



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2021
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE
FEBRUARY 2020**

**RESERVE PERSONNEL, AIR FORCE
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Section I
Summary of Requirements

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Enacted</u>	<u>FY 2021 Estimate</u>
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$1,852,690	\$2,014,190	\$2,207,823
TOTAL Direct Program	\$1,852,690	\$2,014,190	\$2,207,823
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$9,949	\$11,025	\$11,876
TOTAL Reimbursable Program	\$9,949	\$11,025	\$11,876
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$1,862,639	\$2,025,215	\$2,219,699
TOTAL Baseline Program	\$1,862,639	\$2,025,215	\$2,219,699
<u>OCO/Title IX Supplemental Funding - FY 2019 P.L. 115-245, FY 2020 P.L. 116-93</u>			
Reserve Component Training and Support	\$21,076	\$16,428	\$0
TOTAL OCO Funding	\$21,076	\$16,428	\$0
<u>TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$1,883,715	\$2,041,643	\$2,219,699
TOTAL Program Funding	\$1,883,715	\$2,041,643	\$2,219,699
<u>LESS OCO: FY 2020 P.L. 116-93</u>			
Reserve Component Training and Support	\$0	(\$16,428)	\$0
TOTAL OCO Funding	\$0	(\$16,428)	\$0
<u>Revised TOTAL PROGRAM FUNDING</u>			
Reserve Component Training and Support	\$1,883,715	\$2,025,215	\$2,219,699
Revised TOTAL Program Funding	\$1,883,715	\$2,025,215	\$2,219,699
Medicare Eligible Retiree Health Fund Contribution	\$132,578	\$139,697	\$150,473
<u>TOTAL MILITARY PERSONNEL PROGRAM COST</u>	\$2,016,293	\$2,164,912	\$2,370,172
<u>LEGISLATIVE PROPOSALS:</u> None			

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

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

	FY 2019 Actual	FY 2020 Enacted	FY 2021 Estimate
<u>RESERVE PERSONNEL, AIR FORCE (RPAF)</u>			
DIRECT PROGRAM (RPAF)	\$1,852,690	\$2,014,190	\$2,207,823
REIMBURSABLE PROGRAM (RPAF)	\$9,949	\$11,025	\$11,876
OCO FUNDING (RPAF)	\$21,076	\$16,428	\$16,816
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$1,883,715	\$2,041,643	\$2,236,515
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$132,578	\$139,697	\$150,473
TOTAL FROM RESERVE PERSONNEL, AIR FORCE	\$2,016,293	\$2,181,340	\$2,386,988
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
OCO PAY AND ALLOWANCE MOBILIZATION (MPAF)	\$296,167	\$335,132	\$322,797
ADOS/ADSW PAY AND ALLOWANCE (Reserve/Guard Mobilization)	\$283,290	\$352,872	\$289,338
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$579,457	\$688,004	\$612,135
TOTAL RESERVE PAY & BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$2,595,750	\$2,869,344	\$2,999,123

Section II
Introduction and
Performance Measures

RESERVE PERSONNEL, AIR FORCE

The Reserve Personnel, Air Force, appropriation provides the required funding to ensure the Air Force Reserve mission is accomplished by providing trained units and individuals to augment the active force. Since the types of authorized training programs vary, the budget request is presented by pay category for the minimum training required by the different categories of members. Initial Active Duty Training (IADT), Schools and Special tours of active duty reflect training required for individuals to acquire and maintain skill level proficiency and to accomplish mission assignments. This appropriation also includes funds for reserve personnel called to full-time active duty for the administration and management of the Air Force Reserve, as well as recruiting for Air Force Reserve programs. Funds are also requested to finance the military personnel costs of students enrolled in the F. Edward Hebert Armed Forces Health Professions Scholarship Program and Financial Assistance Program.

All Selected Reserve personnel are assigned to manpower authorizations that have been validated as wartime requirements by active force manpower planners. The Air Force Reserve will continue to recruit and train reservists, modernize our equipment, and maintain individuals and units at the wartime readiness level as required of members of the Total Force.

The Fiscal Year 2021 request of \$2,207.8 million includes an additional \$29.5 million aggregate increase for military personnel pay and \$13.6 million for non-pay inflation. Program increases include an additional \$92.9 million for Active Guard and Reserve (AGR) authorizations and another \$29.6 million in pay and allowances, of which includes \$8.4 million in School Program increases, \$20.0 million in Special Program increases. The FY20 program includes \$12.5 million funding for the transition from the Battle Dress Uniform (BDU) to the Operational Camouflage Pattern (OCP) uniform with a mandatory wear date of April 2021. Finally, the budget provides for a 3.0 percent pay raise effective 1 January 2021, supports a n end strength of 70,300, and an average strength of 69,754.

The projected AGR end-strength increase from FY2020 to FY2021 of 825 is the most significant change to this budget submission for FY21. We converted 625 Art to AGR conversions and grew 200 AGRs. It does increase capacity and readiness in ensuring fully capable organizations in current and emerging mission areas. The majority of these conversions will be enlisted and in the maintenance mission area. The funding still reflects the Air Force's increased reliance on the Air Force Reserve to fill critical capability shortfalls while continuing the initiative that began in FY2016 to right size end strength in the appropriate categories. The program increases for Active Guard, and Reserve authorizations are a result of force mix adjustments in full-time support reducing Military Technician authorizations to comply with 2018 NDAA Sec 413.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 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 annually. Specifically, the Air Force Reserve has decentralized programs, distributed funding to the Wings sooner and allowed them to expend more of the allocation earlier in the fiscal year. We're seeing results in less unobligated balances and expect we will continue on this downward trend of unobligated/unexpended balances in the future.

RESERVE PERSONNEL, AIR FORCE

Following are the economic assumptions employed in pricing the approved programs. Social Security Costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) rate is 1.45%. There is no wage cap on the 1.45% percent medical contribution.

EFFECTIVE 1 JANUARY EACH CALENDAR YEAR

	FY 2019	FY 2020	FY 2021
Maximum Social Security Pay Base	\$132,900	\$137,700	\$142,200
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	2.60%	3.10%	3.00%
Basic Allowance for Housing	2.90%	4.00%	3.30%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2019	FY 2020	FY 2021
Non-Pay Inflation	1.90%	2.00%	2.00%
Retired Pay Accrual, Part Time Personnel	24.70%	24.40%	27.00%
Retired Pay Accrual, Full Time Personnel	30.40%	31.00%	34.90%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$0

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

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

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

PERFORMANCE MEASURES

	<u>FY 2019 Actual</u>	<u>FY 2020 Planned</u>	<u>FY 2021 Planned</u>
Average Strength	68,832	69,478	69,754
End Strength	69,389	70,100	70,300
Authorized End Strength	70,000	70,100	

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. This requires recruiting and retaining those personnel with the skills needed to meet the new mission capabilities as well as eliminating the legacy positions. The Air Force Reserve FY 2019 end strength was 69,389.

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

Section III
SUMMARY TABLES

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,512	8,518	8,603	8,603	8,711	8,718	8,718	8,690	8,643
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	46,060	45,857	45,995	45,995	46,288	46,893	46,893	46,272	46,343
Subtotal Pay Group A	54,572	54,375	54,598	54,598	54,999	55,611	55,611	54,962	54,986
Pay Group B - Officers	4,184	4,175	4,274	4,274	4,542	4,676	4,676	4,608	4,676
Pay Group B - Enlisted	2,729	2,716	2,757	2,757	2,860	2,895	2,895	2,862	2,895
Subtotal Pay Group B	6,913	6,891	7,031	7,031	7,402	7,571	7,571	7,470	7,571
Pay Group F - Enlisted (AD Days 178)	1,856	1,954	1,980	1,980	1,548	1,384	1,384	1,345	1,384
Pay Group P - Enlisted - Paid	1,976	1,988	1,920	1,920	1,426	1,103	1,103	1,140	1,103
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	3,832	3,942	3,900	3,900	2,974	2,487	2,487	2,485	2,487
Officer Subtotal	12,696	12,693	12,877	12,877	13,253	13,394	13,394	13,298	13,319
Enlisted Subtotal	52,621	52,515	52,652	52,652	52,122	52,275	52,275	51,619	51,725
Subtotal Paid Drill/Ind Tng	65,317	65,208	65,529	65,529	65,375	65,669	65,669	64,917	65,044
<u>Full-time Active Duty</u>									
Officers	1,020	1,095	1,165	1,165	1,259	1,389	1,389	1,487	1,507
Enlisted	2,366	2,529	2,695	2,695	2,844	3,042	3,042	3,350	3,749
Subtotal Full-time	3,386	3,624	3,860	3,860	4,103	4,431	4,431	4,837	5,256
<u>Total Selected Reserve</u>									
Officers	13,716	13,788	14,042	14,042	14,512	14,783	14,783	14,785	14,826
Enlisted	54,987	55,044	55,347	55,347	54,966	55,317	55,317	54,969	55,474
Total	68,703	68,832	69,389	69,389	69,478	70,100	70,100	69,754	70,300

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Individual Ready Reserve</u>									
Officers	6,593	7,112	7,631	7,631	7,631	7,631	7,631	7,631	7,631
Enlisted	21,801	21,242	20,683	20,683	20,683	20,683	20,683	20,683	20,683
Total	28,394	28,354	28,314	28,314	28,314	28,314	28,314	28,314	28,314
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	30	31	31	31	31	31	31	31	31
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	30	31	31	31	31	31	31	31	31
<u>Full-time Active Duty</u>									
Officers	50	51	52	52	52	52	52	52	52
Enlisted	54	47	39	39	39	39	39	39	39
Subtotal Full-time	104	98	91	91	91	91	91	91	91
<u>Total Reimb Personnel</u>									
Officers	80	82	83	83	83	83	83	83	83
Enlisted	54	47	39	39	39	39	39	39	39
Total	134	129	122	122	122	122	122	122	122

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

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	1	1	1	1	1	1	1	1	1
O-8 Major General	2	2	2	2	2	2	2	2	2
O-7 Brigadier General	0	1	1	1	1	1	1	1	1
O-6 Colonel	144	148	149	149	147	155	155	156	157
O-5 Lieutenant Colonel	431	449	468	468	477	503	503	534	542
O-4 Major	372	417	462	462	521	590	590	637	645
O-3 Captain	62	67	70	70	85	100	100	116	117
O-2 1st Lieutenant	5	8	11	11	23	35	35	38	40
O-1 2nd Lieutenant	3	2	1	1	2	2	2	2	2
Total Officers	1,020	1,095	1,165	1,165	1,259	1,389	1,389	1,487	1,507
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	125	133	140	140	141	141	141	142	154
E-8 Senior Master Sergeant	333	349	363	363	365	366	366	388	424
E-7 Master Sergeant	811	861	913	913	923	956	956	1,080	1,231
E-6 Technical Sergeant	622	681	742	742	767	820	820	932	1,058
E-5 Staff Sergeant	399	431	463	463	547	630	630	667	719
E-4 Senior Airman	76	74	74	74	101	129	129	141	163
E-3 Airman First Class	0	0	0	0	0	0	0	0	0
E-2 Airman	0	0	0	0	0	0	0	0	0
E-1 Airman Basic	0	0	0	0	0	0	0	0	0
Total Enlisted	2,366	2,529	2,695	2,695	2,844	3,042	3,042	3,350	3,749
Total Personnel on Active Duty	3,386	3,624	3,860	3,860	4,103	4,431	4,431	4,837	5,256

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

FY 2019 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2018	8,512	46,060	54,572	4,184	2,729	6,913	1,856	1,976	0	65,317	1,020	2,366	3,386	68,703
October	8,435	45,856	54,291	4,155	2,710	6,865	1,892	1,877	0	64,925	1,045	2,394	3,439	68,364
November	8,454	45,904	54,358	4,172	2,701	6,873	1,772	1,992	0	64,995	1,054	2,420	3,474	68,469
December	8,457	45,915	54,372	4,168	2,700	6,868	1,761	2,033	0	65,034	1,065	2,442	3,507	68,541
January	8,462	45,803	54,265	4,157	2,706	6,863	1,881	2,051	0	65,060	1,069	2,451	3,520	68,580
February	8,471	45,781	54,252	4,152	2,719	6,871	1,899	2,073	0	65,095	1,071	2,476	3,547	68,642
March	8,531	45,877	54,408	4,173	2,716	6,889	1,935	2,041	0	65,273	1,083	2,488	3,571	68,844
April	8,541	45,825	54,366	4,174	2,721	6,895	2,001	2,025	0	65,287	1,099	2,542	3,641	68,928
May	8,584	45,805	54,389	4,177	2,711	6,888	2,091	1,990	0	65,358	1,116	2,595	3,711	69,069
June	8,576	45,741	54,317	4,173	2,717	6,890	2,039	2,025	0	65,271	1,125	2,637	3,762	69,033
July	8,571	45,792	54,363	4,174	2,729	6,903	2,192	1,905	0	65,363	1,152	2,676	3,828	69,191
August	8,573	45,954	54,527	4,197	2,721	6,918	2,061	1,897	0	65,403	1,167	2,698	3,865	69,268
September 30, 2019	8,603	45,995	54,598	4,274	2,757	7,031	1,980	1,920	0	65,529	1,165	2,695	3,860	69,389
Average	8,518	45,857	54,375	4,175	2,716	6,891	1,954	1,988	0	65,208	1,095	2,529	3,624	68,832

