

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2021 Budget Estimates Overseas Contingency Operations (OCO) Request



**MILITARY PERSONNEL APPROPRIATION
February 2020**

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MILITARY PERSONNEL OVERVIEW

The FY 2021 Overseas Contingency Operations Request provides funding to continue security stabilization efforts in Afghanistan and Iraq. Support to Operation Freedom's Sentinel (OFS) encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan. Support to Operation Inherent Resolve (OIR) focuses on the operations to eliminate the Islamic State of Iraq and Syria (ISIS). These efforts are in addition to ongoing daily military operations around the globe. In response to the attacks on the United States on September 11, 2001, the President invoked his authority (10 US Code 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty and for incremental Active Duty costs in support of OFS, OIR and EDI. The FY 2021 Request includes \$1,100 million for the Air Force's military personnel costs as shown in the following tables:

**Summary by Appropriation
(Dollars in Thousands)**

	FY 2019 Actuals	FY 2020 Estimate	<i>FY 2021 OCO for Direct War</i>	<i>FY 2021 OCO for Enduring Requirements</i>	<i>FY 2021 OCO for Base Requirements</i>	FY 2021 Total OCO Request
Military Personnel, Air Force	997,061	1,121,017	115,789	961,379	-	1,077,168
Reserve Personnel, Air Force	21,076	16,428	1,808	15,008	-	16,816
National Guard Personnel, Air Force	4,907	5,624	623	5,177	-	5,800
TOTAL MILITARY PERSONNEL	1,023,044	1,143,069	118,220	981,564	-	1,099,784

The Department's FY 2021 Request is comprised of three funding requirements:

- OCO for Direct War Costs (\$118,220K): Direct War costs are those combat or direct combat support costs that will not continue once combat operations end at major contingency locations.
- OCO for Enduring Requirements (\$981,564K): OCO for Enduring Requirements are enduring in-theater and in-CONUS costs that will likely remain after combat operations cease, and have previously been funded in OCO.
- OCO for Base Requirements (\$0K): OCO for Base Requirements is OCO funding for base budget requirements in support of the National Defense Strategy. The Budget requests these funds in OCO to comply with the base budget defense caps included in the Budget Control Act of 2011.

MILITARY PERSONNEL OVERVIEW

Summary By Category

(Dollars in Thousands)

<u>FY 2019 Actuals</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	837,616	-	-	837,616
AC Deployment Costs	35,767	-	-	35,767
Subsistence in Kind (SIK)	110,303	-	-	110,303
Casualty and Disability	6,235	-	-	6,235
Additional Mobilization and Deployment Costs	7,140	-	-	7,140
Pre- and Post-Mobilization Training	-	21,076	4,907	25,983
TOTAL	997,061	21,076	4,907	1,023,044

*Includes the EDI requirements (\$1.18 million)

MILITARY PERSONNEL OVERVIEW

(Dollars in Thousands)

<u>FY 2020 Estimate</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	932,957	-	-	932,957
AC Deployment Costs	43,289	-	-	43,289
Subsistence in Kind (SIK)	130,301	-	-	130,301
Casualty and Disability	6,187	-	-	6,187
Additional Mobilization and Deployment Costs	8,283	-	-	8,283
Pre- and Post-Mobilization Training	-	16,428	5,624	22,052
TOTAL	1,121,017	16,428	5,624	1,143,069

*Includes the EDI requirements (\$1.39 million)

MILITARY PERSONNEL OVERVIEW

(Dollars in Thousands)

<u>FY 2021 Total Request</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	893,018	-	-	893,018
AC Deployment Costs	40,151	-	-	40,151
Subsistence in Kind (SIK)	130,371	-	-	130,371
Casualty and Disability	5,181	-	-	5,181
Additional Mobilization and Deployment Costs	8,447	-	-	8,447
Pre- and Post-Mobilization Training	-	16,816	5,800	22,616
TOTAL	1,077,168	16,816	5,800	1,099,784

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

Average Strength

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Request</u>
Active Air Force	8,717	10,242	12,376
Air Force Reserve Mobilization	2,956	3,206	2,960
Air Force National Guard Mobilization	6,144	6,509	6,009
TOTAL	17,817	19,957	21,345

