

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2019 Budget Estimates



MILITARY PERSONNEL APPROPRIATION February 2018

**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
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SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel, Air Force Appropriation provides financial resources to compensate active military personnel. The tables contain budget data for pay and allowances of officers, enlisted, cadets, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is controlled. It displays the inventory of officers, enlisted, and cadet personnel with associated work years. This overview addresses programming actions affecting grade structure, promotions, gains and losses, subsistence, PCS travel, and other related issues.



In these fiscally challenging times, our biggest leadership challenge is taking care of people while striking the right balance between maintaining today's readiness and posturing future modernization and recapitalization priorities. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing the competitive military compensation necessary to recruit and retain high quality and experienced Airmen who boldly work around the clock and across the globe to defend our Nation.

The Fiscal Year 2019 President's Budget (PB) Submission supports the Air Force's steadfast pursuit of readiness recovery by sustaining the end strength growth provided in the 2018 National Defense Authorization Act and increasing the size of the Active Duty force to 329.1K Airmen. This growth will help the Air Force address the personnel imbalance with ongoing and projected global demands for airpower while taking the foundational steps

to set the conditions for improved readiness, giving special focus to improving pilot production, absorption, and retention to remediate the Air Force's acute pilot shortage. Achieving this force level begins to mitigate unit under-manning caused by force structure buy-backs, addresses maintenance manpower stressors tied to adopting the F-35 while retaining legacy fighters such as the A-10. The FY 2019 PB increases training capacity to "right-size" the pipeline with focus on critical skills production as identified in the National Defense Strategy to expand readiness improvements. Additional manpower will help the Air Force address shortages in critical areas, such as pilots, maintainers, cyber, intelligence, nuclear, and other combat specialties.

The Air Force will continue to employ a variety of monetary incentives to encourage the recruiting and retention of talented Airmen. Retention Bonuses will be offered to both officers (Officer Retention Bonus) and enlisted Airmen (Selective Reenlistment Bonus) in specialties with low manning or poor retention and high replacement training costs. Enlisted Airmen who reenlist or officers who agree to continue serving on active duty for at least one additional year in specialties such as cyber, maintenance, nuclear, battlefield airmen, and intelligence. Special Duty Assignment Pay (SDAP) will be used to compensate members with duties which are extremely difficult and/or involve an unusual degree of responsibility in a military skill, such as basic military training instructors, combat controllers, cyber warfare operators, and explosive ordnance disposal personnel.

Ultimately the FY 2019 Military Personnel Appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

FISCAL YEARS 2017, 2018 and 2019

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and Overseas Contingency Operation (OCO) missions (FY 2017 actual only). The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 24 for FY 2017 and will be May 23 for FY 2018 and May 30 for FY 2019. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2017 actual of \$29.0 billion includes \$462.1 million in reimbursements and \$880.9 million of OCO.

The FY 2018 budget request is \$28.2 billion to include \$470.3 million in anticipated reimbursements.

The FY 2019 budget request is \$31.0 billion to include \$478.7 million in anticipated reimbursements.

Baseline Budget Rates

The FY 2019 Justification Book reflects a 2.4% pay raise in FY 2018 and 2.6% in FY 2019, effective 1 January each year. It reflects an annualized .2 % increase for subsistence in FY 2018 and a 2.6% increase for subsistence in FY 2019. The budget reflects an annualized 2.4% increase for housing allowances in FY 2018 and a 3.0% increase for housing allowances in FY 2019. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage increased to 28.4% in FY 2018 and 30.4% in FY 2019.

Medicare-Eligible Retiree Health Care Fund

The Ronald W. Reagan National Defense Authorization Act (NDAA) for Fiscal Year 2005 (Public Law (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.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2019 President's Budget
Performance Measures and Evaluation Summary

President's Management Plan – Performance Metrics

The Air Force is actively implementing the President's Management Agenda initiative of performance-based measures in the Military Personnel Appropriation budget process. Areas measured include end strength, average strength, and recruiting and retention.

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay and allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

| | <u>FY 2017 Actual</u> | <u>FY 2018* Planned</u> | <u>FY 2019 Planned</u> |
|--------------------------------------|-----------------------|-------------------------|------------------------|
| Average Strength (Work years) | 332,762 | 328,080 | 334,120 |
| End Strength | 322,787 | 325,100 | 329,100 |
| Authorized End Strength | 321,000 | 325,100 | |

The FY 2017 actuals include 8,088 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 24 for FY 2017 and will be May 23 for FY 2018 and May 30 for FY 2019.

Recruiting

| | <u>FY 2017 Actual</u> | <u>FY 2018 Planned</u> | <u>FY 2019 Planned</u> |
|---------------------------------------|-----------------------|------------------------|------------------------|
| 1. Numeric goals | 31,250 | 29,200 | 30,984 |
| Actual | 31,001 | | |
| 2. Quality goals | | | |
| a. High School Degree Graduate (HSDG) | | | |
| Benchmark | 90.00% | 90.00% | 90.00% |
| Actual | 99.50% | | |
| b. Cat I-IIIa** | | | |
| Goal | 60.00% | 60.00% | 60.00% |
| Actual | 95.00% | | |

** The DoD has established a correlation between first term enlistment attrition and quality indicators such as HSDG and Category I-IIIa Armed Forces Qualification Test (AFQT) scores. DoD Benchmarks are: Minimum 90% HSDG; 60% Cat I-IIIa (AFQT score 50-99). AF 10 year average for HSDG and Cat I-IIIa are 99% and 85% respectively.

*Reflects the FY2018 President's Budget Request.

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2019 President's Budget
(\$ in Thousands)

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 329,100 in FY 2019.

| <u>Treasury Code</u> | <u>Appropriation Title</u> | <u>FY 2019 BA 03</u> | <u>FY 2019 BA Assoc w/Metrics</u> | <u>Percent FY 2019 BA Assoc w/Metrics</u> |
|----------------------|----------------------------|----------------------|---------------------------------------|---|
| 57 | 3400 | \$2,191,688 | \$25,478 | 1.16% |

In the FY 2013 NDAA SASC Report (Report 112-173, sec. 401), the SASC directs a statement on dwell time and an assessment of whether the requested reductions in active duty end-strength are reversible within 1 year.

Unexpended Balances Reduction

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2019 Budget Review the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the Air Force assumed \$91M in anticipated savings in the MilPers appropriation. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY 2016 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure that the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the Air Force will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

Following an Anti-Deficiency Act (ADA) violation impacting the Fiscal Year 2005 MILPERS account, the AF became excessively conservative in the estimation of the budget and obligation of funds. It became practice to obligate the entire remaining program at the end of a fiscal year versus leaving unobligated funding. Because future year's budgets are a function of prior year's obligations, this process created a feedback mechanism generating unexpended balances. This risk aversion was the root cause for large historical unexpended balances across the Milpers portfolio. Recognizing this degeneration, in Fiscal Year 2013 obligation practices were adjusted again. Milpers obligations now reflect executed amounts and budget estimates are formulated from refined collaboration with our A1 (Personnel & Manpower) partners.

In more recent years the sources of unexpended balances have varied, and the Air Force has diligently corrected these situations as necessary. In FY 2017, areas of underexecution included Basic Allowance for Housing and Overseas Station Allowance; to rectify, budgeting factors were adjusted based upon empirical results and functional area experts and incorporated into the FY 2019 President's Budget Request. To the same ends, basic pay rates are continually monitored to ensure that amounts budgeted reflect actual longevity. With constant refinement in these and other areas, combined with stable historical experience, the Air Force anticipates significant reductions in future unexpended balances.

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SECTION 3
SUMMARY TABLES

**MILITARY PERSONNEL, AIR FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH**

| | FY 2017 Actual | | FY 2018 Estimate /1 | | FY 2019 Estimate | |
|---------------------------------------|------------------------------|---------------------------------|------------------------------|---------------------------------|------------------------------|---------------------------------|
| | <u>Work Years</u> | <u>End Strengths</u> | <u>Work Years</u> | <u>End Strengths</u> | <u>Work Years</u> | <u>End Strengths</u> |
| <u>DIRECT BASELINE PROGRAM</u> | | | | | | |
| Officers | 62,115 | 61,093 | 62,964 | 61,982 | 64,370 | 62,455 |
| Enlisted | 257,661 | 256,664 | 260,262 | 258,333 | 264,942 | 261,875 |
| Cadets | 4,064 | 4,207 | 4,058 | 4,000 | 4,033 | 4,000 |
| Total Direct Program | 323,840 | 321,964 | 327,284 | 324,315 | 333,345 | 328,330 |
| <u>REIMBURSABLE PROGRAM</u> | | | | | | |
| Officers | 505 | 504 | 476 | 469 | 466 | 463 |
| Enlisted | 329 | 319 | 320 | 316 | 309 | 307 |
| Cadets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Reimbursable Program | 834 | 823 | 796 | 785 | 775 | 770 |
| <u>TOTAL BASELINE PROGRAM</u> | | | | | | |
| Officers | 62,620 | 61,597 | 63,440 | 62,451 | 64,836 | 62,918 |
| Enlisted | 257,990 | 256,983 | 260,582 | 258,649 | 265,251 | 262,182 |
| Cadets | 4,064 | 4,207 | 4,058 | 4,000 | 4,033 | 4,000 |
| Total Program | 324,674 | 322,787 | 328,080 | 325,100 | 334,120 | 329,100 |
| <u>OCO Supplemental</u> | | | | | | |
| Officers | 1,168 | 0 | 0 | 0 | 0 | 0 |
| Enlisted | 6,920 | 0 | 0 | 0 | 0 | 0 |
| Supplemental Funded Strength | 8,088 | 0 | 0 | 0 | 0 | 0 |
| <u>REVISED TOTAL PROGRAM</u> | | | | | | |
| Officers | 63,788 | 61,597 | 63,440 | 62,451 | 64,836 | 62,918 |
| Enlisted | 264,910 | 256,983 | 260,582 | 258,649 | 265,251 | 262,182 |
| Cadets | 4,064 | 4,207 | 4,058 | 4,000 | 4,033 | 4,000 |
| Revised Total Program | 332,762 | 322,787 | 328,080 | 325,100 | 334,120 | 329,100 |

/1 Reflects the FY2018 President's Budget Request.

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

MILITARY PERSONNEL, AIR FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH

The Air Force is required to document the number of Reserve and National Guard members who have performed operational support duty for the Air Force for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days and thereby exceeds the threshold.

| | FY 2017 Actual | FY 2018 Estimate | FY 2019 Estimate |
|-------------------|----------------|------------------|------------------|
| AF Reserve | 3 | 15 | 10 |
| AF Guard | 13 | 25 | 15 |

**END STRENGTH BY GRADE
(TOTAL PROGRAM)**

| | <u>FY 2017 Actual</u> | | <u>FY 2018 Estimate *</u> | | <u>FY 2019 Estimate</u> | |
|-------------------------------------|-----------------------|---------------------------|---------------------------|---------------------------|-------------------------|---------------------------|
| | <u>Total</u> | <u>Reimb Included</u> | <u>Total</u> | <u>Reimb Included</u> | <u>Total</u> | <u>Reimb Included</u> |
| <u>Commissioned Officers</u> | | | | | | |
| O-10 General | 13 | 0 | 14 | 0 | 14 | 0 |
| O-9 Lieutenant General | 41 | 0 | 42 | 0 | 42 | 0 |
| O-8 Major General | 91 | 1 | 92 | 1 | 96 | 1 |
| O-7 Brigadier General | 153 | 1 | 149 | 1 | 145 | 1 |
| O-6 Colonel | 3,313 | 27 | 3,415 | 26 | 3,442 | 25 |
| O-5 Lieutenant Colonel | 9,751 | 80 | 10,011 | 75 | 9,731 | 72 |
| O-4 Major | 13,292 | 109 | 13,396 | 101 | 14,213 | 105 |
| O-3 Captain | 20,968 | 172 | 21,577 | 162 | 21,444 | 157 |
| O-2 1st Lieutenant | 6,651 | 54 | 6,781 | 51 | 6,900 | 51 |
| O-1 2nd Lieutenant | 7,324 | 60 | 6,974 | 52 | 6,891 | 51 |
| Officer Subtotal | 61,597 | 504 | 62,451 | 469 | 62,918 | 463 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,586 | 3 | 2,580 | 3 | 2,623 | 3 |
| E-8 Senior Master Sergeant | 5,011 | 6 | 5,085 | 6 | 5,246 | 6 |
| E-7 Master Sergeant | 24,776 | 31 | 25,267 | 31 | 26,232 | 31 |
| E-6 Technical Sergeant | 39,574 | 49 | 40,426 | 49 | 41,972 | 49 |
| E-5 Staff Sergeant | 61,922 | 77 | 63,108 | 78 | 65,667 | 76 |
| E-4 Senior Airman | 53,103 | 66 | 58,810 | 72 | 52,121 | 61 |
| E-3 Airman First Class | 51,275 | 64 | 45,365 | 55 | 51,710 | 61 |
| E-2 Airman | 8,141 | 10 | 7,343 | 9 | 7,343 | 9 |
| E-1 Airman Basic | 10,595 | 13 | 10,665 | 13 | 9,268 | 11 |
| Enlisted Subtotal | 256,983 | 319 | 258,649 | 316 | 262,182 | 307 |
| <u>Cadets</u> | 4,207 | 0 | 4,000 | 0 | 4,000 | 0 |
| TOTAL END STRENGTH | 322,787 | 823 | 325,100 | 785 | 329,100 | 770 |

* Reflects the FY2018 President's Budget Request.

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

**AVERAGE STRENGTH (WORKYEARS) BY GRADE
(TOTAL PROGRAM)**

| | FY 2017 Actual 1/ | | FY 2018 Estimate* | | FY 2019 Estimate | |
|-------------------------------------|--------------------------|---------------------------|--------------------------|---------------------------|-------------------------|---------------------------|
| | Total | Reimb Included | Total | Reimb Included | Total | Reimb Included |
| <u>Commissioned Officers</u> | | | | | | |
| O-10 General | 13 | 0 | 13 | 0 | 13 | 0 |
| O-9 Lieutenant General | 42 | 0 | 40 | 0 | 42 | 0 |
| O-8 Major General | 92 | 1 | 93 | 1 | 93 | 1 |
| O-7 Brigadier General | 162 | 1 | 154 | 1 | 163 | 1 |
| O-6 Colonel | 3,502 | 27 | 3,531 | 26 | 3,612 | 26 |
| O-5 Lieutenant Colonel | 10,444 | 80 | 10,480 | 76 | 10,427 | 72 |
| O-4 Major | 14,181 | 108 | 13,780 | 103 | 14,776 | 105 |
| O-3 Captain | 21,163 | 174 | 21,447 | 164 | 21,639 | 158 |
| O-2 1st Lieutenant | 7,205 | 56 | 6,964 | 52 | 7,137 | 52 |
| O-1 2nd Lieutenant | 6,984 | 58 | 6,938 | 53 | 6,934 | 51 |
| Officer Subtotal | 63,788 | 505 | 63,440 | 476 | 64,836 | 466 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,674 | 3 | 2,616 | 3 | 2,660 | 3 |
| E-8 Senior Master Sergeant | 5,428 | 7 | 5,216 | 6 | 5,424 | 6 |
| E-7 Master Sergeant | 26,364 | 32 | 25,712 | 32 | 26,272 | 31 |
| E-6 Technical Sergeant | 41,942 | 51 | 40,782 | 50 | 41,948 | 49 |
| E-5 Staff Sergeant | 62,956 | 78 | 62,911 | 79 | 64,689 | 75 |
| E-4 Senior Airman | 58,812 | 73 | 59,404 | 73 | 53,497 | 62 |
| E-3 Airman First Class | 48,585 | 61 | 46,022 | 55 | 52,519 | 62 |
| E-2 Airman | 7,711 | 10 | 7,173 | 9 | 7,837 | 9 |
| E-1 Airman Basic | 10,438 | 14 | 10,746 | 13 | 10,405 | 12 |
| Enlisted Subtotal | 264,910 | 329 | 260,582 | 320 | 265,251 | 309 |
| <u>Cadets</u> | 4,064 | 0 | 4,058 | 0 | 4,033 | 0 |
| TOTAL WORKYEARS | 332,762 | 834 | 328,080 | 796 | 334,120 | 775 |

*Reflects the FY2018 President's Budget Request.

1/ Includes 1,168 officers and 6,920 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

ACTIVE DUTY STRENGTHS BY MONTHS

| | FY 2017 Actual | | | | FY 2018 Estimate * | | | | FY 2019 Estimate | | | |
|-----------------------------|-----------------------|-----------------|---------------|----------------|---------------------------|-----------------|---------------|----------------|-------------------------|-----------------|---------------|----------------|
| | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total |
| September | 60,961 | 252,762 | 4,160 | 317,883 | 61,698 | 255,302 | 4,125 | 321,125 | 62,647 | 259,028 | 4,212 | 325,887 |
| October | 60,720 | 251,829 | 4,152 | 316,701 | 61,457 | 256,752 | 4,103 | 322,312 | 62,388 | 259,283 | 4,157 | 325,828 |
| November | 60,634 | 252,425 | 4,141 | 317,200 | 61,784 | 256,970 | 4,086 | 322,840 | 62,582 | 259,887 | 4,148 | 326,617 |
| December | 60,425 | 252,679 | 4,122 | 317,226 | 61,906 | 257,474 | 4,068 | 323,448 | 62,763 | 260,224 | 4,129 | 327,116 |
| January | 60,395 | 253,424 | 4,109 | 317,928 | 61,339 | 257,497 | 4,066 | 322,902 | 62,710 | 261,246 | 4,118 | 328,074 |
| February | 60,350 | 254,126 | 4,095 | 318,571 | 61,248 | 257,335 | 4,040 | 322,623 | 62,668 | 261,727 | 4,102 | 328,497 |
| March | 60,659 | 254,962 | 4,086 | 319,707 | 61,457 | 257,631 | 4,027 | 323,115 | 62,633 | 261,909 | 4,093 | 328,635 |
| April | 60,463 | 255,324 | 4,078 | 319,865 | 61,420 | 257,328 | 4,014 | 322,762 | 62,689 | 261,723 | 4,083 | 328,495 |
| May | 61,471 | 256,178 | 3,100 | 320,749 | 61,685 | 257,968 | 3,998 | 323,651 | 62,707 | 262,394 | 3,105 | 328,206 |
| June | 62,037 | 256,252 | 4,270 | 322,559 | 62,304 | 257,660 | 4,133 | 324,097 | 62,690 | 262,302 | 4,192 | 329,184 |
| July | 61,820 | 256,705 | 4,214 | 322,739 | 62,615 | 257,699 | 4,074 | 324,388 | 62,817 | 262,528 | 4,118 | 329,463 |
| August | 61,746 | 256,894 | 4,217 | 322,857 | 62,585 | 258,354 | 4,024 | 324,963 | 62,808 | 262,769 | 4,044 | 329,621 |
| September | 61,597 | 256,983 | 4,207 | 322,787 | 62,451 | 258,649 | 4,000 | 325,100 | 62,918 | 262,182 | 4,000 | 329,100 |
| Average End Strength | 61,000 | 254,639 | 4,064 | 319,703 | 61,823 | 257,470 | 4,058 | 323,351 | 62,686 | 261,383 | 4,033 | 328,102 |

ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) (MPA Man-days)

| | FY 2017 Actual 1 / | | | | FY 2018 Estimate * | | | | FY 2019 Estimate 2 / | | | |
|----------------------------------|---------------------------|-----------------|---------------|----------------|---------------------------|-----------------|---------------|----------------|-----------------------------|-----------------|---------------|----------------|
| | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total |
| Average Strength (non-12304b) | 2,755 | 10,190 | 0 | 12,945 | 1,303 | 2,110 | 0 | 3,413 | 1,955 | 3,124 | 0 | 5,079 |
| Dollars in Millions (non-12304b) | 411 | 870 | 0 | 1,282 | 199 | 185 | 0 | 384 | 309 | 280 | 0 | 590 |
| Average Strength (12304b) | 33 | 81 | 0 | 114 | 314 | 1,002 | 0 | 1,316 | 195 | 744 | 0 | 939 |
| Dollars in Millions (12304b) | 5 | 7 | 0 | 12 | 48 | 88 | 0 | 136 | 31 | 67 | 0 | 98 |
| Total Average Strength | 63,788 | 264,910 | 4,064 | 332,762 | 63,440 | 260,582 | 4,058 | 328,080 | 64,836 | 265,251 | 4,033 | 334,120 |

Strength in the FY 2019 President's Budget Baseline Request:

| | | | | | | | | | | | | |
|------------------|--------|---------|-------|---------|--------|---------|-------|---------|--------|---------|-------|---------|
| End Strength | 61,597 | 256,983 | 4,207 | 322,787 | 62,451 | 258,649 | 4,000 | 325,100 | 62,918 | 262,182 | 4,000 | 329,100 |
| Average Strength | 63,788 | 264,910 | 4,064 | 332,762 | 63,440 | 260,582 | 4,058 | 328,080 | 64,836 | 265,251 | 4,033 | 334,120 |

*Reflects the FY18 President's Budget Request.

1/ Includes 1,168 officers and 6,920 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

2/ In accordance with the National Commission on the Structure of the Air Force report, the FY 2019 President's Budget (PB) submission for Operation and Maintenance, Air Force appropriation includes funding to complement the Military Personnel, Air Force appropriation requirements for Active Duty for Operational Support (ADOS). These funds fully source the Air Reserve Component support to the Active Component in a voluntary (10 U.S.C. §12301(d)) or involuntary (10 U.S.C. §12304b) status.

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

ACTIVE DUTY STRENGTHS BY MONTHS

12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands (Base)

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY19, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

Rapid Global Mobility Operations in support of STRATCOM (282 MY (99 Officer, 183 Enlisted) \$32M)

Provides combatant commands with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling, Theatre Security Program and Aeromedical airlift in support of enduring missions and exercises. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Theater Security Cooperation (444 MY (38 Officer, 406 Enlisted) \$43M)

Provides CAF deterrence support for CENTCOM, EUCOM, and PACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Agile Combat Support (73 MY (15 Officer, 58 Enlisted) \$8M)

Provides Guard and Reserve Agile Combat Support for all Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

CYBERCOM Mission Operations Support (118 MY (27 Officer, 91 Enlisted), \$12M)

Provides Guard and Reserve support for cyber mission operations supporting all Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

AFSOC Special Operation Forces Support (22 MY (16 Officer, 6 Enlisted), \$3M)

AFSOC gained ANG unit tasked to CCDR requirement in support of STRATCOM and CYBERCOM. Activated Guard Airman will be placed on orders for a period no longer than 365 days.

**GAINS AND LOSSES BY SOURCE AND TYPE
OFFICERS**

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate*</u> | <u>FY 2019 Estimate</u> |
|---------------------------------|-----------------------|--------------------------|-------------------------|
| Beginning Strength | 60,961 | 61,698 | 62,647 |
| Gains (By Source): | | | |
| Service Academies | 984 | 963 | 980 |
| ROTC | 1,522 | 2,280 | 2,284 |
| Health Professions Scholarships | 990 | 500 | 947 |
| Officer Training School | 1,138 | 1,265 | 1,101 |
| Other | 147 | 90 | 140 |
| Gain Adjustment | 0 | 0 | 0 |
| Total Gains | 4,781 | 5,098 | 5,452 |
| Losses (By Type): | | | |
| Voluntary Separation | 1,978 | 2,107 | 2,775 |
| Retirement | 1,957 | 2,028 | 2,196 |
| Total Involuntary | 210 | 210 | 210 |
| With Pay | 179 | 179 | 179 |
| Without Pay | 31 | 31 | 31 |
| VSI/SSB | 0 | 0 | 0 |
| TERA | 0 | 0 | 0 |
| Reduction in Force | 0 | 0 | 0 |
| Other | 0 | 0 | 0 |
| Loss Adjustment | 0 | 0 | 0 |
| Total Losses | 4,145 | 4,345 | 5,181 |
| TOTAL | 61,597 | 62,451 | 62,918 |

* Reflects the FY2018 President's Budget Request.

**GAINS AND LOSSES BY SOURCE AND TYPE
ENLISTED**

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate*</u> | <u>FY 2019 Estimate</u> |
|-------------------------------|------------------------------|---------------------------------|--------------------------------|
| Beginning Strength | 252,762 | 255,302 | 259,028 |
| Gains (By Source): | | | |
| Non Prior Service Enlistments | 31,001 | 29,000 | 30,984 |
| Male | 23,776 | 22,528 | 24,614 |
| Female | 7,225 | 6,472 | 6,370 |
| Prior Service Enlistments | 294 | 250 | 250 |
| Reenlistments | 32,907 | 30,542 | 34,632 |
| Reserves | 0 | 0 | 0 |
| Officer Candidate Programs | 529 | 400 | 400 |
| Other | 375 | 0 | 0 |
| Gain Adjustments | 0 | 0 | 0 |
| Total Gains | 65,106 | 60,192 | 66,266 |
| Losses (By Type): | | | |
| ETS | 8,450 | 8,072 | 9,529 |
| Programmed Early Release | 945 | 45 | 953 |
| VSI/SSB | 0 | 0 | 0 |
| TERA | 0 | 0 | 0 |
| To Commissioned Officer | 617 | 197 | 228 |
| Reenlistments | 32,907 | 30,542 | 34,632 |
| Retirement | 5,705 | 6,021 | 6,314 |
| Attrition | 10,276 | 9,145 | 10,466 |
| Other | 1,985 | 2,823 | 990 |
| Loss Adjustments | 0 | 0 | 0 |
| Total Losses | 60,885 | 56,845 | 63,112 |
| TOTAL | 256,983 | 258,649 | 262,182 |

* Reflects the FY2018 President's Budget Request.

**GAINS AND LOSSES BY SOURCE AND TYPE
CADETS**

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate*</u> | <u>FY 2019 Estimate</u> |
|---------------------------|------------------------------|---------------------------------|--------------------------------|
| Beginning Strength | 4,160 | 4,125 | 4,212 |
| Gains: | 1,205 | 1,205 | 1,205 |
| Losses: | 1,158 | 1,330 | 1,417 |
| Graduates | 982 | 995 | 997 |
| Attrition | 176 | 335 | 420 |
| TOTAL | 4,207 | 4,000 | 4,000 |

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

* Reflects the FY2018 President's Budget Request.