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
48	0	48	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2020 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2019	8,603	45,995	54,598	4,274	2,757	7,031	1,980	1,920	0	65,529	1,165	2,695	3,860	69,389
October	8,709	46,189	54,898	4,586	2,875	7,461	1,807	1,797	0	65,963	1,147	2,671	3,818	69,781
November	8,711	46,244	54,955	4,554	2,867	7,421	1,768	1,734	0	65,878	1,169	2,705	3,874	69,752
December	8,719	46,299	55,018	4,526	2,856	7,382	1,729	1,671	0	65,800	1,191	2,739	3,930	69,730
January	8,711	46,037	54,748	4,489	2,841	7,330	1,690	1,608	0	65,376	1,213	2,773	3,986	69,362
February	8,712	46,092	54,804	4,458	2,838	7,296	1,590	1,510	0	65,200	1,235	2,807	4,042	69,242
March	8,723	46,147	54,870	4,490	2,847	7,337	1,410	1,330	0	64,947	1,257	2,841	4,098	69,045
April	8,721	46,202	54,923	4,522	2,856	7,378	1,377	1,256	0	64,934	1,279	2,875	4,154	69,088
May	8,718	46,249	54,967	4,554	2,865	7,419	1,371	1,243	0	65,000	1,301	2,909	4,210	69,210
June	8,709	46,387	55,096	4,586	2,874	7,460	1,382	1,188	0	65,126	1,323	2,943	4,266	69,392
July	8,719	46,532	55,251	4,618	2,883	7,501	1,387	1,144	0	65,283	1,345	2,977	4,322	69,605
August	8,720	46,635	55,355	4,650	2,892	7,542	1,388	1,123	0	65,408	1,367	3,016	4,383	69,791
September 30, 2020	8,718	46,893	55,611	4,676	2,895	7,571	1,384	1,103	0	65,669	1,389	3,042	4,431	70,100
Average	8,711	46,288	54,999	4,542	2,860	7,402	1,548	1,426	0	65,375	1,259	2,844	4,103	69,478

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
35	0	35	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2021 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2020	8,718	46,893	55,611	4,676	2,895	7,571	1,384	1,103	0	65,669	1,389	3,042	4,431	70,100
October	8,717	46,738	55,455	4,662	2,889	7,551	1,387	1,101	0	65,494	1,420	3,088	4,508	70,002
November	8,713	46,583	55,296	4,651	2,883	7,534	1,376	1,119	0	65,325	1,478	3,045	4,523	69,848
December	8,715	46,431	55,146	4,631	2,877	7,508	1,312	1,129	0	65,095	1,489	3,140	4,629	69,724
January	8,714	46,273	54,987	4,620	2,871	7,491	1,318	1,138	0	64,934	1,498	3,205	4,703	69,637
February	8,710	46,118	54,828	4,606	2,868	7,474	1,325	1,134	0	64,761	1,476	3,267	4,743	69,504
March	8,715	45,963	54,678	4,579	2,859	7,438	1,338	1,103	0	64,557	1,479	3,308	4,787	69,344
April	8,726	45,808	54,534	4,573	2,853	7,426	1,328	1,099	0	64,387	1,491	3,402	4,893	69,280
May	8,683	45,929	54,612	4,564	2,847	7,411	1,329	1,144	0	64,496	1,523	3,476	4,999	69,495
June	8,653	46,176	54,829	4,550	2,841	7,391	1,345	1,189	0	64,754	1,525	3,566	5,091	69,845
July	8,623	46,305	54,928	4,563	2,835	7,398	1,328	1,246	0	64,900	1,510	3,624	5,134	70,034
August	8,634	46,319	54,953	4,623	2,829	7,452	1,372	1,176	0	64,953	1,507	3,682	5,189	70,142
September 30, 2021	8,643	46,343	54,986	4,676	2,895	7,571	1,384	1,103	0	65,044	1,507	3,749	5,256	70,300
Average	8,690	46,272	54,962	4,608	2,862	7,470	1,345	1,140	0	64,917	1,487	3,350	4,837	69,754

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
35	0	35	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

	<u>OFFICERS</u>		
	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
BEGINNING STRENGTH	13,716	14,042	14,783
<u>GAINS</u>			
Non-Prior Service Personnel	156	156	138
Male	115	115	101
Female	41	41	37
Prior Service Personnel	1,244	2,007	1,341
Civilian Life	40	46	40
Active Component	422	438	418
Enlisted Commissioning Programs	280	287	267
Other Reserve Status/Component	336	547	426
All Other	160	489	183
Full-Time Active Duty	6	200	7
TOTAL GAINS	1,400	2,163	1,479
<u>LOSSES</u>			
Civilian Life	50	88	96
Active Component	120	121	125
Retired Reserves	451	458	493
Other Reserve Status/Component	159	323	374
All Other	281	381	297
Full-Time Active Duty	13	51	51
TOTAL LOSSES	1,074	1,422	1,436
END STRENGTH	14,042	14,783	14,826

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

	<u>ENLISTED</u>		
	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
BEGINNING STRENGTH	54,987	55,347	55,317
<u>GAINS</u>			
Non-Prior Service Personnel	3,674	3,674	3,297
Male	2,278	2,278	2,044
Female	1,396	1,396	1,253
Prior Service Personnel	3,072	3,333	2,942
Civilian Life	608	618	618
Active Component	810	822	822
Other Reserve Status/Component	582	876	485
All Other	1,064	1,009	1,009
Full-Time Active Duty	8	8	8
TOTAL GAINS	6,746	7,007	6,239
<u>LOSSES</u>			
Expiration of Selected Reserve Service	136	242	242
Active Component	213	245	245
To Officer Status	1,150	1,196	1,198
Retired Reserves	510	602	602
Other Reserve Status/Component	3,604	4,347	3,583
All Other	773	405	212
TOTAL LOSSES	6,386	7,037	6,082
END STRENGTH	55,347	55,317	55,474

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$42,349	\$112,089	\$154,438	\$44,534	\$116,319	\$160,853	\$46,538	\$121,609	\$168,147
Inactive Duty Training									
Unit Training Assemblies	\$111,038	\$260,001	\$371,039	\$116,640	\$269,618	\$386,258	\$122,106	\$283,030	\$405,136
Flight Training	\$33,118	\$8,293	\$41,411	\$34,784	\$8,597	\$43,381	\$36,384	\$9,007	\$45,391
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$4,621	\$5,036	\$9,657	\$4,855	\$5,223	\$10,078	\$5,084	\$5,484	\$10,568
Military Funeral Honors	\$25	\$133	\$158	\$25	\$136	\$161	\$25	\$141	\$166
Clothing	\$343	\$5,209	\$5,552	\$356	\$17,863	\$18,219	\$361	\$5,468	\$5,829
Subsistence of Enlisted Personnel	\$0	\$1,934	\$1,934	\$0	\$1,965	\$1,965	\$0	\$2,004	\$2,004
Travel	\$16,308	\$61,051	\$77,359	\$17,012	\$62,858	\$79,870	\$17,311	\$64,093	\$81,404
TOTAL DIRECT OBLIGATIONS	\$207,802	\$453,746	\$661,548	\$218,206	\$482,579	\$700,785	\$227,809	\$490,836	\$718,645
<u>PAY GROUP B</u>									
Active Duty Training	\$21,004	\$6,184	\$27,188	\$23,510	\$6,694	\$30,204	\$24,994	\$7,009	\$32,003
Inactive Duty Training	\$41,542	\$11,280	\$52,822	\$46,467	\$12,204	\$58,671	\$49,537	\$12,825	\$62,362
Clothing	\$9	\$110	\$119	\$10	\$118	\$128	\$10	\$121	\$131
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$7,246	\$3,552	\$10,798	\$8,045	\$3,816	\$11,861	\$8,325	\$3,894	\$12,219
TOTAL DIRECT OBLIGATIONS	\$69,801	\$21,126	\$90,927	\$78,032	\$22,832	\$100,864	\$82,866	\$23,849	\$106,715
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$60,709	\$60,709	\$0	\$49,476	\$49,476	\$0	\$44,963	\$44,963
Clothing	\$0	\$5,079	\$5,079	\$0	\$4,104	\$4,104	\$0	\$3,637	\$3,637
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$4,328	\$4,328	\$0	\$3,497	\$3,497	\$0	\$3,099	\$3,099
TOTAL DIRECT OBLIGATIONS	\$0	\$70,116	\$70,116	\$0	\$57,077	\$57,077	\$0	\$51,699	\$51,699
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$3,906	\$3,906	\$0	\$2,878	\$2,878	\$0	\$2,412	\$2,412
TOTAL DIRECT OBLIGATIONS	\$0	\$3,906	\$3,906	\$0	\$2,878	\$2,878	\$0	\$2,412	\$2,412
TOTAL UNIT AND INDIVIDUAL TRAINING	\$277,603	\$548,894	\$826,497	\$296,238	\$565,366	\$861,604	\$310,675	\$568,796	\$879,471

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$20	\$60	\$80	\$103	\$472	\$575	\$105	\$482	\$587
IRR Readiness Training	\$0	\$0	\$0	\$13	\$156	\$169	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$20	\$60	\$80	\$116	\$628	\$744	\$105	\$482	\$587
<u>SCHOOL TRAINING</u>									
Career Development Training	\$15,663	\$18,414	\$34,077	\$16,664	\$19,786	\$36,450	\$18,112	\$21,464	\$39,576
Initial Skill Acquisition Training	\$4,855	\$34,226	\$39,081	\$5,167	\$36,777	\$41,944	\$5,616	\$39,894	\$45,510
Officer Training School	\$1,365	\$3,777	\$5,142	\$1,453	\$4,058	\$5,511	\$1,578	\$4,402	\$5,980
Recruiter Training	\$0	\$304	\$304	\$0	\$327	\$327	\$0	\$353	\$353
Refresher & Proficiency Training	\$9,229	\$7,525	\$16,754	\$9,819	\$8,086	\$17,905	\$10,672	\$8,771	\$19,443
Undergraduate Pilot/Nav Training	\$44,094	\$24,077	\$68,171	\$46,915	\$25,873	\$72,788	\$50,991	\$28,066	\$79,057
Unit Conversion Training	\$2,602	\$2,958	\$5,560	\$2,768	\$3,179	\$5,947	\$3,008	\$3,448	\$6,456
TOTAL DIRECT OBLIGATIONS	\$77,808	\$91,281	\$169,089	\$82,786	\$98,086	\$180,872	\$89,977	\$106,398	\$196,375
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$5,321	\$2,987	\$8,308	\$5,649	\$3,211	\$8,860	\$6,251	\$3,535	\$9,786
Competitive Events	\$98	\$2	\$100	\$104	\$2	\$106	\$115	\$2	\$117
Exercises	\$1,310	\$1,030	\$2,340	\$1,392	\$1,108	\$2,500	\$1,539	\$1,219	\$2,758
Management Support	\$48,943	\$171,822	\$220,765	\$51,957	\$184,759	\$236,716	\$57,492	\$203,409	\$260,901
Operational Training	\$5,817	\$55,180	\$60,997	\$6,176	\$59,336	\$65,512	\$6,834	\$65,323	\$72,157
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$3,787	\$3,991	\$7,778	\$4,020	\$4,291	\$8,311	\$4,448	\$4,724	\$9,172
Unit Conversion Training	\$705	\$276	\$981	\$748	\$296	\$1,044	\$827	\$326	\$1,153
Drug Interdiction Activity	\$1,315	\$2,093	\$3,408	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$4,348	\$8,011	\$12,359	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$71,644	\$245,392	\$317,036	\$70,046	\$253,003	\$323,049	\$77,506	\$278,538	\$356,044

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$200,865	\$242,992	\$443,857	\$234,911	\$278,147	\$513,058	\$293,883	\$339,124	\$633,007
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$2,938	\$7,040	\$9,978	\$3,467	\$8,117	\$11,584	\$4,197	\$9,766	\$13,963
Death Gratuities	\$100	\$0	\$100	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$1,165	\$0	\$1,165	\$1,191	\$0	\$1,191	\$1,227	\$0	\$1,227
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$76	\$190	\$266	\$132	\$230	\$362	\$136	\$237	\$373
Reserve Incentive	\$8,214	\$26,718	\$34,932	\$10,047	\$27,569	\$37,616	\$12,132	\$28,346	\$40,478
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$23	\$101	\$124	\$64	\$118	\$182	\$93	\$182	\$275
TOTAL DIRECT OBLIGATIONS	\$213,381	\$277,041	\$490,422	\$249,912	\$314,281	\$564,193	\$311,768	\$377,755	\$689,523
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$1,011	\$2,994	\$4,005	\$1,213	\$4,009	\$5,222	\$1,394	\$4,012	\$5,406
TOTAL DIRECT OBLIGATIONS	\$1,011	\$2,994	\$4,005	\$1,213	\$4,009	\$5,222	\$1,394	\$4,012	\$5,406
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$769	\$5,115	\$5,884	\$769	\$8,843	\$9,612	\$769	\$8,843	\$9,612
Kicker Program	\$0	\$1,639	\$1,639	\$0	\$3,480	\$3,480	\$0	\$3,168	\$3,168
TOTAL DIRECT OBLIGATIONS	\$769	\$6,754	\$7,523	\$769	\$12,323	\$13,092	\$769	\$12,011	\$12,780
TOTAL RESERVE PERSONNEL TRAINING	364,633	623,522	988,155	404,842	682,330	1,087,172	481,519	779,196	1,260,715

