



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2019
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE
FEBRUARY 2018**

**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 2017 Actual	FY 2018 Estimate *	FY 2019 Estimate
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$1,687,902	\$1,824,334	\$1,894,286
TOTAL Direct Program	\$1,687,902	\$1,824,334	\$1,894,286
FY 2018 CR Adjustment	\$0	(\$110,526)	\$0
Revised Total Direct Program	\$1,687,902	\$1,713,808	\$1,894,286
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$10,016	\$10,297	\$10,237
TOTAL Reimbursable Program	\$10,016	\$10,297	\$10,237
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$1,697,918	\$1,724,105	\$1,904,523
TOTAL Baseline Program	\$1,697,918	\$1,724,105	\$1,904,523
<u>OCO/Title IX Supplemental Funding - FY 2017 P.L. 115-31</u>			
Reserve Component Training and Support	\$20,567	\$0	\$0
TOTAL OCO Funding	\$20,567	\$0	\$0
Medicare Eligible Retiree Health Fund Contribution	\$125,293	\$145,857	\$132,578
<u>TOTAL MILITARY PERSONNEL PROGRAM COST</u>	\$1,843,778	\$1,869,962	\$2,037,101
<u>LEGISLATIVE PROPOSALS:</u> None			

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

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

	FY 2017 Actual	FY 2018 Estimate *	FY 2019 Estimate
<u>RESERVE PERSONNEL, AIR FORCE (RPAF)</u>			
DIRECT PROGRAM (RPAF)	\$1,687,902	\$1,824,334	\$1,894,286
FY 2018 CR Adjustment		(\$110,526)	
Revised Total Direct Program		\$1,713,808	
REIMBURSABLE PROGRAM (RPAF)	\$10,016	\$10,297	\$10,237
OCO FUNDING (RPAF)	\$20,567	\$20,569	\$21,076
FY 2018 CR Adjustment (OCO)		(\$34)	
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$1,718,485	\$1,744,640	\$1,925,599
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$125,293	\$145,857	\$132,578
TOTAL FROM RESERVE PERSONNEL, AIR FORCE	\$1,843,778	\$1,890,497	\$2,058,177
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
OCO PAY AND ALLOWANCE MOBILIZATION (MPAF)	\$260,824	\$261,800	\$292,128
ADOS/ADSW PAY AND ALLOWANCE (Reserve/Guard Mobilization)	\$266,099	\$249,286	\$353,182
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$526,923	\$511,086	\$645,310
TOTAL RESERVE PAY & BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$2,370,701	\$2,401,583	\$2,703,487

* Reflects the FY 2018 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 the Air Force Reserve mission is accomplished by providing trained units and individuals to augment the active force. Since the types of authorized training programs vary, the budget request is presented by pay category for the minimum training required by members. Schools and special tours of active duty reflect training required for individuals to acquire and maintain skill level proficiency and to accomplish mission assignments. This appropriation also includes funds for reserve personnel called to full-time active duty 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 Program.

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 Fiscal Year 2019 request of \$1,894.3 million includes an additional \$23.4 million increase for military personnel pay and \$6.0 million for non-pay inflation. Program increases include \$63.0 million for Active Guard and Reserve authorizations and \$19.6 million in pay and allowances, Thrift Savings Plan matching contributions and Medical Financial Assistance Program increases. The budget provides for a 2.6 percent pay raise effective 1 January 2019, supports end strength of 70,000, and an average strength of 69,677. The end-strength increase from FY2018 to FY2019 is a result of 11 Active Air Force initiatives to increase capacity and readiness to ensure fully capable organizations in current and emerging mission areas. These mission areas include Space, Cyber, ISR and Intel units. The funding still reflects the Air Force's increased reliance on the Air Force Reserve to fill critical capability shortfalls while continuing the initiative that began in FY2016 to alleviate the decline in end strength. We convert sixteen (16) C-17 Associate Unit aircraft from backup inventory to primary authorized aircraft and restore eight (8) C-5 associate aircraft from backup inventory to active status to meet required daily airlift capacity and projected Combatant Command requirements. Additionally, there were smaller Traditional Reservists manpower adjustments at multiple locations for the Cyber mission, and network operations support. The program increases for Active Guard, and Reserve authorizations are a result of force mix adjustments in full-time support reducing Military Technician authorizations to comply with 2018 NDAA Sec 413.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2019 Budget Review, the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the Air Force Reserve assumed \$12.8 million in anticipated savings in the Reserve Personnel appropriation. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY 2016 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure that the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the Air Force Reserve will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

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 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Maximum Social Security Pay Base	\$127,200	\$128,400	\$135,600
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	2.10%	2.40%	2.60%
Basic Allowance for Housing	2.80%	2.20%	3.20%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Non-Pay Inflation	1.70%	1.60%	1.80%
Retired Pay Accrual, Part Time Personnel	22.80%	22.60%	24.70%
Retired pay Accrual, Full Time Personnel	28.90%	28.40%	30.40%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$0

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

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

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

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

PERFORMANCE MEASURES

	<u>FY 2017 Actual</u>	<u>FY 2018 Planned *</u>	<u>FY 2019 Planned</u>
Average Strength	68,520	69,578	69,677
End Strength	68,798	69,800	70,000
Authorized End Strength	69,000		

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. This requires recruiting and retaining those personnel with the skills needed to meet the new mission capabilities while eliminating the legacy positions. The Air Force Reserve FY 2017 end strength finished at 68,798.

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 2018 President's Budget Request.

Section III
SUMMARY TABLES

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

	<u>FY 2017 Actual</u>			<u>FY 2018 Estimate *</u>			<u>FY 2019 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)	8,757	8,646	8,649	8,913	8,897	8,888	8,888	8,872	8,867
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	47,900	47,107	47,008	47,167	47,250	47,266	47,266	47,262	47,226
Subtotal Pay Group A	56,657	55,753	55,657	56,080	56,147	56,154	56,154	56,134	56,093
Pay Group B - Officers	4,306	4,191	4,155	4,543	4,617	4,676	4,676	4,421	4,676
Pay Group B - Enlisted	2,757	2,695	2,728	2,935	2,932	2,895	2,895	2,778	2,895
Subtotal Pay Group B	7,063	6,886	6,883	7,478	7,549	7,571	7,571	7,199	7,571
Pay Group F - Enlisted (AD Days 178)	1,203	1,185	1,331	1,384	1,385	1,384	1,384	1,334	1,384
Pay Group P - Enlisted - Paid	1,681	1,894	2,081	1,103	1,147	1,103	1,103	1,341	1,103
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	2,884	3,079	3,412	2,487	2,532	2,487	2,487	2,675	2,487
Officer Subtotal	13,063	12,837	12,804	13,456	13,514	13,564	13,564	13,293	13,543
Enlisted Subtotal	53,541	52,881	53,148	52,589	52,714	52,648	52,648	52,715	52,608
Subtotal Paid Drill/Ind Tng	66,604	65,718	65,952	66,045	66,228	66,212	66,212	66,008	66,151
<u>Full-time Active Duty</u>									
Officers	850	869	868	893	1,052	1,155	1,155	1,184	1,201
Enlisted	1,910	1,933	1,978	2,062	2,298	2,433	2,433	2,485	2,648
Subtotal Full-time	2,760	2,802	2,846	2,955	3,350	3,588	3,588	3,669	3,849
<u>Total Selected Reserve</u>									
Officers	13,913	13,706	13,672	14,349	14,566	14,719	14,719	14,477	14,744
Enlisted	55,451	54,814	55,126	54,651	55,012	55,081	55,081	55,200	55,256
Total	69,364	68,520	68,798	69,000	69,578	69,800	69,800	69,677	70,000

* Reflects the FY 2018 President's Budget Request.

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

	<u>FY 2017 Actual</u>			<u>FY 2018 Estimate *</u>			<u>FY 2019 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	7,104	7,298	7,492	7,492	7,492	7,492	7,492	7,492	7,492
Enlisted	28,052	28,706	29,359	29,359	29,359	29,359	29,359	29,359	29,359
Total	35,156	36,004	36,851	36,851	36,851	36,851	36,851	36,851	36,851
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	83	57	30	83	83	83	34	34	34
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	83	57	30	83	83	83	34	34	34
<u>Full-time Active Duty</u>									
Officers	46	47	48	46	46	46	48	48	48
Enlisted	37	44	51	37	37	37	51	51	51
Subtotal Full-time	83	91	99	83	83	83	99	99	99
<u>Total Reimb Personnel</u>									
Officers	129	104	78	129	129	129	82	82	82
Enlisted	37	44	51	37	37	37	51	51	51
Total	166	148	129	166	166	166	133	133	133

* Reflects the FY 2018 President's Budget Request.

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

	<u>FY 2017 Actual</u>			<u>FY 2018 Estimate *</u>			<u>FY 2019 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	1	1	1	1	1	1	1	1	1
O-8 Major General	3	3	2	3	3	3	2	2	2
O-7 Brigadier General	2	1	0	2	2	2	0	0	0
O-6 Colonel	121	135	146	122	139	141	160	165	167
O-5 Lieutenant Colonel	321	387	446	338	387	419	575	586	593
O-4 Major	367	323	272	390	472	541	416	429	437
O-3 Captain	34	18	1	36	47	47	1	1	1
O-2 1st Lieutenant	1	1	0	1	1	1	0	0	0
O-1 2nd Lieutenant	0	0	0	0	0	0	0	0	0
Total Officers	850	869	868	893	1,052	1,155	1,155	1,184	1,201
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	82	98	112	85	89	92	135	133	138
E-8 Senior Master Sergeant	246	279	311	256	290	305	360	342	362
E-7 Master Sergeant	703	787	877	749	813	863	986	1,002	1,050
E-6 Technical Sergeant	494	446	410	540	601	633	529	541	570
E-5 Staff Sergeant	346	303	268	388	441	467	423	467	528
E-4 Senior Airman	39	20	0	44	64	73	0	0	0
E-3 Airman First Class	0	0	0	0	0	0	0	0	0
E-2 Airman	0	0	0	0	0	0	0	0	0
E-1 Airman Basic	0	0	0	0	0	0	0	0	0
Total Enlisted	1,910	1,933	1,978	2,062	2,298	2,433	2,433	2,485	2,648
Total Personnel on Active Duty	2,760	2,802	2,846	2,955	3,350	3,588	3,588	3,669	3,849

* Reflects the FY 2018 President's Budget Request.

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

FY 2017 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, 2016	8,757	47,900	56,657	4,306	2,757	7,063	1,203	1,681	0	66,604	850	1,910	2,760	69,364
October	8,729	48,035	56,764	4,282	2,782	7,064	1,208	1,634	0	66,670	869	1,906	2,775	69,445
November	8,648	47,175	55,823	4,225	2,727	6,952	1,137	1,701	0	65,613	862	1,905	2,767	68,380
December	8,642	47,114	55,756	4,197	2,684	6,881	999	1,825	0	65,461	869	1,906	2,775	68,236
January	8,610	47,115	55,725	4,176	2,663	6,839	1,039	1,848	0	65,451	872	1,919	2,791	68,242
February	8,605	47,066	55,671	4,183	2,655	6,838	1,116	1,848	0	65,473	869	1,929	2,798	68,271
March	8,623	46,840	55,463	4,183	2,666	6,849	1,108	1,941	0	65,361	871	1,935	2,806	68,167
April	8,644	46,799	55,443	4,158	2,663	6,821	1,172	2,008	0	65,444	871	1,945	2,816	68,260
May	8,623	46,836	55,459	4,188	2,657	6,845	1,239	2,014	0	65,557	875	1,940	2,815	68,372
June	8,625	46,889	55,514	4,172	2,681	6,853	1,293	1,997	0	65,657	873	1,947	2,820	68,477
July	8,643	46,948	55,591	4,154	2,696	6,850	1,300	2,012	0	65,753	869	1,952	2,821	68,574
August	8,657	47,007	55,664	4,143	2,723	6,866	1,346	2,023	0	65,899	866	1,962	2,828	68,727
September 30, 2017	8,649	47,008	55,657	4,155	2,728	6,883	1,331	2,081	0	65,952	868	1,978	2,846	68,798
Average	8,646	47,107	55,753	4,191	2,695	6,886	1,185	1,894	0	65,718	869	1,933	2,802	68,520

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	
3	0	3	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2018 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, 2017	8,913	47,167	56,080	4,543	2,935	7,478	1,384	1,103	0	66,045	893	2,062	2,955	69,000
October	8,912	47,226	56,138	4,554	2,921	7,475	1,319	1,099	0	66,031	923	2,084	3,007	69,038
November	8,919	47,243	56,162	4,565	2,918	7,483	1,379	1,186	0	66,210	963	2,146	3,109	69,319
December	8,921	47,242	56,163	4,586	2,927	7,513	1,394	1,184	0	66,254	986	2,176	3,162	69,416
January	8,905	47,204	56,109	4,584	2,922	7,506	1,396	1,178	0	66,189	1,051	2,270	3,321	69,510
February	8,880	47,194	56,074	4,599	2,932	7,531	1,399	1,157	0	66,161	1,075	2,299	3,374	69,535
March	8,894	47,185	56,079	4,628	2,945	7,573	1,389	1,145	0	66,186	1,065	2,357	3,422	69,608
April	8,883	47,183	56,066	4,643	2,960	7,603	1,395	1,152	0	66,216	1,090	2,387	3,477	69,693
May	8,879	47,286	56,165	4,658	2,963	7,621	1,392	1,156	0	66,334	1,113	2,417	3,530	69,864
June	8,874	47,272	56,146	4,652	2,943	7,595	1,396	1,142	0	66,279	1,107	2,411	3,518	69,797
July	8,900	47,363	56,263	4,646	2,947	7,593	1,397	1,137	0	66,390	1,110	2,389	3,499	69,889
August	8,899	47,384	56,283	4,674	2,892	7,566	1,384	1,123	0	66,356	1,114	2,393	3,507	69,863
September 30, 2018	8,888	47,266	56,154	4,676	2,895	7,571	1,384	1,103	0	66,212	1,155	2,433	3,588	69,800
Average	8,897	47,250	56,147	4,617	2,932	7,549	1,385	1,147	0	66,228	1,052	2,298	3,350	69,578

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	
15	0	15	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

* Reflects the FY 2018 President's Budget Request.