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2017 Actual | | | FY 2018 Estimate * | | | FY 2019 Estimate | | |
|---|----------------|-----------|------------|--------------------|-----------|------------|------------------|-----------|------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 1. Basic Pay | 4,887,146 | 9,178,176 | 14,065,322 | 4,969,886 | 9,209,338 | 14,179,224 | 5,208,253 | 9,601,883 | 14,810,136 |
| 2. Retired Pay Accruals | 1,400,299 | 2,634,265 | 4,034,564 | 1,407,970 | 2,617,286 | 4,025,256 | 1,571,933 | 2,909,736 | 4,481,669 |
| 3. TSP - Matching Contributions | 0 | 0 | 0 | 55,447 | 100,601 | 156,048 | 97,630 | 179,662 | 277,292 |
| 4. Basic Allowance for Housing | 1,472,029 | 3,720,697 | 5,192,726 | 1,524,644 | 3,739,482 | 5,264,126 | 1,573,578 | 3,882,466 | 5,456,044 |
| a. With Dependents - Domestic | 993,936 | 2,271,254 | 3,265,190 | 1,034,899 | 2,323,857 | 3,358,756 | 1,061,729 | 2,366,879 | 3,428,608 |
| b. Without Dependents - Domestic | 354,808 | 931,571 | 1,286,379 | 359,330 | 879,646 | 1,238,976 | 375,831 | 950,340 | 1,326,171 |
| c. Differential - Domestic | 25 | 700 | 725 | 16 | 792 | 808 | 25 | 768 | 793 |
| d. Partial - Domestic | 192 | 5,154 | 5,346 | 206 | 5,600 | 5,806 | 205 | 5,733 | 5,938 |
| e. With Dependents - Overseas | 82,812 | 317,675 | 400,487 | 85,819 | 334,070 | 419,889 | 92,450 | 350,978 | 443,428 |
| f. Without Dependents - Overseas | 38,628 | 187,427 | 226,055 | 42,714 | 189,169 | 231,883 | 41,560 | 200,268 | 241,828 |
| g. Moving-In Housing | 1,628 | 6,916 | 8,544 | 1,660 | 6,348 | 8,008 | 1,778 | 7,500 | 9,278 |
| 5. Subsistence | 193,855 | 1,260,952 | 1,454,807 | 198,005 | 1,166,659 | 1,364,664 | 202,971 | 1,187,424 | 1,390,395 |
| a. Basic Allowance for Subsistence | 193,855 | 1,018,774 | 1,212,629 | 198,005 | 1,029,962 | 1,227,967 | 202,971 | 1,040,809 | 1,243,780 |
| 1. Authorized to Mess Separately | 193,855 | 1,147,827 | 1,341,682 | 198,005 | 1,158,561 | 1,356,566 | 202,971 | 1,181,503 | 1,384,474 |
| 2. Rations-In-Kind Not Available | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. Augmentation for Separate Meals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4. Less Collections (Recoupment) | 0 | (129,053) | (129,053) | 0 | (128,599) | (128,599) | 0 | (140,694) | (140,694) |
| b. Subsistence-In-Kind | 0 | 242,170 | 242,170 | 0 | 136,688 | 136,688 | 0 | 146,609 | 146,609 |
| 1. Subsistence in Messes | 0 | 228,442 | 228,442 | 0 | 123,565 | 123,565 | 0 | 132,248 | 132,248 |
| 2. Operational Rations | 0 | 10,016 | 10,016 | 0 | 9,132 | 9,132 | 0 | 10,515 | 10,515 |
| 3. Augmentation Rations | 0 | 3,712 | 3,712 | 0 | 3,991 | 3,991 | 0 | 3,846 | 3,846 |
| c. Family Supplemental Subsistence Allowance | 0 | 8 | 8 | 0 | 9 | 9 | 0 | 6 | 6 |
| 6. Incentive - Hazardous Duty - Aviation Career Pay | 230,264 | 38,661 | 268,925 | 236,704 | 40,719 | 277,423 | 284,437 | 71,294 | 355,731 |
| a. Flying Duty Pay | 228,995 | 28,188 | 257,183 | 234,701 | 26,417 | 261,118 | 281,455 | 52,033 | 333,488 |
| 1. Aviation Incentive Pay | 133,745 | 58 | 133,803 | 132,563 | 0 | 132,563 | 170,317 | 334 | 170,651 |
| 2. Crew Members, Enlisted | 0 | 1,923 | 1,923 | 0 | 869 | 869 | 0 | 1,923 | 1,923 |
| 3. Noncrew Member | 0 | 617 | 617 | 0 | 133 | 133 | 0 | 126 | 126 |
| 4. Aviator Retention Pay | 94,208 | 0 | 94,208 | 101,312 | 0 | 101,312 | 110,382 | 0 | 110,382 |
| 5. Career Enlisted Flyer Pay | 0 | 25,590 | 25,590 | 0 | 25,415 | 25,415 | 0 | 0 | 0 |
| 6. Critical Skills Incentive Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49,650 | 49,650 |
| 7. HDIP-Aviation | 1,042 | 0 | 1,042 | 826 | 0 | 826 | 756 | 0 | 756 |
| b. Parachute Jumping Pay | 146 | 1,021 | 1,167 | 106 | 236 | 342 | 151 | 1,026 | 1,177 |
| c. Demolition Pay | 329 | 3,982 | 4,311 | 149 | 2,920 | 3,069 | 344 | 4,005 | 4,349 |
| d. Battlefield Airmen Skill Incentive Pay | 195 | 1,084 | 1,279 | 1,573 | 8,654 | 10,227 | 1,877 | 9,812 | 11,689 |
| e. Other Pays | 599 | 4,386 | 4,985 | 175 | 2,492 | 2,667 | 610 | 4,418 | 5,028 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2017 Actual | | | FY 2018 Estimate * | | | FY 2019 Estimate | | |
|---|----------------|----------|---------|--------------------|----------|---------|------------------|----------|---------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 7. Special Pays | 326,958 | 403,598 | 730,556 | 336,933 | 481,217 | 818,150 | 368,153 | 492,365 | 860,518 |
| a. Medical Pay | 180,890 | 0 | 180,890 | 181,228 | 0 | 181,228 | 181,228 | 0 | 181,228 |
| b. Dental Pay | 38,399 | 0 | 38,399 | 45,822 | 0 | 45,822 | 46,368 | 0 | 46,368 |
| c. Health Professions Officers Pay | 20,952 | 0 | 20,952 | 19,688 | 0 | 19,688 | 20,512 | 0 | 20,512 |
| d. Nurse Pay | 22,908 | 0 | 22,908 | 23,490 | 0 | 23,490 | 26,520 | 0 | 26,520 |
| e. Sea and Foreign Duty, Total | 0 | 210 | 210 | 0 | 210 | 210 | 0 | 210 | 210 |
| 1. Sea Duty | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 |
| 2. Overseas Extension Pay | 0 | 206 | 206 | 0 | 206 | 206 | 0 | 206 | 206 |
| f. Continuation Pay | 0 | 0 | 0 | 32,002 | 58,731 | 90,733 | 44,090 | 81,613 | 125,703 |
| g. Diving Duty Pay | 425 | 1,897 | 2,322 | 92 | 74 | 166 | 59 | 62 | 121 |
| h. Foreign Language Proficiency Bonus | 7,550 | 23,588 | 31,138 | 7,308 | 23,057 | 30,365 | 7,943 | 23,593 | 31,536 |
| i. Hostile Fire Pay | 6,454 | 25,270 | 31,724 | 1,353 | 6,496 | 7,849 | 1,053 | 6,164 | 7,217 |
| j. Responsibility Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| k. Hardship Duty Pay | 4,355 | 22,380 | 26,735 | 1,198 | 5,035 | 6,233 | 1,199 | 5,036 | 6,235 |
| l. Judge Advocate Continuation Pay | 3,911 | 0 | 3,911 | 3,911 | 0 | 3,911 | 3,911 | 0 | 3,911 |
| m. JAG Student Loan Repayment | 3,943 | 0 | 3,943 | 5,200 | 0 | 5,200 | 3,987 | 0 | 3,987 |
| n. Retention Bonus | 32,109 | 1,920 | 34,029 | 5,845 | 2,970 | 8,815 | 28,314 | 2,640 | 30,954 |
| o. Reenlistment Bonus | 0 | 244,958 | 244,958 | 0 | 281,547 | 281,547 | 0 | 275,723 | 275,723 |
| p. Special Duty Assignment Pay | 0 | 60,028 | 60,028 | 0 | 64,961 | 64,961 | 0 | 74,250 | 74,250 |
| q. Enlistment Bonus | 0 | 16,125 | 16,125 | 0 | 16,492 | 16,492 | 0 | 17,490 | 17,490 |
| r. Education Benefits (College Fund) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| s. Loan Repayment Program | 0 | 320 | 320 | 0 | 1,250 | 1,250 | 0 | 1,000 | 1,000 |
| t. Assignment Incentive Pay | 4,615 | 6,892 | 11,507 | 9,229 | 20,297 | 29,526 | 2,483 | 4,532 | 7,015 |
| u. Personal Money Allowance | 52 | 2 | 54 | 50 | 2 | 52 | 51 | 2 | 53 |
| v. Health Prof. Scholarship Program (HPSP) | 392 | 0 | 392 | 401 | 0 | 401 | 401 | 0 | 401 |
| w. Pay and Allowance Continuation Pay (PAC) | 3 | 8 | 11 | 116 | 95 | 211 | 34 | 50 | 84 |
| 8. Allowances | 119,940 | 558,292 | 678,232 | 112,425 | 530,970 | 643,395 | 120,547 | 559,102 | 679,649 |
| a. Uniform or Clothing Allowances | 2,909 | 130,936 | 133,845 | 2,796 | 136,630 | 139,426 | 3,238 | 138,969 | 142,207 |
| 1. Initial Issue | 2,215 | 48,277 | 50,492 | 2,416 | 46,950 | 49,366 | 2,533 | 50,576 | 53,109 |
| 1a Military | 1,888 | 45,140 | 47,028 | 2,039 | 43,729 | 45,768 | 2,181 | 47,226 | 49,407 |
| 1b Civilian | 327 | 3,137 | 3,464 | 377 | 3,221 | 3,598 | 352 | 3,350 | 3,702 |
| 2. Additional | 694 | 0 | 694 | 380 | 0 | 380 | 705 | 0 | 705 |
| 3. Basic Maintenance | 0 | 13,651 | 13,651 | 0 | 14,356 | 14,356 | 0 | 14,673 | 14,673 |
| 4. Standard Maintenance | 0 | 64,923 | 64,923 | 0 | 69,426 | 69,426 | 0 | 69,376 | 69,376 |
| 5. Supplemental | 0 | 4,085 | 4,085 | 0 | 5,898 | 5,898 | 0 | 4,344 | 4,344 |
| 6. New Uniform Up Front Purchase | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| b. Station Allowance Overseas | 105,743 | 377,460 | 483,203 | 103,998 | 368,739 | 472,737 | 111,485 | 393,271 | 504,756 |
| 1. Cost-of-Living | 91,093 | 331,869 | 422,962 | 88,312 | 324,636 | 412,948 | 95,785 | 344,812 | 440,597 |
| 2. Temporary Lodging | 14,650 | 45,591 | 60,241 | 15,686 | 44,103 | 59,789 | 15,700 | 48,459 | 64,159 |
| c. Family Separation Allowance | 10,408 | 48,534 | 58,942 | 4,902 | 24,195 | 29,097 | 4,857 | 25,377 | 30,234 |
| 1. On PCS, No Government Quarters | 1,890 | 16,534 | 18,424 | 1,899 | 16,785 | 18,684 | 1,956 | 16,998 | 18,954 |
| 2. On TDY | 8,518 | 32,000 | 40,518 | 3,003 | 7,410 | 10,413 | 2,901 | 8,379 | 11,280 |
| d. CONUS Cost of Living Allowance | 813 | 1,042 | 1,855 | 646 | 1,045 | 1,691 | 884 | 1,124 | 2,008 |
| e. Catastrophical Injured Aid Allowance | 67 | 320 | 387 | 83 | 361 | 444 | 83 | 361 | 444 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2017 Actual | | | FY 2018 Estimate * | | | FY 2019 Estimate | | |
|--|------------------|-------------------|-------------------|--------------------|-------------------|--------------------|-------------------|-------------------|-------------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 9. Separation Payments | 46,254 | 142,473 | 188,727 | 48,922 | 130,904 | 179,826 | 46,101 | 121,017 | 167,118 |
| a. Terminal Leave Pay | 19,287 | 29,273 | 48,560 | 18,760 | 30,931 | 49,691 | 24,261 | 31,502 | 55,763 |
| b. Severance Pay, Disability | 3,392 | 34,388 | 37,780 | 2,579 | 41,624 | 44,203 | 3,003 | 38,787 | 41,790 |
| c. Severance Pay, Non-Promotion | 181 | 0 | 181 | 222 | 0 | 222 | 152 | 0 | 152 |
| d. Severance Pay, Involuntary Half (5%) | 63 | 6,936 | 6,999 | 53 | 8,504 | 8,557 | 44 | 7,467 | 7,511 |
| e. Severance Pay, Involuntary Full (10%) | 5,953 | 43,884 | 49,837 | 12,746 | 39,777 | 52,523 | 6,475 | 39,627 | 46,102 |
| f. VSI Trust Fund | 16,478 | 4,922 | 21,400 | 14,322 | 4,278 | 18,600 | 12,166 | 3,634 | 15,800 |
| g. Vol Separation Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| h. Career Status Bonus (30k) | 900 | 23,070 | 23,970 | 240 | 5,790 | 6,030 | 0 | 0 | 0 |
| i. TERA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 Social Security Tax Payment | 372,347 | 702,145 | 1,074,492 | 379,552 | 704,515 | 1,084,067 | 397,802 | 734,544 | 1,132,346 |
| 11 Permanent Change of Station Travel | 374,607 | 746,069 | 1,120,676 | 398,623 | 858,911 | 1,257,534 | 424,595 | 778,785 | 1,203,380 |
| 12 Other Military Personnel Costs | 65,152 | 48,857 | 114,009 | 62,928 | 42,079 | 105,007 | 77,353 | 33,650 | 111,003 |
| a. Apprehension of Deserters | 2 | 15 | 17 | 1 | 15 | 16 | 2 | 16 | 18 |
| b. USSD (MIA) | 1,203 | 1,112 | 2,315 | 1,615 | 1,076 | 2,691 | 1,245 | 1,037 | 2,282 |
| c. Death Gratuities | 3,300 | 12,600 | 15,900 | 2,500 | 12,000 | 14,500 | 2,500 | 12,500 | 15,000 |
| d. Unemployment Compensation | 6,911 | 27,646 | 34,557 | 6,782 | 27,134 | 33,916 | 4,696 | 18,794 | 23,490 |
| e. Allowance for Family Qtrs and Travel | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| f. Education Benefits | 20 | 80 | 100 | 15 | 60 | 75 | 11 | 44 | 55 |
| g. Adoption Reimbursement | 330 | 112 | 442 | 176 | 284 | 460 | 336 | 126 | 462 |
| h. Mass Transit | 1,965 | 620 | 2,585 | 3,681 | 1,160 | 4,841 | 2,328 | 733 | 3,061 |
| i. Partial Dislocation Allowance | 87 | 423 | 510 | 71 | 350 | 421 | 82 | 400 | 482 |
| j. Extra Hazard Reimb. for SGLI | 0 | 5,988 | 5,988 | 0 | 0 | 0 | 0 | 0 | 0 |
| k. ROTC | 33,644 | 0 | 33,644 | 29,557 | 0 | 29,557 | 47,328 | 0 | 47,328 |
| l. JROTC | 17,651 | 0 | 17,651 | 18,530 | 0 | 18,530 | 18,825 | 0 | 18,825 |
| m. T-SGLI | 39 | 261 | 300 | 0 | 0 | 0 | 0 | 0 | 0 |
| 13 Cadets | 83,611 | 0 | 83,611 | 78,280 | 0 | 78,280 | 79,454 | 0 | 79,454 |
| <u>Military Personnel Appropriation Total</u> | 9,572,462 | 19,434,185 | 29,006,647 | 9,810,319 | 19,622,681 | 29,433,000 | 10,452,807 | 20,551,928 | 31,004,735 |
| 14 Less Reimbursables: | (169,308) | (292,797) | (462,105) | (241,742) | (228,518) | (470,260) | (246,169) | (232,555) | (478,724) |
| Retired Pay Accrual | (26,817) | (42,907) | (69,724) | (38,080) | (31,350) | (69,430) | (40,827) | (33,676) | (74,503) |
| Other | (142,491) | (249,890) | (392,381) | (203,662) | (197,168) | (400,830) | (205,342) | (198,879) | (404,221) |
| MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT | 9,403,154 | 19,141,388 | 28,544,542 | 9,568,577 | 19,394,163 | 28,962,740 | 10,206,638 | 20,319,373 | 30,526,011 |
| FY 2018 CR Adjustment | | | | | | (1,207,613) | | | |
| Revised FY 2018 Direct Program | | | | | | 27,755,127 | | | |

* Reflects the FY 2018 President's Budget Request.

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2018***
(Amount in Thousands)

| | <u>FY 2018*</u> <u>PRESIDENT'S</u> <u>BUDGET</u> | <u>CONGRESSIONAL</u> <u>ACTIONS</u> | <u>APPROPRIATION</u> | <u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u> | <u>SUBTOTAL</u> | <u>PROPOSED DD 1415</u> <u>ACTIONS</u> | <u>LESS (ASSET)/</u> <u>SHORTFALL</u> | <u>FY 2018* COLUMN FY</u> <u>2019 PRES BUD</u> |
|---|--|--|----------------------|--|-------------------|---|--|---|
| <u>PAY AND ALLOWANCES OF OFFICERS</u> | | | | | | | | |
| Basic Pay | 4,836,271 | 0 | 4,836,271 | 0 | 4,836,271 | 0 | 0 | 4,836,271 |
| Retired Pay Accrual | 1,369,890 | 0 | 1,369,890 | 0 | 1,369,890 | 0 | 0 | 1,369,890 |
| TSP - Matching Contributions | 55,447 | 0 | 55,447 | 0 | 55,447 | 0 | 0 | 55,447 |
| Incentive Pay | 230,340 | 0 | 230,340 | 0 | 230,340 | 0 | 0 | 230,340 |
| Special Pay | 327,875 | 0 | 327,875 | 0 | 327,875 | 0 | 0 | 327,875 |
| Basic Allowance for Housing | 1,487,160 | 0 | 1,487,160 | 0 | 1,487,160 | 0 | 0 | 1,487,160 |
| Basic Allowance for Subsistence | 192,682 | 0 | 192,682 | 0 | 192,682 | 0 | 0 | 192,682 |
| Station Allowances Overseas | 103,998 | 0 | 103,998 | 0 | 103,998 | 0 | 0 | 103,998 |
| CONUS COLA | 629 | 0 | 629 | 0 | 629 | 0 | 0 | 629 |
| Uniform Allowances | 2,796 | 0 | 2,796 | 0 | 2,796 | 0 | 0 | 2,796 |
| Family Separation Allowances | 4,902 | 0 | 4,902 | 0 | 4,902 | 0 | 0 | 4,902 |
| Catastrophical Injured Aid Allowance | 83 | 0 | 83 | 0 | 83 | 0 | 0 | 83 |
| Separation Payments | 47,998 | 0 | 47,998 | 0 | 47,998 | 0 | 0 | 47,998 |
| Social Security Tax - Employer's Contribution | 369,330 | 0 | 369,330 | 0 | 369,330 | 0 | 0 | 369,330 |
| Reimbursables | 241,087 | 0 | 241,087 | 0 | 241,087 | 0 | 0 | 241,087 |
| TOTAL OBLIGATIONS OFFICERS | 9,270,488 | 0 | 9,270,488 | 0 | 9,270,488 | 0 | 0 | 9,270,488 |
| Less Reimbursables | (241,087) | 0 | (241,087) | 0 | (241,087) | 0 | 0 | (241,087) |
| TOTAL DIRECT OBLIGATIONS OFFICERS | 9,029,401 | 0 | 9,029,401 | 0 | 9,029,401 | 0 | 0 | 9,029,401 |
| <u>PAY AND ALLOWANCES OF ENLISTED</u> | | | | | | | | |
| Basic Pay | 9,099,335 | 0 | 9,099,335 | 0 | 9,099,335 | 0 | 0 | 9,099,335 |
| Retired Pay Accrual | 2,585,936 | 0 | 2,585,936 | 0 | 2,585,936 | 0 | 0 | 2,585,936 |
| TSP - Matching Contributions | 100,601 | 0 | 100,601 | 0 | 100,601 | 0 | 0 | 100,601 |
| Incentive Pay | 40,233 | 0 | 40,233 | 0 | 40,233 | 0 | 0 | 40,233 |
| Special Pay | 116,805 | 0 | 116,805 | 0 | 116,805 | 0 | 0 | 116,805 |
| Special Duty Assignment Pay | 64,961 | 0 | 64,961 | 0 | 64,961 | 0 | 0 | 64,961 |
| Reenlistment Bonus | 281,547 | 0 | 281,547 | 0 | 281,547 | 0 | 0 | 281,547 |
| Enlistment Bonus | 16,492 | 0 | 16,492 | 0 | 16,492 | 0 | 0 | 16,492 |
| Basic Allowance for Housing | 3,701,218 | 0 | 3,701,218 | 0 | 3,701,218 | 0 | 0 | 3,701,218 |
| Station Allowances Overseas | 368,739 | 0 | 368,739 | 0 | 368,739 | 0 | 0 | 368,739 |
| CONUS COLA | 1,033 | 0 | 1,033 | 0 | 1,033 | 0 | 0 | 1,033 |
| Clothing Allowances | 136,630 | 0 | 136,630 | 0 | 136,630 | 0 | 0 | 136,630 |
| Family Separation Allowances | 24,195 | 0 | 24,195 | 0 | 24,195 | 0 | 0 | 24,195 |
| Catastrophical Injured Aid Allowance | 361 | 0 | 361 | 0 | 361 | 0 | 0 | 361 |
| Separation Payments | 129,461 | 0 | 129,461 | 0 | 129,461 | 0 | 0 | 129,461 |
| Social Security Tax - Employer's Contribution | 696,100 | 0 | 696,100 | 0 | 696,100 | 0 | 0 | 696,100 |
| Reimbursables | 191,385 | 0 | 191,385 | 0 | 191,385 | 0 | 0 | 191,385 |
| TOTAL OBLIGATIONS ENLISTED | 17,555,032 | 0 | 17,555,032 | 0 | 17,555,032 | 0 | 0 | 17,555,032 |
| Less Reimbursables | (191,385) | 0 | (191,385) | 0 | (191,385) | 0 | 0 | (191,385) |
| TOTAL DIRECT OBLIGATIONS ENLISTED | 17,363,647 | 0 | 17,363,647 | 0 | 17,363,647 | 0 | 0 | 17,363,647 |

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2018*
(Amount in Thousands)

| | <u>FY 2018*</u> <u>PRESIDENT'S</u> <u>BUDGET</u> | <u>CONGRESSIONAL</u> <u>ACTIONS</u> | <u>APPROPRIATION</u> | <u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u> | <u>SUBTOTAL</u> | <u>PROPOSED DD 1415</u> <u>ACTIONS</u> | <u>LESS (ASSET)/</u> <u>SHORTFALL</u> | <u>FY 2018* COLUMN FY</u> <u>2019 PRES BUD</u> |
|--|--|--|----------------------|--|------------------|---|--|---|
| <u>PAY AND ALLOWANCES OF CADETS</u> | | | | | | | | |
| Academy Cadets | 78,280 | 0 | 78,280 | 0 | 78,280 | 0 | 0 | 78,280 |
| <u>SUBSISTENCE OF ENLISTED PERSONNEL</u> | | | | | | | | |
| Basic Allowance for Subsistence | 994,241 | 0 | 994,241 | 0 | 994,241 | 0 | 0 | 994,241 |
| Subsistence-In-Kind | 136,688 | 0 | 136,688 | 0 | 136,688 | 0 | 0 | 136,688 |
| Family Supplemental Subsistence Allowance | 9 | 0 | 9 | 0 | 9 | 0 | 0 | 9 |
| Reimbursables | 35,721 | 0 | 35,721 | 0 | 35,721 | 0 | 0 | 35,721 |
| TOTAL OBLIGATIONS SUBSISTENCE | 1,166,659 | 0 | 1,166,659 | 0 | 1,166,659 | 0 | 0 | 1,166,659 |
| Less Reimbursables | (35,721) | 0 | (35,721) | 0 | (35,721) | 0 | 0 | (35,721) |
| TOTAL DIRECT OBLIGATIONS SUBSISTENCE | 1,130,938 | 0 | 1,130,938 | 0 | 1,130,938 | 0 | 0 | 1,130,938 |
| <u>PERMANENT CHANGE OF STATION TRAVEL</u> | | | | | | | | |
| Accession Travel | 106,749 | 0 | 106,749 | 0 | 106,749 | 0 | 0 | 106,749 |
| Training Travel | 69,348 | 0 | 69,348 | 0 | 69,348 | 0 | 0 | 69,348 |
| Operational Travel | 278,223 | 0 | 278,223 | 0 | 278,223 | 0 | 0 | 278,223 |
| Rotational Travel | 572,460 | 0 | 572,460 | 0 | 572,460 | 0 | 0 | 572,460 |
| Separation Travel | 159,066 | 0 | 159,066 | 0 | 159,066 | 0 | 0 | 159,066 |
| Travel of Organized Units | 7,422 | 0 | 7,422 | 0 | 7,422 | 0 | 0 | 7,422 |
| Nontemporary Storage | 26,779 | 0 | 26,779 | 0 | 26,779 | 0 | 0 | 26,779 |
| Temporary Lodging Expense | 35,420 | 0 | 35,420 | 0 | 35,420 | 0 | 0 | 35,420 |
| Reimbursables | 2,067 | 0 | 2,067 | 0 | 2,067 | 0 | 0 | 2,067 |
| TOTAL OBLIGATIONS PCS | 1,257,534 | 0 | 1,257,534 | 0 | 1,257,534 | 0 | 0 | 1,257,534 |
| Less Reimbursables | (2,067) | 0 | (2,067) | 0 | (2,067) | 0 | 0 | (2,067) |
| TOTAL DIRECT OBLIGATIONS PCS | 1,255,467 | 0 | 1,255,467 | 0 | 1,255,467 | 0 | 0 | 1,255,467 |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2018***
(Amount in Thousands)

| | <u>FY 2018*</u> <u>PRESIDENT'S</u> <u>BUDGET</u> | <u>CONGRESSIONAL</u> <u>ACTIONS</u> | <u>APPROPRIATION</u> | <u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u> | <u>SUBTOTAL</u> | <u>PROPOSED DD 1415</u> <u>ACTIONS</u> | <u>LESS (ASSET)/</u> <u>SHORTFALL</u> | <u>FY 2018* COLUMN FY</u> <u>2019 PRES BUD</u> |
|--|--|--|----------------------|--|-------------------|---|--|---|
| OTHER MILITARY PERSONNEL COSTS | | | | | | | | |
| Apprehension Mil Deserters, Absentees, Prisoners | 16 | 0 | 16 | 0 | 16 | 0 | 0 | 16 |
| Interest on Uniformed Svcs Savings | 2,691 | 0 | 2,691 | 0 | 2,691 | 0 | 0 | 2,691 |
| Death Gratuities | 14,500 | 0 | 14,500 | 0 | 14,500 | 0 | 0 | 14,500 |
| Unemployment Compensation | 33,916 | 0 | 33,916 | 0 | 33,916 | 0 | 0 | 33,916 |
| Survivor Benefits | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Education Benefits | 75 | 0 | 75 | 0 | 75 | 0 | 0 | 75 |
| Adoption Expenses | 460 | 0 | 460 | 0 | 460 | 0 | 0 | 460 |
| Mass Transit | 4,841 | 0 | 4,841 | 0 | 4,841 | 0 | 0 | 4,841 |
| Partial Dislocation Allowance | 421 | 0 | 421 | 0 | 421 | 0 | 0 | 421 |
| SROTC | 29,557 | 0 | 29,557 | 0 | 29,557 | 0 | 0 | 29,557 |
| JROTC | 18,530 | 0 | 18,530 | 0 | 18,530 | 0 | 0 | 18,530 |
| Extra Hazard Reimb. for SGLI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TSGLI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stop Loss Retroactive Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Preventive Health Allow Demonstration Project | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS OTHER | 105,007 | 0 | 105,007 | 0 | 105,007 | 0 | 0 | 105,007 |
| TOTAL DIRECT OBLIGATIONS | 28,962,740 | 0 | 28,962,740 | 0 | 28,962,740 | 0 | 0 | 28,962,740 |
| FY 2018 CR Adjustment | | | | | | | | (1,207,613) |
| Revised FY 2018 Direct Program | | | | | | | | 27,755,127 |

* Reflects the FY 2018 President's Budget Request.

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|--|---------------------|----------------------|--------------------|-------------------------|------------------|-------------------|-------------------|
| FY 2018 DIRECT PROGRAM | 9,029,401 | 17,363,647 | 78,280 | 1,130,938 | 1,255,467 | 105,007 | 28,962,740 |
| Pricing Increase | 333,853 | 753,150 | 1,642 | 7,823 | 678 | 6,696 | 1,103,842 |
| Annualization (PI): | 40,878 | 80,498 | 395 | 0 | 0 | 0 | 121,771 |
| - Annualization 1 Jan 18 raise of 2.4% on Basic Pay | 28,979 | 58,681 | 369 | 0 | 0 | 0 | 88,029 |
| - Annualization of raise on RPA | 8,976 | 16,685 | 0 | 0 | 0 | 0 | 25,661 |
| - Annualization of raise on TSP | 354 | 641 | 0 | 0 | 0 | 0 | 995 |
| - Annualization on FICA | 2,420 | 4,491 | 26 | 0 | 0 | 0 | 6,937 |
| - Annualization 1 Jan 18 inflation rate of 0.3% on BAS | 149 | 0 | 0 | 0 | 0 | 0 | 149 |
| Pay Raise (PI): | 122,183 | 241,494 | 1,186 | 0 | 0 | 0 | 364,863 |
| - 1 Jan 19 pay raise of 2.6% effect on Basic Pay | 86,935 | 176,041 | 1,108 | 0 | 0 | 0 | 264,084 |
| - 1 Jan 19 pay raise effect on RPA | 26,928 | 50,055 | 0 | 0 | 0 | 0 | 76,983 |
| - 1 Jan 19 pay raise effect on TSP | 1,060 | 1,924 | 0 | 0 | 0 | 0 | 2,984 |
| - 1 Jan 19 pay raise effect on FICA | 7,260 | 13,474 | 78 | 0 | 0 | 0 | 20,812 |
| Inflation Rate (PI): | 447 | 0 | 0 | 7,823 | 0 | 0 | 8,270 |
| - 1 Jan 19 inflation rate of 3.4% effect on BAS | 447 | 0 | 0 | 0 | 0 | 0 | 447 |
| - Increase for Inflation for SIK | 0 | 0 | 0 | 7,823 | 0 | 0 | 7,823 |
| BAH Rates (PI): | 5,364 | 76,777 | 0 | 0 | 0 | 0 | 82,141 |
| - Housing Allowance rate 1 Jan 19 increase of 3.2% | 5,204 | 76,346 | 0 | 0 | 0 | 0 | 81,550 |
| - Increase in MIHA Pricing | 160 | 431 | 0 | 0 | 0 | 0 | 591 |
| Other (PI): | 164,981 | 354,381 | 61 | 0 | 678 | 6,696 | 526,797 |
| - Increase in RPA Pricing | 91,153 | 177,808 | 0 | 0 | 0 | 0 | 268,961 |
| - Increase in FICA Pricing | 0 | 0 | 7 | 0 | 0 | 0 | 7 |
| - Increase in TSP Matching Contribution Pricing | 52,519 | 24,901 | 0 | 0 | 0 | 0 | 77,420 |
| - Increase in Clothing Pricing | 7 | 3,143 | 0 | 0 | 0 | 0 | 3,150 |
| - Increase in COLA Pricing | 7,527 | 27,278 | 0 | 0 | 0 | 0 | 34,805 |
| - Increase in TLA Pricing | 1,111 | 2,730 | 0 | 0 | 0 | 0 | 3,841 |
| - Increase in CONUS COLA Pricing | 0 | 12 | 0 | 0 | 0 | 0 | 12 |
| - Increase in Special Pay Pricing | 9,829 | 10,579 | 0 | 0 | 0 | 0 | 20,408 |
| - Increase in LSTL Pricing | 1,435 | 461 | 0 | 0 | 0 | 0 | 1,896 |
| - Increase in Separation Payments Pricing | 1,400 | 5,829 | 0 | 0 | 0 | 0 | 7,229 |
| - Increase in Selective Reenlistment Bonus Pricing | 0 | 101,640 | 0 | 0 | 0 | 0 | 101,640 |
| - Increase in Cadet Subsistence Pricing | 0 | 0 | 54 | 0 | 0 | 0 | 54 |
| - Increase in Trans of POV Pricing | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| - Increase in NonTemp Storage Pricing | 0 | 0 | 0 | 0 | 675 | 0 | 675 |
| - Increase in Apprehension Expense Pricing | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| - Increase in Unemployment Benefits Pricing | 0 | 0 | 0 | 0 | 0 | 484 | 484 |
| - Increase in Mass Transportation Pricing | 0 | 0 | 0 | 0 | 0 | 95 | 95 |
| - Increase in Partial DLA Pricing | 0 | 0 | 0 | 0 | 0 | 12 | 12 |
| - Increase in ROTC Pricing | 0 | 0 | 0 | 0 | 0 | 5,810 | 5,810 |
| - Increase in JROTC Pricing | 0 | 0 | 0 | 0 | 0 | 294 | 294 |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|---|---------------------|----------------------|--------------------|-------------------------|-----------------|-------------------|------------------|
| Program Increase | 336,881 | 401,365 | 0 | 13,206 | 25,119 | 12,514 | 789,085 |
| Strength (PGI): | 297,685 | 332,768 | 0 | 0 | 14,954 | 11,962 | 657,369 |
| - Increase in Base Pay Program | 121,770 | 157,048 | 0 | 0 | 0 | 0 | 278,818 |
| - Increase in FICA Program | 9,292 | 12,015 | 0 | 0 | 0 | 0 | 21,307 |
| - Increase in RPA Program | 34,159 | 45,576 | 0 | 0 | 0 | 0 | 79,735 |
| - Increase in TSP Matching Contribution Program | 0 | 51,595 | 0 | 0 | 0 | 0 | 51,595 |
| - Increase in BAS Program | 4,459 | 0 | 0 | 0 | 0 | 0 | 4,459 |
| - Increase in Clothing Program | 435 | 0 | 0 | 0 | 0 | 0 | 435 |
| - Increase in AVIP Program | 83,585 | 334 | 0 | 0 | 0 | 0 | 83,919 |
| - Increase in BAH Program | 43,985 | 66,200 | 0 | 0 | 0 | 0 | 110,185 |
| - Increase in Land Ship Program | 0 | 0 | 0 | 0 | 10,540 | 0 | 10,540 |
| - Increase in ITGBL Program | 0 | 0 | 0 | 0 | 2,776 | 0 | 2,776 |
| - Increase in Disloc Allow Program | 0 | 0 | 0 | 0 | 1,638 | 0 | 1,638 |
| - Increase in ROTC workyears | 0 | 0 | 0 | 0 | 0 | 11,961 | 11,961 |
| - Increase in JROTC workyears | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Other (PGI): | 39,196 | 68,597 | 0 | 13,206 | 10,165 | 552 | 131,716 |
| - Increase in LSTL Program | 4,066 | 110 | 0 | 0 | 0 | 0 | 4,176 |
| - Increase in Special Pay Program | 20,956 | 0 | 0 | 0 | 0 | 0 | 20,956 |
| - Increase in FSA Program | 0 | 1,182 | 0 | 0 | 0 | 0 | 1,182 |
| - Increase in Flying Duty Crew Program | 0 | 1,054 | 0 | 0 | 0 | 0 | 1,054 |
| - Increase in Aviator Bonus Program | 13,276 | 0 | 0 | 0 | 0 | 0 | 13,276 |
| - Increase in CSIP Program | 0 | 49,650 | 0 | 0 | 0 | 0 | 49,650 |
| - Increase in Parachute Jumping Program | 45 | 790 | 0 | 0 | 0 | 0 | 835 |
| - Increase in Demolition Duty Program | 195 | 1,085 | 0 | 0 | 0 | 0 | 1,280 |
| - Increase in BASIP Program | 304 | 1,158 | 0 | 0 | 0 | 0 | 1,462 |
| - Increase in Other Incentive Pay Program | 0 | 1,589 | 0 | 0 | 0 | 0 | 1,589 |
| - Increase in TLA Program | 0 | 1,626 | 0 | 0 | 0 | 0 | 1,626 |
| - Increase in CONUS COLA Program | 354 | 66 | 0 | 0 | 0 | 0 | 420 |
| - Increase in SDAP Program | 0 | 9,289 | 0 | 0 | 0 | 0 | 9,289 |
| - Increase in Enlisted Bonus Program | 0 | 998 | 0 | 0 | 0 | 0 | 998 |
| - Increase in Subsistence - BAS Enlisted Program | 0 | 0 | 0 | 11,108 | 0 | 0 | 11,108 |
| - Increase in SIK Total Program | 0 | 0 | 0 | 2,098 | 0 | 0 | 2,098 |
| - Increase in Total Mile-Per Diem Program | 0 | 0 | 0 | 0 | 4,705 | 0 | 4,705 |
| - Increase in Total AMC Program | 0 | 0 | 0 | 0 | 1,553 | 0 | 1,553 |
| - Increase in Total Comm Air Program | 0 | 0 | 0 | 0 | 662 | 0 | 662 |
| - Increase in M Tons MSC Program | 0 | 0 | 0 | 0 | 148 | 0 | 148 |
| - Increase in S Tons AMC Program | 0 | 0 | 0 | 0 | 1,201 | 0 | 1,201 |
| - Increase in NonTemp Storage Program | 0 | 0 | 0 | 0 | 846 | 0 | 846 |
| - Increase in Temp Lodging Program | 0 | 0 | 0 | 0 | 569 | 0 | 569 |
| - Increase in Defense Personnel Property System (DPS) | 0 | 0 | 0 | 0 | 280 | 0 | 280 |
| - Increase in POV Contracts | 0 | 0 | 0 | 0 | 200 | 0 | 200 |
| - Increase in Apprehension Expense Program | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| - Increase in Total Death Gratuities Program | 0 | 0 | 0 | 0 | 0 | 500 | 500 |
| - Increase in Adoption Expenses Program | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| - Increase in Partial DLA Program | 0 | 0 | 0 | 0 | 0 | 49 | 49 |
| Total Increases | 670,734 | 1,154,515 | 1,642 | 21,029 | 25,797 | 19,210 | 1,892,927 |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|--|---------------------|----------------------|--------------------|-------------------------|------------------|-------------------|-------------------|
| Pricing Decrease | (50,947) | (10) | 0 | (903) | (79,988) | 0 | (131,848) |
| Annualization (PI): | 0 | 0 | 0 | (226) | 0 | 0 | (226) |
| - Annualization 1 Jan 18 inflation rate of 0.3% on BAS | 0 | 0 | 0 | (226) | 0 | 0 | (226) |
| Pay Raise (PI): | 0 | 0 | 0 | 0 | (2,867) | 0 | (2,867) |
| - 1 Jan 19 pay raise of 2.6% effect on DLA for PCS moves | 0 | 0 | 0 | 0 | (2,867) | 0 | (2,867) |
| Inflation Rate (PD): | 0 | 0 | 0 | (677) | (64,862) | 0 | (65,539) |
| - 1 Jan 19 inflation rate of 3.4% effect on BAS | 0 | 0 | 0 | (677) | 0 | 0 | (677) |
| - Decrease in rate for Land (HHG) | 0 | 0 | 0 | 0 | (51,339) | 0 | (51,339) |
| - Decrease in rate for ITGBL (HHG) | 0 | 0 | 0 | 0 | (13,521) | 0 | (13,521) |
| - Decrease in Port Handling charges | 0 | 0 | 0 | 0 | (2) | 0 | (2) |
| Other (PD): | (50,947) | (10) | 0 | 0 | (12,259) | 0 | (63,216) |
| - Decrease in FICA Pricing | (774) | (10) | 0 | 0 | 0 | 0 | (784) |
| - Decrease in AVIP Pricing | (45,831) | 0 | 0 | 0 | 0 | 0 | (45,831) |
| - Decrease in Aviator Bonus Pricing | (4,206) | 0 | 0 | 0 | 0 | 0 | (4,206) |
| - Decrease in HDIP Pricing | (14) | 0 | 0 | 0 | 0 | 0 | (14) |
| - Decrease in CONUS COLA Pricing | (122) | 0 | 0 | 0 | 0 | 0 | (122) |
| - Decrease in Total Mile-Per Diem Pricing | 0 | 0 | 0 | 0 | (3,397) | 0 | (3,397) |
| - Decrease in Total AMC Pricing | 0 | 0 | 0 | 0 | (530) | 0 | (530) |
| - Decrease in Total Comm Air Pricing | 0 | 0 | 0 | 0 | (227) | 0 | (227) |
| - Decrease in M Tons MSC Pricing | 0 | 0 | 0 | 0 | (720) | 0 | (720) |
| - Decrease in S Tons AMC Pricing | 0 | 0 | 0 | 0 | (5,838) | 0 | (5,838) |
| - Decrease in Temp Lodging Pricing | 0 | 0 | 0 | 0 | (1,547) | 0 | (1,547) |
| Program Decrease | (23,210) | (160,913) | (468) | (3) | 0 | (13,214) | (197,808) |
| Strength (PGD): | (11,750) | (804) | (344) | 0 | 0 | 0 | (12,898) |
| - Decrease in Base Pay Program | 0 | 0 | (319) | 0 | 0 | 0 | (319) |
| - Decrease in FICA Program | 0 | 0 | (25) | 0 | 0 | 0 | (25) |
| - Decrease in TSP Matching Contribution Program | (11,750) | 0 | 0 | 0 | 0 | 0 | (11,750) |
| - Decrease in Clothing Program | 0 | (804) | 0 | 0 | 0 | 0 | (804) |
| Other (PGD): | (11,460) | (160,109) | (124) | (3) | 0 | (13,214) | (184,910) |
| - Decrease in Special Pay Program | 0 | (3,923) | 0 | 0 | 0 | 0 | (3,923) |
| - Decrease in FSA Program | (45) | 0 | 0 | 0 | 0 | 0 | (45) |
| - Decrease in Non-Fly Crew Member Program | 0 | (7) | 0 | 0 | 0 | 0 | (7) |
| - Decrease in CEFIP Program | 0 | (25,415) | 0 | 0 | 0 | 0 | (25,415) |
| - Decrease in HDIP Program | (56) | 0 | 0 | 0 | 0 | 0 | (56) |
| - Decrease in Other Incentive Pay Program | (535) | 0 | 0 | 0 | 0 | 0 | (535) |
| - Decrease in COLA Program | (54) | (7,102) | 0 | 0 | 0 | 0 | (7,156) |
| - Decrease in TLA Program | (1,097) | 0 | 0 | 0 | 0 | 0 | (1,097) |
| - Decrease in Separation Payments Program | (9,673) | (16,198) | 0 | 0 | 0 | 0 | (25,871) |
| - Decrease in Selective Reenlistment Bonus Program | 0 | (107,464) | 0 | 0 | 0 | 0 | (107,464) |
| - Decrease in Cadet Subsistence Program | 0 | 0 | (124) | 0 | 0 | 0 | (124) |
| - Decrease in Family Subsist Sup Allow Program | 0 | 0 | 0 | (3) | 0 | 0 | (3) |
| - Decrease in Interest On Savings Program | 0 | 0 | 0 | 0 | 0 | (409) | (409) |
| - Decrease in Unemployment Benefits Program | 0 | 0 | 0 | 0 | 0 | (10,910) | (10,910) |
| - Decrease in Education Benefits Program | 0 | 0 | 0 | 0 | 0 | (20) | (20) |
| - Decrease in Mass Transportation Program | 0 | 0 | 0 | 0 | 0 | (1,875) | (1,875) |
| Total Decreases | (74,157) | (160,923) | (468) | (906) | (79,988) | (13,214) | (329,656) |
| FY 2019 DIRECT PROGRAM | 9,625,978 | 18,357,239 | 79,454 | 1,151,061 | 1,201,276 | 111,003 | 30,526,011 |

