

**DEPARTMENT OF DEFENSE**

**FY 2016 PRESIDENT'S BUDGET**  
**OVERSEAS CONTINGENCY OPERATIONS REQUEST**  
**FOR**  
**OPERATION FREEDOM'S SENTINEL (OFS)**



**AIR FORCE MILITARY PERSONNEL**  
**February 2015**

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## MILITARY PERSONNEL OVERVIEW

The FY 2016 Overseas Contingency Operations Request provides funding so that the United States may continue security stabilization efforts in Afghanistan and Iraq. Support to Operation Freedom's Sentinel (OFS) encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan, the Horn of Africa, the Philippines, and detainee operations on U.S. Naval Station Guantanamo Bay, Cuba. Support to Operation Inherent Resolve (OIR) focuses on the operations to eliminate the Islamic State of Iraq and the Levant (ISIL). These efforts are in addition to ongoing daily military operations around the globe. In response to the attacks on the United States on September 11, 2001, the President invoked his authority (10 US Code 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty and for incremental Active Duty costs in support of OFS and OIR. The Air Force's military personnel requirement of \$748 million is comprised of the following major costs:

(\$ in Thousands)

<u>Summary by Appropriation</u>	<u>FY 2014 Actuals</u>	<u>FY 2015 Total Estimate</u>	<u>FY 2016 Total Request</u>
Military Personnel, Air Force	740,338	728,334	726,126
Reserve Personnel, Air Force	21,034	19,175	18,710
National Guard Personnel, Air Force	3,151	4,894	2,828
<b>TOTAL MILITARY PERSONNEL</b>	<b>764,523</b>	<b>752,403</b>	<b>747,664</b>

## MILITARY PERSONNEL OVERVIEW

### Summary By Category (\$ in Thousands)

<u>FY 2014 Actuals</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	549,306	-	-	549,306
AC Deployment Costs	72,928	-	-	72,928
Subsistence in Kind (SIK)	84,869	-	-	84,869
Casualty and Disability	10,547	-	-	10,547
Additional Mobilization and Deployment Costs	22,688	-	-	22,688
Pre- and Post-Mobilization Training	-	21,034	3,151	24,185
	<b>740,338</b>	<b>21,034</b>	<b>3,151</b>	<b>764,523</b>

## MILITARY PERSONNEL OVERVIEW

(\$ in Thousands)

<b><u>FY 2015 Total for OCO</u></b>	<b><u>Active Air Force</u></b>	<b><u>Air Force Reserve</u></b>	<b><u>Air National Guard</u></b>	<b><u>Total</u></b>
Reserve and Guard Mobilization	550,109	-	-	550,109
AC Deployment Costs	58,547	-	-	58,547
Subsistence in Kind (SIK)	84,151	-	-	84,151
Casualty and Disability	11,510	-	-	11,510
Additional Mobilization and Deployment Costs	24,017	-	-	24,017
Pre- and Post-Mobilization Training	-	19,175	4,894	24,069
	<b>728,334</b>	<b>19,175</b>	<b>4,894</b>	<b>752,403</b>

## MILITARY PERSONNEL OVERVIEW

(\$ in Thousands)

<u>FY 2016 Total Request</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	551,998	-	-	551,998
AC Deployment Costs	54,210	-	-	54,210
Subsistence in Kind (SIK)	84,711	-	-	84,711
Casualty and Disability	11,064	-	-	11,064
Additional Mobilization and Deployment Costs	24,143	-	-	24,143
Pre- and Post-Mobilization Training	-	18,710	2,828	21,538
	<b>726,126</b>	<b>18,710</b>	<b>2,828</b>	<b>747,664</b>

The following table reflects mobilization and deployment assumptions. Mobilization numbers include personnel deployed to theater as well as personnel remaining in CONUS supporting Operation Freedom's Sentinel and Operation Inherent Resolve.

### Average Strength

	<u>FY 2014 Actuals</u>	<u>FY 2015 Total</u>	<u>FY 2016 Total</u>
Active Air Force	16,911	18,669	17,309
Air Force Reserve Mobilization	2,378	2,735	2,698
Air Force National Guard Mobilization	3,917	3,488	3,441
<b>TOTAL</b>	<b>23,206</b>	<b>24,892</b>	<b>23,448</b>

## MILITARY PERSONNEL OVERVIEW

**Reserve & Guard Mobilization/Deployment Costs** **\$ 606.2 Million**

- Basic military pay and entitlements (e.g., Basic Allowance for Housing (BAH), retired pay accrual and social security contributions, incentive pays, etc.) for Reserve and National Guard members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas
- Special Pays for Mobilized Reserve and National Guard Personnel and Deployed Active Personnel:
  - Imminent Danger Pay (IDP) (\$225 per month)
  - Family Separation Allowance (FSA) (\$250 per month)
  - Hardship Duty Location Pay (\$100 per month)
- Basic Allowance for Subsistence (BAS) for Reserve Component members in support of OFS and OIR.

