

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2021 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
February 2020**

**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
TABLE OF CONTENTS**

Page No.

SECTION 1 - Summary of Requirements by Budget Program	
1 Summary of Requirements by Budget Program - Active Forces	3
SECTION 2 - Introductory Statement	5
1 Introductory Statement	6
2 Performance Measures and Evaluation Summary	8
3 United States Space Force (USSF) Military Personnel Budget	10
SECTION 3 - Summary Tables	11
1 Summary of Military Personnel Strength	12
2 Military Personnel by End Strength by Grade	14
3 Military Average Strength by Grade	15
4 Military Personnel Active Duty Strengths by Month	16
5 Gains and Losses by Source and Type	19
6 Summary of Entitlements by Subactivity	22
7 Analysis of Appropriation Changes	25
8 Schedule of Increases and Decreases	27
SECTION 4 - Detail of Military Personnel Entitlements	31
1 Pay and Allowances of Officers	33
2 Pay and Allowances of Enlisted	81
3 Pay and Allowances of Cadets	123
4 Subsistence of Enlisted Personnel	127
5 Permanent Change of Station Travel	133
6 Other Military Personnel Costs	151
SECTION 5 - Special Analysis	171
1 Schedule of Military Assigned Outside DoD	172
2 Reimbursable Programs	175
3 ROTC Strength	176
4 JROTC Strength	177
5 ROTC Programs	178
6 Monthly End Strength by Pay Grade	179

This Page Intentionally Left Blank

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)
FY 2019 Actual **FY 2020 Enacted** **FY 2021 Estimate**

Direct Program

Pay and Allowances of Officers	9,481,593	10,003,710	10,680,383
Pay and Allowances of Enlisted Personnel	17,883,234	18,760,500	19,676,759
Pay and Allowances of Cadets	82,297	80,959	85,426
Subsistence of Enlisted Personnel	1,156,816	1,169,697	1,192,568
Permanent Change of Station Travel	1,166,343	1,124,520	1,176,859
Other Military Personnel Costs	96,869	99,763	89,675
TOTAL DIRECT PROGRAM	29,867,152	31,239,149	32,901,670

Reimbursable Program

Pay and Allowances of Officers	174,427	179,963	189,090
Pay and Allowances of Enlisted Personnel	215,830	223,276	235,297
Subsistence of Enlisted Personnel	16,363	16,473	16,795
Permanent Change of Station Travel	2,104	2,146	2,189
TOTAL REIMBURSABLE PROGRAM	408,724	421,858	443,371

Total Baseline Program

Pay and Allowances of Officers	9,656,020	10,183,673	10,869,473
Pay and Allowances of Enlisted Personnel	18,099,064	18,983,776	19,912,056
Pay and Allowances of Cadets	82,297	80,959	85,426
Subsistence of Enlisted Personnel	1,173,179	1,186,170	1,209,363
Permanent Change of Station Travel	1,168,447	1,126,666	1,179,048
Other Military Personnel Costs	96,869	99,763	89,675
TOTAL BASELINE PROGRAM FUNDING	30,275,876	31,661,007	33,345,041

OCO Funding - FY 2019 P.L. 115-245, FY 2020 P.L. 116-93

Pay and Allowances of Officers	209,138	221,749	0
Pay and Allowances of Enlisted Personnel	629,647	615,262	0
Subsistence of Enlisted Personnel	144,901	151,241	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	13,375	19,342	0
TOTAL OCO FUNDING	997,061	1,007,594	0

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

	FY 2019 Actual	FY 2020 Enacted	FY 2021 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	9,865,158	10,405,422	10,869,473
Pay and Allowances of Enlisted Personnel	18,728,711	19,599,038	19,912,056
Pay and Allowances of Cadets	82,297	80,959	85,426
Subsistence of Enlisted Personnel	1,318,080	1,337,411	1,209,363
Permanent Change of Station Travel	1,168,447	1,126,666	1,179,048
Other Military Personnel Costs	110,244	119,105	89,675
TOTAL PROGRAM	31,272,937	32,668,601	33,345,041
LESS: FY 2020 P.L. 116-93			
Pay and Allowances of Officers	0	(221,749)	0
Pay and Allowances of Enlisted Personnel	0	(615,262)	0
Subsistence of Enlisted Personnel	0	(151,241)	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	(19,342)	0
TOTAL PROGRAM	0	(1,007,594)	0
Revised Total Program			
Pay and Allowances of Officers	9,865,158	10,183,673	10,869,473
Pay and Allowances of Enlisted Personnel	18,728,711	18,983,776	19,912,056
Pay and Allowances of Cadets	82,297	80,959	85,426
Subsistence of Enlisted Personnel	1,318,080	1,186,170	1,209,363
Permanent Change of Station Travel	1,168,447	1,126,666	1,179,048
Other Military Personnel Costs	110,244	99,763	89,675
REVISED TOTAL PROGRAM	31,272,937	31,661,007	33,345,041
Medicare-Eligible Retiree HFC., (AF)	1,448,912	1,514,694	1,623,214
TOTAL MILPERS PROGRAM COST	32,721,849	33,175,701	34,968,255

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 2021 President's Budget supports an increase of 900 Airmen to the all-volunteer force, increasing the total from 332,800 authorized in the FY 2020 National Defense Authorization Act to 333,700 requested in FY 2021. In alignment with the National Defense Strategy, the Air Force continues to balance readiness while increasing lethality and modernization manpower investments. Along with this modest increase in end strength, the

Air Force is planning for less legacy force capacity to begin investing additional manpower into capabilities for tomorrow's high-intensity conflict against near-peer competitors. For tomorrow's fight the Air Force needs more airmen trained and ready to fight in F-35, B-21, Space, and Joint All Domain Command and Control. Inclusive of the 333,700 end strength, 6,434 military personnel are assigned and/or transferred to the operational United States Space Force. (Refer to page 10 for more detailed information on the United States Space Force Military Personnel Budget.)

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 2021 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 2019, 2020 and 2021

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 2019 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 30 for FY 2019 and will be May 28 for FY 2020 and May 27 for FY 2021. 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 2019 actuals of \$31.4 billion includes \$408.7 million in reimbursements and \$997 million of OCO. The FY 2020 budget estimate is \$31.2 billion to include \$421.8 million in anticipated reimbursements. The FY 2021 budget request is \$32.9 billion to include \$443.4 million in anticipated reimbursements.

Baseline Budget Rates

The FY 2021 Justification Book reflects a 3.1% pay raise in FY 2020 and a 3.0% in FY 2021, effective 1 January each year. It reflects an annualized rate of 0.675% for subsistence in FY 2020 and 1.95% for subsistence in FY 2021. The budget reflects an annualized rate of 3.7% for housing allowances in FY 2020 and 3.5% for housing allowances in FY 2021. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage rate is 31.0% in FY 2020 and 34.9% in FY 2021 and part time RPA normal cost percentage rate is 24.4% in FY 2020 and 27.0% in FY 2021.

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) 2021 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 2019 Actual</u>	<u>FY 2020 Planned</u>	<u>FY 2021 Planned</u>
Average Strength (Work years)	342,676	338,909	339,399
End Strength	332,101	333,822	333,700
Authorized End Strength	329,100	332,800	

The FY 2019 actuals includes 9,100 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 30 for FY 2019 and will be May 28 for FY 2020 and May 27 for FY 2021.

Recruiting

	<u>FY 2019 Actual</u>	<u>FY 2020 Planned</u>	<u>FY 2021 Planned</u>
1. Numeric goals	32,050	29,068	29,150
Actual	29,954		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.50%	90.00%	90.00%
Actual	TBD		
b. Cat I-IIIa**			
Goal	83.50%	82.50%	82.50%
Actual	TBD		

** 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.

Exhibit PB-30Y

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2021 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 333,700 in FY 2021.

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 333,600 in FY 2021.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2021 BA 03</u>	<u>FY 2021 BA Assoc</u> <u>w/Metrics</u>	<u>Percent FY 2021 BA</u> <u>Assoc w/Metrics</u>
57	3400	\$2,526,154	\$59,013	2.34%

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 2021 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 based on an expenditure outlay analysis. These savings from FY 2019 and FY 2020 continue to drive down unexpended balances through FY 2021 and reduced 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 project the average cost of officer and enlisted personnel by reducing the cost of an airman by 1.45% and 2.22%, respectively.

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

Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances since FY 2013 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.

United States Space Force (USSF) Military Personnel Budget

The Fiscal Year 2020 National Defense Authorization Act (FY 2020 NDAA), enacted on December 20, 2019, established the U.S. Space Force as a separate branch of the Armed Forces within the Department of the Air Force. According to statute, the Secretary of the Air Force is responsible for organizing, training, and equipping two separate and distinct Military Services: the U.S. Space Force and the U.S. Air Force. A uniformed 4-star Chief of Space Operations (CSO) will be granted equal membership on the Joint Chiefs of Staff (JCS) one year from enactment of the FY 2020 NDAA and will serve as the JCS expert on and advocate for space power.



The U.S. Space Force will organize, train, and equip military space forces of the United States to provide: freedom of operation in, from, and to the space domain; and prompt and sustained space operations. The U.S. Space Force will include both combat and space-focused combat-support functions to enable prompt and sustained offensive and defensive space operations and joint operations in all domains. The U.S. Space Force will continue to rely on the U.S. Air Force for foundational and infrastructure support, except in performing those functions unique to the space domain or central to its independence, in order to avoid duplication of effort and bureaucratic growth of staff and organization.

Investing in the U.S. Space Force will allow the Department to build a new Military Service capable of deterring aggression, providing freedom of operations, and enabling the joint warfighter. Legally establishing the U.S. Space Force does not guarantee the United States preeminence in the space domain—the Nation must commit sufficient and appropriate resources to properly accomplish its assigned responsibilities. These investments will provide for freedom of operations in space, strengthen the mission assurance of capabilities to support U.S. and allied forces in all domains, as well as protecting these forces against potential adversaries’ space-enabled capabilities.



The ability to deliver space capabilities that ensure unimpeded freedom of operation for the Joint Force is enabled by a dedicated, highly-capable, and properly trained and educated workforce. Like every other domain of warfare, the U.S. Space Force is developing a dedicated cadre that both explores new concepts for warfare and adapts existing models from other warfighting domains. The U.S. Space Force will invest in developing space power doctrine; space education and training; space concepts of operations; space tactics, techniques, and procedures; space intelligence; and space personnel management.

The FY 2021 Space Force Military Personnel (MILPERS) budget request reflects 6,434 End Strength (E/S). Due to the phasing of accessions and transitioning between pay systems; USSF Military Personnel will continue to be budgeted and paid out the Air Force Military Personnel Appropriation, but will be managed separately until the Air Force Integrated Pay & Personnel System (AFIPPS) becomes operational. This ensures the smooth transition of our military personnel without any pay and benefits gaps and to avoid excessive reprogramming actions between appropriations.

The below table reflects FY 2021 End Strength, Work Years, Rates, and Costs attributable to USSF internal to the Air Force Military Personnel Appropriation:

FY 2021 USSF MILPERS	Manpower		AF MILPERS (\$K)		AF MERHCF (\$K)		FY 2021 Total Cost (\$K)
	End Strength	Work Years	Rate	Cost	Rate	Cost	
Officer	2,742	2,742	170,515	467,552	4,911	13,466	481,018
Enlisted	3,692	3,692	81,563	301,131	4,911	18,131	319,262
Totals/ Avg Rates	6,434	6,434	119,472	768,683	4,911	31,597	800,280

SECTION 3
SUMMARY TABLES

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

	FY 2019 Actual		FY 2020 Estimate		FY 2021 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	63,840	63,050	65,337	63,561	65,647	63,789
Enlisted	262,828	262,081	266,665	263,508	266,850	263,158
Cadets	4,151	4,223	4,153	4,000	4,144	4,000
Total Direct Program	330,819	329,354	336,155	331,069	336,641	330,947
<u>REIMBURSABLE PROGRAM</u>						
Officers	860	852	853	851	852	851
Enlisted	1,897	1,895	1,901	1,902	1,906	1,902
Cadets	0	0	0	0	0	0
Total Reimbursable Program	2,757	2,747	2,754	2,753	2,758	2,753
<u>TOTAL BASELINE PROGRAM</u>						
Officers	64,700	63,902	66,190	64,412	66,499	64,640
Enlisted	264,725	263,976	268,566	265,410	268,756	265,060
Cadets	4,151	4,223	4,153	4,000	4,144	4,000
Total Program	333,576	332,101	338,909	333,822	339,399	333,700
<u>OCO Supplemental</u>						
Officers	1,295	0	0	0	0	0
Enlisted	7,805	0	0	0	0	0
Supplemental Funded Strength	9,100	0	0	0	0	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	65,995	63,902	66,190	64,412	66,499	64,640
Enlisted	272,530	263,976	268,566	265,410	268,756	265,060
Cadets	4,151	4,223	4,153	4,000	4,144	4,000
Revised Total Program	342,676	332,101	338,909	333,822	339,399	333,700

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.

1/ Increase in reimbursable End Strength to correct missing historical allocations against the Medicare Eligible Retiree Health Care reimbursement that covers approximately 1,998 in strength

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 2019 Actual	FY 2020 Estimate	FY 2021 Estimate
AF Reserve	48	35	35
AF Guard	73	96	96

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	12	0	14	0	14	0
O-9 Lieutenant General	42	1	43	1	45	1
O-8 Major General	89	1	95	1	101	1
O-7 Brigadier General	144	2	150	2	157	2
O-6 Colonel	3,336	44	3,550	47	3,750	49
O-5 Lieutenant Colonel	9,777	130	10,017	132	10,175	134
O-4 Major	14,040	187	14,017	185	14,006	184
O-3 Captain	20,666	276	20,790	275	20,878	275
O-2 1st Lieutenant	7,721	103	7,961	105	7,864	104
O-1 2nd Lieutenant	8,075	108	7,775	103	7,650	101
Officer Subtotal	63,902	852	64,412	851	64,640	851
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,613	19	2,670	19	2,720	20
E-8 Senior Master Sergeant	5,379	39	5,485	39	5,560	40
E-7 Master Sergeant	26,491	190	26,693	191	26,746	192
E-6 Technical Sergeant	39,695	285	39,600	284	39,442	283
E-5 Staff Sergeant	61,544	441	61,531	442	61,648	442
E-4 Senior Airman	54,550	392	57,113	409	56,527	406
E-3 Airman First Class	55,166	396	49,140	352	48,336	347
E-2 Airman	7,568	54	14,054	101	15,106	108
E-1 Airman Basic	10,970	79	9,124	65	8,975	64
Enlisted Subtotal	263,976	1,895	265,410	1,902	265,060	1,902
<u>Cadets</u>	4,223	0	4,000	0	4,000	0
TOTAL END STRENGTH	332,101	2,747	333,822	2,753	333,700	2,753

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)**

	FY 2019 Actual 1/		FY 2020 Estimate		FY 2021 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	12	0	12	0	12	0
O-9 Lieutenant General	41	1	43	1	44	1
O-8 Major General	95	1	96	1	102	1
O-7 Brigadier General	159	2	162	2	168	2
O-6 Colonel	3,460	45	3,599	46	3,791	48
O-5 Lieutenant Colonel	10,613	133	10,655	131	10,690	133
O-4 Major	14,862	187	14,945	186	14,739	185
O-3 Captain	21,173	282	20,751	276	20,788	275
O-2 1st Lieutenant	7,487	100	7,991	104	8,108	105
O-1 2nd Lieutenant	8,093	109	7,936	106	8,057	102
Officer Subtotal	65,995	860	66,190	853	66,499	852
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,792	19	2,677	19	2,728	20
E-8 Senior Master Sergeant	5,726	38	5,556	39	5,653	40
E-7 Master Sergeant	27,864	188	27,212	191	27,233	192
E-6 Technical Sergeant	42,322	288	40,550	285	40,145	284
E-5 Staff Sergeant	64,426	446	62,451	442	62,411	442
E-4 Senior Airman	55,466	385	56,882	401	57,991	408
E-3 Airman First Class	56,076	401	51,875	374	48,916	350
E-2 Airman	7,084	54	11,362	78	14,506	105
E-1 Airman Basic	10,774	78	10,001	72	9,173	65
Enlisted Subtotal	272,530	1,897	268,566	1,901	268,756	1,906
<u>Cadets</u>	4,151	0	4,153	0	4,144	0
TOTAL WORKYEARS	342,676	2,757	338,909	2,754	339,399	2,758

1/ Includes 1,295 officers and 7,805 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	62,640	258,978	4,262	325,880	63,902	263,976	4,223	332,101	64,412	265,410	4,000	333,822
October	62,537	258,363	4,252	325,152	63,780	264,303	4,209	332,292	64,498	265,439	4,209	334,146
November	62,626	258,791	4,249	325,666	63,552	264,529	4,201	332,282	64,500	265,483	4,201	334,184
December	62,450	258,935	4,238	325,623	63,957	264,305	4,200	332,462	64,747	265,516	4,200	334,463
January	62,422	260,308	4,225	326,955	63,979	264,434	4,200	332,613	64,775	265,557	4,200	334,532
February	62,427	261,192	4,208	327,827	63,996	264,542	4,200	332,738	64,840	265,593	4,200	334,633
March	62,632	261,136	4,206	327,974	64,027	264,650	4,200	332,877	64,849	265,627	4,200	334,676
April	62,512	261,845	4,201	328,558	64,035	264,755	4,200	332,990	65,130	265,660	4,200	334,990
May	63,906	262,538	3,189	329,633	64,149	264,873	3,200	332,222	65,583	265,698	3,200	334,481
June	64,053	262,986	4,293	331,332	64,239	264,977	4,600	333,816	65,066	265,732	4,600	335,398
July	64,017	264,072	4,278	332,367	64,283	265,095	4,278	333,656	65,148	265,768	4,278	335,194
August	63,675	264,720	4,235	332,630	64,320	265,225	4,235	333,780	64,921	266,421	4,235	335,577
September	63,902	263,976	4,223	332,101	64,412	265,410	4,000	333,822	64,640	265,060	4,000	333,700
Average End Strength	63,044	261,364	4,151	328,559	64,040	264,698	4,153	332,891	64,882	265,644	4,144	334,670

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

	FY 2019 Actual 1 /				FY 2020 Estimate				FY 2021 Estimate 2 /			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength (non-12304b)	2,906	10,852	0	13,758	1,900	2,634	0	4,534	1,367	1,878	0	3,245
Dollars in Millions (non-12304b)	461	950	0	1,411	315	218	0	533	242	166	0	407
Average Strength (12304b)	45	314	0	359	250	1,234	0	1,484	250	1,234	0	1,484
Dollars in Millions (12304b)	6	25	0	30	34	97	0	131	36	101	0	137
Total Average Strength	65,995	272,530	4,151	342,676	66,190	268,566	4,153	338,909	66,499	268,756	4,144	339,399

Strength in the FY 2021 President's Budget Baseline Request:

End Strength	63,902	263,976	4,223	332,101	64,412	265,410	4,000	333,822	64,640	265,060	4,000	333,700
Average Strength	65,995	272,530	4,151	342,676	66,190	268,566	4,153	338,909	66,499	268,756	4,144	339,399

1/ Includes 1,295 officers and 7,805 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 2021 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 FY21, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

AFSOC Special Operation Forces Support (34 MY (15 Officer, 19 Enlisted), \$4M)

AFSOC gained ANG unit tasked to USSOCOM requirements in the baseline GFMAP for a non-OCO (non-contingency) location. Activated Guard Airman will be placed on orders for a period no longer than 365 days.

Rapid Global Mobility Operations in support of Combatant Commanders (203 MY (53 Officer, 150 Enlisted) \$19M)

Provides TRANSCOM, SOUTHCOM, and PACOM with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling, MAF 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.

Space Mission Forces Support (48 MY (11 Officer, 37 Enlisted), \$5M)

AFSPC gained ARC units tasked to CCDR requirement in the baseline GFMAP to support 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/Dynamic Force Employment (318 MY (35 Officer, 283 Enlisted) \$27M)

Provides rotational CAF deterrence support and Dynamic Force Employment ISO AFRICOM, CENTCOM, EUCOM, PACOM, and SOUTHCOM. Forces include fighters, bombers, and JSTARS. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Continuous Bomber Presence (CBP) Support (41 MY (7 Officer, 34 Enlisted) \$4M)

Provides B-1 or B-52 CBP GFMAP deterrence support for PACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Rotational GFMAP Support (67 MY (6 Officer, 61 Enlisted) \$6M)

Provides CAF assets ISO non-OCO GFMAP requirements for EUCOM, PACOM, and SOUTHCOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Space Launch Support (12 MY (2 Officer, 10 Enlisted) \$1M)

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) \$2M)

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.

