

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2022 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
May 2021**

**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
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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 -
Military Personnel, Air Force				
Budget Activity 01: Pay and Allowances of Officers				
3500F 5 Basic Pay	5,503,327	5,723,338	5,921,052	U
3500F 10 Retired Pay Accrual	1,688,762	1,974,340	2,051,100	U
3500F 11 Thrift Savings Plan Matching Contributions	62,881	71,403	74,304	U
3500F 25 Basic Allowance for Housing	1,602,163	1,665,945	1,741,048	U
3500F 30 Basic Allowance for Subsistence	205,984	212,580	219,395	U
3500F 35 Incentive Pays	361,028	379,467	385,666	U
3500F 40 Special Pays	344,502	349,934	358,094	U
3500F 45 Allowances	121,347	119,971	129,427	U
3500F 50 Separation Pay	39,329	37,166	39,320	U
3500F 55 Social Security Tax	420,317	437,132	452,226	U
Total Budget Activity 01	10,349,640	10,971,276	11,371,632	
Budget Activity 02: Pay and Allowances of Enlisted				
3500F 60 Basic Pay	10,225,854	10,572,725	10,894,939	U
3500F 65 Retired Pay Accrual	3,141,285	3,651,615	3,779,181	U
3500F 66 Thrift Savings Plan Matching Contributions	70,125	99,527	110,413	U
3500F 80 Basic Allowance for Housing	4,149,538	4,231,980	4,460,507	U
3500F 85 Incentive Pays	63,252	64,585	66,323	U
3500F 90 Special Pays	378,738	398,554	388,852	U
3500F 95 Allowances	622,313	588,615	623,044	U
3500F 100 Separation Pay	84,453	109,441	105,298	U
3500F 105 Social Security Tax	782,276	808,813	833,463	U
Total Budget Activity 02	19,517,834	20,525,855	21,262,020	
Budget Activity 03: Pay And Allowances Of Cadets				
3500F 110 Academy Cadets	81,129	85,426	88,069	U
Total Budget Activity 03	81,129	85,426	88,069	
Budget Activity 04: Subsistence of Enlisted Personnel				
3500F 115 Basic Allowance for Subsistence	1,108,028	1,093,075	1,183,075	U
3500F 120 Subsistence-In-Kind	253,556	281,337	273,607	U
Total Budget Activity 04	1,361,584	1,374,412	1,456,682	

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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 -
	-----	-----	-----	-
Military Personnel, Air Force				
Budget Activity 05: Permanent Change of Station Travel				
3500F 125 Accession Travel	96,725	91,776	97,861	U
3500F 130 Training Travel	61,005	59,686	57,592	U
3500F 135 Operational Travel	317,590	364,544	353,015	U
3500F 140 Rotational Travel	476,095	467,081	489,495	U
3500F 145 Separation Travel	134,108	131,612	144,714	U
3500F 150 Travel of Organized Units	3,674	3,430	2,682	U
3500F 155 Non-Temporary Storage	25,527	26,026	27,039	U
3500F 160 Temporary Lodging Expense	33,136	34,893	35,715	U
Total Budget Activity 05	1,147,860	1,179,048	1,208,113	
Budget Activity 06: Other Military Personnel Costs				
3500F 170 Apprehension of Military Deserters	20	18	29	U
3500F 175 Interest on Uniformed Services Savings	2,005	2,333	2,065	U
3500F 180 Death Gratuities	18,500	15,100	17,500	U
3500F 185 Unemployment Benefits	25,224	13,962	26,111	U
3500F 195 Education Benefits	6	13	16	U
3500F 200 Adoption Expenses	269	416	416	U
3500F 210 Transportation Subsidy	1,707	3,164	2,800	U
3500F 215 Partial Dislocation Allowance	651	629	783	U
3500F 216 SGLI Extra Hazard Payments	5,597	4,981	4,981	U
3500F 217 Reserve Officers Training Corps (ROTC)	42,910	44,236	44,585	U
3500F 218 Junior ROTC	18,593	18,451	18,783	U
Total Budget Activity 06	115,482	103,303	118,069	
Total Military Personnel, Air Force	32,573,529	34,239,320	35,504,585	
Less Reimbursables	380,210	443,371	456,684	
Total Direct - Military Personnel, Air Force	32,193,319	33,795,949	35,047,901	
Total Active Air Force Military Personnel Costs	32,193,319	33,795,949	35,047,901	
Total Direct - Air Force Military Appropriations	32,193,319	33,795,949	35,047,901	
Grand Total Direct - Air Force Military Personnel Costs	32,193,319	33,795,949	35,047,901	

M-122BAS: FY 2022 President's Budget (Total Base Published Version)

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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 -
	-----	-----	-
Military Personnel, Air Force			
Budget Activity 01: Pay and Allowances of Officers			
3500F 5 Basic Pay	131,426	109,985	U
3500F 10 Retired Pay Accrual	35,485	28,266	U
3500F 25 Basic Allowance for Housing	41,038	32,059	U
3500F 30 Basic Allowance for Subsistence	4,221	3,581	U
3500F 40 Special Pays	5,211	6,364	U
3500F 45 Allowances	5,547	3,363	U
3500F 55 Social Security Tax	10,054	8,414	U
Total Budget Activity 01	232,982	192,032	
Budget Activity 02: Pay and Allowances of Enlisted			
3500F 60 Basic Pay	347,182	310,432	U
3500F 65 Retired Pay Accrual	93,739	79,781	U
3500F 80 Basic Allowance for Housing	147,758	145,165	U
3500F 90 Special Pays	23,799	33,660	U
3500F 95 Allowances	26,472	18,981	U
3500F 105 Social Security Tax	26,559	23,748	U
Total Budget Activity 02	665,509	611,767	
Budget Activity 04: Subsistence of Enlisted Personnel			
3500F 115 Basic Allowance for Subsistence	34,678	32,168	U
3500F 120 Subsistence-In-Kind	130,371	123,704	U
Total Budget Activity 04	165,049	155,872	
Budget Activity 06: Other Military Personnel Costs			
3500F 180 Death Gratuities	200	200	U
3500F 185 Unemployment Benefits	8,447	9,929	U
3500F 216 SGLI Extra Hazard Payments	4,981	4,981	U
Total Budget Activity 06	13,628	15,110	
Total Direct - Military Personnel, Air Force	1,077,168	974,781	
Total Active Air Force Military Personnel Costs	1,077,168	974,781	
Total Direct - Air Force Military Appropriations	1,077,168	974,781	
Grand Total Direct - Air Force Military Personnel Costs	1,077,168	974,781	

M-122DWE: FY 2022 President's Budget (Direct War and Enduring Published Version)

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

	FY 2020 Actual 1/ 3/	FY 2021 Enacted 2/	FY 2022 Estimate
<u>Base Program</u>			
Pay and Allowances of Officers	10,190,357	10,782,186	11,177,038
Pay and Allowances of Enlisted	19,313,380	20,290,558	21,019,403
Pay and Allowances of Cadets	81,129	85,426	88,069
Subsistence of Enlisted Personnel	1,345,111	1,357,617	1,439,442
Permanent Change of Station Travel	1,147,860	1,176,859	1,205,880
Other Military Personnel Programs	115,482	103,303	118,069
TOTAL DIRECT PROGRAM	32,193,319	33,795,949	35,047,901
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	159,283	189,090	194,594
Pay and Allowances of Enlisted Personnel	204,454	235,297	242,617
Subsistence of Enlisted Personnel	16,473	16,795	17,240
Permanent Change of Station Travel	0	2,189	2,233
TOTAL REIMBURSABLE PROGRAM	380,210	443,371	456,684
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	10,349,640	10,971,276	11,371,632
Pay and Allowances of Enlisted Personnel	19,517,834	20,525,855	21,262,020
Pay and Allowances of Cadets	81,129	85,426	88,069
Subsistence of Enlisted Personnel	1,361,584	1,374,412	1,456,682
Permanent Change of Station Travel	1,147,860	1,179,048	1,208,113
Other Military Personnel Costs	115,482	103,303	118,069
TOTAL BASELINE PROGRAM FUNDING	32,573,529	34,239,320	35,504,585
Medicare-Eligible Retiree HCF., (AF)	1,514,694	1,623,213	1,823,940
TOTAL MILPERS PROGRAM COST	34,088,223	35,862,533	37,328,525

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).

3/ 2K delta in FY20 Military Personnel Actuals vs. Cost of War Report is due to rounding.

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

	FY 2020 Actual 1/ 3/	FY 2021 Enacted 2/	FY 2022 Estimate
<u>Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)</u>			
Pay and Allowances of Officers	216,224	232,982	0
Pay and Allowances of Enlisted Personnel	607,981	665,509	0
Subsistence of Enlisted Personnel	151,647	165,049	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	15,457	13,628	0
TOTAL OCO FUNDING	991,309	1,077,168	0
<u>Memo Entry: Direct War and Enduring Costs</u>			
Pay and Allowances of Officers	0	0	192,032
Pay and Allowances of Enlisted Personnel	0	0	611,767
Subsistence of Enlisted Personnel	0	0	155,872
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	15,110
TOTAL DIRECT WAR AND ENDURING COSTS	0	0	974,781

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).

3/ 2K delta in FY20 Military Personnel Actuals vs. Cost of War Report is due to rounding.

SECTION 2

INTRODUCTORY STATEMENT

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

In these fiscally challenging times, our biggest leadership challenge is taking care of people while striking the right



balance between maintaining today's readiness and posturing future modernization and recapitalization priorities. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing the competitive military compensation necessary to recruit and retain high quality and experienced Airmen who boldly work around the clock and across the globe to defend our Nation.



The Fiscal Year 2022 President's Budget grows the all-volunteer active duty Air Force to 336,700 from the 333,475 authorized in FY 2021. In order to create a sustainable and affordable workforce that supports the Interim National Security Strategic Guidance to make smart and disciplined choices regarding the responsible use of our military, the Air Force must continue to divest, terminate, and/or restructure programs and facilities

with limited utility in a high-intensity conflict. At 336,700 the Service would field an affordable minimum viable force structure to deliver required capability and capacity to combatant commanders. It will also provide the fiscal flexibility required to design and field the future force we need. The FY22 budget restores end strength associated with the continued delay of medical manpower reductions, reduces manpower dedicated to aircraft undergoing modernization, and decreases the amount of time spent in training. These reductions buy more capability and capacity for forces required in a future high-end fight. Tomorrow's challenges require more airmen trained and ready to fight in F-35, B-21, Space, and Joint All Domain Command and Control. Inclusive of the 336,700 end strength, 8,400 military personnel are assigned to the operational United States Space Force

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

Ultimately the FY 2022 Military Personnel Appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

FISCAL YEARS 2020, 2021 and 2022

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions (FY 2020 actual only). The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was April 18 for FY 2020 and will be May 27 for FY 2021 and May 26 for FY 2022. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2020 actuals of \$32.6 billion includes \$380.2 million in reimbursements and \$1.0 billion of OCO.

The FY 2021 budget estimate is \$34.2 billion to include \$443.4 million in anticipated reimbursements and \$1.1 billion of OCO.

The FY 2022 budget request is \$35.5 billion to include \$456.7 million in anticipated reimbursements and \$974.8 million of Direct War Enduring Costs

Baseline Budget Rates

The FY 2022 Justification Book reflects a 3.00% pay raise in FY 2021 and a 2.70% in FY 2022, effective 1 January each year. It reflects an annualized rate of 3.00% for subsistence in FY 2021 and 2.65% for subsistence in FY 2022. The budget reflects an annualized rate of 3.70% for housing allowances in FY 2021 and 3.80% for housing allowances in FY 2022. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage rate is 34.90% in FY 2021 and 35.10% in FY 2022 and part time RPA normal cost percentage rate is 26.90% in FY 2021 and 25.70% in FY 2022.