**Subsistence-in-Kind Costs** **\$ 84.7 Million**

- Funds requested provide Subsistence-in-Kind (SIK) (food and drink) for all Active and Reserve Component members in support of OFS and OIR.

**Casualty and Disability Benefits** **\$ 11.1 Million**

- Casualty Benefits pay for the following benefits associated with the death or traumatic injury of Service members:
- Reimbursement to the Department of Veterans Affairs for Traumatic Injury Protection claims under the Servicemembers' Group Life Insurance (SGLI).
  
  - Funding is for SGLI/T-SGLI insurance premiums the Department of Defense pays on behalf of service members.
  - Funding is for Death Gratuities payments to survivors of members who die while on active duty.

**Additional Mobilization Deployment Cost** **\$ 24.1 Million**

- Additional Mobilization/Deployment Benefits for unemployment benefits to ex-service members discharged or released under honorable conditions.

**Pre- and Post-Mobilization Programs** **\$ 21.5 Million**

- Pre & Post Mobilization Training: Continuing overseas contingency operations have highlighted the need for additional funding to accelerate qualification and certification training for many assigned personnel who are not currently at authorized skill levels
- Yellow Ribbon Reintegration Program: Section 582 of the FY08 NDAA established a national combat veteran reintegration program for Guard and Reserve members and their families.



## **12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of CENTCOM (OCO)**

### **Introduction:**

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY16, the Air Force plans to utilize 12304b in support of pre-planned CENTCOM operations funded by Overseas Contingency Operations (OCO) supplemental funding if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

### **OPERATION FREEDOM'S SENTINEL (OFS)/Operation Inherent Resolve (OIR) Airlift (1,222 MYRS ~ \$114.7 M )**

Rapid Global Mobility provides US Central Command with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical airlift in support of contingency operations in Afghanistan and against ISIS. Activated Airmen will be placed on orders for a period no longer than 250 days.

### **OFS and OFS- Horn of Africa (HOA) Combat Air Forces Aviation (912 MYRS ~ \$85.6 M)**

Provides direct warfighting support to OFS and OFS-HOA for Combat Search and Rescue/Personnel Recovery operations and Aerospace Control and Warning. Activated Airmen will be placed on orders for a period no longer than 250 days.

### **OFS and OFS-HOA Expeditionary Combat Support (3,079 MYRS ~ \$289.0 M)**

Provides direct support to OFS and OFS-HOA for combat units; includes security forces, civil engineering, transportation, logistics, and medical personnel for operating and maintaining OFS-HOA assets and bases. Activated Airmen will be placed on orders for a period no longer than 365 days.

**AIR FORCE M-1**  
*FY 2016 Overseas Contingency Operations Request*

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
	<b>Actuals</b>	<b>Estimate</b>	<b>Estimate</b>
<b>MILITARY PERSONNEL, AIR FORCE</b>			
<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>			
BASIC PAY	90,679	105,409	105,498
RETIRED PAY ACCRUAL	22,216	23,717	24,265
BASIC ALLOWANCE FOR HOUSING	27,781	32,773	32,922
BASIC ALLOWANCE FOR SUBSISTENCE	3,179	3,753	3,832
INCENTIVE PAYS	-	-	-
SPECIAL PAYS	11,227	8,056	7,559
ALLOWANCES	7,191	8,380	7,910
SOCIAL SECURITY TAX	6,937	8,064	8,071
<b>TOTAL BUDGET ACTIVITY 1</b>	<b>169,210</b>	<b>190,152</b>	<b>190,057</b>
<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED PERSONNEL</b>			
BASIC PAY	204,194	196,944	196,552
RETIRED PAY ACCRUAL	50,028	44,312	45,207
BASIC ALLOWANCE FOR HOUSING	85,048	83,246	83,389
SPECIAL PAYS	49,208	29,672	27,835
ALLOWANCES	26,629	27,432	25,901
SOCIAL SECURITY TAX	15,621	15,066	15,036
<b>TOTAL BUDGET ACTIVITY 2</b>	<b>430,728</b>	<b>396,672</b>	<b>393,920</b>
<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>			
BASIC ALLOWANCE FOR SUBSISTENCE	22,296	21,832	22,231
SUBSISTENCE-IN-KIND	84,869	84,151	84,711
<b>TOTAL BUDGET ACTIVITY 4</b>	<b>107,165</b>	<b>105,983</b>	<b>106,942</b>
<b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>			
INTEREST ON SOLDIERS DEPOSITS			
RESERVE INCOME REPLACEMENT PROGRAM			
UNEMPLOYMENT COMPENSATION	22,688	24,017	24,143
DEATH GRATUITIES	200	1,000	1,000
SGLI EXTRA HAZARD PAYMENTS	6,719	7,796	7,344
TRAUMATIC SGLI	3,628	2,714	2,720
<b>TOTAL BUDGET ACTIVITY 6</b>	<b>33,235</b>	<b>35,527</b>	<b>35,207</b>
<b>* TOTAL MILITARY PERSONNEL</b>	<b>740,338</b>	<b>728,334</b>	<b>726,126</b>