ACTIVE DUTY STRENGTHS BY MONTHS

POTUS FTR (404 MY (27 Officer, 377 Enlisted) \$34M)

Provides armed over watch in support of Presidential and Vice Presidential travel as well as support to National Special Security Events IAW Operation Noble Eagle EXORD.

JSTARS PACOM Aviation Support (42 MY (7 Officer, 35 Enlisted) \$4M)

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 (22 MY (4 Officer, 18 Enlisted) \$2M)

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 National Mission Teams for Cyberspace Mission Support (145 MY (32 Officer, 113 Enlisted), \$14M)

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.

PACOM Theater Support (36 MY (14 Officer, 22 Enlisted) \$4M)

Provides C2, AOC, Civil Engineering, Medical Readiness supporting Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

Operation Noble Eagle (45 MY (12 Officer, 33 Enlisted) \$5M)

Provides Alaskan Northern Region supporting Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365.

Collocated Operating Warm Support (46 MY (23 Officer, 23 Enlisted) \$6M)

Provides reachback Security and Bomber Presence supporting Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365.

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Beginning Strength	62,640	63,902	64,412
Gains (By Source):			
Service Academies	986	980	980
ROTC	2,229	2,044	2,012
Health Professions Scholarships	962	957	906
Officer Training School	1,230	452	532
Other	103	120	20
Gain Adjustment	76	0	0
Total Gains	5,586	4,553	4,450
Losses (By Type):			
Voluntary Separation	2,478	818	1,911
Retirement	1,724	2,497	1,989
Total Involuntary	122	124	126
With Pay	82	93	95
Without Pay	40	31	31
VSI/SSB	0	0	0
TERA	0	0	0
Reduction in Force	0	0	0
Other	0	0	0
Loss Adjustment	0	604	196
Total Losses	4,324	4,043	4,222
TOTAL	63,902	64,412	64,640

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Beginning Strength	258,978	263,976	265,410
Gains (By Source):			
Non Prior Service Enlistments	32,050	29,068	29,150
Male	23,989	21,754	23,136
Female	8,061	7,314	6,014
Prior Service Enlistments	385	204	154
Reenlistments	38,559	37,808	38,635
Reserves	0	0	0
Officer Candidate Programs	301	320	220
Other	180	181	106
Gain Adjustments	340	0	0
Total Gains	71,815	67,581	68,265
Losses (By Type):			
ETS	10,253	9,982	10,542
Programmed Early Release	1,365	683	953
VSI/SSB	0	0	0
TERA	0	0	0
To Commissioned Officer	568	630	197
Reenlistments	38,559	37,600	38,635
Retirement	5,973	6,678	6,606
Attrition	10,099	9,757	11,493
Other	0	817	189
Loss Adjustments	0	0	0
Total Losses	66,817	66,147	68,615
TOTAL	263,976	265,410	265,060

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Beginning Strength	4,262	4,223	4,000
Gains:	1,200	1,170	1,170
Losses:	1,239	1,393	1,170
Graduates	988	977	1,031
Attrition	251	416	139
TOTAL	4,223	4,000	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 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	5,264,819	9,819,874	15,084,693	5,447,908	9,917,582	15,365,490	5,641,144	10,225,543	15,866,687
2. Retired Pay Accruals	1,586,028	2,959,146	4,545,174	1,675,302	3,063,580	4,738,882	1,956,196	3,557,876	5,514,072
3. TSP - Matching Contributions	51,000	55,572	106,572	62,318	74,427	136,745	87,627	99,527	187,154
4. Basic Allowance for Housing	1,544,474	3,954,791	5,499,265	1,604,623	3,992,927	5,597,550	1,661,550	4,106,580	5,768,130
a. With Dependents - Domestic	1,016,370	2,305,825	3,322,195	1,056,203	2,312,165	3,368,368	1,097,502	2,390,889	3,488,391
b. Without Dependents - Domestic	396,736	1,085,286	1,482,022	411,524	1,099,488	1,511,012	428,232	1,139,830	1,568,062
c. Differential - Domestic	28	729	757	32	764	796	32	785	817
d. Partial - Domestic	174	5,302	5,476	182	5,566	5,748	190	5,759	5,949
e. With Dependents - Overseas	85,503	321,153	406,656	89,509	331,027	420,536	88,695	327,178	415,873
f. Without Dependents - Overseas	43,980	229,153	273,133	45,417	236,318	281,735	45,099	234,383	279,482
g. Moving-In Housing	1,683	7,343	9,026	1,756	7,599	9,355	1,800	7,756	9,556
5. Subsistence	201,236	1,318,080	1,519,316	203,421	1,208,809	1,412,230	208,359	1,209,363	1,417,722
a. Basic Allowance for Subsistence	201,236	1,060,693	1,261,929	203,421	1,060,733	1,264,154	208,359	1,058,397	1,266,756
1. Authorized to Mess Separately	201,236	1,189,729	1,390,965	203,421	1,192,526	1,395,947	208,359	1,192,854	1,401,213
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	(129,036)	(129,036)	0	(131,793)	(131,793)	0	(134,457)	(134,457)
b. Subsistence-In-Kind	0	257,387	257,387	0	148,076	148,076	0	150,966	150,966
1. Subsistence in Messes	0	238,389	238,389	0	129,283	129,283	0	131,804	131,804
2. Operational Rations	0	16,048	16,048	0	15,824	15,824	0	16,134	16,134
3. Augmentation Rations	0	2,950	2,950	0	2,969	2,969	0	3,028	3,028
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	321,534	59,485	381,019	361,163	62,003	423,166	379,467	64,585	444,052
a. Flying Duty Pay	319,263	44,889	364,152	358,539	46,882	405,421	376,645	48,974	425,619
1. Aviation Incentive Pay	170,691	0	170,691	177,606	0	177,606	181,596	0	181,596
2. Crew Members, Enlisted	0	1,417	1,417	0	1,417	1,417	0	1,417	1,417
3. Noncrew Member	0	167	167	0	167	167	0	167	167
4. Aviator Retention Pay	147,683	0	147,683	180,003	0	180,003	194,107	0	194,107
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	43,305	43,305	0	45,298	45,298	0	47,390	47,390
7. HDIP-Aviation	889	0	889	930	0	930	942	0	942
b. Parachute Jumping Pay	79	524	603	81	526	607	83	526	609
c. Demolition Pay	144	2,610	2,754	149	2,610	2,759	151	2,612	2,763
d. Battlefield Airmen Skill Incentive Pay	1,877	9,812	11,689	2,217	10,324	12,541	2,410	10,808	13,218
e. Other Pays	171	1,650	1,821	177	1,661	1,838	178	1,665	1,843

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	332,989	431,141	764,130	341,636	312,353	653,989	344,723	374,755	719,478
a. Medical Pay	179,071	0	179,071	182,271	0	182,271	182,271	0	182,271
b. Dental Pay	45,435	0	45,435	46,780	0	46,780	46,930	0	46,930
c. Health Professions Officers Pay	19,335	0	19,335	23,138	0	23,138	23,948	0	23,948
d. Nurse Pay	29,073	0	29,073	29,373	0	29,373	29,673	0	29,673
e. Sea and Foreign Duty, Total	0	1	1	0	0	0	0	0	0
1. Sea Duty	0	1	1	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	824	1,108	1,932	2,723	1,501	4,224	4,590	2,741	7,331
g. Diving Duty Pay	32	133	165	32	133	165	32	133	165
h. Foreign Language Proficiency Bonus	9,537	25,978	35,515	9,604	26,743	36,347	10,138	28,220	38,358
i. Hostile Fire Pay	5,485	22,392	27,877	926	6,577	7,503	926	6,577	7,503
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	4,101	20,885	24,986	1,360	6,536	7,896	1,360	6,536	7,896
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	4,615	0	4,615	4,875	0	4,875	5,200	0	5,200
n. Retention Bonus	28,211	457	28,668	33,266	0	33,266	32,405	0	32,405
o. Selective Retention Bonus	0	260,110	260,110	0	157,977	157,977	0	209,986	209,986
p. Special Duty Assignment Pay	0	77,390	77,390	0	85,921	85,921	0	93,598	93,598
q. Enlistment Bonus	0	17,499	17,499	0	21,046	21,046	0	21,046	21,046
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	583	583	0	500	500	0	500	500
t. Assignment Incentive Pay	2,515	4,583	7,098	2,527	5,397	7,924	2,536	5,397	7,933
u. Personal Money Allowance	49	2	51	50	2	52	50	2	52
v. Health Prof. Scholarship Program (HPSP)	787	0	787	787	0	787	740	0	740
w. Pay and Allowance Continuation Pay (PAC)	8	20	28	13	20	33	13	19	32
8. Allowances	123,714	607,130	730,844	125,241	649,038	774,279	122,425	591,495	713,920
a. Uniform or Clothing Allowances	3,149	171,997	175,146	2,786	215,335	218,121	2,757	169,187	171,944
1. Initial Issue	2,553	54,491	57,044	2,176	50,750	52,926	2,144	51,583	53,727
1a Military	2,213	51,190	53,403	1,821	47,331	49,152	1,780	48,095	49,875
1b Civilian	340	3,301	3,641	355	3,419	3,774	364	3,488	3,852
2. Additional	596	0	596	610	0	610	613	0	613
3. Basic Maintenance	0	19,360	19,360	0	20,034	20,034	0	20,448	20,448
4. Standard Maintenance	0	69,745	69,745	0	72,172	72,172	0	73,668	73,668
5. Supplemental	0	5,101	5,101	0	5,279	5,279	0	5,388	5,388
6. New Uniform Up Front Purchase	0	23,300	23,300	0	67,100	67,100	0	18,100	18,100
b. Station Allowance Overseas	109,357	385,620	494,977	114,500	398,734	513,234	111,657	387,286	498,943
1. Cost-of-Living	92,578	333,081	425,659	96,992	344,367	441,359	93,714	331,793	425,507
2. Temporary Lodging	16,779	52,539	69,318	17,508	54,367	71,875	17,943	55,493	73,436
c. Family Separation Allowance	10,670	48,324	58,994	7,362	33,813	41,175	7,398	33,834	41,232
1. On PCS, No Government Quarters	1,883	16,109	17,992	1,926	16,344	18,270	1,935	16,353	18,288
2. On TDY	8,787	32,215	41,002	5,436	17,469	22,905	5,463	17,481	22,944
d. CONUS Cost of Living Allowance	481	790	1,271	506	825	1,331	524	851	1,375
e. Catastrophical Injured Aid Allowance	57	399	456	87	331	418	89	337	426

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	37,287	90,351	127,638	38,278	106,585	144,863	37,166	109,441	146,607
a. Terminal Leave Pay	19,136	35,787	54,923	21,349	37,576	58,925	21,635	38,964	60,599
b. Severance Pay, Disability	1,760	22,973	24,733	1,812	24,814	26,626	1,952	25,564	27,516
c. Severance Pay, Non-Promotion	139	0	139	143	0	143	147	0	147
d. Severance Pay, Involuntary Half (5%)	36	3,540	3,576	111	4,698	4,809	115	4,840	4,955
e. Severance Pay, Involuntary Full (10%)	4,050	24,417	28,467	4,853	36,507	41,360	5,078	37,612	42,690
f. VSI Trust Fund	12,166	3,634	15,800	10,010	2,990	13,000	8,239	2,461	10,700
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	402,077	751,221	1,153,298	416,068	758,695	1,174,763	430,816	782,254	1,213,070
11 Permanent Change of Station Travel	379,194	789,253	1,168,447	386,393	756,728	1,143,121	400,156	778,892	1,179,048
12 Other Military Personnel Costs	72,802	37,442	110,244	70,696	26,540	97,236	69,474	20,201	89,675
a. Apprehension of Deserters	0	44	44	1	17	18	1	17	18
b. USSD (MIA)	1,005	1,112	2,117	1,154	1,145	2,299	1,171	1,162	2,333
c. Death Gratuities	1,800	13,200	15,000	1,800	13,100	14,900	1,800	13,100	14,900
d. Unemployment Compensation	4,080	16,320	20,400	2,704	10,819	13,523	1,104	4,411	5,515
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	7	21	28	2	4	6	3	10	13
g. Adoption Reimbursement	172	244	416	172	244	416	172	244	416
h. Mass Transit	2,200	693	2,893	2,309	728	3,037	2,407	757	3,164
i. Partial Dislocation Allowance	116	471	587	125	483	608	129	500	629
j. Extra Hazard Reimb. for SGLI	791	5,294	6,085	0	0	0	0	0	0
k. ROTC	44,214	0	44,214	44,084	0	44,084	44,236	0	44,236
l. JROTC	18,410	0	18,410	18,345	0	18,345	18,451	0	18,451
m. T-SGLI	7	43	50	0	0	0	0	0	0
13 Cadets	82,297	0	82,297	83,389	0	83,389	85,426	0	85,426
<u>Military Personnel Appropriation Total</u>	10,399,451	20,873,486	31,272,937	10,816,436	20,929,267	31,745,703	11,424,529	21,920,512	33,345,041
14 Less Reimbursables:	(176,531)	(232,193)	(408,724)	(182,109)	(239,749)	(421,858)	(191,279)	(252,092)	(443,371)
Retired Pay Accrual	(29,060)	(37,477)	(66,537)	(30,518)	(39,349)	(69,867)	(35,397)	(45,639)	(81,036)
Other	(147,471)	(194,716)	(342,187)	(151,591)	(200,400)	(351,991)	(155,882)	(206,453)	(362,335)
MILITARY PERSONNEL									
APPROPRIATION TOTAL-DIRECT	10,222,920	20,641,293	30,864,213	10,634,327	20,689,518	31,323,845	11,233,250	21,668,420	32,901,670

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2020
(Amount in Thousands)**

	<u>FY 2020</u>		<u>INTERNAL</u>			<u>PROPOSED</u>		<u>LESS (ASSET)/ SHORTFALL</u>	<u>FY 2020 COLUMN FY 2021 PRES BUD</u>
	<u>PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>DD 1415 ACTIONS</u>	<u>SUBTOTAL</u>		
<u>PAY AND ALLOWANCES OF OFFICERS</u>									
Basic Pay	5,283,115	0	5,283,115	0	5,283,115	0	5,283,115	66,347	5,349,462
Retired Pay Accrual	1,624,251	0	1,624,251	0	1,624,251	0	1,624,251	20,533	1,644,784
TSP - Matching Contributions	68,361	0	68,361	(6,043)	62,318	0	62,318	0	62,318
Incentive Pay	340,797	0	340,797	14,200	354,997	0	354,997	347	355,344
Special Pay	329,486	0	329,486	5,972	335,458	0	335,458	0	335,458
Basic Allowance for Housing	1,592,597	0	1,592,597	(15,197)	1,577,400	0	1,577,400	0	1,577,400
Basic Allowance for Subsistence	199,291	0	199,291	453	199,744	0	199,744	0	199,744
Station Allowances Overseas	108,980	0	108,980	5,520	114,500	0	114,500	0	114,500
CONUS COLA	874	0	874	(385)	489	0	489	0	489
Uniform Allowances	3,371	0	3,371	(585)	2,786	0	2,786	0	2,786
Family Separation Allowances	6,300	0	6,300	1,062	7,362	0	7,362	0	7,362
Catastrophical Injured Aid Allowance	64	0	64	23	87	0	87	0	87
Separation Payments	42,744	0	42,744	(5,020)	37,724	0	37,724	0	37,724
Social Security Tax - Employer's Contribution	403,479	0	403,479	0	403,479	0	403,479	5,058	408,537
Reimbursables	179,963	0	179,963	0	179,963	0	179,963	0	179,963
TOTAL OBLIGATIONS OFFICERS	10,183,673	0	10,183,673	0	10,183,673	0	10,183,673	92,285	10,275,958
Less Reimbursables	(179,963)	0	(179,963)	0	(179,963)	0	(179,963)	0	(179,963)
TOTAL DIRECT OBLIGATIONS OFFICERS	10,003,710	0	10,003,710	0	10,003,710	0	10,003,710	92,285	10,095,995
<u>PAY AND ALLOWANCES OF ENLISTED</u>									
Basic Pay	9,799,573	0	9,799,573	(8,922)	9,790,651	0	9,790,651	0	9,790,651
Retired Pay Accrual	3,026,973	0	3,026,973	(2,742)	3,024,231	0	3,024,231	0	3,024,231
TSP - Matching Contributions	77,645	0	77,645	(3,218)	74,427	0	74,427	0	74,427
Incentive Pay	60,542	0	60,542	683	61,225	0	61,225	0	61,225
Special Pay	42,753	0	42,753	4,029	46,782	0	46,782	0	46,782
Special Duty Assignment Pay	78,657	0	78,657	7,264	85,921	0	85,921	0	85,921
Selective Retention Bonus	198,310	(35,190)	163,120	(5,143)	157,977	0	157,977	0	157,977
Enlistment Bonus	17,490	0	17,490	3,556	21,046	0	21,046	0	21,046
Basic Allowance for Housing	3,978,485	0	3,978,485	0	3,978,485	(25,069)	3,953,416	(4,685)	3,948,731
Station Allowances Overseas	378,423	0	378,423	20,311	398,734	0	398,734	0	398,734
CONUS COLA	1,017	0	1,017	(213)	804	0	804	0	804
Clothing Allowances	220,919	0	220,919	(5,584)	215,335	0	215,335	0	215,335
Family Separation Allowances	30,207	0	30,207	3,606	33,813	0	33,813	0	33,813
Catastrophical Injured Aid Allowance	280	0	280	51	331	0	331	0	331
Separation Payments	134,748	0	134,748	(12,995)	121,753	0	121,753	(16,832)	104,921
Social Security Tax - Employer's Contribution	749,668	0	749,668	(683)	748,985	0	748,985	0	748,985
Reimbursables	223,276	0	223,276	0	223,276	0	223,276	0	223,276
TOTAL OBLIGATIONS ENLISTED	19,018,966	(35,190)	18,983,776	0	18,983,776	(25,069)	18,958,707	(21,517)	18,937,190
Less Reimbursables	(223,276)	0	(223,276)	0	(223,276)	0	(223,276)	0	(223,276)
TOTAL DIRECT OBLIGATIONS ENLISTED	18,795,690	(35,190)	18,760,500	0	18,760,500	(25,069)	18,735,431	(21,517)	18,713,914
<u>PAY AND ALLOWANCES OF CADETS</u>									
Academy Cadets	80,959	0	80,959	0	80,959	2,430	83,389	0	83,389

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2020
(Amount in Thousands)**

	<u>FY 2020</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>	<u>PROPOSED</u>		<u>LESS (ASSET)/</u>	<u>FY 2020 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>REALIGNMENT/</u>	<u>DD 1415</u>	<u>REPROGRAMMING/</u>	<u>SHORTFALL</u>	<u>2021 PRES BUD</u>
	<u>BUDGET</u>		<u>APPROPRIATION</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>		
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	1,010,556	0	1,010,556	27,538	1,038,094	22,639	1,060,733
Subsistence-In-Kind	159,138	0	159,138	(27,535)	131,603	0	131,603
Family Supplemental Subsistence Allowance	3	0	3	(3)	0	0	0
Reimbursables	16,473	0	16,473	0	16,473	0	16,473
TOTAL OBLIGATIONS SUBSISTENCE	1,186,170	0	1,186,170	0	1,186,170	22,639	1,208,809
Less Reimbursables	(16,473)	0	(16,473)	0	(16,473)	0	(16,473)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,169,697	0	1,169,697	0	1,169,697	22,639	1,192,336
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	102,944	0	102,944	(12,210)	90,734	0	90,734
Training Travel	59,189	0	59,189	(2,047)	57,142	0	57,142
Operational Travel	282,589	0	282,589	50,491	333,080	0	333,080
Rotational Travel	453,527	0	453,527	1,706	455,233	0	455,233
Separation Travel	162,547	0	162,547	(36,551)	125,996	0	125,996
Travel of Organized Units	4,347	0	4,347	(991)	3,356	0	3,356
Nontemporary Storage	26,215	0	26,215	(1,081)	25,134	0	25,134
Temporary Lodging Expense	33,162	0	33,162	683	33,845	0	33,845
Reimbursables	2,146	0	2,146	0	2,146	0	2,146
TOTAL OBLIGATIONS PCS	1,126,666	0	1,126,666	0	1,126,666	0	1,143,121
Less Reimbursables	(2,146)	0	(2,146)	0	(2,146)	0	(2,146)
TOTAL DIRECT OBLIGATIONS PCS	1,124,520	0	1,124,520	0	1,124,520	0	1,140,975
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension Mil Deserters, Absentees, Prisoners	12	0	12	6	18	0	18
Interest on Uniformed Svcs Savings	2,299	0	2,299	0	2,299	0	2,299
Death Gratuities	15,000	0	15,000	(47)	14,953	0	14,900
Unemployment Compensation	22,571	(9,000)	13,571	(48)	13,523	0	13,523
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	28	0	28	(22)	6	0	6
Adoption Expenses	395	0	395	21	416	0	416
Mass Transit	2,718	0	2,718	319	3,037	0	3,037
Partial Dislocation Allowance	492	0	492	116	608	0	608
SROTC	46,429	(2,000)	44,429	(345)	44,084	0	44,084
JROTC	20,439	380	20,819	0	20,819	0	20,819
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
TOTAL DIRECT OBLIGATIONS OTHER	110,383	(10,620)	99,763	0	99,763	0	97,236
TOTAL DIRECT OBLIGATIONS	31,284,959	(45,810)	31,239,149	0	31,239,149	0	31,239,149