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SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

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**PAY AND ALLOWANCES
OF OFFICERS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | <u>Amount</u> |
|--|------------------|
| FY 2018 DIRECT PROGRAM | 9,029,401 |
| Pricing Increase | 333,853 |
| Annualization (PI): | 40,878 |
| Annualization 1 Jan 18 raise of 2.4% on Basic Pay | 28,979 |
| Annualization of raise on RPA | 8,976 |
| Annualization of raise on FICA | 2,420 |
| Annualization of raise on TSP | 354 |
| Annualization 1 Jan 18 inflation rate of 0.3% on BAS | 149 |
| Pay Raise (PI): | 122,183 |
| 1 Jan 19 pay raise of 2.6% effect on Basic Pay | 86,935 |
| 1 Jan 19 pay raise effect on RPA | 26,928 |
| 1 Jan 19 pay raise effect on FICA | 7,260 |
| 1 Jan 19 pay raise effect on TSP | 1,060 |
| Inflation Rate (PI): | 447 |
| 1 Jan 19 inflation rate of 3.4% effect on BAS | 447 |
| BAH Rates (PI): | 5,364 |
| 1 Jan 19 inflation rate of 3.2% effect on BAH | 5,204 |
| Increase in MIHA Payments | 160 |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>Amount</u> |
|--|--------------------|--------------------|
| Other (PI): | 164,981 | |
| Increase in RPA Payments | 91,153 | |
| Increase in TSP Matching Contribution Payments | 52,519 | |
| Increase in Special Pay Payments | 9,829 | |
| Increase in COLA Payments | 7,527 | |
| Increase in TLA Payments | 1,111 | |
| Increase in Clothing Payments | 7 | |
| Increase in LSTL Payments | 1,435 | |
| Increase in Separation Payments | 1,400 | |
| Program Increase | | 336,881 |
| Strength (PGI): | 297,685 | |
| Increase change in WY/longevity for Basic Pay | 121,770 | |
| Increase in workyears/longevity for FICA | 9,292 | |
| Increase in workyears/longevity for RPA | 34,159 | |
| Increase in workyear for BAS | 4,459 | |
| Increase in workyears for Clothing Allowance | 435 | |
| Increase AVIP Workyears | 83,585 | |
| Increase in workyears Housing Allowance | 43,985 | |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>Amount</u> |
|--|-----------------|------------------|
| Other (PGI): | 39,196 | |
| Increase in Aviator Bonus Payments | 13,276 | |
| Increase in Demolition Duty Payments | 195 | |
| Increase in Parachute Jumping Payments | 45 | |
| Increase in BASIP Payments | 304 | |
| Increase in Special Pay Payments | 20,956 | |
| Increase in CONUS COLA Payments | 354 | |
| Increase in LSTL Payments | 4,066 | |
| Total Increases | | 670,734 |
| Pricing Decrease | | (50,947) |
| Other (PI): | (50,947) | |
| Decrease in FICA Payments | (774) | |
| Decrease in AVIP Payments | (45,831) | |
| Decrease in Aviator Bonus Payments | (4,206) | |
| Decrease in HDIP Payments | (14) | |
| Decrease in CONUS COLA Payments | (122) | |
| Program Decrease | | (23,210) |
| Strength (PGD): | (11,750) | |
| Decrease in workyear for TSP Matching Contribution | (11,750) | |
| Other (PGD): | (11,460) | |
| Decrease in HDIP Payments | (56) | |
| Decrease in Other Incentive Pay Payments | (535) | |
| Decrease in COLA Payments | (54) | |
| Decrease in TLA Payments | (1,097) | |
| Decrease in FSA Payments | (45) | |
| Decrease in Separation Payments Payments | (9,673) | |
| Total Decreases | | (74,157) |
| FY 2019 DIRECT PROGRAM | | 9,625,978 |

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2019 Estimate 5,208,253
FY 2018 Estimate 4,969,886
FY 2017 Actual 4,887,146

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under the provisions of Title 37 U.S.C., Sections 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a basic pay increase of 2.1% in 2017, 2.4% in 2018, and 2.6% in 2019 effective January 1 each year. The annualized pay raise is 2.33% for FY 2018 and 2.55% for FY2019. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2017 beginning strength was 60,961 and end strength was 61,597 using 63,788 workyears.
FY 2018 beginning strength will be 61,698 and end strength will be 62,451 using 63,440 workyears.
FY 2019 beginning strength will be 62,647 and end strength will be 62,918 using 64,836 workyears.

Details of the cost computation are provided in the following table:

| Grade | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|------------------------|-----------------------|---------------------|------------------|-------------------------|---------------------|------------------|-------------------------|---------------------|------------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| General | 13 | 185,625 | 2,413 | 13 | 189,665 | 2,466 | 13 | 189,600 | 2,465 |
| Lt General | 42 | 185,577 | 7,794 | 40 | 188,191 | 7,528 | 42 | 189,600 | 7,963 |
| Major General | 92 | 169,750 | 15,617 | 93 | 172,946 | 16,084 | 93 | 178,129 | 16,566 |
| Brig General | 162 | 147,722 | 23,931 | 154 | 150,916 | 23,241 | 163 | 155,012 | 25,267 |
| Colonel | 3,502 | 126,687 | 443,657 | 3,531 | 129,073 | 455,756 | 3,612 | 132,588 | 478,907 |
| Lt Colonel | 10,444 | 102,164 | 1,067,005 | 10,480 | 104,445 | 1,094,581 | 10,427 | 106,911 | 1,114,766 |
| Major | 14,181 | 85,929 | 1,218,562 | 13,780 | 88,119 | 1,214,274 | 14,776 | 89,922 | 1,328,686 |
| Captain | 21,163 | 68,197 | 1,443,254 | 21,447 | 69,805 | 1,497,116 | 21,639 | 71,332 | 1,543,556 |
| 1st Lieutenant | 7,205 | 54,109 | 389,855 | 6,964 | 55,336 | 385,363 | 7,137 | 56,634 | 404,195 |
| 2nd Lieutenant | 6,984 | 39,384 | 275,058 | 6,938 | 39,417 | 273,477 | 6,934 | 41,229 | 285,882 |
| TOTAL BASIC PAY | 63,788 | | 4,887,146 | 63,440 | | 4,969,886 | 64,836 | | 5,208,253 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2019 Estimate 1,571,933

FY 2018 Estimate 1,407,970

FY 2017 Actual 1,400,299

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. Effective FY 2008, P.L. 109-364, Title V, Section 591 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 28.9% for FY 2017, and 28.4% for FY 2018 and 30.4% for FY 2019. The part-time RPA rate is 22.8% for FY 2017, 22.6% for FY 2018 and 24.7%.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|----------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Active Component | | | | | | | | | |
| Retired Pay Accrual - Full Time | 61,000 | 22,087 | 1,347,316 | 61,823 | 22,248 | 1,375,410 | 62,686 | 24,290 | 1,522,635 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 2,788 | 19,004 | 52,983 | 1,617 | 20,136 | 32,560 | 2,150 | 22,929 | 49,298 |
| Total Retired Pay Accrual | 63,788 | 21,952 | 1,400,299 | 63,440 | 22,194 | 1,407,970 | 64,836 | 24,245 | 1,571,933 |

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

| | |
|------------------|--------|
| FY 2019 Estimate | 97,630 |
| FY 2018 Estimate | 55,447 |
| FY 2017 Actual | 0 |

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Thrift Savings Plan (TSP) - Matching Contributions | | | 0 | | | 55,447 | | | 97,630 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

| | |
|------------------|---------|
| FY 2019 Estimate | 284,437 |
| FY 2018 Estimate | 236,704 |
| FY 2017 Actual | 230,264 |

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under the provisions of Title 37 U.S.C., Section 301 as follows:

- (1) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve officers who hold, or are in training leading to, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$150 to \$1,000. The FY 1998 NDAA, modified in Section. 615, increased monthly rates for aviators with more than 14 years of service. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- (2) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crewmembers in fixed monthly amounts ranging from \$150 to \$250 and non-crew members in fixed monthly amounts of \$150 only when performing such duties.
- (3) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated officer retention. The FY 2000 NDAA approved an enhancement to the ARP program, allowing payment through the grade of O-6 and through 25 years of service and bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career officers. The 2017 NDAA §616 increased the maximum bonus to \$35K.
- (4) Parachute Jumping - Incentive pay for hazardous duty to encourage officers to enter into, and remain on, duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225.
- (5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150.
- (6) Battlefield Airmen Skill Incentive Pay - A monthly skill incentive pay to service members qualified and serving as Battlefield Airmen defined in Air Force Policy Directive 10-35, dated February 1, 2017. Battlefield airmen conduct operations in the ground domain in contested, denied, operational limited, and permissive environments under severe environmental conditions. Battlefield Airmen encompasses the following critical AFSCs: Combat Rescue Officer, Special Tactics Officer, and Air Liaison Officer.
- (7) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- (8) Chemical Munitions - Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- (9) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150. *

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---------------------------------------|----------------|--------------|----------------|------------------|--------------|----------------|------------------|--------------|----------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Aviation Incentive Pay</u> | | | | | | | | | |
| Years Aviation Service / Grade | | | | | | | | | |
| Less than 2 | 2,509 | 1,500 | 3,764 | 4,271 | 1,500 | 6,407 | 2,852 | 1,800 | 5,134 |
| Over 2 | 1,105 | 1,872 | 2,069 | 1,320 | 1,872 | 2,471 | 4,624 | 3,000 | 13,872 |
| Over 3 (Legacy) | 1,257 | 2,256 | 2,836 | 1,250 | 2,256 | 2,820 | 0 | 0 | 0 |
| Over 4 (Legacy) | 2,705 | 2,472 | 6,687 | 2,741 | 2,472 | 6,776 | 0 | 0 | 0 |
| Over 6 | 8,884 | 7,800 | 69,295 | 8,749 | 7,800 | 68,242 | 8,188 | 8,400 | 68,779 |
| Over 12 | 0 | 0 | 0 | 0 | 0 | 0 | 6,623 | 12,000 | 79,476 |
| Over 14 (Legacy) | 4,566 | 10,200 | 46,573 | 4,249 | 10,200 | 43,340 | 0 | 0 | 0 |
| Over 22 | 160 | 7,020 | 1,123 | 144 | 7,020 | 1,011 | 261 | 8,400 | 2,192 |
| Over 23 (Legacy) | 110 | 5,940 | 653 | 166 | 5,940 | 986 | 0 | 0 | 0 |
| Over 24 | 126 | 4,620 | 582 | 71 | 4,620 | 328 | 160 | 5,400 | 864 |
| Over 25 (Legacy) | 44 | 3,000 | 132 | 51 | 3,000 | 153 | 0 | 0 | 0 |
| B/G Less than 25 (Legacy) | 13 | 2,400 | 31 | 12 | 2,400 | 29 | 0 | 0 | 0 |
| Subtotal Flying Duty Crew | 21,479 | | 133,745 | 23,024 | | 132,563 | 22,708 | | 170,317 |
| <u>HDIP-AVIATION</u> | | | | | | | | | |
| Flying Duty Crew | 7 | 2,160 | 16 | 34 | 2,160 | 73 | 8 | 2,160 | 17 |
| Flying Duty Non-Crew | 64 | 1,800 | 115 | 64 | 1,800 | 115 | 64 | 1,800 | 115 |
| Flying Duty Non-Rated | 415 | 2,195 | 911 | 291 | 2,193 | 638 | 291 | 2,144 | 624 |
| Subtotal HDIP-Aviation | 486 | | 1,042 | 389 | | 826 | 363 | | 756 |
| <u>Aviator Bonus</u> | | | | | | | | | |
| Pilots | 3,259 | 28,907 | 94,208 | 3,372 | 30,045 | 101,312 | 3,833 | 28,798 | 110,382 |
| Subtotal Aviator Bonus | 3,259 | | 94,208 | 3,372 | | 101,312 | 3,833 | | 110,382 |
| Subtotal Flying Duty Pay | | | 228,995 | | | 234,701 | | | 281,455 |
| <u>Parachute Jumping</u> | 81 | 1,800 | 146 | 59 | 1,800 | 106 | 84 | 1,800 | 151 |
| <u>Parachute HALO</u> | 190 | 2,700 | 513 | 1 | 2,700 | 3 | 192 | 2,700 | 518 |
| <u>Demolition Duty</u> | 183 | 1,800 | 329 | 83 | 1,800 | 149 | 191 | 1,800 | 344 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

Battlefield Airmen Skill Incentive Pay

| | | | | | | | | | |
|---------------------------|-----------|-------|------------|------------|-------|--------------|------------|-------|--------------|
| BASIP Combat Rescue | 15 | 7,133 | 107 | 125 | 7,128 | 891 | 135 | 7,081 | 956 |
| BASIP Special Tactic | 11 | 6,455 | 71 | 85 | 6,412 | 545 | 90 | 6,400 | 576 |
| BASIP Air Liaison Officer | 6 | 2,833 | 17 | 59 | 2,322 | 137 | 143 | 2,413 | 345 |
| Subtotal BASIP | 32 | | 195 | 269 | | 1,573 | 368 | | 1,877 |

Other Incentive Duty Pay

| | | | | | | | | | |
|--|-----------|-------|-----------|-----------|-------|------------|-----------|-------|-----------|
| Accel-Decel Subject | 4 | 1,800 | 7 | 7 | 1,800 | 13 | 5 | 1,800 | 9 |
| Chemical Munitions Handler | 0 | 0 | 0 | 1 | 1,800 | 2 | 0 | 0 | 0 |
| Hazardous Bio Org | 0 | 0 | 0 | 3 | 1,800 | 5 | 0 | 0 | 0 |
| Pressure Chamber Observer | 38 | 1,800 | 68 | 70 | 1,800 | 126 | 40 | 1,800 | 72 |
| Thermal Stress Experiments | 1 | 1,800 | 2 | 2 | 1,800 | 4 | 1 | 1,800 | 2 |
| Toxic Fuel Handler | 5 | 1,800 | 9 | 12 | 1,800 | 22 | 5 | 1,800 | 9 |
| Subtotal Other Incentive Duty Pay | 48 | | 86 | 95 | | 172 | 51 | | 92 |

TOTAL INCENTIVE PAY 230,264 236,704 284,437

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus (AvB) program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging service requirements and increased demand. The FY19 PB continues the increased maximum payout of \$35K authorized in the FY17 NDAA. The components use current and projected manning numbers along with recent retention rates to craft AvB programs which aim to reach 100% manning levels within each aircraft type category and within the combined rated community. The Air Force projects that the current tiered bonus structure is sufficient to arrest the decline in manning levels from FY2022 onward at 88%, but does not anticipate material improvements under the current program. Further, the Air Force has observed demonstrable sensitivity among different aircraft category types to varied bonus amounts, which is suggestive of the program's efficacy to address deficient pilot retention. As testament, C2ISR pilots were offered a 5-yr bonus at \$28K/yr in FY17. Not a single pilot signed a contract. Mobility pilots, who fly similar platforms but have different missions, were offered a 9-yr bonus at \$30K/yr. 140 mobility pilots signed these contracts.

| RegAF | Aircraft Personnel Manning Levels | | |
|------------------------|-----------------------------------|---------|---------|
| Aircraft Type Category | FY 2017 | FY 2018 | FY 2019 |
| Fighter | 73.4% | 79.1% | 80.3% |
| Bomber | 85.1% | 80.3% | 81.0% |
| Mobility* | 105.3% | 95.9% | 95.0% |
| Special Ops | 85.9% | 91.4% | 84.1% |
| C2ISR* | 128.3% | 114.5% | 115.7% |
| Rescue | 99.1% | 96.0% | 98.6% |
| RPA | 102.5% | 88.3% | 93.8% |
| Total | 94.3% | 90.5% | 90.8% |

** The C2ISR community, while overmanned, suffers from a shortage of experienced aviators and a surplus of less experienced aviators. The Air Force must target these experienced C2ISR pilots for retention until sufficient numbers of junior aviators reach an adequate level of experience. These less experienced pilots can serve in instructor positions, where experience can be accrued quickly.*

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

In addition to offering the aviation bonus the Air Force is employing non-monetary measures to address shortfalls. Measures such as increasing input and transparency in assignment and personnel processes, implementing support programs for families, administrative support for squadrons, reducing additional duties, and eliminating lower priority computer-based training all improve quality of life for airmen and assist in the goal of revitalizing the squadron. These efforts in combination with increasing the capacity of training pipelines and allowing select retirees to return to duty mitigate the impact of manning shortages and ensure airman have the time, skills, and presence of mind to execute the mission effectively and continuing them in FY19 is imperative.

| <u>Aircraft Type category:</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--------------------------------|-----------------------|---------------|---------------|-------------------------|---------------|----------------|-------------------------|---------------|----------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Fighter | 863 | 26,136 | 22,555 | 761 | 30,104 | 22,909 | 883 | 27,217 | 24,033 |
| Bomber | 216 | 29,616 | 6,397 | 317 | 30,697 | 9,731 | 284 | 32,158 | 9,133 |
| Mobility | 1,170 | 29,886 | 34,967 | 1,205 | 30,302 | 36,514 | 1,290 | 30,381 | 39,192 |
| Special Ops | 346 | 29,436 | 10,185 | 360 | 30,961 | 11,146 | 471 | 31,815 | 14,985 |
| C2ISR | 239 | 28,427 | 6,794 | 303 | 29,620 | 8,975 | 325 | 26,840 | 8,723 |
| Rescue | 217 | 30,857 | 6,696 | 153 | 29,229 | 4,472 | 246 | 25,191 | 6,197 |
| RPA | 208 | 31,798 | 6,614 | 273 | 27,711 | 7,565 | 334 | 24,308 | 8,119 |
| Total | 3,259 | 28,907 | 94,208 | 3,372 | 30,045 | 101,312 | 3,833 | 28,798 | 110,382 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | |
|------------------|---------|
| FY 2019 Estimate | 368,153 |
| FY 2018 Estimate | 336,933 |
| FY 2017 Actual | 326,958 |

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., Sections 335 through 355 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C Section 335, allows Accession Bonus (Consolidated Special Pay – CSP); Retention Bonus (CSP); Incentive Pay (CSP), and Board Certified Pay (CSP) for other health professions to include professions not previously authorized: all Dentists, Nurses, Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses transitioned to the four (4) new pay categories in FY 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions officers transitioned in FY 2018.
 - (a) Physician Pay: Legacy -
 - i. Medical Additional Special Pay (ASP) - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for one year. Officers receive \$15,000 per year.
 - ii. Medical Board Certified Pay (BCP) - Monthly payment varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of creditable service.
 - iii. Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - This incentive pay addresses retention difficulties and shortages in the medical specialties for physicians who have completed initial residency and nearing completion of their service obligation. Additionally, this incentive is paid in four equal payments initially and on the anniversary dates of the agreement at 62.5% of the current pay plan's 4-yr MISP/MSP pay rate. Rates for each specialty are set by Health Affairs across all services.
 - iv. Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to officers entitled to VSP who have completed residency training and execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$75,000 (FY 2008 NDAA increased cap to \$75,000) as either a single year contract (ISP) or as a multi-year contract (MISP) in conjunction with MSP. Rates for each specialty are set by Health Affairs across all services.
 - v. Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000 per year (FY 2008 NDAA increased cap to \$75,000) for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services. MSP program replaced the Medical Officer Retention Bonus.
 - vi. Medical Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
 - vii. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (b) Physician Pay: Consolidation of Special Pay -
 - i. Incentive Pay - Medical - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Incentive Pay rates are set by Health Affairs.
 - ii. Retention Bonus - Medical - Financial incentive to retain a sufficient number of qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written
 - iii. Board Certification Pay - Medical - Monthly payment paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$6,000.
 - iv. CWSAB - Medical - Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (c) Dentist Pay: Legacy -
 - i. Dental Officer Accession Bonus (DOAB) - This is a one-time payment. Rates for each specialty are set by Health Affairs across all services. The Health Affairs cap among the services is currently at \$75,000 for a four-year written obligation.
 - ii. Dental Additional Special Pay (ASP) - Lump sum annual payment for dental officers not in internship or initial residency training who execute an agreement to remain on active duty for one year. Payments are \$10,000 to \$15,000 depending on years of creditable service.
 - iii. Dental Board Certified Pay (BCP) - Monthly payment varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 - \$6,000 depending upon of years of creditable service.
 - iv. Dental Officer Multi-year Retention Bonus (DOMRB) - Financial incentive to retain a sufficient number of qualified dentists to meet services' dental care requirements. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services.
 - v. Dental Variable Special Pay - Monthly payment authorized for all dentists based on years of creditable service. Total annual pay ranges from \$3,000 to \$12,000 except for O-7s and above who receive \$7,000 per year.
 - vi. Oral Maxillofacial Surgeons Incentive Special Pay (OMF-ISP) - This incentive addresses retention difficulties and shortages for this specialty. Payment is made to those dentists whose specialty is in Oral Maxillofacial Surgery and who execute an agreement to remain on active duty for at least one year. This pay is a subcategory of Dental Special Pay. It is paid as an annual bonus not to exceed \$50,000. The rate for this specialty is set by Health Affairs across all services. Oral Maxillofacial Surgeons who enter into a one year agreement will be paid an ISP of \$30,000. OMF who enter a Dental Officer Multi-year Retention Bonus (DOMRB) agreement for two (2), three (3) or four (4) years shall be paid an annual ISP of \$50,000 during the contracted period. Refined by HA Policy 10-012.
 - vii. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (DOMRB). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Dentist Pay: Consolidation of Special Pay -
 - i. Accession Bonus - Dental - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dental professionals in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs. Current rate is \$300,000.
 - ii. Incentive Pay - Dental - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Current rates range from \$20,000 to \$75,000.
 - iii. Retention Bonus - Dental - Financial incentive to retain a sufficient number of qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
 - iv. Board Certification Pay - Dental - Monthly incentive paid to dental professionals who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$6,000.
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (DOMRB). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (e) Nurse Pay: Legacy -
 - i. Certified Registered Nurse Anesthetists Incentive Special Pay (CRNA-ISP) - Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a single or multi-year agreement.
 - ii. Nurse Accession Bonus (NAB) - An accession bonus of up to \$30,000 for a four-year contract. Currently offered alone or in conjunction with Health Professions Loan Repayment Program (HPLRP).
 - iii. Nurse Board Certified Pay - Title 37 U.S.C., Section 335c authorizes financial incentive to encourage NC officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual payments range from \$2,000 - \$5,000 depending upon years of creditable service. HA policy indicates which nursing specialties are eligible for board certified pay.
 - iv. Nurse Corps Incentive Pay (NC-ISP) - Authorized by Title 37 U.S.C., Section 335b. This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts per contract vary by number of years of the contract from \$5,000 for a single year to \$20,000 for a four-year contract.
- (f) Nurse Pay: Consolidation of Special Pay -
 - i. Accession Bonus - Nurse - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified nurses. Current rates are \$20,000 for a three-year contract and \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
 - ii. Incentive Pay - Nurse - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Certified Registered Nurse Anesthetists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually.
 - iii. Retention Bonus - Nurse - This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$20,000 for a four-year contract.
 - iv. Board Certification Pay - Nurse - Financial incentive to encourage NC officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount is \$6,000 paid in equal monthly increments. HA policy determines which nursing specialties are eligible for board certified pay.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (g) Health Professional Officers Pay: Legacy -
 - i. Non-Physician Board Certification Pay (NP-BCP) - Title 37 U.S.C., Section 335c authorizes financial incentive to encourage BSC officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual payments range from \$2,000 - \$5,000 depending upon years of creditable service as a Non-Physician Health Care Provider. This category is for officers who select Biomedical Sciences Corps specialties (AFSC 42X/43X) as dictated by HA policy.
 - ii. Pharmacy Accession Bonus - Title 37, U.S.C., Section 335(a)(1) authorizes payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four (4) years. The maximum bonus may not exceed \$30,000 paid in a single lump sum.
 - iii. Pharmacy Officers Special Pay (POSP) - Title 37 U.S.C., Section 335(a)(3) authorizes payment of \$15,000 per year for a two (2) year contract obligation per Health Affairs.
 - iv. Optometrists Duty Pay (ODP) - Special pay amount of \$100 per month is authorized by Title 37 U.S.C., Section 335(a)(3). Optometry Duty Pay is projected to morph into Consolidated Special Pay (CSP) by FY 2017 IAW Title 37 U.S.C., Section 335.
 - v. Optometrists Retention Bonus (ORB) - Authorizes up to \$15,000 annual payment for any 12-month period. Eligible officers must have completed initial active duty service obligation for education and training. The FY 2015 rate is \$6,000 per year for at least a two (2) year contract.
 - vi. Veterinarians Duty Pay (VDP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Section 335. VDP is not paid to AF veterinarians who receive HP NP-BCP, IP and/or RB.
- (h) Health Professions Officers Accession Bonus: Consolidation of Special Pay -
 - i. Pharmacy - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified pharmacists. The current rate is \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for four (4) consecutive years and are not eligible for multiple-year bonuses (RB). The amount authorized is set across all services by Health Affairs.
 - ii. Public Health Officers (PHO) - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Public Health Officers. The current rate is \$22,500 for a three-year contract and \$40,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
 - iii. Physician's Assistant - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Physician Assistants. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
 - iv. Psychologist - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Psychologists. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
 - v. Social Workers - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Social Workers. The current rate is \$18,750 for a three-year contract and \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (i) Health Professions Officers Incentive Pay: Consolidation of Special Pay -
 - i. PHO - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Public Health Officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually. Current rate is \$5,000 annually.
 - ii. Physician's Assistant - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Physician Assistants who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually. Current rate is \$5,000 annually.
 - iii. Psychologist - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Psychologists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually. Current rate is \$5,000 annually.
 - iv. Optometrists - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Optometrists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually. Current rate is \$1,200 annually.
 - (j) Health Professions Officers Retention Bonus: Consolidation of Special Pay -
 - i. Pharmacy - This is a financial incentive to retain a sufficient number of pharmacists to meet the medical requirements of the service. Rates are set by Health Affairs across all services. Pharmacy Retention Bonus rates are \$15,000 annually for all contracts.
 - ii. Psychologist - This is a financial incentive to retain a sufficient number of Psychologists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$20,000 for a four-year contract.
 - iii. Social Workers - This is a financial incentive to retain a sufficient number of Social Workers to meet the medical requirements of the service. Rates for are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
 - iv. Optometrists - This is a financial incentive to retain a sufficient number of Optometrists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
 - (k) Health Professions Officers Board Certification Pay: Consolidation of Special Pay - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount is \$6,000 paid in equal monthly increments. HA policy determines which specialties are eligible for board certified pay.
- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., Section 355. Rates for each specialty are set by the respective Service.
- (3) Personal money allowances for certain general officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (4) Assignment Incentive Pay (AIP):
- (a) AFSOC Air Operations Flight Assignment Incentive Pay - Authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force for personnel assigned to HQ AF Special Operations Command unit (PAS Code BP0VFX3H), assigned to UMD identified operator positions, and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
 - (b) Korea - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (c) Kingsley Field, Klamath Falls, OR (KFAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352 and implemented IAW DoD FMR Volume 7A, Chapter 15. The Secretary of the Air Force approved and authorized Kingsley Field Assignment Incentive Pay 18 July 2016 with an effective date of 18 July 2016 through 1 January 2018. Eligible recipients of Kingsley Field assignment pay (KFAIP) are Active Duty and Active Duty Guard and Reserve enlisted Airmen and Company Grade Officers assigned to 173rd Fighter Wing, Kingsley Field, and Klamath Falls Oregon. Eligible recipients will receive \$400 per month.
- (d) Turkey Assignment Incentive Pay (TAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352, The Secretary of the Air Force approved and authorized Turkey Assignment Incentive Pay on 29 August 2016 with effective dates 29 August 2016 through 31 December 2018. Eligible recipients of Turkey assignment incentive pay (TAIP) are active duty Airmen assigned to Turkey serving a 15-month unaccompanied tour who agree to serve a total of 24 months. TAIP is paid at a rate of \$300 per month.
- (e) Intercontinental Ballistic Missile (ICBM) AIP - An incentive paid to Nuclear and Missile Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who deploy to remote locations within the missile complex, often for days at a time and is paid at a rate of \$300 per month.
- (f) RPA Pilot AIP - Active duty Air Force officers with an 18XX rated Air Force Specialty Code (AFSC) assigned as Remotely Piloted Aircraft (RPA) pilots performing RPA pilot duties are eligible. This incentive is paid monthly at a rate of \$125 to \$650 depending on the number of years of service. Authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force. Discontinued in FY18 upon implementation of new RPA AvIP
- (5) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.
- (6) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. It is paid at the rate of \$150 per month.
- (7) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for officers and enlisted members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
- (8) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (9) Health Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C., Section 2121(c)(2).
- (10) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP; IDP cannot be received.
- (11) Judge Advocate General's Corps Officer Student Loan Repayment Program - Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

(12) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328 - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for members deployed in a combat operation or combat zone.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay funding amount is based on average statutory rates and the number of physicians and dentists programmed per year. Board Certification funding amount for physicians, dentists, nurse, biomedical sciences corps, psychologists, and veterinarians are based on estimated number of said professionals who would qualify to receive the entitlement. The Incentive Special Pay (ISP) and Multi-Year Special Pay (MSP) funding amounts are estimates based on the expected number of takers. The Additional Special Pay funding amounts for Medical and Dental Officers are based on estimated number of eligible physicians and dentists multiplied by the entitlement rate. Accession Bonus funding amounts are derived from assessing recruiting requirements, expected number of takers, recruiting requirements and the accession rates as determined by A1 and the Air Force Medical Service.