**AIR FORCE M-1**  
*FY 2016 Overseas Contingency Operations Request*

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
	<b>Actuals</b>	<b>Estimate</b>	<b>Estimate</b>
<b>MILITARY PERSONNEL, AIR FORCE</b>			
<b>RESERVE PERSONNEL, AIR FORCE</b>			
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	21,034	19,175	18,710
<b>TOTAL RESERVE PERSONNEL, AIR FORCE</b>	<b>21,034</b>	<b>19,175</b>	<b>18,710</b>
<b>NATIONAL GUARD PERSONNEL, AIR FORCE</b>			
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	3,151	4,894	2,828
<b>TOTAL NATIONAL GUARD PERSONNEL, AIR FORCE</b>	<b>3,151</b>	<b>4,894</b>	<b>2,828</b>
 <b>GRAND TOTAL AIR FORCE MILITARY PERSONNEL</b>	 <b>764,523</b>	 <b>752,403</b>	 <b>747,664</b>

ANALYSIS of FY2015 APPROPRIATION CHANGES

	FY2015 PRESEDENTS BUDGET	CONGRES- SIONAL ACTION	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN/ REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2015 REVISED
<b>PAY AND ALLOWANCES OF OFFICERS</b>								
BASIC PAY	103,797	-	-	103,797	1,612	-	-	105,409
RETIRED PAY ACCRUAL	23,354	-	-	23,354	363	-	-	23,717
BASIC ALLOWANCE FOR HOUSING	30,402	-	-	30,402	2,371	-	-	32,773
BASIC ALLOWANCE FOR SUBSISTENCE	3,764	-	-	3,764	(11)	-	-	3,753
SPECIAL PAYS	8,734	-	-	8,734	(678)	-	-	8,056
ALLOWANCES	8,748	-	-	8,748	(368)	-	-	8,380
SOCIAL SECURITY TAX	7,940	-	-	7,940	124	-	-	8,064
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS OCO OBLIGATIONS</b>	<b>186,739</b>	<b>-</b>	<b>-</b>	<b>186,739</b>	<b>3,413</b>	<b>-</b>	<b>-</b>	<b>190,152</b>
<b>PAY AND ALLOWANCES OF ENLISTED</b>								
BASIC PAY	191,673	-	-	191,673	5,271	-	-	196,944
RETIRED PAY ACCRUAL	43,125	-	-	43,125	1,187	-	-	44,312
BASIC ALLOWANCE FOR HOUSING	82,843	-	-	82,843	403	-	-	83,246
SPECIAL PAYS	32,572	-	-	32,572	(2,900)	-	-	29,672
ALLOWANCES	29,473	-	-	29,473	(2,041)	-	-	27,432
SOCIAL SECURITY TAX	14,663	-	-	14,663	403	-	-	15,066
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED OCO OBLIGATIONS</b>	<b>394,349</b>	<b>-</b>	<b>-</b>	<b>394,349</b>	<b>2,323</b>	<b>-</b>	<b>-</b>	<b>396,672</b>
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>								
BASIC ALLOWANCE FOR SUBSISTENCE	21,916	-	-	21,916	(84)	-	-	21,832
SUBSISTENCE-IN-KIND	89,755	-	-	89,755	(5,604)	-	-	84,151
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL OCO OBLIGATIONS</b>	<b>111,671</b>	<b>-</b>	<b>-</b>	<b>111,671</b>	<b>(5,688)</b>	<b>-</b>	<b>-</b>	<b>105,983</b>
<b>PERMANENT CHANGE OF STATION</b>								
OPERATIONAL TRAVEL	-	-	-	-	-	-	-	-
<b>TOTAL PERMANET CHANGE OF STATION OCO OBLIGATIONS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OTHER MILITARY PERSONNEL COSTS</b>								
INTEREST ON SOLDIERS DEPOSITS	-	-	-	-	-	-	-	-
RESERVE INCOME REPLACEMENT PROGRAM	-	-	-	-	-	-	-	-
UNEMPLOYMENT COMPENSATION	24,017	-	-	24,017	-	-	-	24,017
DEATH GRATUITIES	1,000	-	-	1,000	-	-	-	1,000
SGLI EXTRA HAZARD PAYMENTS	-	-	-	-	-	-	-	-
TRAUMATIC SGLI	10,558	-	-	10,558	(48)	-	-	10,510
<b>TOTAL OTHER MILITARY PERSONNEL COSTS OCO OBLIGATIONS</b>	<b>35,575</b>	<b>-</b>	<b>-</b>	<b>35,575</b>	<b>(48)</b>	<b>-</b>	<b>-</b>	<b>35,527</b>
<b>TOTAL MILITARY PERSONNEL</b>	<b>728,334</b>	<b>-</b>	<b>-</b>	<b>728,334</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>728,334</b>