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>
FY 2020 DIRECT PROGRAM	10,095,995	18,713,914	83,389	1,192,336	1,140,975	97,236	31,323,845
Pricing Increase	499,758	971,989	2,221	23,272	24,326	819	1,522,385
Annualization (PI):	56,952	103,314	471	2,370	0	0	163,107
- Annualization 1 Jan 20 raise of 3.1% on Basic Pay	40,479	74,167	437	0	0	0	115,083
- Annualization of raise on RPA	12,460	22,910	0	0	0	0	35,370
- Annualization of raise on TSP	472	564	0	0	0	0	1,036
- Annualization on FICA	3,095	5,673	34	0	0	0	8,802
- Annualization 1 Jan 20 inflation rate of 0.9% on BAS	446	0	0	2,370	0	0	2,816
Pay Raise (PI):	169,136	309,244	1,408	0	4,578	0	484,366
- 1 Jan 21 pay raise of 3.0% effect on Basic Pay	121,165	222,001	1,308	0	0	0	344,474
- 1 Jan 21 pay raise effect on RPA	37,294	68,573	0	0	0	0	105,867
- 1 Jan 21 pay raise effect on TSP	1,413	1,687	0	0	0	0	3,100
- 1 Jan 21 pay raise effect on FICA	9,264	16,983	100	0	0	0	26,347
- 1 Jan 21 pay raise of 3.0% effect on DLA for PCS moves	0	0	0	0	4,578	0	4,578
Inflation Rate (PI):	3,451	0	0	20,902	13,390	0	37,743
- 1 Jan 21 inflation rate of 2.3% effect on BAS	3,451	0	0	18,333	0	0	21,784
- Increase for Inflation for SIK	0	0	0	2,569	0	0	2,569
- Increase in rate for Land (HHG)	0	0	0	0	10,598	0	10,598
- Increase in rate for ITGBL (HHG)	0	0	0	0	2,792	0	2,792
BAH Rates (PI):	50,064	116,034	0	0	0	0	166,098
- Housing Allowance rate 1 Jan 21 increase of 3.3%	50,029	115,882	0	0	0	0	165,911
- Increase in MIHA Pricing	35	152	0	0	0	0	187
Other (PI):	220,155	443,397	342	0	6,358	819	671,071
- Increase in RPA Pricing	216,322	393,752	0	0	0	0	610,074
- Increase in FICA Pricing	3	1	0	0	0	0	4
- Increase in TSP Matching Contribution Pricing	2,477	0	0	0	0	0	2,477
- Increase in Clothing Pricing	7	4,304	0	0	0	0	4,311
- Increase in TLA Pricing	350	1,087	0	0	0	0	1,437
- Increase in CONUS COLA Pricing	14	24	0	0	0	0	38
- Increase in Special Pay Pricing	142	178	0	0	0	0	320
- Increase in Cat Injured Aid Allow Pricing	2	7	0	0	0	0	9
- Increase in LSTL Pricing	646	1,138	0	0	0	0	1,784
- Increase in Separation Payments Pricing	192	1,947	0	0	0	0	2,139
- Increase in Selective Retention Bonus Pricing	0	40,959	0	0	0	0	40,959
- Increase in Cadet Subsistence Pricing	0	0	342	0	0	0	342
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	2,116	0	2,116
- Increase in Total AMC Pricing	0	0	0	0	934	0	934
- Increase in Total Comm Air Pricing	0	0	0	0	398	0	398
- Increase in M Tons MSC Pricing	0	0	0	0	149	0	149
- Increase in S Tons AMC Pricing	0	0	0	0	1,208	0	1,208
- Increase in Trans of POV Pricing	0	0	0	0	43	0	43
- Increase in NonTemp Storage Pricing	0	0	0	0	705	0	705
- Increase in Temp Lodging Pricing	0	0	0	0	805	0	805
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	270	270
- Increase in Mass Transportation Pricing	0	0	0	0	0	14	14
- Increase in Partial DLA Pricing	0	0	0	0	0	19	19
- Increase in ROTC Pricing	0	0	0	0	0	150	150
- Increase in JROTC Pricing	0	0	0	0	0	366	366

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>
Program Increase	95,131	61,856	0	0	11,558	158	168,703
Strength (PGI):	73,960	37,445	0	0	7,073	2	118,480
- Increase in Base Pay Program	28,614	7,953	0	0	0	0	36,567
- Increase in FICA Program	2,158	608	0	0	0	0	2,766
- Increase in RPA Program	9,939	2,771	0	0	0	0	12,710
- Increase in TSP Matching Contribution Program	20,947	23,984	0	0	0	0	44,931
- Increase in BAS Program	970	0	0	0	0	0	970
- Increase in AVIP Program	3,990	0	0	0	0	0	3,990
- Increase in BAH Program	7,342	2,129	0	0	0	0	9,471
- Increase in Land Ship Program	0	0	0	0	4,709	0	4,709
- Increase in ITGBL Program	0	0	0	0	1,240	0	1,240
- Increase in Disloc Allow Program	0	0	0	0	1,124	0	1,124
- Increase in ROTC workyears	0	0	0	0	0	2	2
Other (PGI):	21,171	24,411	0	0	4,485	156	50,223
- Increase in LSTL Program	0	250	0	0	0	0	250
- Increase in Special Pay Program	2,945	2,538	0	0	0	0	5,483
- Increase in FSA Program	36	21	0	0	0	0	57
- Increase in Aviator Bonus Program	17,558	0	0	0	0	0	17,558
- Increase in CSIP Program	0	2,092	0	0	0	0	2,092
- Increase in HDIP Program	12	0	0	0	0	0	12
- Increase in Parachute Jumping Program	2	0	0	0	0	0	2
- Increase in Demolition Duty Program	2	2	0	0	0	0	4
- Increase in BASIP Program	193	484	0	0	0	0	677
- Increase in Other Incentive Pay Program	1	4	0	0	0	0	5
- Increase in COLA Program	334	252	0	0	0	0	586
- Increase in TLA Program	85	39	0	0	0	0	124
- Increase in CONUS COLA Program	3	2	0	0	0	0	5
- Increase in Selective Retention Bonus Program	0	11,050	0	0	0	0	11,050
- Increase in SDAP Program	0	7,677	0	0	0	0	7,677
- Increase in Total Mile-Per Diem Program	0	0	0	0	1,821	0	1,821
- Increase in Total AMC Program	0	0	0	0	708	0	708
- Increase in Total Comm Air Program	0	0	0	0	301	0	301
- Increase in M Tons MSC Program	0	0	0	0	66	0	66
- Increase in S Tons AMC Program	0	0	0	0	536	0	536
- Increase in Trans of POV Program	0	0	0	0	9	0	9
- Increase in NonTemp Storage Program	0	0	0	0	187	0	187
- Increase in Temp Lodging Program	0	0	0	0	243	0	243
- Increase in Defense Personnel Property System (DPS)	0	0	0	0	614	0	614
- Increase in Interest On Savings Program	0	0	0	0	0	34	34
- Increase in Education Benefits Program	0	0	0	0	0	7	7
- Increase in Mass Transportation Program	0	0	0	0	0	113	113
- Increase in Partial DLA Program	0	0	0	0	0	2	2
Total Increases	594,889	1,033,845	2,221	23,272	35,884	977	1,691,088

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>
Pricing Decrease	(8,498)	(20,018)	(2)	0	0	0	(28,518)
BAH Rates (PD):	(1,432)	(6,057)	0	0	0	0	(7,489)
- Increase in OHA Pricing	(1,432)	(6,057)	0	0	0	0	(7,489)
Other (PD):	(7,066)	(13,961)	(2)	0	0	0	(21,029)
- Decrease in FICA Pricing	0	0	(2)	0	0	0	(2)
- Decrease in TSP Matching Contribution Pricing	0	(1,135)	0	0	0	0	(1,135)
- Decrease in Aviator Bonus Pricing	(3,454)	0	0	0	0	0	(3,454)
- Decrease in COLA Pricing	(3,612)	(12,826)	0	0	0	0	(16,438)
Program Decrease	(2,003)	(50,982)	(182)	(23,040)	0	(8,538)	(84,745)
Strength (PGD):	(36)	(50,452)	(137)	0	0	(260)	(50,885)
- Decrease in Base Pay Program	0	0	(127)	0	0	0	(127)
- Decrease in FICA Program	0	0	(10)	0	0	0	(10)
- Decrease in Clothing Program	(36)	(50,452)	0	0	0	0	(50,488)
- Decrease in JROTC workyears	0	0	0	0	0	(260)	(260)
Other (PGD):	(1,967)	(530)	(45)	(23,040)	0	(8,278)	(33,860)
- Decrease in LSTL Program	(360)	0	0	0	0	0	(360)
- Decrease in Cat Injured Aid Allow Program	0	(1)	0	0	0	0	(1)
- Decrease in Separation Payments Program	(1,607)	(529)	0	0	0	0	(2,136)
- Decrease in Cadet Subsistence Program	0	0	(45)	0	0	0	(45)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(23,039)	0	0	(23,039)
- Decrease in SIK Total Program	0	0	0	(1)	0	0	(1)
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(8,278)	(8,278)
Total Decreases	(10,501)	(71,000)	(184)	(23,040)	0	(8,538)	(113,263)
FY 2021 DIRECT PROGRAM	10,680,383	19,676,759	85,426	1,192,568	1,176,859	89,675	32,901,670

This Page Intentionally Left Blank

SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

This Page Intentionally Left Blank

**PAY AND ALLOWANCES
OF OFFICERS**

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

	<u>Amount</u>
FY 2020 DIRECT PROGRAM	10,095,995
Pricing Increase	499,758
Annualization (PI):	56,952
Annualization 1 Jan 20 raise of 3.1% on Basic Pay	40,479
Annualization of raise on RPA	12,460
Annualization of raise on FICA	3,095
Annualization of raise on TSP	472
Annualization 1 Jan 20 inflation rate of 0.9% on BAS	446
Pay Raise (PI):	169,136
1 Jan 21 pay raise of 3.0% effect on Basic Pay	121,165
1 Jan 21 pay raise effect on RPA	37,294
1 Jan 21 pay raise effect on FICA	9,264
1 Jan 21 pay raise effect on TSP	1,413
Inflation Rate (PI):	3,451
1 Jan 21 inflation rate of 2.3% effect on BAS	3,451
BAH Rates (PI):	50,064
1 Jan 21 inflation rate of 3.3% effect on BAH	50,029
1 Jan 21 inflation rate of 2% effect on MIHA	35

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

		<u>Amount</u>
Other (PI):	220,155	
Increase in RPA Payments	216,322	
Increase in RPA Rate to 34.9%	62,515	
Increase in RPA Payments	153,807	
Increase in FICA Payments	3	
Increase in TSP Matching Contribution Payments	2,477	
Increase in Special Pay Payments	142	
Increase in TLA Payments	350	
Increase in CONUS COLA Payments	14	
Increase in Clothing Payments	7	
Increase in Cat Injured Aid Allow Payments	2	
Increase in LSTL Payments	646	
Increase in Separation Payments	192	
 Program Increase		 95,131
 Strength (PGI):	 73,960	
Increase change in WY/longevity for Basic Pay	28,614	
Increase in workyears/longevity for FICA	2,158	
Increase in workyears/longevity for RPA	9,939	
Increase in workyear for TSP Matching Contribution	20,947	
Increase in workyear for BAS	970	
Increase AVIP Workyears	3,990	
Increase in workyears Housing Allowance	7,342	

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

		<u>Amount</u>
Other (PGI):	21,171	
Increase in Aviator Bonus Payments	17,558	
Increase in HDIP Payments	12	
Increase in Demolition Duty Payments	2	
Increase in Parachute Jumping Payments	2	
Increase in BASIP Payments	193	
Increase in Other Incentive Pay Payments	1	
Increase in Special Pay Payments	2,945	
Increase in COLA Payments	334	
Increase in TLA Payments	85	
Increase in CONUS COLA Payments	3	
Increase in FSA Payments	36	
Total Increases		594,889
Pricing Decrease		(8,498)
BAH Rates (PD):	(1,432)	
Decrease in OHA Payments	(1,432)	
Other (PD):	(7,066)	
Decrease in Aviator Bonus Payments	(3,454)	
Decrease in COLA Payments	(3,612)	
Program Decrease		(2,003)
Strength (PGD):	(36)	
Decrease in workyears for Clothing Allowance	(36)	
Other (PGD):	(1,967)	
Decrease in LSTL Payments	(360)	
Decrease in Separation Payments Payments	(1,607)	
Total Decreases		(10,501)
FY 2021 DIRECT PROGRAM		10,680,383

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2021 Estimate 5,641,144
FY 2020 Estimate 5,447,908
FY 2019 Actual 5,264,819

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 2.6% in 2019, 3.1% in 2020, and 3.0% in 2021 effective January 1 each year. The annualized pay raise is 2.975% for FY 2020 and 3.025% for FY 2021. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2019 beginning strength will be 62,640 and end strength will be 63,902 using 65,995 workyears.
FY 2020 beginning strength was 63,902 and end strength was 64,412 using 66,190 workyears.
FY 2021 beginning strength will be 64,412 and end strength will be 64,640 using 66,499 workyears.

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

Grade	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	12	191,625	2,300	12	196,050	2,353	12	198,780	2,385
Lt General	41	191,614	7,856	43	196,050	8,430	44	198,780	8,746
Major General	95	178,674	16,974	96	183,990	17,663	102	189,549	19,334
Brig General	159	155,119	24,664	162	159,735	25,877	168	164,565	27,647
Colonel	3,460	132,302	457,765	3,599	136,238	490,321	3,791	140,359	532,102
Lt Colonel	10,613	107,153	1,137,212	10,655	110,344	1,175,718	10,690	113,684	1,215,277
Major	14,862	90,729	1,348,413	14,945	93,428	1,396,283	14,739	96,254	1,418,693
Captain	21,173	71,391	1,511,570	20,751	73,449	1,524,132	20,788	75,670	1,573,025
1st Lieutenant	7,487	56,712	424,603	7,991	58,890	470,587	8,108	60,672	491,927
2nd Lieutenant	8,093	41,204	333,462	7,936	42,407	336,544	8,057	43,690	352,008
TOTAL BASIC PAY	65,995		5,264,819	66,190		5,447,908	66,499		5,641,144

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2021 Estimate 1,956,196
FY 2020 Estimate 1,675,302
FY 2019 Actual 1,586,028

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 30.4% for FY 2019, 31.0% for FY 2020, and 34.9% for FY 2021. The part-time RPA rate is 24.7% for FY 2019, 24.4% for FY 2020, and 27.0% for FY 2021.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	63,044	24,145	1,522,186	64,040	25,378	1,625,207	64,882	29,488	1,913,257
Reserve Component									
Retired Pay Accrual - Part Time	2,951	21,634	63,842	2,150	23,300	50,095	1,617	26,555	42,939
Total Retired Pay Accrual	65,995	24,033	1,586,028	66,190	25,311	1,675,302	66,499	29,417	1,956,196

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2021 Estimate 87,627
FY 2020 Estimate 62,318
FY 2019 Actual 51,000

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 began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the BRS.

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions	51,000	62,318	87,627

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

FY 2021 Estimate	379,467
FY 2020 Estimate	361,163
FY 2019 Actual	321,534

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 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Incentive Pay</u>									
Years Aviation Service / Grade									
Less than 2	3,259	1,800	5,866	3,854	1,800	6,937	4,296	1,800	7,733
Over 2	5,414	3,000	16,242	5,655	3,000	16,965	6,092	3,000	18,276
Over 6	7,799	8,400	65,512	7,925	8,400	66,570	7,881	8,400	66,200
Over 12	6,451	12,000	77,412	6,766	12,000	81,192	6,946	12,000	83,352
Over 22	430	8,400	3,612	465	8,400	3,906	478	8,400	4,015
Over 24	379	5,400	2,047	377	5,400	2,036	374	5,400	2,020
Subtotal Flying Duty Crew	23,732		170,691	25,042		177,606	26,067		181,596
<u>HDIP-AVIATION</u>									
Flying Duty Crew	8	2,160	17	8	2,160	17	8	2,160	17
Flying Duty Non-Crew	44	1,800	79	44	1,800	79	44	1,800	79
Flying Duty Non-Rated	346	2,292	793	363	2,298	834	368	2,299	846
Subtotal HDIP-Aviation	398		889	415		930	420		942
<u>Aviator Bonus</u>									
Pilots	5,550	26,610	147,683	6,536	27,540	180,003	7,186	27,012	194,107
Subtotal Aviator Bonus	5,550		147,683	6,536		180,003	7,186		194,107
Subtotal Flying Duty Pay			319,263			358,539			376,645
<u>Parachute Jumping</u>	44	1,800	79	45	1,800	81	46	1,800	83
<u>Parachute HALO</u>	31	2,700	84	32	2,700	86	32	2,700	86
<u>Demolition Duty</u>	80	1,800	144	83	1,800	149	84	1,800	151
<u>Battlefield Airmen Skill Incentive Pay</u>									
BASIP Combat Rescue	135	7,081	956	145	7,090	1,028	145	7,090	1,028
BASIP Special Tactic	90	6,400	576	95	6,400	608	95	6,400	608
BASIP Air Liaison Officer	143	2,413	345	261	2,226	581	363	2,132	774
Subtotal BASIP	368		1,877	501		2,217	603		2,410
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	5	1,800	9	6	1,800	11	6	1,800	11
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Pressure Chamber Observer	35	1,800	63	35	1,800	63	35	1,800	63
Thermal Stress Experiments	0	0	0	1	1,800	2	1	1,800	2
Toxic Fuel Handler	7	1,800	13	7	1,800	13	8	1,800	14
Subtotal Other Incentive Duty Pay	48		87	50		91	51		92
TOTAL INCENTIVE PAY			321,534			361,163			379,467

(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 FY21 PB continues the increased maximum payout of \$35,000 authorized in the FY17 NDAA.