Special Pay funding amount for Pharmacy Officers is an estimate of the number of takers multiplied by the average rate of those rate amounts established by OSD. Optometry & Veterinary Special Pay funding amounts are estimates based on the number of expected takers multiplied by the statutory rate. Optometrist Retention Special Pay, Retention Bonuses and Critical Skills Retention Bonuses funding are all based on the number of estimated takers multiplied by the established rate. Details of the cost computation are provided in the following tables:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|-----------------------------------|-----------------------|---------------|----------------|-------------------------|---------------|----------------|-------------------------|---------------|----------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Physician Pay</u> | | | | | | | | | |
| Legacy | | | | | | | | | |
| MD Additional Special Pay | 200 | 15,000 | 3,000 | 0 | 0 | 0 | 0 | 0 | 0 |
| MD Board Certification Pay | 1,593 | 5,100 | 8,124 | 0 | 0 | 0 | 0 | 0 | 0 |
| MD Early Commitment ISP | 80 | 23,683 | 1,895 | 0 | 0 | 0 | 0 | 0 | 0 |
| MD Incentive Special Pay | 2,350 | 23,685 | 55,660 | 0 | 0 | 0 | 0 | 0 | 0 |
| MD Variable Special Pay | 2,493 | 8,000 | 19,944 | 0 | 0 | 0 | 0 | 0 | 0 |
| Legacy Physician Subtotal | 6,716 | 13,196 | 88,623 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSP | | | | | | | | | |
| Incentive Pay - Medical | 1,100 | 45,000 | 49,500 | 2,900 | 45,000 | 130,500 | 2,900 | 45,000 | 130,500 |
| Retention Bonus - Medical | 930 | 35,786 | 33,281 | 880 | 35,786 | 31,492 | 880 | 35,786 | 31,492 |
| Board Certification Pay - Medical | 500 | 6,000 | 3,000 | 2,125 | 6,000 | 12,750 | 2,125 | 6,000 | 12,750 |
| CWSAB - Medical | 22 | 294,818 | 6,486 | 22 | 294,818 | 6,486 | 22 | 294,818 | 6,486 |
| CSP Physician Subtotal | 2,552 | 18,686 | 92,267 | 5,927 | 30,577 | 181,228 | 5,927 | 30,577 | 181,228 |
| Physician Pay Total | 9,268 | 19,518 | 180,890 | 5,927 | 30,577 | 181,228 | 5,927 | 30,577 | 181,228 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|----------------------------------|----------------|---------------|---------------|------------------|---------------|---------------|------------------|---------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Dentist Pay</u> | | | | | | | | | |
| Legacy | | | | | | | | | |
| Dental Accession Bonus | 1 | 75,000 | 75 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Additional Pay | 480 | 12,000 | 5,760 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Board Certification Pay | 200 | 5,100 | 1,020 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Multi-Year Special Pay | 350 | 41,000 | 14,350 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dental Variable Pay | 450 | 8,000 | 3,600 | 0 | 0 | 0 | 0 | 0 | 0 |
| Oral Surgeon ISP | 52 | 30,000 | 1,560 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSWSAB Dental | 2 | 300,000 | 600 | 0 | 0 | 0 | 0 | 0 | 0 |
| Legacy Dentist Subtotal | 1,535 | 17,567 | 26,965 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSP | | | | | | | | | |
| Accession Bonus - Dental | 3 | 37,500 | 113 | 3 | 37,500 | 113 | 3 | 37,500 | 113 |
| Incentive Pay - Dental | 265 | 22,250 | 5,896 | 980 | 22,250 | 21,805 | 980 | 22,250 | 21,805 |
| Retention Bonus - Dental | 175 | 25,000 | 4,375 | 525 | 41,000 | 21,525 | 525 | 41,000 | 21,525 |
| Board Certification Pay - Dental | 75 | 6,000 | 450 | 284 | 6,000 | 1,704 | 375 | 6,000 | 2,250 |
| CWSAB - Dental | 2 | 300,000 | 600 | 3 | 225,000 | 675 | 3 | 225,000 | 675 |
| CSP Dentist Subtotal | 520 | 21,988 | 11,434 | 1,795 | 25,528 | 45,822 | 1,886 | 24,585 | 46,368 |
| Dentist Pay Total | 2,055 | 18,686 | 38,399 | 1,795 | 25,528 | 45,822 | 1,886 | 24,585 | 46,368 |
| <u>Nurse Pay</u> | | | | | | | | | |
| Legacy | | | | | | | | | |
| Cert RN Anesthetists | 25 | 32,500 | 813 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nurse Accession Bonus | 5 | 25,000 | 125 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nurse Board Certification Pay | 100 | 2,500 | 250 | 0 | 0 | 0 | 0 | 0 | 0 |
| Legacy Nurse Subtotal | 130 | 9,138 | 1,188 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSP | | | | | | | | | |
| Accession Bonus - Nurse | 25 | 30,000 | 750 | 30 | 30,000 | 900 | 30 | 30,000 | 900 |
| Incentive Pay - Nurse | 78 | 15,000 | 1,170 | 108 | 15,000 | 1,620 | 108 | 15,000 | 1,620 |
| Retention Bonus - Nurse | 1,200 | 15,000 | 18,000 | 1,228 | 15,000 | 18,420 | 1,500 | 15,000 | 22,500 |
| Board Certification Pay - Nurse | 300 | 6,000 | 1,800 | 425 | 6,000 | 2,550 | 250 | 6,000 | 1,500 |
| CSP Nurse Subtotal | 1,603 | 13,550 | 21,720 | 1,791 | 13,116 | 23,490 | 1,888 | 14,047 | 26,520 |
| Nurse Pay Total | 1,733 | 13,219 | 22,908 | 1,791 | 13,116 | 23,490 | 1,888 | 14,047 | 26,520 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|----------------|----------------|---------------|------------------|---------------|---------------|------------------|---------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Health Professions Officers Pay | | | | | | | | | |
| Legacy | | | | | | | | | |
| Board Certified Non-Physician Pay | 10 | 2,500 | 25 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pharmacy Accession Bonus | 1 | 30,000 | 30 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pharmacy Officers Special Pay | 20 | 15,000 | 300 | 0 | 0 | 0 | 0 | 0 | 0 |
| Optometrists | 10 | 1,200 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| Optometry Retention | 10 | 6,000 | 60 | 0 | 0 | 0 | 0 | 0 | 0 |
| Veterinarians | 11 | 1,200 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |
| Legacy HPO Subtotal | 62 | 7,097 | 440 | 0 | 0 | 0 | 0 | 0 | 0 |
| CSP | | | | | | | | | |
| Accession Bonus - Health Professions Officers | | | | | | | | | |
| Accession Bonus - Pharmacy | 20 | 30,000 | 600 | 1 | 30,000 | 30 | 20 | 30,000 | 600 |
| Accession Bonus - PHO | 15 | 10,000 | 150 | 10 | 10,000 | 100 | 15 | 10,000 | 150 |
| Accession Bonus - Physicians Assistant | 1 | 15,000 | 15 | 1 | 15,000 | 15 | 1 | 15,000 | 15 |
| Accession Bonus - Psychologist | 5 | 15,000 | 75 | 5 | 15,000 | 75 | 5 | 15,000 | 75 |
| Accession Bonus - Social Workers | 6 | 7,500 | 45 | 6 | 7,500 | 45 | 6 | 7,500 | 45 |
| Accession Bonus - HPO Subtotal | 47 | 18,830 | 885 | 23 | 11,522 | 265 | 47 | 18,830 | 885 |
| Incentive Pay - Health Professions Officers | | | | | | | | | |
| Incentive Pay - PHO | 150 | 5,000 | 750 | 150 | 5,000 | 750 | 150 | 5,000 | 750 |
| Incentive Pay - Physicians Assistant | 300 | 5,000 | 1,500 | 300 | 5,000 | 1,500 | 300 | 5,000 | 1,500 |
| Incentive Pay - Psychologist | 180 | 5,000 | 900 | 180 | 5,000 | 900 | 180 | 5,000 | 900 |
| Incentive Pay - Optometrists | 135 | 1,200 | 162 | 135 | 1,200 | 162 | 135 | 1,200 | 162 |
| Incentive Pay - HPO Subtotal | 765 | 4,329 | 3,312 | 765 | 4,329 | 3,312 | 765 | 4,329 | 3,312 |
| Retention Bonus - Health Professions Officers | | | | | | | | | |
| Retention Bonus - Pharmacy | 200 | 15,000 | 3,000 | 200 | 15,000 | 3,000 | 200 | 15,000 | 3,000 |
| Retention Bonus - PHO | 120 | 6,250 | 750 | 120 | 6,250 | 750 | 120 | 6,250 | 750 |
| Retention Bonus - Physicians Assistant | 210 | 15,000 | 3,150 | 210 | 15,000 | 3,150 | 210 | 15,000 | 3,150 |
| Retention Bonus - Psychologist | 125 | 15,000 | 1,875 | 125 | 15,000 | 1,875 | 125 | 15,000 | 1,875 |
| Retention Bonus - Social Workers | 150 | 10,000 | 1,500 | 150 | 10,000 | 1,500 | 150 | 10,000 | 1,500 |
| Retention Bonus - Optometrists | 80 | 8,000 | 640 | 80 | 8,000 | 640 | 80 | 8,000 | 640 |
| Retention Bonus - HPO Subtotal | 885 | 12,333 | 10,915 | 885 | 12,333 | 10,915 | 885 | 12,333 | 10,915 |
| Board Certification Pay - Health Professions Officers | 900 | 6,000 | 5,400 | 866 | 6,000 | 5,196 | 900 | 6,000 | 5,400 |
| CSP HPO Subtotal | 2,597 | 7,898 | 20,512 | 2,539 | 7,754 | 19,688 | 2,597 | 7,898 | 20,512 |
| Health Professions Officer Pay Total | 2,659 | 7,880 | 20,952 | 2,539 | 7,754 | 19,688 | 2,597 | 7,898 | 20,512 |
| Dentist CSRB Anniversary | 3 | 100,000 | 300 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical CSRB Subtotal | 3 | 100,000 | 300 | 0 | 0 | 0 | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|----------------|---------------|----------------|------------------|---------------|----------------|------------------|---------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Contracting CSRB | 2 | 0 | 30 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intel CSRB | 266 | 0 | 1,995 | 322 | 0 | 2,400 | 12 | 0 | 90 |
| RPA CSRB | 118 | 23,200 | 11,310 | 27 | 23,700 | 908 | 31 | 23,200 | 1,085 |
| Special Tactics and Combat Rescue CSRB | 109 | 32,048 | 2,529 | 107 | 12,848 | 2,537 | 106 | 24,391 | 2,459 |
| Non-Medical CSRB Subtotal | 495 | 32,048 | 15,864 | 456 | 12,818 | 5,845 | 149 | 24,389 | 3,634 |
| Air Liason Officer ORB | 40 | 0 | 945 | 0 | 0 | 0 | 84 | 15,000 | 1,985 |
| Contracting ORB | 0 | 0 | 0 | 0 | 0 | 0 | 153 | 15,000 | 2,295 |
| Network Operations Cyber Warfare ORB | 1,000 | 15,331 | 15,000 | 0 | 0 | 0 | 1,360 | 15,452 | 20,400 |
| Officer Retention Bonus Subtotal | 1,040 | 15,332 | 15,945 | 0 | 0 | 0 | 1,597 | 15,454 | 24,680 |
| Retention Bonus (CSRB/ORB) Total | 1,538 | 20,877 | 32,109 | 456 | 12,818 | 5,845 | 1,746 | 16,216 | 28,314 |
| Chief of Staff | 1 | 4,000 | 4 | 1 | 4,000 | 4 | 1 | 4,000 | 4 |
| General | 12 | 2,200 | 27 | 12 | 2,167 | 26 | 12 | 2,167 | 26 |
| Lt General | 42 | 500 | 21 | 40 | 500 | 20 | 42 | 500 | 21 |
| Pers Allowance - General Officer | 55 | 945 | 52 | 53 | 943 | 50 | 55 | 927 | 51 |
| Creech AIP | 0 | 0 | 0 | 726 | 4,800 | 3,485 | 0 | 0 | 0 |
| AFSOC Air Ops Flight AIP | 6 | 10,500 | 63 | 7 | 9,429 | 66 | 6 | 10,000 | 60 |
| Korea AIP | 106 | 3,600 | 382 | 112 | 3,600 | 403 | 109 | 3,600 | 392 |
| Kingsley Field AIP | 6 | 4,800 | 29 | 5 | 4,800 | 24 | 12 | 4,800 | 58 |
| Turkey AIP | 12 | 3,600 | 43 | 12 | 3,600 | 43 | 12 | 3,600 | 43 |
| ICBM Field Ops AIP | 536 | 3,600 | 1,930 | 694 | 3,600 | 2,498 | 536 | 3,600 | 1,930 |
| RPA Pilot AIP | 819 | 2,647 | 2,168 | 1,161 | 2,334 | 2,710 | 0 | 0 | 0 |
| Assignment Incentive Pay | 1,485 | | 4,615 | 2,717 | | 9,229 | 675 | | 2,483 |
| Continuation Pay | 0 | 0 | 0 | 2,462 | 12,998 | 32,002 | 2,418 | 18,232 | 44,090 |
| Diving Duty | 236 | 1,800 | 425 | 51 | 1,800 | 92 | 33 | 1,800 | 59 |
| Foreign Language Proficiency Bonus | 1,952 | 3,868 | 7,550 | 1,785 | 4,094 | 7,308 | 2,033 | 3,907 | 7,943 |
| Hardship Duty Location Pay | 3,630 | 1,200 | 4,355 | 998 | 1,200 | 1,198 | 999 | 1,200 | 1,199 |
| Health Prof. Scholarship Program (HPSP) | 220 | 1,780 | 392 | 225 | 1,780 | 401 | 225 | 1,780 | 401 |
| Hostile Fire Pay | 2,390 | 2,700 | 6,454 | 501 | 2,700 | 1,353 | 390 | 2,700 | 1,053 |
| JAG Bonus | 137 | 28,550 | 3,911 | 137 | 28,550 | 3,911 | 137 | 28,550 | 3,911 |
| JAG Student Loan Repayment | 182 | 21,667 | 3,943 | 240 | 21,667 | 5,200 | 184 | 21,667 | 3,987 |
| Pay and Allowance Continuation (PAC) | 2 | 1,260 | 3 | 92 | 1,260 | 116 | 27 | 1,260 | 34 |
| TOTAL SPECIAL PAY | 27,542 | | 326,958 | 21,769 | | 336,933 | 21,220 | | 368,153 |

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Contracting CSRB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 2 | 30 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 2 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Intel CSRB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | 266 | 1,995 | 48 | 360 | 12 | 90 | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | 90 | 672 | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | 92 | 684 | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | 92 | 684 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 0 | 0 | 92 | 684 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | 266 | 1,995 | 230 | 1,716 | 12 | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 266 | 1,995 | 322 | 2,400 | 12 | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

RPA CSRB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 118 | 11,310 | | | | | | | | | | | | |
| Anniversary Payments | | | 5 | 138 | 31 | 1,085 | 31 | 1,085 | 31 | 1,085 | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | 22 | 770 | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 118 | 11,310 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | 0 | 0 | 27 | 908 | 31 | 1,085 | 31 | 1,085 | 31 | 1,085 | 0 | 0 | 0 | 0 |
| Total | 118 | 11,310 | 27 | 908 | 31 | 1,085 | 31 | 1,085 | 31 | 1,085 | 0 | 0 | 0 | 0 |

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Special Tactics and Combat Rescue CSRB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | 94 | 2,181 | 57 | 1,350 | 31 | 719 | 15 | 348 | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 15 | 348 | | | | | | | | | | | | |
| Anniversary Payments | | | 15 | 375 | 15 | 348 | 15 | 348 | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | 15 | 348 | 20 | 464 | 20 | 464 | 20 | 464 | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | 20 | 464 | 40 | 928 | | | | | | | | |
| Anniversary Payments | | | | | | | 40 | 928 | 40 | 928 | 40 | 928 | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 30 | 696 | | | | | | |
| Anniversary Payments | | | | | | | | | 30 | 696 | 30 | 696 | 30 | 696 |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 30 | 696 | | | | |
| Anniversary Payments | | | | | | | | | | | 30 | 696 | 30 | 696 |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 30 | 696 | | |
| Anniversary Payments | | | | | | | | | | | | | 30 | 696 |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 30 | 696 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 15 | 348 | 20 | 464 | 40 | 928 | 30 | 696 | 30 | 696 | 30 | 696 | 30 | 696 |
| Anniversary Payments | 94 | 2,181 | 87 | 2,073 | 66 | 1,531 | 90 | 2,088 | 90 | 2,088 | 100 | 2,320 | 90 | 2,088 |
| Total | 109 | 2,529 | 107 | 2,537 | 106 | 2,459 | 120 | 2,784 | 120 | 2,784 | 130 | 3,016 | 120 | 2,784 |

**MILITARY PERSONNEL, ACTIVE FORCES
OFFICER RETENTION BONUS
(Amount in Thousands)**

Air Liason Officer ORB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|------------|----------------|----------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (FY 16 & Prior) | 40 | 945 | | | 22 | 520 | 22 | 520 | 22 | 520 | 22 | 520 | 22 | 520 |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 40 | 945 | | | | | | | | | | | | |
| Anniversary Payments | | | | | 40 | 945 | 40 | 945 | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | 22 | 520 | 22 | 520 | 22 | 520 | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 22 | 520 | | | | | | | | |
| Anniversary Payments | | | | | | | 22 | 520 | 22 | 520 | 22 | 520 | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 22 | 520 | | | | | | |
| Anniversary Payments | | | | | | | | | 22 | 520 | 22 | 520 | 22 | 520 |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 22 | 520 | | | | |
| Anniversary Payments | | | | | | | | | | | 22 | 520 | 22 | 520 |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 22 | 520 | | |
| Anniversary Payments | | | | | | | | | | | | | 22 | 520 |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 22 | 520 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 40 | 945 | 0 | 0 | 22 | 520 | 22 | 520 | 22 | 520 | 22 | 520 | 22 | 520 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 62 | 1,465 | 84 | 1,985 | 66 | 1,560 | 66 | 1,560 | 66 | 1,560 |
| Total | 40 | 945 | 0 | 0 | 84 | 1,985 | 106 | 2,505 | 88 | 2,080 | 88 | 2,080 | 88 | 2,080 |

**MILITARY PERSONNEL, ACTIVE FORCES
OFFICER RETENTION BONUS
(Amount in Thousands)**

Contracting ORB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | 125 | 1,875 | 125 | 1,875 | 125 | 1,875 | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 28 | 420 | | | | | | | | |
| Anniversary Payments | | | | | | | 28 | 420 | 28 | 420 | 28 | 420 | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 28 | 420 | | | | | | |
| Anniversary Payments | | | | | | | | | 28 | 420 | 28 | 420 | 28 | 420 |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 28 | 420 | | | | |
| Anniversary Payments | | | | | | | | | | | 28 | 420 | 28 | 420 |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 22 | 520 | | |
| Anniversary Payments | | | | | | | | | | | | | 22 | 520 |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 22 | 520 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 0 | 0 | 0 | 0 | 28 | 420 | 28 | 420 | 28 | 420 | 22 | 520 | 22 | 520 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 125 | 1,875 | 153 | 2,295 | 181 | 2,715 | 84 | 1,260 | 78 | 1,360 |
| Total | 0 | 0 | 0 | 0 | 153 | 2,295 | 181 | 2,715 | 209 | 3,135 | 106 | 1,780 | 100 | 1,880 |

**MILITARY PERSONNEL, ACTIVE FORCES
OFFICER RETENTION BONUS
(Amount in Thousands)**

Network Operations Cyber Warfare ORB

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 1,000 | | | | | | | | | | | | | |
| Anniversary Payments | | 15,000 | | | 1,000 | | 1,000 | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | 15,000 | | 15,000 | | | | | | |
| Anniversary Payments | | | | | 180 | | 180 | | 180 | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 180 | 2,700 | | 2,700 | | 2,700 | | | | |
| Anniversary Payments | | | | | | 2,700 | 180 | | 180 | | 180 | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | 2,700 | | 2,700 | | 2,700 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 1,000 | 0 | 0 | 0 | 180 | 17,700 | 0 | 20,400 | 0 | 5,400 | 0 | 2,700 | 0 | 0 |
| Anniversary Payments | 0 | 15,000 | 0 | 0 | 1,180 | 2,700 | 1,360 | 0 | 360 | 0 | 180 | 0 | 0 | 0 |
| Total | 1,000 | 15,000 | 0 | 0 | 1,360 | 20,400 | 1,360 | 20,400 | 360 | 5,400 | 180 | 2,700 | 0 | 0 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AFSOC Air Ops Flight AIP

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 6 | 63 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 7 | 66 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 6 | 60 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 7 | 69 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 8 | 81 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 9 | 90 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 10 | 99 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 6 | 63 | 7 | 66 | 6 | 60 | 7 | 69 | 8 | 81 | 9 | 90 | 10 | 99 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 6 | 63 | 7 | 66 | 6 | 60 | 7 | 69 | 8 | 81 | 9 | 90 | 10 | 99 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Korea

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 106 | 382 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 112 | 403 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 109 | 392 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 109 | 392 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 109 | 392 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 109 | 392 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 109 | 392 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 106 | 382 | 112 | 403 | 109 | 392 | 109 | 392 | 109 | 392 | 109 | 392 | 109 | 392 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 106 | 382 | 112 | 403 | 109 | 392 | 109 | 392 | 109 | 392 | 109 | 392 | 109 | 392 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Kingsley Field

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 6 | 29 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 5 | 24 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 12 | 58 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 12 | 58 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 12 | 58 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 12 | 58 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 12 | 58 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 6 | 29 | 5 | 24 | 12 | 58 | 12 | 58 | 12 | 58 | 12 | 58 | 12 | 58 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 6 | 29 | 5 | 24 | 12 | 58 | 12 | 58 | 12 | 58 | 12 | 58 | 12 | 58 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Turkey

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 12 | 43 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 12 | 43 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 12 | 43 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 12 | 43 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 12 | 43 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 12 | 43 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 12 | 43 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 | 12 | 43 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - ICBM Field Operations

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 536 | 1,930 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 694 | 2,498 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 536 | 1,930 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 536 | 1,930 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 536 | 1,930 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 536 | 1,930 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 536 | 1,930 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 536 | 1,930 | 694 | 2,498 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 536 | 1,930 | 694 | 2,498 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 | 536 | 1,930 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - RPA Pilot

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 819 | 2,168 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 1,161 | 2,710 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 819 | 2,168 | 1,161 | 2,710 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 819 | 2,168 | 1,161 | 2,710 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2019 Estimate 1,573,578
FY 2018 Estimate 1,524,644
FY 2017 Actual 1,472,029

PART I - PURPOSE AND SCOPE

In the FY 1998 NDAA, Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consists of BAH, BAH Differential, Partial BAH, Overseas Housing Allowance (OHA), Family Separation Housing (FSH) and Moving in Housing Allowance (MIHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ), Variable Housing Allowance (VHA) and Family Separation Allowance (FSA) Type I. Payment to service members is authorized by revisions to Title 37 U.S.C., Sections 403 (for domestic BAH) and 475 for OHA.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.0 percent. The January 1, 2018 and January 1, 2019 average BAH inflation rate assumptions are respectively, 2.2 percent and 3.2 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2019 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. however, it should be noted that the 3.0 percent 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.

Details of the cost computation are provided in the following tables:

| <u>With Dependents</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---------------------------------|-----------------------|-------------|----------------|-------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 9 | 30,789 | 277 | 8 | 32,699 | 262 | 9 | 32,474 | 292 |
| Lt General | 32 | 36,570 | 1,170 | 34 | 37,811 | 1,286 | 32 | 38,571 | 1,234 |
| Major General | 78 | 34,670 | 2,704 | 74 | 36,486 | 2,700 | 79 | 36,567 | 2,889 |
| Brig General | 134 | 33,554 | 4,497 | 128 | 34,855 | 4,461 | 135 | 35,390 | 4,778 |
| Colonel | 2,905 | 31,193 | 90,614 | 2,937 | 32,592 | 95,722 | 2,975 | 32,900 | 97,881 |
| Lt Colonel | 8,629 | 29,642 | 255,781 | 8,702 | 31,153 | 271,097 | 8,589 | 31,264 | 268,529 |
| Major | 10,840 | 26,431 | 286,510 | 10,390 | 27,678 | 287,579 | 11,197 | 27,877 | 312,143 |
| Captain | 11,467 | 22,906 | 262,661 | 11,846 | 23,904 | 283,169 | 11,628 | 24,159 | 280,926 |
| 1st Lieutenant | 2,530 | 20,079 | 50,801 | 2,424 | 20,943 | 50,767 | 2,486 | 21,177 | 52,647 |
| 2nd Lieutenant | 2,053 | 18,958 | 38,921 | 1,981 | 19,109 | 37,856 | 2,021 | 19,995 | 40,410 |
| Subtotal with Dependents | 38,677 | | 993,936 | 38,524 | | 1,034,899 | 39,151 | | 1,061,729 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

| | <u>FY 2017 Actual</u> | | <u>FY 2018 Estimate</u> | | <u>FY 2019 Estimate</u> | | | | |
|--|-----------------------|---------------|-------------------------|-------------------------|-------------------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> | | | |
| <u>Differential</u> | 8 | 25 | 6 | 16 | 8 | 25 | | | |
| | | | | | | | | | |
| <u>Without Dependents - Full Allowance</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 1 | 30,074 | 30 | 1 | 25,050 | 25 | 1 | 31,720 | 32 |
| Major General | 4 | 31,490 | 126 | 5 | 31,093 | 155 | 4 | 33,213 | 133 |
| Brig General | 7 | 25,514 | 179 | 5 | 26,590 | 133 | 8 | 26,910 | 215 |
| Colonel | 216 | 26,859 | 5,802 | 207 | 29,003 | 6,004 | 222 | 28,329 | 6,289 |
| Lt Colonel | 861 | 25,369 | 21,843 | 779 | 27,788 | 21,647 | 856 | 26,757 | 22,904 |
| Major | 2,124 | 23,329 | 49,551 | 1,814 | 25,403 | 46,081 | 2,194 | 24,606 | 53,985 |
| Captain | 7,100 | 20,539 | 145,830 | 6,755 | 22,157 | 149,670 | 7,198 | 21,663 | 155,932 |
| 1st Lieutenant | 4,048 | 17,708 | 71,683 | 3,645 | 18,927 | 68,988 | 3,978 | 18,677 | 74,299 |
| 2nd Lieutenant | 3,679 | 16,245 | 59,765 | 3,850 | 17,306 | 66,627 | 3,621 | 17,134 | 62,042 |
| Subtotal w/o Dependents | 18,040 | | 354,808 | 17,061 | | 359,330 | 18,082 | | 375,831 |
| | | | | | | | | | |
| <u>Without Dependents - Partial Allowance</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Major General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Brig General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Colonel | 4 | 512 | 2 | 7 | 533 | 4 | 4 | 540 | 2 |
| Lt Colonel | 13 | 426 | 6 | 18 | 444 | 8 | 13 | 450 | 6 |
| Major | 35 | 345 | 12 | 28 | 357 | 10 | 37 | 364 | 13 |
| Captain | 90 | 286 | 25 | 98 | 298 | 29 | 93 | 302 | 28 |
| 1st Lieutenant | 78 | 228 | 18 | 71 | 238 | 17 | 79 | 240 | 19 |
| 2nd Lieutenant | 755 | 171 | 129 | 776 | 178 | 138 | 759 | 180 | 137 |
| Subtotal Partial | 975 | | 192 | 998 | | 206 | 985 | | 205 |
| TOTAL BAH - DOMESTIC | | | 1,348,961 | | | 1,394,451 | | | 1,437,790 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

| <u>With Dependents</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|------------------------------------|-----------------------|--------------|-----------|-------------------------|--------------|-----------|-------------------------|--------------|-----------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Major General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Brig General | 1 | 28,000 | 28 | 2 | 30,000 | 60 | 1 | 30,000 | 30 |
| Colonel | 134 | 38,567 | 5,168 | 144 | 38,625 | 5,562 | 138 | 40,761 | 5,625 |
| Lt Colonel | 572 | 36,185 | 20,698 | 577 | 36,291 | 20,940 | 584 | 38,805 | 22,662 |
| Major | 799 | 32,493 | 25,962 | 811 | 33,088 | 26,834 | 849 | 35,111 | 29,809 |
| Captain | 936 | 28,329 | 26,516 | 952 | 29,111 | 27,714 | 966 | 30,553 | 29,514 |
| 1st Lieutenant | 125 | 26,168 | 3,271 | 143 | 26,748 | 3,825 | 125 | 28,360 | 3,545 |
| 2nd Lieutenant | 43 | 27,186 | 1,169 | 33 | 26,788 | 884 | 43 | 29,419 | 1,265 |
| Subtotal With Dependents | 2,610 | | 82,812 | 2,662 | | 85,819 | 2,706 | | 92,450 |
| | | | | | | | | | |
| <u>Without Dependents</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Major General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Brig General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Colonel | 6 | 30,500 | 183 | 9 | 33,222 | 299 | 6 | 32,500 | 195 |
| Lt Colonel | 72 | 29,056 | 2,092 | 63 | 31,222 | 1,967 | 74 | 30,311 | 2,243 |
| Major | 213 | 26,657 | 5,678 | 211 | 29,616 | 6,249 | 227 | 27,930 | 6,340 |
| Captain | 856 | 23,638 | 20,234 | 816 | 26,487 | 21,613 | 883 | 24,718 | 21,826 |
| 1st Lieutenant | 305 | 21,866 | 6,669 | 306 | 24,539 | 7,509 | 306 | 22,895 | 7,006 |
| 2nd Lieutenant | 168 | 22,452 | 3,772 | 199 | 25,513 | 5,077 | 168 | 23,512 | 3,950 |
| Subtotal w/o Dependents | 1,620 | | 38,628 | 1,604 | | 42,714 | 1,664 | | 41,560 |
| Moving-In Housing Allowance | 2,139 | 761 | 1,628 | 2,267 | 732 | 1,660 | 2,215 | 803 | 1,778 |
| TOTAL BAH - OVERSEAS | | | 123,068 | | | 130,193 | | | 135,788 |
| GRAND TOTAL BAH | | | 1,472,029 | | | 1,524,644 | | | 1,573,578 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

| | |
|------------------|---------|
| FY 2019 Estimate | 202,971 |
| FY 2018 Estimate | 198,005 |
| FY 2017 Actual | 193,855 |

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance under the provisions of Title 37 U.S.C., Section 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 0.0% for 2017, 0.3% for 2018 and 3.4% for 2019 effective January 1 each year. The annualized inflation rate is, .2% for FY 2018 and 2.6% for FY 2019.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|-----|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| BAS | 63,788 | 3,039 | 193,855 | 63,440 | 3,121 | 198,005 | 64,836 | 3,131 | 202,971 |

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2019 Estimate 111,485
FY 2018 Estimate 103,998
FY 2017 Actual 105,743

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation (JTR) and authorized under the provisions of Title 37 U.S.C., Section 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of Cost Of Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent information derived from the results of yearly surveys that determine the cost of goods and services by area, and biweekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotel) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

The workyears for Cost of Living and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year.

Details of the cost computation are provided in the following table:

| <u>Cost of Living</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|--------------|---------|-------------------------|--------------|---------|-------------------------|--------------|---------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 2 | 12,500 | 25 | 3 | 10,667 | 32 | 2 | 12,500 | 25 |
| Lt. General | 7 | 13,857 | 97 | 7 | 11,429 | 80 | 7 | 13,429 | 94 |
| Major General | 10 | 13,400 | 134 | 13 | 11,154 | 145 | 11 | 13,636 | 150 |
| Brig. General | 31 | 13,516 | 419 | 29 | 13,414 | 389 | 31 | 14,129 | 438 |
| Colonel | 543 | 13,206 | 7,171 | 566 | 12,475 | 7,061 | 551 | 13,748 | 7,575 |
| Lt Colonel | 1,621 | 12,953 | 20,997 | 1,590 | 12,294 | 19,547 | 1,623 | 13,468 | 21,859 |
| Major | 2,128 | 11,290 | 24,025 | 2,234 | 10,854 | 24,247 | 2,231 | 11,771 | 26,261 |
| Captain | 3,227 | 9,164 | 29,571 | 3,248 | 8,675 | 28,175 | 3,283 | 9,316 | 30,585 |
| 1st Lieutenant | 802 | 7,575 | 6,075 | 844 | 7,190 | 6,068 | 794 | 7,754 | 6,157 |
| 2nd Lieutenant | 379 | 6,805 | 2,579 | 399 | 6,436 | 2,568 | 373 | 7,080 | 2,641 |
| Subtotal Cost of Living | 8,750 | | 91,093 | 8,933 | | 88,312 | 8,906 | | 95,785 |
| <u>Temporary Lodging Allowance</u> | 12,200 | 1,201 | 14,650 | 13,262 | 1,183 | 15,686 | 12,396 | 1,267 | 15,700 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 105,743 | | | 103,998 | | | 111,485 |

(Amount in Thousands)

**PROJECT: CONUS COST OF LIVING ALLOWANCE
(COLA) - OFFICERS**

FY 2019 Estimate 884
FY 2018 Estimate 646
FY 2017 Actual 813

PART I - PURPOSE AND SCOPE

Authorization for this allowance is under the provisions of Title 37 U.S.C., Section 403b and as prescribed in the JTR, Chapter 8. In Title 37 U.S.C., Section 403b, Congress approved a Cost of Living Allowance (COLA) payment to service members assigned to high cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108% of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| CONUS COLA | 1,279 | 636 | 813 | 786 | 822 | 646 | 1,325 | 667 | 884 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2019 Estimate 3,238
FY 2018 Estimate 2,796
FY 2017 Actual 2,909

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of Title 37 U.S.C., Sections 415 and 416. In the FY 1988-1989 NDAA, Congress approved the payment of Civilian Clothing Allowance for Air Force officers. Officers assigned to locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance per the provisions of Title 37 U.S.C., Section 419. Replacement allowance for Wounded Warriors is under the provisions of Title 10 U.S.C., Section 1047.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200 regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The FY 2001 NDAA approved an increase to the one-time initial uniform allowance paid to officers from \$200 to \$400, and the one-time additional uniform allowance paid to officers from \$100 to \$200. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed. Furthermore, this entitlement covers civilian clothing allowances when authorized. The Air Force allows a Wounded Warrior clothing allowance not to exceed \$250 for each Air Force Medical Evacuee.

Details of the cost computation are provided in the following table:

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|----------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Payments | Rate | Amount | Payments | Rate | Amount | Payments | Rate | Amount |
| Initial Allowances | 4,781 | 395 | 1,888 | 5,098 | 400 | 2,039 | 5,452 | 400 | 2,181 |
| Additional Allowances | 3,470 | 200 | 694 | 1,900 | 200 | 380 | 3,523 | 200 | 705 |
| Civilian Clothing | 471 | 694 | 327 | 532 | 708 | 377 | 488 | 721 | 352 |
| TOTAL CLOTHING ALLOWANCES | 8,722 | | 2,909 | 7,530 | | 2,796 | 9,463 | | 3,238 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2019 Estimate 4,857
FY 2018 Estimate 4,902
FY 2017 Actual 10,408

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C., Section 427, two types of Family Separation Allowance (FSA) payments are made to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

FSA is payable when a member with dependents makes a permanent change of station move, or member is on temporary duty away from their permanent duty station for thirty consecutive days or more either in CONUS or overseas, and the travel of the dependents to the member's duty station is not authorized, and the dependents do not reside at or near the duty station. The FY 2005 NDAA made the monthly rate of \$250 permanent.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| PCS CONUS or Overseas with dependents not authorized | 630 | 3,000 | 1,890 | 633 | 3,000 | 1,899 | 652 | 3,000 | 1,956 |
| TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station | 2,840 | 3,000 | 8,518 | 1,001 | 3,000 | 3,003 | 967 | 3,000 | 2,901 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 3,470 | | 10,408 | 1,634 | | 4,902 | 1,619 | | 4,857 |

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2019 Estimate 83
FY 2018 Estimate 83
FY 2017 Actual 67

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C., Section 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “catastrophic injury or illness” means a permanent, severely disabling injury, disorder, or illness the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree the member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to a member under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized by Title 38 Section 1114(r)(2) or sub-paragraph (C) Section 1720G(a)(3) for veterans in need of aid and attendance.

