
Other	\$562	\$0	\$650	\$0	\$671	\$0
Program Total	\$37,397	\$1,929	\$34,714	\$1,922	\$35,561	\$1,921
<u>Total Program</u>						
Officers	\$6,804	\$0	\$6,581	\$0	\$6,883	\$0
Enlisted	\$30,031	\$1,929	\$27,484	\$1,922	\$28,007	\$1,921
Other	\$562	\$0	\$650	\$0	\$671	\$0

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)

	BA	AMOUNT
FY 2015 Direct Program	\$1,653,148	\$1,653,148
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	7,538	\$7,538
Pay Group A	3,751	
Pay Group B	596	
Pay Group F	208	
Pay Group P	11	
School	544	
Special	883	
Admin & Support	1,456	
Health Professions Scholarship	88	
Medical Financial Asst Program	1	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	2,515	\$2,515
Pay Group A	1,250	
Pay Group B	199	
Pay Group F	70	
Pay Group P	4	
School	182	
Special	294	
Admin & Support	486	
Health Professions Scholarship	29	
Medical Financial Asst Program	1	
Inflation (Rate 1.6%) and Other Price Changes	20,610	\$20,610
Pay Group A	1,979	
Pay Group B	245	
Pay Group F	270	
Mobilization	13	
School	700	
Special	1,061	
Admin & Support	15,791	
Health Professions Scholarship	528	
Medical Financial Asst Program	23	

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)

	BA	AMOUNT
Retired Pay Accrual		\$5,099
Part-time Rate 23%	5,099	
Pay Group A	3,191	
Pay Group B	507	
Pay Group F	177	
Pay Group P	9	
School	464	
Special	751	
FICA (Rate 7.65%)	769	\$769
Pay Group A	383	
Pay Group B	61	
Pay Group F	21	
Pay Group P	1	
School	56	
Special	91	
Admin & Support	147	
Health Professions Scholarship	9	
BAH	2,479	\$2,479
Pay Group A	323	
Pay Group B	52	
Pay Group F	91	
School	326	
Special	568	
Admin & Support	1,074	
Health Professions Scholarship	45	
Total Pricing Increases	39,010	\$39,010

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)

	BA	AMOUNT
Program Increases:		
Total Pay Group B Program Increases	6,862	\$6,862
Pay and Allowance	6,089	
Clothing	14	
Subsistence	2	
Travel	757	
Total Pay Group F Program Increases	11,736	\$11,736
Pay and Allowance	9,861	
Clothing	1,017	
Travel	858	
Total Pay Group P Program Increases	233	\$233
Pay and Allowance	233	
Total Admin & Support Program Increases	19,664	\$19,664
Pay and Allowance	19,214	
Clothing	17	
Travel	433	
Total Health Professions Scholarship Program Increases	12	\$12
Pay and Allowance	1	
Travel	10	
All Other Categories	1	
Education Benefits Program Increases	29	\$29
Kicker	29	
Total Program Increases	38,536	\$38,536
Total Increases	77,546	\$77,546

RESERVE PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)

	BA	AMOUNT
Decreases:		
Pricing Decreases:		
Retired Pay Accrual		(\$658)
Part-time Rate 23%	0	
Full-time Rate 31.4%	(658)	
Admin & Support	(658)	
Education Benefits	(566)	(\$566)
Kicker	(566)	
Total Pricing Decreases	(1,224)	(\$1,224)
Program Decreases:		
Total Pay Group A Program Decreases	(8,024)	(\$8,024)
Pay and Allowance	(6,318)	
Clothing	(314)	
Subsistence	(65)	
Travel	(1,327)	
Total Mobilization Program Decreases	(195)	(\$195)
All Other Categories	(195)	
Total School Program Decreases	(1,730)	(\$1,730)
All Other Categories	(1,730)	
Total Special Program Decreases	(22,437)	(\$22,437)
All Other Categories	(22,437)	
Total Admin & Support Program Decreases	(800)	(\$800)
All Other Categories	(800)	
Total Medical Financial Asst Program Decreases	(1)	(\$1)
All Other Categories	(1)	
Total Program Decreases	(33,187)	(\$33,187)
Total Decreases	(34,411)	(\$34,411)
FY 2016 Direct Program	\$1,696,283	\$1,696,283

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

BA Amount

FY 2015 Direct Program

\$654,083

Increases:

Pricing Increases:

FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	3,751
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	1,250
Inflation (Rate 1.6%) and Other Price Changes	1,979
Retired Pay Accrual (Rate 23.0%)	3,191
FICA (Rate 7.65%)	383
BAH	323
Total Pricing Increases	10,877

Program Increases:

Total Program Increases **0**

Total Increases **\$10,877**

Decreases:

Pricing Decreases:

Total Pricing Decreases **0**

Program Decreases:

AT Pay	(2,031)
IDT Pay	(4,285)
Additional Training Assemblies Pay	(2)
Clothing	(314)
Subsistence	(65)
Travel	(1,327)
Total Program Decreases	(8,024)

Total Decreases **(\$8,024)**

FY 2016 Direct Program **\$656,936**

RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
(\$ in Thousands)

Estimate	FY 2016	\$656,936
Estimate	FY 2015	\$654,083
Actual	FY 2014	\$661,213

PART I - Purpose and Scope

Pay Group A provides pay and allowances for Air Force Reserve officers and enlisted personnel assigned to Reserve flying and mission support units. Pay Group A personnel are authorized 48 paid inactive duty drill periods and an annual active duty training tour of not less than 14 days (exclusive of travel time). Personnel on flying status are authorized up to 48 Additional Flying Training Periods (AFTP) each fiscal year. Personnel are authorized 24 additional Readiness Management Periods (RMPs) to accomplish unit administration and unit training preparation for Unit Training Assemblies. Included in the funds are basic pay, government's social security contributions, subsistence, housing allowance, special and incentive pay (i.e., aviation career, medical, crew member hazardous duty pay, etc.), individual clothing and uniform allowances, travel, and retired pay accrual.

IAW Sec 631 of FY08 NDAA 37USC, 408a, INACTIVE DUTY TRAINING (IDT) TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by Defense Table of Official Distances (DTOD).

Member is authorized travel expenses (actual expense) not to exceed \$300 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement is effective for travel incurred on/after 14 Aug 2008.

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 execution plus the applicable approved economic assumptions identified in Section II of this submission.

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
(\$ in Thousands)**

PART II - Justification of Funds Requested

A summary of costs by Active Duty for Training and Inactive Duty for Training is as follows:

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Active Duty for Training	\$230,392	\$228,790	\$229,140
Inactive Duty for Training	\$430,821	\$425,293	\$427,796
Total	\$661,213	\$654,083	\$656,936

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(\$ in Thousands)**

Expenses for Air Force Reserve personnel assigned to Reserve flying and mission support units are incurred for Active Duty for Training and Inactive Duty for Training in the following categories:

Pay and Allowances: Pay and allowances for personnel attending active duty for training. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, basic subsistence allowance (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized.

ACTIVE DUTY

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,686			9,011			9,338		
Participation Rate	91.56%			91.57%			91.56%		
PAID PARTICIPANTS	7,953	\$5,301.50	\$42,163	8,251	\$5,297.33	\$43,708	8,550	\$5,382.69	\$46,022

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	48,930			47,510			45,936		
Participation Rate	85.13%			85.13%			85.13%		
PAID PARTICIPANTS	41,654	\$2,658.76	\$110,748	40,445	\$2,667.55	\$107,889	39,105	\$2,718.14	\$106,293

Subsistence-in-Kind: Subsistence-in-kind for the number of mandays used by enlisted personnel on active duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	600,249			582,812			563,503		
Percent Subsisted	5.11%			5.11%			5.11%		
TOTAL	30,652	\$11.81	\$362	29,762	\$12.11	\$360	28,776	\$12.50	\$360

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(\$ in Thousands)**

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	150	\$400.00	\$60	155	\$400.00	\$62	161	\$400.00	\$64
Organizational Issue/Replacement	173	\$2,086.71	\$361	179	\$2,115.92	\$379	185	\$2,149.77	\$398
TOTAL	323		\$421	334		\$441	346		\$462

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	4,197	\$1,919.94	\$8,058	4,077	\$1,946.82	\$7,937	3,942	\$1,977.97	\$7,797
Organizational Issue/Replacement	746	\$2,534.85	\$1,891	725	\$2,570.34	\$1,863	701	\$2,611.47	\$1,831
TOTAL	4,943		\$9,949	4,802		\$9,800	4,643		\$9,628

Travel: Travel and per diem allowances for personnel while performing active duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,953	\$1,626.93	\$12,939	8,251	\$1,649.71	\$13,612	8,550	\$1,676.11	\$14,331
Enlisted	41,654	\$1,291.83	\$53,810	40,445	\$1,309.92	\$52,980	39,105	\$1,330.88	\$52,044
TOTAL	49,607		\$66,749	48,696		\$66,592	47,655		\$66,375

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(\$ in Thousands)**

Inactive Duty for Training

Pay and allowances for personnel attending inactive duty for training including unit training assemblies, additional flying training periods, and Readiness Management Periods. The dollar rate used in computing the requirement includes basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized.

