



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2022
BUDGET ESTIMATES**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE
MAY 2021**

**RESERVE PERSONNEL, AIR FORCE
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UNCLASSIFIED

Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	S e c
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Reserve Personnel, Air Force				
Reserve Component Training and Support				
3700F 10 Pay Group A Training (15 Days & Drills 24/48)	691,255	718,645	735,341	U
3700F 20 Pay Group B Training (Backfill For Active Duty)	91,584	106,715	112,532	U
3700F 30 Pay Group F Training (Recruits)	65,171	51,699	68,252	U
3700F 40 Pay Group P Training (Pipeline Recruits)	4,053	2,412	4,235	U
3700F 60 Mobilization Training		587	599	U
3700F 70 School Training	185,999	196,375	197,290	U
3700F 80 Special Training	310,244	358,530	357,457	U
3700F 90 Administration and Support	612,300	689,523	827,431	U
3700F 94 Thrift Savings Plan Matching Contributions	4,333	5,406	6,289	U
3700F 100 Education Benefits	12,177	12,780	12,845	U
3700F 120 Health Profession Scholarship	54,984	64,599	60,895	U
3700F 130 Other Programs (Admin & Support)	2,517	3,038	2,847	U
Total Budget Activity 01	2,034,617	2,210,309	2,386,013	
Total Direct - Reserve Personnel, Air Force	2,034,617	2,210,309	2,386,013	
Total Reserve Air Force Military Personnel Costs	2,034,617	2,210,309	2,386,013	
Total Direct - Air Force Military Appropriations	2,034,617	2,210,309	2,386,013	
Grand Total Direct - Air Force Military Personnel Costs	2,034,617	2,210,309	2,386,013	

UNCLASSIFIED

Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

	FY 2021 OCO Enacted*	FY 2022 Direct War and Enduring Costs	S e c -
	-----	-----	
Reserve Personnel, Air Force			
Reserve Component Training and Support 3700F 80 Special Training	16,816	11,012	U
Total Budget Activity 01	16,816	11,012	
Total Direct - Reserve Personnel, Air Force	16,816	11,012	
Total Reserve Air Force Military Personnel Costs	16,816	11,012	
Total Direct - Air Force Military Appropriations	16,816	11,012	
Grand Total Direct - Air Force Military Personnel Costs	16,816	11,012	

Section I
Summary of Requirements

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

	FY 2020 Actual 1/	FY 2021 Enacted 2/	FY 2022 Estimate
<u>BASE PROGRAM</u>			
Reserve Component Training and Support	\$2,034,617	\$2,210,309	\$2,386,013
TOTAL Base Program	\$2,034,617	\$2,210,309	\$2,386,013
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$10,074	\$11,876	\$12,132
TOTAL Reimbursable Program	\$10,074	\$11,876	\$12,132
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$2,044,691	\$2,222,185	\$2,398,145
TOTAL Baseline Program	\$2,044,691	\$2,222,185	\$2,398,145
Medicare Eligible Retiree Health Fund Contribution	\$139,697	\$150,472	\$168,959
TOTAL RESERVE PERSONNEL PROGRAM COST	\$2,184,388	\$2,372,657	\$2,567,104
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)			
Reserve Component Training and Support	\$9,450	\$16,816	\$0
TOTAL OCO FUNDING	\$9,450	\$16,816	\$0
Memo Entry: Direct War and Enduring Costs			
Reserve Component Training and Support	\$0	\$0	\$11,012
TOTAL DIRECT WAR AND ENDURING COSTS	\$0	\$0	\$11,012

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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

The following information is submitted in accordance with H.R. 3222 – Department of Defense Appropriations Act, 2008 and Public Law 110-116.

	FY 2020 Actual 1/	FY 2021 Enacted 2/	FY 2022 Estimate
BASE PROGRAM	\$2,034,617	\$2,210,309	\$2,386,013
REIMBURSABLE PROGRAM	\$10,074	\$11,876	\$12,132
TOTAL RESERVE PERSONNEL COSTS	\$2,044,691	\$2,222,185	\$2,398,145
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$139,697	\$150,472	\$168,959
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$2,184,388	\$2,372,657	\$2,567,104
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)	\$9,450	\$16,816	\$0
Memo Entry: Direct War and Enduring Costs	\$0	\$0	\$11,012
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
MOBILIZATION PAY AND ALLOWANCES	\$290,462	\$322,797	\$290,168
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$229,084	\$289,338	\$260,060
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	\$519,546	\$612,135	\$550,228
<u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	\$2,703,934	\$2,984,792	\$3,117,332

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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 2022 request of \$2,386.0 million includes an additional \$30.5 million aggregate increase for military personnel pay and \$33.2 million for non-pay inflation. Program increases include an additional \$75.5 million for Active Guard and Reserve (AGR) authorizations and another \$18.5 million in pay and allowances, of which includes \$3.5 million in School Program increases, \$15.0 million in Special Program increases. Finally, the budget provides for a 2.7 percent pay raise effective 1 January 2021, supports an end strength of 70,300, and an average strength of 70,208.

The projected AGR end-strength increase from FY2021PB to FY2022PB of 747 Air Reserve Technicians to AGR conversions is the most significant change to this budget submission for FY22. 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/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 2022 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. Even though COVID-19 impacted execution and unobligated balances, 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 2020	FY 2021	FY 2022
Maximum Social Security Pay Base	\$137,700	\$142,800	\$147,000
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	3.10%	3.00%	2.70%
Basic Allowance for Housing	4.00%	3.60%	3.80%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2020	FY 2021	FY 2022
Non-Pay Inflation	1.40%	1.70%	1.80%
Retired Pay Accrual, Part Time Personnel	24.40%	26.90%	25.70%
Retired Pay Accrual, Full Time Personnel	31.00%	34.90%	35.10%
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 2020 Actual</u>	<u>FY 2021 Planned</u>	<u>FY 2022 Planned</u>
Average Strength	69,343	69,727	70,208
End Strength	69,056	70,604	70,300
Authorized End Strength	70,100	70,300	

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 2020 end strength was 69,056.

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 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 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)	8,603	8,614	8,638	8,638	8,705	8,862	8,862	8,638	8,544
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	45,995	45,676	45,493	45,493	45,247	45,540	45,540	44,955	44,495
Subtotal Pay Group A	54,598	54,290	54,131	54,131	53,952	54,402	54,402	53,593	53,039
Pay Group B - Officers	4,274	4,259	4,392	4,392	4,500	4,681	4,681	4,583	4,661
Pay Group B - Enlisted	2,757	2,814	2,869	2,869	2,878	2,895	2,895	2,850	2,910
Subtotal Pay Group B	7,031	7,073	7,261	7,261	7,378	7,576	7,576	7,433	7,571
Pay Group F - Enlisted (AD Days 178)	1,980	1,795	1,740	1,740	1,671	1,773	1,773	1,766	1,740
Pay Group P - Enlisted - Paid	1,920	1,853	1,292	1,292	1,625	1,536	1,536	1,818	1,947
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	3,900	3,648	3,032	3,032	3,296	3,309	3,309	3,584	3,687
Officer Subtotal	12,877	12,873	13,030	13,030	13,205	13,543	13,543	13,221	13,205
Enlisted Subtotal	52,652	52,138	51,394	51,394	51,421	51,744	51,744	51,389	51,092
Subtotal Paid Drill/Ind Tng	65,529	65,011	64,424	64,424	64,626	65,287	65,287	64,610	64,297
<u>Full-time Active Duty</u>									
Officers	1,165	1,307	1,428	1,428	1,529	1,565	1,565	1,555	1,610
Enlisted	2,695	3,025	3,204	3,204	3,572	3,752	3,752	4,043	4,393
Subtotal Full-time	3,860	4,332	4,632	4,632	5,101	5,317	5,317	5,598	6,003
<u>Total Selected Reserve</u>									
Officers	14,042	14,180	14,458	14,458	14,734	15,108	15,108	14,776	14,815
Enlisted	55,347	55,163	54,598	54,598	54,993	55,496	55,496	55,432	55,485
Total	69,389	69,343	69,056	69,056	69,727	70,604	70,604	70,208	70,300

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 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	5,806	6,719	7,631	7,631	7,631	7,631	7,631	7,631	7,631
Enlisted	18,916	19,800	20,683	20,683	20,683	20,683	20,683	20,683	20,683
Total	24,722	26,519	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	29	30	31	31	31	31	31	31	31
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	29	30	31	31	31	31	31	31	31
<u>Full-time Active Duty</u>									
Officers	52	51	50	50	50	50	50	50	50
Enlisted	39	47	54	54	54	54	54	54	54
Subtotal Full-time	91	98	104	104	104	104	104	104	104
<u>Total Reimb Personnel</u>									
Officers	81	81	81	81	81	81	81	81	81
Enlisted	39	47	54	54	54	54	54	54	54
Total	120	128	135	135	135	135	135	135	135

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 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	1	1	1	1	1	1	1	1	1
O-6 Colonel	149	155	159	159	171	159	159	162	170
O-5 Lieutenant Colonel	468	528	586	586	582	554	554	537	544
O-4 Major	462	514	560	560	629	685	685	676	698
O-3 Captain	70	95	109	109	116	121	121	120	125
O-2 1st Lieutenant	11	9	7	7	24	40	40	54	67
O-1 2nd Lieutenant	1	2	3	3	3	2	2	2	2
Total Officers	1,165	1,307	1,428	1,428	1,529	1,565	1,565	1,555	1,610
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	140	156	170	170	163	154	154	147	139
E-8 Senior Master Sergeant	363	404	444	444	434	424	424	413	402
E-7 Master Sergeant	913	1,041	1,126	1,126	1,179	1,231	1,231	1,230	1,229
E-6 Technical Sergeant	742	840	897	897	999	1,061	1,061	1,195	1,329
E-5 Staff Sergeant	463	504	495	495	648	719	719	830	941
E-4 Senior Airman	74	80	72	72	149	163	163	228	353
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	2,695	3,025	3,204	3,204	3,572	3,752	3,752	4,043	4,393
Total Personnel on Active Duty	3,860	4,332	4,632	4,632	5,101	5,317	5,317	5,598	6,003

**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</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, 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	8,583	45,832	54,415	3,367	2,734	6,101	1,940	1,845	0	64,301	1,227	2,874	4,101	68,402
November	8,560	45,800	54,360	4,281	2,739	7,020	1,971	1,904	0	65,255	1,252	2,917	4,169	69,424
December	8,571	45,844	54,415	4,292	2,748	7,040	1,762	2,045	0	65,262	1,273	2,953	4,226	69,488
January	8,607	45,747	54,354	4,303	2,775	7,078	1,754	2,079	0	65,265	1,287	2,995	4,282	69,547
February	8,598	45,792	54,390	4,325	2,816	7,141	1,736	2,063	0	65,330	1,301	3,016	4,317	69,647
March	8,628	45,674	54,302	4,346	2,831	7,177	1,798	2,032	0	65,309	1,302	3,038	4,340	69,649
April	8,645	45,536	54,181	4,375	2,857	7,232	1,850	1,869	0	65,132	1,305	3,056	4,361	69,493
May	8,645	45,519	54,164	4,380	2,865	7,245	1,765	1,837	0	65,011	1,322	3,080	4,402	69,413
June	8,634	45,518	54,152	4,366	2,870	7,236	1,679	1,828	0	64,895	1,351	3,101	4,452	69,347
July	8,641	45,572	54,213	4,366	2,859	7,225	1,612	1,710	0	64,760	1,373	3,138	4,511	69,271
August	8,637	45,530	54,167	4,372	2,866	7,238	1,815	1,422	0	64,642	1,398	3,179	4,577	69,219
September 30, 2020	8,638	45,493	54,131	4,392	2,869	7,261	1,740	1,292	0	64,424	1,428	3,204	4,632	69,056
Average	8,614	45,676	54,290	4,259	2,814	7,073	1,795	1,853	0	65,011	1,307	3,025	4,332	69,343

