



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2020
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE
MARCH 2019**

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Section I
Summary of Requirements

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

| | <u>FY 2018 Actual</u> | <u>FY 2019 Enacted</u> | <u>FY 2020 Estimate</u> |
|--|-----------------------|------------------------|-------------------------|
| <u>DIRECT PROGRAM</u> | | | |
| Reserve Component Training and Support | \$1,794,769 | \$1,860,406 | \$2,038,040 |
| TOTAL Direct Program | \$1,794,769 | \$1,860,406 | \$2,038,040 |
| <u>REIMBURSABLE PROGRAM</u> | | | |
| Reserve Component Training and Support | \$10,262 | \$10,237 | \$11,025 |
| TOTAL Reimbursable Program | \$10,262 | \$10,237 | \$11,025 |
| <u>TOTAL BASELINE PROGRAM</u> | | | |
| Reserve Component Training and Support | \$1,805,031 | \$1,870,643 | \$2,049,065 |
| TOTAL Baseline Program | \$1,805,031 | \$1,870,643 | \$2,049,065 |
| <u>OCO/Title IX Supplemental Funding - FY 2018 P.L. 115-141, FY 2019 P.L. 115-245</u> | | | |
| Reserve Component Training and Support | \$20,607 | \$21,076 | \$0 |
| TOTAL OCO Funding | \$20,607 | \$21,076 | \$0 |
| <u>TOTAL PROGRAM FUNDING</u> | | | |
| Reserve Component Training and Support | \$1,825,638 | \$1,891,719 | \$2,049,065 |
| TOTAL Program Funding | \$1,825,638 | \$1,891,719 | \$2,049,065 |
| <u>LESS OCO: FY 2019 P.L. 115-245</u> | | | |
| Reserve Component Training and Support | \$0 | (\$21,076) | \$0 |
| TOTAL OCO Funding | \$0 | (\$21,076) | \$0 |
| <u>Revised TOTAL PROGRAM FUNDING</u> | | | |
| Reserve Component Training and Support | \$1,825,638 | \$1,870,643 | \$2,049,065 |
| Revised TOTAL Program Funding | \$1,825,638 | \$1,870,643 | \$2,049,065 |
| Medicare Eligible Retiree Health Fund Contribution | \$145,857 | \$132,578 | \$139,697 |
| <u>TOTAL MILITARY PERSONNEL PROGRAM COST</u> | \$1,971,495 | \$2,003,221 | \$2,188,762 |
| <u>LEGISLATIVE PROPOSALS:</u> None | | | |

**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 2018 Actual | FY 2019 Enacted | FY 2020 Estimate |
|---|-----------------------|------------------------|-------------------------|
| <u>RESERVE PERSONNEL, AIR FORCE (RPAF)</u> | | | |
| DIRECT PROGRAM (RPAF) | \$1,794,769 | \$1,860,406 | \$2,038,040 |
| REIMBURSABLE PROGRAM (RPAF) | \$10,262 | \$10,237 | \$11,025 |
| OCO FUNDING (RPAF) | \$20,607 | \$21,076 | \$16,428 |
| TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING | \$1,825,638 | \$1,891,719 | \$2,065,493 |
| MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION | \$145,857 | \$132,578 | \$139,697 |
| TOTAL FROM RESERVE PERSONNEL, AIR FORCE | \$1,971,495 | \$2,024,297 | \$2,205,190 |
| <u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u> | | | |
| OCO PAY AND ALLOWANCE MOBILIZATION (MPAF) | \$277,013 | \$304,701 | \$301,691 |
| ADOS/ADSW PAY AND ALLOWANCE (Reserve/Guard Mobilization) | \$156,128 | \$206,141 | \$210,916 |
| TOTAL FROM MILITARY PERSONNEL, AIR FORCE | \$433,141 | \$510,842 | \$512,607 |
| TOTAL RESERVE PAY & BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS | \$2,404,636 | \$2,535,139 | \$2,717,797 |

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 the different categories of members. Initial Active Duty Training (IADT), 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 the administration and management of the Air Force Reserve, as well as 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 2020 request of \$2,038.0 million includes an additional \$27.7 million aggregate increase for military personnel pay and \$8.1 million for non-pay inflation. Program increases include an additional \$73.0 million for Active Guard and Reserve (AGR) authorizations and another \$21.3 million in pay and allowances, \$10.2 million in School Program increases, \$34.3 million in Special Program increases and \$6.0 million in Health Professions Scholarship Program increases. The program also includes \$12.5 million funding for the transition from the Battle Dress Uniform (BDU) to the Operational Camouflage Pattern (OCP) uniform with a mandatory wear date of April 2021. In addition, the Air Force approved an increase from \$300.00 to \$500.00 for Inactive Duty Training travel expense reimbursement which was effective 26 February 2018. Finally, the budget provides for a 3.1 percent pay raise effective 1 January 2020, supports end strength of 70,100, and an average strength of 69,412.

The projected AGR end-strength increase from FY2019 to FY2020 is a result of initiatives to increase capacity and readiness in ensuring fully capable organizations in current and emerging mission areas. These mission areas include Space, Cyber, and ISR 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 right size end strength in the appropriate categories. 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 2016 and 2017 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 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air Force Reserve reduced the amount of funding held at the headquarters, and maximized the amount of money available at the units earlier in the year, and thereby improved execution. We will continue in FY2020 to identify the root causes for unexpended balances, improve reallocation and streamline execution.

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 2018</u> | <u>FY 2019</u> | <u>FY 2020</u> |
|----------------------------------|----------------|----------------|----------------|
| Maximum Social Security Pay Base | \$128,400 | \$132,900 | \$137,100 |
| FICA Rate | 7.65% | 7.65% | 7.65% |
| Military Personnel Pay Increase | 2.40% | 2.60% | 3.10% |
| Basic Allowance for Housing | 2.20% | 2.90% | 3.40% |

EFFECTIVE ENTIRE FISCAL YEAR

| | <u>FY 2018</u> | <u>FY 2019</u> | <u>FY 2020</u> |
|---|----------------|----------------|----------------|
| Non-Pay Inflation | 2.20% | 2.00% | 2.00% |
| Retired Pay Accrual, Part Time Personnel | 22.60% | 24.70% | 24.40% |
| Retired Pay Accrual, Full Time Personnel | 28.40% | 30.40% | 31.00% |
| Per Capita Payment to the DoD Education Benefits Fund | \$0 | \$0 | \$0 |

The January 1, 2019 Basic Allowance for Housing (BAH) inflation rate assumption is 2.9 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 2020 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 amount will be the same by grade and dependency status in every military housing area.

The January 1, 2020 BAH inflation rate assumption is 3.4 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.

It should be noted that average BAH increases are budgetary planning factors 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 than available to achieve the planned mobilization.

PERFORMANCE MEASURES

| | <u>FY 2018 Actual</u> | <u>FY 2019 Planned</u> | <u>FY 2020 Planned</u> |
|--------------------------------|------------------------------|-------------------------------|-------------------------------|
| Average Strength | 68,366 | 69,044 | 69,412 |
| End Strength | 68,703 | 70,000 | 70,100 |
| Authorized End Strength | 69,800 | 70,000 | |

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 as well as eliminating the legacy positions.

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

Section III
SUMMARY TABLES

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 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) | 8,649 | 8,493 | 8,512 | 8,512 | 8,627 | 8,867 | 8,867 | 8,747 | 8,718 |
| Pay Group A - Enlisted (48 drills/15 AD Tng Days) | 47,008 | 46,334 | 46,060 | 46,060 | 46,435 | 47,226 | 47,226 | 46,600 | 46,893 |
| Subtotal Pay Group A | 55,657 | 54,827 | 54,572 | 54,572 | 55,062 | 56,093 | 56,093 | 55,347 | 55,611 |
| Pay Group B - Officers | 4,155 | 4,140 | 4,184 | 4,184 | 4,379 | 4,676 | 4,676 | 4,559 | 4,676 |
| Pay Group B - Enlisted | 2,728 | 2,698 | 2,729 | 2,729 | 2,782 | 2,895 | 2,895 | 2,866 | 2,895 |
| Subtotal Pay Group B | 6,883 | 6,838 | 6,913 | 6,913 | 7,161 | 7,571 | 7,571 | 7,425 | 7,571 |
| Pay Group F - Enlisted (AD Days 178) | 1,331 | 1,386 | 1,856 | 1,856 | 1,623 | 1,384 | 1,384 | 1,392 | 1,384 |
| Pay Group P - Enlisted - Paid | 2,081 | 2,160 | 1,976 | 1,976 | 1,611 | 1,103 | 1,103 | 1,105 | 1,103 |
| Pay Group P - Enlisted - Non Paid | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal Pay Group F/P | 3,412 | 3,546 | 3,832 | 3,832 | 3,234 | 2,487 | 2,487 | 2,497 | 2,487 |
| Officer Subtotal | 12,804 | 12,633 | 12,696 | 12,696 | 13,006 | 13,543 | 13,543 | 13,306 | 13,394 |
| Enlisted Subtotal | 53,148 | 52,578 | 52,621 | 52,621 | 52,451 | 52,608 | 52,608 | 51,963 | 52,275 |
| Subtotal Paid Drill/Ind Tng | 65,952 | 65,211 | 65,317 | 65,317 | 65,457 | 66,151 | 66,151 | 65,269 | 65,669 |
| <u>Full-time Active Duty</u> | | | | | | | | | |
| Officers | 868 | 959 | 1,020 | 1,020 | 1,102 | 1,201 | 1,201 | 1,297 | 1,389 |
| Enlisted | 1,978 | 2,196 | 2,366 | 2,366 | 2,485 | 2,648 | 2,648 | 2,846 | 3,042 |
| Subtotal Full-time | 2,846 | 3,155 | 3,386 | 3,386 | 3,587 | 3,849 | 3,849 | 4,143 | 4,431 |
| <u>Total Selected Reserve</u> | | | | | | | | | |
| Officers | 13,672 | 13,592 | 13,716 | 13,716 | 14,108 | 14,744 | 14,744 | 14,603 | 14,783 |
| Enlisted | 55,126 | 54,774 | 54,987 | 54,987 | 54,936 | 55,256 | 55,256 | 54,809 | 55,317 |
| Total | 68,798 | 68,366 | 68,703 | 68,703 | 69,044 | 70,000 | 70,000 | 69,412 | 70,100 |

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 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 | 6,593 | 6,593 | 6,593 | 6,593 | 6,642 | 6,691 | 6,691 | 6,691 | 6,691 |
| Enlisted | 21,801 | 21,801 | 21,801 | 21,801 | 21,109 | 20,417 | 20,417 | 19,725 | 19,033 |
| Total | 28,394 | 28,394 | 28,394 | 28,394 | 27,751 | 27,108 | 27,108 | 26,416 | 25,724 |
| <u>Reimbursable Strength (Included on previous page)</u> | | | | | | | | | |
| <u>Paid Drill/Individual Training</u> | | | | | | | | | |
| Pay Group B - Officers | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pay Group B - Enlisted | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Pay Group B | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| <u>Full-time Active Duty</u> | | | | | | | | | |
| Officers | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Enlisted | 54 | 54 | 54 | 54 | 54 | 54 | 54 | 54 | 54 |
| Subtotal Full-time | 104 | 104 | 104 | 104 | 104 | 104 | 104 | 104 | 104 |
| <u>Total Reimb Personnel</u> | | | | | | | | | |
| Officers | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Enlisted | 54 | 54 | 54 | 54 | 54 | 54 | 54 | 54 | 54 |
| Total | 134 | 134 | 134 | 134 | 134 | 134 | 134 | 134 | 134 |

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 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 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| O-7 Brigadier General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| O-6 Colonel | 146 | 137 | 121 | 121 | 122 | 122 | 122 | 134 | 145 |
| O-5 Lieutenant Colonel | 446 | 494 | 527 | 527 | 565 | 612 | 612 | 670 | 726 |
| O-4 Major | 272 | 324 | 369 | 369 | 412 | 464 | 464 | 490 | 515 |
| O-3 Captain | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| O-2 1st Lieutenant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| O-1 2nd Lieutenant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Officers | 868 | 959 | 1,020 | 1,020 | 1,102 | 1,201 | 1,201 | 1,297 | 1,389 |
| <u>Enlisted Personnel</u> | | | | | | | | | |
| E-9 Chief Master Sergeant | 112 | 127 | 139 | 139 | 139 | 139 | 139 | 148 | 155 |
| E-8 Senior Master Sergeant | 311 | 352 | 378 | 378 | 375 | 377 | 377 | 428 | 478 |
| E-7 Master Sergeant | 877 | 941 | 991 | 991 | 1,042 | 1,106 | 1,106 | 1,109 | 1,113 |
| E-6 Technical Sergeant | 410 | 433 | 448 | 448 | 501 | 567 | 567 | 638 | 709 |
| E-5 Staff Sergeant | 268 | 343 | 410 | 410 | 428 | 459 | 459 | 523 | 587 |
| E-4 Senior Airman | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 1,978 | 2,196 | 2,366 | 2,366 | 2,485 | 2,648 | 2,648 | 2,846 | 3,042 |
| Total Personnel on Active Duty | 2,846 | 3,155 | 3,386 | 3,386 | 3,587 | 3,849 | 3,849 | 4,143 | 4,431 |

**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 | 8,649 | 47,008 | 55,657 | 4,155 | 2,728 | 6,883 | 1,331 | 2,081 | 0 | 65,952 | 868 | 1,978 | 2,846 | 68,798 |
| October | 8,582 | 46,748 | 55,330 | 4,145 | 2,698 | 6,843 | 1,251 | 2,034 | 0 | 65,458 | 904 | 2,040 | 2,944 | 68,402 |
| November | 8,558 | 46,574 | 55,132 | 4,144 | 2,686 | 6,830 | 1,258 | 2,071 | 0 | 65,291 | 910 | 2,067 | 2,977 | 68,268 |
| December | 8,526 | 46,578 | 55,104 | 4,146 | 2,685 | 6,831 | 1,132 | 2,192 | 0 | 65,259 | 933 | 2,112 | 3,045 | 68,304 |
| January | 8,498 | 46,430 | 54,928 | 4,131 | 2,686 | 6,817 | 1,248 | 2,206 | 0 | 65,199 | 942 | 2,136 | 3,078 | 68,277 |
| February | 8,483 | 46,293 | 54,776 | 4,127 | 2,698 | 6,825 | 1,263 | 2,235 | 0 | 65,099 | 948 | 2,169 | 3,117 | 68,216 |
| March | 8,480 | 46,142 | 54,622 | 4,121 | 2,700 | 6,821 | 1,298 | 2,271 | 0 | 65,012 | 964 | 2,206 | 3,170 | 68,182 |
| April | 8,454 | 46,168 | 54,622 | 4,135 | 2,690 | 6,825 | 1,375 | 2,197 | 0 | 65,019 | 972 | 2,240 | 3,212 | 68,231 |
| May | 8,438 | 46,137 | 54,575 | 4,144 | 2,703 | 6,847 | 1,468 | 2,235 | 0 | 65,125 | 982 | 2,253 | 3,235 | 68,360 |
| June | 8,427 | 46,143 | 54,570 | 4,142 | 2,690 | 6,832 | 1,495 | 2,252 | 0 | 65,149 | 991 | 2,291 | 3,282 | 68,431 |
| July | 8,419 | 46,136 | 54,555 | 4,130 | 2,698 | 6,828 | 1,572 | 2,106 | 0 | 65,061 | 1,011 | 2,322 | 3,333 | 68,394 |
| August | 8,475 | 46,130 | 54,605 | 4,145 | 2,712 | 6,857 | 1,675 | 2,091 | 0 | 65,228 | 1,006 | 2,339 | 3,345 | 68,573 |
| September 30, 2018 | 8,512 | 46,060 | 54,572 | 4,184 | 2,729 | 6,913 | 1,856 | 1,976 | 0 | 65,317 | 1,020 | 2,366 | 3,386 | 68,703 |
| Average | 8,493 | 46,334 | 54,827 | 4,140 | 2,698 | 6,838 | 1,386 | 2,160 | 0 | 65,211 | 959 | 2,196 | 3,155 | 68,366 |

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 | |
| 29 | 0 | 29 | Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical |

**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 | 8,512 | 46,060 | 54,572 | 4,184 | 2,729 | 6,913 | 1,856 | 1,976 | 0 | 65,317 | 1,020 | 2,366 | 3,386 | 68,703 |
| October | 8,435 | 45,856 | 54,291 | 4,155 | 2,710 | 6,865 | 1,892 | 1,877 | 0 | 64,925 | 1,045 | 2,394 | 3,439 | 68,364 |
| November | 8,454 | 45,904 | 54,358 | 4,172 | 2,701 | 6,873 | 1,772 | 1,992 | 0 | 64,995 | 1,054 | 2,420 | 3,474 | 68,469 |
| December | 8,478 | 46,041 | 54,519 | 4,227 | 2,720 | 6,947 | 1,735 | 1,901 | 0 | 65,102 | 1,069 | 2,443 | 3,512 | 68,614 |
| January | 8,518 | 46,172 | 54,690 | 4,267 | 2,739 | 7,006 | 1,691 | 1,814 | 0 | 65,201 | 1,062 | 2,422 | 3,484 | 68,685 |
| February | 8,577 | 46,287 | 54,864 | 4,319 | 2,758 | 7,077 | 1,658 | 1,730 | 0 | 65,329 | 1,072 | 2,450 | 3,522 | 68,851 |
| March | 8,618 | 46,388 | 55,006 | 4,372 | 2,777 | 7,149 | 1,609 | 1,634 | 0 | 65,398 | 1,096 | 2,476 | 3,572 | 68,970 |
| April | 8,649 | 46,537 | 55,186 | 4,421 | 2,796 | 7,217 | 1,578 | 1,549 | 0 | 65,530 | 1,112 | 2,496 | 3,608 | 69,138 |
| May | 8,701 | 46,649 | 55,350 | 4,472 | 2,815 | 7,287 | 1,534 | 1,458 | 0 | 65,629 | 1,125 | 2,519 | 3,644 | 69,273 |
| June | 8,751 | 46,756 | 55,507 | 4,527 | 2,834 | 7,361 | 1,498 | 1,368 | 0 | 65,734 | 1,142 | 2,540 | 3,682 | 69,416 |
| July | 8,803 | 46,921 | 55,724 | 4,569 | 2,853 | 7,422 | 1,469 | 1,278 | 0 | 65,893 | 1,161 | 2,565 | 3,726 | 69,619 |
| August | 8,847 | 47,067 | 55,914 | 4,622 | 2,872 | 7,494 | 1,421 | 1,191 | 0 | 66,020 | 1,172 | 2,589 | 3,761 | 69,781 |
| 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 | 8,627 | 46,435 | 55,062 | 4,379 | 2,782 | 7,161 | 1,623 | 1,611 | 0 | 65,457 | 1,102 | 2,485 | 3,587 | 69,044 |

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 | |
| 45 | 0 | 45 | Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical |

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

FY 2020 Strength by Month

| | <u>Pay Group A</u> | | | <u>Pay Group B (IMA)</u> | | | <u>Pay Group F</u> | <u>Pay Group P</u> | | <u>Total Drill</u> | <u>Full-Time</u> | | | <u>Total Selective Reserve</u> |
|---------------------------|--------------------|-----------------|--------------|--------------------------|-----------------|--------------|--------------------|--------------------|----------------|--------------------|------------------|-----------------|--------------|--------------------------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | | <u>Paid</u> | <u>NonPaid</u> | | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | |
| September 30, 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 |
| October | 8,786 | 46,482 | 55,268 | 4,586 | 2,875 | 7,461 | 1,394 | 1,096 | 0 | 65,219 | 1,217 | 2,681 | 3,898 | 69,117 |
| November | 8,793 | 46,549 | 55,342 | 4,554 | 2,867 | 7,421 | 1,386 | 1,105 | 0 | 65,254 | 1,233 | 2,714 | 3,947 | 69,201 |
| December | 8,756 | 46,428 | 55,184 | 4,526 | 2,856 | 7,382 | 1,398 | 1,107 | 0 | 65,071 | 1,249 | 2,747 | 3,996 | 69,067 |
| January | 8,749 | 46,432 | 55,181 | 4,489 | 2,841 | 7,330 | 1,398 | 1,106 | 0 | 65,015 | 1,265 | 2,780 | 4,045 | 69,060 |
| February | 8,736 | 46,454 | 55,190 | 4,458 | 2,838 | 7,296 | 1,392 | 1,105 | 0 | 64,983 | 1,281 | 2,813 | 4,094 | 69,077 |
| March | 8,739 | 46,528 | 55,267 | 4,490 | 2,847 | 7,337 | 1,389 | 1,108 | 0 | 65,101 | 1,297 | 2,846 | 4,143 | 69,244 |
| April | 8,723 | 46,436 | 55,159 | 4,522 | 2,856 | 7,378 | 1,389 | 1,107 | 0 | 65,033 | 1,313 | 2,879 | 4,192 | 69,225 |
| May | 8,719 | 46,529 | 55,248 | 4,554 | 2,865 | 7,419 | 1,391 | 1,106 | 0 | 65,164 | 1,329 | 2,912 | 4,241 | 69,405 |
| June | 8,723 | 46,632 | 55,355 | 4,586 | 2,874 | 7,460 | 1,393 | 1,105 | 0 | 65,313 | 1,345 | 2,945 | 4,290 | 69,603 |
| July | 8,728 | 46,832 | 55,560 | 4,618 | 2,883 | 7,501 | 1,396 | 1,104 | 0 | 65,561 | 1,361 | 2,978 | 4,339 | 69,900 |
| August | 8,720 | 46,840 | 55,560 | 4,650 | 2,892 | 7,542 | 1,397 | 1,106 | 0 | 65,605 | 1,377 | 3,011 | 4,388 | 69,993 |
| September 30, 2020 | 8,718 | 46,893 | 55,611 | 4,676 | 2,895 | 7,571 | 1,384 | 1,103 | 0 | 65,669 | 1,389 | 3,042 | 4,431 | 70,100 |
| Average | 8,747 | 46,600 | 55,347 | 4,559 | 2,866 | 7,425 | 1,392 | 1,105 | 0 | 65,269 | 1,297 | 2,846 | 4,143 | 69,412 |

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 | |
| 45 | 0 | 45 | 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 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|---------------------------------|-----------------------|-------------------------|-------------------------|
| BEGINNING STRENGTH | 13,672 | 13,716 | 14,744 |
| <u>GAINS</u> | | | |
| Non-Prior Service Personnel | 12 | 12 | 12 |
| Male | 8 | 8 | 8 |
| Female | 4 | 4 | 4 |
| Prior Service Personnel | 1,427 | 1,910 | 1,422 |
| Civilian Life | 46 | 46 | 46 |
| Active Component | 543 | 420 | 338 |
| Enlisted Commissioning Programs | 187 | 287 | 287 |
| Other Reserve Status/Component | 468 | 661 | 561 |
| All Other | 183 | 489 | 183 |
| Full-Time Active Duty | 0 | 7 | 7 |
| TOTAL GAINS | 1,439 | 1,922 | 1,434 |
| <u>LOSSES</u> | | | |
| Civilian Life | 88 | 88 | 88 |
| Active Component | 141 | 141 | 141 |
| Retired Reserves | 561 | 320 | 561 |
| Other Reserve Status/Component | 374 | 174 | 434 |
| All Other | 231 | 120 | 120 |
| Full-Time Active Duty | 0 | 51 | 51 |
| TOTAL LOSSES | 1,395 | 894 | 1,395 |
| END STRENGTH | 13,716 | 14,744 | 14,783 |

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

| | <u>ENLISTED</u> | | |
|--|------------------------|-------------------------|-------------------------|
| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
| BEGINNING STRENGTH | 55,126 | 54,987 | 55,256 |
| <u>GAINS</u> | | | |
| Non-Prior Service Personnel | 3,038 | 2,405 | 2,476 |
| Male | 1,884 | 1,491 | 1,535 |
| Female | 1,154 | 914 | 941 |
| Prior Service Personnel | 4,250 | 2,250 | 2,787 |
| Civilian Life | 976 | 973 | 855 |
| Active Component | 1,163 | 333 | 413 |
| Reenlistments/Extensions | 25 | 430 | 619 |
| Other Reserve Status/Component | 334 | 232 | 314 |
| All Other | 1,752 | 279 | 582 |
| Full-Time Active Duty | 0 | 3 | 4 |
| TOTAL GAINS | 7,288 | 4,655 | 5,263 |
| <u>LOSSES</u> | | | |
| Expiration of Selected Reserve Service | 2,226 | 1,709 | 1,701 |
| Active Component | 164 | 144 | 134 |
| To Officer Status | 212 | 145 | 145 |
| Retired Reserves | 1,357 | 1,278 | 1,200 |
| Other Reserve Status/Component | 2,950 | 211 | 273 |
| All Other | 518 | 899 | 1,749 |
| TOTAL LOSSES | 7,427 | 4,386 | 5,202 |
| END STRENGTH | 54,987 | 55,256 | 55,317 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--|-----------------------|------------------|------------------|-------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>UNIT AND INDIVIDUAL TRAINING</u> | | | | | | | | | |
| <u>PAY GROUP A</u> | | | | | | | | | |
| Active Duty Training | \$41,989 | \$116,106 | \$158,095 | \$44,335 | \$120,803 | \$165,138 | \$46,200 | \$124,583 | \$170,783 |
| Inactive Duty Training | | | | | | | | | |
| Unit Training Assemblies | \$106,418 | \$252,751 | \$359,169 | \$112,544 | \$263,824 | \$376,368 | \$117,212 | \$271,975 | \$389,187 |
| Flight Training | \$32,505 | \$7,890 | \$40,395 | \$34,360 | \$8,228 | \$42,588 | \$35,777 | \$8,480 | \$44,257 |
| Training Preparation | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Readiness Management Periods | \$4,849 | \$5,651 | \$10,500 | \$5,133 | \$5,900 | \$11,033 | \$5,346 | \$6,082 | \$11,428 |
| Military Funeral Honors | \$19 | \$170 | \$189 | \$20 | \$191 | \$211 | \$22 | \$196 | \$218 |
| Clothing | \$516 | \$8,541 | \$9,057 | \$538 | \$8,732 | \$9,270 | \$561 | \$21,438 | \$21,999 |
| Subsistence of Enlisted Personnel | \$0 | \$1,775 | \$1,775 | \$0 | \$1,780 | \$1,780 | \$0 | \$1,820 | \$1,820 |
| Travel | \$16,086 | \$62,372 | \$78,458 | \$16,668 | \$63,758 | \$80,426 | \$17,238 | \$65,263 | \$82,501 |
| TOTAL DIRECT OBLIGATIONS | \$202,382 | \$455,256 | \$657,638 | \$213,598 | \$473,216 | \$686,814 | \$222,356 | \$499,837 | \$722,193 |
| <u>PAY GROUP B</u> | | | | | | | | | |
| Active Duty Training | \$19,924 | \$6,209 | \$26,133 | \$21,908 | \$6,648 | \$28,556 | \$23,442 | \$7,040 | \$30,482 |
| Inactive Duty Training | \$39,618 | \$11,442 | \$51,060 | \$43,646 | \$12,285 | \$55,931 | \$46,688 | \$13,001 | \$59,689 |
| Clothing | \$3 | \$335 | \$338 | \$3 | \$352 | \$355 | \$3 | \$370 | \$373 |
| Subsistence of Enlisted Personnel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Travel | \$7,286 | \$3,539 | \$10,825 | \$7,862 | \$3,722 | \$11,584 | \$8,348 | \$3,910 | \$12,258 |
| TOTAL DIRECT OBLIGATIONS | \$66,831 | \$21,525 | \$88,356 | \$73,419 | \$23,007 | \$96,426 | \$78,481 | \$24,321 | \$102,802 |
| <u>PAY GROUP F</u> | | | | | | | | | |
| Active Duty Training | \$0 | \$43,115 | \$43,115 | \$0 | \$52,447 | \$52,447 | \$0 | \$46,252 | \$46,252 |
| Clothing | \$0 | \$3,894 | \$3,894 | \$0 | \$4,651 | \$4,651 | \$0 | \$4,069 | \$4,069 |
| Subsistence of Enlisted Personnel | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Travel | \$0 | \$3,956 | \$3,956 | \$0 | \$4,725 | \$4,725 | \$0 | \$4,133 | \$4,133 |
| TOTAL DIRECT OBLIGATIONS | \$0 | \$50,965 | \$50,965 | \$0 | \$61,823 | \$61,823 | \$0 | \$54,454 | \$54,454 |
| <u>PAY GROUP P</u> | | | | | | | | | |
| Inactive Duty Training | \$0 | \$4,883 | \$4,883 | \$0 | \$3,788 | \$3,788 | \$0 | \$2,669 | \$2,669 |
| TOTAL DIRECT OBLIGATIONS | \$0 | \$4,883 | \$4,883 | \$0 | \$3,788 | \$3,788 | \$0 | \$2,669 | \$2,669 |
| TOTAL UNIT AND INDIVIDUAL TRAINING | \$269,213 | \$532,629 | \$801,842 | \$287,017 | \$561,834 | \$848,851 | \$300,837 | \$581,281 | \$882,118 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--|-----------------------|------------------|------------------|-------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>OTHER TRAINING AND SUPPORT</u> | | | | | | | | | |
| <u>MOBILIZATION TRAINING</u> | | | | | | | | | |
| IRR Muster/Screening | \$102 | \$465 | \$567 | \$104 | \$474 | \$578 | \$106 | \$484 | \$590 |
| IRR Readiness Training | \$1 | \$146 | \$147 | \$0 | \$0 | \$0 | \$13 | \$157 | \$170 |
| TOTAL DIRECT OBLIGATIONS | \$103 | \$611 | \$714 | \$104 | \$474 | \$578 | \$119 | \$641 | \$760 |
| <u>SCHOOL TRAINING</u> | | | | | | | | | |
| Career Development Training | \$16,838 | \$16,946 | \$33,784 | \$15,833 | \$15,666 | \$31,499 | \$17,347 | \$17,039 | \$34,386 |
| Initial Skill Acquisition Training | \$4,670 | \$36,029 | \$40,699 | \$4,392 | \$33,303 | \$37,695 | \$4,813 | \$36,226 | \$41,039 |
| Officer Training School | \$987 | \$3,010 | \$3,997 | \$929 | \$2,783 | \$3,712 | \$1,019 | \$3,026 | \$4,045 |
| Recruiter Training | \$0 | \$375 | \$375 | \$0 | \$347 | \$347 | \$0 | \$378 | \$378 |
| Refresher & Proficiency Training | \$10,303 | \$9,101 | \$19,404 | \$9,688 | \$8,414 | \$18,102 | \$10,615 | \$9,151 | \$19,766 |
| Undergraduate Pilot/Nav Training | \$42,407 | \$20,377 | \$62,784 | \$39,867 | \$18,836 | \$58,703 | \$43,685 | \$20,491 | \$64,176 |
| Unit Conversion Training | \$3,411 | \$2,250 | \$5,661 | \$3,209 | \$2,079 | \$5,288 | \$3,514 | \$2,261 | \$5,775 |
| TOTAL DIRECT OBLIGATIONS | \$78,616 | \$88,088 | \$166,704 | \$73,918 | \$81,428 | \$155,346 | \$80,993 | \$88,572 | \$169,565 |
| <u>SPECIAL TRAINING</u> | | | | | | | | | |
| Command & Staff Supervision | \$7,332 | \$4,111 | \$11,443 | \$5,910 | \$3,299 | \$9,209 | \$6,832 | \$3,788 | \$10,620 |
| Competitive Events | \$106 | \$2 | \$108 | \$85 | \$2 | \$87 | \$101 | \$2 | \$103 |
| Exercises | \$1,978 | \$2,366 | \$4,344 | \$1,594 | \$1,900 | \$3,494 | \$1,843 | \$2,183 | \$4,026 |
| Management Support | \$59,774 | \$197,580 | \$257,354 | \$52,256 | \$165,874 | \$218,130 | \$60,393 | \$189,170 | \$249,563 |
| Operational Training | \$6,126 | \$55,949 | \$62,075 | \$4,936 | \$44,909 | \$49,845 | \$5,706 | \$51,624 | \$57,330 |
| Recruiting/Retention | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Service Mission/Mission Support | \$3,163 | \$3,192 | \$6,355 | \$2,549 | \$2,561 | \$5,110 | \$2,950 | \$2,942 | \$5,892 |
| Unit Conversion Training | \$1,083 | \$878 | \$1,961 | \$873 | \$706 | \$1,579 | \$1,010 | \$811 | \$1,821 |
| Drug Interdiction Activity | \$336 | \$921 | \$1,257 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Yellow Ribbon | \$4,711 | \$8,058 | \$12,769 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL DIRECT OBLIGATIONS | \$84,609 | \$273,057 | \$357,666 | \$68,203 | \$219,251 | \$287,454 | \$78,835 | \$250,520 | \$329,355 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--|-----------------------|------------------|------------------|-------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>ADMINISTRATION AND SUPPORT</u> | | | | | | | | | |
| Full Time Pay and Allowances | \$166,298 | \$212,114 | \$378,412 | \$196,638 | \$247,293 | \$443,931 | \$239,110 | \$290,896 | \$530,006 |
| Clothing | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Travel/PCS | \$2,768 | \$5,351 | \$8,119 | \$3,252 | \$6,180 | \$9,432 | \$3,899 | \$7,213 | \$11,112 |
| Death Gratuities | \$0 | \$0 | \$0 | \$100 | \$100 | \$200 | \$100 | \$100 | \$200 |
| Health Profession Stipend | \$1,123 | \$0 | \$1,123 | \$1,011 | \$0 | \$1,011 | \$1,038 | \$0 | \$1,038 |
| Transportation Subsidy | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Disability & Hospitalization | \$33 | \$349 | \$382 | \$325 | \$689 | \$1,014 | \$334 | \$709 | \$1,043 |
| Reserve Incentive | \$7,090 | \$21,117 | \$28,207 | \$6,089 | \$21,137 | \$27,226 | \$5,925 | \$20,947 | \$26,872 |
| \$30,000 Lump Sum Bonus | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Continuation Pay | \$0 | \$1 | \$1 | \$274 | \$745 | \$1,019 | \$29 | \$232 | \$261 |
| TOTAL DIRECT OBLIGATIONS | \$177,312 | \$238,932 | \$416,244 | \$207,689 | \$276,144 | \$483,833 | \$250,435 | \$320,097 | \$570,532 |
| <u>(OTHER TRAINING AND SUPPORT cont'd)</u> | | | | | | | | | |
| <u>TSP MATCHING CONTRIBUTIONS</u> | | | | | | | | | |
| TSP Matching Contributions | \$455 | \$1,143 | \$1,598 | \$2,191 | \$2,290 | \$4,481 | \$874 | \$2,516 | \$3,390 |
| TOTAL DIRECT OBLIGATIONS | \$455 | \$1,143 | \$1,598 | \$2,191 | \$2,290 | \$4,481 | \$874 | \$2,516 | \$3,390 |
| <u>EDUCATION BENEFITS</u> | | | | | | | | | |
| Benefits Accrual: Basic Benefits (Chap.1606) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Tuition Assistance | \$896 | \$11,019 | \$11,915 | \$896 | \$11,019 | \$11,915 | \$896 | \$11,019 | \$11,915 |
| Kicker Program | \$0 | \$3,278 | \$3,278 | \$0 | \$3,648 | \$3,648 | \$0 | \$3,480 | \$3,480 |
| TOTAL DIRECT OBLIGATIONS | \$896 | \$14,297 | \$15,193 | \$896 | \$14,667 | \$15,563 | \$896 | \$14,499 | \$15,395 |
| TOTAL RESERVE PERSONNEL TRAINING | 341,991 | 616,128 | 958,119 | 353,001 | 594,254 | 947,255 | 412,152 | 676,845 | 1,088,997 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---|-----------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| <u>HEALTH PROFESSIONS SCHOLARSHIP</u> | | | | | | | | | |
| Stipend | \$31,225 | \$0 | \$31,225 | \$34,392 | \$0 | \$34,392 | \$39,562 | \$0 | \$39,562 |
| Pay and Allowances, Active Duty for Training | \$12,656 | \$0 | \$12,656 | \$14,124 | \$0 | \$14,124 | \$16,270 | \$0 | \$16,270 |
| Uniform Allowance | \$209 | \$0 | \$209 | \$160 | \$0 | \$160 | \$160 | \$0 | \$160 |
| Travel | \$3,918 | \$0 | \$3,918 | \$4,001 | \$0 | \$4,001 | \$4,082 | \$0 | \$4,082 |
| Critical Skills Accession Bonus | \$4,345 | \$0 | \$4,345 | \$4,400 | \$0 | \$4,400 | \$4,400 | \$0 | \$4,400 |
| TOTAL DIRECT OBLIGATIONS | \$52,353 | \$0 | \$52,353 | \$57,077 | \$0 | \$57,077 | \$64,474 | \$0 | \$64,474 |
| <u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u> | | | | | | | | | |
| Stipend | \$1,738 | \$0 | \$1,738 | \$1,079 | \$0 | \$1,079 | \$1,136 | \$0 | \$1,136 |
| Financial Assistance Grant | \$1,236 | \$0 | \$1,236 | \$1,215 | \$0 | \$1,215 | \$1,215 | \$0 | \$1,215 |
| 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 | \$88 | \$0 | \$88 | \$94 | \$0 | \$94 | \$100 | \$0 | \$100 |
| TOTAL DIRECT OBLIGATIONS | \$3,062 | \$0 | \$3,062 | \$2,388 | \$0 | \$2,388 | \$2,451 | \$0 | \$2,451 |
| TOTAL OTHER TRAINING AND SUPPORT | \$397,406 | \$616,128 | \$1,013,534 | \$412,466 | \$594,254 | \$1,006,720 | \$479,077 | \$676,845 | \$1,155,922 |
| TOTAL DIRECT PROGRAM | \$666,619 | \$1,148,757 | \$1,815,376 | \$699,483 | \$1,156,088 | \$1,855,571 | \$779,914 | \$1,258,126 | \$2,038,040 |