<u>Pay and Allowances:</u>	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,686			9,011			9,338		
Participation Rate	89.03%			89.02%			89.02%		
PAID PARTICIPANTS	7,733	\$14,069.85	\$108,802	8,022	\$14,002.39	\$112,327	8,313	\$14,228.31	\$118,279
Additional Training Assemblies:									
Training Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Flight Training	101,857	\$336.55	\$34,280	101,857	\$335.13	\$34,135	101,857	\$340.53	\$34,685
Readiness Management Periods	17,750	\$335.66	\$5,958	17,750	\$333.96	\$5,928	17,750	\$339.35	\$6,023
Military Funeral Honors	7	\$3,575.20	\$25	7	\$3,547.94	\$24	7	\$3,594.95	\$24
TOTAL			\$149,065			\$152,414			\$159,011

Enlisted	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training									
Average Strength	48,930			47,510			45,936		
Participation Rate	92.46%			92.46%			92.46%		
PAID PARTICIPANTS	45,239	\$5,726.54	\$259,063	43,926	\$5,697.05	\$250,249	42,471	\$5,788.99	\$245,864
Additional Training Assemblies:									
Training Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Flight Training	47,525	\$183.44	\$8,718	47,525	\$182.65	\$8,680	47,525	\$185.61	\$8,820
Readiness Management Periods	43,141	\$183.35	\$7,910	43,141	\$182.39	\$7,869	43,141	\$185.32	\$7,995
Military Funeral Honors	84	\$1,606.54	\$135	84	\$1,598.01	\$134	84	\$1,622.84	\$136
TOTAL			\$275,826			\$266,932			\$262,815

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP A
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(\$ in Thousands)**

Subsistence-in-Kind: Subsistence-in-kind for the number of mandays used by enlisted personnel on inactive duty for training periods of eight hours or more in any one calendar day.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,824,339			1,771,536			1,712,855		
Percent Subsisted	7.22%			7.22%			7.22%		
TOTAL	131,753	\$11.81	\$1,556	127,939	\$12.11	\$1,549	123,701	\$12.50	\$1,546

Travel: Travel and per diem allowances for personnel while performing an inactive duty for training drill. IAW sec 631 of FY08 NDAA 37USC, 408a, IDT TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD. Member is authorized travel expenses (actual expense) NTE \$300 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement effective for travel incurred on/after 14 Aug 2008.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	561	\$2,463.46	\$1,382	581	\$2,497.95	\$1,451	602	\$2,537.91	\$1,528
Enlisted	1,503	\$1,990.69	\$2,992	1,460	\$2,018.55	\$2,947	1,412	\$2,050.85	\$2,896
TOTAL	2,064		\$4,374	2,041		\$4,398	2,014		\$4,424

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

	BA	Amount
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FY 2015 Direct Program

\$100,705

Increases:

Pricing Increases:

FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	596
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	199
Inflation (Rate 1.6%) and Other Price Changes	245
Retired Pay Accrual (Rate 23.0%)	507
FICA (Rate 7.65%)	61
BAH	52
Total Pricing Increases	1,660

Program Increases:

AT Pay	1,921
IDT Pay	4,168
Clothing	14
Subsistence	2
Travel	757
Total Program Increases	6,862

Total Increases

\$8,522

Decreases:

Pricing Decreases:

Total Pricing Decreases	0
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Program Decreases:

Total Program Decreases	0
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Total Decreases

\$0

FY 2016 Direct Program

\$109,227

RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
(\$ in Thousands)

Estimate	FY 2016	\$109,227
Estimate	FY 2015	\$100,705
Actual	FY 2014	\$91,604

PART I - Purpose and Scope

Pay Group B provides pay and allowances for Air Force Reserve officers and enlisted personnel not assigned to Reserve flying or mission support units, but who do have pre-assigned individual wartime mobilization assignments. Pay Group B individuals are designated as Individual Mobilization Augmentees (IMAs) and perform their training with the organization to which they are assigned. Personnel are authorized 24 to 48 paid inactive duty drill periods each fiscal year and an annual active duty training tour of 12 to 14 days (exclusive of travel time). These Reservists will meet active force shortages during the early phase of war or general mobilization. Included in the funds are basic pay, government's social security contributions, subsistence, housing allowances, special and incentive pay (i.e., aviation career, medical, crew member hazardous duty pay, etc.), individual clothing and uniform allowances, travel, and retired pay accrual.

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
(\$ in Thousands)**

PART II - Justification of Funds Requested

A summary of costs by Active Duty for Training and Inactive Duty for Training is as follows:

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Active Duty for Training	\$35,235	\$39,006	\$42,349
Inactive Duty for Training	\$56,369	\$61,699	\$66,878
TOTAL	\$91,604	\$100,705	\$109,227

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(\$ in Thousands)**

Active Duty for Training

Pay and Allowances: Pay and allowances for personnel attending active duty for training. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, basic subsistence allowance (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized.

Pay and Allowances:

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,263			4,622			4,913		
Participation Rate	92.73%			92.73%			92.73%		
PAID PARTICIPANTS	3,953	\$4,965.88	\$19,630	4,286	\$4,959.32	\$21,255	4,556	\$5,039.26	\$22,959
Enlisted									
Average Strength	2,686			3,113			3,362		
Participation Rate	78.56%			78.54%			78.55%		
PAID PARTICIPANTS	2,110	\$2,783.00	\$5,872	2,445	\$2,798.11	\$6,842	2,641	\$2,859.37	\$7,551

Subsistence-in-Kind: Subsistence-in-kind for the number of mandays used by enlisted personnel on active duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	26,539			30,758			33,224		
Percent Subsisted	3.51%			3.51%			3.51%		
TOTAL	931	\$11.81	\$11	1,079	\$12.11	\$13	1,166	\$12.50	\$15

RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(\$ in Thousands)

Individual Clothing and Uniform Allowance: Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	43	\$400.00	\$17	47	\$400.00	\$19	50	\$400.00	\$20
Organization	3	\$1,000.00	\$3	3	\$1,000.00	\$3	3	\$1,000.00	\$3
TOTAL	46		\$20	50		\$22	53		\$23

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	94	\$1,382.98	\$130	109	\$1,402.34	\$153	118	\$1,424.78	\$168
Organization	2	\$1,000.00	\$2	2	\$1,000.00	\$2	2	\$1,000.00	\$2
TOTAL	96		\$132	111		\$155	120		\$170

Travel: Travel and per diem allowances for personnel while performing active duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	3,953	\$1,758.92	\$6,953	4,286	\$1,783.54	\$7,644	4,556	\$1,812.08	\$8,256
Enlisted	2,110	\$1,240.28	\$2,617	2,445	\$1,257.65	\$3,075	2,641	\$1,277.77	\$3,375
TOTAL	6,063		\$9,570	6,731		\$10,719	7,197		\$11,631

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(\$ in Thousands)**

Inactive Duty Training

The dollar rate used in computing the requirement includes basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized.

Pay and Allowances: Pay and allowances for personnel attending inactive duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,263			4,622			4,913		
Participation Rate	83.20%			83.21%			83.21%		
PAID PARTICIPANTS	3,547	\$12,480.15	\$44,267	3,846	\$12,416.04	\$47,753	4,088	\$12,616.39	\$51,575

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,686			3,113			3,362		
Participation Rate	88.87%			88.85%			88.88%		
PAID PARTICIPANTS	2,387	\$4,976.18	\$11,878	2,766	\$4,951.01	\$13,695	2,988	\$5,030.86	\$15,032

Travel: Travel and per diem allowances for personnel attending inactive duty for training.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	109	\$1,504.59	\$164	118	\$1,525.65	\$180	125	\$1,550.06	\$194
Enlisted	44	\$1,363.64	\$60	51	\$1,382.73	\$71	55	\$1,404.85	\$77
TOTAL	153		\$224	169		\$251	180		\$271

**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
REIMBURSABLE REQUIREMENTS
(\$ in Thousands)**

Reimbursable Requirements: Reimbursable requirements are in addition to funds requested for direct program requirements.
(Selective Service Support)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	49	\$14,285.71	\$700	83	\$9,638.55	\$800	83	\$9,638.55	\$800
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	49		\$700	83		\$800	83		\$800

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2015 Direct Program		\$43,579
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	208	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	70	
Inflation (Rate 1.6%) and Other Price Changes	270	
Retired Pay Accrual (Rate 23.0%)	177	
FICA (Rate 7.65%)	21	
BAH	91	
Total Pricing Increases	837	
Program Increases:		
AT Pay	9,861	
Clothing	1,017	
Travel	858	
Total Program Increases	11,736	
Total Increases		\$12,573
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2016 Direct Program		\$56,152

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
(\$ in Thousands)**

Estimate	FY 2016	\$56,152
Estimate	FY 2015	\$43,579
Actual	FY 2014	\$57,910

PART I - Purpose and Scope

Pay Group F provides for pay and allowances, including government's social security contributions, clothing, subsistence, travel, retired pay accrual and annual leave accrued at the rate of 2 1/2 days per month for 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 training for their selected Air Force specialties.

Program requirements are based on the average number of trainees for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
DETAIL OF REQUIREMENTS
(\$ in Thousands)**

Part II - Justification for Funds Requested

Expenses for non-prior service personnel are incurred for Active Duty Training in the following categories:

Pay and Allowances: Pay and allowances for the average number of enlisted trainees attending basic military training (BMT) and follow-on technical training. Duration depends upon their Air Force specialty. The dollar rates used in computing the requirements include basic pay, retired pay accrual, government's social security contributions, Basic Allowance for Housing (BAH), when authorized, and annual leave accrued at the rate of 2 1/2 days per month. The average training time for these individuals is 178 days.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	3,088			2,294			2,900		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	3,088	\$15,749.97	\$48,636	2,294	\$15,951.97	\$36,593	2,900	\$16,268.40	\$47,179

Individual Clothing and Uniform Allowance: Prescribed clothing for non-prior service enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	3,088	\$1,628.89	\$5,030	2,294	\$1,651.69	\$3,789	2,900	\$1,678.12	\$4,867

Travel: Transportation for the average number of enlisted personnel who travel to Lackland AFB TX for BMT and follow-on technical training in their Air Force specialty.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	3,088	\$1,374.35	\$4,244	2,294	\$1,393.59	\$3,197	2,900	\$1,415.89	\$4,106

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

	BA	Amount
FY 2015 Direct Program		\$1,572
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	11	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	4	
Retired Pay Accrual (Rate 23.0%)	9	
FICA (Rate 7.65%)	1	
Total Pricing Increases	25	
Program Increases:		
IDT Pay	233	
Total Program Increases	233	
Total Increases		\$258
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2016 Direct Program		\$1,830

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
(\$ in Thousands)**

Estimate	FY 2016	\$1,830
Estimate	FY 2015	\$1,572
Actual	FY 2014	\$1,770

PART I - Purpose and Scope

Pay Group P are unit non-prior service personnel recruited into the Air Force Reserve who have not yet begun initial Active Duty Training. Program funds participation in drill periods for non-prior service personnel awaiting BMT. Beginning in FY 2011, Development and Training Flights (DTF) were established to provide structured training during drill periods with the goal of achieving higher retention. Category P personnel are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IDT.