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	
55	0	55	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	8,638	45,493	54,131	4,392	2,869	7,261	1,740	1,292	0	64,424	1,428	3,204	4,632	69,056
October	8,666	45,262	53,928	4,403	2,858	7,261	1,683	1,475	0	64,347	1,476	3,367	4,843	69,190
November	8,647	45,251	53,898	4,411	2,871	7,282	1,612	1,601	0	64,393	1,502	3,433	4,935	69,328
December	8,665	45,206	53,871	4,444	2,874	7,318	1,510	1,765	0	64,464	1,521	3,496	5,017	69,481
January	8,671	45,109	53,780	4,461	2,861	7,322	1,654	1,722	0	64,478	1,540	3,571	5,111	69,589
February	8,670	45,174	53,844	4,479	2,870	7,349	1,604	1,739	0	64,536	1,547	3,598	5,145	69,681
March	8,688	45,187	53,875	4,494	2,886	7,380	1,677	1,701	0	64,633	1,551	3,652	5,203	69,836
April	8,681	45,195	53,876	4,497	2,888	7,385	1,670	1,673	0	64,604	1,552	3,654	5,206	69,810
May	8,690	45,192	53,882	4,512	2,882	7,394	1,673	1,645	0	64,594	1,537	3,624	5,161	69,755
June	8,726	45,211	53,937	4,548	2,884	7,432	1,678	1,617	0	64,664	1,535	3,620	5,155	69,819
July	8,775	45,268	54,043	4,590	2,886	7,476	1,723	1,589	0	64,831	1,538	3,655	5,193	70,024
August	8,835	45,398	54,233	4,625	2,888	7,513	1,815	1,561	0	65,122	1,549	3,710	5,259	70,381
September 30, 2021	8,862	45,540	54,402	4,681	2,895	7,576	1,773	1,536	0	65,287	1,565	3,752	5,317	70,604
Average	8,705	45,247	53,952	4,500	2,878	7,378	1,671	1,625	0	64,626	1,529	3,572	5,101	69,727

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	
55	0	55	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2022 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, 2021	8,862	45,540	54,402	4,681	2,895	7,576	1,773	1,536	0	65,287	1,565	3,752	5,317	70,604
October	8,590	45,512	54,102	4,579	2,859	7,438	1,735	1,574	0	64,849	1,507	3,804	5,311	70,160
November	8,558	45,411	53,969	4,573	2,853	7,426	1,748	1,634	0	64,777	1,516	3,846	5,362	70,139
December	8,574	45,313	53,887	4,564	2,847	7,411	1,763	1,778	0	64,839	1,525	3,890	5,415	70,254
January	8,603	45,222	53,825	4,550	2,841	7,391	1,777	1,820	0	64,813	1,534	3,934	5,468	70,281
February	8,598	45,100	53,698	4,563	2,835	7,398	1,790	1,834	0	64,720	1,543	3,979	5,522	70,242
March	8,715	45,027	53,742	4,623	2,829	7,452	1,785	1,838	0	64,817	1,552	4,025	5,577	70,394
April	8,726	44,776	53,502	4,573	2,853	7,426	1,780	1,878	0	64,586	1,561	4,076	5,637	70,223
May	8,683	44,613	53,296	4,564	2,847	7,411	1,775	1,910	0	64,392	1,570	4,131	5,701	70,093
June	8,653	44,489	53,142	4,550	2,841	7,391	1,772	1,934	0	64,239	1,580	4,190	5,770	70,009
July	8,623	44,483	53,106	4,563	2,835	7,398	1,758	1,932	0	64,194	1,590	4,253	5,843	70,037
August	8,634	44,492	53,126	4,623	2,852	7,475	1,756	1,937	0	64,294	1,600	4,320	5,920	70,214
September 30, 2022	8,544	44,495	53,039	4,661	2,910	7,571	1,740	1,947	0	64,297	1,610	4,393	6,003	70,300
Average	8,638	44,955	53,593	4,583	2,850	7,433	1,766	1,818	0	64,610	1,555	4,043	5,598	70,208

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	
55	0	55	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 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
BEGINNING STRENGTH	14,042	14,458	15,108
<u>GAINS</u>			
Non-Prior Service Personnel	16	16	18
Male	12	12	13
Female	4	4	5
Prior Service Personnel	1,560	1,845	1,641
Civilian Life	16	16	18
Active Component	584	584	600
Enlisted Commissioning Programs	287	291	315
Other Reserve Status/Component	332	475	346
All Other	341	479	345
Full-Time Active Duty	0	0	17
TOTAL GAINS	1,576	1,861	1,659
<u>LOSSES</u>			
Civilian Life	55	65	75
Active Component	43	53	73
Retired Reserves	661	672	798
Other Reserve Status/Component	257	266	441
All Other	144	155	565
TOTAL LOSSES	1,160	1,211	1,952
END STRENGTH	14,458	15,108	14,815

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

	<u>ENLISTED</u>		
	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
BEGINNING STRENGTH	55,347	54,598	55,496
<u>GAINS</u>			
Non-Prior Service Personnel	2,745	2,496	2,498
Male	1,702	1,548	1,549
Female	1,043	948	949
Prior Service Personnel	3,304	3,735	3,207
Civilian Life	690	603	619
Active Component	955	802	808
Other Reserve Status/Component	543	1,293	846
All Other	1,116	1,037	934
TOTAL GAINS	6,049	6,231	5,705
<u>LOSSES</u>			
Active Component	44	41	68
To Officer Status	304	283	118
Retired Reserves	1,555	1,065	1,126
Other Reserve Status/Component	2,424	2,953	3,034
All Other	2,204	773	983
Full-Time Active Duty	267	218	387
TOTAL LOSSES	6,798	5,333	5,716
END STRENGTH	54,598	55,496	55,485

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

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$49,293	\$105,750	\$155,043	\$51,750	\$118,189	\$169,939	\$53,100	\$121,014	\$174,114
Inactive Duty Training									
Unit Training Assemblies	\$119,855	\$266,746	\$386,601	\$126,728	\$278,905	\$405,633	\$129,875	\$285,095	\$414,970
Flight Training	\$31,707	\$6,754	\$38,461	\$34,331	\$7,689	\$42,020	\$36,860	\$8,919	\$45,779
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,532	\$4,929	\$10,461	\$5,873	\$5,464	\$11,337	\$6,043	\$5,744	\$11,787
Military Funeral Honors	\$20	\$88	\$108	\$30	\$120	\$150	\$33	\$121	\$154
Clothing	\$612	\$41,073	\$41,685	\$633	\$8,970	\$9,603	\$636	\$9,071	\$9,707
Subsistence of Enlisted Personnel	\$0	\$1,697	\$1,697	\$0	\$1,756	\$1,756	\$0	\$1,788	\$1,788
Travel	\$12,303	\$44,896	\$57,199	\$13,788	\$46,613	\$60,401	\$17,447	\$59,595	\$77,042
TOTAL DIRECT OBLIGATIONS	\$219,322	\$471,933	\$691,255	\$233,133	\$467,706	\$700,839	\$243,994	\$491,347	\$735,341
<u>PAY GROUP B</u>									
Active Duty Training	\$21,435	\$6,872	\$28,307	\$24,696	\$8,523	\$33,219	\$26,029	\$8,614	\$34,643
Inactive Duty Training	\$43,006	\$11,809	\$54,815	\$48,357	\$12,991	\$61,348	\$50,969	\$13,317	\$64,286
Clothing	\$8	\$971	\$979	\$9	\$1,172	\$1,181	\$9	\$1,180	\$1,189
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$5,124	\$2,359	\$7,483	\$5,982	\$3,441	\$9,423	\$7,943	\$4,471	\$12,414
TOTAL DIRECT OBLIGATIONS	\$69,573	\$22,011	\$91,584	\$79,044	\$26,127	\$105,171	\$84,950	\$27,582	\$112,532
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$56,095	\$56,095	\$0	\$54,651	\$54,651	\$0	\$59,006	\$59,006
Clothing	\$0	\$4,840	\$4,840	\$0	\$4,583	\$4,583	\$0	\$4,931	\$4,931
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$4,236	\$4,236	\$0	\$4,011	\$4,011	\$0	\$4,315	\$4,315
TOTAL DIRECT OBLIGATIONS	\$0	\$65,171	\$65,171	\$0	\$63,245	\$63,245	\$0	\$68,252	\$68,252
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$4,053	\$4,053	\$0	\$3,716	\$3,716	\$0	\$4,235	\$4,235
TOTAL DIRECT OBLIGATIONS	\$0	\$4,053	\$4,053	\$0	\$3,716	\$3,716	\$0	\$4,235	\$4,235
TOTAL UNIT AND INDIVIDUAL TRAINING	\$288,895	\$563,168	\$852,063	\$312,177	\$560,794	\$872,971	\$328,944	\$591,416	\$920,360

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

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$0	\$0	\$0	\$104	\$480	\$584	\$107	\$492	\$599
IRR Readiness Training	\$0	\$0	\$0	\$13	\$158	\$171	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$0	\$0	\$117	\$638	\$755	\$107	\$492	\$599
<u>SCHOOL TRAINING</u>									
Career Development Training	\$13,507	\$16,780	\$30,287	\$13,588	\$16,994	\$30,582	\$14,228	\$17,910	\$32,138
Initial Skill Acquisition Training	\$5,553	\$37,444	\$42,997	\$5,585	\$37,920	\$43,505	\$5,848	\$39,965	\$45,813
Officer Training School	\$2,650	\$4,640	\$7,290	\$2,666	\$4,699	\$7,365	\$2,793	\$4,953	\$7,746
Recruiter Training	\$0	\$342	\$342	\$0	\$346	\$346	\$0	\$364	\$364
Refresher & Proficiency Training	\$8,648	\$6,691	\$15,339	\$8,698	\$6,777	\$15,475	\$9,109	\$7,143	\$16,252
Undergraduate Pilot/Nav Training	\$52,803	\$28,064	\$80,867	\$53,113	\$28,425	\$81,538	\$55,617	\$29,956	\$85,573
Unit Conversion Training	\$5,231	\$3,646	\$8,877	\$5,262	\$3,692	\$8,954	\$5,510	\$3,894	\$9,404
TOTAL DIRECT OBLIGATIONS	\$88,392	\$97,607	\$185,999	\$88,912	\$98,853	\$187,765	\$93,105	\$104,185	\$197,290
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$5,482	\$1,706	\$7,188	\$6,100	\$1,932	\$8,032	\$6,306	\$1,978	\$8,284
Competitive Events	\$40	\$10	\$50	\$44	\$15	\$59	\$44	\$12	\$56
Exercises	\$1,658	\$1,902	\$3,560	\$1,845	\$2,154	\$3,999	\$1,906	\$2,206	\$4,112
Management Support	\$63,962	\$165,400	\$229,362	\$71,135	\$187,249	\$258,384	\$73,560	\$191,745	\$265,305
Operational Training	\$4,844	\$47,071	\$51,915	\$5,391	\$53,313	\$58,704	\$5,573	\$54,624	\$60,197
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$4,077	\$2,974	\$7,051	\$4,535	\$3,368	\$7,903	\$4,689	\$3,452	\$8,141
Unit Conversion Training	\$153	\$149	\$302	\$169	\$168	\$337	\$177	\$173	\$350
Drug Interdiction Activity	\$781	\$1,944	\$2,725	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$2,809	\$5,282	\$8,091	\$4,147	\$7,850	\$11,997	\$3,823	\$7,189	\$11,012
TOTAL DIRECT OBLIGATIONS	\$83,806	\$226,438	\$310,244	\$93,366	\$256,049	\$349,415	\$96,078	\$261,379	\$357,457