MILITARY PERSONNEL OVERVIEW

Reserve & Guard Mobilization/Deployment Costs

\$ 933.1 Million

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

Subsistence-in-Kind Costs

\$ 130.4 Million

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

Casualty and Disability Benefits

\$ 5.2 Million

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

Additional Mobilization Deployment Cost

\$ 8.4 Million

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

Pre- and Post-Mobilization Programs

\$ 22.6 Million

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

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

Introduction: The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntary activate members of the Selective Reserves for not more than 365 consecutive days. In FY21, the Air Force plans to utilize 12304b in support of pre-planned CENTCOM operations funded by Overseas Contingency Operations (OCO) supplemental funding if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

OEF Airlift (1757 MYs (548 Officer, 1,209 Enlisted) , ~\$212M)

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

OEF Combat Air Forces Aviation (1054 MYs (126 Officer, 928 Enlisted), ~\$112M)

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

OEF Expeditionary Combat Support (4,682 MYs (760 Officer, 3,922 Enlisted), ~\$511M)

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

AFSOC Special Operation Forces Support (167 MY (54 Officer, 113 Enlisted), ~\$20M)

Provides direct support to OEF for SOF units. Activated Airman will be placed on orders for a period no longer than 365 days.

Remotely Piloted Aircraft and Distribute Common Ground System Support (869 MY (282 Officer, 587 Enlisted), ~\$105M)

Provides direct/indirect support to OEF/OIF. Activated Airman will be placed on orders for a period no longer than 365 days.

AIR FORCE M-1
FY 2021 Overseas Contingency Operations Request

	FY 2019 Actuals	FY 2020 Estimate	FY 2021 Request
MILITARY PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
BASIC PAY	119,115	138,648	131,426
RETIRED PAY ACCRUAL	29,421	33,836	35,485
BASIC ALLOWANCE FOR HOUSING	36,765	43,095	41,038
BASIC ALLOWANCE FOR SUBSISTENCE	3,954	4,499	4,221
SPECIAL PAYS	7,299	8,456	5,211
ALLOWANCES	3,472	5,268	5,547
SOCIAL SECURITY TAX	9,112	10,607	10,054
TOTAL BUDGET ACTIVITY 1	209,138	244,409	232,982
BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED PERSONNEL			
BASIC PAY	335,109	364,798	347,182
RETIRED PAY ACCRUAL	82,772	89,025	93,739
BASIC ALLOWANCE FOR HOUSING	140,972	154,542	147,758
SPECIAL PAYS	30,163	34,076	23,799
ALLOWANCES	14,995	24,668	26,472
SOCIAL SECURITY TAX	25,636	27,907	26,559
TOTAL BUDGET ACTIVITY 2	629,647	695,016	665,509
BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
BASIC ALLOWANCE FOR SUBSISTENCE	34,598	36,821	34,678
SUBSISTENCE-IN-KIND	110,303	130,301	130,371
TOTAL BUDGET ACTIVITY 4	144,901	167,122	165,049
BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
UNEMPLOYMENT COMPENSATION	7,140	8,283	8,447
DEATH GRATUITIES	100	200	200
SGLI EXTRA HAZARD PAYMENTS	6,135	5,987	4,981
TRAUMATIC SGLI	-	-	-
TOTAL BUDGET ACTIVITY 6	13,375	14,470	13,628
TOTAL MILITARY PERSONNEL, AIR FORCE	997,061	1,121,017	1,077,168

AIR FORCE M-1
FY 2021 Overseas Contingency Operations Request

	FY 2019 Actuals	FY 2020 Estimate	FY 2021 Request
RESERVE PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	21,076	16,428	16,816
TOTAL RESERVE PERSONNEL, AIR FORCE	21,076	16,428	16,816
NATIONAL GUARD PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	4,907	5,624	5,800
TOTAL NATIONAL GUARD PERSONNEL, AIR FORCE	4,907	5,624	5,800
GRAND TOTAL AIR FORCE MILITARY PERSONNEL	1,023,044	1,143,069	1,099,784

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2020**

(Amount in Thousands)