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

FY 2019 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, 2018	8,888	47,266	56,154	4,676	2,895	7,571	1,384	1,103	0	66,212	1,155	2,433	3,588	69,800
October	8,886	47,263	56,149	4,529	2,809	7,338	1,376	1,124	0	65,987	1,159	2,451	3,610	69,597
November	8,878	47,260	56,138	4,445	2,788	7,233	1,348	1,256	0	65,975	1,163	2,469	3,632	69,607
December	8,871	47,260	56,131	4,356	2,734	7,090	1,288	1,378	0	65,887	1,169	2,487	3,656	69,543
January	8,867	47,265	56,132	4,230	2,714	6,944	1,247	1,499	0	65,822	1,173	2,505	3,678	69,500
February	8,859	47,267	56,126	4,273	2,728	7,001	1,260	1,578	0	65,965	1,179	2,456	3,635	69,600
March	8,871	47,264	56,135	4,316	2,742	7,058	1,285	1,734	0	66,212	1,189	2,474	3,663	69,875
April	8,873	47,259	56,132	4,359	2,756	7,115	1,345	1,534	0	66,126	1,192	2,468	3,660	69,786
May	8,871	47,265	56,136	4,402	2,770	7,172	1,356	1,422	0	66,086	1,198	2,486	3,684	69,770
June	8,869	47,267	56,136	4,445	2,784	7,229	1,359	1,211	0	65,935	1,202	2,478	3,680	69,615
July	8,867	47,264	56,131	4,488	2,798	7,286	1,379	1,133	0	65,929	1,201	2,496	3,697	69,626
August	8,872	47,261	56,133	4,531	2,812	7,343	1,382	1,119	0	65,977	1,203	2,514	3,717	69,694
September 30, 2019	8,867	47,226	56,093	4,676	2,895	7,571	1,384	1,103	0	66,151	1,201	2,648	3,849	70,000
Average	8,872	47,262	56,134	4,421	2,778	7,199	1,334	1,341	0	66,008	1,184	2,485	3,669	69,677

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	
10	0	10	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 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
BEGINNING STRENGTH	13,913	14,349	14,719
<u>GAINS</u>			
Non-Prior Service Personnel	19	35	50
Male	14	26	37
Female	5	9	13
Prior Service Personnel	1,304	1,913	1,759
Civilian Life	42	80	80
Active Component	461	607	599
Enlisted Commissioning Programs	176	189	189
Other Reserve Status/Component	115	815	220
All Other	510	215	663
Full-Time Active Duty	0	7	8
TOTAL GAINS	1,323	1,948	1,809
<u>LOSSES</u>			
Civilian Life	106	115	128
Active Component	120	0	0
Retired Reserves	704	695	770
Other Reserve Status/Component	107	439	371
All Other	527	309	465
Full-Time Active Duty	0	20	50
TOTAL LOSSES	1,564	1,578	1,784
END STRENGTH	13,672	14,719	14,744

* Reflects the FY 2018 President's Budget Request.

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

	<u>ENLISTED</u>		
	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
BEGINNING STRENGTH	55,451	54,651	55,081
<u>GAINS</u>			
Non-Prior Service Personnel	2,803	2,976	2,755
Male	1,738	1,845	1,708
Female	1,065	1,131	1,047
Prior Service Personnel	4,477	4,533	4,385
Civilian Life	893	875	878
Active Component	1,068	900	900
Other Reserve Status/Component	1,825	1,888	1,753
All Other	691	858	846
Full-Time Active Duty	0	12	8
TOTAL GAINS	7,280	7,509	7,140
<u>LOSSES</u>			
Expiration of Selected Reserve Service	2,025	1,700	1,728
Active Component	92	0	0
To Officer Status	206	195	248
Retired Reserves	1,600	1,600	1,637
Other Reserve Status/Component	3,333	3,209	2,946
All Other	323	360	375
Full-Time Active Duty	26	15	31
TOTAL LOSSES	7,605	7,079	6,965
END STRENGTH	55,126	55,081	55,256

* Reflects the FY 2018 President's Budget Request.

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

	FY 2017 Actual			FY 2018 Estimate *			FY 2019 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$41,977	\$110,684	\$152,661	\$46,000	\$115,139	\$161,139	\$45,719	\$117,673	\$163,392
Inactive Duty Training									
Unit Training Assemblies	\$107,917	\$253,668	\$361,585	\$117,935	\$268,013	\$385,948	\$117,797	\$270,912	\$388,709
Flight Training	\$33,681	\$8,037	\$41,718	\$38,829	\$8,845	\$47,674	\$36,742	\$8,571	\$45,313
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,360	\$6,047	\$11,407	\$6,288	\$6,972	\$13,260	\$5,852	\$6,458	\$12,310
Military Funeral Honors	\$40	\$205	\$245	\$20	\$131	\$151	\$45	\$231	\$276
Clothing	\$557	\$10,649	\$11,206	\$506	\$9,562	\$10,068	\$589	\$11,049	\$11,638
Subsistence of Enlisted Personnel	\$0	\$2,223	\$2,223	\$0	\$2,127	\$2,127	\$0	\$2,294	\$2,294
Travel	\$15,461	\$58,036	\$73,497	\$17,297	\$62,941	\$80,238	\$16,410	\$60,223	\$76,633
TOTAL DIRECT OBLIGATIONS	\$204,993	\$449,549	\$654,542	\$226,875	\$473,730	\$700,605	\$223,154	\$477,411	\$700,565
<u>PAY GROUP B</u>									
Active Duty Training	\$20,324	\$6,411	\$26,735	\$21,487	\$7,082	\$28,569	\$22,774	\$7,011	\$29,785
Inactive Duty Training	\$39,752	\$11,492	\$51,244	\$46,135	\$12,987	\$59,122	\$44,627	\$12,605	\$57,232
Clothing	\$5	\$213	\$218	\$15	\$306	\$321	\$5	\$228	\$233
Subsistence of Enlisted Personnel	\$0	\$8	\$8	\$0	\$14	\$14	\$0	\$8	\$8
Travel	\$8,772	\$3,435	\$12,207	\$8,281	\$3,844	\$12,125	\$9,570	\$3,660	\$13,230
TOTAL DIRECT OBLIGATIONS	\$68,853	\$21,559	\$90,412	\$75,918	\$24,233	\$100,151	\$76,976	\$23,512	\$100,488
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$37,492	\$37,492	\$0	\$47,345	\$47,345	\$0	\$44,827	\$44,827
Clothing	\$0	\$3,544	\$3,544	\$0	\$6,551	\$6,551	\$0	\$4,126	\$4,126
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$3,632	\$3,632	\$0	\$4,372	\$4,372	\$0	\$4,228	\$4,228
TOTAL DIRECT OBLIGATIONS	\$0	\$44,668	\$44,668	\$0	\$58,268	\$58,268	\$0	\$53,181	\$53,181
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$4,133	\$4,133	\$0	\$2,390	\$2,390	\$0	\$3,101	\$3,101
TOTAL DIRECT OBLIGATIONS	\$0	\$4,133	\$4,133	\$0	\$2,390	\$2,390	\$0	\$3,101	\$3,101
TOTAL UNIT AND INDIVIDUAL TRAINING	\$273,846	\$519,909	\$793,755	\$302,793	\$558,621	\$861,414	\$300,130	\$557,205	\$857,335

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

	FY 2017 Actual			FY 2018 Estimate *			FY 2019 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$80	\$383	\$463	\$120	\$589	\$709	\$133	\$592	\$725
IRR Readiness Training	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$80	\$383	\$463	\$120	\$589	\$709	\$133	\$592	\$725
<u>SCHOOL TRAINING</u>									
Career Development Training	\$14,631	\$14,838	\$29,469	\$15,085	\$15,444	\$30,529	\$14,512	\$14,320	\$28,832
Initial Skill Acquisition Training	\$4,381	\$29,941	\$34,322	\$4,640	\$35,771	\$40,411	\$4,345	\$28,897	\$33,242
Officer Training School	\$1,544	\$2,766	\$4,310	\$1,214	\$2,250	\$3,464	\$1,529	\$2,667	\$4,196
Recruiter Training	\$0	\$423	\$423	\$0	\$430	\$430	\$0	\$410	\$410
Refresher & Proficiency Training	\$12,315	\$9,457	\$21,772	\$13,460	\$7,199	\$20,659	\$12,213	\$9,126	\$21,339
Undergraduate Pilot/Nav Training	\$41,797	\$18,977	\$60,774	\$37,016	\$17,469	\$54,485	\$41,455	\$18,316	\$59,771
Unit Conversion Training	\$2,220	\$3,033	\$5,253	\$3,074	\$3,036	\$6,110	\$2,202	\$2,927	\$5,129
TOTAL DIRECT OBLIGATIONS	\$76,888	\$79,435	\$156,323	\$74,489	\$81,599	\$156,088	\$76,256	\$76,663	\$152,919
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$6,678	\$3,628	\$10,306	\$7,176	\$3,192	\$10,368	\$6,615	\$3,510	\$10,125
Competitive Events	\$97	\$0	\$97	\$80	\$0	\$80	\$95	\$0	\$95
Exercises	\$1,824	\$2,829	\$4,653	\$1,566	\$1,133	\$2,699	\$1,806	\$2,735	\$4,541
Management Support	\$53,808	\$161,153	\$214,961	\$53,950	\$135,473	\$189,423	\$53,328	\$155,872	\$209,200
Operational Training	\$5,805	\$43,178	\$48,983	\$6,953	\$46,731	\$53,684	\$5,745	\$41,743	\$47,488
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$2,481	\$2,316	\$4,797	\$2,384	\$2,157	\$4,541	\$2,457	\$2,240	\$4,697
Unit Conversion Training	\$1,738	\$1,796	\$3,534	\$688	\$1,367	\$2,055	\$1,720	\$1,739	\$3,459
Drug Interdiction Activity	\$967	\$1,059	\$2,026	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$4,473	\$7,811	\$12,284	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$77,871	\$223,770	\$301,641	\$72,797	\$190,053	\$262,850	\$71,766	\$207,839	\$279,605

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

	FY 2017 Actual			FY 2018 Estimate *			FY 2019 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$150,058	\$187,007	\$337,065	\$184,702	\$224,302	\$409,004	\$215,270	\$251,776	\$467,046
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$2,838	\$5,646	\$8,484	\$2,944	\$5,123	\$8,067	\$4,008	\$4,871	\$8,879
Death Gratuities	\$0	\$0	\$0	\$100	\$100	\$200	\$0	\$0	\$0
Health Profession Stipend	\$2,066	\$0	\$2,066	\$2,331	\$0	\$2,331	\$1,578	\$0	\$1,578
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$112	\$328	\$440	\$160	\$1,144	\$1,304	\$78	\$950	\$1,028
Reserve Incentive	\$8,714	\$26,092	\$34,806	\$12,736	\$30,522	\$43,258	\$8,237	\$30,570	\$38,807
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$0	\$0	\$0	\$454	\$637	\$1,091	\$665	\$915	\$1,580
TOTAL DIRECT OBLIGATIONS	\$163,788	\$219,073	\$382,861	\$203,427	\$261,828	\$465,255	\$229,836	\$289,082	\$518,918
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$0	\$0	\$0	\$2,208	\$3,096	\$5,304	\$4,107	\$5,648	\$9,755
TOTAL DIRECT OBLIGATIONS	\$0	\$0	\$0	\$2,208	\$3,096	\$5,304	\$4,107	\$5,648	\$9,755
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$489	\$14,386	\$14,875	\$11,000	\$0	\$11,000	\$358	\$10,547	\$10,905
Kicker Program	\$0	\$1,780	\$1,780	\$0	\$5,322	\$5,322	\$0	\$3,648	\$3,648
TOTAL DIRECT OBLIGATIONS	\$489	\$16,166	\$16,655	\$11,000	\$5,322	\$16,322	\$358	\$14,195	\$14,553
TOTAL RESERVE PERSONNEL TRAINING	319,116	538,827	857,943	364,041	542,487	906,528	382,456	594,019	976,475