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$33,071	\$0	\$33,071	\$37,013	\$0	\$37,013	\$38,254	\$0	\$38,254
Pay and Allowances, Active Duty for Training	\$14,497	\$0	\$14,497	\$16,281	\$0	\$16,281	\$17,060	\$0	\$17,060
Uniform Allowance	\$182	\$0	\$182	\$184	\$0	\$184	\$184	\$0	\$184
Travel	\$4,114	\$0	\$4,114	\$4,353	\$0	\$4,353	\$4,441	\$0	\$4,441
Critical Skills Accession Bonus	\$4,650	\$0	\$4,650	\$4,660	\$0	\$4,660	\$4,660	\$0	\$4,660
TOTAL DIRECT OBLIGATIONS	\$56,514	\$0	\$56,514	\$62,491	\$0	\$62,491	\$64,599	\$0	\$64,599
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$1,109	\$0	\$1,109	\$1,303	\$0	\$1,303	\$1,400	\$0	\$1,400
Financial Assistance Grant	\$1,338	\$0	\$1,338	\$1,440	\$0	\$1,440	\$1,440	\$0	\$1,440
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$153	\$0	\$153	\$180	\$0	\$180	\$198	\$0	\$198
TOTAL DIRECT OBLIGATIONS	\$2,600	\$0	\$2,600	\$2,923	\$0	\$2,923	\$3,038	\$0	\$3,038
TOTAL OTHER TRAINING AND SUPPORT	\$423,747	\$623,522	\$1,047,269	\$470,256	\$682,330	\$1,152,586	\$549,156	\$779,196	\$1,328,352
TOTAL DIRECT PROGRAM	\$701,350	\$1,172,416	\$1,873,766	\$766,494	\$1,247,696	\$2,014,190	\$859,831	\$1,347,992	\$2,207,823

RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2020 (\$ in Thousands)

	FY 2020 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY20 COLUMN OF THE FY21 PRES BUDGET
<u>PAY GROUP A</u>							
Active Duty Training	\$170,783	(\$8,000)	\$162,783	(\$1,930)	\$160,853	\$0	\$160,853
Inactive Duty Training							
Unit Training Assemblies	\$389,187	(\$2,000)	\$387,187	(\$929)	\$386,258	\$0	\$386,258
Flight Training	\$44,257	\$0	\$44,257	(\$876)	\$43,381	\$0	\$43,381
Readiness Management Periods	\$11,428	\$0	\$11,428	(\$1,350)	\$10,078	\$0	\$10,078
Military Funeral Honors	\$218	\$0	\$218	(\$57)	\$161	\$0	\$161
Clothing	\$21,999	\$0	\$21,999	(\$3,780)	\$18,219	\$0	\$18,219
Subsistence of Enlisted Personnel	\$1,820	\$0	\$1,820	\$145	\$1,965	\$0	\$1,965
Travel	\$82,501	\$0	\$82,501	(\$2,631)	\$79,870	\$0	\$79,870
TOTAL Direct Obligations	\$722,193	(\$10,000)	\$712,193	(\$11,408)	\$700,785	\$0	\$700,785
<u>PAY GROUP B</u>							
Active Duty Training	\$30,482	\$0	\$30,482	(\$278)	\$30,204	\$0	\$30,204
Inactive Duty Training	\$59,689	\$0	\$59,689	(\$1,018)	\$58,671	\$0	\$58,671
Clothing	\$373	\$0	\$373	(\$245)	\$128	\$0	\$128
Travel	\$12,258	\$0	\$12,258	(\$397)	\$11,861	\$0	\$11,861
TOTAL Direct Obligations	\$102,802	\$0	\$102,802	(\$1,938)	\$100,864	\$0	\$100,864
<u>PAY GROUP F</u>							
Active Duty Training	\$46,252	\$0	\$46,252	\$3,224	\$49,476	\$0	\$49,476
Clothing	\$4,069	\$0	\$4,069	\$35	\$4,104	\$0	\$4,104
Travel	\$4,133	\$0	\$4,133	(\$636)	\$3,497	\$0	\$3,497
TOTAL Direct Obligations	\$54,454	\$0	\$54,454	\$2,623	\$57,077	\$0	\$57,077
<u>PAY GROUP P</u>							
Inactive Duty Training	\$2,669	\$0	\$2,669	\$209	\$2,878	\$0	\$2,878
TOTAL Direct Obligations	\$2,669	\$0	\$2,669	\$209	\$2,878	\$0	\$2,878

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2020 (\$ in Thousands)**

	FY 2020 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY20 COLUMN OF THE FY21 PRES BUDGET
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$590	\$0	\$590	(\$15)	\$575	\$0	\$575
IRR Readiness Training	\$170	\$0	\$170	(\$1)	\$169	\$0	\$169
TOTAL Direct Obligations	\$760	\$0	\$760	(\$16)	\$744	\$0	\$744
<u>SCHOOL TRAINING</u>							
Career Development Training	\$34,386	\$0	\$34,386	\$2,064	\$36,450	\$0	\$36,450
Initial Skill Acquisition Training	\$41,039	\$0	\$41,039	\$905	\$41,944	\$0	\$41,944
Officer Training School	\$4,045	\$0	\$4,045	\$1,466	\$5,511	\$0	\$5,511
Recruiter Training	\$378	\$0	\$378	(\$51)	\$327	\$0	\$327
Refresher & Proficiency Training	\$19,766	\$0	\$19,766	(\$1,861)	\$17,905	\$0	\$17,905
Undergraduate Pilot/Nav Training	\$64,176	\$0	\$64,176	\$8,612	\$72,788	\$0	\$72,788
Unit Conversion Training	\$5,775	\$0	\$5,775	\$172	\$5,947	\$0	\$5,947
TOTAL Direct Obligations	\$169,565	\$0	\$169,565	\$11,307	\$180,872	\$0	\$180,872
<u>SPECIAL TRAINING</u>							
Command & Staff Supervision	\$10,620	\$0	\$10,620	(\$1,760)	\$8,860	\$0	\$8,860
Competitive Events	\$103	\$0	\$103	\$3	\$106	\$0	\$106
Exercises	\$4,026	\$0	\$4,026	(\$1,526)	\$2,500	\$0	\$2,500
Management Support	\$249,563	(\$6,047)	\$243,516	(\$6,800)	\$236,716	\$0	\$236,716
Operational Training	\$57,330	\$0	\$57,330	\$8,182	\$65,512	\$0	\$65,512
Service Mission/Mission Support	\$5,892	\$0	\$5,892	\$2,419	\$8,311	\$0	\$8,311
Unit Conversion Training	\$1,821	\$0	\$1,821	(\$777)	\$1,044	\$0	\$1,044
TOTAL Direct Obligations	\$329,355	(\$6,047)	\$323,308	(\$259)	\$323,049	\$0	\$323,049
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$530,006	(\$3,000)	\$527,006	(\$13,948)	\$513,058	\$0	\$513,058
Travel/PCS	\$11,112	\$0	\$11,112	\$472	\$11,584	\$0	\$11,584
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Health Profession Stipend	\$1,038	\$0	\$1,038	\$153	\$1,191	\$0	\$1,191
Disability & Hospitalization	\$1,043	\$0	\$1,043	(\$681)	\$362	\$0	\$362
Reserve Incentive	\$26,872	\$0	\$26,872	\$10,744	\$37,616	\$0	\$37,616
Continuation Pay	\$261	\$0	\$261	(\$79)	\$182	\$0	\$182
TOTAL Direct Obligations	\$570,532	(\$3,000)	\$567,532	(\$3,339)	\$564,193	\$0	\$564,193

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2020 (\$ in Thousands)**

	FY 2020 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY20 COLUMN OF THE FY21 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>							
TSP Matching Contributions	\$3,390	\$0	\$3,390	\$1,832	\$5,222	\$0	\$5,222
TOTAL Direct Obligations	\$3,390	\$0	\$3,390	\$1,832	\$5,222	\$0	\$5,222
<u>EDUCATION BENEFITS</u>							
Tuition Assistance	\$11,915	(\$2,303)	\$9,612	\$0	\$9,612	\$0	\$9,612
Kicker Program	\$3,480	\$0	\$3,480	\$0	\$3,480	\$0	\$3,480
TOTAL Direct Obligations	\$15,395	(\$2,303)	\$13,092	\$0	\$13,092	\$0	\$13,092
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>							
Stipend	\$39,562	(\$2,500)	\$37,062	(\$49)	\$37,013	\$0	\$37,013
Pay and Allowances, Active Duty for Training	\$16,270	\$0	\$16,270	\$11	\$16,281	\$0	\$16,281
Uniform Allowance	\$160	\$0	\$160	\$24	\$184	\$0	\$184
Travel	\$4,082	\$0	\$4,082	\$271	\$4,353	\$0	\$4,353
Critical Skills Accession Bonus HPSP	\$4,400	\$0	\$4,400	\$260	\$4,660	\$0	\$4,660
TOTAL Direct Obligations	\$64,474	(\$2,500)	\$61,974	\$517	\$62,491	\$0	\$62,491
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Stipend	\$1,136	\$0	\$1,136	\$167	\$1,303	\$0	\$1,303
Financial Assistance Grant	\$1,215	\$0	\$1,215	\$225	\$1,440	\$0	\$1,440
Pay and Allowances, Active Duty for Training	\$100	\$0	\$100	\$80	\$180	\$0	\$180
TOTAL Direct Obligations	\$2,451	\$0	\$2,451	\$472	\$2,923	\$0	\$2,923
Total Reserve Comp.Training/Support Direct Program	\$2,038,040	(\$23,850)	\$2,014,190	\$0	\$2,014,190	\$0	\$2,014,190

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$134,753	\$33,284	\$141,911	\$34,627	\$145,843	\$39,378
Enlisted	\$269,692	\$66,614	\$280,328	\$68,400	\$288,701	\$77,948
Subtotal	\$404,445	\$99,898	\$422,239	\$103,027	\$434,544	\$117,326
<u>Pay Group B</u>						
Officers	\$45,130	\$11,147	\$50,591	\$12,344	\$52,883	\$14,279
Enlisted	\$12,231	\$3,021	\$13,264	\$3,236	\$13,672	\$3,691
Subtotal	\$57,361	\$14,168	\$63,855	\$15,580	\$66,555	\$17,970
<u>Pay Group F</u>						
Enlisted	\$35,324	\$8,725	\$28,818	\$7,032	\$25,793	\$6,964
Subtotal	\$35,324	\$8,725	\$28,818	\$7,032	\$25,793	\$6,964
<u>Pay Group P</u>						
Enlisted	\$2,745	\$678	\$2,028	\$495	\$1,670	\$451
Subtotal	\$2,745	\$678	\$2,028	\$495	\$1,670	\$451
<u>School Training</u>						
Officers	\$37,947	\$9,373	\$40,469	\$9,874	\$43,488	\$11,743
Enlisted	\$32,522	\$8,033	\$35,069	\$8,556	\$37,801	\$10,206
Subtotal	\$70,469	\$17,406	\$75,538	\$18,430	\$81,289	\$21,949
<u>Special Training</u>						
Officers	\$36,943	\$9,125	\$37,419	\$9,131	\$40,900	\$11,043
Enlisted	\$99,628	\$24,608	\$104,833	\$25,579	\$114,392	\$30,885
Subtotal	\$136,571	\$33,733	\$142,252	\$34,710	\$155,292	\$41,928
<u>Administration and Support - Full Time</u>						
Officers	\$92,066	\$27,988	\$107,443	\$33,307	\$129,991	\$45,366
Enlisted	\$101,381	\$30,820	\$115,622	\$35,843	\$138,770	\$48,431
Subtotal	\$193,447	\$58,808	\$223,065	\$69,150	\$268,761	\$93,797

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Health Professions Scholarship</u>						
Officers	\$7,121	\$1,759	\$7,990	\$1,950	\$8,254	\$2,229
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$7,121	\$1,759	\$7,990	\$1,950	\$8,254	\$2,229
<u>Medical Financial Assistance Program</u>						
Officers	\$113	\$28	\$134	\$33	\$144	\$39
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$113	\$28	\$134	\$33	\$144	\$39
<u>Total Direct Program</u>						
Officers	\$354,073	\$92,704	\$385,957	\$101,266	\$421,503	\$124,077
Enlisted	\$553,523	\$142,499	\$579,962	\$149,141	\$620,799	\$178,576
Total	\$907,596	\$235,203	\$965,919	\$250,407	\$1,042,302	\$302,653
<u>Reimbursable Program</u>						
Officers	\$3,966	\$1,189	\$4,155	\$1,268	\$3,997	\$1,371
Enlisted	\$1,263	\$384	\$1,532	\$475	\$1,470	\$513
Total	\$5,229	\$1,573	\$5,687	\$1,743	\$5,467	\$1,884
<u>Total Program</u>						
Officer	\$358,039	\$93,893	\$390,112	\$102,534	\$425,500	\$125,448
Enlisted	\$554,786	\$142,883	\$581,494	\$149,616	\$622,269	\$179,089
Total	\$912,825	\$236,776	\$971,606	\$252,150	\$1,047,769	\$304,537

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
<u>Pay Group A</u>			
Officers	\$5,082	\$5,389	\$5,564
Enlisted	\$15,020	\$15,722	\$16,267
Subtotal	\$20,102	\$21,111	\$21,831
<u>Pay Group B</u>			
Officers	\$2,409	\$2,719	\$2,855
Enlisted	\$737	\$805	\$834
Subtotal	\$3,146	\$3,524	\$3,689
<u>Pay Group F</u>			
Enlisted	\$10,524	\$8,646	\$7,774
<u>School Training</u>			
Officers	\$11,773	\$12,644	\$13,649
Enlisted	\$14,362	\$15,596	\$16,887
Subtotal	\$26,135	\$28,240	\$30,536
<u>Special Training</u>			
Officers	\$7,250	\$7,396	\$8,120
Enlisted	\$45,963	\$48,705	\$53,385
Subtotal	\$53,213	\$56,101	\$61,505

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
<u>Administration and Support</u>			
Officers	\$29,182	\$34,567	\$42,061
Enlisted	\$55,393	\$64,243	\$77,913
Subtotal	\$84,575	\$98,810	\$119,974
<u>Other</u>			
Health Professions Scholarship	\$5,067	\$5,725	\$5,941
<u>Total Direct Program</u>			
Officers	\$60,763	\$68,440	\$78,190
Enlisted	\$141,999	\$153,717	\$173,060
Total	\$202,762	\$222,157	\$251,250

