

**DEPARTMENT OF THE  
AIR FORCE**

**Fiscal Year (FY) 2020 Budget Estimates**



**MILITARY PERSONNEL APPROPRIATION  
March 2019**

**MILITARY PERSONNEL, AIR FORCE  
ACTIVE FORCES  
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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(Amount in Thousands)  
**FY 2018 Actual**                                  **FY 2019 Enacted**                                  **FY 2020 Estimate**

**Direct Program**

Pay and Allowances of Officers	8,981,202	9,575,478	10,003,710
Pay and Allowances of Enlisted Personnel	17,019,326	18,063,819	18,795,690
Pay and Allowances of Cadets	79,780	79,454	80,959
Subsistence of Enlisted Personnel	1,115,933	1,151,061	1,169,697
Permanent Change of Station Travel	1,082,723	1,095,896	1,124,520
Other Military Personnel Costs	106,002	108,983	110,383
<b>TOTAL DIRECT PROGRAM</b>	<b>28,384,966</b>	<b>30,074,691</b>	<b>31,284,959</b>

**Reimbursable Program**

Pay and Allowances of Officers	225,487	245,427	249,845
Pay and Allowances of Enlisted Personnel	208,685	194,830	198,337
Subsistence of Enlisted Personnel	35,721	36,363	37,016
Permanent Change of Station Travel	367	2,104	2,142
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>470,260</b>	<b>478,724</b>	<b>487,340</b>

**Total Baseline Program**

Pay and Allowances of Officers	9,206,689	9,820,905	10,253,555
Pay and Allowances of Enlisted Personnel	17,228,011	18,258,649	18,994,027
Pay and Allowances of Cadets	79,780	79,454	80,959
Subsistence of Enlisted Personnel	1,151,654	1,187,424	1,206,713
Permanent Change of Station Travel	1,083,090	1,098,000	1,126,662
Other Military Personnel Costs	106,002	108,983	110,383
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>28,855,226</b>	<b>30,553,415</b>	<b>31,772,299</b>

**OCO Funding - FY 2018 P.L. 115-141, FY 2019 P.L. 115-245**

Pay and Allowances of Officers	210,423	197,933	0
Pay and Allowances of Enlisted Personnel	601,178	599,136	0
Subsistence of Enlisted Personnel	147,530	151,064	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	19,688	16,375	0
<b>TOTAL OCO FUNDING</b>	<b>978,819</b>	<b>964,508</b>	<b>0</b>

**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
 (Amount in Thousands)

	FY 2018 Actual	FY 2019 Enacted	FY 2020 Estimate
<b>Total Program</b>			
Pay and Allowances of Officers	9,417,112	10,018,838	10,253,555
Pay and Allowances of Enlisted Personnel	17,829,189	18,857,785	18,994,027
Pay and Allowances of Cadets	79,780	79,454	80,959
Subsistence of Enlisted Personnel	1,299,184	1,338,488	1,206,713
Permanent Change of Station Travel	1,083,090	1,098,000	1,126,662
Other Military Personnel Costs	125,690	125,358	110,383
<b>TOTAL PROGRAM</b>	<b>29,834,045</b>	<b>31,517,923</b>	<b>31,772,299</b>
 <b>LESS: FY 2019 P.L. 115-245</b>			
Pay and Allowances of Officers	0	(197,933)	0
Pay and Allowances of Enlisted Personnel	0	(599,136)	0
Subsistence of Enlisted Personnel	0	(151,064)	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	(16,375)	0
<b>TOTAL PROGRAM</b>	<b>0</b>	<b>(964,508)</b>	<b>0</b>
 <b>Revised Total Program</b>			
Pay and Allowances of Officers	9,417,112	9,820,905	10,253,555
Pay and Allowances of Enlisted Personnel	17,829,189	18,258,649	18,994,027
Pay and Allowances of Cadets	79,780	79,454	80,959
Subsistence of Enlisted Personnel	1,299,184	1,187,424	1,206,713
Permanent Change of Station Travel	1,083,090	1,098,000	1,126,662
Other Military Personnel Costs	125,690	108,983	110,383
FY 2018 CR Adjustment		0	
<b>REVISED TOTAL PROGRAM</b>	<b>29,834,045</b>	<b>30,553,415</b>	<b>31,772,299</b>
 Medicare-Eligible Retiree HFC., (AF)	 1,561,343	 1,448,912	 1,514,694
<b>TOTAL MILPERS PROGRAM COST</b>	<b>31,395,388</b>	<b>32,002,327</b>	<b>33,286,993</b>

**SECTION 2**

**INTRODUCTORY STATEMENT**

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



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

The Fiscal Year 2020 President's Budget supports the National Defense Strategy by regaining readiness and increasing lethality while continuing to deliver unmatched capabilities, including end strength growth to 332.8K; providing 3.7K additional active duty Airmen (from the FY 2019 authorized end-strength of 329,100) available for the Joint Force. The Air Force is investing additional airmen in operations, maintenance, space, cyber, Intelligence,

Surveillance, and Reconnaissance, and combat support to improve readiness and increase lethality by reinforcing the Air Force's foundational fighting formation, the squadron. This budget begins the phased transition of 4.7K Air Force military end strength from medical support of the Defense Health Program to Air Force line operations. This transition accounts for medical end strength excess to current Combatant Command force presentation requirements; enabling a responsible drawdown of medical requirements while accelerating growth to support increased operational squadron mission capacity. Growth also supports modernization efforts including initial B-21 research and development workforce. The current end strength enables lethality with a more effective and affordable workforce mix. Repurposing military into operations, maintenance, logistics and combat support for current air, space and cyber operations allows the Air Force to focus on generating ready forces with complementary support provided by our civilian airmen for non-military essential missions. These investments continue the Air Force's path to building the force we need.

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

Ultimately the FY 2020 Military Personnel Appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

### **FISCAL YEARS 2018, 2019 and 2020**

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and Overseas Contingency Operation (OCO) missions (FY 2018 actual only). The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 23 for FY 2018 and will be May 30 for FY 2019 and May 28 for FY 2020. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

#### **Funding Levels**

The FY 2018 actuals of \$29.4 billion includes \$470.3 million in reimbursements and \$978.8 million of OCO.

The FY 2019 budget estimate is \$30.1 billion to include \$478.7 million in anticipated reimbursements.

The FY 2020 budget request is \$31.3 billion to include \$487.3 million in anticipated reimbursements.

#### **Baseline Budget Rates**

The FY 2020 Justification Book reflects a 2.6% pay raise in FY 2019 and 3.1% in FY 2020, effective 1 January each year. It reflects an annualized 0.075% increase for subsistence in FY 2019 and a 1.8% increase for subsistence in FY 2020. The budget reflects an annualized 2.7% increase for housing allowances in FY 2019 and a 3.3% increase for housing allowances in FY 2020. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage increased to 30.4% in FY 2019 and 31.0% in FY 2020.

#### **Medicare-Eligible Retiree Health Care Fund**

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



**MILITARY PERSONNEL, AIR FORCE**  
**Fiscal Year (FY) 2020 President's Budget**  
 Performance Measures and Evaluation Summary

**President's Management Plan – Performance Metrics**

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

**Performance Measures and Evaluation Summary**

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2018 Actual</u>	<u>FY 2019 Planned</u>	<u>FY 2020 Planned</u>
<b>Average Strength (Work years)</b>	336,947	333,545	337,823
<b>End Strength</b>	325,880	330,308	332,800
<b>Authorized End Strength</b>	325,100	329,100	

The FY 2018 actuals includes 8,852 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 23 for FY 2018 and will be May 30 for FY 2019 and May 28 for FY 2020.

**Recruiting**

	<u>FY 2018 Actual</u>	<u>FY 2019 Planned</u>	<u>FY 2020 Planned</u>
1. Numeric goals	29,200	32,050	31,750
Actual	29,831		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	90.00%	98.50%	90.00%
Actual	98.60%		
b. Cat I-IIIa**			
Goal	60.00%	82.50%	60.00%
Actual	82.80%		

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

**Performance Metrics**  
**MILITARY PERSONNEL, AIR FORCE**  
**Fiscal Year (FY) 2020 President's Budget**  
**(\$ in Thousands)**

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 332,800 in FY 2020.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2020 BA 03</u>	<u>FY 2020 BA Assoc w/Metrics</u>	<u>Percent FY 2020 BA Assoc w/Metrics</u>
57	3400	\$2,175,691	\$58,578	2.69%

**Unexpended Balances Reduction**

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 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 has reduced the military personnel budget estimates by over \$490 million from FY 2018 to FY 2020 based on the expenditure outlay analysis that reduced the cost of an airmen, subsistence, PCS, and other rates. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2013 through FY 2017 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence.

In FY 2005, the MILPERS account experienced an Anti-Deficiency Act (ADA) violation. As part of the corrective action, the Air Force took a very conservative approach to budget estimation and funds obligation. It became common practice to obligate the entire remaining program balance at the end of a fiscal year versus calculating and projecting unobligated funding. Because future year's budgets are a function of prior years' obligations, the Air Force generated large unexpended balances across the MILPERS portfolio between FY 2013 and FY 2017. Further analysis of unexpended balances revealed lagging and often incorrect accounting data and inaccurate budget estimates.

The Air Force performed a full review of MILPERS pricing and modeling for the FY 2020 President's Budget (PB) submission. To reduce the risk associated with tighter budget forecasts, the Air Force conducted an expenditure outlay analysis for each program based on their historical expenditure of funds. The analysis allowed the Air Force to re-baseline programs and rates and highlighted the underlying causes for major discrepancies between historical obligations and expenditures across major cost drivers like Base Pay, Basic Allowances for Housing and Subsistence, Special and Incentive pays, and Permanent Change of Station (PCS). The new profiles more accurately projected the average cost of officer and enlisted personnel. The average costs of an officer and enlisted reduced by 1.45% and 2.22% respectively between the FY 2019 PB and the FY 2019 Estimates; and are in addition to the \$185M of reductions applied to the FY 2019 PB submission. The adjusted FY 2019 Estimate is the basis for the FY 2020 PB request.

Additionally, a detailed analysis of permanent change of station (PCS) fund management processes was conducted during the FY 2020 Budget Review. Historically, PCS moves have been a significant contributor to undisbursed balances – accounting for more than 25 percent of the annual unexpended balances within the military personnel appropriations. To improve the efficiency of PCS fund management, the Department has identified long-term financial process improvements that will help eliminate unresolved weaknesses in current PCS systems, cost estimating processes, and accounting reconciliation efforts.

Addressing PCS issues is a top reform priority, but implementation of longer-term automated solutions through integrated pay and personnel systems is still a few years-off for most Components. Therefore, the Department is seeking to extend the period of availability for PCS funding from 1-year to 2-years. Prior accounting data shows that on-average only 59 percent of total expected PCS disbursements occur during the fiscal year available for obligation. In the following year, disbursements increase to 90 percent on-average within 6 months and to 97 percent by the end of the second year. Due to the long lead time between when PCS orders are issued/obligated and ultimately settled, extending the period of availability of military PCS funding from 1 to 2-years will improve the expenditure rates and increase the buying power of the military personnel appropriation budgets.

**SECTION 3**  
**SUMMARY TABLES**

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

	<b>FY 2018 Actual</b>		<b>FY 2019 Estimate</b>		<b>FY 2020 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	62,882	62,174	64,631	62,927	65,322	63,205
Enlisted	260,284	258,669	263,977	262,369	267,713	264,832
Cadets	4,127	4,262	4,161	4,242	4,020	4,000
<b>Total Direct Program</b>	<b>327,293</b>	<b>325,105</b>	<b>332,769</b>	<b>329,538</b>	<b>337,055</b>	<b>332,037</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	487	466	466	463	461	459
Enlisted	315	309	310	307	307	304
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>802</b>	<b>775</b>	<b>776</b>	<b>770</b>	<b>768</b>	<b>763</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	63,369	62,640	65,097	63,390	65,783	63,664
Enlisted	260,599	258,978	264,287	262,676	268,020	265,136
Cadets	4,127	4,262	4,161	4,242	4,020	4,000
<b>Total Program</b>	<b>328,095</b>	<b>325,880</b>	<b>333,545</b>	<b>330,308</b>	<b>337,823</b>	<b>332,800</b>
<b><u>OCO Supplemental</u></b>						
Officers	1,239	0	0	0	0	0
Enlisted	7,613	0	0	0	0	0
Supplemental Funded Strength	8,852	0	0	0	0	0
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	64,608	62,640	65,097	63,390	65,783	63,664
Enlisted	268,212	258,978	264,287	262,676	268,020	265,136
Cadets	4,127	4,262	4,161	4,242	4,020	4,000
<b>Revised Total Program</b>	<b>336,947</b>	<b>325,880</b>	<b>333,545</b>	<b>330,308</b>	<b>337,823</b>	<b>332,800</b>

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

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

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

	FY 2018 Actual	FY 2019 Estimate	FY 2020 Estimate
<b>AF Reserve</b>	29	45	45
<b>AF Guard</b>	42	56	56

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

	<u>FY 2018 Actual</u>		<u>FY 2019 Estimate</u>		<u>FY 2020 Estimate</u>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	13	0	13	0	14	0
O-9 Lieutenant General	44	0	47	0	47	0
O-8 Major General	90	1	89	1	89	1
O-7 Brigadier General	149	1	145	1	143	1
O-6 Colonel	3,241	24	3,387	25	3,489	25
O-5 Lieutenant Colonel	9,764	73	9,856	72	9,733	70
O-4 Major	13,593	101	14,313	105	14,062	101
O-3 Captain	20,851	155	21,003	152	20,954	152
O-2 1st Lieutenant	6,995	52	7,061	52	7,276	52
O-1 2nd Lieutenant	7,900	59	7,476	55	7,857	57
<b>Officer Subtotal</b>	<b>62,640</b>	<b>466</b>	<b>63,390</b>	<b>463</b>	<b>63,664</b>	<b>459</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,640	3	2,640	3	2,651	3
E-8 Senior Master Sergeant	5,075	6	5,320	6	5,303	6
E-7 Master Sergeant	25,388	30	26,685	31	26,404	30
E-6 Technical Sergeant	39,695	47	39,647	46	40,530	46
E-5 Staff Sergeant	61,672	73	61,371	73	62,983	72
E-4 Senior Airman	51,545	62	53,075	62	54,203	62
E-3 Airman First Class	55,267	66	55,873	65	56,266	65
E-2 Airman	7,192	9	8,297	10	7,427	9
E-1 Airman Basic	10,504	13	9,768	11	9,369	11
<b>Enlisted Subtotal</b>	<b>258,978</b>	<b>309</b>	<b>262,676</b>	<b>307</b>	<b>265,136</b>	<b>304</b>
<b><u>Cadets</u></b>	<b>4,262</b>	<b>0</b>	<b>4,242</b>	<b>0</b>	<b>4,000</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>325,880</b>	<b>775</b>	<b>330,308</b>	<b>770</b>	<b>332,800</b>	<b>763</b>

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

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

	<u>FY 2018 Actual 1/</u>		<u>FY 2019 Estimate</u>		<u>FY 2020 Estimate</u>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	13	0	13	0	14	0
O-9 Lieutenant General	40	0	43	0	41	0
O-8 Major General	97	1	94	1	98	1
O-7 Brigadier General	161	1	162	1	157	1
O-6 Colonel	3,446	26	3,471	25	3,610	25
O-5 Lieutenant Colonel	10,531	77	10,550	73	10,577	71
O-4 Major	14,485	105	14,730	103	15,026	103
O-3 Captain	21,150	164	21,201	154	21,252	152
O-2 1st Lieutenant	6,923	53	7,197	52	7,342	52
O-1 2nd Lieutenant	7,762	60	7,636	57	7,666	56
<b>Officer Subtotal</b>	<b>64,608</b>	<b>487</b>	<b>65,097</b>	<b>466</b>	<b>65,783</b>	<b>461</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,753	3	2,685	3	2,694	3
E-8 Senior Master Sergeant	5,455	6	5,453	6	5,525	6
E-7 Master Sergeant	26,744	31	26,768	31	26,987	31
E-6 Technical Sergeant	41,939	48	40,558	47	40,676	46
E-5 Staff Sergeant	64,947	75	62,033	73	62,575	73
E-4 Senior Airman	53,776	64	53,304	62	55,093	62
E-3 Airman First Class	54,706	65	55,375	66	56,312	65
E-2 Airman	7,878	10	7,648	10	8,166	10
E-1 Airman Basic	10,014	13	10,463	12	9,992	11
<b>Enlisted Subtotal</b>	<b>268,212</b>	<b>315</b>	<b>264,287</b>	<b>310</b>	<b>268,020</b>	<b>307</b>
<b><u>Cadets</u></b>	<b>4,127</b>	<b>0</b>	<b>4,161</b>	<b>0</b>	<b>4,020</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>336,947</b>	<b>802</b>	<b>333,545</b>	<b>776</b>	<b>337,823</b>	<b>768</b>

1/ Includes 1,239 officers and 7,613 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).



**ACTIVE DUTY STRENGTHS BY MONTHS**

	<b>FY 2018 Actual</b>				<b>FY 2019 Estimate</b>				<b>FY 2020 Estimate</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
September	61,597	256,983	4,207	322,787	62,640	258,978	4,262	325,880	63,390	262,676	4,242	330,308
October	61,334	256,113	4,202	321,649	62,537	258,363	4,252	325,152	63,235	262,270	4,099	329,604
November	61,376	256,662	4,195	322,233	62,626	258,791	4,249	325,666	63,222	262,432	4,098	329,752
December	61,254	256,682	4,187	322,123	62,360	258,565	4,241	325,166	63,113	262,631	4,097	329,841
January	61,222	257,647	4,183	323,052	62,378	259,457	4,237	326,072	63,131	263,771	4,096	330,998
February	61,144	258,015	4,163	323,322	62,358	260,277	4,217	326,852	63,153	264,410	4,094	331,657
March	61,306	257,704	4,159	323,169	62,420	260,028	4,212	326,660	63,315	264,403	4,093	331,811
April	61,196	257,703	4,155	323,054	62,460	261,051	4,202	327,713	63,408	264,449	4,083	331,940
May	62,413	258,049	3,173	323,635	63,574	261,190	3,173	327,937	64,306	265,297	3,105	332,708
June	62,783	258,129	4,310	325,222	63,939	261,372	4,310	329,621	64,529	265,264	4,192	333,985
July	62,657	258,310	4,293	325,260	63,992	262,241	4,293	330,526	64,550	265,572	4,118	334,240
August	62,570	258,368	4,270	325,208	63,703	262,870	4,293	330,866	64,110	265,420	4,044	333,574
September	62,640	258,978	4,262	325,880	63,390	262,676	4,242	330,308	63,664	265,136	4,000	332,800
<b>Average End Strength</b>	<b>61,781</b>	<b>257,614</b>	<b>4,127</b>	<b>323,522</b>	<b>62,947</b>	<b>260,419</b>	<b>4,161</b>	<b>327,527</b>	<b>63,633</b>	<b>264,152</b>	<b>4,020</b>	<b>331,805</b>

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

	<b>FY 2018 Actual 1 /</b>				<b>FY 2019 Estimate</b>				<b>FY 2020 Estimate 2 /</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
Average Strength (non-12304b)	2,747	10,078	0	12,825	1,955	3,124	0	5,079	1,900	2,634	0	4,534
Dollars in Millions (non-12304b)	429	885	0	1,314	301	245	0	545	297	211	0	508
Average Strength (12304b)	80	520	0	600	195	744	0	939	250	1,234	0	1,484
Dollars in Millions (12304b)	10	38	0	48	28	58	0	86	39	99	0	138
<b>Total Average Strength</b>	<b>64,608</b>	<b>268,212</b>	<b>4,127</b>	<b>336,947</b>	<b>65,097</b>	<b>264,287</b>	<b>4,161</b>	<b>333,545</b>	<b>65,783</b>	<b>268,020</b>	<b>4,020</b>	<b>337,823</b>

**Strength in the FY 2020 President's Budget Baseline Request:**

End Strength	62,640	258,978	4,262	325,880	63,390	262,676	4,242	330,308	63,664	265,136	4,000	332,800
Average Strength	64,608	268,212	4,127	336,947	65,097	264,287	4,161	333,545	65,783	268,020	4,020	337,823

1/ Includes 1,239 officers and 7,613 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

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

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

## ACTIVE DUTY STRENGTHS BY MONTHS

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

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY20, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

#### **Rapid Global Mobility Operations in support of Combatant Commanders (251 MY [78 Officer, 173 Enlisted] \$27 million)**

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

#### **AFSOC Special Operation Forces Support (35 MY [16 Officer, 19 Enlisted] \$4 million)**

AFSOC gained ANG unit tasked to CCDR requirement in the baseline Global Force Management Allocation Plan (GFMAP) for a non-OCO (non-contingency) location. Activated Guard Airman will be placed on orders for a period no longer than 365 days.

#### **Space Mission Forces Support (57 MY [12 Officer, 45 Enlisted] \$6 million)**

AFSPC gained ARC units tasked to CCDR requirement in support of Space Mission Force Crew Construct wartime missions in Space Situational Awareness, Space Position Navigation and Timing, and Space Based Infrared Systems Operations. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

#### **Theater Security Cooperation (446 MY [39 Officer, 407 Enlisted] \$38 million)**

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

#### **Continuous Bomber Presence (CBP) Support (22 MY [4 Officer, 18 Enlisted] \$2 million)**

Provide CBP GFMAP deterrence support for COCOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

#### **Space Launch Support (13 MY [2 Officer, 11 Enlisted] \$1 million)**

Provides support to NASA Human Space Launch support for specific airframes. Activated Airmen will be placed on orders for a period no longer than 365 days

#### **Agile Combat Support (21 MY [2 Officer, 19 Enlisted] \$2 million)**

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

#### **POTUS FTR (404 MY [27 Officer, 377 Enlisted] \$34 million)**

Provides armed over watch in support of Presidential and Vice Presidential travel as well as support to National Special Security Events in accordance with Operation Noble Eagle execution order.

