



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2014
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE**

April 2013

**RESERVE PERSONNEL, AIR FORCE
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Section I
Summary of Requirements

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

| | FY 2012 Actual | FY 2013 Estimate* | FY 2014 Estimate |
|--------------------------------------------------------------------|-----------------------|--------------------------|-------------------------|
| <u>DIRECT PROGRAM</u> | | | |
| Reserve Component Training and Support | \$1,713,168 | \$1,741,365 | \$1,758,629 |
| TOTAL Direct Program | \$1,713,168 | \$1,741,365 | \$1,758,629 |
| FY 2013 CR Adjustment | | (\$18,178) | |
| <u>REIMBURSABLE PROGRAM</u> | | | |
| Reserve Component Training and Support | \$7,663 | \$8,200 | \$8,987 |
| TOTAL Reimbursable Program | \$7,663 | \$8,200 | \$8,987 |
| <u>TOTAL BASELINE PROGRAM</u> | | | |
| Reserve Component Training and Support | \$1,720,831 | \$1,731,387 | \$1,767,616 |
| TOTAL Baseline Program | \$1,720,831 | \$1,731,387 | \$1,767,616 |
| <u>OCO/Title IX Supplemental Funding FY2012 P.L. 112-74</u> | | | |
| Reserve Component Training and Support | \$26,167 | \$25,348 | \$0 |
| TOTAL OCO Funding | \$26,167 | \$25,348 | \$0 |
| <u>TOTAL PROGRAM FUNDING</u> | | | |
| Reserve Component Training and Support | \$1,746,998 | \$1,756,735 | \$1,767,616 |
| TOTAL Program Funding | \$1,746,998 | \$1,756,735 | \$1,767,616 |
| <u>LESS: FY 2013 Title IX (P.L. 112-175)</u> | | | |
| Reserve Component Training and Support | \$0 | \$0 | \$0 |
| TOTAL OCO Funding | \$0 | \$0 | \$0 |
| <u>Revised TOTAL PROGRAM FUNDING</u> | | | |
| Reserve Component Training and Support | \$1,746,998 | \$1,756,735 | \$1,767,616 |
| Revised TOTAL Program Funding | \$1,746,998 | \$1,756,735 | \$1,767,616 |
| Medicare Eligible Retiree Health Fund Contribution | \$238,794 | \$173,927 | \$141,337 |
| <u>TOTAL MILITARY PERSONNEL PROGRAM COST</u> | \$1,985,792 | \$1,930,662 | \$1,908,953 |

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

FY 2012 Actual FY 2013 Estimate* FY 2014 Estimate

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

RESERVE PERSONNEL, AIR FORCE (RPAF)

| | | | |
|----------------------------------------------------------|--------------------|--------------------|--------------------|
| DIRECT PROGRAM (RPAF) | \$1,713,168 | \$1,741,365 | \$1,758,629 |
| REIMBURSABLE PROGRAM (RPAF) | \$7,663 | \$8,200 | \$8,987 |
| OCO & OTHER SUPPLEMENTAL FUNDING (RPAF) | \$26,167 | \$25,348 | \$0 |
| TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING | \$1,746,998 | \$1,774,913 | \$1,767,616 |
| MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION | \$238,794 | \$173,927 | \$141,337 |
| TOTAL FROM RESERVE PERSONNEL, AIR FORCE | \$1,985,792 | \$1,948,840 | \$1,908,953 |

MILITARY PERSONNEL, AIR FORCE (MPAF)

| | | | |
|---------------------------------------------------------------------------|--------------------|--------------------|--------------------|
| OCO PAY AND ALLOWANCE MOBILIZATION (MPAF) | \$447,911 | \$603,823 | \$0 |
| ADOS/ADSW PAY AND ALLOWANCE (Reserve/Guard Mobilization) | \$163,693 | \$196,996 | \$182,771 |
| TOTAL FROM MILITARY PERSONNEL, AIR FORCE | \$611,604 | \$800,819 | \$558,429 |
| TOTAL RESERVE PAY & BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS | \$2,597,396 | \$2,749,659 | \$2,467,382 |

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

Section II
Introduction and
Performance Measures

RESERVE PERSONNEL, AIR FORCE

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

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

The Fiscal Year 2014 budget provides funding for 1.0 percent across the board pay raise effective 1 January 2014. The Fiscal Year 2014 request supports end strength of 70,400 and an average strength of 70,494.

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

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

The Department is committed to reduce the unexpended/unobligated balances occurring annually in the military personnel appropriations. The Air Force Reserve and the Defense Finance and Accounting Service have been directed to work together to:

- Develop the lowest, achievable percentage level of unobligated/unexpended balances.
- Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances.
- Add the necessary personnel resources to improve execution data collection, and
- Closely monitor, through metrics reporting the process, to reduce Military Reserve Personnel appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's five year availability.

RESERVE PERSONNEL, AIR FORCE

Following are the economic assumptions employed in pricing the approved programs. Social Security Costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) rate is 1.45%. There is no wage cap on the 1.45% percent medical contribution.

EFFECTIVE 1 JANUARY EACH FISCAL YEAR

| | <u>FY 2012</u> | <u>FY 2013</u> | <u>FY 2014</u> |
|----------------------------------|----------------|----------------|----------------|
| Maximum Social Security Pay Base | \$110,100 | \$114,900 | \$117,900 |
| FICA Rate | 7.65% | 7.65% | 7.65% |
| Military Personnel Pay Increase | 1.60% | 1.70% | 1.00% |

EFFECTIVE ENTIRE FISCAL YEAR

| | <u>FY 2012</u> | <u>FY 2013</u> | <u>FY 2014</u> |
|-------------------------------------------------------|----------------|----------------|----------------|
| Non-Pay Inflation | 1.90% | 1.70% | 1.90% |
| Retired Pay Accrual, Part Time Personnel | 24.30% | 24.40% | 24.50% |
| Retired pay Accrual, Full Time Personnel | 34.30% | 32.10% | 32.40% |
| Per Capita Payment to the DoD Education Benefits Fund | \$1,681 | \$1,660 | \$0 |

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

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

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

PERFORMANCE MEASURES

| | <u>FY 2012 Actual</u> | <u>FY 2013 Planned *</u> | <u>FY 2014 Planned</u> |
|--------------------------------|------------------------------|---------------------------------|-------------------------------|
| Average Strength | 71,408 | 70,992 | 70,494 |
| End Strength | 71,428 | 70,500 | 70,400 |
| Authorized End Strength | 71,400 | 70,500 | |

The Air Force Reserve is in the process of transitioning from legacy to new missions based on Total Force Initiatives and Base Realignment and Closure (BRAC) decisions. This requires recruiting and retaining those personnel with the skills to meet the new mission capabilities while eliminating the legacy positions. The Air Force Reserve executed FY 2012 at 28 above the authorized end strength of 71,400, exceeding its recruiting and retention goals and ending the year slightly higher than planned. This postures the Air Force Reserve well to meet the FY 2013 and FY 2014 end strength levels of 70,500 and 70,400 respectively.

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

* Reflects the FY 2013 President's Budget and does not include the additional authorizations provided in the FY 2013 NDAA.

Section III
SUMMARY TABLES

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate *</u> | | | <u>FY 2014 Estimate</u> | | |
|---------------------------------------------------|-----------------------|----------------|---------------|---------------------------|----------------|---------------|-------------------------|----------------|---------------|
| | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Begin</u> | <u>Average</u> | <u>End</u> |
| <u>Paid Drill/Individual Training</u> | | | | | | | | | |
| Pay Group A - Officers (48 drills/15 AD Tng Days) | 8,665 | 8,726 | 8,792 | 9,702 | 9,558 | 9,413 | 9,413 | 9,569 | 9,726 |
| Pay Group A - Enlisted (48 drills/15 AD Tng Days) | 47,204 | 47,511 | 48,030 | 47,867 | 47,393 | 46,925 | 46,925 | 46,997 | 47,065 |
| Subtotal Pay Group A | 55,869 | 56,237 | 56,822 | 57,569 | 56,951 | 56,338 | 56,338 | 56,566 | 56,791 |
| Pay Group B - Officers | 4,959 | 4,875 | 4,634 | 5,180 | 5,234 | 5,285 | 5,285 | 5,195 | 5,107 |
| Pay Group B - Enlisted | 3,192 | 3,105 | 3,053 | 3,794 | 3,794 | 3,794 | 3,794 | 3,596 | 3,396 |
| Subtotal Pay Group B | 8,151 | 7,980 | 7,687 | 8,974 | 9,028 | 9,079 | 9,079 | 8,791 | 8,503 |
| Pay Group F - Enlisted (AD Days 178) | 1,527 | 1,545 | 1,666 | 1,092 | 1,121 | 1,092 | 1,092 | 1,121 | 1,092 |
| Pay Group P - Enlisted - Paid | 326 | 309 | 206 | 115 | 285 | 210 | 115 | 285 | 210 |
| Pay Group P - Enlisted - Non Paid | 2,655 | 2,563 | 2,314 | 988 | 831 | 893 | 988 | 831 | 893 |
| Subtotal Pay Group F/P | 4,508 | 4,417 | 4,186 | 2,195 | 2,237 | 2,195 | 2,195 | 2,237 | 2,195 |
| Officer Subtotal | 13,624 | 13,601 | 13,426 | 14,882 | 14,792 | 14,698 | 14,698 | 14,764 | 14,833 |
| Enlisted Subtotal | 54,904 | 55,033 | 55,269 | 53,856 | 53,424 | 52,914 | 52,914 | 52,830 | 52,656 |
| Subtotal Paid Drill/Ind Tng | 68,528 | 68,634 | 68,695 | 68,738 | 68,216 | 67,612 | 67,612 | 67,594 | 67,489 |
| <u>Full-time Active Duty</u> | | | | | | | | | |
| Officers | 911 | 901 | 877 | 723 | 819 | 913 | 913 | 895 | 879 |
| Enlisted | 1,882 | 1,873 | 1,856 | 1,939 | 1,957 | 1,975 | 1,975 | 2,005 | 2,032 |
| Subtotal Full-time | 2,793 | 2,774 | 2,733 | 2,662 | 2,776 | 2,888 | 2,888 | 2,900 | 2,911 |
| <u>Total Selected Reserve</u> | | | | | | | | | |
| Officers | 14,535 | 14,502 | 14,303 | 15,605 | 15,611 | 15,611 | 15,611 | 15,659 | 15,712 |
| Enlisted | 56,786 | 56,906 | 57,125 | 55,795 | 55,381 | 54,889 | 54,889 | 54,835 | 54,688 |
| Total | 71,321 | 71,408 | 71,428 | 71,400 | 70,992 | 70,500 | 70,500 | 70,494 | 70,400 |

* Reflects the FY 2013 President's Budget and does not include the additional authorizations provided in the FY 2013 NDAA.

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate *</u> | | | <u>FY 2014 Estimate</u> | | |
|-----------------------------------------------------------------|-----------------------|----------------|---------------|---------------------------|----------------|---------------|-------------------------|----------------|---------------|
| | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Begin</u> | <u>Average</u> | <u>End</u> |
| <u>Individual Ready Reserve</u> | | | | | | | | | |
| Officers | 11,692 | 11,457 | 11,222 | 11,392 | 11,392 | 11,392 | 11,392 | 11,392 | 11,392 |
| Enlisted | 28,863 | 26,567 | 24,271 | 27,482 | 27,482 | 27,482 | 27,482 | 27,482 | 27,482 |
| Total | 40,555 | 38,024 | 35,493 | 38,874 | 38,874 | 38,874 | 38,874 | 38,874 | 38,874 |
| <u>Reimbursable Strength (Included on previous page)</u> | | | | | | | | | |
| <u>Paid Drill/Individual Training</u> | | | | | | | | | |
| Pay Group B - Officers | 44 | 49 | 53 | 83 | 83 | 83 | 83 | 83 | 83 |
| Pay Group B - Enlisted | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Pay Group B | 44 | 49 | 53 | 83 | 83 | 83 | 83 | 83 | 83 |
| <u>Full-time Active Duty</u> | | | | | | | | | |
| Officers | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| Enlisted | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 |
| Subtotal Full-time | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 |
| <u>Total Reimb Personnel</u> | | | | | | | | | |
| Officers | 90 | 95 | 99 | 129 | 129 | 129 | 129 | 129 | 129 |
| Enlisted | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 |
| Total | 127 | 132 | 136 | 166 | 166 | 166 | 166 | 166 | 166 |

* Reflects the FY 2013 President's Budget and does not include the additional authorizations provided in the FY 2013 NDAA.

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|---------------------------------------|-----------------------|----------------|--------------|-------------------------|--------------|-------------------------|--------------|
| | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> |
| <u>Commissioned Officers</u> | | | | | | | |
| O-9 Lieutenant General | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| O-8 Major General | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| O-7 Brigadier General | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| O-6 Colonel | 153 | 170 | 175 | 200 | 223 | 221 | 218 |
| O-5 Lieutenant Colonel | 352 | 343 | 333 | 297 | 338 | 334 | 330 |
| O-4 Major | 332 | 334 | 339 | 265 | 270 | 258 | 249 |
| O-3 Captain | 65 | 47 | 27 | 54 | 79 | 79 | 79 |
| O-2 1st Lieutenant | 4 | 2 | 0 | 0 | 0 | 0 | 0 |
| O-1 2nd Lieutenant | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total Officers | 911 | 901 | 877 | 819 | 913 | 895 | 879 |
| <u>Enlisted Personnel</u> | | | | | | | |
| E-9 Chief Master Sergeant | 101 | 113 | 124 | 121 | 124 | 124 | 124 |
| E-8 Senior Master Sergeant | 286 | 292 | 297 | 318 | 320 | 326 | 329 |
| E-7 Master Sergeant | 708 | 652 | 607 | 695 | 692 | 702 | 703 |
| E-6 Technical Sergeant | 444 | 469 | 486 | 466 | 462 | 476 | 485 |
| E-5 Staff Sergeant | 312 | 308 | 296 | 310 | 322 | 323 | 336 |
| E-4 Senior Airman | 31 | 39 | 46 | 47 | 55 | 54 | 55 |
| E-3 Airman First Class | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E-2 Airman | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E-1 Airman Basic | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Enlisted | 1,882 | 1,873 | 1,856 | 1,957 | 1,975 | 2,005 | 2,032 |
| Total Personnel on Active Duty | 2,793 | 2,774 | 2,733 | 2,776 | 2,888 | 2,900 | 2,911 |

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

FY 2012 Strength by Month

| | <u>Pay Group A</u> | | | <u>Pay Group B (IMA)</u> | | | <u>Pay</u> | <u>Pay Group P</u> | | <u>Total</u> | <u>Full-Time</u> | | | <u>Total</u> |
|---------------------------|--------------------|-----------------|--------------|--------------------------|-----------------|--------------|----------------|--------------------|----------------|--------------|------------------|-----------------|--------------|----------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Group F</u> | <u>Paid</u> | <u>NonPaid</u> | <u>Drill</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Reserve</u> |
| September 30, 2011 | 8,665 | 47,204 | 55,869 | 4,959 | 3,192 | 8,151 | 1,527 | 326 | 2,655 | 68,528 | 911 | 1,882 | 2,793 | 71,321 |
| October | 8,686 | 47,300 | 55,986 | 4,944 | 3,148 | 8,092 | 1,382 | 280 | 2,721 | 68,461 | 909 | 1,888 | 2,797 | 71,258 |
| November | 8,667 | 47,344 | 56,011 | 4,933 | 3,132 | 8,065 | 1,376 | 249 | 2,657 | 68,358 | 906 | 1,885 | 2,791 | 71,149 |
| December | 8,672 | 47,398 | 56,070 | 4,958 | 3,123 | 8,081 | 1,325 | 369 | 2,626 | 68,471 | 909 | 1,893 | 2,802 | 71,273 |
| January | 8,671 | 47,395 | 56,066 | 4,945 | 3,105 | 8,050 | 1,455 | 296 | 2,605 | 68,472 | 917 | 1,882 | 2,799 | 71,271 |
| February | 8,682 | 47,448 | 56,130 | 4,934 | 3,116 | 8,050 | 1,491 | 364 | 2,561 | 68,596 | 911 | 1,874 | 2,785 | 71,381 |
| March | 8,741 | 47,437 | 56,178 | 4,915 | 3,083 | 7,998 | 1,519 | 318 | 2,584 | 68,597 | 904 | 1,873 | 2,777 | 71,374 |
| April | 8,762 | 47,453 | 56,215 | 4,918 | 3,091 | 8,009 | 1,573 | 352 | 2,564 | 68,713 | 893 | 1,871 | 2,764 | 71,477 |
| May | 8,773 | 47,556 | 56,329 | 4,837 | 3,072 | 7,909 | 1,656 | 350 | 2,526 | 68,770 | 893 | 1,861 | 2,754 | 71,524 |
| June | 8,763 | 47,551 | 56,314 | 4,790 | 3,095 | 7,885 | 1,754 | 315 | 2,492 | 68,760 | 900 | 1,858 | 2,758 | 71,518 |
| July | 8,782 | 47,713 | 56,495 | 4,766 | 3,095 | 7,861 | 1,737 | 304 | 2,469 | 68,866 | 895 | 1,860 | 2,755 | 71,621 |
| August | 8,783 | 47,914 | 56,697 | 4,762 | 3,081 | 7,843 | 1,681 | 247 | 2,471 | 68,939 | 886 | 1,867 | 2,753 | 71,692 |
| September 30, 2012 | 8,792 | 48,030 | 56,822 | 4,634 | 3,053 | 7,687 | 1,666 | 206 | 2,314 | 68,695 | 877 | 1,856 | 2,733 | 71,428 |
| Average | 8,726 | 47,511 | 56,237 | 4,875 | 3,105 | 7,980 | 1,545 | 309 | 2,563 | 68,634 | 901 | 1,873 | 2,774 | 71,408 |

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

| <u>AC Funded</u> | <u>RC Funded</u> | <u>TOTAL</u> | <u>Primary Mission Being Performed</u> |
|---------------------------------------------|----------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------|
| Count Against Active Component End Strength | Count Against Reserve Component (AGR) End Strength | Count Against AD (AC + AGR) End Strength | |
| 78 | 0 | 78 | 1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical |

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

FY 2013 Strength by Month

| | <u>Pay Group A</u> | | | <u>Pay Group B (IMA)</u> | | | <u>Pay Group F</u> | <u>Pay Group P</u> | | <u>Total Drill</u> | <u>Full-Time</u> | | | <u>Total Selective Reserve *</u> |
|---------------------------|--------------------|-----------------|--------------|--------------------------|-----------------|--------------|--------------------|--------------------|----------------|--------------------|------------------|-----------------|--------------|----------------------------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | | <u>Paid</u> | <u>NonPaid</u> | | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | |
| September 30, 2012 | 9,702 | 47,867 | 57,569 | 5,180 | 3,794 | 8,974 | 1,092 | 115 | 988 | 68,738 | 723 | 1,939 | 2,662 | 71,400 |
| October | 9,678 | 47,788 | 57,466 | 5,189 | 3,794 | 8,983 | 1,129 | 264 | 906 | 68,748 | 739 | 1,942 | 2,681 | 71,429 |
| November | 9,654 | 47,709 | 57,363 | 5,198 | 3,794 | 8,992 | 1,017 | 208 | 947 | 68,527 | 755 | 1,945 | 2,700 | 71,227 |
| December | 9,630 | 47,630 | 57,260 | 5,207 | 3,794 | 9,001 | 1,090 | 266 | 742 | 68,359 | 771 | 1,948 | 2,719 | 71,078 |
| January | 9,606 | 47,551 | 57,157 | 5,216 | 3,794 | 9,010 | 1,098 | 275 | 725 | 68,265 | 787 | 1,951 | 2,738 | 71,003 |
| February | 9,582 | 47,472 | 57,054 | 5,225 | 3,794 | 9,019 | 1,086 | 287 | 759 | 68,205 | 803 | 1,954 | 2,757 | 70,962 |
| March | 9,558 | 47,393 | 56,951 | 5,234 | 3,794 | 9,028 | 1,060 | 328 | 803 | 68,170 | 819 | 1,957 | 2,776 | 70,946 |
| April | 9,534 | 47,314 | 56,848 | 5,243 | 3,794 | 9,037 | 1,091 | 352 | 827 | 68,155 | 835 | 1,960 | 2,795 | 70,950 |
| May | 9,510 | 47,235 | 56,745 | 5,252 | 3,794 | 9,046 | 1,150 | 314 | 862 | 68,117 | 851 | 1,963 | 2,814 | 70,931 |
| June | 9,486 | 47,156 | 56,642 | 5,261 | 3,794 | 9,055 | 1,238 | 310 | 786 | 68,031 | 867 | 1,966 | 2,833 | 70,864 |
| July | 9,462 | 47,077 | 56,539 | 5,270 | 3,794 | 9,064 | 1,209 | 317 | 812 | 67,941 | 883 | 1,969 | 2,852 | 70,793 |
| August | 9,438 | 46,998 | 56,436 | 5,279 | 3,794 | 9,073 | 1,195 | 338 | 862 | 67,904 | 899 | 1,972 | 2,871 | 70,775 |
| September 30, 2013 | 9,413 | 46,925 | 56,338 | 5,285 | 3,794 | 9,079 | 1,092 | 210 | 893 | 67,612 | 913 | 1,975 | 2,888 | 70,500 |
| Average | 9,558 | 47,393 | 56,951 | 5,234 | 3,794 | 9,028 | 1,121 | 285 | 831 | 68,216 | 819 | 1,957 | 2,776 | 70,992 |

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

| <u>AC Funded</u> | <u>RC Funded</u> | <u>TOTAL</u> | <u>Primary Mission Being Performed</u> |
|---------------------------------------------|----------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------|
| Count Against Active Component End Strength | Count Against Reserve Component (AGR) End Strength | Count Against AD (AC + AGR) End Strength | |
| 492 | 70 | 562 | 1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical |

* Reflects the FY 2013 President's Budget and does not include the additional authorizations provided in the FY 2013 NDAA.

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

FY 2014 Strength by Month

| | <u>Pay Group A</u> | | | <u>Pay Group B (IMA)</u> | | | <u>Pay</u> | <u>Pay Group P</u> | | <u>Total</u> | <u>Full-Time</u> | | | <u>Total</u> |
|---------------------------|--------------------|-----------------|--------------|--------------------------|-----------------|--------------|----------------|--------------------|----------------|--------------|------------------|-----------------|--------------|----------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Group F</u> | <u>Paid</u> | <u>NonPaid</u> | <u>Drill</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Reserve</u> |
| September 30, 2013 | 9,413 | 46,925 | 56,338 | 5,285 | 3,794 | 9,079 | 1,092 | 115 | 988 | 67,612 | 913 | 1,975 | 2,888 | 70,500 |
| October | 9,439 | 46,937 | 56,376 | 5,270 | 3,761 | 9,031 | 1,129 | 264 | 906 | 67,706 | 910 | 1,980 | 2,890 | 70,596 |
| November | 9,465 | 46,949 | 56,414 | 5,255 | 3,728 | 8,983 | 1,017 | 208 | 947 | 67,569 | 907 | 1,985 | 2,892 | 70,461 |
| December | 9,491 | 46,961 | 56,452 | 5,240 | 3,695 | 8,935 | 1,090 | 266 | 742 | 67,485 | 904 | 1,990 | 2,894 | 70,379 |
| January | 9,517 | 46,973 | 56,490 | 5,225 | 3,662 | 8,887 | 1,098 | 275 | 725 | 67,475 | 901 | 1,995 | 2,896 | 70,371 |
| February | 9,543 | 46,985 | 56,528 | 5,210 | 3,629 | 8,839 | 1,086 | 287 | 759 | 67,499 | 898 | 2,000 | 2,898 | 70,397 |
| March | 9,569 | 46,997 | 56,566 | 5,195 | 3,596 | 8,791 | 1,060 | 328 | 803 | 67,548 | 895 | 2,005 | 2,900 | 70,448 |
| April | 9,595 | 47,009 | 56,604 | 5,180 | 3,563 | 8,743 | 1,091 | 352 | 827 | 67,617 | 892 | 2,010 | 2,902 | 70,519 |
| May | 9,621 | 47,021 | 56,642 | 5,165 | 3,530 | 8,695 | 1,150 | 314 | 862 | 67,663 | 889 | 2,015 | 2,904 | 70,567 |
| June | 9,647 | 47,033 | 56,680 | 5,150 | 3,497 | 8,647 | 1,238 | 310 | 786 | 67,661 | 886 | 2,020 | 2,906 | 70,567 |
| July | 9,673 | 47,045 | 56,718 | 5,135 | 3,464 | 8,599 | 1,209 | 317 | 812 | 67,655 | 883 | 2,025 | 2,908 | 70,563 |
| August | 9,699 | 47,057 | 56,756 | 5,120 | 3,431 | 8,551 | 1,195 | 338 | 862 | 67,702 | 880 | 2,030 | 2,910 | 70,612 |
| September 30, 2014 | 9,726 | 47,065 | 56,791 | 5,107 | 3,396 | 8,503 | 1,092 | 210 | 893 | 67,489 | 879 | 2,032 | 2,911 | 70,400 |
| Average | 9,569 | 46,997 | 56,566 | 5,195 | 3,596 | 8,791 | 1,121 | 285 | 831 | 67,594 | 895 | 2,005 | 2,900 | 70,494 |

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

| <u>AC Funded</u> | <u>RC Funded</u> | <u>TOTAL</u> | <u>Primary Mission Being Performed</u> |
|---------------------------------------------|----------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------|
| Count Against Active Component End Strength | Count Against Reserve Component (AGR) End Strength | Count Against AD (AC + AGR) End Strength | |
| 234 | 66 | 300 | 1 Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical |

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

OFFICERS

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|---------------------------------|-----------------------|-------------------------|-------------------------|
| BEGINNING STRENGTH | 14,535 | 15,605 | 15,611 |
| <u>GAINS</u> | | | |
| Non-Prior Service Personnel | 45 | 95 | 95 |
| Male | 34 | 71 | 71 |
| Female | 11 | 24 | 24 |
| Prior Service Personnel | 1,074 | 1,058 | 1,124 |
| Civilian Life | 35 | 35 | 35 |
| Active Component | 125 | 120 | 154 |
| Enlisted Commissioning Programs | 136 | 146 | 169 |
| Other Reserve Status/Component | 521 | 652 | 661 |
| All Other | 257 | 100 | 100 |
| Full-Time Active Duty | 0 | 5 | 5 |
| TOTAL GAINS | 1,119 | 1,153 | 1,219 |
| <u>LOSSES</u> | | | |
| Civilian Life | 84 | 85 | 75 |
| Active Component | 0 | 19 | 15 |
| Retired Reserves | 500 | 315 | 310 |
| Other Reserve Status/Component | 525 | 640 | 640 |
| All Other | 205 | 85 | 75 |
| Full-Time Active Duty | 37 | 3 | 3 |
| TOTAL LOSSES | 1,351 | 1,147 | 1,118 |
| END STRENGTH | 14,303 | 15,611 | 15,712 |

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

| | <u>ENLISTED</u> | | |
|----------------------------------------|------------------------|-------------------------|-------------------------|
| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
| BEGINNING STRENGTH | 56,786 | 55,795 | 54,889 |
| <u>GAINS</u> | | | |
| Non-Prior Service Personnel | 3,046 | 3,750 | 3,750 |
| Male | 1,889 | 2,325 | 2,325 |
| Female | 1,157 | 1,425 | 1,425 |
| Prior Service Personnel | 3,075 | 4,768 | 4,741 |
| Civilian Life | 570 | 1,269 | 1,269 |
| Active Component | 498 | 924 | 900 |
| Other Reserve Status/Component | 1,596 | 2,240 | 2,240 |
| All Other | 410 | 325 | 322 |
| Full-Time Active Duty | 1 | 10 | 10 |
| TOTAL GAINS | 6,121 | 8,518 | 8,491 |
| <u>LOSSES</u> | | | |
| Expiration of Selected Reserve Service | 1,600 | 1,487 | 1,296 |
| Active Component | 0 | 23 | 23 |
| To Officer Status | 75 | 116 | 100 |
| Retired Reserves | 1,765 | 2,541 | 2,541 |
| Other Reserve Status/Component | 2,122 | 4,990 | 4,469 |
| All Other | 203 | 248 | 248 |
| Full-Time Active Duty | 17 | 19 | 15 |
| TOTAL LOSSES | 5,782 | 9,424 | 8,692 |
| END STRENGTH | 57,125 | 54,889 | 54,688 |

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

| | FY 2012 Actual | | | FY 2013 Estimate* | | | FY 2014 Estimate | | |
|--------------------------------------------|-----------------------|------------------|------------------|--------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>UNIT AND INDIVIDUAL TRAINING</u> | | | | | | | | | |
| <u>PAY GROUP A</u> | | | | | | | | | |
| Active Duty Training | \$42,394 | \$106,349 | \$148,743 | \$48,570 | \$112,227 | \$160,797 | \$48,140 | \$109,076 | \$157,216 |
| Inactive Duty Training | | | | | | | | | |
| Unit Training Assemblies | \$105,693 | \$248,766 | \$354,459 | \$118,199 | \$258,906 | \$377,105 | \$119,443 | \$253,534 | \$372,977 |
| Flight Training | \$33,475 | \$8,591 | \$42,066 | \$34,564 | \$9,615 | \$44,179 | \$34,507 | \$8,856 | \$43,363 |
| Training Preparation | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Readiness Management Periods | \$6,597 | \$9,422 | \$16,019 | \$7,753 | \$11,050 | \$18,803 | \$6,797 | \$9,708 | \$16,505 |
| Military Funeral Honors | \$30 | \$157 | \$187 | \$32 | \$153 | \$185 | \$31 | \$163 | \$194 |
| Clothing | \$590 | \$10,223 | \$10,813 | \$1,135 | \$16,228 | \$17,363 | \$662 | \$10,474 | \$11,136 |
| Subsistence of Enlisted Personnel | \$0 | \$2,887 | \$2,887 | \$0 | \$2,828 | \$2,828 | \$0 | \$2,986 | \$2,986 |
| Travel | \$14,714 | \$49,598 | \$64,312 | \$19,802 | \$57,488 | \$77,290 | \$16,768 | \$51,036 | \$67,804 |
| TOTAL DIRECT OBLIGATIONS | \$203,493 | \$435,993 | \$639,486 | \$230,055 | \$468,495 | \$698,550 | \$226,348 | \$445,833 | \$672,181 |
| <u>PAY GROUP B</u> | | | | | | | | | |
| Active Duty Training | \$19,325 | \$6,277 | \$25,602 | \$21,609 | \$7,791 | \$29,400 | \$21,322 | \$7,538 | \$28,860 |
| Inactive Duty Training | \$45,254 | \$13,113 | \$58,367 | \$48,446 | \$15,710 | \$64,156 | \$49,685 | \$15,650 | \$65,335 |
| Clothing | \$32 | \$188 | \$220 | \$38 | \$233 | \$271 | \$35 | \$239 | \$274 |
| Subsistence of Enlisted Personnel | \$0 | \$12 | \$12 | \$0 | \$16 | \$16 | \$0 | \$15 | \$15 |
| Travel | \$6,206 | \$2,842 | \$9,048 | \$6,593 | \$3,078 | \$9,671 | \$6,885 | \$3,449 | \$10,334 |
| TOTAL DIRECT OBLIGATIONS | \$70,817 | \$22,432 | \$93,249 | \$76,686 | \$26,828 | \$103,514 | \$77,927 | \$26,891 | \$104,818 |
| <u>PAY GROUP F</u> | | | | | | | | | |
| Active Duty Training | \$0 | \$67,719 | \$67,719 | \$0 | \$54,522 | \$54,522 | \$0 | \$62,194 | \$62,194 |
| Clothing | \$0 | \$5,758 | \$5,758 | \$0 | \$5,150 | \$5,150 | \$0 | \$5,305 | \$5,305 |
| Subsistence of Enl Personnel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Travel | \$0 | \$6,275 | \$6,275 | \$0 | \$5,247 | \$5,247 | \$0 | \$5,782 | \$5,782 |
| TOTAL DIRECT OBLIGATIONS | \$0 | \$79,752 | \$79,752 | \$0 | \$64,919 | \$64,919 | \$0 | \$73,281 | \$73,281 |
| <u>PAY GROUP P</u> | | | | | | | | | |
| Inactive Duty Training | \$0 | \$1,909 | \$1,909 | \$0 | \$50 | \$50 | \$0 | \$755 | \$755 |
| TOTAL DIRECT OBLIGATIONS | \$0 | \$1,909 | \$1,909 | \$0 | \$50 | \$50 | \$0 | \$755 | \$755 |
| TOTAL UNIT AND INDIVIDUAL TRAINING | \$274,310 | \$540,086 | \$814,396 | \$306,741 | \$560,292 | \$867,033 | \$304,275 | \$546,760 | \$851,035 |

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

| | FY 2012 Actual | | | FY 2013 Estimate* | | | FY 2014 Estimate | | |
|------------------------------------------|------------------|------------------|------------------|-------------------|------------------|------------------|------------------|------------------|------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>OTHER TRAINING AND SUPPORT</u> | | | | | | | | | |
| <u>MOBILIZATION TRAINING</u> | | | | | | | | | |
| IRR Muster/Screening | \$85 | \$272 | \$357 | \$165 | \$425 | \$590 | \$159 | \$409 | \$568 |
| IRR Readiness Training | \$0 | \$0 | \$0 | \$19 | \$164 | \$183 | \$0 | \$0 | \$0 |
| TOTAL DIRECT OBLIGATIONS | \$85 | \$272 | \$357 | \$184 | \$589 | \$773 | \$159 | \$409 | \$568 |
| <u>SCHOOL TRAINING</u> | | | | | | | | | |
| Career Development Training | \$14,540 | \$15,409 | \$29,949 | \$14,133 | \$12,441 | \$26,574 | \$14,216 | \$15,066 | \$29,282 |
| Initial Skill Acquisition Training | \$5,987 | \$39,353 | \$45,340 | \$5,092 | \$36,144 | \$41,236 | \$5,853 | \$38,479 | \$44,332 |
| Officer Training School | \$1,839 | \$2,611 | \$4,450 | \$1,493 | \$2,938 | \$4,431 | \$1,798 | \$2,552 | \$4,350 |
| Recruiter Training | \$0 | \$139 | \$139 | \$0 | \$316 | \$316 | \$0 | \$136 | \$136 |
| Refresher & Proficiency Training | \$13,550 | \$8,118 | \$21,668 | \$12,768 | \$7,701 | \$20,469 | \$13,249 | \$7,937 | \$21,186 |
| Undergraduate Pilot/Nav Training | \$26,478 | \$18,313 | \$44,791 | \$28,971 | \$18,641 | \$47,612 | \$25,891 | \$17,906 | \$43,797 |
| Unit Conversion Training | \$3,749 | \$2,381 | \$6,130 | \$3,869 | \$2,231 | \$6,100 | \$3,666 | \$2,329 | \$5,995 |
| TOTAL DIRECT OBLIGATIONS | \$66,143 | \$86,324 | \$152,467 | \$66,326 | \$80,412 | \$146,738 | \$64,673 | \$84,405 | \$149,078 |
| <u>SPECIAL TRAINING</u> | | | | | | | | | |
| Command & Staff Supervision | \$7,497 | \$5,025 | \$12,522 | \$9,346 | \$5,349 | \$14,695 | \$6,611 | \$4,429 | \$11,040 |
| Competitive Events | \$80 | \$24 | \$104 | \$84 | \$57 | \$141 | \$71 | \$21 | \$92 |
| Exercises | \$1,730 | \$2,354 | \$4,084 | \$1,411 | \$2,055 | \$3,466 | \$1,525 | \$2,076 | \$3,601 |
| Management Support | \$59,649 | \$127,542 | \$187,191 | \$56,149 | \$113,725 | \$169,874 | \$56,303 | \$117,656 | \$173,959 |
| Operational Training | \$9,490 | \$103,380 | \$112,870 | \$5,845 | \$77,529 | \$83,374 | \$8,366 | \$91,139 | \$99,505 |
| Recruiting/Retention | \$3 | \$2 | \$5 | \$3 | \$3 | \$6 | \$3 | \$3 | \$6 |
| Service Mission/Mission Support | \$2,829 | \$2,627 | \$5,456 | \$1,659 | \$1,744 | \$3,403 | \$2,493 | \$2,315 | \$4,808 |
| Unit Conversion Training | \$1,499 | \$1,140 | \$2,639 | \$1,063 | \$1,171 | \$2,234 | \$1,320 | \$1,004 | \$2,324 |
| Drug Interdiction Activity | \$1,240 | \$1,483 | \$2,723 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Yellow Ribbon | \$4,217 | \$6,716 | \$10,933 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL DIRECT OBLIGATIONS | \$88,234 | \$250,293 | \$338,527 | \$75,560 | \$201,633 | \$277,193 | \$76,692 | \$218,643 | \$295,335 |
| <u>ADMINISTRATION AND SUPPORT</u> | | | | | | | | | |
| Full Time Pay and Allowances | \$144,185 | \$166,078 | \$310,263 | \$136,203 | \$177,061 | \$313,264 | \$148,780 | \$184,114 | \$332,894 |
| Clothing | \$0 | \$0 | \$0 | \$70 | \$188 | \$258 | \$66 | \$0 | \$66 |
| Travel/PCS | \$2,932 | \$3,322 | \$6,254 | \$2,178 | \$3,329 | \$5,507 | \$3,036 | \$3,612 | \$6,648 |
| Death Gratuities | \$0 | \$100 | \$100 | \$200 | \$300 | \$500 | \$100 | \$200 | \$300 |
| Health Profession Stipend | \$1,455 | \$0 | \$1,455 | \$1,297 | \$0 | \$1,297 | \$1,497 | \$0 | \$1,497 |
| Transportation Subsidy | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Disability & Hospitalization | \$259 | \$1,277 | \$1,536 | \$182 | \$667 | \$849 | \$266 | \$1,313 | \$1,579 |
| Reserve Transition Benefits | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Reserve Incentive | \$10,869 | \$28,335 | \$39,204 | \$11,880 | \$38,594 | \$50,474 | \$13,961 | \$32,028 | \$45,989 |
| \$30,000 Lump Sum Bonus | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL DIRECT OBLIGATIONS | \$159,700 | \$199,112 | \$358,812 | \$152,010 | \$220,139 | \$372,149 | \$167,706 | \$221,267 | \$388,973 |