Aircraft Type Category	Aircraft Personnel Manning Levels		
	FY 2019	FY 2020	FY 2021
Fighter	80.3%	80.4%	78.0%
Bomber	84.5%	83.9%	83.1%
Mobility	97.5%	96.7%	98.1%
Special Ops	89.9%	91.3%	93.8%
C2ISR	101.8%	105.3%	108.7%
Rescue	97.7%	101.9%	106.2%
RPA	84.1%	86.2%	85.4%
Total	90.7%	91.8%	92.3%

** 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 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	993	26,547	26,361	1,113	27,704	30,835	1,166	26,608	31,025
Bomber	610	23,751	14,488	722	24,985	18,039	798	23,759	18,960
Mobility	1,273	32,498	41,370	1,579	34,847	55,023	1,748	32,907	57,521
Special Ops	782	24,894	19,467	844	26,588	22,440	946	27,578	26,089
C2ISR	1,260	21,702	27,345	1,467	20,412	29,945	1,581	20,447	32,326
Rescue	284	26,426	7,505	323	24,449	7,897	354	25,350	8,974
RPA	348	32,032	11,147	488	32,426	15,824	593	32,398	19,212
Total	5,550	26,610	147,683	6,536	27,540	180,003	7,186	27,012	194,107

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2021 Estimate	344,723
FY 2020 Estimate	341,636
FY 2019 Actual	332,989

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 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: Consolidated Special Pays -

- 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. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Medical - 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 (incentive pay/retention bonus). 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 (incentive pay/retention bonus). 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 (incentive pay/retention bonus). 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: Consolidated Special Pays -
 - 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 (incentive pay/retention bonus). 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: Consolidated Special Pays -
 - 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 (retention bonus). The amount authorized is set across all services by Health Affairs.
 - ii. Physical Therapist - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Physical Therapist. 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 (retention bonus). The amount authorized is set across all services by Health Affairs.
 - iii. 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 (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
 - iv. 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 (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
 - v. 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 (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
 - vi. 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 (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (f) Health Professions Officers Retention Bonus: Consolidated Special Pays -
 - 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 \$35,000 for a six-year contract.
 - iii. Public Health Officers (PHO) - This is a financial incentive to retain a sufficient number of Public Health Officers 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 \$7,500 for a four-year contract.
 - iv. Social Workers - This is a financial incentive to retain a sufficient number of Social Workers to meet the medical requirements of the service. Rates for 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. 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.
 - vi. 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 \$35,000 for a six-year contract.
- (g) Health Professions Officers Board Certification Pay: Consolidated Special Pays - 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) Burlington Assignment Incentive Pay (AIP) – Incentive pay of \$400/month for officer members (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, VT as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (c) Homestead – Assignment Incentive Pay (AIP) – Incentive pay of \$500/month for officers members (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead ARB, FL. This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) 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.
- (e) 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.
- (f) Madison - Assignment Incentive Pay (AIP) – Incentive pay of \$400/month for officer members (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (g) 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.
- (6) Continuation Pay (CP) – 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 the Blended Retirement System (BRS). CP 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 (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (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).

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (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 Continuation Pay (JACP) - Financial incentive for military Judge Advocates to continue on active duty upon completion of their ADSO. Up to \$60K total payable to eligible judge advocates over a career.
- (13) 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.
- (14) 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.

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:

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Physician Pay</u>									
Legacy									
Legacy Physician Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Incentive Pay - Medical	3,474	36,492	126,773	3,474	36,492	126,773	3,474	36,492	126,773
Retention Bonus - Medical	880	36,786	32,372	880	41,786	36,772	880	41,786	36,772
Board Certification Pay - Medical	2,221	6,000	13,326	2,221	6,000	13,326	2,221	6,000	13,326
CWSAB - Medical	22	300,000	6,600	18	300,000	5,400	18	300,000	5,400
CSP Physician Subtotal	6,597	25,425	179,071	6,593	27,646	182,271	6,593	27,646	182,271
Physician Pay Total	6,597	27,144	179,071	6,593	27,646	182,271	6,593	27,646	182,271
<u>Dentist Pay</u>									
Legacy									
Legacy Dentist Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Dental	9	150,000	1,350	5	150,000	750	6	150,000	900
Incentive Pay - Dental	911	22,250	20,270	980	22,250	21,805	980	22,250	21,805
Retention Bonus - Dental	515	41,000	21,115	525	41,000	21,525	525	41,000	21,525
Board Certification Pay - Dental	350	6,000	2,100	350	6,000	2,100	350	6,000	2,100
CWSAB - Dental	2	300,000	600	2	300,000	600	2	300,000	600
CSP Dentist Subtotal	1,787	25,425	45,435	1,862	25,124	46,780	1,863	25,191	46,930
Dentist Pay Total	1,787	25,425	45,435	1,862	25,124	46,780	1,863	25,191	46,930
<u>Nurse Pay</u>									
Legacy									
Legacy Nurse Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Nurse	40	30,000	1,200	50	30,000	1,500	60	30,000	1,800
Incentive Pay - Nurse	90	15,000	1,350	90	15,000	1,350	90	15,000	1,350
Retention Bonus - Nurse	1,300	18,487	24,033	1,300	18,487	24,033	1,300	18,487	24,033
Board Certification Pay - Nurse	415	6,000	2,490	415	6,000	2,490	415	6,000	2,490
CSP Nurse Subtotal	1,845	15,758	29,073	1,855	15,835	29,373	1,865	15,910	29,673
Nurse Pay Total	1,845	15,758	29,073	1,855	15,835	29,373	1,865	15,910	29,673

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Health Professions Officers Pay									
Legacy									
Legacy HPO Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Health Professions Officers									
Accession Bonus - Pharmacy	17	30,000	510	10	30,000	300	10	30,000	300
Accession Bonus - Phys Therapist	0	0	0	0	0	0	27	30,000	810
Accession Bonus - PHO	3	31,250	94	3	31,250	94	3	31,250	94
Accession Bonus - Physicians Assistant	10	48,750	488	5	48,750	244	5	48,750	244
Accession Bonus - Psychologist	2	48,750	98	2	48,750	98	2	48,750	98
Accession Bonus - Social Workers	14	24,375	341	7	24,375	171	7	24,375	171
Accession Bonus - HPO Subtotal	46	33,283	1,531	27	33,593	907	54	31,796	1,717
Incentive Pay - Health Professions Officers									
Incentive Pay - PHO	98	5,000	490	98	5,000	490	98	5,000	490
Incentive Pay - Physicians Assistant	360	5,000	1,800	400	5,000	2,000	400	5,000	2,000
Incentive Pay - Psychologist	193	5,000	965	193	5,000	965	193	5,000	965
Incentive Pay - Optometrists	99	1,200	119	100	1,200	120	100	1,200	120
Incentive Pay - HPO Subtotal	750	4,499	3,374	791	4,520	3,575	791	4,520	3,575
Retention Bonus - Health Professions Officers									
Retention Bonus - Pharmacy	189	15,000	2,835	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	220	15,000	3,300	220	22,250	4,895	220	22,250	4,895
Retention Bonus - Psychologist	21	15,000	315	125	22,250	2,781	125	22,250	2,781
Retention Bonus - Social Workers	130	8,000	1,040	130	8,000	1,040	130	8,000	1,040
Retention Bonus - Optometrists	80	8,000	640	80	8,000	640	80	8,000	640
Retention Bonus - HPO Subtotal	760	11,684	8,880	875	14,978	13,106	875	14,978	13,106
Board Certification Pay - Health Professions Officers	925	6,000	5,550	925	6,000	5,550	925	6,000	5,550
CSP HPO Subtotal	2,481	7,793	19,335	2,618	8,838	23,138	2,645	9,054	23,948
Health Professions Officer Pay Total	2,481	7,793	19,335	2,618	8,838	23,138	2,645	9,054	23,948
Non-Medical CSRB									
Intel CSRB	42	0	210	0	0	0	0	0	0
RPA CSRB	32	25,000	1,056	31	25,000	1,046	18	0	615
Special Tactics and Combat Rescue CSRB	18	18,652	450	18	30,531	450	0	0	0
Non-Medical CSRB Subtotal	92	18,652	1,716	49	30,531	1,496	18	34,167	615

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Air Liason Officer ORB	79	15,000	1,975	174	15,000	4,350	188	15,000	4,700
Contracting ORB	188	15,000	2,820	164	15,000	2,460	111	15,000	1,665
Network Operations Cyber Warfare ORB	1,180	15,932	17,700	1,217	16,756	18,255	1,231	16,892	18,465
Operations Research Analyst ORB	140	919	2,100	182	904	2,730	184	896	2,760
Special Tactics and Combat Rescue ORB	76	4,000	1,900	159	4,000	3,975	168	4,000	4,200
Officer Retention Bonus Subtotal	1,663	15,932	26,495	1,896	16,756	31,770	1,882	16,892	31,790
Retention Bonus (CSRB/ORB) Total	1,755	16,075	28,211	1,945	17,103	33,266	1,900	17,055	32,405
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	11	2,200	24	11	2,182	24	11	2,182	24
Lt General	41	500	21	43	512	22	44	500	22
Pers Allowance - General Officer	53	925	49	55	909	50	56	893	50
AFSOC Air Ops Flight AIP	6	10,000	60	7	10,286	72	8	10,125	81
Burlington AIP	3	4,800	14	3	4,800	14	3	4,800	14
Homestead AIP	10	6,000	60	10	6,000	60	10	6,000	60
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
Madison AIP	4	4,800	19	4	4,800	19	4	4,800	19
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
Assignment Incentive Pay	675		2,515	676		2,527	677		2,536
Continuation Pay	49	16,701	824	158	17,198	2,723	259	17,718	4,590
Diving Duty	18	1,800	32	18	1,800	32	18	1,800	32
Foreign Language Proficiency Bonus	2,496	3,821	9,537	2,501	3,840	9,604	2,627	3,859	10,138
Hardship Duty Location Pay	3,418	1,200	4,101	1,133	1,200	1,360	1,133	1,200	1,360
Health Prof. Scholarship Program (HPSP)	442	1,780	787	442	1,780	787	416	1,780	740
Hostile Fire Pay	2,031	2,700	5,485	343	2,700	926	343	2,700	926
JAG Bonus	137	28,550	3,911	137	28,550	3,911	137	28,550	3,911
JAG Student Loan Repayment	213	21,667	4,615	225	21,667	4,875	240	21,667	5,200
Pay and Allowance Continuation (PAC)	6	1,260	8	10	1,260	13	10	1,260	13
TOTAL SPECIAL PAY	24,003		332,989	20,571		341,636	20,782		344,723

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

Intel CSRB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	42	210												
Accelerated Payments														
Prior Year FY 2019														
Initial Payments														
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	42	210	0	0	0	0	0	0	0	0	0	0	0	0
Total	42	210	0	0	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 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	32	1,056	31	1,046	18	615	3	105	1	35	1	25		
Accelerated Payments														
Prior Year FY 2019														
Initial Payments														
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	32	1,056	31	1,046	18	615	3	105	1	35	1	25	0	0
Total	32	1,056	31	1,046	18	615	3	105	1	35	1	25	0	0

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

Special Tactics and Combat Rescue CSRB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	18	450	18	450										
Accelerated Payments														
Prior Year FY 2019														
Initial Payments														
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	18	450	18	450	0	0	0	0	0	0	0	0	0	0
Total	18	450	18	450	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 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	43	1,075	92	2,300	46	1,150								
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	36	900												
Anniversary Payments			36	900	36	900	36	900						
Current Year FY 2020														
Initial Payments			46	1,150										
Anniversary Payments					46	1,150	46	1,150	46	1,150				
Biennial Budget FY 2021														
Initial Payments					60	1,500								
Anniversary Payments							60	1,500	60	1,500	60	1,500		
Biennial Budget FY 2022														
Initial Payments							40	1,000						
Anniversary Payments									40	1,000	40	1,000	40	1,000
Biennial Budget FY 2023														
Initial Payments									40	1,000				
Anniversary Payments											40	1,000	40	1,000
Biennial Budget FY 2024														
Initial Payments											40	1,000		
Anniversary Payments													40	1,000
Biennial Budget FY 2025														
Initial Payments														40
Anniversary Payments														1,000
Total														
Initial Payments	36	900	46	1,150	60	1,500	40	1,000	40	1,000	40	1,000	40	1,000
Anniversary Payments	43	1,075	128	3,200	128	3,200	142	3,550	146	3,650	140	3,500	120	3,000
Total	79	1,975	174	4,350	188	4,700	182	4,550	186	4,650	180	4,500	160	4,000

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

Contracting ORB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	147	2,205	93	1,395	40	600								
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	41	615												
Anniversary Payments			41	615	41	615	41	615						
Current Year FY 2020														
Initial Payments			30	450										
Anniversary Payments					30	450	30	450	30	450				
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														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	41	615	30	450	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	147	2,205	134	2,010	111	1,665	71	1,065	30	450	0	0	0	0
Total	188	2,820	164	2,460	111	1,665	71	1,065	30	450	0	0	0	0

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

Network Operations Cyber Warfare ORB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	1,030		967		216									
Accelerated Payments		15,450		14,505		3,240								
Prior Year FY 2019														
Initial Payments	150													
Anniversary Payments		2,250	150		150		150							
Current Year FY 2020														
Initial Payments			100	2,250		2,250		2,250						
Anniversary Payments				1,500	100		100		100					
Biennial Budget FY 2021														
Initial Payments					765	1,500		1,500		1,500				
Anniversary Payments						11,475	765		765		765			
Biennial Budget FY 2022														
Initial Payments							279	11,475		11,475		11,475		
Anniversary Payments								4,185	150		150		150	
Biennial Budget FY 2023														
Initial Payments									296	2,250		2,250		2,250
Anniversary Payments										4,440	150		150	
Biennial Budget FY 2024														
Initial Payments											298	2,250		2,250
Anniversary Payments												4,470	150	
Biennial Budget FY 2025														
Initial Payments													947	2,250
Anniversary Payments														14,205
Total														
Initial Payments	150	0	100	2,250	765	3,750	279	15,225	296	15,225	298	15,975	947	6,750
Anniversary Payments	1,030	17,700	1,117	16,005	466	14,715	1,015	4,185	1,015	4,440	1,065	4,470	450	14,205
Total	1,180	17,700	1,217	18,255	1,231	18,465	1,294	19,410	1,311	19,665	1,363	20,445	1,397	20,955

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

Operations Research Analyst ORB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	133	1,995	96	1,440	58	870								
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	7	105												
Anniversary Payments			28	420	28	420	28	420						
Current Year FY 2020														
Initial Payments			58	870										
Anniversary Payments					58	870	58	870	58	870				
Biennial Budget FY 2021														
Initial Payments					40	600								
Anniversary Payments							40	600	40	600	40	600		
Biennial Budget FY 2022														
Initial Payments							40	600						
Anniversary Payments									40	600	40	600	40	600
Biennial Budget FY 2023														
Initial Payments									40	600				
Anniversary Payments											40	600	40	600
Biennial Budget FY 2024														
Initial Payments											40	600		
Anniversary Payments													40	600
Biennial Budget FY 2025														
Initial Payments													40	600
Anniversary Payments														
Total														
Initial Payments	7	105	58	870	40	600	40	600	40	600	40	600	40	600
Anniversary Payments	133	1,995	124	1,860	144	2,160	126	1,890	138	2,070	120	1,800	120	1,800
Total	140	2,100	182	2,730	184	2,760	166	2,490	178	2,670	160	2,400	160	2,400

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

Special Tactics and Combat Rescue ORB

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	35	875	77	1,925	41	1,025								
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	41	1,025												
Anniversary Payments			41	1,025	41	1,025	41	1,025						
Current Year FY 2020														
Initial Payments			41	1,025										
Anniversary Payments					41	1,025	41	1,025	41	1,025				
Biennial Budget FY 2021														
Initial Payments					45	1,125								
Anniversary Payments							45	1,125	45	1,125	45	1,125		
Biennial Budget FY 2022														
Initial Payments							45	1,125						
Anniversary Payments									45	1,125	45	1,125	45	1,125
Biennial Budget FY 2023														
Initial Payments									45	1,125				
Anniversary Payments											45	1,125	45	1,125
Biennial Budget FY 2024														
Initial Payments											45	1,125		
Anniversary Payments													45	1,125
Biennial Budget FY 2025														
Initial Payments													45	1,125
Anniversary Payments														
Total														
Initial Payments	41	1,025	41	1,025	45	1,125	45	1,125	45	1,125	45	1,125	45	1,125
Anniversary Payments	35	875	118	2,950	123	3,075	127	3,175	131	3,275	135	3,375	135	3,375
Total	76	1,900	159	3,975	168	4,200	172	4,300	176	4,400	180	4,500	180	4,500

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

AFSOC Air Ops Flight AIP

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	6	60												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			7	72										
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														
Biennial Budget FY 2025														
Initial Payments													8	81
Anniversary Payments														
Total														
Initial Payments	6	60	7	72	8	81	8	81	8	81	8	81	8	81
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	60	7	72	8	81	8	81	8	81	8	81	8	81

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

Assignment Incentive Pay - Burlington

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	3	14												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			3	14										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					3	14								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							3	14						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									3	14				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											3	14		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													3	14
Anniversary Payments														
Total														
Initial Payments	3	14	3	14	3	14	3	14	3	14	3	14	3	14
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	14	3	14	3	14	3	14	3	14	3	14	3	14

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

Assignment Incentive Pay - Homestead

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	10	60												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			10	60										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					10	60								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							10	60						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									10	60				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											10	60		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													10	60
Anniversary Payments														
Total														
Initial Payments	10	60	10	60	10	60	10	60	10	60	10	60	10	60
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	60	10	60	10	60	10	60	10	60	10	60	10	60

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

Assignment Incentive Pay - Korea

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	60	216												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments													60	216
Anniversary Payments														
Total														
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
Total	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 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	12	58												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			12	58										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					12	58								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							12	58						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									12	58				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											12	58		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													12	58
Anniversary Payments														
Total														
Initial Payments	12	58	12	58	12	58	12	58	12	58	12	58	12	58
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	12	58	12	58	12	58	12	58	12	58	12	58	12	58

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

Assignment Incentive Pay - Madison

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	4	19												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			4	19										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					4	19								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							4	19						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									4	19				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											4	19		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													4	19
Anniversary Payments														
Total														
Initial Payments	4	19	4	19	4	19	4	19	4	19	4	19	4	19
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	19	4	19	4	19	4	19	4	19	4	19	4	19

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

Assignment Incentive Pay - Turkey

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	5	18												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments													5	18
Anniversary Payments														
Total														
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
Total	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 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	575	2,070												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments													575	2,070
Anniversary Payments														
Total														
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
Total	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 2021 Estimate 1,661,550
FY 2020 Estimate 1,604,623
FY 2019 Actual 1,544,474

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, 2020 BAH inflation rate assumption is 4.0 percent on-average. The January 1, 2021 BAH inflation rate assumption is 3.3 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2021.