	<u>FY 2020</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u> <u>ACTIONS</u>	<u>FY 2020 COLUMN</u> <u>FY 2021 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	127,838	0	127,838	0	127,838	10,810	138,648
Retired Pay Accrual	31,197	0	31,197	0	31,197	2,639	33,836
Basic Allowance for Housing	35,863	0	35,863	0	35,863	7,232	43,095
Basic Allowance for Subsistence	3,919	0	3,919	0	3,919	580	4,499
Special Pay	8,364	0	8,364	0	8,364	92	8,456
Allowance	4,788	0	4,788	0	4,788	480	5,268
Social Security Tax - Employer's Contribution	9,780	0	9,780	0	9,780	827	10,607
TOTAL OBLIGATIONS OFFICERS	221,749	0	221,749	0	221,749	22,660	244,409
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	326,053	0	326,053	0	326,053	38,745	364,798
Retired Pay Accrual	79,557	0	79,557	0	79,557	9,468	89,025
Basic Allowance for Housing	137,589	0	137,589	0	137,589	16,953	154,542
Special Pay	28,895	0	28,895	0	28,895	5,181	34,076
Allowance	18,225	0	18,225	0	18,225	6,443	24,668
Social Security Tax - Employer's Contribution	24,943	0	24,943	0	24,943	2,964	27,907
TOTAL OBLIGATIONS ENLISTED	615,262	0	615,262	0	615,262	79,754	695,016
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	33,640	0	33,640	0	33,640	3,181	36,821
Subsistence-In-Kind	117,601	0	117,601	0	117,601	12,700	130,301
		0					
TOTAL OBLIGATIONS SUBSISTENCE	151,241	0	151,241	0	151,241	15,881	167,122
<u>OTHER MILITARY PERSONNEL COSTS</u>							
SGLI/T-SGLI Insurance Premium	6,989	0	6,989	0	6,989	(1,002)	5,987
Death Gratuity (Combat Deaths)	700	0	700	0	700	(500)	200
Unemployment Benefits	11,653	0	11,653	0	11,653	(3,370)	8,283
TOTAL DIRECT OBLIGATIONS OTHER	19,342	0	19,342	0	19,342	(4,872)	14,470
TOTAL DIRECT OBLIGATIONS	1,007,594	0	1,007,594	0	1,007,594	113,423	1,121,017

ACTIVE AIR FORCE MILITARY PERSONNEL COSTS

RESERVE MOBILIZATION AND ACTIVE DEPLOYMENT COSTS

PAY AND ALLOWANCES OF OFFICERS

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

FY 2021
 (\$ in Thousands)
 131,426

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

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard officer personnel. Funding requirements include a basic pay increase of 3.1% in 2020, and 3.0% in 2021 effective January 1 of each year.

	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
<u>Total Incremental Costs</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay (Reserve/Guard Mobilization)	1,295	91,969	119,115	1,464	94,705	138,648	1,347	97,569	131,426
Total			119,115			138,648			131,426

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

FY 2021
(\$ in Thousands)
35,485

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

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 24.4% of basic pay for 2020 and 27.0% for 2021 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Retired Pay Accrual	1,295	22,716	<u>29,421</u>	1,464	23,112	<u>33,836</u>	1,347	26,344	<u>35,485</u>
Total			<u>29,421</u>			<u>33,836</u>			<u>35,485</u>

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

FY 2021
(\$ in Thousands)
41,038

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

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2020 BAH increase is 4.0% effective 1 January 2020 and the 2021 BAH increase is 3.3% effective 1 January 2021.

	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Incremental Costs									
Basic Allowance for Housing	1,295	28,386	36,765	1,464	29,436	43,095	1,347	30,466	41,038
Total			36,765			43,095			41,038

FY 2021
 (\$ in Thousands)
 4,221

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

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

Part II - Justification of Funds Requested

All officers, regardless of dependency status and pay grade, are paid a monthly BAS at the same statutory rate. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2020 BAS increase is 0.9% and 2021 BAS increase is 2.3% effective 1 January of each year.