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

| | FY 2012 Actual | | | FY 2013 Estimate* | | | FY 2014 Estimate | | |
|----------------------------------------------------------|-----------------------|--------------------|--------------------|--------------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>(OTHER TRAINING AND SUPPORT cont'd)</u> | | | | | | | | | |
| <u>EDUCATION BENEFITS</u> | | | | | | | | | |
| Benefits Accrual: Basic Benefits (Chap.1606) | \$0 | \$5,734 | \$5,734 | \$0 | \$4,316 | \$4,316 | \$0 | \$0 | \$0 |
| Tuition Assistance | \$1,941 | \$6,646 | \$8,587 | \$1,584 | \$5,616 | \$7,200 | \$1,813 | \$6,427 | \$8,240 |
| Kicker Program | \$0 | \$6,994 | \$6,994 | \$0 | \$5,058 | \$5,058 | \$0 | \$5,267 | \$5,267 |
| Amortization (Chap.1606) Payment | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Educational Assistance (Chap.1607) | | | | | | | | | |
| Amortization (Chap.1607) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Normal Cost Enhanced Benefit | \$0 | \$477 | \$477 | \$0 | \$938 | \$938 | \$0 | \$0 | \$0 |
| TOTAL DIRECT OBLIGATIONS | \$1,941 | \$19,851 | \$21,792 | \$1,584 | \$15,928 | \$17,512 | \$1,813 | \$11,694 | \$13,507 |
| TOTAL RESERVE PERSONNEL TRAINING | 316,103 | 555,852 | 871,955 | 295,664 | 518,701 | 814,365 | 311,043 | 536,418 | 847,461 |
| <u>HEALTH PROFESSIONS SCHOLARSHIP</u> | | | | | | | | | |
| Stipend | \$32,261 | \$0 | \$32,261 | \$35,791 | \$0 | \$35,791 | \$35,687 | \$0 | \$35,687 |
| Pay and Allowances, Active Duty for Training | \$10,464 | \$0 | \$10,464 | \$11,585 | \$0 | \$11,585 | \$11,763 | \$0 | \$11,763 |
| Uniform Allowance | \$180 | \$0 | \$180 | \$202 | \$0 | \$202 | \$202 | \$0 | \$202 |
| Travel | \$2,479 | \$0 | \$2,479 | \$2,517 | \$0 | \$2,517 | \$2,568 | \$0 | \$2,568 |
| Critical Skills Accession Bonus | \$3,880 | \$0 | \$3,880 | \$5,000 | \$0 | \$5,000 | \$5,000 | \$0 | \$5,000 |
| TOTAL DIRECT OBLIGATIONS | \$49,264 | \$0 | \$49,264 | \$55,095 | \$0 | \$55,095 | \$55,220 | \$0 | \$55,220 |
| <u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u> | | | | | | | | | |
| Stipend | \$1,201 | \$0 | \$1,201 | \$1,576 | \$0 | \$1,576 | \$1,615 | \$0 | \$1,615 |
| Financial Assistance Grant | \$2,373 | \$0 | \$2,373 | \$3,105 | \$0 | \$3,105 | \$3,105 | \$0 | \$3,105 |
| Uniform Allowance | \$8 | \$0 | \$8 | \$10 | \$0 | \$10 | \$10 | \$0 | \$10 |
| Travel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Pay and Allowances, Active Duty for Training | \$138 | \$0 | \$138 | \$181 | \$0 | \$181 | \$183 | \$0 | \$183 |
| TOTAL DIRECT OBLIGATIONS | \$3,720 | \$0 | \$3,720 | \$4,872 | \$0 | \$4,872 | \$4,913 | \$0 | \$4,913 |
| TOTAL OTHER TRAINING AND SUPPORT | \$369,087 | \$555,852 | \$924,939 | \$355,631 | \$518,701 | \$874,332 | \$371,176 | \$536,418 | \$907,594 |
| TOTAL DIRECT PROGRAM | \$643,397 | \$1,095,938 | \$1,739,335 | \$662,372 | \$1,078,993 | \$1,741,365 | \$675,451 | \$1,083,178 | \$1,758,629 |
| FY 2013 CR Adjustment | | | | | | (18,178) | | | |
| Revised FY 2013 Direct Program | | | | | | 1,723,187 | | | |

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2013 (\$ in Thousands)**

| | FY 2013 * PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY13* COLUMN OF THE FY14 PRES BUDGET |
|-------------------------------------|------------------------------------|-------------------------|---------------|------------------------------------------|-----------|-------------------------------|--------------------------------------------|
| <u>PAY GROUP A</u> | | | | | | | |
| Active Duty Training | \$160,797 | \$0 | \$160,797 | \$0 | \$160,797 | \$0 | \$160,797 |
| Inactive Duty Training | | | | | | | |
| Unit Training Assemblies | \$377,105 | \$0 | \$377,105 | \$0 | \$377,105 | \$0 | \$377,105 |
| Flight Training | \$44,179 | \$0 | \$44,179 | \$0 | \$44,179 | \$0 | \$44,179 |
| Training Preparation | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Readiness Management Periods | \$18,803 | \$0 | \$18,803 | \$0 | \$18,803 | \$0 | \$18,803 |
| Military Funeral Honors | \$185 | \$0 | \$185 | \$0 | \$185 | \$0 | \$185 |
| Clothing | \$17,363 | \$0 | \$17,363 | \$0 | \$17,363 | \$0 | \$17,363 |
| Subsistence of Enlisted Personnel | \$2,828 | \$0 | \$2,828 | \$0 | \$2,828 | \$0 | \$2,828 |
| Travel | \$77,290 | \$0 | \$77,290 | \$0 | \$77,290 | \$0 | \$77,290 |
| TOTAL Direct Obligations | \$698,550 | \$0 | \$698,550 | \$0 | \$698,550 | \$0 | \$698,550 |
| <u>PAY GROUP B</u> | | | | | | | |
| Active Duty Training | \$29,400 | \$0 | \$29,400 | \$0 | \$29,400 | \$0 | \$29,400 |
| Inactive Duty Training | \$64,156 | \$0 | \$64,156 | \$0 | \$64,156 | \$0 | \$64,156 |
| Clothing | \$271 | \$0 | \$271 | \$0 | \$271 | \$0 | \$271 |
| Subsistence of Enl Personnel | \$16 | \$0 | \$16 | \$0 | \$16 | \$0 | \$16 |
| Travel | \$9,671 | \$0 | \$9,671 | \$0 | \$9,671 | \$0 | \$9,671 |
| TOTAL Direct Obligations | \$103,514 | \$0 | \$103,514 | \$0 | \$103,514 | \$0 | \$103,514 |
| <u>PAY GROUP F</u> | | | | | | | |
| Active Duty Training | \$54,522 | \$0 | \$54,522 | \$0 | \$54,522 | \$0 | \$54,522 |
| Clothing | \$5,150 | \$0 | \$5,150 | \$0 | \$5,150 | \$0 | \$5,150 |
| Subsistence of Enl Personnel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Travel | \$5,247 | \$0 | \$5,247 | \$0 | \$5,247 | \$0 | \$5,247 |
| TOTAL Direct Obligations | \$64,919 | \$0 | \$64,919 | \$0 | \$64,919 | \$0 | \$64,919 |
| <u>PAY GROUP P</u> | | | | | | | |
| Inactive Duty Training | \$50 | \$0 | \$50 | \$0 | \$50 | \$0 | \$50 |
| TOTAL Direct Obligations | \$50 | \$0 | \$50 | \$0 | \$50 | \$0 | \$50 |
| <u>MOBILIZATION TRAINING</u> | | | | | | | |
| IRR Muster/Screening | \$590 | \$0 | \$590 | \$0 | \$590 | \$0 | \$590 |
| IRR Readiness Training | \$183 | \$0 | \$183 | \$0 | \$183 | \$0 | \$183 |
| TOTAL Direct Obligations | \$773 | \$0 | \$773 | \$0 | \$773 | \$0 | \$773 |

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2013 (\$ in Thousands)**

| | FY 2013 * PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY13* COLUMN OF THE FY14 PRES BUDGET |
|------------------------------------------|------------------------------------|-------------------------|---------------|------------------------------------------|-----------|-------------------------------|--------------------------------------------|
| <u>SCHOOL TRAINING</u> | | | | | | | |
| Career Development Training | \$26,574 | \$0 | \$26,574 | \$0 | \$26,574 | \$0 | \$26,574 |
| Initial Skill Acquisition Training | \$41,236 | \$0 | \$41,236 | \$0 | \$41,236 | \$0 | \$41,236 |
| Officer Training School | \$4,431 | \$0 | \$4,431 | \$0 | \$4,431 | \$0 | \$4,431 |
| Recruiter Training | \$316 | \$0 | \$316 | \$0 | \$316 | \$0 | \$316 |
| Refresher & Proficiency Training | \$20,469 | \$0 | \$20,469 | \$0 | \$20,469 | \$0 | \$20,469 |
| Undergraduate Pilot/Nav Training | \$47,612 | \$0 | \$47,612 | \$0 | \$47,612 | \$0 | \$47,612 |
| Unit Conversion Training | \$6,100 | \$0 | \$6,100 | \$0 | \$6,100 | \$0 | \$6,100 |
| TOTAL Direct Obligations | \$146,738 | \$0 | \$146,738 | \$0 | \$146,738 | \$0 | \$146,738 |
| <u>SPECIAL TRAINING</u> | | | | | | | |
| Command & Staff Supervision | \$14,695 | \$0 | \$14,695 | \$0 | \$14,695 | \$0 | \$14,695 |
| Competitive Events | \$141 | \$0 | \$141 | \$0 | \$141 | \$0 | \$141 |
| Exercises | \$3,466 | \$0 | \$3,466 | \$0 | \$3,466 | \$0 | \$3,466 |
| Management Support | \$169,874 | \$0 | \$169,874 | \$0 | \$169,874 | \$0 | \$169,874 |
| Operational Training | \$83,374 | \$0 | \$83,374 | \$0 | \$83,374 | \$0 | \$83,374 |
| Recruiting/Retention | \$6 | \$0 | \$6 | \$0 | \$6 | \$0 | \$6 |
| Service Mission/Mission Support | \$3,403 | \$0 | \$3,403 | \$0 | \$3,403 | \$0 | \$3,403 |
| Unit Conversion Training | \$2,234 | \$0 | \$2,234 | \$0 | \$2,234 | \$0 | \$2,234 |
| Drug Interdiction Activity | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Yellow Ribbon | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL Direct Obligations | \$277,193 | \$0 | \$277,193 | \$0 | \$277,193 | \$0 | \$277,193 |
| <u>ADMINISTRATION AND SUPPORT</u> | | | | | | | |
| Full Time Pay and Allowances | \$313,264 | \$0 | \$313,264 | \$0 | \$313,264 | \$0 | \$313,264 |
| Clothing | \$258 | \$0 | \$258 | \$0 | \$258 | \$0 | \$258 |
| Travel/PCS | \$5,507 | \$0 | \$5,507 | \$0 | \$5,507 | \$0 | \$5,507 |
| Death Gratuities | \$500 | \$0 | \$500 | \$0 | \$500 | \$0 | \$500 |
| Health Profession Stipend | \$1,297 | \$0 | \$1,297 | \$0 | \$1,297 | \$0 | \$1,297 |
| Transportation Subsidy | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Disability & Hospitalization | \$849 | \$0 | \$849 | \$0 | \$849 | \$0 | \$849 |
| Reserve Transition Benefits | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Reserve Incentive | \$50,474 | \$0 | \$50,474 | \$0 | \$50,474 | \$0 | \$50,474 |
| \$30,000 Lump Sum Bonus | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL Direct Obligations | \$372,149 | \$0 | \$372,149 | \$0 | \$372,149 | \$0 | \$372,149 |

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2013 (\$ in Thousands)**

| | FY 2013 * PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY13* COLUMN OF THE FY14 PRES BUDGET |
|---------------------------------------------------------------|------------------------------------|-------------------------|------------------------|------------------------------------------|------------------------|-------------------------------|--------------------------------------------|
| <u>EDUCATION BENEFITS</u> | | | | | | | |
| Benefits Accrual: Basic Benefits (Chap.1606) | \$4,316 | \$0 | \$4,316 | \$0 | \$4,316 | \$0 | \$4,316 |
| Tuition Assistance | \$7,200 | \$0 | \$7,200 | \$0 | \$7,200 | \$0 | \$7,200 |
| Kicker Program | \$5,058 | \$0 | \$5,058 | \$0 | \$5,058 | \$0 | \$5,058 |
| Amortization (Chap.1606) Payment REAP Chap.1607 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Amortization (Chap.1607) Payment | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Normal Cost Ch. 1607 | \$938 | \$0 | \$938 | \$0 | \$938 | \$0 | \$938 |
| TOTAL Direct Obligations | \$17,512 | \$0 | \$17,512 | \$0 | \$17,512 | \$0 | \$17,512 |
| <u>HEALTH PROFESSIONS SCHOLARSHIP</u> | | | | | | | |
| Stipend | \$35,791 | \$0 | \$35,791 | \$0 | \$35,791 | \$0 | \$35,791 |
| Pay and Allowances, Active Duty for Training | \$11,585 | \$0 | \$11,585 | \$0 | \$11,585 | \$0 | \$11,585 |
| Uniform Allowance | \$202 | \$0 | \$202 | \$0 | \$202 | \$0 | \$202 |
| Travel | \$2,517 | \$0 | \$2,517 | \$0 | \$2,517 | \$0 | \$2,517 |
| Critical Skills Accession Bonus HPSP | \$5,000 | \$0 | \$5,000 | \$0 | \$5,000 | \$0 | \$5,000 |
| TOTAL Direct Obligations | \$55,095 | \$0 | \$55,095 | \$0 | \$55,095 | \$0 | \$55,095 |
| <u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u> | | | | | | | |
| Stipend | \$1,576 | \$0 | \$1,576 | \$0 | \$1,576 | \$0 | \$1,576 |
| Financial Assistance Grant | \$3,105 | \$0 | \$3,105 | \$0 | \$3,105 | \$0 | \$3,105 |
| Uniform Allowance | \$10 | \$0 | \$10 | \$0 | \$10 | \$0 | \$10 |
| Travel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Pay and Allowances, Active Duty for Training | \$181 | \$0 | \$181 | \$0 | \$181 | \$0 | \$181 |
| TOTAL Direct Obligations | \$4,872 | \$0 | \$4,872 | \$0 | \$4,872 | \$0 | \$4,872 |
| Total Reserve Comp.Training/Support Direct Program | \$1,741,365 | \$0 | \$1,741,365 | \$0 | \$1,741,365 | \$0 | \$1,741,365 |
| FY 2013 CR Adjustment | | | | | | | (18,178) |
| Revised FY 2013 Direct Program | | | | | | | 1,723,187 |

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|------------------------------|-----------------------|-------------|-------------------------|-------------|-------------------------|-------------|
| | Basic Pay | Retired Pay | Basic Pay | Retired Pay | Basic Pay | Retired Pay |
| <u>Pay Group A</u> | | | | | | |
| Officers | \$133,848 | \$32,525 | \$148,242 | \$36,170 | \$148,124 | \$36,290 |
| Enlisted | \$264,206 | \$64,202 | \$277,212 | \$67,640 | \$268,997 | \$65,905 |
| Subtotal | \$398,054 | \$96,727 | \$425,454 | \$103,810 | \$417,121 | \$102,195 |
| <u>Pay Group B</u> | | | | | | |
| Officers | \$46,539 | \$11,309 | \$50,309 | \$12,275 | \$51,015 | \$12,499 |
| Enlisted | \$13,568 | \$3,297 | \$16,184 | \$3,948 | \$16,165 | \$3,960 |
| Subtotal | \$60,107 | \$14,606 | \$66,493 | \$16,223 | \$67,180 | \$16,459 |
| <u>Pay Group F</u> | | | | | | |
| Enlisted | \$42,905 | \$10,426 | \$34,239 | \$8,354 | \$39,089 | \$9,577 |
| Subtotal | \$42,905 | \$10,426 | \$34,239 | \$8,354 | \$39,089 | \$9,577 |
| <u>Pay Group P</u> | | | | | | |
| Enlisted | \$1,444 | \$351 | \$43 | \$10 | \$570 | \$140 |
| Subtotal | \$1,444 | \$351 | \$43 | \$10 | \$570 | \$140 |
| <u>Mobilization Training</u> | | | | | | |
| Officers | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| <u>School Training</u> | | | | | | |
| Officers | \$31,968 | \$7,768 | \$30,546 | \$7,453 | \$30,960 | \$7,585 |
| Enlisted | \$32,662 | \$7,937 | \$31,196 | \$7,613 | \$31,573 | \$7,736 |
| Subtotal | \$64,630 | \$15,705 | \$61,742 | \$15,066 | \$62,533 | \$15,321 |
| <u>Special Training</u> | | | | | | |
| Officers | \$44,715 | \$10,864 | \$36,970 | \$9,020 | \$38,592 | \$9,454 |
| Enlisted | \$107,039 | \$26,010 | \$84,889 | \$20,713 | \$92,432 | \$22,646 |
| Subtotal | \$151,754 | \$36,874 | \$121,859 | \$29,733 | \$131,024 | \$32,100 |