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	7	30,901	216	7	32,044	224	7	33,165	232
Lt General	30	35,705	1,071	31	37,026	1,148	32	38,322	1,226
Major General	82	33,906	2,780	83	35,160	2,918	88	36,391	3,202
Brig General	130	32,488	4,223	133	33,690	4,481	138	34,869	4,812
Colonel	2,890	30,646	88,566	3,004	31,779	95,466	3,164	32,892	104,070
Lt Colonel	8,792	29,368	258,207	8,806	30,455	268,187	8,835	31,521	278,487
Major	11,198	26,551	297,322	11,235	27,534	309,341	11,080	28,497	315,751
Captain	11,118	23,306	259,113	10,868	24,168	262,657	10,887	25,014	272,325
1st Lieutenant	2,850	20,846	59,412	3,036	21,617	65,631	3,080	22,374	68,912
2nd Lieutenant	2,375	19,141	45,460	2,325	19,850	46,150	2,360	20,544	48,485
Subtotal with Dependents	39,472		1,016,370	39,528		1,056,203	39,671		1,097,502

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	FY 2019 Actual		FY 2020 Estimate		FY 2021 Estimate				
	Workyears	Amount	Workyears	Amount	Workyears	Amount			
<u>Differential</u>	10	28	10	32	10	32			
<u>Without Dependents - Full Allowance</u>	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	1	35,993	36	1	37,325	37	2	38,631	77
Major General	2	34,927	70	2	36,219	72	2	37,487	75
Brig General	7	30,426	213	7	31,552	221	8	32,656	261
Colonel	205	27,671	5,673	213	28,695	6,112	224	29,700	6,653
Lt Colonel	916	25,427	23,290	917	26,368	24,179	920	27,291	25,107
Major	2,479	24,263	60,147	2,487	25,161	62,575	2,453	26,041	63,879
Captain	7,478	21,324	159,458	7,311	22,113	161,666	7,324	22,887	167,621
1st Lieutenant	3,958	18,641	73,782	4,216	19,331	81,499	4,277	20,007	85,572
2nd Lieutenant	4,530	16,350	74,067	4,433	16,955	75,163	4,501	17,549	78,987
Subtotal w/o Dependents	19,576		396,736	19,587		411,524	19,711		428,232
<u>Without Dependents - Partial Allowance</u>	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</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	5	479	2	5	497	2	5	514	3
Lt Colonel	17	401	7	17	416	7	17	431	7
Major	36	321	12	37	333	12	36	345	12
Captain	118	266	31	118	276	33	118	286	34
1st Lieutenant	86	213	18	93	221	21	95	229	22
2nd Lieutenant	651	160	104	645	166	107	655	171	112
Subtotal Partial	913		174	915		182	926		190
TOTAL BAH - DOMESTIC			1,413,308			1,467,941			1,525,956

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Grade									
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	30,588	31	1	31,199	31	1	30,823	31
Colonel	126	39,712	5,004	132	40,638	5,364	139	40,216	5,590
Lt Colonel	601	37,494	22,533	620	38,380	23,796	622	37,979	23,623
Major	814	33,942	27,628	839	34,665	29,084	828	34,303	28,403
Captain	814	30,122	24,520	813	30,741	24,993	814	30,419	24,761
1st Lieutenant	141	27,258	3,843	153	27,838	4,259	156	27,547	4,297
2nd Lieutenant	68	28,585	1,944	68	29,140	1,982	69	28,837	1,990
Subtotal With Dependents	2,565		85,503	2,626		89,509	2,629		88,695
<u>Without Dependents</u>	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Grade									
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	8	35,000	280	8	35,625	285	8	35,375	283
Lt Colonel	80	29,375	2,350	83	29,807	2,474	83	29,494	2,448
Major	235	26,719	6,279	242	27,058	6,548	239	26,774	6,399
Captain	946	24,351	23,036	944	24,649	23,269	946	24,391	23,074
1st Lieutenant	323	23,402	7,559	353	23,646	8,347	358	23,399	8,377
2nd Lieutenant	190	23,558	4,476	189	23,778	4,494	192	23,531	4,518
Subtotal w/o Dependents	1,782		43,980	1,819		45,417	1,826		45,099
Moving-In Housing Allowance	2,393	703	1,683	2,448	717	1,756	2,460	732	1,800
TOTAL BAH - OVERSEAS			131,166			136,682			135,594
GRAND TOTAL BAH			1,544,474			1,604,623			1,661,550

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2021 Estimate	208,359
FY 2020 Estimate	203,421
FY 2019 Actual	201,236

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 0.0% for 2019, 0.90% for 2020, and 2.3% for 2021 effective January 1 each year.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>
BAS	65,995	3,049	201,236	66,190	3,073	203,421	66,499	3,133	208,359

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2021 Estimate 111,657
FY 2020 Estimate 114,500
FY 2019 Actual 109,357

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	10,298	21	2	10,532	21	2	10,351	21
Lt. General	7	12,341	86	7	12,619	88	8	12,126	97
Major General	15	10,464	157	15	10,625	159	16	10,259	164
Brig. General	25	13,742	344	26	14,138	368	27	13,600	367
Colonel	534	12,595	6,727	558	12,922	7,211	588	12,441	7,315
Lt Colonel	1,657	12,871	21,328	1,707	13,232	22,588	1,713	12,739	21,823
Major	2,241	11,270	25,256	2,313	11,527	26,663	2,281	11,098	25,315
Captain	3,211	9,039	29,025	3,205	9,211	29,521	3,211	8,868	28,475
1st Lieutenant	860	7,646	6,575	937	7,770	7,281	951	7,481	7,114
2nd Lieutenant	448	6,828	3,059	444	6,964	3,092	451	6,704	3,023
Subtotal Cost of Living	9,000		92,578	9,214		96,992	9,248		93,714
<u>Temporary Lodging Allowance</u>	12,847	1,306	16,779	13,142	1,332	17,508	13,204	1,359	17,943
TOTAL STATION ALLOWANCES-OVERSEAS			109,357			114,500			111,657

(Amount in Thousands)

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

FY 2021 Estimate 524
FY 2020 Estimate 506
FY 2019 Actual 481

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:

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	437	1,101	481	447	1,132	506	449	1,167	524

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2021 Estimate 2,757
FY 2020 Estimate 2,786
FY 2019 Actual 3,149

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:

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	5,533	400	2,213	4,553	400	1,821	4,450	400	1,780
Additional Allowances	2,980	200	596	3,049	200	610	3,063	200	613
Civilian Clothing	472	721	340	482	736	355	485	750	364
TOTAL CLOTHING ALLOWANCES	8,985		3,149	8,084		2,786	7,998		2,757

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2021 Estimate	7,398
FY 2020 Estimate	7,362
FY 2019 Actual	10,670

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	628	3,000	1,883	642	3,000	1,926	645	3,000	1,935
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	2,929	3,000	8,787	1,812	3,000	5,436	1,821	3,000	5,463
TOTAL FAMILY SEPARATION ALLOWANCE	3,557		10,670	2,454		7,362	2,466		7,398

(Amount in Thousands)

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

FY 2021 Estimate 89
FY 2020 Estimate 87
FY 2019 Actual 57

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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Special Monthly Compensation	57	87	89

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

PART I - PURPOSE AND SCOPE

FY 2021 Estimate	37,166
FY 2020 Estimate	38,278
FY 2019 Actual	37,287

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 2021.
- (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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
General	2	20,000	40	2	20,595	41	2	21,218	42
Lt General	9	14,000	126	9	14,417	130	9	14,853	134
Major General	8	9,250	74	8	9,525	76	8	9,813	79
Brig General	12	11,583	139	12	11,928	143	12	12,289	147
Colonel	458	7,114	3,258	663	7,325	4,857	559	7,547	4,219
Lt Colonel	1,076	5,794	6,234	1,461	5,966	8,716	1,272	6,147	7,818
Major	1,281	4,592	5,882	1,063	4,728	5,026	1,228	4,871	5,982
Captain	1,111	2,879	3,199	744	2,965	2,206	990	3,055	3,024
1st Lieutenant	74	1,932	143	61	1,990	121	72	2,050	148
2nd Lieutenant	28	1,464	41	22	1,508	33	27	1,553	42
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	4,059		19,136	4,045		21,349	4,179		21,635
<u>Separation Pay</u>									
Fail Promotion/Unfit	4	34,750	139	4	35,784	143	4	36,866	147
Disability	22	80,000	1,760	22	82,380	1,812	23	84,872	1,952
Invol-Half Pay 5%	1	36,000	36	3	37,071	111	3	38,192	115
Invol-Full Pay 10%	55	73,636	4,050	64	75,827	4,853	65	78,121	5,078
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			12,166			10,010			8,239
Career Status Bonus	0	0	0	0	0	0	0	0	0
Subtotal Separation Pay	82		18,151	93		16,929	95		15,531
TOTAL SEPARATION PAYMENTS	4,141		37,287	4,138		38,278	4,274		37,166

(Amount in Thousands)

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

FY 2021 Estimate	430,816
FY 2020 Estimate	416,068
FY 2019 Actual	402,077

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 2019 – 6.2% on first \$132,900 and 1.45% on the remainder
- Calendar Year 2020 – 6.2% on first \$137,700 and 1.45% on the remainder
- Calendar Year 2021 – 6.2% on first \$142,200 and 1.45% on the remainder

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	5,264,819	7.65%	402,077	5,447,908	7.65%	416,068	5,641,144	7.65%	430,816

This Page Intentionally Left Blank

**PAY AND ALLOWANCES
OF ENLISTED**

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

		<u>Amount</u>
FY 2020 DIRECT PROGRAM		18,713,914
Pricing Increase		971,989
Annualization (PI):	103,314	
Annualization 1 Jan 20 raise of 3.1% on Basic Pay	74,167	
Annualization of raise on RPA	22,910	
Annualization of raise on FICA	5,673	
Annualization of raise on TSP	564	
Pay Raise (PI):	309,244	
1 Jan 21 pay raise of 3.0% effect on Basic Pay	222,001	
1 Jan 21 pay raise effect on RPA	68,573	
1 Jan 21 pay raise effect on FICA	16,983	
1 Jan 21 pay raise effect on TSP	1,687	
BAH Rates (PI):	116,034	
1 Jan 21 inflation rate of 3.3% effect on BAH	115,882	
1 Jan 21 inflation rate of 2% effect on MIHA	152	
Other (PI):	443,397	
Increase in RPA Payments	393,752	
Increase in RPA Rate to 34.9%	117,311	
Increase in RPA Payments	276,441	
Increase in FICA Payments	1	
Increase in Special Pay Payments	178	
Increase in Selective Retention Bonus Payments	40,959	
Increase in TLA Payments	1,087	
Increase in CONUS COLA Payments	24	
Increase in Clothing Payments	4,304	
Increase in Cat Injured Aid Allow Payments	7	
Increase in LSTL Payments	1,138	
Increase in Separation Payments Payments	1,947	
Program Increase		61,856

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

Strength (PGI):	37,445	
Increase change in WY/longevity for Basic Pay	7,953	
Increase on workyears/longevity for FICA	608	
Increase in workyears/longevity for RPA	2,771	
Increase in workyears/longevity for TSP Matching Contribution	23,984	
Increase in workyears Housing Allowance	2,129	
 Other (PGI):	 24,411	
Increase in CSIP Program	2,092	
Increase in Demolition Duty Program	2	
Increase in BASIP Program	484	
Increase in Other Incentive Pay Program	4	
Increase in Special Pay Program	2,538	
Increase in SDAP Program	7,677	
Increase in Selective Retention Bonus Program	11,050	
Increase in COLA Program	252	
Increase in TLA Program	39	
Increase in CONUS COLA Program	2	
Increase in FSA Program	21	
Increase in LSTL Program	250	
 Total Increases		 1,033,845
 Pricing Decrease		 (20,018)
 BAH Rates (PD):	 (6,057)	
Decrease in OHA Payments	(6,057)	
 Other (PD):	 (13,961)	
Decrease in TSP Matching Contribution Payments	(1,135)	
Decrease in COLA Payments	(12,826)	

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

Program Decrease		(50,982)
Strength (PGD):	(50,452)	
Decrease in workyears for Clothing Allowance	(50,452)	
Other (PGD):	(530)	
Decrease in Cat Injured Aid Allow Program	(1)	
Decrease in Separation Payments	(529)	
Total Decreases		(71,000)
FY 2021 DIRECT PROGRAM		19,676,759

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2021 Estimate 10,225,543
FY 2020 Estimate 9,917,582
FY 2019 Actual 9,819,874

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 2.6% in 2019, 3.1% in 2020, and 3.0% in 2021 effective January 1 each year. The annualized pay raise is 2.975% for FY 2020 and 3.025% for FY 2021. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2019 beginning strength was 258,978 and end strength was 263,976 using 272,530 workyears.

FY 2020 beginning strength was 263,976 and end strength was 265,410 using 268,566 workyears.

FY 2021 beginning strength will be 265,410 and end strength will be 265,060 using 268,756 workyears.

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,792	80,808	225,615	2,677	83,212	222,758	2,728	85,729	233,868
Senior Master Sergeant	5,726	64,538	369,543	5,556	66,458	369,239	5,653	68,468	387,050
Master Sergeant	27,864	55,851	1,556,240	27,212	57,513	1,565,040	27,233	59,253	1,613,627
Technical Sergeant	42,322	45,827	1,939,492	40,550	47,190	1,913,571	40,145	48,618	1,951,766
Staff Sergeant	64,426	36,735	2,366,712	62,451	37,828	2,362,411	62,411	38,973	2,432,315
Senior Airman	55,466	29,416	1,631,564	56,882	30,291	1,722,995	57,991	31,207	1,809,724
Airman First Class	56,076	24,272	1,361,085	51,875	24,994	1,296,576	48,916	25,750	1,259,602
Airman	7,084	22,660	160,521	11,362	23,334	265,118	14,506	24,040	348,719
Airman Basic	10,774	19,408	209,102	10,001	19,985	199,874	9,173	20,590	188,872
TOTAL BASIC PAY	272,530		9,819,874	268,566		9,917,582	268,756		10,225,543

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2021 Estimate 3,557,876
FY 2020 Estimate 3,063,580
FY 2019 Actual 2,959,146

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 30.4% for FY 2019, 31.0% for FY 2020, and 34.9% for FY 2021. The part-time RPA rate is 24.7% for FY 2019, 24.4% for FY 2020, and 27.0% FY 2021.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>
Active Component									
Retired Pay Accrual - Full Time	261,364	10,888	2,845,819	264,698	11,422	3,023,389	265,644	13,254	3,520,838
Reserve Component									
Retired Pay Accrual - Part Time	11,166	10,149	113,327	3,868	10,391	40,191	3,112	11,902	37,038
Total Retired Pay Accrual	272,530	10,858	2,959,146	268,566	11,407	3,063,580	268,756	13,238	3,557,876

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2021 Estimate	99,527
FY 2020 Estimate	74,427
FY 2019 Actual	55,572

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 began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the BRS.

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	Amount	Amount	Amount
Thrift Savings Plan (TSP) - Matching Contributions	55,572	74,427	99,527

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

FY 2021 Estimate	64,585
FY 2020 Estimate	62,003
FY 2019 Actual	59,485

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/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 \$150/month.
- 3) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced CEFIP, and RPA Sensor Operator Assignment Incentive Pay (both of which were discontinued in FY 2018). The current rate paid ranges from \$225/month for members with under 4 years of aviation service to \$600/month for members with more than 14 years of aviation service.
- 4) 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 \$150/month. 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 Battlefield Airmen Skill Incentive Pay (BASIP).
- 5) 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

- 6) Battlefield Airmen Skill Incentive Pay (BASIP) – A monthly skill incentive pay to airmen qualified and serving as Battlefield Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017. Battlefield Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally-limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. 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 had 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.
- 7) 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.
- 8) Chemical Munitions Handler – Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- 9) 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.
- 10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	11	2,880	32	11	2,880	32	11	2,880	32
Senior Master Sergeant	19	2,880	55	19	2,880	55	19	2,880	55
Master Sergeant	118	2,880	340	118	2,880	340	118	2,880	340
Technical Sergeant	148	2,580	382	148	2,580	382	148	2,580	382
Staff Sergeant	217	2,280	495	217	2,280	495	217	2,280	495
Senior Airman	56	1,980	111	56	1,980	111	56	1,980	111
Airman First Class	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Flying Duty Crew	570		1,417	570		1,417	570		1,417
<u>Flying Duty Non-Crew Members</u>	93	1,800	167	93	1,800	167	93	1,800	167

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Career Enlisted Flyer Incentive Pay</u>									
Years Aviation Service									
Subtotal Career Enlisted Flyer Incentive Pay	0		0	0		0	0		0
<u>Critical Skills Incentive Pay</u>									
Years Aviation Service									
Less than 4	3,857	2,700	10,414	4,035	2,700	10,895	4,222	2,700	11,399
Over 4	2,913	4,200	12,235	3,047	4,200	12,797	3,188	4,200	13,390
Over 8	2,221	6,000	13,326	2,323	6,000	13,938	2,430	6,000	14,580
Over 14	1,018	7,200	7,330	1,065	7,200	7,668	1,114	7,200	8,021
Subtotal Critical Skills Incentive Pay	10,009		43,305	10,470		45,298	10,954		47,390
<u>Aviation Incentive Pay</u>									
Years Aviation Service									
Subtotal Aviation Incentive Pay	0		0	0		0	0		0
Subtotal Flying Duty Pay	10,672		44,889	11,133		46,882	11,617		48,974

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>Parachute Jumping</u>	291	1,800	524	292	1,800	526	292	1,800	526
<u>Parachute HALO</u>	218	2,700	589	219	2,700	591	219	2,700	591
<u>Demolition</u>	1,450	1,800	2,610	1,450	1,800	2,610	1,451	1,800	2,612
	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>
Battlefield Airmen Skill Incentive Pay									
BASIP Pararescue	582	6,964	4,053	597	6,968	4,160	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	104	4,529	471	104	4,529	471	104	4,529	471
BASIP Tactical Air Control Party	893	2,279	2,035	1,118	2,182	2,440	1,372	2,131	2,924
Subtotal BASIP	2,081		9,812	2,321		10,324	2,575		10,808
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	15	1,800	27	16	1,800	29	16	1,800	29
Chemical Munitions Handler	14	1,800	25	14	1,800	25	15	1,800	27
Pressure Chamber Observer	132	1,800	238	132	1,800	238	132	1,800	238
Thermal Stress Experiments	6	1,800	11	6	1,800	11	6	1,800	11
Toxic Fuel Handler	416	1,800	749	420	1,800	756	421	1,800	758
Toxic Pesticides Duty	6	1,800	11	6	1,800	11	6	1,800	11
Subtotal Other Incentive Duty Pay	589		1,061	594		1,070	596		1,074
TOTAL INCENTIVE PAY	15,301		59,485	16,009		62,003	16,750		64,585

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2021 Estimate	50,125
FY 2020 Estimate	47,409
FY 2019 Actual	76,142

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/month).
- (2) Sea Duty Pay – Authorized to enlisted members under the provisions of Title 37 U.S.C., Section 352 who: (a) are permanently or temporarily assigned to a ship; (b) serve as a member of the crew of a two (2) crewed submarine; (c) serve as a member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) are permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period while 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 (2) 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 (CP) – 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 the Blended Retirement System (BRS). CP 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 (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making 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 the 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/month based on divers' skill levels, responsibility, hazard, and need for the incentive. NOTE: This pay does not apply to Battlefield Airmen receiving BASIP. This is not a dual entitlement.
- (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 (SLL) 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/month for a single language, or \$1,000/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/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/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 (CSRB) – 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 (AIP):
 - 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. Burlington Assignment Incentive Pay (AIP) – Incentive pay of \$400/month for enlisted members (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, VT as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - c. Homestead Assignment Incentive Pay (AIP) – Incentive pay of \$500/month for enlisted members (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead ARB, FL. This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - d. 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/month.
 - e. 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/month.
 - f. Madison Assignment Incentive Pay (AIP) – Incentive pay of \$400/month for enlisted members (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- g. Turkey Assignment Incentive Pay (TAIP) – Incentive Pay being authorized under Title 37 U.S.C., Section 352, wherein 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/month.
 - h. 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/month for personnel with a cumulative assignment time of less than 48 months; and \$1,000/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.
- (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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
Sea and Foreign Duty-Total									
Sea Duty	1	1,000	1	0	0	0	0	0	0
Subtotal Sea and Foreign Duty-Total	1		1	0		0	0		0
Continuation Pay	131	8,442	1,108	173	8,693	1,501	306	8,956	2,741
Diving Duty Basic	24	1,320	32	24	1,320	32	24	1,320	32
Diving Duty Pararescue	56	1,800	101	56	1,800	101	56	1,800	101
Foreign Language Proficiency Bonus	6,797	3,822	25,978	6,997	3,822	26,743	7,347	3,841	28,220
Hostile Fire Pay	8,293	2,700	22,392	2,436	2,700	6,577	2,436	2,700	6,577
Hardship Duty Location Pay	17,405	1,200	20,885	5,447	1,200	6,536	5,447	1,200	6,536
Critical Skills Retention Bonus	9	50,778	457	0	0	0	0	0	0
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	9	10,667	96	9	10,667	96	9	10,667	96
Burlington AIP	24	4,800	115	48	4,800	230	48	4,800	230
Homestead AIP	82	6,000	492	165	6,000	990	165	6,000	990
Korea AIP	450	3,600	1,620	475	3,600	1,710	475	3,600	1,710
Kingsley Field AIP	81	4,800	389	81	4,800	389	81	4,800	389
Madison AIP	23	4,800	110	46	4,800	221	46	4,800	221
Turkey AIP	60	3,600	216	60	3,600	216	60	3,600	216
724th STG Operator AIP	155	9,968	1,545	155	9,968	1,545	155	9,968	1,545
Subtotal Assignment Incentive Pay	884		4,583	1,039		5,397	1,039		5,397
College Loan Payback Program	175	3,331	583	150	3,333	500	150	3,333	500
Pay and Allowance Continuation (PAC)	16	1,250	20	16	1,250	20	15	1,267	19
TOTAL SPECIAL PAY	33,792		76,142	16,339		47,409	16,821		50,125

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

Critical Skills Retention Bonus

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	9	457												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	9	457	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
Total	9	457	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 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	9	96												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			9	96										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					9	96								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							9	96						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									9	96				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											9	96		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													9	96
Anniversary Payments														
Total														
Initial Payments	9	96	9	96	9	96	9	96	9	96	9	96	9	96
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9	96	9	96	9	96	9	96	9	96	9	96	9	96

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

Assignment Incentive Pay - Burlington

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	24	115												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			48	230										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					48	230								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							48	230						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									48	230				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											48	230		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													48	230
Anniversary Payments														
Total														
Initial Payments	24	115	48	230	48	230	48	230	48	230	48	230	48	230
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	24	115	48	230	48	230	48	230	48	230	48	230	48	230

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

Assignment Incentive Pay - Homestead

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	82	492												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			165	990										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					165	990								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							165	990						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									165	990				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											165	990		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													165	990
Anniversary Payments														
Total														
Initial Payments	82	492	165	990	165	990	165	990	165	990	165	990	165	990
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	82	492	165	990	165	990	165	990	165	990	165	990	165	990

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

Assignment Incentive Pay - Korea

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	450	1,620												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			475	1,710										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					475	1,710								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							475	1,710						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									475	1,710				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											475	1,710		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													475	1,710
Anniversary Payments														
Total														
Initial Payments	450	1,620	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	450	1,620	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710

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

Assignment Incentive Pay - Kingsley Field

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	81	389												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			81	389										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					81	389								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							81	389						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									81	389				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											81	389		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													81	389
Anniversary Payments														
Total														
Initial Payments	81	389	81	389	81	389	81	389	81	389	81	389	81	389
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	81	389	81	389	81	389	81	389	81	389	81	389	81	389

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

Assignment Incentive Pay - Madison

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	23	110												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			46	221										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					46	221								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							46	221						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									46	221				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											46	221		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													46	221
Anniversary Payments														
Total														
Initial Payments	23	110	46	221	46	221	46	221	46	221	46	221	46	221
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	23	110	46	221	46	221	46	221	46	221	46	221	46	221

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

Assignment Incentive Pay - Turkey

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	60	216												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2025														
Initial Payments													60	216
Anniversary Payments														
Total														
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
Total	60	216	60	216	60	216	60	216	60	216	60	216	60	216

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

724th STG Operator AIP

	<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)														
Accelerated Payments														
Prior Year FY 2019														
Initial Payments	155	1,545												
Anniversary Payments														
Current Year FY 2020														
Initial Payments			155	1,545										
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments					155	1,545								
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments							155	1,545						
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments									155	1,545				
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments											155	1,545		
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments													155	1,545
Anniversary Payments														
Total														
Initial Payments	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545	155	1,545

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2021 Estimate	93,598
FY 2020 Estimate	85,921
FY 2019 Actual	77,390

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 Office (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 Party (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 (2) joint and headquarters operational and support commands, members of three (3) 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:

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	4,981	26,897	5,158	27,853	5,794	31,288
SD-5 (\$375)	2,115	9,518	1,686	7,587	1,852	8,334
SD-4 (\$300)	3,277	11,797	3,315	11,934	4,043	14,555
SD-3 (\$225)	5,491	14,826	8,213	22,175	7,527	20,323
SD-2 (\$150)	6,856	12,341	7,425	13,365	8,652	15,574
SD-1 (\$75)	2,234	2,011	3,341	3,007	3,915	3,524
TOTAL SPECIAL DUTY ASSIGNMENT PAY	24,954	77,390	29,138	85,921	31,783	93,598

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

FY 2021 Estimate	209,986
FY 2020 Estimate	157,977
FY 2019 Actual	260,110

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 seventeen (17) months to twenty (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 multiplier. 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.