**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
DETAIL REQUIREMENTS
(\$ in Thousands)**

Part II - Justification of Funds Requested

Summary of costs for drill periods performed by non-prior service personnel recruited into the Air Force Reserve and have not yet begun Initial Active Duty for Training. These personnel are assigned to a Development and Training Flight (DTF) are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IDT.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,078	23,690	\$74.71	\$1,770	963	21,151	\$74.32	\$1,572	1,103	24,235	\$75.53	\$1,830

**RESERVE PERSONNEL, AIR FORCE
MOBILIZATION TRAINING
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2015 Direct Program	758	\$758
Increases:		
Pricing Increases:		
Readiness Training	3	
IRR Muster/Screening	10	
Total Pricing Increases	13	
Program Increases:		
Total Program Increases	0	
Total Increases		\$13
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Readiness Training	(195)	
Total Program Decreases	(195)	
Total Decreases		(\$195)
FY 2016 Direct Program		\$576

RESERVE PERSONNEL, AIR FORCE
MOBILIZATION TRAINING
(\$ in Thousands)

Estimate	FY 2016	\$576
Estimate	FY 2015	\$758
Actual	FY 2014	\$679

PART I – Purpose and Scope

Mobilization Training provides for pay and travel of Air Force Reserve Selected Individual Ready Reserve (IRR) personnel called to active duty as authorized for Training and for Individual Ready Reserve personnel required to perform active duty for training to fulfill an enlistment commitment. Also included in this section are funds to screen Individual Ready Reserve members annually.

The IRR Muster Program exists to enhance readiness and ensure the Air Force can "reach out and touch" members of the IRR population when called upon to do so. Our objectives are to provide overall structure to gather and maintain IRR Airmen contact and physical condition information, thereby increasing efficiency of the activation process for total or full mobilization. Specifically, the muster program strives to enhance readiness, boost combat capability, streamline procedures and improve system support. The concept is to ensure the Nation always has a warrior bank of mission ready reservists for mobilization and Air Force augmentation when needed.

Program requirements are based on the estimated number of personnel who qualify for additional training for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

**RESERVE PERSONNEL, AIR FORCE
MOBILIZATION TRAINING
(\$ in Thousands)**

PART II - Justification of Funds Requested

IRR Readiness Training: Travel for selected IRR members performing Biennial Push-Pull Mobilization exercises as authorized in critical wartime positions. Training is a minimum of three days of active duty for training. The dollar rates used in computing these requirements include transportation and per diem, as authorized. Pay and allowances are funded by the Active Duty appropriation.

IRR Muster/Screening: Allowance for IRR members selected to participate in the annual IRR Muster/Screening. Call-up is for a maximum of one day. The muster allowance is 125% of the per diem rate, for the United States (other than Alaska and Hawaii) as authorized in Title 37, Section 433.

	<u>FY 2014 Actual</u>				<u>FY 2015 Estimate</u>				<u>FY 2016 Estimate</u>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	37	37	\$540.54	\$20	0	0	\$0.00	\$0
Enlisted	0	0	\$0.00	\$0	318	318	\$540.88	\$172	0	0	\$0.00	\$0
Subtotal	0	0		\$0	355	355		\$192	0	0		\$0
	<u>FY 2014 Actual</u>				<u>FY 2015 Estimate</u>				<u>FY 2016 Estimate</u>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	455	455	\$210.90	\$96	744	744	\$213.85	\$159	746	746	\$217.27	\$162
Enlisted	2,764	2,764	\$210.90	\$583	1,903	1,903	\$213.85	\$407	1,905	1,905	\$217.27	\$414
Subtotal	3,219	3,219		\$679	2,647	2,647		\$566	2,651	2,651		\$576
	<u>FY 2014 Actual</u>				<u>FY 2015 Estimate</u>				<u>FY 2016 Estimate</u>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	455	455	\$210.90	\$96	781	781	\$229.19	\$179	746	746	\$217.27	\$162
Enlisted	2,764	2,764	\$210.90	\$583	2,221	2,221	\$260.69	\$579	1,905	1,905	\$217.27	\$414
TOTAL	3,219	3,219		\$679	3,002	3,002		\$758	2,651	2,651		\$576

**RESERVE PERSONNEL, AIR FORCE
SCHOOL TRAINING
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

Amount

FY 2015 Direct Program

\$141,293

Increases:

Pricing Increases:

FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	544
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	182
Retired Pay Accrual (Rate 23.0%)	464
FICA (Rate 7.65%)	56
BAH	326
Inflation (Rate 1.6%) and Other Price Changes	700
Total Pricing Increases	2,272

Program Increases:

Unit Conversion Training	379
Recruiter Training	3
Total Program Increases	382

Total Increases

\$2,654

Decreases:

Pricing Decreases:

Total Pricing Decreases	0
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Program Decreases:

Initial Skills Acquired	(524)
Refresh & Proficiency	(385)
Officer Candidate School	(58)
Career Development Training	(434)
Undergrad Pilot Training	(711)
Total Program Decreases	(2,112)

Total Decreases

(\$2,112)

FY 2016 Direct Program

\$141,835

RESERVE PERSONNEL, AIR FORCE
SCHOOL TRAINING
(\$ in Thousands)

Estimate	FY 2016	\$141,835
Estimate	FY 2015	\$141,293
Actual	FY 2014	\$159,950

PART I - Purpose and Scope

School Training provides for pay and allowances including government's social security contribution, subsistence, travel, per diem, and retired pay accrual for Air Force Reserve personnel performing tours of active duty to attend formal schools. The school program for the Air Force Reserve is designed to increase the mobilization potential and readiness skill levels of Reservists through training that cannot be achieved through other means, and also to crosstrain in related career fields. The courses vary from approximately 5 to 339 days in length. Funding includes the actual period of instruction plus travel time and leave accrued at the rate of 2 1/2 days per month for courses of 30 days or more. The courses are the same as those offered to the regular Air Force, and with minor exceptions, a Reservist may attend any course offered to members of the regular Air Force.

Program requirements are based on the estimated number of personnel who will require formal school training for each fiscal year.

**RESERVE PERSONNEL, AIR FORCE
SCHOOL TRAINING
(\$ in Thousands)**

PART II - Justification of Funds Requested

The school tours are programmed and budgeted in seven separate categories as follows:

Career Development Training: Professional Military Education (PME) courses vary in length from one and two week seminars at Air University and the National Defense University to a full academic year in resident courses such as the senior service schools. The level of training remains fairly constant in this category. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,292	34,883	\$461.72	\$16,106	1,203	32,471	\$463.21	\$15,041	1,182	31,914	\$470.71	\$15,021
Enlisted	2,047	49,131	\$296.28	\$14,557	1,617	38,798	\$298.07	\$11,565	1,593	38,233	\$302.86	\$11,580
TOTAL	3,339	84,014		\$30,663	2,820	71,269		\$26,606	2,775	70,147		\$26,601

Initial Skill Acquisition Training: Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both active force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Courses vary in length from two weeks to eight months. The level of training in this category is determined by actual and projected vacancies in critical skills.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	234	14,763	\$337.33	\$4,980	217	13,644	\$338.61	\$4,620	213	13,411	\$344.05	\$4,614
Enlisted	1,924	144,329	\$258.25	\$37,273	1,612	120,878	\$259.94	\$31,421	1,589	119,190	\$264.10	\$31,478
TOTAL	2,158	159,092		\$42,253	1,829	134,522		\$36,041	1,802	132,601		\$36,092

Officer Training School: Officer Training School (OTS) provides a 12-week course of pre-commissioning training for selected enlisted personnel. Upon successful completion, students are tendered appointments as 2nd Lieutenants, Air Force Reserve, for an indefinite term. Non-commissioned applicants for Undergraduate Pilot Training (UPT) and Undergraduate Navigator Training (UNT) must complete this course and receive a commission prior to entry into UPT or UNT. The level of this training is determined by the phasing of entries into UPT and UNT. This program provides an avenue for qualified enlisted personnel to obtain a commission and advance to officer positions. Provides training for officers attending the Academy of Military Science course and the Commissioned Officer Training Course or the Reserve Commissioned Officer Training Course.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	232	3,948	\$276.65	\$1,092	268	4,551	\$277.85	\$1,264	263	4,469	\$281.90	\$1,261
Enlisted	202	12,532	\$253.17	\$3,173	154	9,554	\$254.82	\$2,435	152	9,422	\$258.99	\$2,440
TOTAL	434	16,480		\$4,265	422	14,105		\$3,699	415	13,891		\$3,701

RESERVE PERSONNEL, AIR FORCE
SCHOOL TRAINING
(\$ in Thousands)

Refresher and Proficiency Training: Provides training necessary to attain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members in specific aircraft. Also included are training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. Length of training depends on the individual's prior qualifications. The longest technical training course is of 10 weeks duration; the shortest, one week. The longest aircrew course is the 26-week Air Combat Command Operation Training Course; the shortest, Water Survival Training for four days.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	800	41,590	\$378.32	\$15,735	789	41,024	\$379.66	\$15,575	776	40,331	\$385.78	\$15,558
Enlisted	1,454	37,806	\$270.53	\$10,228	1,127	29,299	\$272.19	\$7,974	1,110	28,872	\$276.53	\$7,984
TOTAL	2,254	79,396		\$25,963	1,916	70,323		\$23,549	1,886	69,203		\$23,542

Undergraduate Pilot/Navigator and Aircrew Training: The term "aircrew" encompasses all officer and enlisted flyers operating manned or unmanned aerial vehicles, and space operators. The basic Undergraduate Pilot Training (UPT) course is of approximately 50 weeks duration while Undergraduate Navigator Training (UNT) ranges from 48-78 weeks depending on the weapon system. Variations in levels of training are based upon phasing of entries to meet programmed production. Graduates proceed to combat crew training for the particular aircraft and missions to which they will be assigned. Also includes mission qualification and seasoning training for aircrew.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	791	97,278	\$341.27	\$33,198	741	91,101	\$342.50	\$31,203	728	89,572	\$348.00	\$31,173
Enlisted	590	61,987	\$245.47	\$15,216	482	50,573	\$247.07	\$12,495	475	49,865	\$251.08	\$12,518
TOTAL	1,381	159,265		\$48,414	1,223	141,674		\$43,698	1,203	139,437		\$43,691

Unit Conversion Training: Formal school courses resulting from a change in unit mission, aircraft model, or support equipment. Most of this training is for aircrew personnel; however, some advanced technical training is also included for non-aircrew personnel.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	124	8,658	\$424.08	\$3,672	122	8,511	\$425.47	\$3,622	128	8,938	\$432.42	\$3,865
Enlisted	306	15,319	\$287.71	\$4,408	262	13,103	\$289.59	\$3,794	275	13,766	\$294.15	\$4,050
TOTAL	430	23,977		\$8,080	384	21,614		\$7,416	403	22,704		\$7,915

**RESERVE PERSONNEL, AIR FORCE
SCHOOL TRAINING
(\$ in Thousands)**

Recruiter Training: Provides training of carefully selected Air Force Reserve enlisted personnel to enhance their capabilities in recruiting. Personnel are assigned directly to the Air Force Reserve recruiting program. Courses are conducted by Air Education and Training Command and are of four weeks duration.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	23	1,029	\$302.65	\$312	21	931	\$304.57	\$284	21	945	\$310.85	\$293
TOTAL	23	1,029		\$312	21	931		\$284	21	945		\$293