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

	FY 2017 Actual			FY 2018 Estimate *			FY 2019 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$33,044	\$0	\$33,044	\$34,548	\$0	\$34,548	\$35,430	\$0	\$35,430
Pay and Allowances, Active Duty for Training	\$12,006	\$0	\$12,006	\$11,550	\$0	\$11,550	\$12,921	\$0	\$12,921
Uniform Allowance	\$298	\$0	\$298	\$202	\$0	\$202	\$177	\$0	\$177
Travel	\$3,556	\$0	\$3,556	\$3,086	\$0	\$3,086	\$3,575	\$0	\$3,575
Critical Skills Accession Bonus	\$4,678	\$0	\$4,678	\$3,940	\$0	\$3,940	\$5,260	\$0	\$5,260
TOTAL DIRECT OBLIGATIONS	\$53,582	\$0	\$53,582	\$53,326	\$0	\$53,326	\$57,363	\$0	\$57,363
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$837	\$0	\$837	\$1,079	\$0	\$1,079	\$1,106	\$0	\$1,106
Financial Assistance Grant	\$2,265	\$0	\$2,265	\$1,890	\$0	\$1,890	\$1,890	\$0	\$1,890
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$87	\$0	\$87	\$97	\$0	\$97	\$117	\$0	\$117
TOTAL DIRECT OBLIGATIONS	\$3,189	\$0	\$3,189	\$3,066	\$0	\$3,066	\$3,113	\$0	\$3,113
TOTAL OTHER TRAINING AND SUPPORT	\$375,887	\$538,827	\$914,714	\$420,433	\$542,487	\$962,920	\$442,932	\$594,019	\$1,036,951
TOTAL DIRECT PROGRAM	\$649,733	\$1,058,736	\$1,708,469	\$723,226	\$1,101,108	\$1,824,334	\$743,062	\$1,151,224	\$1,894,286
FY 2018 CR Adjustment						(\$110,526)			
Revised FY 2018 Direct Program						\$1,713,808			

* Reflects the FY 2018 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 2018 (\$ in Thousands)**

	FY 2018 * PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY18* COLUMN OF THE FY19 PRES BUDGET
<u>PAY GROUP A</u>							
Active Duty Training	\$161,139	\$0	\$161,139	\$0	\$161,139	\$0	\$161,139
Inactive Duty Training							
Unit Training Assemblies	\$385,948	\$0	\$385,948	\$0	\$385,948	\$0	\$385,948
Flight Training	\$47,674	\$0	\$47,674	\$0	\$47,674	\$0	\$47,674
Readiness Management Periods	\$13,260	\$0	\$13,260	\$0	\$13,260	\$0	\$13,260
Military Funeral Honors	\$151	\$0	\$151	\$0	\$151	\$0	\$151
Clothing	\$10,068	\$0	\$10,068	\$0	\$10,068	\$0	\$10,068
Subsistence of Enlisted Personnel	\$2,127	\$0	\$2,127	\$0	\$2,127	\$0	\$2,127
Travel	\$80,238	\$0	\$80,238	\$0	\$80,238	\$0	\$80,238
TOTAL Direct Obligations	\$700,605	\$0	\$700,605	\$0	\$700,605	\$0	\$700,605
<u>PAY GROUP B</u>							
Active Duty Training	\$28,569	\$0	\$28,569	\$0	\$28,569	\$0	\$28,569
Inactive Duty Training	\$59,122	\$0	\$59,122	\$0	\$59,122	\$0	\$59,122
Clothing	\$321	\$0	\$321	\$0	\$321	\$0	\$321
Subsistence of Enl Personnel	\$14	\$0	\$14	\$0	\$14	\$0	\$14
Travel	\$12,125	\$0	\$12,125	\$0	\$12,125	\$0	\$12,125
TOTAL Direct Obligations	\$100,151	\$0	\$100,151	\$0	\$100,151	\$0	\$100,151
<u>PAY GROUP F</u>							
Active Duty Training	\$47,345	\$0	\$47,345	\$0	\$47,345	\$0	\$47,345
Clothing	\$6,551	\$0	\$6,551	\$0	\$6,551	\$0	\$6,551
Travel	\$4,372	\$0	\$4,372	\$0	\$4,372	\$0	\$4,372
TOTAL Direct Obligations	\$58,268	\$0	\$58,268	\$0	\$58,268	\$0	\$58,268
<u>PAY GROUP P</u>							
Inactive Duty Training	\$2,390	\$0	\$2,390	\$0	\$2,390	\$0	\$2,390
TOTAL Direct Obligations	\$2,390	\$0	\$2,390	\$0	\$2,390	\$0	\$2,390

RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2018 (\$ in Thousands)

	FY 2018 * PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY18* COLUMN OF THE FY19 PRES BUDGET
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$709	\$0	\$709	\$0	\$709	\$0	\$709
TOTAL Direct Obligations	\$709	\$0	\$709	\$0	\$709	\$0	\$709
<u>SCHOOL TRAINING</u>							
Career Development Training	\$30,529	\$0	\$30,529	\$0	\$30,529	\$0	\$30,529
Initial Skill Acquisition Training	\$40,411	\$0	\$40,411	\$0	\$40,411	\$0	\$40,411
Officer Training School	\$3,464	\$0	\$3,464	\$0	\$3,464	\$0	\$3,464
Recruiter Training	\$430	\$0	\$430	\$0	\$430	\$0	\$430
Refresher & Proficiency Training	\$20,659	\$0	\$20,659	\$0	\$20,659	\$0	\$20,659
Undergraduate Pilot/Nav Training	\$54,485	\$0	\$54,485	\$0	\$54,485	\$0	\$54,485
Unit Conversion Training	\$6,110	\$0	\$6,110	\$0	\$6,110	\$0	\$6,110
TOTAL Direct Obligations	\$156,088	\$0	\$156,088	\$0	\$156,088	\$0	\$156,088
<u>SPECIAL TRAINING</u>							
Command & Staff Supervision	\$10,368	\$0	\$10,368	\$0	\$10,368	\$0	\$10,368
Competitive Events	\$80	\$0	\$80	\$0	\$80	\$0	\$80
Exercises	\$2,699	\$0	\$2,699	\$0	\$2,699	\$0	\$2,699
Management Support	\$189,423	\$0	\$189,423	\$0	\$189,423	\$0	\$189,423
Operational Training	\$53,684	\$0	\$53,684	\$0	\$53,684	\$0	\$53,684
Service Mission/Mission Support	\$4,541	\$0	\$4,541	\$0	\$4,541	\$0	\$4,541
Unit Conversion Training	\$2,055	\$0	\$2,055	\$0	\$2,055	\$0	\$2,055
TOTAL Direct Obligations	\$262,850	\$0	\$262,850	\$0	\$262,850	\$0	\$262,850
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$409,004	\$0	\$409,004	\$0	\$409,004	\$0	\$409,004
Travel/PCS	\$8,067	\$0	\$8,067	\$0	\$8,067	\$0	\$8,067
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Health Profession Stipend	\$2,331	\$0	\$2,331	\$0	\$2,331	\$0	\$2,331
Disability & Hospitalization	\$1,304	\$0	\$1,304	\$0	\$1,304	\$0	\$1,304
Reserve Incentive	\$43,258	\$0	\$43,258	\$0	\$43,258	\$0	\$43,258
Continuation Pay	\$1,091	\$0	\$1,091	\$0	\$1,091	\$0	\$1,091
TOTAL Direct Obligations	\$465,255	\$0	\$465,255	\$0	\$465,255	\$0	\$465,255

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2018 (\$ in Thousands)**

	FY 2018 * PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY18* COLUMN OF THE FY19 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>							
TSP Matching Contributions	\$5,304	\$0	\$5,304	\$0	\$5,304	\$0	\$5,304
TOTAL Direct Obligations	\$5,304	\$0	\$5,304	\$0	\$5,304	\$0	\$5,304
<u>EDUCATION BENEFITS</u>							
Tuition Assistance	\$11,000	\$0	\$11,000	\$0	\$11,000	\$0	\$11,000
Kicker Program	\$5,322	\$0	\$5,322	\$0	\$5,322	\$0	\$5,322
TOTAL Direct Obligations	\$16,322	\$0	\$16,322	\$0	\$16,322	\$0	\$16,322
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>							
Stipend	\$34,548	\$0	\$34,548	\$0	\$34,548	\$0	\$34,548
Pay and Allowances, Active Duty for Training	\$11,550	\$0	\$11,550	\$0	\$11,550	\$0	\$11,550
Uniform Allowance	\$202	\$0	\$202	\$0	\$202	\$0	\$202
Travel	\$3,086	\$0	\$3,086	\$0	\$3,086	\$0	\$3,086
Critical Skills Accession Bonus HPSP	\$3,940	\$0	\$3,940	\$0	\$3,940	\$0	\$3,940
TOTAL Direct Obligations	\$53,326	\$0	\$53,326	\$0	\$53,326	\$0	\$53,326
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Stipend	\$1,079	\$0	\$1,079	\$0	\$1,079	\$0	\$1,079
Financial Assistance Grant	\$1,890	\$0	\$1,890	\$0	\$1,890	\$0	\$1,890
Pay and Allowances, Active Duty for Training	\$97	\$0	\$97	\$0	\$97	\$0	\$97
TOTAL Direct Obligations	\$3,066	\$0	\$3,066	\$0	\$3,066	\$0	\$3,066
Total Reserve Comp.Training/Support Direct Program	\$1,824,334	\$0	\$1,824,334	\$0	\$1,824,334	\$0	\$1,824,334
FY 2018 CR Adjustment							(110,526)
Revised FY 2018 Direct Program							1,713,808

* Reflects the FY 2018 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 2017 Actual</u>		<u>FY 2018 Estimate *</u>		<u>FY 2019 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$135,171	\$30,810	\$150,366	\$33,979	\$145,554	\$35,942
Enlisted	\$269,604	\$61,423	\$282,015	\$63,707	\$283,837	\$70,054
Subtotal	\$404,775	\$92,233	\$432,381	\$97,686	\$429,391	\$105,996
<u>Pay Group B</u>						
Officers	\$43,522	\$9,923	\$52,992	\$11,976	\$48,173	\$11,899
Enlisted	\$12,583	\$2,869	\$14,145	\$3,196	\$13,610	\$3,362
Subtotal	\$56,105	\$12,792	\$67,137	\$15,172	\$61,783	\$15,261
<u>Pay Group F</u>						
Enlisted	\$23,373	\$5,329	\$30,097	\$6,802	\$27,606	\$6,819
Subtotal	\$23,373	\$5,329	\$30,097	\$6,802	\$27,606	\$6,819
<u>Pay Group P</u>						
Enlisted	\$2,662	\$607	\$1,857	\$420	\$1,978	\$489
Subtotal	\$2,662	\$607	\$1,857	\$420	\$1,978	\$489
<u>School Training</u>						
Officers	\$37,728	\$8,602	\$35,509	\$8,025	\$37,166	\$9,180
Enlisted	\$28,320	\$6,457	\$28,365	\$6,411	\$27,271	\$6,735
Subtotal	\$66,048	\$15,059	\$63,874	\$14,436	\$64,437	\$15,915
<u>Special Training</u>						
Officers	\$37,697	\$8,595	\$35,789	\$8,088	\$34,578	\$8,541
Enlisted	\$93,829	\$21,393	\$77,609	\$17,540	\$86,665	\$21,406
Subtotal	\$131,526	\$29,988	\$113,398	\$25,628	\$121,243	\$29,947
<u>Administration and Support - Full Time</u>						
Officers	\$76,664	\$22,156	\$96,423	\$27,480	\$109,343	\$33,241
Enlisted	\$83,969	\$24,267	\$97,790	\$27,870	\$112,427	\$34,178
Subtotal	\$160,633	\$46,423	\$194,213	\$55,350	\$221,770	\$67,419

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

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate *</u>		<u>FY 2019 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Health Professions Scholarship</u>						
Officers	\$8,344	\$0	\$8,052	\$0	\$8,968	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$8,344	\$0	\$8,052	\$0	\$8,968	\$0
<u>Medical Financial Assistance Program</u>						
Officers	\$81	\$0	\$90	\$0	\$109	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$81	\$0	\$90	\$0	\$109	\$0
<u>Total Direct Program</u>						
Officers	\$339,207	\$80,086	\$379,221	\$89,548	\$383,891	\$98,803
Enlisted	\$514,340	\$122,345	\$531,878	\$125,946	\$553,394	\$143,043
Total	\$853,547	\$202,431	\$911,099	\$215,494	\$937,285	\$241,846
<u>Reimbursable Program</u>						
Officers	\$4,490	\$1,271	\$5,079	\$1,410	\$4,378	\$1,305
Enlisted	\$1,287	\$372	\$1,340	\$382	\$1,253	\$381
Total	\$5,777	\$1,643	\$6,419	\$1,792	\$5,631	\$1,686
<u>Total Program</u>						
Officer	\$343,697	\$81,357	\$384,300	\$90,958	\$388,269	\$100,108
Enlisted	\$515,627	\$122,717	\$533,218	\$126,328	\$554,647	\$143,424
Total	\$859,324	\$204,074	\$917,518	\$217,286	\$942,916	\$243,532