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|-----------------------------------------------|-----------------------|-------------|-------------------------|-------------|-------------------------|-------------|
| | Basic Pay | Retired Pay | Basic Pay | Retired Pay | Basic Pay | Retired Pay |
| <u>Administration and Support - Full Time</u> | | | | | | |
| Officers | \$70,307 | \$24,115 | \$63,948 | \$20,527 | \$70,655 | \$22,892 |
| Enlisted | \$75,526 | \$25,906 | \$79,419 | \$25,493 | \$81,816 | \$26,507 |
| Subtotal | \$145,833 | \$50,021 | \$143,367 | \$46,020 | \$152,471 | \$49,399 |
| <u>Health Professions Scholarship</u> | | | | | | |
| Officers | \$7,361 | \$0 | \$8,079 | \$0 | \$8,187 | \$0 |
| Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal | \$7,361 | \$0 | \$8,079 | \$0 | \$8,187 | \$0 |
| <u>Medical Financial Assistance Program</u> | | | | | | |
| Officers | \$98 | \$0 | \$138 | \$0 | \$128 | \$0 |
| Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal | \$98 | \$0 | \$138 | \$0 | \$128 | \$0 |
| <u>Total Direct Program</u> | | | | | | |
| Officers | \$334,836 | \$86,581 | \$338,232 | \$85,445 | \$347,661 | \$88,720 |
| Enlisted | \$537,350 | \$138,129 | \$523,182 | \$133,771 | \$530,642 | \$136,471 |
| Total | \$872,186 | \$224,710 | \$861,414 | \$219,216 | \$878,303 | \$225,191 |
| <u>Reimbursable Program</u> | | | | | | |
| Officers | \$3,184 | \$1,062 | \$3,647 | \$1,115 | \$4,300 | \$1,336 |
| Enlisted | \$1,257 | \$431 | \$1,240 | \$398 | \$1,222 | \$396 |
| Total | \$4,441 | \$1,493 | \$4,887 | \$1,513 | \$5,522 | \$1,732 |
| <u>Total Program</u> | | | | | | |
| Officer | \$338,020 | \$87,643 | \$341,879 | \$86,560 | \$351,961 | \$90,056 |
| Enlisted | \$538,607 | \$138,560 | \$524,422 | \$134,169 | \$531,864 | \$136,867 |
| Total | \$876,627 | \$226,203 | \$866,301 | \$220,729 | \$883,825 | \$226,923 |

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|------------------------------|-----------------------|-------------------------|-------------------------|
| <u>Pay Group A</u> | | | |
| Officers | \$4,542 | \$5,415 | \$5,350 |
| Enlisted | \$14,003 | \$15,342 | \$14,878 |
| Subtotal | \$18,545 | \$20,757 | \$20,228 |
| <u>Pay Group B</u> | | | |
| Officers | \$2,073 | \$2,472 | \$2,373 |
| Enlisted | \$855 | \$994 | \$1,064 |
| Subtotal | \$2,928 | \$3,466 | \$3,437 |
| <u>Pay Group F</u> | | | |
| Enlisted | \$10,251 | \$8,593 | \$9,751 |
| <u>Pay Group P</u> | | | |
| Enlisted | \$0 | \$0 | \$0 |
| <u>Mobilization Training</u> | | | |
| Officers | \$0 | \$0 | \$0 |
| Enlisted | \$0 | \$0 | \$0 |
| Subtotal | \$0 | \$0 | \$0 |
| <u>School Training</u> | | | |
| Officers | \$9,171 | \$11,449 | \$9,274 |
| Enlisted | \$13,302 | \$10,972 | \$13,423 |
| Subtotal | \$22,473 | \$22,421 | \$22,697 |
| <u>Special Training</u> | | | |
| Officers | \$9,528 | \$7,798 | \$8,488 |
| Enlisted | \$41,707 | \$33,494 | \$37,681 |
| Subtotal | \$51,235 | \$41,292 | \$46,169 |

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|-----------------------------------|-----------------------|-------------------------|-------------------------|
| <u>Administration and Support</u> | | | |
| Officers | \$22,132 | \$21,011 | \$23,561 |
| Enlisted | \$34,026 | \$37,365 | \$38,897 |
| Subtotal | \$56,158 | \$58,376 | \$62,458 |
| <u>Other</u> | | | |
| Health Professions Scholarship | \$2,540 | \$2,888 | \$2,950 |
| <u>Total Direct Program</u> | | | |
| Officers | \$50,019 | \$51,065 | \$52,041 |
| Enlisted | \$114,144 | \$106,760 | \$115,694 |
| Total | \$164,163 | \$157,825 | \$167,735 |

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|------------------------------|-----------------------|-------------------------|-------------------------|
| <u>Pay Group A</u> | | | |
| Officers | \$14,714 | \$19,802 | \$16,768 |
| Enlisted | \$49,598 | \$57,488 | \$51,036 |
| Subtotal | \$64,312 | \$77,290 | \$67,804 |
| <u>Pay Group B</u> | | | |
| Officers | \$6,206 | \$6,593 | \$6,885 |
| Enlisted | \$2,842 | \$3,078 | \$3,449 |
| Subtotal | \$9,048 | \$9,671 | \$10,334 |
| <u>Pay Group F</u> | | | |
| Enlisted | \$6,275 | \$5,247 | \$5,782 |
| Total | \$6,275 | \$5,247 | \$5,782 |
| <u>Pay Group P</u> | | | |
| Enlisted | \$0 | \$0 | \$0 |
| Total | \$0 | \$0 | \$0 |
| <u>Mobilization Training</u> | | | |
| Officers | \$0 | \$0 | \$0 |
| Enlisted | \$0 | \$0 | \$0 |
| Subtotal | \$0 | \$0 | \$0 |
| <u>School Training</u> | | | |
| Officers | \$11,284 | \$12,407 | \$11,051 |
| Enlisted | \$24,305 | \$24,050 | \$23,763 |
| Subtotal | \$35,589 | \$36,457 | \$34,814 |

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|-------------------------------------------|-----------------------|-------------------------|-------------------------|
| <u>Special Training</u> | | | |
| Officers | \$15,564 | \$15,684 | \$13,586 |
| Enlisted | \$49,478 | \$42,925 | \$43,211 |
| Subtotal | \$65,042 | \$58,609 | \$56,797 |
| <u>Administration and Support</u> | | | |
| Officers | \$2,932 | \$2,178 | \$3,036 |
| Enlisted | \$3,322 | \$3,329 | \$3,612 |
| Subtotal | \$6,254 | \$5,507 | \$6,648 |
| <u>Other</u> | | | |
| Health Professions Scholarship (Officers) | \$2,479 | \$2,517 | \$2,568 |
| Medical Financial Assistance Program | \$0 | \$0 | \$0 |
| Subtotal | \$2,479 | \$2,517 | \$2,568 |
| <u>Total Direct Program</u> | | | |
| Officers | \$53,179 | \$59,181 | \$53,894 |
| Enlisted | \$135,820 | \$136,117 | \$130,853 |
| Total | \$188,999 | \$195,298 | \$184,747 |

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|------------------------------|-----------------------|------------|-------------------------|------------|-------------------------|------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| <u>Pay Group A</u> | | | | | | |
| PGA Officers | \$884 | \$0 | \$1,037 | \$0 | \$1,023 | \$0 |
| PGA Enlisted | \$6,515 | \$2,887 | \$6,943 | \$2,828 | \$6,800 | \$2,986 |
| Subtotal PGA | \$7,398 | \$2,887 | \$7,980 | \$2,828 | \$7,823 | \$2,986 |
| <u>Pay Group B</u> | | | | | | |
| PGB Officers | \$400 | \$0 | \$442 | \$0 | \$450 | \$0 |
| PGB Enlisted | \$334 | \$12 | \$406 | \$16 | \$408 | \$15 |
| Subtotal PGB | \$734 | \$12 | \$848 | \$16 | \$858 | \$15 |
| <u>Pay Group F</u> | | | | | | |
| PGF Enlisted | \$816 | \$0 | \$616 | \$0 | \$763 | \$0 |
| <u>Pay Group P</u> | | | | | | |
| PGP Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| <u>Mobilization Training</u> | | | | | | |
| Mobilization Officers | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Mobilization Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal Mobilization | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| <u>School Training</u> | | | | | | |
| School Officers | \$1,465 | \$0 | \$1,357 | \$0 | \$1,455 | \$0 |
| School Enlisted | \$3,923 | \$0 | \$3,802 | \$0 | \$3,892 | \$0 |
| School Subtotal | \$5,388 | \$0 | \$5,159 | \$0 | \$5,348 | \$0 |
| <u>Special Training</u> | | | | | | |
| Special Officers | \$1,463 | \$0 | \$1,047 | \$0 | \$1,291 | \$0 |
| Special Enlisted | \$13,734 | \$0 | \$9,174 | \$0 | \$11,631 | \$0 |
| Special Subtotal | \$15,197 | \$0 | \$10,221 | \$0 | \$12,922 | \$0 |

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|-----------------------------------|-----------------------|------------|-------------------------|------------|-------------------------|------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| <u>Administration and Support</u> | | | | | | |
| AGR Officers | \$2,551 | \$0 | \$2,419 | \$0 | \$2,674 | \$0 |
| AGR Enlisted | \$7,701 | \$0 | \$8,397 | \$0 | \$8,699 | \$0 |
| AGR Subtotal | \$10,252 | \$0 | \$10,816 | \$0 | \$11,373 | \$0 |
| <u>Other</u> | | | | | | |
| Health Professions Scholarship | \$467 | \$0 | \$512 | \$0 | \$533 | \$0 |
| Financial Assistance Program | \$41 | \$0 | \$49 | \$0 | \$55 | \$0 |
| Other Subtotal | \$508 | \$0 | \$561 | \$0 | \$588 | \$0 |
| <u>Direct Program</u> | | | | | | |
| Direct Officers | \$6,763 | \$0 | \$6,301 | \$0 | \$6,893 | \$0 |
| Direct Enlisted | \$33,023 | \$2,899 | \$29,338 | \$2,844 | \$32,193 | \$3,001 |
| Direct Other | \$508 | \$0 | \$561 | \$0 | \$588 | \$0 |
| Direct Program Total | \$40,294 | \$2,899 | \$36,201 | \$2,844 | \$39,675 | \$3,001 |
| <u>Total Program</u> | | | | | | |
| Total Officers | \$6,763 | \$0 | \$6,301 | \$0 | \$6,893 | \$0 |
| Total Enlisted | \$33,023 | \$2,899 | \$29,338 | \$2,844 | \$32,193 | \$3,001 |
| Total Other | \$508 | \$0 | \$561 | \$0 | \$588 | \$0 |
| Program Grand Total | \$40,294 | \$2,899 | \$36,201 | \$2,844 | \$39,675 | \$3,001 |

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

| | BA | AMOUNT |
|-------------------------------------------------------------------|--------------------|--------------------|
| FY 2013 Direct Program | \$1,741,365 | \$1,741,365 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 10,419 | \$10,419 |
| Pay Group A | 3,749 | |
| Pay Group B | 586 | |
| Pay Group F | 3,412 | |
| Pay Group P | 1 | |
| School | 399 | |
| Special | 1,074 | |
| Admin & Support | 1,114 | |
| Health Professions Scholarship | 82 | |
| Medical Financial Asst Program | 2 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 3,473 | \$3,473 |
| Pay Group A | 1,250 | |
| Pay Group B | 195 | |
| Pay Group F | 1,138 | |
| School | 133 | |
| Special | 358 | |
| Admin & Support | 372 | |
| Health Professions Scholarship | 27 | |
| Inflation (Rate 1.9%) and Other Price Changes | 2,291 | \$2,291 |
| Pay Group B | 324 | |
| Pay Group F | 669 | |
| Pay Group P | 6 | |
| School | 455 | |
| Admin & Support | 798 | |
| Medical Financial Asst Program | 39 | |

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

| | BA | AMOUNT |
|--------------------------------|---------------|-----------------|
| Retired Pay Accrual | | \$4,029 |
| Part-time Rate 24.5% | 3,107 | |
| Pay Group A | 1,225 | |
| Pay Group B | 191 | |
| Pay Group F | 1,149 | |
| School | 191 | |
| Special | 351 | |
| Full-time Rate 32.4% | 922 | |
| Admin & Support | 922 | |
| FICA (Rate 7.65%) | 1,062 | \$1,062 |
| Pay Group A | 382 | |
| Pay Group B | 60 | |
| Pay Group F | 348 | |
| School | 41 | |
| Special | 110 | |
| Admin & Support | 113 | |
| Health Professions Scholarship | 8 | |
| BAH | 3,849 | \$3,849 |
| Pay Group A | 825 | |
| Pay Group B | 138 | |
| Pay Group F | 1,083 | |
| School | 149 | |
| Special | 423 | |
| Admin & Support | 1,155 | |
| Health Professions Scholarship | 62 | |
| Medical Financial Asst Program | 14 | |
| Education Benefits | 1,968 | \$1,968 |
| Kicker | 129 | |
| Tuition Assistance | 1,839 | |
| Total Pricing Increases | 27,091 | \$27,091 |

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

| | BA | AMOUNT |
|----------------------------------------------------|---------------|-----------------|
| Program Increases: | | |
| Total Pay Group A Program Increases | 136 | \$136 |
| Subsistence | 136 | |
| Total Pay Group B Program Increases | 1,079 | \$1,079 |
| Pay and Allowance | 1,052 | |
| Travel | 27 | |
| Total Pay Group F Program Increases | 563 | \$563 |
| Pay and Allowance | 478 | |
| Clothing | 40 | |
| Travel | 45 | |
| Total Pay Group P Program Increases | 711 | \$711 |
| Pay and Allowance | 711 | |
| Total School Program Increases | 972 | \$972 |
| All Other Categories | 972 | |
| Total Special Program Increases | 24,972 | \$24,972 |
| All Other Categories | 24,972 | |
| Total Admin & Support Program Increases | 17,829 | \$17,829 |
| Pay and Allowance | 16,718 | |
| Travel | 1,111 | |
| Education Benefits Program Increases | 80 | \$80 |
| Kicker | 80 | |
| Total Program Increases | 46,342 | \$46,342 |
| Total Increases | 73,433 | \$73,433 |

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

| | BA | AMOUNT |
|------------------------------------|-----------------|-------------------|
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (10,047) | (\$10,047) |
| Pay Group A | (6,101) | |
| Pay Group B | (881) | |
| Pay Group P | (10) | |
| Special | (3,043) | |
| Medical Financial Asst Program | (12) | |
| Inflation/Rate Changes | (12,553) | (\$12,553) |
| Pay Group A | (7,051) | |
| Mobilization | (204) | |
| Special | (5,246) | |
| Health Professions Scholarship | (52) | |
| RPA CR Rate Adjustment | | (\$1,843) |
| Pay Group A | (1,070) | |
| Pay Group B | (149) | |
| Pay Group P | (2) | |
| Special | (622) | |
| FICA CR Rate Adjustment | (770) | (\$770) |
| Pay Group A | (465) | |
| Pay Group B | (68) | |
| Pay Group P | (1) | |
| Special | (235) | |
| Medical Financial Asst Program | (1) | |
| BAH CR Rate Adjustment | (1,211) | (\$1,211) |
| Pay Group A | (1,045) | |
| Pay Group B | (166) | |
| Education Benefits | (5,254) | (\$5,254) |
| Basic Benefits | (4,316) | |
| REAP Ch. 1607 | (938) | |
| Total Pricing Decreases | (31,678) | (\$31,678) |

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

| | BA | AMOUNT |
|---------------------------------------------------------------|--------------------|--------------------|
| Program Decreases: | | |
| Total Pay Group A Program Decreases | (18,204) | (\$18,204) |
| Pay and Allowance | (10,113) | |
| Clothing | (6,584) | |
| Travel | (1,507) | |
| Total Pay Group B Program Decreases | (5) | (\$5) |
| Clothing | (4) | |
| Subsistence | (1) | |
| Total Mobilization Program Decreases | (1) | (\$1) |
| All Other Categories | (1) | |
| Total Admin & Support Program Decreases | (5,479) | (\$5,479) |
| Clothing | (4) | |
| All Other Categories | (5,475) | |
| Total Health Professions Scholarship Program Decreases | (2) | (\$2) |
| Pay and Allowance | (1) | |
| All Other Categories | (1) | |
| Total Medical Financial Asst Program Decreases | (1) | (\$1) |
| Pay and Allowance | (1) | |
| Education Benefits Program Decreases | (799) | (\$799) |
| Tuition Assistance | (799) | |
| Total Program Decreases | (24,491) | (\$24,491) |
| Total Decreases | (56,169) | (\$56,169) |
| FY 2014 Direct Program | \$1,758,629 | \$1,758,629 |

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

| | BA | Amount |
|------------------------------------------------------------|-----------------|-------------------|
| FY 2013 Direct Program | | \$698,550 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 3,749 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 1,250 | |
| Inflation (Rate 1.9%) and Other Price Changes | 928 | |
| Retired Pay Accrual (Rate 24.5%) | 1,225 | |
| FICA (Rate 7.65%) | 382 | |
| BAH | 825 | |
| Total Pricing Increases | 8,359 | |
| Program Increases: | | |
| Subsistence | 136 | |
| Total Program Increases | 136 | |
| Total Increases | | \$8,495 |
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (6,101) | |
| Inflation and Other Price Changes | (7,979) | |
| RPA CR Rate Adjustment | (1,070) | |
| FICA CR Rate Adjustment | (465) | |
| BAH CR Rate Adjustment | (1,045) | |
| Total Pricing Decreases | (16,660) | |
| Program Decreases: | | |
| AT Pay | (2,264) | |
| IDT Pay | (4,128) | |
| Additional Training Assemblies Pay | (3,721) | |
| Clothing | (6,584) | |
| Travel | (1,507) | |
| Total Program Decreases | (18,204) | |
| Total Decreases | | (\$34,864) |
| FY 2014 Direct Program | | \$672,181 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2014 | \$672,181 |
| Estimate | FY 2013 | \$698,550 |
| Actual | FY 2012 | \$639,486 |

PART I - Purpose and Scope

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

IAW 37USC 452(b)(9), INACTIVE DUTY TRAINING (IDT) TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD.

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

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

Participation rates incorporate current FY 2014 OCO mobilization assumptions.

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

PART II - Justification of Funds Requested

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|--------------------------------|-----------------------|-------------------------|-------------------------|
| Active Duty for Training | \$220,364 | \$250,694 | \$232,364 |
| Inactive Duty for Training | \$419,122 | \$447,856 | \$439,817 |
| Defense Health Program Accrual | \$0 | \$0 | \$0 |
| Total | \$639,486 | \$698,550 | \$672,181 |

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

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

Pay and Allowances: Pay and allowances for personnel attending active duty for training. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, basic subsistence allowance (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized. Participation rates incorporate current FY 2014 OCO mobilization assumptions.