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
<u>Pay Group A</u>			
Officers	\$16,308	\$17,012	\$17,311
Enlisted	\$61,051	\$62,858	\$64,093
Subtotal	\$77,359	\$79,870	\$81,404
<u>Pay Group B</u>			
Officers	\$7,246	\$8,045	\$8,325
Enlisted	\$3,552	\$3,816	\$3,894
Subtotal	\$10,798	\$11,861	\$12,219
<u>Pay Group F</u>			
Enlisted	\$4,328	\$3,497	\$3,099
<u>School Training</u>			
Officers	\$12,651	\$13,364	\$14,217
Enlisted	\$26,414	\$28,213	\$30,110
Subtotal	\$39,065	\$41,577	\$44,327
<u>Special Training</u>			
Officers	\$13,377	\$12,096	\$13,090
Enlisted	\$50,530	\$50,519	\$54,574
Subtotal	\$63,907	\$62,615	\$67,664

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
<u>Administration and Support</u>			
Officers	\$2,938	\$3,467	\$4,197
Enlisted	\$7,040	\$8,117	\$9,766
Subtotal	\$9,978	\$11,584	\$13,963
<u>Other</u>			
Health Professions Scholarship (Officers)	\$4,114	\$4,353	\$4,441
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$4,114	\$4,353	\$4,441
<u>Total Direct Program</u>			
Officers	\$56,634	\$58,337	\$61,581
Enlisted	\$152,915	\$157,020	\$165,536
Total	\$209,549	\$215,357	\$227,117

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$814	\$0	\$838	\$0	\$852	\$0
Enlisted	\$6,499	\$1,934	\$6,605	\$1,965	\$6,731	\$2,004
Subtotal	\$7,313	\$1,934	\$7,443	\$1,965	\$7,583	\$2,004
<u>Pay Group B</u>						
Officers	\$362	\$0	\$396	\$0	\$410	\$0
Enlisted	\$273	\$0	\$289	\$0	\$295	\$0
Subtotal	\$634	\$0	\$686	\$0	\$705	\$0
<u>Pay Group F</u>						
Enlisted	\$544	\$0	\$434	\$0	\$384	\$0
<u>School Training</u>						
Officers	\$1,641	\$0	\$1,711	\$0	\$1,820	\$0
Enlisted	\$3,723	\$0	\$3,925	\$0	\$4,186	\$0
Subtotal	\$5,364	\$0	\$5,636	\$0	\$6,006	\$0
<u>Special Training</u>						
Officers	\$1,143	\$0	\$1,063	\$0	\$1,150	\$0
Enlisted	\$11,351	\$0	\$11,205	\$0	\$12,099	\$0
Subtotal	\$12,494	\$0	\$12,268	\$0	\$13,249	\$0

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

	<u>FY 2019 Actual</u>		<u>FY 2020 Estimate</u>		<u>FY 2021 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Administration and Support</u>						
Officers	\$3,343	\$0	\$3,870	\$0	\$4,660	\$0
Enlisted	\$11,211	\$0	\$12,691	\$0	\$15,241	\$0
Subtotal	\$14,554	\$0	\$16,561	\$0	\$19,901	\$0
<u>Other</u>						
Health Professions Scholarship	\$565	\$0	\$620	\$0	\$633	\$0
Financial Assistance Program	\$6	\$0	\$7	\$0	\$8	\$0
Other Subtotal	\$571	\$0	\$627	\$0	\$641	\$0
<u>Direct Program</u>						
Officers	\$7,303	\$0	\$7,879	\$0	\$8,892	\$0
Enlisted	\$33,600	\$1,934	\$35,148	\$1,965	\$38,936	\$2,004
Other	\$571	\$0	\$627	\$0	\$641	\$0
Program Total	\$41,475	\$1,934	\$43,654	\$1,965	\$48,470	\$2,004
<u>Total Program</u>						
Officers	\$7,303	\$0	\$7,879	\$0	\$8,892	\$0
Enlisted	\$33,600	\$1,934	\$35,148	\$1,965	\$38,936	\$2,004
Other	\$571	\$0	\$627	\$0	\$641	\$0

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

	BA	AMOUNT
FY 2020 Direct Program	\$2,014,190	\$2,014,190
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	22,145	\$22,145
Pay Group A	9,575	
Pay Group B	1,448	
Pay Group F	654	
Pay Group P	46	
School	1,713	
Special	3,227	
Admin & Support	5,180	
TSP Matching Contributions	118	
Health Professions Scholarship	181	
Medical Financial Asst Program	3	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	7,399	\$7,399
Pay Group A	3,199	
Pay Group B	484	
Pay Group F	218	
Pay Group P	15	
School	572	
Special	1,078	
Admin & Support	1,731	
TSP Matching Contributions	40	
Health Professions Scholarship	61	
Medical Financial Asst Program	1	
Inflation (Rate 2.0%) and Other Price Changes	13,570	\$13,570
Pay Group A	2,695	
Pay Group B	261	
Pay Group F	208	
Pay Group P	4	
Mobilization	14	
School	1,053	
Special	1,539	
Admin & Support	6,532	
Health Professions Scholarship	1,224	
Medical Financial Asst Program	40	

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

	BA	AMOUNT
Retired Pay Accrual		\$36,704
Part-time Rate 27%	25,382	
Pay Group A	14,427	
Pay Group B	2,183	
Pay Group F	985	
Pay Group P	69	
School	2,581	
Special	4,859	
Health Professions Scholarship	273	
Medical Financial Asst Program	5	
Full-time Rate 34.9%	11,322	
Admin & Support	11,322	
FICA (Rate 7.65%)	2,248	\$2,248
Pay Group A	976	
Pay Group B	147	
Pay Group F	67	
Pay Group P	5	
School	176	
Special	332	
Admin & Support	527	
Health Professions Scholarship	18	
BAH	7,773	\$7,773
Pay Group A	739	
Pay Group B	123	
Pay Group F	303	
School	990	
Special	1,960	
Admin & Support	3,458	
Health Professions Scholarship	200	
Total Pricing Increases	89,839	\$89,839

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

	BA	AMOUNT
Program Increases:		
Total Pay Group B Program Increases	1,205	\$1,205
Pay and Allowance	1,084	
Clothing	1	
Travel	120	
Total School Program Increases	8,418	\$8,418
All Other Categories	8,418	
Total Special Program Increases	20,000	\$20,000
All Other Categories	20,000	
Total Admin & Support Program Increases	96,580	\$96,580
Pay and Allowance	90,716	
Travel	2,148	
All Other Categories	3,716	
Total TSP Matching Contributions Program Increases	26	\$26
Pay and Allowance	26	
Total Health Professions Scholarship Program Increases	151	\$151
Pay and Allowance	46	
Travel	1	
All Other Categories	104	
Total Medical Financial Asst Program Increases	66	\$66
Pay and Allowance	9	
All Other Categories	57	
Total Program Increases	126,446	\$126,446
Total Increases	216,285	\$216,285

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

	BA	AMOUNT
Decreases:		
Pricing Decreases:		
Education Benefits	(312)	(\$312)
Kicker	(312)	
Total Pricing Decreases	(312)	(\$312)
Program Decreases:		
Total Pay Group A Program Decreases	(13,751)	(\$13,751)
Pay and Allowance	(679)	
Clothing	(13,007)	
Subsistence	(1)	
Travel	(64)	
Total Pay Group F Program Decreases	(7,813)	(\$7,813)
Pay and Allowance	(6,796)	
Clothing	(549)	
Travel	(468)	
Total Pay Group P Program Decreases	(605)	(\$605)
Pay and Allowance	(605)	
Total Mobilization Program Decreases	(171)	(\$171)
All Other Categories	(171)	
Total Program Decreases	(22,340)	(\$22,340)
Total Decreases	(22,652)	(\$22,652)
FY 2021 Direct Program	\$2,207,823	\$2,207,823

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

	BA	Amount
FY 2020 Direct Program		\$700,785
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	9,575	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	3,199	
Inflation (Rate 2.0%) and Other Price Changes	2,695	
Retired Pay Accrual (Rate 27.0%)	14,427	
FICA (Rate 7.65%)	976	
BAH	739	
Total Pricing Increases	31,611	
Program Increases:		
Total Program Increases	0	
Total Increases		\$31,611

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
AT Pay	(158)	
IDT Pay	(409)	
Additional Training Assemblies Pay	(112)	
Clothing	(13,007)	
Subsistence	(1)	
Travel	(64)	
Total Program Decreases	(13,751)	
Total Decreases		(\$13,751)
FY 2021 Direct Program		\$718,645

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

Estimate	FY 2021	\$718,645
Estimate	FY 2020	\$700,785
Actual	FY 2019	\$661,548

PART I - Purpose and Scope

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

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

Member is authorized travel expenses (actual expense) not to exceed \$500 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

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

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

PART II - Justification of Funds Requested

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Active Duty for Training	\$231,193	\$252,565	\$248,882
Inactive Duty for Training	\$430,355	\$448,220	\$469,763
Total	\$661,548	\$700,785	\$718,645

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

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

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

ACTIVE DUTY FOR TRAINING

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,518			8,711			8,690		
Participation Rate	85.00%			85.00%			84.99%		
PAID PARTICIPANTS	7,240	\$5,849.30	\$42,349	7,404	\$6,014.84	\$44,534	7,386	\$6,300.88	\$46,538
	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	45,857			46,288			46,272		
Participation Rate	82.26%			82.26%			82.26%		
PAID PARTICIPANTS	37,723	\$2,971.38	\$112,089	38,078	\$3,054.77	\$116,319	38,064	\$3,194.86	\$121,609

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	529,466			534,449			534,252		
Percent Subsisted	3.73%			3.73%			3.73%		
TOTAL	19,756	\$12.30	\$243	19,942	\$12.38	\$247	19,935	\$12.63	\$252

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

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. FY20 funding includes \$12.5M for the Air Force to transition from the Airmen Battledress Uniform (ABU) to the Operational Camouflage Uniform (OCP) with a mandatory wear date of April 2021.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	200	\$400.00	\$80	205	\$400.00	\$82	205	\$400.00	\$82
Organizational Issue/Replacement	191	\$1,376.96	\$263	195	\$1,404.50	\$274	195	\$1,432.59	\$279
TOTAL	391		\$343	400		\$356	400		\$361

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	2,434	\$1,576.83	\$3,838	2,457	\$1,608.36	\$3,952	2,456	\$1,640.53	\$4,029
Organizational Issue/Replacement	1,211	\$1,132.12	\$1,371	1,222	\$1,154.76	\$1,411	1,222	\$1,177.86	\$1,439
New Uniform Replacement	0	\$0.00	\$0	25,562	\$489.00	\$12,500	0	\$0.00	\$0
TOTAL	3,645		\$5,209	29,241		\$17,863	3,678		\$5,468

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,240	\$1,896.13	\$13,728	7,404	\$1,934.06	\$14,320	7,386	\$1,972.74	\$14,571
Enlisted	37,723	\$1,517.16	\$57,232	38,078	\$1,547.51	\$58,926	38,064	\$1,578.46	\$60,083
TOTAL	44,963		\$70,960	45,482		\$73,246	45,450		\$74,654

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

Inactive Duty for Training

Pay and allowances for personnel attending inactive duty for training including unit training assemblies, additional flying training periods, and Readiness Management Periods. The dollar rate used in computing the requirement includes basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized.

Pay and Allowances:

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,518			8,711			8,690		
Participation Rate	83.33%			83.33%			83.33%		
PAID PARTICIPANTS	7,098	\$15,643.56	\$111,038	7,259	\$16,068.35	\$116,640	7,241	\$16,863.08	\$122,106
Additional Training Assemblies:									
Flight Training	87,250	\$379.57	\$33,118	89,235	\$389.80	\$34,784	89,018	\$408.74	\$36,384
Readiness Management Periods	12,268	\$376.67	\$4,621	12,546	\$386.95	\$4,855	12,514	\$406.25	\$5,084
Military Funeral Honors	9	\$2,776.03	\$25	9	\$2,831.73	\$25	9	\$2,901.82	\$25
TOTAL			\$148,802			\$156,304			\$163,599
	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	45,857			46,288			46,272		
Participation Rate	82.73%			82.73%			82.73%		
PAID PARTICIPANTS	37,939	\$6,853.13	\$260,001	38,296	\$7,040.35	\$269,618	38,282	\$7,393.32	\$283,030
Additional Training Assemblies:									
Flight Training	39,093	\$212.14	\$8,293	39,461	\$217.85	\$8,597	39,440	\$228.41	\$9,007
Readiness Management Periods	24,660	\$204.21	\$5,036	24,891	\$209.81	\$5,223	24,883	\$220.39	\$5,484
Military Funeral Honors	80	\$1,664.19	\$133	80	\$1,701.59	\$136	80	\$1,762.95	\$141
TOTAL			\$273,463			\$283,574			\$297,662

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

Subsistence-in-Kind: Subsistence-in-kind for the number of mandays used by enlisted personnel on inactive duty for training periods of eight hours or more in any one calendar day.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,623,290			1,638,565			1,637,966		
Percent Subsisted	8.47%			8.47%			8.47%		
TOTAL	137,480	\$12.30	\$1,691	138,773	\$12.38	\$1,718	138,723	\$12.63	\$1,752

Travel: Travel and per diem allowances for personnel while performing an inactive duty for training drill. IAW sec 631 of FY08 NDAA 37USC, 408a, IDT TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD. Member is authorized travel expenses (actual expense) NTE \$500 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	912	\$2,828.95	\$2,580	933	\$2,885.53	\$2,692	931	\$2,943.24	\$2,740
Enlisted	1,286	\$2,969.67	\$3,819	1,298	\$3,029.07	\$3,932	1,298	\$3,089.65	\$4,010
TOTAL	2,198		\$6,399	2,231		\$6,624	2,229		\$6,750