* Reflects the FY 2018 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 ALLOWANCE FOR HOUSING (BAH)
(\$ in Thousands)

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
<u>Pay Group A</u>			
Officers	\$4,475	\$4,992	\$4,843
Enlisted	\$10,659	\$16,407	\$11,279
Subtotal	\$15,134	\$21,399	\$16,122
<u>Pay Group B</u>			
Officers	\$1,897	\$3,319	\$2,111
Enlisted	\$747	\$934	\$812
Subtotal	\$2,644	\$4,253	\$2,923
<u>Pay Group F</u>			
Enlisted	\$6,000	\$7,595	\$7,123
<u>School Training</u>			
Officers	\$10,365	\$11,128	\$10,262
Enlisted	\$12,550	\$14,602	\$12,148
Subtotal	\$22,915	\$25,730	\$22,410
<u>Special Training</u>			
Officers	\$8,534	\$7,772	\$7,771
Enlisted	\$32,428	\$33,445	\$30,372
Subtotal	\$40,962	\$41,217	\$38,143

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

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
<u>Administration and Support</u>			
Officers	\$23,641	\$30,280	\$33,954
Enlisted	\$41,314	\$49,934	\$55,764
Subtotal	\$64,955	\$80,214	\$89,718
<u>Other</u>			
Health Professions Scholarship	\$3,024	\$2,882	\$3,267
<u>Total Direct Program</u>			
Officers	\$51,936	\$60,373	\$62,208
Enlisted	\$103,698	\$122,917	\$117,498
Total	\$155,634	\$183,290	\$179,706

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
<u>Pay Group A</u>			
Officers	\$15,461	\$17,297	\$16,410
Enlisted	\$58,036	\$62,941	\$60,223
Subtotal	\$73,497	\$80,238	\$76,633
<u>Pay Group B</u>			
Officers	\$8,772	\$8,281	\$9,570
Enlisted	\$3,435	\$3,844	\$3,660
Subtotal	\$12,207	\$12,125	\$13,230
<u>Pay Group F</u>			
Enlisted	\$3,632	\$4,372	\$4,228
<u>School Training</u>			
Officers	\$13,495	\$13,465	\$13,104
Enlisted	\$23,375	\$25,439	\$22,187
Subtotal	\$36,870	\$38,904	\$35,291
<u>Special Training</u>			
Officers	\$15,502	\$14,266	\$14,016
Enlisted	\$48,126	\$42,443	\$43,811
Subtotal	\$63,628	\$56,709	\$57,827

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

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate *</u>	<u>FY 2019 Estimate</u>
<u>Administration and Support</u>			
Officers	\$2,838	\$2,944	\$4,008
Enlisted	\$5,646	\$5,123	\$4,871
Subtotal	\$8,484	\$8,067	\$8,879
<u>Other</u>			
Health Professions Scholarship (Officers)	\$3,556	\$3,086	\$3,575
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$3,556	\$3,086	\$3,575
<u>Total Direct Program</u>			
Officers	\$59,624	\$59,339	\$60,683
Enlisted	\$142,250	\$144,162	\$138,980
Total	\$201,874	\$203,501	\$199,663

* Reflects the FY 2018 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 ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(\$ in Thousands)

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate *</u>		<u>FY 2019 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$880	\$0	\$979	\$0	\$957	\$0
Enlisted	\$6,856	\$2,223	\$7,503	\$2,127	\$7,294	\$2,294
Subtotal	\$7,736	\$2,223	\$8,482	\$2,127	\$8,252	\$2,294
<u>Pay Group B</u>						
Officers	\$397	\$0	\$446	\$0	\$445	\$0
Enlisted	\$318	\$8	\$353	\$14	\$348	\$8
Subtotal	\$716	\$8	\$799	\$14	\$793	\$8
<u>Pay Group F</u>						
Enlisted	\$402	\$0	\$482	\$0	\$480	\$0
<u>School Training</u>						
Officers	\$1,705	\$0	\$1,652	\$0	\$1,697	\$0
Enlisted	\$3,396	\$0	\$3,297	\$0	\$3,306	\$0
Subtotal	\$5,101	\$0	\$4,950	\$0	\$5,002	\$0
<u>Special Training</u>						
Officers	\$1,273	\$0	\$1,196	\$0	\$1,202	\$0
Enlisted	\$10,838	\$0	\$8,705	\$0	\$9,975	\$0
Subtotal	\$12,111	\$0	\$9,901	\$0	\$11,177	\$0

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

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate *</u>		<u>FY 2019 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Administration and Support</u>						
Officers	\$2,646	\$0	\$3,283	\$0	\$3,706	\$0
Enlisted	\$8,543	\$0	\$10,415	\$0	\$11,297	\$0
Subtotal	\$11,189	\$0	\$13,698	\$0	\$15,003	\$0
<u>Other</u>						
Health Professions Scholarship	\$553	\$0	\$581	\$0	\$600	\$0
Financial Assistance Program	\$4	\$0	\$5	\$0	\$5	\$0
Other Subtotal	\$556	\$0	\$585	\$0	\$605	\$0
<u>Direct Program</u>						
Officers	\$6,902	\$0	\$7,556	\$0	\$8,007	\$0
Enlisted	\$30,354	\$2,231	\$30,755	\$2,141	\$32,699	\$2,302
Other	\$556	\$0	\$585	\$0	\$605	\$0
Program Total	\$37,812	\$2,231	\$38,896	\$2,141	\$41,311	\$2,302
<u>Total Program</u>						
Officers	\$6,902	\$0	\$7,556	\$0	\$8,007	\$0
Enlisted	\$30,354	\$2,231	\$30,755	\$2,141	\$32,699	\$2,302
Other	\$556	\$0	\$585	\$0	\$605	\$0

* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation

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

	BA	AMOUNT
FY 2018 Direct Program	\$1,824,334	\$1,824,334
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	26,547	\$26,547
Pay Group A	16,090	
Pay Group P	62	
School	1,563	
Special	2,999	
Admin & Support	5,031	
TSP Matching Contributions	101	
Health Professions Scholarship	687	
Medical Financial Asst Program	14	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 18)	8,851	\$8,851
Pay Group A	5,364	
Pay Group P	21	
School	521	
Special	1,000	
Admin & Support	1,677	
TSP Matching Contributions	34	
Health Professions Scholarship	229	
Medical Financial Asst Program	5	
Inflation (Rate 1.8%) and Other Price Changes	19,125	\$19,125
Pay Group A	4,972	
Pay Group B	8,158	
Pay Group P	504	
Mobilization	60	
Special	3,930	
Health Professions Scholarship	1,474	
Medical Financial Asst Program	27	

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

	BA	AMOUNT
Retired Pay Accrual		\$26,451
Part-time Rate 24.7%	20,610	
Pay Group A	14,362	
Pay Group B	683	
Pay Group F	277	
Pay Group P	60	
School	1,856	
Special	3,372	
Full-time Rate 30.4%	5,841	
Admin & Support	5,841	
TSP Matching Contributions	24	\$24
TSP - Undefined	24	
FICA (Rate 7.65%)	2,696	\$2,696
Pay Group A	1,641	
Pay Group P	6	
School	158	
Special	306	
Admin & Support	514	
Health Professions Scholarship	70	
Medical Financial Asst Program	1	
BAH	1,972	\$1,972
Admin & Support	1,588	
Health Professions Scholarship	384	
Education Benefits	2,065	\$2,065
Tuition Assistance	2,065	
Total Pricing Increases	87,731	\$87,731

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

	BA	AMOUNT
Program Increases:		
Total Pay Group A Program Increases	1,588	\$1,588
Clothing	1,430	
Subsistence	158	
Total Pay Group P Program Increases	58	\$58
Pay and Allowance	58	
Total Special Program Increases	9,426	\$9,426
All Other Categories	9,426	
Total Admin & Support Program Increases	42,647	\$42,647
Pay and Allowance	41,949	
Travel	698	
Total TSP Matching Contributions Program Increases	4,292	\$4,292
Pay and Allowance	4,292	
Total Health Professions Scholarship Program Increases	1,321	\$1,321
Pay and Allowance	1	
All Other Categories	1,320	
Total Program Increases	59,332	\$59,332
Total Increases	147,063	\$147,063

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

	BA	AMOUNT
Decreases:		
Pricing Decreases:		
CY Pay Raise	(3,284)	(\$3,284)
Pay Group B	(2,206)	
Pay Group F	(1,078)	
Annualization of PY Pay Raise	(1,094)	(\$1,094)
Pay Group B	(735)	
Pay Group F	(359)	
Inflation/Rate Changes	(4,636)	(\$4,636)
Pay Group F	(1,588)	
School	(198)	
Admin & Support	(2,850)	
FICA	(335)	(\$335)
Pay Group B	(225)	
Pay Group F	(110)	
BAH	(12,429)	(\$12,429)
Pay Group A	(4,229)	
Pay Group B	(1,214)	
Pay Group F	(200)	
School	(2,508)	
Special	(4,278)	
Education Benefits	(1,674)	(\$1,674)
Kicker	(1,674)	
Total Pricing Decreases	(23,452)	(\$23,452)
Program Decreases:		
Total Pay Group A Program Decreases	(39,828)	(\$39,828)
Pay and Allowance	(34,907)	
Travel	(4,921)	
Total Pay Group B Program Decreases	(4,124)	(\$4,124)
Pay and Allowance	(3,401)	

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

	BA	AMOUNT
Clothing	(93)	
Subsistence	(6)	
Travel	(624)	
Total Pay Group F Program Decreases	(2,029)	(\$2,029)
Pay and Allowance	(1,710)	
Clothing	(158)	
Travel	(161)	
Total Mobilization Program Decreases	(44)	(\$44)
All Other Categories	(44)	
Total School Program Decreases	(4,561)	(\$4,561)
All Other Categories	(4,561)	
Total Admin & Support Program Decreases	(785)	(\$785)
All Other Categories	(785)	
Total Health Professions Scholarship Program Decreases	(128)	(\$128)
Clothing	(25)	
Travel	(103)	
Education Benefits Program Decreases	(2,160)	(\$2,160)
Tuition Assistance	(2,160)	
Total Program Decreases	(53,659)	(\$53,659)
Total Decreases	(77,111)	(\$77,111)
FY 2019 Direct Program	\$1,894,286	\$1,894,286

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

	BA	Amount
FY 2018 Direct Program		\$700,605
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	16,090	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 18)	5,364	
Inflation (Rate 1.8%) and Other Price Changes	4,972	
Retired Pay Accrual (Rate 24.7%)	14,362	
FICA (Rate 7.65%)	1,641	
Total Pricing Increases	42,429	
Program Increases:		
Clothing	1,430	
Subsistence	158	
Total Program Increases	1,588	
Total Increases		\$44,017

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

	BA	Amount
Decreases:		
Pricing Decreases:		
BAH	(4,229)	
Total Pricing Decreases	(4,229)	
Program Decreases:		
AT Pay	(10,642)	
IDT Pay	(22,645)	
Additional Training Assemblies Pay	(1,620)	
Travel	(4,921)	
Total Program Decreases	(39,828)	
Total Decreases		(\$44,057)
FY 2019 Direct Program		\$700,565

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

Estimate	FY 2019	\$700,565
Estimate	FY 2018	\$700,605
Actual	FY 2017	\$654,542

PART I - Purpose and Scope

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

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

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

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

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

PART II - Justification of Funds Requested

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

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate</u>	<u>FY 2019 Estimate</u>
Active Duty for Training	\$233,394	\$247,006	\$247,505
Inactive Duty for Training	\$421,148	\$453,599	\$453,060
Total	\$654,542	\$700,605	\$700,565

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

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

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

ACTIVE DUTY

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,646			8,897			8,872		
Participation Rate	88.35%			93.45%			88.36%		
PAID PARTICIPANTS	7,639	\$5,495.12	\$41,977	8,314	\$5,532.77	\$46,000	7,839	\$5,832.28	\$45,719

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	47,107			47,250			47,262		
Participation Rate	85.80%			91.56%			85.80%		
PAID PARTICIPANTS	40,416	\$2,738.62	\$110,684	43,261	\$2,661.49	\$115,139	40,549	\$2,902.01	\$117,673

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	560,878			572,343			562,820		
Percent Subsisted	4.60%			2.35%			4.60%		
TOTAL	25,796	\$12.25	\$316	13,459	\$12.55	\$169	25,885	\$12.60	\$326

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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	193	\$400.00	\$77	157	\$400.00	\$63	198	\$400.00	\$79
Organizational Issue/Replacement	364	\$1,318.68	\$480	331	\$1,337.76	\$443	374	\$1,363.90	\$510
TOTAL	557		\$557	488		\$506	572		\$589

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	5,327	\$1,522.43	\$8,110	4,674	\$1,552.91	\$7,258	5,344	\$1,574.63	\$8,415
Organizational Issue/Replacement	1,954	\$1,299.39	\$2,539	1,736	\$1,327.32	\$2,304	1,960	\$1,343.94	\$2,634
TOTAL	7,281		\$10,649	6,410		\$9,562	7,304		\$11,049