TOTAL SCHOOL TRAINING

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,473	201,120	\$371.83	\$74,783	3,340	191,302	\$372.84	\$71,325	3,290	188,635	\$379.00	\$71,492
Enlisted	6,546	322,133	\$264.38	\$85,167	5,275	263,136	\$265.90	\$69,968	5,215	260,293	\$270.25	\$70,343
TOTAL	10,019	523,253		\$159,950	8,615	454,438		\$141,293	8,505	448,928		\$141,835

**RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

	BA	Amount
FY 2015 Direct Program	227,229	\$227,229
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	883	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	294	
Retired Pay Accrual (Rate 23.0%)	751	
FICA (Rate 7.65%)	91	
BAH	568	
Inflation (Rate 1.6%) and Other Price Changes	1,061	
Total Pricing Increases	3,648	
Program Increases:		
Total Program Increases	0	
Total Increases		\$3,648
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Cmd & Staff Supervision	(76)	
Exercises	(49)	
Management Support	(14,667)	
Operational Training	(7,588)	
Service Mission/Mission Support	(57)	
Total Program Decreases	(22,437)	
Total Decreases		(\$22,437)
FY 2016 Direct Program		\$208,440

RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
(\$ in Thousands)

Estimate	FY 2016	\$208,440
Estimate	FY 2015	\$227,229
Actual	FY 2014	\$267,048

PART I - Purpose and Scope

Special Training provides pay and allowances including government's social security contribution, subsistence, travel, per diem, and retired pay accrual for Selected Air Force Reserve officers and enlisted personnel who will perform tours of paid active duty for training other than those covered by Pay Groups A, B, F, and School Training. Tours include JCS Exercises, USAF Mission Support, Conversions, Recruiting and other special training necessary to improve combat proficiency and increase mobilization readiness of Air Force Reserve units.

The Seasoning Training Program (STP) was established in FY 2007 and is designed to accelerate the training cycle by allowing 3-Skill Level reserve members to voluntarily remain on Active Duty for Training (ADT) orders until trained and mission ready. The objective of the program is to increase the pool of individuals available to support Overseas Contingency Operations tasking and to reduce the time it takes an individual to achieve skill level progression.

Program requirements are based on the estimated number of personnel who will require additional active duty training, other than Annual Training, Unit Training Assemblies and Additional Flying Training Periods, for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

**RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
(\$ in Thousands)**

PART II - Justification of Funds Requested

The special training activities are programmed and budgeted in nine separate categories as follows. In addition, counterdrug funds for special training are reprogrammed from an OSD appropriation in the year of execution.

Competitive Events: Air Force Reserve participation in the annual Congress of the Interallied Confederation of Reserve Officers (CIOR), a semi-official Reserve organization which cooperates with and supports the policies of the North Atlantic Treaty Organization (NATO). Each year, the CIOR holds an annual Congress in one of the NATO countries and, in conjunction, a series of military pentathlon-type competitions are held involving Reserve officer teams from member nations as part of the Congress' activities. The competition consists of a running obstacle course (500 meters and 50 obstacles), a swimming obstacle course (50 meters and four obstacles in utility uniform), shooting (rifle, pistol, and submachine gun), and orienteering (10-14 kilometer land navigation course using map, compass and visual orientation).

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	26	158	\$525.89	\$83	7	40	\$526.32	\$21	7	39	\$534.40	\$21
Enlisted	2	86	\$226.69	\$20	1	56	\$232.65	\$13	1	55	\$236.40	\$13
TOTAL	28	244		\$103	8	96		\$34	8	94		\$34

Command/Staff Supervision: Inspection and staff assistance visits made by higher headquarters to subordinate units. The effectiveness of training is reviewed, the organizations capability to respond to wartime tasking is evaluated and compliance with directives is checked. The tours also enable newly assigned personnel to become acquainted with their positions.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	757	6,811	\$608.18	\$4,142	594	5,347	\$609.66	\$3,259	585	5,261	\$619.10	\$3,258
Enlisted	1,323	7,940	\$311.09	\$2,470	822	4,930	\$312.41	\$1,540	809	4,855	\$317.42	\$1,541
TOTAL	2,080	14,751		\$6,612	1,416	10,277		\$4,799	1,394	10,116		\$4,799

**RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
(\$ in Thousands)**

Management Support: Day-to-day planning and supervision of Reserve training functions. Examples include the writing and coordinating of plans for exercises and training assemblies, development of Reserve policies and programs and retraining of obligated Reserve members who do not participate satisfactorily.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,430	96,759	\$521.72	\$50,481	3,790	82,768	\$523.14	\$43,299	3,451	81,597	\$491.00	\$40,064
Enlisted	17,864	429,713	\$262.20	\$112,671	13,966	335,833	\$263.61	\$88,529	12,299	331,933	\$238.64	\$79,214
TOTAL	22,294	526,472		\$163,152	17,756	418,601		\$131,828	15,750	413,530		\$119,278

Exercises: Air Force Reserve participation in joint training exercises. The Reserve members are integrated with the active forces to provide required expertise. The Reserve personnel may function in command positions as aircrew members or as specialists in any field.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	250	1,997	\$484.03	\$966	170	1,361	\$485.31	\$660	164	1,312	\$492.10	\$646
Enlisted	644	4,506	\$263.47	\$1,187	426	2,979	\$264.65	\$788	411	2,880	\$268.95	\$774
TOTAL	894	6,503		\$2,153	596	4,340		\$1,448	575	4,192		\$1,420

Operational Training: Training directly related to the members wartime tasking including seasoning training towards 5-level AFSC upgrade. Examples include airborne support training during which aircrew members drop Army parachutists, aircraft maintenance training, aircrew flight and ground training, civil defense and natural disaster training, aircraft ferrying, loadmaster and aerial port training involving loading of aircraft and operation of high density cargo handling facilities.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,432	20,042	\$415.30	\$8,323	1,575	22,044	\$416.47	\$9,181	1,756	24,582	\$423.20	\$10,403
Enlisted	6,168	370,050	\$188.45	\$69,736	6,684	401,039	\$189.62	\$76,045	5,935	356,083	\$192.66	\$68,603
TOTAL	7,600	390,092		\$78,059	8,259	423,083		\$85,226	7,691	380,665		\$79,006

**RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
(\$ in Thousands)**

Service Mission/Mission Support: Training members receive from direct support of the active military forces. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Operation Restore Hope, Provide Comfort and Peacekeeper Challenge.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	518	4,666	\$462.73	\$2,160	438	3,944	\$463.91	\$1,830	431	3,880	\$471.63	\$1,829
Enlisted	898	7,181	\$274.78	\$1,972	741	5,929	\$275.77	\$1,635	730	5,839	\$280.18	\$1,636
TOTAL	1,416	11,847		\$4,132	1,179	9,873		\$3,465	1,161	9,719		\$3,465

Unit Conversion Training: Additional training required by Reserve personnel to attain proficiency in their wartime specialty due to unit aircraft conversions or other mission changes.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	62	371	\$515.99	\$191	33	195	\$513.37	\$101	33	196	\$526.32	\$103
Enlisted	154	1,544	\$327.16	\$504	100	1,000	\$326.51	\$328	101	1,005	\$333.29	\$335
TOTAL	216	1,915		\$695	133	1,195		\$429	134	1,201		\$438

Drug Interdiction/Counternarcotic Activities: Direct support of drug interdiction/counternarcotic activities. Funds are provided to Air Force Reserve by reprogramming, on an annual basis, from Drug Interdiction/Counternarcotic, Defense Appropriation.

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	113	1,803	\$510.82	\$921	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	237	3,561	\$311.15	\$1,108	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	350	5,364		\$2,029	0	0		\$0	0	0		\$0

RESERVE PERSONNEL, AIR FORCE
SPECIAL TRAINING
(\$ in Thousands)

Yellow Ribbon: 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 deployment. The post-deployment phase (from arrival at home station until 180 days following 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. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure 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 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	335	8,160	\$408.30	\$3,332	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	2,120	22,995	\$294.93	\$6,781	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	2,455	31,155		\$10,113	0	0		\$0	0	0		\$0

TOTAL SPECIAL TRAINING

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	7,923	140,767	\$501.53	\$70,599	6,607	115,699	\$504.33	\$58,351	6,427	116,867	\$481.95	\$56,324
Enlisted	29,410	847,576	\$231.78	\$196,449	22,745	751,919	\$224.60	\$168,878	20,291	702,803	\$216.44	\$152,116
TOTAL	37,333	988,343		\$267,048	29,352	867,618		\$227,229	26,718	819,670		\$208,440

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

	BA	Amount
FY 2015 Direct Program	406,897	\$406,897
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	1,456	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	486	
Inflation (Rate 1.6%) and Other Price Changes	15,791	
FICA (Rate 7.65%)	147	
BAH	1,074	
Total Pricing Increases	18,954	
Program Increases:		
Full-Time / AGR	19,214	
Death & Disability	1	
Clothing	17	
Travel	433	
Bonuses	5,403	
Total Program Increases	25,068	
Total Increases		\$44,022
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(658)	
Total Pricing Decreases	(658)	
Program Decreases:		
Bonuses	(6,204)	
Total Program Decreases	(6,204)	
Total Decreases		(\$6,862)
FY 2016 Direct Program		\$444,057

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Estimate	FY 2016	\$444,057
Estimate	FY 2015	\$406,897
Actual	FY 2014	\$402,571

PART I - Purpose and Scope

Administration and Support provides for pay and allowances, uniforms, and permanent change of station travel of Air Force Reserve personnel called to active duty for other than training as authorized by Sections 10211, 12301/12310, 10305, and 8038, Title 10, U.S.C.; for death gratuity payments to beneficiaries of Air Force Reserve personnel who die while participating in or as a result of injury received or disease contracted while participating in active or inactive duty training; for pay and allowances during periods of disability and hospitalization to members of the Air Force Reserve who suffer injury or contract disease in the line of duty while participating in active or inactive duty training; for payment of a stipend to health professionals completing advanced training in critical wartime specialties who agree to a commitment to serve in the Ready Reserve; and for payment of incentives to personnel in selected skill categories.