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

	BA	Amount
FY 2020 Direct Program		\$100,864
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	1,448	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	484	
Inflation (Rate 2.0%) and Other Price Changes	261	
Retired Pay Accrual (Rate 27.0%)	2,183	
FICA (Rate 7.65%)	147	
BAH	123	
Total Pricing Increases	4,646	
Program Increases:		
AT Pay	364	
IDT Pay	720	
Clothing	1	
Travel	120	
Total Program Increases	1,205	
Total Increases		\$5,851
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2021 Direct Program		\$106,715

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

Estimate	FY 2021	\$106,715
Estimate	FY 2020	\$100,864
Actual	FY 2019	\$90,927

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Active Duty for Training	\$37,712	\$41,760	\$43,906
Inactive Duty for Training	\$53,215	\$59,104	\$62,809
TOTAL	\$90,927	\$100,864	\$106,715

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

Active Duty for Training

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

Pay and Allowances:

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,144			4,511			4,577		
Participation Rate	83.69%			83.68%			83.68%		
PAID PARTICIPANTS	3,468	\$6,056.53	\$21,004	3,775	\$6,227.90	\$23,510	3,830	\$6,525.86	\$24,994

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	2,716			2,860			2,862		
Participation Rate	67.16%			67.17%			67.16%		
PAID PARTICIPANTS	1,824	\$3,390.32	\$6,184	1,921	\$3,485.23	\$6,694	1,922	\$3,646.97	\$7,009

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	22,291			23,476			23,489		
Percent Subsisted	0.00%			0.00%			0.00%		
TOTAL	0	\$12.30	\$0	0	\$12.38	\$0	0	\$12.63	\$0

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

Individual Clothing and Uniform Allowance: Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	23	\$400.00	\$9	25	\$400.00	\$10	25	\$400.00	\$10
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	23		\$9	25		\$10	25		\$10

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	75	\$1,466.67	\$110	79	\$1,496.00	\$118	79	\$1,525.92	\$121
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	75		\$110	79		\$118	79		\$121

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	3,468	\$2,000.00	\$6,936	3,775	\$2,040.00	\$7,701	3,830	\$2,080.80	\$7,969
Enlisted	1,824	\$1,901.86	\$3,469	1,921	\$1,939.90	\$3,727	1,922	\$1,978.70	\$3,803
TOTAL	5,292		\$10,405	5,696		\$11,428	5,752		\$11,772

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

Inactive Duty Training

The dollar rate used in computing the requirement includes basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized.

Pay and Allowances: Pay and allowances for personnel attending inactive duty training.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,144			4,511			4,577		
Participation Rate	95.51%			95.52%			95.52%		
PAID PARTICIPANTS	3,958	\$10,495.73	\$41,542	4,309	\$10,783.82	\$46,467	4,372	\$11,330.50	\$49,537

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,716			2,860			2,862		
Participation Rate	80.34%			80.35%			80.33%		
PAID PARTICIPANTS	2,182	\$5,169.64	\$11,280	2,298	\$5,311.06	\$12,204	2,299	\$5,578.39	\$12,825

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	171	\$1,812.87	\$310	186	\$1,849.12	\$344	189	\$1,886.11	\$356
Enlisted	40	\$2,075.00	\$83	42	\$2,116.50	\$89	42	\$2,158.83	\$91
TOTAL	211		\$393	228		\$433	231		\$447

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

Reimbursable Requirements: Reimbursable requirements are in addition to funds requested for direct program requirements. (Selective Service Support)

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	\$15,064.52	\$467	31	\$14,774.19	\$458	31	\$15,225.81	\$472
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	31		\$467	31		\$458	31		\$472

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

	BA	Amount
FY 2020 Direct Program		\$57,077
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	654	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	218	
Inflation (Rate 2.0%) and Other Price Changes	208	
Retired Pay Accrual (Rate 27.0%)	985	
FICA (Rate 7.65%)	67	
BAH	303	
Total Pricing Increases	2,435	
Program Increases:		
Total Program Increases	0	
Total Increases		\$2,435
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
AT Pay	(6,796)	
Clothing	(549)	
Travel	(468)	
Total Program Decreases	(7,813)	
Total Decreases		(\$7,813)
FY 2021 Direct Program		\$51,699

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

Estimate	FY 2021	\$51,699
Estimate	FY 2020	\$57,077
Actual	FY 2019	\$70,116

PART I - Purpose and Scope

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

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

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

Part II - Justification for Funds Requested

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	3,952			3,131			2,720		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	3,952	\$15,361.61	\$60,709	3,131	\$15,801.79	\$49,476	2,720	\$16,530.46	\$44,963

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	3,952	\$1,285.17	\$5,079	3,131	\$1,310.88	\$4,104	2,720	\$1,337.09	\$3,637

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	3,952	\$1,095.14	\$4,328	3,131	\$1,117.04	\$3,497	2,720	\$1,139.39	\$3,099

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

	BA	Amount
FY 2020 Direct Program		\$2,878
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	46	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	15	
Inflation (Rate 2.0%) and Other Price Changes	4	
Retired Pay Accrual (Rate 27.0%)	69	
FICA (Rate 7.65%)	5	
Total Pricing Increases	139	
Program Increases:		
Total Program Increases	0	
Total Increases		\$139
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
IDT Pay	(605)	
Total Program Decreases	(605)	
Total Decreases		(\$605)
FY 2021 Direct Program		\$2,412

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

Estimate	FY 2021	\$2,412
Estimate	FY 2020	\$2,878
Actual	FY 2019	\$3,906

PART I - Purpose and Scope

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

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

Part II - Justification of Funds Requested

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

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,988	44,803	\$87.18	\$3,906	1,426	32,137	\$89.54	\$2,878	1,140	25,692	\$93.86	\$2,412

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

	BA	Amount
FY 2020 Direct Program	744	\$744
Increases:		
Pricing Increases:		
Readiness Training	3	
IRR Muster/Screening	11	
Total Pricing Increases	14	
Program Increases:		
IRR Muster/Screening	1	
Total Program Increases	1	
Total Increases		\$15
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Readiness Training	(172)	
Total Program Decreases	(172)	
Total Decreases		(\$172)
FY 2021 Direct Program		\$587

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

Estimate	FY 2021	\$587
Estimate	FY 2020	\$744
Actual	FY 2019	\$80

PART I – Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	25	25	\$520.00	\$13	0	0	\$0.00	\$0
Enlisted	0	0	\$0.00	\$0	300	300	\$520.00	\$156	0	0	\$0.00	\$0
Subtotal	0	0		\$0	325	325		\$169	0	0		\$0

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	83	83	\$241.25	\$20	434	434	\$237.50	\$103	433	433	\$242.25	\$105
Enlisted	249	249	\$241.25	\$60	1,987	1,987	\$237.50	\$472	1,990	1,990	\$242.25	\$482
Subtotal	332	332		\$80	2,421	2,421		\$575	2,423	2,423		\$587

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	83	83	\$241.25	\$20	459	459	\$252.72	\$116	433	433	\$242.25	\$105
Enlisted	249	249	\$241.25	\$60	2,287	2,287	\$274.60	\$628	1,990	1,990	\$242.25	\$482
TOTAL	332	332		\$80	2,746	2,746		\$744	2,423	2,423		\$587

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

	Amount
FY 2020 Direct Program	\$180,872
Increases:	
Pricing Increases:	
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	1,713
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	572
Retired Pay Accrual (Rate 27.0%)	2,581
FICA (Rate 7.65%)	176
BAH	990
Inflation (Rate 2.0%) and Other Price Changes	1,053
Total Pricing Increases	7,085
Program Increases:	
Initial Skills Acquired	1,995
Refresh & Proficiency	828
Officer Candidate School	261
Career Development Training	1,699
Undergrad Pilot Training	3,346
Unit Conversion Training	276
Recruiter Training	13
Total Program Increases	8,418
Total Increases	\$15,503

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

	Amount
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	0
Program Decreases:	
Total Program Decreases	0
Total Decreases	\$0
FY 2021 Direct Program	\$196,375

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

Estimate	FY 2021	\$196,375
Estimate	FY 2020	\$180,872
Actual	FY 2019	\$169,089

PART I - Purpose and Scope

School Training provides for pay and allowances including government's social security contribution, subsistence, travel, per diem, and retired pay accrual for Air Force Reserve personnel performing tours of active duty to attend formal schools. The school program for the Air Force Reserve is designed to increase the mobilization potential and readiness skill levels of Reservists through training that cannot be achieved through other means, and also to cross train in related career fields. The courses vary from approximately 5 to 339 days in length. Funding includes the actual period of instruction plus travel time and leave accrued at the rate of 2 1/2 days per month for courses of 30 days or more. The courses are the same as those offered to the regular Air Force, and with minor exceptions, a Reservist may attend any course offered to members of the regular Air Force.

Program requirements are based on the estimated number of personnel who will require formal school training for each fiscal year.

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

PART II - Justification of Funds Requested

The school tours are programmed and budgeted in seven separate categories as follows:

Career Development Training: Professional Military Education (PME) courses vary in length from one and two week seminars at Air University and the National Defense University to a full academic year in resident courses such as the senior service schools. The level of training remains fairly constant in this category. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,163	31,414	\$498.59	\$15,663	1,205	32,530	\$512.25	\$16,664	1,257	33,933	\$533.70	\$18,112
Enlisted	2,519	60,466	\$304.51	\$18,414	2,638	63,317	\$312.49	\$19,786	2,760	66,247	\$324.01	\$21,464
TOTAL	3,682	91,880		\$34,077	3,843	95,847		\$36,450	4,017	100,180		\$39,576

Initial Skill Acquisition Training: Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both active force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Courses vary in length from two weeks to eight months. The level of training in this category is determined by actual and projected vacancies in critical skills.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	202	12,724	\$381.56	\$4,855	209	13,180	\$392.03	\$5,167	218	13,747	\$408.53	\$5,616
Enlisted	1,590	119,274	\$286.95	\$34,226	1,665	124,896	\$294.46	\$36,777	1,742	130,671	\$305.30	\$39,894
TOTAL	1,792	131,998		\$39,081	1,874	138,076		\$41,944	1,960	144,418		\$45,510

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

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	253	4,303	\$316.86	\$1,365	262	4,459	\$326.20	\$1,453	273	4,647	\$339.73	\$1,578
Enlisted	209	12,941	\$291.90	\$3,777	219	13,549	\$299.53	\$4,058	229	14,175	\$310.47	\$4,402
TOTAL	462	17,244		\$5,142	481	18,008		\$5,511	502	18,822		\$5,980

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

Refresher and Proficiency Training: Provides training necessary to attain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members in specific aircraft. Also included are training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. Length of training depends on the individual's prior qualifications. The longest technical training course is of 10 weeks duration; the shortest, one week. The longest aircrew course is the 26-week Air Combat Command Operation Training Course; the shortest, Water Survival Training for four days.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	378	19,656	\$469.54	\$9,229	391	20,356	\$482.37	\$9,819	408	21,233	\$502.57	\$10,672
Enlisted	1,036	26,934	\$279.41	\$7,525	1,085	28,204	\$286.69	\$8,086	1,135	29,506	\$297.27	\$8,771
TOTAL	1,414	46,590		\$16,754	1,476	48,560		\$17,905	1,543	50,739		\$19,443

Undergraduate Pilot/Navigator and Aircrew Training: The term “aircrew” encompasses all officer and enlisted flyers operating manned or unmanned aerial vehicles, and space operators. The basic Undergraduate Pilot Training (UPT) course is of approximately 50 weeks duration while Undergraduate Navigator Training (UNT) ranges from 48-78 weeks depending on the weapon system. Variations in levels of training are based upon phasing of entries to meet programmed production. Graduates proceed to combat crew training for the particular aircraft and missions to which they will be assigned. Also includes mission qualification and seasoning training for aircrew.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,003	123,374	\$357.41	\$44,094	1,039	127,768	\$367.20	\$46,915	1,083	133,268	\$382.63	\$50,991
Enlisted	839	88,103	\$273.30	\$24,077	879	92,255	\$280.46	\$25,873	919	96,523	\$290.76	\$28,066
TOTAL	1,842	211,477		\$68,171	1,918	220,023		\$72,788	2,002	229,791		\$79,057

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

Unit Conversion Training: Formal school courses resulting from a change in unit mission, aircraft model, or support equipment. Most of this training is for aircrew personnel; however, some advanced technical training is also included for non-aircrew personnel.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	73	5,095	\$510.80	\$2,602	75	5,275	\$524.59	\$2,768	79	5,501	\$546.80	\$3,008
Enlisted	183	9,129	\$324.03	\$2,958	191	9,561	\$332.55	\$3,179	200	10,002	\$344.67	\$3,448
TOTAL	256	14,224		\$5,560	266	14,836		\$5,947	279	15,503		\$6,456

Recruiter Training: Provides training of carefully selected Air Force Reserve enlisted personnel to enhance their capabilities in recruiting. Personnel are assigned directly to the Air Force Reserve recruiting program. Courses are conducted by Air Education and Training Command and are of four weeks duration.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	20	899	\$338.35	\$304	21	942	\$346.43	\$327	22	981	\$359.58	\$353
TOTAL	20	899		\$304	21	942		\$327	22	981		\$353

TOTAL SCHOOL TRAINING

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,072	196,566	\$395.84	\$77,808	3,181	203,568	\$406.67	\$82,786	3,318	212,329	\$423.76	\$89,977
Enlisted	6,396	317,746	\$287.28	\$91,281	6,698	332,724	\$294.80	\$98,086	7,007	348,105	\$305.65	\$106,398
TOTAL	9,468	514,312		\$169,089	9,879	536,292		\$180,872	10,325	560,434		\$196,375