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,639	\$1,818.56	\$13,892	8,314	\$1,874.05	\$15,581	7,839	\$1,880.92	\$14,745
Enlisted	40,416	\$1,368.74	\$55,319	43,261	\$1,388.07	\$60,049	40,549	\$1,415.67	\$57,404
TOTAL	48,055		\$69,211	51,575		\$75,630	48,388		\$72,149

**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.

Pay and Allowances:

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,646			8,897			8,872		
Participation Rate	86.68%			91.06%			86.68%		
PAID PARTICIPANTS	7,494	\$14,400.44	\$107,917	8,102	\$14,556.33	\$117,935	7,690	\$15,318.26	\$117,797
Additional Training Assemblies:									
Training Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Flight Training	103,708	\$324.77	\$33,681	107,865	\$359.97	\$38,829	106,436	\$345.21	\$36,742
Readiness Management Periods	15,209	\$352.42	\$5,360	17,357	\$362.30	\$6,288	15,603	\$375.08	\$5,852
Military Funeral Honors	16	\$2,691.25	\$40	11	\$1,889.35	\$20	16	\$2,824.17	\$45
TOTAL			\$146,998			\$163,072			\$160,436
	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	47,107			47,250			47,262		
Participation Rate	85.80%			90.99%			85.80%		
PAID PARTICIPANTS	40,416	\$6,276.42	\$253,668	42,994	\$6,233.74	\$268,013	40,549	\$6,681.08	\$270,912
Additional Training Assemblies:									
Training Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Flight Training	46,745	\$171.93	\$8,037	45,041	\$196.39	\$8,845	46,891	\$182.78	\$8,571
Readiness Management Periods	30,991	\$195.12	\$6,047	35,249	\$197.80	\$6,972	31,091	\$207.72	\$6,458
Military Funeral Honors	103	\$2,142.55	\$205	84	\$1,560.81	\$131	103	\$2,248.18	\$231
TOTAL			\$267,957			\$283,961			\$286,172

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,774,972			1,761,894			1,780,912		
Percent Subsisted	8.77%			8.85%			8.77%		
TOTAL	155,673	\$12.25	\$1,907	156,000	\$12.55	\$1,958	156,194	\$12.60	\$1,968

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	574	\$2,733.45	\$1,569	616	\$2,784.93	\$1,716	589	\$2,827.17	\$1,665
Enlisted	948	\$2,866.03	\$2,717	989	\$2,924.49	\$2,892	951	\$2,964.30	\$2,819
TOTAL	1,522		\$4,286	1,605		\$4,608	1,540		\$4,484

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

	BA	Amount
FY 2018 Direct Program		\$100,151
Increases:		
Pricing Increases:		
Inflation (Rate 1.8%) and Other Price Changes	8,158	
Retired Pay Accrual (Rate 24.7%)	683	
Total Pricing Increases	8,841	
Program Increases:		
Total Program Increases	0	
Total Increases		\$8,841
Decreases:		
Pricing Decreases:		
Annualization of PY Pay Raise	(2,941)	
FICA	(225)	
BAH	(1,214)	
Total Pricing Decreases	(4,380)	
Program Decreases:		
AT Pay	(1,167)	
IDT Pay	(2,234)	
Clothing	(93)	
Subsistence	(6)	
Travel	(624)	
Total Program Decreases	(4,124)	
Total Decreases		(\$8,504)
FY 2019 Direct Program		\$100,488

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

Estimate	FY 2019	\$100,488
Estimate	FY 2018	\$100,151
Actual	FY 2017	\$90,412

PART I - Purpose and Scope

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

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

Active Duty for Training

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

Pay and Allowances:

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate</u>	<u>FY 2019 Estimate</u>
Active Duty for Training	\$39,004	\$40,750	\$43,080
Inactive Duty for Training	\$51,408	\$59,401	\$57,408
TOTAL	\$90,412	\$100,151	\$100,488

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

Active Duty for Training

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

Pay and Allowances:

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,191			4,617			4,421		
Participation Rate	97.40%			96.64%			97.40%		
PAID PARTICIPANTS	4,082	\$4,978.90	\$20,324	4,462	\$4,815.65	\$21,487	4,306	\$5,288.76	\$22,774

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	2,695			2,932			2,778		
Participation Rate	96.77%			96.18%			96.76%		
PAID PARTICIPANTS	2,608	\$2,458.19	\$6,411	2,820	\$2,511.56	\$7,082	2,688	\$2,608.05	\$7,011

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	26,915			29,102			27,740		
Percent Subsisted	2.43%			3.71%			2.43%		
TOTAL	653	\$12.25	\$8	1,080	\$12.55	\$14	673	\$12.60	\$8

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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	13	\$400.00	\$5	38	\$400.00	\$15	13	\$400.00	\$5
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	13		\$5	38		\$15	13		\$5

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	149	\$1,429.53	\$213	210	\$1,456.97	\$306	154	\$1,478.55	\$228
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	149		\$213	210		\$306	154		\$228

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	4,082	\$2,118.81	\$8,649	4,462	\$1,805.88	\$8,058	4,306	\$2,191.46	\$9,436
Enlisted	2,608	\$1,301.38	\$3,394	2,820	\$1,343.38	\$3,788	2,688	\$1,346.00	\$3,618
TOTAL	6,690		\$12,043	7,282		\$11,846	6,994		\$13,054

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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,191			4,617			4,421		
Participation Rate	81.89%			81.24%			81.88%		
PAID PARTICIPANTS	3,432	\$11,582.80	\$39,752	3,751	\$12,299.49	\$46,135	3,620	\$12,327.64	\$44,627

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,695			2,932			2,778		
Participation Rate	88.20%			87.69%			88.19%		
PAID PARTICIPANTS	2,377	\$4,834.65	\$11,492	2,571	\$5,051.40	\$12,987	2,450	\$5,144.49	\$12,605

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	71	\$1,732.39	\$123	126	\$1,768.73	\$223	75	\$1,791.79	\$134
Enlisted	20	\$2,050.00	\$41	26	\$2,167.01	\$56	20	\$2,120.29	\$42
TOTAL	91		\$164	152		\$279	95		\$176

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	57	\$12,280.70	\$700	83	\$10,879.52	\$903	34	\$21,029.41	\$715
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	57		\$700	83		\$903	34		\$715

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

	BA	Amount
FY 2018 Direct Program		\$58,268
Increases:		
Pricing Increases:		
Inflation (Rate 1.8%) and Other Price Changes	679	
Retired Pay Accrual (Rate 24.7%)	277	
Total Pricing Increases	956	
Program Increases:		
Total Program Increases	0	
Total Increases		\$956
Decreases:		
Pricing Decreases:		
Annualization of PY Pay Raise	(1,437)	
Inflation and Other Price Changes	(2,267)	
FICA	(110)	
BAH	(200)	
Total Pricing Decreases	(4,014)	
Program Decreases:		
AT Pay	(1,710)	
Clothing	(158)	
Travel	(161)	
Total Program Decreases	(2,029)	
Total Decreases		(\$6,043)
FY 2019 Direct Program		\$53,181

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

Estimate	FY 2019	\$53,181
Estimate	FY 2018	\$58,268
Actual	FY 2017	\$44,668

PART I - Purpose and Scope

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

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

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

Part II - Justification for Funds Requested

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	2,397			2,801			2,698		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	2,397	\$15,641.24	\$37,492	2,801	\$16,902.98	\$47,345	2,698	\$16,614.58	\$44,827

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.

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	2,397	\$1,478.51	\$3,544	2,801	\$2,338.71	\$6,551	2,698	\$1,529.21	\$4,126

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.

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	2,397	\$1,515.23	\$3,632	2,801	\$1,560.98	\$4,372	2,698	\$1,567.18	\$4,228

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

	BA	Amount
FY 2018 Direct Program		\$2,390
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	62	
Annualization FY 2018 Pay Raise (2.4% Effective 01 J:	21	
Inflation (Rate 1.8%) and Other Price Changes	504	
Retired Pay Accrual (Rate 24.7%)	60	
FICA (Rate 7.65%)	6	
Total Pricing Increases	653	
Program Increases:		
IDT Pay	58	
Total Program Increases	58	
Total Increases		\$711
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2019 Direct Program		\$3,101

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

Estimate	FY 2019	\$3,101
Estimate	FY 2018	\$2,390
Actual	FY 2017	\$4,133

PART I - Purpose and Scope

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

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

Part II - Justification of Funds Requested

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,894	42,805	\$96.56	\$4,133	1,147	29,730	\$80.36	\$2,390	1,341	30,307	\$102.32	\$3,101

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

	BA	Amount
FY 2018 Direct Program	709	\$709
Increases:		
Pricing Increases:		
IRR Muster/Screening	60	
Total Pricing Increases	60	
Program Increases:		
Total Program Increases	0	
Total Increases		\$60
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
IRR Muster/Screening	(44)	
Total Program Decreases	(44)	
Total Decreases		(\$44)
FY 2019 Direct Program		\$725

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

Estimate	FY 2019	\$725
Estimate	FY 2018	\$709
Actual	FY 2017	\$463

PART I – Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Subtotal	0	0		\$0	0	0		\$0	0	0		\$0
	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	348	348	\$230.00	\$80	549	549	\$219.35	\$120	557	557	\$237.89	\$133
Enlisted	1,665	1,665	\$230.00	\$383	2,684	2,684	\$219.35	\$589	2,487	2,487	\$237.89	\$592
Subtotal	2,013	2,013		\$463	3,233	3,233		\$709	3,044	3,044		\$725
	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	348	348	\$230.00	\$80	549	549	\$219.35	\$120	557	557	\$237.89	\$133
Enlisted	1,665	1,665	\$230.00	\$383	2,684	2,684	\$219.35	\$589	2,487	2,487	\$237.89	\$592
TOTAL	2,013	2,013		\$463	3,233	3,233		\$709	3,044	3,044		\$725

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

	Amount
FY 2018 Direct Program	\$156,088
Increases:	
Pricing Increases:	
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	1,563
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 19)	521
Retired Pay Accrual (Rate 24.7%)	1,856
FICA (Rate 7.65%)	158
Inflation (Rate 1.8%) and Other Price Changes	2,059
Total Pricing Increases	6,157
Program Increases:	
Officer Candidate School	661
Undergrad Pilot Training	5,384
Total Program Increases	6,045
Total Increases	\$12,202

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

Amount

Decreases:

Pricing Decreases:

BAH	(2,508)
Inflation and Other Price Changes	(2,257)
Total Pricing Decreases	(4,765)

Program Decreases:

Initial Skills Acquired	(7,663)
Refresh & Proficiency	(704)
Career Development Training	(1,236)
Unit Conversion Training	(962)
Recruiter Training	(41)
Total Program Decreases	(10,606)

Total Decreases **(\$15,371)**

FY 2019 Direct Program **\$152,919**

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

Estimate	FY 2019	\$152,919
Estimate	FY 2018	\$156,088
Actual	FY 2017	\$156,323

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,157	31,233	\$468.43	\$14,631	1,109	29,945	\$503.77	\$15,085	1,086	29,324	\$494.88	\$14,512
Enlisted	2,301	55,215	\$268.73	\$14,838	2,248	53,955	\$286.24	\$15,444	2,111	50,672	\$282.61	\$14,320
TOTAL	3,458	86,448		\$29,469	3,357	83,900		\$30,529	3,197	79,996		\$28,832

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	202	12,721	\$344.39	\$4,381	204	12,852	\$361.03	\$4,640	190	11,944	\$363.78	\$4,345
Enlisted	1,443	108,235	\$276.63	\$29,941	1,660	124,525	\$287.26	\$35,771	1,324	99,326	\$290.93	\$28,897
TOTAL	1,645	120,956		\$34,322	1,864	137,377		\$40,411	1,514	111,270		\$33,242

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	318	5,401	\$285.74	\$1,544	241	4,096	\$295.93	\$1,214	298	5,067	\$301.87	\$1,529
Enlisted	164	10,177	\$271.82	\$2,766	130	8,035	\$280.01	\$2,250	151	9,331	\$285.84	\$2,667
TOTAL	482	15,578		\$4,310	371	12,131		\$3,464	449	14,398		\$4,196

**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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	562	29,212	\$421.56	\$12,315	641	33,316	\$404.01	\$13,460	527	27,422	\$445.41	\$12,213
Enlisted	1,284	33,389	\$283.25	\$9,457	930	24,181	\$297.64	\$7,199	1,179	30,643	\$297.83	\$9,126
TOTAL	1,846	62,601		\$21,772	1,571	57,497		\$20,659	1,706	58,065		\$21,339

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	985	121,188	\$344.92	\$41,797	824	101,363	\$365.20	\$37,016	925	113,765	\$364.38	\$41,455
Enlisted	673	70,657	\$268.58	\$18,977	589	61,798	\$282.67	\$17,469	618	64,847	\$282.45	\$18,316
TOTAL	1,658	191,845		\$60,774	1,413	163,161		\$54,485	1,543	178,612		\$59,771