Previously, the FY 2019 SRB cost drivers were impacted by the unexpected absorption of the now defunct CSRB beginning FY 2019. The removal of CSRBs did not remove the Air Force’s need and requirement of talented, skillful, experienced Airmen for further retention. As such, SRBs were the only suitable vehicle for attracting the caliber of Airmen to remain that the Air Force identified, which created an increased workyear cost.

Further consideration of reforms and manning in eligible careerfields led to a \$40M reduction in FY2020 and forward through the FYDP.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	9,861	20,627	203,404	3,154	35,329	111,427	4,603	35,327	162,610
Anniversary Payments	9,997	5,660	56,582	9,970	4,669	46,550	9,250	5,122	47,376
Accelerated Payments	11	11,273	124	0	0	0	0	0	0
TOTAL	19,869		260,110	13,124		157,977	13,853		209,986

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY18 & Prior)	9,997	56,582	5,026	20,834	2,905	12,814	976	3,933	236	652				
Accelerated Payments	11	124												
Prior Year FY 2019														
Initial Payments	9,861	203,404												
Anniversary Payments			4,944	25,716	4,492	20,948	4,239	19,681	2,152	8,993	441	1,561	37	156
Current Year FY 2020														
Initial Payments			3,154	111,427										
Anniversary Payments					1,853	13,614	1,683	11,084	1,588	10,417	805	4,759	164	826
Biennial Budget FY 2021														
Initial Payments					4,603	162,610								
Anniversary Payments							2,656	19,506	2,413	15,881	2,278	14,925	1,156	6,818
Biennial Budget FY 2022														
Initial Payments							4,409	155,787						
Anniversary Payments									2,542	18,675	2,310	15,204	2,181	14,289
Biennial Budget FY 2023														
Initial Payments									4,398	155,381				
Anniversary Payments											2,468	18,125	2,242	14,756
Biennial Budget FY 2024														
Initial Payments											4,399	155,413		
Anniversary Payments													2,574	18,905
Biennial Budget FY 2025														
Initial Payments													4,366	154,235
Anniversary Payments														
Total														
Initial Payments	9,861	203,404	3,154	111,427	4,603	162,610	4,409	155,787	4,398	155,381	4,399	155,413	4,366	154,235
Anniversary Payments	10,008	56,706	9,970	46,550	9,250	47,376	9,554	54,204	8,931	54,618	8,302	54,574	8,354	55,750
Total SRB	19,869	260,110	13,124	157,977	13,853	209,986	13,963	209,991	13,329	209,999	12,701	209,987	12,720	209,985

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2021 Estimate	21,046
FY 2020 Estimate	21,046
FY 2019 Actual	17,499

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 (4) years in specific, critical military skills. The IEB program was implemented to: (a) improve our ability to sustain our critical/technical skills by incentivizing initial enlistment for six (6) years instead of four (4); (b) position the Air Force for a better return on our recruiting and training investment; (c) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our United States Air Force; and (d) with anticipated improved retention through the first six (6) years, reduce our non-prior service goal. The maximum bonus authorized by law is \$50,000 for a minimum two (2) 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 (2) 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, and typically these consist of the USAF's Battlefield Airmen careers (such as Combat Control and Pararescue), or other types of critical career fields, such as Explosive Ordnance Disposal (EOD), and Cyber Systems Security Airmen.

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
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	3,758	2,000	7,516	3,758	2,000	7,516
4,044	3,000	12,132	0	3,000	0	0	3,000	0
8	4,000	32	5	4,000	20	5	4,000	20
0	5,000	0	0	5,000	0	0	5,000	0
700	6,000	4,200	10	6,000	60	10	6,000	60
0	7,000	0	0	7,000	0	0	7,000	0
45	8,000	360	0	8,000	0	0	8,000	0
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	475	12,000	5,700	475	12,000	5,700
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
45	15,000	675	0	15,000	0	0	15,000	0
0	16,000	0	0	16,000	0	0	16,000	0
0	17,000	0	450	17,000	7,650	450	17,000	7,650
0	18,000	0	0	18,000	0	0	18,000	0
Total	4,852	17,499	4,708		21,046	4,708		21,046

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2021 Estimate	4,106,580
FY 2020 Estimate	3,992,927
FY 2019 Actual	3,954,791

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, 2020 BAH inflation rate assumption is 4.0 percent on-average. The January 1, 2021 BAH inflation rate assumption is 3.3 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	2,226	24,305	54,103	2,123	25,204	53,509	2,163	26,086	56,425
Senior Master Sergeant	4,476	23,025	103,062	4,314	23,877	103,006	4,390	24,713	108,490
Master Sergeant	20,930	21,728	454,775	20,317	22,532	457,787	20,332	23,321	474,159
Technical Sergeant	28,717	20,865	599,187	27,309	21,637	590,889	27,037	22,394	605,480
Staff Sergeant	32,006	18,597	595,229	30,834	19,285	594,647	30,814	19,960	615,060
Senior Airman	16,000	16,984	271,740	16,271	17,612	286,566	16,588	18,229	302,375
Airman First Class	11,503	17,032	195,925	10,448	17,663	184,540	9,852	18,281	180,103
Airman	953	16,654	15,871	1,504	17,270	25,975	1,920	17,875	34,320
Airman Basic	893	17,842	15,933	824	18,502	15,246	756	19,150	14,477
Subtotal with Dependents	117,704		2,305,825	113,944		2,312,165	113,852		2,390,889

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>	
<u>Differential</u>	191	729		192	764		190	785	
<u>Without Dependents - Full Allowance</u>									
	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	251	21,466	5,388	240	22,260	5,343	244	23,040	5,622
Senior Master Sergeant	635	20,810	13,214	612	21,580	13,207	623	22,335	13,915
Master Sergeant	3,527	18,884	66,605	3,423	19,583	67,032	3,425	20,268	69,419
Technical Sergeant	7,708	17,807	137,257	7,330	18,466	135,354	7,257	19,112	138,696
Staff Sergeant	22,571	15,956	360,136	21,745	16,546	359,792	21,731	17,125	372,145
Senior Airman	27,429	13,703	375,861	27,894	14,210	396,373	28,437	14,707	418,233
Airman First Class	9,186	13,268	121,884	8,343	13,759	114,795	7,867	14,241	112,034
Airman	327	12,833	4,196	516	13,308	6,867	659	13,774	9,077
Airman Basic	65	11,466	745	61	11,891	725	56	12,307	689
Subtotal without Dependents (Full)	71,699		1,085,286	70,164		1,099,488	70,299		1,139,830
<u>Without Dependents - Partial Allowance</u>									
	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	8	239	2	8	248	2	8	256	2
Senior Master Sergeant	13	196	3	13	204	3	14	211	3
Master Sergeant	118	153	18	120	159	19	121	165	20
Technical Sergeant	275	127	35	275	132	36	272	136	37
Staff Sergeant	1,429	111	159	1,432	115	165	1,431	120	171
Senior Airman	5,009	104	521	5,292	108	571	5,395	112	603
Airman First Class	33,235	100	3,321	31,073	104	3,220	29,300	107	3,142
Airman	5,396	92	499	8,685	96	833	11,088	99	1,100
Airman Basic	8,414	88	744	7,815	92	717	7,168	95	681
Subtotal without Dependents (Partial)	53,897		5,302	54,713		5,566	54,797		5,759
TOTAL BAH - DOMESTIC			3,397,142			3,417,983			3,537,263

(Amount in Thousands)

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	179	31,274	5,598	179	31,950	5,719	182	31,615	5,754
Senior Master Sergeant	482	29,139	14,045	493	29,777	14,680	502	29,466	14,792
Master Sergeant	2,185	29,056	63,488	2,226	29,677	66,060	2,228	29,366	65,427
Technical Sergeant	3,304	28,069	92,739	3,311	28,626	94,782	3,278	28,327	92,857
Staff Sergeant	3,605	26,241	94,598	3,614	26,752	96,682	3,611	26,472	95,591
Senior Airman	1,310	25,220	33,038	1,385	25,705	35,601	1,412	25,436	35,915
Airman First Class	675	24,625	16,622	632	25,142	15,890	596	24,881	14,829
Airman	39	24,282	947	62	24,742	1,534	79	24,481	1,934
Airman Basic	3	26,000	78	3	26,333	79	3	26,333	79
Subtotal with Dependents	11,782		321,153	11,905		331,027	11,891		327,178

Without Dependents

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	18	25,167	453	18	25,333	456	19	25,000	475
Senior Master Sergeant	70	24,643	1,725	72	24,944	1,796	73	24,685	1,802
Master Sergeant	572	23,946	13,697	583	24,292	14,162	583	24,038	14,014
Technical Sergeant	1,571	23,260	36,541	1,574	23,566	37,093	1,558	23,320	36,333
Staff Sergeant	4,436	22,014	97,653	4,447	22,304	99,185	4,444	22,071	98,082
Senior Airman	3,233	20,670	66,827	3,416	20,988	71,694	3,483	20,768	72,336
Airman First Class	625	18,906	11,816	585	19,279	11,278	551	19,078	10,512
Airman	18	20,056	361	29	20,414	592	38	20,211	768
Airman Basic	4	20,000	80	3	20,667	62	3	20,333	61
Subtotal without Dependents	10,547		229,153	10,727		236,318	10,752		234,383
Moving-In Housing Allowance	10,669	688	7,343	10,824	702	7,599	10,831	716	7,756
TOTAL BAH - OVERSEAS			557,649			574,944			569,317
GRAND TOTAL BAH			3,954,791			3,992,927			4,106,580

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2021 Estimate	387,286
FY 2020 Estimate	398,734
FY 2019 Actual	385,620

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	592	10,019	5,931	591	10,203	6,030	602	9,822	5,913
Senior Master Sergeant	1,285	9,173	11,787	1,315	9,389	12,346	1,338	9,039	12,094
Master Sergeant	5,975	8,393	50,151	6,089	8,567	52,162	6,094	8,247	50,260
Technical Sergeant	9,285	7,406	68,766	9,305	7,556	70,308	9,212	7,275	67,013
Staff Sergeant	14,779	6,148	90,861	14,814	6,270	92,879	14,805	6,036	89,365
Senior Airman	11,186	5,034	56,314	11,819	5,139	60,740	12,049	4,948	59,616
Airman First Class	10,739	4,154	44,613	10,040	4,237	42,542	9,467	4,079	38,620
Airman	1,158	3,684	4,266	1,864	3,748	6,986	2,379	3,608	8,583
Airman Basic	112	3,500	392	104	3,596	374	95	3,463	329
Subtotal Cost of Living	55,111		333,081	55,941		344,367	56,041		331,793
<u>Temporary Lodging Allowance</u>	53,123	989	52,539	53,894	1,009	54,367	53,932	1,029	55,493
TOTAL STATION ALLOWANCES-OVERSEAS			385,620			398,734			387,286

(Amount in Thousands)

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

FY 2021 Estimate	851
FY 2020 Estimate	825
FY 2019 Actual	790

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	769	1,027	790	780	1,058	825	781	1,090	851

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2021 Estimate	169,187
FY 2020 Estimate	215,335
FY 2019 Actual	171,997

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 (6) months active duty for the remainder of the first three (3) years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of thirty-six (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 that 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) Incorporated, is the increased cost for follow-on uniform clothing requirements supporting the transition from the Airman Battle Uniform (ABU) to the adopted Operational Camouflage Pattern (OCP) uniform, which began in FY 2019. An initial supplemental of \$146 per eligible Airman was paid to those identified in all tiers as was provided for by Congress with appropriated funds, in FY 2019. In FY 2020, the Air Force continued the fielding plan of OCPs and incorporated the supplemental payment into the replacement allowance rate schedule(s) for all eligible Airmen on their anniversary dates, utilizing additional dollars appropriated by Congress on into FY 2021 up to the mandatory wear date of April 1, 2021.

Both Basic and Standard replacement allowances are cash allowances for the eligible 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	23,989	1,499	35,974	21,754	1,529	33,270	23,136	1,560	36,092
Civilian Life (Female)	8,061	1,714	13,814	7,314	1,748	12,786	6,014	1,783	10,724
Officer Tng School (Male)	704	810	570	609	825	503	594	842	500
Officer Tng School (Female)	532	1,102	588	460	1,125	518	448	1,148	514
AF Academy Prep (Male)	188	1,039	195	191	1,060	202	194	1,081	210
AF Academy Prep (Female)	47	1,039	49	49	1,060	52	51	1,081	55
Subtotal Military Clothing	33,521		51,190	30,377		47,331	30,437		48,095
<u>Civilian Clothing</u>									
Initial	902	1,081	975	915	1,103	1,010	915	1,125	1,030
Continuing	2,720	361	981	2,759	368	1,016	2,761	376	1,037
TDY	2,487	541	1,345	2,523	552	1,393	2,524	563	1,421
Subtotal Civilian Clothing	6,109		3,301	6,197		3,419	6,200		3,488
TOTAL INITIAL ALLOWANCES	39,630		54,491	36,574		50,750	36,637		51,583
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	53,303	280	14,942	54,077	286	15,462	54,115	292	15,782
Airmen (Female)	15,614	283	4,418	15,840	289	4,572	15,851	294	4,666
Subtotal	68,917		19,360	69,917		20,034	69,966		20,448
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	141,537	400	56,677	143,590	408	58,649	143,692	417	59,865
Airmen (Female)	32,324	404	13,068	32,793	412	13,523	32,816	421	13,803
Subtotal	173,861		69,745	176,383		72,172	176,508		73,668
<u>Supplemental Maint. Allow.</u>	16,456	310	5,101	16,695	316	5,279	16,706	323	5,388
<u>New Uniform Upfront Purchase</u>	114,216	204	23,300	322,472	208	67,100	85,280	212	18,100
TOTAL CLOTHING ALLOWANCE			171,997			215,335			169,187

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2021 Estimate	33,834
FY 2020 Estimate	33,813
FY 2019 Actual	48,324

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C., Section 427, one (1) of three (3) types of Family Separation Allowance (FSA) payments are possible to be made to enlisted personnel with dependents in an effort 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
PCS CONUS or Overseas with dependents not authorized	5,370	3,000	16,109	5,448	3,000	16,344	5,451	3,000	16,353
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	10,738	3,000	32,215	5,823	3,000	17,469	5,827	3,000	17,481
TOTAL FAMILY SEPARATION ALLOWANCE	16,108		48,324	11,271		33,813	11,278		33,834

(Amount in Thousands)

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

FY 2021 Estimate 337
FY 2020 Estimate 331
FY 2019 Actual 399

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 enlisted member (RegAF) 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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	399	331	337

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2021 Estimate	109,441
FY 2020 Estimate	106,585
FY 2019 Actual	90,351

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) Voluntary Separation Incentive (VSI) Trust Fund – To cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.