#### **JSTARS PACOM Aviation Support [83 MY (39 Officer, 44 Enlisted] \$10 million)**

Provides JSTARS Aviation Support for PACOM Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **JSTARS EUCOM Aviation Support (39 MY [4 Officer, 35 Enlisted] \$3 million)**

Provides JSTARS Aviation Support for EUCOM Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **Combat Mission Forces (CMF) National Mission Teams for Cyberspace Mission Support (113 MY [27 Officer, 86 Enlisted] \$11 million)**

Provides CMF NMT Cyberspace Protection Teams operations supporting Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
<b>Beginning Strength</b>	61,597	62,640	63,390
<b>Gains (By Source):</b>			
Service Academies	992	986	966
ROTC	1,853	2,284	2,292
Health Professions Scholarships	1,009	962	962
Officer Training School	1,360	1,230	1,069
Other	248	136	136
Gain Adjustment	0	0	0
<b>Total Gains</b>	5,462	5,598	5,425
<b>Losses (By Type):</b>			
Voluntary Separation	2,343	2,704	3,023
Retirement	1,946	1,988	1,940
<b>Total Involuntary</b>	130	156	188
With Pay	99	125	157
Without Pay	31	31	31
VSI/SSB	0	0	0
TERA	0	0	0
Reduction in Force	0	0	0
Other	0	0	0
Loss Adjustment	0	0	0
<b>Total Losses</b>	4,419	4,848	5,151
<b>TOTAL</b>	62,640	63,390	63,664

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

	<u><b>FY 2018 Actual</b></u>	<u><b>FY 2019 Estimate</b></u>	<u><b>FY 2020 Estimate</b></u>
<b>Beginning Strength</b>	256,983	258,978	262,676
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	29,831	32,050	31,750
Male	22,602	24,697	25,222
Female	7,229	7,353	6,528
Prior Service Enlistments	507	250	250
Reenlistments	33,850	34,632	35,228
Reserves	0	0	0
Officer Candidate Programs	629	375	400
Other	221	0	0
Gain Adjustments	2,057	0	0
<b>Total Gains</b>	67,095	67,307	67,628
<b>Losses (By Type):</b>			
ETS	11,818	11,560	10,069
Programmed Early Release	823	876	989
VSI/SSB	0	0	0
TERA	0	0	0
To Commissioned Officer	752	394	197
Reenlistments	33,850	34,632	35,228
Retirement	6,152	6,314	6,651
Attrition	9,386	9,833	12,034
Other	2,319	0	0
Loss Adjustments	0	0	0
<b>Total Losses</b>	65,100	63,609	65,168
<b>TOTAL</b>	258,978	262,676	265,136

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
<b>Beginning Strength</b>	4,207	4,262	4,242
<b>Gains:</b>	1,207	1,205	1,205
<b>Losses:</b>	1,152	1,225	1,447
Graduates	993	997	995
Attrition	159	228	452
<b>TOTAL</b>	4,262	4,242	4,000

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	5,032,519	9,433,613	14,466,132	5,201,239	9,504,868	14,706,107	5,419,404	9,912,417	15,331,821
2. Retired Pay Accruals	1,415,943	2,654,026	4,069,969	1,569,792	2,880,278	4,450,070	1,666,501	3,061,954	4,728,455
3. TSP - Matching Contributions	21,614	22,992	44,606	49,261	51,992	101,253	68,361	77,645	146,006
4. Basic Allowance for Housing	1,503,017	3,840,784	5,343,801	1,562,580	3,847,016	5,409,596	1,630,177	4,017,647	5,647,824
a. With Dependents - Domestic	1,001,111	2,272,957	3,274,068	1,043,993	2,282,072	3,326,065	1,091,118	2,382,963	3,474,081
b. Without Dependents - Domestic	370,922	1,002,400	1,373,322	386,793	1,005,533	1,392,326	403,232	1,057,122	1,460,354
c. Differential - Domestic	19	795	814	19	837	856	22	864	886
d. Partial - Domestic	165	5,143	5,308	173	5,394	5,567	178	5,654	5,832
e. With Dependents - Overseas	87,059	332,882	419,941	87,597	331,642	419,239	90,399	341,625	432,024
f. Without Dependents - Overseas	42,008	219,135	261,143	42,190	213,816	256,006	43,357	221,431	264,788
g. Moving-In Housing	1,733	7,472	9,205	1,815	7,722	9,537	1,871	7,988	9,859
5. Subsistence	197,438	1,299,184	1,496,622	198,721	1,169,745	1,368,466	204,432	1,206,713	1,411,145
a. Basic Allowance for Subsistence	197,438	1,031,674	1,229,112	198,721	1,014,744	1,213,465	204,432	1,047,572	1,252,004
1. Authorized to Mess Separately	197,438	1,160,816	1,358,254	198,721	1,145,699	1,344,420	204,432	1,182,768	1,387,200
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(129,142)	(129,142)	0	(130,955)	(130,955)	0	(135,196)	(135,196)
b. Subsistence-In-Kind	0	267,507	267,507	0	154,998	154,998	0	159,138	159,138
1. Subsistence in Messes	0	218,831	218,831	0	138,664	138,664	0	142,511	142,511
2. Operational Rations	0	46,807	46,807	0	14,464	14,464	0	14,723	14,723
3. Augmentation Rations	0	1,869	1,869	0	1,870	1,870	0	1,904	1,904
c. Family Supplemental Subsistence Allowance	0	3	3	0	3	3	0	3	3
6. Incentive - Hazardous Duty - Aviation Career Pay	360,391	58,648	419,039	316,985	59,882	376,867	349,589	61,239	410,828
a. Flying Duty Pay	358,418	45,230	403,648	314,692	45,237	359,929	346,954	46,078	393,032
1. Aviation Incentive Pay	165,940	0	165,940	168,007	0	168,007	169,772	0	169,772
2. Crew Members, Enlisted	0	1,917	1,917	0	1,917	1,917	0	1,917	1,917
3. Noncrew Member	0	173	173	0	180	180	0	182	182
4. Aviator Retention Pay	191,547	0	191,547	145,410	0	145,410	175,903	0	175,903
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	43,140	43,140	0	43,140	43,140	0	43,979	43,979
7. HDIP-Aviation	931	0	931	1,275	0	1,275	1,279	0	1,279
b. Parachute Jumping Pay	94	569	663	94	569	663	94	569	663
c. Demolition Pay	151	2,534	2,685	164	2,565	2,729	164	2,565	2,729
d. Battlefield Airmen Skill Incentive Pay	1,573	8,654	10,227	1,882	9,812	11,694	2,222	10,324	12,546
e. Other Pays	155	1,661	1,816	153	1,699	1,852	155	1,703	1,858

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	329,924	359,821	689,745	332,489	337,504	669,993	337,986	337,702	675,688
a. Medical Pay	181,823	0	181,823	182,222	0	182,222	182,108	0	182,108
b. Dental Pay	45,955	0	45,955	48,280	0	48,280	47,380	0	47,380
c. Health Professions Officers Pay	20,773	0	20,773	20,112	0	20,112	20,112	0	20,112
d. Nurse Pay	26,094	0	26,094	30,330	0	30,330	30,630	0	30,630
e. Sea and Foreign Duty, Total	0	214	214	0	214	214	0	214	214
1. Sea Duty	0	4	4	0	4	4	0	4	4
2. Overseas Extension Pay	0	210	210	0	210	210	0	210	210
f. Continuation Pay	981	1,346	2,327	1,626	1,473	3,099	2,426	1,659	4,085
g. Diving Duty Pay	59	213	272	59	83	142	61	83	144
h. Foreign Language Proficiency Bonus	8,573	23,844	32,417	8,998	24,256	33,254	9,444	25,601	35,045
i. Hostile Fire Pay	6,515	24,447	30,962	961	6,688	7,649	961	6,688	7,649
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	3,709	18,999	22,708	1,174	4,644	5,818	1,174	4,644	5,818
l. Judge Advocate Continuation Pay	3,911	0	3,911	3,911	0	3,911	3,911	0	3,911
m. JAG Student Loan Repayment	3,965	0	3,965	4,723	0	4,723	5,200	0	5,200
n. Retention Bonus	24,673	2,640	27,313	27,205	0	27,205	31,680	0	31,680
o. Reenlistment Bonus	0	196,325	196,325	0	199,643	199,643	0	198,310	198,310
p. Special Duty Assignment Pay	0	70,620	70,620	0	78,657	78,657	0	78,657	78,657
q. Enlistment Bonus	0	16,492	16,492	0	17,490	17,490	0	17,490	17,490
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	1,000	1,000	0	583	583	0	583	583
t. Assignment Incentive Pay	2,434	3,661	6,095	2,422	3,751	6,173	2,431	3,751	6,182
u. Personal Money Allowance	50	2	52	52	2	54	54	2	56
v. Health Prof. Scholarship Program (HPSP)	401	0	401	401	0	401	401	0	401
w. Pay and Allowance Continuation Pay (PAC)	8	18	26	13	20	33	13	20	33
8. Allowances	132,218	603,666	735,884	115,359	567,285	682,644	119,612	630,858	750,470
a. Uniform or Clothing Allowances	3,297	132,828	136,125	3,421	173,322	176,743	3,371	220,919	224,290
1. Initial Issue	2,479	47,379	49,858	2,581	53,956	56,537	2,522	54,446	56,968
1a Military	2,152	44,041	46,193	2,239	50,511	52,750	2,170	50,883	53,053
1b Civilian	327	3,338	3,665	342	3,445	3,787	352	3,563	3,915
2. Additional	818	0	818	840	0	840	849	0	849
3. Basic Maintenance	0	16,003	16,003	0	18,049	18,049	0	18,671	18,671
4. Standard Maintenance	0	66,341	66,341	0	74,808	74,808	0	77,382	77,382
5. Supplemental	0	3,105	3,105	0	3,209	3,209	0	3,320	3,320
6. New Uniform Up Front Purchase	0	0	0	0	23,300	23,300	0	67,100	67,100
b. Station Allowance Overseas	117,334	420,126	537,460	104,776	362,920	467,696	108,980	378,423	487,403
1. Cost-of-Living	101,667	370,584	472,251	88,369	311,717	400,086	92,067	325,457	417,524
2. Temporary Lodging	15,667	49,542	65,209	16,407	51,203	67,610	16,913	52,966	69,879
c. Family Separation Allowance	10,727	49,433	60,160	6,237	29,784	36,021	6,300	30,207	36,507
1. On PCS, No Government Quarters	1,889	16,522	18,411	1,941	16,740	18,681	1,959	16,977	18,936
2. On TDY	8,838	32,911	41,749	4,296	13,044	17,340	4,341	13,230	17,571
d. CONUS Cost of Living Allowance	819	948	1,767	862	985	1,847	897	1,029	1,926
e. Catastrophical Injured Aid Allowance	41	331	372	63	274	337	64	280	344

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	39,963	133,969	173,932	41,934	129,161	171,095	43,588	136,265	179,853
a. Terminal Leave Pay	18,024	33,244	51,268	19,791	32,015	51,806	21,144	34,094	55,238
b. Severance Pay, Disability	1,977	30,582	32,559	3,717	36,223	39,940	3,828	37,589	41,417
c. Severance Pay, Non-Promotion	136	0	136	139	0	139	144	0	144
d. Severance Pay, Involuntary Half (5%)	83	4,790	4,873	170	5,526	5,696	438	6,070	6,508
e. Severance Pay, Involuntary Full (10%)	5,181	55,285	60,466	5,951	51,763	57,714	8,024	55,522	63,546
f. VSI Trust Fund	14,322	4,278	18,600	12,166	3,634	15,800	10,010	2,990	13,000
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	240	5,790	6,030	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	384,085	721,670	1,105,755	397,118	727,124	1,124,242	413,905	758,300	1,172,205
11 Permanent Change of Station Travel	379,980	703,110	1,083,090	394,265	703,735	1,098,000	404,730	721,932	1,126,662
12 Other Military Personnel Costs	79,739	45,951	125,690	76,683	31,454	108,137	78,563	31,820	110,383
a. Apprehension of Deserters	3	30	33	1	11	12	1	11	12
b. USSD (MIA)	1,871	1,566	3,437	1,254	1,045	2,299	1,254	1,045	2,299
c. Death Gratuities	3,900	12,000	15,900	3,600	11,400	15,000	3,600	11,400	15,000
d. Unemployment Compensation	6,200	24,800	31,000	4,424	17,704	22,128	4,513	18,058	22,571
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	21	63	84	6	22	28	6	22	28
g. Adoption Reimbursement	153	206	359	168	227	395	168	227	395
h. Mass Transit	2,059	646	2,705	2,069	649	2,718	2,069	649	2,718
i. Partial Dislocation Allowance	79	386	465	82	396	478	84	408	492
j. Extra Hazard Reimb. for SGLI	908	6,080	6,988	0	0	0	0	0	0
k. ROTC	46,570	0	46,570	46,279	0	46,279	46,429	0	46,429
l. JROTC	17,949	0	17,949	18,800	0	18,800	20,439	0	20,439
m. T-SGLI	26	174	200	0	0	0	0	0	0
13 Cadets	79,780	0	79,780	81,508	0	81,508	80,959	0	80,959
<b><u>Military Personnel Appropriation Total</u></b>	<b>9,956,611</b>	<b>19,877,434</b>	<b>29,834,045</b>	<b>10,337,934</b>	<b>20,010,044</b>	<b>30,347,978</b>	<b>10,817,807</b>	<b>20,954,492</b>	<b>31,772,299</b>
14 Less Reimbursables:	(225,854)	(244,406)	(470,260)	(246,182)	(232,542)	(478,724)	(250,614)	(236,726)	(487,340)
Retired Pay Accrual	(35,552)	(34,460)	(70,012)	(40,891)	(33,837)	(74,728)	(42,250)	(34,981)	(77,231)
Other	(190,302)	(209,946)	(400,248)	(205,291)	(198,705)	(403,996)	(208,364)	(201,745)	(410,109)
<b>MILITARY PERSONNEL</b>									
<b>APPROPRIATION TOTAL-DIRECT</b>	<b>9,730,757</b>	<b>19,633,028</b>	<b>29,363,785</b>	<b>10,091,752</b>	<b>19,777,502</b>	<b>29,869,254</b>	<b>10,567,193</b>	<b>20,717,766</b>	<b>31,284,959</b>



**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL - AIR FORCE  
FY 2019**

(Amount in Thousands)

	<u>FY 2019</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>	<u>INTERNAL</u>	<u>INTERNAL</u>	<u>PROPOSED</u>	<u>FY 2019 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>DD 1415</u>	<u>2020 PRES BUD</u>
	<u>BUDGET</u>			<u>REPROGRAMMING</u>		<u>ACTIONS *</u>	
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>							
Basic Pay	5,073,955	0	5,073,955	(7,227)	5,066,728	0	5,066,728
Retired Pay Accrual	1,531,106	0	1,531,106	(2,205)	1,528,901	0	1,528,901
TSP - Matching Contributions	97,630	(15,500)	82,130	0	82,130	(32,869)	49,261
Incentive Pay	277,103	(5,000)	272,103	24,778	296,881	11,906	308,787
Special Pay	358,660	(30,000)	328,660	9,689	338,349	(14,464)	323,885
Basic Allowance for Housing	1,536,509	0	1,536,509	(10,931)	1,525,578	0	1,525,578
Basic Allowance for Subsistence	197,737	0	197,737	(4,155)	193,582	0	193,582
Station Allowances Overseas	111,485	0	111,485	(6,709)	104,776	0	104,776
CONUS COLA	861	0	861	(21)	840	0	840
Uniform Allowances	3,238	0	3,238	183	3,421	0	3,421
Family Separation Allowances	4,857	0	4,857	1,380	6,237	0	6,237
Catastrophical Injured Aid Allowance	83	0	83	(20)	63	0	63
Separation Payments	45,226	0	45,226	(4,062)	41,164	0	41,164
Social Security Tax - Employer's Contribution	387,528	0	387,528	(700)	386,828	0	386,828
Reimbursables	245,427	0	245,427	0	245,427	0	245,427
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>9,871,405</b>	<b>(50,500)</b>	<b>9,820,905</b>	<b>0</b>	<b>9,820,905</b>	<b>(35,427)</b>	<b>9,785,478</b>
Less Reimbursables	(245,427)	0	(245,427)	0	(245,427)	0	(245,427)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>9,625,978</b>	<b>(50,500)</b>	<b>9,575,478</b>	<b>0</b>	<b>9,575,478</b>	<b>(35,427)</b>	<b>9,540,051</b>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>							
Basic Pay	9,491,105	(50,920)	9,440,185	0	9,440,185	(46,624)	9,393,561
Retired Pay Accrual	2,876,060	(18,000)	2,858,060	0	2,858,060	(11,619)	2,846,441
TSP - Matching Contributions	179,662	(91,500)	88,162	0	88,162	(36,170)	51,992
Incentive Pay	70,471	(10,000)	60,471	0	60,471	(1,290)	59,181
Special Pay	123,461	(73,000)	50,461	(2,095)	48,366	(7,140)	41,226
Special Duty Assignment Pay	74,250	0	74,250	0	74,250	4,407	78,657
Reenlistment Bonus	275,723	(65,000)	210,723	0	210,723	(11,080)	199,643
Enlistment Bonus	17,490	0	17,490	0	17,490	0	17,490
Basic Allowance for Housing	3,844,195	0	3,844,195	0	3,844,195	(35,679)	3,808,516
Station Allowances Overseas	393,271	0	393,271	(22,007)	371,264	(8,344)	362,920
CONUS COLA	1,111	0	1,111	(138)	973	0	973
Clothing Allowances	138,969	23,300	162,269	11,053	173,322	0	173,322
Family Separation Allowances	25,377	0	25,377	4,407	29,784	0	29,784
Catastrophical Injured Aid Allowance	361	0	361	(87)	274	0	274
Separation Payments	119,663	0	119,663	8,028	127,691	0	127,691
Social Security Tax - Employer's Contribution	726,070	(8,300)	717,770	839	718,609	0	718,609
Reimbursables	194,830	0	194,830	0	194,830	0	194,830
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>18,552,069</b>	<b>(293,420)</b>	<b>18,258,649</b>	<b>0</b>	<b>18,258,649</b>	<b>(153,539)</b>	<b>18,105,110</b>
Less Reimbursables	(194,830)	0	(194,830)	0	(194,830)	0	(194,830)
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>18,357,239</b>	<b>(293,420)</b>	<b>18,063,819</b>	<b>0</b>	<b>18,063,819</b>	<b>(153,539)</b>	<b>17,910,280</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>							
Academy Cadets	79,454	0	79,454	0	79,454	2,054	81,508

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL - AIR FORCE  
FY 2019**

(Amount in Thousands)

	<u>FY 2019</u>	<u>CONGRESSIONAL</u>		<u>INTERNAL</u>		<u>PROPOSED</u>	<u>FY 2019 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>DD 1415</u>	<u>2020 PRES BUD</u>
	<u>BUDGET</u>					<u>ACTIONS *</u>	
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>							
Basic Allowance for Subsistence	1,004,446	0	1,004,446	(8,386)	996,060	(17,679)	978,381
Subsistence-In-Kind	146,609	0	146,609	8,389	154,998	0	154,998
Family Supplemental Subsistence Allowance	6	0	6	(3)	3	0	3
Reimbursables	36,363	0	36,363	0	36,363	0	36,363
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	<b>1,187,424</b>	<b>0</b>	<b>1,187,424</b>	<b>0</b>	<b>1,187,424</b>	<b>(17,679)</b>	<b>1,169,745</b>
Less Reimbursables	(36,363)	0	(36,363)	0	(36,363)	0	(36,363)
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	<b>1,151,061</b>	<b>0</b>	<b>1,151,061</b>	<b>0</b>	<b>1,151,061</b>	<b>(17,679)</b>	<b>1,133,382</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>							
Accession Travel	102,161	0	102,161	0	102,161	0	102,161
Training Travel	70,306	(15,000)	55,306	0	55,306	0	55,306
Operational Travel	277,352	0	277,352	0	277,352	0	277,352
Rotational Travel	516,029	(69,880)	446,149	0	446,149	0	446,149
Separation Travel	162,934	(10,000)	152,934	0	152,934	0	152,934
Travel of Organized Units	9,752	(5,500)	4,252	0	4,252	0	4,252
Nontemporary Storage	28,300	(3,000)	25,300	0	25,300	0	25,300
Temporary Lodging Expense	34,442	(2,000)	32,442	0	32,442	0	32,442
Reimbursables	2,104	0	2,104	0	2,104	0	2,104
<b>TOTAL OBLIGATIONS PCS</b>	<b>1,203,380</b>	<b>(105,380)</b>	<b>1,098,000</b>	<b>0</b>	<b>1,098,000</b>	<b>0</b>	<b>1,098,000</b>
Less Reimbursables	(2,104)	0	(2,104)	0	(2,104)	0	(2,104)
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	<b>1,201,276</b>	<b>(105,380)</b>	<b>1,095,896</b>	<b>0</b>	<b>1,095,896</b>	<b>0</b>	<b>1,095,896</b>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>							
Apprehension Mil Deserters, Absentees, Prisoners	18	0	18	(6)	12	0	12
Interest on Uniformed Svcs Savings	2,282	0	2,282	17	2,299	0	2,299
Death Gratuities	15,000	0	15,000	0	15,000	0	15,000
Unemployment Compensation	23,490	(1,400)	22,090	38	22,128	0	22,128
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	55	0	55	0	55	(27)	28
Adoption Expenses	462	0	462	0	462	(67)	395
Mass Transit	3,061	0	3,061	0	3,061	(343)	2,718
Partial Dislocation Allowance	482	0	482	0	482	(4)	478
SROTC	47,328	(1,000)	46,328	(49)	46,279	0	46,279
JROTC	18,825	380	19,205	0	19,205	(405)	18,800
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0
TSGLI	0	0	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	<b>111,003</b>	<b>(2,020)</b>	<b>108,983</b>	<b>0</b>	<b>108,983</b>	<b>(846)</b>	<b>108,137</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>30,526,011</b>	<b>(451,320)</b>	<b>30,074,691</b>	<b>0</b>	<b>30,074,691</b>	<b>(205,437)</b>	<b>29,869,254</b>

\* Proposed 1415 consists of \$90,102K asset from BRS (\$69,039K TSP Matching Contributions & \$21,063K Continuation Pay) and \$115,335K as result of more accurate rate development. Transfers \$52,937K to OCO

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>FY 2019 DIRECT PROGRAM</b>	<b>9,540,051</b>	<b>17,910,280</b>	<b>81,508</b>	<b>1,133,382</b>	<b>1,095,896</b>	<b>108,137</b>	<b>29,869,254</b>
<b>Pricing Increase</b>	<b>309,100</b>	<b>577,335</b>	<b>2,255</b>	<b>21,052</b>	<b>16,517</b>	<b>975</b>	<b>927,234</b>
<b>Annualization (PI):</b>	<b>45,780</b>	<b>83,007</b>	<b>385</b>	<b>4,566</b>	<b>0</b>	<b>0</b>	<b>133,738</b>
- Annualization 1 Jan 19 raise of 2.6% on Basic Pay	32,304	59,890	358	0	0	0	92,552
- Annualization of raise on RPA	9,748	18,148	0	0	0	0	27,896
- Annualization of raise on TSP	367	387	0	0	0	0	754
- Annualization on FICA	2,466	4,582	27	0	0	0	7,075
- Annualization 1 Jan 19 inflation rate of 0% on BAS	895	0	0	4,566	0	0	5,461
<b>Pay Raise (PI):</b>	<b>164,476</b>	<b>304,369</b>	<b>1,412</b>	<b>0</b>	<b>3,133</b>	<b>0</b>	<b>473,390</b>
- 1 Jan 20 pay raise of 3.1% effect on Basic Pay	118,552	219,793	1,313	0	0	0	339,658
- 1 Jan 20 pay raise effect on RPA	35,774	66,602	0	0	0	0	102,376
- 1 Jan 20 pay raise effect on TSP	1,099	1,160	0	0	0	0	2,259
- 1 Jan 20 pay raise effect on FICA	9,051	16,814	99	0	0	0	25,964
- 1 Jan 20 pay raise of 3.1% effect on DLA for PCS moves	0	0	0	0	3,133	0	3,133
<b>Inflation Rate (PI):</b>	<b>2,684</b>	<b>0</b>	<b>0</b>	<b>16,486</b>	<b>9,891</b>	<b>0</b>	<b>29,061</b>
- 1 Jan 20 inflation rate of 2.4% effect on BAS	2,684	0	0	13,697	0	0	16,381
- Increase for Inflation for SIK	0	0	0	2,789	0	0	2,789
- Increase in rate for Land (HHG)	0	0	0	0	7,829	0	7,829
- Increase in rate for ITGBL (HHG)	0	0	0	0	2,062	0	2,062
<b>BAH Rates (PI):</b>	<b>50,633</b>	<b>114,712</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>165,345</b>
- Housing Allowance rate 1 Jan 20 increase of 3.4%	48,006	104,316	0	0	0	0	152,322
- Increase in MIHA Pricing	36	154	0	0	0	0	190
- Increase in OHA Pricing	2,591	10,242	0	0	0	0	12,833
<b>Other (PI):</b>	<b>45,527</b>	<b>75,247</b>	<b>458</b>	<b>0</b>	<b>3,493</b>	<b>975</b>	<b>125,700</b>
- Increase in RPA Pricing	30,410	57,430	0	0	0	0	87,840
- Increase in FICA Pricing	96	0	0	0	0	0	96
- Increase in Clothing Pricing	7	3,466	0	0	0	0	3,473
- Increase in Aviator Bonus Pricing	11,007	0	0	0	0	0	11,007
- Increase in COLA Pricing	2,663	9,389	0	0	0	0	12,052
- Increase in TLA Pricing	328	1,024	0	0	0	0	1,352
- Increase in CONUS COLA Pricing	26	29	0	0	0	0	55
- Increase in Special Pay Pricing	103	169	0	0	0	0	272
- Increase in Cat Injured Aid Allow Pricing	1	5	0	0	0	0	6
- Increase in LSTL Pricing	589	953	0	0	0	0	1,542
- Increase in Separation Payments Pricing	297	2,782	0	0	0	0	3,079
- Increase in Cadet Subsistence Pricing	0	0	458	0	0	0	458
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	707	0	707
- Increase in Total AMC Pricing	0	0	0	0	318	0	318
- Increase in Total Comm Air Pricing	0	0	0	0	136	0	136
- Increase in M Tons MSC Pricing	0	0	0	0	110	0	110
- Increase in S Tons AMC Pricing	0	0	0	0	890	0	890
- Increase in Trans of POV Pricing	0	0	0	0	77	0	77
- Increase in NonTemp Storage Pricing	0	0	0	0	596	0	596
- Increase in Temp Lodging Pricing	0	0	0	0	659	0	659
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	442	442
- Increase in Partial DLA Pricing	0	0	0	0	0	14	14
- Increase in ROTC Pricing	0	0	0	0	0	145	145
- Increase in JROTC Pricing	0	0	0	0	0	374	374