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

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	69	4,796	\$462.86	\$2,220	92	6,471	\$475.07	\$3,074	64	4,503	\$488.84	\$2,202
Enlisted	202	10,121	\$299.68	\$3,033	186	9,287	\$326.90	\$3,036	186	9,287	\$315.22	\$2,927
TOTAL	271	14,917		\$5,253	278	15,758		\$6,110	250	13,790		\$5,129

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	29	1,268	\$333.40	\$423	29	1,285	\$334.81	\$430	27	1,168	\$351.15	\$410
TOTAL	29	1,268		\$423	29	1,285		\$430	27	1,168		\$410

TOTAL SCHOOL TRAINING

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,293	204,551	\$375.89	\$76,888	3,111	188,043	\$396.13	\$74,489	3,090	192,025	\$397.11	\$76,256
Enlisted	6,096	289,062	\$274.80	\$79,435	5,772	283,066	\$288.27	\$81,599	5,596	265,274	\$289.00	\$76,663
TOTAL	9,389	493,613		\$156,323	8,883	471,109		\$156,088	8,686	457,299		\$152,919

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

	BA	Amount
FY 2018 Direct Program	262,850	\$262,850
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	2,999	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 19)	1,000	
Retired Pay Accrual (Rate 24.7%)	3,372	
FICA (Rate 7.65%)	306	
Inflation (Rate 1.8%) and Other Price Changes	4,935	
Total Pricing Increases	12,612	
Program Increases:		
Exercises	1,716	
Management Support	13,314	
Unit Conversion	1,383	
Service Mission/Mission Support	29	
Total Program Increases	16,442	
Total Increases		\$29,054

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

BA Amount

Decreases:

Pricing Decreases:

BAH	(4,278)
Inflation and Other Price Changes	(1,005)
Total Pricing Decreases	(5,283)

Program Decreases:

Cmd & Staff Supervision	(439)
Operational Training	(6,577)
Total Program Decreases	(7,016)

Total Decreases **(\$12,299)**

FY 2019 Direct Program **\$279,605**

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

Estimate	FY 2019	\$279,605
Estimate	FY 2018	\$262,850
Actual	FY 2017	\$301,641

PART I - Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	29	175	\$555.50	\$97	27	163	\$492.47	\$80	27	162	\$581.86	\$95
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	29	175		\$97	27	163		\$80	27	162		\$95

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,132	10,187	\$656.00	\$6,678	1,169	10,525	\$681.81	\$7,176	1,062	9,558	\$692.04	\$6,615
Enlisted	1,822	10,930	\$332.22	\$3,628	1,563	9,379	\$340.30	\$3,192	1,673	10,035	\$349.92	\$3,510
TOTAL	2,954	21,117		\$10,306	2,732	19,904		\$10,368	2,735	19,593		\$10,125

**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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,615	101,538	\$529.93	\$53,808	4,570	100,533	\$536.64	\$53,950	4,333	95,320	\$559.46	\$53,328
Enlisted	24,826	620,655	\$259.65	\$161,153	20,412	510,302	\$265.48	\$135,473	22,785	569,624	\$273.64	\$155,872
TOTAL	29,441	722,193		\$214,961	24,982	610,835		\$189,423	27,118	664,944		\$209,200

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	438	3,501	\$521.41	\$1,824	386	3,087	\$507.15	\$1,566	410	3,283	\$549.93	\$1,806
Enlisted	1,498	10,485	\$270.03	\$2,829	566	3,960	\$286.03	\$1,133	1,374	9,618	\$284.37	\$2,735
TOTAL	1,936	13,986		\$4,653	952	7,047		\$2,699	1,784	12,901		\$4,541

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,005	14,064	\$413.05	\$5,805	1,138	15,929	\$436.50	\$6,953	942	13,184	\$435.68	\$5,745
Enlisted	3,599	215,922	\$200.11	\$43,178	3,726	223,583	\$209.01	\$46,731	3,301	198,050	\$210.77	\$41,743
TOTAL	4,604	229,986		\$48,983	4,864	239,512		\$53,684	4,243	211,234		\$47,488

**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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	584	5,260	\$472.11	\$2,481	529	4,760	\$500.53	\$2,384	548	4,934	\$498.30	\$2,457
Enlisted	1,020	8,162	\$283.94	\$2,316	958	7,663	\$281.37	\$2,157	936	7,491	\$299.02	\$2,240
TOTAL	1,604	13,422		\$4,797	1,487	12,423		\$4,541	1,484	12,425		\$4,697

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	534	3,206	\$542.45	\$1,738	231	1,383	\$497.55	\$688	501	3,005	\$572.68	\$1,720
Enlisted	612	6,123	\$293.54	\$1,796	416	4,163	\$328.56	\$1,367	563	5,625	\$308.89	\$1,739
TOTAL	1,146	9,329		\$3,534	647	5,546		\$2,055	1,064	8,630		\$3,459

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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	126	2,012	\$480.62	\$967	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	241	3,620	\$292.54	\$1,059	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	367	5,632		\$2,026	0	0		\$0	0	0		\$0

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

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities 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 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	844	7,081	\$631.65	\$4,473	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	1,995	16,737	\$466.66	\$7,811	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	2,839	23,818		\$12,284	0	0		\$0	0	0		\$0

TOTAL SPECIAL TRAINING

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	9,307	147,024	\$529.65	\$77,871	8,050	136,380	\$533.78	\$72,797	7,823	129,446	\$554.41	\$71,766
Enlisted	35,613	892,634	\$250.69	\$223,770	27,641	759,050	\$250.38	\$190,053	30,632	800,443	\$259.65	\$207,839
TOTAL	44,920	1,039,658		\$301,641	35,691	895,430		\$262,850	38,455	929,889		\$279,605

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

	BA	Amount
FY 2018 Direct Program	465,255	\$465,255
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	5,031	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 19)	1,677	
Inflation (Rate 1.8%) and Other Price Changes	2,139	
Retired Pay Accrual (Full-time Rate 30.4%)	5,841	
FICA (Rate 7.65%)	514	
BAH	1,588	
Total Pricing Increases	16,790	
Program Increases:		
Full-Time / AGR	41,949	
Death & Disability	21	
Travel	698	
Bonuses	10,461	
Total Program Increases	53,129	
Total Increases		\$69,919

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

BA Amount

Decreases:

Pricing Decreases:

Inflation and Other Price Changes

(4,989)

Total Pricing Decreases

(4,989)

Program Decreases:

Death & Disability

(542)

Bonuses

(9,912)

Health Professional Stipend

(813)

Total Program Decreases

(11,267)

Total Decreases

(\$16,256)

FY 2019 Direct Program

\$518,918

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

Estimate	FY 2019	\$518,918
Estimate	FY 2018	\$465,255
Actual	FY 2017	\$382,861

PART I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

	<u>FY 2017 Actual</u>	<u>FY 2018 Estimate</u>	<u>FY 2019 Estimate</u>
Full-Time Pay and Allowances	\$345,549	\$417,071	\$475,925
Health Profession Stipend	\$2,066	\$2,331	\$1,578
Death Gratuity	\$0	\$200	\$0
Disability and Hospitalization	\$440	\$1,304	\$1,028
Bonus Programs	\$33,353	\$42,163	\$37,354
Foreign Language Proficiency Pay	\$1,453	\$1,095	\$1,453
Total	\$382,861	\$465,255	\$518,918

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Officers</u>									
Full Time Statutory Tour	336	\$195,369.25	\$65,644	323	\$197,593.55	\$63,822	317	\$206,297.41	\$65,396
Recruiters	15	\$172,466.34	\$2,587	15	\$173,162.64	\$2,598	15	\$182,183.05	\$2,733
Unit AGRs	518	\$171,567.38	\$88,872	714	\$175,402.85	\$125,237	852	\$181,150.34	\$154,341
Subtotal	869	\$180,785.96	\$157,103	1052	\$182,183.46	\$191,657	1184	\$187,896.96	\$222,470
<u>Enlisted</u>									
Full Time Statutory Tour	164	\$116,097.16	\$19,040	165	\$120,962.59	\$19,960	170	\$122,468.86	\$20,820
Recruiters	399	\$104,716.83	\$41,782	382	\$107,018.72	\$40,880	373	\$110,465.59	\$41,204
Unit AGRs	1,370	\$93,763.16	\$128,456	1,751	\$94,633.92	\$165,704	1,942	\$98,904.77	\$192,073
Subtotal	1,933	\$97,919.30	\$189,278	2,298	\$98,583.12	\$226,544	2,485	\$102,252.31	\$254,097
TOTAL	2,802	\$123,619.20	\$346,381	3,350	\$124,836.12	\$418,201	3,669	\$129,890.16	\$476,567
<u>Less AFMC Reimbursement</u>	91	\$102,373.63	\$9,316	83	\$110,807.23	\$9,197	99	\$96,171.72	\$9,521
<u>Total Direct</u>	2,711	\$124,332.35	\$337,065	3,267	\$125,192.53	\$409,004	3,570	\$130,825.21	\$467,046

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

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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	186	\$15,258.06	\$2,838	189	\$15,575.40	\$2,944	254	\$15,781.23	\$4,008
Enlisted	446	\$12,659.19	\$5,646	397	\$12,905.33	\$5,123	372	\$13,093.25	\$4,871
TOTAL	632		\$8,484	586		\$8,067	626		\$8,879

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

***AFMC Reimbursement:** This is a coordinated Air Force Materiel Command (AFMC)/Air Force Reserve Command (AFRC) program change requesting implementation of the use of reserve aircrew to perform AFMC test support and Depot Functional Check Flight operation by the addition of reserve units. Approved at the Rated Summit 99 by the Secretary of the Air Force (SECAF), Chief of Staff of the Air Force (CSAF), and the 4-Stars. SECAF and CSAF directed AFMC/CC and AFRC/CC to implement immediately. The program change requests the addition of a Flights Integrated Reserve Associate Unit within the 452nd Flight Test Squadron (FLTS), Air Force Flight Test Center, Edwards AFB CA and FLTS Reserve Associated Units at the Air Logistics 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 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	47	\$7,045	46	\$6,955	48	\$7,200
Enlisted	44	\$2,271	37	\$2,242	51	\$2,321
TOTAL	91	\$9,316	83	\$9,197	99	\$9,521

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

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	88	\$23,477.27	\$2,066	97	\$24,030.93	\$2,331	64	\$24,656.25	\$1,578
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	88	\$23,477.27	\$2,066	97	\$24,030.93	\$2,331	64	\$24,656.25	\$1,578

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	0	\$100,000.00	\$0	1	\$100,000.00	\$100	0	\$100,000.00	\$0
Enlisted	0	\$100,000.00	\$0	1	\$100,000.00	\$100	0	\$100,000.00	\$0
TOTAL	0		\$0	2		\$200	0		\$0
	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	2	\$37,000.00	\$74	4	\$39,795.26	\$159	1	\$38,825.69	\$39
Enlisted	11	\$24,090.91	\$265	44	\$25,513.42	\$1,121	35	\$25,279.62	\$885
Subtotal	13		\$339	48		\$1,280	36		\$924
<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	2	\$19,000.00	\$38	0	\$19,304.00	\$0	2	\$19,651.47	\$39
Enlisted	3	\$19,333.33	\$58	4	\$5,191.80	\$21	3	\$19,996.23	\$60
Subtotal	5		\$96	4		\$21	5		\$99
<u>Transportation & Per Diem</u>									
Officer	0	\$0.00	\$0	5	\$207.67	\$1	0	\$0.00	\$0
Enlisted	10	\$500.00	\$5	6	\$346.12	\$2	10	\$517.14	\$5
Subtotal	10		\$5	11		\$3	10		\$5
TOTAL			\$440			\$1,304			\$1,028

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

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

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

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	563	\$5,130	1,020	\$7,658	889	\$8,013
Anniversary Payments						
6 Year	2,945	\$4,838	2,595	\$3,900	3,525	\$6,112
Subtotal	3,508	\$9,968	3,615	\$11,558	4,414	\$14,125

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

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	31	\$117	24	\$90	40	\$150
6 Year	330	\$2,474	290	\$2,175	300	\$2,250
Anniversary Payments						
3 Year	80	\$100	82	\$103	93	\$116
6 Year	927	\$1,391	955	\$1,433	1,269	\$1,904
Subtotal	1,368	\$4,082	1,351	\$3,801	1,702	\$4,420

**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 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	93	\$347	90	\$338	79	\$296
6 Year	785	\$5,886	1,065	\$7,988	687	\$5,153
Anniversary Payments						
3 Year	194	\$363	180	\$338	144	\$270
6 Year	2,561	\$3,841	3,317	\$4,977	2,974	\$4,462
Subtotal	3,633	\$10,437	4,652	\$13,641	3,884	\$10,181

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

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	32	\$617	167	\$3,615	76	\$1,540
Anniversary Payments						
3 Year	155	\$2,862	211	\$4,445	102	\$2,020
Subtotal	187	\$3,479	378	\$8,060	178	\$3,560

**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.

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	12	\$45	30	\$113	15	\$56
6 Year	0	\$0	0	\$0	0	\$0
Anniversary Payments						
3 Year	54	\$101	60	\$112	26	\$49
6 Year	0	\$0	0	\$0	0	\$0
Subtotal	66	\$146	90	\$225	41	\$105

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.