Program requirements include personnel who are authorized four year tours for the purpose of managing selected reserve and individual ready reserve programs and to recruit personnel into the Air Force Reserve. Additional programs included in this section are for reservists who qualify for disability and hospitalization pay, death gratuity benefits, health professions stipend pay, and incentive bonuses. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Part II - Justification of Funds Requested

Expenses for Administration and Support are incurred in the following categories: Full-time Active Duty, Health Professions Stipend, Death Gratuities, Disability and Hospitalization, and Bonus Programs. A summary is as follows:

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Full-Time Pay and Allowances	\$352,419	\$352,798	\$390,706
Health Profession Stipend	\$2,573	\$2,599	\$2,631
Death Gratuity	\$286	\$400	\$400
Disability and Hospitalization	\$1,554	\$1,571	\$1,592
Bonus Programs	\$44,864	\$48,654	\$47,853
Foreign Language Proficiency Pay	\$875	\$875	\$875
Total	\$402,571	\$406,897	\$444,057

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Pay and Allowances: Pay and allowances for personnel serving on active duty as authorized by Sections 10211, 10305, 8038, 12301 and 12310 of Title 10, U.S.C. The dollar rates used in computing these requirements include basic pay, retired pay accrual, government's contribution for social security, basic subsistence allowance and basic allowance for housing, special and incentive pay, and termination pay, as authorized. The rates used in pricing this program are the Military Annual Composite Pay Rates from AFI 65-503. The total average authorized end strength by grade is priced out and offset by the anticipated AFMC reimbursement.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Officers</u>									
Full Time Statutory Tour	357	\$205,770.09	\$73,460	328	\$208,816.24	\$68,492	323	\$221,957.96	\$71,693
Recruiters	19	\$175,367.94	\$3,332	18	\$180,085.86	\$3,241	17	\$184,583.16	\$3,137
Unit AGRs	543	\$176,801.48	\$96,003	506	\$182,994.64	\$92,595	536	\$188,060.47	\$100,801
Subtotal	919	\$188,025.03	\$172,795	852	\$192,873.24	\$164,328	876	\$200,492.01	\$175,631
<u>Enlisted</u>									
Full Time Statutory Tour	153	\$119,365.94	\$18,263	163	\$122,705.06	\$20,002	167	\$138,323.02	\$23,099
Recruiters	354	\$106,957.48	\$37,863	370	\$108,246.30	\$40,052	380	\$111,424.83	\$42,341
Unit AGRs	1,370	\$91,373.00	\$125,181	1,380	\$94,611.15	\$130,563	1,509	\$100,013.33	\$150,919
Subtotal	1,877	\$96,594.03	\$181,307	1,913	\$99,642.97	\$190,617	2,056	\$105,232.98	\$216,359
TOTAL	2,796	\$126,645.92	\$354,102	2,765	\$128,370.71	\$354,945	2,932	\$133,693.72	\$391,990
<u>Less AFMC Reimbursement</u>	83	\$106,024.10	\$8,800	83	\$112,048.19	\$9,300	83	\$108,433.73	\$9,000
<u>Total Direct</u>	2,713	\$127,276.82	\$345,302	2,682	\$128,875.84	\$345,645	2,849	\$134,429.62	\$382,990

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Uniforms: Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	175	\$400.00	\$70	162	\$400.00	\$65	167	\$400.00	\$67
Enlisted	514	\$383.52	\$197	524	\$388.89	\$204	563	\$395.11	\$222
TOTAL	689		\$267	686		\$269	730		\$289

PCS: Transportation costs for personnel serving on active duty for other than training. Included are permanent change of station costs, movement and storage of household goods, family member travel and per diem, and TDY associated with PCS moves.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	145	\$14,381.44	\$2,085	134	\$14,582.78	\$1,954	138	\$14,816.11	\$2,045
Enlisted	395	\$12,064.10	\$4,765	403	\$12,233.00	\$4,930	433	\$12,428.73	\$5,382
TOTAL	540		\$6,850	537		\$6,884	571		\$7,427

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

***AFMC Reimbursement:** This is a coordinated Air Force Materiel Command (AFMC)/Air Force Reserve Command (AFRC) program change requesting implementation of the use of reserve aircrew to perform AFMC test support and Depot Functional Check Flight operation by the addition of reserve units. Approved at the Rated Summit 99 by the Secretary of the Air Force (SECAF), Chief of Staff of the Air Force (CSAF), and the 4-Stars. SECAF and CSAF directed AFMC/CC and AFRC/CC to implement immediately. The program change requests the addition of a Flights Integrated Reserve Associate Unit within the 452nd Flight Test Squadron (FLTS), Air Force Flight Test Center, Edwards AFB CA and FLTS Reserve Associated Units at the Air Logistic Center (ALC) (514 FLTS Hill AFB UT; 10 FLTS Tinker AFB OK; 339 FLTS Robins AFB GA; and AFMC Operating Location Randolph AFB TX). The 452 FLTS will remain a regular Air Force unit with an additional integrated "new" reserve unit. The ALC units will maintain their current designations but come under the AFRC administrative control after the transition is complete, but will continue to come under AFMC operational control.

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	46	\$6,321	46	\$6,680	46	\$6,465
Enlisted	37	\$2,479	37	\$2,620	37	\$2,535
TOTAL	83	\$8,800	83	\$9,300	83	\$9,000

* Reimbursable requirements are in addition to funds requested for direct program requirements.

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Health Profession Stipend: Physicians and graduate nurses engaged in training for a critical wartime medical specialty receive the current stipend paid to participants in the Health Professions Scholarship program if they agree to a commitment to serve in the Selected Reserve, or one-half of that rate if the participant has agreed to serve in the Individual Ready Reserve. Third and fourth year baccalaureate students who agree to a commitment to serve in the Selected Reserve receive a monthly stipend, or one half of that rate if the participant serves in the Individual Ready Reserve. Historically, nearly all participants have been physicians and graduate nurses and have agreed to a commitment in the Selected Reserve, and therefore receive the full payment. The division of costs below indicates where participants are currently assigned (Title 10, Sec. 1608).

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	60	\$42,883.33	\$2,573	60	\$43,312.17	\$2,599	60	\$43,842.74	\$2,631
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	60	\$42,883.33	\$2,573	60	\$43,316.67	\$2,599	60	\$43,850.00	\$2,631

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Death Gratuities: Death gratuities are paid to beneficiaries of deceased military personnel as authorized by law. Amount payable for death gratuity is \$100,000.

Disability and Hospitalization Benefits: Payments for members of the Reserve Component who suffer injury or disability or contract disease in line of duty, active or inactive, who are entitled to incapacitation pay and travel for medical treatment. Incapacitation pay includes basic pay, retired pay accrual, government's contribution for social security, subsistence, housing allowance, and transportation and per diem, as authorized. Disability severance payments, when authorized, are also included.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	0	\$100,000.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	3	\$100,000.00	\$286	3	\$100,000.00	\$300	3	\$100,000.00	\$300
TOTAL	3		\$286	4		\$400	4		\$400

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	17	\$35,846.16	\$609	17	\$36,204.62	\$615	17	\$36,648.13	\$623
Enlisted	35	\$23,628.57	\$827	35	\$23,864.86	\$835	35	\$24,157.20	\$846
Subtotal	52		\$1,436	52		\$1,450	52		\$1,469

<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	3	\$5,333.33	\$16	3	\$5,408.00	\$16	3	\$5,494.53	\$16
Enlisted	15	\$6,200.00	\$93	15	\$6,286.80	\$94	15	\$6,387.39	\$96
Subtotal	18		\$109	18		\$110	18		\$112

<u>Transportation & Per Diem</u>									
Officer	3	\$666.67	\$2	4	\$676.00	\$3	4	\$686.82	\$3
Enlisted	18	\$388.89	\$7	20	\$394.33	\$8	20	\$400.64	\$8
Subtotal	21		\$9	24		\$11	24		\$11
TOTAL			\$1,554			\$1,571			\$1,592

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Bonus programs provide incentives for prior service and non-prior service personnel who agree to a commitment with the Air Force Reserve.

Non-Prior Enlistment Bonus: Bonus payments to non-prior service enlistees who agree to serve in established Air Force Reserve critical career fields for a term of six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and five equal payments of the remaining bonus amount. The total bonus amount will not exceed \$15,000 per individual. However, beginning in Fiscal Year 2008, **selected critical AFSCs** may receive a bonus not to exceed \$20,000 per individual.

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	1,651	\$12,691	826	\$6,845	706	\$5,895
Anniversary Payments						
6 Year	3,569	\$5,532	5,757	\$8,699	4,763	\$7,315
Subtotal	5,220	\$18,223	6,583	\$15,544	5,469	\$13,210

Prior Enlistment Bonus: Bonus payments to prior-service enlistees with less than ten years of total military service who agree to serve in established Air Force Reserve critical career fields for a term of either three or six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either three or five equal payments of the remaining bonus amount respectively. The total bonus amount will not exceed \$7,500 or \$15,000, respectively, per individual.

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	75	\$281	310	\$1,163	300	\$1,125
6 Year	245	\$1,840	312	\$2,340	310	\$2,325
Anniversary Payments						
3 Year	150	\$281	137	\$257	334	\$627
6 Year	2,495	\$3,743	1,782	\$2,674	1,607	\$2,411
Subtotal	2,965	\$6,145	2,541	\$6,434	2,551	\$6,488

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Reenlistment Bonus: Reenlistment bonus payment to prior-service enlisted personnel who enlist or extend in Air Force Reserve established critical career fields, provided they hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either five or two equal payments of the remaining bonus amount respectively. The total bonus amount will not exceed \$7,500 or \$15,000, respectively, per individual.

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	47	\$176	178	\$668	175	\$656
6 Year	558	\$4,185	306	\$2,295	300	\$2,250
Anniversary Payments						
3 Year	234	\$176	227	\$200	197	\$369
6 Year	3,265	\$4,898	3,527	\$5,291	1,403	\$2,105
Subtotal	4,104	\$9,435	4,238	\$8,454	2,075	\$5,380

Critically Short Wartime Health Specialist Bonus: A bonus of \$15,000 or \$25,000 annually to an officer in a health care profession who qualified in a specialty designated by regulations as a critically short wartime specialty. The officer must agree to serve in the Selected Reserve for a period of not less than one year and the bonus is limited to 3 years beginning on the date the officer accepts the award of special pay.

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	52	\$1,000	125	\$2,375	125	\$2,375
Anniversary Payments						
3 Year	172	\$3,300	127	\$2,375	177	\$3,375
Subtotal	224	\$4,300	252	\$4,750	302	\$5,750

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Affiliation Bonus: A reserve affiliation bonus may be paid to enlisted personnel who are serving on active duty, are eligible for reenlistment or for extension of their active duty status and, upon release from active duty, will have a reserve service obligation under the Selective Service Act. These individuals qualify for a bonus payment if they affiliate with a unit and are currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and two equal payments of the remaining bonus amount. The total bonus amount will not exceed \$7,500 per individual.