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2019 (\$ in Thousands)**

| | FY 2019 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY19 COLUMN OF THE FY20 PRES BUDGET |
|-----------------------------------|----------------------------------|-------------------------|---------------|--|-----------|-------------------------------|---|
| <u>PAY GROUP A</u> | | | | | | | |
| Active Duty Training | \$163,392 | \$0 | \$163,392 | \$1,746 | \$165,138 | \$0 | \$165,138 |
| Inactive Duty Training | | | | | | | |
| Unit Training Assemblies | \$388,709 | \$0 | \$388,709 | (\$12,341) | \$376,368 | \$0 | \$376,368 |
| Flight Training | \$45,313 | \$0 | \$45,313 | (\$2,725) | \$42,588 | \$0 | \$42,588 |
| Readiness Management Periods | \$12,310 | \$0 | \$12,310 | (\$1,277) | \$11,033 | \$0 | \$11,033 |
| Military Funeral Honors | \$276 | \$0 | \$276 | (\$65) | \$211 | \$0 | \$211 |
| Clothing | \$11,638 | \$0 | \$11,638 | (\$2,368) | \$9,270 | \$0 | \$9,270 |
| Subsistence of Enlisted Personnel | \$2,294 | \$0 | \$2,294 | (\$514) | \$1,780 | \$0 | \$1,780 |
| Travel | \$76,633 | \$0 | \$76,633 | \$3,793 | \$80,426 | \$0 | \$80,426 |
| TOTAL Direct Obligations | \$700,565 | \$0 | \$700,565 | (\$13,751) | \$686,814 | \$0 | \$686,814 |
| <u>PAY GROUP B</u> | | | | | | | |
| Active Duty Training | \$29,785 | \$0 | \$29,785 | (\$1,229) | \$28,556 | \$0 | \$28,556 |
| Inactive Duty Training | \$57,232 | \$0 | \$57,232 | (\$1,301) | \$55,931 | \$0 | \$55,931 |
| Clothing | \$233 | \$0 | \$233 | \$122 | \$355 | \$0 | \$355 |
| Subsistence of Enl Personnel | \$8 | \$0 | \$8 | (\$8) | \$0 | \$0 | \$0 |
| Travel | \$13,230 | \$0 | \$13,230 | (\$1,646) | \$11,584 | \$0 | \$11,584 |
| TOTAL Direct Obligations | \$100,488 | \$0 | \$100,488 | (\$4,062) | \$96,426 | \$0 | \$96,426 |
| <u>PAY GROUP F</u> | | | | | | | |
| Active Duty Training | \$44,827 | \$0 | \$44,827 | \$7,620 | \$52,447 | \$0 | \$52,447 |
| Clothing | \$4,126 | \$0 | \$4,126 | \$525 | \$4,651 | \$0 | \$4,651 |
| Travel | \$4,228 | \$0 | \$4,228 | \$497 | \$4,725 | \$0 | \$4,725 |
| TOTAL Direct Obligations | \$53,181 | \$0 | \$53,181 | \$8,642 | \$61,823 | \$0 | \$61,823 |
| <u>PAY GROUP P</u> | | | | | | | |
| Inactive Duty Training | \$3,101 | \$0 | \$3,101 | \$687 | \$3,788 | \$0 | \$3,788 |
| TOTAL Direct Obligations | \$3,101 | \$0 | \$3,101 | \$687 | \$3,788 | \$0 | \$3,788 |

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2019 (\$ in Thousands)**

| | FY 2019 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY19 COLUMN OF THE FY20 PRES BUDGET |
|--|----------------------------------|-------------------------|---------------|--|-----------|-------------------------------|---|
| <u>MOBILIZATION TRAINING</u> | | | | | | | |
| IRR Muster/Screening | \$725 | \$0 | \$725 | (\$147) | \$578 | \$0 | \$578 |
| TOTAL Direct Obligations | \$725 | \$0 | \$725 | (\$147) | \$578 | \$0 | \$578 |
| <u>SCHOOL TRAINING</u> | | | | | | | |
| Career Development Training | \$28,832 | \$0 | \$28,832 | \$2,667 | \$31,499 | \$0 | \$31,499 |
| Initial Skill Acquisition Training | \$33,242 | \$0 | \$33,242 | \$4,453 | \$37,695 | \$0 | \$37,695 |
| Officer Training School | \$4,196 | \$0 | \$4,196 | (\$484) | \$3,712 | \$0 | \$3,712 |
| Recruiter Training | \$410 | \$0 | \$410 | (\$63) | \$347 | \$0 | \$347 |
| Refresher & Proficiency Training | \$21,339 | \$0 | \$21,339 | (\$3,237) | \$18,102 | \$0 | \$18,102 |
| Undergraduate Pilot/Nav Training | \$59,771 | \$0 | \$59,771 | (\$1,068) | \$58,703 | \$0 | \$58,703 |
| Unit Conversion Training | \$5,129 | \$0 | \$5,129 | \$159 | \$5,288 | \$0 | \$5,288 |
| TOTAL Direct Obligations | \$152,919 | \$0 | \$152,919 | \$2,427 | \$155,346 | \$0 | \$155,346 |
| <u>SPECIAL TRAINING</u> | | | | | | | |
| Command & Staff Supervision | \$10,125 | \$0 | \$10,125 | (\$916) | \$9,209 | \$0 | \$9,209 |
| Competitive Events | \$95 | \$0 | \$95 | (\$8) | \$87 | \$0 | \$87 |
| Exercises | \$4,541 | \$0 | \$4,541 | (\$1,047) | \$3,494 | \$0 | \$3,494 |
| Management Support | \$209,200 | \$0 | \$209,200 | \$8,930 | \$218,130 | \$0 | \$218,130 |
| Operational Training | \$47,488 | \$0 | \$47,488 | \$2,357 | \$49,845 | \$0 | \$49,845 |
| Service Mission/Mission Support | \$4,697 | \$0 | \$4,697 | \$413 | \$5,110 | \$0 | \$5,110 |
| Unit Conversion Training | \$3,459 | \$0 | \$3,459 | (\$1,880) | \$1,579 | \$0 | \$1,579 |
| TOTAL Direct Obligations | \$279,605 | \$0 | \$279,605 | \$7,849 | \$287,454 | \$0 | \$287,454 |
| <u>ADMINISTRATION AND SUPPORT</u> | | | | | | | |
| Full Time Pay and Allowances | \$467,046 | (\$22,880) | \$444,166 | (\$235) | \$443,931 | \$0 | \$443,931 |
| Travel/PCS | \$8,879 | \$0 | \$8,879 | \$553 | \$9,432 | \$0 | \$9,432 |
| Death Gratuities | \$0 | \$0 | \$0 | \$200 | \$200 | \$0 | \$200 |
| Health Profession Stipend | \$1,578 | \$0 | \$1,578 | (\$567) | \$1,011 | \$0 | \$1,011 |
| Disability & Hospitalization | \$1,028 | \$0 | \$1,028 | (\$14) | \$1,014 | \$0 | \$1,014 |
| Reserve Incentive | \$38,807 | (\$10,000) | \$28,807 | (\$1,581) | \$27,226 | \$0 | \$27,226 |
| Continuation Pay | \$1,580 | \$0 | \$1,580 | \$0 | \$1,580 | (\$561) | \$1,019 |
| TOTAL Direct Obligations | \$518,918 | (\$32,880) | \$486,038 | (\$1,644) | \$484,394 | (\$561) | \$483,833 |

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2019 (\$ in Thousands)**

| | FY 2019 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | PROPOSED DD1415 ACTIONS | FY19 COLUMN OF THE FY20 PRES BUDGET |
|---|----------------------------------|-------------------------|--------------------|--|--------------------|-------------------------------|---|
| <u>TSP MATCHING CONTRIBUTIONS</u> | | | | | | | |
| TSP Matching Contributions | \$9,755 | (\$1,000) | \$8,755 | \$0 | \$8,755 | (\$4,274) | \$4,481 |
| TOTAL Direct Obligations | \$9,755 | (\$1,000) | \$8,755 | \$0 | \$8,755 | (\$4,274) | \$4,481 |
| <u>EDUCATION BENEFITS</u> | | | | | | | |
| Tuition Assistance | \$10,905 | \$0 | \$10,905 | \$1,010 | \$11,915 | \$0 | \$11,915 |
| Kicker Program | \$3,648 | \$0 | \$3,648 | \$0 | \$3,648 | \$0 | \$3,648 |
| TOTAL Direct Obligations | \$14,553 | \$0 | \$14,553 | \$1,010 | \$15,563 | \$0 | \$15,563 |
| <u>HEALTH PROFESSIONS SCHOLARSHIP</u> | | | | | | | |
| Stipend | \$35,430 | \$0 | \$35,430 | (\$1,038) | \$34,392 | \$0 | \$34,392 |
| Pay and Allowances, Active Duty for Training | \$12,921 | \$0 | \$12,921 | \$1,203 | \$14,124 | \$0 | \$14,124 |
| Uniform Allowance | \$177 | \$0 | \$177 | (\$17) | \$160 | \$0 | \$160 |
| Travel | \$3,575 | \$0 | \$3,575 | \$426 | \$4,001 | \$0 | \$4,001 |
| Critical Skills Accession Bonus HPSP | \$5,260 | \$0 | \$5,260 | (\$860) | \$4,400 | \$0 | \$4,400 |
| TOTAL Direct Obligations | \$57,363 | \$0 | \$57,363 | (\$286) | \$57,077 | \$0 | \$57,077 |
| <u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u> | | | | | | | |
| Stipend | \$1,106 | \$0 | \$1,106 | (\$27) | \$1,079 | \$0 | \$1,079 |
| Financial Assistance Grant | \$1,890 | \$0 | \$1,890 | (\$675) | \$1,215 | \$0 | \$1,215 |
| Pay and Allowances, Active Duty for Training | \$117 | \$0 | \$117 | (\$23) | \$94 | \$0 | \$94 |
| TOTAL Direct Obligations | \$3,113 | \$0 | \$3,113 | (\$725) | \$2,388 | \$0 | \$2,388 |
| Total Reserve Comp.Training/Support Direct Program | \$1,894,286 | (\$33,880) | \$1,860,406 | \$0 | \$1,860,406 | (\$4,835) | \$1,855,571 |

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

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 Estimate</u> | |
|---|-----------------------|-------------|-------------------------|-------------|-------------------------|-------------|
| | Basic Pay | Retired Pay | Basic Pay | Retired Pay | Basic Pay | Retired Pay |
| <u>Pay Group A</u> | | | | | | |
| Officers | \$132,723 | \$29,991 | \$138,253 | \$34,144 | \$144,351 | \$35,217 |
| Enlisted | \$269,436 | \$60,854 | \$276,910 | \$68,353 | \$286,158 | \$69,779 |
| Subtotal | \$402,159 | \$90,845 | \$415,163 | \$102,497 | \$430,509 | \$104,996 |
| <u>Pay Group B</u> | | | | | | |
| Officers | \$42,889 | \$9,693 | \$46,519 | \$11,490 | \$49,877 | \$12,170 |
| Enlisted | \$12,279 | \$2,775 | \$12,984 | \$3,207 | \$13,776 | \$3,361 |
| Subtotal | \$55,168 | \$12,468 | \$59,503 | \$14,697 | \$63,653 | \$15,531 |
| <u>Pay Group F</u> | | | | | | |
| Enlisted | \$26,619 | \$6,016 | \$31,963 | \$7,895 | \$28,231 | \$6,888 |
| Subtotal | \$26,619 | \$6,016 | \$31,963 | \$7,895 | \$28,231 | \$6,888 |
| <u>Pay Group P</u> | | | | | | |
| Enlisted | \$3,491 | \$789 | \$2,670 | \$659 | \$1,886 | \$460 |
| Subtotal | \$3,491 | \$789 | \$2,670 | \$659 | \$1,886 | \$460 |
| <u>School Training</u> | | | | | | |
| Officers | \$37,947 | \$8,576 | \$35,360 | \$8,734 | \$38,862 | \$9,482 |
| Enlisted | \$30,805 | \$6,962 | \$28,319 | \$6,996 | \$30,927 | \$7,547 |
| Subtotal | \$68,752 | \$15,538 | \$63,679 | \$15,730 | \$69,789 | \$17,029 |
| <u>Special Training</u> | | | | | | |
| Officers | \$40,863 | \$9,235 | \$32,675 | \$8,072 | \$37,898 | \$9,248 |
| Enlisted | \$113,442 | \$25,638 | \$90,296 | \$22,303 | \$103,503 | \$25,254 |
| Subtotal | \$154,305 | \$34,873 | \$122,971 | \$30,375 | \$141,401 | \$34,502 |
| <u>Administration and Support - Full Time</u> | | | | | | |
| Officers | \$88,018 | \$24,997 | \$103,226 | \$31,381 | \$125,269 | \$38,833 |
| Enlisted | \$98,852 | \$28,074 | \$114,369 | \$34,767 | \$134,174 | \$41,594 |
| Subtotal | \$186,870 | \$53,071 | \$217,595 | \$66,148 | \$259,443 | \$80,427 |