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	117	\$586	142	\$710	126	\$630
Anniversary Payments						
3 Year	209	\$522	284	\$710	239	\$598
Subtotal	326	\$1,108	426	\$1,420	365	\$1,228

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

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

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	140	\$210	137	\$206	203	\$305
Anniversary Payments						
6 Year	283	\$425	274	\$412	406	\$610
Subtotal	423	\$635	411	\$618	609	\$915

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

	FY 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	27	\$853	34	\$960	20	\$640
Anniversary Payments						
3 Year	83	\$2,645	63	\$1,880	70	\$2,180
Subtotal	110	\$3,498	97	\$2,840	90	\$2,820

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

TOTAL RESERVE INCENTIVES

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	2,130	\$16,265	2,999	\$23,853	2,435	\$19,033
Anniversary Payments						
Subtotal - Anniversary Payments	7,491	\$17,088	8,021	\$18,310	8,848	\$18,321
TOTAL	9,621	\$33,353	11,020	\$42,163	11,283	\$37,354

Foreign Language Proficiency Pay

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer	106	\$629	98	\$416	106	\$629
Enlisted	177	\$824	149	\$679	177	\$824
Subtotal	283	\$1,453	247	\$1,095	283	\$1,453

Continuation Pay

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY 2017 Actual</u>		<u>FY 2018 Estimate</u>		<u>FY 2019 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer		\$0		\$454		\$665
Enlisted		\$0		\$637		\$915
Subtotal		\$0		\$1,091		\$1,580

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	311	322	325	308	309	299	299	303	302
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 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 2017 Actual			FY 2018 Estimate			FY 2019 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 2017 Actual			FY 2018 Estimate			FY 2019 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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	7	7	7	7	7	7	7	7	7

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	96	95	98	110	119	138	136	128	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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	52	52	52	35	33	30	32	32	32

**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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	9	8	7	10	8	5	5	5	5

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 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 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	512	518	516	556	714	827	827	852	871
Enlisted	1,348	1,370	1,412	1,523	1,751	1,871	1,871	1,942	2,092
Subtotal	1,860	1,888	1,928	2,079	2,465	2,698	2,698	2,794	2,963

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	13	15	13	15	15	15	15	15	14
Enlisted	396	399	401	379	382	384	384	373	384
Subtotal	409	414	414	394	397	399	399	388	398

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	7	7	6	3	3	3	3	3	3

TOTAL PROGRAM

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	850	869	868	893	1,052	1,155	1,155	1,184	1,201
Enlisted	1,910	1,933	1,978	2,062	2,298	2,433	2,433	2,485	2,648
Subtotal	2,760	2,802	2,846	2,955	3,350	3,588	3,588	3,669	3,849

**RESERVE PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS
SCHEDULE OF INCREASES AND DECREASES
(\$ in Thousands)**

	BA	Amount
FY 2018 Direct Program	5,304	\$5,304
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	34	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 18)	101	
Other Pricing	24	
Total Pricing Increases	159	
Program Increases:		
Total Program	4,292	
Total Program Increases	4,292	
Total Increases		\$4,451
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2019 Direct Program		\$9,755

RESERVE PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS
(\$ in Thousands)

Estimate	FY 2019	\$9,755
Estimate	FY 2018	\$5,304
Actual	FY 2017	\$0

PART I - PURPOSE AND SCOPE

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

RESERVE PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS
(\$ in Thousands)

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			0			2,208			4,107
Enlisted			0			3,096			5,648
Total			0			5,304			9,755

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

	BA	Amount
FY 2018 Direct Program	16,322	\$16,322
Increases:		
Pricing Increases:		
Tuition Assistance	2,065	
Total Pricing Increases	2,065	
Program Increases:		
Total Program Increases	0	
Total Increases		\$2,065
Decreases:		
Pricing Decreases:		
Kicker	(1,674)	
Total Pricing Decreases	(1,674)	
Program Decreases:		
Tuition Assistance	(2,160)	
Total Program Decreases	(2,160)	
Total Decreases		(\$3,834)
FY 2019 Direct Program		\$14,553

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

Estimate	FY 2019	\$14,553
Estimate	FY 2018	\$16,322
Actual	FY 2017	\$16,655

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

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

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

Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations - The Ronald W Reagan National Defense Authorization Act for FY 05 introduced enhancements to the Reserve Component educational benefits program as described in paragraph 1607 of Title 10, USC. The added incentives are available to Reserve Component personnel mobilized in support of the Overseas Contingency Operations and agree to remain as participating members of the Reserve Components. The basis of the funding is a submission from the OSD Board of Actuaries. The following table reflects the available funding based on estimates of how many personnel will meet the program's eligibility criteria and will opt to make use of the educational benefits opportunities. The FY2016 National Defense Authorization Act (P.L. 114-92), Section 555, ended the Reserve Educational Assistance Program effective November 25, 2015. This statute allows members who were receiving Chapter 1607 benefits before the statute was enacted to continue to receive these education benefits through November 2019.

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

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

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 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	0	\$0	\$0	2,801	\$0	\$0	0	\$0	\$0
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	767	\$2,321	\$1,780	1,120	\$4,752	\$5,322	1,120	\$3,257	\$3,648
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	231	\$2,117	\$489	6,171	\$1,783	\$11,000	169	\$2,117	\$358
Tuition Assistance, Enlisted	6,796	\$2,117	\$14,386	0	\$0	\$0	4,982	\$2,117	\$10,547
TOTAL EDUCATIONAL BENEFITS	7,794		\$16,655	10,092		\$16,322	6,271		\$14,553

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

	BA	Amount
FY 2018 Direct Program	53,326	\$53,326
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	687	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 19)	229	
Inflation (Rate 1.8%) and Other Price Changes	1,474	
FICA (Rate 7.65%)	70	
BAH	384	
Total Pricing Increases	2,844	
Program Increases:		
BAH	1	
Critical Skills Accession Bonus	1,320	
Total Program Increases	1,321	
Total Increases		\$4,165

**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

BA Amount

Decreases:

Pricing Decreases:

Total Pricing Decreases

0

Program Decreases:

Uniform Allowance

(25)

Travel

(103)

Total Program Decreases

(128)

Total Decreases

(\$128)

FY 2019 Direct Program

\$57,363

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

Estimate	FY 2019	\$57,363
Estimate	FY 2018	\$53,326
Actual	FY 2017	\$53,582

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,331.00 effective 1 July 2019. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,403	\$23,552.39	\$33,044	1,437	\$24,042.00	\$34,548	1,437	\$24,655.50	\$35,430
Pay and Allowances	1,403	\$8,557.38	\$12,006	1,437	\$8,037.55	\$11,550	1,437	\$8,991.23	\$12,921
Uniform Allowances	745	\$400.00	\$298	506	\$400.00	\$202	443	\$400.00	\$177
Travel	718	\$4,952.65	\$3,556	718	\$4,298.43	\$3,086	698	\$5,122.46	\$3,575
Critical Skills Accession Bonus	234	\$20,000.00	\$4,678	197	\$20,000.00	\$3,940	263	\$20,000.00	\$5,260
TOTAL			\$53,582			\$53,326			\$57,363

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

	BA	Amount
FY 2018 Direct Program	3,066	\$3,066
Increases:		
Pricing Increases:		
FY 2019 Pay Raise (2.6% Effective 01 Jan 19)	14	
Annualization FY 2018 Pay Raise (2.4% Effective 01 Jan 18)	5	
Inflation (Rate 1.8%) and Other Price Changes	27	
FICA (Rate 7.65%)	1	
Total Pricing Increases	47	
Total Program Increases	0	
Total Increases		\$47
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2019 Direct Program		\$3,113

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

Estimate	FY 2019	\$3,113
Estimate	FY 2018	\$3,066
Actual	FY 2017	\$3,189

Part I - Purpose and Scope

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

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,331.00 effective 1 July 2019. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professional students are identified as follows:

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

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

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

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

	FY 2017 Actual			FY 2018 Estimate			FY 2019 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	32	\$26,156.25	\$837	41	\$26,318.00	\$1,079	41	\$26,986.50	\$1,106
Financial Assistance Grant	50	\$45,000.00	\$2,265	42	\$45,000.00	\$1,890	42	\$45,000.00	\$1,890
Pay and Allowances	32	\$2,718.75	\$87	41	\$2,364.44	\$97	41	\$2,853.54	\$117
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$3,189			\$3,066			\$3,113

Section V
Special Analysis

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2017

	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	24	58	82	1	61	116	260
RECRUITING RETENTION	13	391	404	0	0	48	452
SUBTOTAL	37	449	486	1	61	164	712
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	508	1,306	1,814	7,876	64	3,156	12,910
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	508	1,306	1,814	7,876	64	3,156	12,910
TRAINING:							
RC NON-UNIT INST	0	16	16	3	0	0	19
AC SCHOOLS	10	1	11	0	0	0	11
ROTC	0	0	0	0	0	0	0
SUBTOTAL	10	17	27	3	0	0	30
HEADQUARTERS:							
SERVICE HQS	78	72	150	37	51	251	489
AC HQS	38	7	45	0	0	0	45
AC INSTAL/ACTIVITIES	106	54	160	0	2	0	162
RC CHIEFS STAFF	79	26	105	0	3	18	126
OTHERS HQS	13	2	15	0	0	5	20
SUBTOTAL	314	161	475	37	56	274	842
OTHERS	0	0	0	0	0	0	0
TOTAL	869	1,933	2,802	7,917	181	3,594	14,494

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2018

	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	35	57	2	60	110	229
RECRUITING RETENTION	15	384	399	0	0	41	440
SUBTOTAL	37	419	456	2	60	151	669
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	802	1,793	2,595	10,172	33	3,104	15,904
MAINT ACT (NON-UNIT)	0	2	2	0	0	0	2
SUBTOTAL	802	1,795	2,597	10,172	33	3,104	15,906
TRAINING:							
RC NON-UNIT INST	0	14	14	3	0	0	17
AC SCHOOLS	11	2	13	0	0	0	13
ROTC	0	0	0	0	0	0	0
SUBTOTAL	11	16	27	3	0	0	30
HEADQUARTERS:							
SERVICE HQS	76	109	185	68	69	409	731
AC HQS	29	4	33	0	0	0	33
AC INSTAL/ACTIVITIES	95	57	152	0	218	0	370
RC CHIEFS STAFF	88	27	115	0	6	23	144
OTHERS HQS	17	6	23	0	0	0	23
SUBTOTAL	305	203	508	68	293	432	1,301
OTHERS	0	0	0	0	0	0	0
TOTAL	1,155	2,433	3,588	10,245	386	3,687	17,906

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2019

	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	35	57	2	58	110	227
RECRUITING RETENTION	14	371	385	0	0	41	426
SUBTOTAL	36	406	442	2	58	151	653
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	843	1,890	2,733	9,806	32	3,286	15,857
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	843	1,890	2,733	9,806	32	3,286	15,857
TRAINING:							
RC NON-UNIT INST	0	14	14	3	0	0	17
AC SCHOOLS	11	2	13	0	0	0	13
ROTC	0	0	0	0	0	0	0
SUBTOTAL	11	16	27	3	0	0	30
HEADQUARTERS:							
SERVICE HQS	81	103	184	42	71	411	708
AC HQS	29	4	33	0	0	0	33
AC INSTAL/ACTIVITIES	81	37	118	0	217	0	335
RC CHIEFS STAFF	88	27	115	0	6	23	144
OTHERS HQS	15	2	17	0	0	0	17
SUBTOTAL	294	173	467	42	294	434	1,237
OTHERS	0	0	0	0	0	0	0
TOTAL	1,184	2,485	3,669	9,853	384	3,871	17,777

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2017			FY 2018			FY 2019		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	243	237	231	243	243	243	243	243	243
2nd Year	403	393	383	403	403	403	403	403	403
3rd Year	391	382	373	391	391	391	391	391	391
4th Year	400	391	382	400	400	400	400	400	400
Total Enrollment	1,437	1,403	1,369	1,437	1,437	1,437	1,437	1,437	1,437

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2017			FY 2018			FY 2019		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	0	1	2	2	2	2	2	2	2
2nd Year	5	10	14	17	17	17	17	17	17
3rd Year	10	12	13	15	15	15	15	15	15
4th Year	10	9	8	7	7	7	7	7	7
Total Enrollment	25	32	37	41	41	41	41	41	41
Completed Program Graduates			402			446			453