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Program Increase</b>	<b>155,649</b>	<b>318,177</b>	<b>0</b>	<b>15,263</b>	<b>12,107</b>	<b>1,271</b>	<b>502,467</b>
<b>Strength (PGI):</b>	<b>128,272</b>	<b>298,230</b>	<b>0</b>	<b>0</b>	<b>8,502</b>	<b>1,270</b>	<b>436,274</b>
- Increase in Base Pay Program	65,531	126,329	0	0	0	0	191,860
- Increase in FICA Program	5,038	9,665	0	0	0	0	14,703
- Increase in RPA Program	19,418	38,352	0	0	0	0	57,770
- Increase in TSP Matching Contribution Program	18,004	24,496	0	0	0	0	42,500
- Increase in BAS Program	2,130	0	0	0	0	0	2,130
- Increase in Clothing Program	0	44,131	0	0	0	0	44,131
- Increase in AVIP Program	1,765	0	0	0	0	0	1,765
- Increase in BAH Program	16,386	55,257	0	0	0	0	71,643
- Increase in Land Ship Program	0	0	0	0	6,136	0	6,136
- Increase in ITGBL Program	0	0	0	0	1,616	0	1,616
- Increase in Disloc Allow Program	0	0	0	0	750	0	750
- Increase in ROTC workyears	0	0	0	0	0	5	5
- Increase in JROTC workyears	0	0	0	0	0	1,265	1,265
<b>Other (PGI):</b>	<b>27,377</b>	<b>19,947</b>	<b>0</b>	<b>15,263</b>	<b>3,605</b>	<b>1</b>	<b>66,193</b>
- Increase in LSTL Program	764	1,126	0	0	0	0	1,890
- Increase in Special Pay Program	5,498	1,358	0	0	0	0	6,856
- Increase in FSA Program	63	423	0	0	0	0	486
- Increase in Cat Injured Aid Allow Program	0	1	0	0	0	0	1
- Increase in Non-Fly Crew Member Program	0	2	0	0	0	0	2
- Increase in Aviator Bonus Program	19,486	0	0	0	0	0	19,486
- Increase in CSIP Program	0	839	0	0	0	0	839
- Increase in HDIP Program	5	0	0	0	0	0	5
- Increase in BASIP Program	340	512	0	0	0	0	852
- Increase in Other Incentive Pay Program	0	8	0	0	0	0	8
- Increase in COLA Program	1,035	4,351	0	0	0	0	5,386
- Increase in TLA Program	178	739	0	0	0	0	917
- Increase in CONUS COLA Program	8	15	0	0	0	0	23
- Increase in Separation Payments Program	0	2,196	0	0	0	0	2,196
- Increase in Selective Reenlistment Bonus Program	0	8,377	0	0	0	0	8,377
- Increase in Subsistence - BAS Enlisted Program	0	0	0	13,912	0	0	13,912
- Increase in SIK Total Program	0	0	0	1,351	0	0	1,351
- Increase in Total Mile-Per Diem Program	0	0	0	0	1,466	0	1,466
- Increase in Total AMC Program	0	0	0	0	554	0	554
- Increase in Total Comm Air Program	0	0	0	0	235	0	235
- Increase in M Tons MSC Program	0	0	0	0	86	0	86
- Increase in S Tons AMC Program	0	0	0	0	701	0	701
- Increase in Trans of POV Program	0	0	0	0	153	0	153
- Increase in NonTemp Storage Program	0	0	0	0	319	0	319
- Increase in Temp Lodging Program	0	0	0	0	61	0	61
- Increase in Defense Personnel Property System (DPS)	0	0	0	0	30	0	30
- Increase in Unemployment Benefits Program	0	0	0	0	0	1	1
<b>Total Increases</b>	<b>464,749</b>	<b>895,512</b>	<b>2,255</b>	<b>36,315</b>	<b>28,624</b>	<b>2,246</b>	<b>1,429,701</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Pricing Decrease</b>	<b>(371)</b>	<b>(10,102)</b>	<b>(2)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(10,475)</b>
<b>Other (PD):</b>	<b>(371)</b>	<b>(10,102)</b>	<b>(2)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(10,475)</b>
- Decrease in FICA Pricing	0	(2)	(2)	0	0	0	(4)
- Decrease in TSP Matching Contribution Pricing	(370)	(390)	0	0	0	0	(760)
- Decrease in HDIP Pricing	(1)	0	0	0	0	0	(1)
- Decrease in Selective Reenlistment Bonus Pricing	0	(9,710)	0	0	0	0	(9,710)
<b>Program Decrease</b>	<b>(719)</b>	<b>0</b>	<b>(2,802)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(3,521)</b>
<b>Strength (PGD):</b>	<b>(57)</b>	<b>0</b>	<b>(2,079)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(2,136)</b>
- Decrease in Base Pay Program	0	0	(1,931)	0	0	0	(1,931)
- Decrease in FICA Program	0	0	(148)	0	0	0	(148)
- Decrease in Clothing Program	(57)	0	0	0	0	0	(57)
<b>Other (PGD):</b>	<b>(662)</b>	<b>0</b>	<b>(723)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,385)</b>
- Decrease in Other Incentive Pay Program	(592)	0	0	0	0	0	(592)
- Decrease in Separation Payments Program	(70)	0	0	0	0	0	(70)
- Decrease in Cadet Subsistence Program	0	0	(723)	0	0	0	(723)
<b>Total Decreases</b>	<b>(1,090)</b>	<b>(10,102)</b>	<b>(2,804)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(13,996)</b>
<b>FY 2020 DIRECT PROGRAM</b>	<b>10,003,710</b>	<b>18,795,690</b>	<b>80,959</b>	<b>1,169,697</b>	<b>1,124,520</b>	<b>110,383</b>	<b>31,284,959</b>

**SECTION 4**  
**DETAIL OF MILITARY**  
**PERSONNEL ENTITLEMENTS**

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**PAY AND ALLOWANCES  
OF OFFICERS**



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

	<u>Amount</u>
<b>FY 2019 DIRECT PROGRAM</b>	<b>9,540,051</b>
<b>Pricing Increase</b>	<b>309,100</b>
<b>Annualization (PI):</b>	<b>45,780</b>
Annualization 1 Jan 19 raise of 2.6% on Basic Pay	32,304
Annualization of raise on RPA	9,748
Annualization of raise on FICA	2,466
Annualization of raise on TSP	367
Annualization 1 Jan 19 inflation rate of 0% on BAS	895
<b>Pay Raise (PI):</b>	<b>164,476</b>
1 Jan 20 pay raise of 3.1% effect on Basic Pay	118,552
1 Jan 20 pay raise effect on RPA	35,774
1 Jan 20 pay raise effect on FICA	9,051
1 Jan 20 pay raise effect on TSP	1,099
<b>Inflation Rate (PI):</b>	<b>2,684</b>
1 Jan 20 inflation rate of 2.4% effect on BAS	2,684
<b>BAH Rates (PI):</b>	<b>50,633</b>
1 Jan 20 inflation rate of 3.4% effect on BAH	48,006
1 Jan 20 inflation rate of 2% effect on MIHA	36
1 Jan 20 inflation rate of 2% effect on OHA	2,591

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

		<u>Amount</u>
<b>Other (PI):</b>	<b>45,527</b>	
Increase in RPA Payments	30,410	
Increase in RPA Rate to 31%	9,139	
Increase in RPA Payments	21,271	
Increase in FICA Payments	96	
Increase in Aviator Bonus Payments	11,007	
Increase in Special Pay Payments	103	
Increase in COLA Payments	2,663	
Increase in TLA Payments	328	
Increase in CONUS COLA Payments	26	
Increase in Clothing Payments	7	
Increase in Cat Injured Aid Allow Payments	1	
Increase in LSTL Payments	589	
Increase in Separation Payments	297	
 <b>Program Increase</b>		 <b>155,649</b>
 <b>Strength (PGI):</b>	 <b>128,272</b>	
Increase change in WY/longevity for Basic Pay	65,531	
Increase in workyears/longevity for FICA	5,038	
Increase in workyears/longevity for RPA	19,418	
Increase in workyear for TSP Matching Contribution	18,004	
Increase in workyear for BAS	2,130	
Increase AVIP Workyears	1,765	
Increase in workyears Housing Allowance	16,386	

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

		<u>Amount</u>
<b>Other (PGI):</b>	<b>27,377</b>	
Increase in Aviator Bonus Payments	19,486	
Increase in HDIP Payments	5	
Increase in BASIP Payments	340	
Increase in Special Pay Payments	5,498	
Increase in COLA Payments	1,035	
Increase in TLA Payments	178	
Increase in CONUS COLA Payments	8	
Increase in FSA Payments	63	
Increase in LSTL Payments	764	
<b>Total Increases</b>		<b>464,749</b>
<b>Pricing Decrease</b>		<b>(371)</b>
<b>Other (PD):</b>	<b>(371)</b>	
Decrease in TSP Matching Contribution Payments	(370)	
Decrease in HDIP Payments	(1)	
<b>Program Decrease</b>		<b>(719)</b>
<b>Strength (PGD):</b>	<b>(57)</b>	
Decrease in workyears for Clothing Allowance	(57)	
<b>Other (PGD):</b>	<b>(662)</b>	
Decrease in Other Incentive Pay Payments	(592)	
Decrease in Separation Payments Payments	(70)	
<b>Total Decreases</b>		<b>(1,090)</b>
<b>FY 2020 DIRECT PROGRAM</b>		<b>10,003,710</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 2020 Estimate 5,419,404  
FY 2019 Estimate 5,201,239  
FY 2018 Actual 5,032,519

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 2.4% in 2018, 2.6% in 2019, and 3.1% in 2020 effective January 1 each year. The annualized pay raise is 2.550% for FY 2019 and 2.975% for FY 2020. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2018 beginning strength was 61,597 and end strength was 62,640 using 64,608 workyears.

FY 2019 beginning strength will be 62,640 and end strength will be 63,390 using 65,097 workyears.

FY 2020 beginning strength will be 63,390 and end strength will be 63,664 using 65,783 workyears.

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

<b><u>Grade</u></b>	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>
General	13	188,950	2,456	13	189,600	2,465	14	189,600	2,654
Lt General	40	188,923	7,557	43	189,600	8,153	41	189,600	7,774
Major General	97	173,742	16,853	94	178,170	16,748	98	183,469	17,980
Brig General	161	151,068	24,322	162	154,920	25,097	157	159,529	25,046
Colonel	3,446	129,396	445,900	3,471	132,696	460,587	3,610	136,643	493,283
Lt Colonel	10,531	104,358	1,098,995	10,550	107,019	1,129,053	10,577	110,203	1,165,618
Major	14,485	87,721	1,270,638	14,730	89,958	1,325,079	15,026	92,634	1,391,920
Captain	21,150	69,625	1,472,574	21,201	71,417	1,514,104	21,252	73,585	1,563,819
1st Lieutenant	6,923	55,113	381,550	7,197	56,480	406,483	7,342	58,172	427,099
2nd Lieutenant	7,762	40,154	311,674	7,636	41,052	313,470	7,666	42,292	324,211
<b>TOTAL BASIC PAY</b>	<b>64,608</b>		<b>5,032,519</b>	<b>65,097</b>		<b>5,201,239</b>	<b>65,783</b>		<b>5,419,404</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2020 Estimate 1,666,501

FY 2019 Estimate 1,569,792

FY 2018 Actual 1,415,943

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 28.4% for FY 2018, and 30.4% for FY 2019 and 31.0% for FY 2020. The part-time RPA rate is 22.6% for FY 2018, 24.7% for FY 2019 and 24.4% for FY2020.

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	61,781	22,048	1,362,149	62,947	24,155	1,520,463	63,633	25,404	1,616,542
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	2,827	19,029	53,794	2,150	22,944	49,329	2,150	23,237	49,959
<b>Total Retired Pay Accrual</b>	<b>64,608</b>	<b>21,916</b>	<b>1,415,943</b>	<b>65,097</b>	<b>24,115</b>	<b>1,569,792</b>	<b>65,783</b>	<b>25,333</b>	<b>1,666,501</b>

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2020 Estimate 68,361  
FY 2019 Estimate 49,261  
FY 2018 Actual 21,614

**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, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. 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 to participate in the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five percent of the member's BP. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of BP 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 BRS.

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			21,614			49,261			68,361

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

FY 2020 Estimate	349,589
FY 2019 Estimate	316,985
FY 2018 Actual	360,391

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to Officers under the provisions of Title 37 U.S.C., Section 301 and 334 as follows:

- a) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve Officers who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. The NDAA for FY2017 authorized an increase to maximum amount of monthly AvIP not to exceed the rate of \$1,000 per month. The Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amounts ranging from \$150 to \$1,000. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- b) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crewmembers in fixed monthly amounts ranging from \$150 to \$250 and non-crew members in fixed monthly amounts of \$150 only when performing such duties.
- c) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated Officer retention. The FY 2000 NDAA approved an enhancement to the ARP program, allowing payment through the grade of O-6 and through 25 years of service and bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career Officers. The 2017 NDAA §616 increased the maximum bonus to \$35,000. In FY 2018 Air Force expanded the program to add an extra 1,000 aviators to contracts with a mandatory 50% lump sum upfront, thus increasing anniversary payments.
- d) Parachute Jumping - Incentive pay for hazardous duty to encourage Officers to enter into, and remain on, duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225.
- e) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150.
- f) Battlefield Airmen Skill Incentive Pay - A monthly skill incentive pay to service members qualified and serving as Battlefield Airmen defined in Air Force Policy Directive 10-35, dated February 1, 2017. Battlefield airmen conduct operations in the ground domain in contested, denied, operational limited, and permissive environments under severe environmental conditions. Battlefield Airmen encompasses the following critical AFSCs: Combat Rescue Officer-13CX, Special Tactics Officer-13DX, Air Liaison Officer-13LX and Special Operation Weather Officer-15W. Continues pay entitlement to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. The member is authorized pay under BASIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- g) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- h) Chemical Munitions - Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- i) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.

(Amount in Thousands)

## PROJECT: INCENTIVE PAY - OFFICERS

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Aviation Incentive Pay</u></b>									
<b>Years Aviation Service / Grade</b>									
Less than 2	3,789	1,800	6,820	3,785	1,800	6,813	3,783	1,800	6,809
Over 2	5,502	3,000	16,506	5,710	3,000	17,130	5,706	3,000	17,118
Over 6	7,405	8,400	62,202	7,399	8,400	62,152	7,394	8,400	62,110
Over 12	6,241	12,000	74,892	6,366	12,000	76,392	6,506	12,000	78,072
Over 22	303	8,400	2,545	303	8,400	2,545	320	8,400	2,688
Over 24	551	5,400	2,975	551	5,400	2,975	551	5,400	2,975
<b>Subtotal Flying Duty Crew</b>	<b>23,791</b>		<b>165,940</b>	<b>24,114</b>		<b>168,007</b>	<b>24,260</b>		<b>169,772</b>
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Crew	8	2,160	17	8	2,160	17	8	2,160	17
Flying Duty Non-Crew	43	1,800	77	44	1,800	79	44	1,800	79
Flying Duty Non-Rated	367	2,281	837	517	2,280	1,179	519	2,279	1,183
<b>Subtotal HDIP-Aviation</b>	<b>418</b>		<b>931</b>	<b>569</b>		<b>1,275</b>	<b>571</b>		<b>1,279</b>
<b><u>Aviator Bonus</u></b>									
Pilots	4,589	41,740	191,547	5,595	25,989	145,410	6,292	27,957	175,903
<b>Subtotal Aviator Bonus</b>	<b>4,589</b>		<b>191,547</b>	<b>5,595</b>		<b>145,410</b>	<b>6,292</b>		<b>175,903</b>
<b>Subtotal Flying Duty Pay</b>			<b>358,418</b>			<b>314,692</b>			<b>346,954</b>
<b><u>Parachute Jumping</u></b>	<b>52</b>	<b>1,800</b>	<b>94</b>	<b>52</b>	<b>1,800</b>	<b>94</b>	<b>52</b>	<b>1,800</b>	<b>94</b>
<b><u>Parachute HALO</u></b>	<b>31</b>	<b>2,700</b>	<b>84</b>	<b>31</b>	<b>2,700</b>	<b>84</b>	<b>32</b>	<b>2,700</b>	<b>86</b>
<b><u>Demolition Duty</u></b>	<b>84</b>	<b>1,800</b>	<b>151</b>	<b>91</b>	<b>1,800</b>	<b>164</b>	<b>91</b>	<b>1,800</b>	<b>164</b>
<b><u>Battlefield Airmen Skill Incentive Pay</u></b>									
BASIP Combat Rescue	125	7,128	891	135	7,119	961	145	7,124	1,033
BASIP Special Tactic	85	6,412	545	90	6,400	576	95	6,400	608
BASIP Air Liaison Officer	59	2,322	137	143	2,413	345	261	2,226	581
<b>Subtotal BASIP</b>	<b>269</b>		<b>1,573</b>	<b>368</b>		<b>1,882</b>	<b>501</b>		<b>2,222</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	1	1,800	2	2	1,800	4	2	1,800	4
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Pressure Chamber Observer	32	1,800	58	30	1,800	54	30	1,800	54
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	4	1,800	7	4	1,800	7	4	1,800	7
<b>Subtotal Other Incentive Duty Pay</b>	<b>39</b>		<b>71</b>	<b>38</b>		<b>69</b>	<b>38</b>		<b>69</b>
<b>TOTAL INCENTIVE PAY</b>			<b>360,391</b>			<b>316,985</b>			<b>349,589</b>



(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. The FY20 PB continues the increased maximum payout of \$35,000 authorized in the FY17 NDAA.

Aircraft Type Category	Aircraft Personnel Manning Levels		
	FY 2018	FY 2019	FY 2020
Fighter	79.7%	78.0%	77.2%
Bomber	85.2%	79.0%	78.5%
Mobility	102.5%	98.3%	97.9%
Special Ops	88.0%	88.9%	90.0%
C2ISR	115.5%	112.2%	114.2%
Rescue	98.6%	98.2%	101.2%
RPA	83.1%	80.1%	85.6%
<b>Total</b>	<b>92.1%</b>	<b>89.4%</b>	<b>90.3%</b>

*\* The C2ISR community, while overmanned, suffers from a shortage of experienced aviators while being overmanned in less experienced aviators. Therefore, the Air Force must target these experienced C2ISR pilots for retention until sufficient numbers of more junior aviators reach a sufficient level of experience. These less experienced pilots can also be used to cover AETC instructor positions. While individual manning numbers for each community are an important metric, the overall pilot manning level must be considered as a certain number of pilot billets are interchangeable. As the chart indicates, overall manning drops substantially year-over-year.*

The Air Force is increasing transparency in assignment and other personnel processes; implementing family support programs to improve quality of life; revitalizing squadrons by reducing additional duties, eliminating lower priority computer-based training, and increasing administrative support to improve quality of service; increasing capacity of aircrew training pipelines; and allowing retirees to return to duty to minimize the impact of manning shortages.

Aircraft Type Category	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	967	32,268	31,203	1,075	25,430	27,337	1,131	26,964	30,496
Bomber	558	58,527	32,658	635	22,468	14,267	719	24,421	17,559
Mobility	1,118	35,535	39,728	1,397	32,545	45,465	1,603	35,349	56,664
Special Ops	670	51,266	34,348	811	22,782	18,476	889	26,727	23,760
C2ISR	723	51,765	37,426	914	20,540	18,774	1,042	21,180	22,070
Rescue	251	28,199	7,078	319	24,273	7,743	357	24,115	8,609
RPA	302	30,152	9,106	444	30,063	13,348	551	30,390	16,745
<b>Total</b>	<b>4,589</b>	<b>41,740</b>	<b>191,547</b>	<b>5,595</b>	<b>25,989</b>	<b>145,410</b>	<b>6,292</b>	<b>27,957</b>	<b>175,903</b>

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 2020 Estimate	337,986
FY 2019 Estimate	332,489
FY 2018 Actual	329,924

**PART I - PURPOSE AND SCOPE**

Funds provide for:

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

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (b) Physician Pay: Consolidation of Special Pay -
  - i. Incentive Pay - Medical - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Incentive Pay rates are set by Health Affairs.
  - ii. Retention Bonus - Medical - Financial incentive to retain a sufficient number of qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written
  - iii. Board Certification Pay - Medical - Monthly payment paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$6,000.
  - iv. CWSAB - Medical - Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (c) Dentist Pay: Consolidation of Special Pay -
  - i. Accession Bonus - Dental - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dental professionals in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs. Current rate is \$300,000.
  - ii. Incentive Pay - Dental - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Current rates range from \$20,000 to \$75,000.
  - iii. Retention Bonus - Dental - Financial incentive to retain a sufficient number of qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
  - iv. Board Certification Pay - Dental - Monthly incentive paid to dental professionals who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$6,000.
  - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses IP/RB. The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Nurse Pay: Consolidation of Special Pay -
  - i. Accession Bonus - Nurse - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified nurses. Current rates are \$20,000 for a three-year contract and \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
  - ii. Incentive Pay - Nurse - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Certified Registered Nurse Anesthetists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually.
  - iii. Retention Bonus - Nurse - This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$20,000 for a four-year contract.
  - iv. Board Certification Pay - Nurse - Financial incentive to encourage NC Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount is \$6,000 paid in equal monthly increments. HA policy determines which nursing specialties are eligible for board certified pay.
- (e) Health Professions Officers Accession Bonus: Consolidation of Special Pay -
  - i. Pharmacy - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified pharmacists. The current rate is \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for four (4) consecutive years and are not eligible for multiple-year bonuses (RB). The amount authorized is set across all services by Health Affairs.
  - ii. Public Health Officers (PHO) - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Public Health Officers. The current rate is \$22,500 for a three-year contract and \$40,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
  - iii. Physician's Assistant - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Physician Assistants. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
  - iv. Psychologist - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Psychologists. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.
  - v. Social Workers - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Social Workers. The current rate is \$18,750 for a three-year contract and \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (IP/RB). The amount authorized is set across all services by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Health Professions Officers Retention Bonus: Consolidation of Special Pay -
  - i. Pharmacy - This is a financial incentive to retain a sufficient number of pharmacists to meet the medical requirements of the service. Rates are set by Health Affairs across all services. Pharmacy Retention Bonus rates are \$15,000 annually for all contracts.
  - ii. Psychologist - This is a financial incentive to retain a sufficient number of Psychologists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$20,000 for a four-year contract.
  - iii. Social Workers - This is a financial incentive to retain a sufficient number of Social Workers to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
  - iv. Optometrists - This is a financial incentive to retain a sufficient number of Optometrists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
  - v. Physician Assistant - This is a financial incentive to retain a sufficient number of Physician Assistants to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$20,000 for a four-year contract.
- (e) Health Professions Officers Board Certification Pay: Consolidation of Special Pay - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount is \$6,000 paid in equal monthly increments. HA policy determines which specialties are eligible for board certified pay.
- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., Section 355. Rates for each specialty are set by the respective Service.
- (3) Officer Retention Bonus – Authorized by Title 37 U.S.C, Section 332. Rates will not exceed \$25,000 for each year of obligated service.
- (4) Personal money allowances for certain general Officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an Officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
  - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
  - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (5) Assignment Incentive Pay (AIP):
  - (a) AFSOC Air Operations Flight Assignment Incentive Pay - Authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force for personnel assigned to HQ AF Special Operations Command unit (PAS Code BP0VFX3H), assigned to UMD identified operator positions, and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1,000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
  - (b) Korea - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
  - (c) Kingsley Field, Klamath Falls, OR (KFAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352 and implemented IAW DoD FMR Volume 7A, Chapter 15. The Secretary of the Air Force approved and authorized Kingsley Field Assignment Incentive Pay 18 July 2016 with an effective date of 18 July 2016 through 1 January 2018. Eligible recipients of Kingsley Field assignment pay (KFAIP) are Active Duty and Active Duty Guard and Reserve enlisted Airmen and Company Grade Officers assigned to 173rd Fighter Wing, Kingsley Field, and Klamath Falls Oregon. Eligible recipients will receive \$400 per month.
  - (d) Turkey Assignment Incentive Pay (TAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352, The Secretary of the Air Force approved and authorized Turkey Assignment Incentive Pay on 29 August 2016 with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2020 during FY18. Eligible recipients of Turkey assignment incentive pay (TAIP) are active duty Airmen assigned to Turkey serving a 15-month unaccompanied tour who agree to serve a total of 24 months. TAIP is paid at a rate of \$300 per month.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (6) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system, known as the Blended Retirement System. Continuation Pay is one aspect of the Blended Retirement System. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the Blended Retirement System.
- (7) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. It is paid at the rate of \$150 per month.
- (8) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for Officers and enlisted members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
- (9) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (10) Health Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C., Section 2121(c)(2).
- (11) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP; IDP cannot be received.
- (12) Judge Advocate General's Corps Officer Student Loan Repayment Program - Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.
- (13) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328 - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for members deployed in a combat operation or combat zone.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Physician Pay</u></b>									
<b>Legacy</b>									
MD Additional Special Pay	12	15,000	180	0	0	0	0	0	0
MD Board Certification Pay	20	5,100	102	0	0	0	0	0	0
MD Variable Special Pay	397	8,000	3,176	0	0	0	0	0	0
<b>Legacy Physician Subtotal</b>	<b>429</b>	<b>8,061</b>	<b>3,458</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CSP</b>									
Incentive Pay - Medical	2,900	45,000	130,500	2,900	45,000	130,500	2,900	45,000	130,500
Retention Bonus - Medical	800	35,786	28,629	880	36,786	32,372	880	36,786	32,372
Board Certification Pay - Medical	2,125	6,000	12,750	2,125	6,000	12,750	2,125	6,000	12,750
CWSAB - Medical	22	294,800	6,486	22	300,000	6,600	22	294,800	6,486
<b>CSP Physician Subtotal</b>	<b>5,847</b>	<b>24,315</b>	<b>178,365</b>	<b>5,927</b>	<b>30,744</b>	<b>182,222</b>	<b>5,927</b>	<b>30,725</b>	<b>182,108</b>
<b>Physician Pay Total</b>	<b>6,276</b>	<b>28,971</b>	<b>181,823</b>	<b>5,927</b>	<b>30,744</b>	<b>182,222</b>	<b>5,927</b>	<b>30,725</b>	<b>182,108</b>
<b><u>Dentist Pay</u></b>									
<b>Legacy</b>									
<b>Legacy Dentist Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CSP</b>									
Accession Bonus - Dental	10	37,500	375	14	150,000	2,100	6	150,000	900
Incentive Pay - Dental	980	22,250	21,805	980	22,250	21,805	980	22,250	21,805
Retention Bonus - Dental	525	41,000	21,525	525	41,000	21,525	525	41,000	21,525
Board Certification Pay - Dental	375	6,000	2,250	375	6,000	2,250	375	6,000	2,250
CWSAB - Dental	0	0	0	2	300,000	600	3	300,000	900
<b>CSP Dentist Subtotal</b>	<b>1,890</b>	<b>24,315</b>	<b>45,955</b>	<b>1,896</b>	<b>25,464</b>	<b>48,280</b>	<b>1,889</b>	<b>25,082</b>	<b>47,380</b>
<b>Dentist Pay Total</b>	<b>1,890</b>	<b>24,315</b>	<b>45,955</b>	<b>1,896</b>	<b>25,464</b>	<b>48,280</b>	<b>1,889</b>	<b>25,082</b>	<b>47,380</b>