Medicare-Eligible Retiree Health Care Fund

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

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2022 President's Budget
Performance Measures and Evaluation Summary

President's Management Plan – Performance Metrics

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

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

	<u>FY 2020 Actual</u>	<u>FY 2021 Planned</u>	<u>FY 2022 Planned</u>
Average Strength (Work years)	346,136	349,460	348,861
End Strength	333,790	335,485	336,700
Authorized End Strength	332,800	333,475	

The FY 2020 actuals includes 8,546 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations (OCO). The FY 2021 requirement includes 9,269 work years for Air Force Guard and Reserve on Active duty in support of OCO. The FY 2022 requirement includes 7,921 work years for Air Force Guard and Reserve on Active Duty in support of Direct War and Enduring Costs. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was April 18 for FY 2020 and will be May 26 for FY 2021 and May 25 for FY 2022.

Recruiting

	<u>FY 2020 Actual</u>	<u>FY 2021 Planned</u>	<u>FY 2022 Planned</u>
1. Numeric goals	29,068	27,053	29,526
Actual	26,396		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.39%		
b. Cat I-IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	82.19%		

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

Exhibit PB-30Y

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2022 President's Budget
(\$ in Thousands)

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 336,700 in FY 2022.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2022 BA 03</u>	<u>FY 2022 BA Assoc w/Metrics</u>	<u>Percent FY 2022 BA Assoc w/Metrics</u>
57	3400	\$2,753,965	\$74,278	2.70%

Unexpended Balances Reduction

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 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 based on an expenditure outlay analysis. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances since FY 2013 after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence.

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

Budgetary savings from FY 2018 through FY 2020 and continued application of expenditure outlay analysis continue to moderate budget requests in major cost drivers like Base Pay, Basic Allowances for Housing and Subsistence, Special and Incentive pays, and Permanent Change of Station (PCS).

United States Space Force (USSF) Military Personnel Budget

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

The U.S. Space Force will organize, train, and equip military space forces of the United States to provide: freedom of operation in, from, and to the space domain; and prompt and sustained space operations. The U.S. Space Force will include both combat and space-focused combat-support functions to enable prompt and sustained offensive and defensive space operations and joint operations in all domains. The U.S. Space Force will assume unique space missions that were previously within the Army, Navy, and Air Force to ensure unity of effort, specialized training, and a common ethos. The U.S. Space Force relies on the U.S. Air Force to execute foundational and infrastructure support, except where those functions are unique to the space domain or central to its independence.



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

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

The FY 2022 Space Force Military Personnel (MILPERS) budget request reflects 8,400 End Strength (E/S) which includes end-strength transfers from the Air Force, Army, and Navy. Due to the transition between pay systems; USSF Military Personnel will continue to be budgeted and paid out of the Military Personnel, Air Force, Appropriation in FY 2022, but will be managed separately in FY 2023 when the Air Force Integrated Pay & Personnel System (AFIPPS) is scheduled to become operational.

The below table reflects FY 2022 End Strength, Work Years, Rates, and Costs attributable to USSF internal to the Air Force Military Personnel Appropriation:

FY 2022 USSF MILPERS	Manpower		AF MILPERS (\$K)		AF MERHCF (\$K)		FY 2022 Total Cost (\$K)
	End Strength	Work Years	Rate	Cost	Rate	Cost	
Officer	3,859	3,301	175,753	580,073	5,506	18,173	598,246
Enlisted	4,541	4,117	84,957	349,725	5,506	22,665	372,390
Totals/ Avg Rates	8,400	7,417		929,798		40,838	970,636

The below table reflects the actual & programmed accessions that comprise the USSF:

End Strength (E/S)	FY20 Actual			FY21 Enacted			FY22 PB			FY22 E/S by Accession Type		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Beginning Inventory			0	84	1	85	2,742	3,692	6,434			0
USAF Transfer	84	1	85	2,332	3,301	5,633	827	73	900	3,243	3,375	6,618
USA Transfer			0	15	10	25	11	291	302	26	301	327
USN Transfer			0	14	5	19	17	0	17	31	5	36
Direct Accession			0	306	376	682	262	485	747	568	861	1,429
Losses			0	-9	-1	-10	0	0	0	-9	-1	-10
Total E/S	84	1	85	2,742	3,692	6,434	3,859	4,541	8,400	3,859	4,541	8,400

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SECTION 3
SUMMARY TABLES

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

	FY 2020 Actual		FY 2021 Estimate		FY 2022 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT PROGRAM</u>						
Officers	64,974	63,474	65,265	64,093	65,573	64,510
Enlisted	266,221	263,585	268,198	264,617	268,537	265,513
Cadets	4,036	4,176	4,047	4,098	4,148	4,000
Total Direct Program	335,231	331,235	337,510	332,808	338,258	334,023
<u>REIMBURSABLE PROGRAM</u>						
Officers	722	771	844	843	846	843
Enlisted	1,637	1,784	1,837	1,834	1,836	1,834
Cadets	0	0	0	0	0	0
Total Reimbursable Program	2,359	2,555	2,681	2,677	2,682	2,677
<u>TOTAL PROGRAM</u>						
Officers	65,696	64,245	66,109	64,936	66,419	65,353
Enlisted	267,858	265,369	270,035	266,451	270,373	267,347
Cadets	4,036	4,176	4,047	4,098	4,148	4,000
Total Program	337,590	333,790	340,191	335,485	340,940	336,700
<u>DWEC</u>						
Officers	1,327	0	1,387	0	1,102	0
Enlisted	7,219	0	7,882	0	6,819	0
Total DWEC	8,546	0	9,269	0	7,921	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	67,023	64,245	67,496	64,936	67,521	65,353
Enlisted	275,077	265,369	277,917	266,451	277,192	267,347
Cadets	4,036	4,176	4,047	4,098	4,148	4,000
Revised Total Program	346,136	333,790	349,460	335,485	348,861	336,700

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

MILITARY PERSONNEL, AIR FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH

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

	FY 2020 Actual	FY 2021 Estimate	FY 2022 Estimate
AF Reserve	55	50	50
AF Guard	79	99	99

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	16	0	14	0	17	0
O-9 Lieutenant General	51	1	55	1	64	1
O-8 Major General	93	1	99	1	92	1
O-7 Brigadier General	135	2	146	2	135	2
O-6 Colonel	3,292	40	3,290	43	3,249	42
O-5 Lieutenant Colonel	9,820	118	9,848	128	10,171	131
O-4 Major	14,309	172	14,587	189	14,542	188
O-3 Captain	20,758	248	20,206	263	22,162	286
O-2 1st Lieutenant	8,415	101	10,115	131	8,545	110
O-1 2nd Lieutenant	7,356	88	6,576	85	6,376	82
Officer Subtotal	64,245	771	64,936	843	65,353	843
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,632	18	2,607	18	2,639	18
E-8 Senior Master Sergeant	5,277	35	5,241	36	5,356	37
E-7 Master Sergeant	26,536	178	26,813	185	27,228	187
E-6 Technical Sergeant	42,462	285	42,292	291	38,754	266
E-5 Staff Sergeant	61,506	415	61,662	424	62,325	427
E-4 Senior Airman	57,461	386	60,176	414	58,600	402
E-3 Airman First Class	53,461	359	49,411	340	49,146	337
E-2 Airman	7,896	53	9,524	66	14,248	98
E-1 Airman Basic	8,138	55	8,725	60	9,051	62
Enlisted Subtotal	265,369	1,784	266,451	1,834	267,347	1,834
<u>Cadets</u>	4,176	0	4,098	0	4,000	0
TOTAL END STRENGTH	333,790	2,555	335,485	2,677	336,700	2,677

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

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

	FY 2020 Actual 1/		FY 2021 Estimate 1/		FY 2022 Estimate 1/	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	13	0	14	0
O-9 Lieutenant General	44	1	50	1	57	1
O-8 Major General	99	1	96	1	96	1
O-7 Brigadier General	149	2	154	2	153	2
O-6 Colonel	3,463	37	3,459	44	3,564	43
O-5 Lieutenant Colonel	10,624	110	10,827	130	10,936	130
O-4 Major	15,148	160	15,429	185	15,395	189
O-3 Captain	21,001	232	20,835	272	21,391	275
O-2 1st Lieutenant	8,114	95	9,073	118	8,801	121
O-1 2nd Lieutenant	8,368	84	7,560	91	7,114	84
Officer Subtotal	67,023	722	67,496	844	67,521	846
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,791	17	2,973	19	2,663	18
E-8 Senior Master Sergeant	5,880	33	6,347	38	5,924	37
E-7 Master Sergeant	28,356	164	28,251	184	29,382	186
E-6 Technical Sergeant	43,650	262	44,781	280	42,168	279
E-5 Staff Sergeant	63,844	380	63,961	425	64,379	426
E-4 Senior Airman	57,589	352	61,767	411	60,639	408
E-3 Airman First Class	55,801	330	52,300	338	50,446	339
E-2 Airman	7,895	50	8,793	83	12,343	82
E-1 Airman Basic	9,271	49	8,744	59	9,248	61
Enlisted Subtotal	275,077	1,637	277,917	1,837	277,192	1,836
<u>Cadets</u>	4,036	0	4,047	0	4,148	0
TOTAL WORKYEARS	346,136	2,359	349,460	2,681	348,861	2,682

1/ FY 2020 includes 1,327 officers and 7,219 enlisted and FY 2021 includes 1,387 officers and 7,882 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO). FY 2022 includes 1,102 officers and 6,819 enlisted voluntary and involuntary Reserve Component active duty work years in support of Direct War and Enduring Costs.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	63,902	263,976	4,223	332,101	64,245	265,369	4,176	333,790	64,936	266,451	4,098	335,485
October	63,780	264,303	4,209	332,292	64,025	265,637	4,157	333,819	64,867	265,785	4,209	334,861
November	63,552	264,529	4,201	332,282	63,975	265,615	4,149	333,739	64,021	266,448	4,201	334,670
December	63,626	264,459	4,178	332,263	64,003	266,245	4,123	334,371	64,087	265,261	4,200	333,548
January	63,536	265,196	4,164	332,896	64,009	266,732	4,163	334,904	63,724	265,605	4,200	333,529
February	63,566	265,389	4,151	333,106	64,184	267,322	4,146	335,652	64,189	265,524	4,200	333,913
March	63,693	265,336	4,138	333,167	64,166	268,165	4,128	336,459	64,213	265,960	4,200	334,373
April	64,621	264,733	3,183	332,537	64,204	268,193	4,123	336,520	65,583	266,843	4,200	336,626
May	64,852	264,105	3,178	332,135	65,387	267,564	3,118	336,069	65,326	267,820	3,200	336,346
June	64,758	264,489	4,312	333,559	65,311	267,727	4,113	337,151	64,885	267,641	4,600	337,126
July	64,666	265,180	4,289	334,135	65,122	266,712	4,108	335,942	64,611	267,977	4,278	336,866
August	64,509	265,289	4,235	334,033	64,930	267,254	4,103	336,287	64,904	267,839	4,235	336,978
September	64,245	265,369	4,176	333,790	64,936	266,451	4,098	335,485	65,353	267,347	4,000	336,700
Average End Strength	64,103	264,807	4,036	332,946	64,492	266,923	4,047	335,462	64,630	266,634	4,148	335,412

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

	FY 2020 Actual				FY 2021 Estimate				FY 2022 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength (non-12304b)	2,861	10,052	0	12,913	2,754	9,760	0	12,514	1,746	3,797	0	5,543
Dollars in Millions (non-12304b)	462	896	0	1,358	470	911	0	1,381	308	369	0	676
Average Strength (12304b)	59	218	0	277	250	1,234	0	1,484	1,145	6,761	0	7,906
Dollars in Millions (12304b)	7	17	0	25	35	101	0	136	187	620	0	807
Total Average Strength	67,023	275,077	4,036	346,136	67,496	277,917	4,047	349,460	67,521	277,192	4,148	348,861

Strength in the FY 2022 President's Budget Baseline Request:

End Strength	64,245	265,369	4,176	333,790	64,936	266,451	4,098	335,485	65,353	267,347	4,000	336,700
Average Strength	67,023	275,077	4,036	346,136	67,496	277,917	4,047	349,460	67,521	277,192	4,148	348,861

1/ FY 2020 includes 1,327 officers and 7,219 enlisted and FY 2021 includes 1,387 officers and 7,882 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO). FY 2022 includes 1,102 officers and 6,819 enlisted voluntary and involuntary Reserve Component active duty work years in support of Direct War and Enduring Costs.