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

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$253,197	\$303,603	\$556,800	\$302,219	\$366,150	\$668,369	\$326,688	\$429,494	\$756,182
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$3,859	\$5,461	\$9,320	\$3,974	\$5,894	\$9,868	\$4,532	\$11,072	\$15,604
Death Gratuities	\$100	\$0	\$100	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$845	\$0	\$845	\$914	\$0	\$914	\$1,129	\$0	\$1,129
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$5	\$121	\$126	\$15	\$176	\$191	\$16	\$180	\$196
Reserve Incentive	\$15,275	\$29,646	\$44,921	\$17,531	\$22,891	\$40,422	\$25,780	\$27,982	\$53,762
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$117	\$71	\$188	\$125	\$157	\$282	\$130	\$228	\$358
TOTAL DIRECT OBLIGATIONS	\$273,398	\$338,902	\$612,300	\$324,878	\$395,368	\$720,246	\$358,375	\$469,056	\$827,431
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$1,348	\$2,985	\$4,333	\$1,503	\$3,852	\$5,355	\$1,607	\$4,682	\$6,289
TOTAL DIRECT OBLIGATIONS	\$1,348	\$2,985	\$4,333	\$1,503	\$3,852	\$5,355	\$1,607	\$4,682	\$6,289
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$796	\$9,539	\$10,335	\$769	\$8,843	\$9,612	\$769	\$8,843	\$9,612
Kicker Program	\$0	\$1,842	\$1,842	\$0	\$3,168	\$3,168	\$0	\$3,233	\$3,233
TOTAL DIRECT OBLIGATIONS	\$796	\$11,381	\$12,177	\$769	\$12,011	\$12,780	\$769	\$12,076	\$12,845
TOTAL RESERVE PERSONNEL TRAINING	447,740	677,313	1,125,053	509,545	766,771	1,276,316	550,041	851,870	1,401,911

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

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$34,708	\$0	\$34,708	\$38,154	\$0	\$38,154	\$39,160	\$0	\$39,160
Pay and Allowances, Active Duty for Training	\$10,572	\$0	\$10,572	\$10,902	\$0	\$10,902	\$11,136	\$0	\$11,136
Uniform Allowance	\$519	\$0	\$519	\$180	\$0	\$180	\$196	\$0	\$196
Travel	\$3,485	\$0	\$3,485	\$3,544	\$0	\$3,544	\$4,503	\$0	\$4,503
Critical Skills Accession Bonus	\$5,700	\$0	\$5,700	\$5,700	\$0	\$5,700	\$5,900	\$0	\$5,900
TOTAL DIRECT OBLIGATIONS	\$54,984	\$0	\$54,984	\$58,480	\$0	\$58,480	\$60,895	\$0	\$60,895
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$1,080	\$0	\$1,080	\$1,115	\$0	\$1,115	\$1,147	\$0	\$1,147
Financial Assistance Grant	\$1,320	\$0	\$1,320	\$1,305	\$0	\$1,305	\$1,575	\$0	\$1,575
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	\$117	\$0	\$117	\$122	\$0	\$122	\$125	\$0	\$125
TOTAL DIRECT OBLIGATIONS	\$2,517	\$0	\$2,517	\$2,542	\$0	\$2,542	\$2,847	\$0	\$2,847
TOTAL OTHER TRAINING AND SUPPORT	\$505,241	\$677,313	\$1,182,554	\$570,567	\$766,771	\$1,337,338	\$613,783	\$851,870	\$1,465,653
TOTAL DIRECT PROGRAM	\$794,136	\$1,240,481	\$2,034,617	\$882,744	\$1,327,565	\$2,210,309	\$942,727	\$1,443,286	\$2,386,013

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2021 (\$ in Thousands)**

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION *	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY21 DD1415 ACTIONS	FY21 COLUMN OF THE FY22 PRES BUDGET
<u>PAY GROUP A</u>							
Active Duty Training	\$168,147	\$0	\$168,147	\$1,792	\$169,939	\$0	\$169,939
Inactive Duty Training							
Unit Training Assemblies	\$405,136	\$0	\$405,136	\$497	\$405,633	\$0	\$405,633
Flight Training	\$45,391	\$0	\$45,391	(\$3,371)	\$42,020	\$0	\$42,020
Readiness Management Periods	\$10,568	\$0	\$10,568	\$769	\$11,337	\$0	\$11,337
Military Funeral Honors	\$166	\$0	\$166	(\$16)	\$150	\$0	\$150
Clothing	\$5,829	\$0	\$5,829	\$3,774	\$9,603	\$0	\$9,603
Subsistence of Enlisted Personnel	\$2,004	\$0	\$2,004	(\$248)	\$1,756	\$0	\$1,756
Travel	\$81,404	\$0	\$81,404	(\$21,003)	\$60,401	\$0	\$60,401
TOTAL Direct Obligations	\$718,645	\$0	\$718,645	(\$17,806)	\$700,839	\$0	\$700,839
<u>PAY GROUP B</u>							
Active Duty Training	\$32,003	\$0	\$32,003	\$1,216	\$33,219	\$0	\$33,219
Inactive Duty Training	\$62,362	\$0	\$62,362	(\$1,014)	\$61,348	\$0	\$61,348
Clothing	\$131	\$0	\$131	\$1,050	\$1,181	\$0	\$1,181
Travel	\$12,219	\$0	\$12,219	(\$2,796)	\$9,423	\$0	\$9,423
TOTAL Direct Obligations	\$106,715	\$0	\$106,715	(\$1,544)	\$105,171	\$0	\$105,171
<u>PAY GROUP F</u>							
Active Duty Training	\$44,963	\$0	\$44,963	\$9,688	\$54,651	\$0	\$54,651
Clothing	\$3,637	\$0	\$3,637	\$946	\$4,583	\$0	\$4,583
Travel	\$3,099	\$0	\$3,099	\$912	\$4,011	\$0	\$4,011
TOTAL Direct Obligations	\$51,699	\$0	\$51,699	\$11,546	\$63,245	\$0	\$63,245
<u>PAY GROUP P</u>							
Inactive Duty Training	\$2,412	\$0	\$2,412	\$1,304	\$3,716	\$0	\$3,716
TOTAL Direct Obligations	\$2,412	\$0	\$2,412	\$1,304	\$3,716	\$0	\$3,716

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2021 (\$ in Thousands)**

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION *	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY21 DD1415 ACTIONS	FY21 COLUMN OF THE FY22 PRES BUDGET
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$587	\$0	\$587	(\$3)	\$584	\$0	\$584
IRR Readiness Training	\$0	\$0	\$0	\$171	\$171	\$0	\$171
TOTAL Direct Obligations	\$587	\$0	\$587	\$168	\$755	\$0	\$755
<u>SCHOOL TRAINING</u>							
Career Development Training	\$39,576	\$0	\$39,576	(\$8,994)	\$30,582	\$0	\$30,582
Initial Skill Acquisition Training	\$45,510	\$0	\$45,510	(\$2,005)	\$43,505	\$0	\$43,505
Officer Training School	\$5,980	\$0	\$5,980	\$1,385	\$7,365	\$0	\$7,365
Recruiter Training	\$353	\$0	\$353	(\$7)	\$346	\$0	\$346
Refresher & Proficiency Training	\$19,443	\$0	\$19,443	(\$3,968)	\$15,475	\$0	\$15,475
Undergraduate Pilot/Nav Training	\$79,057	\$0	\$79,057	\$2,481	\$81,538	\$0	\$81,538
Unit Conversion Training	\$6,456	\$0	\$6,456	\$2,498	\$8,954	\$0	\$8,954
TOTAL Direct Obligations	\$196,375	\$0	\$196,375	(\$8,610)	\$187,765	\$0	\$187,765
<u>SPECIAL TRAINING</u>							
Command & Staff Supervision	\$9,786	\$0	\$9,786	(\$1,754)	\$8,032	\$0	\$8,032
Competitive Events	\$117	\$0	\$117	(\$58)	\$59	\$0	\$59
Exercises	\$2,758	\$0	\$2,758	\$1,241	\$3,999	\$0	\$3,999
Management Support	\$260,901	(\$830)	\$260,071	(\$1,687)	\$258,384	\$0	\$258,384
Operational Training	\$76,976	(\$13,500)	\$63,476	(\$4,772)	\$58,704	\$0	\$58,704
Service Mission/Mission Support	\$9,172	\$0	\$9,172	(\$1,269)	\$7,903	\$0	\$7,903
Unit Conversion Training	\$1,153	\$0	\$1,153	(\$816)	\$337	\$0	\$337
Yellow Ribbon	\$11,997	\$0	\$11,997	\$0	\$11,997	\$0	\$11,997
TOTAL Direct Obligations	\$372,860	(\$14,330)	\$358,530	(\$9,115)	\$349,415	\$0	\$349,415
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$633,007	\$0	\$633,007	\$35,362	\$668,369	\$0	\$668,369
Travel/PCS	\$13,963	\$0	\$13,963	(\$4,095)	\$9,868	\$0	\$9,868
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Health Profession Stipend	\$1,227	\$0	\$1,227	(\$313)	\$914	\$0	\$914
Disability & Hospitalization	\$373	\$0	\$373	(\$182)	\$191	\$0	\$191
Reserve Incentive	\$40,478	\$0	\$40,478	(\$56)	\$40,422	\$0	\$40,422
Continuation Pay	\$275	\$0	\$275	\$7	\$282	\$0	\$282
TOTAL Direct Obligations	\$689,523	\$0	\$689,523	\$30,723	\$720,246	\$0	\$720,246

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2021 (\$ in Thousands)**

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION *	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED FY21 DD1415 ACTIONS	FY21 COLUMN OF THE FY22 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>							
TSP Matching Contributions	\$5,406	\$0	\$5,406	(\$51)	\$5,355	\$0	\$5,355
TOTAL Direct Obligations	\$5,406	\$0	\$5,406	(\$51)	\$5,355	\$0	\$5,355
<u>EDUCATION BENEFITS</u>							
Tuition Assistance	\$9,612	\$0	\$9,612	\$0	\$9,612	\$0	\$9,612
Kicker Program	\$3,168	\$0	\$3,168	\$0	\$3,168	\$0	\$3,168
TOTAL Direct Obligations	\$12,780	\$0	\$12,780	\$0	\$12,780	\$0	\$12,780
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>							
Stipend	\$38,254	\$0	\$38,254	(\$100)	\$38,154	\$0	\$38,154
Pay and Allowances, Active Duty for Training	\$17,060	\$0	\$17,060	(\$6,158)	\$10,902	\$0	\$10,902
Uniform Allowance	\$184	\$0	\$184	(\$4)	\$180	\$0	\$180
Travel	\$4,441	\$0	\$4,441	(\$897)	\$3,544	\$0	\$3,544
Critical Skills Accession Bonus HPSP	\$4,660	\$0	\$4,660	\$1,040	\$5,700	\$0	\$5,700
TOTAL Direct Obligations	\$64,599	\$0	\$64,599	(\$6,119)	\$58,480	\$0	\$58,480
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Stipend	\$1,400	\$0	\$1,400	(\$285)	\$1,115	\$0	\$1,115
Financial Assistance Grant	\$1,440	\$0	\$1,440	(\$135)	\$1,305	\$0	\$1,305
Pay and Allowances, Active Duty for Training	\$198	\$0	\$198	(\$76)	\$122	\$0	\$122
TOTAL Direct Obligations	\$3,038	\$0	\$3,038	(\$496)	\$2,542	\$0	\$2,542
Total Reserve Comp.Training/Support Direct Program	\$2,224,639	(\$14,330)	\$2,210,309	\$0	\$2,210,309	\$0	\$2,210,309

* Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$145,910	\$35,602	\$153,701	\$41,346	\$158,393	\$40,707
Enlisted	\$270,496	\$66,001	\$285,790	\$76,878	\$292,785	\$75,246
Subtotal	\$416,406	\$101,603	\$439,491	\$118,224	\$451,178	\$115,953
<u>Pay Group B</u>						
Officers	\$45,549	\$11,114	\$50,721	\$13,644	\$53,106	\$13,648
Enlisted	\$12,607	\$3,076	\$14,225	\$3,827	\$14,479	\$3,721
Subtotal	\$58,156	\$14,190	\$64,946	\$17,471	\$67,585	\$17,369
<u>Pay Group F</u>						
Enlisted	\$33,865	\$8,263	\$32,486	\$8,739	\$35,284	\$9,068
Subtotal	\$33,865	\$8,263	\$32,486	\$8,739	\$35,284	\$9,068
<u>Pay Group P</u>						
Enlisted	\$2,693	\$657	\$2,433	\$654	\$2,797	\$719
Subtotal	\$2,693	\$657	\$2,433	\$654	\$2,797	\$719
<u>School Training</u>						
Officers	\$44,258	\$10,799	\$44,596	\$11,996	\$46,425	\$11,931
Enlisted	\$34,611	\$8,445	\$35,173	\$9,461	\$36,958	\$9,498
Subtotal	\$78,869	\$19,244	\$79,769	\$21,457	\$83,383	\$21,429
<u>Special Training</u>						
Officers	\$43,451	\$10,602	\$49,252	\$13,248	\$51,021	\$13,112
Enlisted	\$100,602	\$24,547	\$114,393	\$30,772	\$117,493	\$30,196
Subtotal	\$144,053	\$35,149	\$163,645	\$44,020	\$168,514	\$43,308
<u>Administration and Support - Full Time</u>						
Officers	\$120,103	\$37,232	\$143,131	\$49,952	\$148,148	\$52,000
Enlisted	\$137,891	\$42,746	\$165,585	\$57,790	\$190,832	\$66,982
Subtotal	\$257,994	\$79,978	\$308,716	\$107,742	\$338,980	\$118,982

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Health Professions Scholarship</u>						
Officers	\$5,734	\$1,399	\$5,823	\$1,566	\$5,969	\$1,534
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$5,734	\$1,399	\$5,823	\$1,566	\$5,969	\$1,534
<u>Medical Financial Assistance Program</u>						
Officers	\$70	\$17	\$72	\$19	\$74	\$19
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$70	\$17	\$72	\$19	\$74	\$19
<u>Total Direct Program</u>						
Officers	\$405,075	\$106,765	\$447,296	\$131,771	\$463,136	\$132,951
Enlisted	\$592,765	\$153,735	\$650,085	\$188,121	\$690,628	\$195,430
Total	\$997,840	\$260,500	\$1,097,381	\$319,892	\$1,153,764	\$328,381
<u>Reimbursable Program</u>						
Officers	\$4,203	\$1,283	\$4,354	\$1,495	\$4,418	\$1,522
Enlisted	\$1,306	\$405	\$1,441	\$503	\$1,464	\$514
Total	\$5,509	\$1,688	\$5,795	\$1,998	\$5,882	\$2,036
<u>Total Program</u>						
Officer	\$409,278	\$108,048	\$451,650	\$133,266	\$467,554	\$134,473
Enlisted	\$594,071	\$154,140	\$651,526	\$188,624	\$692,092	\$195,944
Total	\$1,003,349	\$262,188	\$1,103,176	\$321,890	\$1,159,646	\$330,417

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
<u>Pay Group A</u>			
Officers	\$5,458	\$5,752	\$5,924
Enlisted	\$13,345	\$14,936	\$15,404
Subtotal	\$18,803	\$20,688	\$21,328
<u>Pay Group B</u>			
Officers	\$2,318	\$2,643	\$2,795
Enlisted	\$833	\$1,024	\$1,053
Subtotal	\$3,151	\$3,667	\$3,848
<u>Pay Group F</u>			
Enlisted	\$9,012	\$8,702	\$9,546
<u>School Training</u>			
Officers	\$11,856	\$12,025	\$12,642
Enlisted	\$16,987	\$17,378	\$18,440
Subtotal	\$28,843	\$29,403	\$31,082
<u>Special Training</u>			
Officers	\$10,112	\$11,501	\$12,033
Enlisted	\$41,500	\$47,551	\$49,330
Subtotal	\$51,612	\$59,052	\$61,363

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
<u>Administration and Support</u>			
Officers	\$34,315	\$41,431	\$43,596
Enlisted	\$66,707	\$81,264	\$95,109
Subtotal	\$101,022	\$122,695	\$138,705
<u>Other</u>			
Health Professions Scholarship	\$3,000	\$3,067	\$3,175
<u>Total Direct Program</u>			
Officers	\$67,059	\$76,419	\$80,165
Enlisted	\$148,384	\$170,855	\$188,882
Total	\$215,443	\$247,274	\$269,047

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
<u>Pay Group A</u>			
Officers	\$12,303	\$13,788	\$17,447
Enlisted	\$44,896	\$46,613	\$59,595
Subtotal	\$57,199	\$60,401	\$77,042
<u>Pay Group B</u>			
Officers	\$5,124	\$5,982	\$7,943
Enlisted	\$2,359	\$3,441	\$4,471
Subtotal	\$7,483	\$9,423	\$12,414
<u>Pay Group F</u>			
Enlisted	\$4,236	\$4,011	\$4,315
<u>School Training</u>			
Officers	\$14,086	\$14,007	\$14,445
Enlisted	\$28,083	\$28,174	\$29,324
Subtotal	\$42,169	\$42,181	\$43,769
<u>Special Training</u>			
Officers	\$10,501	\$11,518	\$11,348
Enlisted	\$44,466	\$49,331	\$48,539
Subtotal	\$54,967	\$60,849	\$59,887

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
<u>Administration and Support</u>			
Officers	\$3,859	\$3,974	\$4,532
Enlisted	\$5,461	\$5,894	\$11,072
Subtotal	\$9,320	\$9,868	\$15,604
 <u>Other</u>			
Health Professions Scholarship (Officers)	\$3,485	\$3,544	\$4,503
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$3,485	\$3,544	\$4,503
 <u>Total Direct Program</u>			
Officers	\$49,358	\$52,813	\$60,218
Enlisted	\$129,501	\$137,464	\$157,316
Total	\$178,859	\$190,277	\$217,534

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 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	\$634	\$0	\$665	\$0	\$678	\$0
Enlisted	\$4,912	\$1,697	\$5,268	\$1,756	\$5,372	\$1,788
Subtotal	\$5,545	\$1,697	\$5,933	\$1,756	\$6,050	\$1,788
<u>Pay Group B</u>						
Officers	\$297	\$0	\$332	\$0	\$348	\$0
Enlisted	\$211	\$0	\$242	\$0	\$246	\$0
Subtotal	\$508	\$0	\$574	\$0	\$593	\$0
<u>Pay Group F</u>						
Enlisted	\$421	\$0	\$404	\$0	\$438	\$0
<u>School Training</u>						
Officers	\$1,632	\$0	\$1,645	\$0	\$1,710	\$0
Enlisted	\$3,491	\$0	\$3,548	\$0	\$3,723	\$0
Subtotal	\$5,124	\$0	\$5,193	\$0	\$5,434	\$0
<u>Special Training</u>						
Officers	\$972	\$0	\$1,106	\$0	\$1,131	\$0
Enlisted	\$8,955	\$0	\$10,193	\$0	\$10,402	\$0
Subtotal	\$9,926	\$0	\$11,299	\$0	\$11,533	\$0

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 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	\$4,017	\$0	\$4,841	\$0	\$5,052	\$0
Enlisted	\$13,499	\$0	\$16,420	\$0	\$19,075	\$0
Subtotal	\$17,516	\$0	\$21,261	\$0	\$24,127	\$0
<u>Other</u>						
Health Professions Scholarship	\$382	\$0	\$388	\$0	\$398	\$0
Financial Assistance Program	\$4	\$0	\$4	\$0	\$4	\$0
Other Subtotal	\$386	\$0	\$392	\$0	\$402	\$0
<u>Direct Program</u>						
Officers	\$7,552	\$0	\$8,590	\$0	\$8,919	\$0
Enlisted	\$31,488	\$1,697	\$36,074	\$1,756	\$39,257	\$1,788
Other	\$386	\$0	\$392	\$0	\$402	\$0
Program Total	\$39,427	\$1,697	\$45,056	\$1,756	\$48,577	\$1,788
<u>Total Program</u>						
Officers	\$7,552	\$0	\$8,590	\$0	\$8,919	\$0
Enlisted	\$31,488	\$1,697	\$36,074	\$1,756	\$39,257	\$1,788
Other	\$386	\$0	\$392	\$0	\$402	\$0

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

	BA	AMOUNT
FY 2021 Direct Program	\$2,210,309	\$2,210,309
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	22,618	\$22,618
Pay Group A	8,968	
Pay Group B	1,326	
Pay Group F	663	
Pay Group P	50	
School	1,629	
Special	3,340	
Admin & Support	6,413	
TSP Matching Contributions	109	
Health Professions Scholarship	119	
Medical Financial Asst Program	1	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	8,134	\$8,134
Pay Group A	3,225	
Pay Group B	477	
Pay Group F	238	
Pay Group P	18	
School	586	
Special	1,201	
Admin & Support	2,306	
TSP Matching Contributions	39	
Health Professions Scholarship	43	
Medical Financial Asst Program	1	

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

	BA	AMOUNT
Inflation (Rate 1.8%) and Other Price Changes	36,062	\$36,062
Pay Group A	8,092	
Pay Group B	1,586	
Pay Group F	195	
Pay Group P	8	
Mobilization	15	
School	2,946	
Special	1,255	
Admin & Support	20,755	
Health Professions Scholarship	1,177	
Medical Financial Asst Program	33	
Retired Pay Accrual		\$3,687
Full-time Rate 35.1%	3,687	
Admin & Support	3,687	
FICA (Rate 7.65%)	2,339	\$2,339
Pay Group A	932	
Pay Group B	138	
Pay Group F	69	
Pay Group P	5	
School	169	
Special	348	
Admin & Support	666	
Health Professions Scholarship	12	

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

	BA	AMOUNT
BAH	9,403	\$9,403
Pay Group A	787	
Pay Group B	139	
Pay Group F	331	
School	1,118	
Special	2,247	
Admin & Support	4,664	
Health Professions Scholarship	117	
Education Benefits	65	\$65
Kicker	65	
Total Pricing Increases	82,308	\$82,308
Program Increases:		
Total Pay Group A Program Increases	15,554	\$15,554
Travel	15,554	
Total Pay Group B Program Increases	4,024	\$4,024
Pay and Allowance	1,203	
Travel	2,821	
Total Pay Group F Program Increases	3,669	\$3,669
Pay and Allowance	3,172	
Clothing	265	
Travel	232	
Total Pay Group P Program Increases	450	\$450
Pay and Allowance	450	
Total School Program Increases	3,465	\$3,465
All Other Categories	3,465	
Total Special Program Increases	443	\$443
All Other Categories	443	

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

	BA	AMOUNT
Total Admin & Support Program Increases	68,694	\$68,694
Pay and Allowance	49,201	
Travel	5,558	
All Other Categories	13,935	
Total TSP Matching Contributions Program Increases	786	\$786
Pay and Allowance	786	
Total Health Professions Scholarship Program Increases	1,004	\$1,004
Clothing	16	
Travel	895	
All Other Categories	93	
Total Medical Financial Asst Program Increases	270	\$270
Pay and Allowance	1	
All Other Categories	269	
 Total Program Increases	98,359	\$98,359
 Total Increases	180,667	\$180,667
Decreases:		
Pricing Decreases:		
Pay Group A	(2,139)	
Pay Group B	(316)	
Pay Group F	(158)	
Pay Group P	(12)	
School	(388)	
Special	(792)	
Health Professions Scholarship	(28)	
 Total Pricing Decreases	(3,833)	(\$3,833)

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

	BA	AMOUNT
Program Decreases:		
Total Pay Group A Program Decreases	(917)	(\$917)
Pay and Allowance	(837)	
Clothing	(68)	
Subsistence	(12)	
Total Pay Group B Program Decreases	(13)	(\$13)
Clothing	(13)	
Total Mobilization Program Decreases	(171)	(\$171)
All Other Categories	(171)	
Total Health Professions Scholarship Program Decreases	(29)	(\$29)
Pay and Allowance	(29)	
Total Program Decreases	(1,130)	(\$1,130)
Total Decreases	(4,963)	(\$4,963)
FY 2022 Direct Program	\$2,386,013	\$2,386,013