ACTIVE DUTY

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Average Strength | 8,726 | | | 9,558 | | | 9,569 | | |
| Participation Rate | 92.77% | | | 92.85% | | | 92.77% | | |
| PAID PARTICIPANTS | 8,095 | \$5,237.06 | \$42,394 | 8,875 | \$5,472.67 | \$48,570 | 8,877 | \$5,423.00 | \$48,140 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------|-----------------------|------------|-----------|-------------------------|------------|-----------|-------------------------|------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Average Strength | 47,511 | | | 47,393 | | | 46,997 | | |
| Participation Rate | 86.09% | | | 87.15% | | | 86.09% | | |
| PAID PARTICIPANTS | 40,900 | \$2,600.21 | \$106,349 | 41,302 | \$2,717.27 | \$112,227 | 40,458 | \$2,696.03 | \$109,076 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|-------------------------|-----------------------|---------|--------|-------------------------|---------|--------|-------------------------|---------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 580,485 | | | 592,428 | | | 572,953 | | |
| Percent Subsisted | 7.89% | | | 10.48% | | | 7.89% | | |
| TOTAL | 45,801 | \$11.55 | \$529 | 62,103 | \$12.01 | \$746 | 45,207 | \$12.10 | \$547 |

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

Individual Clothing and Uniform Allowance:

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------------------------|-----------------------|------------|--------|-------------------------|------------|---------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Initial/Additional Uniform Allowance | 240 | \$400.00 | \$96 | 289 | \$400.00 | \$116 | 261 | \$400.00 | \$104 |
| Organizational Issue/Replacement | 401 | \$1,231.07 | \$494 | 783 | \$1,301.29 | \$1,019 | 436 | \$1,280.80 | \$558 |
| TOTAL | 641 | | \$590 | 1,072 | | \$1,135 | 697 | | \$662 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------------------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Initial/Replacement Issue | 5,725 | \$1,314.76 | \$7,527 | 8,591 | \$1,337.14 | \$11,487 | 5,638 | \$1,367.87 | \$7,712 |
| Organizational Issue/Replacement | 2,237 | \$1,205.03 | \$2,696 | 3,869 | \$1,225.51 | \$4,741 | 2,203 | \$1,253.71 | \$2,762 |
| TOTAL | 7,962 | | \$10,223 | 12,460 | | \$16,228 | 7,841 | | \$10,474 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 8,095 | \$1,578.88 | \$12,781 | 8,875 | \$1,956.86 | \$17,367 | 8,877 | \$1,642.66 | \$14,582 |
| Enlisted | 40,900 | \$1,161.32 | \$47,498 | 41,302 | \$1,317.63 | \$54,421 | 40,458 | \$1,208.24 | \$48,883 |
| TOTAL | 48,995 | | \$60,279 | 50,177 | | \$71,788 | 49,335 | | \$63,465 |

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

Inactive Duty for Training

Pay and allowances for personnel attending inactive duty for training including unit training assemblies, additional flying training periods, and Readiness Management Periods. The dollar rate used in computing the requirement includes basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Participation rates incorporate current FY 2014 OCO mobilization assumptions.

Pay and Allowances:

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------------------------------|-----------------------|-------------|-----------|-------------------------|-------------|-----------|-------------------------|-------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 8,726 | | | 9,558 | | | 9,569 | | |
| Participation Rate | 87.52% | | | 86.79% | | | 87.52% | | |
| PAID PARTICIPANTS | 7,637 | \$13,839.62 | \$105,693 | 8,295 | \$14,249.42 | \$118,199 | 8,375 | \$14,261.90 | \$119,443 |
| Additional Training Assemblies: | | | | | | | | | |
| Training Preparation | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| Flight Training | 98,992 | \$338.16 | \$33,475 | 99,868 | \$346.10 | \$34,564 | 98,992 | \$348.59 | \$34,507 |
| Readiness Management Periods | 19,829 | \$332.70 | \$6,597 | 23,266 | \$333.21 | \$7,753 | 19,829 | \$342.82 | \$6,797 |
| Military Funeral Honors | 17 | \$1,764.70 | \$30 | 18 | \$1,784.77 | \$32 | 17 | \$1,835.99 | \$31 |
| TOTAL | | | \$145,795 | | | \$160,548 | | | \$160,778 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------------------------------|-----------------------|------------|-----------|-------------------------|------------|-----------|-------------------------|------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 47,511 | | | 47,393 | | | 46,997 | | |
| Participation Rate | 85.40% | | | 86.45% | | | 85.40% | | |
| PAID PARTICIPANTS | 40,575 | \$6,131.02 | \$248,766 | 40,970 | \$6,319.39 | \$258,906 | 40,136 | \$6,316.88 | \$253,534 |
| Additional Training Assemblies: | | | | | | | | | |
| Training Preparation | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| Flight Training | 48,536 | \$177.01 | \$8,591 | 51,426 | \$186.96 | \$9,615 | 48,536 | \$182.46 | \$8,856 |
| Readiness Management Periods | 52,804 | \$178.43 | \$9,422 | 62,129 | \$177.86 | \$11,050 | 52,804 | \$183.84 | \$9,708 |
| Military Funeral Honors | 59 | \$2,661.02 | \$157 | 56 | \$2,738.86 | \$153 | 59 | \$2,768.53 | \$163 |
| TOTAL | | | \$266,936 | | | \$279,724 | | | \$272,261 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|-------------------------|-----------------------|---------|---------|-------------------------|---------|---------|-------------------------|---------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 1,721,915 | | | 1,737,567 | | | 1,700,107 | | |
| Percent Subsisted | 11.86% | | | 9.98% | | | 11.86% | | |
| TOTAL | 204,156 | \$11.55 | \$2,358 | 173,362 | \$12.01 | \$2,082 | 201,570 | \$12.10 | \$2,439 |

Travel: Travel and per diem allowances for personnel while performing an inactive duty for training drill. IAW 37USC 452(b)(9), IDT TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD. Member is authorized travel expenses (actual expense) NTE \$300 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement effective for travel incurred on/after 14 Aug 2008.

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 679 | \$2,846.83 | \$1,933 | 815 | \$2,987.38 | \$2,435 | 738 | \$2,961.84 | \$2,186 |
| Enlisted | 954 | \$2,201.26 | \$2,100 | 1,055 | \$2,907.30 | \$3,067 | 940 | \$2,290.19 | \$2,153 |
| TOTAL | 1,633 | | \$4,033 | 1,870 | | \$5,502 | 1,678 | | \$4,339 |

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

| | BA | Amount |
|------------------------------------------------------------|----------------|------------------|
| FY 2013 Direct Program | | \$103,514 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 586 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 195 | |
| Inflation (Rate 1.9%) and Other Price Changes | 643 | |
| Retired Pay Accrual (Rate 24.5%) | 191 | |
| FICA (Rate 7.65%) | 60 | |
| BAH | 138 | |
| Total Pricing Increases | 1,813 | |
| Program Increases: | | |
| IDT Pay | 1,056 | |
| Travel | 27 | |
| Total Program Increases | 1,083 | |
| Total Increases | | \$2,896 |
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (881) | |
| Inflation and Other Price Changes | (319) | |
| RPA CR Rate Adjustment | (149) | |
| FICA CR Rate Adjustment | (68) | |
| BAH CR Rate Adjustment | (166) | |
| Total Pricing Decreases | (1,583) | |
| Program Decreases: | | |
| AT Pay | (4) | |
| Clothing | (4) | |
| Subsistence | (1) | |
| Total Program Decreases | (9) | |
| Total Decreases | | (\$1,592) |
| FY 2014 Direct Program | | \$104,818 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2014 | \$104,818 |
| Estimate | FY 2013 | \$103,514 |
| Actual | FY 2012 | \$93,249 |

PART I - Purpose and Scope

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

Participation rates incorporate current FY 2014 OCO mobilization assumptions.

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

PART II - Justification of Funds Requested

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|----------------------------|-----------------------|-------------------------|-------------------------|
| Active Duty for Training | \$34,645 | \$39,110 | \$39,188 |
| Inactive Duty for Training | \$58,604 | \$64,404 | \$65,630 |
| TOTAL | \$93,249 | \$103,514 | \$104,818 |

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

Active Duty for Training

Pay and Allowances: Pay and allowances for personnel attending active duty for training. The dollar rates used in computing requirements include basic pay, retired pay accrual, government's social security contributions, basic subsistence allowance (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized. Participation rates incorporate current FY 2014 OCO mobilization assumptions.

Pay and Allowances:

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Average Strength | 4,875 | | | 5,234 | | | 5,195 | | |
| Participation Rate | 82.97% | | | 82.29% | | | 82.98% | | |
| PAID PARTICIPANTS | 4,045 | \$4,777.49 | \$19,325 | 4,307 | \$5,017.30 | \$21,609 | 4,311 | \$4,946.01 | \$21,322 |
| Enlisted | | | | | | | | | |
| Average Strength | 3,105 | | | 3,794 | | | 3,596 | | |
| Participation Rate | 77.58% | | | 73.80% | | | 77.59% | | |
| PAID PARTICIPANTS | 2,409 | \$2,605.62 | \$6,277 | 2,800 | \$2,782.87 | \$7,791 | 2,790 | \$2,701.72 | \$7,538 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|-------------------------|-----------------------|---------|--------|-------------------------|---------|--------|-------------------------|---------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 29,934 | | | 34,832 | | | 35,716 | | |
| Percent Subsisted | 3.49% | | | 3.75% | | | 3.49% | | |
| TOTAL | 1,044 | \$11.55 | \$12 | 1,306 | \$12.01 | \$16 | 1,246 | \$12.10 | \$15 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|------------------------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | | | | | | | | | |
| Initial and Additional | 78 | \$400.00 | \$31 | 91 | \$400.00 | \$36 | 84 | \$400.00 | \$34 |
| Organization | 1 | \$1,000.00 | \$1 | 2 | \$1,000.00 | \$2 | 1 | \$1,000.00 | \$1 |
| TOTAL | 79 | | \$32 | 93 | | \$38 | 85 | | \$35 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------------------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Initial Replacement | 157 | \$1,191.08 | \$187 | 193 | \$1,200.62 | \$232 | 192 | \$1,239.20 | \$238 |
| Organization | 1 | \$1,000.00 | \$1 | 1 | \$1,000.00 | \$1 | 1 | \$1,000.00 | \$1 |
| TOTAL | 158 | | \$188 | 194 | | \$233 | 193 | | \$239 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 4,045 | \$1,486.28 | \$6,012 | 4,307 | \$1,489.65 | \$6,416 | 4,311 | \$1,546.32 | \$6,666 |
| Enlisted | 2,409 | \$1,161.89 | \$2,799 | 2,800 | \$1,073.85 | \$3,007 | 2,790 | \$1,208.83 | \$3,373 |
| TOTAL | 6,454 | | \$8,811 | 7,107 | | \$9,423 | 7,101 | | \$10,039 |

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

Inactive Duty Training

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 4,875 | | | 5,234 | | | 5,195 | | |
| Participation Rate | 93.25% | | | 90.43% | | | 93.24% | | |
| PAID PARTICIPANTS | 4,546 | \$9,954.69 | \$45,254 | 4,733 | \$10,235.52 | \$48,446 | 4,844 | \$10,256.95 | \$49,685 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 3,105 | | | 3,794 | | | 3,596 | | |
| Participation Rate | 90.18% | | | 85.93% | | | 90.18% | | |
| PAID PARTICIPANTS | 2,800 | \$4,683.25 | \$13,113 | 3,260 | \$4,819.26 | \$15,710 | 3,243 | \$4,825.71 | \$15,650 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 115 | \$1,686.96 | \$194 | 111 | \$1,598.07 | \$177 | 125 | \$1,755.11 | \$219 |
| Enlisted | 31 | \$1,387.10 | \$43 | 47 | \$1,500.88 | \$71 | 53 | \$1,443.13 | \$76 |
| TOTAL | 146 | | \$237 | 158 | | \$248 | 178 | | \$295 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|------------|--------|-------------------------|-------------|---------|-------------------------|-------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | 49 | \$9,448.98 | \$463 | 83 | \$13,253.01 | \$1,100 | 83 | \$13,253.01 | \$1,100 |
| Enlisted | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| TOTAL | 49 | | \$463 | 83 | | \$1,100 | 83 | | \$1,100 |

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

| | BA | Amount |
|------------------------------------------------------------|--------------|-----------------|
| FY 2013 Direct Program | | \$64,919 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 3,412 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 1,138 | |
| Inflation (Rate 1.9%) and Other Price Changes | 669 | |
| Retired Pay Accrual (Rate 24.5%) | 1,149 | |
| FICA (Rate 7.65%) | 348 | |
| BAH | 1,083 | |
| Total Pricing Increases | 7,799 | |
| Program Increases: | | |
| AT Pay | 478 | |
| Clothing | 40 | |
| Travel | 45 | |
| Total Program Increases | 563 | |
| Total Increases | | \$8,362 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2014 Direct Program | | \$73,281 |

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

| | | |
|----------|---------|----------|
| Estimate | FY 2014 | \$73,281 |
| Estimate | FY 2013 | \$64,919 |
| Actual | FY 2012 | \$79,752 |

PART I - Purpose and Scope

Pay Group F provides for pay and allowances, including government's social security contributions, clothing, subsistence, travel, retired pay accrual and annual leave accrued at the rate of 2 1/2 days per month for enlisted personnel assigned to the non-prior service program. The purpose of this program is to recruit and train non-prior service personnel to fill specific unit vacancies not attainable from prior service enlisted sources. Individuals receive basic and technical training for their aptitude and Air Force specialties.

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

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

Part II - Justification for Funds Requested

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

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate</u> | | | <u>FY 2014 Estimate</u> | | |
|--------------------|-----------------------|-------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Number of Trainees | 3,821 | | | 3,358 | | | 3,384 | | |
| Participation Rate | 100.00% | | | 100.00% | | | 100.00% | | |
| Paid Trainees | 3,821 | \$17,722.82 | \$67,719 | 3,358 | \$16,236.60 | \$54,522 | 3,384 | \$18,378.89 | \$62,194 |

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate</u> | | | <u>FY 2014 Estimate</u> | | |
|----------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Total Clothing | 3,821 | \$1,506.94 | \$5,758 | 3,358 | \$1,533.56 | \$5,150 | 3,384 | \$1,567.81 | \$5,305 |

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate</u> | | | <u>FY 2014 Estimate</u> | | |
|--------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Total Travel | 3,821 | \$1,642.24 | \$6,275 | 3,358 | \$1,562.58 | \$5,247 | 3,384 | \$1,708.59 | \$5,782 |

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

| | BA | Amount |
|-----------------------------------------------|-------------|---------------|
| FY 2013 Direct Program | | \$50 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 1 | |
| Inflation (Rate 1.9%) and Other Price Changes | 6 | |
| Total Pricing Increases | 7 | |
| Program Increases: | | |
| IDT Pay | 711 | |
| Total Program Increases | 711 | |
| Total Increases | | \$718 |
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (10) | |
| RPA CR Rate Adjustment | (2) | |
| FICA CR Rate Adjustment | (1) | |
| Total Pricing Decreases | (13) | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | (\$13) |
| FY 2014 Direct Program | | \$755 |

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

| | | |
|----------|---------|---------|
| Estimate | FY 2014 | \$755 |
| Estimate | FY 2013 | \$50 |
| Actual | FY 2012 | \$1,909 |

PART I - Purpose and Scope

Pay Group P are unit non-prior service personnel recruited into the Air Force Reserve who have not yet begun initial Active Duty Training. Program funds participation in drill periods for non-prior service personnel awaiting BMT. Beginning in FY 2011, Development and Training Flights (DTF) were established to provide structured training during drill periods with the goal of achieving higher retention. Initially, six Reserve DTF units were stood-up in late FY 2011 with the remaining Reserve units phased-in during FY 2012. Category P personnel are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT.

The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

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

Part II - Justification of Funds Requested

Summary of costs for drill periods performed by non-prior service personnel recruited into the Air Force Reserve and have not yet begun Initial Active Duty for Training.

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|-------------------------|-----------------------|--------|---------|---------|-------------------------|--------|---------|--------|-------------------------|--------|---------|--------|
| | Strength | Drills | Rate | Amount | Strength | Drills | Rate | Amount | Strength | Drills | Rate | Amount |
| <u>Unit Training:</u> | | | | | | | | | | | | |
| Non-Prior Service Drill | 309 | 24,255 | \$78.70 | \$1,909 | 285 | 570 | \$89.62 | \$50 | 285 | 9,310 | \$81.07 | \$755 |

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

| | BA | Amount |
|--------------------------------|--------------|----------------|
| FY 2013 Direct Program | | \$773 |
| Increases: | | |
| Pricing Increases: | | |
| Total Pricing Increases | 0 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$0 |
| Decreases: | | |
| Pricing Decreases: | | |
| Readiness Training | (183) | |
| IRR Muster/Screening | (21) | |
| Total Pricing Decreases | (204) | |
| Program Decreases: | | |
| IRR Muster/Screening | (1) | |
| Total Program Decreases | (1) | |
| Total Decreases | | (\$205) |
| FY 2014 Direct Program | | \$568 |

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

| | | |
|----------|---------|-------|
| Estimate | FY 2014 | \$568 |
| Estimate | FY 2013 | \$773 |
| Actual | FY 2012 | \$357 |

PART I – Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|------------------------------------|-----------------------|----------|----------|--------|-------------------------|----------|----------|--------|-------------------------|----------|----------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| <u>Readiness Training</u> | | | | | | | | | | | | |
| Officer | 0 | 0 | \$0.00 | \$0 | 37 | 37 | \$526.50 | \$19 | 0 | 0 | \$0.00 | \$0 |
| Enlisted | 0 | 0 | \$0.00 | \$0 | 318 | 318 | \$514.89 | \$164 | 0 | 0 | \$0.00 | \$0 |
| Subtotal | 0 | 0 | | \$0 | 355 | 355 | | \$183 | 0 | 0 | | \$0 |
| <u>IRR Muster/Screening</u> | | | | | | | | | | | | |
| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 410 | 410 | \$207.28 | \$85 | 738 | 738 | \$223.46 | \$165 | 738 | 738 | \$215.65 | \$159 |
| Enlisted | 1,312 | 1,312 | \$207.28 | \$272 | 1,898 | 1,898 | \$223.46 | \$425 | 1,898 | 1,898 | \$215.65 | \$409 |
| Subtotal | 1,722 | 1,722 | | \$357 | 2,636 | 2,636 | | \$590 | 2,636 | 2,636 | | \$568 |
| <u>Total Mobilization</u> | | | | | | | | | | | | |
| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 410 | 410 | \$207.28 | \$85 | 775 | 775 | \$237.42 | \$184 | 738 | 738 | \$215.65 | \$159 |
| Enlisted | 1,312 | 1,312 | \$207.28 | \$272 | 2,216 | 2,216 | \$265.79 | \$589 | 1,898 | 1,898 | \$215.65 | \$409 |
| TOTAL | 1,722 | 1,722 | | \$357 | 2,991 | 2,991 | | \$773 | 2,636 | 2,636 | | \$568 |