(Amount in Thousands)

## PROJECT: SPECIAL PAY - OFFICERS

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Nurse Pay</u></b>									
Legacy									
Legacy Nurse Subtotal	0	0	0	0	0	0	0	0	0
<b>CSP</b>									
Accession Bonus - Nurse	30	30,000	900	40	30,000	1,200	50	30,000	1,500
Incentive Pay - Nurse	108	15,000	1,620	108	15,000	1,620	108	15,000	1,620
Retention Bonus - Nurse	1,500	15,000	22,500	1,500	17,000	25,500	1,500	17,000	25,500
Board Certification Pay - Nurse	179	6,000	1,074	335	6,000	2,010	335	6,000	2,010
<b>CSP Nurse Subtotal</b>	<b>1,817</b>	<b>14,361</b>	<b>26,094</b>	<b>1,983</b>	<b>15,295</b>	<b>30,330</b>	<b>1,993</b>	<b>15,369</b>	<b>30,630</b>
<b>Nurse Pay Total</b>	<b>1,817</b>	<b>14,361</b>	<b>26,094</b>	<b>1,983</b>	<b>15,295</b>	<b>30,330</b>	<b>1,993</b>	<b>15,369</b>	<b>30,630</b>
<b><u>Health Professions Officers Pay</u></b>									
Legacy									
Legacy HPO Subtotal	0	0	0	0	0	0	0	0	0
<b>CSP</b>									
<b>Accession Bonus - Health Professions Officers</b>									
Accession Bonus - Pharmacy	22	30,000	660	17	30,000	510	17	30,000	510
Accession Bonus - PHO	2	31,250	63	3	31,250	94	3	31,250	94
Accession Bonus - Physicians Assistant	6	48,750	293	10	48,750	488	10	48,750	488
Accession Bonus - Psychologist	3	48,750	146	2	48,750	98	2	48,750	98
Accession Bonus - Social Workers	16	24,375	390	14	24,375	341	14	24,375	341
<b>Accession Bonus - HPO Subtotal</b>	<b>49</b>	<b>31,673</b>	<b>1,552</b>	<b>46</b>	<b>33,283</b>	<b>1,531</b>	<b>46</b>	<b>33,283</b>	<b>1,531</b>
<b>Incentive Pay - Health Professions Officers</b>									
Incentive Pay - PHO	63	5,000	315	63	5,000	315	63	5,000	315
Incentive Pay - Physicians Assistant	436	5,000	2,180	436	5,000	2,180	436	5,000	2,180
Incentive Pay - Psychologist	125	5,000	625	125	5,000	625	125	5,000	625
Incentive Pay - Optometrists	72	1,200	86	72	1,200	86	72	1,200	86
<b>Incentive Pay - HPO Subtotal</b>	<b>696</b>	<b>4,606</b>	<b>3,206</b>	<b>696</b>	<b>4,606</b>	<b>3,206</b>	<b>696</b>	<b>4,606</b>	<b>3,206</b>
<b>Retention Bonus - Health Professions Officers</b>									
Retention Bonus - Pharmacy	200	15,000	3,000	200	15,000	3,000	200	15,000	3,000
Retention Bonus - PHO	120	6,250	750	120	6,250	750	120	6,250	750
Retention Bonus - Physicians Assistant	210	15,000	3,150	210	15,000	3,150	210	15,000	3,150
Retention Bonus - Psychologist	125	15,000	1,875	125	15,000	1,875	125	15,000	1,875
Retention Bonus - Social Workers	150	8,000	1,200	70	8,000	560	70	8,000	560
Retention Bonus - Optometrists	80	8,000	640	80	8,000	640	80	8,000	640
<b>Retention Bonus - HPO Subtotal</b>	<b>885</b>	<b>11,994</b>	<b>10,615</b>	<b>805</b>	<b>12,391</b>	<b>9,975</b>	<b>805</b>	<b>12,391</b>	<b>9,975</b>



(Amount in Thousands)

## PROJECT: SPECIAL PAY - OFFICERS

	FY 2018 Actual			FY 2019 Estimate			FY 2020 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Board Certification Pay - Health Professions Officers</b>	<b>900</b>	<b>6,000</b>	<b>5,400</b>	<b>900</b>	<b>6,000</b>	<b>5,400</b>	<b>900</b>	<b>6,000</b>	<b>5,400</b>
<b>CSP HPO Subtotal</b>	<b>2,530</b>	<b>8,211</b>	<b>20,773</b>	<b>2,447</b>	<b>8,219</b>	<b>20,112</b>	<b>2,447</b>	<b>8,219</b>	<b>20,112</b>
<b>Health Professions Officer Pay Total</b>	<b>2,530</b>	<b>8,211</b>	<b>20,773</b>	<b>2,447</b>	<b>8,219</b>	<b>20,112</b>	<b>2,447</b>	<b>8,219</b>	<b>20,112</b>
Intel CSRB	339	0	1,713	14	0	70	0	0	0
RPA CSRB	31	22,000	1,085	31	15,600	1,085	31	0	1,085
Special Tactics and Combat Rescue CSRB	33	8,784	725	18	22,790	280	0	0	0
<b>Non-Medical CSRB Subtotal</b>	<b>403</b>	<b>8,742</b>	<b>3,523</b>	<b>63</b>	<b>22,778</b>	<b>1,435</b>	<b>31</b>	<b>35,000</b>	<b>1,085</b>
Air Liason Officer ORB	58	15,000	1,405	79	15,000	1,930	96	15,000	2,355
Contracting ORB	125	15,000	1,875	149	15,000	2,235	187	15,000	2,805
Network Operations Cyber Warfare ORB	971	15,771	14,565	1,171	15,857	17,565	1,371	15,900	20,565
Operations Research Analyst ORB	137	951	2,055	161	927	2,415	188	965	2,820
Special Tactics and Combat Rescue ORB	50	4,000	1,250	65	4,000	1,625	82	4,000	2,050
<b>Officer Retention Bonus Subtotal</b>	<b>1,341</b>	<b>15,772</b>	<b>21,150</b>	<b>1,625</b>	<b>15,858</b>	<b>25,770</b>	<b>1,924</b>	<b>15,902</b>	<b>30,595</b>
<b>Retention Bonus (CSRB/ORB) Total</b>	<b>1,744</b>	<b>14,147</b>	<b>24,673</b>	<b>1,688</b>	<b>16,117</b>	<b>27,205</b>	<b>1,955</b>	<b>16,205</b>	<b>31,680</b>
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	12	2,200	26	12	2,167	26	13	2,231	29
Lt General	40	500	20	43	512	22	41	512	21
<b>Pers Allowance - General Officer</b>	<b>53</b>	<b>943</b>	<b>50</b>	<b>56</b>	<b>929</b>	<b>52</b>	<b>55</b>	<b>982</b>	<b>54</b>
AFSOC Air Ops Flight AIP	7	10,286	72	6	10,000	60	7	9,857	69
Korea AIP	60	3,600	216	60	3,600	216	60	3,600	216
Kingsley Field AIP	12	4,800	58	12	4,800	58	12	4,800	58
Turkey AIP	5	3,600	18	5	3,600	18	5	3,600	18
ICBM Field Ops AIP	575	3,600	2,070	575	3,600	2,070	575	3,600	2,070
<b>Assignment Incentive Pay</b>	<b>659</b>		<b>2,434</b>	<b>658</b>		<b>2,422</b>	<b>659</b>		<b>2,431</b>
Continuation Pay	60	16,310	981	97	16,726	1,626	141	17,223	2,426
Diving Duty	33	1,800	59	33	1,800	59	34	1,800	61
Foreign Language Proficiency Bonus	2,205	3,888	8,573	2,303	3,907	8,998	2,405	3,927	9,444
Hardship Duty Location Pay	3,091	1,200	3,709	978	1,200	1,174	978	1,200	1,174
Health Prof. Scholarship Program (HPSP)	225	1,780	401	225	1,780	401	225	1,780	401
Hostile Fire Pay	2,413	2,700	6,515	356	2,700	961	356	2,700	961
JAG Bonus	137	28,550	3,911	137	28,550	3,911	137	28,550	3,911
JAG Student Loan Repayment	183	21,667	3,965	218	21,667	4,723	240	21,667	5,200
Pay and Allowance Continuation (PAC)	6	1,260	8	10	1,260	13	10	1,260	13
<b>TOTAL SPECIAL PAY</b>	<b>23,322</b>		<b>329,924</b>	<b>19,012</b>		<b>332,489</b>	<b>19,451</b>		<b>337,986</b>

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

Intel CSRB

	<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 (FY17 & Prior)	339	1,713	14	70										
Accelerated Payments														
Prior Year FY 2018														
Initial Payments														
Anniversary Payments														
Current Year FY 2019														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	339	1,713	14	70	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	339	1,713	14	70	0	0	0	0	0	0	0	0	0	0

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

RPA CSRB

	<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 (FY17 & Prior)	31	1,085	31	1,085	31	1,085	31	1,085						
Accelerated Payments														
Prior Year FY 2018														
Initial Payments														
Anniversary Payments														
Current Year FY 2019														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	31	1,085	31	1,085	31	1,085	31	1,085	0	0	0	0	0	0
<b>Total</b>	31	1,085	31	1,085	31	1,085	31	1,085	0	0	0	0	0	0

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

Special Tactics and Combat Rescue CSRB

	<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 (FY17 & Prior)	33	725	18	280										
Accelerated Payments														
Prior Year FY 2018														
Initial Payments														
Anniversary Payments														
Current Year FY 2019														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	33	725	18	280	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	33	725	18	280	0	0	0	0	0	0	0	0	0	0

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

Air Liason Officer ORB

	<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 (FY17 & Prior)	38	905	38	905	38	905	38	905						
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	20	500												
Anniversary Payments			20	500	20	500	20	500	20	500				
Current Year FY 2019														
Initial Payments			21	525										
Anniversary Payments					21	525	21	525	21	525	21	525		
Biennial Budget FY 2020														
Initial Payments					17	425								
Anniversary Payments							17	425	17	425	17	425	17	425
Biennial Budget FY 2021														
Initial Payments							10	250						
Anniversary Payments									10	250	10	250	10	250
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	20	500	21	525	17	425	10	250	0	0	0	0	0	0
Anniversary Payments	38	905	58	1,405	79	1,930	96	2,355	68	1,700	48	1,200	27	675
<b>Total</b>	<b>58</b>	<b>1,405</b>	<b>79</b>	<b>1,930</b>	<b>96</b>	<b>2,355</b>	<b>106</b>	<b>2,605</b>	<b>68</b>	<b>1,700</b>	<b>48</b>	<b>1,200</b>	<b>27</b>	<b>675</b>

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

Contracting ORB

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	125	1,875												
Anniversary Payments			125	1,875	125	1,875	125	1,875						
Current Year FY 2019														
Initial Payments			24	360										
Anniversary Payments					24	360	24	360	24	360				
Biennial Budget FY 2020														
Initial Payments					38	570								
Anniversary Payments							38	570	38	570	38	570		
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	125	1,875	24	360	38	570	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	125	1,875	149	2,235	187	2,805	62	930	38	570	0	0
<b>Total</b>	125	1,875	149	2,235	187	2,805	187	2,805	62	930	38	570	0	0

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

Network Operations Cyber Warfare ORB

	<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 (FY17 & Prior)	791		791		791									
Accelerated Payments		11,865		11,865		11,865								
Prior Year FY 2018														
Initial Payments	180													
Anniversary Payments		2,700	180		180		180							
Current Year FY 2019														
Initial Payments			200	2,700	200	2,700	200	2,700						
Anniversary Payments				3,000	200		200		200					
Biennial Budget FY 2020														
Initial Payments					200	3,000	200	3,000		3,000				
Anniversary Payments						3,000	200		200		200			
Biennial Budget FY 2021														
Initial Payments								3,000		3,000		3,000		
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	180	0	200	2,700	200	5,700	0	8,700	0	6,000	0	3,000	0	0
Anniversary Payments	791	14,565	971	14,865	1,171	14,865	580	0	400	0	200	0	0	0
<b>Total</b>	971	14,565	1,171	17,565	1,371	20,565	580	8,700	400	6,000	200	3,000	0	0

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

Operations Research Analyst ORB

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	137	2,055												
Anniversary Payments			137	2,055	137	2,055	137	2,055						
Current Year FY 2019														
Initial Payments			24	360										
Anniversary Payments					24	360	24	360	24	360				
Biennial Budget FY 2020														
Initial Payments					27	405								
Anniversary Payments							27	405	27	405	27	405		
Biennial Budget FY 2021														
Initial Payments							32	480						
Anniversary Payments									32	480	32	480	32	480
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	137	2,055	24	360	27	405	32	480	0	0	0	0	0	0
Anniversary Payments	0	0	137	2,055	161	2,415	188	2,820	83	1,245	59	885	32	480
<b>Total</b>	137	2,055	161	2,415	188	2,820	220	3,300	83	1,245	59	885	32	480



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

Special Tactics and Combat Rescue ORB

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	50	1,250												
Anniversary Payments			50	1,250	50	1,250	50	1,250						
Current Year FY 2019														
Initial Payments			15	375										
Anniversary Payments					15	375	15	375	15	375				
Biennial Budget FY 2020														
Initial Payments					17	425								
Anniversary Payments							17	425	17	425	17	425		
Biennial Budget FY 2021														
Initial Payments							18	450						
Anniversary Payments									18	450	18	450	18	450
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	50	1,250	15	375	17	425	18	450	0	0	0	0	0	0
Anniversary Payments	0	0	50	1,250	65	1,625	82	2,050	50	1,250	35	875	18	450
<b>Total</b>	50	1,250	65	1,625	82	2,050	100	2,500	50	1,250	35	875	18	450

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

AFSOC Air Ops Flight AIP

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	7	72												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			6	60										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					7	69								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							8	81						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									8	81				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											8	81		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													8	81
Anniversary Payments														
<b>Total</b>														
Initial Payments	7	72	6	60	7	69	8	81	8	81	8	81	8	81
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	7	72	6	60	7	69	8	81	8	81	8	81	8	81

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

Assignment Incentive Pay - Korea

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	60	216												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			60	216										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					60	216								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							60	216						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									60	216				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											60	216		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													60	216
Anniversary Payments														
<b>Total</b>														
Initial Payments	60	216	60	216	60	216	60	216	60	216	60	216	60	216
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	60	216	60	216	60	216	60	216	60	216	60	216	60	216

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

Assignment Incentive Pay - Kingsley Field

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	12	58												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			12	58										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					12	58								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	12	58	12	58	12	58	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	12	58	12	58	12	58	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - Turkey

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	5	18												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			5	18										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					5	18								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							5	18						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									5	18				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											5	18		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													5	18
Anniversary Payments														
<b>Total</b>														
Initial Payments	5	18	5	18	5	18	5	18	5	18	5	18	5	18
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	5	18	5	18	5	18	5	18	5	18	5	18	5	18

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

Assignment Incentive Pay - ICBM Field Operations

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	575	2,070												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			575	2,070										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					575	2,070								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							575	2,070						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									575	2,070				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											575	2,070		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													575	2,070
Anniversary Payments														
<b>Total</b>														
Initial Payments	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070	575	2,070

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS**

FY 2020 Estimate 1,630,177  
FY 2019 Estimate 1,562,580  
FY 2018 Actual 1,503,017

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 2019 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 and will be implemented by grade and dependency status.

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

<u>With Dependents</u>	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	9	29,972	270	9	30,781	277	10	31,797	318
Lt General	29	36,429	1,056	31	37,413	1,160	29	38,648	1,121
Major General	84	34,191	2,872	82	35,114	2,879	85	36,273	3,083
Brig General	131	32,972	4,319	131	33,863	4,436	127	34,980	4,442
Colonel	2,872	30,900	88,742	2,948	31,734	93,552	3,064	32,781	100,442
Lt Colonel	8,743	29,415	257,173	8,840	30,209	267,050	8,862	31,206	276,549
Major	11,026	26,391	290,981	11,211	27,103	303,855	11,435	27,998	320,153
Captain	11,351	22,990	260,953	11,506	23,610	271,660	11,533	24,389	281,284
1st Lieutenant	2,517	20,437	51,438	2,614	20,988	54,864	2,667	21,681	57,823
2nd Lieutenant	2,262	19,145	43,307	2,251	19,662	44,260	2,260	20,311	45,903
<b>Subtotal with Dependents</b>	<b>39,024</b>		<b>1,001,111</b>	<b>39,623</b>		<b>1,043,993</b>	<b>40,072</b>		<b>1,091,118</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS**

<u>Differential</u>	<u>FY 2018 Actual</u>		<u>FY 2019 Estimate</u>		<u>FY 2020 Estimate</u>				
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>			
	6	19	6	19	7	22			
 <u>Without Dependents - Full Allowance</u>	<u>FY 2018 Actual</u>		<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>			
<u>Grade</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
General	0	0	0	0	0	0	0	0	0
Lt General	1	35,653	36	1	36,616	37	1	37,824	38
Major General	3	35,681	107	3	36,644	110	3	37,854	114
Brig General	8	28,945	232	8	29,726	238	8	30,707	246
Colonel	201	27,047	5,436	207	27,777	5,750	215	28,694	6,169
Lt Colonel	877	24,972	21,900	887	25,646	22,748	889	26,492	23,552
Major	2,312	23,700	54,795	2,349	24,340	57,175	2,396	25,143	60,243
Captain	7,268	20,719	150,588	7,366	21,279	156,739	7,383	21,981	162,285
1st Lieutenant	3,876	18,024	69,862	4,025	18,511	74,506	4,106	19,122	78,514
2nd Lieutenant	4,263	15,943	67,966	4,244	16,374	69,490	4,261	16,914	72,071
<b>Subtotal w/o Dependents</b>	<b>18,809</b>		<b>370,922</b>	<b>19,090</b>		<b>386,793</b>	<b>19,262</b>		<b>403,232</b>
 <u>Without Dependents - Partial Allowance</u>	<u>FY 2018 Actual</u>		<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>			
<u>Grade</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	3	503	2	3	516	2	3	533	2
Lt Colonel	12	419	5	13	430	6	13	444	6
Major	27	339	9	28	348	10	29	360	10
Captain	96	281	27	98	288	28	98	298	29
1st Lieutenant	64	224	14	68	230	16	69	238	16
2nd Lieutenant	644	167	108	647	172	111	650	177	115
<b>Subtotal Partial</b>	<b>846</b>		<b>165</b>	<b>857</b>		<b>173</b>	<b>862</b>		<b>178</b>
<b>TOTAL BAH - DOMESTIC</b>			<b>1,372,217</b>			<b>1,430,978</b>			<b>1,494,550</b>



(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS**

<u>With Dependents</u>	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b>Grade</b>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	1	31,000	31	1	33,000	33	1	34,000	34
Colonel	132	41,129	5,429	136	39,272	5,341	142	40,035	5,685
Lt Colonel	592	38,637	22,873	613	37,276	22,850	615	38,003	23,372
Major	800	34,381	27,505	836	33,362	27,891	853	34,013	29,013
Captain	870	30,097	26,184	897	29,377	26,351	900	29,949	26,954
1st Lieutenant	123	27,260	3,353	130	26,585	3,456	133	27,105	3,605
2nd Lieutenant	59	28,542	1,684	60	27,917	1,675	61	28,459	1,736
<b>Subtotal With Dependents</b>	<b>2,577</b>		<b>87,059</b>	<b>2,673</b>		<b>87,597</b>	<b>2,705</b>		<b>90,399</b>
<u>Without Dependents</u>	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b>Grade</b>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	7	36,714	257	7	32,429	227	7	33,000	231
Lt Colonel	78	30,462	2,376	81	28,160	2,281	81	28,704	2,325
Major	220	27,682	6,090	230	26,457	6,085	234	26,974	6,312
Captain	870	24,584	21,388	898	23,910	21,471	900	24,377	21,939
1st Lieutenant	314	23,376	7,340	330	22,900	7,557	337	23,350	7,869
2nd Lieutenant	195	23,369	4,557	199	22,960	4,569	200	23,405	4,681
<b>Subtotal w/o Dependents</b>	<b>1,684</b>		<b>42,008</b>	<b>1,745</b>		<b>42,190</b>	<b>1,759</b>		<b>43,357</b>
<b>Moving-In Housing Allowance</b>	<b>2,293</b>	<b>756</b>	<b>1,733</b>	<b>2,354</b>	<b>771</b>	<b>1,815</b>	<b>2,379</b>	<b>786</b>	<b>1,871</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>130,800</b>			<b>131,602</b>			<b>135,627</b>
<b>GRAND TOTAL BAH</b>			<b>1,503,017</b>			<b>1,562,580</b>			<b>1,630,177</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS**

FY 2020 Estimate	204,432
FY 2019 Estimate	198,721
FY 2018 Actual	197,438

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed Officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 0.3% for 2018, 0.0% for 2019 and 2.4% for 2020 effective January 1 each year. The annualized inflation rate is, 0.075% for FY 2019 and 1.800% for FY 2020.