2/ In accordance with the National Commission on the Structure of the Air Force report, the FY 2022 President's Budget (PB) submission for Operation and Maintenance, Air Force appropriation includes funding to complement the Military Personnel, Air Force appropriation requirements for Active Duty for Operational Support (ADOS). These funds fully source the Air Reserve Component support to the Active Component in a voluntary (10 U.S.C. §12301(d)) or involuntary (10 U.S.C. §12304b) status.

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

ACTIVE DUTY STRENGTHS BY MONTHS

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

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY22, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

AFSOC Special Operation Forces Support (40 MY (14 Officer, 26 Enlisted), \$4M)

AFSOC gained ARC units tasked to USSOCOM requirements in the baseline GFMAP for a non-contingency location. Activated Airmen will be placed on orders for a period no longer than 365 days.

Rapid Global Mobility Operations in support of Combatant Commanders (353 MY (71 Officer, 282 Enlisted) \$33M)

Provides Rapid Global Mobility support for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Space Mission Forces (SMF) Support (50 MY (12 Officer, 38 Enlisted), \$5M)

USSF gained ARC units tasked to CCDR requirement in the baseline GFMAP to support Space Mission Force Crew Construct wartime missions in Space Domain Awareness (SDA), Space Position Navigation and Timing (PNT), and Space Based Infrared Systems (SBIRS) Operations. Activated Reserve Airmen will be placed on orders for a period no longer than 365 days.

Space Electronic Warfare Support (19 MY (5 Officer, 14 Enlisted), \$2M)

Provides Electronic Warfare Support capabilities supporting all Counter Communication System (CCS) Offensive Space Control (OSC) RFSs to multiple Combatant Commanders in support of USSPACECOM. Activated Airmen will be placed on orders for a period no longer than 365 days.

Space Electronic Warfare Support (7 MY (1 Officer, 6 Enlisted), \$1M)

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFSs to multiple Combatant Commanders in support of USSPACECOM. Activated Airmen will be placed on orders for a period no longer than 365 days.

Theater Security Cooperation/Immediate Response Force/Dynamic Force Employment (234 MY (32 Officer, 202 Enlisted) \$22M)

Provides rotational CAF deterrence support, IRF, and Dynamic Force Employment ISO AFRICOM, CENTCOM, EUCOM, NORTHCOM, INDOPACOM, and SOUTHCOM. Forces include fighters and C2 platforms. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Bomber Task Force (BTF) Support (23 MY (6 Officer, 17 Enlisted) \$2M)

Provides B-1, B-2 or B-52 deterrence support for STRATCOM and other CCMD taskings. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Rotational GFMAP Support (31 MY (15 Officer, 16 Enlisted) \$3M)

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

Space Launch Support (17 MY (3 Officer, 14 Enlisted) \$2M)

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

Agile Combat Support (25 MY (4 Officer, 21 Enlisted) \$2M)

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

ACTIVE DUTY STRENGTHS BY MONTHS

POTUS FTR (429 MY (31 Officer, 398 Enlisted) \$38M)

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

JSTARS PACOM Aviation Support (124 MY (36 Officer, 88 Enlisted) \$12M)

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

JSTARS EUCOM Aviation Support (63 MY (18 Officer, 45 Enlisted) \$6M)

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

Combat Mission Forces National Mission Teams for Cyberspace Mission Support (140 MY (42 Officer, 98 Enlisted), \$14M)

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

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

Introduction:

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY22, the Air Force plans to utilize 12304b in support of pre-planned operations that support the Declaration of National Emergency supporting the War on Terror if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

OEF Airlift (1,269 MYs (379 Officer, 890 Enlisted), \$148M)

Rapid Global Mobility provides US Central Command with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical airlift in support of contingency operations in Afghanistan and against ISIS. Activated Airmen will be placed on orders for a period no longer than 365 days.

OEF Combat Air Forces Aviation (1,427 MYs (157 Officer, 1,270 Enlisted), \$146M)

Provides direct warfighting support to OEF for Combat, Combat Search and Rescue/Personnel Recover operations and Aerospace Control and Warning. Activated Airmen will be placed on orders for a period no longer than 365 days.

OEF Expeditionary Combat Support (3,511 MYs (275 Officer, 3,236 Enlisted), \$350M)

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

AFSOC Special Operation Forces Support (144 MY (44 Officer, 100 Enlisted), \$17M)

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

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Beginning Strength	63,902	64,245	64,936
Gains (By Source):			
Service Academies	980	1,014	980
ROTC	2,044	1,943	1,968
Health Professions Scholarships	957	812	906
Officer Training School	452	622	662
Other	120	167	123
Gain Adjustment	0	724	321
Total Gains	4,553	5,282	4,960
Losses (By Type):			
Voluntary Separation	818	1,911	1,727
Retirement	2,524	2,124	2,238
Total Involuntary	97	99	99
With Pay	66	68	68
Without Pay	31	31	31
VSI/SSB	0	0	0
TERA	0	0	0
Reduction in Force	0	0	0
Other	0	0	0
Loss Adjustment	771	457	479
Total Losses	4,210	4,591	4,543
TOTAL	64,245	64,936	65,353

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Beginning Strength	263,976	265,369	266,451
Gains (By Source):			
Non Prior Service Enlistments	26,268	27,228	27,219
Male	19,701	20,421	20,414
Female	6,567	6,807	6,805
Prior Service Enlistments	105	50	50
Reenlistments	33,042	33,197	33,412
Reserves	0	0	0
Officer Candidate Programs	320	220	220
Other	437	272	82
Gain Adjustments	153	1,817	0
Total Gains	60,325	62,784	60,983
Losses (By Type):			
ETS	9,982	10,542	10,981
Programmed Early Release	683	953	1,150
VSI/SSB	0	0	0
TERA	0	0	0
To Commissioned Officer	630	197	197
Reenlistments	33,042	33,197	33,412
Retirement	5,507	5,516	5,552
Attrition	8,271	10,290	8,194
Other	817	508	125
Loss Adjustments	0	499	476
Total Losses	58,932	61,702	60,087
TOTAL	265,369	266,451	267,347

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Beginning Strength	4,223	4,176	4,098
Gains:	1,252	1,276	1,136
Losses:	1,299	1,354	1,234
Graduates	988	1,107	980
Attrition	311	247	254
TOTAL	4,176	4,098	4,000

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

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	5,503,327	10,225,854	15,729,181	5,729,523	10,686,913	16,416,436	5,921,052	10,894,939	16,815,991
2. Retired Pay Accruals	1,688,762	3,141,285	4,830,047	1,976,107	3,690,838	5,666,945	2,051,100	3,779,181	5,830,281
3. TSP - Matching Contributions	62,881	70,125	133,006	68,699	87,990	156,689	74,304	110,413	184,717
4. Basic Allowance for Housing	1,602,163	4,149,538	5,751,701	1,650,864	4,324,980	5,975,844	1,741,048	4,460,507	6,201,555
a. With Dependents - Domestic	1,045,632	2,352,880	3,398,512	1,083,806	2,464,116	3,547,922	1,146,092	2,532,491	3,678,583
b. Without Dependents - Domestic	428,098	1,209,106	1,637,204	440,473	1,273,353	1,713,826	459,906	1,318,653	1,778,559
c. Differential - Domestic	30	549	579	35	573	608	35	596	631
d. Partial - Domestic	169	5,034	5,203	170	5,047	5,217	173	5,439	5,612
e. With Dependents - Overseas	83,094	321,220	404,314	82,036	320,950	402,986	87,895	331,924	419,819
f. Without Dependents - Overseas	43,951	254,301	298,252	43,127	254,330	297,457	45,703	264,666	310,369
g. Moving-In Housing	1,189	6,448	7,637	1,217	6,611	7,828	1,244	6,738	7,982
5. Subsistence	205,984	1,361,584	1,567,568	213,669	1,423,005	1,636,674	219,395	1,456,682	1,676,077
a. Basic Allowance for Subsistence	205,984	1,108,028	1,314,012	213,669	1,146,601	1,360,270	219,395	1,183,075	1,402,470
1. Authorized to Mess Separately	205,984	1,234,449	1,440,433	213,669	1,277,872	1,491,541	219,395	1,317,995	1,537,390
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(126,421)	(126,421)	0	(131,271)	(131,271)	0	(134,920)	(134,920)
b. Subsistence-In-Kind	0	253,556	253,556	0	276,404	276,404	0	273,607	273,607
1. Subsistence in Messes	0	239,723	239,723	0	262,156	262,156	0	261,530	261,530
2. Operational Rations	0	11,966	11,966	0	12,324	12,324	0	10,104	10,104
3. Augmentation Rations	0	1,867	1,867	0	1,924	1,924	0	1,973	1,973
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	361,028	63,252	424,280	376,469	66,167	442,636	385,666	66,323	451,989
a. Flying Duty Pay	357,605	46,135	403,740	372,987	48,944	421,931	382,144	48,983	431,127
1. Aviation Incentive Pay	175,194	0	175,194	178,999	0	178,999	180,428	0	180,428
2. Crew Members, Enlisted	0	1,424	1,424	0	1,426	1,426	0	1,426	1,426
3. Noncrew Member	0	160	160	0	166	166	0	167	167
4. Aviator Retention Pay	181,385	0	181,385	192,962	0	192,962	200,688	0	200,688
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	44,551	44,551	0	47,352	47,352	0	47,390	47,390
7. HDIP-Aviation	1,026	0	1,026	1,026	0	1,026	1,028	0	1,028
b. Parachute Jumping Pay	119	796	915	119	796	915	119	797	916
c. Demolition Pay	128	2,482	2,610	128	2,522	2,650	128	2,538	2,666
d. Battlefield Airmen Skill Incentive Pay	2,978	12,200	15,178	3,035	12,253	15,288	3,075	12,349	15,424
e. Other Pays	198	1,639	1,837	200	1,652	1,852	200	1,656	1,856