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

	BA	Amount
FY 2020 Direct Program	323,049	\$323,049
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	3,227	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	1,078	
Retired Pay Accrual (Rate 27.0%)	4,859	
FICA (Rate 7.65%)	332	
BAH	1,960	
Inflation (Rate 2.0%) and Other Price Changes	1,539	
Total Pricing Increases	12,995	
Program Increases:		
Cmd & Staff Supervision	559	
Competitive Events	7	
Exercises	154	
Management Support	14,660	
Operational Training	4,036	
Unit Conversion	62	
Service Mission/Mission Support	522	
Total Program Increases	20,000	
Total Increases		\$32,995

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2021 Direct Program		\$356,044

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

Estimate	FY 2021	\$356,044
Estimate	FY 2020	\$323,049
Actual	FY 2019	\$317,036

PART I - Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

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

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

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	32	192	\$509.49	\$98	33	200	\$517.60	\$104	35	212	\$539.62	\$115
Enlisted	2	8	\$333.25	\$2	2	7	\$357.23	\$2	2	6	\$391.17	\$2
TOTAL	34	200		\$100	35	207		\$106	37	218		\$117

Command/Staff Supervision: Inspection and staff assistance visits made by higher headquarters to subordinate units. The effectiveness of training is reviewed, the organizations' capability to respond to wartime taskings is evaluated and compliance with directives is checked. The tours also enable newly assigned personnel to become acquainted with their positions.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	882	7,942	\$669.98	\$5,321	918	8,265	\$683.50	\$5,649	974	8,770	\$712.77	\$6,251
Enlisted	1,434	8,601	\$347.31	\$2,987	1,508	9,050	\$354.74	\$3,211	1,598	9,585	\$368.71	\$3,535
TOTAL	2,316	16,543		\$8,308	2,426	17,315		\$8,860	2,572	18,355		\$9,786

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

Management Support: Day-to-day planning and supervision of Reserve training functions. Examples include the writing and coordinating of plans for exercises and training assemblies, development of Reserve policies and programs and retraining of obligated Reserve members who do not participate satisfactorily.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,240	93,276	\$524.71	\$48,943	4,412	97,067	\$535.27	\$51,957	4,681	102,986	\$558.25	\$57,492
Enlisted	24,284	607,102	\$283.02	\$171,822	25,551	638,774	\$289.24	\$184,759	27,062	676,542	\$300.66	\$203,409
TOTAL	28,524	700,378		\$220,765	29,963	735,841		\$236,716	31,743	779,528		\$260,901

Exercises: Air Force Reserve participation in joint training exercises. The Reserve members are integrated with the active forces to provide required expertise. The Reserve personnel may function in command positions as aircrew members or as specialists in any field.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	319	2,550	\$513.93	\$1,310	332	2,655	\$524.11	\$1,392	352	2,814	\$547.19	\$1,539
Enlisted	537	3,760	\$274.01	\$1,030	565	3,957	\$280.16	\$1,108	598	4,189	\$291.06	\$1,219
TOTAL	856	6,310		\$2,340	897	6,612		\$2,500	950	7,003		\$2,758

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

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,067	14,938	\$389.45	\$5,817	1,110	15,545	\$397.31	\$6,176	1,178	16,493	\$414.41	\$6,834
Enlisted	4,390	263,427	\$209.47	\$55,180	4,619	277,167	\$214.07	\$59,336	4,893	293,560	\$222.52	\$65,323
TOTAL	5,457	278,365		\$60,997	5,729	292,712		\$65,512	6,071	310,053		\$72,157

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

Service Mission/Mission Support: Training members receive from direct support of the active military forces. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Operation Enduring Freedom, Operation Freedom Sentinel, and Operation Spartan Shield.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	899	8,090	\$468.14	\$3,787	935	8,418	\$477.62	\$4,020	992	8,931	\$497.95	\$4,448
Enlisted	1,712	13,697	\$291.32	\$3,991	1,801	14,409	\$297.82	\$4,291	1,908	15,263	\$309.53	\$4,724
TOTAL	2,611	21,787		\$7,778	2,736	22,827		\$8,311	2,900	24,194		\$9,172

Unit Conversion Training: Additional training required by Reserve personnel to attain proficiency in their wartime specialty due to unit aircraft conversions or other mission changes.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	215	1,292	\$545.42	\$705	224	1,345	\$555.61	\$748	238	1,425	\$581.02	\$827
Enlisted	89	891	\$309.25	\$276	94	936	\$316.22	\$296	99	992	\$329.19	\$326
TOTAL	304	2,183		\$981	318	2,281		\$1,044	337	2,417		\$1,153

Drug Interdiction/Counternarcotic Activities: Direct support of drug interdiction/counternarcotic activities. Funds are provided to Air Force Reserve by reprogramming, on an annual basis, from Drug Interdiction/Counternarcotic, Defense Appropriation.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	163	2,604	\$504.99	\$1,315								
Enlisted	411	6,160	\$339.77	\$2,093								
TOTAL	574	8,764		\$3,408								

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

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,763	23,179	\$327.67	\$7,595								
Travel	2,763	23,179	\$205.53	\$4,764								
TOTAL				\$12,359								

TOTAL SPECIAL TRAINING

	FY 2019 Actual				FY 2020 Estimate				FY 2021 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	8,622	137,636	\$520.53	\$71,644	7,964	133,495	\$524.71	\$70,046	8,450	141,631	\$547.24	\$77,506
Enlisted	34,817	920,073	\$266.71	\$245,392	34,140	944,300	\$267.93	\$253,003	36,160	1,000,137	\$278.50	\$278,538
TOTAL	43,439	1,057,709		\$317,036	42,104	1,077,795		\$323,049	44,610	1,141,768		\$356,044

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

	BA	Amount
FY 2020 Direct Program	564,193	\$564,193
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	5,180	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	1,731	
Inflation (Rate 2.0%) and Other Price Changes	7,384	
Retired Pay Accrual (Full-time Rate 34.9%)	11,322	
FICA (Rate 7.65%)	527	
BAH	3,458	
Total Pricing Increases	29,602	
Program Increases:		
Full-Time / AGR	90,716	
Death & Disability	1	
Travel	2,148	
Bonuses	3,905	
Total Program Increases	96,770	
Total Increases		\$126,372

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Inflation and Other Price Changes	(852)	
Total Pricing Decreases	(852)	
Program Decreases:		
Bonuses	(189)	
Health Professional Stipend	(1)	
Total Program Decreases	(190)	
Total Decreases		(\$1,042)
FY 2021 Direct Program		\$689,523

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

Estimate	FY 2021	\$689,523
Estimate	FY 2020	\$564,193
Actual	FY 2019	\$490,422

PART I - Purpose and Scope

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

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

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

Part II - Justification of Funds Requested

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

	<u>FY 2019 Actual</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>
Full-Time Pay and Allowances	\$453,835	\$524,642	\$646,970
Health Profession Stipend	\$1,165	\$1,191	\$1,227
Death Gratuity	\$100	\$200	\$200
Disability and Hospitalization	\$266	\$362	\$373
Bonus Programs	\$33,365	\$36,049	\$38,911
Continuation Pay	\$124	\$275	\$275
Foreign Language Proficiency Pay	\$1,567	\$1,567	\$1,567
Total	\$490,422	\$564,193	\$689,523

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

Pay and Allowances: Pay and allowances for personnel serving on active duty as authorized by Sections 10211, 10305, 8038, 12301 and 12310 of Title 10, U.S.C. The dollar rates used in computing these requirements include basic pay, retired pay accrual, government's contribution for social security, basic allowance for subsistence and basic allowance for housing, special and incentive pay, and termination pay, as authorized. The rates used in pricing this program are the Military Annual Composite Pay Rates from AFI 65-503. The total average authorized end strength by grade is priced out and offset by the anticipated Air Force Materiel Command (AFMC) reimbursement.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Officers</u>									
Full Time Statutory Tour	395	\$208,726.52	\$82,447	321	\$215,232.74	\$69,090	270	\$229,648.44	\$62,005
Recruiters	11	\$187,181.82	\$2,059	14	\$192,943.56	\$2,701	12	\$205,861.36	\$2,471
Unit AGRs	689	\$179,205.64	\$123,473	924	\$184,803.46	\$170,759	1,205	\$197,220.41	\$237,651
Subtotal	1,095	\$189,935.16	\$207,979	1,259	\$192,652.90	\$242,550	1,487	\$203,178.88	\$302,127
<u>Enlisted</u>									
Full Time Statutory Tour	368	\$113,108.72	\$41,624	273	\$116,666.14	\$31,850	176	\$122,071.49	\$21,485
Recruiters	392	\$101,263.04	\$39,695	377	\$104,444.78	\$39,375	352	\$109,264.52	\$38,460
Unit AGRs	1,769	\$92,731.19	\$164,041	2,194	\$95,646.97	\$209,850	2,822	\$100,049.31	\$282,339
Subtotal	2,529	\$97,018.58	\$245,360	2,844	\$98,830.87	\$281,075	3,350	\$102,174.33	\$342,284
TOTAL	3,624	\$125,093.54	\$453,339	4,103	\$127,620.03	\$523,625	4,837	\$133,225.35	\$644,411
<u>Less AFMC Reimbursement</u>	98	\$96,755.10	\$9,482	91	\$116,120.88	\$10,567	91	\$125,318.68	\$11,404
<u>Total Direct</u>	3,526	\$125,881.17	\$443,857	4,012	\$127,880.86	\$513,058	4,746	\$133,376.95	\$633,007

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

PCS: Transportation costs for personnel serving on active duty for other than training. Included are permanent change of station costs, movement and storage of household goods, family member travel and per diem, and TDY associated with PCS moves.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	185	\$15,881.08	\$2,938	214	\$16,198.70	\$3,467	254	\$16,522.68	\$4,197
Enlisted	537	\$13,109.87	\$7,040	607	\$13,372.07	\$8,117	716	\$13,639.51	\$9,766
TOTAL	722		\$9,978	821		\$11,584	970		\$13,963

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

***AFMC Reimbursement:** This is a coordinated Air Force Materiel Command (AFMC)/Air Force Reserve Command (AFRC) program directing the use of AFRC aircrew to perform AFMC test support and Depot Functional Check Flight operations. Approved at the Rated Summit 99 by the Secretary of the Air Force (SECAF), Chief of Staff of the Air Force (CSAF), and the 4-Stars by order of Program Change Request (PCR) 99-07. SECAF and CSAF directed AFMC/CC and AFRC/CC to implement immediately. The original PCR requested the addition of a Flights Integrated Reserve Associate Unit within the 452nd Flight Test Squadron (FLTS), Air Force Flight Test Center, Edwards AFB CA and FLTS Reserve Associated Units at the Air Logistics Center (ALC) (514 FLTS Hill AFB UT; 10 FLTS Tinker AFB OK; 339 FLTS Robins AFB GA; and AFMC Operating Location Randolph AFB TX). The 452 FLTS remained a regular Air Force unit with an additional integrated "new" reserve unit. The ALC units maintained their original designations and came under AFRC administrative control after the transition was complete, but continued to come under AFMC operational control. As of FY20, the current program maintains this relationship, although the unit assignments have evolved. Currently this mission is overseen by the 413th Flight Test Group (FTG) Robins AFB, GA with GSU's at 339 FLTS Robins AFB GA, 10 FLTS Tinker AFB OK, 514 FLTS Hill AFB UT, 415 Flight Test Flight (FLTF) Randolph AFB, TX and Operating Location ALPHA, Davis Monthan AFB, AZ. The Reserve Associate unit within the 452 FLTS at Edwards AFB, CA was discontinued when that unit changed missions to RPA support and is no longer a part of this program.

	FY 2019 Actual		FY 2020 Estimate		FY 2021 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	51	\$7,114	52	\$7,639	52	\$8,244
Enlisted	47	\$2,368	39	\$2,928	39	\$3,160
TOTAL	98	\$9,482	91	\$10,567	91	\$11,404

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

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	47	\$24,787.23	\$1,165	47	\$25,340.43	\$1,191	47	\$26,106.38	\$1,227
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	47	\$24,787.23	\$1,165	47	\$25,340.43	\$1,191	47	\$26,106.38	\$1,227

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

Death Gratuities: Death gratuities are paid to beneficiaries of deceased military personnel as authorized by law. Amount payable for death gratuity is \$100,000.