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
BAS	64,608	3,056	197,438	65,097	3,053	198,721	65,783	3,108	204,432

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS**

FY 2020 Estimate 108,980  
FY 2019 Estimate 104,776  
FY 2018 Actual 117,334

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

<u>Cost of Living</u>	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	2	12,500	25	2	10,500	21	2	11,000	22
Lt. General	8	14,750	118	8	12,125	97	8	12,500	100
Major General	11	13,273	146	10	10,100	101	11	10,364	114
Brig. General	28	14,821	415	29	12,483	362	28	12,857	360
Colonel	538	14,524	7,814	545	12,334	6,722	567	12,704	7,203
Lt Colonel	1,661	14,556	24,178	1,703	12,174	20,733	1,708	12,542	21,421
Major	2,156	12,638	27,248	2,250	10,713	24,105	2,295	11,036	25,328
Captain	3,178	10,023	31,854	3,236	8,495	27,491	3,244	8,751	28,388
1st Lieutenant	802	8,271	6,633	844	7,026	5,930	861	7,238	6,232
2nd Lieutenant	440	7,355	3,236	442	6,351	2,807	443	6,544	2,899
<b>Subtotal Cost of Living</b>	<b>8,824</b>		<b>101,667</b>	<b>9,069</b>		<b>88,369</b>	<b>9,167</b>		<b>92,067</b>
<b><u>Temporary Lodging Allowance</u></b>	<b>12,148</b>	<b>1,290</b>	<b>15,667</b>	<b>12,473</b>	<b>1,315</b>	<b>16,407</b>	<b>12,605</b>	<b>1,342</b>	<b>16,913</b>
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			<b>117,334</b>			<b>104,776</b>			<b>108,980</b>

(Amount in Thousands)

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

FY 2020 Estimate 897  
FY 2019 Estimate 862  
FY 2018 Actual 819

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
CONUS COLA	1,293	633	819	1,327	650	862	1,341	669	897

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2020 Estimate	3,371
FY 2019 Estimate	3,421
FY 2018 Actual	3,297

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	5,380	400	2,152	5,598	400	2,239	5,425	400	2,170
Additional Allowances	4,090	200	818	4,199	200	840	4,244	200	849
Civilian Clothing	462	708	327	474	721	342	479	736	352
<b>TOTAL CLOTHING ALLOWANCES</b>	<b>9,932</b>		<b>3,297</b>	<b>10,271</b>		<b>3,421</b>	<b>10,148</b>		<b>3,371</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2020 Estimate 6,300  
FY 2019 Estimate 6,237  
FY 2018 Actual 10,727

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C., Section 427, one of three types of Family Separation Allowance (FSA) payments are possible to be made to Enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents: FSA - Restricted (FSA-R), FSA - Ship (FSA-S), and FSA - Temporary (FSA-T):

FSA-R is payable when a member is separated from their dependents when making a Permanent Change of Station (PCS) move and dependent(s) is restricted from accompanying the member, typically due to medical reasons. FSA-S is payable when the member is assigned on a temporary basis to duties aboard a ship, and the ship is away from homeport continuously for more than 30 days. FSA-T is payable when a member with dependents makes a Permanent Change of Station (PCS) move, or member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The monthly rates are \$250 and are prorated to \$8.33 per day after 30 days.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	630	3,000	1,889	647	3,000	1,941	653	3,000	1,959
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	2,946	3,000	8,838	1,432	3,000	4,296	1,447	3,000	4,341
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	<b>3,576</b>		<b>10,727</b>	<b>2,079</b>		<b>6,237</b>	<b>2,100</b>		<b>6,300</b>

(Amount in Thousands)

**PROJECT: SPECIAL COMPENSATION FOR ASSISTANCE WITH ACTIVITIES OF DAILY LIVING (SCAADL)**

FY 2020 Estimate 64  
FY 2019 Estimate 63  
FY 2018 Actual 41

**PART I – PURPOSE AND SCOPE**

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

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
	Amount	Amount	Amount
<b>Special Monthly Compensation</b>	41	63	64

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2020 Estimate	43,588
FY 2019 Estimate	41,934
FY 2018 Actual	39,963

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to Officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to Officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to Officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) - FY 2012 NDAA, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years to less than 20 years of service. TERA is not anticipated to be used in FY 2020.
- (1) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C., Section 1175. The FY 2007 NDAA increased the authorized payment to an amount not greater than four times the full amount of separation pay a member of the same pay grade and years of service that is involuntarily separated under Title 10 USC 1174. This pay is not anticipated to be used in FY 2020.
- (5) Voluntary Separation Incentive (VSI) Trust Fund - Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (2) Career Status Bonus - FY 2000 NDAA authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments. This pay was discontinued as of January 1, 2018 with the adoption of the BRS.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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



(Amount in Thousands)

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b>Grade</b>									
General	3	20,000	60	1	20,510	21	1	21,120	21
Lt General	5	20,000	100	5	20,510	103	5	21,120	106
Major General	17	10,882	185	17	11,160	190	17	11,492	195
Brig General	12	11,333	136	12	11,622	139	12	11,968	144
Colonel	494	7,737	3,822	505	7,934	4,007	493	8,170	4,028
Lt Colonel	993	5,234	5,197	1,026	5,367	5,507	1,016	5,527	5,615
Major	1,108	4,577	5,071	1,229	4,693	5,768	1,321	4,833	6,384
Captain	1,169	2,774	3,243	1,340	2,845	3,812	1,492	2,930	4,371
1st Lieutenant	81	2,198	178	92	2,254	207	102	2,321	237
2nd Lieutenant	22	1,455	32	25	1,492	37	28	1,536	43
Leave Buy-Back	0	0	0	0	0	0	0	0	0
<b>Subtotal Lump Sum Terminal Leave</b>	<b>3,904</b>		<b>18,024</b>	<b>4,252</b>		<b>19,791</b>	<b>4,487</b>		<b>21,144</b>
<b>Separation Pay</b>									
Fail Promotion/Unfit	4	34,000	136	4	34,867	139	4	35,904	144
Disability	18	109,833	1,977	33	112,634	3,717	33	115,985	3,828
Invol-Half Pay 5%	2	41,500	83	4	42,558	170	10	43,824	438
Invol-Full Pay 10%	75	69,080	5,181	84	70,842	5,951	110	72,949	8,024
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			14,322			12,166			10,010
Career Status Bonus	8	30,000	240	0	0	0	0	0	0
<b>Subtotal Separation Pay</b>	<b>107</b>		<b>21,939</b>	<b>125</b>		<b>22,143</b>	<b>157</b>		<b>22,444</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>4,011</b>		<b>39,963</b>	<b>4,377</b>		<b>41,934</b>	<b>4,644</b>		<b>43,588</b>

(Amount in Thousands)

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

FY 2020 Estimate	413,905
FY 2019 Estimate	397,118
FY 2018 Actual	384,085

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

- Calendar Year 2018 - 7.65% on first \$128,400 and 1.45% on the remainder
- Calendar Year 2019 - 7.65% on first \$ 132,900 and 1.45% on the remainder
- Calendar Year 2020 - 7.65% on first \$ 137,100 and 1.45% on the remainder

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	5,032,519	7.65%	384,085	5,201,239	7.65%	397,118	5,419,404	7.65%	413,905

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**PAY AND ALLOWANCES  
OF ENLISTED**

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

	<u>Amount</u>
<b>FY 2019 DIRECT PROGRAM</b>	<b>17,910,280</b>
<b>Pricing Increase</b>	<b>577,335</b>
<b>Annualization (PI):</b>	<b>83,007</b>
Annualization 1 Jan 19 raise of 2.6% on Basic Pay	59,890
Annualization of raise on RPA	18,148
Annualization of raise on FICA	4,582
Annualization of raise on TSP	387
<b>Pay Raise (PI):</b>	<b>304,369</b>
1 Jan 20 pay raise of 3.1% effect on Basic Pay	219,793
1 Jan 20 pay raise effect on RPA	66,602
1 Jan 20 pay raise effect on FICA	16,814
1 Jan 20 pay raise effect on TSP	1,160
<b>BAH Rates (PI):</b>	<b>114,712</b>
1 Jan 20 inflation rate of 3.4% effect on BAH	104,316
1 Jan 20 inflation rate of 2% effect on MIHA	154
1 Jan 20 inflation rate of 2% effect on OHA	10,242
<b>Other (PI):</b>	<b>75,247</b>
Increase in RPA Payments	57,430
Increase in RPA Rate to 31%	17,342
Increase in RPA Payments	40,088
Increase in Special Pay Payments	169
Increase in COLA Payments	9,389
Increase in TLA Payments	1,024
Increase in CONUS COLA Payments	29
Increase in Clothing Payments	3,466
Increase in Cat Injured Aid Allow Payments	5
Increase in LSTL Payments	953
Increase in Separation Payments Payments	2,782
<b>Program Increase</b>	<b>318,177</b>

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

<b>Strength (PGI):</b>	<b>298,230</b>	
Increase change in WY/longevity for Basic Pay	126,329	
Increase on workyears/longevity for FICA	9,665	
Increase in workyears/longevity for RPA	38,352	
Increase in workyears/longevity for TSP Matching Contribution	24,496	
Increase in workyears for Clothing Allowance	44,131	
Increase in workyears Housing Allowance	55,257	
<b>Other (PGI):</b>	<b>19,947</b>	
Increase in Non-Fly Crew Member Program	2	
Increase in CSIP Program	839	
Increase in BASIP Program	512	
Increase in Other Incentive Pay Program	8	
Increase in Special Pay Program	1,358	
Increase in SRB Program	8,377	
Increase in COLA Program	4,351	
Increase in TLA Program	739	
Increase in CONUS COLA Program	15	
Increase in FSA Program	423	
Increase in Cat Injured Aid Allow Program	1	
Increase in LSTL Program	1,126	
Increase in Separation Payments	2,196	
<b>Total Increases</b>		<b>895,512</b>

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

<b>Pricing Decrease</b>		<b>(10,102)</b>	
<b>Other (PD):</b>	<b>(10,102)</b>		
Decrease in FICA Payments	(2)		
Decrease in TSP Matching Contribution Payments	(390)		
Decrease in SRB Payments	(9,710)		
<b>Program Decrease</b>		<b>0</b>	
<b>Total Decreases</b>			<b>(10,102)</b>
<b>FY 2020 DIRECT PROGRAM</b>			<b>18,795,690</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2020 Estimate	9,912,417
FY 2019 Estimate	9,504,868
FY 2018 Actual	9,433,613

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 2.4% in 2018, 2.6% in 2019, and 3.1% in 2020, effective January 1 each year. The annualized pay raise is 2.550% for FY 2019 and 2.975% for FY 2020. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2018 beginning strength was 256,983 and end strength was 258,978 using 268,212 workyears.  
 FY 2019 beginning strength will be 258,978 and end strength will be 262,676 using 264,287 workyears.  
 FY 2020 beginning strength will be 262,676 and end strength will be 265,136 using 268,020 workyears.

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	2,753	78,798	216,932	2,685	80,808	216,969	2,694	83,212	224,173
Senior Master Sergeant	5,455	63,093	344,171	5,453	64,702	352,818	5,525	66,627	368,112
Master Sergeant	26,744	54,467	1,456,670	26,768	55,856	1,495,155	26,987	57,518	1,552,233
Technical Sergeant	41,939	44,838	1,880,463	40,558	45,981	1,864,914	40,676	47,349	1,925,983
Staff Sergeant	64,947	35,885	2,330,652	62,033	36,801	2,282,847	62,575	37,895	2,371,300
Senior Airman	53,776	28,845	1,551,172	53,304	29,581	1,576,765	55,093	30,461	1,678,168
Airman First Class	54,706	23,593	1,290,662	55,375	24,194	1,339,760	56,312	24,914	1,402,963
Airman	7,878	22,053	173,736	7,648	22,616	172,964	8,166	23,289	190,174
Airman Basic	10,014	18,889	189,155	10,463	19,371	202,676	9,992	19,947	199,311
<b>TOTAL BASIC PAY</b>	<b>268,212</b>		<b>9,433,613</b>	<b>264,287</b>		<b>9,504,868</b>	<b>268,020</b>		<b>9,912,417</b>



(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2020 Estimate 3,061,954  
FY 2019 Estimate 2,880,278  
FY 2018 Actual 2,654,026

**PART I - PURPOSE AND SCOPE**

(1) Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1465 and 1466. Effective FY 2008, P.L. 109-364, Title V, Section 591 directs the Department of Defense to contribute at the part-time rate for Selected Reserve members who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 28.4% for FY 2018, 30.4% for FY 2019, and 31.0% for FY 2020. The part-time RPA rate is 22.6% for FY 2018, 24.7% FY 2019, and 24.4% for FY 2020.

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	257,614	9,934	2,559,054	260,419	10,907	2,840,398	264,152	11,439	3,021,674
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	10,598	8,961	94,972	3,868	10,310	39,880	3,868	10,414	40,280
<b>Total Retired Pay Accrual</b>	<b>268,212</b>	<b>9,895</b>	<b>2,654,026</b>	<b>264,287</b>	<b>10,898</b>	<b>2,880,278</b>	<b>268,020</b>	<b>11,424</b>	<b>3,061,954</b>

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2020 Estimate	77,645
FY 2019 Estimate	51,992
FY 2018 Actual	22,992

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2016, P.L. 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, known as Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one-percent of BP 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 BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects the BRS, the Service will provide matching contributions of no more than five percent of the member's BP. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Thrift Savings Plan (TSP) - Matching Contributions			22,992			51,992			77,645

(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

FY 2020 Estimate	61,239
FY 2019 Estimate	59,882
FY 2018 Actual	58,648

**PART I - PURPOSE AND SCOPE**

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

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

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. The amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Enlisted personnel non-crew members are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at a monthly rate of \$150.
- 3) Career Enlisted Flyer Incentive Pay (CEFIP) – CEFIP rates are no longer factored. Beginning FY 2018, CEFIP was discontinued and eligible Flyers were transitioned to the broader Critical Skill Incentive Pay (CSIP). This is inclusive of Remotely Piloted Aircraft (RPA) Enlisted Pilots, but as a stop-gap only, pending the approval/start of a consolidated incentive pay plan matching their Officer counterparts known as Aviation Incentive Pay (AvIP)—noted below in 5) Aviation Incentive Pay (AvIP). CSIP rates can be found below in 4) Critical Skill Incentive Pay (CSIP).
- 4) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced CEFIP, and RPA Sensor Operator Assignment Incentive Pay. The current rate paid ranges from \$225 per month for members with under 4 years of aviation service to \$600 per month for members with more than 14 years of aviation service.
- 5) Aviation Incentive Pay (AvIP) - The Enlisted analog of Aviation Incentive Pay (AvIP) paid to Officers. This entitlement is paid to members who hold, or are in training leading to, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$150 to \$1000 depending on aviation service tenure.
- 6) Parachute Jumping - Incentive pay for hazardous duty to encourage Enlisted members to enter into and remain on duty involving parachute jumping from an aircraft in aerial flight. Members who perform a static-line (where the parachute is attached to a line in the airframe and opens automatically upon exit while in flight) jumping duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping free-fall (where the parachute opens through manual operation by the jumper based on their expertise and/or altitude) at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225. NOTE: This pay does not apply to Battlefield Airmen receiving BASIP.
- 7) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150. NOTE: This pay does not apply to Battlefield Airmen receiving BASIP.

(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

- 8) Battlefield Airmen Skill Incentive Pay (BASIP) - A monthly skill incentive pay to service members qualified and serving as Battlefield Airmen defined in Air Force Policy Directive 10-35, dated February 1, 2017. Battlefield Airmen conduct global access, direct engagement operations in ground domains throughout contested, denied, operationally-limited, and permissive environments under severe environmental conditions. Battlefield Airmen encompass the following critical Air Force Specialty Codes (AFSC): Combat Control (1C2X1), Pararescue (1T2X1), Tactical Air Control Party (1C4X1), and Special Operations Weather (1W0X2). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Battlefield Airmen receiving this entitlement that originally received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the BASIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the member is authorized pay under BASIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 9) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- 10) Chemical Munitions Handler - Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- 11) Toxic Fuel Handler - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 12) Toxic Pesticides - Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.
- 13) Weapons Control Crew - Duties in which a member has frequent and regular participation in aerial flight duties and who is serving as an air weapons controller crew member aboard an airborne warning and control system aircraft. Paid at a monthly rate of \$150 to \$300 per month.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	15	2,880	43	15	2,880	43	15	2,880	43
Senior Master Sergeant	26	2,880	75	26	2,880	75	26	2,880	75
Master Sergeant	160	2,880	461	160	2,880	461	160	2,880	461
Technical Sergeant	200	2,580	516	200	2,580	516	200	2,580	516
Staff Sergeant	294	2,280	670	294	2,280	670	294	2,280	670
Senior Airman	76	1,980	150	76	1,980	150	76	1,980	150
Airman First Class	1	1,800	2	1	1,800	2	1	1,800	2
<b>Subtotal Flying Duty Crew</b>	<b>772</b>		<b>1,917</b>	<b>772</b>		<b>1,917</b>	<b>772</b>		<b>1,917</b>
<u>Flying Duty Non-Crew Members</u>	96	1,800	173	100	1,800	180	101	1,800	182

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Career Enlisted Flyer Incentive Pay</u> Years Aviation Service									
<b>Subtotal Career Enlisted Flyer Incentive Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<u>Critical Skills Incentive Pay</u> Years Aviation Service									
Less than 4	3,842	2,700	10,373	3,842	2,700	10,373	4,052	2,700	10,940
Over 4	2,902	4,200	12,188	2,902	4,200	12,188	2,974	4,200	12,491
Over 8	2,213	6,000	13,278	2,213	6,000	13,278	2,209	6,000	13,254
Over 14	1,014	7,200	7,301	1,014	7,200	7,301	1,013	7,200	7,294
<b>Subtotal Critical Skills Incentive Pay</b>	<b>9,971</b>		<b>43,140</b>	<b>9,971</b>		<b>43,140</b>	<b>10,248</b>		<b>43,979</b>
<u>Aviation Incentive Pay</u> Years Aviation Service									
<b>Subtotal Aviation Incentive Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Subtotal Flying Duty Pay</b>	<b>10,839</b>		<b>45,230</b>	<b>10,843</b>		<b>45,237</b>	<b>11,121</b>		<b>46,078</b>

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b><u>Parachute Jumping</u></b>	316	1,800	569	316	1,800	569	316	1,800	569
<b><u>Parachute HALO</u></b>	223	2,700	602	232	2,700	626	232	2,700	626
<b><u>Demolition</u></b>	1,408	1,800	2,534	1,425	1,800	2,565	1,425	1,800	2,565
	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b>Battlefield Airmen Skill Incentive Pay</b>									
BASIP Pararescue	556	6,942	3,860	582	6,964	4,053	597	6,968	4,160
BASIP Combat Controller	502	6,480	3,253	502	6,480	3,253	502	6,480	3,253
BASIP Special Ops Weather	103	4,379	451	104	4,529	471	104	4,529	471
BASIP Tactical Air Control Party	500	2,180	1,090	893	2,279	2,035	1,118	2,182	2,440
<b>Subtotal BASIP</b>	1,661		8,654	2,081		9,812	2,321		10,324
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	20	1,800	36	21	1,800	38	21	1,800	38
Chemical Munitions Handler	16	1,800	29	18	1,800	32	18	1,800	32
Pressure Chamber Observer	150	1,800	270	150	1,800	270	151	1,800	272
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	401	1,800	722	406	1,800	731	407	1,800	733
<b>Subtotal Other Incentive Duty Pay</b>	588		1,059	596		1,073	598		1,077
<b>TOTAL INCENTIVE PAY</b>	15,035		58,648	15,493		59,882	16,013		61,239

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

FY 2020 Estimate	43,245
FY 2019 Estimate	41,714
FY 2018 Actual	76,384

**PART I - PURPOSE AND SCOPE**

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

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

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is, "Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action." If a member receives HFP, IDP cannot be received.
- (8) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (9) Critical Skills Retention Bonus - Authorized under Title 37 U.S.C., Section 355 allows the payment of a retention bonus to Enlisted personnel serving on active duty and qualified in a designated critical military skill. Beginning in FY19 the Air Force will not utilize this incentive pay.
- (10) Assignment Incentive Pay:
  - a. AFSOC Air Operations Flight Assignment Incentive Pay - Incentive pay for personnel assigned to HQ AF Special Operations Command unit and assigned to an operator position and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1,000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
  - b. Korea Assignment Incentive Pay (KAIP) - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. KAIP is paid at a rate of \$300 per month.
  - c. Kingsley Field, Klamath Falls, Oregon (KFAIP) - Assignment Incentive Pay (KFAIP) authorized under Title 37 U.S.C., Section 352. The Secretary of the Air Force approved and authorized Kingsley Field Assignment Incentive Pay effective 18 July 2016 through 1 January 2018. Eligible recipients of Kingsley Field assignment pay (KFAIP) are Active Duty and Active Duty Guard and Reserve Enlisted Airmen and Company Grade Officers assigned to 173rd Fighter Wing, Kingsley Field, and Klamath Falls Oregon. Eligible recipients are paid \$400 per month.
  - d. Turkey Assignment Incentive Pay (TAIP) - Incentive Pay authorized under Title 37 U.S.C., Section 352, The Secretary of the Air Force approved and authorized Turkey Assignment Incentive Pay with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2020 during FY18. Eligible recipients of Turkey assignment incentive pay (TAIP) are active duty Airmen assigned to Turkey serving a 15-month unaccompanied tour who agree to serve a total of 24 months. TAIP is paid at a rate of \$300 per month.
  - e. RPA Sensor Ops Incentive Pay - Incentive Pay authorized under Title 37 U.S.C., Section 352. Paid at the same rate as CEFIP and cannot be paid concurrently with CEFIP. This pay has been discontinued as of 1 October 2017. RPA Sensor Ops are now paid under Critical Skills Incentive Pay (CSIP) effective 1 October 2017(FY18).
  - f. 724th STG Operator Assignment Incentive Pay - Incentive pay for trained special operations forces and certified Federal Aviation Administration air traffic controllers for their willingness to be the first deployed into combat areas by air, land or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields. Paid at a rate of \$750 per month for personnel with a cumulative assignment time of less than 48 months; and \$1,000 per month for personnel with a cumulative assignment time of 48 months or more. Formerly Combat Controller Assignment Incentive Pay (CCAIP).
- (11) College Loan Repayment Program (CLRP) - Authorized by Title 10 U.S.C., Section 2171 and P.L. 99-145, Title VI, Section 671, CLRP was a recruiting initiative designed to attract the college-bound/post-college dropout population. Enlisted members must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$10,000. This program will be reviewed annually for applicability. NOTE: This program is no longer offered as of FY 2017--any payments in the out years are residual payments.



(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Details of the cost computation are provided below.