# **ACTIVE AIR FORCE MILITARY PERSONNEL COSTS**

# **RESERVE MOBILIZATION AND ACTIVE DEPLOYMENT COSTS**

# **PAY AND ALLOWANCES OF OFFICERS**

Appropriation: Military Personnel, Air Force  
 Budget Activity 1: Pay and Allowances of Officers  
 Budget Line Item: Basic Pay

<u>FY 2016</u>
(\$ in Thousands)
105,498

The funds requested provide for the monthly basic compensation for mobilized Air National Guard (ANG) and Air Force Reserve (AFR) officers.

**Part II - Justification of Funds Requested**

The request provides basic pay for mobilized Reserve and Guard officer personnel. The FY 2015 military pay raise reflects a 1.00 percent base pay raise effective 1 January 2015 and 1.30 percent effective 1 January 2016.

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay (Reserve/Guard Mobilization)	1,080	83,962	<u>90,679</u>	1,243	84,802	<u>105,409</u>	1,229	85,841	<u>105,498</u>
<b>Total</b>			<b>90,679</b>			<b>105,409</b>			<b>105,498</b>



**Appropriation: Military Personnel, Air Force**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Retired Pay Accrual**

**FY 2016**  
 (\$ in Thousands)  
**24,265**

The funds requested provide for Retired Pay Accrual payments to the Department of Defense's Military Retirement Fund, in accordance with 10 U.S.C 1466 for mobilized Reserve and Guard officer personnel.

**Part II - Justification of Funds Requested**

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 22.50 percent of basic pay for FY 2015 and 23.00 percent for FY 2016 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

**Detailed cost computations are provided in the following table:**

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Retired Pay Accrual	1,080	20,571	<u>22,216</u>	1,243	19,080	<u>23,717</u>	1,229	19,743	<u>24,265</u>
<b>Total</b>			<b>22,216</b>			<b>23,717</b>			<b>24,265</b>

Appropriation: Military Personnel, Air Force  
 Budget Activity 1: Pay and Allowances of Officers  
 Budget Line Item: Basic Allowance for Housing

FY 2016  
 (\$ in Thousands)  
 32,922

The funds requested provide Basic Allowance for Housing (BAH) for mobilized Reserve and Guard officer personnel in accordance with 37 U.S.C. 403.

**Part II - Justification of Funds Requested**

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The FY 2015 BAH increase is 1.90 percent effective 1 January 2015 and the FY 2016 BAH increase is 1.50 percent effective 1 January 2016.

**Detailed cost computations are provided in the following table:**

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Housing	1,080	25,723	27,781	1,243	26,366	32,773	1,229	26,788	32,922
<b>Total</b>			<b>27,781</b>			<b>32,773</b>			<b>32,922</b>

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Basic Allowance for Subsistence**

**FY 2016**  
 (\$ in Thousands)  
**3,832**

The funds requested provide Basic Allowance for Subsistence (BAS) for mobilized Reserve and Guard officer personnel in accordance with 37 U.S.C. 402.

**Part II - Justification of Funds Requested**

All officers, regardless of dependency status and pay grade, are paid a monthly BAS at the same statutory rate. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2015 increase is 2.90 percent and 2016 BAS increase is 3.40 percent effective 1 January of each year.