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

| | BA | Amount |
|------------------------------------------------------------|----------------|------------------|
| FY 2013 Direct Program | 146,738 | \$146,738 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 399 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 133 | |
| Retired Pay Accrual (Rate 24.5%) | 191 | |
| FICA (Rate 7.65%) | 41 | |
| BAH | 149 | |
| Inflation (Rate 1.9%) and Other Price Changes | 2,521 | |
| Total Pricing Increases | 3,434 | |
| Program Increases: | | |
| Initial Skills Acquired | 2,197 | |
| Refresh & Proficiency | 285 | |
| Officer Candidate School | 91 | |
| Career Development Training | 2,193 | |
| Unit Conversion Training | 171 | |
| Total Program Increases | 4,937 | |
| Total Increases | | \$8,371 |
| Decreases: | | |
| Pricing Decreases: | | |
| Inflation and Other Price Changes | (2,066) | |
| Total Pricing Decreases | (2,066) | |
| Program Decreases: | | |
| Undergrad Pilot Training | (3,800) | |
| Recruiter Training | (165) | |
| Total Program Decreases | (3,965) | |
| Total Decreases | | (\$6,031) |
| FY 2014 Direct Program | | \$149,078 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2014 | \$149,078 |
| Estimate | FY 2013 | \$146,738 |
| Actual | FY 2012 | \$152,467 |

PART I - Purpose and Scope

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

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

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

PART II - Justification of Funds Requested

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 1,257 | 32,681 | \$444.91 | \$14,540 | 1,239 | 30,975 | \$456.22 | \$14,133 | 1,184 | 30,780 | \$461.85 | \$14,216 |
| Enlisted | 2,707 | 56,847 | \$271.06 | \$15,409 | 2,387 | 45,353 | \$274.30 | \$12,441 | 2,546 | 53,458 | \$281.83 | \$15,066 |
| TOTAL | 3,964 | 89,528 | | \$29,949 | 3,626 | 76,328 | | \$26,574 | 3,730 | 84,238 | | \$29,282 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 230 | 17,718 | \$337.90 | \$5,987 | 284 | 15,052 | \$338.29 | \$5,092 | 217 | 16,679 | \$350.92 | \$5,853 |
| Enlisted | 2,064 | 158,899 | \$247.66 | \$39,353 | 1,906 | 142,950 | \$252.84 | \$36,144 | 1,939 | 149,265 | \$257.79 | \$38,479 |
| TOTAL | 2,294 | 176,617 | | \$45,340 | 2,190 | 158,002 | | \$41,236 | 2,156 | 165,944 | | \$44,332 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 305 | 7,011 | \$262.29 | \$1,839 | 299 | 5,382 | \$277.24 | \$1,493 | 287 | 6,591 | \$272.78 | \$1,798 |
| Enlisted | 158 | 11,529 | \$226.48 | \$2,611 | 169 | 11,830 | \$248.29 | \$2,938 | 148 | 10,828 | \$235.69 | \$2,552 |
| TOTAL | 463 | 18,540 | | \$4,450 | 468 | 17,212 | | \$4,431 | 435 | 17,419 | | \$4,350 |

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 792 | 36,425 | \$372.00 | \$13,550 | 890 | 33,820 | \$377.53 | \$12,768 | 746 | 34,299 | \$386.29 | \$13,249 |
| Enlisted | 1,634 | 32,685 | \$248.37 | \$8,118 | 1,597 | 30,343 | \$253.76 | \$7,701 | 1,537 | 30,740 | \$258.20 | \$7,937 |
| TOTAL | 2,426 | 69,110 | | \$21,668 | 2,487 | 64,163 | | \$20,469 | 2,283 | 65,039 | | \$21,186 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 557 | 83,566 | \$316.85 | \$26,478 | 549 | 85,644 | \$338.29 | \$28,971 | 524 | 78,653 | \$329.17 | \$25,891 |
| Enlisted | 104 | 75,605 | \$242.22 | \$18,313 | 550 | 77,000 | \$242.11 | \$18,641 | 98 | 71,033 | \$252.08 | \$17,906 |
| TOTAL | 661 | 159,171 | | \$44,791 | 1,099 | 162,644 | | \$47,612 | 622 | 149,686 | | \$43,797 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 118 | 8,741 | \$428.91 | \$3,749 | 116 | 8,004 | \$483.43 | \$3,869 | 111 | 8,231 | \$445.40 | \$3,666 |
| Enlisted | 185 | 8,877 | \$268.22 | \$2,381 | 180 | 8,100 | \$275.45 | \$2,231 | 174 | 8,348 | \$278.98 | \$2,329 |
| TOTAL | 303 | 17,618 | | \$6,130 | 296 | 16,104 | | \$6,100 | 285 | 16,579 | | \$5,995 |

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|--------|-------------------------|----------|----------|--------|-------------------------|----------|----------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Enlisted | 11 | 511 | \$272.28 | \$139 | 23 | 1,058 | \$298.76 | \$316 | 10 | 480 | \$283.25 | \$136 |
| TOTAL | 11 | 511 | | \$139 | 23 | 1,058 | | \$316 | 10 | 480 | | \$136 |

TOTAL SCHOOL TRAINING

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 3,259 | 186,142 | \$355.34 | \$66,143 | 3,377 | 178,877 | \$370.79 | \$66,326 | 3,069 | 175,233 | \$369.07 | \$64,673 |
| Enlisted | 6,863 | 344,953 | \$250.25 | \$86,324 | 6,812 | 316,634 | \$253.96 | \$80,412 | 6,452 | 324,152 | \$260.39 | \$84,405 |
| TOTAL | 10,122 | 531,095 | | \$152,467 | 10,189 | 495,511 | | \$146,738 | 9,521 | 499,385 | | \$149,078 |

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

| | BA | Amount |
|------------------------------------------------------------|-----------------|-------------------|
| FY 2013 Direct Program | 277,193 | \$277,193 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 1,074 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 358 | |
| Retired Pay Accrual (Rate 24.5%) | 351 | |
| FICA (Rate 7.65%) | 110 | |
| BAH | 423 | |
| Inflation (Rate 1.9%) and Other Price Changes | 1,259 | |
| Total Pricing Increases | 3,575 | |
| Program Increases: | | |
| Exercises | 85 | |
| Management Support | 10,766 | |
| Operational Training | 16,926 | |
| Unit Conversion | 68 | |
| Service Mission/Mission Support | 1,196 | |
| Total Program Increases | 29,041 | |
| Total Increases | | \$32,616 |
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (3,043) | |
| RPA CR Rate Adjustment | (622) | |
| FICA CR Rate Adjustment | (235) | |
| Inflation and Other Price Changes | (6,505) | |
| Total Pricing Decreases | (10,405) | |
| Program Decreases: | | |
| Cmd & Staff Supervision | (4,022) | |
| Competitive Events | (46) | |
| Recruiting & Retention | (1) | |
| Total Program Decreases | (4,069) | |
| Total Decreases | | (\$14,474) |
| FY 2014 Direct Program | | \$295,335 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2014 | \$295,335 |
| Estimate | FY 2013 | \$277,193 |
| Actual | FY 2012 | \$338,527 |

PART I - Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|--------|-------------------------|----------|----------|--------|-------------------------|----------|----------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 12 | 160 | \$501.44 | \$80 | 30 | 180 | \$469.24 | \$84 | 11 | 137 | \$519.62 | \$71 |
| Enlisted | 3 | 122 | \$197.49 | \$24 | 73 | 219 | \$258.56 | \$57 | 3 | 102 | \$205.50 | \$21 |
| TOTAL | 15 | 282 | | \$104 | 103 | 399 | | \$141 | 14 | 239 | | \$92 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 1,287 | 12,869 | \$582.56 | \$7,497 | 1,567 | 15,670 | \$596.47 | \$9,346 | 1,095 | 10,951 | \$603.67 | \$6,611 |
| Enlisted | 2,383 | 16,683 | \$301.21 | \$5,025 | 2,987 | 17,922 | \$298.45 | \$5,349 | 2,024 | 14,170 | \$312.56 | \$4,429 |
| TOTAL | 3,670 | 29,552 | | \$12,522 | 4,554 | 33,592 | | \$14,695 | 3,119 | 25,121 | | \$11,040 |

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 4,611 | 133,730 | \$446.04 | \$59,649 | 4,248 | 110,448 | \$508.37 | \$56,149 | 4,196 | 121,691 | \$462.66 | \$56,303 |
| Enlisted | 17,482 | 541,948 | \$235.34 | \$127,542 | 17,623 | 458,198 | \$248.20 | \$113,725 | 15,515 | 480,955 | \$244.64 | \$117,656 |
| TOTAL | 22,093 | 675,678 | | \$187,191 | 21,871 | 568,646 | | \$169,874 | 19,711 | 602,646 | | \$173,959 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 410 | 3,686 | \$469.39 | \$1,730 | 348 | 2,784 | \$507.16 | \$1,411 | 348 | 3,134 | \$486.58 | \$1,525 |
| Enlisted | 1,181 | 9,444 | \$249.26 | \$2,354 | 1,044 | 8,352 | \$245.99 | \$2,055 | 1,003 | 8,025 | \$258.71 | \$2,076 |
| TOTAL | 1,591 | 13,130 | | \$4,084 | 1,392 | 11,136 | | \$3,466 | 1,351 | 11,159 | | \$3,601 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|-----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 1,295 | 23,318 | \$406.98 | \$9,490 | 808 | 13,736 | \$425.45 | \$5,845 | 1,101 | 19,809 | \$422.32 | \$8,366 |
| Enlisted | 7,009 | 581,734 | \$177.71 | \$103,380 | 5,605 | 414,770 | \$186.91 | \$77,529 | 5,932 | 492,377 | \$185.10 | \$91,139 |
| TOTAL | 8,304 | 605,052 | | \$112,870 | 6,413 | 428,506 | | \$83,374 | 7,033 | 512,186 | | \$99,505 |

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

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 335 | 5,699 | \$496.42 | \$2,829 | 255 | 3,570 | \$464.49 | \$1,659 | 285 | 4,843 | \$514.81 | \$2,493 |
| Enlisted | 766 | 10,724 | \$244.97 | \$2,627 | 581 | 6,972 | \$250.21 | \$1,744 | 650 | 9,101 | \$254.38 | \$2,315 |
| TOTAL | 1,101 | 16,423 | | \$5,456 | 836 | 10,542 | | \$3,403 | 935 | 13,944 | | \$4,808 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 113 | 3,055 | \$490.72 | \$1,499 | 83 | 1,992 | \$533.53 | \$1,063 | 96 | 2,593 | \$509.13 | \$1,320 |
| Enlisted | 246 | 4,673 | \$243.93 | \$1,140 | 327 | 4,905 | \$238.95 | \$1,171 | 209 | 3,962 | \$253.38 | \$1,004 |
| TOTAL | 359 | 7,728 | | \$2,639 | 410 | 6,897 | | \$2,234 | 305 | 6,555 | | \$2,324 |

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

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|--------|--------|-------------------------|----------|--------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 56 | 2,167 | \$572.22 | \$1,240 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| Enlisted | 158 | 4,906 | \$302.28 | \$1,483 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| TOTAL | 214 | 7,073 | | \$2,723 | 0 | 0 | | \$0 | 0 | 0 | | \$0 |

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

Recruiting/Retention: Tours permit the Air Force Reserve to assist the recruiting force in maintaining the strength authorized by Congress. Individual members of the Selected Reserve with definitive skills visit schools, separation centers and prior service personnel at home and attend public functions to discuss the advantages and benefits inherent in the Air Force Reserve mission.

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|--------------|-----------------------|-----------|----------|------------|-------------------------|-----------|----------|------------|-------------------------|-----------|----------|------------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 4 | 7 | \$458.33 | \$3 | 2 | 4 | \$574.29 | \$3 | 3 | 6 | \$476.85 | \$3 |
| Enlisted | 6 | 11 | \$175.00 | \$2 | 5 | 15 | \$189.78 | \$3 | 9 | 17 | \$181.59 | \$3 |
| TOTAL | 10 | 18 | | \$5 | 7 | 19 | | \$6 | 12 | 23 | | \$6 |

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|--------------|-----------------------|---------------|----------|-----------------|-------------------------|----------|--------|------------|-------------------------|----------|--------|------------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 411 | 9,459 | \$445.84 | \$4,217 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| Enlisted | 2,345 | 23,451 | \$286.38 | \$6,716 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| TOTAL | 2,756 | 32,910 | | \$10,933 | 0 | 0 | | \$0 | 0 | 0 | | \$0 |

TOTAL SPECIAL TRAINING

| | FY 2012 Actual | | | | FY 2013 Estimate | | | | FY 2014 Estimate | | | |
|--------------|-----------------------|------------------|----------|------------------|-------------------------|------------------|----------|------------------|-------------------------|------------------|----------|------------------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 8,534 | 194,150 | \$454.46 | \$88,234 | 7,341 | 148,384 | \$509.22 | \$75,560 | 7,135 | 163,164 | \$470.03 | \$76,692 |
| Enlisted | 31,579 | 1,193,696 | \$209.68 | \$250,293 | 28,245 | 911,353 | \$221.25 | \$201,633 | 25,345 | 1,008,709 | \$216.76 | \$218,643 |
| TOTAL | 40,113 | 1,387,846 | | \$338,527 | 35,586 | 1,059,737 | | \$277,193 | 32,480 | 1,171,873 | | \$295,335 |

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

(\$ in Thousands)

| | BA | Amount |
|------------------------------------------------------------|----------------|------------------|
| FY 2013 Direct Program | 372,149 | \$372,149 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 1,114 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 372 | |
| Inflation (Rate 1.9%) and Other Price Changes | 2,215 | |
| Retired Pay Accrual (Full-time Rate 32.4%) | 922 | |
| FICA (Rate 7.65%) | 113 | |
| BAH | 1,155 | |
| Total Pricing Increases | 5,891 | |
| Program Increases: | | |
| Full-Time / AGR | 16,718 | |
| Death & Disability | 616 | |
| Travel | 1,111 | |
| Bonuses | 681 | |
| Health Profession Stipend | 1 | |
| Total Program Increases | 19,127 | |
| Total Increases | | \$25,018 |
| Decreases: | | |
| Pricing Decreases: | | |
| Inflation and Other Price Changes | (1,417) | |
| Total Pricing Decreases | (1,417) | |
| Program Decreases: | | |
| Death & Disability | (200) | |
| Clothing | (4) | |
| Bonuses | (6,573) | |
| Total Program Decreases | (6,777) | |
| Total Decreases | | (\$8,194) |
| FY 2014 Direct Program | | \$388,973 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2014 | \$388,973 |
| Estimate | FY 2013 | \$372,149 |
| Actual | FY 2012 | \$358,812 |

PART I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

| | <u>FY 2012 Actual</u> | <u>FY 2013 Estimate</u> | <u>FY 2014 Estimate</u> |
|----------------------------------|------------------------------|--------------------------------|--------------------------------|
| Full-Time Pay and Allowances | \$316,517 | \$319,029 | \$339,608 |
| Health Profession Stipend | \$1,455 | \$1,297 | \$1,497 |
| Death Gratuity | \$100 | \$500 | \$300 |
| Disability and Hospitalization | \$1,536 | \$849 | \$1,579 |
| Bonus Programs | \$38,118 | \$49,711 | \$45,226 |
| 30K Lump Sum | \$0 | \$0 | \$0 |
| Foreign Language Proficiency Pay | \$1,086 | \$763 | \$763 |
| Total | \$358,812 | \$372,149 | \$388,973 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------------------------------|-----------------------|--------------|-----------|-------------------------|--------------|-----------|-------------------------|--------------|-----------|
| <u>Officers</u> | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Full Time Stat Tour | 321 | \$179,308.86 | \$57,558 | 251 | \$187,738.79 | \$47,122 | 273 | \$187,914.88 | \$51,301 |
| Recruiters | 18 | \$153,555.66 | \$2,764 | 17 | \$158,785.81 | \$2,699 | 19 | \$159,796.85 | \$3,037 |
| Unit AGRs | 562 | \$158,121.21 | \$88,864 | 551 | \$165,848.90 | \$91,383 | 603 | \$166,354.36 | \$100,311 |
| Subtotal | 901 | \$165,578.25 | \$149,186 | 819 | \$172,410.26 | \$141,204 | 895 | \$172,792.18 | \$154,649 |
| | | | | | | | | | |
| <u>Enlisted</u> | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Full Time Stat Tour | 278 | \$106,053.86 | \$29,483 | 175 | \$112,356.38 | \$19,663 | 176 | \$114,332.28 | \$20,123 |
| Recruiters | 402 | \$94,544.43 | \$38,007 | 401 | \$96,327.29 | \$38,628 | 414 | \$97,687.92 | \$40,442 |
| Unit AGRs | 1,193 | \$84,482.35 | \$100,787 | 1,381 | \$87,522.66 | \$120,869 | 1,415 | \$88,739.86 | \$125,567 |
| Subtotal | 1,873 | \$89,843.57 | \$168,277 | 1,957 | \$91,548.29 | \$179,160 | 2,005 | \$92,833.92 | \$186,132 |
| TOTAL | 2,774 | \$114,442.32 | \$317,463 | 2,776 | \$115,404.90 | \$320,364 | 2,900 | \$117,510.69 | \$340,781 |
| <u>Less 30k Lump Sum</u> | | | \$0 | | | \$0 | | | \$0 |
| <u>Less AFMC Reimbursement *</u> | 83 | \$86,746.99 | \$7,200 | 83 | \$85,542.17 | \$7,100 | 83 | \$95,024.10 | \$7,887 |
| <u>Total Direct</u> | 2,691 | \$115,296.54 | \$310,263 | 2,693 | \$116,325.29 | \$313,264 | 2,817 | \$118,173.23 | \$332,894 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------|-----------------------|----------|------------|-------------------------|----------|--------------|-------------------------|----------|-------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | 0 | \$400.00 | \$0 | 175 | \$400.00 | \$70 | 166 | \$400.00 | \$66 |
| Enlisted | 469 | \$0.00 | \$0 | 497 | \$377.85 | \$188 | 490 | \$0.00 | \$0 |
| TOTAL | 469 | | \$0 | 672 | | \$258 | 656 | | \$66 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | 212 | \$13,830.19 | \$2,932 | 153 | \$14,238.18 | \$2,178 | 211 | \$14,388.91 | \$3,036 |
| Enlisted | 288 | \$11,534.72 | \$3,322 | 278 | \$11,975.29 | \$3,329 | 301 | \$12,000.71 | \$3,612 |
| TOTAL | 500 | | \$6,254 | 431 | | \$5,507 | 512 | | \$6,648 |

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

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

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Strength | Amount | Strength | Amount | Strength | Amount |
| Officers | 46 | \$5,001 | 46 | \$5,001 | 46 | \$5,869 |
| Enlisted | 37 | \$2,199 | 37 | \$2,099 | 37 | \$2,018 |
| TOTAL | 83 | \$7,200 | 83 | \$7,100 | 83 | \$7,887 |