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

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 Estimate</u> | |
|---|-----------------------|-------------|-------------------------|-------------|-------------------------|-------------|
| | Basic Pay | Retired Pay | Basic Pay | Retired Pay | Basic Pay | Retired Pay |
| <u>Health Professions Scholarship</u> | | | | | | |
| Officers | \$7,363 | \$1,664 | \$8,115 | \$2,004 | \$9,357 | \$2,283 |
| Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal | \$7,363 | \$1,664 | \$8,115 | \$2,004 | \$9,357 | \$2,283 |
| <u>Medical Financial Assistance Program</u> | | | | | | |
| Officers | \$66 | \$15 | \$70 | \$17 | \$74 | \$18 |
| Enlisted | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Subtotal | \$66 | \$15 | \$70 | \$17 | \$74 | \$18 |
| <u>Total Direct Program</u> | | | | | | |
| Officers | \$349,869 | \$84,171 | \$364,218 | \$95,842 | \$405,688 | \$107,251 |
| Enlisted | \$554,924 | \$131,108 | \$557,511 | \$144,180 | \$598,655 | \$154,883 |
| Total | \$904,793 | \$215,279 | \$921,729 | \$240,022 | \$1,004,343 | \$262,134 |
| <u>Reimbursable Program</u> | | | | | | |
| Officers | \$4,725 | \$1,326 | \$4,435 | \$1,333 | \$4,673 | \$1,430 |
| Enlisted | \$1,426 | \$405 | \$1,309 | \$398 | \$1,403 | \$435 |
| Total | \$6,151 | \$1,731 | \$5,744 | \$1,731 | \$6,076 | \$1,865 |
| <u>Total Program</u> | | | | | | |
| Officer | \$354,594 | \$85,497 | \$368,653 | \$97,175 | \$410,361 | \$108,681 |
| Enlisted | \$556,350 | \$131,513 | \$558,820 | \$144,578 | \$600,058 | \$155,318 |
| Total | \$910,944 | \$217,010 | \$927,473 | \$241,753 | \$1,010,419 | \$263,999 |

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

| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|-------------------------|-----------------------|-------------------------|-------------------------|
| <u>Pay Group A</u> | | | |
| Officers | \$5,075 | \$5,294 | \$5,545 |
| Enlisted | \$16,496 | \$16,978 | \$17,601 |
| Subtotal | \$21,571 | \$22,272 | \$23,146 |
| <u>Pay Group B</u> | | | |
| Officers | \$2,316 | \$2,516 | \$2,706 |
| Enlisted | \$829 | \$878 | \$934 |
| Subtotal | \$3,145 | \$3,394 | \$3,640 |
| <u>Pay Group F</u> | | | |
| Enlisted | \$7,349 | \$8,837 | \$7,830 |
| <u>School Training</u> | | | |
| Officers | \$11,811 | \$11,021 | \$12,149 |
| Enlisted | \$14,826 | \$13,649 | \$14,954 |
| Subtotal | \$26,637 | \$24,670 | \$27,103 |
| <u>Special Training</u> | | | |
| Officers | \$9,975 | \$7,937 | \$9,236 |
| Enlisted | \$48,964 | \$39,322 | \$45,235 |
| Subtotal | \$58,939 | \$47,259 | \$54,471 |

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

| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|-----------------------------------|-----------------------|-------------------------|-------------------------|
| <u>Administration and Support</u> | | | |
| Officers | \$26,619 | \$31,280 | \$37,986 |
| Enlisted | \$48,372 | \$56,084 | \$66,191 |
| Subtotal | \$74,991 | \$87,364 | \$104,177 |
| <u>Other</u> | | | |
| Health Professions Scholarship | \$3,065 | \$3,383 | \$3,913 |
| <u>Total Direct Program</u> | | | |
| Officers | \$58,861 | \$61,431 | \$71,535 |
| Enlisted | \$136,836 | \$135,748 | \$152,745 |
| Total | \$195,697 | \$197,179 | \$224,280 |

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

| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|-------------------------|-----------------------|-------------------------|-------------------------|
| <u>Pay Group A</u> | | | |
| Officers | \$16,086 | \$16,668 | \$17,238 |
| Enlisted | \$62,372 | \$63,758 | \$65,263 |
| Subtotal | \$78,458 | \$80,426 | \$82,501 |
| <u>Pay Group B</u> | | | |
| Officers | \$7,286 | \$7,862 | \$8,348 |
| Enlisted | \$3,539 | \$3,722 | \$3,910 |
| Subtotal | \$10,825 | \$11,584 | \$12,258 |
| <u>Pay Group F</u> | | | |
| Enlisted | \$3,956 | \$4,725 | \$4,133 |
| <u>School Training</u> | | | |
| Officers | \$13,601 | \$12,605 | \$13,723 |
| Enlisted | \$27,293 | \$24,956 | \$26,998 |
| Subtotal | \$40,894 | \$37,561 | \$40,721 |
| <u>Special Training</u> | | | |
| Officers | \$16,387 | \$13,031 | \$14,970 |
| Enlisted | \$58,542 | \$46,350 | \$52,624 |
| Subtotal | \$74,929 | \$59,381 | \$67,594 |

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

| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|---|-----------------------|-------------------------|-------------------------|
| <u>Administration and Support</u> | | | |
| Officers | \$2,768 | \$3,252 | \$3,899 |
| Enlisted | \$5,351 | \$6,180 | \$7,213 |
| Subtotal | \$8,119 | \$9,432 | \$11,112 |
| | | | |
| <u>Other</u> | | | |
| Health Professions Scholarship (Officers) | \$3,918 | \$4,001 | \$4,082 |
| Medical Financial Assistance Program | \$0 | \$0 | \$0 |
| Subtotal | \$3,918 | \$4,001 | \$4,082 |
| | | | |
| <u>Total Direct Program</u> | | | |
| Officers | \$60,046 | \$57,419 | \$62,260 |
| Enlisted | \$161,053 | \$149,691 | \$160,141 |
| Total | \$221,099 | \$207,110 | \$222,401 |

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

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 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 | \$894 | \$0 | \$909 | \$0 | \$938 | \$0 |
| Enlisted | \$7,173 | \$1,775 | \$7,194 | \$1,780 | \$7,350 | \$1,820 |
| Subtotal | \$8,067 | \$1,775 | \$8,103 | \$1,780 | \$8,288 | \$1,820 |
| <u>Pay Group B</u> | | | | | | |
| Officers | \$379 | \$0 | \$402 | \$0 | \$426 | \$0 |
| Enlisted | \$303 | \$0 | \$312 | \$0 | \$327 | \$0 |
| Subtotal | \$682 | \$0 | \$714 | \$0 | \$753 | \$0 |
| <u>Pay Group F</u> | | | | | | |
| Enlisted | \$430 | \$0 | \$503 | \$0 | \$440 | \$0 |
| <u>School Training</u> | | | | | | |
| Officers | \$1,678 | \$0 | \$1,526 | \$0 | \$1,657 | \$0 |
| Enlisted | \$3,655 | \$0 | \$3,279 | \$0 | \$3,541 | \$0 |
| Subtotal | \$5,333 | \$0 | \$4,804 | \$0 | \$5,198 | \$0 |
| <u>Special Training</u> | | | | | | |
| Officers | \$1,373 | \$0 | \$1,010 | \$0 | \$1,159 | \$0 |
| Enlisted | \$13,108 | \$0 | \$9,932 | \$0 | \$11,255 | \$0 |
| Subtotal | \$14,481 | \$0 | \$10,942 | \$0 | \$12,414 | \$0 |

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

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 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 | \$2,926 | \$0 | \$3,364 | \$0 | \$4,031 | \$0 |
| Enlisted | \$9,727 | \$0 | \$11,015 | \$0 | \$12,843 | \$0 |
| Subtotal | \$12,653 | \$0 | \$14,379 | \$0 | \$16,874 | \$0 |
| <u>Other</u> | | | | | | |
| Health Professions Scholarship | \$529 | \$0 | \$569 | \$0 | \$648 | \$0 |
| Financial Assistance Program | \$4 | \$0 | \$4 | \$0 | \$4 | \$0 |
| Other Subtotal | \$533 | \$0 | \$573 | \$0 | \$653 | \$0 |
| <u>Direct Program</u> | | | | | | |
| Officers | \$7,250 | \$0 | \$7,210 | \$0 | \$8,210 | \$0 |
| Enlisted | \$34,396 | \$1,775 | \$32,236 | \$1,780 | \$35,756 | \$1,820 |
| Other | \$533 | \$0 | \$573 | \$0 | \$653 | \$0 |
| Program Total | \$42,179 | \$1,775 | \$40,019 | \$1,780 | \$44,619 | \$1,820 |
| <u>Total Program</u> | | | | | | |
| Officers | \$7,250 | \$0 | \$7,210 | \$0 | \$8,210 | \$0 |
| Enlisted | \$34,396 | \$1,775 | \$32,236 | \$1,780 | \$35,756 | \$1,820 |
| Other | \$533 | \$0 | \$573 | \$0 | \$653 | \$0 |

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

| | BA | AMOUNT |
|---|--------------------|--------------------|
| FY 2019 Direct Program | \$1,855,571 | \$1,855,571 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 20,786 | \$20,786 |
| Pay Group A | 9,263 | |
| Pay Group B | 1,327 | |
| Pay Group F | 713 | |
| Pay Group P | 59 | |
| School | 1,423 | |
| Special | 2,742 | |
| Admin & Support | 4,977 | |
| TSP Matching Contributions | 100 | |
| Health Professions Scholarship | 181 | |
| Medical Financial Asst Program | 1 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 6,930 | \$6,930 |
| Pay Group A | 3,088 | |
| Pay Group B | 443 | |
| Pay Group F | 238 | |
| Pay Group P | 20 | |
| School | 474 | |
| Special | 914 | |
| Admin & Support | 1,659 | |
| TSP Matching Contributions | 33 | |
| Health Professions Scholarship | 60 | |
| Medical Financial Asst Program | 1 | |
| Inflation (Rate 2.0%) and Other Price Changes | 7,635 | \$7,635 |
| Pay Group A | 2,299 | |
| Pay Group B | 287 | |
| Pay Group F | 213 | |
| Pay Group P | 5 | |
| Mobilization | 11 | |
| School | 934 | |
| Special | 1,561 | |
| Admin & Support | 1,276 | |
| Health Professions Scholarship | 1,020 | |
| Medical Financial Asst Program | 29 | |

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

| | BA | AMOUNT |
|--------------------------------|---------------|-----------------|
| Retired Pay Accrual | | \$6,392 |
| Part-time Rate 24.4% | 2,997 | |
| Pay Group A | 1,766 | |
| Pay Group B | 253 | |
| Pay Group F | 136 | |
| Pay Group P | 11 | |
| School | 275 | |
| Special | 521 | |
| Health Professions Scholarship | 35 | |
| Full-time Rate 31% | 3,395 | |
| Admin & Support | 3,395 | |
| FICA (Rate 7.65%) | 2,112 | \$2,112 |
| Pay Group A | 944 | |
| Pay Group B | 135 | |
| Pay Group F | 73 | |
| Pay Group P | 6 | |
| School | 145 | |
| Special | 286 | |
| Admin & Support | 505 | |
| Health Professions Scholarship | 18 | |
| BAH | 6,511 | \$6,511 |
| Pay Group A | 735 | |
| Pay Group B | 112 | |
| Pay Group F | 292 | |
| School | 813 | |
| Special | 1,565 | |
| Admin & Support | 2,882 | |
| Health Professions Scholarship | 112 | |
| Total Pricing Increases | 50,366 | \$50,366 |

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

| | BA | AMOUNT |
|---|----------------|------------------|
| Program Increases: | | |
| Total Pay Group A Program Increases | 17,284 | \$17,284 |
| Pay and Allowance | 4,266 | |
| Clothing | 12,545 | |
| Subsistence | 7 | |
| Travel | 466 | |
| Total Pay Group B Program Increases | 3,819 | \$3,819 |
| Pay and Allowance | 3,366 | |
| Clothing | 11 | |
| Travel | 442 | |
| Total Mobilization Program Increases | 171 | \$171 |
| All Other Categories | 171 | |
| Total School Program Increases | 10,155 | \$10,155 |
| All Other Categories | 10,155 | |
| Total Special Program Increases | 34,312 | \$34,312 |
| All Other Categories | 34,312 | |
| Total Admin & Support Program Increases | 73,007 | \$73,007 |
| Pay and Allowance | 71,516 | |
| Travel | 1,491 | |
| Total Health Professions Scholarship Program Increases | 5,971 | \$5,971 |
| Pay and Allowance | 1,740 | |
| Travel | 1 | |
| All Other Categories | 4,230 | |
| Total Medical Financial Asst Program Increases | 32 | \$32 |
| Pay and Allowance | 4 | |
| All Other Categories | 28 | |
| Total Program Increases | 144,751 | \$144,751 |
| Total Increases | 195,117 | \$195,117 |

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

| | BA | AMOUNT |
|---|--------------------|--------------------|
| Decreases: | | |
| Pricing Decreases: | | |
| TSP Matching Contributions | (1) | (\$1) |
| TSP | (1) | |
| Education Benefits | (168) | (\$168) |
| Kicker | (168) | |
| Total Pricing Decreases | (169) | (\$169) |
| Program Decreases: | | |
| Total Pay Group F Program Decreases | (9,034) | (\$9,034) |
| Pay and Allowance | (7,673) | |
| Clothing | (675) | |
| Travel | (686) | |
| Total Pay Group P Program Decreases | (1,220) | (\$1,220) |
| Pay and Allowance | (1,220) | |
| Total Admin & Support Program Decreases | (1,002) | (\$1,002) |
| All Other Categories | (1,002) | |
| Total TSP Matching Contributions Program Decreases | (1,223) | (\$1,223) |
| Pay and Allowance | (1,223) | |
| Total Program Decreases | (12,479) | (\$12,479) |
| Total Decreases | (12,648) | (\$12,648) |
| FY 2020 Direct Program | \$2,038,040 | \$2,038,040 |

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

| | BA | Amount |
|--|---------------|------------------|
| FY 2019 Direct Program | | \$686,814 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 9,263 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 3,088 | |
| Inflation (Rate 2.0%) and Other Price Changes | 2,299 | |
| Retired Pay Accrual (Rate 24.4%) | 1,766 | |
| FICA (Rate 7.65%) | 944 | |
| BAH | 735 | |
| Total Pricing Increases | 18,095 | |
| Program Increases: | | |
| AT Pay | 1,074 | |
| IDT Pay | 2,575 | |
| ATA Pay | 617 | |
| Clothing | 12,545 | |
| Subsistence | 7 | |
| Travel | 466 | |
| Total Program Increases | 17,284 | |
| Total Increases | | \$35,379 |

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

| | BA | Amount |
|-------------------------------|-----------|------------------|
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2020 Direct Program | | \$722,193 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2020 | \$722,193 |
| Estimate | FY 2019 | \$686,814 |
| Actual | FY 2018 | \$657,638 |

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 \$500 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

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 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|----------------------------|------------------------------|--------------------------------|--------------------------------|
| Active Duty for Training | \$241,455 | \$250,559 | \$270,888 |
| Inactive Duty for Training | \$416,183 | \$436,255 | \$451,305 |
| Total | \$657,638 | \$686,814 | \$722,193 |

**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 allowance for subsistence (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized.

ACTIVE DUTY FOR TRAINING

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------|-----------------------|------------|-----------|-------------------------|------------|-----------|-------------------------|------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Average Strength | 8,493 | | | 8,627 | | | 8,747 | | |
| Participation Rate | 90.07% | | | 90.08% | | | 90.08% | | |
| PAID PARTICIPANTS | 7,650 | \$5,488.77 | \$41,989 | 7,771 | \$5,705.14 | \$44,335 | 7,879 | \$5,863.83 | \$46,200 |
| | | | | | | | | | |
| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
| Enlisted | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Average Strength | 46,334 | | | 46,435 | | | 46,600 | | |
| Participation Rate | 88.11% | | | 88.11% | | | 88.11% | | |
| PAID PARTICIPANTS | 40,825 | \$2,844.00 | \$116,106 | 40,914 | \$2,952.64 | \$120,803 | 41,059 | \$3,034.24 | \$124,583 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|-------------------------|-----------------------|---------|--------|-------------------------|---------|--------|-------------------------|---------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 496,840 | | | 497,923 | | | 499,688 | | |
| Percent Subsisted | 2.54% | | | 2.54% | | | 2.54% | | |
| TOTAL | 12,612 | \$12.29 | \$155 | 12,639 | \$12.30 | \$155 | 12,684 | \$12.53 | \$159 |

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. FY20 funding includes \$12.5M for the Air Force to transition from the Airmen Battledress Uniform (ABU) to the Operational Camouflage Uniform (OCP) with a mandatory wear date of April 2021.