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 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**

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	372	3,261	1,213	412	3,357	1,383	409	3,460	1,415
Senior Master Sergeant	603	2,478	1,494	670	2,551	1,709	664	2,628	1,745
Master Sergeant	2,474	2,226	5,507	2,737	2,292	6,274	2,715	2,361	6,411
Technical Sergeant	2,371	2,124	5,035	2,483	2,187	5,430	2,489	2,253	5,607
Staff Sergeant	6,037	1,487	8,975	5,928	1,531	9,075	6,010	1,577	9,479
Senior Airman	6,503	1,185	7,708	6,381	1,220	7,788	6,466	1,258	8,131
Airman First Class	2,393	1,365	3,267	2,348	1,406	3,301	2,379	1,449	3,446
Airman	1,032	1,442	1,488	1,013	1,485	1,504	1,026	1,529	1,569
Airman Basic	1,684	653	1,100	1,653	673	1,112	1,675	693	1,161
Subtotal LSTL	23,469		35,787	23,625		37,576	23,833		38,964
<u>Separation Pay</u>									
Disability	552	41,618	22,973	579	42,856	24,814	579	44,152	25,564
Invol-Half Pay 5%	194	18,247	3,540	250	18,790	4,698	250	19,359	4,840
Invol-Full Pay 10%	635	38,452	24,417	922	39,596	36,507	922	40,794	37,612
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			3,634			2,990			2,461
Subtotal Separation Pay	1,381		54,564	1,751		69,009	1,751		70,477
Career Status Bonus	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION PAYMENTS	24,850		90,351	25,376		106,585	25,584		109,441

(Amount in Thousands)

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

FY 2021 Estimate	782,254
FY 2020 Estimate	758,695
FY 2019 Actual	751,221

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 2019 – 6.2% on first \$132,900 and 1.45% on the remainder
- Calendar Year 2020 – 6.2% on first \$137,700 and 1.45% on the remainder
- Calendar Year 2021 – 6.2% on first \$142,200 and 1.45% on the remainder

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	9,819,874	7.65%	751,221	9,917,582	7.65%	758,695	10,225,543	7.65%	782,254

This Page Intentionally Left Blank

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2020 DIRECT PROGRAM		83,389
Pricing Increase	2,221	
Annualization (PI):	471	
Annualization 1 Jan 20 raise of 3.1% on Basic Pay	437	
Annualization of raise on FICA	34	
Pay Raise (PI):	1,408	
1 Jan 21 pay raise of 3.0% effect on Basic Pay	1,308	
1 Jan 21 pay raise effect on FICA	100	
Other (PI):	342	
Subsistence Rate Increase	342	
Program Increase	0	
Total Increases:		2,221
Pricing Decrease	(2)	
Other (PD):	(2)	
Decrease in Other FICA Payments	(2)	
Program Decrease	(182)	
Strength (PGD):	(182)	
Decrease in workyears for Basic Pay	(127)	
Decrease in workyears Subsistence	(10)	
Decrease in workyears FICA	(45)	
Total Decreases:		(184)
FY 2021 DIRECT PROGRAM		85,426

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2021 Estimate	85,426
FY 2020 Estimate	83,389
FY 2019 Actual	82,297

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 versus 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 2019 provides a basic pay increase of 2.6%, 3.1% for FY 2020 and 3.0% for FY 2021 effective 1 January each year. The annualized pay raise is 2.975% for FY 2020 and 3.025% for FY 2021. The rates may vary for FY 2019 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 2019	\$13.90	\$12.30
Calendar Year 2020	\$14.05	\$12.40
Calendar Year 2021	\$14.35	\$12.70

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,207	13,310	55,994	4,211	13,703	57,702	4,202	14,117	59,320
<u>Subsistence</u>	4,207	5,249	22,081	4,211	5,066	21,334	4,202	5,148	21,631
<u>Social Security Tax (Employer's Contribution)</u>	4,151		4,222	4,153		4,353	4,144		4,475
TOTAL ACADEMY CADETS			82,297			83,389			85,426

This Page Intentionally Left Blank

**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2020 DIRECT PROGRAM		1,192,336
Pricing Increase		23,272
Annualization 1 Jan 20 inflation rate of 0.9% on BAS	2,370	
1 Jan 21 inflation rate of 2.3% effect on BAS	18,333	
Increase in SIK - Subsist In Mess Total Pricing	2,200	
Increase in SIK - Operational Pricing	310	
Increase in SIK - Augmentation Rations Pricing	59	
Total Increases		23,272
Pricing Decrease		0
Program Decrease		(23,040)
Decrease in Subsistence - BAS Enlisted Program	(23,039)	
Decrease in SIK - Subsist In Mess Total Program	(1)	
Total Decreases		(23,040)
FY 2021 DIRECT PROGRAM		1,192,568

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2021 Estimate	1,058,397
FY 2020 Estimate	1,060,733
FY 2019 Actual	1,060,693

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 0.0% for 2019, 0.90% for 2020, and 2.3% for 2021 effective January 1 each year.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	268,396	4,433	1,189,729	267,229	4,463	1,192,526	262,186	4,550	1,192,854
When Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(129,036)			(131,793)			(134,457)
GRAND TOTAL			1,060,693			1,060,733			1,058,397

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2021 Estimate 0
FY 2020 Estimate 0
FY 2019 Actual 0

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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Family Subsist Sup Allow	0	0	0

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2021 Estimate	150,966
FY 2020 Estimate	148,076
FY 2019 Actual	257,387

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 0.0% for 2019, 0.90% for FY 2020, and 2.3% for FY 2021, effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	5,738	3,833	21,991	5,738	3,858	22,139	5,738	3,934	22,571
Members Taking Meals in Mess			216,398			107,144			109,233
Subtotal Subsistence-In-Mess			238,389			129,283			131,804
<u>Operational Rations</u>									
Meals Ready to Eat	133,068	117	15,612	130,258	118	15,385	130,258	120	15,686
Unitized Group Rations	1,229	355	436	1,229	357	439	1,229	365	448
Other Packaging	0	0	0	0	0	0	0	0	0
Subtotal Operational Rations	134,297		16,048	131,487		15,824	131,487		16,134
<u>Augmentation Rations</u>									
Augmentation Rations	328,000	4	1,148	328,000	4	1,155	328,000	4	1,178
Other - Messing	300,404	6	1,802	300,404	6	1,814	300,404	6	1,850
Subtotal Augmentation Rations/Other	628,404		2,950	628,404		2,969	628,404		3,028
GRAND TOTAL SIK	768,439		257,387	765,629		148,076	765,629		150,966
GRAND TOTAL Enlisted Subsistence			1,318,080			1,208,809			1,209,363

This Page Intentionally Left Blank

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2020 DIRECT PROGRAM

1,140,975

Pricing Increase

24,326

Annualization (PI):

1,146

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

1,146

Pay Raise (PI):

3,432

1 Jan 21 pay raise of 3.0% effect on DLA for PCS moves

3,432

Inflation Rate (PI):

13,390

Increase in rate of Land

10,598

Increase in rate of ITGBL (HHG)

2,792

Other (PI):

6,358

Increase in Mile-Per Diem Pricing

2,116

Increase in AMC Pricing

934

Increase in Comm Air Pricing

398

Increase in M Tons MSC Pricing

149

Increase in S Tons AMC Pricing

1,208

Increase in Trans of POV Pricing

43

Increase in NonTemp Storage Pricing

705

Increase in Temp Lodging Pricing

805

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

		<u>AMOUNT</u>
Program Increase	11,558	
Strength (PGI):	7,073	
Increase in DLA Program	1,124	
Increase in strength of Land	4,709	
Increase in strength of ITGBL (HHG)	1,240	
Other (PGI):	4,485	
Increase in Mile-Per Diem Program	1,821	
Increase in AMC Program	708	
Increase in Comm Air Program	301	
Increase in M Tons MSC Program	66	
Increase in S Tons AMC Program	536	
Increase in Trans of POV Program	9	
Increase in NonTemp Storage Program	187	
Increase in Temp Lodging Program	243	
Increase in Defense Personnel Property System (DPS) Program	614	
Total Increases		35,884
Pricing Decrease	0	
Program Decrease	0	
Total Decreases		0
FY 2021 DIRECT PROGRAM		1,176,859

PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) travel of military personnel individually, travel of family member(s), or as part of organized units within the Continental United States (CONUS) and Outside of Continental United States (OCONUS). PCS travel costs include personally procured movement of household goods; transportation by common carrier (rail, bus, air or water), including Air Mobility Command (AMC), Military Sealift Command (MSC), Military Traffic Management Command (MTC) and Military Surface Deployment and Distribution Command (SDDC); costs of contract packing, crating, handling and temporary storage of household goods; transportation of baggage and household goods; costs of non-temporary storage of household goods; port handling charges for household goods; issuance of meal tickets in lieu of subsistence; authorized transportation of dependents, personal and household effects of deceased military personnel; and privately owned vehicles passing through CONUS SDDC terminals. PCS travel costs includes per diem allowances; payments authorized for transportation of dependents; payment of dislocation allowance; payment of temporary lodging entitlement (TLE); mileage; cost of trailer allowances; reimbursement for pet quarantine fees; baggage; the National Defense Authorization Act (NDAA) 2018, Public Law No. 115-91, section 556, authorized the service member's reimbursement for spouse re-licensure/re-certification; service member's family member(s) actual and necessary expenses and cost of subsistence while in a PCS travel status; reimbursements for only the service member's family member(s) when authorized or directed to evacuated from an area threatened by unusual or emergency circumstances; expenses and allowances incident to retirement and separation travel, discharge or release; travel incident to organizational movements on PCS whether for training or non-training purposes; Expenses include all authorized temporary duty travel directly related to and an integral part of PCS movements of individuals or organizational units; supplies and services incident to troop or organizational PCS movements; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination. The term "CONUS" applies to the contiguous 48 states and "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, and includes reimbursement for the spouse re-licensure/re-certification. Effective 1 January of each year, pay raise increase 3.1% for 1 Jan 2020, and 3.0% for 1 Jan 2021. The annualized pay raise rate for FY 2020 is 2.975% and 3.025% for FY 2021. The Non-Pay inflation rate is 1.9% for FY 2019, 2.0% for FY 2020, and 2.0% FY 2021.

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

	FY 2019 Actual		FY 2020 Estimate		FY 2021 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	40,042	106,377	35,496	94,775	35,250	95,852
Training Travel	6,102	57,301	6,450	60,840	6,650	63,561
Operational Travel between Duty Stations	25,721	392,984	23,550	372,810	23,900	386,418
Rotational Travel To and From Overseas	36,526	473,088	35,750	474,326	35,900	486,662
Separation Travel	32,833	135,464	33,006	136,767	34,341	142,874
Travel of Organized Units	306	3,233	325	3,603	325	3,681
TOTAL OBLIGATIONS	141,530	1,168,447	134,577	1,143,121	136,366	1,179,048
Less Reimbursements		2,104		2,146		2,189
TOTAL DIRECT PROGRAM	141,530	1,166,343	134,577	1,140,975	136,366	1,176,859

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	104,091	113,212	98,977	109,030	100,293	111,857
AMC	27,209	36,856	25,872	35,494	26,216	36,414
Commercial Air	10,230	15,701	9,727	15,121	9,857	15,514
<u>Travel of Family Members</u>						
Mileage and Per Diem	63,136	38,342	60,151	37,228	60,712	38,338
AMC	30,046	24,926	28,625	24,201	28,892	24,923
Commercial Air	10,693	10,595	10,187	10,287	10,282	10,593
<u>Transportation of Household Goods</u>						
M Tons - MSC	30,152	7,067	28,782	6,928	29,051	7,143
S Tons - AMC	9,258	57,323	8,837	56,192	8,920	57,936
Land Shipment, CONUS & Overseas	48,974	504,077	46,749	494,133	47,185	509,468
ITGBL	19,405	132,761	18,524	130,142	18,696	134,180
Dislocation Allowance	57,328	146,034	54,494	142,672	54,910	148,382
Trailer Allowance		0		0		0
Transportation of POVs	19,118	1,848	18,680	1,888	18,770	1,940
Port Handling Charges		0		0		0
Nontemporary Storage*		25,079		25,134		26,026
Temporary Lodging Expense*	44,460	35,507	41,939	33,845	42,233	34,893
Defense Personnel Property System		10,320		10,227		10,841
POV Contracts		8,600		8,600		8,600
Spouse Licensure and Cert Reimb		200		2,000		2,000
TOTAL OBLIGATIONS		1,168,447		1,143,121		1,179,048
Less Reimbursements		2,104		2,146		2,189
TOTAL DIRECT PROGRAM		1,166,343		1,140,975		1,176,859

*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 2021 Estimate	95,852
FY 2020 Estimate	94,775
FY 2019 Actual	106,377

PART I - PURPOSE AND SCOPE

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

- (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 accommodate 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	5,586	746	4,165	4,553	761	3,463	4,450	776	3,452
Family Member Travel	2,065	634	1,309	1,683	647	1,088	1,645	660	1,085
Pet Quarantine	3	645	2	0	0	0	0	0	0
Trans of Household Goods	2,977	6,440	19,173	2,427	6,568	15,942	2,372	6,700	15,892
Dislocation Allowance	1,453	2,891	4,200	1,184	2,977	3,524	1,157	3,067	3,548
Temporary Lodging Expenses	2,326	710	1,651	1,896	724	1,373	1,853	738	1,368
Subtotal Officer Accession Travel			30,500			25,390			25,345
<u>Enlisted Accession Travel</u>									
Member Travel	33,256	1,102	36,664	29,773	1,125	33,481	29,630	1,147	33,986
Family Member Travel	7,646	390	2,984	6,845	398	2,725	6,812	406	2,766
Pet Quarantine	32	185	6	0	0	0	0	0	0
Trans of Household Goods	4,722	5,229	24,695	4,228	5,334	22,552	4,207	5,441	22,889
Dislocation Allowance	4,317	1,916	8,271	3,865	1,973	7,626	3,846	2,033	7,818
Nontemporary Storage			56			51			52
Temporary Lodging Expenses	4,376	655	2,866	3,918	668	2,617	3,899	681	2,656
Subtotal Enlisted Accession Travel			75,542			69,052			70,167
<u>Cadet Accession Travel</u>	1,200	279	335	1,170	285	333	1,170	291	340
TOTAL ACCESSION TRAVEL			106,377			94,775			95,852

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2021 Estimate	63,561
FY 2020 Estimate	60,840
FY 2019 Actual	57,301

PART I - PURPOSE AND SCOPE

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

- (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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	4,726	998	4,718	4,800	1,018	4,888	4,850	1,039	5,037
Family Member Travel	4,906	411	2,015	4,983	419	2,088	5,035	427	2,152
Trans of Household Goods	5,733	5,126	29,387	5,822	5,229	30,442	5,883	5,333	31,376
Dislocation Allowance	3,493	3,203	11,189	3,548	3,298	11,703	3,585	3,398	12,183
Nontemporary Storage			379			393			405
Temporary Lodging Expenses	2,793	866	2,418	2,837	883	2,505	2,866	901	2,581
Subtotal Officer Training Travel			50,106			52,019			53,734
<u>Enlisted Training Travel</u>									
Member Travel	1,376	912	1,255	1,650	930	1,535	1,800	949	1,708
Family Member Travel	454	701	318	545	715	390	594	729	433
Trans of Household Goods	398	9,186	3,653	477	9,370	4,469	520	9,557	4,970
Dislocation Allowance	278	4,730	1,316	334	4,871	1,627	364	5,018	1,827
Nontemporary Storage			7			8			9
Temporary Lodging Expenses	231	2,792	646	278	2,848	792	303	2,905	880
Subtotal Enlisted Training Travel			7,195			8,821			9,827
TOTAL TRAINING TRAVEL			57,301			60,840			63,561

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2021 Estimate	386,418
FY 2020 Estimate	372,810
FY 2019 Actual	392,984

PART I - PURPOSE AND SCOPE

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

- (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/un-programmed 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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	7,394	1,242	9,181	7,350	1,267	9,309	7,450	1,292	9,624
Family Member Travel	13,666	603	8,247	13,585	616	8,362	13,770	628	8,645
Trans of Household Goods	9,864	8,335	82,213	9,805	8,502	83,359	9,938	8,672	86,180
Dislocation Allowance	6,350	3,429	21,773	6,312	3,531	22,287	6,398	3,638	23,274
Nontemporary Storage			1,344			1,363			1,409
Temporary Lodging Expenses	5,000	904	4,522	4,970	923	4,585	5,038	941	4,741
Subtotal Officer Operational Travel			127,280			129,265			133,873
<u>Enlisted Operational Travel</u>									
Member Travel	18,327	1,652	30,269	16,200	1,685	27,291	16,450	1,718	28,267
Family Member Travel	27,478	754	20,716	24,289	769	18,678	24,663	784	19,345
Trans of Household Goods	28,187	4,732	133,372	24,916	4,826	120,253	25,300	4,923	124,548
Dislocation Allowance	14,257	3,184	45,389	12,602	3,278	41,315	12,796	3,378	43,220
Nontemporary Storage			1,653			1,490			1,544
Temporary Lodging Expenses	11,511	1,319	15,185	10,175	1,346	13,691	10,332	1,372	14,180
Subtotal Enlisted Operational Travel			246,584			222,718			231,104
Defense Personnel Property System (DPS)			10,320			10,227			10,841
POV Contracts			8,600			8,600			8,600
Spouse Licensure and Cert. Reimbursement			200			2,000			2,000
TOTAL OPERATIONAL TRAVEL			392,984			372,810			386,418

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2021 Estimate	486,662
FY 2020 Estimate	474,326
FY 2019 Actual	473,088

PART I - PURPOSE AND SCOPE

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

- (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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	6,139	1,855	11,385	6,150	1,892	11,634	6,200	1,929	11,963
Family Member Travel	7,914	1,109	8,775	7,929	1,131	8,967	7,993	1,154	9,220
Pet Quarantine	42	684	29	42	698	29	43	712	31
Trans of Household Goods	6,372	13,581	86,539	6,384	13,852	88,432	6,436	14,129	90,935
Dislocation Allowance	5,504	2,954	16,257	5,514	3,041	16,770	5,559	3,133	17,419
Global POV	4,481	402	1,803	4,490	410	1,843	4,526	419	1,894
Nontemporary Storage			5,822			5,949			6,117
Temporary Lodging Expenses	3,518	695	2,446	3,524	709	2,499	3,553	723	2,570
Subtotal Officer Rotational Travel			133,056			136,123			140,149
<u>Enlisted Rotational Travel</u>									
Member Travel	30,387	1,846	56,080	29,600	1,882	55,720	29,700	1,920	57,027
Family Member Travel	26,601	914	24,304	25,912	932	24,148	25,999	951	24,714
Pet Quarantine	389	185	72	379	189	72	380	193	73
Trans of Household Goods	28,868	7,334	211,711	28,120	7,481	210,353	28,215	7,630	215,284
Dislocation Allowance	21,438	1,731	37,106	20,883	1,782	37,220	20,953	1,836	38,475
Global POV	12,304	4	45	11,985	4	45	12,026	4	46
Nontemporary Storage			5,124			5,091			5,210
Temporary Lodging Expenses	14,513	385	5,590	14,137	393	5,554	14,185	401	5,684
Subtotal Enlisted Rotational Travel			340,032			338,203			346,513
TOTAL ROTATIONAL TRAVEL			473,088			474,326			486,662

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2021 Estimate	142,874
FY 2020 Estimate	136,767
FY 2019 Actual	135,464

PART I - PURPOSE AND SCOPE

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

- (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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	4,324	384	1,661	4,043	392	1,584	4,222	410	1,733
Family Member Travel	1,399	896	1,254	1,308	914	1,196	1,403	932	1,308
Trans of Household Goods	1,875	16,556	31,047	1,753	16,887	29,602	1,881	17,224	32,399
Nontemporary Storage			3,028			2,888			3,160
Subtotal Officer Separation Travel			36,990			35,270			38,600
<u>Enlisted Separation Travel</u>									
Member Travel	28,258	342	9,662	28,547	349	9,956	29,980	341	10,233
Family Member Travel	11,298	335	3,790	11,413	342	3,905	11,500	349	4,014
Trans of Household Goods	17,856	4,331	77,333	18,039	4,418	79,687	18,177	4,506	81,903
Nontemporary Storage			7,650			7,883			8,102
Subtotal Enlisted Separation Travel			98,435			101,431			104,252
<u>Cadet Separation Travel</u>	251	155	39	416	158	66	139	162	22
TOTAL SEPARATION TRAVEL			135,464			136,767			142,874

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2021 Estimate	3,681
FY 2020 Estimate	3,603
FY 2019 Actual	3,233

PART I - PURPOSE AND SCOPE

Funds provide for the Continental United States (CONUS) or Outside of Continental United States (OCONUS) Permanent Change of Station (PCS) movements:

- (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 Department of Defense (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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	53	1,208	64	75	1,232	92	75	1,256	94
Family Member Travel	68	556	38	97	567	55	97	579	56
Trans of Household Goods	82	5,431	443	115	5,540	637	115	5,651	650
Dislocation Allowance	41	3,299	136	58	3,397	197	58	3,500	203
Nontemporary Storage			5			7			7
Temporary Lodging Expenses	33	3,064	102	47	3,125	147	47	3,188	150
Subtotal Officer Unit Travel			788			1,135			1,160
<u>Enlisted Unit Travel</u>									
Member Travel	253	1,150	291	250	1,173	293	250	1,197	299
Family Member Travel	379	298	113	375	304	114	375	310	116
Trans of Household Goods	389	3,986	1,552	385	4,066	1,565	385	4,147	1,597
Dislocation Allowance	197	2,017	397	194	2,077	403	194	2,140	415
Nontemporary Storage			11			11			11
Temporary Lodging Expenses	159	510	81	157	520	82	157	530	83
Subtotal Enlisted Unit Travel			2,445			2,468			2,521
TOTAL UNIT TRAVEL			3,233			3,603			3,681

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2020 DIRECT PROGRAM		97,236
Pricing Increase		819
Increase in Unemployment Benefits Pricing	270	
Increase in Mass Transportation Pricing	14	
Increase in Partial DLA Pricing	19	
Increase in ROTC Pricing	150	
Increase in JROTC Pricing	366	
Program Increase		158
Strength (PGI):	2	
Increase in ROTC workyears	2	
Other (PGI):	156	
Increase in Interest On Savings Program	34	
Increase in Education Benefits Program	7	
Increase in Mass Transportation Program	113	
Increase in partial DLA moves	2	
Total Increases		977
Program Decrease		(8,538)
Strength (PGD):	(260)	
Decrease in JROTC workyears	(260)	
Other (PGD):	(8,278)	
Decrease in Unemployment Benefits Program	(8,278)	
Total Decreases		(8,538)
FY 2021 DIRECT PROGRAM		89,675

(Amount in Thousands)

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

FY 2021 Estimate 18
FY 2020 Estimate 18
FY 2019 Actual 44

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	70	629	44	27	641	18	27	654	18

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2021 Estimate 2,333
FY 2020 Estimate 2,299
FY 2019 Actual 2,117

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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,117	2,299	2,333

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2021 Estimate	14,900
FY 2020 Estimate	14,900
FY 2019 Actual	15,000

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 1475-80 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. The FY 2020 and FY 2021 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:

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	18	100,000	1,800	18	100,000	1,800	18	100,000	1,800
Enlisted	132	100,000	13,200	131	100,000	13,100	131	100,000	13,100
TOTAL	150		15,000	149		14,900	149		14,900

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2021 Estimate	5,515
FY 2020 Estimate	13,523
FY 2019 Actual	20,400

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	4,210	4,846	20,400	2,736	4,943	13,523	1,094	5,041	5,515

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2021 Estimate 0
FY 2020 Estimate 0
FY 2019 Actual 6,135

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 2019 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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	6,085	0	0
Traumatic Injury-SGLI (Retro)	50	0	0
Total	6,135	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2021 Estimate	13
FY 2020 Estimate	6
FY 2019 Actual	28

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 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Education Benefits	28	6	13

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2021 Estimate 416
FY 2020 Estimate 416
FY 2019 Actual 416

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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>
Expenses for Adoptions	198	2,101	416	198	2,101	416	198	2,101	416

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2021 Estimate	3,164
FY 2020 Estimate	3,037
FY 2019 Actual	2,893

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. 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. Effective January 1, 2020, the monthly cap was set to \$270, up from \$265, and will remain until the IRS Code is modifies it. Based on this monthly rate, the annual maximum is \$3,165 for FY 2019, and \$3,225 for FY 2020 and \$3,240 for FY 2021.