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	344,502	378,738	723,240	353,322	388,462	741,784	358,094	388,852	746,946
a. Medical Pay	182,271	0	182,271	183,151	0	183,151	183,151	0	183,151
b. Dental Pay	46,780	0	46,780	47,455	0	47,455	47,455	0	47,455
c. Health Professions Officers Pay	23,138	0	23,138	24,011	0	24,011	24,011	0	24,011
d. Nurse Pay	29,373	0	29,373	30,323	0	30,323	30,623	0	30,623
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	1,527	1,227	2,754	3,931	2,342	6,273	6,090	2,831	8,921
g. Diving Duty Pay	29	187	216	29	187	216	29	187	216
h. Foreign Language Proficiency Bonus	10,078	26,810	36,888	9,972	27,217	37,189	10,523	28,724	39,247
i. Hostile Fire Pay	5,353	22,914	28,267	5,433	22,372	27,805	4,812	21,996	26,808
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	4,125	24,573	28,698	4,207	24,533	28,740	3,722	23,679	27,401
l. Judge Advocate Continuation Pay	3,910	0	3,910	3,911	0	3,911	3,911	0	3,911
m. JAG Student Loan Repayment	4,875	0	4,875	5,200	0	5,200	5,200	0	5,200
n. Retention Bonus	29,674	0	29,674	32,206	0	32,206	35,090	0	35,090
o. Selective Retention Bonus	0	193,517	193,517	0	197,388	197,388	0	197,399	197,399
p. Special Duty Assignment Pay	0	82,538	82,538	0	90,820	90,820	0	90,820	90,820
q. Enlistment Bonus	0	21,120	21,120	0	17,486	17,486	0	17,486	17,486
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	500	500	0	500	500	0	0	0
t. Assignment Incentive Pay	2,527	5,331	7,858	2,680	5,590	8,270	2,680	5,703	8,383
u. Personal Money Allowance	53	2	55	60	2	62	65	2	67
v. Health Prof. Scholarship Program (HPSP)	781	0	781	740	0	740	719	0	719
w. Pay and Allowance Continuation Pay (PAC)	8	19	27	13	25	38	13	25	38
8. Allowances	121,347	622,313	743,660	119,500	599,504	719,004	129,427	623,044	752,471
a. Uniform or Clothing Allowances	2,966	178,619	181,585	3,271	164,409	167,680	3,153	161,018	164,171
1. Initial Issue	2,126	46,279	48,405	2,426	49,886	52,312	2,304	50,813	53,117
1a Military	1,821	43,412	45,233	2,113	46,938	49,051	1,984	47,807	49,791
1b Civilian	305	2,867	3,172	313	2,948	3,261	320	3,006	3,326
2. Additional	840	0	840	845	0	845	849	0	849
3. Basic Maintenance	0	22,572	22,572	0	23,359	23,359	0	23,809	23,809
4. Standard Maintenance	0	75,826	75,826	0	78,476	78,476	0	79,988	79,988
5. Supplemental	0	3,500	3,500	0	3,588	3,588	0	3,658	3,658
6. New Uniform Up Front Purchase	0	30,442	30,442	0	9,100	9,100	0	2,750	2,750
b. Station Allowance Overseas	107,615	398,140	505,755	105,341	389,889	495,230	115,772	417,126	532,898
1. Cost-of-Living	93,399	347,273	440,672	90,793	337,737	428,530	99,577	360,826	460,403
2. Temporary Lodging	14,216	50,867	65,083	14,548	52,152	66,700	16,195	56,300	72,495
c. Family Separation Allowance	10,382	44,750	55,132	10,491	44,379	54,870	10,095	44,052	54,147
1. On PCS, No Government Quarters	1,662	14,429	16,091	1,671	14,547	16,218	1,680	14,565	16,245
2. On TDY	8,720	30,321	39,041	8,820	29,832	38,652	8,415	29,487	37,902
d. CONUS Cost of Living Allowance	283	440	723	294	457	751	302	471	773
e. Catastrophical Injured Aid Allowance	101	364	465	103	370	473	105	377	482

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2020 Actual 1/			FY 2021 Estimate 2/			FY 2022 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	39,329	84,453	123,782	40,898	99,209	140,107	39,320	105,298	144,618
a. Terminal Leave Pay	22,096	37,006	59,102	25,104	41,327	66,431	25,473	40,229	65,702
b. Severance Pay, Disability	2,336	18,031	20,367	2,407	23,557	25,964	2,473	26,701	29,174
c. Severance Pay, Non-Promotion	140	0	140	144	0	144	148	0	148
d. Severance Pay, Involuntary Half (5%)	0	2,455	2,455	0	3,689	3,689	0	4,691	4,691
e. Severance Pay, Involuntary Full (10%)	4,747	23,971	28,718	5,004	28,175	33,179	5,143	31,860	37,003
f. VSI Trust Fund	10,010	2,990	13,000	8,239	2,461	10,700	6,083	1,817	7,900
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	420,317	782,276	1,202,593	437,612	817,550	1,255,162	452,226	833,463	1,285,689
11 Permanent Change of Station Travel	396,719	751,141	1,147,860	407,009	772,039	1,179,048	419,981	788,132	1,208,113
12 Other Military Personnel Costs	72,363	43,119	115,482	78,189	54,416	132,605	75,425	42,644	118,069
a. Apprehension of Deserters	1	19	20	2	27	29	2	27	29
b. USSD (MIA)	946	1,059	2,005	959	1,076	2,035	973	1,092	2,065
c. Death Gratuities	2,600	15,900	18,500	2,700	14,800	17,500	2,700	14,800	17,500
d. Unemployment Compensation	5,045	20,179	25,224	8,196	32,766	40,962	5,224	20,887	26,111
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	1	5	6	3	10	13	3	13	16
g. Adoption Reimbursement	130	139	269	172	244	416	172	244	416
h. Mass Transit	1,299	408	1,707	1,714	541	2,255	2,129	671	2,800
i. Partial Dislocation Allowance	110	541	651	142	692	834	133	650	783
j. Extra Hazard Reimb. for SGLI	708	4,739	5,447	720	4,260	4,980	721	4,260	4,981
k. ROTC	42,910	0	42,910	44,883	0	44,883	44,585	0	44,585
l. JROTC	18,593	0	18,593	18,698	0	18,698	18,783	0	18,783
m. T-SGLI	20	130	150	0	0	0	0	0	0
13 Cadets	81,129	0	81,129	88,310	0	88,310	88,069	0	88,069
<u>Military Personnel Appropriation Total</u>	10,899,851	21,673,678	32,573,529	11,540,171	23,011,073	34,551,244	11,955,107	23,549,478	35,504,585
14 Less Reimbursables:	(159,283)	(220,927)	(380,210)	(191,279)	(252,092)	(443,371)	(196,827)	(259,857)	(456,684)
Retired Pay Accrual	(27,021)	(36,060)	(63,081)	(35,397)	(45,639)	(81,036)	(36,588)	(47,174)	(83,762)
Other	(132,262)	(184,867)	(317,129)	(155,882)	(206,453)	(362,335)	(160,239)	(212,683)	(372,922)
MILITARY PERSONNEL									
APPROPRIATION TOTAL-DIRECT	10,740,568	21,452,751	32,193,319	11,348,892	22,758,981	34,107,873	11,758,280	23,289,621	35,047,901

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).

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2021
(Amount in Thousands)**

	<u>FY 2021</u>		<u>INTERNAL</u>			<u>PROPOSED</u>		<u>LESS (ASSET)/ SHORTFALL</u>	<u>FY 2021 COLUMN FY 2022 PRES BUD</u>
	<u>PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>APPROPRIATION *</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>DD 1415 ACTIONS</u>	<u>SUBTOTAL</u>		
<u>PAY AND ALLOWANCES OF OFFICERS</u>									
Basic Pay	5,671,146	(49,232)	5,621,914	6,185	5,628,099	0	5,628,099	0	5,628,099
Retired Pay Accrual	1,956,284	(17,341)	1,938,943	1,767	1,940,710	0	1,940,710	0	1,940,710
TSP - Matching Contributions	87,627	(16,224)	71,403	(2,704)	68,699	0	68,699	0	68,699
Incentive Pay	373,648	0	373,648	(2,998)	370,650	0	370,650	0	370,650
Special Pay	343,756	0	343,756	3,415	347,171	0	347,171	0	347,171
Basic Allowance for Housing	1,674,412	(36,643)	1,637,769	(10,412)	1,627,357	0	1,627,357	(4,613)	1,622,744
Basic Allowance for Subsistence	208,832	0	208,832	1,007	209,839	0	209,839	0	209,839
Station Allowances Overseas	111,657	(8,001)	103,656	1,685	105,341	0	105,341	0	105,341
CONUS COLA	506	0	506	(231)	275	0	275	0	275
Uniform Allowances	2,757	0	2,757	514	3,271	0	3,271	0	3,271
Family Separation Allowances	12,945	0	12,945	(2,454)	10,491	0	10,491	0	10,491
Catastrophical Injured Aid Allowance	89	0	89	14	103	0	103	0	103
Separation Payments	36,595	0	36,595	3,732	40,327	0	40,327	0	40,327
Social Security Tax - Employer's Contribution	433,111	(3,738)	429,373	480	429,853	0	429,853	0	429,853
Reimbursables	189,090	0	189,090	0	189,090	0	189,090	0	189,090
TOTAL OBLIGATIONS OFFICERS	11,102,455	(131,179)	10,971,276	0	10,971,276	0	10,971,276	(4,613)	10,966,663
Less Reimbursables	(189,090)	0	(189,090)	0	(189,090)	0	(189,090)	0	(189,090)
TOTAL DIRECT OBLIGATIONS OFFICERS	10,913,365	(131,179)	10,782,186	0	10,782,186	0	10,782,186	(4,613)	10,777,573
<u>PAY AND ALLOWANCES OF ENLISTED</u>									
Basic Pay	10,441,954	0	10,441,954	20,000	10,461,954	0	10,461,954	94,188	10,556,142
Retired Pay Accrual	3,605,976	0	3,605,976	10,000	3,615,976	0	3,615,976	29,223	3,645,199
TSP - Matching Contributions	99,527	0	99,527	(11,537)	87,990	0	87,990	0	87,990
Incentive Pay	63,807	0	63,807	1,582	65,389	0	65,389	0	65,389
Special Pay	73,297	0	73,297	8,754	82,051	0	82,051	0	82,051
Special Duty Assignment Pay	93,598	0	93,598	(2,778)	90,820	0	90,820	0	90,820
Selective Retention Bonus	209,986	0	209,986	(12,598)	197,388	0	197,388	0	197,388
Enlistment Bonus	21,046	0	21,046	(3,560)	17,486	0	17,486	0	17,486
Basic Allowance for Housing	4,208,595	(22,358)	4,186,237	10,000	4,196,237	0	4,196,237	83,090	4,279,327
Station Allowances Overseas	387,286	(29,352)	357,934	0	357,934	0	357,934	31,955	389,889
CONUS COLA	830	0	830	(394)	436	0	436	0	436
Clothing Allowances	169,187	0	169,187	(4,778)	164,409	0	164,409	0	164,409
Family Separation Allowances	60,306	0	60,306	(8,672)	51,634	0	51,634	(7,255)	44,379
Catastrophical Injured Aid Allowance	337	0	337	33	370	0	370	0	370
Separation Payments	107,727	0	107,727	(10,232)	97,495	0	97,495	0	97,495
Social Security Tax - Employer's Contribution	798,809	0	798,809	4,180	802,989	0	802,989	4,557	807,546
Reimbursables	235,297	0	235,297	0	235,297	0	235,297	0	235,297
TOTAL OBLIGATIONS ENLISTED	20,577,565	(51,710)	20,525,855	0	20,525,855	0	20,525,855	235,758	20,761,613
Less Reimbursables	(235,297)	0	(235,297)	0	(235,297)	0	(235,297)	0	(235,297)
TOTAL DIRECT OBLIGATIONS ENLISTED	20,342,268	(51,710)	20,290,558	0	20,290,558	0	20,290,558	235,758	20,526,316
<u>PAY AND ALLOWANCES OF CADETS</u>									
Academy Cadets	85,426	0	85,426	0	85,426	0	85,426	2,884	88,310

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2021
(Amount in Thousands)**