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------------------------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Initial/Additional Uniform Allowance | 168 | \$400.00 | \$67 | 171 | \$400.00 | \$68 | 173 | \$400.00 | \$69 |
| Organizational Issue/Replacement | 335 | \$1,340.30 | \$449 | 344 | \$1,367.10 | \$470 | 353 | \$1,394.45 | \$492 |
| TOTAL | 503 | | \$516 | 515 | | \$538 | 526 | | \$561 |

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------------------------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Initial/Replacement Issue | 3,977 | \$1,545.89 | \$6,148 | 3,986 | \$1,576.81 | \$6,285 | 4,000 | \$1,608.34 | \$6,433 |
| Organizational Issue/Replacement | 2,152 | \$1,111.99 | \$2,393 | 2,157 | \$1,134.23 | \$2,447 | 2,165 | \$1,156.91 | \$2,505 |
| New Uniform Replacement | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 25,562 | \$489.00 | \$12,500 |
| TOTAL | 6,129 | | \$8,541 | 6,143 | | \$8,732 | 31,727 | | \$21,438 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 7,650 | \$1,876.21 | \$14,353 | 7,771 | \$1,913.73 | \$14,872 | 7,879 | \$1,952.01 | \$15,380 |
| Enlisted | 40,825 | \$1,464.67 | \$59,795 | 40,914 | \$1,493.96 | \$61,124 | 41,059 | \$1,523.84 | \$62,567 |
| TOTAL | 48,475 | | \$74,148 | 48,685 | | \$75,996 | 48,938 | | \$77,947 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------------------------------|-----------------------|-------------|-----------|-------------------------|-------------|-----------|-------------------------|-------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 8,493 | | | 8,627 | | | 8,747 | | |
| Participation Rate | 83.88% | | | 83.88% | | | 83.88% | | |
| PAID PARTICIPANTS | 7,124 | \$14,937.97 | \$106,418 | 7,236 | \$15,553.26 | \$112,544 | 7,337 | \$15,975.37 | \$117,212 |
| Additional Training Assemblies: | | | | | | | | | |
| Flight Training | 91,548 | \$355.06 | \$32,505 | 92,999 | \$369.46 | \$34,360 | 94,297 | \$379.40 | \$35,777 |
| Readiness Management Periods | 13,613 | \$356.20 | \$4,849 | 13,831 | \$371.04 | \$5,133 | 14,025 | \$381.16 | \$5,346 |
| Military Funeral Honors | 11 | \$1,859.41 | \$19 | 11 | \$1,903.46 | \$20 | 11 | \$1,963.10 | \$22 |
| TOTAL | | | \$143,791 | | | \$152,057 | | | \$158,357 |
| | | | | | | | | | |
| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 46,334 | | | 46,435 | | | 46,600 | | |
| Participation Rate | 82.47% | | | 82.47% | | | 82.47% | | |
| PAID PARTICIPANTS | 38,212 | \$6,614.44 | \$252,751 | 38,295 | \$6,889.23 | \$263,824 | 38,431 | \$7,076.99 | \$271,975 |
| Additional Training Assemblies: | | | | | | | | | |
| Flight Training | 40,258 | \$195.99 | \$7,890 | 40,351 | \$203.92 | \$8,228 | 40,497 | \$209.40 | \$8,480 |
| Readiness Management Periods | 28,764 | \$196.47 | \$5,651 | 28,822 | \$204.69 | \$5,900 | 28,920 | \$210.29 | \$6,082 |
| Military Funeral Honors | 66 | \$2,772.81 | \$170 | 67 | \$2,843.54 | \$191 | 67 | \$2,927.83 | \$196 |
| TOTAL | | | \$266,462 | | | \$278,143 | | | \$286,733 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|-------------------------|-----------------------|----------------|----------------|-------------------------|----------------|----------------|-------------------------|----------------|----------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 1,636,900 | | | 1,640,558 | | | 1,646,384 | | |
| Percent Subsisted | 8.05% | | | 8.05% | | | 8.05% | | |
| TOTAL | 131,814 | \$12.29 | \$1,620 | 132,109 | \$12.30 | \$1,625 | 132,578 | \$12.53 | \$1,661 |

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 \$500 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------|-----------------------|------------|----------------|-------------------------|------------|----------------|-------------------------|------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 625 | \$2,772.80 | \$1,733 | 635 | \$2,828.26 | \$1,796 | 644 | \$2,884.82 | \$1,858 |
| Enlisted | 885 | \$2,911.86 | \$2,577 | 887 | \$2,970.10 | \$2,634 | 890 | \$3,029.50 | \$2,696 |
| TOTAL | 1,510 | | \$4,310 | 1,522 | | \$4,430 | 1,534 | | \$4,554 |

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

| | BA | Amount |
|--|--------------|------------------|
| FY 2019 Direct Program | | \$96,426 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 1,327 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 443 | |
| Inflation (Rate 2.0%) and Other Price Changes | 287 | |
| Retired Pay Accrual (Rate 24.4%) | 253 | |
| FICA (Rate 7.65%) | 135 | |
| BAH | 112 | |
| Total Pricing Increases | 2,557 | |
| Program Increases: | | |
| AT Pay | 1,133 | |
| IDT Pay | 2,233 | |
| Clothing | 11 | |
| Travel | 442 | |
| Total Program Increases | 3,819 | |
| Total Increases | | \$6,376 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2020 Direct Program | | \$102,802 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2020 | \$102,802 |
| Estimate | FY 2019 | \$96,426 |
| Actual | FY 2018 | \$88,356 |

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 allowance for subsistence (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized.

Pay and Allowances:

| | <u>FY 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|----------------------------|-----------------------|-------------------------|-------------------------|
| Active Duty for Training | \$36,978 | \$40,154 | \$42,753 |
| Inactive Duty for Training | \$51,378 | \$56,272 | \$60,049 |
| TOTAL | \$88,356 | \$96,426 | \$102,802 |

**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 allowance for subsistence (BAS), basic allowance for housing (BAH), and special and incentive pay as authorized.

Pay and Allowances:

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Average Strength | 4,140 | | | 4,379 | | | 4,559 | | |
| Participation Rate | 89.01% | | | 89.02% | | | 89.01% | | |
| PAID PARTICIPANTS | 3,685 | \$5,406.77 | \$19,924 | 3,898 | \$5,620.45 | \$21,908 | 4,058 | \$5,776.75 | \$23,442 |

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Average Strength | 2,698 | | | 2,782 | | | 2,866 | | |
| Participation Rate | 79.80% | | | 79.80% | | | 79.80% | | |
| PAID PARTICIPANTS | 2,153 | \$2,883.91 | \$6,209 | 2,220 | \$2,994.97 | \$6,648 | 2,287 | \$3,077.96 | \$7,040 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|-------------------------|-----------------------|---------|--------|-------------------------|---------|--------|-------------------------|---------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Total Enlisted Workdays | 26,590 | | | 27,417 | | | 28,244 | | |
| Percent Subsisted | 0.00% | | | 0.00% | | | 0.00% | | |
| TOTAL | 0 | \$12.29 | \$0 | 0 | \$12.30 | \$0 | 0 | \$12.53 | \$0 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|------------------------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | | | | | | | | | |
| Initial and Additional | 8 | \$400.00 | \$3 | 8 | \$400.00 | \$3 | 8 | \$400.00 | \$3 |
| Organization | 0 | \$1,000.00 | \$0 | 0 | \$1,000.00 | \$0 | 0 | \$1,000.00 | \$0 |
| TOTAL | 8 | | \$3 | 8 | | \$3 | 8 | | \$3 |

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------------------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Initial Replacement | 230 | \$1,456.52 | \$335 | 237 | \$1,485.65 | \$352 | 244 | \$1,515.37 | \$370 |
| Organization | 0 | \$1,000.00 | \$0 | 0 | \$1,000.00 | \$0 | 0 | \$1,000.00 | \$0 |
| TOTAL | 230 | | \$335 | 237 | | \$352 | 244 | | \$370 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 3,685 | \$1,912.89 | \$7,049 | 3,898 | \$1,951.15 | \$7,606 | 4,058 | \$1,990.17 | \$8,076 |
| Enlisted | 2,153 | \$1,606.13 | \$3,458 | 2,220 | \$1,638.25 | \$3,637 | 2,287 | \$1,671.02 | \$3,822 |
| TOTAL | 5,838 | | \$10,507 | 6,118 | | \$11,243 | 6,345 | | \$11,898 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------|-----------------------|-------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 4,140 | | | 4,379 | | | 4,559 | | |
| Participation Rate | 83.00% | | | 82.99% | | | 83.00% | | |
| PAID PARTICIPANTS | 3,436 | \$11,530.24 | \$39,618 | 3,634 | \$12,010.55 | \$43,646 | 3,784 | \$12,338.34 | \$46,688 |

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------|-----------------------|------------|----------|-------------------------|------------|----------|-------------------------|------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Enlisted | | | | | | | | | |
| Unit Training | | | | | | | | | |
| Average Strength | 2,698 | | | 2,782 | | | 2,866 | | |
| Participation Rate | 86.66% | | | 86.66% | | | 86.67% | | |
| PAID PARTICIPANTS | 2,338 | \$4,893.92 | \$11,442 | 2,411 | \$5,095.75 | \$12,285 | 2,484 | \$5,234.15 | \$13,001 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|------------|--------|-------------------------|------------|--------|-------------------------|------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officers | 134 | \$1,768.66 | \$237 | 142 | \$1,804.03 | \$256 | 148 | \$1,840.11 | \$272 |
| Enlisted | 40 | \$2,025.00 | \$81 | 41 | \$2,065.50 | \$85 | 42 | \$2,106.81 | \$88 |
| TOTAL | 174 | | \$318 | 183 | | \$341 | 190 | | \$360 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|-------------|--------|-------------------------|-------------|--------|-------------------------|-------------|--------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | 30 | \$14,100.00 | \$423 | 30 | \$13,866.67 | \$416 | 30 | \$15,133.33 | \$454 |
| Enlisted | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| TOTAL | 30 | | \$423 | 30 | | \$416 | 30 | | \$454 |

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

| | BA | Amount |
|--|----------------|------------------|
| FY 2019 Direct Program | | \$61,823 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 713 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 238 | |
| Inflation (Rate 2.0%) and Other Price Changes | 213 | |
| Retired Pay Accrual (Rate 24.4%) | 136 | |
| FICA (Rate 7.65%) | 73 | |
| BAH | 292 | |
| Total Pricing Increases | 1,665 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$1,665 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| AT Pay | (7,673) | |
| Clothing | (675) | |
| Travel | (686) | |
| Total Program Decreases | (9,034) | |
| Total Decreases | | (\$9,034) |
| FY 2020 Direct Program | | \$54,454 |

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

| | | |
|----------|---------|----------|
| Estimate | FY 2020 | \$54,454 |
| Estimate | FY 2019 | \$61,823 |
| Actual | FY 2018 | \$50,965 |

PART I - Purpose and Scope

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

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

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

Part II - Justification for Funds Requested

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

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 Estimate</u> | | |
|--------------------|-----------------------|-------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Number of Trainees | 2,803 | | | 3,282 | | | 2,815 | | |
| Participation Rate | 100.00% | | | 100.00% | | | 100.00% | | |
| Paid Trainees | 2,803 | \$15,381.68 | \$43,115 | 3,282 | \$15,980.25 | \$52,447 | 2,815 | \$16,430.50 | \$46,252 |

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 Estimate</u> | | |
|----------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Total Clothing | 2,803 | \$1,389.23 | \$3,894 | 3,282 | \$1,417.01 | \$4,651 | 2,815 | \$1,445.35 | \$4,069 |

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

| | <u>FY 2018 Actual</u> | | | <u>FY 2019 Estimate</u> | | | <u>FY 2020 Estimate</u> | | |
|--------------|-----------------------|------------|---------|-------------------------|------------|---------|-------------------------|------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Total Travel | 2,803 | \$1,411.34 | \$3,956 | 3,282 | \$1,439.57 | \$4,725 | 2,815 | \$1,468.36 | \$4,133 |

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

| | BA | Amount |
|--|----------------|------------------|
| FY 2019 Direct Program | | \$3,788 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 59 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 20 | |
| Inflation (Rate 2.0%) and Other Price Changes | 5 | |
| Retired Pay Accrual (Rate 24.4%) | 11 | |
| FICA (Rate 7.65%) | 6 | |
| Total Pricing Increases | 101 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$101 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| IDT Pay | (1,220) | |
| Total Program Decreases | (1,220) | |
| Total Decreases | | (\$1,220) |
| FY 2020 Direct Program | | \$2,669 |

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

| | | |
|----------|---------|---------|
| Estimate | FY 2020 | \$2,669 |
| Estimate | FY 2019 | \$3,788 |
| Actual | FY 2018 | \$4,883 |

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 (IADT). Program funds participation in drill periods for non-prior service personnel awaiting Basic Military Training (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 IADT.

**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 IADT.

| | FY 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|-------------------------|-----------------------|--------|---------|---------|-------------------------|--------|---------|---------|-------------------------|--------|---------|---------|
| | Strength | Drills | Rate | Amount | Strength | Drills | Rate | Amount | Strength | Drills | Rate | Amount |
| <u>Unit Training:</u> | | | | | | | | | | | | |
| Non-Prior Service Drill | 2,160 | 60,889 | \$80.19 | \$4,883 | 1,611 | 45,413 | \$83.44 | \$3,788 | 1,105 | 31,149 | \$85.70 | \$2,669 |

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

| | BA | Amount |
|--------------------------------|------------|---------------|
| FY 2019 Direct Program | 578 | \$578 |
| Increases: | | |
| Pricing Increases: | | |
| IRR Muster/Screening | 11 | |
| Total Pricing Increases | 11 | |
| Program Increases: | | |
| Readiness Training | 170 | |
| IRR Muster/Screening | 1 | |
| Total Program Increases | 171 | |
| Total Increases | | \$182 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2020 Direct Program | | \$760 |

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

| | | |
|----------|---------|-------|
| Estimate | FY 2020 | \$760 |
| Estimate | FY 2019 | \$578 |
| Actual | FY 2018 | \$714 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|-----------------------------|-----------------------|----------|----------|--------|-------------------------|----------|----------|--------|-------------------------|----------|----------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| <u>Readiness Training</u> | | | | | | | | | | | | |
| Officer | 3 | 3 | \$499.00 | \$1 | 0 | 0 | \$508.98 | \$0 | 25 | 25 | \$519.16 | \$13 |
| Enlisted | 292 | 292 | \$499.00 | \$146 | 0 | 0 | \$508.98 | \$0 | 302 | 302 | \$519.16 | \$157 |
| Subtotal | 295 | 295 | | \$147 | 0 | 0 | | \$0 | 327 | 327 | | \$170 |
| | | | | | | | | | | | | |
| | FY 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| <u>IRR Muster/Screening</u> | | | | | | | | | | | | |
| Officer | 423 | 423 | \$241.25 | \$102 | 423 | 423 | \$246.08 | \$104 | 423 | 423 | \$251.00 | \$106 |
| Enlisted | 1,927 | 1,927 | \$241.25 | \$465 | 1,927 | 1,927 | \$246.08 | \$474 | 1,927 | 1,927 | \$251.00 | \$484 |
| Subtotal | 2,350 | 2,350 | | \$567 | 2,350 | 2,350 | | \$578 | 2,350 | 2,350 | | \$590 |
| | | | | | | | | | | | | |
| | FY 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| <u>Total Mobilization</u> | | | | | | | | | | | | |
| Officer | 426 | 426 | \$241.78 | \$103 | 423 | 423 | \$245.86 | \$104 | 448 | 448 | \$265.63 | \$119 |
| Enlisted | 2,219 | 2,219 | \$275.35 | \$611 | 1,927 | 1,927 | \$245.98 | \$474 | 2,229 | 2,229 | \$287.57 | \$641 |
| TOTAL | 2,645 | 2,645 | | \$714 | 2,350 | 2,350 | | \$578 | 2,677 | 2,677 | | \$760 |

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

| | Amount |
|--|------------------|
| FY 2019 Direct Program | \$155,346 |
| Increases: | |
| Pricing Increases: | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 1,423 |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 474 |
| Retired Pay Accrual (Rate 24.4%) | 275 |
| FICA (Rate 7.65%) | 145 |
| BAH | 813 |
| Inflation (Rate 2.0%) and Other Price Changes | 934 |
| Total Pricing Increases | 4,064 |
| Program Increases: | |
| Initial Skills Acquired | 2,368 |
| Refresh & Proficiency | 1,190 |
| Officer Candidate School | 237 |
| Career Development Training | 2,068 |
| Undergrad Pilot Training | 3,925 |
| Unit Conversion Training | 346 |
| Recruiter Training | 21 |
| Total Program Increases | 10,155 |
| Total Increases | \$14,219 |

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

| | Amount |
|--------------------------------|------------------|
| Decreases: | |
| Pricing Decreases: | |
| Total Pricing Decreases | 0 |
| Program Decreases: | |
| Total Program Decreases | 0 |
| Total Decreases | \$0 |
| FY 2020 Direct Program | \$169,565 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2020 | \$169,565 |
| Estimate | FY 2019 | \$155,346 |
| Actual | FY 2018 | \$166,704 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 1,290 | 34,836 | \$483.36 | \$16,838 | 1,172 | 31,653 | \$500.19 | \$15,833 | 1,251 | 33,783 | \$513.48 | \$17,347 |
| Enlisted | 2,431 | 58,340 | \$290.46 | \$16,946 | 2,179 | 52,298 | \$299.57 | \$15,666 | 2,311 | 55,469 | \$307.18 | \$17,039 |
| TOTAL | 3,721 | 93,176 | | \$33,784 | 3,351 | 83,951 | | \$31,499 | 3,562 | 89,252 | | \$34,386 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 195 | 12,284 | \$380.17 | \$4,670 | 177 | 11,162 | \$393.48 | \$4,392 | 189 | 11,914 | \$403.98 | \$4,813 |
| Enlisted | 1,671 | 125,353 | \$287.42 | \$36,029 | 1,498 | 112,366 | \$296.38 | \$33,303 | 1,589 | 119,168 | \$303.99 | \$36,226 |
| TOTAL | 1,866 | 137,637 | | \$40,699 | 1,675 | 123,528 | | \$37,695 | 1,778 | 131,082 | | \$41,039 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 189 | 3,212 | \$307.60 | \$987 | 172 | 2,919 | \$318.38 | \$929 | 183 | 3,118 | \$326.96 | \$1,019 |
| Enlisted | 168 | 10,394 | \$289.58 | \$3,010 | 150 | 9,319 | \$298.63 | \$2,783 | 159 | 9,880 | \$306.26 | \$3,026 |
| TOTAL | 357 | 13,606 | | \$3,997 | 322 | 12,238 | | \$3,712 | 342 | 12,998 | | \$4,045 |