**Detailed cost computations are provided in the following table:**

<u>Total Incremental Costs</u>	<u>FY 2014 Actuals</u>			<u>FY 2015 Estimated</u>			<u>FY 2016 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Subsistence	1,080	2,944	<u>3,179</u>	1,243	3,019	<u>3,753</u>	1,229	3,118	<u>3,832</u>
<b>Total</b>			<b><u>3,179</u></b>			<b><u>3,753</u></b>			<b><u>3,832</u></b>

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Special Pays, Incentive Pays and Allowances**

**FY 2016**  


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**(\$ in Thousands)**  
**15,469**

The funds requested provide for payments to officers for the following special pays in support of Operation Freedom's Sentinel and Operation Inherent Resolve.

**Family Separation Allowance (FSA):** Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days in accordance with 37 U.S.C. 427.

**Hostile Fire/Imminent Danger Pay (IDP):** Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made the monthly rate of \$225 Permanent. Members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Effective 1 January 2012, service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.

**Hardship Duty Pay (HDP):** Paid at the rate of \$100 per month to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty in accordance with 37 U.S.C. 305.

**Part II - Justification of Funds Requested**

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of officers eligible for each type of payment and rate of payment. Summary cost computations provided in the following table:

	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard &amp; Reserve</u>									
Family Separation Allowance	613	3,000	1,839	682	3,000	2,046	682	3,000	2,045
Hostile Fire/Imminent Danger Pay	515	2,700	1,391	281	2,700	759	281	2,700	759
Hardship Duty Pay	394	1,200	473	493	1,200	592	493	1,200	592
<b>Subtotal Mobilization Incremental Cost</b>	<b>1,522</b>		<b>3,703</b>	<b>1,456</b>		<b>3,397</b>	<b>1,456</b>		<b>3,396</b>
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	1,784	3,000	5,352	2,111	3,000	6,334	1,955	3,000	5,865
Hostile Fire/Imminent Danger Pay	2,352	2,700	6,350	1,199	2,700	3,237	1,110	2,700	2,997
Hardship Duty Pay	2,511	1,200	3,013	2,890	1,200	3,468	2,676	1,200	3,211
<b>Subtotal Deployed Active Incremental Cost</b>	<b>6,647</b>		<b>14,715</b>	<b>6,200</b>		<b>13,039</b>	<b>5,741</b>		<b>12,073</b>
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	2,397	3,000	7,191	2,793	3,000	8,380	2,637	3,000	7,910
Hostile Fire/Imminent Danger Pay	2,867	2,700	7,741	1,480	2,700	3,996	1,391	2,700	3,756
Hardship Duty Pay	2,905	1,200	3,486	3,383	1,200	4,060	3,169	1,200	3,803
<b>Grand Total Incremental Cost</b>	<b>8,169</b>		<b>18,418</b>	<b>7,656</b>		<b>16,436</b>	<b>7,197</b>		<b>15,469</b>

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Social Security Tax**

**FY 2016**  
 (\$ in Thousands)  
**8,071**

The funds requested provide the Air Force employer contribution for mobilized Reserve and Guard officer personnel as required by the provisions of 26 U.S.C. 3111 for (a) Old-age, Survivors, Disability Insurance and (b) Hospital Insurance.

**Part II - Justification of Funds Requested**

The Federal Insurance Contribution Act (FICA) tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old-age, Survivor, and Disability Insurance (OASDI), or more commonly known as Social Security, rate of tax is 6.2 percent and the Hospital Insurance (HI), or commonly known as Medicare, rate of tax is 1.45 percent. The maximum amount of earnings per individual that tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2014	\$115,500	No upper limit
2015	\$118,500	No upper limit
2016	\$123,600	No upper limit

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>	<u>FY 2014 Actuals</u>			<u>FY 2015 Estimated</u>			<u>FY 2016 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	1,080	6,424	6,937	1,243	6,487	8,064	1,229	6,567	8,071
<b>Total</b>			<u>6,937</u>			<u>8,064</u>			<u>8,071</u>

# **Pay and Allowances of Enlisted**

Appropriation: Military Personnel, Air Force  
 Budget Activity 2: Pay and Allowances of Enlisted  
 Budget Line Item: Basic Pay

FY 2016  
 (\$ in Thousands)  
 196,552

The funds requested provide for the monthly basic compensation for mobilized Air National Guard and Air Force Reserve enlisted personnel.

**Part II - Justification of Funds Requested**

The request provides basic pay for mobilized Reserve and Guard enlisted personnel. The FY2015 military pay raise is 1.00 percent base pay effective 1 January 2015 and FY2016 1.30 percent effective 1 January 2016.