	<u>FY 2021</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>	<u>PROPOSED</u>		<u>LESS (ASSET)/</u>	<u>FY 2021 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>REALIGNMENT/</u>	<u>DD 1415</u>	<u>REPROGRAMMING</u>	<u>SHORTFALL</u>	<u>2022 PRES BUD</u>
	<u>BUDGET</u>		<u>APPROPRIATION *</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>		
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	1,093,075	0	1,093,075	4,933	1,098,008	0	1,146,601
Subsistence-In-Kind	264,542	0	264,542	(4,933)	259,609	0	259,609
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0
Reimbursables	16,795	0	16,795	0	16,795	0	16,795
TOTAL OBLIGATIONS SUBSISTENCE	1,374,412	0	1,374,412	0	1,374,412	48,593	1,423,005
Less Reimbursables	(16,795)	0	(16,795)	0	(16,795)	0	(16,795)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,357,617	0	1,357,617	0	1,357,617	48,593	1,406,210
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	91,776	0	91,776	11,031	102,807	0	102,807
Training Travel	59,686	0	59,686	(4,147)	55,539	0	55,539
Operational Travel	362,355	0	362,355	(35,699)	326,656	0	326,656
Rotational Travel	467,081	0	467,081	10,943	478,024	0	478,024
Separation Travel	131,612	0	131,612	17,885	149,497	0	149,497
Travel of Organized Units	3,430	0	3,430	(800)	2,630	0	2,630
Nontemporary Storage	26,026	0	26,026	968	26,994	0	26,994
Temporary Lodging Expense	34,893	0	34,893	(181)	34,712	0	34,712
Reimbursables	2,189	0	2,189	0	2,189	0	2,189
TOTAL OBLIGATIONS PCS	1,179,048	0	1,179,048	0	1,179,048	0	1,179,048
Less Reimbursables	(2,189)	0	(2,189)	0	(2,189)	0	(2,189)
TOTAL DIRECT OBLIGATIONS PCS	1,176,859	0	1,176,859	0	1,176,859	0	1,176,859
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension Mil Deserters, Absentees, Prisoners	18	0	18	11	29	0	29
Interest on Uniformed Svcs Savings	2,333	0	2,333	(298)	2,035	0	2,035
Death Gratuities	15,100	0	15,100	1,197	16,297	0	17,500
Unemployment Compensation	13,962	0	13,962	0	13,962	27,000	40,962
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	13	0	13	0	13	0	13
Adoption Expenses	416	0	416	0	416	0	416
Mass Transit	3,164	0	3,164	(909)	2,255	0	2,255
Partial Dislocation Allowance	629	0	629	0	629	205	834
SROTC	44,236	0	44,236	0	44,236	647	44,883
JROTC	18,451	0	18,451	0	18,451	247	18,698
Extra Hazard Reimb. for SGLI	4,981	0	4,981	(1)	4,980	0	4,980
TSGLI	0	0	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OTHER	103,303	0	103,303	0	103,303	29,302	132,605
TOTAL DIRECT OBLIGATIONS	33,978,838	(182,889)	33,795,949	0	33,795,949	311,924	34,107,873

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

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2021 DIRECT PROGRAM	10,777,573	20,526,316	88,310	1,406,210	1,176,859	132,605	34,107,873
Pricing Increase	319,495	601,611	1,731	37,144	25,637	1,275	986,893
Annualization (PI):	61,082	110,800	458	10,316	0	0	182,656
- Annualization 1 Jan 21 raise of 3% on Basic Pay	41,290	77,475	425	0	0	0	119,190
- Annualization of raise on RPA	14,244	26,753	0	0	0	0	40,997
- Annualization of raise on TSP	504	646	0	0	0	0	1,150
- Annualization on FICA	3,155	5,926	33	0	0	0	9,114
- Annualization 1 Jan 21 inflation rate of 3.7% on BAS	1,889	0	0	10,316	0	0	12,205
Pay Raise (PI):	164,616	308,137	1,273	0	4,086	0	478,112
- 1 Jan 22 pay raise of 2.7% effect on Basic Pay	114,828	215,459	1,183	0	0	0	331,470
- 1 Jan 22 pay raise effect on RPA	39,612	74,400	0	0	0	0	114,012
- 1 Jan 22 pay raise effect on TSP	1,402	1,796	0	0	0	0	3,198
- 1 Jan 22 pay raise effect on FICA	8,774	16,482	90	0	0	0	25,346
- 1 Jan 22 pay raise of 2.7% effect on DLA for PCS moves	0	0	0	0	4,086	0	4,086
Inflation Rate (PI):	3,653	0	0	26,828	12,744	0	43,225
- 1 Jan 22 inflation rate of 2.3% effect on BAS	3,653	0	0	19,950	0	0	23,603
- Increase for Inflation for SIK	0	0	0	6,878	0	0	6,878
- Increase in rate for Land (HHG)	0	0	0	0	10,088	0	10,088
- Increase in rate for ITGBL (HHG)	0	0	0	0	2,656	0	2,656
BAH Rates (PI):	67,543	118,605	0	0	0	0	186,148
- Housing Allowance rate 1 Jan 22 increase of 3.8%	62,246	96,288	0	0	0	0	158,534
- Increase in MIHA Pricing	22	119	0	0	0	0	141
- Increase in OHA Pricing	5,275	22,198	0	0	0	0	27,473
Other (PI):	22,601	64,069	0	0	8,807	1,275	96,752
- Increase in RPA Pricing	8,681	16,286	0	0	0	0	24,967
- Increase in FICA Pricing	5	1	0	0	0	0	6
- Increase in TSP Matching Contribution Pricing	0	1	0	0	0	0	1
- Increase in Clothing Pricing	6	2,795	0	0	0	0	2,801
- Increase in Aviator Bonus Pricing	5,353	0	0	0	0	0	5,353
- Increase in COLA Pricing	7,392	25,765	0	0	0	0	33,157
- Increase in TLA Pricing	262	939	0	0	0	0	1,201
- Increase in CONUS COLA Pricing	8	12	0	0	0	0	20
- Increase in Special Pay Pricing	0	36	0	0	0	0	36
- Increase in Cat Injured Aid Allow Pricing	2	7	0	0	0	0	9
- Increase in LSTL Pricing	698	1,148	0	0	0	0	1,846
- Increase in Separation Payments Pricing	194	1,490	0	0	0	0	1,684
- Increase in Selective Retention Bonus Pricing	0	15,589	0	0	0	0	15,589
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	3,930	0	3,930
- Increase in Total AMC Pricing	0	0	0	0	1,510	0	1,510
- Increase in Total Comm Air Pricing	0	0	0	0	643	0	643
- Increase in M Tons MSC Pricing	0	0	0	0	142	0	142
- Increase in S Tons AMC Pricing	0	0	0	0	1,150	0	1,150
- Increase in Trans of POV Pricing	0	0	0	0	3	0	3

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
- Increase in NonTemp Storage Pricing	0	0	0	0	665	0	665
- Increase in Temp Lodging Pricing	0	0	0	0	764	0	764
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	738	738
- Increase in Partial DLA Pricing	0	0	0	0	0	23	23
- Increase in ROTC Pricing	0	0	0	0	0	163	163
- Increase in JROTC Pricing	0	0	0	0	0	351	351
Program Increase	83,125	44,431	2,223	6,208	8,321	579	144,887
Strength (PGI):	73,110	35,167	1,577	0	1,381	0	111,235
- Increase in Base Pay Program	32,596	0	1,465	0	0	0	34,061
- Increase in FICA Program	2,465	0	112	0	0	0	2,577
- Increase in RPA Program	11,265	0	0	0	0	0	11,265
- Increase in TSP Matching Contribution Program	3,699	19,980	0	0	0	0	23,679
- Increase in BAS Program	83	0	0	0	0	0	83
- Increase in AVIP Program	1,429	0	0	0	0	0	1,429
- Increase in BAH Program	21,573	15,187	0	0	0	0	36,760
- Increase in Disloc Allow Program	0	0	0	0	1,381	0	1,381
Other (PGI):	10,015	9,264	646	6,208	6,940	579	33,652
- Increase in Special Pay Program	4,823	249	0	0	0	0	5,072
- Increase in Non-Fly Crew Member Program	0	1	0	0	0	0	1
- Increase in Aviator Bonus Program	2,373	0	0	0	0	0	2,373
- Increase in CSIP Program	0	38	0	0	0	0	38
- Increase in HDIP Program	2	0	0	0	0	0	2
- Increase in Parachute Jumping Program	0	1	0	0	0	0	1
- Increase in Demolition Duty Program	0	16	0	0	0	0	16
- Increase in BASIP Program	40	96	0	0	0	0	136
- Increase in Other Incentive Pay Program	0	4	0	0	0	0	4
- Increase in COLA Program	1,392	0	0	0	0	0	1,392
- Increase in TLA Program	1,385	3,209	0	0	0	0	4,594
- Increase in CONUS COLA Program	0	1	0	0	0	0	1
- Increase in Separation Payments Program	0	5,649	0	0	0	0	5,649
- Increase in Cadet Subsistence Program	0	0	646	0	0	0	646
- Increase in Subsistence - BAS Enlisted Program	0	0	0	6,208	0	0	6,208
- Increase in Trans of POV Program	0	0	0	0	1	0	1
- Increase in Temp Lodging Program	0	0	0	0	239	0	239
- Increase in Defense Personnel Property System (DPS)	0	0	0	0	6,700	0	6,700
- Increase in Interest On Savings Program	0	0	0	0	0	30	30
- Increase in SGLI Program	0	0	0	0	0	1	1
- Increase in Education Benefits Program	0	0	0	0	0	3	3
- Increase in Mass Transportation Program	0	0	0	0	0	545	545
Total Increases	402,620	646,042	3,954	43,352	33,958	1,854	1,131,780

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	(149)	0	(4,195)	0	0	0	(4,344)
Other (PD):	(149)	0	(4,195)	0	0	0	(4,344)
- Decrease in FICA Pricing	0	0	(1)	0	0	0	(1)
- Decrease in Special Pay Pricing	(149)	0	0	0	0	0	(149)
- Decrease in Cadet Subsistence Pricing	0	0	(4,194)	0	0	0	(4,194)
Program Decrease	(3,006)	(152,955)	0	(10,120)	(4,937)	(16,390)	(187,408)
Strength (PGD):	(124)	(132,128)	0	0	(698)	(727)	(133,677)
- Decrease in Base Pay Program	0	(88,537)	0	0	0	0	(88,537)
- Decrease in FICA Program	0	(6,774)	0	0	0	0	(6,774)
- Decrease in RPA Program	0	(30,631)	0	0	0	0	(30,631)
- Decrease in Clothing Program	(124)	(6,186)	0	0	0	0	(6,310)
- Decrease in Land Ship Program	0	0	0	0	(553)	0	(553)
- Decrease in ITGBL Program	0	0	0	0	(145)	0	(145)
- Decrease in ROTC workyears	0	0	0	0	0	(461)	(461)
- Decrease in JROTC workyears	0	0	0	0	0	(266)	(266)
Other (PGD):	(2,882)	(20,827)	0	(10,120)	(4,239)	(15,663)	(53,731)
- Decrease in LSTL Program	(329)	(2,246)	0	0	0	0	(2,575)
- Decrease in FSA Program	(396)	(327)	0	0	0	0	(723)
- Decrease in COLA Program	0	(2,676)	0	0	0	0	(2,676)
- Decrease in Separation Payments Program	(2,157)	0	0	0	0	0	(2,157)
- Decrease in Selective Retention Bonus Program	0	(15,578)	0	0	0	0	(15,578)
- Decrease in SIK Total Program	0	0	0	(10,120)	0	0	(10,120)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(2,459)	0	(2,459)
- Decrease in Total AMC Program	0	0	0	0	(764)	0	(764)
- Decrease in Total Comm Air Program	0	0	0	0	(326)	0	(326)
- Decrease in M Tons MSC Program	0	0	0	0	(8)	0	(8)
- Decrease in S Tons AMC Program	0	0	0	0	(62)	0	(62)
- Decrease in NonTemp Storage Program	0	0	0	0	(620)	0	(620)
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(15,589)	(15,589)
- Decrease in Partial DLA Program	0	0	0	0	0	(74)	(74)
Total Decreases	(3,155)	(152,955)	(4,195)	(10,120)	(4,937)	(16,390)	(191,752)
FY 2022 DIRECT PROGRAM	11,177,038	21,019,403	88,069	1,439,442	1,205,880	118,069	35,047,901

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SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

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**PAY AND ALLOWANCES
OF OFFICERS**

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

	<u>Amount</u>
FY 2021 DIRECT PROGRAM	10,777,573
Pricing Increase	319,495
Annualization (PI):	61,082
Annualization 1 Jan 21 raise of 3% on Basic Pay	41,290
Annualization of raise on RPA	14,244
Annualization of raise on FICA	3,155
Annualization of raise on TSP	504
Annualization 1 Jan 21 inflation rate of 3.7% on BAS	1,889
Pay Raise (PI):	164,616
1 Jan 22 pay raise of 2.7% effect on Basic Pay	114,828
1 Jan 22 pay raise effect on RPA	39,612
1 Jan 22 pay raise effect on FICA	8,774
1 Jan 22 pay raise effect on TSP	1,402
Inflation Rate (PI):	3,653
1 Jan 22 inflation rate of 2.3% effect on BAS	3,653
BAH Rates (PI):	67,543
1 Jan 22 inflation rate of 3.8% effect on BAH	62,246
1 Jan 22 inflation rate of 1.8% effect on MIHA	22
1 Jan 22 inflation rate of 1.8% effect on OHA	5,275