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|-------------------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Special Monthly Compensation | 67 | 83 | 83 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

| | |
|------------------|--------|
| FY 2019 Estimate | 46,101 |
| FY 2018 Estimate | 48,922 |
| FY 2017 Actual | 46,254 |

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) - FY 2012 NDAA, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years to less than 20 years of service.
- (5) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C., Section 1175. The FY 2007 NDAA increased the authorized payment to an amount not greater than four times the full amount of separation pay a member of the same pay grade and years of service that is involuntarily separated under Title 10 USC 1174.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (7) Career Status Bonus - FY 2000 NDAA authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months multiplied by years of service multiplied by a specific percent based on the separation criteria.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS**Lump Sum Terminal Leave Payments**

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| Grade | | | | | | | | | |
| General | 1 | 14,259 | 14 | 2 | 42,785 | 86 | 1 | 14,963 | 15 |
| Lt General | 8 | 29,958 | 240 | 4 | 29,155 | 117 | 6 | 31,436 | 189 |
| Major General | 5 | 19,055 | 95 | 13 | 10,344 | 134 | 2 | 19,995 | 40 |
| Brig General | 4 | 16,807 | 67 | 8 | 12,014 | 96 | 3 | 17,637 | 53 |
| Colonel | 562 | 8,370 | 4,704 | 502 | 7,973 | 4,003 | 631 | 8,783 | 5,542 |
| Lt Colonel | 1,036 | 5,422 | 5,618 | 970 | 4,786 | 4,642 | 1,184 | 5,690 | 6,737 |
| Major | 1,145 | 4,482 | 5,131 | 1,294 | 4,844 | 6,268 | 1,462 | 4,703 | 6,875 |
| Captain | 1,128 | 2,733 | 3,083 | 1,155 | 2,729 | 3,152 | 1,515 | 2,868 | 4,345 |
| 1st Lieutenant | 102 | 2,516 | 257 | 89 | 2,357 | 210 | 133 | 2,640 | 351 |
| 2nd Lieutenant | 36 | 2,175 | 78 | 34 | 1,530 | 52 | 50 | 2,282 | 114 |
| Leave Buy-Back | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal Lump Sum Terminal Leave | 4,027 | | 19,287 | 4,071 | | 18,760 | 4,987 | | 24,261 |
| <u>Separation Pay</u> | | | | | | | | | |
| Fail Promotion/Unfit | 5 | 36,200 | 181 | 6 | 36,934 | 222 | 4 | 37,986 | 152 |
| Disability | 32 | 106,000 | 3,392 | 28 | 92,112 | 2,579 | 27 | 111,230 | 3,003 |
| Invol-Half Pay 5% | 3 | 21,000 | 63 | 1 | 53,060 | 53 | 2 | 22,036 | 44 |
| Invol-Full Pay 10% | 82 | 72,598 | 5,953 | 179 | 71,205 | 12,746 | 85 | 76,180 | 6,475 |
| TERA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSI Trust Fund | | | 16,478 | | | 14,322 | | | 12,166 |
| Career Status Bonus | 30 | 30,000 | 900 | 8 | 30,000 | 240 | 0 | 0 | 0 |
| Subtotal Separation Pay | 152 | | 26,967 | 222 | | 30,162 | 118 | | 21,840 |
| TOTAL SEPARATION PAYMENTS | 4,179 | | 46,254 | 4,293 | | 48,922 | 5,105 | | 46,101 |

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - OFFICERS

| | |
|------------------|---------|
| FY 2019 Estimate | 397,802 |
| FY 2018 Estimate | 379,552 |
| FY 2017 Actual | 372,347 |

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under the provisions of Title 26 U.S.C., Sections 3101 and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds represent the Air Force contribution (as an employer) as required by the FICA under the provisions of Title 26 U.S.C., Sections 3101, and 3111.

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, set by statute, is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The Government's contribution for Social Security is as follows:

- Calendar Year 2017 - 7.65% on first \$127,200 and 1.45% on the remainder
- Calendar Year 2018 - 7.65% on first \$ 128,400 and 1.45% on the remainder
- Calendar Year 2019 - 7.65% on first \$135,600 and 1.45% on the remainder

Details of the cost computation are provided in the following table:

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|-----------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount |
| Social Security | 4,887,146 | 7.65% | 372,347 | 4,969,886 | 7.65% | 379,552 | 5,208,253 | 7.65% | 397,802 |

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**PAY AND ALLOWANCES
OF ENLISTED**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | <u>Amount</u> |
|---|-------------------|
| FY 2018 DIRECT PROGRAM | 17,363,647 |
| Pricing Increase | 753,150 |
| Annualization (PI): | 80,498 |
| Annualization 1 Jan 18 raise of 2.4% on Basic Pay | 58,681 |
| Annualization of raise on RPA | 16,685 |
| Annualization of raise on FICA | 4,491 |
| Annualization of raise on TSP | 641 |
| Pay Raise (PI): | 241,494 |
| 1 Jan 19 pay raise of 2.6% effect on Basic Pay | 176,041 |
| 1 Jan 19 pay raise effect on RPA | 50,055 |
| 1 Jan 19 pay raise effect on FICA | 13,474 |
| 1 Jan 19 pay raise effect on TSP | 1,924 |
| BAH Rates (PI): | 76,777 |
| 1 Jan 19 inflation rate of 3.2% effect on BAH | 76,346 |
| Increase in MIHA Payments | 431 |
| Other (PI): | 354,381 |
| Increase in RPA Payments | 177,808 |
| Increase in TSP Matching Contribution Payments | 24,901 |
| Increase in Special Pay Payments | 10,579 |
| Increase in SRB Payments | 101,640 |
| Increase in COLA Payments | 27,278 |
| Increase in TLA Payments | 2,730 |
| Increase in CONUS COLA Payments | 12 |
| Increase in Clothing Payments | 3,143 |
| Increase in LSTL Payments | 461 |
| Increase in Separation Payments Payments | 5,829 |
| Program Increase | 401,365 |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | |
|---|----------------|------------------|
| Strength (PGD): | 332,768 | |
| Increase change in WY/longevity for Basic Pay | 157,048 | |
| Increase on workyears/longevity for FICA | 12,015 | |
| Increase in workyears/longevity for RPA | 45,576 | |
| Increase in workyears/longevity for TSP Matching Contribution | 51,595 | |
| Increase AVIP Workyears | 334 | |
| Increase in workyears Housing Allowance | 66,200 | |
| Other (PGD): | 68,597 | |
| Increase in Flying Duty Crew Program | 1,054 | |
| Increase in CSIP Program | 49,650 | |
| Increase in Demolition Duty Program | 1,085 | |
| Increase in Parachute Jumping Program | 790 | |
| Increase in BASIP Program | 1,158 | |
| Increase in Other Incentive Pay Program | 1,589 | |
| Increase in SDAP Program | 9,289 | |
| Increase in Enlist Bonus Program | 998 | |
| Increase in TLA Program | 1,626 | |
| Increase in CONUS COLA Program | 66 | |
| Increase in FSA Program | 1,182 | |
| Increase in LSTL Program | 110 | |
| Total Increases | | 1,154,515 |
| Pricing Decrease | | (10) |
| Other (PI): | (10) | |
| Decrease in FICA Payments | (10) | |
| Program Decrease | | (160,913) |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | |
|--|------------------|-------------------|
| Strength (PGD): | (804) | |
| Decrease in workyears for Clothing Allowance | (804) | |
| Other (PGD): | (160,109) | |
| Decrease in Non-Fly Crew Member Program | (7) | |
| Decrease in CEFIP Program | (25,415) | |
| Decrease in Special Pay Program | (3,923) | |
| Decrease in SRB Program | (107,464) | |
| Decrease in COLA Program | (7,102) | |
| Decrease in Separation Payments | (16,198) | |
| Total Decreases | | (160,923) |
| FY 2019 DIRECT PROGRAM | | 18,357,239 |

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2019 Estimate 9,601,883
FY 2018 Estimate 9,209,338
FY 2017 Actual 9,178,176

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for enlisted personnel on active duty according to grade and length of service under the provisions of Title 37 U.S.C., Sections 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a basic pay increase of 2.1% in 2017, 2.4% in 2018, and 2.6% in 2019, effective January 1 each year. The annualized pay raise is 2.33% for FY 2018 and 2.55% for FY 2019. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2017 beginning strength was 252,762 and end strength was 256,983 using 264,910 workyears.
FY 2018 beginning strength will be 255,302 and end strength will be 258,649 using 260,582 workyears.
FY 2019 beginning strength will be 259,028 and end strength will be 262,182 using 265,251 workyears.

Details of the cost computation are provided in the following table:

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 2,674 | 77,540 | 207,342 | 2,616 | 79,403 | 207,719 | 2,660 | 81,143 | 215,840 |
| Senior Master Sergeant | 5,428 | 61,929 | 336,148 | 5,216 | 63,231 | 329,812 | 5,424 | 64,806 | 351,507 |
| Master Sergeant | 26,364 | 53,412 | 1,408,161 | 25,712 | 54,491 | 1,401,083 | 26,272 | 55,894 | 1,468,449 |
| Technical Sergeant | 41,942 | 44,113 | 1,850,203 | 40,782 | 45,086 | 1,838,681 | 41,948 | 46,163 | 1,936,450 |
| Staff Sergeant | 62,956 | 35,383 | 2,227,596 | 62,911 | 36,185 | 2,276,464 | 64,689 | 37,027 | 2,395,271 |
| Senior Airman | 58,812 | 28,377 | 1,668,908 | 59,404 | 28,836 | 1,712,999 | 53,497 | 29,696 | 1,588,622 |
| Airman First Class | 48,585 | 23,066 | 1,120,682 | 46,022 | 23,532 | 1,082,987 | 52,519 | 24,138 | 1,267,714 |
| Airman | 7,711 | 21,568 | 166,313 | 7,173 | 21,957 | 157,499 | 7,837 | 22,570 | 176,885 |
| Airman Basic | 10,438 | 18,473 | 192,823 | 10,746 | 18,806 | 202,094 | 10,405 | 19,332 | 201,145 |
| TOTAL BASIC PAY | 264,910 | | 9,178,176 | 260,582 | | 9,209,338 | 265,251 | | 9,601,883 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2019 Estimate 2,909,736
FY 2018 Estimate 2,617,286
FY 2017 Actual 2,634,265

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. Effective FY 2008, P.L. 109-364, Title V, Section 591 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 28.9% for FY 2017, 28.4% for FY 2018, and 30.4% for FY 2019. The part-time RPA rate is 22.8% for FY 2017, 22.6% FY 2018, and 24.7% for FY 2019.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|----------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Active Component | | | | | | | | | |
| Retired Pay Accrual - Full Time | 254,639 | 9,988 | 2,543,282 | 257,470 | 10,054 | 2,588,671 | 261,383 | 10,979 | 2,869,723 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 10,271 | 8,858 | 90,983 | 3,112 | 9,195 | 28,615 | 3,868 | 10,345 | 40,013 |
| Total Retired Pay Accrual | 264,910 | 9,944 | 2,634,265 | 260,582 | 10,044 | 2,617,286 | 265,251 | 10,970 | 2,909,736 |

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

| | |
|------------------|---------|
| FY 2019 Estimate | 179,662 |
| FY 2018 Estimate | 100,601 |
| FY 2017 Actual | 0 |

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay members elect to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|------|--------|-------------------------|------|---------|-------------------------|------|---------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Thrift Savings Plan (TSP) - Matching Contributions | | | 0 | | | 100,601 | | | 179,662 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

PART I - PURPOSE AND SCOPE

| | |
|------------------|--------|
| FY 2019 Estimate | 71,294 |
| FY 2018 Estimate | 40,719 |
| FY 2017 Actual | 38,661 |

The purpose of Hazardous Duty Incentive Pay (HDIP) is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to enlisted personnel under provisions of Title 37 U.S.C., Section 351 as follows:

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. The amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Enlisted personnel non-crew members are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at a monthly rate of \$150.
- 3) Career Enlisted Flyer Incentive Pay (CEFIP) - Incentive pay to compensate career enlisted aircrew members is based on years of aviation service rather than solely on rank. The CEFIP rates: \$150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service \$225, over 8 years aviation service \$350 and \$400 for over 14 years of aviation service.
- 4) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which will replace CEFIP, and RPA Sensor Operator Assignment Incentive Pay. The current rate paid ranges from \$225 per month for members with under 4 years of aviation service to \$600 per month for members with more than 14 years of aviation service.
- 5) Aviation Incentive Pay (AIP) - The enlisted analog of Aviation Incentive Pay paid to officers. This entitlement is paid to members who hold, or are in training leading to, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$150 to \$1000 depending on aviation service tenure.
- 6) Parachute Jumping - Incentive pay for hazardous duty to encourage enlisted members to enter into and remain on duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- 7) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150.
- 8) Battlefield Airmen Skill Incentive Pay - A monthly skill incentive pay to service members qualified and serving as Battlefield Airmen defined in Air Force Policy Directive 10-35, dated February 1, 2017. Battlefield airmen conduct operations in the ground domain in contested, denied, operational limited, and permissive environments under severe environmental conditions. Battlefield Airmen encompasses the following critical AFSCs: Combat Control, Pararescue, Tactical Air Control Party, and Special Operations Weather. Incentive pays range from \$150 to \$1,000 monthly depending on years of service.
- 9) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- 10) Chemical Munitions Handler - Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

- 11) Toxic Fuel Handler - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 12) Toxic Pesticides - Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.
- 13) Weapons Control Crew - Duties in which a member has frequent and regular participation in aerial flight duties and who is serving as an air weapons controller crew member aboard an airborne warning and control system aircraft. Paid at a monthly rate of \$150 to \$300 per month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

Details of the cost computation are provided in the following tables.

Flying Duty Crew Members

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 19 | 2,880 | 55 | 1 | 2,880 | 3 | 19 | 2,880 | 55 |
| Senior Master Sergeant | 30 | 2,880 | 86 | 16 | 2,880 | 46 | 30 | 2,880 | 86 |
| Master Sergeant | 137 | 2,880 | 395 | 58 | 2,880 | 167 | 137 | 2,880 | 395 |
| Technical Sergeant | 171 | 2,580 | 441 | 67 | 2,580 | 173 | 171 | 2,580 | 441 |
| Staff Sergeant | 296 | 2,280 | 675 | 182 | 2,280 | 415 | 296 | 2,280 | 675 |
| Senior Airman | 123 | 1,980 | 244 | 32 | 1,980 | 63 | 123 | 1,980 | 244 |
| Airman First Class | 15 | 1,800 | 27 | 1 | 1,800 | 2 | 15 | 1,800 | 27 |
| Subtotal Flying Duty Crew | 791 | | 1,923 | 357 | | 869 | 791 | | 1,923 |
| <u>Flying Duty Non-Crew Members</u> | 343 | 1,800 | 617 | 74 | 1,800 | 133 | 70 | 1,800 | 126 |

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Career Enlisted Flyer Incentive Pay</u> | | | | | | | | | |
| <u>Years Aviation Service</u> | | | | | | | | | |
| Less than 4 | 3,428 | 1,800 | 6,170 | 3,428 | 1,800 | 6,170 | 0 | 0 | 0 |
| Over 4 | 2,047 | 2,700 | 5,527 | 2,047 | 2,700 | 5,527 | 0 | 0 | 0 |
| Over 8 | 2,147 | 4,200 | 9,016 | 2,105 | 4,200 | 8,841 | 0 | 0 | 0 |
| Over 14 | 1,016 | 4,800 | 4,877 | 1,016 | 4,800 | 4,877 | 0 | 0 | 0 |
| Subtotal Career Enlisted Flyer Incentive Pay | 8,638 | | 25,590 | 8,596 | | 25,415 | 0 | | 0 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Critical Skills Incentive Pay

Years Aviation Service

| | | | | | | | | | |
|---|---|---|---|---|---|---|--------|-------|--------|
| Less than 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2,518 | 2,700 | 6,799 |
| Over 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2,798 | 4,200 | 11,752 |
| Over 8 | 0 | 0 | 0 | 0 | 0 | 0 | 2,350 | 6,000 | 14,100 |
| Over 14 | 0 | 0 | 0 | 0 | 0 | 0 | 2,361 | 7,200 | 16,999 |
| Subtotal Critical Skills Incentive Pay | 0 | | 0 | 0 | | 0 | 10,027 | | 49,650 |

Aviation Incentive Pay

Years Aviation Service

| | | | | | | | | | |
|--|----|-------|----|---|---|---|----|--------|-----|
| Less than 2 | 3 | 1,800 | 5 | 0 | 0 | 0 | 24 | 1,800 | 43 |
| Over 2 | 1 | 3,000 | 3 | 0 | 0 | 0 | 21 | 3,000 | 63 |
| Over 6 | 6 | 8,400 | 50 | 0 | 0 | 0 | 20 | 8,400 | 168 |
| Over 12 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 12,000 | 60 |
| Subtotal Aviation Incentive Pay | 10 | | 58 | 0 | | 0 | 70 | | 334 |

| | | | | | | | | | |
|---------------------------------|-------|--|--------|-------|--|--------|--------|--|--------|
| Subtotal Flying Duty Pay | 9,782 | | 28,188 | 9,027 | | 26,417 | 10,958 | | 52,033 |
|---------------------------------|-------|--|--------|-------|--|--------|--------|--|--------|

| | | | | | | | | | |
|---------------------------------|-----|-------|-------|-----|-------|-----|-----|-------|-------|
| <u>Parachute Jumping</u> | 567 | 1,800 | 1,021 | 131 | 1,800 | 236 | 570 | 1,800 | 1,026 |
|---------------------------------|-----|-------|-------|-----|-------|-----|-----|-------|-------|

| | | | | | | | | | |
|------------------------------|-------|-------|-------|-----|-------|-------|-------|-------|-------|
| <u>Parachute HALO</u> | 1,225 | 2,700 | 3,308 | 491 | 2,700 | 1,326 | 1,232 | 2,700 | 3,326 |
|------------------------------|-------|-------|-------|-----|-------|-------|-------|-------|-------|

| | | | | | | | | | |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <u>Demolition</u> | 2,212 | 1,800 | 3,982 | 1,622 | 1,800 | 2,920 | 2,225 | 1,800 | 4,005 |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Battlefield Airmen Skill Incentive Pay | | | | | | | | | |
| BASIP Pararescue | 66 | 6,955 | 459 | 556 | 6,942 | 3,860 | 582 | 6,964 | 4,053 |
| BASIP Combat Controller | 70 | 6,543 | 458 | 502 | 6,480 | 3,253 | 502 | 6,480 | 3,253 |
| BASIP Special Ops Weather | 14 | 4,286 | 60 | 103 | 4,379 | 451 | 104 | 4,529 | 471 |
| BASIP Tactical Air Control Party | 45 | 2,378 | 107 | 500 | 2,180 | 1,090 | 893 | 2,279 | 2,035 |
| Subtotal BASIP | 195 | | 1,084 | 1,661 | | 8,654 | 2,081 | | 9,812 |

Other Incentive Duty Pay

| | | | | | | | | | |
|----------------------------|-----|-------|-----|-----|-------|-----|-----|-------|-----|
| Accel-Decel Subject | 26 | 1,800 | 47 | 36 | 1,800 | 65 | 28 | 1,800 | 50 |
| Chemical Munitions Handler | 17 | 1,800 | 31 | 20 | 1,800 | 36 | 18 | 1,800 | 32 |
| Pressure Chamber Observer | 144 | 1,800 | 260 | 167 | 1,800 | 301 | 150 | 1,800 | 270 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

| | | | | | | | | | |
|--|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Thermal Stress Experiments | 3 | 1,800 | 5 | 3 | 1,800 | 5 | 3 | 1,800 | 5 |
| Toxic Fuel Handler | 401 | 1,800 | 722 | 413 | 1,800 | 743 | 400 | 1,800 | 720 |
| Toxic Pesticides Duty | 6 | 1,800 | 11 | 8 | 1,800 | 14 | 7 | 1,800 | 13 |
| Weapons Control Crew | 1 | 1,800 | 2 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Subtotal Other Incentive Duty Pay | 598 | | 1,078 | 648 | | 1,166 | 607 | | 1,092 |
| TOTAL INCENTIVE PAY | 14,579 | | 38,661 | 13,580 | | 40,719 | 17,673 | | 71,294 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | |
|------------------|---------|
| FY 2019 Estimate | 124,902 |
| FY 2018 Estimate | 118,217 |
| FY 2017 Actual | 82,487 |

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of Title 37 U.S.C., Sections 352; for duty subject to hostile fire under the provisions of Title 37 U.S.C., Section 351; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of Title 37 U.S.C., Section 352.

- (1) Personal Money Allowance for the Chief Master Sergeant of the Air Force (CMSAF) - Authorized for enlisted members serving as the senior most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67 per month).
- (2) Sea Duty Pay - Authorized to enlisted members under the provisions of Title 37 U.S.C., Section 352 who: (a) permanently or temporarily assigned to a ship; (b) serve as a member of the crew of a two crewed submarine; (c) serve as a member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period that the ship is away from its homeport.
- (3) Overseas Tour Extension Incentive Pay (OTEIP) - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant resulting in many voluntary separations. A financial incentive for extending tours overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. The rate payable is \$80/month or a \$2,000 lump sum authorized under the provisions of 10 U.S.C., Section 705 and 37 U.S.C., Section 352.
- (4) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.
- (5) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of Title 37 U.S.C., Section 352. Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$340/month for enlisted personnel, the amounts paid by the Air Force are either \$110 or \$150 per month based on divers' skill levels, responsibility, hazard, and need for the incentive.
- (6) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for officers and enlisted members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP; IDP cannot be received.
- (8) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (9) Critical Skills Retention Bonus - Authorized under Title 37 U.S.C., Section 355 allows the payment of a retention bonus to enlisted personnel serving on active duty and qualified in a designated critical military skill.
- (10) Assignment Incentive Pay:
 - a. AFSOC Air Operations Flight Assignment Incentive Pay - Incentive pay for personnel assigned to HQ AF Special Operations Command unit and assigned to an operator position and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
 - b. Korea Assignment Incentive Pay (KAIP) - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. KAIP is paid at a rate of \$300 per month.
 - c. Kingsley Field, Klamath Falls, OR (KFAIP) - Assignment Incentive Pay (KFAIP) authorized under Title 37 U.S.C., Section 352. The Secretary of the Air Force approved and authorized Kingsley Field Assignment Incentive Pay effective 18 July 2016 through 1 January 2018. Eligible recipients of Kingsley Field assignment pay (KFAIP) are Active Duty and Active Duty Guard and Reserve enlisted Airmen and Company Grade Officers assigned to 173rd Fighter Wing, Kingsley Field, and Klamath Falls Oregon. Eligible recipients are paid \$400 per month.
 - d. Turkey Assignment Incentive Pay (TAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352, The Secretary of the Air Force approved and authorized Turkey Assignment Incentive Pay with effective dates 29 August 2016 through 31 December 2018. Eligible recipients of Turkey assignment incentive pay (TAIP) are active duty Airmen assigned to Turkey serving a 15-month unaccompanied tour who agree to serve a total of 24 months. TAIP is paid at a rate of \$300 per month.
 - e. RPA Sensor Ops Incentive Pay - Incentive Pay authorized under Title 37 U.S.C., Section 352. Paid at the same rate as CEFIP and cannot be paid concurrently with CEFIP. This pay has been discontinued as of FY17.
 - f. 724th STG Operator Assignment Incentive Pay - Incentive pay for trained special operations forces and certified Federal Aviation Administration air traffic controllers for their willingness to be the first deployed into combat areas by air, land or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields. Paid at a rate of \$750 per month for personnel with a cumulative assignment time of less than 48 months; and \$1,000 per month for personnel with a cumulative assignment time of 48 months or more. Formerly Combat Controller Assignment Incentive Pay (CCAIP).
- (11) College Loan Repayment Program - Authorized by Title 10 U.S.C., Section 2171 and P.L. 99-145, Title VI, Section 671 is a recruiting initiative designed to attract the college bound/post college dropout population. Enlisted members must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$10,000. This program is not offered in FY17, any payments in the out years are residual payments. This program will be reviewed annually for applicability.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

(12) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for members deployed in a combat operation or combat zone.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory or average rates to the average numbers of personnel programmed to be eligible. These areas support the national defense mission.

Details of the cost computation are provided below.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Personal Money Allowance (CMSAF) | 1 | 2,000 | 2 | 1 | 2,000 | 2 | 1 | 2,000 | 2 |
| Sea and Foreign Duty-Total | | | | | | | | | |
| Sea Duty | 1 | 4,200 | 4 | 1 | 4,200 | 4 | 1 | 4,200 | 4 |
| Overseas Tour Extension Pay | 103 | 2,000 | 206 | 103 | 2,000 | 206 | 103 | 2,000 | 206 |
| Subtotal Sea and Foreign Duty-Total | 104 | | 210 | 104 | | 210 | 104 | | 210 |
| Continuation Pay | 0 | 0 | 0 | 7,661 | 7,667 | 58,731 | 8,663 | 9,421 | 81,613 |
| Diving Duty Basic | 27 | 1,320 | 36 | 49 | 1,320 | 65 | 40 | 1,320 | 53 |
| Diving Duty Pararescue | 1,034 | 1,800 | 1,861 | 5 | 1,800 | 9 | 5 | 1,800 | 9 |
| Foreign Language Proficiency Bonus | 6,116 | 3,857 | 23,588 | 5,858 | 3,936 | 23,057 | 6,087 | 3,876 | 23,593 |
| Hostile Fire Pay | 9,359 | 2,700 | 25,270 | 2,406 | 2,700 | 6,496 | 2,283 | 2,700 | 6,164 |
| Hardship Duty Location Pay | 18,650 | 1,200 | 22,380 | 4,196 | 1,200 | 5,035 | 4,197 | 1,200 | 5,036 |
| Critical Skills Retention Bonus | 24 | 80,000 | 1,920 | 33 | 90,000 | 2,970 | 33 | 80,000 | 2,640 |
| AFSOC Air Ops Flight AIP | 11 | 9,273 | 102 | 19 | 10,895 | 207 | 20 | 9,150 | 183 |
| Korea AIP | 587 | 3,600 | 2,113 | 799 | 3,600 | 2,876 | 591 | 3,600 | 2,128 |
| Creech AIP | 0 | 0 | 0 | 1,742 | 4,800 | 8,362 | 0 | 0 | 0 |
| Kingsley Field AIP | 77 | 4,800 | 370 | 271 | 4,800 | 1,301 | 77 | 4,800 | 370 |
| Turkey AIP | 55 | 3,600 | 198 | 1,100 | 3,600 | 3,960 | 110 | 3,600 | 396 |
| RPA Sensor Ops AIP | 1,113 | 2,465 | 2,744 | 911 | 2,355 | 2,145 | 0 | 0 | 0 |
| 724th STG Operator AIP | 127 | 10,748 | 1,365 | 134 | 10,791 | 1,446 | 135 | 10,778 | 1,455 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Subtotal Assignment Incentive Pay | 1,970 | | 6,892 | 4,976 | | 20,297 | 933 | | 4,532 |
| College Loan Payback Program | 96 | 3,333 | 320 | 375 | 3,333 | 1,250 | 300 | 3,333 | 1,000 |
| Pay and Allowance Continuation (PAC) | 6 | 1,333 | 8 | 75 | 1,267 | 95 | 40 | 1,250 | 50 |
| TOTAL SPECIAL PAY | 37,387 | | 82,487 | 25,739 | | 118,217 | 22,686 | | 124,902 |

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Critical Skills Retention Bonus

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 24 | 1,920 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 33 | 2,970 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 33 | 2,640 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 33 | 2,640 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 33 | 2,640 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 33 | 2,640 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 33 | 2,640 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 24 | 1,920 | 33 | 2,970 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 24 | 1,920 | 33 | 2,970 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 | 33 | 2,640 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AFSOC Air Ops Flight AIP

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 11 | 102 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 19 | 207 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 20 | 183 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 22 | 204 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 24 | 222 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 24 | 222 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 25 | 231 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 11 | 102 | 19 | 207 | 20 | 183 | 22 | 204 | 24 | 222 | 24 | 222 | 25 | 231 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 11 | 102 | 19 | 207 | 20 | 183 | 22 | 204 | 24 | 222 | 24 | 222 | 25 | 231 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Korea

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 587 | 2,113 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 799 | 2,876 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 591 | 2,128 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 591 | 2,128 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 591 | 2,128 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 591 | 2,128 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 591 | 2,128 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 587 | 2,113 | 799 | 2,876 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 587 | 2,113 | 799 | 2,876 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 | 591 | 2,128 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Kingsley Field

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 77 | 370 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 271 | 1,301 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 77 | 370 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 77 | 370 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 77 | 370 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 77 | 370 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 77 | 370 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 77 | 370 | 271 | 1,301 | 77 | 370 | 77 | 370 | 77 | 370 | 77 | 370 | 77 | 370 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 77 | 370 | 271 | 1,301 | 77 | 370 | 77 | 370 | 77 | 370 | 77 | 370 | 77 | 370 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - Turkey

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 55 | 198 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 1,100 | 3,960 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 110 | 396 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 110 | 396 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 110 | 396 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 110 | 396 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 110 | 396 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 55 | 198 | 1,100 | 3,960 | 110 | 396 | 110 | 396 | 110 | 396 | 110 | 396 | 110 | 396 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 55 | 198 | 1,100 | 3,960 | 110 | 396 | 110 | 396 | 110 | 396 | 110 | 396 | 110 | 396 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

Assignment Incentive Pay - RPA Sensor Ops

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 1,113 | 2,744 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 911 | 2,145 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 1,113 | 2,744 | 911 | 2,145 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1,113 | 2,744 | 911 | 2,145 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

724th STG Operator AIP

| | <u>FY 2017</u> | | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | |
|-----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY 16 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 127 | 1,365 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | 134 | 1,446 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 135 | 1,455 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 135 | 1,455 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 135 | 1,455 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 135 | 1,455 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 135 | 1,455 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 127 | 1,365 | 134 | 1,446 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 127 | 1,365 | 134 | 1,446 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 | 135 | 1,455 |

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

| | |
|------------------|--------|
| FY 2019 Estimate | 74,250 |
| FY 2018 Estimate | 64,961 |
| FY 2017 Actual | 60,028 |

PART I - PURPOSE AND SCOPE

Special Duty Assignment Pay (SDAP) is authorized by Title 37 U.S.C., Section 352 and is a monetary allowance to compensate enlisted personnel who serve in duties which are extremely difficult and/or duties which involve an unusual degree of responsibility in a military skill.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SDAP is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, Command Chief Master Sergeants, First Sergeants, defense attaché personnel, enlisted AFSCs critical to the Nuclear Enterprise, AFOSI agents, air traffic control supervisors, postal and NDAC support personnel, tactical air command and control personnel, enlisted weapons directors, parachute instructors, test parachute program, combat weather personnel, Phoenix Raven Security Forces personnel, forward area refueling point personnel, flying crew chiefs, defense couriers, members of two joint and headquarters operational and support commands, members of three special government agencies, public affairs assigned to recruiting squadrons, air transportation and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic and additions or deletions of skills are required throughout the year.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | <u>FY 2018 Estimate</u> | | <u>FY 2019 Estimate</u> | |
|--|-----------------------|--------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| SD-6 (\$450) | 3,715 | 20,061 | 3,349 | 18,085 | 3,828 | 20,671 |
| SD-5 (\$375) | 1,624 | 7,308 | 2,910 | 13,095 | 3,326 | 14,967 |
| SD-4 (\$300) | 1,664 | 5,990 | 1,393 | 5,015 | 1,592 | 5,731 |
| SD-3 (\$225) | 5,144 | 13,889 | 4,818 | 13,009 | 5,507 | 14,869 |
| SD-2 (\$150) | 6,105 | 10,989 | 7,821 | 14,078 | 8,940 | 16,092 |
| SD-1 (\$75) | 1,990 | 1,791 | 1,866 | 1,679 | 2,133 | 1,920 |
| TOTAL SPECIAL DUTY ASSIGNMENT PAY | 20,242 | 60,028 | 22,157 | 64,961 | 25,326 | 74,250 |

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

| | |
|------------------|---------|
| FY 2019 Estimate | 275,723 |
| FY 2018 Estimate | 281,547 |
| FY 2017 Actual | 244,958 |

PART I - PURPOSE AND SCOPE

A Selective Retention Bonus (SRB) is authorized by Title 37 U.S.C., Section 331 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level as well as retain vital experience necessary to meet current and emerging missions. An SRB is a retention tool used to address reenlistment problems between 17 months to 20 years of total active federal military service. The bonus amount is calculated by multiplying the member's base pay by the number of years and months of reenlistment multiplied by the SRB multiple. The Air Force pays SRBs under the installment program by paying 50 - 100% upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date (if applicable). Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective Retention Bonus (SRB) requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistment of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

Maintaining skilled manning in line with requirements as well as retaining essential experience required to meet current and emerging missions is the intent of the SRB. The Air Force competes with the civilian sector for highly marketable skills and as retention continues to be a top priority, expanded monetary inducements are required to keep highly trained and experienced Air Force personnel. These bonuses as well as the required funding are critical to the Air Force's current growth plan in order to address key gaps in nuclear, maintenance, cyber, intelligence, remotely piloted aircraft, and support.

For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining members from overage skills into shortage skills; and returning previously qualified specialists to shortage skills.

Details of the cost computation are provided in the following tables:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|----------------------|------------------------------|---------------------|----------------|--------------------------------|---------------------|----------------|--------------------------------|---------------------|----------------|
| | Number | Average Rate | Amount | Number | Average Rate | Amount | Number | Average Rate | Amount |
| Initial Payments | 6,724 | 24,884 | 167,317 | 5,180 | 40,300 | 208,755 | 6,090 | 39,618 | 241,272 |
| Anniversary Payments | 11,627 | 6,678 | 77,641 | 12,613 | 5,771 | 72,792 | 6,713 | 5,132 | 34,451 |
| Accelerated Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 18,351 | | 244,958 | 17,793 | | 281,547 | 12,803 | | 275,723 |

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

| | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | | FY 2022 | | FY 2023 | |
|----------------------------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (FY16 & Prior) | 11,627 | 77,641 | 5,158 | 26,685 | 3,532 | 17,245 | 1,366 | 5,952 | 238 | 285 | 156 | 538 | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | 6,724 | 167,317 | | | | | | | | | | | | |
| Anniversary Payments | | | 2,324 | 10,054 | 3,181 | 17,206 | 3,119 | 15,865 | 1,034 | 6,475 | 203 | 718 | | |
| Current Year FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | 5,131 | 36,053 | | | | | | | | | | |
| Biennial Budget FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | 5,180 | 208,755 | 6,090 | 241,272 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 6,065 | 240,411 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 5,840 | 232,351 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2022 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 5,655 | 225,846 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 5,650 | 225,674 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 6,724 | 167,317 | 5,180 | 208,755 | 6,090 | 241,272 | 6,065 | 240,411 | 5,840 | 232,351 | 5,655 | 225,846 | 5,650 | 225,674 |
| Anniversary Payments | 11,627 | 77,641 | 12,613 | 72,792 | 6,713 | 34,451 | 4,485 | 21,817 | 1,272 | 6,760 | 359 | 1,256 | 0 | 0 |
| Total SRB | 18,351 | 244,958 | 17,793 | 281,547 | 12,803 | 275,723 | 10,550 | 262,228 | 7,112 | 239,111 | 6,014 | 227,102 | 5,650 | 225,674 |

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| | |
|------------------|--------|
| FY 2019 Estimate | 17,490 |
| FY 2018 Estimate | 16,492 |
| FY 2017 Actual | 16,125 |

PART I - PURPOSE AND SCOPE

An Initial Enlistment Bonus (IEB) is authorized by Title 37 U.S.C., Section 331 and DOD Instruction 1304.31, Enclosure 3, as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills. The IEB program was implemented to: (1) improve our ability to sustain our critical/technical skills by incentivizing initial enlistment for six years instead of four; (2) position the Air Force for a better return on our recruiting and training investment; (3) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our United States Air Force; and (4) with anticipated improved retention through the first 6-years, reduce our non-prior service goal. The maximum bonus authorized by law is \$50,000 for a minimum two-year period.