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	695	3,165	2,200	716	3,225	2,309	743	3,240	2,407
Enlisted	219	3,165	693	226	3,225	728	234	3,240	757
TOTAL	914		2,893	942		3,037	977		3,164

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2021 Estimate	629
FY 2020 Estimate	608
FY 2019 Actual	587

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

The allowance was directed by the Joint Travel Regulation, effective calendar year 2011. Effective 1 January 2020, this allowance increased to \$794.16.

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Partial Dislocation Allowance	587	608	629

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2021 Estimate 14,950
FY 2020 Estimate 14,861
FY 2019 Actual 14,781

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	22,116	475	10,507	22,116	475	10,507	22,116	475	10,507
Uniforms	11,110	331	3,678	11,110	338	3,753	11,110	345	3,828
Pay & Allowances	57	1,123	64	57	1,158	66	57	1,193	68
Subsistence-In-Kind	15,875	34	532	15,875	34	535	15,875	34	547
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			14,781			14,861			14,950

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. 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:

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	11,016	450	4,957	11,016	450	4,957	11,016	450	4,957
Fourth Year (AS400)	11,100	500	5,550	11,100	500	5,550	11,100	500	5,550

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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	9,054	302	2,732	9,054	308	2,787	9,054	314	2,843
Uniforms, Commutation in Lieu:	656	979	642	656	999	655	656	1,019	668

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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	8,000	12	98	8,000	12	99	8,000	13	101

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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	42	1,119	47	42	1,167	49	42	1,190	50
Subsistence of Summer Field Training:	1,442	230	331	1,442	231	333	1,442	236	340
Uniforms, Issue-in-Kind:	1,400	217	304	1,400	222	311	1,400	226	317

(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 (O1) 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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	1,133	17	15	1,133	17	15	1,200	18
Subsistence of Professional Development Training:	4,469	18	79	4,469	18	79	4,469	18	81

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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 2021 Estimate	29,286
FY 2020 Estimate	29,223
FY 2019 Actual	29,433

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	63,328	415	26,264	63,328	415	26,264	63,328	415	26,264
Uniforms	7,180	300	2,155	7,180	306	2,198	7,180	312	2,242
Pay & Allowances	171	1,123	192	149	1,154	172	149	1,195	178
Subsistence-In-Kind	24,895	33	822	11,486	51	589	11,486	52	602
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			29,433			29,223			29,286

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 2019, the stipend rates changes as follows: AS100 to \$300.00, AS200 to \$350.00, AS300 to \$450.00 and for AS400 to \$500.00 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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)	10,220	300	3,066	10,220	300	3,066	10,220	300	3,066
Second Year (AS200)	16,200	350	5,670	16,200	350	5,670	16,200	350	5,670
Third Year (AS300)	18,528	450	8,338	18,528	450	8,338	18,528	450	8,338
Fourth Year (AS400)	18,380	500	9,190	18,380	500	9,190	18,380	500	9,190
Totals			26,264			26,264			26,264

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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:	5,174	302	1,562	5,174	308	1,593	5,174	314	1,625
Uniforms, Commutation in Lieu:	206	979	202	206	999	206	206	1,019	210

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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	4,000	12	49	4,000	13	50	4,000	13	51

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.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	134	1,119	150	134	1,157	155	134	1,194	160
Subsistence of Summer Field Training:	1,934	230	444	1,934	231	447	1,934	236	456
Uniforms, Issue-in-Kind:	1,800	217	391	1,800	222	399	1,800	226	407

(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 (O1) 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 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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:	37	1,135	42	15	1,133	17	15	1,200	18
Subsistence of Professional Development Training:	17,878	18	316	4,469	18	79	4,469	18	81

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.

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 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: JUNIOR ROTC

FY 2021 Estimate 18,451
FY 2020 Estimate 18,345
FY 2019 Actual 18,410

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.

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	93,983	178	16,747	91,892	182	16,701	90,609	185	16,798
Subsistence-In-Kind:	58,650	28	1,663	57,585	29	1,644	56,782	29	1,653
Total			18,410			18,345			18,451

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	23	14	37	23	14	37	23	14	37
Office of National Drug & Control Policy (ONDCP)	3	0	3	2	0	2	3	0	3
Office of the Vice President (OVP)	2	6	8	2	6	8	2	6	8
Department of State (DOS)	22	1	23	22	1	23	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)	11	0	11	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)	1	0	1	1	0	1	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 Sec Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	2	2	4	3	2	5	3	2	5
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	82	32	114	81	32	113	81	32	113

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
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	10	5	15	10	5	15	10	5	15
Department of Transportation	9	1	10	9	1	10	9	1	10
National Aeronautics Space Administration (NASA)	5	0	5	5	0	5	5	0	5
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
Subtotal Reimbursable Personnel	31	6	37	31	6	37	31	6	37
In Support Non DoD Functions:									
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
Subtotal Non-DoD Functions	144	36	180	144	36	180	144	36	180

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)									
Information Services Activity Group (ISAG)	0	0	0	0	0	0	0	0	0
HQ US Transportation Command (TRANSCOM)	83	33	116	79	30	109	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 Medicare-Eligible Retiree Heath Care /1	397	1,588	1,985	400	1,598	1,998	400	1,598	1,998
Defense Information Systems Agency (DISA)	13	13	26	13	13	26	13	13	26
Defense Logistics Agency (DLA)	62	11	73	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
Subtotal Working Capital Fund	677	1,853	2,530	676	1,860	2,536	676	1,860	2,536
Total - Reimbursable	852	1,895	2,747	851	1,902	2,753	851	1,902	2,753
Total - Nonreimbursable	82	32	114	81	32	113	81	32	113
Grand Total	934	1,927	2,861	932	1,934	2,866	932	1,934	2,866

1/ Increase in reimbursable End Strength to correct missing historical allocations against the Medicare Eligible Retiree Health Care reimbursement that covers approximately 1,998 in strength.

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Subsistence	16,363	16,473	16,795
RC ADOS (Non-Strength) Related:			
RC Officer - Basic Pay	17,430	17,949	18,492
RC Other Pay and Allowances	9,073	9,298	9,530
RC Enlisted - Basic Pay	22,473	23,142	23,842
RC Other Pay and Allowances	10,044	10,391	10,736
RC Retired Pay Accrual	12,131	12,738	14,774
RC PCS Travel	384	391	399
RC ADOS (Non-Strength) Related Subtotal	71,535	73,910	77,773
Strength Related:			
Officer - Basic Pay	78,172	80,497	82,932
Other Pay and Allowances	40,692	41,701	42,739
Enlisted - Basic Pay	100,791	103,789	106,929
Other Pay and Allowances	45,045	46,605	48,151
Retired Pay Accrual	54,406	57,129	66,262
PCS Travel	1,720	1,755	1,790
Strength Related Subtotal	320,826	331,475	348,803
TOTAL PROGRAM	408,724	421,858	443,371

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

	AY 18-19 (FY19)			AY 19-20 (FY20)			AY 20-21 (FY21)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,028	3,838	3,648	4,235	3,860	3,485	4,235	3,860	3,485
Second Year	2,853	2,248	1,642	3,228	2,928	2,628	3,228	2,928	2,628
Total Basic	6,881	6,086	5,290	7,463	6,788	6,113	7,463	6,788	6,113
Third Year	985	918	850	2,314	1,750	1,185	2,314	1,750	1,185
Fourth Year	1,242	1,110	977	1,093	1,102	1,111	1,093	1,102	1,111
Total Advanced	2,227	2,027	1,827	3,407	2,852	2,296	3,407	2,852	2,296
Extended Active	306	211	115	231	231	231	231	231	231
Total Non-Scholarship	9,414	8,323	7,232	11,101	9,871	8,640	11,101	9,871	8,640
<u>Senior ROTC - Scholarship</u>									
First Year	1,165	1,022	879	1,250	1,325	1,400	1,250	1,325	1,400
Second Year	1,539	1,620	1,701	1,539	1,620	1,701	1,539	1,620	1,701
Total Basic	2,704	2,642	2,580	2,789	2,945	3,101	2,789	2,945	3,101
Third Year	1,569	1,544	1,518	1,650	1,625	1,600	1,650	1,625	1,600
Fourth Year	1,544	1,415	1,285	1,550	1,475	1,400	1,500	1,450	1,400
Total Advanced	3,113	2,958	2,803	3,200	3,100	3,000	3,150	3,075	3,000
Extended Active	624	423	222	620	473	325	620	473	325
Total Scholarship	6,441	6,023	5,605	6,609	6,518	6,426	6,559	6,493	6,426
<u>Total Enrollment</u>									
First Year	5,193	4,860	4,527	5,485	5,185	4,885	5,485	5,185	4,885
Second Year	4,392	3,868	3,343	4,767	4,548	4,329	4,767	4,548	4,329
Total Basic	9,585	8,728	7,870	10,252	9,733	9,214	10,252	9,733	9,214
Third Year	2,554	2,461	2,368	3,964	3,375	2,785	3,964	3,375	2,785
Fourth Year	2,786	2,524	2,262	2,643	2,577	2,511	2,593	2,552	2,511
Total Advanced	5,340	4,985	4,630	6,607	5,952	5,296	6,557	5,927	5,296
Extended Active	930	634	337	851	704	556	851	704	556
Total ROTC Enrollment	15,855	14,346	12,837	17,710	16,388	15,066	17,660	16,363	15,066
Complete Commissioned			2,218			2,337			2,336
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**

	AY 18-19	AY 19-20	AY 20-21
	Sep 2019	Sep 2019	Sep 2019
1st Year Cadet (Freshmen)	69,205	68,462	67,454
2nd Year Cadet (Sophomores)	31,110	30,160	29,656
3rd Year Cadet (Juniors)	16,010	15,900	15,738
4th Year Cadet (Seniors)	8,701	8,000	7,964
Total	125,026	122,522	120,812
Number of Junior ROTC Detachments	892	885	870

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

	<u>End FY 2019 Actual</u>	<u>End FY 2020 Estimate</u>	<u>End FY 2021 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	22	22	22
Military Personnel (End Strength) 1/	929	929	929
 Junior ROTC			
Schools	892	885	870
Civilian Personnel (End Strength)	20	30	30
Military Personnel (End Strength) 1/	11	1	1

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 2019 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	11	11	11	11	11	11	13	13	13	12	12
O-9 Lieutenant General	44	43	41	41	42	40	39	38	39	39	39	42
O-8 Major General	90	90	89	90	90	91	91	92	92	88	91	89
O-7 Brigadier General	152	150	145	144	144	144	145	147	145	145	145	144
O-6 Colonel	3,197	3,199	3,227	3,227	3,259	3,298	3,340	3,394	3,428	3,411	3,375	3,336
O-5 Lt Colonel	9,707	9,606	9,748	9,791	9,831	9,860	9,904	9,997	10,004	9,931	9,831	9,777
O-4 Major	13,636	13,771	13,754	13,800	13,854	13,909	13,937	14,129	14,092	14,067	14,046	14,040
O-3 Captain	20,826	20,784	20,580	20,349	20,164	19,929	19,766	20,537	20,574	21,045	20,787	20,666
O-2 1st Lieutenant	7,048	7,004	6,971	7,029	6,975	7,269	7,166	7,498	7,819	7,545	7,785	7,721
O-1 2nd Lieutenant	7,825	7,968	7,884	7,940	8,057	8,081	8,113	8,061	7,847	7,733	7,564	8,075
Total Officers	62,537	62,626	62,450	62,422	62,427	62,632	62,512	63,906	64,053	64,017	63,675	63,902
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,626	2,618	2,613	2,621	2,627	2,634	2,661	2,659	2,647	2,640	2,630	2,613
E-8 Senior Master Sergeant	5,070	5,087	5,149	5,192	5,234	5,256	5,269	5,317	5,366	5,377	5,385	5,379
E-7 Master Sergeant	25,426	25,598	25,773	25,916	26,070	26,237	26,427	26,525	26,613	26,562	26,606	26,491
E-6 Technical Sergeant	39,741	39,744	39,867	39,891	39,909	39,820	39,741	39,677	39,640	39,494	39,624	39,695
E-5 Staff Sergeant	61,366	60,889	60,850	60,730	61,081	60,944	61,433	61,695	61,707	62,262	62,264	61,544
E-4 Senior Airman	51,637	52,356	52,616	53,419	53,314	53,820	53,279	53,377	53,399	53,909	53,941	54,550
E-3 Airman First Class	55,344	55,208	54,990	54,829	54,942	54,981	55,448	55,479	55,685	55,251	55,385	55,166
E-2 Airman	6,996	6,884	6,633	6,799	6,847	6,900	6,920	7,002	7,047	7,412	7,625	7,568
E-1 Airman Basic	10,157	10,407	10,444	10,911	11,168	10,544	10,667	10,807	10,882	11,165	11,260	10,970
Total Enlisted	258,363	258,791	258,935	260,308	261,192	261,136	261,845	262,538	262,986	264,072	264,720	263,976
<u>Cadets</u>	4,252	4,249	4,238	4,225	4,208	4,206	4,201	3,189	4,293	4,278	4,235	4,223
Total End Strength	325,152	325,666	325,623	326,955	327,827	327,974	328,558	329,633	331,332	332,367	332,630	332,101

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

FY 2020 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	12	12	12	12	12	12	13	14	14
O-9 Lieutenant General	43	43	43	44	44	43	43	41	41	41	43	43
O-8 Major General	90	90	91	90	89	89	89	92	92	93	96	95
O-7 Brigadier General	144	144	145	144	143	143	143	144	144	146	148	150
O-6 Colonel	3,251	3,228	3,410	3,432	3,456	3,473	3,515	3,513	3,529	3,541	3,557	3,550
O-5 Lt Colonel	9,717	9,743	9,918	9,964	10,020	10,082	10,174	10,090	10,030	10,023	10,053	10,017
O-4 Major	14,052	14,087	14,301	14,328	14,355	14,306	14,359	14,215	14,098	14,080	14,050	14,017
O-3 Captain	20,548	20,363	20,282	20,200	20,125	19,960	19,830	20,771	20,516	20,692	20,720	20,790
O-2 1st Lieutenant	7,613	7,866	7,851	7,822	7,808	7,874	7,848	7,786	7,994	8,017	7,963	7,961
O-1 2nd Lieutenant	8,310	7,976	7,904	7,943	7,944	8,045	8,022	7,485	7,783	7,637	7,676	7,775
Total Officers	63,780	63,552	63,957	63,979	63,996	64,027	64,035	64,149	64,239	64,283	64,320	64,412
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,587	2,581	2,624	2,609	2,609	2,621	2,624	2,626	2,644	2,655	2,655	2,670
E-8 Senior Master Sergeant	5,371	5,384	5,412	5,369	5,363	5,353	5,331	5,360	5,396	5,426	5,448	5,485
E-7 Master Sergeant	26,508	26,598	26,700	26,582	26,594	26,596	26,584	26,499	26,564	26,498	26,552	26,693
E-6 Technical Sergeant	39,890	40,090	39,643	39,643	39,640	39,647	39,661	39,560	39,504	39,459	39,490	39,600
E-5 Staff Sergeant	61,407	61,077	61,252	61,053	61,226	61,223	61,505	61,754	61,814	62,041	61,677	61,531
E-4 Senior Airman	54,849	55,314	55,462	55,910	56,091	56,369	56,077	56,332	56,431	56,657	56,905	57,113
E-3 Airman First Class	55,265	55,323	52,635	51,961	51,167	50,842	50,735	50,280	50,141	49,634	49,348	49,140
E-2 Airman	7,702	7,525	9,918	10,767	11,625	12,117	12,451	12,683	13,121	13,528	13,994	14,054
E-1 Airman Basic	10,724	10,637	10,659	10,540	10,227	9,882	9,787	9,779	9,362	9,197	9,156	9,124
Total Enlisted	264,303	264,529	264,305	264,434	264,542	264,650	264,755	264,873	264,977	265,095	265,225	265,410
<u>Cadets</u>	4,209	4,201	4,200	4,200	4,200	4,200	4,200	3,200	4,600	4,278	4,235	4,000
Total End Strength	332,292	332,282	332,462	332,613	332,738	332,877	332,990	332,222	333,816	333,656	333,780	333,822

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

FY 2021 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	11	12	12	12	11	12	12	14	14
O-9 Lieutenant General	44	44	45	45	45	45	44	42	42	42	44	45
O-8 Major General	96	97	97	96	95	95	95	98	98	99	102	101
O-7 Brigadier General	151	152	151	150	149	149	149	150	150	152	155	157
O-6 Colonel	3,574	3,597	3,622	3,643	3,667	3,683	3,725	3,719	3,734	3,745	3,760	3,750
O-5 Lt Colonel	10,039	10,070	10,146	10,186	10,238	10,295	10,384	10,282	10,209	10,195	10,220	10,175
O-4 Major	14,083	14,207	14,275	14,301	14,327	14,272	14,326	14,162	14,032	14,008	13,914	14,006
O-3 Captain	20,711	20,515	20,404	20,321	20,246	20,079	19,948	20,903	20,628	20,799	20,819	20,878
O-2 1st Lieutenant	8,021	8,046	8,056	8,017	7,993	8,050	8,018	7,866	8,052	8,054	7,988	7,864
O-1 2nd Lieutenant	7,767	7,760	7,939	8,005	8,068	8,169	8,429	8,350	8,109	8,042	7,905	7,650
Total Officers	64,498	64,500	64,747	64,775	64,840	64,849	65,130	65,583	65,066	65,148	64,921	64,640
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,679	2,676	2,680	2,664	2,663	2,674	2,676	2,678	2,696	2,706	2,706	2,720
E-8 Senior Master Sergeant	5,506	5,501	5,512	5,465	5,456	5,444	5,417	5,444	5,478	5,505	5,525	5,560
E-7 Master Sergeant	26,870	26,801	26,865	26,729	26,728	26,717	26,693	26,594	26,649	26,571	26,614	26,746
E-6 Technical Sergeant	39,670	39,498	39,525	39,519	39,512	39,515	39,526	39,419	39,358	39,309	39,335	39,442
E-5 Staff Sergeant	61,499	61,292	61,325	61,138	61,331	61,339	61,631	61,889	61,948	62,175	61,801	61,648
E-4 Senior Airman	57,177	57,209	57,245	57,495	57,490	57,614	57,200	57,323	57,325	57,450	58,222	56,527
E-3 Airman First Class	49,002	48,954	48,916	48,783	48,429	48,545	48,753	48,612	48,716	48,407	48,287	48,336
E-2 Airman	14,058	14,082	13,968	14,227	14,605	14,614	14,600	14,499	14,656	14,837	15,107	15,106
E-1 Airman Basic	8,978	9,470	9,480	9,537	9,379	9,165	9,164	9,240	8,906	8,808	8,824	8,975
Total Enlisted	265,439	265,483	265,516	265,557	265,593	265,627	265,660	265,698	265,732	265,768	266,421	265,060
<u>Cadets</u>	4,209	4,201	4,200	4,200	4,200	4,200	4,200	3,200	4,600	4,278	4,235	4,000
Total End Strength	334,146	334,184	334,463	334,532	334,633	334,676	334,990	334,481	335,398	335,194	335,577	333,700

This Page Intentionally Left Blank