	<u>FY 2019 Actuals</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<u>Total Incremental Costs</u>									
Basic Allowance for Subsistence	1,295	3,053	<u>3,954</u>	1,464	3,073	<u>4,499</u>	1,347	3,133	<u>4,221</u>
Total			<u>3,954</u>			<u>4,499</u>			<u>4,221</u>

FY 2021
(\$ in Thousands)
10,758

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

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

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

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

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

Part II - Justification of Funds Requested

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

	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	212	3,000	635	732	3,000	2,196	674	3,000	2,021
Hostile Fire/Imminent Danger Pay	263	2,700	711	298	2,700	804	214	2,700	578
Hardship Duty Pay	953	1,200	1,143	1,077	1,200	1,292	445	1,200	534
Subtotal Mobilization Incremental Cost	1,428		2,490	2,107		4,292	1,333		3,133
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	945	3,000	2,837	1,024	3,000	3,072	1,175	3,000	3,526
Hostile Fire/Imminent Danger Pay	1,425	2,700	3,846	1,664	2,700	4,493	845	2,700	2,282
Hardship Duty Pay	1,332	1,200	1,598	1,556	1,200	1,867	1,514	1,200	1,817
Subtotal Deployed Active Incremental Cost	3,702		8,282	4,244		9,432	3,534		7,625
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	1,157	3,000	3,472	1,756	3,000	5,268	1,849	3,000	5,547
Hostile Fire/Imminent Danger Pay	1,688	2,700	4,558	1,962	2,700	5,297	1,059	2,700	2,860
Hardship Duty Pay	2,285	1,200	2,742	2,633	1,200	3,159	1,959	1,200	2,351
Grand Total Incremental Cost	5,130		10,772	6,351		13,724	4,867		10,758

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

FY 2021
(\$ in Thousands)
10,054

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

Part II - Justification of Funds Requested

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

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2019	\$132,900	No upper limit
2020	\$137,700	No upper limit
2021	\$142,200	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2019 Actuals</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	1,295	7,036	9,112	1,464	7,245	10,607	1,347	7,464	10,054
Total			<u>9,112</u>			<u>10,607</u>			<u>10,054</u>

PAY AND ALLOWANCES OF ENLISTED

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

FY 2021
(\$ in Thousands)
347,182

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

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard enlisted personnel. Funding requirements include a basic pay increase of 3.1% in 2020, and 3.0% in 2021 effective January 1 of each year.

Total Incremental Costs	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay (Reserve/Guard Mobilization)	7,805	42,935	335,109	8,251	44,213	364,798	7,622	45,550	347,182
Total			335,109			364,798			347,182

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

FY 2021
(\$ in Thousands)
93,739

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

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 24.4% of basic pay for 2020 and 27.0% for 2021 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual	7,805	10,605	82,772	8,251	10,790	89,025	7,622	12,298	93,739
Total			82,772			89,025			93,739

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

FY 2021
 (\$ in Thousands)
 147,758

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

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2021 BAH increase is 4.0% effective 1 January 2020 and the 2020 BAH increase is 3.3% effective 1 January 2021.

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing	7,805	18,062	140,972	8,251	18,730	154,542	7,622	19,386	147,758
Total			140,972			154,542			147,758

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

FY 2021
(\$ in Thousands)
50,271

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

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

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

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

Part II - Justification of Funds Requested

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

	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	1,946	3,000	5,838	4,126	3,000	12,377	3,811	3,000	11,434
Hostile Fire/Imminent Danger Pay	1,536	2,700	4,146	1,623	2,700	4,383	1,215	2,700	3,280
Hardship Duty Pay	6,407	1,200	7,688	6,773	1,200	8,127	2,526	1,200	3,031
Subtotal Mobilization Incremental Cost	9,888		17,672	12,522		24,887	7,552		17,745
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	3,052	3,000	9,157	4,097	3,000	12,291	5,013	3,000	15,038
Hostile Fire/Imminent Danger Pay	4,322	2,700	11,669	5,085	2,700	13,730	3,606	2,700	9,737
Hardship Duty Pay	5,550	1,200	6,660	6,530	1,200	7,836	6,459	1,200	7,751
Subtotal Deployed Active Incremental Cost	12,924		27,486	15,712		33,857	15,078		32,526
Grand Total Special/Incentive Pays									
Family Separation Allowance	4,998	3,000	14,995	8,223	3,000	24,668	8,824	3,000	26,472
Hostile Fire/Imminent Danger Pay	5,858	2,700	15,815	6,709	2,700	18,113	4,821	2,700	13,017
Hardship Duty Pay	11,957	1,200	14,348	13,303	1,200	15,963	8,985	1,200	10,782
Grand Total Incremental Cost	22,813		45,158	28,234		58,744	22,630		50,271