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

	<u>Amount</u>
Other (PI):	22,601
Increase in RPA Payments	8,681
Increase in RPA Rate to 35.1%	2,400
Increase in RPA Payments	6,281
Increase in FICA Payments	5
Increase in Aviator Bonus Payments	5,353
Increase in COLA Payments	7,392
Increase in TLA Payments	262
Increase in CONUS COLA Payments	8
Increase in Clothing Payments	6
Increase in Cat Injured Aid Allow Payments	2
Increase in LSTL Payments	698
Increase in Separation Payments	194
 Program Increase	 83,125
 Strength (PGI):	 73,110
Increase change in WY/longevity for Basic Pay	32,596
Increase in workyears/longevity for FICA	2,465
Increase in workyears/longevity for RPA	11,265
Increase in workyear for TSP Matching Contribution	3,699
Increase in workyear for BAS	83
Increase AVIP Workyears	1,429
Increase in workyears Housing Allowance	21,573

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

		<u>Amount</u>
Other (PGI):	10,015	
Increase in Aviator Bonus Payments	2,373	
Increase in HDIP Payments	2	
Increase in BASIP Payments	40	
Increase in Special Pay Payments	4,823	
Increase in COLA Payments	1,392	
Increase in TLA Payments	1,385	
Total Increases		402,620
Pricing Decrease		(149)
Other (PD):	(149)	
Decrease in Special Pay Payments	(149)	
Program Decrease		(3,006)
Strength (PGD):	(124)	
Decrease in workyears for Clothing Allowance	(124)	
Other (PGD):	(2,882)	
Decrease in FSA Payments	(396)	
Decrease in LSTL Payments	(329)	
Decrease in Separation Payments Payments	(2,157)	
Total Decreases		(3,155)
FY 2022 DIRECT PROGRAM		11,177,038

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2022 Estimate 5,921,052
FY 2021 Estimate 5,729,523
FY 2020 Actual 5,503,327

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 3.1% in 2020, 3.0% in 2021, and 2.7% in 2022 effective January 1 each year. The annualized pay raise is 3.025% for FY 2021 and 2.775% for FY 2022. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2020 beginning strength was 63,902 and end strength was 64,245 using 67,023 workyears.
FY 2021 beginning strength was 64,245 and end strength is projected to be 64,936 using 67,496 workyears.
FY 2022 beginning strength will be 64,936 and end strength will be 65,353 using 67,521 workyears.

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

<u>Grade</u>	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	13	196,050	2,549	13	198,800	2,584	14	203,336	2,847
Lt General	44	196,050	8,626	50	198,800	9,940	57	203,336	11,590
Major General	99	183,081	18,125	96	188,625	18,108	96	193,854	18,610
Brig General	149	159,718	23,798	154	164,545	25,340	153	169,111	25,874
Colonel	3,463	136,795	473,720	3,459	140,933	487,486	3,564	144,844	516,223
Lt Colonel	10,624	110,646	1,175,508	10,827	113,994	1,234,208	10,936	117,157	1,281,227
Major	15,148	92,872	1,406,829	15,429	95,682	1,476,273	15,395	98,337	1,513,896
Captain	21,001	73,757	1,548,979	20,835	75,984	1,583,136	21,391	78,111	1,670,875
1st Lieutenant	8,114	59,385	481,852	9,073	61,042	553,832	8,801	62,747	552,234
2nd Lieutenant	8,368	43,420	363,341	7,560	44,790	338,616	7,114	46,061	327,676
TOTAL BASIC PAY	67,023		5,503,327	67,496		5,729,523	67,521		5,921,052

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2022 Estimate 2,051,100
FY 2021 Estimate 1,976,107
FY 2020 Actual 1,688,762

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 31.0% for FY 2020, 34.9% for FY 2021, and 35.1% for FY 2022. The part-time RPA rate is 24.4% for FY 2020, 26.9% for FY 2021, and 25.7% for FY 2022.

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	64,103	25,349	1,624,931	64,492	29,416	1,897,093	64,630	30,586	1,976,764
Reserve Component									
Retired Pay Accrual - Part Time	2,920	21,860	63,831	3,004	26,303	79,014	2,891	25,713	74,336
Total Retired Pay Accrual	67,023	25,197	1,688,762	67,496	29,277	1,976,107	67,521	30,377	2,051,100

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2022 Estimate 74,304
FY 2021 Estimate 68,699
FY 2020 Actual 62,881

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 service member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one-percent of basic pay for the benefit of the service member will begin on or after the day that is 60 days after the date the service member enters a uniformed service, or on or after the date the service member elects to participate in the BRS. Once the service member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five percent of the service member's BP. The matching will continue until the service member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions	62,881	68,699	74,304

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

FY 2022 Estimate	385,666
FY 2021 Estimate	376,469
FY 2020 Actual	361,028

PART I - PURPOSE AND SCOPE

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

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

- a) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve commissioned officer Airmen who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. The NDAA for FY2017 authorized an increase to maximum amount of monthly AvIP not to exceed the rate of \$1,000 per month. The Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amounts ranging from \$150 to \$1,000. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- b) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew Airmen in fixed monthly amounts ranging from \$150 to \$250 and non-crew Airmen in fixed monthly amounts of \$150 only when performing such duties.
- c) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated commissioned officer Airmen retention. The FY 2000 NDAA approved an enhancement to the ARP program, allowing payment through the grade of O-6 and through 25 years of service and bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career commissioned officer Airmen. The 2017 NDAA §616 increased the maximum bonus to \$35,000. In FY 2018 Air Force expanded the program to add an extra 1,000 aviators to contracts with a mandatory 50% lump sum upfront, thus increasing anniversary payments.
- d) Parachute Jumping - Incentive pay for hazardous duty to encourage commissioned officer Airmen to enter into, and remain on, duty involving parachute jumping from an aircraft in aerial flight. Service members who perform this duty are entitled to pay at the monthly rate of \$150. Service members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225.
- e) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to service members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

- f) Special Warfare Skill Incentive Pay (SWSIP) – A monthly skill incentive pay to commissioned officer Airmen qualified and serving as Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017. Commissioned officers serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally-limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Commissioned officers serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Special Tactics Officer (19ZXA; formerly 13DX), Tactical Air Control Party Officer (19ZXB; formerly 13LX, Air Liaison Officer and 15W, Special Operations Weather Officer), and Combat Rescue Officer (19ZXC; formerly 13CX). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Commissioned officers serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the service member is authorized pay under SWSIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- g) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- h) Chemical Munitions - Duties in which service members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- i) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Incentive Pay</u>									
Years Aviation Service / Grade									
Less than 2	3,392	1,800	6,106	3,535	1,800	6,363	3,626	1,800	6,527
Over 2	5,769	3,000	17,307	6,092	3,000	18,276	6,476	3,000	19,428
Over 6	7,915	8,400	66,486	8,249	8,400	69,292	8,279	8,400	69,544
Over 12	6,553	12,000	78,636	6,474	12,000	77,688	6,496	12,000	77,952
Over 22	414	8,400	3,478	462	8,400	3,881	414	8,400	3,478
Over 24	589	5,400	3,181	648	5,400	3,499	648	5,400	3,499
Subtotal Flying Duty Crew	24,632		175,194	25,460		178,999	25,939		180,428
<u>HDIP-AVIATION</u>									
Flying Duty Crew	8	2,160	17	8	2,160	17	8	2,160	17
Flying Duty Non-Crew	56	1,800	101	55	1,800	99	55	1,800	99
Flying Duty Non-Rated	394	2,305	908	395	2,304	910	396	2,303	912
Subtotal HDIP-Aviation	458		1,026	458		1,026	459		1,028
<u>Aviator Bonus</u>									
Pilots	6,412	28,288	181,385	7,190	26,838	192,962	7,276	27,582	200,688
Subtotal Aviator Bonus	6,412		181,385	7,190		192,962	7,276		200,688
Subtotal Flying Duty Pay			357,605			372,987			382,144
<u>Parachute Jumping</u>	66	1,800	119	66	1,800	119	66	1,800	119
<u>Parachute HALO</u>	30	2,700	81	31	2,700	84	31	2,700	84
<u>Demolition Duty</u>	71	1,800	128	71	1,800	128	71	1,800	128
<u>Battlefield Airmen Skill Incentive Pay</u>									
BASIP Combat Rescue	171	7,053	1,206	176	7,051	1,241	178	7,051	1,255
BASIP Special Tactic	143	6,483	927	147	6,476	952	151	6,477	978
BASIP Air Liaison Officer	385	2,195	845	383	2,198	842	383	2,198	842
Subtotal BASIP	699		2,978	706		3,035	712		3,075
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	12	1,800	22	11	1,800	20	11	1,800	20
Chemical Munitions Handler	2	1,800	4	2	1,800	4	2	1,800	4
Pressure Chamber Observer	38	1,800	68	37	1,800	67	37	1,800	67
Thermal Stress Experiments	0	0	0	1	1,800	2	1	1,800	2
Toxic Fuel Handler	13	1,800	23	13	1,800	23	13	1,800	23
Subtotal Other Incentive Duty Pay	65		117	64		116	64		116
TOTAL INCENTIVE PAY			361,028			376,469			385,666

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. The FY22 PB continues the increased maximum payout of \$35,000 authorized in the FY17 NDAA.

Aircraft Type Category	Aircraft Personnel Manning Levels		
	FY 2020	FY 2021	FY 2022
Fighter	85.0%	83.0%	81.0%
Bomber	86.0%	87.0%	87.0%
Mobility	99.0%	98.0%	97.0%
Special Ops	89.0%	91.0%	91.0%
C2ISR	113.0%	115.0%	114.0%
Rescue	98.0%	103.0%	103.0%
RPA	79.0%	82.0%	85.0%
Total	91.5%	92.7%	92.6%

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

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

Aircraft Type Category	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	1,077	27,604	29,729	1,166	26,462	30,855	1,071	27,257	29,192
Bomber	676	24,306	16,431	755	20,223	15,269	753	23,129	17,416
Mobility	1,508	36,248	54,662	1,765	32,023	56,521	1,865	32,463	60,544
Special Ops	899	27,845	25,033	1,028	28,892	29,701	1,014	27,149	27,529
C2ISR	1,448	20,531	29,730	1,515	20,786	31,491	1,499	20,894	31,321
Rescue	325	26,280	8,541	364	25,570	9,308	376	24,957	9,384
RPA	479	36,033	17,260	597	33,195	19,818	698	36,249	25,302
Total	6,412	28,288	181,385	7,190	26,838	192,962	7,276	27,582	200,688

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2022 Estimate	358,094
FY 2021 Estimate	353,322
FY 2020 Actual	344,502

PART I - PURPOSE AND SCOPE

Funds provide for:

(1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., Sections 335 through 355 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C Section 335, allows Accession Bonus (Consolidated Special Pay – CSP); Retention Bonus (CSP); Incentive Pay (CSP), and Board Certified Pay (CSP) for other health professions to include professions not previously authorized: all Dentists, Nurses, Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses transitioned to the four (4) new pay categories in FY 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions comprised of commissioned officers transitioned in FY 2018.