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay (Reserve/Guard Mobilization)	5,215	39,155	204,194	4,980	39,547	196,944	4,910	40,031	196,552
<b>Total</b>			<b>204,194</b>			<b>196,944</b>			<b>196,552</b>

FY 2016  
 (\$ in Thousands)  
 45,207

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Retired Pay Accrual**

The funds requested provide for Retired Pay Accrual payments to the Department of Defense's Military Retirement Fund, in accordance with 10 U.S.C 1466 for mobilized Reserve and Guard enlisted personnel.

**Part II - Justification of Funds Requested**

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 22.50 percent of basic pay for FY 2015 and 23.00 percent for FY 2016 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	<u>FY 2014 Actuals</u>			<u>FY 2015 Estimated</u>			<u>FY 2016 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Retired Pay Accrual	5,215	9,593	50,028	4,980	8,898	44,312	4,910	9,207	45,207
<b>Total</b>			<u>50,028</u>			<u>44,312</u>			<u>45,207</u>



Appropriation: Military Personnel, Air Force  
 Budget Activity 2: Pay and Allowances of Enlisted  
 Budget Line Item: Basic Allowance for Housing

FY 2016  
 (\$ in Thousands)  
 83,389

The funds requested provide Basic Allowance for Housing (BAH) for mobilized Reserve and Guard enlisted personnel in accordance with 37 U.S.C. 403.

**Part II - Justification of Funds Requested**

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The FY 2015 BAH increase is 1.90 percent effective 1 January 2015 and the FY 2016 BAH increase is 1.50 percent effective 1 January 2016.

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Housing	5,215	16,308	85,048	4,980	16,716	83,246	4,910	16,983	83,389
<b>Sub Total</b>			<b>85,048</b>			<b>83,246</b>			<b>83,389</b>

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Special Pays, Incentive Pays and Allowances**

**FY 2016**  


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**(\$ in Thousands)**  
**53,736**

The funds requested provide for payments to enlisted members for the following special pays in support of Operation Freedom's Sentinel.

**Family Separation Allowance (FSA):** Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days in accordance with 37 U.S.C. 427.

**Hostile Fire/Imminent Danger Pay (IDP):** Paid at the rate of \$225 per month to personnel subject to hostile fire or in an area in which they are in imminent danger of being exposed to hostile fire in accordance with 37 U.S.C. 310. Per the FY12 NDAA, HFP will accrue on a daily basis.

**Hardship Duty Pay (HDP):** Paid at the rate of \$100 per month to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty in accordance with 37 U.S.C. 305. The monthly rate may not exceed \$1,500 per month.

**Part II - Justification of Funds Requested**

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of service members eligible for each type of payment and rate of payment. Summary cost computations provided in the following table:

	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard &amp; Reserve</u>									
Family Separation Allowance	2,438	3,000	7,315	2,243	3,000	6,728	2,243	3,000	6,731
Hostile Fire/Imminent Danger Pay	2,658	2,700	7,177	872	2,700	2,354	872	2,700	2,354
Hardship Duty Pay	2,611	1,200	3,133	2,095	1,200	2,514	2,095	1,200	2,514
<b>Subtotal Mobilization Incremental Cost</b>	<b>7,707</b>		<b>17,625</b>	<b>5,210</b>		<b>11,596</b>	<b>5,210</b>		<b>11,599</b>
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	6,438	3,000	19,315	6,901	3,000	20,704	6,390	3,000	19,170
Hostile Fire/Imminent Danger Pay	9,233	2,700	24,929	3,727	2,700	10,063	3,451	2,700	9,318
Hardship Duty Pay	11,641	1,200	13,969	12,284	1,200	14,741	11,374	1,200	13,649
<b>Subtotal Deployed Active Incremental Cost</b>	<b>27,312</b>		<b>58,213</b>	<b>22,912</b>		<b>45,508</b>	<b>21,215</b>		<b>42,137</b>
<b>Grand Total Special/Incentive Pays</b>									
Family Separation Allowance	8,876	3,000	26,629	9,144	3,000	27,432	8,633	3,000	25,901
Hostile Fire/Imminent Danger Pay	11,891	2,700	32,106	4,599	2,700	12,417	4,323	2,700	11,672
Hardship Duty Pay	14,252	1,200	17,102	14,379	1,200	17,255	13,469	1,200	16,163
<b>Grand Total Incremental Cost</b>	<b>35,019</b>		<b>75,837</b>	<b>28,122</b>		<b>57,104</b>	<b>26,425</b>		<b>53,736</b>

Appropriation: Military Personnel, Air Force  
 Budget Activity 2: Pay and Allowances of Enlisted  
 Budget Line Item: Social Security Tax

FY 2016  
 (\$ in Thousands)  
 15,036

The funds requested provide the Air Force employer contribution for mobilized Reserve and Guard enlisted personnel as required by the provisions of 26 U.S.C. 3111 for (a) Old-age, Survivors, Disability Insurance and (b) Hospital Insurance.