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	21	\$158	0	\$0	0	\$0
6 Year	0	\$0	360	\$3,600	350	\$3,500
Anniversary Payments						
3 Year	110	\$413	0	\$0	0	\$0
6 Year	0	\$0	13	\$26	361	\$722
Subtotal	131	\$571	373	\$3,626	711	\$4,222

Accession/Affiliation Bonus: Bonus payments to officers who agree to serve in an Air Force Reserve Top 10 most critical career field command wide for a term of three years. Total bonus will not exceed \$10,000. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and 2 equal payments of the remaining bonus amount.

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	204	\$1,020	122	\$610	115	\$575
Anniversary Payments						
3 Year	408	\$1,020	384	\$961	171	\$428
Subtotal	612	\$2,040	506	\$1,571	286	\$1,003

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

Student Loan Repayment: This is a program designed to attract and retain individuals in critical wartime specialties for participation in the Selected Reserve. Enlisted members agree to participate in the Selected Reserve in exchange for education loan repayment to their designated lender. This incentive is paid out annually, after each year of satisfactory service. This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen (including affiliation).

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	60	\$150	60	\$125	60	\$125
Anniversary Payments						
6 Year	38	\$200	120	\$250	180	\$375
Subtotal	98	\$350	180	\$375	240	\$500

Educational Loan Repayment-Health Professionals: Repayment of an annual maximum of \$40,000 in higher education loans for each satisfactory year of service completed in the selected reserve by a health professional in a wartime combat medical skill designated as critical. The maximum lifetime repayment is \$160,000. The payout is typically \$40,000 per year for each of 4 years of satisfactory service.

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	109	\$3,700	115	\$4,100	100	\$3,400
Anniversary Payments						
3 Year	4	\$100	113	\$3,800	228	\$7,900
Subtotal	113	\$3,800	228	\$7,900	328	\$11,300

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ in Thousands)**

TOTAL RESERVE INCENTIVES

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	3,022	\$25,201	2,714	\$24,121	2,541	\$22,226
Anniversary Payments						
Subtotal - Anniversary Payments	10,445	\$19,663	12,187	\$24,533	9,421	\$25,627
TOTAL	13,467	\$44,864	14,901	\$48,654	11,962	\$47,853

Foreign Language Proficiency Pay

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Officer	925	\$395	925	\$395	925	\$395
Enlisted	1,156	\$480	1,156	\$480	1,156	\$480
Subtotal	2,081	\$875	2,081	\$875	2,081	\$875

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT**

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 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 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	354	343	322	322	314	307	307	309	309
Enlisted	0	0	0	0	0	0	0	0	0

SECTION 8038: Provides for the appointment of the Chief of Air Force Reserve.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

SECTION 10305: Participation of Reserve officers in the policies and regulations for 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 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	5	5	5	5	5	5	5	5

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT**

SECTION 155: Provides assistance to the Chairman of the Joint Chiefs of Staff for Reserve Matters.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

SECTION 12310: Provides for officer and enlisted members serving on full-time tours under Section 12310 of Title 10, USC.

ANG/AFR Airlift Tactics Flight (ANG/AFRATF): Provides for Reserve instructors at ANG/AFRATF, St. Joseph, MO to teach low level awareness training and structural limitations for C-130 aircrews.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	7	7	7	7	7	7	7	7	7

Headquarters, AF Reserve: Provides for Reserve enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve operation unit programs at Air Staff and Headquarters, Air Force Reserve Command, Robins AFB, GA.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	113	105	104	104	114	122	122	122	120

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT**

Air Reserve Personnel Center: Provides for Reserve Enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve programs at the Air Reserve Personnel Center, Denver CO.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	36	40	43	43	39	35	35	35	35

Personnel Programs: Provides for Reserve enlisted personnel Supervisors and Technicians at ACC, AETC, AFIA, AIA, HAF, AFMC, AMC, SPC AFOSI to assist and advise in the development and administration of Reserve enlisted programs.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	1	1	1	1	3	5	5	5	5

Air Force Inspection and Safety Center: Provides for Reserve Enlisted Medical Administrative personnel to advise and to inspect the Air Force.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	1	1	2	2	2	2	2

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT**

Unit Program: Provides for full-time support at unit/base level in the training and equipping the Reserve and total Air Force in preparation for combat.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	549	543	530	530	506	514	514	536	558
Enlisted	1,347	1,370	1,354	1,354	1,380	1,432	1,432	1,509	1,592
Subtotal	1,896	1,913	1,884	1,884	1,886	1,946	1,946	2,045	2,150

Recruiting: Provides for full-time Reserve Recruiting force to enable attainment of programmed strength objectives.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	21	19	16	16	18	17	17	17	15
Enlisted	373	354	358	358	370	379	379	380	379
Subtotal	394	373	374	374	388	396	396	397	394

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT**

Air Force Personnel Center: Provides for Reserve Enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve programs at the AF Personnel Center, Randolph AFB TX.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	3	5	6	6	5	3	3	3	3

TOTAL PROGRAM

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	938	919	882	882	852	852	852	876	896
Enlisted	1,875	1,877	1,867	1,867	1,913	1,978	1,978	2,056	2,136
Subtotal	2,813	2,796	2,749	2,749	2,765	2,830	2,830	2,932	3,032

**RESERVE PERSONNEL, AIR FORCE
EDUCATION BENEFITS
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2015 Direct Program	13,785	\$13,785
Increases:		
Pricing Increases:		
Total Pricing Increases	0	
Program Increases:		
Kicker	29	
Total Program Increases	29	
Total Increases		\$29
Decreases:		
Pricing Decreases:		
Kicker	(566)	
Total Pricing Decreases	(566)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$566)
FY 2016 Direct Program		\$13,248

RESERVE PERSONNEL, AIR FORCE
EDUCATION BENEFITS
(\$ in Thousands)

Estimate	FY 2016	\$13,248
Estimate	FY 2015	\$13,785
Actual	FY 2014	\$14,717

PART I - Purpose and Scope

Education Benefits provides payment to the Department of Defense Education Benefits Fund, a trust fund. The program is governed by Title 10 U.S.C., Chapter 106, to fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis. Actual payments to individuals are made by the Veterans Administration from funds transferred from the Trust Account.

RESERVE PERSONNEL, AIR FORCE
EDUCATION BENEFITS
(\$ in Thousands)

PART II - Justification of Funds Requested

Individuals enlisting or reenlisting for a period of six years in the Selected Reserve, except those who have received a commission from a Service academy or completed a ROTC scholarship program, are eligible to receive education assistance under Chapter 1606. Officers must agree to serve an additional six years in addition to any current obligation. 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 Trust Fund. As of 1 Oct 1990, benefits may be paid for apprenticeship or job training program, courses leading to a certificate or diploma from vocation/technical (VOTECH) schools, cooperative training, correspondence courses, independent study programs, and flight training if the program began after 29 September 1990. Individuals may seek a graduate degree as of 30 September 1993. Tutorial assistance is also authorized for receipt of benefits.

Montgomery GI Bill Basic Benefit. The Montgomery GI Bill created an education benefit for Reserve Component personnel who chose to enroll as an incentive for recruitment and retention, but funded educational support through the Department of Veterans' Affairs Educational Trust Fund at significantly smaller monthly amounts than those provided to active duty personnel. The program is described in paragraph 1606 of Title 10, USC. Air Force Reserve has funded this program in accordance with direction from OSD and the DOD Board of Actuaries.

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations - The Ronald W Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as described in paragraph 1607 of Title 10, USC. The added incentives are available to Reserve Component personnel mobilized in support of the Overseas Contingency Operations and agree to remain as participating members of the Reserve Components. The basis of the funding is a submission from the OSD 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 benefits opportunities.

Montgomery GI Bill Kicker. This program provides an added incentive to basic Montgomery GI Bill benefits for members assigned to Air Force Reserve Command critical Air Force Specialty Codes (AFSC). All individuals enlisting, re-enlisting, or extending in an identified critical AFSC for not less than six years in the Air Force Reserve after 1 October 1998, except those who have received a commission from a service academy or completed a 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 benefit utilization.

Tuition Assistance Program. The Air Force Reserve Tuition Assistance Program is available to all participating members of the Air Force Reserve (except AGRs who are covered under the Active Duty Program). It's intended as an educational benefit to participating selected reserve. The Tuition Assistance Program will be used to recruit and retain membership in the US Air Force Reserve. The basic benefit offers 75 percent tuition reimbursement, not to exceed \$187.50 per semester hour, \$125.00 per quarter hour. Tuition Assistance is an incentive, not an entitlement and is offered each fiscal year as long as funding is available.

RESERVE PERSONNEL, AIR FORCE
EDUCATION BENEFITS
(\$ in Thousands)

The following table displays the number expected to meet the initial eligibility requirement of an enlistment, reenlistment or extension for six years.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	4,543	\$0	\$0	4,543	\$0	\$0	4,543	\$0	\$0
Tuition Assistance, Officer	0	\$0	\$0	550	\$3,091	\$1,700	550	\$3,091	\$1,700
Tuition Assistance, Enlisted	3,140	\$2,914	\$9,150	4,400	\$1,750	\$7,700	4,400	\$1,750	\$7,700
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	1,395	\$3,991	\$5,567	1,330	\$3,297	\$4,385	1,340	\$2,872	\$3,848
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
RESERVE EDUCATIONAL ASSISTANCE PROGRAM (CHAPTER 1607)									
Normal Cost (Ch. 1607)	2,274	\$0	\$0	2,274	\$0	\$0	2,235	\$0	\$0
Mobilized 90 Days	2,059	\$0	\$0	2,059	\$0	\$0	2,059	\$0	\$0
Mobilized 1 Year	176	\$0	\$0	176	\$0	\$0	176	\$0	\$0
Mobilized 2 Years	39	\$0	\$0	39	\$0	\$0	0	\$0	\$0
Chapter 1607 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
TOTAL EDUCATIONAL BENEFITS	11,352		\$14,717	13,097		\$13,785	13,068		\$13,248

**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2015 Direct Program	58,241	\$58,241
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	88	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	29	
Inflation (Rate 1.6%) and Other Price Changes	528	
FICA (Rate 7.65%)	9	
BAH	45	
Total Pricing Increases	699	
Program Increases:		
Stipend	1	
Pay Allowances	1	
Travel	10	
Total Program Increases	12	
Total Increases		\$711
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2016 Direct Program		\$58,952

RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
(\$ in Thousands)

Estimate	FY 2016	\$58,952
Estimate	FY 2015	\$58,241
Actual	FY 2014	\$55,174

PART I - Purpose and Scope

The Health Professions Scholarship Program funds health professionals enrolled in the Armed Forces Health Professions scholarship and Financial Assistance Program in Title 10, Chapter 105, Sub Chapter I, Section 2121. This program was established to obtain adequate numbers of commissioned officers who are participating in a course of study in medicine, dentistry, or other health profession, leading to a degree related to the health professions as determined under regulation of the Secretary of Defense.