(a) Physician Pay: Legacy -

- i. Medical Additional Special Pay (ASP) - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for one year. Commissioned officers receive \$15,000 per year.
- ii. Medical Board Certified Pay (BCP) - Monthly payment varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of creditable service.
- iii. Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - This incentive pay addresses retention difficulties and shortages in the medical specialties for physicians who have completed initial residency and nearing completion of their service obligation. Additionally, this incentive is paid in four equal payments initially and on the anniversary dates of the agreement at 62.5% of the current pay plan's 4-yr MISP/MSP pay rate. Rates for each specialty are set by Health Affairs across all services.
- iv. Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers entitled to VSP who have completed residency training and execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$75,000 (FY 2008 NDAA increased cap to \$75,000) as either a single year contract (ISP) or as a multi-year contract (MISP) in conjunction with MSP. Rates for each specialty are set by Health Affairs across all services.
- v. Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000 per year (FY 2008 NDAA increased cap to \$75,000) for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services. MSP program replaced the Medical Officer Retention Bonus.
- vi. Medical Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
- vii. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (f) Health Professions Officers Retention Bonus: Consolidated Special Pays -
 - i. Pharmacy - This is a financial incentive to retain a sufficient number of pharmacists to meet the medical requirements of the service. Rates are set by Health Affairs across all services. Pharmacy Retention Bonus rates are \$15,000 annually for all contracts.
 - ii. Psychologist - This is a financial incentive to retain a sufficient number of Psychologists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$35,000 for a six-year contract.
 - iii. Public Health Officers (PHO) - This is a financial incentive to retain a sufficient number of Public Health Officers to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$7,500 for a four-year contract.
 - iv. Social Workers - This is a financial incentive to retain a sufficient number of Social Workers to meet the medical requirements of the service. Rates for are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
 - v. Optometrists - This is a financial incentive to retain a sufficient number of Optometrists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
 - vi. Physician Assistant - This is a financial incentive to retain a sufficient number of Physician Assistants to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$35,000 for a six-year contract.
- (g) Health Professions Officers Board Certification Pay: Consolidated Special Pays - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount is \$6,000 paid in equal monthly increments. HA policy determines which specialties are eligible for board certified pay.
- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., Section 355. Rates for each specialty are set by the respective Service.
- (3) Officer Retention Bonus – Authorized by Title 37 U.S.C, Section 332. Rates will not exceed \$25,000 for each year of obligated service.
- (4) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
 - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
 - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (5) Assignment Incentive Pay (AIP):
 - (a) AFSOC Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750/month to commissioned officers serving as AFSPECWAR Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$1,000/month for commissioned officers serving as AFSPECWAR Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force. These commissioned officer Airmen are assigned to the Headquarters, Air Force Special Operations Command (AFSOC) serving in identified commissioned officer operator positions on the unit manning document (UMD). These commissioned officer Airmen as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
 - (b) Alice Springs Assignment Incentive Pay – Incentive pay of \$500/month to commissioned officer Airmen (RegAF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the commissioned officer Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (c) Burlington Assignment Incentive Pay – Incentive pay of \$400/month to commissioned officer Airmen (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to commissioned officer Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2022 during FY 2023.
 - (e) Homestead Assignment Incentive Pay – Incentive pay of \$500/month to commissioned officer Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the commissioned officer Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (f) Kingsley Field Assignment Incentive Pay – Incentive pay of \$400/173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to commissioned officer Airmen (RegAF, ANG, & AFR) authorized under Title 37 U.S.C., Section 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2021. Eligible recipients of Kingsley Field Assignment Incentive Pay are commissioned officer Airmen assigned to the has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (g) Korea Assignment Incentive Pay – Incentive pay of \$300/month to commissioned officer Airmen (RegAF) authorized under the FY 2005 NDAA Section 617. The Korea AIP is an enduring incentive pay to commissioned officer Airmen assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
 - (h) Madison Assignment Incentive Pay – Incentive pay of \$400/month to commissioned officer Airmen (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the commissioned officer Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (i) Turkey Assignment Incentive Pay – Incentive Pay of \$300/month to commissioned officer Airmen (RegAF) being authorized under Title 37 U.S.C., Section 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2020 during FY 2018 and to 31 December 2022 in FY21. Eligible recipients are commissioned officer Airmen assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
- (6) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each service member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (7) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. It is paid at the rate of \$150 per month.
- (8) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (11) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on service member's designated locations. Hardship Duty Pay is payable to service members at a monthly rate not to exceed \$1,500.
- (12) Health Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C., Section 2121(c)(2).
- (13) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to service members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a service member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a service member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the service member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a service member receives HFP; IDP cannot be received.
- (14) Judge Advocate Continuation Pay (JACP) - Financial incentive for military Judge Advocates to continue on active duty upon completion of their ADSO. Up to \$60K total payable to eligible judge advocates over a career.
- (15) Judge Advocate General's Corps Officer Student Loan Repayment Program - Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.
- (16) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328, the Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Service members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Physician Pay</u>									
CSP									
Incentive Pay - Medical	3,474	36,492	126,773	3,474	36,492	126,773	3,474	36,492	126,773
Retention Bonus - Medical	880	41,786	36,772	880	42,786	37,652	880	42,786	37,652
Board Certification Pay - Medical	2,221	6,000	13,326	2,221	6,000	13,326	2,221	6,000	13,326
CWSAB - Medical	18	300,000	5,400	18	300,000	5,400	18	300,000	5,400
CSP Physician Subtotal	6,593	25,124	182,271	6,593	27,780	183,151	6,593	27,780	183,151
Physician Pay Total	6,593	27,646	182,271	6,593	27,780	183,151	6,593	27,780	183,151
<u>Dentist Pay</u>									
CSP									
Accession Bonus - Dental	5	150,000	750	6	150,000	900	6	150,000	900
Incentive Pay - Dental	980	22,250	21,805	980	22,250	21,805	980	22,250	21,805
Retention Bonus - Dental	525	41,000	21,525	525	42,000	22,050	525	42,000	22,050
Board Certification Pay - Dental	350	6,000	2,100	350	6,000	2,100	350	6,000	2,100
CWSAB - Dental	2	300,000	600	2	300,000	600	2	300,000	600
CSP Dentist Subtotal	1,862	25,124	46,780	1,863	25,472	47,455	1,863	25,472	47,455
Dentist Pay Total	1,862	25,124	46,780	1,863	25,472	47,455	1,863	25,472	47,455
<u>Nurse Pay</u>									
CSP									
Accession Bonus - Nurse	50	30,000	1,500	60	30,000	1,800	70	30,000	2,100
Incentive Pay - Nurse	90	15,000	1,350	90	15,000	1,350	90	15,000	1,350
Retention Bonus - Nurse	1,300	18,487	24,033	1,300	18,987	24,683	1,300	18,987	24,683
Board Certification Pay - Nurse	415	6,000	2,490	415	6,000	2,490	415	6,000	2,490
CSP Nurse Subtotal	1,855	15,835	29,373	1,865	16,259	30,323	1,875	16,332	30,623
Nurse Pay Total	1,855	15,835	29,373	1,865	16,259	30,323	1,875	16,332	30,623

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Health Professions Officers Pay									
CSP									
Accession Bonus - Health Professions Officers									
Accession Bonus - Pharmacy	10	30,000	300	10	30,000	300	10	30,000	300
Accession Bonus - Phys Therapist	0	0	0	27	30,000	810	27	30,000	810
Accession Bonus - PHO	3	31,250	94	3	31,250	94	3	31,250	94
Accession Bonus - Physicians Assistant	5	48,750	244	5	48,750	244	5	48,750	244
Accession Bonus - Psychologist	2	48,750	98	2	48,750	98	2	48,750	98
Accession Bonus - Social Workers	7	24,375	171	7	24,375	171	7	24,375	171
Accession Bonus - HPO Subtotal	27	33,593	907	54	31,796	1,717	54	31,796	1,717
Incentive Pay - Health Professions Officers									
Incentive Pay - PHO	98	5,000	490	98	5,000	490	98	5,000	490
Incentive Pay - Physicians Assistant	400	5,000	2,000	400	5,000	2,000	400	5,000	2,000
Incentive Pay - Psychologist	193	5,000	965	193	5,000	965	193	5,000	965
Incentive Pay - Optometrists	100	1,200	120	100	1,200	120	100	1,200	120
Incentive Pay - HPO Subtotal	791	4,520	3,575	791	4,520	3,575	791	4,520	3,575
Retention Bonus - Health Professions Officers									
Retention Bonus - Pharmacy	200	15,000	3,000	200	15,000	3,000	200	15,000	3,000
Retention Bonus - PHO	120	6,250	750	120	6,250	750	120	6,250	750
Retention Bonus - Physicians Assistant	220	22,250	4,895	220	22,250	4,895	220	22,250	4,895
Retention Bonus - Psychologist	125	22,250	2,781	125	22,750	2,844	125	22,750	2,844
Retention Bonus - Social Workers	130	8,000	1,040	130	8,000	1,040	130	8,000	1,040
Retention Bonus - Optometrists	80	8,000	640	80	8,000	640	80	8,000	640
Retention Bonus - HPO Subtotal	875	14,978	13,106	875	15,050	13,169	875	15,050	13,169
Board Certification Pay - Health Professions Officers	925	6,000	5,550	925	6,000	5,550	925	6,000	5,550
CSP HPO Subtotal	2,618	8,838	23,138	2,645	9,078	24,011	2,645	9,078	24,011
Health Professions Officer Pay Total	2,618	8,838	23,138	2,645	9,078	24,011	2,645	9,078	24,011
Non-Medical CSRB									
RPA CSRB	42	25,000	1,239	27	0	771	11	0	205
Special Tactics and Combat Rescue CSRB	18	28,150	450	0	0	0	0	0	0
Non-Medical CSRB Subtotal	60	28,150	1,689	27	28,556	771	11	18,636	205

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Air Liason Officer ORB	75	15,000	1,590	99	15,000	2,190	123	15,000	2,790
Contracting ORB	187	15,000	2,805	187	15,000	2,805	187	15,000	2,805
Network Operations Cyber Warfare ORB	1,280	15,652	19,200	1,430	15,827	21,450	1,580	15,974	23,700
Operations Research Analyst ORB	176	985	2,640	176	943	2,640	176	917	2,640
Special Tactics and Combat Rescue ORB	70	4,000	1,750	94	4,000	2,350	118	4,000	2,950
Officer Retention Bonus Subtotal	1,788	15,652	27,985	1,986	15,828	31,435	2,184	15,973	34,885
Retention Bonus (CSRB/ORB) Total	1,848	16,057	29,674	2,013	15,999	32,206	2,195	15,986	35,090
Chairman/Vice Chairman, JCS	1	4,000	4	1	4,000	4	1	4,000	4
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Sr Member of UN	1	2,700	3	1	3,000	3	1	3,000	3
General	10	2,200	22	11	2,182	24	12	2,167	26
Lt General	41	500	20	49	510	25	56	500	28
Pers Allowance - General Officer	54	981	53	63	952	60	71	915	65
AFSOC Air Ops Flight AIP	7	10,286	72	8	9,750	78	8	9,750	78
Alice Springs AIP	0	0	0	2	6,000	12	2	6,000	12
Burlington AIP	3	4,800	14	5	4,800	24	5	4,800	24
Cavalier AIP	0	0	0	16	8,400	134	16	8,400	134
Homestead AIP	10	6,000	60	11	6,000	66	11	6,000	66
Korea AIP	60	3,600	216	61	3,600	220	61	3,600	220
Kingsley Field AIP	12	4,800	58	8	4,800	38	8	4,800	38
Madison AIP	4	4,800	19	5	4,800	24	5	4,800	24
Turkey AIP	5	3,600	18	4	3,600	14	4	3,600	14
ICBM Field Ops AIP	575	3,600	2,070	575	3,600	2,070	575	3,600	2,070
Assignment Incentive Pay	676		2,527	695		2,680	695		2,680
Continuation Pay	97	15,745	1,527	242	16,221	3,931	365	16,672	6,090
Diving Duty	16	1,800	29	16	1,800	29	16	1,800	29
Foreign Language Proficiency Bonus	2,611	3,860	10,078	2,570	3,880	9,972	2,699	3,899	10,523
Hardship Duty Location Pay	3,438	1,200	4,125	3,506	1,200	4,207	3,101	1,200	3,722
Health Prof. Scholarship Program (HPSP)	439	1,780	781	416	1,780	740	404	1,780	719
Hostile Fire Pay	1,983	2,700	5,353	2,012	2,700	5,433	1,782	2,700	4,812
JAG Bonus	137	28,540	3,910	137	28,550	3,911	137	28,550	3,911
JAG Student Loan Repayment	225	21,667	4,875	240	21,667	5,200	240	21,667	5,200
Pay and Allowance Continuation (PAC)	6	1,260	8	10	1,260	13	10	1,260	13
TOTAL SPECIAL PAY	24,458		344,502	24,886		353,322	24,691		358,094