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
<b>Sea and Foreign Duty-Total</b>									
Sea Duty	1	4,200	4	1	4,200	4	1	4,200	4
Overseas Tour Extension Pay	105	2,000	210	105	2,000	210	105	2,000	210
<b>Subtotal Sea and Foreign Duty-Total</b>	106		214	106		214	106		214
Continuation Pay	154	8,732	1,346	164	8,955	1,473	180	9,221	1,659
Diving Duty Basic	17	1,320	22	18	1,320	24	18	1,320	24
Diving Duty Pararescue	106	1,800	191	33	1,800	59	33	1,800	59
Foreign Language Proficiency Bonus	6,182	3,857	23,844	6,258	3,876	24,256	6,571	3,896	25,601
Hostile Fire Pay	9,055	2,700	24,447	2,477	2,700	6,688	2,477	2,700	6,688
Hardship Duty Location Pay	15,832	1,200	18,999	3,870	1,200	4,644	3,870	1,200	4,644
Critical Skills Retention Bonus	33	80,000	2,640	0	0	0	0	0	0
AFSOC Air Ops Flight AIP	9	10,000	90	9	10,000	90	9	10,000	90
Korea AIP	400	3,600	1,440	415	3,600	1,494	415	3,600	1,494
Creech AIP	0	0	0	0	0	0	0	0	0
Kingsley Field AIP	79	4,800	379	79	4,800	379	79	4,800	379
Turkey AIP	50	3,600	180	55	3,600	198	55	3,600	198
RPA Sensor Ops AIP	0	0	0	0	0	0	0	0	0
724th STG Operator AIP	143	10,993	1,572	145	10,966	1,590	145	10,966	1,590

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Subtotal Assignment Incentive Pay</b>	681		3,661	703		3,751	703		3,751
College Loan Payback Program	300	3,333	1,000	175	3,331	583	175	3,331	583
Pay and Allowance Continuation (PAC)	14	1,286	18	16	1,250	20	16	1,250	20
<b>TOTAL SPECIAL PAY</b>	32,481		76,384	13,821		41,714	14,150		43,245

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

Critical Skills Retention Bonus

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	33	2,640												
Anniversary Payments														
Current Year FY 2019														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	33	2,640	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	33	2,640	0	0	0	0	0	0	0	0	0	0	0	0

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

AFSOC Air Ops Flight AIP

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	9	90												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			9	90										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					9	90								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							9	90						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									9	90				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											9	90		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													9	90
Anniversary Payments														
<b>Total</b>														
Initial Payments	9	90	9	90	9	90	9	90	9	90	9	90	9	90
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	9	90	9	90	9	90	9	90	9	90	9	90	9	90

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

Assignment Incentive Pay - Korea

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	400	1,440												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			415	1,494										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					415	1,494								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							415	1,494						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									415	1,494				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											415	1,494		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													415	1,494
Anniversary Payments														
<b>Total</b>														
Initial Payments	400	1,440	415	1,494	415	1,494	415	1,494	415	1,494	415	1,494	415	1,494
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	400	1,440	415	1,494	415	1,494	415	1,494	415	1,494	415	1,494	415	1,494

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

Assignment Incentive Pay - Kingsley Field

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	79	379												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			79	379										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					79	379								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							79	379						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									79	379				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											79	379		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													79	379
Anniversary Payments														
<b>Total</b>														
Initial Payments	79	379	79	379	79	379	79	379	79	379	79	379	79	379
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	79	379	79	379	79	379	79	379	79	379	79	379	79	379

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

Assignment Incentive Pay - Turkey

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	50	180												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			55	198										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					55	198								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							55	198						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									55	198				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											55	198		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													55	198
Anniversary Payments														
<b>Total</b>														
Initial Payments	50	180	55	198	55	198	55	198	55	198	55	198	55	198
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	50	180	55	198	55	198	55	198	55	198	55	198	55	198

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

724th STG Operator AIP

	<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 (FY17 & Prior)														
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	143	1,572												
Anniversary Payments														
Current Year FY 2019														
Initial Payments			145	1,590										
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments					145	1,590								
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments							145	1,590						
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments									145	1,590				
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments											145	1,590		
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments													145	1,590
Anniversary Payments														
<b>Total</b>														
Initial Payments	143	1,572	145	1,590	145	1,590	145	1,590	145	1,590	145	1,590	145	1,590
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	143	1,572	145	1,590	145	1,590	145	1,590	145	1,590	145	1,590	145	1,590



(Amount in Thousands)

**PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED**

FY 2020 Estimate	78,657
FY 2019 Estimate	78,657
FY 2018 Actual	70,620

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SDAP is currently authorized for recruiters, Basic Military Training (BMT) instructors, Human Intelligence (HUMINT) debriefers, Combat Controllers (CCT), Pararescue (PJ) personnel, Command Chief Master Sergeants, First Sergeants, Defense Attaché (DAO) personnel, Enlisted AFSCs critical to the Nuclear Enterprise, Air Force Office of Special Investigations (AFOSI) agents, Air Traffic Control (ATC) supervisors, Postal and National Defense Advisory Commission (NDAC) support personnel, Tactical Air Command and Control (TACP) personnel, Enlisted weapons directors, parachute instructors, test parachute program, Combat Weather personnel, Phoenix Raven Security Forces personnel, Forward Area Refueling Point (FARP) personnel, flying crew chiefs, defense couriers, members of two joint and headquarters operational and support commands, members of three special government agencies, public affairs assigned to recruiting squadrons, air transportation and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic and additions or deletions of skills are required throughout the year.

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

	<b><u>FY 2018 Actual</u></b>		<b><u>FY 2019 Estimate</u></b>		<b><u>FY 2020 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	4,168	22,507	4,938	26,665	4,938	26,665
SD-5 (\$375)	1,943	8,743	1,883	8,474	1,883	8,474
SD-4 (\$300)	3,028	10,899	3,143	11,315	3,143	11,315
SD-3 (\$225)	5,513	14,885	5,256	14,191	5,256	14,191
SD-2 (\$150)	6,903	12,426	8,940	16,092	8,940	16,092
SD-1 (\$75)	1,289	1,160	2,133	1,920	2,133	1,920
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>22,844</b>	<b>70,620</b>	<b>26,293</b>	<b>78,657</b>	<b>26,293</b>	<b>78,657</b>

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

FY 2020 Estimate	198,310
FY 2019 Estimate	199,643
FY 2018 Actual	196,325

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>
Initial Payments	7,330	18,048	132,292	6,365	21,437	136,449	6,365	21,437	136,449
Anniversary Payments	10,306	6,213	64,033	12,861	4,914	63,194	13,709	4,512	61,861
Accelerated Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>17,636</b>		<b>196,325</b>	<b>19,226</b>		<b>199,643</b>	<b>20,074</b>		<b>198,310</b>

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY17 & Prior)	10,306	64,033	6,561	35,392	3,575	15,793	1,226	4,908	143	420				
Accelerated Payments														
Prior Year FY 2018														
Initial Payments	7,330	132,292												
Anniversary Payments			6,300	27,802	4,929	18,562	4,929	18,562	4,929	18,562				
Current Year FY 2019														
Initial Payments			6,365	136,449										
Anniversary Payments					5,205	27,506	3,660	14,754	3,660	14,754	3,660	14,754		
Biennial Budget FY 2020														
Initial Payments					6,365	136,449								
Anniversary Payments							5,205	27,506	3,660	14,754	3,660	14,754	3,660	14,754
Biennial Budget FY 2021														
Initial Payments							6,365	136,449						
Anniversary Payments									5,205	27,506	3,660	14,754	3,660	14,754
Biennial Budget FY 2022														
Initial Payments									6,365	136,449				
Anniversary Payments											5,205	27,506	3,660	14,754
Biennial Budget FY 2023														
Initial Payments											6,365	136,449		
Anniversary Payments													5,205	27,506
Biennial Budget FY 2024														
Initial Payments													6,365	136,449
Anniversary Payments														
Total														
Initial Payments	7,330	132,292	6,365	136,449	6,365	136,449	6,365	136,449	6,365	136,449	6,365	136,449	6,365	136,449
Anniversary Payments	10,306	64,033	12,861	63,194	13,709	61,861	15,020	65,730	17,597	75,996	16,185	71,768	16,185	71,768
<b>Total SRB</b>	<b>17,636</b>	<b>196,325</b>	<b>19,226</b>	<b>199,643</b>	<b>20,074</b>	<b>198,310</b>	<b>21,385</b>	<b>202,179</b>	<b>23,962</b>	<b>212,445</b>	<b>22,550</b>	<b>208,217</b>	<b>22,550</b>	<b>208,217</b>

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2020 Estimate	17,490
FY 2019 Estimate	17,490
FY 2018 Actual	16,492

**PART I - PURPOSE AND SCOPE**

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

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible some contracted bonuses may have delayed payments exceeding two years. For example, an Airman may have been contracted under the FY 2018 IEB authorization when they enlisted, but not receive their bonus payment until FY 2019 when they complete their training.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
0	2,000	0	0	2,000	0	0	2,000	0
3,777	3,000	11,331	4,000	3,000	12,000	4,000	3,000	12,000
4	4,000	16	10	4,000	40	10	4,000	40
0	5,000	0	0	5,000	0	0	5,000	0
700	6,000	4,200	710	6,000	4,260	710	6,000	4,260
0	7,000	0	0	7,000	0	0	7,000	0
40	8,000	320	50	8,000	400	50	8,000	400
0	9,000	0	0	9,000	0	0	9,000	0
10	10,000	100	10	10,000	100	10	10,000	100
0	11,000	0	0	11,000	0	0	11,000	0
0	12,000	0	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
35	15,000	525	46	15,000	690	46	15,000	690
0	16,000	0	0	16,000	0	0	16,000	0
0	17,000	0	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
<b>Total</b>	<b>4,566</b>	<b>16,492</b>	<b>4,826</b>		<b>17,490</b>	<b>4,826</b>		<b>17,490</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED**

FY 2020 Estimate	4,017,647
FY 2019 Estimate	3,847,016
FY 2018 Actual	3,840,784

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 2019 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 and will be implemented by grade and dependency status.

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

**With Dependents**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Grade</b>									
Chief Master Sergeant	2,183	23,971	52,329	2,138	24,618	52,634	2,145	25,431	54,549
Senior Master Sergeant	4,263	22,626	96,456	4,267	23,237	99,153	4,322	24,004	103,745
Master Sergeant	20,165	21,400	431,527	20,220	21,978	444,386	20,384	22,703	462,774
Technical Sergeant	28,917	20,522	593,444	27,994	21,076	590,012	28,075	21,772	611,246
Staff Sergeant	33,333	18,270	608,983	31,812	18,763	596,886	32,088	19,382	621,933
Senior Airman	16,278	16,661	271,207	16,148	17,111	276,305	16,685	17,675	294,915
Airman First Class	11,271	16,633	187,465	11,154	17,082	190,528	11,343	17,645	200,150
Airman	1,018	16,438	16,734	972	16,882	16,409	1,038	17,439	18,101
Airman Basic	862	17,184	14,812	893	17,648	15,759	853	18,230	15,550
<b>Subtotal with Dependents</b>	<b>118,290</b>		<b>2,272,957</b>	<b>115,598</b>		<b>2,282,072</b>	<b>116,933</b>		<b>2,382,963</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED**

	<b>FY 2018 Actual</b>		<b>FY 2019 Estimate</b>		<b>FY 2020 Estimate</b>				
	<b>Workyears</b>	<b>Amount</b>	<b>Workyears</b>	<b>Amount</b>	<b>Workyears</b>	<b>Amount</b>			
<b><u>Differential</u></b>	217	795	223	837	223	864			
<b><u>Without Dependents - Full Allowance</u></b>									
	<b>FY 2018 Actual</b>		<b>FY 2019 Estimate</b>		<b>FY 2020 Estimate</b>				
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>			
<b><u>Grade</u></b>									
Chief Master Sergeant	249	21,081	5,249	244	21,650	5,283	244	22,365	5,457
Senior Master Sergeant	575	19,938	11,464	576	20,476	11,794	583	21,152	12,331
Master Sergeant	3,326	18,400	61,198	3,334	18,897	63,001	3,361	19,520	65,607
Technical Sergeant	7,185	17,300	124,304	6,954	17,768	123,555	6,974	18,354	128,000
Staff Sergeant	21,667	15,428	334,282	20,677	15,845	327,621	20,857	16,368	341,379
Senior Airman	26,284	13,245	348,130	26,074	13,603	354,673	26,941	14,051	378,560
Airman First Class	8,809	12,854	113,235	8,718	13,201	115,090	8,866	13,637	120,906
Airman	306	12,535	3,836	293	12,874	3,772	312	13,299	4,149
Airman Basic	63	11,152	702	65	11,453	744	62	11,831	733
<b>Subtotal without Dependents (Full)</b>	68,464		1,002,400	66,935		1,005,533	68,200		1,057,122
<b><u>Without Dependents - Partial Allowance</u></b>									
	<b>FY 2018 Actual</b>		<b>FY 2019 Estimate</b>		<b>FY 2020 Estimate</b>				
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	6	236	1	6	242	1	6	250	1
Senior Master Sergeant	15	196	3	16	201	3	16	208	3
Master Sergeant	104	154	16	108	158	17	109	163	18
Technical Sergeant	246	127	31	248	130	32	248	134	33
Staff Sergeant	1,327	111	147	1,306	114	149	1,317	118	155
Senior Airman	4,486	104	465	4,592	106	489	4,746	110	522
Airman First Class	32,505	100	3,238	33,329	102	3,410	33,893	106	3,581
Airman	6,099	92	562	5,940	95	562	6,343	98	620
Airman Basic	7,708	88	680	8,061	91	731	7,698	94	721
<b>Subtotal without Dependents (Partial)</b>	52,496		5,143	53,606		5,394	54,376		5,654
<b>TOTAL BAH - DOMESTIC</b>			3,281,295			3,293,836			3,446,603

(Amount in Thousands)

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Grade</b>									
Chief Master Sergeant	190	31,737	6,030	192	30,776	5,909	193	31,378	6,056
Senior Master Sergeant	462	30,147	13,928	486	29,257	14,219	493	29,828	14,705
Master Sergeant	2,074	29,919	62,053	2,178	29,157	63,505	2,196	29,727	65,280
Technical Sergeant	3,258	28,918	94,216	3,304	28,358	93,696	3,313	28,912	95,786
Staff Sergeant	3,835	26,900	103,160	3,792	26,489	100,447	3,825	27,007	103,300
Senior Airman	1,384	25,593	35,421	1,429	25,110	35,882	1,477	25,601	37,812
Airman First Class	681	25,235	17,185	698	24,550	17,136	710	25,031	17,772
Airman	33	24,606	812	32	24,063	770	34	24,529	834
Airman Basic	3	25,667	77	3	26,000	78	3	26,667	80
<b>Subtotal with Dependents</b>	<b>11,920</b>		<b>332,882</b>	<b>12,114</b>		<b>331,642</b>	<b>12,244</b>		<b>341,625</b>

**Without Dependents**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Grade</b>									
Chief Master Sergeant	23	25,739	592	23	23,043	530	23	23,565	542
Senior Master Sergeant	60	25,217	1,513	63	23,111	1,456	64	23,563	1,508
Master Sergeant	515	24,732	12,737	541	23,287	12,598	545	23,741	12,939
Technical Sergeant	1,423	23,787	33,849	1,443	22,724	32,791	1,447	23,168	33,524
Staff Sergeant	4,131	22,404	92,551	4,085	21,744	88,826	4,120	22,169	91,336
Senior Airman	3,124	21,048	65,754	3,228	20,366	65,743	3,335	20,765	69,250
Airman First Class	600	19,515	11,709	615	18,681	11,489	625	19,046	11,904
Airman	19	19,526	371	18	18,222	328	20	18,600	372
Airman Basic	3	19,667	59	3	18,333	55	3	18,667	56
<b>Subtotal without Dependents</b>	<b>9,898</b>		<b>219,135</b>	<b>10,019</b>		<b>213,816</b>	<b>10,182</b>		<b>221,431</b>
<b>Moving-In Housing Allowance</b>	<b>10,834</b>	<b>690</b>	<b>7,472</b>	<b>10,977</b>	<b>703</b>	<b>7,722</b>	<b>11,132</b>	<b>718</b>	<b>7,988</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>559,489</b>			<b>553,180</b>			<b>571,044</b>
<b>GRAND TOTAL BAH</b>			<b>3,840,784</b>			<b>3,847,016</b>			<b>4,017,647</b>



(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED**

FY 2020 Estimate	378,423
FY 2019 Estimate	362,920
FY 2018 Actual	420,126

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

**Cost of Living**

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	597	11,266	6,726	602	9,576	5,765	604	9,864	5,958
Senior Master Sergeant	1,233	10,277	12,672	1,290	8,613	11,111	1,308	8,872	11,605
Master Sergeant	5,716	9,522	54,429	5,960	7,941	47,327	6,009	8,180	49,154
Technical Sergeant	9,136	8,414	76,871	9,194	6,970	64,086	9,221	7,180	66,210
Staff Sergeant	14,809	6,994	103,571	14,573	5,773	84,126	14,701	5,947	87,421
Senior Airman	10,863	5,692	61,835	11,120	4,735	52,648	11,493	4,877	56,053
Airman First Class	10,854	4,547	49,348	11,129	3,813	42,438	11,318	3,928	44,459
Airman	1,161	4,065	4,720	1,131	3,406	3,852	1,208	3,509	4,239
Airman Basic	104	3,962	412	109	3,339	364	104	3,442	358
<b>Subtotal Cost of Living</b>	<b>54,473</b>		<b>370,584</b>	<b>55,108</b>		<b>311,717</b>	<b>55,966</b>		<b>325,457</b>
<b><u>Temporary Lodging Allowance</u></b>	<b>52,845</b>	<b>937</b>	<b>49,542</b>	<b>53,546</b>	<b>956</b>	<b>51,203</b>	<b>54,303</b>	<b>975</b>	<b>52,966</b>
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			<b>420,126</b>			<b>362,920</b>			<b>378,423</b>

(Amount in Thousands)

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

FY 2020 Estimate	1,029
FY 2019 Estimate	985
FY 2018 Actual	948

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	1,413	671	948	1,431	688	985	1,452	709	1,029

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2020 Estimate	220,919
FY 2019 Estimate	173,322
FY 2018 Actual	132,828

**PART I - PURPOSE AND SCOPE**

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

- (1) Initial Clothing Allowances upon initial Enlistment.
- (2) Civilian Clothing Allowances (CCA) when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty.
- (5) Supplemental Clothing Allowances for personnel assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most Enlisted members in the Service.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C., Section 1047 the Air Force allows Clothing Allowance not to exceed \$250 for each Air Force Medical Evacuee.
- (7) Incorporates the increased cost for follow-on Clothing Allowance supporting the transition from the current-year Airman Battle Uniform (ABU) to the adopted Army Scorpion Camouflage/Operational Camouflage Pattern (OCP) uniform that's assumed the latter's namesake, which began in FY 2019.

Both Basic and Standard replacement allowances are cash allowances for the Enlisted member to purchase the required items. All replacement allowances are paid annually.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	22,501	1,431	32,203	24,697	1,499	37,031	25,222	1,529	38,574
Civilian Life (Female)	6,699	1,639	10,980	7,353	1,714	12,602	6,528	1,748	11,412
Officer Tng School (Male)	1,283	389	499	1,285	397	510	1,290	405	522
Officer Tng School (Female)	309	389	120	310	397	123	312	405	126
AF Academy Prep (Male)	167	1,020	170	167	1,041	174	167	1,062	177
AF Academy Prep (Female)	68	1,020	69	68	1,041	71	68	1,062	72
<b>Subtotal Military Clothing</b>	<b>31,027</b>		<b>44,041</b>	<b>33,880</b>		<b>50,511</b>	<b>33,587</b>		<b>50,883</b>
<b><u>Civilian Clothing</u></b>									
Initial	910	1,062	966	922	1,081	997	935	1,103	1,031
Continuing	2,896	354	1,026	2,935	361	1,059	2,976	368	1,095
TDY	2,534	531	1,346	2,568	541	1,389	2,604	552	1,437
<b>Subtotal Civilian Clothing</b>	<b>6,340</b>		<b>3,338</b>	<b>6,425</b>		<b>3,445</b>	<b>6,515</b>		<b>3,563</b>
<b>TOTAL INITIAL ALLOWANCES</b>	<b>37,367</b>		<b>47,379</b>	<b>40,305</b>		<b>53,956</b>	<b>40,102</b>		<b>54,446</b>
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Airmen (Male)	49,758	252	12,550	50,419	280	14,133	51,131	286	14,620
Airmen (Female)	13,658	253	3,453	13,840	283	3,916	14,035	289	4,051
<b>Subtotal</b>	<b>63,416</b>		<b>16,003</b>	<b>64,259</b>		<b>18,049</b>	<b>65,166</b>		<b>18,671</b>
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Airmen (Male)	149,784	360	53,970	151,772	400	60,776	153,916	408	62,867
Airmen (Female)	34,254	361	12,371	34,709	404	14,032	35,200	412	14,515
<b>Subtotal</b>	<b>184,038</b>		<b>66,341</b>	<b>186,481</b>		<b>74,808</b>	<b>189,116</b>		<b>77,382</b>
<b><u>Supplemental Maint. Allow.</u></b>	<b>10,321</b>	<b>301</b>	<b>3,105</b>	<b>10,458</b>	<b>307</b>	<b>3,209</b>	<b>10,606</b>	<b>313</b>	<b>3,320</b>
<b><u>New Uniform Upfront Purchase</u></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>114,216</b>	<b>204</b>	<b>23,300</b>	<b>322,472</b>	<b>208</b>	<b>67,100</b>
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>132,828</b>			<b>173,322</b>			<b>220,919</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2020 Estimate	30,207
FY 2019 Estimate	29,784
FY 2018 Actual	49,433

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C., Section 427, one of three types of Family Separation Allowance (FSA) payments are possible to be made to Enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents: FSA - Restricted (FSA-R), FSA - Ship (FSA-S), and FSA - Temporary (FSA-T):

FSA-R is payable when a member is separated from their dependents when making a Permanent Change of Station (PCS) move and dependent(s) is restricted from accompanying the member, typically due to medical reasons. FSA-S is payable when the member is assigned on a temporary basis to duties aboard a ship, and the ship is away from homeport continuously for more than 30 days. FSA-T is payable when a member with dependents makes a Permanent Change of Station (PCS) move, or member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The monthly rates are \$250 and are prorated to \$8.33 per day after 30 days.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	5,507	3,000	16,522	5,580	3,000	16,740	5,659	3,000	16,977
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	10,970	3,000	32,911	4,348	3,000	13,044	4,410	3,000	13,230
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	16,477		49,433	9,928		29,784	10,069		30,207

(Amount in Thousands)

**PROJECT: SPECIAL COMPENSATION FOR ASSISTANCE WITH ACTIVITIES OF DAILY LIVING (SCAADL)**

FY 2020 Estimate	280
FY 2019 Estimate	274
FY 2018 Actual	331

**PART I – PURPOSE AND SCOPE**

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

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
	Amount	Amount	Amount
<b>Special Monthly Compensation</b>	331	274	280

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2020 Estimate	136,265
FY 2019 Estimate	129,161
FY 2018 Actual	133,969

**PART I - PURPOSE AND SCOPE**

Funds provide payment to Enlisted personnel for:

- (1) Lump Sum Terminal Leave - Payments to members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments to members who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) - FY 2012 NDAA, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years to less than 20 years of service. TERA is not anticipated to be used in FY 2020.
- (5) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C., Section 1175. The authorized payment amount cannot be greater than four times the full amount of separation pay for a member of the same pay grade and years of service who is involuntarily separated under Section 1174. This pay is not anticipated to be used in FY 2020.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - To cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (7) Career Status Bonus - FY 2000 NDAA authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments. This pay was discontinued as of January 1, 2018 with the adoption of the BRS.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

**Lump Sum Terminal  
Leave Payments**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	310	2,623	813	317	2,691	853	333	2,769	922
Senior Master Sergeant	628	2,096	1,316	640	2,148	1,375	673	2,212	1,489
Master Sergeant	2,445	1,843	4,505	2,485	1,889	4,695	2,607	1,946	5,073
Technical Sergeant	2,460	1,833	4,508	2,423	1,879	4,553	2,521	1,935	4,879
Staff Sergeant	6,264	1,435	8,986	5,698	1,471	8,382	5,854	1,515	8,868
Senior Airman	6,802	1,135	7,721	6,151	1,164	7,160	6,321	1,199	7,577
Airman First Class	2,301	1,271	2,924	2,078	1,303	2,708	2,135	1,342	2,865
Airman	1,000	1,399	1,399	903	1,435	1,296	928	1,477	1,371
Airman Basic	1,649	650	1,072	1,489	667	993	1,530	686	1,050
<b>Subtotal LSTL</b>	<b>23,859</b>		<b>33,244</b>	<b>22,184</b>		<b>32,015</b>	<b>22,902</b>		<b>34,094</b>
<b><u>Separation Pay</u></b>									
Disability	671	45,577	30,582	775	46,739	36,223	781	48,129	37,589
Invol-Half Pay 5%	280	17,107	4,790	315	17,543	5,526	336	18,065	6,070
Invol-Full Pay 10%	1,368	40,413	55,285	1,249	41,444	51,763	1,301	42,676	55,522
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			4,278			3,634			2,990
<b>Subtotal Separation Pay</b>	<b>2,319</b>		<b>94,935</b>	<b>2,339</b>		<b>97,146</b>	<b>2,418</b>		<b>102,171</b>
Career Status Bonus	193	30,000	5,790	0	0	0	0	0	0
<b>TOTAL SEPARATION PAYMENTS</b>	<b>26,371</b>		<b>133,969</b>	<b>24,523</b>		<b>129,161</b>	<b>25,320</b>		<b>136,265</b>



(Amount in Thousands)

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

FY 2020 Estimate	758,300
FY 2019 Estimate	727,124
FY 2018 Actual	721,670

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

- Calendar Year 2018 - 7.65% on first \$128,400 and 1.45% on the remainder
- Calendar Year 2019 - 7.65% on first \$132,900 and 1.45% on the remainder
- Calendar Year 2020 - 7.65% on first \$137,100 and 1.45% on the remainder

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	9,433,613	7.65%	721,670	9,504,868	7.65%	727,124	9,912,417	7.65%	758,300

**PAY AND ALLOWANCES  
OF CADETS**

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

		<u>AMOUNT</u>
<b>FY 2019 DIRECT PROGRAM</b>		<b>81,508</b>
<b>Pricing Increase</b>	<b>2,255</b>	
<b>Annualization (PI):</b>	<b>385</b>	
Annualization 1 Jan 19 raise of 2.6% on Basic Pay	358	
Annualization of raise on FICA	27	
<b>Pay Raise (PI):</b>	<b>1,412</b>	
1 Jan 20 pay raise of 3.1% effect on Basic Pay	1,313	
1 Jan 20 pay raise effect on FICA	99	
<b>Other (PI):</b>	<b>458</b>	
Subsistence Rate Increase	458	
<b>Program Increase</b>	<b>0</b>	
<b>Total Increases:</b>		<b>2,255</b>
<b>Pricing Decrease</b>	<b>(2)</b>	
<b>Other (PD):</b>	<b>(2)</b>	
Decrease in Other FICA Payments	(2)	
<b>Program Decrease</b>	<b>(2,802)</b>	
<b>Strength (PGD):</b>	<b>(2,802)</b>	
Decrease in workyears for Basic Pay	(1,931)	
Decrease in workyears Subsistence	(148)	
Decrease in workyears FICA	(723)	
<b>Total Decreases:</b>		<b>(2,804)</b>
<b>FY 2020 DIRECT PROGRAM</b>		<b>80,959</b>

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

FY 2020 Estimate	80,959
FY 2019 Estimate	81,508
FY 2018 Actual	79,780

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation verses the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. The budget for FY 2018 provides a basic pay increase of 2.4%, 2.6% for FY 2019 and 3.1% for FY 2020 effective 1 January each year. The annualized pay raise is 2.550% for FY 2019 and 2.975% for FY 2020. For FY 2018 the rates may vary due to advance pay indebtedness write-offs authorized by Title 10 U.S.C 9350.