**Part II - Justification of Funds Requested**

The Federal Insurance Contribution Act (FICA) tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old-age, Survivor, and Disability Insurance (OASDI), or more commonly known as Social Security, rate of tax is 6.20 percent and the Hospital Insurance (HI), or commonly known as Medicare, rate of tax is 1.45 percent. The maximum amount of earnings per individual that tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2014	\$115,500	No upper limit
2015	\$118,500	No upper limit
2016	\$123,600	No upper limit

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>	<u>FY 2014 Actuals</u>			<u>FY 2015 Estimated</u>			<u>FY 2016 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	5,215	2,995	<u>15,621</u>	4,980	3,025	<u>15,066</u>	4,910	3,062	<u>15,036</u>
<b>Total</b>			<b><u>15,621</u></b>			<b><u>15,066</u></b>			<b><u>15,036</u></b>

**BASIC ALLOWANCE FOR  
SUBSISTENCE OF ENLISTED  
PERSONNEL**

**Appropriation: Military Personnel, Air Force**  
**Budget Activity 4: Pay and Allowances of Enlisted**  
**Budget Line Item: Basic Allowance for Subsistence**

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**FY 2016**  
**(\$ in Thousands)**  
**106,942**

The funds requested for this budget activity are for the payment of authorized Basic Allowances for Subsistence (BAS) and Subsistence-in-Kind (SIK) for mobilized Reserve and Guard enlisted personnel. Subsistence-in-Kind includes the cost of procuring subsistence for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Air Force provides subsistence in messing facilities and operational rations for members of all military services deployed in theater..

**Part II - Justification of Funds Requested**

**Basic Allowance for Subsistence** is paid to all enlisted members (except recruits and holdees) in accordance with 37 U.S.C 402. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2015 and 2016 increases are 2.90 percent and 3.40 percent effective 1 January of each year respectively.

**Subsistence-in-Kind** is the cost of bulk subsistence for dining facilities operated in theater. This requirement is dependent on the number of personnel using the dining facilities and the cost of food. This is an additional cost above the BAS since members are authorized to continue receiving their BAS even though food is provided in theater. Operational Rations are rations used for field subsistence. Operational rations include the Meal-Ready-to Eat (MRE), Unitized Group Rations (UGR) that include "heat and serve" and A-ration varieties, and other operational rations served determine costs for operational rations.

	<b>FY 2014 Actuals</b>			<b>FY 2015 Estimated</b>			<b>FY 2016 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Total Incremental Costs</b>									
Basic Allowance for Subsistence	5,215	4,275	22,296	4,980	4,384	21,832	4,910	4,528	22,231
Subsistence-in-Kind	23,011	3,688	84,869	22,248	3,782	84,151	21,685	3,906	84,711
<b>Total</b>			<b>107,165</b>			<b>105,983</b>			<b>106,942</b>

# **CASUALTY AND DISABILITY BENEFITS**

Appropriation: Military Personnel, Air Force  
 Budget Activity 6: Other Military Personnel Costs  
 Budget Line Item: Casualty and Disability Benefits

**FY 2016**  
 (\$ in Thousands)  
**11,064**

The funds requested will provide for the incremental Service Members Group Life Insurance (SGLI) for Air Force personnel in support of Operation Freedom's Sentinel, in accordance with the provisions of Title 38 U.S.C. 1965-1980A and Death Gratuity payments under the provisions of Title 10 U.S.C. 1475-91.

**Part II - Justification of Funds Requested**

**SGLI:** Cost estimates are provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments that will be required from the military services. Section 606 of the FY 2008 National Defense Authorization Act directs the Department to pay the full premium for coverage under SGLI program during service in Operation Freedom's Sentinel. The amount the Department pays increased from \$27 per month to \$29 per month due to the SGLI premium increase from \$26 to \$28 effective July 1, 2014.

**Death Gratuity:** Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The rate was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13.