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible some contracted bonuses may have delayed payments exceeding two years. For example, an Airman may have been contracted under the FY 2016 IEB authorization when they enlisted, but not receive their bonus payment until FY 2017 when they complete their training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for the most hard to fill skills, typically these consist of our Battlefield Airmen careers, such as Combat Control, Pararescue and EOD, and Cyber Systems Security careers.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|-----------------------|--------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| 0 | 1,000 | 0 | 0 | 1,000 | 0 | 0 | 1,000 | 0 |
| 0 | 1,500 | 0 | 0 | 1,500 | 0 | 0 | 1,500 | 0 |
| 3,535 | 2,000 | 7,070 | 3,386 | 2,000 | 6,772 | 3,500 | 2,000 | 7,000 |
| 0 | 3,000 | 0 | 0 | 3,000 | 0 | 0 | 3,000 | 0 |
| 10 | 4,000 | 40 | 10 | 4,000 | 40 | 10 | 4,000 | 40 |
| 0 | 5,000 | 0 | 0 | 5,000 | 0 | 32 | 5,000 | 160 |
| 10 | 6,000 | 60 | 10 | 6,000 | 60 | 10 | 6,000 | 60 |
| 100 | 7,000 | 700 | 100 | 7,000 | 700 | 100 | 7,000 | 700 |
| 25 | 8,000 | 200 | 25 | 8,000 | 200 | 25 | 8,000 | 200 |
| 0 | 9,000 | 0 | 0 | 9,000 | 0 | 0 | 9,000 | 0 |
| 10 | 10,000 | 100 | 9 | 10,000 | 90 | 10 | 10,000 | 100 |
| 225 | 11,000 | 2,475 | 275 | 11,000 | 3,025 | 275 | 11,000 | 3,025 |
| 125 | 12,000 | 1,500 | 150 | 12,000 | 1,800 | 200 | 12,000 | 2,400 |
| 85 | 13,000 | 1,105 | 85 | 13,000 | 1,105 | 85 | 13,000 | 1,105 |
| 125 | 14,000 | 1,750 | 150 | 14,000 | 2,100 | 150 | 14,000 | 2,100 |
| 75 | 15,000 | 1,125 | 40 | 15,000 | 600 | 40 | 15,000 | 600 |
| 0 | 16,000 | 0 | 0 | 16,000 | 0 | 0 | 16,000 | 0 |
| 0 | 17,000 | 0 | 0 | 17,000 | 0 | 0 | 17,000 | 0 |
| 0 | 18,000 | 0 | 0 | 18,000 | 0 | 0 | 18,000 | 0 |
| Total | 4,325 | 16,125 | 4,240 | | 16,492 | 4,437 | | 17,490 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

| | |
|------------------|-----------|
| FY 2019 Estimate | 3,882,466 |
| FY 2018 Estimate | 3,739,482 |
| FY 2017 Actual | 3,720,697 |

PART I - PURPOSE AND SCOPE

BAH provides members a monthly allowance for housing, and consists of BAH, BAH Differential, Partial BAH, Overseas Housing Allowance (OHA), Moving In Housing Allowance (MIHA), and Family Separation Housing (FSH). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ), Variable Housing Allowance (VHA) and Family Separation Allowance Type I. Payment to service members is authorized by revisions to Title 37 U.S.C., Section 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.0 percent. The January 1, 2018 and January 1, 2019 average BAH inflation rate assumptions are respectively, 2.2 percent and 3.2 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2019 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. however, it should be noted that the 3.0 percent 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.

Details of the cost computation are provided in the following tables:

With Dependents

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 2,127 | 24,232 | 51,542 | 2,129 | 24,911 | 53,035 | 2,096 | 25,558 | 53,571 |
| Senior Master Sergeant | 4,178 | 22,658 | 94,665 | 3,875 | 23,402 | 90,682 | 4,122 | 23,898 | 98,507 |
| Master Sergeant | 19,753 | 21,380 | 422,326 | 19,282 | 21,936 | 422,974 | 19,468 | 22,550 | 439,009 |
| Technical Sergeant | 28,973 | 20,391 | 590,797 | 28,420 | 20,738 | 589,371 | 28,653 | 21,507 | 616,243 |
| Staff Sergeant | 33,634 | 18,167 | 611,016 | 35,181 | 18,504 | 650,989 | 34,219 | 19,161 | 655,657 |
| Senior Airman | 18,536 | 16,440 | 304,740 | 19,864 | 16,597 | 329,681 | 16,639 | 17,340 | 288,519 |
| Airman First Class | 10,048 | 16,570 | 166,497 | 9,325 | 16,734 | 156,045 | 10,543 | 17,477 | 184,257 |
| Airman | 927 | 16,320 | 15,128 | 909 | 16,650 | 15,135 | 926 | 17,213 | 15,939 |
| Airman Basic | 861 | 16,890 | 14,542 | 919 | 17,350 | 15,945 | 852 | 17,814 | 15,177 |
| Subtotal with Dependents | 119,037 | | 2,271,254 | 119,904 | | 2,323,857 | 117,518 | | 2,366,879 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

| | <u>FY 2017 Actual</u> | | <u>FY 2018 Estimate</u> | | <u>FY 2019 Estimate</u> | | | | |
|--|-----------------------|---------------|-------------------------|-------------------------|-------------------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> | | | |
| <u>Differential</u> | 192 | 700 | 211 | 792 | 200 | 768 | | | |
| | | | | | | | | | |
| <u>Without Dependents - Full Allowance</u> | | | | | | | | | |
| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 233 | 20,791 | 4,844 | 198 | 22,812 | 4,517 | 230 | 21,929 | 5,044 |
| Senior Master Sergeant | 557 | 19,506 | 10,865 | 492 | 21,534 | 10,595 | 551 | 20,573 | 11,336 |
| Master Sergeant | 3,238 | 18,043 | 58,423 | 2,866 | 19,534 | 55,984 | 3,191 | 19,030 | 60,726 |
| Technical Sergeant | 6,981 | 16,974 | 118,500 | 6,140 | 18,315 | 112,455 | 6,906 | 17,903 | 123,640 |
| Staff Sergeant | 19,626 | 15,301 | 300,294 | 17,491 | 16,627 | 290,817 | 19,968 | 16,138 | 322,245 |
| Senior Airman | 27,815 | 13,021 | 362,170 | 24,565 | 14,055 | 345,271 | 24,968 | 13,733 | 342,891 |
| Airman First Class | 5,660 | 12,966 | 73,385 | 4,098 | 13,244 | 54,274 | 5,938 | 13,675 | 81,202 |
| Airman | 222 | 12,399 | 2,753 | 292 | 12,463 | 3,639 | 222 | 13,078 | 2,903 |
| Airman Basic | 37 | 9,044 | 335 | 171 | 12,245 | 2,094 | 37 | 9,539 | 353 |
| Subtotal without Dependents (Full) | 64,369 | | 931,571 | 56,313 | | 879,646 | 62,011 | | 950,340 |
| | | | | | | | | | |
| <u>Without Dependents - Partial Allowance</u> | | | | | | | | | |
| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 3 | 238 | 1 | 3 | 250 | 1 | 3 | 251 | 1 |
| Senior Master Sergeant | 14 | 196 | 3 | 16 | 205 | 3 | 15 | 206 | 3 |
| Master Sergeant | 97 | 153 | 15 | 99 | 161 | 16 | 100 | 162 | 16 |
| Technical Sergeant | 259 | 126 | 33 | 247 | 133 | 33 | 269 | 133 | 36 |
| Staff Sergeant | 1,287 | 111 | 142 | 1,322 | 116 | 154 | 1,358 | 117 | 158 |
| Senior Airman | 5,517 | 104 | 571 | 7,085 | 109 | 772 | 5,170 | 109 | 564 |
| Airman First Class | 31,240 | 99 | 3,106 | 31,298 | 105 | 3,280 | 34,244 | 105 | 3,593 |
| Airman | 6,145 | 92 | 566 | 5,743 | 97 | 557 | 6,264 | 97 | 608 |
| Airman Basic | 8,145 | 88 | 717 | 8,447 | 93 | 784 | 8,124 | 93 | 754 |
| Subtotal without Dependents (Partial) | 52,707 | | 5,154 | 54,260 | | 5,600 | 55,547 | | 5,733 |
| TOTAL BAH - DOMESTIC | | | 3,208,679 | | | 3,209,895 | | | 3,323,720 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED**With Dependents**

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---------------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 192 | 30,115 | 5,782 | 187 | 30,080 | 5,625 | 197 | 31,827 | 6,270 |
| Senior Master Sergeant | 461 | 28,456 | 13,118 | 446 | 28,729 | 12,813 | 483 | 30,569 | 14,765 |
| Master Sergeant | 2,114 | 28,169 | 59,549 | 2,186 | 28,600 | 62,519 | 2,181 | 30,218 | 65,905 |
| Technical Sergeant | 3,305 | 27,427 | 90,646 | 3,398 | 28,101 | 95,487 | 3,410 | 29,465 | 100,476 |
| Staff Sergeant | 3,874 | 25,443 | 98,568 | 4,042 | 26,120 | 105,578 | 4,065 | 27,332 | 111,106 |
| Senior Airman | 1,523 | 24,286 | 36,987 | 1,593 | 24,802 | 39,509 | 1,421 | 26,041 | 37,004 |
| Airman First Class | 515 | 23,629 | 12,169 | 468 | 24,534 | 11,482 | 564 | 25,745 | 14,520 |
| Airman | 33 | 23,545 | 777 | 40 | 24,575 | 983 | 33 | 25,727 | 849 |
| Airman Basic | 3 | 26,333 | 79 | 3 | 24,667 | 74 | 3 | 27,667 | 83 |
| Subtotal with Dependents | 12,020 | | 317,675 | 12,363 | | 334,070 | 12,357 | | 350,978 |

Without Dependents

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|------------------------------------|-----------------------|-------------|------------------|-------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 23 | 24,043 | 553 | 28 | 24,643 | 690 | 24 | 24,708 | 593 |
| Senior Master Sergeant | 74 | 23,176 | 1,715 | 87 | 23,379 | 2,034 | 78 | 24,167 | 1,885 |
| Master Sergeant | 466 | 23,476 | 10,940 | 458 | 22,926 | 10,500 | 481 | 24,505 | 11,787 |
| Technical Sergeant | 1,306 | 22,536 | 29,432 | 1,303 | 22,719 | 29,603 | 1,347 | 23,693 | 31,915 |
| Staff Sergeant | 3,725 | 21,459 | 79,934 | 3,540 | 21,660 | 76,677 | 3,909 | 22,602 | 88,353 |
| Senior Airman | 2,924 | 20,069 | 58,682 | 3,139 | 20,242 | 63,539 | 2,726 | 21,433 | 58,425 |
| Airman First Class | 319 | 18,542 | 5,915 | 328 | 17,954 | 5,889 | 349 | 20,129 | 7,025 |
| Airman | 10 | 17,500 | 175 | 11 | 18,000 | 198 | 10 | 20,200 | 202 |
| Airman Basic | 4 | 20,250 | 81 | 2 | 19,500 | 39 | 4 | 20,750 | 83 |
| Subtotal without Dependents | 8,851 | | 187,427 | 8,896 | | 189,169 | 8,928 | | 200,268 |
| Moving-In Housing Allowance | 10,285 | 672 | 6,916 | 9,559 | 664 | 6,348 | 10,574 | 709 | 7,500 |
| TOTAL BAH - OVERSEAS | | | 512,018 | | | 529,587 | | | 558,746 |
| GRAND TOTAL BAH | | | 3,720,697 | | | 3,739,482 | | | 3,882,466 |

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2019 Estimate 393,271
FY 2018 Estimate 368,739
FY 2017 Actual 377,460

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation and authorized under the provisions of Title 37 U.S.C., Section 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of Cost Of Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and bi-weekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

The workyears for cost of living allowance and temporary lodging allowance are based on authorized overseas strengths for each fiscal year.

Details of the cost computation are provided in the following table:

Cost of Living

| <u>Grade</u> | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 582 | 10,328 | 6,011 | 588 | 9,602 | 5,646 | 585 | 10,501 | 6,143 |
| Senior Master Sergeant | 1,237 | 9,251 | 11,443 | 1,280 | 8,822 | 11,292 | 1,274 | 9,521 | 12,130 |
| Master Sergeant | 5,685 | 8,595 | 48,865 | 5,832 | 8,113 | 47,313 | 5,777 | 8,794 | 50,804 |
| Technical Sergeant | 9,132 | 7,621 | 69,598 | 9,352 | 7,284 | 68,124 | 9,281 | 7,868 | 73,023 |
| Staff Sergeant | 14,620 | 6,360 | 92,987 | 15,200 | 6,087 | 92,525 | 15,105 | 6,545 | 98,869 |
| Senior Airman | 11,324 | 5,143 | 58,244 | 11,963 | 4,879 | 58,364 | 10,402 | 5,276 | 54,883 |
| Airman First Class | 9,812 | 4,069 | 39,922 | 9,760 | 3,726 | 36,367 | 10,541 | 4,176 | 44,020 |
| Airman | 1,228 | 3,599 | 4,419 | 1,311 | 3,494 | 4,581 | 1,227 | 3,716 | 4,559 |
| Airman Basic | 111 | 3,423 | 380 | 126 | 3,365 | 424 | 108 | 3,528 | 381 |
| Subtotal Cost of Living | 53,731 | | 331,869 | 55,412 | | 324,636 | 54,300 | | 344,812 |
| <u>Temporary Lodging Allowance</u> | 51,952 | 878 | 45,591 | 50,598 | 872 | 44,103 | 52,355 | 926 | 48,459 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 377,460 | | | 368,739 | | | 393,271 |

(Amount in Thousands)

PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - ENLISTED

| | |
|------------------|-------|
| FY 2019 Estimate | 1,124 |
| FY 2018 Estimate | 1,045 |
| FY 2017 Actual | 1,042 |

PART I - PURPOSE AND SCOPE

In Title 37 U.S.C., Section 403b Congress approved the payment of a Cost of Living Allowance (COLA) to service members assigned to high cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD quality of life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108% of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| CONUS COLA | 1,593 | 654 | 1,042 | 1,539 | 679 | 1,045 | 1,638 | 686 | 1,124 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | |
|------------------|---------|
| FY 2019 Estimate | 138,969 |
| FY 2018 Estimate | 136,630 |
| FY 2017 Actual | 130,936 |

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of Title 37 U.S.C., Section 418. This program includes:

- (1) Initial clothing allowances upon initial enlistment.
- (2) Civilian clothing allowances when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty.
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most enlisted members in the Service.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C., Section 1047 the Air Force allows clothing allowance not to exceed \$250 for each Air Force Medical Evacuee.

Both basic and standard replacement allowances are cash allowances for the enlisted member to purchase the required items. All replacement allowances are paid annually.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The annual rates prescribed by the Secretary of Defense are used to determine clothing allowance requirements. Estimates also include new payment standards, as approved in the FY 1988 NDAA, for civilian clothing allowance. The new system pays a lower initial allowance at the start of the tour followed by an annual replacement (continuing) allowance as long as the member remains in a qualifying assignment. Previous policy authorized one lump-sum payment at the start of the tour. The number of payments for the initial and additional allowances is based on the number of accessions programmed.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--|-----------------------|------------|----------------|-------------------------|------------|----------------|-------------------------|------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Initial Allowances</u> | | | | | | | | | |
| <u>Military Clothing</u> | | | | | | | | | |
| Civilian Life (Male) | 23,776 | 1,396 | 33,198 | 22,528 | 1,424 | 32,084 | 24,614 | 1,457 | 35,862 |
| Civilian Life (Female) | 6,994 | 1,608 | 11,245 | 6,472 | 1,640 | 10,614 | 6,370 | 1,668 | 10,628 |
| Officer Tng School (Male) | 1,023 | 381 | 390 | 1,826 | 389 | 710 | 1,109 | 394 | 437 |
| Officer Tng School (Female) | 296 | 381 | 113 | 390 | 389 | 152 | 292 | 394 | 115 |
| AF Academy Prep (Male) | 146 | 1,000 | 146 | 111 | 1,020 | 113 | 130 | 1,035 | 135 |
| AF Academy Prep (Female) | 48 | 1,000 | 48 | 55 | 1,020 | 56 | 47 | 1,035 | 49 |
| Subtotal Military Clothing | 32,283 | | 45,140 | 31,382 | | 43,729 | 32,562 | | 47,226 |
| <u>Civilian Clothing</u> | | | | | | | | | |
| Initial | 936 | 1,041 | 974 | 852 | 1,062 | 905 | 962 | 1,081 | 1,040 |
| Continuing | 2,743 | 347 | 952 | 2,822 | 354 | 999 | 2,820 | 361 | 1,017 |
| TDY | 2,326 | 521 | 1,211 | 2,481 | 531 | 1,317 | 2,392 | 541 | 1,293 |
| Subtotal Civilian Clothing | 6,005 | | 3,137 | 6,155 | | 3,221 | 6,174 | | 3,350 |
| TOTAL INITIAL ALLOWANCES | 38,288 | | 48,277 | 37,537 | | 46,950 | 38,736 | | 50,576 |
| <u>Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing</u> | | | | | | | | | |
| Airmen (Male) | 44,285 | 245 | 10,865 | 46,122 | 250 | 11,542 | 45,532 | 257 | 11,691 |
| Airmen (Female) | 11,271 | 247 | 2,786 | 11,160 | 252 | 2,814 | 11,588 | 257 | 2,982 |
| Subtotal | 55,556 | | 13,651 | 57,282 | | 14,356 | 57,120 | | 14,673 |
| <u>Standard Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing (37th Month)</u> | | | | | | | | | |
| Airmen (Male) | 150,739 | 350 | 52,831 | 157,502 | 357 | 56,305 | 153,847 | 367 | 56,433 |
| Airmen (Female) | 34,242 | 353 | 12,092 | 36,429 | 360 | 13,121 | 35,206 | 368 | 12,943 |
| Subtotal | 184,981 | | 64,923 | 193,931 | | 69,426 | 189,053 | | 69,376 |
| <u>Supplemental Maint. Allow.</u> | 13,905 | 294 | 4,085 | 19,572 | 301 | 5,898 | 14,297 | 304 | 4,344 |
| TOTAL CLOTHING ALLOWANCE | | | 130,936 | | | 136,630 | | | 138,969 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

| | |
|------------------|--------|
| FY 2019 Estimate | 25,377 |
| FY 2018 Estimate | 24,195 |
| FY 2017 Actual | 48,534 |

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C., Section 427, two types of Family Separation Allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents.

FSA is payable when a member with dependents makes a permanent change of station (PCS) move, or member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The monthly rate is \$250 and is prorated to \$8.33 per day after 30 days.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| PCS CONUS or Overseas with dependents not authorized | 5,511 | 3,000 | 16,534 | 5,595 | 3,000 | 16,785 | 5,666 | 3,000 | 16,998 |
| TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station | 10,667 | 3,000 | 32,000 | 2,470 | 3,000 | 7,410 | 2,793 | 3,000 | 8,379 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 16,178 | | 48,534 | 8,065 | | 24,195 | 8,459 | | 25,377 |

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2019 Estimate 361
FY 2018 Estimate 361
FY 2017 Actual 320

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C., Section 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “catastrophic injury or illness” means a permanent, severely disabling injury, disorder, or illness the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree the member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to a member under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized by Title 38 U.S.C., Section 1114(r)(2) or sub-paragraph (C) Section 1720G(a)(3) for veterans in need of aid and attendance.

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|-------------------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Special Monthly Compensation | 320 | 361 | 361 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

| | |
|------------------|---------|
| FY 2019 Estimate | 121,017 |
| FY 2018 Estimate | 130,904 |
| FY 2017 Actual | 142,473 |

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

- (1) Lump Sum Terminal Leave - Payments to members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments to members who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) - FY 2012 NDAA, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years to less than 20 years of service. TERA is not anticipated to be used in FY19.
- (5) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C., Section 1175. The authorized payment amount cannot be greater than four times the full amount of separation pay for a member of the same pay grade and years of service who is involuntarily separated under Section 1174. This pay is not anticipated to be used in FY19.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - To cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (7) Career Status Bonus - FY 2000 NDAA authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments. This pay is discontinued as of January 1, 2018 with the adoption of the Blended Retirement System.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of month's times years of service times a specific percent based on the separation criteria.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

**Lump Sum Terminal
Leave Payments**

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--------------------------------------|-----------------------|-------------------------|----------------|-------------------------|-------------------------|----------------|-------------------------|-------------------------|----------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 279 | 3,061 | 854 | 355 | 2,473 | 878 | 307 | 3,212 | 986 |
| Senior Master Sergeant | 561 | 1,768 | 992 | 663 | 2,125 | 1,409 | 619 | 1,855 | 1,148 |
| Master Sergeant | 2,304 | 1,760 | 4,054 | 2,645 | 1,654 | 4,374 | 2,538 | 1,846 | 4,686 |
| Technical Sergeant | 2,147 | 1,659 | 3,561 | 2,241 | 1,864 | 4,178 | 2,267 | 1,741 | 3,946 |
| Staff Sergeant | 5,959 | 1,359 | 8,100 | 5,650 | 1,445 | 8,165 | 5,958 | 1,426 | 8,499 |
| Senior Airman | 6,579 | 1,036 | 6,818 | 6,934 | 1,039 | 7,204 | 6,552 | 1,087 | 7,125 |
| Airman First Class | 2,118 | 1,289 | 2,731 | 2,080 | 1,315 | 2,735 | 2,108 | 1,353 | 2,853 |
| Airman | 949 | 1,208 | 1,146 | 845 | 1,415 | 1,196 | 944 | 1,267 | 1,196 |
| Airman Basic | 1,693 | 601 | 1,017 | 1,196 | 662 | 792 | 1,685 | 631 | 1,063 |
| Subtotal LSTL | 22,589 | | 29,273 | 22,609 | | 30,931 | 22,978 | | 31,502 |
| <u>Separation Pay</u> | | | | | | | | | |
| Disability | 721 | 47,695 | 34,388 | 892 | 46,663 | 41,624 | 775 | 50,048 | 38,787 |
| Invol-Half Pay 5% | 385 | 18,016 | 6,936 | 487 | 17,461 | 8,504 | 395 | 18,905 | 7,467 |
| Invol-Full Pay 10% | 1,183 | 37,096 | 43,884 | 1,076 | 36,968 | 39,777 | 1,018 | 38,926 | 39,627 |
| TERA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSI Trust Fund | | | 4,922 | | | 4,278 | | | 3,634 |
| Subtotal Separation Pay | 2,289 | | 90,130 | 2,455 | | 94,183 | 2,188 | | 89,515 |
| Career Status Bonus | 769 | 30,000 | 23,070 | 193 | 30,000 | 5,790 | 0 | 0 | 0 |
| TOTAL SEPARATION PAYMENTS | 25,647 | | 142,473 | 25,257 | | 130,904 | 25,166 | | 121,017 |

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED

| | |
|------------------|---------|
| FY 2019 Estimate | 734,544 |
| FY 2018 Estimate | 704,515 |
| FY 2017 Actual | 702,145 |

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of Title 26 U.S.C., Sections 3101 and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds represent the Air Force contribution (as an employer) as required by the FICA under the provisions of Title 26 U.S.C., Sections 3101, and 3111.

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, set by statute, is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The Government's contribution for Social Security is as follows:

- Calendar Year 2017 - 7.65% on first \$127,200 and 1.45% on the remainder
- Calendar Year 2018 - 7.65% on first \$128,400 and 1.45% on the remainder
- Calendar Year 2019 - 7.65% on first \$135,600 and 1.45% on the remainder

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|-----------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount |
| Social Security | 9,178,176 | 7.65% | 702,145 | 9,209,338 | 7.65% | 704,515 | 9,601,883 | 7.65% | 734,544 |

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**PAY AND ALLOWANCES
OF CADETS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>AMOUNT</u> |
|---|--------------|---------------|
| FY 2018 DIRECT PROGRAM | | 78,280 |
| Pricing Increase | 1,642 | |
| Annualization (PI): | 395 | |
| Annualization 1 Jan 18 raise of 2.4% on Basic Pay | 369 | |
| Annualization of raise on FICA | 26 | |
| Pay Raise (PI): | 1,186 | |
| 1 Jan 19 pay raise of 2.6% effect on Basic Pay | 1,108 | |
| 1 Jan 19 pay raise effect on FICA | 78 | |
| Other (PI): | 61 | |
| Increase in Other FICA Payments | 7 | |
| Subsistence Rate Increase | 54 | |
| Program Increase | 0 | |
| Total Increases: | | 1,642 |
| Pricing Decrease | 0 | |
| Program Decrease | (468) | |
| Strength (PGI): | (468) | |
| Decrease in workyears for Basic Pay | (319) | |
| Decrease in workyears Subsistence | (25) | |
| Decrease in workyears FICA | (124) | |
| Total Decreases: | | (468) |
| FY 2019 DIRECT PROGRAM | | 79,454 |

(Amount in Thousands)

PROJECT: ACADEMY CADETS

| | |
|------------------|--------|
| FY 2019 Estimate | 79,454 |
| FY 2018 Estimate | 78,280 |
| FY 2017 Actual | 83,611 |

PART I - PURPOSE AND SCOPE

Funds provide (a) for basic pay, commuted rations allowance, and employer’s share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of Title 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance (money cadets receive while away from the Air Force Academy) and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation verses the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. The budget for FY 2017 provides a basic pay increase of 2.1%, 2.4% for FY 2018 and 2.6% for FY2019 effective 1 January each year. The annualized pay raise is , 2.33% for FY 2018 and 2.55% for FY 2019. For FY2019 the rates may vary due to advance pay indebtedness write-offs authorized by Title 10 U.S.C 9350.

The daily subsistence rates by calendar year are provided in the following table:

| | Dining Facility Rate | Daily Commuted Rate |
|--------------------|----------------------|---------------------|
| Calendar Year 2017 | \$13.85 | \$12.25 |
| Calendar Year 2018 | \$13.90 | \$12.30 |
| Calendar Year 2019 | \$14.35 | \$12.70 |

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|---------------|--------|-------------------------|--------------|--------|-------------------------|--------------|--------|
| | Workyears | Average Rate* | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Basic Pay</u> | 4,117 | 14,381 | 59,206 | 4,110 | 12,947 | 53,212 | 4,086 | 13,306 | 54,370 |
| <u>Subsistence</u> | 4,117 | 4,970 | 20,462 | 4,110 | 5,121 | 21,049 | 4,086 | 5,134 | 20,979 |
| <u>Social Security Tax (Employer's Contribution)</u> | 4,064 | | 3,943 | 4,058 | | 4,019 | 4,033 | | 4,105 |
| TOTAL ACADEMY CADETS | | | 83,611 | | | 78,280 | | | 79,454 |

* The FY17 Basic Pay Rate includes a pending advance pay accounting adjustment of ~\$7M, the normalized rate is \$12,681.

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>AMOUNT</u> |
|--|--------|------------------|
| FY 2018 DIRECT PROGRAM | | 1,130,938 |
| Pricing Increase | | 7,823 |
| Increase in SIK - Subsist In Mess Total Pricing | 7,442 | |
| Increase in SIK - Operational Pricing | 338 | |
| Increase in SIK - Augmentation Rations Pricing | 43 | |
| Program Increase | | 13,394 |
| Increase in Subsistence - BAS Enlisted Program | 11,108 | |
| Increase in SIK - Subsist In Mess Total Program | 1,241 | |
| Increase in SIK - Operational Program | 1,045 | |
| Total Increases | | 21,217 |
| Pricing Decrease | | (903) |
| Annualization 1 Jan 18 inflation rate of 0.3% on BAS | (226) | |
| 1 Jan 19 inflation rate of 3.4% effect on BAS | (677) | |
| Program Decrease | | (191) |
| Decrease in SIK - Augmentation Rations Program | (188) | |
| Decrease in Family Subsist Sup Allow Program | (3) | |
| Total Decreases | | (1,094) |
| FY 2019 DIRECT PROGRAM | | 1,151,061 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

| | |
|------------------|-----------|
| FY 2019 Estimate | 1,040,809 |
| FY 2018 Estimate | 1,029,962 |
| FY 2017 Actual | 1,018,774 |

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty Enlisted Personnel under the provisions of Title 37 U.S.C., Section 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances.

All enlisted members, except those in basic training and others in accordance with Title 37 U.S.C., Section 402, will receive Basic Allowance for Subsistence (BAS). All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. The discounted meal rate is determined annually by the OSD Comptroller and is effective the first of each January. Charges at the discounted meal rate are deducted directly from the member's pay account, leaving a residual amount of BAS in the member's pay.

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 0.0% for 2017, 0.3% for 2018 and 3.4% for 2019 effective January 1 each year. The annualized inflation rate is .2% for FY 2018 and 2.6% for FY 2019.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|-------|-----------|-------------------------|-------|-----------|-------------------------|-------|-----------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| When Authorized to Mess Separately | 259,720 | 4,419 | 1,147,827 | 255,631 | 4,532 | 1,158,561 | 259,915 | 4,546 | 1,181,503 |
| Less Collections | | | (129,053) | | | (128,599) | | | (140,694) |
| GRAND TOTAL | | | 1,018,774 | | | 1,029,962 | | | 1,040,809 |

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

| | |
|------------------|---|
| FY 2019 Estimate | 6 |
| FY 2018 Estimate | 9 |
| FY 2017 Actual | 8 |

PART I - PURPOSE AND SCOPE

Family Subsistence Supplemental Allowance (FSSA) was authorized in the FY 2001 NDAA. Under the provision of Title 37 U.S.C., Section 402a, the Family Subsistence Allowance Program was established to supplement a member's Basic Allowance for Subsistence (BAS) in cases where the combined effect of a member's household income level and household size make them eligible for the FSSA program. The program increases a member's BAS by an amount intended to remove the member's household from eligibility for benefits under the U.S. Department of Agriculture's Supplemental Nutrition Assistance Program (SNAP).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Effective 1 May 2001, eligible members can receive a monthly entitlement in an amount equal to the total dollars required to bring the member's household income to 130% of the poverty line, not to exceed \$1,100 per month. FSSA is a non-taxable supplemental subsistence allowance. FY 2006 NDAA Section 708 made FSSA authorization permanent. Section 602 of the FY 2016 National Defense Authorization Act (P.L. 114-92) eliminates program eligibility of CONUS members effective October 1, 2016.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|--------------------------|-----------------------|-------------------------|-------------------------|
| Family Subsist Sup Allow | 8 | 9 | 6 |

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

| | |
|------------------|---------|
| FY 2019 Estimate | 146,609 |
| FY 2018 Estimate | 136,688 |
| FY 2017 Actual | 242,170 |

PART I - PURPOSE AND SCOPE

The Subsistence-In-Kind (SIK) account provides subsistence to active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also provide for operational rations, augmentation rations, testing of new food items, medical dining facilities and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration would create an individual hardship or the costs of the establishment of a government mess facility are prohibitive.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. The inflation rate is 3.4% for FY 2018 and 3.4% for FY 2019. Other SIK elements are computed at the contract rate per unit.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--|------------------------------|--------------------|---------------|--------------------------------|--------------------|---------------|--------------------------------|--------------------|---------------|
| | Number | Annual Rate | Amount | Number | Annual Rate | Amount | Number | Annual Rate | Amount |
| <u>Subsistence in Mess</u> | | | | | | | | | |
| Trainee/Non-Pay Status | 5,971 | 4,210 | 25,138 | 5,981 | 4,117 | 24,623 | 5,985 | 4,464 | 26,718 |
| Members Taking Meals in Mess | | | 203,304 | | | 98,942 | | | 105,530 |
| Subtotal Subsistence-In-Mess | | | 228,442 | | | 123,565 | | | 132,248 |
| <u>Operational Rations</u> | | | | | | | | | |
| Meals Ready to Eat | 85,000 | 109 | 9,254 | 79,316 | 112 | 8,855 | 83,742 | 115 | 9,668 |
| Unitized Group Rations | 2,005 | 380 | 762 | 775 | 357 | 277 | 2,101 | 403 | 847 |
| Subtotal Operational Rations | 87,005 | | 10,016 | 80,091 | | 9,132 | 85,843 | | 10,515 |
| <u>Augmentation Rations</u> | | | | | | | | | |
| Augmentation Rations | 20,500 | 11 | 234 | 18,165 | 13 | 235 | 20,500 | 12 | 248 |
| Other - Messing | 202,000 | 17 | 3,478 | 208,921 | 18 | 3,756 | 197,043 | 18 | 3,598 |
| Subtotal Augmentation Rations/Other | 222,500 | | 3,712 | 227,086 | | 3,991 | 217,543 | | 3,846 |
| GRAND TOTAL SIK | 315,476 | | 242,170 | 313,158 | | 136,688 | 309,371 | | 146,609 |
| GRAND TOTAL Enlisted Subsistence | | | 1,260,952 | | | 1,166,659 | | | 1,187,424 |

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**PERMANENT CHANGE
OF
STATION TRAVEL**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>AMOUNT</u> |
|---|---------------|------------------|
| FY 2018 DIRECT PROGRAM | | 1,255,467 |
| Pricing Increase | 678 | |
| Other (PI): | 678 | |
| Increase in Trans of POV Pricing | 3 | |
| Increase in NonTemp Storage Pricing | 675 | |
| Program Increase | 25,119 | |
| Strength (PGI): | 14,954 | |
| Increase in DLA Program | 1,638 | |
| Increase in strength of Land | 10,540 | |
| Increase in strength of ITGBL (HHG) | 2,776 | |
| Other (PGI): | 10,165 | |
| Increase in Mile-Per Diem Program | 4,705 | |
| Increase in AMC Program | 1,553 | |
| Increase in Comm Air Program | 662 | |
| Increase in M Tons MSC Program | 148 | |
| Increase in S Tons AMC Program | 1,201 | |
| Increase in NonTemp Storage Program | 846 | |
| Increase in Temp Lodging Program | 569 | |
| Increase in Defense Personnel Property System (DPS) Program | 280 | |
| Increase in POV Contracts Program | 200 | |
| Total Increases | | 25,797 |

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>AMOUNT</u> |
|--|-----------------|------------------|
| Pricing Decrease | (79,988) | |
| Annualization (PD): | (717) | |
| Annualization 1 Jan 18 raise of 2.4% effect on DLA for PCS moves | (717) | |
| Pay Raise (PD): | (2,150) | |
| 1 Jan 19 pay raise of 2.6% effect on DLA for PCS moves | (2,150) | |
| Inflation Rate (PD): | (64,862) | |
| Decrease in rate of Land | (51,339) | |
| Decrease in rate of ITGBL (HHG) | (13,521) | |
| Decrease in Port Handling rate | (2) | |
| Other (PD): | (12,259) | |
| Decrease in Mile-Per Diem Pricing | (3,397) | |
| Decrease in AMC Pricing | (530) | |
| Decrease in Comm Air Pricing | (227) | |
| Decrease in M Tons MSC Pricing | (720) | |
| Decrease in S Tons AMC Pricing | (5,838) | |
| Decrease in Temp Lodging Pricing | (1,547) | |
| Program Decrease | 0 | |
| Total Decreases | | (79,988) |
| FY 2019 DIRECT PROGRAM | | 1,201,276 |

PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; personally procured movement of household goods; transportation by common carrier (rail, bus, air or water, including Air Mobility Command) and Military units. PCS travel costs include Military Sealift Command and Military Traffic Management Command; per diem allowances; payment of Dislocation Allowance; payment of Temporary Lodging Entitlement; actual and necessary expenses and cost of subsistence while in a travel status; issuance of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods; reimbursement for pet quarantine fees; port handling charges for household goods; baggage and privately owned vehicles passing through Continental United States (CONUS) Surface Deployment and Distribution Command terminals; payments authorized for transportation of dependents, personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of non-temporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to retirement and separation travel, discharge or release. Expenses include all authorized temporary duty travel directly related to and an integral part of PCS movements of individuals or organizational units. The term CONUS applies to the contiguous 48 states and Outside Continental United States (OCONUS) applies to overseas outside of the contiguous 48 states.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System and the upfront cost of the privately owned vehicle contracts. Effective 1 January of each year, the average percentage pay raise increase is 2.1 for FY 2017, 2.4% for FY 2018, and 2.6 for FY 2019. The annualized pay raise rate is , 2.33% for FY 2018 and 2.55% for FY 2019. The Non-Pay inflation rate is 1.7% for FY 2017, 1.60 for FY 2018, and 1.80% for FY 2019.