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,945	\$4.8	554	\$0.8	1,747	\$2.9	1,334	\$2.3	891	\$1.6				
Accelerated Payments														
FY2017 Initial Payments	563	\$5.1												
FY2017 Anniversary Payments			1,021	\$1.5	889	\$1.6	889	\$1.6	889	\$1.6	889	\$1.6		
FY2018 Initial Payments														
FY2018 Anniversary Payments			1,020	\$1.5	889	\$1.6	889	\$1.6	889	\$1.6	889	\$1.6	889	\$1.6
FY2019 Initial Payments			1,020	\$7.7	889	\$8.0								
FY2019 Anniversary Payments							889	\$1.6	889	\$1.6	889	\$1.6	889	\$1.6
FY2020 Initial Payments							801	\$7.1						
FY2020 Anniversary Payments									801	\$1.4	801	\$1.4	801	\$1.4
FY2021 Initial Payments									889	\$8.0				
FY2021 Anniversary Payments											889	\$1.6	889	\$1.6
FY2022 Initial Payments											889	\$8.0		
FY2022 Anniversary Payments													889	\$1.6
FY2023 Initial Payments													889	\$8.0
FY2023 Anniversary Payments														
Total Initial Payments	563	\$5.1	1,020	\$7.7	889	\$8.0	801	\$7.1	889	\$8.0	889	\$8.0	889	\$8.0
Total Anniversary Payment	2,945	\$4.8	2,595	\$3.9	3,525	\$6.1	4,001	\$7.1	4,359	\$7.8	4,357	\$7.8	4,357	\$7.8
Total	3,508	\$10.0	3,615	\$11.6	4,414	\$14.1	4,802	\$14.2	5,248	\$15.8	5,246	\$15.9	5,246	\$15.9

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	83	\$2.6	11	\$0.4	30	\$0.9								
Accelerated Payments														
FY2017 Initial Payments	27	\$0.9												
FY2017 Anniversary Payments			18	\$0.5	20	\$0.6	20	\$0.6						
FY2018 Initial Payments														
FY2018 Anniversary Payments			34	\$1.0	20	\$0.6	20	\$0.6	20	\$0.6				
FY2019 Initial Payments			34	\$1.0	20	\$0.6								
FY2019 Anniversary Payments							20	\$0.6	20	\$0.6	20	\$0.6		
FY2020 Initial Payments							20	\$0.6						
FY2020 Anniversary Payments									20	\$0.6	20	\$0.6	20	\$0.6
FY2021 Initial Payments									20	\$0.6				
FY2021 Anniversary Payments											20	\$0.6	20	\$0.6
FY2022 Initial Payments											20	\$0.6		
FY2022 Anniversary Payments													20	\$0.6
FY2023 Initial Payments													20	\$0.6
FY2023 Anniversary Payments														
Total Initial Payments	27	\$0.9	34	\$1.0	20	\$0.6	20	\$0.6	20	\$0.6	20	\$0.6	20	\$0.6
Total Anniversary Payment	83	\$2.6	63	\$1.9	70	\$2.2	60	\$1.9	60	\$1.9	60	\$1.9	60	\$1.9
Total	110	\$3.5	97	\$2.8	90	\$2.8	80	\$2.6	80	\$2.6	80	\$2.6	80	\$2.6

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	155	\$2.9												
Accelerated Payments														
FY2017 Initial Payments	32	\$0.6												
FY2017 Anniversary Payments			44	\$0.8	26	\$0.5								
FY2018 Initial Payments														
FY2018 Anniversary Payments			167	\$3.6	76	\$1.5	76	\$1.5						
FY2019 Initial Payments			167	\$3.6	76	\$1.5								
FY2019 Anniversary Payments							76	\$1.5	76	\$1.5				
FY2020 Initial Payments							76	\$1.5						
FY2020 Anniversary Payments									76	\$1.5	76	\$1.5		
FY2021 Initial Payments									76	\$1.5				
FY2021 Anniversary Payments											76	\$1.5	76	\$1.5
FY2022 Initial Payments											76	\$1.5		
FY2022 Anniversary Payments													76	\$1.5
FY2023 Initial Payments													76	\$1.5
FY2023 Anniversary Payments														
Total Initial Payments	32	\$0.6	167	\$3.6	76	\$1.5	76	\$1.5	76	\$1.5	76	\$1.5	76	\$1.5
Total Anniversary Payment	155	\$2.9	211	\$4.4	102	\$2.0	152	\$3.1	152	\$3.1	152	\$3.1	152	\$3.1
Total	187	\$3.5	378	\$8.1	178	\$3.6	228	\$4.6	228	\$4.6	228	\$4.6	228	\$4.6

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,007	\$1.5	409	\$0.6	728	\$1.1	459	\$0.7	270	\$0.4				
Accelerated Payments														
FY2017 Initial Payments	361	\$2.6												
FY2017 Anniversary Payments			314	\$0.5	294	\$0.4	294	\$0.4	265	\$0.4	265	\$0.4		
FY2018 Initial Payments														
FY2018 Anniversary Payments			314	\$0.5	340	\$0.5	340	\$0.5	340	\$0.5	300	\$0.5	300	\$0.5
FY2019 Initial Payments			314	\$2.3	340	\$2.4								
FY2019 Anniversary Payments							340	\$0.5	340	\$0.5	340	\$0.5	300	\$0.5
FY2020 Initial Payments							340	\$2.4						
FY2020 Anniversary Payments									340	\$0.5	340	\$0.5	340	\$0.5
FY2021 Initial Payments									340	\$2.4				
FY2021 Anniversary Payments											340	\$0.5	340	\$0.5
FY2022 Initial Payments											340	\$2.4		
FY2022 Anniversary Payments													340	\$0.5
FY2023 Initial Payments													340	\$2.4
FY2023 Anniversary Payments														
Total Initial Payments	361	\$2.6	314	\$2.3	340	\$2.4	340	\$2.4	340	\$2.4	340	\$2.4	340	\$2.4
Total Anniversary Payment	1,007	\$1.5	1,037	\$1.5	1,362	\$2.0	1,433	\$2.1	1,555	\$2.3	1,585	\$2.3	1,620	\$2.4
Total	1,368	\$4.1	1,351	\$3.8	1,702	\$4.4	1,773	\$4.5	1,895	\$4.7	1,925	\$4.7	1,960	\$4.8

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	54	\$0.1												
Accelerated Payments														
FY2017 Initial Payments	12	\$0.0												
FY2017 Anniversary Payments			30	\$0.1	11	\$0.0								
FY2018 Initial Payments														
FY2018 Anniversary Payments			30	\$0.1	15	\$0.0	15	\$0.0						
FY2019 Initial Payments			30	\$0.1	15	\$0.1								
FY2019 Anniversary Payments							15	\$0.0	15	\$0.0				
FY2020 Initial Payments							15	\$0.1						
FY2020 Anniversary Payments									15	\$0.0	15	\$0.0		
FY2021 Initial Payments									15	\$0.1				
FY2021 Anniversary Payments											15	\$0.0	15	\$0.0
FY2022 Initial Payments											15	\$0.1		
FY2022 Anniversary Payments													15	\$0.0
FY2023 Initial Payments													15	\$0.1
FY2023 Anniversary Payments														
Total Initial Payments	12	\$0.0	30	\$0.1	15	\$0.1	15	\$0.1	15	\$0.1	15	\$0.1	15	\$0.1
Total Anniversary Payment	54	\$0.1	60	\$0.1	26	\$0.0	30	\$0.1	30	\$0.1	30	\$0.1	30	\$0.1
Total	66	\$0.1	90	\$0.2	41	\$0.1	45	\$0.1	45	\$0.1	45	\$0.1	45	\$0.1

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	209	\$0.5												
Accelerated Payments														
FY2017 Initial Payments	117	\$0.6												
FY2017 Anniversary Payments			142	\$0.4	113	\$0.3								
FY2018 Initial Payments														
FY2018 Anniversary Payments			142	\$0.4	126	\$0.3	126	\$0.3						
FY2019 Initial Payments			142	\$0.7	126	\$0.6								
FY2019 Anniversary Payments							126	\$0.3	126	\$0.3				
FY2020 Initial Payments							126	\$0.6						
FY2020 Anniversary Payments									126	\$0.3	126	\$0.3		
FY2021 Initial Payments									126	\$0.6				
FY2021 Anniversary Payments											126	\$0.3	126	\$0.3
FY2022 Initial Payments											126	\$0.6		
FY2022 Anniversary Payments													126	\$0.3
FY2023 Initial Payments													126	\$0.6
FY2023 Anniversary Payments														
Total Initial Payments	117	\$0.6	142	\$0.7	126	\$0.6	126	\$0.6	126	\$0.6	126	\$0.6	126	\$0.6
Total Anniversary Payment	209	\$0.5	284	\$0.7	239	\$0.6	252	\$0.6	252	\$0.6	252	\$0.6	252	\$0.6
Total	326	\$1.1	426	\$1.4	365	\$1.2	378	\$1.3	378	\$1.3	378	\$1.3	378	\$1.3

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

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,755	\$4.2	1,187	\$1.8	1,600	\$2.4	1,250	\$1.9	661	\$1.0				
Accelerated Payments														
FY2017 Initial Payments	878	\$6.2												
FY2017 Anniversary Payments			1,155	\$1.8	759	\$1.2	687	\$1.0	687	\$1.0	687	\$1.0		
FY2018 Initial Payments														
FY2018 Anniversary Payments			1,155	\$1.8	759	\$1.2	759	\$1.2	687	\$1.0	687	\$1.0	687	\$1.0
FY2019 Initial Payments			1,155	\$8.3	766	\$5.4								
FY2019 Anniversary Payments							766	\$1.2	766	\$1.2	687	\$1.0	687	\$1.0
FY2020 Initial Payments							766	\$5.4						
FY2020 Anniversary Payments									766	\$1.2	766	\$1.2	687	\$1.0
FY2021 Initial Payments									766	\$5.4				
FY2021 Anniversary Payments											766	\$1.2	766	\$1.2
FY2022 Initial Payments											766	\$5.4		
FY2022 Anniversary Payments													766	\$1.2
FY2023 Initial Payments													766	\$5.4
FY2023 Anniversary Payments														
Total Initial Payments	878	\$6.2	1,155	\$8.3	766	\$5.4	766	\$5.4	766	\$5.4	766	\$5.4	766	\$5.4
Total Anniversary Payment	2,755	\$4.2	3,497	\$5.3	3,118	\$4.7	3,462	\$5.3	3,567	\$5.4	3,593	\$5.5	3,593	\$5.5
Total	3,633	\$10.4	4,652	\$13.6	3,884	\$10.2	4,228	\$10.7	4,333	\$10.9	4,359	\$10.9	4,359	\$10.9

**RESERVE PERSONNEL, AIR FORCE
STUDENT LOAN REPAYMENT PROGRAM
(\$ in Millions)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	283	\$0.4												
Accelerated Payments														
FY2017 Initial Payments	140	\$0.2												
FY2017 Anniversary Payments			137	\$0.2	203	\$0.3								
FY2018 Initial Payments														
FY2018 Anniversary Payments			137	\$0.2	203	\$0.3	203	\$0.3						
FY2019 Initial Payments			137	\$0.2	203	\$0.3								
FY2019 Anniversary Payments							203	\$0.3	203	\$0.3				
FY2020 Initial Payments							203	\$0.3						
FY2020 Anniversary Payments									203	\$0.3	203	\$0.3		
FY2021 Initial Payments									203	\$0.3				
FY2021 Anniversary Payments											203	\$0.3	203	\$0.3
FY2022 Initial Payments											203	\$0.3		
FY2022 Anniversary Payments													203	\$0.3
FY2023 Initial Payments													203	\$0.3
FY2023 Anniversary Payments														
Total Initial Payments	140	\$0.2	137	\$0.2	203	\$0.3	203	\$0.3	203	\$0.3	203	\$0.3	203	\$0.3
Total Anniversary Payment	283	\$0.4	274	\$0.4	406	\$0.6	406	\$0.6	406	\$0.6	406	\$0.6	406	\$0.6
Total	423	\$0.6	411	\$0.6	609	\$0.9	609	\$0.9	609	\$0.9	609	\$0.9	609	\$0.9

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (AVIATION BONUS - BUSINESS CASE ANALYSIS)

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand.

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
Fighter	80.5%	80.8%	80.7%
Bomber	91.4%	96.1%	100.0%
Mobility	91.5%	91.2%	93.5%
Special Ops	80.3%	88.3%	99.0%
C2ISR	84.5%	86.5%	96.2%
Rescue	64.7%	67.4%	68.3%
RPA	85.3%	84.2%	89.0%
Total	87.9%	87.7%	90.4%

In addition to offering the aviation bonus, the Air Force Reserve is also providing the following non-monetary incentives to maximize combat readiness now and in the future: additional training opportunities and the flexibility of a part time or full time position. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §301b(i).

<u>Aircraft Type category:</u>	<u>FY 2017 Actual</u>			<u>FY 2018 Estimate</u>			<u>FY 2019 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>
Fighter	87	17,713	1,541	98	23,568	2,310	98	17,847	1,749
Bomber	2	18,000	36	3	21,350	64	7	17,442	120
Mobility	39	17,692	690	39	23,036	898	184	14,418	2,653
Special Ops	14	17,714	248	17	22,655	385	24	13,542	325
C2ISR	2	18,000	36	3	21,350	64	7	16,134	111
Rescue	0	0	0	0	0	0	7	15,407	106
RPA	13	17,615	229	17	22,655	385	17	14,706	250
Total	157		2,780	177		4,106	344		5,314