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

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|--------------------------|-----------------------|-------------|---------|-------------------------|-------------|---------|-------------------------|-------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Selected Reserve | 60 | \$24,250.00 | \$1,455 | 60 | \$21,616.67 | \$1,297 | 60 | \$24,950.00 | \$1,497 |
| Individual Ready Reserve | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| TOTAL | 60 | \$24,250.00 | \$1,455 | 60 | \$21,616.67 | \$1,297 | 60 | \$24,950.00 | \$1,497 |

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

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|-------------------------|-----------------------|--------------|--------|-------------------------|--------------|--------|-------------------------|--------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| <u>Death Gratuities</u> | | | | | | | | | |
| Officer | 0 | \$100,000.00 | \$0 | 2 | \$100,000.00 | \$200 | 1 | \$100,000.00 | \$100 |
| Enlisted | 1 | \$100,000.00 | \$100 | 3 | \$100,000.00 | \$300 | 2 | \$100,000.00 | \$200 |
| TOTAL | 1 | | \$100 | 5 | | \$500 | 3 | | \$300 |

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------------------------------------|-----------------------|-------------|---------|-------------------------|-------------|--------|-------------------------|-------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| <u>Disability and Hospitalization</u> | | | | | | | | | |
| <u>Pay And Allowances</u> | | | | | | | | | |
| Officer | 10 | \$25,700.01 | \$257 | 5 | \$36,149.40 | \$181 | 10 | \$26,437.52 | \$264 |
| Enlisted | 35 | \$36,200.01 | \$1,267 | 22 | \$29,800.05 | \$656 | 35 | \$37,238.83 | \$1,303 |
| Subtotal | 45 | | \$1,524 | 27 | | \$837 | 45 | | \$1,567 |

| | | | | | | | | | |
|---------------|----|----------|---------|----|----------|-------|----|----------|---------|
| <u>Travel</u> | | | | | | | | | |
| Officer | 4 | \$500.00 | \$2 | 2 | \$518.16 | \$1 | 4 | \$520.20 | \$2 |
| Enlisted | 24 | \$416.67 | \$10 | 21 | \$502.46 | \$11 | 24 | \$433.50 | \$10 |
| Subtotal | 28 | | \$12 | 23 | | \$12 | 28 | | \$12 |
| TOTAL | | | \$1,536 | | | \$849 | | | \$1,579 |

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

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

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

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------------------|-----------------------|---------|-------------------------|----------|-------------------------|----------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 6 Year | 617 | \$4,718 | 983 | \$7,740 | 684 | \$5,218 |
| Anniversary Payments | | | | | | |
| 6 Year | 3,268 | \$5,053 | 4,114 | \$6,440 | 3,877 | \$6,046 |
| Subtotal | 3,885 | \$9,771 | 5,097 | \$14,180 | 4,561 | \$11,264 |

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

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 75 | \$281 | 99 | \$371 | 75 | \$281 |
| 6 Year | 503 | \$3,775 | 672 | \$5,040 | 512 | \$3,840 |
| Anniversary Payments | | | | | | |
| 3 Year | 149 | \$280 | 198 | \$372 | 150 | \$281 |
| 6 Year | 1,895 | \$2,842 | 2,468 | \$3,700 | 2,495 | \$3,743 |
| Subtotal | 2,622 | \$7,178 | 3,437 | \$9,483 | 3,232 | \$8,145 |

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

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

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------------------|-----------------------|---------|-------------------------|----------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 47 | \$176 | 53 | \$199 | 47 | \$176 |
| 6 Year | 525 | \$3,935 | 684 | \$5,130 | 558 | \$4,185 |
| Anniversary Payments | | | | | | |
| 3 Year | 103 | \$192 | 106 | \$198 | 94 | \$176 |
| 6 Year | 2,875 | \$4,312 | 3,418 | \$5,126 | 3,266 | \$4,898 |
| Subtotal | 3,550 | \$8,615 | 4,261 | \$10,653 | 3,965 | \$9,435 |

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

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 125 | \$2,375 | 120 | \$2,280 | 150 | \$2,850 |
| Anniversary Payments | | | | | | |
| 3 Year | 242 | \$4,680 | 250 | \$4,750 | 250 | \$4,750 |
| Subtotal | 367 | \$7,055 | 370 | \$7,030 | 400 | \$7,600 |

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

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 4 | \$15 | 4 | \$15 | 4 | \$15 |
| 6 Year | 158 | \$1,328 | 292 | \$2,482 | 158 | \$1,343 |
| Anniversary Payments | | | | | | |
| 3 Year | 6 | \$12 | 8 | \$16 | 8 | \$16 |
| 6 Year | 504 | \$820 | 797 | \$1,352 | 821 | \$1,397 |
| Subtotal | 672 | \$2,175 | 1,101 | \$3,865 | 991 | \$2,771 |

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

| | <u>FY 2012 Actual</u> | | <u>FY 2013 Estimate</u> | | <u>FY 2014 Estimate</u> | |
|----------------------|-----------------------|--------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 41 | \$205 | 30 | \$150 | 41 | \$205 |
| Anniversary Payments | | | | | | |
| 3 Year | 68 | \$169 | 60 | \$150 | 82 | \$206 |
| Subtotal | 109 | \$374 | 90 | \$300 | 123 | \$411 |

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

Educational Loan Repayment-Health Professionals: For FY 2010, a \$50,000 maximum lifetime repayment in higher education loans for each satisfactory year of service completed in the selected reserve by a health professional in a wartime combat medical skill designated as critical. The payout is typically \$20,000 for first year, \$15,000 for second year and \$15,000 for third year of satisfactory service. Beginning in FY 2011, repayment of an annual maximum of \$40,000 in higher education loans for each satisfactory year of service completed in the selected reserve by a health professional in a wartime combat medical skill designated as critical. The maximum lifetime repayment is \$160,000. The payout is typically \$40,000 per year for each of 4 years of satisfactory service.

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| 4 Year | 35 | \$1,400 | 35 | \$1,400 | 35 | \$1,400 |
| Anniversary Payments | | | | | | |
| 3 Year | 15 | \$150 | 0 | \$0 | 0 | \$0 |
| 4 Year | 35 | \$1,400 | 70 | \$2,800 | 105 | \$4,200 |
| Subtotal | 85 | 2,950 | 105 | 4,200 | 140 | 5,600 |

TOTAL RESERVE INCENTIVES

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|---------------------------------|-----------------------|-----------------|-------------------------|-----------------|-------------------------|-----------------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| Subtotal - New Payments | 2,130 | \$18,208 | 2,972 | \$24,807 | 2,264 | \$19,513 |
| Anniversary Payments | | | | | | |
| Subtotal - Anniversary Payments | 9,160 | \$19,910 | 11,489 | \$24,904 | 11,148 | \$25,713 |
| TOTAL | 11,290 | \$38,118 | 14,461 | \$49,711 | 13,412 | \$45,226 |

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

Foreign Language Proficiency Pay

| | FY 2012 Actual | | FY 2013 Estimate | | FY 2014 Estimate | |
|----------|-----------------------|---------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| Officer | 185 | \$490 | 136 | \$350 | 136 | \$350 |
| Enlisted | 204 | \$596 | 159 | \$413 | 159 | \$413 |
| Subtotal | 389 | \$1,086 | 295 | \$763 | 295 | \$763 |

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

SECTION 10211: Participation of Reserve officers in preparation and administration of Reserve Affairs. Provides that within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its reserve components on active duty administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 395 | 307 | 215 | 215 | 237 | 259 | 259 | 259 | 259 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

SECTION 10305: Participation of Reserve officers in the policies and regulations for government of Reserve Components of the Air Force. Provides for officers of the Air National Guard of the United States and the Air Force Reserve to be placed on duty with the Air Staff to participate in the formulation of policies and regulations directly affecting those Reserve components, one-half of whom will be from each component. These officers shall be considered as additional members of the Air Staff while on that duty.

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 347 | 237 | 124 | 126 | 134 | 139 | 139 | 133 | 130 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 21 | 25 | 28 | 28 | 24 | 20 | 20 | 24 | 28 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 9 | 12 | 15 | 13 | 13 | 13 | 13 | 14 | 13 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-------|-------------------------|---------|-------|-------------------------|---------|-------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 482 | 562 | 634 | 480 | 551 | 621 | 621 | 603 | 587 |
| Enlisted | 1,082 | 1,193 | 1,301 | 1,384 | 1,381 | 1,382 | 1,382 | 1,415 | 1,446 |
| Subtotal | 1,564 | 1,755 | 1,935 | 1,864 | 1,932 | 2,003 | 2,003 | 2,018 | 2,033 |

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 20 | 18 | 14 | 14 | 17 | 19 | 19 | 19 | 19 |
| Enlisted | 419 | 402 | 384 | 384 | 401 | 417 | 417 | 414 | 410 |
| Subtotal | 439 | 420 | 398 | 398 | 418 | 436 | 436 | 433 | 429 |

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |

TOTAL PROGRAM

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------|-----------------------|---------|-------|-------------------------|---------|-------|-------------------------|---------|-------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 911 | 901 | 877 | 723 | 819 | 913 | 913 | 895 | 879 |
| Enlisted | 1,882 | 1,873 | 1,856 | 1,939 | 1,957 | 1,975 | 1,975 | 2,005 | 2,032 |
| Subtotal | 2,793 | 2,774 | 2,733 | 2,662 | 2,776 | 2,888 | 2,888 | 2,900 | 2,911 |

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

| | BA | Amount |
|------------------------------------------|----------------|------------------|
| FY 2013 Direct Program | 17,512 | \$17,512 |
| Increases: | | |
| Pricing Increases: | | |
| Kicker | 129 | |
| Tuition Assistance | 1,839 | |
| Total Pricing Increases | 1,968 | |
| Program Increases: | | |
| Kicker | 80 | |
| Total Program Increases | 80 | |
| Total Increases | | \$2,048 |
| Decreases: | | |
| Pricing Decreases: | | |
| Basic Benefits | (4,316) | |
| Reserve Educational Assist Pgm (Ch.1607) | (938) | |
| Normal Cost Ch. 1607 | (938) | |
| Total Pricing Decreases | (5,254) | |
| Program Decreases: | | |
| Tuition Assistance | (799) | |
| Total Program Decreases | (799) | |
| Total Decreases | | (\$6,053) |
| FY 2014 Direct Program | | \$13,507 |

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

| | | |
|----------|---------|----------|
| Estimate | FY 2014 | \$13,507 |
| Estimate | FY 2013 | \$17,512 |
| Actual | FY 2012 | \$21,792 |

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

Individuals enlisting or reenlisting for a period of six years in the Selected Reserve, except those who have received a commission from a Service academy or completed a ROTC scholarship program are eligible to receive education assistance under Chapter 1606. Officers must agree to serve an additional six years in addition to any current obligation. Individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Trust Fund. As of 1 Oct 1990, benefits may be paid for apprenticeship or job training program, courses leading to a certificate or diploma from vocation/technical (VOTECH) schools, cooperative training, correspondence courses, independent study programs, and flight training if the program began after 29 September 1990. Individuals may seek a graduate degree as of 30 September 1993. Tutorial assistance is also authorized for receipt of benefits.

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

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations - The Ronald W Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as paragraph 1607 of Title 10, USC. The added incentives are available to Reserve Component personnel who have been mobilized in support of the Overseas Contingency Operations and agree to remain as participating members of the Reserve Components. The basis of the funding is a submission from the OSD Board of Actuaries. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefits opportunities.

Montgomery GI Bill Kicker. This program provides an added incentive to basic Montgomery GI Bill benefits for members assigned to Air Force Reserve Command critical Air Force Specialty Codes (AFSC). All individuals enlisting, re-enlisting, or extending in an identified critical AFSC for not less than six years in the Air Force Reserve after 1 October 1998, except those who have received a commission from a service academy or completed a ROTC scholarship program, are eligible to received this added incentive to their basic Montgomery GI Bill benefit. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization.

Tuition Assistance Program. The Air Force Reserve Tuition Assistance Program is available to all participating members of the Air Force Reserve (except AGRs who are covered under the Active Duty Program). It's intended as an educational benefit to participating selected reserve. The AFR Tuition Assistance Program will be used to recruit and retain membership in the US Air Force Reserve. Tuition Assistance is an incentive, not an entitlement and is offered each fiscal year as long as funding is available.

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|-----------------------------------|-----------------------|---------|-----------------|-------------------------|---------|-----------------|-------------------------|---------|-----------------|
| | Eligible | Rate | Amount | Eligible | Rate | Amount | Eligible | Rate | Amount |
| MGIB-SR (CHAPTER 1606) | | | | | | | | | |
| Basic Benefits, Officer | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| Basic Benefits, Enlisted | 3,411 | \$1,681 | \$5,734 | 2,600 | \$1,660 | \$4,316 | 4,543 | \$0 | \$0 |
| Tuition Assistance, Officer | 2,018 | \$962 | \$1,941 | 1,800 | \$880 | \$1,584 | 2,018 | \$898 | \$1,813 |
| Tuition Assistance, Enlisted | 8,183 | \$812 | \$6,646 | 9,450 | \$594 | \$5,616 | 8,183 | \$785 | \$6,427 |
| \$350 Kicker, Officer | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| \$350 Kicker, Enlisted | 1,736 | \$4,029 | \$6,994 | 1,300 | \$3,891 | \$5,058 | 1,320 | \$3,990 | \$5,267 |
| Chapter 1606 Amortization | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| REAP (CHAPTER 1607) | | | | | | | | | |
| Normal Cost (Ch. 1607) | 2,439 | \$196 | \$477 | 2,274 | \$412 | \$938 | 2,274 | \$0 | \$0 |
| Mobilized 90 Days | 2,246 | \$188 | \$422 | 2,059 | \$395 | \$813 | 2,059 | \$0 | \$0 |
| Mobilized 1 Year | 166 | \$278 | \$46 | 176 | \$563 | \$99 | 176 | \$0 | \$0 |
| Mobilized 2 Years | 27 | \$329 | \$9 | 39 | \$660 | \$26 | 39 | \$0 | \$0 |
| Chapter 1607 Amortization | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| TOTAL EDUCATIONAL BENEFITS | 17,787 | | \$21,792 | 17,424 | | \$17,512 | 18,338 | | \$13,507 |

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

| | BA | Amount |
|------------------------------------------------------------|---------------|-----------------|
| FY 2013 Direct Program | 55,095 | \$55,095 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 82 | |
| Annualization FY 2013 Pay Raise (1.7% Effective 01 Jan 13) | 27 | |
| Inflation (Rate 1.9%) and Other Price Changes | 51 | |
| FICA (Rate 7.65%) | 8 | |
| BAH | 62 | |
| Total Pricing Increases | 230 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$230 |
| Decreases: | | |
| Pricing Decreases: | | |
| Inflation and Other Price Changes | (103) | |
| Total Pricing Decreases | (103) | |
| Program Decreases: | | |
| Stipend | (1) | |
| Pay Allowances | (1) | |
| Total Program Decreases | (2) | |
| Total Decreases | | (\$105) |
| FY 2014 Direct Program | | \$55,220 |

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

| | | |
|----------|---------|----------|
| Estimate | FY 2014 | \$55,220 |
| Estimate | FY 2013 | \$55,095 |
| Actual | FY 2012 | \$49,264 |

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,088 effective 1 July 2011. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade 0-1).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

| | <u>FY 2012 Actual</u> | | | <u>FY 2013 Estimate</u> | | | <u>FY 2014 Estimate</u> | | |
|---------------------------------|-----------------------|-------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Participants | Rate | Amount | Participants | Rate | Amount | Participants | Rate | Amount |
| Stipend | 1,477 | \$21,842.25 | \$32,261 | 1,597 | \$22,411.18 | \$35,791 | 1,597 | \$22,346.45 | \$35,687 |
| Pay and Allowances | 1,477 | \$7,084.63 | \$10,464 | 1,597 | \$7,253.92 | \$11,585 | 1,597 | \$7,365.94 | \$11,763 |
| Uniform Allowances | 450 | \$400.00 | \$180 | 506 | \$400.00 | \$202 | 506 | \$400.00 | \$202 |
| Travel | 946 | \$2,620.51 | \$2,479 | 942 | \$2,672.21 | \$2,517 | 942 | \$2,726.37 | \$2,568 |
| Critical Skills Accession Bonus | 194 | \$20,000.00 | \$3,880 | 250 | \$20,000.00 | \$5,000 | 250 | \$20,000.00 | \$5,000 |
| TOTAL | | | \$49,264 | | | \$55,095 | | | \$55,220 |

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

| | BA | Amount |
|-----------------------------------------------|--------------|----------------|
| FY 2013 Direct Program | 4,872 | \$4,872 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2014 Pay Raise (1.0% Effective 01 Jan 14) | 2 | |
| Inflation (Rate 1.9%) and Other Price Changes | 39 | |
| BAH | 14 | |
| Total Pricing Increases | 55 | |
| Total Program Increases | 0 | |
| Total Increases | | \$55 |
| Decreases: | | |
| Pricing Decreases: | | |
| Base Pay CR Rate Adjustment | (12) | |
| FICA CR Rate Adjustment | (1) | |
| Total Pricing Decreases | (13) | |
| Program Decreases: | | |
| BAH | (1) | |
| Total Program Decreases | (1) | |
| Total Decreases | | (\$14) |
| FY 2014 Direct Program | | \$4,913 |

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

| | | |
|----------|---------|---------|
| Estimate | FY 2014 | \$4,913 |
| Estimate | FY 2013 | \$4,872 |
| Actual | FY 2012 | \$3,720 |

Part I - Purpose and Scope

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

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,088 effective 1 July 2011. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade 0-3).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professional students are identified as follows:

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

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

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

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

| | FY 2012 Actual | | | FY 2013 Estimate | | | FY 2014 Estimate | | |
|----------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Participants | Rate | Amount | Participants | Rate | Amount | Participants | Rate | Amount |
| Stipend | 54 | \$22,240.74 | \$1,201 | 69 | \$22,834.84 | \$1,576 | 69 | \$23,404.51 | \$1,615 |
| Financial Assistance Grant | 54 | \$43,944.44 | \$2,373 | 69 | \$45,000.00 | \$3,105 | 69 | \$45,000.00 | \$3,105 |
| Pay and Allowances | 54 | \$2,555.56 | \$138 | 69 | \$2,614.00 | \$181 | 69 | \$2,656.38 | \$183 |
| Uniform Allowances | 21 | \$380.95 | \$8 | 25 | \$400.00 | \$10 | 24 | \$416.67 | \$10 |
| TOTAL | | | \$3,720 | | | \$4,872 | | | \$4,913 |