SUMMARY OF REQUIREMENTS BY TYPES OF MOVES
(Amount in Thousands)

| | FY 2017 Actual | | FY 2018 Estimate | | FY 2019 Estimate | |
|--|-----------------------|---------------|-------------------------|---------------|-------------------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount |
| Accession Travel | 38,185 | 99,380 | 35,953 | 110,557 | 38,291 | 106,541 |
| Training Travel | 7,424 | 64,033 | 8,900 | 74,939 | 8,600 | 74,207 |
| Operational Travel between Duty Stations | 19,294 | 282,692 | 18,800 | 293,774 | 19,400 | 293,343 |
| Rotational Travel To and From Overseas | 35,274 | 511,389 | 36,200 | 600,561 | 36,100 | 543,159 |
| Separation Travel | 32,299 | 158,973 | 30,983 | 168,558 | 34,081 | 175,874 |
| Travel of Organized Units | 612 | 4,209 | 1,000 | 9,145 | 1,000 | 10,256 |
| TOTAL OBLIGATIONS | 133,088 | 1,120,676 | 131,836 | 1,257,534 | 137,472 | 1,203,380 |
| Less Reimbursements | | 2,036 | | 2,067 | | 2,104 |
| TOTAL DIRECT PROGRAM | 133,088 | 1,118,640 | 131,836 | 1,255,467 | 137,472 | 1,201,276 |

SUMMARY OF REQUIREMENTS BY TYPES OF COST
(Amount in Thousands)

| | FY 2017 Actual | | FY 2018 Estimate | | FY 2019 Estimate | |
|---|-----------------------|----------------|-------------------------|----------------|-------------------------|----------------|
| | Number | Amount* | Number | Amount* | Number | Amount* |
| <u>Travel of Military Member</u> | | | | | | |
| Mileage and Per Diem | 97,882 | 106,853 | 96,961 | 113,642 | 101,107 | 113,109 |
| AMC | 25,586 | 34,785 | 25,345 | 36,996 | 26,429 | 36,822 |
| Commercial Air | 9,620 | 14,820 | 9,529 | 15,761 | 9,936 | 15,687 |
| <u>Travel of Family Members</u> | | | | | | |
| Mileage and Per Diem | 58,490 | 36,216 | 58,236 | 36,142 | 58,339 | 37,983 |
| AMC | 27,835 | 23,543 | 27,714 | 23,495 | 27,763 | 24,692 |
| Commercial Air | 9,906 | 10,007 | 9,863 | 9,987 | 9,880 | 10,496 |
| <u>Transportation of Household Goods</u> | | | | | | |
| M Tons - MSC | 27,206 | 7,021 | 27,374 | 8,145 | 27,920 | 7,574 |
| S Tons - AMC | 8,353 | 56,953 | 8,405 | 66,070 | 8,573 | 61,434 |
| Land Shipment, CONUS & Overseas | 44,189 | 500,831 | 44,463 | 581,002 | 45,350 | 540,228 |
| ITGBL | 17,509 | 131,906 | 17,618 | 153,020 | 17,969 | 142,282 |
| Dislocation Allowance | 51,717 | 121,620 | 52,401 | 132,454 | 53,066 | 131,231 |
| Trailer Allowance | 173 | 4 | 174 | 0 | 177 | 0 |
| Transportation of POVs | 17,022 | 74 | 18,825 | 78 | 18,932 | 81 |
| Port Handling Charges | | 0 | | 2 | | 0 |
| Nontemporary Storage* | | 23,032 | | 26,779 | | 28,300 |
| Temporary Lodging Expense* | 41,150 | 33,611 | 40,318 | 35,420 | 40,995 | 34,442 |
| Defense Personnel Property System | | 11,000 | | 10,040 | | 10,320 |
| POV Contracts | | 8,400 | | 8,500 | | 8,700 |
| TOTAL OBLIGATIONS | | 1,120,676 | | 1,257,534 | | 1,203,380 |
| Less Reimbursements | | 2,036 | | 2,067 | | 2,104 |
| TOTAL DIRECT PROGRAM | | 1,118,640 | | 1,255,467 | | 1,201,276 |

*NOTE: Non-Temporary Storage (NTS) and Temporary Lodging Expense (TLE) are shown as separate line items. NTS and TLE amounts are merged within the travel type in the detailed pages.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

| | |
|------------------|---------|
| FY 2019 Estimate | 106,541 |
| FY 2018 Estimate | 110,557 |
| FY 2017 Actual | 99,380 |

PART I - PURPOSE AND SCOPE

These funds are for initial Permanent Change of Station (PCS) movements of active duty Air Force commissioned officers, to include Reserve Component officers called or recalled to extended active duty, officers who are appointed or recalled from enlisted status, and officers appointed from enlisted status upon graduation from Officer Training School (OTS). A PCS move commences from a member's home or point where orders were received to their first permanent duty station in Continental United States (CONUS), overseas or training school of 20 weeks or more and, in some cases, from the station where they served as enlisted to their new permanent duty station or training school of 20 weeks or more. Also included are PCS movements of enlistees, re-enlistees, and prior service personnel from recruiting station or place of enlistment to their first PCS duty station or training school of 20 weeks or more; recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more; PCS movements of individuals selected as Air Force Academy cadets upon entry into the Academy; and individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering active duty. The PCS requirements for accession travel are directly related to officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, Reserve Officer's Training Corps (ROTC), medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and non-prior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Rates are based upon statistical analysis derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Accession Travel</u> | | | | | | | | | |
| Member Travel | 4,781 | 723 | 3,456 | 5,098 | 662 | 3,373 | 5,452 | 748 | 4,076 |
| Family Member Travel | 1,731 | 518 | 897 | 1,884 | 432 | 814 | 2,015 | 536 | 1,080 |
| Pet Quarantine | 1 | 7,000 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| Trans of Household Goods | 2,435 | 6,458 | 15,721 | 2,717 | 6,463 | 17,559 | 2,906 | 6,679 | 19,409 |
| Dislocation Allowance | 1,228 | 2,649 | 3,253 | 1,326 | 2,247 | 2,979 | 1,418 | 2,780 | 3,941 |
| Nontemporary Storage | | | 378 | | | 259 | | | 448 |
| Temporary Lodging Expenses | 2,080 | 838 | 1,744 | 2,123 | 668 | 1,418 | 2,270 | 867 | 1,969 |
| Subtotal Officer Accession Travel | | | 25,456 | | | 26,402 | | | 30,923 |
| <u>Enlisted Accession Travel</u> | | | | | | | | | |
| Member Travel | 32,199 | 1,220 | 39,296 | 29,650 | 1,408 | 41,743 | 31,634 | 1,262 | 39,930 |
| Family Member Travel | 10,134 | 357 | 3,620 | 6,817 | 393 | 2,676 | 7,273 | 369 | 2,687 |
| Pet Quarantine | 1 | 3,000 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Trans of Household Goods | 4,340 | 5,002 | 21,708 | 4,210 | 6,987 | 29,413 | 4,492 | 5,174 | 23,240 |
| Dislocation Allowance | 4,146 | 1,712 | 7,096 | 3,849 | 2,020 | 7,775 | 4,106 | 1,796 | 7,375 |
| Global POV | 1 | 2,000 | 2 | 839 | 0 | 0 | 895 | 0 | 0 |
| Nontemporary Storage | | | 120 | | | 377 | | | 123 |
| Temporary Lodging Expenses | 3,905 | 427 | 1,669 | 3,902 | 449 | 1,754 | 4,163 | 442 | 1,840 |
| Subtotal Enlisted Accession Travel | | | 73,514 | | | 83,738 | | | 75,195 |
| <u>Cadet Accession Travel</u> | 1,205 | 340 | 410 | 1,205 | 346 | 417 | 1,205 | 351 | 423 |
| TOTAL ACCESSION TRAVEL | | | 99,380 | | | 110,557 | | | 106,541 |

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | |
|------------------|--------|
| FY 2019 Estimate | 74,207 |
| FY 2018 Estimate | 74,939 |
| FY 2017 Actual | 64,033 |

PART I - PURPOSE AND SCOPE

Funds provide for the Permanent Change of Station (PCS) movements of:

- (1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction for a 20-week period or more.
- (2) Officers and enlisted school graduates and those eliminated from school to their next permanent Continental United States (CONUS) duty station excluding Academy, Officer Training School, flying training, and ROTC graduates.
- (3) Enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs that generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War, and Industrial Colleges; Medical Training; Air Force Institute of Technology) and undergraduate pilot and navigator training.

Rates are based upon statistical analysis derived from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Training Travel</u> | | | | | | | | | |
| Member Travel | 4,998 | 980 | 4,896 | 5,000 | 894 | 4,471 | 5,000 | 1,013 | 5,066 |
| Family Member Travel | 5,188 | 401 | 2,081 | 5,191 | 348 | 1,807 | 5,191 | 415 | 2,154 |
| Trans of Household Goods | 5,898 | 5,592 | 32,982 | 6,065 | 5,936 | 35,999 | 6,065 | 5,784 | 35,081 |
| Dislocation Allowance | 3,694 | 2,820 | 10,418 | 3,696 | 2,601 | 9,612 | 3,696 | 2,959 | 10,938 |
| Nontemporary Storage | | | 436 | | | 483 | | | 406 |
| Temporary Lodging Expenses | 3,454 | 763 | 2,636 | 2,955 | 939 | 2,775 | 2,955 | 789 | 2,333 |
| Subtotal Officer Training Travel | | | 53,449 | | | 55,147 | | | 55,978 |
| <u>Enlisted Training Travel</u> | | | | | | | | | |
| Member Travel | 2,426 | 900 | 2,184 | 3,900 | 718 | 2,801 | 3,600 | 931 | 3,352 |
| Family Member Travel | 801 | 662 | 530 | 1,287 | 762 | 981 | 1,188 | 684 | 813 |
| Trans of Household Goods | 570 | 9,160 | 5,221 | 1,127 | 8,858 | 9,983 | 1,040 | 9,475 | 9,854 |
| Dislocation Allowance | 491 | 3,990 | 1,959 | 789 | 4,682 | 3,694 | 728 | 4,187 | 3,048 |
| Trailer Allowance | 1 | 4,000 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nontemporary Storage | | | 120 | | | 275 | | | 261 |
| Temporary Lodging Expenses | 394 | 456 | 566 | 656 | 416 | 2,058 | 606 | 472 | 901 |
| Subtotal Enlisted Training Travel | | | 10,584 | | | 19,792 | | | 18,229 |
| TOTAL TRAINING TRAVEL | | | 64,033 | | | 74,939 | | | 74,207 |

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

| | |
|------------------|---------|
| FY 2019 Estimate | 293,343 |
| FY 2018 Estimate | 293,774 |
| FY 2017 Actual | 282,692 |

PART I - PURPOSE AND SCOPE

Funds provide for the Permanent Change of Station (PCS) movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the Continental United States (CONUS) and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (e.g., manning floor, minimum CONUS tour lengths, personally procured movement of household goods, and maximum use of low-cost moves, etc.).

Rates are based upon statistical analysis derived from actual PCS operational move costs. The number of officer and enlisted operational moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---|-----------------------|-------|---------|-------------------------|-------|---------|-------------------------|-------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Operational Travel</u> | | | | | | | | | |
| Member Travel | 7,190 | 1,177 | 8,463 | 7,400 | 1,689 | 12,501 | 7,400 | 1,217 | 9,009 |
| Family Member Travel | 13,289 | 456 | 6,072 | 13,677 | 416 | 5,683 | 13,677 | 472 | 6,456 |
| Trans of Household Goods | 8,509 | 8,190 | 69,683 | 9,872 | 7,268 | 71,752 | 9,872 | 8,471 | 83,626 |
| Dislocation Allowance | 6,175 | 3,312 | 20,451 | 6,355 | 3,184 | 20,236 | 6,355 | 3,475 | 22,086 |
| Nontemporary Storage | | | 442 | | | 344 | | | 367 |
| Temporary Lodging Expenses | 5,862 | 995 | 5,830 | 5,004 | 1,051 | 5,258 | 5,004 | 1,029 | 5,148 |
| Subtotal Officer Operational Travel | | | 110,941 | | | 115,774 | | | 126,692 |
| <u>Enlisted Operational Travel</u> | | | | | | | | | |
| Member Travel | 12,104 | 1,391 | 16,835 | 11,400 | 1,620 | 18,469 | 12,000 | 1,439 | 17,263 |
| Family Member Travel | 18,197 | 671 | 12,216 | 17,092 | 424 | 7,250 | 17,992 | 694 | 12,492 |
| Trans of Household Goods | 20,572 | 4,598 | 94,592 | 17,533 | 5,888 | 103,233 | 18,456 | 4,756 | 87,772 |
| Dislocation Allowance | 9,416 | 2,219 | 20,890 | 8,868 | 2,551 | 22,626 | 9,335 | 2,328 | 21,732 |
| Nontemporary Storage | | | 498 | | | 248 | | | 511 |
| Temporary Lodging Expenses | 7,259 | 1,008 | 7,320 | 7,160 | 1,066 | 7,634 | 7,537 | 1,043 | 7,861 |
| Subtotal Enlisted Operational Travel | | | 152,351 | | | 159,460 | | | 147,631 |
| Defense Personnel Property System (DPS) | | | 11,000 | | | 10,040 | | | 10,320 |
| POV Contracts | | | 8,400 | | | 8,500 | | | 8,700 |
| TOTAL OPERATIONAL TRAVEL | | | 282,692 | | | 293,774 | | | 293,343 |

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

| | |
|------------------|---------|
| FY 2019 Estimate | 543,159 |
| FY 2018 Estimate | 600,561 |
| FY 2017 Actual | 511,389 |

PART I - PURPOSE AND SCOPE

Funds provide for the Permanent Change of Station (PCS) movements of:

- (1) Officers and enlisted personnel from permanent duty stations in Continental United States (CONUS), or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for rotational travel covers PCS requirements for reassignment of officer and enlisted personnel between duty stations outside the CONUS where transoceanic travel is involved. Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. Rotational moves play an integral role in establishing proper balance across all Air Force installations around the globe and are directly impacted by overseas strength requirements and the length of overseas tours for Airmen and their families.

Rates are based upon statistical analysis derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate average rate results in the estimated funding required.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Rotational Travel</u> | | | | | | | | | |
| Member Travel | 6,135 | 1,939 | 11,900 | 6,200 | 1,912 | 11,854 | 6,100 | 2,005 | 12,232 |
| Family Member Travel | 7,909 | 1,218 | 9,633 | 7,993 | 1,358 | 10,853 | 7,864 | 1,260 | 9,907 |
| Pet Quarantine | 42 | 974 | 41 | 43 | 1,228 | 53 | 42 | 1,007 | 42 |
| Trans of Household Goods | 6,284 | 14,871 | 93,449 | 6,436 | 15,832 | 101,892 | 6,332 | 15,381 | 97,392 |
| Dislocation Allowance | 5,501 | 3,122 | 17,173 | 5,559 | 3,284 | 18,258 | 5,469 | 3,276 | 17,916 |
| Global POV | 3,869 | 8 | 32 | 4,526 | 4 | 18 | 4,453 | 9 | 38 |
| Nontemporary Storage | | | 6,183 | | | 6,908 | | | 6,241 |
| Temporary Lodging Expenses | 4,882 | 817 | 3,988 | 3,553 | 861 | 3,059 | 3,495 | 845 | 2,953 |
| Subtotal Officer Rotational Travel | | | 142,399 | | | 152,895 | | | 146,721 |
| <u>Enlisted Rotational Travel</u> | | | | | | | | | |
| Member Travel | 29,139 | 1,871 | 54,523 | 30,000 | 1,979 | 59,371 | 30,000 | 1,935 | 58,059 |
| Family Member Travel | 25,508 | 1,083 | 27,635 | 26,262 | 1,291 | 33,916 | 26,262 | 1,121 | 29,428 |
| Pet Quarantine | 373 | 276 | 103 | 384 | 99 | 38 | 384 | 286 | 110 |
| Trans of Household Goods | 27,672 | 8,417 | 232,917 | 28,500 | 10,204 | 290,801 | 28,500 | 8,706 | 248,109 |
| Dislocation Allowance | 20,558 | 1,925 | 39,574 | 21,165 | 2,142 | 45,344 | 21,165 | 2,020 | 42,753 |
| Global POV | 11,798 | 3 | 40 | 12,147 | 5 | 60 | 12,147 | 4 | 43 |
| Port Handling (HHGS) | | | 0 | | | 2 | | | 0 |
| Nontemporary Storage | | | 4,586 | | | 8,231 | | | 6,890 |
| Temporary Lodging Expenses | 12,896 | 745 | 9,612 | 14,328 | 691 | 9,903 | 14,328 | 771 | 11,046 |
| Subtotal Enlisted Rotational Travel | | | 368,990 | | | 447,666 | | | 396,438 |
| TOTAL ROTATIONAL TRAVEL | | | 511,389 | | | 600,561 | | | 543,159 |

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

| | |
|------------------|---------|
| FY 2019 Estimate | 175,874 |
| FY 2018 Estimate | 168,558 |
| FY 2017 Actual | 158,973 |

PART I - PURPOSE AND SCOPE

Funds provide for the Permanent Change of Station (PCS) movements of:

- (1) Officers and enlisted personnel upon release, normal and early retirement, or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc.

Rates are based upon statistical analysis derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Separation Travel</u> | | | | | | | | | |
| Member Travel | 4,145 | 478 | 1,980 | 4,345 | 485 | 2,107 | 5,181 | 494 | 2,560 |
| Family Member Travel | 1,355 | 1,793 | 2,430 | 1,213 | 1,099 | 1,333 | 1,677 | 1,855 | 3,110 |
| Trans of Household Goods | 1,774 | 18,637 | 33,066 | 1,777 | 17,550 | 31,186 | 2,247 | 19,277 | 43,314 |
| Nontemporary Storage | | | 3,522 | | | 3,228 | | | 4,619 |
| Subtotal Officer Separation Travel | | | 40,998 | | | 37,854 | | | 53,603 |
| <u>Enlisted Separation Travel</u> | | | | | | | | | |
| Member Travel | 27,978 | 424 | 11,858 | 26,303 | 315 | 8,284 | 28,480 | 438 | 12,484 |
| Family Member Travel | 11,220 | 393 | 4,404 | 12,940 | 299 | 3,873 | 11,386 | 406 | 4,622 |
| Trans of Household Goods | 18,284 | 5,193 | 94,949 | 17,717 | 6,330 | 112,154 | 17,997 | 5,371 | 96,661 |
| Nontemporary Storage | | | 6,690 | | | 6,264 | | | 8,321 |
| Subtotal Enlisted Separation Travel | | | 117,901 | | | 130,575 | | | 122,088 |
| <u>Cadet Separation Travel</u> | 176 | 421 | 74 | 335 | 385 | 129 | 420 | 435 | 183 |
| TOTAL SEPARATION TRAVEL | | | 158,973 | | | 168,558 | | | 175,874 |

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

| | |
|------------------|--------|
| FY 2019 Estimate | 10,256 |
| FY 2018 Estimate | 9,145 |
| FY 2017 Actual | 4,209 |

PART I - PURPOSE AND SCOPE

Funds provide for the Continental United States (CONUS) or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units within and between CONUS and OCONUS locations to include moves where transoceanic travel is involved. The PCS requirements for organized unit travel are in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available in the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves increases as more force structure actions occur (e.g. base closure, unit realignments, public announcements, and internal Air Force restructure).

Rates are based upon statistical analysis derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates result in the estimated fund requirements.

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Unit Travel</u> | | | | | | | | | |
| Member Travel | 92 | 765 | 70 | 200 | 971 | 194 | 200 | 791 | 158 |
| Family Member Travel | 119 | 354 | 42 | 258 | 457 | 118 | 258 | 366 | 94 |
| Trans of Household Goods | 84 | 5,840 | 489 | 248 | 6,154 | 1,526 | 248 | 6,041 | 1,498 |
| Dislocation Allowance | 65 | 3,007 | 196 | 172 | 2,735 | 470 | 172 | 3,155 | 543 |
| Nontemporary Storage | | | 35 | | | 10 | | | 76 |
| Temporary Lodging Expenses | 71 | 679 | 48 | 135 | 2,006 | 271 | 135 | 703 | 95 |
| Subtotal Officer Unit Travel | | | 880 | | | 2,589 | | | 2,464 |
| <u>Enlisted Unit Travel</u> | | | | | | | | | |
| Member Travel | 520 | 994 | 513 | 800 | 857 | 685 | 800 | 1,028 | 823 |
| Family Member Travel | 780 | 264 | 206 | 1,199 | 267 | 320 | 1,199 | 273 | 328 |
| Trans of Household Goods | 419 | 4,248 | 1,780 | 1,231 | 2,152 | 2,649 | 1,231 | 4,394 | 5,409 |
| Dislocation Allowance | 443 | 1,378 | 610 | 622 | 2,348 | 1,460 | 622 | 1,446 | 899 |
| Nontemporary Storage | | | 22 | | | 152 | | | 37 |
| Temporary Lodging Expenses | 347 | 571 | 198 | 502 | 2,570 | 1,290 | 502 | 590 | 296 |
| Subtotal Enlisted Unit Travel | | | 3,329 | | | 6,556 | | | 7,792 |
| TOTAL UNIT TRAVEL | | | 4,209 | | | 9,145 | | | 10,256 |

**OTHER MILITARY
PERSONNEL COSTS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

| | | <u>AMOUNT</u> |
|--|-----------------|-----------------|
| FY 2018 DIRECT PROGRAM | | 105,007 |
| Pricing Increase | | 6,696 |
| Increase in Apprehension Expense Pricing | 1 | |
| Increase in Unemployment Benefits Pricing | 484 | |
| Increase in Mass Transportation Pricing | 95 | |
| Increase in Partial DLA Pricing | 12 | |
| Increase in ROTC Pricing | 5,810 | |
| Increase in JROTC Pricing | 294 | |
| Program Increase | | 12,514 |
| Strength (PGI): | 11,962 | |
| Increase in ROTC workyears | 11,961 | |
| Increase in JROTC workyears | 1 | |
| Other (PGI): | 552 | |
| Increase in Apprehension Expense Program | 1 | |
| Increase in Total Death Gratuities Program | 500 | |
| Increase in Adoption Expenses Program | 2 | |
| Increase in partial DLA moves | 49 | |
| Total Increases | | 19,210 |
| Program Decrease | | (13,214) |
| Other (PGD): | (13,214) | |
| Decrease in Interest On Savings Program | (409) | |
| Decrease in Unemployment Benefits Program | (10,910) | |
| Decrease in Education Benefits Program | (20) | |
| Decrease in Mass Transportation Program | (1,875) | |
| Total Decreases | | (13,214) |
| FY 2019 DIRECT PROGRAM | | 111,003 |

(Amount in Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND MILITARY PRISONERS

FY 2019 Estimate 18
FY 2018 Estimate 16
FY 2017 Actual 17

PART I - PURPOSE AND SCOPE

Funds provide for expenses associated with the apprehension of military deserters, absentees, escaped military prisoners, and for their delivery into the control of the Department of Defense. Expenses are authorized by Title 10 USC., Section 956 “Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards”. Included is the cost of detention and subsistence provided during the period a military member is detained in civil confinement for safekeeping when so requested by military authority, cost of reimbursement for expenses incurred, transportation, lodging, and subsistence of escort guards.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data and adjusted for military personnel non-pay inflation.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--|-----------------------|------|--------|-------------------------|------|--------|-------------------------|------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners | 21 | 810 | 17 | 21 | 791 | 16 | 21 | 837 | 18 |

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2019 Estimate 2,282
FY 2018 Estimate 2,691
FY 2017 Actual 2,315

PART I - PURPOSE AND SCOPE

Funds pay interest on savings deposits of \$5.00 or more for overseas members of the uniformed services who participate in temporary duty in support of contingency operations. Under the provisions of P.L. 8-538, August 14, 1966, as amended in FY 1991 by Title 10 U.S.C., Section 1035, service members are permitted to deposit up to \$10,000 of their monthly unallotted pays into the savings program while they are in deployed status. The interest rate is not to exceed 10% per year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost projections are based on factors developed from historical data and troop levels.

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Interest on Uniformed Services Savings Deposit | 2,315 | 2,691 | 2,282 |

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2019 Estimate 15,000
FY 2018 Estimate 14,500
FY 2017 Actual 15,900

PART I - PURPOSE AND SCOPE

Death Gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry into active duty in the military service. The benefits are covered under provisions of Title 10 U.S.C., Section 1475-78 as amended by H.R. 1281, dated March 22, 1991.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The rate was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13. For FY 2018 and FY 2019, projections only include non-combat related death gratuity payments; combat related payments are included in the OCO request.

Details of the cost computation are provided in the following table:

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officer | 33 | 100,000 | 3,300 | 25 | 100,000 | 2,500 | 25 | 100,000 | 2,500 |
| Enlisted | 126 | 100,000 | 12,600 | 120 | 100,000 | 12,000 | 125 | 100,000 | 12,500 |
| TOTAL | 159 | | 15,900 | 145 | | 14,500 | 150 | | 15,000 |

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

| | |
|------------------|--------|
| FY 2019 Estimate | 23,490 |
| FY 2018 Estimate | 33,916 |
| FY 2017 Actual | 34,557 |

PART I - PURPOSE AND SCOPE

The funds are for payments of unemployment benefits to eligible ex-active duty service members and demobilized Guard and Reserve personnel as prescribed in Section 8521(a), Paragraph 1 of Title 5 U.S.C. Generally, eligibility is defined as at least 365 days of continuous active service in the Armed Forces whereupon the individual is discharged under honorable conditions or demobilized. Active duty personnel must complete a first full-term of active service or be discharged before a first-term is completed under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude. Additionally, eligibility is subject to numerous applicable state laws.

The Department of Labor is the Executive Agency, as administered by individual states, for the Federal Government's share of applicable unemployment compensation. Currently, benefits are payable up to 26 weeks with no waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor economic assumptions, Department of Defense historical experience and force management initiatives to meet authorized end strength.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---------------------------|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Unemployment Compensation | 8,265 | 4,181 | 34,557 | 7,955 | 4,263 | 33,916 | 5,432 | 4,324 | 23,490 |

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2019 Estimate 0
FY 2018 Estimate 0
FY 2017 Actual 6,288

PART I - PURPOSE AND SCOPE

Section 1969 of Title 38 U.S.C. provides that there will be an annual assessment for the costs of the extra hazards of duty when actual mortality exceeds peacetime mortality. Each year the Department of Veterans Affairs actuaries perform a study of peacetime mortality, based upon the most recent three years of service member claim experience. This mortality study is used to determine the expected number of deaths under peacetime conditions. The expected number is then compared to the actual number of deaths to determine whether an extra hazard reimbursement is due to the Servicemembers' Group Life Insurance program. Due to world events, annual reimbursement payments for Extra Hazard Reimbursement for Servicemembers' Group Life Insurance were required starting in FY 2004 for the first time since the Vietnam era. Additionally, during FY 2006, the Military Departments were required to make payments to the Department of Veterans Affairs for the retroactive and future costs associated with enacted Traumatic Injury Protection coverage under the Servicemembers' Group Life Insurance (T-SGLI) program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services. The FY 2016 column reflects actual payments made to the VA. There are no base cost projections associated with this program, as funds are requested in the OCO submission.

Details of the cost are provided in the following table:

| | FY 2017 Actual | | |
|-------------------------------|-----------------------|-------------|---------------|
| | Number | Rate | Amount |
| Extra Hazard Reimb. for SGLI | | | 0 |
| Premiums-SGLI | | | 5,988 |
| Traumatic Injury-SGLI (Retro) | | | 300 |
| Total | | | 6,288 |

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

| | |
|------------------|-----|
| FY 2019 Estimate | 55 |
| FY 2018 Estimate | 75 |
| FY 2017 Actual | 100 |

PART I - PURPOSE AND SCOPE

P.L. 101-510 dated November 5, 1990 allows members who are involuntarily separated from the armed services to enroll in the Montgomery GI Bill Program. The FY 1993 NDAA allows members exercising the Voluntary Separation Incentive/Special Separation Benefit (VSI/SSB) options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most military members who receive VSI/SSB entered the service when VEAP was in effect. Beginning in July 1985, the All-Volunteer Force Educational Assistance Program, known as the Montgomery GI Bill, became effective under Title 38 U.S.C., Chapter 30 and no new enrollments were accepted into VEAP. The Services are now required to make contributions to the Department of Defense Education Benefits Fund to cover the conversions as determined by the Board of Actuaries.

The 1990 National and Community Act, Subsection 162(a)(2)(C), requires the Department of Defense to reimburse the Corporation for National Service/Civilian Community Corps for 50 percent of the supplemental salary for cadre members who are receiving military retirement pay.

P.L. 110-252 section 5003 authorized educational assistance for members of the armed forces who serve after September 11, 2011. Subsection 3313 further states the Secretary shall pay to each individual entitled to educational assistance who is pursuing a program of education, to meet the expenses of such individual's subsistence, tuition, fees, and other educational costs.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are the Board of Actuaries' projected payments into the Department of Defense Education Benefits Fund and historical data for civilian community corps requirements.

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|--------------------|-----------------------|-------------------------|-------------------------|
| Education Benefits | 100 | 75 | 55 |

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2019 Estimate 462
FY 2018 Estimate 460
FY 2017 Actual 442

PART I - PURPOSE AND SCOPE

The FY 1988/1989 NDAA (P.L. 100-180), Section 638, instructed the Secretary of Defense to establish a program to reimburse Armed Forces members for qualifying child adoption expenses. The program is now administered under the provisions of Title 10 U.S.C., Section 1052.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required to pay qualifying expenses incurred by active duty members in the adoption of a child under the age of 18 years. Qualifying expenses include agency fees; legal fees; medical expenses for the biological mother and newborn child to be adopted, placement fees, temporary foster care and other expenses approved by OSD (FM&P).

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|------------------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Expenses for Adoptions | 211 | 2,095 | 442 | 219 | 2,100 | 460 | 220 | 2,100 | 462 |

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2019 Estimate 3,061
FY 2018 Estimate 4,841
FY 2017 Actual 2,585

PART I - PURPOSE AND SCOPE

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program offering qualified federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law. E.O. 13150 was codified at Title 5 U.S.C., Section 7905 through P.L. 109-59, Title III., Section 3409 (a) in August 2005. The program is designed to reduce federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. During FY 2015, the monthly maximum fringe benefit exclusion level allowed by law was \$130. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but are subject to publication of revisions to the IRS Code each year. FY 2019 caps the monthly rate at \$255 until the IRS Code is modified to raise the monthly rate. Based on these monthly rates, the annual rate is \$3,060 for FY 2017, FY 2018, and FY 2019.

Details of the cost computation are provided in the following table:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officers | 642 | 3,060 | 1,965 | 1,203 | 3,060 | 3,681 | 746 | 3,120 | 2,328 |
| Enlisted | 203 | 3,060 | 620 | 379 | 3,060 | 1,160 | 235 | 3,120 | 733 |
| TOTAL | 845 | | 2,585 | 1,582 | | 4,841 | 981 | | 3,061 |

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

| | |
|------------------|-----|
| FY 2019 Estimate | 482 |
| FY 2018 Estimate | 421 |
| FY 2017 Actual | 510 |

PART I - PURPOSE AND SCOPE

Title 37 U.S.C., Section 407, as amended by the FY 2002 NDAA, authorized a partial dislocation allowance payment to service members who are ordered, for the convenience of the Government, to move into or out of military family housing provided by the United States.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An allowance was directed by the Joint Travel Regulation, effective calendar year 2011. This allowance increased to \$733.16 effective calendar year 2017. Effective 1 January 2018, this allowance increased to \$750.76. The estimates reflect annualized inflation factors of 2.33% for FY 2018 and 2.55% for FY 2019. This allowance is for service members who are ordered, for government convenience, to move into or out of Military Family Housing provided by the United States.

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|-------------------------------|------------------------------|--------------------------------|--------------------------------|
| Partial Dislocation Allowance | 510 | 421 | 482 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2019 Estimate 19,518
FY 2018 Estimate 12,322
FY 2017 Actual 13,976

PART I - PURPOSE AND SCOPE

Senior Air Force Reserve Officer Training Corps (ROTC) provides for the military personnel cost of students enrolled in the Senior ROTC Non-Scholarship Program. The estimate includes funds for subsistence allowance, uniforms, pay and allowances and subsistence while attending summer training and field training.