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

	BA	Amount
FY 2021 Direct Program		\$700,839
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	8,968	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	3,225	
Inflation (Rate 1.8%) and Other Price Changes	8,092	
FICA (Rate 7.65%)	932	
BAH	787	
Total Pricing Increases	22,004	
Program Increases:		
ATA Pay	3,222	
Travel	15,554	
Total Program Increases	18,776	
Total Increases		\$40,780
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(2,139)	
Total Pricing Decreases	(2,139)	

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

	BA	Amount
Program Decreases:		
AT Pay	(1,201)	
IDT Pay	(2,858)	
Clothing	(68)	
Subsistence	(12)	
Total Program Decreases	(4,139)	
Total Decreases		(\$6,278)
FY 2022 Direct Program		\$735,341

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

Estimate	FY 2022	\$735,341
Estimate	FY 2021	\$700,839
Actual	FY 2020	\$691,255

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 JTR, Paragraph 032304. 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 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Active Duty for Training	\$249,000	\$234,772	\$254,473
Inactive Duty for Training	\$442,255	\$466,067	\$480,868
Total	\$691,255	\$700,839	\$735,341

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,614			8,705			8,638		
Participation Rate	89.51%			90.01%			90.00%		
PAID PARTICIPANTS	7,710	\$6,393.40	\$49,293	7,835	\$6,604.92	\$51,750	7,774	\$6,830.38	\$53,100
	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	45,676			45,247			44,955		
Participation Rate	75.50%			82.26%			82.26%		
PAID PARTICIPANTS	34,485	\$3,066.55	\$105,750	37,220	\$3,175.43	\$118,189	36,980	\$3,272.41	\$121,014

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	494,021			533,204			529,763		
Percent Subsisted	1.33%			1.33%			1.33%		
TOTAL	6,585	\$12.30	\$81	7,108	\$12.60	\$90	7,062	\$12.92	\$91

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	245	\$400.00	\$98	249	\$400.00	\$100	247	\$400.00	\$99
Organizational Issue/Replacement	366	\$1,404.37	\$514	373	\$1,428.25	\$533	369	\$1,453.95	\$537
TOTAL	611		\$612	622		\$633	616		\$636

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	3,870	\$1,608.31	\$6,224	3,869	\$1,635.65	\$6,328	3,850	\$1,665.10	\$6,411
Organizational Issue/Replacement	12,281	\$1,154.79	\$14,182	2,250	\$1,174.42	\$2,642	2,225	\$1,195.56	\$2,660
New Uniform Replacement	42,264	\$489.00	\$20,667	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	58,415		\$41,073	6,119		\$8,970	6,075		\$9,071

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	5,180	\$1,937.07	\$10,034	5,816	\$1,970.00	\$11,457	7,329	\$2,005.46	\$14,698
Enlisted	27,242	\$1,547.50	\$42,157	27,756	\$1,573.81	\$43,683	34,868	\$1,602.14	\$55,863
TOTAL	32,422		\$52,191	33,572		\$55,140	42,197		\$70,561

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,614			8,705			8,638		
Participation Rate	84.00%			85.00%			85.00%		
PAID PARTICIPANTS	7,236	\$16,563.72	\$119,855	7,399	\$17,127.73	\$126,728	7,342	\$17,689.37	\$129,875
Additional Training Assemblies:									
Flight Training	81,296	\$390.01	\$31,707	83,941	\$408.99	\$34,331	88,482	\$416.58	\$36,860
Readiness Management Periods	13,954	\$396.45	\$5,532	14,118	\$415.98	\$5,873	14,263	\$423.68	\$6,043
Military Funeral Honors	8	\$2,496.06	\$20	12	\$2,555.05	\$30	12	\$2,624.88	\$33
TOTAL			\$157,114			\$166,962			\$172,811
	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	45,676			45,247			44,955		
Participation Rate	82.67%			84.00%			84.00%		
PAID PARTICIPANTS	37,762	\$7,063.88	\$266,746	38,007	\$7,338.24	\$278,905	37,762	\$7,549.77	\$285,095
Additional Training Assemblies:									
Flight Training	30,966	\$218.11	\$6,754	33,656	\$228.49	\$7,689	38,325	\$232.73	\$8,919
Readiness Management Periods	22,184	\$222.18	\$4,929	23,429	\$233.22	\$5,464	24,180	\$237.54	\$5,744
Military Funeral Honors	49	\$1,793.99	\$88	65	\$1,838.35	\$120	65	\$1,869.19	\$121
TOTAL			\$278,517			\$292,178			\$299,879

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,487,670			1,497,341			1,487,678		
Percent Subsisted	8.83%			8.83%			8.83%		
TOTAL	131,382	\$12.30	\$1,616	132,236	\$12.60	\$1,666	131,383	\$12.92	\$1,697

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 JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	787	\$2,883.10	\$2,269	795	\$2,932.11	\$2,331	921	\$2,984.89	\$2,749
Enlisted	905	\$3,026.52	\$2,739	952	\$3,077.97	\$2,930	1,191	\$3,133.37	\$3,732
TOTAL	1,692		\$5,008	1,747		\$5,261	2,112		\$6,481

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

	BA	Amount
FY 2021 Direct Program		\$105,171
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	1,326	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	477	
Inflation (Rate 1.8%) and Other Price Changes	1,586	
FICA (Rate 7.65%)	138	
BAH	139	
Total Pricing Increases	3,666	
Program Increases:		
AT Pay	391	
IDT Pay	812	
Travel	2,821	
Total Program Increases	4,024	
Total Increases		\$7,690

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

BA Amount

Decreases:

Pricing Decreases:

Retired Pay Accrual	(316)
Total Pricing Decreases	(316)

Program Decreases:

Clothing	(13)
Total Program Decreases	(13)

Total Decreases	(\$329)
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FY 2022 Direct Program	\$112,532
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**RESERVE PERSONNEL, AIR FORCE
PAY GROUP B
(\$ in Thousands)**

Estimate	FY 2022	\$112,532
Estimate	FY 2021	\$105,171
Actual	FY 2020	\$91,584

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 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Active Duty for Training	\$36,505	\$43,545	\$47,802
Inactive Duty for Training	\$55,079	\$61,626	\$64,730
TOTAL	\$91,584	\$105,171	\$112,532

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,229			4,469			4,552		
Participation Rate	80.42%			83.69%			83.70%		
PAID PARTICIPANTS	3,401	\$6,302.55	\$21,435	3,740	\$6,603.55	\$24,696	3,810	\$6,831.83	\$26,029

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	2,814			2,878			2,850		
Participation Rate	70.04%			81.20%			81.19%		
PAID PARTICIPANTS	1,971	\$3,486.57	\$6,872	2,337	\$3,646.63	\$8,523	2,314	\$3,722.66	\$8,614

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	20,920			24,804			24,563		
Percent Subsisted	0.00%			0.00%			0.00%		
TOTAL	0	\$12.30	\$0	0	\$12.60	\$0	0	\$12.92	\$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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	20	\$400.00	\$8	22	\$400.00	\$9	22	\$400.00	\$9
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	20		\$8	22		\$9	22		\$9

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	649	\$1,496.15	\$971	770	\$1,521.58	\$1,172	762	\$1,548.97	\$1,180
Organization	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
TOTAL	649		\$971	770		\$1,172	762		\$1,180

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	2,403	\$2,040.37	\$4,903	2,772	\$2,075.05	\$5,752	3,592	\$2,112.40	\$7,588
Enlisted	1,194	\$1,939.70	\$2,316	1,720	\$1,972.67	\$3,393	2,182	\$2,008.18	\$4,382
TOTAL	3,597		\$7,219	4,492		\$9,145	5,774		\$11,970

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,229			4,469			4,552		
Participation Rate	94.11%			95.50%			95.52%		
PAID PARTICIPANTS	3,980	\$10,805.53	\$43,006	4,268	\$11,330.18	\$48,357	4,348	\$11,722.30	\$50,969

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,814			2,878			2,850		
Participation Rate	78.25%			80.33%			80.35%		
PAID PARTICIPANTS	2,202	\$5,362.91	\$11,809	2,312	\$5,619.03	\$12,991	2,290	\$5,814.87	\$13,317

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	120	\$1,841.67	\$221	123	\$1,872.98	\$230	186	\$1,906.69	\$355
Enlisted	20	\$2,150.00	\$43	22	\$2,186.55	\$48	40	\$2,225.91	\$89
TOTAL	140		\$264	145		\$278	226		\$444

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	30	\$15,566.67	\$467	31	\$15,354.84	\$476	31	\$15,677.42	\$486
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	30		\$467	31		\$476	31		\$486

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

	BA	Amount
FY 2021 Direct Program		\$63,245
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	663	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	238	
Inflation (Rate 1.8%) and Other Price Changes	195	
FICA (Rate 7.65%)	69	
BAH	331	
Total Pricing Increases	1,496	
Program Increases:		
AT Pay	3,172	
Clothing	265	
Travel	232	
Total Program Increases	3,669	
Total Increases		\$5,165

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

BA Amount

Decreases:

Pricing Decreases:

Retired Pay Accrual	(158)
Total Pricing Decreases	(158)

Program Decreases:

Total Program Decreases	0
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Total Decreases	(\$158)
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FY 2022 Direct Program	\$68,252
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**RESERVE PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
(\$ in Thousands)**

Estimate	FY 2022	\$68,252
Estimate	FY 2021	\$63,245
Actual	FY 2020	\$65,171

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. Technical training duration depends upon member's 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	3,630			3,380			3,572		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	3,630	\$15,453.18	\$56,095	3,380	\$16,169.00	\$54,651	3,572	\$16,519.07	\$59,006

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	3,630	\$1,333.33	\$4,840	3,380	\$1,356.00	\$4,583	3,572	\$1,380.41	\$4,931

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	3,630	\$1,166.94	\$4,236	3,380	\$1,186.78	\$4,011	3,572	\$1,208.14	\$4,315

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

	BA	Amount
FY 2021 Direct Program		\$3,716
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	50	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	18	
Inflation (Rate 1.8%) and Other Price Changes	8	
FICA (Rate 7.65%)	5	
Total Pricing Increases	81	
Program Increases:		
IDT Pay	450	
Total Program Increases	450	
Total Increases		\$531
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(12)	
Total Pricing Decreases	(12)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$12)
FY 2022 Direct Program		\$4,235

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

Estimate	FY 2022	\$4,235
Estimate	FY 2021	\$3,716
Actual	FY 2020	\$4,053

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,853	46,475	\$87.21	\$4,053	1,625	40,757	\$91.19	\$3,716	1,818	45,597	\$92.89	\$4,235

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

	BA	Amount
FY 2021 Direct Program	755	\$755
Increases:		
Pricing Increases:		
Readiness Training	3	
IRR Muster/Screening	12	
Total Pricing Increases	15	
Program Increases:		
IRR Muster/Screening	3	
Total Program Increases	3	
Total Increases		\$18
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Readiness Training	(174)	
Total Program Decreases	(174)	
Total Decreases		(\$174)
FY 2022 Direct Program		\$599

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

Estimate	FY 2022	\$599
Estimate	FY 2021	\$755
Actual	FY 2020	\$0

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. Program 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 2020 Actual				FY 2021 Estimate				FY 2022 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	\$526.67	\$158	0	0	\$0.00	\$0
Subtotal	0	0		\$0	325	325		\$171	0	0		\$0
	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	0	0	\$237.50	\$0	430	430	\$242.50	\$104	433	433	\$247.35	\$107
Enlisted	0	0	\$237.50	\$0	1,980	1,980	\$242.50	\$480	1,990	1,990	\$247.35	\$492
Subtotal	0	0		\$0	2,410	2,410		\$584	2,423	2,423		\$599
	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	0	0	\$237.50	\$0	455	455	\$257.14	\$117	433	433	\$247.35	\$107
Enlisted	0	0	\$237.50	\$0	2,280	2,280	\$279.82	\$638	1,990	1,990	\$247.35	\$492
TOTAL	0	0		\$0	2,735	2,735		\$755	2,423	2,423		\$599