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,157 effective 1 July 2013. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

The program currently includes Certified Registered Nurse Anesthetists (CRNA), Nurse Practitioner, Pharmacy Doctorate, Optometry, Bioenvironmental engineering, Dentistry, Allopathic Medicine (MD) and Osteopathic Medicine (DO).

**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
(\$ in Thousands)**

PART II - Justification of Funds Requested

Expenses for Health Professions Scholarship Program participants are as follows:

Stipend: Stipend for each officer for 10.5 months per year of participation.

Pay and Allowances: Pay and allowances for officers on active duty for training for 45 days annually. The dollar rates used in computing requirements include basic pay, government's social security contributions, basic allowance for subsistence (BAS) and basic allowance for housing (BAH), and special and incentive pay as authorized.

Uniforms Allowances: The initial payment, supplement and allowances under provisions of 37 U.S.C. 415 and 416 to purchase required uniforms.

Travel: Travel and per diem for Health Professions Scholarship students on active duty for training.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,581	\$22,716.45	\$35,910	1,597	\$22,963.35	\$36,672	1,597	\$23,261.67	\$37,149
Pay and Allowances	1,421	\$8,102.04	\$11,513	1,597	\$8,208.57	\$13,109	1,597	\$8,315.69	\$13,281
Uniform Allowances	428	\$400.00	\$171	506	\$400.00	\$202	506	\$400.00	\$202
Travel	946	\$3,400.63	\$3,217	945	\$3,448.24	\$3,258	948	\$3,503.42	\$3,320
Critical Skills Accession Bonus	218	\$20,000.00	\$4,363	250	\$20,000.00	\$5,000	250	\$20,000.00	\$5,000
TOTAL			\$55,174			\$58,241			\$58,952

**RESERVE PERSONNEL, AIR FORCE
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2015 Direct Program	5,006	\$5,006
Increases:		
Pricing Increases:		
FY 2016 Pay Raise (1.3% Effective 01 Jan 16)	1	
Annualization FY 2015 Pay Raise (1.0% Effective 01 Jan 15)	1	
Inflation (Rate 1.6%) and Other Price Changes	23	
Total Pricing Increases	25	
Total Program Increases	0	
Total Increases		\$25
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Stipend	(1)	
Total Program Decreases	(1)	
Total Decreases		(\$1)
FY 2016 Direct Program		\$5,030

**RESERVE PERSONNEL, AIR FORCE
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)
(\$ in Thousands)**

Estimate	FY 2016	\$5,030
Estimate	FY 2015	\$5,006
Actual	FY 2014	\$4,160

Part I - Purpose and Scope

The Medical Financial Assistance Program funds health professionals enrolled in the Armed Force Health Professions scholarship and Financial Assistance Program authorized in Title 10, Chapter 105, Sub Chapter I, Section 2121. This program was established to obtain adequate numbers of commissioned officers who have received advanced specialized training in a health professions specialty accredited program that is beyond the basic education required for appointment as a commissioned officer with a designation as a health professional.

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,157 effective 1 July 2013. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

The program currently includes physicians pursuing residency training in specialties including, but not limited to, family practice, obstetrics and gynecology, anesthesiology, internal medicine, diagnostic radiology, and dentists pursuing residency training in pediatric dentistry, endodontics, prosthodontics and periodontics. The list of critical specialties is subject to annual review and revision by the USAF Surgeon General.

**RESERVE PERSONNEL, AIR FORCE
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)
(\$ in Thousands)**

PART II - Justification of Funds Requested

Expenses for Health Professional students are identified as follows:

Stipend: Stipend for each officer for 11.5 months per year of participation.

Financial Assistance Grant: Payment of an annual grant to all Medical Financial Assistance Program participants not to exceed the amount of \$45,000 effective 1 July 2008.

Pay and Allowances: Pay and allowances for officers on active duty for training for 14 days annually. The dollar amount used in computing requirements include basic pay, government's social security contributions, BAS, BAH, and special and incentive pay as authorized.

Uniforms Allowances: The initial payment, supplement and allowances under provisions of 37 U.S.C. 415 and 416 to purchase required uniforms.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	44	\$24,873.75	\$1,084	69	\$25,142.25	\$1,735	69	\$25,468.87	\$1,757
Financial Assistance Grant	66	\$45,000.00	\$2,969	69	\$45,000.00	\$3,105	69	\$45,000.00	\$3,105
Pay and Allowances	45	\$2,377.78	\$107	69	\$2,401.63	\$166	69	\$2,431.18	\$168
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$4,160			\$5,006			\$5,030

Section V
Special Analysis

RESERVE 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	26	53	79	2	55	140	276
RECRUITING RETENTION	16	358	374	0	0	50	424
SUBTOTAL	42	411	453	2	55	190	700
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	528	1,339	1,867	8,540	64	3,252	13,723
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	528	1,339	1,867	8,540	64	3,252	13,723
TRAINING:							
RC NON-UNIT INST	0	6	6	0	0	0	6
AC SCHOOLS	11	2	13	0	3	0	16
ROTC	0	0	0	0	0	0	0
SUBTOTAL	11	8	19	0	3	0	22
HEADQUARTERS:							
SERVICE HQS	75	73	148	70	79	288	585
AC HQS	52	8	60	0	12	0	72
AC INSTAL/ACTIVITIES	49	0	49	0	255	0	304
RC CHIEFS STAFF	92	23	115	0	9	17	141
OTHERS HQS	33	5	38	0	6	0	44
SUBTOTAL	301	109	410	70	361	305	1,146
OTHERS	0	0	0	0	0	0	0
TOTAL	882	1,867	2,749	8,612	483	3,747	15,591

RESERVE 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	23	43	66	2	73	194	335
RECRUITING RETENTION	17	379	396	0	0	51	447
SUBTOTAL	40	422	462	2	73	245	782
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	514	1,425	1,939	9,803	56	3,207	15,005
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	514	1,425	1,939	9,803	56	3,207	15,005
TRAINING:							
RC NON-UNIT INST	0	6	6	0	0	0	6
AC SCHOOLS	12	2	14	0	0	0	14
ROTC	0	0	0	0	0	0	0
SUBTOTAL	12	8	20	0	0	0	20
HEADQUARTERS:							
SERVICE HQS	87	88	175	74	99	321	669
AC HQS	34	9	43	0	0	0	43
AC INSTAL/ACTIVITIES	55	0	55	0	218	0	273
RC CHIEFS STAFF	85	25	110	0	11	22	143
OTHERS HQS	25	1	26	0	0	0	26
SUBTOTAL	286	123	409	74	328	343	1,154
OTHERS	0	0	0	0	0	0	0
TOTAL	852	1,978	2,830	9,879	457	3,795	16,961

RESERVE 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	25	50	75	2	73	157	307
RECRUITING RETENTION	15	379	394	0	0	50	444
SUBTOTAL	40	429	469	2	73	207	751
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	557	1,578	2,135	9,794	51	3,236	15,216
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	557	1,578	2,135	9,794	51	3,236	15,216
TRAINING:							
RC NON-UNIT INST	0	6	6	0	0	0	6
AC SCHOOLS	12	2	14	0	0	0	14
ROTC	0	0	0	0	0	0	0
SUBTOTAL	12	8	20	0	0	0	20
HEADQUARTERS:							
SERVICE HQS	89	86	175	73	39	241	528
AC HQS	33	9	42	0	0	0	42
AC INSTAL/ACTIVITIES	54	0	54	0	218	0	272
RC CHIEFS STAFF	86	25	111	0	11	22	144
OTHERS HQS	25	1	26	0	0	0	26
SUBTOTAL	287	121	408	73	268	263	1,012
OTHERS	0	0	0	0	0	0	0
TOTAL	896	2,136	3,032	9,869	392	3,706	16,999

**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
AND
MEDICAL FINANCIAL ASSISTANCE PROGRAM**

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2014			FY 2015			FY 2016		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	548	481	413	413	457	501	501	501	501
2nd Year	392	395	397	397	441	485	485	485	485
3rd Year	358	369	379	379	379	379	379	379	379
4th Year	299	266	232	232	232	232	232	232	232
Total Enrollment	1,597	1,509	1,421	1,421	1,509	1,597	1,597	1,597	1,597

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2014			FY 2015			FY 2016		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	46	33	20	20	22	24	24	24	24
2nd Year	14	15	15	15	18	20	20	20	20
3rd Year	6	8	10	10	13	15	15	15	15
4th Year	3	2	0	0	5	10	10	10	10
Total Enrollment	69	57	45	45	57	69	69	69	69

RESERVE PERSONNEL, AIR FORCE
NON-PRIOR SERVICE ENLISTMENT BONUS
(\$ in Millions)

	<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	3,569	\$5.5	5,154	\$7.8	3,497	\$5.3	2,270	\$3.4	1,077	\$1.6				
Accelerated Payments														
FY2014 Initial Payments	1,651	\$12.7												
FY2014 Anniversary Payments			603	\$0.9	526	\$0.8	420	\$0.6	335	\$0.5	267	\$0.4		
FY2015 Initial Payments			826	\$6.8										
FY2015 Anniversary Payments					740	\$1.2	725	\$1.2	705	\$1.2	660	\$1.1	630	\$1.0
FY2016 Initial Payments					706	\$5.9								
FY2016 Anniversary Payments							670	\$1.1	640	\$1.1	620	\$1.0	600	\$1.0
FY2017 Initial Payments							586	\$4.9						
FY2017 Anniversary Payments									545	\$0.9	520	\$0.9	500	\$0.8
FY2018 Initial Payments									550	\$4.6				
FY2018 Anniversary Payments											530	\$0.9	500	\$0.8
FY2019 Initial Payments											530	\$4.5		
FY2019 Anniversary Payments													500	\$0.8
FY2020 Initial Payments													500	\$4.2
FY2020 Anniversary Payments														
Total Initial Payments	1,651	\$12.7	826	\$6.8	706	\$5.9	586	\$4.9	550	\$4.6	530	\$4.5	500	\$4.2
Total Anniversary Payment	3,569	\$5.5	5,757	\$8.7	4,763	\$7.3	4,085	\$6.4	3,302	\$5.3	2,597	\$4.3	2,730	\$4.6
Total	5,220	\$18.2	6,583	\$15.5	5,469	\$13.2	4,671	\$11.3	3,852	\$9.9	3,127	\$8.7	3,230	\$8.8