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

	Dining Facility Rate	Daily Commuted Rate
Calendar Year 2018	\$13.90	\$12.30
Calendar Year 2019	\$13.90	\$12.30
Calendar Year 2020	\$14.25	\$12.60

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Basic Pay</u></b>	4,184	12,973	54,278	4,218	13,307	56,128	4,077	13,703	55,866
<b><u>Subsistence</u></b>	4,184	5,116	21,407	4,218	5,013	21,144	4,077	5,121	20,879
<b><u>Social Security Tax (Employer's Contribution)</u></b>	4,127		4,095	4,161		4,236	4,020		4,214
<b>TOTAL ACADEMY CADETS</b>			79,780			81,508			80,959

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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
<b>FY 2019 DIRECT PROGRAM</b>		<b>1,133,382</b>
<b>Pricing Increase</b>		<b>21,052</b>
Annualization 1 Jan 19 inflation rate of 0% on BAS	4,566	
1 Jan 20 inflation rate of 2.4% effect on BAS	13,697	
Increase in SIK - Subsist In Mess Total Pricing	2,496	
Increase in SIK - Operational Pricing	259	
Increase in SIK - Augmentation Rations Pricing	34	
<b>Program Increase</b>		<b>15,263</b>
Increase in Subsistence - BAS Enlisted Program	13,912	
Increase in SIK - Subsist In Mess Total Program	1,351	
<b>Total Increases</b>		<b>36,315</b>
<b>Pricing Decrease</b>		<b>0</b>
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2020 DIRECT PROGRAM</b>		<b>1,169,697</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2020 Estimate	1,047,572
FY 2019 Estimate	1,014,744
FY 2018 Actual	1,031,674

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 0.3% for 2018, 0.0% for 2019 and 2.4% for 2020, effective January 1 each year. The annualized inflation rate is 0.075% for FY 2019 and 1.800% for FY 2020.

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>When Authorized to Mess Separately</b>	262,070	4,429	1,160,816	258,463	4,433	1,145,699	262,108	4,513	1,182,768
<b>Less Collections</b>			(129,142)			(130,955)			(135,196)
<b>GRAND TOTAL</b>			1,031,674			1,014,744			1,047,572



(Amount in Thousands)

**PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)**

FY 2020 Estimate 3  
FY 2019 Estimate 3  
FY 2018 Actual 3

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
Family Subsist Sup Allow	3	3	3

(Amount in Thousands)

**PROJECT: SUBSISTENCE-IN-KIND**

FY 2020 Estimate	159,138
FY 2019 Estimate	154,998
FY 2018 Actual	267,507

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SIK costs for active duty Enlisted personnel not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 0.3% for 2018, 0.0% for 2019 and 2.4% for 2020, effective January 1 each year. The annualized inflation rate is 0.075% for FY 2019 and 1.800% for FY 2020. Other SIK elements are computed at the contract rate per unit.

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Annual Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Annual Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Annual Rate</b>	<b>Amount</b>
<b><u>Subsistence in Mess</u></b>									
Trainee/Non-Pay Status	5,386	3,814	20,544	5,386	3,817	20,559	5,386	3,886	20,929
Members Taking Meals in Mess			198,287			118,105			121,582
<b>Subtotal Subsistence-In-Mess</b>			<b>218,831</b>			<b>138,664</b>			<b>142,511</b>
<b><u>Operational Rations</u></b>									
Meals Ready to Eat	107,752	119	12,826	107,233	119	12,774	107,233	121	13,003
Unitized Group Rations	88,134	384	33,879	4,392	385	1,690	4,392	392	1,720
Other Packaging	1	102,000	102	0	0	0	0	0	0
<b>Subtotal Operational Rations</b>	<b>195,887</b>		<b>46,807</b>	<b>111,625</b>		<b>14,464</b>	<b>111,625</b>		<b>14,723</b>
<b><u>Augmentation Rations</u></b>									
Augmentation Rations	4,680	12	55	4,680	12	55	4,680	12	56
Other - Messing	105,352	17	1,814	105,352	17	1,815	105,352	18	1,848
<b>Subtotal Augmentation Rations/Other</b>	<b>110,032</b>		<b>1,869</b>	<b>110,032</b>		<b>1,870</b>	<b>110,032</b>		<b>1,904</b>
<b>GRAND TOTAL SIK</b>	<b>311,305</b>		<b>267,507</b>	<b>227,043</b>		<b>154,998</b>	<b>227,043</b>		<b>159,138</b>
<b>GRAND TOTAL Enlisted Subsistence</b>			<b>1,299,184</b>			<b>1,169,745</b>			<b>1,206,713</b>

**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

**FY 2019 DIRECT PROGRAM**

**1,095,896**

**Pricing Increase**

**16,517**

**Annualization (PI):**

**783**

Annualization 1 Jan 19 raise of 2.6% effect on DLA for PCS moves

783

**Pay Raise (PI):**

**2,350**

1 Jan 20 pay raise of 3.1% effect on DLA for PCS moves

2,350

**Inflation Rate (PI):**

**9,891**

Increase in rate of Land

7,829

Increase in rate of ITGBL (HHG)

2,062

**Other (PI):**

**3,493**

Increase in Mile-Per Diem Pricing

707

Increase in AMC Pricing

318

Increase in Comm Air Pricing

136

Increase in M Tons MSC Pricing

110

Increase in S Tons AMC Pricing

890

Increase in Trans of POV Pricing

77

Increase in NonTemp Storage Pricing

596

Increase in Temp Lodging Pricing

659

**Program Increase**

**12,107**

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

			<u>AMOUNT</u>
<b>Strength (PGI):</b>	<b>8,502</b>		
Increase in DLA Program	750		
Increase in strength of Land	6,136		
Increase in strength of ITGBL (HHG)	1,616		
 <b>Other (PGI):</b>	 <b>3,605</b>		
Increase in Mile-Per Diem Program	1,466		
Increase in AMC Program	554		
Increase in Comm Air Program	235		
Increase in M Tons MSC Program	86		
Increase in S Tons AMC Program	701		
Increase in Trans of POV Program	153		
Increase in NonTemp Storage Program	319		
Increase in Temp Lodging Program	61		
Increase in Defense Personnel Property System (DPS) Program	30		
 <b>Total Increases</b>			 <b>28,624</b>
 <b>Pricing Decrease</b>		<b>0</b>	
 <b>Program Decrease</b>		<b>0</b>	
 <b>Total Decreases</b>			 <b>0</b>
 <b>FY 2020 DIRECT PROGRAM</b>			 <b>1,124,520</b>

## **PART I - PURPOSE AND SCOPE**

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

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System and the upfront cost of the privately owned vehicle contracts. Effective 1 January of each year, pay raise increase 2.4% for 1 Jan 2018, 2.6% for 1 Jan 2019 and 3.1% for 1 Jan 2020. The annualized pay raise rate for FY 2019 is 2.550% and 2.975% for FY 2020. The Non-Pay inflation rate is 2.2% for FY 2018, 2.0% for FY 2019 and 2.0% FY 2020.

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

	<b>FY 2018 Actual</b>		<b>FY 2019 Estimate</b>		<b>FY 2020 Estimate</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Accession Travel	39,914	107,700	39,478	106,918	39,030	107,713
Training Travel	5,514	47,492	7,000	59,305	7,550	63,479
Operational Travel between Duty Stations	20,464	298,444	19,950	300,945	20,100	306,618
Rotational Travel To and From Overseas	34,508	469,377	35,600	462,709	35,750	470,351
Separation Travel	35,828	156,698	34,053	163,664	35,543	173,941
Travel of Organized Units	345	3,379	500	4,459	500	4,560
<b>TOTAL OBLIGATIONS</b>	136,573	1,083,090	136,581	1,098,000	138,473	1,126,662
<b>Less Reimbursements</b>		367		2,104		2,142
<b>TOTAL DIRECT PROGRAM</b>	136,573	1,082,723	136,581	1,095,896	138,473	1,124,520

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

	<u>FY 2018 Actual</u>		<u>FY 2019 Estimate</u>		<u>FY 2020 Estimate</u>	
	Number	Amount*	Number	Amount*	Number	Amount*
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	100,445	115,078	100,451	88,631	101,843	90,298
AMC	26,256	37,463	26,258	28,853	26,621	29,396
Commercial Air	9,871	15,960	9,872	12,292	10,009	12,524
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	54,131	21,641	58,088	21,428	58,710	21,934
AMC	25,760	14,068	27,644	13,930	27,940	14,259
Commercial Air	9,168	5,980	9,838	5,921	9,943	6,061
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	26,463	7,183	28,075	7,200	28,407	7,396
S Tons - AMC	8,125	58,260	8,620	58,402	8,722	59,992
Land Shipment, CONUS & Overseas	42,983	512,319	45,601	513,566	46,140	527,556
ITGBL	17,031	134,931	18,069	135,260	18,282	138,944
Dislocation Allowance	37,107	87,871	52,589	131,637	52,884	135,526
Trailer Allowance	187	6	177	0	178	0
Transportation of POVs	1,120	349	12,986	4,219	13,447	4,449
Port Handling Charges		0		0		0
Nontemporary Storage*		24,113		25,300		26,215
Temporary Lodging Expense*	33,038	29,678	31,183	32,442	31,241	33,162
Defense Personnel Property System		10,090		10,320		10,350
POV Contracts		8,100		8,600		8,600
<b>TOTAL OBLIGATIONS</b>		1,083,090		1,098,000		1,126,662
<b>Less Reimbursements</b>		367		2,104		2,142
<b>TOTAL DIRECT PROGRAM</b>		1,082,723		1,095,896		1,124,520

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



(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 2020 Estimate	107,713
FY 2019 Estimate	106,918
FY 2018 Actual	107,700

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Accession Travel</u></b>									
Member Travel	5,462	900	4,916	5,598	410	2,296	5,425	418	2,270
Family Member Travel	2,019	840	1,695	2,069	1,035	2,141	2,005	1,055	2,116
Pet Quarantine	5	365	2	0	0	0	0	0	0
Trans of Household Goods	2,911	6,208	18,074	2,984	5,417	16,163	2,892	5,525	15,979
Dislocation Allowance	795	5,514	4,383	1,456	5,433	7,911	1,411	5,595	7,894
Global POV	159	226	36	0	0	0	0	0	0
Nontemporary Storage			394			184			182
Temporary Lodging Expenses	2,274	776	1,765	2,331	708	1,651	2,259	722	1,632
<b>Subtotal Officer Accession Travel</b>			31,265			30,346			30,073
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	33,245	1,394	46,331	32,675	421	13,760	32,400	430	13,917
Family Member Travel	7,643	242	1,853	7,512	319	2,394	7,449	325	2,421
Pet Quarantine	8	355	3	0	0	0	0	0	0
Trans of Household Goods	2,149	8,217	17,657	4,640	8,137	37,755	4,601	8,300	38,188
Dislocation Allowance	1,814	4,652	8,438	4,241	4,577	19,412	4,206	4,713	19,823
Global POV	9	222	2	0	0	0	0	0	0
Nontemporary Storage			187			56			56
Temporary Lodging Expenses	2,440	670	1,635	4,300	666	2,866	4,264	680	2,899
<b>Subtotal Enlisted Accession Travel</b>			76,106			76,243			77,304
<b><u>Cadet Accession Travel</u></b>	1,207	273	329	1,205	273	329	1,205	279	336
<b>TOTAL ACCESSION TRAVEL</b>			107,700			106,918			107,713

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2020 Estimate	63,479
FY 2019 Estimate	59,305
FY 2018 Actual	47,492

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Training Travel</u></b>									
Member Travel	4,248	828	3,516	5,000	856	4,278	5,050	873	4,407
Family Member Travel	4,410	888	3,918	5,191	885	4,592	5,242	902	4,730
Trans of Household Goods	5,153	4,802	24,745	6,065	4,168	25,281	6,126	4,252	26,046
Dislocation Allowance	2,186	3,525	7,705	3,696	3,451	12,752	3,732	3,553	13,261
Global POV	2	495	1	0	0	0	0	0	0
Nontemporary Storage			313			381			392
Temporary Lodging Expenses	2,511	656	1,647	2,955	991	2,930	2,985	1,011	3,019
<b>Subtotal Officer Training Travel</b>			41,845			50,214			51,855
<b><u>Enlisted Training Travel</u></b>									
Member Travel	1,266	801	1,014	2,000	245	490	2,500	250	625
Family Member Travel	418	536	224	660	497	328	825	507	418
Trans of Household Goods	339	9,716	3,293	578	9,672	5,590	723	9,865	7,132
Dislocation Allowance	164	5,061	830	404	4,932	1,995	506	5,079	2,570
Trailer Allowance	12	461	6	0	0	0	0	0	0
Nontemporary Storage			14			7			9
Temporary Lodging Expenses	213	271	266	336	169	681	421	171	870
<b>Subtotal Enlisted Training Travel</b>			5,647			9,091			11,624
<b>TOTAL TRAINING TRAVEL</b>			47,492			59,305			63,479

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2020 Estimate	306,618
FY 2019 Estimate	300,945
FY 2018 Actual	298,444

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Operational Travel</u></b>									
Member Travel	7,316	1,249	9,134	7,450	1,441	10,734	7,500	1,457	10,924
Family Member Travel	13,522	271	3,669	13,770	169	2,333	13,862	171	2,374
Trans of Household Goods	9,760	9,616	93,845	9,938	8,553	85,000	10,005	8,646	86,501
Dislocation Allowance	4,625	3,415	15,794	6,398	3,396	21,729	6,441	3,466	22,324
Nontemporary Storage			360			1,345			1,369
Temporary Lodging Expenses	3,917	1,260	4,936	5,038	1,256	6,326	5,072	1,269	6,438
<b>Subtotal Officer Operational Travel</b>			127,738			127,467			129,930
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	13,148	1,539	20,241	12,500	2,017	25,217	12,600	2,039	25,695
Family Member Travel	19,713	324	6,395	18,741	284	5,314	18,891	287	5,414
Trans of Household Goods	20,222	5,084	102,814	19,225	4,409	84,772	19,379	4,457	86,380
Dislocation Allowance	5,962	2,650	15,798	9,724	2,616	25,437	9,802	2,670	26,169
Nontemporary Storage			427			1,651			1,682
Temporary Lodging Expenses	4,408	1,552	6,841	7,851	1,550	12,167	7,914	1,567	12,398
<b>Subtotal Enlisted Operational Travel</b>			152,516			154,558			157,738
Defense Personnel Property System (DPS)			10,090			10,320			10,350
POV Contracts			8,100			8,600			8,600
<b>TOTAL OPERATIONAL TRAVEL</b>			298,444			300,945			306,618

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2020 Estimate	470,351
FY 2019 Estimate	462,709
FY 2018 Actual	469,377

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Rotational Travel</u></b>									
Member Travel	6,065	2,684	16,277	6,100	2,706	16,507	6,150	2,735	16,823
Family Member Travel	7,819	723	5,651	7,864	565	4,446	7,929	571	4,531
Pet Quarantine	42	358	15	42	348	20	42	355	15
Trans of Household Goods	6,094	14,409	87,810	6,484	14,309	92,782	6,537	14,464	94,547
Dislocation Allowance	4,741	2,350	11,141	5,469	2,317	12,670	5,514	2,364	13,035
Global POV	40	328	13	55	327	18	54	333	18
Nontemporary Storage			5,873			5,956			6,070
Temporary Lodging Expenses	3,475	815	2,831	249	811	202	248	827	205
<b>Subtotal Officer Rotational Travel</b>			129,611			132,601			135,244
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	28,443	2,060	58,597	29,500	1,717	50,661	29,600	1,736	51,386
Family Member Travel	24,899	621	15,473	25,824	592	15,281	25,912	598	15,500
Pet Quarantine	364	264	96	378	254	90	379	259	98
Trans of Household Goods	27,021	8,397	226,896	28,847	7,795	224,867	28,944	7,880	228,077
Dislocation Allowance	16,642	1,399	23,282	20,812	1,378	28,685	20,883	1,407	29,374
Global POV	174	328	57	375	325	122	372	331	123
Nontemporary Storage			5,754			4,975			5,045
Temporary Lodging Expenses	13,584	708	9,611	7,809	695	5,427	7,764	709	5,504
<b>Subtotal Enlisted Rotational Travel</b>			339,766			330,108			335,107
<b>TOTAL ROTATIONAL TRAVEL</b>			469,377			462,709			470,351



(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2020 Estimate	173,941
FY 2019 Estimate	163,664
FY 2018 Actual	156,698

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Separation Travel</u></b>									
Member Travel	4,419	215	948	4,848	96	464	5,151	98	503
Family Member Travel	1,028	645	663	1,625	640	1,040	1,779	653	1,161
Trans of Household Goods	1,879	19,858	37,303	2,103	19,797	41,625	2,234	20,193	45,111
Global POV	61	328	20	748	325	243	798	331	264
Nontemporary Storage			3,396			2,872			3,113
<b>Subtotal Officer Separation Travel</b>			42,330			46,244			50,152
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	31,250	219	6,830	28,977	153	4,428	29,940	156	4,667
Family Member Travel	7,088	283	2,006	11,585	281	3,253	11,970	286	3,428
Trans of Household Goods	18,125	5,401	97,894	18,311	5,352	98,004	18,919	5,459	103,286
Global POV	671	328	220	11,803	325	3,836	12,218	331	4,044
Nontemporary Storage			7,385			7,858			8,281
<b>Subtotal Enlisted Separation Travel</b>			114,335			117,379			123,706
<b><u>Cadet Separation Travel</u></b>	159	182	33	228	179	41	452	183	83
<b>TOTAL SEPARATION TRAVEL</b>			156,698			163,664			173,941

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2020 Estimate	4,560
FY 2019 Estimate	4,459
FY 2018 Actual	3,379

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	80	1,025	82	100	933	93	100	952	95
Family Member Travel	103	562	58	129	397	51	129	405	52
Trans of Household Goods	123	6,928	853	154	4,344	669	154	4,431	682
Dislocation Allowance	52	3,461	180	78	3,403	265	78	3,504	273
Nontemporary Storage			5			6			6
Temporary Lodging Expenses	50	1,791	90	63	1,991	125	63	2,030	128
<b>Subtotal Officer Unit Travel</b>			1,268			1,209			1,236
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	265	955	253	400	1,194	478	400	1,218	487
Family Member Travel	397	211	84	600	176	106	600	180	108
Trans of Household Goods	408	3,416	1,393	616	2,939	1,809	616	2,998	1,847
Dislocation Allowance	126	2,540	320	311	2,509	781	311	2,583	803
Nontemporary Storage			5			9			10
Temporary Lodging Expenses	166	336	56	251	268	67	251	273	69
<b>Subtotal Enlisted Unit Travel</b>			2,111			3,250			3,324
<b>TOTAL UNIT TRAVEL</b>			3,379			4,459			4,560

**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
<b>FY 2019 DIRECT PROGRAM</b>		<b>108,137</b>
<b>Pricing Increase</b>		<b>975</b>
Increase in Unemployment Benefits Pricing	442	
Increase in Partial DLA Pricing	14	
Increase in ROTC Pricing	145	
Increase in JROTC Pricing	374	
<b>Program Increase</b>		<b>1,271</b>
<b>Strength (PGI):</b>	<b>1,270</b>	
Increase in ROTC workyears	5	
Increase in JROTC workyears	1,265	
<b>Other (PGI):</b>	<b>1</b>	
Increase in Unemployment Benefits Program	1	
<b>Total Increases</b>		<b>2,246</b>
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2020 DIRECT PROGRAM</b>		<b>110,383</b>

(Amount in Thousands)

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

FY 2020 Estimate 12  
FY 2019 Estimate 12  
FY 2018 Actual 33

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	66	500	33	24	510	12	24	520	12

(Amount in Thousands)

**PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM**

FY 2020 Estimate 2,299  
FY 2019 Estimate 2,299  
FY 2018 Actual 3,437

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
Interest on Uniformed Services Savings Deposit	3,437	2,299	2,299



(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2020 Estimate	15,000
FY 2019 Estimate	15,000
FY 2018 Actual	15,900

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	39	100,000	3,900	36	100,000	3,600	36	100,000	3,600
Enlisted	120	100,000	12,000	114	100,000	11,400	114	100,000	11,400
<b>TOTAL</b>	159		15,900	150		15,000	150		15,000

(Amount in Thousands)

**PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS**

FY 2020 Estimate	22,571
FY 2019 Estimate	22,128
FY 2018 Actual	31,000

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	6,526	4,750	31,000	4,567	4,845	22,128	4,567	4,942	22,571

(Amount in Thousands)

**PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE**

FY 2020 Estimate 0  
FY 2019 Estimate 0  
FY 2018 Actual 7,188

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services. The FY 2018 column reflects actual payments made to the VA. There are no base cost projections associated with this program, as funds are requested in the OCO submission.

Details of the cost are provided in the following table:

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	6,988	0	0
Traumatic Injury-SGLI (Retro)	200	0	0
<b>Total</b>	<b>7,188</b>	<b>0</b>	<b>0</b>

(Amount in Thousands)

**PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)**

FY 2020 Estimate	28
FY 2019 Estimate	28
FY 2018 Actual	84

**PART I - PURPOSE AND SCOPE**

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

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
Education Benefits	84	28	28

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2020 Estimate 395  
FY 2019 Estimate 395  
FY 2018 Actual 359

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	171	2,099	359	188	2,101	395	188	2,101	395

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2020 Estimate	2,718
FY 2019 Estimate	2,718
FY 2018 Actual	2,705

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. During FY 2015, the monthly maximum fringe benefit exclusion level allowed by law was \$130. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but are subject to publication of revisions to the IRS Code each year. FY 2019 caps the monthly rate at \$255 until the IRS Code is modified to raise the monthly rate. Based on these monthly rates, the annual rate is \$3,105 for FY 2018, and \$3,120 for FY 2019 and FY 2020.

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	663	3,105	2,059	663	3,120	2,069	663	3,120	2,069
Enlisted	208	3,105	646	208	3,120	649	208	3,120	649
<b>TOTAL</b>	<b>871</b>		<b>2,705</b>	<b>871</b>		<b>2,718</b>	<b>871</b>		<b>2,718</b>

(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2020 Estimate	492
FY 2019 Estimate	478
FY 2018 Actual	465

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

An allowance was directed by the Joint Travel Regulation, effective calendar year 2011. Effective 1 January 2019, this allowance increased to \$770.28. The estimates reflect annualized inflation factors of 2.550% for FY 2019 and 2.975% for FY 2020. This allowance is for service members who are ordered, for government convenience, to move into or out of Military Family Housing provided by the United States.