**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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 441 | 22,943 | \$449.07 | \$10,303 | 401 | 20,847 | \$464.69 | \$9,688 | 428 | 22,249 | \$477.11 | \$10,615 |
| Enlisted | 1,226 | 31,873 | \$285.54 | \$9,101 | 1,099 | 28,572 | \$294.46 | \$8,414 | 1,166 | 30,304 | \$301.99 | \$9,151 |
| TOTAL | 1,667 | 54,816 | | \$19,404 | 1,500 | 49,419 | | \$18,102 | 1,594 | 52,553 | | \$19,766 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 962 | 118,341 | \$358.32 | \$42,407 | 874 | 107,531 | \$370.75 | \$39,867 | 933 | 114,767 | \$380.65 | \$43,685 |
| Enlisted | 699 | 73,439 | \$277.46 | \$20,377 | 627 | 65,835 | \$286.11 | \$18,836 | 665 | 69,826 | \$293.45 | \$20,491 |
| TOTAL | 1,661 | 191,780 | | \$62,784 | 1,501 | 173,366 | | \$58,703 | 1,598 | 184,593 | | \$64,176 |

**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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 93 | 6,520 | \$523.01 | \$3,411 | 85 | 5,928 | \$541.27 | \$3,209 | 90 | 6,323 | \$555.76 | \$3,514 |
| Enlisted | 142 | 7,102 | \$316.81 | \$2,250 | 127 | 6,363 | \$326.53 | \$2,079 | 135 | 6,748 | \$335.02 | \$2,261 |
| TOTAL | 235 | 13,622 | | \$5,661 | 212 | 12,291 | | \$5,288 | 225 | 13,071 | | \$5,775 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 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 | 26 | 1,148 | \$326.38 | \$375 | 23 | 1,030 | \$336.71 | \$347 | 25 | 1,094 | \$345.37 | \$378 |
| TOTAL | 26 | 1,148 | | \$375 | 23 | 1,030 | | \$347 | 25 | 1,094 | | \$378 |

TOTAL SCHOOL TRAINING

| | FY 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officers | 3,170 | 198,136 | \$396.78 | \$78,616 | 2,881 | 180,040 | \$410.56 | \$73,918 | 3,074 | 192,154 | \$421.50 | \$80,993 |
| Enlisted | 6,363 | 307,649 | \$286.33 | \$88,088 | 5,703 | 275,783 | \$295.26 | \$81,428 | 6,050 | 292,489 | \$302.82 | \$88,572 |
| TOTAL | 9,533 | 505,785 | | \$166,704 | 8,584 | 455,823 | | \$155,346 | 9,124 | 484,643 | | \$169,565 |

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

| | BA | Amount |
|--|----------------|------------------|
| FY 2019 Direct Program | 287,454 | \$287,454 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 2,742 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 914 | |
| Retired Pay Accrual (Rate 24.4%) | 521 | |
| FICA (Rate 7.65%) | 286 | |
| BAH | 1,565 | |
| Inflation (Rate 2.0%) and Other Price Changes | 1,561 | |
| Total Pricing Increases | 7,589 | |
| Program Increases: | | |
| Cmd & Staff Supervision | 1,170 | |
| Competitive Events | 15 | |
| Exercises | 441 | |
| Management Support | 25,680 | |
| Operational Training | 6,157 | |
| Unit Conversion | 202 | |
| Service Mission/Mission Support | 647 | |
| Total Program Increases | 34,312 | |
| Total Increases | | \$41,901 |

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

| | BA | Amount |
|--------------------------------|-----------|------------------|
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2020 Direct Program | | \$329,355 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2020 | \$329,355 |
| Estimate | FY 2019 | \$287,454 |
| Actual | FY 2018 | \$357,666 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|----------------|----------|----------|--------|------------------|----------|----------|--------|------------------|----------|----------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 31 | 187 | \$549.67 | \$106 | 25 | 149 | \$576.40 | \$85 | 29 | 170 | \$591.48 | \$101 |
| Enlisted | 1 | 4 | \$463.43 | \$2 | 1 | 4 | \$479.66 | \$2 | 1 | 4 | \$492.14 | \$2 |
| TOTAL | 32 | 191 | | \$108 | 26 | 153 | | \$87 | 30 | 174 | | \$103 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|----------------|----------|----------|----------|------------------|----------|----------|---------|------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 1,196 | 10,766 | \$680.99 | \$7,332 | 932 | 8,385 | \$704.63 | \$5,910 | 1,050 | 9,448 | \$723.10 | \$6,832 |
| Enlisted | 2,008 | 12,050 | \$341.25 | \$4,111 | 1,559 | 9,354 | \$352.55 | \$3,299 | 1,745 | 10,470 | \$361.86 | \$3,788 |
| TOTAL | 3,204 | 22,816 | | \$11,443 | 2,491 | 17,739 | | \$9,209 | 2,795 | 19,918 | | \$10,620 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|-------------------------|----------|----------|-----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 5,042 | 110,921 | \$538.89 | \$59,774 | 4,260 | 93,721 | \$557.57 | \$52,256 | 4,798 | 105,549 | \$572.18 | \$60,393 |
| Enlisted | 29,558 | 738,948 | \$267.38 | \$197,580 | 24,018 | 600,449 | \$276.25 | \$165,874 | 26,688 | 667,196 | \$283.53 | \$189,170 |
| TOTAL | 34,600 | 849,869 | | \$257,354 | 28,278 | 694,170 | | \$218,130 | 31,486 | 772,745 | | \$249,563 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 463 | 3,702 | \$534.31 | \$1,978 | 360 | 2,883 | \$552.83 | \$1,594 | 406 | 3,248 | \$567.51 | \$1,843 |
| Enlisted | 1,198 | 8,384 | \$282.26 | \$2,366 | 931 | 6,515 | \$291.60 | \$1,900 | 1,042 | 7,295 | \$299.33 | \$2,183 |
| TOTAL | 1,661 | 12,086 | | \$4,344 | 1,291 | 9,398 | | \$3,494 | 1,448 | 10,543 | | \$4,026 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|----------|----------|-------------------------|----------|----------|----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 1,016 | 14,224 | \$430.73 | \$6,126 | 791 | 11,079 | \$445.42 | \$4,936 | 891 | 12,478 | \$457.37 | \$5,706 |
| Enlisted | 4,513 | 270,782 | \$206.65 | \$55,949 | 3,507 | 210,435 | \$213.41 | \$44,909 | 3,927 | 235,629 | \$219.09 | \$51,624 |
| TOTAL | 5,529 | 285,006 | | \$62,075 | 4,298 | 221,514 | | \$49,845 | 4,818 | 248,107 | | \$57,330 |

**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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 728 | 6,555 | \$482.43 | \$3,163 | 567 | 5,105 | \$499.18 | \$2,549 | 640 | 5,758 | \$512.13 | \$2,950 |
| Enlisted | 1,436 | 11,484 | \$278.04 | \$3,192 | 1,114 | 8,915 | \$287.18 | \$2,561 | 1,248 | 9,982 | \$294.84 | \$2,942 |
| TOTAL | 2,164 | 18,039 | | \$6,355 | 1,681 | 14,020 | | \$5,110 | 1,888 | 15,740 | | \$5,892 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|----------|---------|-------------------------|----------|----------|---------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 311 | 1,866 | \$580.47 | \$1,083 | 242 | 1,453 | \$600.71 | \$873 | 273 | 1,639 | \$616.06 | \$1,010 |
| Enlisted | 291 | 2,905 | \$302.27 | \$878 | 226 | 2,260 | \$312.44 | \$706 | 253 | 2,530 | \$320.73 | \$811 |
| TOTAL | 602 | 4,771 | | \$1,961 | 468 | 3,713 | | \$1,579 | 526 | 4,169 | | \$1,821 |

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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|---------|-------------------------|----------|--------|--------|-------------------------|----------|--------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 44 | 709 | \$473.91 | \$336 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| Enlisted | 302 | 4,536 | \$203.04 | \$921 | 0 | 0 | \$0.00 | \$0 | 0 | 0 | \$0.00 | \$0 |
| TOTAL | 346 | 5,245 | | \$1,257 | 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 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|----------|----------|----------|-------------------------|----------|------|--------|-------------------------|----------|------|--------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Training | 3,039 | 24,312 | \$316.96 | \$7,706 | | | | | | | | |
| Travel | 3,039 | 24,312 | \$208.25 | \$5,063 | | | | | | | | |
| TOTAL | | | | \$12,769 | | | | | | | | |

TOTAL SPECIAL TRAINING

| | FY 2018 Actual | | | | FY 2019 Estimate | | | | FY 2020 Estimate | | | |
|----------|-----------------------|-----------|----------|-----------|-------------------------|----------|----------|-----------|-------------------------|-----------|----------|-----------|
| | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount | Strength | Workdays | Rate | Amount |
| Officer | 9,763 | 156,388 | \$541.02 | \$84,609 | 7,177 | 122,775 | \$555.51 | \$68,203 | 8,087 | 138,290 | \$570.07 | \$78,835 |
| Enlisted | 41,414 | 1,065,947 | \$256.16 | \$273,057 | 31,356 | 837,932 | \$261.66 | \$219,251 | 34,904 | 933,106 | \$268.48 | \$250,520 |
| TOTAL | 51,177 | 1,222,335 | | \$357,666 | 38,533 | 960,707 | | \$287,454 | 42,991 | 1,071,396 | | \$329,355 |

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

| | BA | Amount |
|--|----------------|------------------|
| FY 2019 Direct Program | 483,833 | \$483,833 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 4,977 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 1,659 | |
| Inflation (Rate 2.0%) and Other Price Changes | 1,610 | |
| Retired Pay Accrual (Full-time Rate 31%) | 3,395 | |
| FICA (Rate 7.65%) | 505 | |
| BAH | 2,882 | |
| Total Pricing Increases | 15,028 | |
| Program Increases: | | |
| Full-Time / AGR | 71,516 | |
| Death & Disability | 1 | |
| Travel | 1,491 | |
| Bonuses | 881 | |
| Total Program Increases | 73,889 | |
| Total Increases | | \$88,917 |

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

| | BA | Amount |
|-----------------------------------|----------------|------------------|
| Decreases: | | |
| Pricing Decreases: | | |
| Inflation and Other Price Changes | (334) | |
| Total Pricing Decreases | (334) | |
| Program Decreases: | | |
| Bonuses | (1,883) | |
| Health Professional Stipend | (1) | |
| Total Program Decreases | (1,884) | |
| Total Decreases | | (\$2,218) |
| FY 2020 Direct Program | | \$570,532 |

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

| | | |
|----------|---------|-----------|
| Estimate | FY 2020 | \$570,532 |
| Estimate | FY 2019 | \$483,833 |
| Actual | FY 2018 | \$416,244 |

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 2018 Actual</u> | <u>FY 2019 Estimate</u> | <u>FY 2020 Estimate</u> |
|----------------------------------|------------------------------|--------------------------------|--------------------------------|
| Full-Time Pay and Allowances | \$386,531 | \$453,363 | \$541,118 |
| Health Profession Stipend | \$1,123 | \$1,011 | \$1,038 |
| Death Gratuity | \$0 | \$200 | \$200 |
| Disability and Hospitalization | \$382 | \$1,014 | \$1,043 |
| Bonus Programs | \$26,764 | \$25,739 | \$25,385 |
| Foreign Language Proficiency Pay | \$1,443 | \$1,487 | \$1,487 |
| Continuation Pay | \$1 | \$1,019 | \$261 |
| Total | \$416,244 | \$483,833 | \$570,532 |

**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 allowance for subsistence 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 Air Force Materiel Command (AFMC) reimbursement.

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------------------|-----------------------|--------------|-----------|-------------------------|--------------|-----------|-------------------------|--------------|-----------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| <u>Officers</u> | | | | | | | | | |
| Full Time Statutory Tour | 289 | \$198,850.89 | \$57,468 | 231 | \$205,965.37 | \$47,578 | 240 | \$212,611.33 | \$51,027 |
| Recruiters | 11 | \$178,181.45 | \$1,960 | 11 | \$184,457.97 | \$2,030 | 14 | \$190,403.29 | \$2,666 |
| Unit AGRs | 659 | \$173,467.34 | \$114,315 | 860 | \$179,643.87 | \$154,494 | 1,043 | \$185,442.83 | \$193,416 |
| Subtotal | 959 | \$181,171.01 | \$173,743 | 1,102 | \$185,210.53 | \$204,102 | 1,297 | \$190,523.52 | \$247,109 |
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| | | | | | | | | | |
| <u>Enlisted</u> | | | | | | | | | |
| Full Time Statutory Tour | 183 | \$115,895.83 | \$21,209 | 181 | \$119,845.98 | \$21,691 | 174 | \$123,671.76 | \$21,519 |
| Recruiters | 399 | \$104,744.26 | \$41,793 | 390 | \$108,299.72 | \$42,237 | 378 | \$111,758.67 | \$42,245 |
| Unit AGRs | 1,614 | \$93,869.76 | \$151,506 | 1,914 | \$97,033.54 | \$185,722 | 2,294 | \$100,132.20 | \$229,704 |
| Subtotal | 2,196 | \$97,681.24 | \$214,508 | 2,485 | \$100,462.78 | \$249,650 | 2,846 | \$103,115.95 | \$293,468 |
| TOTAL | 3,155 | \$123,058.95 | \$388,251 | 3,587 | \$126,499.02 | \$453,752 | 4,143 | \$130,479.60 | \$540,577 |
| <u>Less AFMC Reimbursement</u> | 104 | \$94,605.77 | \$9,839 | 104 | \$94,432.69 | \$9,821 | 104 | \$101,644.23 | \$10,571 |
| <u>Total Direct</u> | 3,051 | \$124,028.84 | \$378,412 | 3,483 | \$127,456.50 | \$443,931 | 4,039 | \$131,222.08 | \$530,006 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|-----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Officer | 178 | \$15,550.56 | \$2,768 | 205 | \$15,861.57 | \$3,252 | 241 | \$16,178.80 | \$3,899 |
| Enlisted | 416 | \$12,862.98 | \$5,351 | 471 | \$13,120.24 | \$6,180 | 539 | \$13,382.65 | \$7,213 |
| TOTAL | 594 | | \$8,119 | 676 | | \$9,432 | 780 | | \$11,112 |

**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 including the use of reserve aircrew to perform AFMC test support and Depot Functional Check Flight operation. 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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------|-----------------------|---------|-------------------------|---------|-------------------------|----------|
| | Strength | Amount | Strength | Amount | Strength | Amount |
| Officers | 50 | \$7,445 | 50 | \$7,464 | 50 | \$7,999 |
| Enlisted | 54 | \$2,394 | 54 | \$2,357 | 54 | \$2,572 |
| TOTAL | 104 | \$9,839 | 104 | \$9,821 | 104 | \$10,571 |

* 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--------------------------|-----------------------|--------------------|----------------|-------------------------|--------------------|----------------|-------------------------|--------------------|----------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Selected Reserve | 47 | \$23,893.62 | \$1,123 | 41 | \$24,658.54 | \$1,011 | 41 | \$25,317.07 | \$1,038 |
| Individual Ready Reserve | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| TOTAL | 47 | \$23,893.62 | \$1,123 | 41 | \$24,658.54 | \$1,011 | 41 | \$25,317.07 | \$1,038 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|--|-----------------------|--------------|--------|-------------------------|--------------|---------|-------------------------|--------------|---------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| <u>Death Gratuities</u> | | | | | | | | | |
| Officer | 0 | \$100,000.00 | \$0 | 1 | \$100,000.00 | \$100 | 1 | \$100,000.00 | \$100 |
| Enlisted | 0 | \$100,000.00 | \$0 | 1 | \$100,000.00 | \$100 | 1 | \$100,000.00 | \$100 |
| TOTAL | 0 | | \$0 | 2 | | \$200 | 2 | | \$200 |
| | | | | | | | | | |
| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| <u>Disability and Hospitalization</u> | | | | | | | | | |
| <u>Pay And Allowances</u> | | | | | | | | | |
| Officer | 1 | \$33,000.00 | \$33 | 9 | \$33,841.50 | \$305 | 9 | \$34,848.28 | \$314 |
| Enlisted | 11 | \$24,909.09 | \$274 | 24 | \$25,544.27 | \$613 | 24 | \$26,304.21 | \$631 |
| Subtotal | 12 | | \$307 | 33 | | \$918 | 33 | | \$945 |
| | | | | | | | | | |
| <u>Special Comp for Assist with Act of Daily Living (SCAADL)</u> | | | | | | | | | |
| Officer | 0 | \$17,750.00 | \$0 | 1 | \$18,105.00 | \$18 | 1 | \$18,467.10 | \$18 |
| Enlisted | 4 | \$17,750.00 | \$71 | 4 | \$18,105.00 | \$72 | 4 | \$18,467.10 | \$74 |
| Subtotal | 4 | | \$71 | 5 | | \$90 | 5 | | \$92 |
| | | | | | | | | | |
| <u>Transportation & Per Diem</u> | | | | | | | | | |
| Officer | 0 | \$500.00 | \$0 | 4 | \$510.00 | \$2 | 4 | \$520.20 | \$2 |
| Enlisted | 8 | \$500.00 | \$4 | 8 | \$510.00 | \$4 | 8 | \$520.20 | \$4 |
| Subtotal | 8 | | \$4 | 12 | | \$6 | 12 | | \$6 |
| TOTAL | | | \$382 | | | \$1,014 | | | \$1,043 |