RESERVE PERSONNEL, AIR FORCE
EDUCATIONAL LOAN REPAYMENT-HEALTH PROFESSIONALS
(\$ in Millions)

	<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	4	\$0.1	4	\$0.1	4	\$0.1								
Accelerated Payments														
FY2014 Initial Payments	109	\$3.7												
FY2014 Anniversary Payments			109	\$3.7	109	\$3.7	109	\$3.7						
FY2015 Initial Payments			115	\$4.1										
FY2015 Anniversary Payments					115	\$4.1	115	\$4.1	115	\$4.1				
FY2016 Initial Payments					100	\$3.4								
FY2016 Anniversary Payments							100	\$3.4	100	\$3.4	100	\$3.4		
FY2017 Initial Payments							95	\$3.1						
FY2017 Anniversary Payments									95	\$3.1	95	\$3.1	95	\$3.1
FY2018 Initial Payments									95	\$3.1				
FY2018 Anniversary Payments											95	\$3.1	95	\$3.1
FY2019 Initial Payments											95	\$3.1		
FY2019 Anniversary Payments													95	\$3.1
FY2020 Initial Payments													95	\$3.1
FY2020 Anniversary Payments														
Total Initial Payments	109	\$3.7	115	\$4.1	100	\$3.4	95	\$3.1	95	\$3.1	95	\$3.1	95	\$3.1
Total Anniversary Payment	4	\$0.1	113	\$3.8	228	\$7.9	324	\$11.2	310	\$10.6	290	\$9.6	285	\$9.3
Total	113	\$3.8	228	\$7.9	328	\$11.3	419	\$14.3	405	\$13.7	385	\$12.7	380	\$12.4

RESERVE PERSONNEL, AIR FORCE
CRITICALLY SHORT WARTIME HEALTH SPECIALIST BONUS
(\$ in Millions)

	<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	172	\$3.3	75	\$1.4										
Accelerated Payments														
FY2014 Initial Payments	52	\$1.0												
FY2014 Anniversary Payments			52	\$1.0	52	\$1.0								
FY2015 Initial Payments			125	\$2.4										
FY2015 Anniversary Payments					125	\$2.4	125	\$2.4						
FY2016 Initial Payments					125	\$2.4								
FY2016 Anniversary Payments							125	\$2.4	125	\$2.4				
FY2017 Initial Payments							125	\$2.4						
FY2017 Anniversary Payments									125	\$2.4	125	\$2.4		
FY2018 Initial Payments									125	\$2.4				
FY2018 Anniversary Payments											125	\$2.4	125	\$2.4
FY2019 Initial Payments											125	\$2.4		
FY2019 Anniversary Payments													125	\$2.4
FY2020 Initial Payments													125	\$2.4
FY2020 Anniversary Payments														
Total Initial Payments	52	\$1.0	125	\$2.4	125	\$2.4	125	\$2.4	125	\$2.4	125	\$2.4	125	\$2.4
Total Anniversary Payment	172	\$3.3	127	\$2.4	177	\$3.4	250	\$4.8	250	\$4.8	250	\$4.8	250	\$4.8
Total	224	\$4.3	252	\$4.8	302	\$5.8	375	\$7.1	375	\$7.1	375	\$7.1	375	\$7.1

RESERVE PERSONNEL, AIR FORCE
PRIOR ENLISTMENT BONUS
(\$ in Millions)

	<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	2,645	\$4.0	1,579	\$2.4	1,034	\$1.6	694	\$1.0	606	\$0.9				
Accelerated Payments														
FY2014 Initial Payments	320	\$2.1												
FY2014 Anniversary Payments			340	\$0.5	297	\$0.5	210	\$0.3	168	\$0.3	134	\$0.2		
FY2015 Initial Payments			622	\$3.5										
FY2015 Anniversary Payments					610	\$1.0	590	\$1.0	290	\$0.4	280	\$0.4	270	\$0.4
FY2016 Initial Payments					610	\$3.5								
FY2016 Anniversary Payments							590	\$1.0	570	\$1.0	280	\$0.4	270	\$0.4
FY2017 Initial Payments							590	\$3.3						
FY2017 Anniversary Payments									570	\$1.0	550	\$0.9	270	\$0.4
FY2018 Initial Payments									570	\$3.2				
FY2018 Anniversary Payments											550	\$0.9	530	\$0.9
FY2019 Initial Payments											550	\$3.1		
FY2019 Anniversary Payments													530	\$0.9
FY2020 Initial Payments													530	\$3.0
FY2020 Anniversary Payments														
Total Initial Payments	320	\$2.1	622	\$3.5	610	\$3.5	590	\$3.3	570	\$3.2	550	\$3.1	530	\$3.0
Total Anniversary Payment	2,645	\$4.0	1,919	\$2.9	1,941	\$3.0	2,084	\$3.3	2,204	\$3.5	1,794	\$2.9	1,870	\$3.0
Total	2,965	\$6.1	2,541	\$6.4	2,551	\$6.5	2,674	\$6.7	2,774	\$6.7	2,344	\$6.0	2,400	\$6.0

RESERVE PERSONNEL, AIR FORCE
AFFILIATION BONUS
(\$ in Millions)

	<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	110	\$0.4												
Accelerated Payments														
FY2014 Initial Payments	21	\$0.2												
FY2014 Anniversary Payments			13	\$0.0	11	\$0.0	8	\$0.0	6	\$0.0	4	\$0.0		
FY2015 Initial Payments			360	\$3.6										
FY2015 Anniversary Payments					350	\$0.7	340	\$0.7	330	\$0.7	320	\$0.6	310	\$0.6
FY2016 Initial Payments					350	\$3.5								
FY2016 Anniversary Payments							340	\$0.7	330	\$0.7	320	\$0.6	310	\$0.6
FY2017 Initial Payments							340	\$3.4						
FY2017 Anniversary Payments									330	\$0.7	320	\$0.6	310	\$0.6
FY2018 Initial Payments									330	\$3.3				
FY2018 Anniversary Payments											320	\$0.6	310	\$0.6
FY2019 Initial Payments											320	\$3.2		
FY2019 Anniversary Payments													310	\$0.6
FY2020 Initial Payments													310	\$3.1
FY2020 Anniversary Payments														
Total Initial Payments	21	\$0.2	360	\$3.6	350	\$3.5	340	\$3.4	330	\$3.3	320	\$3.2	310	\$3.1
Total Anniversary Payment	110	\$0.4	13	\$0.0	361	\$0.7	688	\$1.4	996	\$2.0	1,284	\$2.6	1,550	\$3.1
Total	131	\$0.6	373	\$3.6	711	\$4.2	1,028	\$4.8	1,326	\$5.3	1,604	\$5.8	1,860	\$6.2

**RESERVE PERSONNEL, AIR FORCE
ACCESSION/AFFILIATION BONUS
(\$ in Millions)**

	<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	408	\$1.0	319	\$0.8										
Accelerated Payments														
FY2014 Initial Payments	204	\$1.0												
FY2014 Anniversary Payments			65	\$0.2	56	\$0.1								
FY2015 Initial Payments			122	\$0.6										
FY2015 Anniversary Payments					115	\$0.3	110	\$0.3						
FY2016 Initial Payments					115	\$0.6								
FY2016 Anniversary Payments							110	\$0.3	100	\$0.3				
FY2017 Initial Payments							110	\$0.6						
FY2017 Anniversary Payments									100	\$0.3	90	\$0.2		
FY2018 Initial Payments									100	\$0.5				
FY2018 Anniversary Payments											90	\$0.2	80	\$0.2
FY2019 Initial Payments											100	\$0.5		
FY2019 Anniversary Payments													90	\$0.2
FY2020 Initial Payments													90	\$0.5
FY2020 Anniversary Payments														
Total Initial Payments	204	\$1.0	122	\$0.6	115	\$0.6	110	\$0.6	100	\$0.5	100	\$0.5	90	\$0.5
Total Anniversary Payment	408	\$1.0	384	\$1.0	171	\$0.4	220	\$0.6	200	\$0.5	180	\$0.5	170	\$0.4
Total	612	\$2.0	506	\$1.6	286	\$1.0	330	\$1.1	300	\$1.0	280	\$1.0	260	\$0.9

RESERVE PERSONNEL, AIR FORCE
REENLISTMENT BONUS
(\$ in Millions)

	<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	3,499	\$5.1	3,466	\$5.0	874	\$1.3	871	\$1.3	867	\$1.3				
Accelerated Payments														
FY2014 Initial Payments	605	\$4.4												
FY2014 Anniversary Payments			288	\$0.4	251	\$0.4	183	\$0.3	146	\$0.2	116	\$0.2		
FY2015 Initial Payments			484	\$3.0										
FY2015 Anniversary Payments					475	\$0.8	450	\$0.7	260	\$0.4	250	\$0.4	240	\$0.4
FY2016 Initial Payments					475	\$2.9								
FY2016 Anniversary Payments							450	\$0.7	425	\$0.7	250	\$0.4	240	\$0.4
FY2017 Initial Payments							450	\$2.7						
FY2017 Anniversary Payments									425	\$0.7	415	\$0.7	240	\$0.4
FY2018 Initial Payments									425	\$2.6				
FY2018 Anniversary Payments											410	\$0.7	395	\$0.7
FY2019 Initial Payments											410	\$2.5		
FY2019 Anniversary Payments													395	\$0.7
FY2020 Initial Payments													395	\$2.4
FY2020 Anniversary Payments														
Total Initial Payments	605	\$4.4	484	\$3.0	475	\$2.9	450	\$2.7	425	\$2.6	410	\$2.5	395	\$2.4
Total Anniversary Payment	3,499	\$5.1	3,754	\$5.5	1,600	\$2.5	1,954	\$3.1	2,123	\$3.3	1,441	\$2.3	1,510	\$2.4
Total	4,104	\$9.4	4,238	\$8.5	2,075	\$5.4	2,404	\$5.8	2,548	\$5.9	1,851	\$4.8	1,905	\$4.8