Section V
Special Analysis

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2012

| | AGR/TAR OFFICERS | AGR/TAR ENLISTED | AGR/TAR TOTAL | MILITARY TECHNICIANS | ACTIVE MILITARY | CIVILIAN | TOTAL |
|----------------------|---------------------|---------------------|------------------|-------------------------|--------------------|--------------|---------------|
| ASSIGNMENT: | | | | | | | |
| INDIVIDUALS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PAY/PERSONNEL CTR | 22 | 40 | 62 | 97 | 55 | 181 | 395 |
| RECRUITING RETENTION | 17 | 384 | 401 | 0 | 0 | 45 | 446 |
| SUBTOTAL | 39 | 424 | 463 | 97 | 55 | 226 | 841 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 496 | 1,255 | 1,751 | 9,039 | 123 | 3,321 | 14,234 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 496 | 1,255 | 1,751 | 9,039 | 123 | 3,321 | 14,234 |
| TRAINING: | | | | | | | |
| RC NON-UNIT INST | 0 | 6 | 6 | 0 | 0 | 0 | 6 |
| AC SCHOOLS | 12 | 2 | 14 | 0 | 0 | 0 | 14 |
| ROTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 12 | 8 | 20 | 0 | 0 | 0 | 20 |
| HEADQUARTERS: | | | | | | | |
| SERVICE HQS | 100 | 89 | 189 | 80 | 105 | 329 | 703 |
| AC HQS | 40 | 6 | 46 | 0 | 0 | 0 | 46 |
| AC INSTAL/ACTIVITIES | 67 | 45 | 112 | 0 | 220 | 3 | 335 |
| RC CHIEFS STAFF | 94 | 27 | 121 | 0 | 8 | 18 | 147 |
| OTHERS HQS | 29 | 2 | 31 | 0 | 0 | 0 | 31 |
| SUBTOTAL | 330 | 169 | 499 | 80 | 333 | 350 | 1,262 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 877 | 1,856 | 2,733 | 9,216 | 511 | 3,897 | 16,357 |

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2013

| | AGR/TAR OFFICERS | AGR/TAR ENLISTED | AGR/TAR TOTAL | MILITARY TECHNICIANS | ACTIVE MILITARY | CIVILIAN | TOTAL |
|----------------------|---------------------|---------------------|------------------|-------------------------|--------------------|--------------|---------------|
| ASSIGNMENT: | | | | | | | |
| INDIVIDUALS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PAY/PERSONNEL CTR | 21 | 32 | 53 | 102 | 55 | 233 | 443 |
| RECRUITING RETENTION | 17 | 379 | 396 | 0 | 0 | 53 | 449 |
| SUBTOTAL | 38 | 411 | 449 | 102 | 55 | 286 | 892 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 532 | 1,387 | 1,919 | 9,837 | 75 | 3,295 | 15,126 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 532 | 1,387 | 1,919 | 9,837 | 75 | 3,295 | 15,126 |
| TRAINING: | | | | | | | |
| RC NON-UNIT INST | 0 | 6 | 6 | 0 | 0 | 0 | 6 |
| AC SCHOOLS | 12 | 2 | 14 | 0 | 0 | 0 | 14 |
| ROTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 12 | 8 | 20 | 0 | 0 | 0 | 20 |
| HEADQUARTERS: | | | | | | | |
| SERVICE HQS | 100 | 89 | 189 | 73 | 94 | 409 | 765 |
| AC HQS | 39 | 6 | 45 | 0 | 0 | 0 | 45 |
| AC INSTAL/ACTIVITIES | 67 | 45 | 112 | 0 | 220 | 3 | 335 |
| RC CHIEFS STAFF | 96 | 27 | 123 | 0 | 8 | 22 | 153 |
| OTHERS HQS | 29 | 2 | 31 | 0 | 0 | 0 | 31 |
| SUBTOTAL | 331 | 169 | 500 | 73 | 322 | 434 | 1,329 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 913 | 1,975 | 2,888 | 10,012 | 452 | 4,015 | 17,367 |

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2014

| | AGR/TAR OFFICERS | AGR/TAR ENLISTED | AGR/TAR TOTAL | MILITARY TECHNICIANS | ACTIVE MILITARY | CIVILIAN | TOTAL |
|----------------------|---------------------|---------------------|------------------|-------------------------|--------------------|--------------|---------------|
| ASSIGNMENT: | | | | | | | |
| INDIVIDUALS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PAY/PERSONNEL CTR | 21 | 41 | 62 | 101 | 55 | 233 | 451 |
| RECRUITING RETENTION | 17 | 410 | 427 | 0 | 0 | 53 | 480 |
| SUBTOTAL | 38 | 451 | 489 | 101 | 55 | 286 | 931 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 518 | 1,413 | 1,931 | 10,254 | 74 | 3,233 | 15,492 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 518 | 1,413 | 1,931 | 10,254 | 74 | 3,233 | 15,492 |
| TRAINING: | | | | | | | |
| RC NON-UNIT INST | 0 | 6 | 6 | 0 | 0 | 0 | 6 |
| AC SCHOOLS | 12 | 2 | 14 | 0 | 0 | 0 | 14 |
| ROTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 12 | 8 | 20 | 0 | 0 | 0 | 20 |
| HEADQUARTERS: | | | | | | | |
| SERVICE HQS | 100 | 88 | 188 | 74 | 107 | 322 | 691 |
| AC HQS | 35 | 7 | 42 | 0 | 0 | 0 | 42 |
| AC INSTAL/ACTIVITIES | 63 | 36 | 99 | 0 | 218 | 1 | 318 |
| RC CHIEFS STAFF | 84 | 27 | 111 | 0 | 8 | 22 | 141 |
| OTHERS HQS | 29 | 2 | 31 | 0 | 0 | 0 | 31 |
| SUBTOTAL | 311 | 160 | 471 | 74 | 333 | 345 | 1,223 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 879 | 2,032 | 2,911 | 10,429 | 462 | 3,864 | 17,666 |

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

| | FY 2012 | | | FY 2013 | | | FY 2014 | | |
|------------------|----------------|---------|-------|----------------|---------|-------|----------------|---------|-------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| 1st Year | 481 | 508 | 549 | 475 | 478 | 480 | 549 | 549 | 549 |
| 2nd Year | 343 | 362 | 392 | 430 | 418 | 405 | 392 | 392 | 392 |
| 3rd Year | 314 | 331 | 358 | 380 | 390 | 400 | 358 | 358 | 358 |
| 4th Year | 262 | 276 | 299 | 312 | 319 | 325 | 299 | 299 | 299 |
| Total Enrollment | 1,400 | 1,477 | 1,597 | 1,597 | 1,604 | 1,610 | 1,597 | 1,597 | 1,597 |

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

| | FY 2012 | | | FY 2013 | | | FY 2014 | | |
|------------------|----------------|---------|-----|----------------|---------|-----|----------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| 1st Year | 36 | 36 | 46 | 40 | 33 | 25 | 46 | 46 | 46 |
| 2nd Year | 11 | 11 | 14 | 17 | 18 | 19 | 14 | 14 | 14 |
| 3rd Year | 5 | 5 | 6 | 7 | 8 | 8 | 6 | 6 | 6 |
| 4th Year | 2 | 2 | 3 | 5 | 5 | 4 | 3 | 3 | 3 |
| Total Enrollment | 54 | 54 | 69 | 69 | 63 | 56 | 69 | 69 | 69 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 3,268 | \$5.1 | 2,148 | \$3.3 | 2,575 | \$4.1 | 1,888 | \$3.0 | 983 | \$1.5 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 617 | \$4.7 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 983 | \$1.5 | 618 | \$0.9 | 618 | \$0.9 | 618 | \$0.9 | 618 | \$0.9 | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 983 | \$1.5 | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 |
| FY2014 Initial Payments | | | 983 | \$7.7 | 684 | \$5.2 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 |
| FY2015 Initial Payments | | | | | | | 684 | \$5.2 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 684 | \$1.0 | 684 | \$1.0 | 684 | \$1.0 |
| FY2016 Initial Payments | | | | | | | | | 684 | \$5.2 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 684 | \$1.0 | 684 | \$1.0 |
| FY2017 Initial Payments | | | | | | | | | | | 684 | \$5.2 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 684 | \$1.0 |
| FY2018 Initial Payments | | | | | | | | | | | | | 684 | \$5.2 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 617 | \$4.7 | 983 | \$7.7 | 684 | \$5.2 | 684 | \$5.2 | 684 | \$5.2 | 684 | \$5.2 | 684 | \$5.2 |
| Total Anniversary Payment | 3,268 | \$5.1 | 4,114 | \$6.4 | 3,877 | \$6.0 | 3,874 | \$6.0 | 3,653 | \$5.6 | 3,354 | \$5.1 | 3,420 | \$5.2 |
| Total | 3,885 | \$9.8 | 5,097 | \$14.2 | 4,561 | \$11.3 | 4,558 | \$11.2 | 4,337 | \$10.8 | 4,038 | \$10.3 | 4,104 | \$10.4 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 50 | \$1.6 | | | 35 | \$1.4 | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 35 | \$1.4 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | | | | | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | | | | |
| FY2014 Initial Payments | | | 35 | \$1.4 | 35 | \$1.4 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | | |
| FY2015 Initial Payments | | | | | | | 35 | \$1.4 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 |
| FY2016 Initial Payments | | | | | | | | | 35 | \$1.4 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 35 | \$1.4 | 35 | \$1.4 |
| FY2017 Initial Payments | | | | | | | | | | | 35 | \$1.4 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 35 | \$1.4 |
| FY2018 Initial Payments | | | | | | | | | | | | | 35 | \$1.4 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 | 35 | \$1.4 |
| Total Anniversary Payment | 50 | \$1.6 | 70 | \$2.8 | 105 | \$4.2 | 105 | \$4.2 | 105 | \$4.2 | 105 | \$4.2 | 105 | \$4.2 |
| Total | 85 | \$3.0 | 105 | \$4.2 | 140 | \$5.6 | 140 | \$5.6 | 140 | \$5.6 | 140 | \$5.6 | 140 | \$5.6 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 242 | \$4.7 | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 125 | \$2.4 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 125 | \$2.4 | 125 | \$2.4 | | | | | | | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 125 | \$2.4 | 125 | \$2.4 | 125 | \$2.4 | | | | | | |
| FY2014 Initial Payments | | | 120 | \$2.3 | 150 | \$2.9 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 150 | \$2.9 | 150 | \$2.9 | | | | |
| FY2015 Initial Payments | | | | | | | 150 | \$2.9 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 150 | \$2.9 | 150 | \$2.9 | | |
| FY2016 Initial Payments | | | | | | | | | 150 | \$2.9 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 150 | \$2.9 | 150 | \$2.9 |
| FY2017 Initial Payments | | | | | | | | | | | 150 | \$2.9 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 150 | \$2.9 |
| FY2018 Initial Payments | | | | | | | | | | | | | 150 | \$2.9 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 125 | \$2.4 | 120 | \$2.3 | 150 | \$2.9 | 150 | \$2.9 | 150 | \$2.9 | 150 | \$2.9 | 150 | \$2.9 |
| Total Anniversary Payment | 242 | \$4.7 | 250 | \$4.8 | 250 | \$4.8 | 275 | \$5.2 | 300 | \$5.7 | 300 | \$5.7 | 300 | \$5.7 |
| Total | 367 | \$7.1 | 370 | \$7.0 | 400 | \$7.6 | 425 | \$8.1 | 450 | \$8.6 | 450 | \$8.6 | 450 | \$8.6 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 2,044 | \$3.1 | 1,165 | \$1.7 | 1,480 | \$2.2 | 1,043 | \$1.6 | 631 | \$0.9 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 578 | \$4.1 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 730 | \$1.1 | 578 | \$0.9 | 503 | \$0.8 | 503 | \$0.8 | 503 | \$0.8 | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 771 | \$1.2 | 587 | \$0.9 | 587 | \$0.9 | 512 | \$0.8 | 512 | \$0.8 | 512 | \$0.8 |
| FY2014 Initial Payments | | | 771 | \$5.4 | 587 | \$4.1 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 587 | \$0.9 | 587 | \$0.9 | 512 | \$0.8 | 512 | \$0.8 |
| FY2015 Initial Payments | | | | | | | 587 | \$4.1 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 587 | \$0.9 | 587 | \$0.9 | 512 | \$0.8 |
| FY2016 Initial Payments | | | | | | | | | 587 | \$4.1 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 587 | \$0.9 | 587 | \$0.9 |
| FY2017 Initial Payments | | | | | | | | | | | 587 | \$4.1 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 587 | \$0.9 |
| FY2018 Initial Payments | | | | | | | | | | | | | 587 | \$4.1 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 578 | \$4.1 | 771 | \$5.4 | 587 | \$4.1 | 587 | \$4.1 | 587 | \$4.1 | 587 | \$4.1 | 587 | \$4.1 |
| Total Anniversary Payment | 2,044 | \$3.1 | 2,666 | \$4.1 | 2,645 | \$4.0 | 2,720 | \$4.1 | 2,820 | \$4.3 | 2,701 | \$4.1 | 2,710 | \$4.1 |
| Total | 2,622 | \$7.2 | 3,437 | \$9.5 | 3,232 | \$8.1 | 3,307 | \$8.3 | 3,407 | \$8.4 | 3,288 | \$8.2 | 3,297 | \$8.2 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 510 | \$0.8 | 213 | \$0.4 | 505 | \$0.9 | 322 | \$0.5 | 292 | \$0.5 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 162 | \$1.3 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 296 | \$0.5 | 162 | \$0.3 | 158 | \$0.3 | 158 | \$0.3 | 158 | \$0.3 | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 296 | \$0.5 | 162 | \$0.3 | 162 | \$0.3 | 158 | \$0.3 | 158 | \$0.3 | 158 | \$0.3 |
| FY2014 Initial Payments | | | 296 | \$2.5 | 162 | \$1.4 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 162 | \$0.3 | 162 | \$0.3 | 158 | \$0.3 | 158 | \$0.3 |
| FY2015 Initial Payments | | | | | | | 162 | \$1.4 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 162 | \$0.3 | 162 | \$0.3 | 158 | \$0.3 |
| FY2016 Initial Payments | | | | | | | | | 162 | \$1.4 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 162 | \$0.3 | 162 | \$0.3 |
| FY2017 Initial Payments | | | | | | | | | | | 162 | \$1.4 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 162 | \$0.3 |
| FY2018 Initial Payments | | | | | | | | | | | | | 162 | \$1.4 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 162 | \$1.3 | 296 | \$2.5 | 162 | \$1.4 | 162 | \$1.4 | 162 | \$1.4 | 162 | \$1.4 | 162 | \$1.4 |
| Total Anniversary Payment | 510 | \$0.8 | 805 | \$1.4 | 829 | \$1.4 | 804 | \$1.4 | 932 | \$1.6 | 798 | \$1.4 | 798 | \$1.4 |
| Total | 672 | \$2.2 | 1,101 | \$3.9 | 991 | \$2.8 | 966 | \$2.7 | 1,094 | \$2.9 | 960 | \$2.7 | 960 | \$2.7 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 68 | \$0.2 | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 41 | \$0.2 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 30 | \$0.1 | 41 | \$0.1 | | | | | | | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 30 | \$0.1 | 41 | \$0.1 | 41 | \$0.1 | | | | | | |
| FY2014 Initial Payments | | | 30 | \$0.2 | 41 | \$0.2 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 41 | \$0.1 | 41 | \$0.1 | | | | |
| FY2015 Initial Payments | | | | | | | 41 | \$0.2 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 41 | \$0.1 | 41 | \$0.1 | | |
| FY2016 Initial Payments | | | | | | | | | 41 | \$0.2 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 41 | \$0.1 | 41 | \$0.1 |
| FY2017 Initial Payments | | | | | | | | | | | 41 | \$0.2 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 41 | \$0.1 |
| FY2018 Initial Payments | | | | | | | | | | | | | 41 | \$0.2 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 41 | \$0.2 | 30 | \$0.2 | 41 | \$0.2 | 41 | \$0.2 | 41 | \$0.2 | 41 | \$0.2 | 41 | \$0.2 |
| Total Anniversary Payment | 68 | \$0.2 | 60 | \$0.2 | 82 | \$0.2 | 82 | \$0.2 | 82 | \$0.2 | 82 | \$0.2 | 82 | \$0.2 |
| Total | 109 | \$0.4 | 90 | \$0.3 | 123 | \$0.4 | 123 | \$0.4 | 123 | \$0.4 | 123 | \$0.4 | 123 | \$0.4 |

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

| | <u>FY 2012</u> | | <u>FY 2013</u> | | <u>FY 2014</u> | | <u>FY 2015</u> | | <u>FY 2016</u> | | <u>FY 2017</u> | | <u>FY 2018</u> | |
|-----------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 2,978 | \$4.5 | 2,017 | \$3.0 | 2,183 | \$3.3 | 1,616 | \$2.4 | 717 | \$1.1 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2012 Initial Payments | 572 | \$4.1 | | | | | | | | | | | | |
| FY2012 Anniversary Payments | | | 770 | \$1.2 | 572 | \$0.9 | 525 | \$0.8 | 525 | \$0.8 | 525 | \$0.8 | | |
| FY2013 Initial Payments | | | | | | | | | | | | | | |
| FY2013 Anniversary Payments | | | 737 | \$1.1 | 605 | \$0.9 | 605 | \$0.9 | 558 | \$0.8 | 558 | \$0.8 | 558 | \$0.8 |
| FY2014 Initial Payments | | | 737 | \$5.3 | 605 | \$4.4 | | | | | | | | |
| FY2014 Anniversary Payments | | | | | | | 605 | \$0.9 | 605 | \$0.9 | 558 | \$0.8 | 558 | \$0.8 |
| FY2015 Initial Payments | | | | | | | 605 | \$4.4 | | | | | | |
| FY2015 Anniversary Payments | | | | | | | | | 605 | \$0.9 | 605 | \$0.9 | 558 | \$0.8 |
| FY2016 Initial Payments | | | | | | | | | 605 | \$4.4 | | | | |
| FY2016 Anniversary Payments | | | | | | | | | | | 605 | \$0.9 | 605 | \$0.9 |
| FY2017 Initial Payments | | | | | | | | | | | 605 | \$4.4 | | |
| FY2017 Anniversary Payments | | | | | | | | | | | | | 605 | \$0.9 |
| FY2018 Initial Payments | | | | | | | | | | | | | 605 | \$4.4 |
| FY2018 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 572 | \$4.1 | 737 | \$5.3 | 605 | \$4.4 | 605 | \$4.4 | 605 | \$4.4 | 605 | \$4.4 | 605 | \$4.4 |
| Total Anniversary Payment | 2,978 | \$4.5 | 3,524 | \$5.3 | 3,360 | \$5.1 | 3,351 | \$5.1 | 3,010 | \$4.5 | 2,851 | \$4.3 | 2,884 | \$4.4 |
| Total | 3,550 | \$8.6 | 4,261 | \$10.7 | 3,965 | \$9.4 | 3,956 | \$9.4 | 3,615 | \$8.9 | 3,456 | \$8.7 | 3,489 | \$8.7 |