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

	Amount
FY 2021 Direct Program	\$187,765
Increases:	
Pricing Increases:	
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	1,629
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	586
FICA (Rate 7.65%)	169
BAH	1,118
Inflation (Rate 1.8%) and Other Price Changes	2,946
Total Pricing Increases	6,448
Program Increases:	
Initial Skills Acquired	948
Refresh & Proficiency	275
Officer Candidate School	144
Career Development Training	576
Undergrad Pilot Training	1,359
Unit Conversion Training	154
Recruiter Training	9
Total Program Increases	3,465
Total Increases	\$9,913

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

	Amount
Decreases:	
Pricing Decreases:	
Retired Pay Accrual	(388)
Total Pricing Decreases	(388)
Program Decreases:	
Total Program Decreases	0
Total Decreases	(\$388)
FY 2022 Direct Program	\$197,290

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

Estimate	FY 2022	\$197,290
Estimate	FY 2021	\$187,765
Actual	FY 2020	\$185,999

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,004	27,115	\$498.14	\$13,507	982	26,523	\$512.36	\$13,588	995	26,864	\$529.63	\$14,228
Enlisted	2,285	54,835	\$305.99	\$16,780	2,254	54,097	\$314.16	\$16,994	2,304	55,307	\$323.83	\$17,910
TOTAL	3,289	81,950		\$30,287	3,236	80,620		\$30,582	3,299	82,171		\$32,138

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	235	14,822	\$374.65	\$5,553	230	14,496	\$385.28	\$5,585	233	14,682	\$398.31	\$5,848
Enlisted	1,742	130,684	\$286.52	\$37,444	1,719	128,923	\$294.13	\$37,920	1,757	131,806	\$303.21	\$39,965
TOTAL	1,977	145,506		\$42,997	1,949	143,419		\$43,505	1,990	146,488		\$45,813

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	470	7,991	\$331.40	\$2,650	460	7,816	\$341.09	\$2,666	466	7,920	\$352.75	\$2,793
Enlisted	253	15,668	\$296.17	\$4,640	249	15,453	\$304.01	\$4,699	255	15,801	\$313.50	\$4,953
TOTAL	723	23,659		\$7,290	709	23,269		\$7,365	721	23,721		\$7,746

**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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	347	18,067	\$478.65	\$8,648	340	17,671	\$492.22	\$8,698	344	17,900	\$508.83	\$9,109
Enlisted	935	24,315	\$275.18	\$6,691	923	23,986	\$282.51	\$6,777	943	24,524	\$291.26	\$7,143
TOTAL	1,282	42,382		\$15,339	1,263	41,657		\$15,475	1,287	42,424		\$16,252

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 lasts approximately 50 weeks 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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,156	142,203	\$371.30	\$52,803	1,131	139,087	\$381.87	\$53,113	1,145	140,874	\$394.81	\$55,617
Enlisted	1,003	105,313	\$266.47	\$28,064	989	103,893	\$273.61	\$28,425	1,012	106,216	\$282.03	\$29,956
TOTAL	2,159	247,516		\$80,867	2,120	242,980		\$81,538	2,157	247,090		\$85,573

**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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	142	9,951	\$525.73	\$5,231	139	9,732	\$540.60	\$5,262	141	9,857	\$559.09	\$5,510
Enlisted	220	10,982	\$332.05	\$3,646	217	10,831	\$340.82	\$3,692	222	11,081	\$351.39	\$3,894
TOTAL	362	20,933		\$8,877	356	20,563		\$8,954	363	20,938		\$9,404

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

	FY 2020 Actual				FY 2021 Estimate				FY 2022 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	21	939	\$363.42	\$342	21	927	\$374.22	\$346	22	946	\$384.69	\$364
TOTAL	21	939		\$342	21	927		\$346	22	946		\$364

TOTAL SCHOOL TRAINING

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,354	220,149	\$401.51	\$88,392	3,282	215,325	\$412.92	\$88,912	3,324	218,097	\$426.90	\$93,105
Enlisted	6,459	342,736	\$284.79	\$97,607	6,372	338,110	\$292.37	\$98,853	6,515	345,681	\$301.39	\$104,185
TOTAL	9,813	562,885		\$185,999	9,654	553,435		\$187,765	9,839	563,778		\$197,290

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

	BA	Amount
FY 2021 Direct Program	349,415	\$349,415
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	3,340	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	1,201	
FICA (Rate 7.65%)	348	
BAH	2,247	
Inflation (Rate 1.8%) and Other Price Changes	2,214	
Total Pricing Increases	9,350	
Program Increases:		
Cmd & Staff Supervision	85	
Exercises	27	
Management Support	1,239	
Operational Training	210	
Unit Conversion	5	
Service Mission/Mission Support	68	
Total Program Increases	1,634	
Total Increases		\$10,984

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(792)	
Inflation and Other Price Changes	(959)	
Total Pricing Decreases	(1,751)	
Program Decreases:		
Competitive Events	(4)	
Yellow Ribbon	(1,187)	
Total Program Decreases	(1,191)	
Total Decreases		(\$2,942)
FY 2022 Direct Program		\$357,457

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

Estimate	FY 2022	\$357,457
Estimate	FY 2021	\$349,415
Actual	FY 2020	\$310,244

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. 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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	11	66	\$606.06	\$40	12	70	\$628.57	\$44	12	68	\$647.06	\$44
Enlisted	12	46	\$217.39	\$10	15	66	\$227.27	\$15	12	51	\$235.29	\$12
TOTAL	23	112		\$50	27	136		\$59	24	119		\$56

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

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	742	6,679	\$822.01	\$5,482	799	7,195	\$847.87	\$6,100	810	7,286	\$865.41	\$6,306
Enlisted	865	5,192	\$328.72	\$1,706	950	5,697	\$339.29	\$1,932	951	5,707	\$346.45	\$1,978
TOTAL	1,607	11,871		\$7,188	1,749	12,892		\$8,032	1,761	12,993		\$8,284

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

Management Support: Includes various training activities in support of Reserve Command functions. These are activities funded with the Reserve Personnel Appropriation and not the Active Duty Air Force's Military Personnel Appropriation. Identifies personnel participating in normal day-to-day activities at the Reserve unit (e.g., administrative support, backfilling an Air Reserve Technician's duties, flight examiners/instructors). Includes Medical evaluations, Medical continuation orders, short-term augmentation of Air Force Reserve activities, and Innovative Readiness Training (IRT) support. Of note, IRT is a Health and Human Services Civilian/Military project.

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,512	99,271	\$644.32	\$63,962	4,860	106,923	\$665.29	\$71,135	4,922	108,275	\$679.38	\$73,560
Enlisted	25,037	625,937	\$264.24	\$165,400	27,466	686,643	\$272.70	\$187,249	27,512	687,811	\$278.78	\$191,745
TOTAL	29,549	725,208		\$229,362	32,326	793,566		\$258,384	32,434	796,086		\$265,305

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	327	2,613	\$635.36	\$1,658	352	2,814	\$655.46	\$1,845	356	2,848	\$668.78	\$1,906
Enlisted	958	6,706	\$283.70	\$1,902	1,051	7,357	\$292.59	\$2,154	1,053	7,372	\$299.17	\$2,206
TOTAL	1,285	9,319		\$3,560	1,403	10,171		\$3,999	1,409	10,220		\$4,112

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	770	10,784	\$449.66	\$4,844	830	11,618	\$463.98	\$5,391	840	11,764	\$473.68	\$5,573
Enlisted	4,120	247,195	\$190.47	\$47,071	4,520	271,175	\$196.59	\$53,313	4,531	271,869	\$200.91	\$54,624
TOTAL	4,890	257,979		\$51,915	5,350	282,793		\$58,704	5,371	283,633		\$60,197

**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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	829	7,464	\$546.99	\$4,077	893	8,038	\$564.27	\$4,535	905	8,141	\$575.98	\$4,689
Enlisted	1,491	11,931	\$249.26	\$2,974	1,637	13,093	\$257.25	\$3,368	1,641	13,129	\$262.96	\$3,452
TOTAL	2,320	19,395		\$7,051	2,530	21,131		\$7,903	2,546	21,270		\$8,141

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	42	253	\$602.28	\$153	45	272	\$621.14	\$169	46	277	\$640.29	\$177
Enlisted	55	550	\$271.69	\$149	60	603	\$279.73	\$168	61	608	\$284.06	\$173
TOTAL	97	803		\$302	105	875		\$337	107	885		\$350

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 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	95	1,515	\$515.51	\$781								
Enlisted	374	5,611	\$346.46	\$1,944								
TOTAL	469	7,126		\$2,725								

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, transition and how members and their families can address these issues is also integral to this post-deployment phase.

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	3,025	25,378	285	7,221	3,069	25,749	\$296.21	\$7,627	3,482	29,214	\$302.53	\$8,838
Travel				\$870				\$4,370				\$2,174
TOTAL				\$8,091				\$11,997				\$11,012

TOTAL SPECIAL TRAINING

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	8,304	136,836	\$612.46	\$83,806	9,175	148,541	\$628.55	\$93,366	9,141	149,146	\$644.19	\$96,078
Enlisted	34,961	920,355	\$246.03	\$226,438	38,637	1,009,278	\$253.70	\$256,049	38,412	1,008,789	\$259.10	\$261,379
TOTAL	43,265	1,057,191		\$310,244	47,812	1,157,819		\$349,415	47,553	1,157,935		\$357,457

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

	BA	Amount
FY 2021 Direct Program	720,246	\$720,246
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	6,413	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	2,306	
Inflation (Rate 1.8%) and Other Price Changes	21,410	
Retired Pay Accrual (Full-time Rate 35.1%)	3,687	
FICA (Rate 7.65%)	666	
BAH	4,664	
Total Pricing Increases	39,146	
Program Increases:		
Full-Time / AGR	49,201	
Death & Disability	1	
Travel	5,558	
Bonuses	13,746	
Health Profession Stipend	188	
Total Program Increases	68,694	
Total Increases		\$107,840

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Inflation and Other Price Changes	(655)	
Total Pricing Decreases	(655)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$655)
FY 2022 Direct Program		\$827,431

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

Estimate	FY 2022	\$827,431
Estimate	FY 2021	\$720,246
Actual	FY 2020	\$612,300

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 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Full-Time Pay and Allowances	\$566,120	\$678,237	\$771,786
Health Profession Stipend	\$845	\$914	\$1,129
Death Gratuity	\$100	\$200	\$200
Disability and Hospitalization	\$126	\$191	\$196
Bonus Programs	\$42,847	\$38,808	\$51,688
Continuation Pay	\$188	\$358	\$358
Foreign Language Proficiency Pay	\$2,074	\$1,614	\$2,074
Total	\$612,300	\$720,246	\$827,431

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	238	\$16,214.29	\$3,859	241	\$16,489.93	\$3,974	270	\$16,786.75	\$4,532
Enlisted	408	\$13,384.80	\$5,461	433	\$13,612.35	\$5,894	799	\$13,857.37	\$11,072
TOTAL	646		\$9,320	674		\$9,868	1,069		\$15,604

**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. 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.

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	51	\$7,339	50	\$8,587	50	\$8,771
Enlisted	47	\$2,268	54	\$2,813	54	\$2,875
TOTAL	98	\$9,607	104	\$11,400	104	\$11,646

* 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	33	\$25,335.00	\$845	35	\$26,115.00	\$914	42	\$26,877.00	\$1,129
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	33	\$25,335.00	\$845	35	\$26,115.00	\$914	42	\$26,877.00	\$1,129

**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 2020 Actual			FY 2021 Estimate			FY 2022 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization Pay And Allowances</u>									
Officer	1	\$5,000.00	\$5	3	\$5,151.25	\$15	3	\$5,294.20	\$16
Enlisted	4	\$16,750.00	\$67	7	\$17,256.69	\$121	7	\$17,735.56	\$124
Subtotal	5		\$72	10		\$136	10		\$140
<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	2	\$27,000.00	\$54	2	\$27,459.00	\$55	2	\$27,953.26	\$56
Subtotal	2		\$54	2		\$55	2		\$56
<u>Transportation & Per Diem</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	0		\$0	0		\$0	0		\$0
TOTAL			\$126			\$191			\$196