Disability and Hospitalization Benefits: Payments for members of the Reserve Component who suffer injury or disability or contract disease in line of duty, active or inactive, who are entitled to incapacitation pay and travel for medical treatment. Incapacitation pay includes basic pay, retired pay accrual, government's contribution for social security, subsistence, housing allowance, and transportation and per diem, as authorized. Disability severance payments, when authorized, are also included.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	1	\$100,000.00	\$100	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	0	\$100,000.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
TOTAL	1		\$100	2		\$200	2		\$200
	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	3	\$25,333.33	\$76	5	\$26,087.00	\$130	5	\$26,876.13	\$134
Enlisted	10	\$16,400.00	\$164	12	\$16,887.90	\$203	12	\$17,398.76	\$209
Subtotal	13		\$240	17		\$333	17		\$343
<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	1	\$23,000.00	\$23	1	\$23,460.00	\$23	1	\$23,929.20	\$24
Subtotal	1		\$23	1		\$23	1		\$24
<u>Transportation & Per Diem</u>									
Officer	0	\$510.00	\$0	3	\$520.20	\$2	3	\$530.60	\$2
Enlisted	6	\$500.00	\$3	8	\$510.00	\$4	8	\$520.20	\$4
Subtotal	6		\$3	11		\$6	11		\$6
TOTAL			\$266			\$362			\$373

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

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
6 Year	800	7,601	\$6,081	800	7,601	\$6,081	800	7,601	\$6,081
Anniversary Payments									
6 Year	2,796	1,584	\$4,428	3,036	1,567	\$4,757	3,278	1,553	\$5,090
Subtotal	3,596	2,922	\$10,509	3,836	2,825	\$10,838	4,078	2,739	\$11,171

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	11	12,500	\$134	11	12,500	\$138	11	12,500	\$138
6 Year	286	7,500	\$2,146	286	7,500	\$2,145	286	7,500	\$2,145
Anniversary Payments									
3 Year	16	6,438	\$103	18	6,278	\$113	22	6,273	\$138
6 Year	1,038	1,500	\$1,557	1,103	1,500	\$1,655	1,168	1,500	\$1,752
Subtotal	1,351	2,916	\$3,940	1,418	2,857	\$4,051	1,487	2,806	\$4,173

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

Reenlistment Bonus: Reenlistment bonus payment to prior-service enlisted personnel who enlist or extend in Air Force Reserve established critical career fields, provided they hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either five or two equal payments of the remaining bonus amount respectively. The total bonus amount will not exceed \$7,500 or \$15,000, respectively, per individual.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	73	3,750	\$272	73	3,750	\$274	73	3,750	\$274
6 Year	799	7,500	\$5,993	799	7,500	\$5,993	799	7,500	\$5,993
Anniversary Payments									
3 Year	185	1,870	\$346	158	1,873	\$296	146	1,877	\$274
6 Year	2,903	1,500	\$4,354	3,121	1,500	\$4,682	3,340	1,500	\$5,011
Subtotal	3,960	2,769	\$10,965	4,151	2,709	\$11,245	4,358	2,651	\$11,552

Critically Short Wartime Health Specialist Bonus: A bonus of \$10,000 or \$50,000 annually to an officer in a health care profession who qualified in a specialty designated by regulations as a critically short wartime specialty. The officer must agree to serve in the Selected Reserve for a period of not less than one year and the bonus is limited to 3 years beginning on the date the officer accepts the award of special pay.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	213	17,765	\$3,792	120	16,667	\$2,000	120	16,667	\$2,000
Anniversary Payments									
3 Year	61	18,033	\$1,100	237	17,983	\$4,262	333	17,393	\$5,792
Subtotal	274	17,854	\$4,892	357	17,541	\$6,262	453	17,201	\$7,792

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

Affiliation Bonus: A reserve affiliation bonus may be paid to enlisted personnel who are serving on active duty, are eligible for reenlistment or for extension of their active duty status and, upon release from active duty, will have a reserve service obligation under the Selective Service Act. These individuals qualify for a bonus payment if they affiliate with a unit and are currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and two equal payments of the remaining bonus amount. The total bonus amount will not exceed \$7,500 per individual.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	28	3,750	\$106	28	3,750	\$105	28	3,750	\$105
6 Year	0	0	\$0	0	0	\$0	0	0	\$0
Anniversary Payments									
3 Year	14	1,929	\$27	35	1,886	\$66	56	1,893	\$106
6 Year	0	0	\$0	0	0	\$0	0	0	\$0
Subtotal	42	3,167	\$133	63	2,714	\$171	84	2,512	\$211

Accession/Affiliation Bonus: Bonus payments to officers who agree to serve in an Air Force Reserve Top 10 most critical career field command wide for a term of three years. Total bonus will not exceed \$10,000. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and 2 equal payments of the remaining bonus amount.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	142	4,260	\$605	142	4,260	\$605	142	4,260	\$605
Anniversary Payments									
3 Year	70	3,529	\$247	177	3,508	\$621	284	3,507	\$996
Subtotal	212	4,019	\$852	319	3,843	\$1,226	426	3,758	\$1,601

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
6 Year	33	1,500	\$50	39	1,500	\$59	39	1,500	\$59
Anniversary Payments									
6 Year	33	1,515	\$50	89	1,506	\$134	72	1,514	\$109
Subtotal	66	1,515	\$100	128	1,508	\$193	111	1,514	\$168

Health Professions Loan Repayment Program: Repayment of an annual maximum of \$40,000 in higher education loans for each satisfactory year of service completed in the selected reserve by a health professional in a wartime combat medical skill designated as critical. The maximum lifetime repayment is \$250,000. The payout is typically \$20,000 or \$40,000 per year for 3 or 4 years of satisfactory service.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	21	28,759	\$591	21	28,571	\$600	21	28,571	\$600
Anniversary Payments									
3 Year	53	26,094	\$1,383	54	27,093	\$1,463	59	27,847	\$1,643
Subtotal	74	26,676	\$1,974	75	27,507	\$2,063	80	28,038	\$2,243

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

TOTAL RESERVE INCENTIVES

	<u>FY 2019 Actual</u>			<u>FY 2020 Estimate</u>			<u>FY 2021 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
Subtotal - New Payments	2,406	8,217	\$19,770	2,319	7,762	\$18,000	2,319	7,762	\$18,000
Anniversary Payments									
Subtotal - Anniversary Payments	7,169	1,896	\$13,595	8,028	2,248	\$18,049	8,758	2,388	\$20,911
TOTAL	9,575	3,485	\$33,365	10,347	3,484	\$36,049	11,077	3,513	\$38,911

Foreign Language Proficiency Pay

	<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	85	5,835	\$496	85	5,835	\$496	85	5,835	\$496
Enlisted	184	5,821	\$1,071	184	5,821	\$1,071	184	5,821	\$1,071
Subtotal	269		\$1,567	269		\$1,567	269		\$1,567

Continuation Pay

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

	<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			\$23			\$64			\$93
Enlisted			\$101			\$118			\$182
Subtotal			\$124			\$182			\$275

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

SECTION 10211: Participation of Reserve officers in preparation and administration of Reserve Affairs. Provides that within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its reserve components on active duty administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	346	362	377	377	290	224	224	239	225
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

SECTION 10305: Participation of Reserve officers in the policies and regulations for government of Reserve Components of the Air Force. Provides for officers of the Air National Guard of the United States and the Air Force Reserve to be placed on duty with the Air Staff to participate in the formulation of policies and regulations directly affecting those Reserve components, one-half of whom will be from each component. These officers shall be considered as additional members of the Air Staff while on that duty.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	5	5	5	5	5	5	5	5

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	12	12	11	11	11	11	11	11	11

SECTION 12310: Provides for officer and enlisted members serving on full-time tours under Section 12310 of Title 10, USC.

ANG/AFR Airlift Tactics Flight (ANG/AFRATF): Provides for Reserve instructors at ANG/AFRATF, St. Joseph, MO to teach low level awareness training and structural limitations for C-130 aircrews.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	14	14	14	14	14	14	14	14	14

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	302	303	305	305	220	134	134	133	132

Air Reserve Personnel Center: Provides for Reserve Enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve programs at the Air Reserve Personnel Center, Denver CO.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	49	50	50	50	41	32	32	33	33

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

Personnel Programs: Provides for Reserve enlisted personnel Supervisors and Technicians at ACC, AETC, AFIA, AIA, HAF, AFMC, AMC, SPC AFOSI to assist and advise in the development and administration of Reserve enlisted programs.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	4	5	5	5	5	5	5	5	5

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	2	2	2	2	2	2	2

Unit Program: Provides for full-time support at unit/base level in the training and equipping the Reserve and total Air Force in preparation for combat.

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	634	689	745	745	924	1,120	1,120	1,205	1,242
Enlisted	1,610	1,769	1,934	1,934	2,194	2,496	2,496	2,822	3,223
Subtotal	2,244	2,458	2,679	2,679	3,118	3,616	3,616	4,027	4,465

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	8	12	12	12	14	14	14	12	9
Enlisted	391	392	392	392	377	370	370	352	351
Subtotal	399	404	404	404	391	384	384	364	360

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	8	8	7	7	5	3	3	3	3

TOTAL PROGRAM

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,020	1,095	1,165	1,165	1,259	1,389	1,389	1,487	1,507
Enlisted	2,366	2,529	2,695	2,695	2,844	3,042	3,042	3,350	3,749
Subtotal	3,386	3,624	3,860	3,860	4,103	4,431	4,431	4,837	5,256

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

	BA	Amount
FY 2020 Direct Program	5,222	\$5,222
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	40	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	118	
Total Pricing Increases	158	
Program Increases:		
Total Program	26	
Total Program Increases	26	
Total Increases		\$184
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2021 Direct Program		\$5,406

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

Estimate	FY 2021	\$5,406
Estimate	FY 2020	\$5,222
Actual	FY 2019	\$4,005

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			1,011			1,213			1,394
Enlisted			2,994			4,009			4,012
Total			4,005			5,222			5,406

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

	BA	Amount
FY 2020 Direct Program	13,092	\$13,092
Increases:		
Pricing Increases:		
Total Pricing Increases	0	
Program Increases:		
Total Program Increases	0	
Total Increases		\$0
Decreases:		
Pricing Decreases:		
Kicker	(312)	
Total Pricing Decreases	(312)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$312)
FY 2021 Direct Program		\$12,780

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

Estimate	FY 2021	\$12,780
Estimate	FY 2020	\$13,092
Actual	FY 2019	\$7,523

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

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

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

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

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

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

Tuition Assistance Program. The Air Force Reserve Tuition Assistance (RESTA) Program is available to all participating members of the Air Force Reserve (except AGRs who are covered under the Active Duty Program). It's intended as an educational benefit to participating selected reserve. The Tuition Assistance Program will be used to recruit and retain membership in the US Air Force Reserve. The basic benefit offers RESTA for the cost of tuition not to exceed \$250.00 per semester hour, \$166.66 per quarter hour credit, and a fiscal year annual of \$4,500.00, applicable to all eligible Airman. Tuition Assistance is an incentive, not an entitlement and is offered each fiscal year as long as funding is available.

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	3,998	\$0	\$0	3,155	\$0	\$0	2,720	\$0	\$0
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	503	\$3,257	\$1,639	1,120	\$3,107	\$3,480	1,120	\$2,829	\$3,168
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	363	\$2,118	\$769	363	\$2,118	\$769	363	\$2,118	\$769
Tuition Assistance, Enlisted	2,415	\$2,118	\$5,115	4,175	\$2,118	\$8,843	4,175	\$2,118	\$8,843
TOTAL EDUCATIONAL BENEFITS	7,279		\$7,523	8,813		\$13,092	8,378		\$12,780

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

	BA	Amount
FY 2020 Direct Program	62,491	\$62,491
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	181	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 21)	61	
Inflation (Rate 2.0%) and Other Price Changes	1,224	
FICA (Rate 7.65%)	18	
Retired Pay Accrual (Rate 27.0%)	273	
BAH	200	
Total Pricing Increases	1,957	
Program Increases:		
Stipend	104	
Pay Allowances	30	
BAH	16	
Travel	1	
Total Program Increases	151	
Total Increases		\$2,108

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

BA Amount

Decreases:

Pricing Decreases:

Total Pricing Decreases

0

Program Decreases:

Total Program Decreases

0

Total Decreases

\$0

FY 2021 Direct Program

\$64,599

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

Estimate	FY 2021	\$64,599
Estimate	FY 2020	\$62,491
Actual	FY 2019	\$56,514

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,465.00 effective 1 July 2020. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,341	\$24,661.45	\$33,071	1,461	\$25,334.22	\$37,013	1,465	\$26,112.18	\$38,254
Pay and Allowances	1,341	\$10,810.50	\$14,497	1,461	\$11,143.26	\$16,281	1,465	\$11,645.35	\$17,060
Uniform Allowances	455	\$400.00	\$182	460	\$400.00	\$184	460	\$400.00	\$184
Travel	801	\$5,136.08	\$4,114	831	\$5,238.80	\$4,353	831	\$5,343.58	\$4,441
Critical Skills Accession Bonus	233	\$20,000.00	\$4,650	233	\$20,000.00	\$4,660	233	\$20,000.00	\$4,660
TOTAL			\$56,514			\$62,491			\$64,599

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

	BA	Amount
FY 2020 Direct Program	2,923	\$2,923
Increases:		
Pricing Increases:		
FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	3	
Annualization FY 2020 Pay Raise (3.1% Effective 01 Jan 20)	1	
Inflation (Rate 2.0%) and Other Price Changes	40	
Retired Pay Accrual (Rate 27.0%)	5	
Total Pricing Increases	49	
Stipend	57	
Pay Allowances	9	
Total Program Increases	66	
Total Increases		\$115
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2021 Direct Program		\$3,038

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

Estimate	FY 2021	\$3,038
Estimate	FY 2020	\$2,923
Actual	FY 2019	\$2,600

Part I - Purpose and Scope

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

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,465.00 effective 1 July 2020. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

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

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

PART II - Justification of Funds Requested

Expenses for Health Professional students are identified as follows:

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

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

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

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

	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	41	\$27,048.78	\$1,109	47	\$27,725.82	\$1,303	49	\$28,577.92	\$1,400
Financial Assistance Grant	30	\$45,000.00	\$1,338	32	\$45,000.00	\$1,440	32	\$45,000.00	\$1,440
Pay and Allowances	41	\$3,729.54	\$153	47	\$3,834.74	\$180	49	\$4,026.86	\$198
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$2,600			\$2,923			\$3,038

Section V
Special Analysis

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

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	22	57	79	0	50	103	232
RECRUITING RETENTION	12	395	407	0	0	41	448
SUBTOTAL	34	452	486	0	50	144	680
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	815	2,062	2,877	7,526	50	3,357	13,810
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	815	2,062	2,877	7,526	50	3,357	13,810
TRAINING:							
RC NON-UNIT INST	0	18	18	3	0	0	21
AC SCHOOLS	6	2	8	0	0	0	8
ROTC	0	0	0	0	0	0	0
SUBTOTAL	6	20	26	3	0	0	29
HEADQUARTERS:							
SERVICE HQS	80	92	172	27	68	391	658
AC HQS	53	2	55	0	0	1	56
AC INSTAL/ACTIVITIES	13	27	40	0	233	0	273
RC CHIEFS STAFF	112	31	143	0	7	18	168
OTHERS HQS	52	9	61	0	1	9	71
SUBTOTAL	310	161	471	27	309	419	1,226
OTHERS	0	0	0	0	0	0	0
TOTAL	1,165	2,695	3,860	7,556	409	3,920	15,745