**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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 6 Year | 294 | \$2,238 | 295 | \$2,250 | 295 | \$2,250 |
| Anniversary Payments | | | | | | |
| 6 Year | 2,877 | \$4,561 | 2,596 | \$4,097 | 2,316 | \$3,636 |
| Subtotal | 3,171 | \$6,799 | 2,891 | \$6,347 | 2,611 | \$5,886 |

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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 7 | \$91 | 10 | \$125 | 10 | \$125 |
| 6 Year | 262 | \$1,963 | 270 | \$2,025 | 270 | \$2,025 |
| Anniversary Payments | | | | | | |
| 3 Year | 17 | \$105 | 18 | \$113 | 17 | \$107 |
| 6 Year | 1,001 | \$1,502 | 1,063 | \$1,595 | 1,132 | \$1,698 |
| Subtotal | 1,287 | \$3,661 | 1,361 | \$3,858 | 1,429 | \$3,955 |

**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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 91 | \$343 | 95 | \$356 | 95 | \$356 |
| 6 Year | 639 | \$4,794 | 650 | \$4,875 | 650 | \$4,875 |
| Anniversary Payments | | | | | | |
| 3 Year | 165 | \$309 | 173 | \$325 | 186 | \$349 |
| 6 Year | 2,751 | \$4,126 | 2,839 | \$4,259 | 2,939 | \$4,409 |
| Subtotal | 3,646 | \$9,572 | 3,757 | \$9,815 | 3,870 | \$9,989 |

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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 27 | \$495 | 40 | \$750 | 40 | \$750 |
| Anniversary Payments | | | | | | |
| 3 Year | 132 | \$2,370 | 93 | \$1,685 | 67 | \$1,245 |
| Subtotal | 159 | \$2,865 | 133 | \$2,435 | 107 | \$1,995 |

**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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|-----------------------------|-----------------------|--------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 10 | \$38 | 15 | \$56 | 15 | \$56 |
| 6 Year | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Anniversary Payments | | | | | | |
| 3 Year | 32 | \$60 | 25 | \$47 | 25 | \$47 |
| 6 Year | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Subtotal | 42 | \$98 | 40 | \$103 | 40 | \$103 |

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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|-----------------------------|-----------------------|--------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 108 | \$458 | 110 | \$550 | 110 | \$550 |
| Anniversary Payments | | | | | | |
| 3 Year | 211 | \$527 | 213 | \$533 | 218 | \$545 |
| Subtotal | 319 | \$985 | 323 | \$1,083 | 328 | \$1,095 |

**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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|--------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 6 Year | 17 | \$25 | 20 | \$30 | 20 | \$30 |
| Anniversary Payments | | | | | | |
| 6 Year | 40 | \$60 | 37 | \$56 | 37 | \$56 |
| Subtotal | 57 | \$85 | 57 | \$86 | 57 | \$86 |

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 2018 Actual | | FY 2019 Estimate | | FY 2020 Estimate | |
|----------------------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| 3 Year | 23 | \$591 | 25 | \$660 | 25 | \$660 |
| Anniversary Payments | | | | | | |
| 3 Year | 80 | \$2,108 | 44 | \$1,352 | 58 | \$1,616 |
| Subtotal | 103 | \$2,699 | 69 | \$2,012 | 83 | \$2,276 |

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

TOTAL RESERVE INCENTIVES

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 Estimate</u> | |
|---------------------------------|-----------------------|-----------------|-------------------------|-----------------|-------------------------|-----------------|
| | Number | Amount | Number | Amount | Number | Amount |
| New Payments | | | | | | |
| Subtotal - New Payments | 1,478 | \$11,036 | 1,530 | \$11,677 | 1,530 | \$11,677 |
| Anniversary Payments | | | | | | |
| Subtotal - Anniversary Payments | 7,306 | \$15,728 | 7,101 | \$14,062 | 6,995 | \$13,708 |
| TOTAL | 8,784 | \$26,764 | 8,631 | \$25,739 | 8,525 | \$25,385 |

Foreign Language Proficiency Pay

| | <u>FY 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 Estimate</u> | |
|----------|-----------------------|---------|-------------------------|---------|-------------------------|---------|
| | Number | Amount | Number | Amount | Number | Amount |
| Officer | 128 | \$541 | 130 | \$559 | 130 | \$559 |
| Enlisted | 263 | \$902 | 265 | \$928 | 265 | \$928 |
| Subtotal | 391 | \$1,443 | 395 | \$1,487 | 395 | \$1,487 |

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 2018 Actual</u> | | <u>FY 2019 Estimate</u> | | <u>FY 2020 Estimate</u> | |
|----------|-----------------------|--------|-------------------------|---------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| Officer | | \$0 | | \$274 | | \$29 |
| Enlisted | | \$1 | | \$745 | | \$232 |
| Subtotal | | \$1 | | \$1,019 | | \$261 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 325 | 265 | 195 | 195 | 199 | 201 | 201 | 209 | 216 |
| Enlisted | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 1 | 7 | 12 | 12 | 12 | 11 | 11 | 11 | 11 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 7 | 11 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 98 | 117 | 126 | 126 | 127 | 130 | 130 | 132 | 132 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 52 | 51 | 49 | 49 | 41 | 32 | 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 7 | 6 | 4 | 4 | 5 | 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-------|-------------------------|---------|-------|-------------------------|---------|-------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 516 | 659 | 785 | 785 | 860 | 955 | 955 | 1,043 | 1,128 |
| Enlisted | 1,412 | 1,614 | 1,782 | 1,782 | 1,914 | 2,092 | 2,092 | 2,294 | 2,498 |
| Subtotal | 1,928 | 2,273 | 2,567 | 2,567 | 2,774 | 3,047 | 3,047 | 3,337 | 3,626 |

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

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 13 | 11 | 8 | 8 | 11 | 14 | 14 | 14 | 14 |
| Enlisted | 401 | 399 | 395 | 395 | 390 | 384 | 384 | 378 | 370 |
| Subtotal | 414 | 410 | 403 | 403 | 401 | 398 | 398 | 392 | 384 |

**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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-----|-------------------------|---------|-----|-------------------------|---------|-----|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Enlisted | 6 | 7 | 8 | 8 | 6 | 3 | 3 | 3 | 3 |

TOTAL PROGRAM

| | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------|-----------------------|---------|-------|-------------------------|---------|-------|-------------------------|---------|-------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| Officer | 868 | 959 | 1,020 | 1,020 | 1,102 | 1,201 | 1,201 | 1,297 | 1,389 |
| Enlisted | 1,978 | 2,196 | 2,366 | 2,366 | 2,485 | 2,648 | 2,648 | 2,846 | 3,042 |
| Subtotal | 2,846 | 3,155 | 3,386 | 3,386 | 3,587 | 3,849 | 3,849 | 4,143 | 4,431 |

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

| | BA | Amount |
|--|----------------|------------------|
| FY 2019 Direct Program | 4,481 | \$4,481 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 33 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 100 | |
| Total Pricing Increases | 133 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$133 |
| Decreases: | | |
| Pricing Decreases: | | |
| Other Pricing | (1) | |
| Total Pricing Decreases | (1) | |
| Program Decreases: | | |
| Total Program | (1,223) | |
| Total Program Decreases | (1,223) | |
| Total Decreases | | (\$1,224) |
| FY 2020 Direct Program | | \$3,390 |

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

| | | |
|----------|---------|---------|
| Estimate | FY 2020 | \$3,390 |
| Estimate | FY 2019 | \$4,481 |
| Actual | FY 2018 | \$1,598 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| TSP Matching Contributions | | | | | | | | | |
| Officer | | | \$455 | | | \$2,191 | | | \$874 |
| Enlisted | | | \$1,143 | | | \$2,290 | | | \$2,516 |
| Total | | | \$1,598 | | | \$4,481 | | | \$3,390 |

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

| | BA | Amount |
|--------------------------------|---------------|-----------------|
| FY 2019 Direct Program | 15,563 | \$15,563 |
| Increases: | | |
| Pricing Increases: | | |
| Total Pricing Increases | 0 | |
| Program Increases: | | |
| Total Program Increases | 0 | |
| Total Increases | | \$0 |
| Decreases: | | |
| Pricing Decreases: | | |
| Kicker | (168) | |
| Total Pricing Decreases | (168) | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | (\$168) |
| FY 2020 Direct Program | | \$15,395 |

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

| | | |
|----------|---------|----------|
| Estimate | FY 2020 | \$15,395 |
| Estimate | FY 2019 | \$15,563 |
| Actual | FY 2018 | \$15,193 |

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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 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 | 2,803 | \$0 | \$0 | 3,282 | \$0 | \$0 | 2,929 | \$0 | \$0 |
| \$350 Kicker, Officer | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| \$350 Kicker, Enlisted | 690 | \$4,752 | \$3,278 | 1,120 | \$3,257 | \$3,648 | 1,120 | \$3,107 | \$3,480 |
| Chapter 1606 Amortization | 0 | \$0 | \$0 | 0 | \$0 | \$0 | 0 | \$0 | \$0 |
| Tuition Assistance | | | | | | | | | |
| Tuition Assistance, Officer | 423 | \$2,118 | \$896 | 423 | \$2,118 | \$896 | 423 | \$2,118 | \$896 |
| Tuition Assistance, Enlisted | 5,204 | \$2,117 | \$11,019 | 5,204 | \$2,117 | \$11,019 | 5,204 | \$2,117 | \$11,019 |
| TOTAL EDUCATIONAL BENEFITS | 9,120 | | \$15,193 | 10,029 | | \$15,563 | 9,676 | | \$15,395 |

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

| | BA | Amount |
|--|---------------|-----------------|
| FY 2019 Direct Program | 57,077 | \$57,077 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 181 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 60 | |
| Inflation (Rate 2.0%) and Other Price Changes | 1,020 | |
| FICA (Rate 7.65%) | 18 | |
| Retired Pay Accrual (Rate 24.4%) | 35 | |
| BAH | 112 | |
| Total Pricing Increases | 1,426 | |
| Program Increases: | | |
| Stipend | 4,230 | |
| Pay Allowances | 1,322 | |
| BAH | 418 | |
| Travel | 1 | |
| Total Program Increases | 5,971 | |
| Total Increases | | \$7,397 |

**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:

Total Program Decreases

0

Total Decreases

\$0

FY 2020 Direct Program

\$64,474

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

| | | |
|----------|---------|----------|
| Estimate | FY 2020 | \$64,474 |
| Estimate | FY 2019 | \$57,077 |
| Actual | FY 2018 | \$52,353 |

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 \$2,391.00 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------------------------------|-----------------------|-------------|----------|-------------------------|-------------|----------|-------------------------|-------------|----------|
| | Participants | Rate | Amount | Participants | Rate | Amount | Participants | Rate | Amount |
| Stipend | 1,298 | \$24,056.24 | \$31,225 | 1,395 | \$24,653.85 | \$34,392 | 1,562 | \$25,327.50 | \$39,562 |
| Pay and Allowances | 1,298 | \$9,750.41 | \$12,656 | 1,395 | \$10,124.75 | \$14,124 | 1,562 | \$10,415.91 | \$16,270 |
| Uniform Allowances | 523 | \$400.00 | \$209 | 400 | \$400.00 | \$160 | 400 | \$400.00 | \$160 |
| Travel | 779 | \$5,029.53 | \$3,918 | 780 | \$5,130.12 | \$4,001 | 780 | \$5,232.72 | \$4,082 |
| Critical Skills Accession Bonus | 217 | \$20,000.00 | \$4,345 | 220 | \$20,000.00 | \$4,400 | 220 | \$20,000.00 | \$4,400 |
| TOTAL | | | \$52,353 | | | \$57,077 | | | \$64,474 |

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

| | BA | Amount |
|--|--------------|----------------|
| FY 2019 Direct Program | 2,388 | \$2,388 |
| Increases: | | |
| Pricing Increases: | | |
| FY 2020 Pay Raise (3.1% Effective 01 Jan 20) | 1 | |
| Annualization FY 2019 Pay Raise (2.6% Effective 01 Jan 19) | 1 | |
| Inflation (Rate 2.0%) and Other Price Changes | 29 | |
| Total Pricing Increases | 31 | |
| Stipend | 28 | |
| Pay Allowances | 4 | |
| Total Program Increases | 32 | |
| Total Increases | | \$63 |
| Decreases: | | |
| Pricing Decreases: | | |
| Total Pricing Decreases | 0 | |
| Program Decreases: | | |
| Total Program Decreases | 0 | |
| Total Decreases | | \$0 |
| FY 2020 Direct Program | | \$2,451 |

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

| | | |
|----------|---------|---------|
| Estimate | FY 2020 | \$2,451 |
| Estimate | FY 2019 | \$2,388 |
| Actual | FY 2018 | \$3,062 |

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 \$2,391.00 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 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|----------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Participants | Rate | Amount | Participants | Rate | Amount | Participants | Rate | Amount |
| Stipend | 39 | \$44,564.10 | \$1,738 | 40 | \$26,984.63 | \$1,079 | 41 | \$27,718.50 | \$1,136 |
| Financial Assistance Grant | 27 | \$45,000.00 | \$1,236 | 27 | \$45,000.00 | \$1,215 | 27 | \$45,000.00 | \$1,215 |
| Pay and Allowances | 39 | \$2,254.26 | \$88 | 40 | \$2,351.92 | \$94 | 41 | \$2,416.99 | \$100 |
| Uniform Allowances | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 | 0 | \$0.00 | \$0 |
| TOTAL | | | \$3,062 | | | \$2,388 | | | \$2,451 |

Section V
Special Analysis

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 | 23 | 57 | 80 | 0 | 45 | 98 | 223 |
| RECRUITING RETENTION | 8 | 395 | 403 | 0 | 0 | 41 | 444 |
| SUBTOTAL | 31 | 452 | 483 | 0 | 45 | 139 | 667 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 686 | 1,729 | 2,415 | 7,440 | 44 | 3,130 | 13,029 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 686 | 1,729 | 2,415 | 7,440 | 44 | 3,130 | 13,029 |
| TRAINING: | | | | | | | |
| RC NON-UNIT INST | 0 | 17 | 17 | 2 | 0 | 0 | 19 |
| AC SCHOOLS | 7 | 2 | 9 | 0 | 0 | 0 | 9 |
| ROTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 7 | 19 | 26 | 2 | 0 | 0 | 28 |
| HEADQUARTERS: | | | | | | | |
| SERVICE HQS | 80 | 97 | 177 | 32 | 69 | 390 | 668 |
| AC HQS | 52 | 2 | 54 | 0 | 0 | 0 | 54 |
| AC INSTAL/ACTIVITIES | 13 | 26 | 39 | 0 | 0 | 0 | 39 |
| RC CHIEFS STAFF | 97 | 33 | 130 | 0 | 7 | 18 | 155 |
| OTHERS HQS | 54 | 8 | 62 | 0 | 0 | 0 | 62 |
| SUBTOTAL | 296 | 166 | 462 | 32 | 76 | 408 | 978 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 1,020 | 2,366 | 3,386 | 7,474 | 165 | 3,677 | 14,702 |

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 | 384 | 398 | 0 | 0 | 41 | 439 |
| SUBTOTAL | 36 | 419 | 455 | 2 | 58 | 151 | 666 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 860 | 2,042 | 2,902 | 9,861 | 32 | 3,284 | 16,079 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 860 | 2,042 | 2,902 | 9,861 | 32 | 3,284 | 16,079 |
| 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 | 47 | 9 | 56 | 0 | 0 | 0 | 56 |
| AC INSTAL/ACTIVITIES | 9 | 25 | 34 | 0 | 0 | 0 | 34 |
| RC CHIEFS STAFF | 103 | 29 | 132 | 0 | 6 | 23 | 161 |
| OTHERS HQS | 54 | 5 | 59 | 0 | 0 | 0 | 59 |
| SUBTOTAL | 294 | 171 | 465 | 42 | 77 | 434 | 1,018 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 1,201 | 2,648 | 3,849 | 9,908 | 167 | 3,869 | 17,793 |