**Detailed cost computations are provided in the following table:**

<u>Total Incremental Costs</u>	FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
SGLI			-			-			-
T-SGLI (Prospective)			3,628			2,714			2,720
SGLI/T-SGLI Insurance Premium	20,737	324	6,719	22,403	348	7,796	21,103	348	7,344
Death Gratuities	2	100,000	200	10	100,000	1,000	10	100,000	1,000
<b>Total</b>	<b>20,739</b>		<b>10,547</b>	<b>22,413</b>		<b>11,510</b>	<b>21,113</b>		<b>11,064</b>

# **ADDITIONAL MOBILIZATION AND DEPLOYMENT COSTS**



**Appropriation: Military Personnel, Air Force**  
**Budget Activity 6: Other Military Personnel Costs**  
**Budget Line Item: Unemployment Compensation, Paid To Ex-Service Members**

**FY 2016**  
 (\$ in Thousands)  
**24,143**

Unemployment benefits are for payments to ex-Service members who are discharged or released under honorable conditions as prescribed in Title 5, United States Code, 8521 through 8525.

**Part II - Justification of Funds Requested**

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

The Department of Labor is the Executive Agency, as administered by individual states, for the Federal Government's share of applicable unemployment compensation. Costs estimates are based on Department of Labor factors derived from projected economic assumptions and Department of Defense historical experience.

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>	<u>FY 2014 Actuals</u>			<u>FY 2015 Estimated</u>			<u>FY 2016 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unemployment Compensation			22,688			24,017			24,143
<b>Total</b>			<b>22,688</b>			<b>24,017</b>			<b>24,143</b>

# **AIR FORCE RESERVE MILITARY PERSONNEL COSTS**

**RESERVE PRE- AND POST-  
DEPLOYMENT MOBILIZATION  
TRAINING**

Appropriation: Reserve Personnel, Air Force  
 Budget Activity 1: Reserve Component Training and Support  
 Budget Line Item: Special Training

FY 2016  
 (\$ in Thousands)  
 18,710

Funding in these programs support Pre and Post Mobilization Training and the Yellow Ribbon Reintegration Program (YRRP) for Reserve members returning from deployments.

**Part II - Justification of Funds Requested**

**Pre and Post Mobilization Training (Special Training):** The continuing overseas contingency operations have highlighted the need for additional funding to accelerate qualification and certification training for many assigned personnel who are not currently at authorized skill levels, reducing the availability of deployable personnel in critical skill sets such as Security Forces. Training will include On-The-Job skill and proficiency development and those formal schools necessary for individuals to achieve early readiness certification. This allows the Air Force Reserve to increase readiness levels and readily fill deployment requirements.

**Yellow Ribbon Reintegration Program:** The FY 2016 OCO Supplemental Request supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events and administrating the YRRP. 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.

Detailed cost computations are provided in the following table:

<u>Total Incremental Costs</u>		<u>FY 2014 Actuals</u>				<u>FY 2015 Estimated</u>				<u>FY 2016 Estimate</u>			
		<u>Strength</u>	<u>Workdays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Workdays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Workdays</u>	<u>Rate</u>	<u>Amount</u>
Special Training	Pre/Post Mobilization	1,594	-	6,534	10,921	1,151	-	6,666	7,672	1,175	-	6,692	7,864
Special Training	Yellow Ribbon - Training	4,305	28,516	220	6,281	3,178	25,145	265	6,652	4,225	26,541	237	6,280
Special Training	Yellow Ribbon - Travel	4,305	24,239	158	3,832	3,178	25,145	193	4,851	4,225	26,541	172	4,566
<b>Total</b>					<b>21,034</b>				<b>19,175</b>				<b>18,710</b>

# **AIR GUARD MILITARY PERSONNEL COSTS**

# **GUARD PRE- AND POST-DEPLOYMENT MOBILIZATION TRAINING**

Appropriation: National Guard Personnel, Air Force  
 Budget Activity 1: Reserve Component Training and Support  
 Budget Line Item: Special Training

FY 2016  
 (\$ in Thousands)  
 2,828

**Part I - Purpose and Scope**

Funding in this program supports the Yellow Ribbon Reintegration Program for Air National Guard members returning from deployments.

**Part II - Justification of Funds Requested**

**Yellow Ribbon Reintegration Program:** The FY 2016 OCO Request supports the members' pay and allowance and travel costs for reintegration training through the pre- and post- deployment phases. The "strength" represents the total number of participants attending various events.

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.

**Detailed cost computations are provided in the following table:**

<u>Total Incremental Costs</u>		FY 2014 Actuals			FY 2015 Estimated			FY 2016 Estimate		
		<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
SpecialTraining	Yellow Ribbon - Training	9,030	295	2,664	13,748	298	4,097	7,833	305	2,389
SpecialTraining	Yellow Ribbon - Travel	9,030	54	487	13,748	58	797	7,833	56	439
	<b>Total</b>			<b>3,151</b>			<b>4,894</b>			<b>2,828</b>