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
6 Year	612	7,657	\$4,686	532	7,650	\$4,070	640	7,656	\$4,900
Anniversary Payments									
6 Year	3,322	1,564	\$5,194	2,092	1,576	\$3,296	2,604	1,565	\$4,075
Subtotal	3,934	2,511	\$9,880	2,624	2,807	\$7,366	3,244	2,767	\$8,975

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	14	12,500	\$181	11	12,500	\$138	11	12,500	\$138
6 Year	354	7,500	\$2,657	250	7,500	\$1,875	360	7,500	\$2,700
Anniversary Payments									
3 Year	36	6,333	\$228	32	6,281	\$201	25	6,280	\$157
6 Year	1,327	1,500	\$1,990	1,229	1,500	\$1,844	1,399	1,500	\$2,099
Subtotal	1,731	2,921	\$5,056	1,522	2,666	\$4,058	1,795	2,838	\$5,094

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	136	3,750	\$510	100	3,750	\$375	140	3,750	\$525
6 Year	857	7,500	\$6,425	700	7,500	\$5,250	860	7,500	\$6,450
Anniversary Payments									
3 Year	187	1,877	\$351	183	1,874	\$343	236	1,877	\$443
6 Year	3,327	1,500	\$4,990	2,469	1,500	\$3,704	3,037	1,500	\$4,556
Subtotal	4,507	2,724	\$12,276	3,452	2,802	\$9,672	4,273	2,802	\$11,974

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	487	15,774	\$7,682	288	16,310	\$4,692	490	15,816	\$7,750
Anniversary Payments									
3 Year	164	21,037	\$3,450	542	16,268	\$8,817	775	15,966	\$12,374
Subtotal	651	17,100	\$11,132	830	16,276	\$13,509	1,265	15,908	\$20,124

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	14	3,750	\$54	14	3,750	\$53	14	3,750	\$53
6 Year	0	0	\$0	0	0	\$0	0	0	\$0
Anniversary Payments									
3 Year	25	1,880	\$47	27	1,852	\$50	28	1,857	\$52
6 Year	0	0	\$0	0	0	\$0	0	0	\$0
Subtotal	39	2,590	\$101	41	2,512	\$103	42	2,500	\$105

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	176	4,260	\$748	104	4,260	\$443	180	4,260	\$767
Anniversary Payments									
3 Year	102	3,500	\$357	208	3,505	\$729	280	3,504	\$981
Subtotal	278	3,975	\$1,105	312	3,756	\$1,172	460	3,800	\$1,748

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
6 Year	133	1,500	\$200	75	1,500	\$113	125	1,500	\$188
Anniversary Payments									
6 Year	400	1,500	\$600	258	1,504	\$388	208	543	\$113
Subtotal	533	1,501	\$800	333	1,505	\$501	333	904	\$301

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
3 Year	45	23,344	\$1,047	28	25,000	\$700	48	23,333	\$1,120
Anniversary Payments									
3 Year	65	22,308	\$1,450	74	23,338	\$1,727	94	23,904	\$2,247
Subtotal	110	22,700	\$2,497	102	23,794	\$2,427	142	23,711	\$3,367

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

TOTAL RESERVE INCENTIVES

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
Subtotal - New Payments	2,828	8,554	\$24,190	2,102	8,425	\$17,709	2,868	8,574	\$24,591
Anniversary Payments									
Subtotal - Anniversary Payments	8,955	2,083	\$18,657	7,114	2,966	\$21,099	8,686	3,120	\$27,097
TOTAL	11,783	3,636	\$42,847	9,216	4,211	\$38,808	11,554	4,474	\$51,688

Foreign Language Proficiency Pay

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	69	7,841	\$541	54	7,833	\$423	69	7,841	\$541
Enlisted	251	6,108	\$1,533	195	6,108	\$1,191	251	6,108	\$1,533
Subtotal	320		\$2,074	249		\$1,614	320		\$2,074

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 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer			\$117			\$125			\$130
Enlisted			\$71			\$157			\$228
Subtotal			\$188			\$282			\$358

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	377	382	387	387	311	234	234	227	231
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 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 2020 Actual			FY 2021 Estimate			FY 2022 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	11	14	16	16	14	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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	14	17	19	19	17	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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	305	312	318	318	226	132	132	131	130

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	50	51	51	51	42	33	33	37	41

**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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	7	8	8	7	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 2020 Actual			FY 2021 Estimate			FY 2022 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	745	876	990	990	1,170	1,291	1,291	1,288	1,339
Enlisted	1,934	2,249	2,419	2,419	2,914	3,226	3,226	3,514	3,861
Subtotal	2,679	3,125	3,409	3,409	4,084	4,517	4,517	4,802	5,200

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	12	12	10	10	11	9	9	9	9
Enlisted	392	398	401	401	377	351	351	351	351
Subtotal	404	410	411	411	388	360	360	360	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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	7	6	5	5	4	3	3	3	3

TOTAL PROGRAM

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,165	1,307	1,428	1,428	1,529	1,565	1,565	1,555	1,610
Enlisted	2,695	3,025	3,204	3,204	3,572	3,752	3,752	4,043	4,393
Subtotal	3,860	4,332	4,632	4,632	5,101	5,317	5,317	5,598	6,003

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

	BA	Amount
FY 2021 Direct Program	5,355	\$5,355
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	39	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	109	
Total Pricing Increases	148	
Program Increases:		
Total Program	786	
Total Program Increases	786	
Total Increases		\$934
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2022 Direct Program		\$6,289

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

Estimate	FY 2022	\$6,289
Estimate	FY 2021	\$5,355
Actual	FY 2020	\$4,333

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 Blended Retirement System (BRS) 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			1,348			1,503			1,607
Enlisted			2,985			3,852			4,682
Total			4,333			5,355			6,289

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

	BA	Amount
FY 2021 Direct Program	12,780	\$12,780
Increases:		
Pricing Increases:		
Kicker	65	
Total Pricing Increases	65	
Program Increases:		
Total Program Increases	0	
Total Increases		\$65
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2022 Direct Program		\$12,845

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

Estimate	FY 2022	\$12,845
Estimate	FY 2021	\$12,780
Actual	FY 2020	\$12,177

PART I - Purpose and Scope

Education Benefits provides payment to the Department of Defense Education Benefits 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 now seek a graduate degree. And 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.

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.

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

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 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	3,155	\$0	\$0	3,588	\$0	\$0	3,572	\$0	\$0
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	593	\$3,106	\$1,842	1,120	\$2,829	\$3,168	1,120	\$2,887	\$3,233
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	363	\$2,193	\$796	363	\$2,118	\$769	363	\$2,118	\$769
Tuition Assistance, Enlisted	4,349	\$2,193	\$9,539	4,175	\$2,118	\$8,843	4,175	\$2,118	\$8,843
TOTAL EDUCATIONAL BENEFITS	8,460		\$12,177	9,246		\$12,780	9,230		\$12,845

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

	BA	Amount
FY 2021 Direct Program	58,480	\$58,480
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	119	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	43	
Inflation (Rate 1.8%) and Other Price Changes	1,177	
FICA (Rate 7.65%)	12	
BAH	117	
Total Pricing Increases	1,468	
Program Increases:		
Uniform Allowance	16	
Travel	895	
Critical Skills Accession Bonus	200	
Total Program Increases	1,111	
Total Increases		\$2,579

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

BA Amount

Decreases:

Pricing Decreases:

RPA	(28)
Total Pricing Decreases	(28)

Program Decreases:

Stipend	(107)
Pay Allowances	(20)
BAH	(9)
Total Program Decreases	(136)

Total Decreases	(\$164)
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FY 2022 Direct Program	\$60,895
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**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
(\$ in Thousands)**

Estimate	FY 2022	\$60,895
Estimate	FY 2021	\$58,480
Actual	FY 2020	\$54,984

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 \$2,540.00 effective 1 July 2021. 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,482	\$23,419.70	\$34,708	1,461	\$26,115.00	\$38,154	1,457	\$26,877.00	\$39,160
Pay and Allowances	1,482	\$7,133.67	\$10,572	1,461	\$7,462.62	\$10,902	1,457	\$7,642.24	\$11,136
Uniform Allowances	1,298	\$400.00	\$519	450	\$400.00	\$180	490	\$400.00	\$196
Travel	665	\$5,240.60	\$3,485	665	\$5,329.69	\$3,544	830	\$5,425.63	\$4,503
Critical Skills Accession Bonus	285	\$20,000.00	\$5,700	285	\$20,000.00	\$5,700	295	\$20,000.00	\$5,900
TOTAL			\$54,984			\$58,480			\$60,895

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

	BA	Amount
FY 2021 Direct Program	2,542	\$2,542
Increases:		
Pricing Increases:		
FY 2022 Pay Raise (2.7% Effective 01 Jan 22)	1	
Annualization FY 2021 Pay Raise (3.0% Effective 01 Jan 21)	1	
Inflation (Rate 1.8%) and Other Price Changes	33	
Total Pricing Increases	35	
Pay Allowances	1	
Financial Assistance Grant	270	
Total Program Increases	271	
Total Increases		\$306
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Stipend	(1)	
Total Program Decreases	(1)	
Total Decreases		(\$1)
FY 2022 Direct Program		\$2,847

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

Estimate	FY 2022	\$2,847
Estimate	FY 2021	\$2,542
Actual	FY 2020	\$2,517

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 \$2,540.00 effective 1 July 2021. 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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	39	\$27,692.31	\$1,080	39	\$28,581.00	\$1,115	39	\$29,417.00	\$1,147
Financial Assistance Grant	29	\$45,000.00	\$1,320	29	\$45,000.00	\$1,305	35	\$45,000.00	\$1,575
Pay and Allowances	39	\$3,002.05	\$117	39	\$3,130.22	\$122	39	\$3,187.98	\$125
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$2,517			\$2,542			\$2,847

Section V
Special Analysis

**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	1,073	2,604	3,677	7,341	27	3,382	14,427
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,073	2,604	3,677	7,341	27	3,382	14,427
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

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
HEADQUARTERS:							
SERVICE HQS	95	105	200	19	69	420	708
AC HQS	47	9	56	0	0	0	56
AC INSTAL/ACTIVITIES	9	25	34	0	202	0	236
RC CHIEFS STAFF	104	32	136	0	0	0	136
OTHERS HQS	53	6	59	0	0	0	59
SUBTOTAL	308	177	485	19	271	420	1,195
OTHERS	0	0	0	0	0	0	0
TOTAL	1,428	3,204	4,632	7,363	351	3,960	16,306

**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	1,211	3,171	4,382	7,925	27	3,587	15,921
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,211	3,171	4,382	7,925	27	3,587	15,921
TRAINING:							
RC NON-UNIT INST	0	16	16	3	0	0	19
AC SCHOOLS	9	2	11	0	0	0	11
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	18	27	3	0	0	30

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
HEADQUARTERS:							
SERVICE HQS	95	103	198	19	69	415	701
AC HQS	40	4	44	0	201	0	245
AC INSTAL/ACTIVITIES	8	21	29	0	15	0	44
RC CHIEFS STAFF	115	40	155	0	7	24	186
OTHERS HQS	55	8	63	0	0	0	63
SUBTOTAL	313	176	489	19	292	439	1,239
OTHERS	0	0	0	0	0	0	0
TOTAL	1,565	3,752	5,317	7,947	372	4,182	17,818

**RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2022**

	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	44	67	0	53	117	237
RECRUITING RETENTION	9	351	360	1	0	39	400
SUBTOTAL	32	395	427	1	53	156	637
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,258	3,804	5,062	7,086	27	3,838	16,013
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,258	3,804	5,062	7,086	27	3,838	16,013
TRAINING:							
RC NON-UNIT INST	1	16	17	3	0	0	20
AC SCHOOLS	8	2	10	0	0	0	10
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	18	27	3	0	0	30

**RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2022**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
HEADQUARTERS:							
SERVICE HQS	95	103	198	21	69	413	701
AC HQS	35	4	39	0	168	0	207
AC INSTAL/ACTIVITIES	8	22	30	0	15	0	45
RC CHIEFS STAFF	117	39	156	0	7	24	187
OTHERS HQS	56	8	64	0	0	0	64
SUBTOTAL	311	176	487	21	259	437	1,204
OTHERS	0	0	0	0	0	0	0
TOTAL	1,610	4,393	6,003	7,111	339	4,431	17,884

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2020			FY 2021			FY 2022		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	295	268	254	254	254	254	254	255	255
2nd Year	375	379	383	383	384	384	384	387	389
3rd Year	435	415	402	402	397	392	392	399	405
4th Year	411	420	436	436	426	416	416	416	415
Total Enrollment	1,516	1,482	1,475	1,475	1,461	1,446	1,446	1,457	1,464

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2020			FY 2021			FY 2022		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	0	1	1	1	1	1	1	1	1
2nd Year	7	6	5	5	5	5	5	5	5
3rd Year	16	16	16	16	16	16	16	16	16
4th Year	11	16	17	17	17	17	17	17	17
Total Enrollment	34	39	39	39	39	39	39	39	39
Completed Program Graduates			417			453			418

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,322	5,194	1,480	2,358	1,460	2,323	1,286	2,035	1,080	1,668				
Accelerated Payments														
FY2020 Initial Payments	612	4,686												
FY2020 Anniversary Payments			612	938	612	938	612	938	612	938	612	938		
FY2021 Initial Payments			532	4,070										
FY2021 Anniversary Payments					532	814	532	814	532	814	532	814	532	814
FY2022 Initial Payments					640	4,900								
FY2022 Anniversary Payments							640	980	640	980	640	980	640	980
FY2023 Initial Payments							640	4,900						
FY2023 Anniversary Payments									640	980	640	980	640	980
FY2024 Initial Payments									640	4,900				
FY2024 Anniversary Payments											640	980	640	980
FY2025 Initial Payments											640	4,900		
FY2025 Anniversary Payments													640	980
FY2026 Initial Payments													640	4,900
FY2026 Anniversary Payments														
Total Initial Payments	612	4,686	532	4,070	640	4,900	640	4,900	640	4,900	640	4,900	640	4,900
Total Anniversary Payment	3,322	5,194	2,092	3,296	2,604	4,075	3,070	4,767	3,504	5,380	3,064	4,692	3,092	4,734
Total	3,934	9,880	2,624	7,366	3,244	8,975	3,710	9,667	4,144	10,280	3,704	9,592	3,732	9,634

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	65	1,450	29	680	21	500								
Accelerated Payments														
FY2020 Initial Payments	45	1,047												
FY2020 Anniversary Payments			45	1,047	45	1,047	45							
FY2021 Initial Payments			28	700										
FY2021 Anniversary Payments					28	700	28	700	28					
FY2022 Initial Payments					48	1,120								
FY2022 Anniversary Payments							48	1,120	48	1,120	48			
FY2023 Initial Payments							48	1,120						
FY2023 Anniversary Payments									48	1,120	48	1,120	48	
FY2024 Initial Payments									48	1,120				
FY2024 Anniversary Payments											48	1,120	48	1,120
FY2025 Initial Payments											48	1,120		
FY2025 Anniversary Payments													48	1,120
FY2026 Initial Payments													48	1,120
FY2026 Anniversary Payments														
Total Initial Payments	45	1,047	28	700	48	1,120	48	1,120	48	1,120	48	1,120	48	1,120
Total Anniversary Payment	65	1,450	74	1,727	94	2,247	121	1,820	124	2,240	144	2,240	144	2,240
Total	110	2,497	102	2,427	142	3,367	169	2,940	172	3,360	192	3,360	192	3,360

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	164	3,450	55	1,135										
Accelerated Payments														
FY2020 Initial Payments	487	7,682												
FY2020 Anniversary Payments			487	7,682	487	7,682								
FY2021 Initial Payments			288	4,692										
FY2021 Anniversary Payments					288	4,692	288	4,692						
FY2022 Initial Payments					490	7,750								
FY2022 Anniversary Payments							490	7,750	490	7,750				
FY2023 Initial Payments							490	7,750						
FY2023 Anniversary Payments									490	7,750	490	7,750		
FY2024 Initial Payments									490	7,750				
FY2024 Anniversary Payments											490	7,750	490	7,750
FY2025 Initial Payments											490	7,750		
FY2025 Anniversary Payments													490	7,750
FY2026 Initial Payments													490	7,750
FY2026 Anniversary Payments														
Total Initial Payments	487	7,682	288	4,692	490	7,750	490	7,750	490	7,750	490	7,750	490	7,750
Total Anniversary Payment	164	3,450	542	8,817	775	12,374	778	12,442	980	15,500	980	15,500	980	15,500
Total	651	11,132	830	13,509	1,265	20,124	1,268	20,192	1,470	23,250	1,470	23,250	1,470	23,250

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,363	2,218	893	1,426	795	1,193	712	1,068	398	597				
Accelerated Payments														
FY2020 Initial Payments	368	2,838												
FY2020 Anniversary Payments			368	619	368	619	354	531	354	531	354	531		
FY2021 Initial Payments			261	2,013										
FY2021 Anniversary Payments					261	444	261	444	250	375	250	375	250	375
FY2022 Initial Payments					371	2,838								
FY2022 Anniversary Payments							371	609	371	609	360	540	360	540
FY2023 Initial Payments							371	2,838						
FY2023 Anniversary Payments									371	609	371	609	360	540
FY2024 Initial Payments									371	2,838				
FY2024 Anniversary Payments											371	609	371	609
FY2025 Initial Payments											371	2,838		
FY2025 Anniversary Payments													371	609
FY2026 Initial Payments													371	2,838
FY2026 Anniversary Payments														
Total Initial Payments	368	2,838	261	2,013	371	2,838	371	2,838	371	2,838	371	2,838	371	2,838
Total Anniversary Payment	1,363	2,218	1,261	2,045	1,424	2,256	1,698	2,652	1,744	2,721	1,706	2,664	1,712	2,673
Total	1,731	5,056	1,522	4,058	1,795	5,094	2,069	5,490	2,115	5,559	2,077	5,502	2,083	5,511

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

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	25	47	13	24										
Accelerated Payments														
FY2020 Initial Payments	14	54												
FY2020 Anniversary Payments			14	26	14	26								
FY2021 Initial Payments			14	53										
FY2021 Anniversary Payments					14	26	14	26						
FY2022 Initial Payments					14	53								
FY2022 Anniversary Payments							14	26	14	26				
FY2023 Initial Payments							14	53						
FY2023 Anniversary Payments									14	26	14	26		
FY2024 Initial Payments									14	53				
FY2024 Anniversary Payments											14	26	14	26
FY2025 Initial Payments											14	53		
FY2025 Anniversary Payments													14	26
FY2026 Initial Payments													14	53
FY2026 Anniversary Payments														
Total Initial Payments	14	54	14	53	14	53	14	53	14	53	14	53	14	53
Total Anniversary Payment	25	47	27	50	28	52	28	52	28	52	28	52	28	52
Total	39	101	41	103	42	105	42	105	42	105	42	105	42	105

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	102	357	32	112										
Accelerated Payments														
FY2020 Initial Payments	176	748												
FY2020 Anniversary Payments			176	617	176	617								
FY2021 Initial Payments			104	443										
FY2021 Anniversary Payments					104	364	104	364						
FY2022 Initial Payments					180	767								
FY2022 Anniversary Payments							180	631	180	631				
FY2023 Initial Payments							180	767						
FY2023 Anniversary Payments									180	631	180	631		
FY2024 Initial Payments									180	767				
FY2024 Anniversary Payments											180	631	180	631
FY2025 Initial Payments											180	767		
FY2025 Anniversary Payments													180	631
FY2026 Initial Payments													180	767
FY2026 Anniversary Payments														
Total Initial Payments	176	748	104	443	180	767	180	767	180	767	180	767	180	767
Total Anniversary Payment	102	357	208	729	280	981	284	995	360	1,262	360	1,262	360	1,262
Total	278	1,105	312	1,172	460	1,748	464	1,762	540	2,029	540	2,029	540	2,029

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,514	5,341	1,659	2,506	1,480	2,220	1,000	1,500	507	761				
Accelerated Payments														
FY2020 Initial Payments	993	6,935												
FY2020 Anniversary Payments			993	1,541	993	1,541	857	1,286	857	1,286	857	1,286		
FY2021 Initial Payments			800	5,625										
FY2021 Anniversary Payments					800	1,238	800	1,238	700	1,050	700	1,050	700	1,050
FY2022 Initial Payments					1,000	6,975								
FY2022 Anniversary Payments							1,000	1,553	1,000	1,553	860	1,290	860	1,290
FY2023 Initial Payments							1,000	6,975						
FY2023 Anniversary Payments									1,000	1,553	1,000	1,553	860	1,290
FY2024 Initial Payments									1,000	6,975				
FY2024 Anniversary Payments											1,000	1,553	1,000	1,553
FY2025 Initial Payments											1,000	6,975		
FY2025 Anniversary Payments													1,000	1,553
FY2026 Initial Payments													1,000	6,975
FY2026 Anniversary Payments														
Total Initial Payments	993	6,935	800	5,625	1,000	6,975	1,000	6,975	1,000	6,975	1,000	6,975	1,000	6,975
Total Anniversary Payment	3,514	5,341	2,652	4,047	3,273	4,999	3,657	5,577	4,064	6,203	4,417	6,732	4,420	6,736
Total	4,507	12,276	3,452	9,672	4,273	11,974	4,657	12,552	5,064	13,178	5,417	13,707	5,420	13,711

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

	<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	400	600	125	188										
Accelerated Payments														
FY2020 Initial Payments	133	200												
FY2020 Anniversary Payments			133	200	133									
FY2021 Initial Payments			75	113										
FY2021 Anniversary Payments					75	113	75							
FY2022 Initial Payments					125	188								
FY2022 Anniversary Payments							125	188	125					
FY2023 Initial Payments							125	188						
FY2023 Anniversary Payments									125	188	125			
FY2024 Initial Payments									125	188				
FY2024 Anniversary Payments											125	188	125	188
FY2025 Initial Payments											125	188		
FY2025 Anniversary Payments													125	188
FY2026 Initial Payments													125	188
FY2026 Anniversary Payments														
Total Initial Payments	133	200	75	113	125	188	125	188	125	188	125	188	125	188
Total Anniversary Payment	400	600	258	388	208	113	200	188	250	188	250	188	250	376
Total	533	800	333	501	333	301	325	376	375	376	375	376	375	564

**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 FY22 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel as well as Technicians.

<u>Aircraft Type category</u>	Aircraft Personnel Manning Levels		
	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Fighter	89.2%	82.4%	80.5%
Bomber	89.9%	100.0%	99.4%
Mobility	90.3%	96.7%	97.9%
Special Ops	115.3%	109.7%	100.2%
C2ISR	98.6%	101.5%	101.5%
Rescue	64.8%	71.2%	72.9%
RPA	103.2%	92.8%	103.6%
Total	91.3%	93.3%	93.7%

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

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 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Fighter	253	29,941	7,575	424	25,658	10,879	430	26,914	11,573
Bomber	24	33,542	805	56	20,643	1,156	52	23,654	1,230
Mobility	398	23,241	9,250	450	29,520	13,284	472	29,917	14,121
Special Ops	37	32,216	1,192	52	32,923	1,712	56	32,536	1,822
C2ISR	33	26,212	865	44	28,227	1,242	45	29,378	1,322
Rescue	10	24,800	248	16	22,250	356	17	22,353	380
RPA	61	31,180	1,902	95	28,758	2,732	96	30,281	2,907
Total	816		21,837	1,137		31,361	1,168		33,355