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

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	22	35	57	0	53	117	227
RECRUITING RETENTION	14	370	384	0	0	41	425
SUBTOTAL	36	405	441	0	53	158	652
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,034	2,442	3,476	8,916	27	3,382	15,801
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,034	2,442	3,476	8,916	27	3,382	15,801
TRAINING:							
RC NON-UNIT INST	0	16	16	3	0	0	19
AC SCHOOLS	11	2	13	0	0	0	13
ROTC	0	0	0	0	0	0	0
SUBTOTAL	11	18	29	3	0	0	32
HEADQUARTERS:							
SERVICE HQS	95	105	200	19	69	420	708
AC HQS	47	9	56	0	202	0	258
AC INSTAL/ACTIVITIES	9	25	34	0	15	0	49
RC CHIEFS STAFF	104	32	136	0	7	23	166
OTHERS HQS	53	6	59	0	0	0	59
SUBTOTAL	308	177	485	19	293	443	1,240
OTHERS	0	0	0	0	0	0	0
TOTAL	1,389	3,042	4,431	8,938	373	3,983	17,725

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2021

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	36	59	0	53	117	229
RECRUITING RETENTION	9	351	360	0	0	39	399
SUBTOTAL	32	387	419	0	53	156	628
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,156	3,169	4,325	7,925	27	3,515	15,792
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,156	3,169	4,325	7,925	27	3,515	15,792
TRAINING:							
RC NON-UNIT INST	0	16	16	3	0	0	19
AC SCHOOLS	11	2	13	0	0	0	13
ROTC	0	0	0	0	0	0	0
SUBTOTAL	11	18	29	3	0	0	32
HEADQUARTERS:							
SERVICE HQS	95	103	198	19	69	416	702
AC HQS	47	9	56	0	201	0	257
AC INSTAL/ACTIVITIES	9	25	34	0	15	0	49
RC CHIEFS STAFF	104	32	136	0	7	23	166
OTHERS HQS	53	6	59	0	0	0	59
SUBTOTAL	308	175	483	19	292	439	1,233
OTHERS	0	0	0	0	0	0	0
TOTAL	1,507	3,749	5,256	7,947	372	4,110	17,685

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2019			FY 2020			FY 2021		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	213	230	247	247	239	230	230	230	230
2nd Year	309	354	398	398	395	391	391	391	391
3rd Year	315	364	413	413	422	431	431	431	431
4th Year	389	393	396	396	405	413	413	413	413
Total Enrollment	1,226	1,341	1,454	1,454	1,461	1,465	1,465	1,465	1,465

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2019			FY 2020			FY 2021		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	1	2	2	2	3	4	4	4	4
2nd Year	11	11	10	10	14	17	17	17	17
3rd Year	10	15	19	19	15	10	10	10	10
4th Year	15	13	11	11	15	18	18	18	18
Total Enrollment	37	41	42	42	47	49	49	49	49
Completed Program Graduates			403			422			451

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

	<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	2,796	4,428	2,236	3,541	1,678	2,658	1,118	1,771	560	887				
Accelerated Payments														
FY2019 Initial Payments	800	6,081												
FY2019 Anniversary Payments			800	1,216	800	1,216	800	1,216	800	1,216	800	1,216		
FY2020 Initial Payments			800	6,081										
FY2020 Anniversary Payments					800	1,216	800	1,216	800	1,216	800	1,216	800	1,216
FY2021 Initial Payments					800	6,081								
FY2021 Anniversary Payments							800	1,216	800	1,216	800	1,216	800	1,216
FY2022 Initial Payments							800	6,081						
FY2022 Anniversary Payments									800	1,216	800	1,216	800	1,216
FY2023 Initial Payments									800	6,081				
FY2023 Anniversary Payments											800	1,216	800	1,216
FY2024 Initial Payments											800	6,081		
FY2024 Anniversary Payments													800	1,216
FY2025 Initial Payments													800	6,081
FY2025 Anniversary Payments														
Total Initial Payments	800	6,081	800	6,081	800	6,081	800	6,081	800	6,081	800	6,081	800	6,081
Total Anniversary Payment	2,796	4,428	3,036	4,757	3,278	5,090	3,518	5,419	3,760	5,751	4,000	6,080	4,000	6,080
Total	3,596	10,509	3,836	10,838	4,078	11,171	4,318	11,500	4,560	11,832	4,800	12,161	4,800	12,161

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

	<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	53	1,383	33	863	17	443								
Accelerated Payments														
FY2019 Initial Payments	21	591												
FY2019 Anniversary Payments			21	600	21	600	21	600						
FY2020 Initial Payments			21	600										
FY2020 Anniversary Payments					21	600	21	600	21	600				
FY2021 Initial Payments					21	600								
FY2021 Anniversary Payments							21	600	21	600	21	600		
FY2022 Initial Payments							21	600						
FY2022 Anniversary Payments									21	600	21	600	21	600
FY2023 Initial Payments									21	600				
FY2023 Anniversary Payments											21	600	21	600
FY2024 Initial Payments											21	600		
FY2024 Anniversary Payments													21	600
FY2025 Initial Payments													21	600
FY2025 Anniversary Payments														
Total Initial Payments	21	591	21	600	21	600	21	600	21	600	21	600	21	600
Total Anniversary Payment	53	1,383	54	1,463	59	1,643	63	1,800	63	1,800	63	1,800	63	1,800
Total	74	1,974	75	2,063	80	2,243	84	2,400	84	2,400	84	2,400	84	2,400

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

	<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	61	1,100	24	470										
Accelerated Payments														
FY2019 Initial Payments	213	3,792												
FY2019 Anniversary Payments			213	3,792	213	3,792								
FY2020 Initial Payments			120	2,000										
FY2020 Anniversary Payments					120	2,000	120	2,000						
FY2021 Initial Payments					120	2,000								
FY2021 Anniversary Payments							120	2,000	120	2,000				
FY2022 Initial Payments							120	2,000						
FY2022 Anniversary Payments									120	2,000	120	2,000		
FY2023 Initial Payments									120	2,000				
FY2023 Anniversary Payments											120	2,000	120	2,000
FY2024 Initial Payments											120	2,000		
FY2024 Anniversary Payments													120	2,000
FY2025 Initial Payments													120	2,000
FY2025 Anniversary Payments														
Total Initial Payments	213	3,792	120	2,000	120	2,000	120	2,000	120	2,000	120	2,000	120	2,000
Total Anniversary Payment	61	1,100	237	4,262	333	5,792	240	4,000	240	4,000	240	4,000	240	4,000
Total	274	4,892	357	6,262	453	7,792	360	6,000	360	6,000	360	6,000	360	6,000

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

	<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	1,054	1,660	824	1,270	596	894	375	563	154	231				
Accelerated Payments														
FY2019 Initial Payments	297	2,280												
FY2019 Anniversary Payments			297	498	297	498	286	429	286	429	286	429		
FY2020 Initial Payments			297	2,283										
FY2020 Anniversary Payments					297	498	297	498	286	429	286	429	286	429
FY2021 Initial Payments					297	2,283								
FY2021 Anniversary Payments							297	498	297	498	286	429	286	429
FY2022 Initial Payments							297	2,283						
FY2022 Anniversary Payments									297	498	297	498	286	429
FY2023 Initial Payments									297	2,283				
FY2023 Anniversary Payments											297	498	297	498
FY2024 Initial Payments											297	2,283		
FY2024 Anniversary Payments													297	498
FY2025 Initial Payments													297	2,283
FY2025 Anniversary Payments														
Total Initial Payments	297	2,280	297	2,283	297	2,283	297	2,283	297	2,283	297	2,283	297	2,283
Total Anniversary Payment	1,054	1,660	1,121	1,768	1,190	1,890	1,255	1,988	1,320	2,085	1,452	2,283	1,452	2,283
Total	1,351	3,940	1,418	4,051	1,487	4,173	1,552	4,271	1,617	4,368	1,749	4,566	1,749	4,566

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

	<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	14	27	7	13										
Accelerated Payments														
FY2019 Initial Payments	28	106												
FY2019 Anniversary Payments			28	53	28	53								
FY2020 Initial Payments			28	105										
FY2020 Anniversary Payments					28	53	28	53						
FY2021 Initial Payments					28	105								
FY2021 Anniversary Payments							28	53	28	53				
FY2022 Initial Payments							28	105						
FY2022 Anniversary Payments									28	53	28	53		
FY2023 Initial Payments									28	105				
FY2023 Anniversary Payments											28	53	28	53
FY2024 Initial Payments											28	105		
FY2024 Anniversary Payments													28	53
FY2025 Initial Payments													28	105
FY2025 Anniversary Payments														
Total Initial Payments	28	106	28	105	28	105	28	105	28	105	28	105	28	105
Total Anniversary Payment	14	27	35	66	56	106	56	106	56	106	56	106	56	106
Total	42	133	63	171	84	211	84	211	84	211	84	211	84	211

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

	<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	70	247	35	123										
Accelerated Payments														
FY2019 Initial Payments	142	605												
FY2019 Anniversary Payments			142	498	142	498								
FY2020 Initial Payments			142	605										
FY2020 Anniversary Payments					142	498	142	498						
FY2021 Initial Payments					142	605								
FY2021 Anniversary Payments							142	498	142	498				
FY2022 Initial Payments							142	605						
FY2022 Anniversary Payments									142	498	142	498		
FY2023 Initial Payments									142	605				
FY2023 Anniversary Payments											142	498	142	498
FY2024 Initial Payments											142	605		
FY2024 Anniversary Payments													142	498
FY2025 Initial Payments													142	605
FY2025 Anniversary Payments														
Total Initial Payments	142	605	142	605	142	605	142	605	142	605	142	605	142	605
Total Anniversary Payment	70	247	177	621	284	996	284	996	284	996	284	996	284	996
Total	212	852	319	1,226	426	1,601	426	1,601	426	1,601	426	1,601	426	1,601

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

	<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	3,088	4,700	2,407	3,642	1,742	2,613	1,161	1,742	581	872				
Accelerated Payments														
FY2019 Initial Payments	872	6,265												
FY2019 Anniversary Payments			872	1,336	872	1,336	799	1,199	799	1,199	799	1,199		
FY2020 Initial Payments			872	6,267										
FY2020 Anniversary Payments					872	1,336	872	1,336	799	1,199	799	1,199	799	1,199
FY2021 Initial Payments					872	6,267								
FY2021 Anniversary Payments							872	1,336	872	1,336	799	1,199	799	1,199
FY2022 Initial Payments							872	6,267						
FY2022 Anniversary Payments									872	1,336	872	1,336	799	1,199
FY2023 Initial Payments									872	6,267				
FY2023 Anniversary Payments											872	1,336	872	1,336
FY2024 Initial Payments											872	6,267		
FY2024 Anniversary Payments													872	1,336
FY2025 Initial Payments													872	6,267
FY2025 Anniversary Payments														
Total Initial Payments	872	6,265	872	6,267	872	6,267	872	6,267	872	6,267	872	6,267	872	6,267
Total Anniversary Payment	3,088	4,700	3,279	4,978	3,486	5,285	3,704	5,613	3,923	5,942	4,141	6,269	4,141	6,269
Total	3,960	10,965	4,151	11,245	4,358	11,552	4,576	11,880	4,795	12,209	5,013	12,536	5,013	12,536

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

	<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	33	50	56	84										
Accelerated Payments														
FY2019 Initial Payments	33	50												
FY2019 Anniversary Payments			33	50	33	50								
FY2020 Initial Payments			39	59										
FY2020 Anniversary Payments					39	59	39	59						
FY2021 Initial Payments					39	59								
FY2021 Anniversary Payments							39	59	39	59				
FY2022 Initial Payments							39	59						
FY2022 Anniversary Payments									39	59	39	59		
FY2023 Initial Payments									39	59				
FY2023 Anniversary Payments											39	59	39	59
FY2024 Initial Payments											39	59		
FY2024 Anniversary Payments													39	59
FY2025 Initial Payments													39	59
FY2025 Anniversary Payments														
Total Initial Payments	33	50	39	59	39	59	39	59	39	59	39	59	39	59
Total Anniversary Payment	33	50	89	134	72	109	78	118	78	118	78	118	78	118
Total	66	100	128	193	111	168	117	177	117	177	117	177	117	177

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand. The FY21 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel as well as Technicians.

Aircraft Personnel Manning Levels			
Aircraft Type category:	FY 2019	FY 2020	FY 2021
Fighter	80.5%	80.5%	80.7%
Bomber	91.4%	96.1%	100.0%
Mobility	91.5%	95.7%	93.5%
Special Ops	80.3%	91.8%	99.0%
C2ISR	84.5%	84.2%	96.2%
Rescue	64.7%	67.0%	68.3%
RPA	81.2%	81.0%	89.0%
Total	82.0%	85.2%	89.5%

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

Aircraft Type category:	FY 2019 Actual			FY 2020 Estimate			FY 2021 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Fighter	100	31,654	3,165	93	32,209	2,995	158	26,099	4,124
Bomber	24	32,119	771	23	31,700	729	38	26,424	1,004
Mobility	425	31,769	13,502	397	32,170	12,771	674	26,086	17,582
Special Ops	40	31,400	1,256	37	32,132	1,189	63	25,967	1,636
C2ISR	37	32,149	1,190	35	32,154	1,125	59	26,246	1,548
Rescue	17	31,533	536	16	31,731	508	27	25,855	698
RPA	40	32,107	1,284	38	31,954	1,214	64	26,134	1,673
Total	683		21,704	639		20,532	1,083		28,265