Beginning with the FY 2006 Budget, funding for the ROTC program was transferred from the Reserve Personnel, Air Force appropriation. Travel costs associated with the program are funded in the O&M, Air Force appropriation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Senior Reserve Officer Training Corps cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances, subsistence-in-kind and Foreign Language Incentive Program. Details of the cost computation are provided in the following tables:

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|------------------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Subsistence Allowance | 10,386 | 8,726 | 14,956 |
| Uniforms | 2,858 | 2,864 | 3,619 |
| Pay & Allowances | 111 | 111 | 141 |
| Subsistence-In-Kind | 621 | 621 | 802 |
| Foreign Language Incentive Program | 0 | 0 | 0 |
| TOTAL Requirement | 13,976 | 12,322 | 19,518 |

Total Requirement

Expenses are incurred for Senior Reserve Officer Training Corps members, excluding those receiving scholarships, as follows:

Institutional Program:

The institutional program provides several entitlements for the Senior ROTC program. Programs include subsistence allowance, uniforms and subsistence-in-kind.

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Vol 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. An allowance of \$350 for AS 300 and \$400 for AS 400 per month for contracted cadets enrolled in Aerospace Studies AS 300 and AS 400 courses under the provision of Title 37 U.S.C., Section 209. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

Subsistence Allowance: (*Number represents student months = projected enrollment times number of days divided by 30)

Subsistence:

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Third Year (AS300) | 13,914 | 450 | 6,261 | 10,360 | 350 | 3,626 | 20,995 | 450 | 9,448 |
| Fourth Year (AS400) | 8,250 | 500 | 4,125 | 12,750 | 400 | 5,100 | 11,015 | 500 | 5,508 |

Uniforms:

Uniforms, Issue-in-Kind: Uniform issues, including replacement items. Rate shown is an average rate.

Uniforms, Commutation in Lieu of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing items.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Uniforms, Issue-in-Kind: | 7,396 | 290 | 2,145 | 7,339 | 296 | 2,171 | 9,054 | 300 | 2,716 |
| Uniforms, Commutation in Lieu: | 536 | 941 | 504 | 507 | 960 | 487 | 656 | 973 | 639 |

Subsistence-In-Kind:

Travel for Medical and Other Exams: Subsistence-in-kind for cadets traveling to and from their installation for medical exams and other exams. Costs for contract meals are provided at MEPs facilities. Non-scholarship cadets receive government furnished meals while attending the medical flight screening program. Rates shown are average rates.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Subsistence-In-Kind for Medical or Other Examinations: | 1,604 | 12 | 20 | 1,588 | 13 | 20 | 1,964 | 13 | 25 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Summer Field Training:

Summer Field Training objectives are to develop military leadership and discipline, provide Air Force officer orientation and motivation, and determine officer potential. In accordance with Title 10 U.S.C., Sections 2101-2111, cadets must attend field training before commissioning. Costs for this program include pay & allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contributions for members attending summer field training programs. P.L. 106-398, Section 612, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Meals for members participating in summer field training programs. Rate shown is an average rate.

Uniforms, Issue-in-Kind: Uniform issues, including replacement items. Rate shown is an average rate.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 34 | 1,088 | 37 | 34 | 1,088 | 37 | 42 | 1,119 | 47 |
| Subsistence of Summer Field Training: | 978 | 403 | 394 | 945 | 414 | 391 | 1,197 | 428 | 512 |
| Uniforms, Issue-in-Kind: | 978 | 213 | 209 | 945 | 217 | 206 | 1,197 | 221 | 264 |

Foreign Language Incentive Program

FY 2008 NDAA allows stipends for ROTC cadets taking foreign language courses that will ensure airmen are able to influence operations worldwide. The program enables Information Warfare, Information Assurance and Foreign Interest Defense. It supports Air Force efforts in culture and language programs to meet requirements across accession points, in professional military education and specific career fields. Rates vary by foreign language. Rates shown are average rates. The Foreign Language Incentive bonus was terminated beginning in FY 2016.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Foreign Language Incentive Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2019 Estimate 27,810
FY 2018 Estimate 17,235
FY 2017 Actual 19,668

PART I - PURPOSE AND SCOPE

Scholarship Program provides for the military personnel cost of students enrolled in the Air Force ROTC Scholarship Program authorized by P.L. 88-647 as amended. The estimate includes funds for subsistence allowance, uniforms and pay and allowances and subsistence while attending field training and professional development training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Reserve Officer Training Corps Scholarship cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances, Foreign Language Incentive Program and subsistence-in-kind. Details of the cost computation are provided in the following tables:

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|------------------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Subsistence Allowance | 16,868 | 14,402 | 23,941 |
| Uniforms | 1,520 | 1,537 | 2,101 |
| Pay & Allowances | 419 | 427 | 587 |
| Subsistence-In-Kind | 774 | 782 | 1,094 |
| Foreign Language Incentive Program | 87 | 87 | 87 |
| TOTAL Requirement | 19,668 | 17,235 | 27,810 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Institutional Program

The institutional program provides several entitlements for the Senior ROTC program. Programs include subsistence allowance, uniforms and subsistence-in-kind.

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in P.L. 88-647, 13 October 1964, as amended and DoD FMR 7000.14R, Volume 7A, Chap 59. This public law was amended by P.L. 106-398, Section 612, for a tiered stipend beginning in FY 2002. The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY 2014, the stipend rates changes as follows: AS100 to \$250.00, AS200 to \$300.00, AS300 to \$350.00 and for AS400 to \$400.00 Rates shown are average rates.

Subsistence Allowance: (*Number represents student months = projected enrollment times number of days divided by 30)

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| First Year (AS100) | 8,690 | 300 | 2,607 | 6,980 | 250 | 1,745 | 11,000 | 300 | 3,300 |
| Second Year (AS200) | 12,185 | 350 | 4,265 | 9,950 | 300 | 2,985 | 13,780 | 350 | 4,823 |
| Third Year (AS300) | 12,414 | 450 | 5,586 | 9,360 | 350 | 3,276 | 18,900 | 450 | 8,505 |
| Fourth Year (AS400) | 8,820 | 500 | 4,410 | 15,990 | 400 | 6,396 | 14,625 | 500 | 7,313 |
| Totals | | | 16,868 | | | 14,402 | | | 23,941 |

Uniforms

Uniforms, Issue-in-Kind: Uniform issues, including replacement items and issues for summer field training. Rate shown is an average rate.

Uniforms, Commutation in Lieu of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing issue items.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Uniforms, Issue-in-Kind: | 3,870 | 290 | 1,123 | 3,870 | 296 | 1,145 | 5,174 | 300 | 1,552 |
| Uniforms, Commutation in Lieu: | 154 | 941 | 145 | 147 | 960 | 141 | 206 | 973 | 201 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Subsistence-In-Kind

Travel for medical and Other Exams: Subsistence-In-Kind for cadets traveling to and from their installation for medical exams and other exams. Scholarship cadets receive government furnished meals while attending the medical flight screening program. Rate shown is an average rate.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Subsistence-In-Kind for Medical or Other Examinations: | 810 | 12 | 10 | 810 | 12 | 10 | 1,083 | 13 | 14 |

Summer Field Training

Summer Field Training objectives are to develop military leadership and discipline, provide Air Force officer orientation and motivation, and determine officer potential. Costs for this program include pay & allowances, subsistence-in-kind, travel lodging and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for members attending summer field training programs. P.L. 106-398, Section 612, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (O1) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Meals for members participating in summer field training programs. Rate shown is an average rate.

Uniforms, Issue-in-Kind: Uniform issues, including replacement items and issues for summer field training. Rate shown is an average rate.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 100 | 1,070 | 107 | 100 | 1,090 | 109 | 134 | 1,119 | 150 |
| Subsistence of Summer Field Training: | 1,182 | 402 | 475 | 1,155 | 412 | 476 | 1,580 | 427 | 674 |
| Uniforms, Issue-in-Kind: | 1,182 | 213 | 252 | 1,155 | 217 | 251 | 1,580 | 221 | 348 |

Foreign Language Incentive Program

FY 2008 NDAA allows stipends for ROTC cadets taking foreign language courses that will ensure airmen are able to influence operations worldwide. The program enables Information Warfare, Information Assurance and Foreign Interest Defense. It supports Air Force efforts in culture and language programs to meet requirements across accession points, in professional military education and specific career fields. Rates vary by foreign language. Rates shown are average rates.

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Foreign Language Incentive Program | 29 | 3,000 | 87 | 29 | 3,000 | 87 | 29 | 3,000 | 87 |

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2019 Estimate 18,825
FY 2018 Estimate 18,530
FY 2017 Actual 17,651

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms and subsistence-in-kind (meals) for students enrolled in the Junior ROTC program at secondary education institutions. The dollar rate for uniforms is a composite of complete issues for new members and partial replacements for other members. The estimate for subsistence-in-kind covers the cost of meals for students participating in curriculum in action trips, summer leadership schools and Science, Technology, Engineering and Math (STEM) camps.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data and adjusted for military personnel non-pay inflation.

| | <u>FY 2017 Actual</u> | | | <u>FY 2018 Estimate</u> | | | <u>FY 2019 Estimate</u> | | |
|--------------------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Uniforms, Issue-in-Kind: | 93,329 | 172 | 16,048 | 95,983 | 175 | 16,834 | 95,983 | 178 | 17,071 |
| Subsistence-In-Kind: | 58,013 | 28 | 1,603 | 59,839 | 28 | 1,696 | 59,839 | 29 | 1,754 |
| Total | | | 17,651 | | | 18,530 | | | 18,825 |

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Nonreimbursable Personnel: | | | | | | | | | |
| Exec Office of the President, White House (WHMO) | 24 | 14 | 38 | 22 | 11 | 33 | 23 | 14 | 37 |
| Office of National Drug & Control Policy (ONDCP) | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| Office of the Vice President (OVP) | 2 | 6 | 8 | 2 | 6 | 8 | 2 | 6 | 8 |
| Department of State (DOS) | 23 | 1 | 24 | 20 | 1 | 21 | 23 | 1 | 24 |
| Department of Energy (DOE) | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 |
| Department of Commerce (DOC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Department of Transportation (DOT) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| U.N. Truce Supervision Organization (UNTSO) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Enforcement Administration (DEA) | 0 | 6 | 6 | 0 | 6 | 6 | 0 | 6 | 6 |
| US Customs Service (USCS) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Security Council (NSC) | 5 | 0 | 5 | 5 | 0 | 5 | 5 | 0 | 5 |
| Central Intelligence Agency (CIA) | 10 | 0 | 10 | 9 | 0 | 9 | 10 | 0 | 10 |
| National Science & Technology Council (NSTC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UN Iraq/Kuwait Observation Mission (UNIKOM) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| US Military Observer Group (USMOG), Washington | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Department of Health & Human Services (DHHS) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Law Enforcement SP (LESP) | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 |
| Joint Center for International Security Forces Assist | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Domestic Nuclear Detection Office (DNDO) | 3 | 2 | 5 | 4 | 2 | 6 | 3 | 2 | 5 |
| Office Dir of National Intel (ODNI) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Subtotal Non-Reimbursable Personnel | 83 | 32 | 115 | 78 | 29 | 107 | 82 | 32 | 114 |

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Reimbursable Personnel: | | | | | | | | | |
| American Battle Monuments Commission | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Office of Science & Technology Policy | 2 | 0 | 2 | 1 | 0 | 1 | 2 | 0 | 2 |
| Central Intelligence Agency | 11 | 5 | 16 | 11 | 5 | 16 | 11 | 5 | 16 |
| Department of Transportation | 10 | 1 | 11 | 10 | 1 | 11 | 10 | 1 | 11 |
| National Aeronautics Space Administration (NASA) | 3 | 0 | 3 | 2 | 0 | 2 | 3 | 0 | 3 |
| Space & Missile Support, Vice Cmdr (CV) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White House Office (WHO) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Department of Energy (DOE) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Dept of Homeland Security (DHS) | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| Department of State (DOS) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office Dir of National Intel (ODNI) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Subtotal Reimbursable Personnel | 31 | 6 | 37 | 29 | 6 | 35 | 31 | 6 | 37 |
| In Support Non DoD Functions: | | | | | | | | | |
| NASA | 30 | 0 | 30 | 30 | 0 | 30 | 30 | 0 | 30 |
| Foreign Military Sales | 114 | 36 | 150 | 92 | 44 | 136 | 114 | 36 | 150 |
| Training Cases (Included in Foreign Military Sales) | 22 | 3 | 25 | 22 | 3 | 25 | 22 | 3 | 25 |
| Subtotal Non-DoD Functions | 144 | 36 | 180 | 122 | 44 | 166 | 144 | 36 | 180 |

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

| | FY 2017 Actual | | | FY 2018 Estimate | | | FY 2019 Estimate | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF) | | | | | | | | | |
| Information Services Activity Group (ISAG) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HQ US Transportation Command (TRANSCOM) | 88 | 39 | 127 | 93 | 30 | 123 | 83 | 33 | 116 |
| Military Surface Deployment and Distribution Command (SDDC) | 8 | 0 | 8 | 0 | 0 | 0 | 8 | 0 | 8 |
| Defense Courier Service (DCS) | 4 | 90 | 94 | 3 | 90 | 93 | 4 | 90 | 94 |
| Defense Commissary Agency (DECA) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Defense Finance & Accounting Service (DFAS) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Defense Information Systems Agency (DISA) | 13 | 13 | 26 | 2 | 12 | 14 | 13 | 13 | 26 |
| Defense Logistics Agency (DLA) | 98 | 17 | 115 | 111 | 32 | 143 | 62 | 11 | 73 |
| Depot Maintenance Activity Group (DMAG) | 68 | 100 | 168 | 68 | 86 | 154 | 68 | 100 | 168 |
| Supply Management Activity Group (SMAG) | 42 | 18 | 60 | 41 | 16 | 57 | 42 | 18 | 60 |
| Subtotal Working Capital Fund | 321 | 277 | 598 | 318 | 266 | 584 | 280 | 265 | 545 |
| Total - Reimbursable | 496 | 319 | 815 | 469 | 316 | 785 | 455 | 307 | 762 |
| Total - Nonreimbursable | 83 | 32 | 115 | 78 | 29 | 107 | 82 | 32 | 114 |
| Grand Total | 579 | 351 | 930 | 547 | 345 | 892 | 537 | 339 | 876 |

**ACTIVE FORCES
REIMBURSABLE PROGRAM
(Amount in Thousands)**

| | <u>FY 2017 Actual</u> | <u>FY 2018 Estimate</u> | <u>FY 2019 Estimate</u> |
|----------------------------------|-----------------------|-------------------------|-------------------------|
| Subsistence | 38,886 | 41,044 | 41,597 |
| Strength Related: | | | |
| Officer - Basic Pay | 92,792 | 133,615 | 134,298 |
| Other Pay and Allowances | 43,970 | 64,069 | 65,068 |
| Enlisted - Basic Pay | 148,462 | 110,003 | 110,778 |
| Other Pay and Allowances | 66,235 | 50,032 | 50,376 |
| Retired Pay Accrual | 69,724 | 69,430 | 74,503 |
| PCS Travel | 2,036 | 2,067 | 2,104 |
| Strength Related Subtotal | 423,219 | 429,216 | 437,127 |
| TOTAL PROGRAM | 462,105 | 470,260 | 478,724 |

**MILITARY PERSONNEL APPROPRIATION, AIR FORCE
RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

| | AY 16-17 (FY17) | | | AY 17-18 (FY18) | | | AY 18-19 (FY19) | | |
|--|-----------------|---------------|---------------|-----------------|---------------|---------------|-----------------|---------------|---------------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| <u>Senior ROTC - Non-Scholarship</u> | | | | | | | | | |
| (Excluding Scholarship) | | | | | | | | | |
| First Year | 4,035 | 3,660 | 3,285 | 4,752 | 4,242 | 3,732 | 4,235 | 3,860 | 3,485 |
| Second Year | 2,893 | 2,187 | 1,481 | 4,350 | 3,309 | 2,267 | 3,228 | 2,928 | 2,628 |
| Total Basic | 6,928 | 5,847 | 4,766 | 9,102 | 7,551 | 5,999 | 7,463 | 6,788 | 6,113 |
| Third Year | 1,150 | 1,160 | 1,169 | 1,036 | 1,014 | 992 | 2,314 | 1,750 | 1,185 |
| Fourth Year | 804 | 825 | 846 | 1,079 | 1,064 | 1,049 | 1,093 | 1,102 | 1,111 |
| Total Advanced | 1,954 | 1,985 | 2,015 | 2,115 | 2,078 | 2,041 | 3,407 | 2,851 | 2,295 |
| Extended Active | 231 | 231 | 231 | 235 | 289 | 343 | 231 | 231 | 231 |
| Total Non-Scholarship | 9,113 | 8,063 | 7,012 | 11,452 | 9,918 | 8,383 | 11,101 | 9,870 | 8,639 |
| <u>Senior ROTC - Scholarship</u> | | | | | | | | | |
| First Year | 619 | 869 | 1,119 | 698 | 833 | 967 | 900 | 1,100 | 1,300 |
| Second Year | 959 | 1,219 | 1,478 | 995 | 1,140 | 1,284 | 1,178 | 1,378 | 1,578 |
| Total Basic | 1,578 | 2,088 | 2,597 | 1,693 | 1,972 | 2,251 | 2,078 | 2,478 | 2,878 |
| Third Year | 1,033 | 1,035 | 1,036 | 936 | 928 | 919 | 1,600 | 1,575 | 1,550 |
| Fourth Year | 1,017 | 882 | 747 | 1,238 | 1,176 | 1,114 | 1,525 | 1,463 | 1,400 |
| Total Advanced | 2,050 | 1,917 | 1,783 | 2,174 | 2,104 | 2,033 | 3,125 | 3,038 | 2,950 |
| Extended Active | 463 | 402 | 340 | 469 | 385 | 300 | 450 | 375 | 300 |
| Total Scholarship | 4,091 | 4,406 | 4,720 | 4,336 | 4,460 | 4,584 | 5,653 | 5,891 | 6,128 |
| <u>Total Enrollment</u> | | | | | | | | | |
| First Year | 4,654 | 4,529 | 4,404 | 5,450 | 5,075 | 4,699 | 5,135 | 4,960 | 4,785 |
| Second Year | 3,852 | 3,406 | 2,959 | 5,345 | 4,448 | 3,551 | 4,406 | 4,306 | 4,206 |
| Total Basic | 8,506 | 7,935 | 7,363 | 10,795 | 9,523 | 8,250 | 9,541 | 9,266 | 8,991 |
| Third Year | 2,183 | 2,194 | 2,205 | 1,972 | 1,942 | 1,911 | 3,914 | 3,325 | 2,735 |
| Fourth Year | 1,821 | 1,707 | 1,593 | 2,317 | 2,240 | 2,163 | 2,618 | 2,564 | 2,511 |
| Total Advanced | 4,004 | 3,901 | 3,798 | 4,289 | 4,182 | 4,074 | 6,532 | 5,889 | 5,245 |
| Extended Active | 694 | 633 | 571 | 704 | 674 | 643 | 681 | 606 | 531 |
| Total ROTC Enrollment | 13,204 | 12,468 | 11,732 | 15,788 | 14,378 | 12,967 | 16,754 | 15,761 | 14,767 |
| Complete Commissioned | | | 1,665 | | | 1,400 | | | 2,399 |
| Comp, Com Defr (No Adl Ent) (Cum Proj in Defr Status) | 231 | 231 | 231 | 114 | 117 | 119 | 231 | 231 | 231 |
| Complete, 5 Year Deg Ent | 463 | 402 | 340 | 483 | 479 | 474 | 450 | 375 | 300 |
| Number of ROTC Detach | 145 | | 145 | 145 | | 145 | 145 | | 145 |
| Number of ROTC Operating Locations | 1 | | 1 | 1 | | 1 | 1 | | 1 |

**MILITARY PERSONNEL APPROPRIATION, AIR FORCE
JUNIOR RESERVE OFFICER TRAINING CORPS (JROTC) ENROLLMENT**

| | AY 16-17 | AY 17-18 | AY 18-19 |
|-----------------------------------|-----------------|-----------------|-----------------|
| | Sep 2017 | Sep 2017 | Sep 2017 |
| 1st Year Cadet (Freshmen) | 70,305 | 71,941 | 75,900 |
| 2nd Year Cadet (Sophomores) | 32,231 | 33,612 | 34,500 |
| 3rd Year Cadet (Juniors) | 16,160 | 16,805 | 16,560 |
| 4th Year Cadet (Seniors) | 8,701 | 9,049 | 11,040 |
| Total | 127,397 | 131,407 | 138,000 |
| Number of Junior ROTC Detachments | 889 | 920 | 920 |

Number of Schools, Civilian and Military Personnel Associated with the Air Force ROTC Program follows:

| | <u>End FY 2017 Actual</u> | <u>End FY 2018 Estimate</u> | <u>End FY 2019 Estimate</u> |
|--------------------------------------|--------------------------------------|--|--|
| Senior ROTC | | | |
| Schools | 145 | 145 | 145 |
| Civilian Personnel (End Strength) | 22 | 22 | 22 |
| Military Personnel (End Strength) 1/ | 929 | 929 | 929 |
| Junior ROTC | | | |
| Schools | 900 | 920 | 939 |
| Civilian Personnel (End Strength) | 20 | 25 | 25 |
| Military Personnel (End Strength) 1/ | 11 | 13 | 13 |

NOTE: The personnel costs associated with these end strengths are funded by Air Force Operation and Maintenance and Military Personnel Appropriations.

1/ Includes those assigned to Management Headquarters.

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2017 Actual

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 13 | 13 | 13 | 13 | 13 |
| O-9 Lieutenant General | 40 | 43 | 43 | 41 | 42 | 41 | 41 | 42 | 43 | 40 | 42 | 41 |
| O-8 Major General | 85 | 84 | 84 | 84 | 84 | 85 | 86 | 91 | 90 | 90 | 94 | 91 |
| O-7 Brigadier General | 147 | 146 | 145 | 144 | 144 | 144 | 144 | 144 | 144 | 149 | 151 | 153 |
| O-6 Colonel | 3,293 | 3,292 | 3,310 | 3,325 | 3,356 | 3,382 | 3,399 | 3,449 | 3,457 | 3,432 | 3,365 | 3,313 |
| O-5 Lt Colonel | 9,543 | 9,557 | 9,624 | 9,676 | 9,732 | 9,813 | 9,868 | 10,007 | 10,025 | 9,932 | 9,828 | 9,751 |
| O-4 Major | 12,899 | 12,958 | 12,952 | 13,032 | 13,110 | 13,191 | 13,266 | 13,452 | 13,523 | 13,411 | 13,343 | 13,292 |
| O-3 Captain | 21,031 | 20,736 | 20,595 | 20,365 | 20,189 | 20,002 | 19,640 | 20,456 | 20,686 | 20,760 | 20,889 | 20,968 |
| O-2 1st Lieutenant | 7,032 | 7,260 | 7,187 | 7,155 | 7,088 | 6,996 | 7,038 | 6,819 | 6,658 | 7,040 | 6,818 | 6,651 |
| O-1 2nd Lieutenant | 6,637 | 6,545 | 6,472 | 6,560 | 6,592 | 6,991 | 6,967 | 6,998 | 7,398 | 6,953 | 7,203 | 7,324 |
| Total Officers | 60,720 | 60,634 | 60,425 | 60,395 | 60,350 | 60,659 | 60,463 | 61,471 | 62,037 | 61,820 | 61,746 | 61,597 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,503 | 2,501 | 2,490 | 2,497 | 2,512 | 2,538 | 2,556 | 2,569 | 2,590 | 2,592 | 2,587 | 2,586 |
| E-8 Senior Master Sergeant | 4,990 | 5,015 | 5,032 | 5,016 | 5,025 | 5,006 | 5,016 | 5,038 | 5,051 | 5,043 | 5,046 | 5,011 |
| E-7 Master Sergeant | 24,489 | 24,594 | 24,784 | 24,806 | 24,867 | 24,930 | 24,961 | 25,001 | 25,006 | 24,909 | 24,826 | 24,776 |
| E-6 Technical Sergeant | 39,650 | 39,613 | 39,647 | 39,701 | 39,753 | 39,684 | 39,732 | 39,717 | 39,622 | 39,639 | 39,573 | 39,574 |
| E-5 Staff Sergeant | 59,079 | 59,104 | 59,343 | 59,362 | 60,003 | 60,165 | 60,714 | 61,299 | 61,500 | 61,989 | 61,670 | 61,922 |
| E-4 Senior Airman | 59,438 | 58,750 | 58,212 | 57,876 | 57,204 | 56,604 | 55,685 | 55,004 | 54,259 | 53,832 | 53,371 | 53,103 |
| E-3 Airman First Class | 44,113 | 44,766 | 45,556 | 46,447 | 46,893 | 48,118 | 48,791 | 49,112 | 50,101 | 50,242 | 50,711 | 51,275 |
| E-2 Airman | 6,901 | 7,175 | 7,129 | 7,338 | 7,845 | 7,980 | 7,789 | 8,109 | 7,959 | 8,126 | 8,305 | 8,141 |
| E-1 Airman Basic | 10,666 | 10,907 | 10,486 | 10,381 | 10,024 | 9,937 | 10,080 | 10,329 | 10,164 | 10,333 | 10,805 | 10,595 |
| Total Enlisted | 251,829 | 252,425 | 252,679 | 253,424 | 254,126 | 254,962 | 255,324 | 256,178 | 256,252 | 256,705 | 256,894 | 256,983 |
| <u>Cadets</u> | 4,152 | 4,141 | 4,122 | 4,109 | 4,095 | 4,086 | 4,078 | 3,100 | 4,270 | 4,214 | 4,217 | 4,207 |
| Total End Strength | 316,701 | 317,200 | 317,226 | 317,928 | 318,571 | 319,707 | 319,865 | 320,749 | 322,559 | 322,739 | 322,857 | 322,787 |

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2018 Estimate *

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 12 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 14 |
| O-9 Lieutenant General | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 42 |
| O-8 Major General | 96 | 87 | 89 | 90 | 92 | 92 | 92 | 92 | 92 | 92 | 92 | 92 |
| O-7 Brigadier General | 140 | 149 | 151 | 153 | 153 | 153 | 152 | 152 | 152 | 152 | 152 | 149 |
| O-6 Colonel | 3,362 | 3,375 | 3,399 | 3,408 | 3,443 | 3,480 | 3,485 | 3,495 | 3,485 | 3,490 | 3,457 | 3,415 |
| O-5 Lt Colonel | 9,772 | 9,801 | 9,835 | 9,862 | 9,898 | 9,928 | 9,938 | 9,997 | 10,117 | 10,094 | 10,060 | 10,011 |
| O-4 Major | 13,420 | 13,442 | 13,438 | 13,016 | 13,045 | 13,094 | 13,124 | 13,250 | 13,389 | 13,378 | 13,435 | 13,396 |
| O-3 Captain | 20,998 | 21,223 | 21,162 | 20,965 | 20,801 | 20,771 | 20,781 | 20,821 | 20,948 | 21,434 | 21,555 | 21,577 |
| O-2 1st Lieutenant | 6,783 | 6,936 | 6,958 | 6,946 | 6,977 | 6,918 | 6,832 | 6,842 | 6,933 | 6,824 | 6,835 | 6,781 |
| O-1 2nd Lieutenant | 6,834 | 6,718 | 6,821 | 6,846 | 6,786 | 6,968 | 6,963 | 6,983 | 7,135 | 7,098 | 6,946 | 6,974 |
| Total Officers | 61,457 | 61,784 | 61,906 | 61,339 | 61,248 | 61,457 | 61,420 | 61,685 | 62,304 | 62,615 | 62,585 | 62,451 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,558 | 2,561 | 2,576 | 2,587 | 2,584 | 2,577 | 2,578 | 2,581 | 2,579 | 2,578 | 2,575 | 2,580 |
| E-8 Senior Master Sergeant | 5,044 | 5,060 | 5,090 | 5,108 | 5,071 | 5,060 | 5,071 | 5,084 | 5,102 | 5,093 | 5,089 | 5,085 |
| E-7 Master Sergeant | 25,076 | 25,054 | 25,132 | 25,255 | 25,235 | 25,276 | 25,275 | 25,298 | 25,274 | 25,148 | 25,197 | 25,267 |
| E-6 Technical Sergeant | 40,133 | 39,924 | 39,935 | 39,997 | 39,970 | 40,198 | 40,126 | 40,058 | 40,004 | 40,038 | 40,141 | 40,426 |
| E-5 Staff Sergeant | 62,636 | 62,279 | 62,458 | 62,027 | 61,604 | 61,048 | 61,455 | 61,759 | 62,084 | 62,497 | 62,634 | 63,108 |
| E-4 Senior Airman | 58,361 | 58,655 | 58,931 | 58,509 | 58,602 | 58,661 | 58,484 | 58,759 | 58,564 | 59,002 | 59,024 | 58,810 |
| E-3 Airman First Class | 45,043 | 45,499 | 45,415 | 46,083 | 46,305 | 46,927 | 46,570 | 46,420 | 46,118 | 45,420 | 45,679 | 45,365 |
| E-2 Airman | 7,315 | 7,185 | 7,219 | 7,181 | 7,189 | 7,035 | 6,996 | 7,207 | 7,177 | 7,198 | 7,200 | 7,343 |
| E-1 Airman Basic | 10,586 | 10,753 | 10,718 | 10,750 | 10,775 | 10,849 | 10,773 | 10,802 | 10,758 | 10,725 | 10,815 | 10,665 |
| Total Enlisted | 256,752 | 256,970 | 257,474 | 257,497 | 257,335 | 257,631 | 257,328 | 257,968 | 257,660 | 257,699 | 258,354 | 258,649 |
| <u>Cadets</u> | 4,103 | 4,086 | 4,068 | 4,066 | 4,040 | 4,027 | 4,014 | 3,998 | 4,133 | 4,074 | 4,024 | 4,000 |
| Total End Strength | 322,312 | 322,840 | 323,448 | 322,902 | 322,623 | 323,115 | 322,762 | 323,651 | 324,097 | 324,388 | 324,963 | 325,100 |

* Reflects the FY2018 President's Budget Request.

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2019 Estimate

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 13 | 13 | 13 | 13 | 14 |
| O-9 Lieutenant General | 40 | 43 | 43 | 41 | 42 | 41 | 41 | 42 | 43 | 40 | 40 | 42 |
| O-8 Major General | 85 | 84 | 84 | 84 | 84 | 85 | 86 | 91 | 90 | 92 | 92 | 96 |
| O-7 Brigadier General | 147 | 146 | 145 | 144 | 144 | 144 | 144 | 144 | 144 | 152 | 152 | 145 |
| O-6 Colonel | 3,451 | 3,459 | 3,461 | 3,466 | 3,469 | 3,470 | 3,475 | 3,468 | 3,459 | 3,452 | 3,447 | 3,442 |
| O-5 Lt Colonel | 9,706 | 9,716 | 9,727 | 9,739 | 9,745 | 9,765 | 9,776 | 9,765 | 9,758 | 9,756 | 9,754 | 9,731 |
| O-4 Major | 14,166 | 14,154 | 14,169 | 13,986 | 13,892 | 13,853 | 13,865 | 13,876 | 13,898 | 13,998 | 14,012 | 14,213 |
| O-3 Captain | 21,144 | 21,195 | 21,210 | 21,276 | 21,272 | 21,209 | 21,267 | 21,289 | 21,319 | 21,312 | 21,399 | 21,444 |
| O-2 1st Lieutenant | 6,788 | 6,967 | 7,080 | 7,091 | 7,139 | 7,194 | 7,137 | 7,104 | 7,044 | 7,029 | 6,947 | 6,900 |
| O-1 2nd Lieutenant | 6,848 | 6,805 | 6,831 | 6,870 | 6,868 | 6,858 | 6,884 | 6,915 | 6,922 | 6,973 | 6,952 | 6,891 |
| Total Officers | 62,388 | 62,582 | 62,763 | 62,710 | 62,668 | 62,633 | 62,689 | 62,707 | 62,690 | 62,817 | 62,808 | 62,918 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,584 | 2,576 | 2,581 | 2,593 | 2,591 | 2,601 | 2,613 | 2,623 | 2,623 | 2,628 | 2,626 | 2,623 |
| E-8 Senior Master Sergeant | 5,157 | 5,189 | 5,221 | 5,238 | 5,255 | 5,270 | 5,293 | 5,296 | 5,284 | 5,274 | 5,267 | 5,246 |
| E-7 Master Sergeant | 25,341 | 25,383 | 25,431 | 25,478 | 25,543 | 25,590 | 25,644 | 25,696 | 25,743 | 25,790 | 26,007 | 26,232 |
| E-6 Technical Sergeant | 40,324 | 40,473 | 40,683 | 40,836 | 40,989 | 41,109 | 41,188 | 41,266 | 41,357 | 41,444 | 41,726 | 41,972 |
| E-5 Staff Sergeant | 62,394 | 62,598 | 62,816 | 63,030 | 63,316 | 63,672 | 63,867 | 64,228 | 64,600 | 64,932 | 65,237 | 65,667 |
| E-4 Senior Airman | 52,711 | 52,833 | 52,939 | 52,941 | 52,883 | 52,833 | 52,539 | 52,715 | 52,420 | 52,190 | 52,049 | 52,121 |
| E-3 Airman First Class | 52,475 | 52,394 | 52,321 | 52,424 | 52,590 | 52,383 | 52,526 | 52,376 | 52,024 | 52,060 | 51,760 | 51,710 |
| E-2 Airman | 7,966 | 8,137 | 7,558 | 8,000 | 7,829 | 7,646 | 7,324 | 7,704 | 8,137 | 8,154 | 8,156 | 7,343 |
| E-1 Airman Basic | 10,331 | 10,304 | 10,674 | 10,706 | 10,731 | 10,805 | 10,729 | 10,490 | 10,114 | 10,056 | 9,941 | 9,268 |
| Total Enlisted | 259,283 | 259,887 | 260,224 | 261,246 | 261,727 | 261,909 | 261,723 | 262,394 | 262,302 | 262,528 | 262,769 | 262,182 |
| <u>Cadets</u> | 4,157 | 4,148 | 4,129 | 4,118 | 4,102 | 4,093 | 4,083 | 3,105 | 4,192 | 4,118 | 4,044 | 4,000 |
| Total End Strength | 325,828 | 326,617 | 327,116 | 328,074 | 328,497 | 328,635 | 328,495 | 328,206 | 329,184 | 329,463 | 329,621 | 329,100 |