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2020

| | 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 | 0 | 53 | 117 | 227 |
| RECRUITING RETENTION | 14 | 370 | 384 | 0 | 0 | 41 | 425 |
| SUBTOTAL | 36 | 405 | 441 | 0 | 53 | 158 | 652 |
| UNITS: | | | | | | | |
| UNITS | | | | | | | |
| RC UNIQUE MGMT HQS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNITS | 1,035 | 2,446 | 3,481 | 8,916 | 27 | 3,601 | 16,025 |
| MAINT ACT (NON-UNIT) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 1,035 | 2,446 | 3,481 | 8,916 | 27 | 3,601 | 16,025 |
| TRAINING: | | | | | | | |
| RC NON-UNIT INST | 0 | 16 | 16 | 3 | 0 | 0 | 19 |
| AC SCHOOLS | 11 | 2 | 13 | 0 | 0 | 0 | 13 |
| ROTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 11 | 18 | 29 | 3 | 0 | 0 | 32 |
| HEADQUARTERS: | | | | | | | |
| SERVICE HQS | 95 | 105 | 200 | 19 | 69 | 420 | 708 |
| AC HQS | 47 | 9 | 56 | 0 | 0 | 0 | 56 |
| AC INSTAL/ACTIVITIES | 9 | 25 | 34 | 0 | 0 | 0 | 34 |
| RC CHIEFS STAFF | 103 | 29 | 132 | 0 | 7 | 23 | 162 |
| OTHERS HQS | 53 | 5 | 58 | 0 | 0 | 0 | 58 |
| SUBTOTAL | 307 | 173 | 480 | 19 | 76 | 443 | 1,018 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 1,389 | 3,042 | 4,431 | 8,938 | 156 | 4,202 | 17,727 |

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

| | FY 2018 | | | FY 2019 | | | FY 2020 | | |
|-------------------------|----------------|--------------|--------------|----------------|--------------|--------------|----------------|--------------|--------------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| 1st Year | 231 | 222 | 213 | 213 | 232 | 250 | 250 | 250 | 250 |
| 2nd Year | 383 | 346 | 309 | 309 | 378 | 447 | 447 | 447 | 447 |
| 3rd Year | 373 | 344 | 315 | 315 | 379 | 443 | 443 | 443 | 443 |
| 4th Year | 382 | 386 | 389 | 389 | 406 | 422 | 422 | 422 | 422 |
| Total Enrollment | 1,369 | 1,298 | 1,226 | 1,226 | 1,395 | 1,562 | 1,562 | 1,562 | 1,562 |

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

| | FY 2018 | | | FY 2019 | | | FY 2020 | | |
|------------------------------------|----------------|-----------|------------|----------------|-----------|------------|----------------|-----------|------------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| 1st Year | 2 | 2 | 1 | 1 | 3 | 5 | 5 | 5 | 5 |
| 2nd Year | 14 | 13 | 11 | 11 | 12 | 13 | 13 | 13 | 13 |
| 3rd Year | 13 | 12 | 10 | 10 | 12 | 13 | 13 | 13 | 13 |
| 4th Year | 8 | 12 | 15 | 15 | 13 | 10 | 10 | 10 | 10 |
| Total Enrollment | 37 | 39 | 37 | 37 | 40 | 41 | 41 | 41 | 41 |
| Completed Program Graduates | | | 404 | | | 422 | | | 422 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 2,877 | \$4.6 | 2,302 | \$3.6 | 1,727 | \$2.7 | 1,152 | \$1.8 | 577 | \$0.9 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 294 | \$2.2 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 294 | \$0.4 | 294 | \$0.4 | 294 | \$0.4 | 294 | \$0.4 | 294 | \$0.4 | | |
| FY2019 Initial Payments | | | 295 | \$2.3 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 |
| FY2020 Initial Payments | | | | | 295 | \$2.3 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 |
| FY2021 Initial Payments | | | | | | | 295 | \$2.3 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 295 | \$0.5 | 295 | \$0.5 | 295 | \$0.5 |
| FY2022 Initial Payments | | | | | | | | | 295 | \$2.3 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 295 | \$0.5 | 295 | \$0.5 |
| FY2023 Initial Payments | | | | | | | | | | | 295 | \$2.3 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 295 | \$0.5 |
| FY2024 Initial Payments | | | | | | | | | | | | | 295 | \$2.3 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 294 | \$2.2 | 295 | \$2.3 | 295 | \$2.3 | 295 | \$2.3 | 295 | \$2.3 | 295 | \$2.3 | 295 | \$2.3 |
| Total Anniversary Payment | 2,877 | \$4.6 | 2,596 | \$4.1 | 2,316 | \$3.6 | 2,036 | \$3.2 | 1,756 | \$2.7 | 1,474 | \$2.2 | 1,475 | \$2.3 |
| Total | 3,171 | \$6.8 | 2,891 | \$6.3 | 2,611 | \$5.9 | 2,331 | \$5.4 | 2,051 | \$5.0 | 1,769 | \$4.5 | 1,770 | \$4.5 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 80 | \$2.1 | 21 | \$0.8 | 10 | \$0.4 | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 23 | \$0.6 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 23 | \$0.6 | 23 | \$0.6 | 23 | \$0.6 | | | | | | |
| FY2019 Initial Payments | | | 25 | \$0.7 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 | | | | |
| FY2020 Initial Payments | | | | | 25 | \$0.7 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 | | |
| FY2021 Initial Payments | | | | | | | 25 | \$0.7 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 |
| FY2022 Initial Payments | | | | | | | | | 25 | \$0.7 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 25 | \$0.7 | 25 | \$0.7 |
| FY2023 Initial Payments | | | | | | | | | | | 25 | \$0.7 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 25 | \$0.7 |
| FY2024 Initial Payments | | | | | | | | | | | | | 25 | \$0.7 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 23 | \$0.6 | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 | 25 | \$0.7 |
| Total Anniversary Payment | 80 | \$2.1 | 44 | \$1.4 | 58 | \$1.6 | 73 | \$1.9 | 75 | \$2.0 | 75 | \$2.0 | 75 | \$2.0 |
| Total | 103 | \$2.7 | 69 | \$2.0 | 83 | \$2.3 | 98 | \$2.6 | 100 | \$2.6 | 100 | \$2.6 | 100 | \$2.6 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 132 | \$2.4 | 66 | \$1.2 | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 27 | \$0.5 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 27 | \$0.5 | 27 | \$0.5 | | | | | | | | |
| FY2019 Initial Payments | | | 40 | \$0.8 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 40 | \$0.8 | 40 | \$0.8 | | | | | | |
| FY2020 Initial Payments | | | | | 40 | \$0.8 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 40 | \$0.8 | 40 | \$0.8 | | | | |
| FY2021 Initial Payments | | | | | | | 40 | \$0.8 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 40 | \$0.8 | 40 | \$0.8 | | |
| FY2022 Initial Payments | | | | | | | | | 40 | \$0.8 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 40 | \$0.8 | 40 | \$0.8 |
| FY2023 Initial Payments | | | | | | | | | | | 40 | \$0.8 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 40 | \$0.8 |
| FY2024 Initial Payments | | | | | | | | | | | | | 40 | \$0.8 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 27 | \$0.5 | 40 | \$0.8 | 40 | \$0.8 | 40 | \$0.8 | 40 | \$0.8 | 40 | \$0.8 | 40 | \$0.8 |
| Total Anniversary Payment | 132 | \$2.4 | 93 | \$1.7 | 67 | \$1.2 | 80 | \$1.5 | 80 | \$1.5 | 80 | \$1.5 | 80 | \$1.5 |
| Total | 159 | \$2.9 | 133 | \$2.4 | 107 | \$2.0 | 120 | \$2.3 | 120 | \$2.3 | 120 | \$2.3 | 120 | \$2.3 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 1,018 | \$1.6 | 812 | \$1.3 | 600 | \$0.9 | 402 | \$0.6 | 201 | \$0.3 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 269 | \$2.1 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 269 | \$0.4 | 269 | \$0.4 | 262 | \$0.4 | 262 | \$0.4 | 262 | \$0.4 | | |
| FY2019 Initial Payments | | | 280 | \$2.2 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 280 | \$0.5 | 280 | \$0.5 | 270 | \$0.4 | 270 | \$0.4 | 270 | \$0.4 |
| FY2020 Initial Payments | | | | | 280 | \$2.2 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 280 | \$0.5 | 280 | \$0.5 | 270 | \$0.4 | 270 | \$0.4 |
| FY2021 Initial Payments | | | | | | | 280 | \$2.2 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 280 | \$0.5 | 280 | \$0.5 | 270 | \$0.4 |
| FY2022 Initial Payments | | | | | | | | | 280 | \$2.2 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 280 | \$0.5 | 280 | \$0.5 |
| FY2023 Initial Payments | | | | | | | | | | | 280 | \$2.2 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 280 | \$0.5 |
| FY2024 Initial Payments | | | | | | | | | | | | | 280 | \$2.2 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 269 | \$2.1 | 280 | \$2.2 | 280 | \$2.2 | 280 | \$2.2 | 280 | \$2.2 | 280 | \$2.2 | 280 | \$2.2 |
| Total Anniversary Payment | 1,018 | \$1.6 | 1,081 | \$1.7 | 1,149 | \$1.8 | 1,224 | \$1.9 | 1,293 | \$2.0 | 1,362 | \$2.1 | 1,370 | \$2.2 |
| Total | 1,287 | \$3.7 | 1,361 | \$3.9 | 1,429 | \$4.0 | 1,504 | \$4.1 | 1,573 | \$4.2 | 1,642 | \$4.3 | 1,650 | \$4.3 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 32 | \$0.1 | 15 | \$0.0 | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 10 | \$0.0 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 10 | \$0.0 | 10 | \$0.0 | | | | | | | | |
| FY2019 Initial Payments | | | 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 | 15 | \$0.0 |
| FY2023 Initial Payments | | | | | | | | | | | 15 | \$0.1 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 15 | \$0.0 |
| FY2024 Initial Payments | | | | | | | | | | | | | 15 | \$0.1 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 10 | \$0.0 | 15 | \$0.1 | 15 | \$0.1 | 15 | \$0.1 | 15 | \$0.1 | 15 | \$0.1 | 15 | \$0.1 |
| Total Anniversary Payment | 32 | \$0.1 | 25 | \$0.0 | 25 | \$0.0 | 30 | \$0.1 | 30 | \$0.1 | 30 | \$0.1 | 30 | \$0.1 |
| Total | 42 | \$0.1 | 40 | \$0.1 | 40 | \$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 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 211 | \$0.5 | 105 | \$0.3 | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 108 | \$0.5 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 108 | \$0.3 | 108 | \$0.3 | | | | | | | | |
| FY2019 Initial Payments | | | 110 | \$0.6 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 110 | \$0.3 | 110 | \$0.3 | | | | | | |
| FY2020 Initial Payments | | | | | 110 | \$0.6 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 110 | \$0.3 | 110 | \$0.3 | | | | |
| FY2021 Initial Payments | | | | | | | 110 | \$0.6 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 110 | \$0.3 | 110 | \$0.3 | | |
| FY2022 Initial Payments | | | | | | | | | 110 | \$0.6 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 110 | \$0.3 | 110 | \$0.3 |
| FY2023 Initial Payments | | | | | | | | | | | 110 | \$0.6 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 110 | \$0.3 |
| FY2024 Initial Payments | | | | | | | | | | | | | 110 | \$0.6 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 108 | \$0.5 | 110 | \$0.6 | 110 | \$0.6 | 110 | \$0.6 | 110 | \$0.6 | 110 | \$0.6 | 110 | \$0.6 |
| Total Anniversary Payment | 211 | \$0.5 | 213 | \$0.5 | 218 | \$0.5 | 220 | \$0.6 | 220 | \$0.6 | 220 | \$0.6 | 220 | \$0.6 |
| Total | 319 | \$1.0 | 323 | \$1.1 | 328 | \$1.1 | 330 | \$1.1 | 330 | \$1.1 | 330 | \$1.1 | 330 | \$1.1 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 2,916 | \$4.4 | 2,282 | \$3.5 | 1,650 | \$2.5 | 1,100 | \$1.7 | 550 | \$0.8 | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 730 | \$5.1 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 730 | \$1.1 | 730 | \$1.1 | 639 | \$1.0 | 639 | \$1.0 | 639 | \$1.0 | | |
| FY2019 Initial Payments | | | 745 | \$5.2 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 745 | \$1.2 | 745 | \$1.2 | 650 | \$1.0 | 650 | \$1.0 | 650 | \$1.0 |
| FY2020 Initial Payments | | | | | 745 | \$5.2 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 745 | \$1.2 | 745 | \$1.2 | 650 | \$1.0 | 650 | \$1.0 |
| FY2021 Initial Payments | | | | | | | 745 | \$5.2 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 745 | \$1.2 | 745 | \$1.2 | 650 | \$1.0 |
| FY2022 Initial Payments | | | | | | | | | 745 | \$5.2 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 745 | \$1.2 | 745 | \$1.2 |
| FY2023 Initial Payments | | | | | | | | | | | 745 | \$5.2 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 745 | \$1.2 |
| FY2024 Initial Payments | | | | | | | | | | | | | 745 | \$5.2 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 730 | \$5.1 | 745 | \$5.2 | 745 | \$5.2 | 745 | \$5.2 | 745 | \$5.2 | 745 | \$5.2 | 745 | \$5.2 |
| Total Anniversary Payment | 2,916 | \$4.4 | 3,012 | \$4.6 | 3,125 | \$4.8 | 3,229 | \$4.9 | 3,329 | \$5.1 | 3,429 | \$5.2 | 3,440 | \$5.2 |
| Total | 3,646 | \$9.6 | 3,757 | \$9.8 | 3,870 | \$10.0 | 3,974 | \$10.1 | 4,074 | \$10.3 | 4,174 | \$10.4 | 4,185 | \$10.5 |

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

| | <u>FY 2018</u> | | <u>FY 2019</u> | | <u>FY 2020</u> | | <u>FY 2021</u> | | <u>FY 2022</u> | | <u>FY 2023</u> | | <u>FY 2024</u> | |
|-----------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations | 40 | \$0.1 | 20 | \$0.0 | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| FY2018 Initial Payments | 17 | \$0.0 | | | | | | | | | | | | |
| FY2018 Anniversary Payments | | | 17 | \$0.0 | 17 | \$0.0 | | | | | | | | |
| FY2019 Initial Payments | | | 20 | \$0.0 | | | | | | | | | | |
| FY2019 Anniversary Payments | | | | | 20 | \$0.0 | 20 | \$0.0 | | | | | | |
| FY2020 Initial Payments | | | | | 20 | \$0.0 | | | | | | | | |
| FY2020 Anniversary Payments | | | | | | | 20 | \$0.0 | 20 | \$0.0 | | | | |
| FY2021 Initial Payments | | | | | | | 20 | \$0.0 | | | | | | |
| FY2021 Anniversary Payments | | | | | | | | | 20 | \$0.0 | 20 | \$0.0 | | |
| FY2022 Initial Payments | | | | | | | | | 20 | \$0.0 | | | | |
| FY2022 Anniversary Payments | | | | | | | | | | | 20 | \$0.0 | 20 | \$0.0 |
| FY2023 Initial Payments | | | | | | | | | | | 20 | \$0.0 | | |
| FY2023 Anniversary Payments | | | | | | | | | | | | | 20 | \$0.0 |
| FY2024 Initial Payments | | | | | | | | | | | | | 20 | \$0.0 |
| FY2024 Anniversary Payments | | | | | | | | | | | | | | |
| Total Initial Payments | 17 | \$0.0 | 20 | \$0.0 | 20 | \$0.0 | 20 | \$0.0 | 20 | \$0.0 | 20 | \$0.0 | 20 | \$0.0 |
| Total Anniversary Payment | 40 | \$0.1 | 37 | \$0.1 | 37 | \$0.1 | 40 | \$0.1 | 40 | \$0.1 | 40 | \$0.1 | 40 | \$0.1 |
| Total | 57 | \$0.1 | 57 | \$0.1 | 57 | \$0.1 | 60 | \$0.1 | 60 | \$0.1 | 60 | \$0.1 | 60 | \$0.1 |

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. The FY19 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel as well as Technicians.

| <u>Aircraft Type category:</u> | Aircraft Personnel Manning Levels | | |
|---------------------------------------|--|----------------|----------------|
| | FY 2018 | FY 2019 | FY 2020 |
| Fighter | 80.5% | 80.5% | 80.7% |
| Bomber | 91.4% | 96.1% | 100.0% |
| Mobility | 91.5% | 95.7% | 93.5% |
| Special Ops | 80.3% | 91.8% | 99.0% |
| C2ISR | 84.5% | 84.2% | 96.2% |
| Rescue | 64.7% | 67.0% | 68.3% |
| RPA | 81.2% | 81.0% | 89.0% |
| Total | 82.0% | 85.2% | 89.5% |

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> | FY 2018 Actual | | | FY 2019 Estimate | | | FY 2020 Estimate | | |
|---------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Strength | Rate | Amount | Strength | Rate | Amount | Strength | Rate | Amount |
| Fighter | 87 | 17,713 | 1,541 | 93 | 24,258 | 2,256 | 98 | 22,857 | 2,240 |
| Bomber | 2 | 18,000 | 36 | 26 | 35,000 | 910 | 26 | 35,000 | 910 |
| Mobility | 39 | 17,692 | 690 | 112 | 19,063 | 2,135 | 184 | 25,391 | 4,672 |
| Special Ops | 14 | 17,714 | 248 | 134 | 20,918 | 2,803 | 144 | 23,194 | 3,340 |
| C2ISR | 2 | 18,000 | 36 | 21 | 22,857 | 480 | 27 | 22,407 | 605 |
| Rescue | 0 | 0 | 0 | 15 | 35,000 | 525 | 27 | 22,407 | 605 |
| RPA | 13 | 17,615 | 229 | 36 | 15,556 | 560 | 46 | 20,217 | 930 |
| Total | 157 | | 2,780 | 437 | | 9,669 | 552 | | 13,302 |