	<b><u>FY 2018 Actual</u></b>	<b><u>FY 2019 Estimate</u></b>	<b><u>FY 2020 Estimate</u></b>
Partial Dislocation Allowance	465	478	492

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

FY 2020 Estimate	19,321
FY 2019 Estimate	19,233
FY 2018 Actual	19,510

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence Allowance	32,010	467	14,956	32,010	467	14,956	32,010	467	14,956
Uniforms	12,270	326	4,003	11,110	331	3,678	11,110	338	3,753
Pay & Allowances	15	1,067	16	57	1,123	64	57	1,158	66
Subsistence-In-Kind	16,067	33	535	16,067	33	535	16,067	34	546
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
<b>TOTAL Requirement</b>			<b>19,510</b>			<b>19,233</b>			<b>19,321</b>

**Total Requirement**

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

**Institutional Program:**

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



(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Subsistence Allowance:**

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

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

**Subsistence:**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Third Year (AS300)	20,995	450	9,448	20,995	450	9,448	20,995	450	9,448
Fourth Year (AS400)	11,015	500	5,508	11,015	500	5,508	11,015	500	5,508

**Uniforms:**

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

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Uniforms, Issue-in-Kind:	10,136	296	2,999	9,054	302	2,732	9,054	308	2,787
Uniforms, Commutation in Lieu:	734	960	705	656	979	642	656	999	655

**Subsistence-In-Kind:**

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence-In-Kind for Medical or Other Examinations:	1,964	12	24	1,964	12	24	1,964	13	25

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Base Visit Program**

Subsistence-in-kind provided for cadets to visit active Air Force installations for orientation and other educational observances. Rate shown is an average rate.

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence-In-Kind	8,000	12	98	8,000	12	98	8,000	13	100

**Summer Field Training:**

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

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

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

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	0	0	0	42	1,119	47	42	1,167	49
Subsistence of Summer Field Training:	1,442	230	331	1,442	230	331	1,442	234	337
Uniforms, Issue-in-Kind:	1,400	213	299	1,400	217	304	1,400	222	311

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Professional Development Training Program**

This program is conducted during a cadet's freshman to junior year. Some seniors elect to attend some programs.

The objectives of this program are to provide specialized orientation in a specialty appropriate to a cadet's category or interest; help cadets gain knowledge of the management challenges in leadership and human relations encountered by a junior Air Force officer; and motivate cadets toward an Air Force career. Costs include pay and allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Subsistence for selected cadets attending professional development training to spend one or five weeks in job-related orientation at active Air Force installations. Rate shown is an average rate.

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Reserve Officer Candidates:	15	1,067	16	15	1,133	17	15	1,133	17
Subsistence of Professional Development Training:	4,661	18	82	4,661	18	82	4,661	18	84

**Foreign Language Incentive Program**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

FY 2020 Estimate	27,108
FY 2019 Estimate	27,046
FY 2018 Actual	27,060

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence Allowance	58,305	411	23,941	58,305	411	23,941	58,305	411	23,941
Uniforms	7,823	297	2,320	7,180	300	2,155	7,180	306	2,198
Pay & Allowances	37	1,108	41	171	1,123	192	171	1,158	198
Subsistence-In-Kind	16,340	41	671	16,340	41	671	16,340	42	684
Foreign Language Incentive Program	29	3,000	87	29	3,000	87	29	3,000	87
<b>TOTAL Requirement</b>			<b>27,060</b>			<b>27,046</b>			<b>27,108</b>

**Institutional Program**

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

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

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
First Year (AS100)	11,000	300	3,300	11,000	300	3,300	11,000	300	3,300
Second Year (AS200)	13,780	350	4,823	13,780	350	4,823	13,780	350	4,823
Third Year (AS300)	18,900	450	8,505	18,900	450	8,505	18,900	450	8,505
Fourth Year (AS400)	14,625	500	7,313	14,625	500	7,313	14,625	500	7,313
<b>Totals</b>			23,941			23,941			23,941

**Uniforms**

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

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	5,792	296	1,714	5,174	302	1,562	5,174	308	1,593
Uniforms, Commutation in Lieu:	231	960	222	206	979	202	206	999	206

**Subsistence-In-Kind**

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

	<u>FY 2018 Actual</u>			<u>FY 2019 Estimate</u>			<u>FY 2020 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind for Medical or Other Examinations:	1,083	12	13	1,083	12	13	1,083	13	14

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Base Visit Program**

Subsistence-in-kind provided for cadets to visit active Air Force installations for orientation and other educational observances. Rate shown is an average rate.

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence-In-Kind	4,000	12	49	4,000	12	49	4,000	13	50

**Summer Field Training**

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

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

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

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

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	0	0	0	134	1,119	150	134	1,157	155
Subsistence of Summer Field Training:	1,934	230	444	1,934	230	444	1,934	234	452
Uniforms, Issue-in-Kind:	1,800	213	384	1,800	217	391	1,800	222	399

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Professional Development Training Program**

This program is conducted during a cadet's freshman to junior year. Some seniors elect to attend some programs.

The objectives of this program are to provide specialized orientation in a specialty appropriate to a cadet's category or interest; help cadets gain knowledge of the management challenges in leadership and human relations encountered by a junior Air Force officer; and motivate cadets toward an Air Force career. Costs include pay and allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Subsistence for selected cadets attending professional development training to spend one or five weeks in job-related orientation at active Air Force installations. Rate shown is an average rate.

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	37	1,108	41	37	1,135	42	37	1,162	43
Subsistence of Professional Development Training:	9,323	18	165	9,323	18	165	9,323	18	168

**Foreign Language Incentive Program**

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Foreign Language Incentive Program	29	3,000	87	29	3,000	87	29	3,000	87

(Amount in Thousands)

**PROJECT: JUNIOR ROTC**

FY 2020 Estimate 20,439  
FY 2019 Estimate 18,800  
FY 2018 Actual 17,949

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2018 Actual</u></b>			<b><u>FY 2019 Estimate</u></b>			<b><u>FY 2020 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Uniforms, Issue-in-Kind:	93,329	175	16,305	95,983	178	17,103	102,318	182	18,597
Subsistence-In-Kind:	58,013	28	1,644	59,839	28	1,697	63,789	29	1,842
<b>Total</b>			<b>17,949</b>			<b>18,800</b>			<b>20,439</b>



**SECTION 5**

**SPECIAL ANALYSIS**

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

**Assigned Outside DoD:**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
Exec Office of the President, White House (WHMO)	24	14	38	23	14	37	23	14	37
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	2	6	8	2	6	8	2	6	8
Department of State (DOS)	23	1	24	23	1	24	22	1	23
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	0	0	0	0	0	0	0	0	0
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	10	0	10	10	0	10	10	0	10
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	0	0	0	0	0	0	0	0	0
US Military Observer Group (USMOG), Washington	0	0	0	0	0	0	0	0	0
Department of Health & Human Services (DHHS)	0	0	0	0	0	0	0	0	0
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for International Security Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	3	2	5	3	2	5	3	2	5
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
<b>Subtotal Non-Reimbursable Personnel</b>	<b>83</b>	<b>32</b>	<b>115</b>	<b>82</b>	<b>32</b>	<b>114</b>	<b>81</b>	<b>32</b>	<b>113</b>

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Reimbursable Personnel:</b>									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	2	0	2	2	0	2	2	0	2
Central Intelligence Agency	11	5	16	11	5	16	11	5	16
Department of Transportation	10	1	11	10	1	11	10	1	11
National Aeronautics Space Administration (NASA)	3	0	3	3	0	3	3	0	3
Space & Missile Support, Vice Cmdr (CV)	0	0	0	0	0	0	0	0	0
White House Office (WHO)	0	0	0	0	0	0	0	0	0
Department of Energy (DOE)	1	0	1	1	0	1	1	0	1
Dept of Homeland Security (DHS)	2	0	2	2	0	2	2	0	2
Department of State (DOS)	0	0	0	0	0	0	0	0	0
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
<b>Subtotal Reimbursable Personnel</b>	<b>31</b>	<b>6</b>	<b>37</b>	<b>31</b>	<b>6</b>	<b>37</b>	<b>31</b>	<b>6</b>	<b>37</b>
<b>In Support Non DoD Functions:</b>									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	114	36	150	114	36	150	114	36	150
Training Cases (Included in Foreign Military Sales)	22	3	25	22	3	25	22	3	25
<b>Subtotal Non-DoD Functions</b>	<b>144</b>	<b>36</b>	<b>180</b>	<b>144</b>	<b>36</b>	<b>180</b>	<b>144</b>	<b>36</b>	<b>180</b>

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

	<b>FY 2018 Actual</b>			<b>FY 2019 Estimate</b>			<b>FY 2020 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)</b>									
Information Services Activity Group (ISAG)	0	0	0	0	0	0	0	0	0
HQ US Transportation Command (TRANSCOM)	85	35	120	83	33	116	79	30	109
Military Surface Deployment and Distribution Command (SDDC)	8	0	8	8	0	8	8	0	8
Defense Courier Service (DCS)	4	90	94	4	90	94	4	90	94
Defense Commissary Agency (DECA)	0	0	0	0	0	0	0	0	0
Defense Finance & Accounting Service (DFAS)	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency (DISA)	13	13	26	13	13	26	13	13	26
Defense Logistics Agency (DLA)	63	11	74	62	11	73	62	11	73
Depot Maintenance Activity Group (DMAG)	68	100	168	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	42	18	60	42	18	60	42	18	60
<b>Subtotal Working Capital Fund</b>	<b>283</b>	<b>267</b>	<b>550</b>	<b>280</b>	<b>265</b>	<b>545</b>	<b>276</b>	<b>262</b>	<b>538</b>
<b>Total - Reimbursable</b>	<b>458</b>	<b>309</b>	<b>767</b>	<b>455</b>	<b>307</b>	<b>762</b>	<b>451</b>	<b>304</b>	<b>755</b>
<b>Total - Nonreimbursable</b>	<b>83</b>	<b>32</b>	<b>115</b>	<b>82</b>	<b>32</b>	<b>114</b>	<b>81</b>	<b>32</b>	<b>113</b>
<b>Grand Total</b>	<b>541</b>	<b>341</b>	<b>882</b>	<b>537</b>	<b>339</b>	<b>876</b>	<b>532</b>	<b>336</b>	<b>868</b>

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

	<u>FY 2018 Actual</u>	<u>FY 2019 Estimate</u>	<u>FY 2020 Estimate</u>
<b>Subsistence</b>	40,533	41,502	42,157
<b>Strength Related:</b>			
Officer - Basic Pay	125,181	134,511	136,289
Other Pay and Allowances	59,942	64,886	66,165
Enlisted - Basic Pay	121,336	111,307	112,844
Other Pay and Allowances	52,889	49,686	50,512
Retired Pay Accrual	70,012	74,728	77,231
TSP Matching Contributions	0	0	0
PCS Travel	367	2,104	2,142
<b>Strength Related Subtotal</b>	429,727	437,222	445,183
<b>TOTAL PROGRAM</b>	470,260	478,724	487,340

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

	AY 17-18 (FY18)			AY 18-19 (FY19)			AY 19-20 (FY20)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<b><u>Senior ROTC - Non-Scholarship</u></b>									
(Excluding Scholarship)									
First Year	4,235	3,860	3,485	4,235	3,860	3,485	4,235	3,860	3,485
Second Year	3,228	2,928	2,628	3,228	2,928	2,628	3,228	2,928	2,628
Total Basic	7,463	6,788	6,113	7,463	6,788	6,113	7,463	6,788	6,113
Third Year	2,314	1,750	1,185	2,314	1,750	1,185	2,314	1,750	1,185
Fourth Year	1,093	1,102	1,111	1,093	1,102	1,111	1,093	1,102	1,111
Total Advanced	3,407	2,851	2,295	3,407	2,851	2,295	3,407	2,851	2,295
Extended Active	231	231	231	231	231	231	231	231	231
<b>Total Non-Scholarship</b>	<b>11,101</b>	<b>9,870</b>	<b>8,639</b>	<b>11,101</b>	<b>9,870</b>	<b>8,639</b>	<b>11,101</b>	<b>9,870</b>	<b>8,639</b>
<b><u>Senior ROTC - Scholarship</u></b>									
First Year	900	1,100	1,300	900	1,100	1,300	900	1,100	1,300
Second Year	1,178	1,378	1,578	1,178	1,378	1,578	1,178	1,378	1,578
Total Basic	2,078	2,478	2,878	2,078	2,478	2,878	2,078	2,478	2,878
Third Year	1,600	1,575	1,550	1,600	1,575	1,550	1,600	1,575	1,550
Fourth Year	1,525	1,463	1,400	1,525	1,463	1,400	1,525	1,463	1,400
Total Advanced	3,125	3,038	2,950	3,125	3,038	2,950	3,125	3,038	2,950
Extended Active	450	375	300	450	375	300	450	375	300
<b>Total Scholarship</b>	<b>5,653</b>	<b>5,891</b>	<b>6,128</b>	<b>5,653</b>	<b>5,891</b>	<b>6,128</b>	<b>5,653</b>	<b>5,891</b>	<b>6,128</b>
<b><u>Total Enrollment</u></b>									
First Year	5,135	4,960	4,785	5,135	4,960	4,785	5,135	4,960	4,785
Second Year	4,406	4,306	4,206	4,406	4,306	4,206	4,406	4,306	4,206
Total Basic	9,541	9,266	8,991	9,541	9,266	8,991	9,541	9,266	8,991
Third Year	3,914	3,325	2,735	3,914	3,325	2,735	3,914	3,325	2,735
Fourth Year	2,618	2,564	2,511	2,618	2,564	2,511	2,618	2,564	2,511
Total Advanced	6,532	5,889	5,245	6,532	5,889	5,245	6,532	5,889	5,245
Extended Active	681	606	531	681	606	531	681	606	531
<b>Total ROTC Enrollment</b>	<b>16,754</b>	<b>15,761</b>	<b>14,767</b>	<b>16,754</b>	<b>15,761</b>	<b>14,767</b>	<b>16,754</b>	<b>15,761</b>	<b>14,767</b>
Complete Commissioned			1,925			2,329			2,337
Comp, Com Defr (No Adl Ent) (Cum Proj in Defr Status)	231	231	231	231	231	231	231	231	231
Complete, 5 Year Deg Ent	450	375	300	450	375	300	450	375	300
Number of ROTC Detach	145		145	145		145	145		145
Number of ROTC Operating Locations	1		1	1		1	1		1

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

	<b>AY 17-18</b>	<b>AY 18-19</b>	<b>AY 19-20</b>
	<b>Sep 2018</b>	<b>Sep 2018</b>	<b>Sep 2018</b>
1st Year Cadet (Freshmen)	70,305	70,305	75,900
2nd Year Cadet (Sophomores)	32,321	32,321	34,500
3rd Year Cadet (Juniors)	16,160	16,160	16,560
4th Year Cadet (Seniors)	8,701	8,701	11,040
<b>Total</b>	<b>127,487</b>	<b>127,487</b>	<b>138,000</b>
Number of Junior ROTC Detachments	889	900	920

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

	<b><u>End FY 2018 Actual</u></b>	<b><u>End FY 2019 Estimate</u></b>	<b><u>End FY 2020 Estimate</u></b>
<b>Senior ROTC</b>			
Schools	145	145	145
Civilian Personnel (End Strength)	22	22	22
Military Personnel (End Strength) 1/	929	929	929
 <b>Junior ROTC</b>			
Schools	900	920	939
Civilian Personnel (End Strength)	20	25	25
Military Personnel (End Strength) 1/	11	13	13

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

1/ Includes those assigned to Management Headquarters.



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

**FY 2018 Actual**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	13	13	13	13	13	13	13	13	13	14	14	13
O-9 Lieutenant General	39	40	39	38	38	38	39	40	42	39	42	44
O-8 Major General	87	88	89	89	87	87	86	88	92	94	97	90
O-7 Brigadier General	151	147	147	146	146	146	145	148	149	153	149	149
O-6 Colonel	3,264	3,253	3,259	3,253	3,278	3,312	3,341	3,393	3,412	3,394	3,296	3,241
O-5 Lt Colonel	9,672	9,624	9,691	9,751	9,808	9,846	9,922	10,040	10,013	9,966	9,842	9,764
O-4 Major	13,332	13,411	13,425	13,459	13,482	13,509	13,545	13,700	13,687	13,629	13,616	13,593
O-3 Captain	20,873	20,648	20,502	20,289	20,177	19,978	19,719	20,574	20,777	20,944	20,841	20,851
O-2 1st Lieutenant	6,667	6,730	6,873	6,868	6,773	7,005	7,000	5,931	6,953	6,976	6,882	6,995
O-1 2nd Lieutenant	7,236	7,422	7,216	7,316	7,342	7,372	7,386	8,486	7,645	7,448	7,791	7,900
Total Officers	61,334	61,376	61,254	61,222	61,144	61,306	61,196	62,413	62,783	62,657	62,570	62,640
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,586	2,584	2,591	2,593	2,586	2,602	2,616	2,630	2,642	2,648	2,645	2,640
E-8 Senior Master Sergeant	4,978	5,002	5,031	5,035	5,061	5,061	5,090	5,100	5,097	5,095	5,097	5,075
E-7 Master Sergeant	24,782	24,846	24,916	24,994	25,064	25,140	25,212	25,314	25,388	25,278	25,328	25,388
E-6 Technical Sergeant	39,565	39,505	39,533	39,597	39,642	39,585	39,623	39,569	39,521	39,526	39,551	39,695
E-5 Staff Sergeant	62,003	61,771	61,939	61,787	62,150	62,203	62,430	62,555	62,782	62,957	61,837	61,672
E-4 Senior Airman	52,755	52,387	52,031	52,029	51,775	51,333	50,803	50,561	50,309	50,272	51,008	51,545
E-3 Airman First Class	51,519	52,038	52,755	53,355	53,424	54,156	54,433	54,692	55,226	55,086	55,253	55,267
E-2 Airman	8,010	8,181	7,887	7,920	8,265	7,974	7,975	7,763	7,491	7,524	7,441	7,192
E-1 Airman Basic	9,915	10,348	9,999	10,337	10,048	9,650	9,521	9,865	9,673	9,924	10,208	10,504
Total Enlisted	256,113	256,662	256,682	257,647	258,015	257,704	257,703	258,049	258,129	258,310	258,368	258,978
<u>Cadets</u>	4,202	4,195	4,187	4,183	4,163	4,159	4,155	3,173	4,310	4,293	4,270	4,262
Total End Strength	321,649	322,233	322,123	323,052	323,322	323,169	323,054	323,635	325,222	325,260	325,208	325,880

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

**FY 2019 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	12	11	13	13	13	13	13	13	13	13	14	13
O-9 Lieutenant General	44	43	42	41	41	41	42	43	45	43	45	47
O-8 Major General	90	90	88	88	86	86	85	87	91	91	96	89
O-7 Brigadier General	152	150	143	142	142	142	141	144	145	148	145	145
O-6 Colonel	3,197	3,199	3,267	3,261	3,286	3,320	3,349	3,398	3,420	3,443	3,369	3,387
O-5 Lt Colonel	9,707	9,606	9,754	9,814	9,871	9,859	9,935	10,053	10,026	10,059	9,905	9,856
O-4 Major	13,636	13,771	13,726	13,760	13,783	13,860	13,946	14,201	14,188	14,466	14,217	14,313
O-3 Captain	20,826	20,784	20,635	20,522	20,510	20,311	20,152	21,107	21,310	21,447	21,399	21,003
O-2 1st Lieutenant	7,048	7,004	7,147	7,142	7,047	7,279	7,274	7,063	7,075	7,007	7,056	7,061
O-1 2nd Lieutenant	7,825	7,968	7,545	7,595	7,579	7,509	7,523	7,465	7,626	7,275	7,457	7,476
Total Officers	62,537	62,626	62,360	62,378	62,358	62,420	62,460	63,574	63,939	63,992	63,703	63,390
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,626	2,618	2,601	2,604	2,611	2,624	2,633	2,642	2,653	2,651	2,648	2,640
E-8 Senior Master Sergeant	5,070	5,087	5,269	5,316	5,344	5,313	5,337	5,340	5,353	5,343	5,336	5,320
E-7 Master Sergeant	25,426	25,598	25,781	25,904	26,077	26,213	26,312	26,409	26,501	26,501	26,593	26,685
E-6 Technical Sergeant	39,741	39,744	39,844	39,875	39,913	39,783	39,662	39,540	39,431	39,191	39,428	39,647
E-5 Staff Sergeant	61,366	60,889	60,835	60,719	60,717	60,873	60,868	61,004	61,151	61,477	61,166	61,371
E-4 Senior Airman	51,637	52,356	52,037	52,659	52,165	52,088	52,660	52,715	52,805	52,985	52,942	53,075
E-3 Airman First Class	55,344	55,208	54,621	54,724	54,890	54,683	55,076	55,111	55,227	55,583	55,785	55,873
E-2 Airman	6,996	6,884	6,903	6,950	7,829	7,646	7,774	7,939	8,137	8,304	8,581	8,297
E-1 Airman Basic	10,157	10,407	10,674	10,706	10,731	10,805	10,729	10,490	10,114	10,206	10,391	9,768
Total Enlisted	258,363	258,791	258,565	259,457	260,277	260,028	261,051	261,190	261,372	262,241	262,870	262,676
<u>Cadets</u>	4,252	4,249	4,241	4,237	4,217	4,212	4,202	3,173	4,310	4,293	4,293	4,242
Total End Strength	325,152	325,666	325,166	326,072	326,852	326,660	327,713	327,937	329,621	330,526	330,866	330,308

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

**FY 2020 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	14	14	14	14	14	14	14	14	14	14	15	14
O-9 Lieutenant General	40	41	40	39	39	39	40	41	43	41	43	47
O-8 Major General	92	93	94	94	92	92	91	93	97	97	92	89
O-7 Brigadier General	143	139	139	138	138	138	137	140	141	144	141	143
O-6 Colonel	3,398	3,407	3,413	3,407	3,432	3,466	3,489	3,501	3,523	3,514	3,499	3,489
O-5 Lt Colonel	9,827	9,779	9,846	9,906	9,943	9,951	9,997	9,925	9,998	9,931	9,877	9,733
O-4 Major	14,053	14,132	14,146	14,180	14,213	14,280	14,486	14,521	14,508	14,386	14,137	14,062
O-3 Captain	20,983	20,858	20,787	20,674	20,632	20,563	20,543	20,936	21,362	21,299	21,127	20,954
O-2 1st Lieutenant	7,077	7,120	7,113	7,157	7,173	7,245	7,249	7,225	7,193	7,383	7,392	7,276
O-1 2nd Lieutenant	7,608	7,639	7,521	7,522	7,477	7,527	7,362	7,910	7,650	7,741	7,787	7,857
Total Officers	63,235	63,222	63,113	63,131	63,153	63,315	63,408	64,306	64,529	64,550	64,110	63,664
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,625	2,619	2,613	2,615	2,618	2,635	2,648	2,661	2,671	2,668	2,663	2,651
E-8 Senior Master Sergeant	5,305	5,337	5,361	5,366	5,371	5,376	5,394	5,387	5,370	5,355	5,343	5,303
E-7 Master Sergeant	26,203	26,223	26,274	26,278	26,321	26,332	26,402	26,381	26,392	26,423	26,394	26,404
E-6 Technical Sergeant	39,789	39,602	39,571	39,616	39,685	39,582	39,653	39,741	39,852	39,958	40,246	40,530
E-5 Staff Sergeant	61,780	61,624	61,378	61,217	61,082	60,849	61,033	61,412	61,818	62,181	62,494	62,983
E-4 Senior Airman	53,140	53,708	54,009	54,478	54,490	54,756	54,449	54,639	54,739	54,488	54,225	54,203
E-3 Airman First Class	55,659	55,636	55,605	56,195	56,540	56,222	56,338	56,287	56,004	56,106	56,067	56,266
E-2 Airman	7,939	7,910	8,122	8,059	7,958	8,219	8,127	8,462	8,462	8,484	8,286	7,427
E-1 Airman Basic	9,830	9,773	9,698	9,947	10,345	10,432	10,405	10,327	9,956	9,909	9,702	9,369
Total Enlisted	262,270	262,432	262,631	263,771	264,410	264,403	264,449	265,297	265,264	265,572	265,420	265,136
<u>Cadets</u>	4,099	4,098	4,097	4,096	4,094	4,093	4,083	3,105	4,192	4,118	4,044	4,000
Total End Strength	329,604	329,752	329,841	330,998	331,657	331,811	331,940	332,708	333,985	334,240	333,574	332,800

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