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

FY 2021
 (\$ in Thousands)
 26,559

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

Part II - Justification of Funds Requested

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

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2019	\$132,900	No upper limit
2020	\$137,700	No upper limit
2021	\$142,200	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2019 Actuals</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	7,805	3,285	<u>25,636</u>	8,251	3,382	<u>27,907</u>	7,622	3,485	<u>26,559</u>
Total			<u>25,636</u>			<u>27,907</u>			<u>26,559</u>

**BASIC ALLOWANCE FOR
SUBSISTENCE OF ENLISTED
PERSONNEL**

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

FY 2021
(\$ in Thousands)
165,049

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

Part II - Justification of Funds Requested

Basic Allowance for Subsistence is paid to all enlisted members (except recruits and holdees) in accordance with 37 U.S.C 402. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2020 BAS increase is 0.9% and 2021 BAS increase is 2.3% effective 1 January of each year.

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

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence	7,805	4,433	34,598	8,251	4,463	36,821	7,622	4,550	34,678
Subsistence-in-Kind	21,297	5,179	110,303	24,713	5,273	130,301	23,967	5,440	130,371
Total			144,901			167,122			165,049

OTHER MILITARY PERSONNEL COSTS

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

FY 2021
 (\$ in Thousands)
 5,181

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

Part II - Justification of Funds Requested

SGLI: Cost estimates are provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments that will be required from the military services. Section 606 of the FY 2008 National Defense Authorization Act directs the Department to pay the full premium for coverage under SGLI program during service in Operation Freedom's Sentinel. The amount the Department pays decreased from \$29 per month to \$25 per month due to the SGLI premium decreasing from \$28 to \$24 effective July 1, 2019.

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

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
T-SGLI (Retroactive)	-	-	50	-	-	-	-	-	-
SGLI/T-SGLI Insurance Premium	17,486	348	6,085	19,957	300	5,987	16,601	300	4,981
Death Gratuities	1	100,000	100	2	100,000	200	2	100,000	200
Total	17,487		6,235	19,959		6,187	16,603		5,181

Appropriation: Military Personnel, Air Force
Budget Activity 6: Other Military Personnel Costs
Budget Line Item: Unemployment Compensation

FY 2021
 (\$ in Thousands)
8,447

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

Part II - Justification of Funds Requested

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

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

<u>Total Incremental Costs</u>	FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unemployment Compensation			7,140			8,283			8,447
Total			7,140			8,283			8,447

AIR FORCE RESERVE MILITARY PERSONNEL COSTS

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

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

FY 2021
 (S in Thousands)
 16,816

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

Part II - Justification of Funds Requested

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

Yellow Ribbon Reintegration Program: The FY 2021 OCO Requests support the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events and administrating the YRRP. Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase.

<u>Total Incremental Costs</u>		FY 2019 Actuals				FY 2020 Estimate				FY 2021 Request			
		Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Special Training	Pre/Post Mobilization	1,387	-	6,285	8,717	752	-	6,414	4,825	740	-	6,673	4,939
Special Training	Yellow Ribbon - Training	2,763	23,719	320	7,595	2,592	21,725	325	7,067	2,575	21,577	335	7,234
Special Training	Yellow Ribbon - Travel	2,763	23,719	201	4,764	2,592	21,725	209	4,536	2,575	21,577	215	4,643
	Total				21,076				16,428				16,816

AIR GUARD MILITARY PERSONNEL COSTS

GUARD PRE- AND POST-DEPLOYMENT MOBILIZATION TRAINING

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

FY 2021
 (\$ in Thousands)
 5,800

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

Yellow Ribbon Reintegration Program: The FY 2021 OCO Requests support the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events. Due to smaller separated groups of Yellow Ribbon eligible service members, we are using a model similar to the AF Reserve to conduct a small number of regional events. The larger deployment groups will continue to execute within their states.

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

<u>Total Incremental Costs</u>		FY 2019 Actuals			FY 2020 Estimate			FY 2021 Request		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Special Training	Yellow Ribbon - Training									
	Officers	1,465	427	625	1,466	465	681	1,495	478	715
	Enlisted	15,320	213	3,266	15,405	253	3,904	15,713	255	4,004
Special Training	Yellow Ribbon - Travel									
	Officers	1,465	117	172	1,466	120	176	1,495	122	183
	Enlisted	15,320	55	844	15,405	56	863	15,713	57	898
	Total			4,907			5,624			5,800