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

RPA CSRB

	<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												
Prior Obligations (FY19 & Prior)	42	1,239	27	771	11	205	9	190	7	123	4	39	1	25
Accelerated Payments														
Prior Year FY 2020														
Initial Payments														
Anniversary Payments														
Current Year FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	42	1,239	27	771	11	205	9	190	7	123	4	39	1	25
Total	42	1,239	27	771	11	205	9	190	7	123	4	39	1	25

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

Special Tactics and Combat Rescue CSRB

	<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												
Prior Obligations (FY19 & Prior)	18	450												
Accelerated Payments														
Prior Year FY 2020														
Initial Payments														
Anniversary Payments														
Current Year FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	18	450	0	0	0	0	0	0	0	0	0	0	0	0
Total	18	450	0	0	0	0	0	0	0	0	0	0	0	0

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

Air Liaison Officer ORB

	<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												
Prior Obligations (FY19 & Prior)	65	1,340	65	1,340	65	1,340								
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	10	250												
Anniversary Payments			10	250	10	250	10	250						
Current Year FY 2021														
Initial Payments			24	600										
Anniversary Payments					24	600	24	600	24	600				
Biennial Budget FY 2022														
Initial Payments					24	600								
Anniversary Payments							24	600	24	600	24	600		
Biennial Budget FY 2023														
Initial Payments							24	600						
Anniversary Payments									24	600	24	600	24	600
Biennial Budget FY 2024														
Initial Payments								24	600					
Anniversary Payments										24	600	24	600	
Biennial Budget FY 2025														
Initial Payments										24	600			
Anniversary Payments												24	600	
Biennial Budget FY 2026														
Initial Payments													24	600
Anniversary Payments														
Total														
Initial Payments	10	250	24	600	24	600	24	600	24	600	24	600	24	600
Anniversary Payments	65	1,340	75	1,590	99	2,190	58	1,450	72	1,800	72	1,800	72	1,800
Total	75	1,590	99	2,190	123	2,790	82	2,050	96	2,400	96	2,400	96	2,400

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

Contracting ORB

	<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												
Prior Obligations (FY19 & Prior)	175	2,625	175	2,625	175	2,625								
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	12	180												
Anniversary Payments			12	180	12	180	12	180						
Current Year FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	12	180	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	175	2,625	187	2,805	187	2,805	12	180	0	0	0	0	0	0
Total	187	2,805	187	2,805	187	2,805	12	180	0	0	0	0	0	0

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

Network Operations Cyber Warfare ORB

	<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												
Prior Obligations (FY19 & Prior)	1,180		1,180		1,180									
Accelerated Payments		17,700		17,700		17,700								
Prior Year FY 2020														
Initial Payments	100													
Anniversary Payments		1,500	100		100		100							
Current Year FY 2021														
Initial Payments			150	1,500	150	1,500	150	1,500						
Anniversary Payments				2,250	150		150		150					
Biennial Budget FY 2022														
Initial Payments					150	2,250	150	2,250		2,250				
Anniversary Payments						2,250	150		150		150			
Biennial Budget FY 2023														
Initial Payments							800	2,250		2,250		2,250		
Anniversary Payments								12,000	800		800		800	
Biennial Budget FY 2024														
Initial Payments									150	12,000		12,000		12,000
Anniversary Payments										2,250	150		150	
Biennial Budget FY 2025														
Initial Payments											150	2,250		2,250
Anniversary Payments												2,250	150	
Biennial Budget FY 2026														
Initial Payments													150	2,250
Anniversary Payments														2,250
Total														
Initial Payments	100	0	150	1,500	150	3,750	800	6,000	150	16,500	150	16,500	150	16,500
Anniversary Payments	1,180	19,200	1,280	19,950	1,430	19,950	400	12,000	1,100	2,250	1,100	2,250	1,100	2,250
Total	1,280	19,200	1,430	21,450	1,580	23,700	1,200	18,000	1,250	18,750	1,250	18,750	1,250	18,750

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

Operations Research Analyst ORB

	<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												
Prior Obligations (FY19 & Prior)	157	2,355	157	2,355	157	2,355								
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	19	285												
Anniversary Payments			19	285	19	285	19	285						
Current Year FY 2021														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	19	285	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	157	2,355	176	2,640	176	2,640	19	285	0	0	0	0	0	0
Total	176	2,640	176	2,640	176	2,640	19	285	0	0	0	0	0	0

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

Special Tactics and Combat Rescue ORB

	<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												
Prior Obligations (FY19 & Prior)	52	1,300	52	1,300	52	1,300								
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	18	450												
Anniversary Payments			18	450	18	450	18	450						
Current Year FY 2021														
Initial Payments			24	600										
Anniversary Payments					24	600	24	600	24	600				
Biennial Budget FY 2022														
Initial Payments					24	600								
Anniversary Payments							24	600	24	600	24	600		
Biennial Budget FY 2023														
Initial Payments							24	600						
Anniversary Payments									24	600	24	600	24	600
Biennial Budget FY 2024														
Initial Payments								24	600					
Anniversary Payments										24	600	24	600	
Biennial Budget FY 2025														
Initial Payments										24	600			
Anniversary Payments												24	600	
Biennial Budget FY 2026														
Initial Payments													24	600
Anniversary Payments														
Total														
Initial Payments	18	450	24	600	24	600	24	600	24	600	24	600	24	600
Anniversary Payments	52	1,300	70	1,750	94	2,350	66	1,650	72	1,800	72	1,800	72	1,800
Total	70	1,750	94	2,350	118	2,950	90	2,250	96	2,400	96	2,400	96	2,400

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

AFSOC Air Ops Flight AIP

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	7	72												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			8	78										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					8	78								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							8	78						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									8	78				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											8	78		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													8	78
Anniversary Payments														
Total														
Initial Payments	7	72	8	78	8	78	8	78	8	78	8	78	8	78
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	7	72	8	78	8	78	8	78	8	78	8	78	8	78

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

Assignment Incentive Pay - Alice Springs

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments														
Anniversary Payments														
Current Year FY 2021														
Initial Payments			2	12										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					2	12								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							2	12						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									2	12				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											2	12		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													2	12
Anniversary Payments														
Total														
Initial Payments	0	0	2	12	2	12	2	12	2	12	2	12	2	12
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	2	12	2	12	2	12	2	12	2	12	2	12

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

Assignment Incentive Pay - Burlington

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	3	14												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			5	24										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					5	24								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							5	24						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									5	24				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											5	24		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													5	24
Anniversary Payments														
Total														
Initial Payments	3	14	5	24	5	24	5	24	5	24	5	24	5	24
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	14	5	24	5	24	5	24	5	24	5	24	5	24

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

Assignment Incentive Pay - Cavalier

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020 Initial Payments Anniversary Payments														
Current Year FY 2021 Initial Payments Anniversary Payments			16	134										
Biennial Budget FY 2022 Initial Payments Anniversary Payments					16	134								
Biennial Budget FY 2023 Initial Payments Anniversary Payments							16	134						
Biennial Budget FY 2024 Initial Payments Anniversary Payments									16	134				
Biennial Budget FY 2025 Initial Payments Anniversary Payments											16	134		
Biennial Budget FY 2026 Initial Payments Anniversary Payments													16	134
Total														
Initial Payments	0	0	16	134	16	134	16	134	16	134	16	134	16	134
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	16	134	16	134	16	134	16	134	16	134	16	134

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

Assignment Incentive Pay - Homestead

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	10	60												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			11	66										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					11	66								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							11	66						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									11	66				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											11	66		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													11	66
Anniversary Payments														
Total														
Initial Payments	10	60	11	66	11	66	11	66	11	66	11	66	11	66
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	60	11	66	11	66	11	66	11	66	11	66	11	66

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

Assignment Incentive Pay - Korea

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	60	216												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			61	220										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					61	220								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							61	220						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									61	220				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											61	220		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													61	220
Anniversary Payments														
Total														
Initial Payments	60	216	61	220	61	220	61	220	61	220	61	220	61	220
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	60	216	61	220	61	220	61	220	61	220	61	220	61	220

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

Assignment Incentive Pay - Kingsley Field

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	12	58												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			8	38										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					8	38								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							8	38						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									8	38				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											8	38		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													8	38
Anniversary Payments														
Total														
Initial Payments	12	58	8	38	8	38	8	38	8	38	8	38	8	38
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	12	58	8	38	8	38	8	38	8	38	8	38	8	38

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

Assignment Incentive Pay - Madison

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	4	19												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			5	24										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					5	24								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							5	24						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									5	24				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											5	24		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													5	24
Anniversary Payments														
Total														
Initial Payments	4	19	5	24	5	24	5	24	5	24	5	24	5	24
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	19	5	24	5	24	5	24	5	24	5	24	5	24

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

Assignment Incentive Pay - Turkey

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	5	18												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			4	14										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					4	14								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							4	14						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									4	14				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											4	14		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													4	14
Anniversary Payments														
Total														
Initial Payments	5	18	4	14	4	14	4	14	4	14	4	14	4	14
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	18	4	14	4	14	4	14	4	14	4	14	4	14

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

Assignment Incentive Pay - ICBM Field Operations

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	575	2,070												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			575	2,070										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					575	2,070								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							625	2,250						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									575	2,070				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											575	2,070		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													575	2,070
Anniversary Payments														
Total														
Initial Payments	575	2,070	575	2,070	575	2,070	625	2,250	575	2,070	575	2,070	575	2,070
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	575	2,070	575	2,070	575	2,070	625	2,250	575	2,070	575	2,070	575	2,070

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2022 Estimate 1,741,048

FY 2021 Estimate 1,650,864

FY 2020 Actual 1,602,163

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2021 BAH inflation rate assumption is 3.6 percent on-average. The January 1, 2022 BAH inflation rate assumption is 3.8 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2022.

It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process and will be implemented by grade and dependency status.

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

<u>With Dependents</u>	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	7	33,359	234	7	34,593	242	7	35,908	251
Lt General	34	36,023	1,225	38	37,356	1,420	44	38,775	1,706
Major General	86	33,599	2,890	83	34,842	2,892	83	36,166	3,002
Brig General	122	32,678	3,987	126	33,888	4,270	125	35,175	4,397
Colonel	2,874	31,022	89,157	2,844	32,170	91,490	2,903	33,392	96,941
Lt Colonel	8,823	29,838	263,259	8,898	30,942	275,321	9,152	32,118	293,948
Major	11,357	27,091	307,669	11,429	28,093	321,078	11,529	29,161	336,206
Captain	10,999	23,879	262,650	10,772	24,763	266,747	11,278	25,704	289,900
1st Lieutenant	3,036	21,573	65,496	3,352	22,372	74,990	3,209	23,222	74,523
2nd Lieutenant	2,496	19,658	49,065	2,225	20,385	45,356	2,137	21,159	45,218
Subtotal with Dependents	39,834		1,045,632	39,774		1,083,806	40,467		1,146,092
	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>				
<u>Differential</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>			
	8	30	9	35	9	35			

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

Without Dependents - Full Allowance

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	2	30,775	62	2	31,913	64	2	33,126	66
Major General	2	29,846	60	2	30,950	62	2	32,126	64
Brig General	6	34,819	209	7	36,107	253	6	37,479	225
Colonel	216	28,092	6,068	213	29,131	6,205	223	30,238	6,743
Lt Colonel	954	26,080	24,880	962	27,045	26,017	989	28,073	27,764
Major	2,656	24,685	65,562	2,672	25,598	68,398	2,697	26,571	71,661
Captain	7,583	22,048	167,189	7,426	22,864	169,786	7,776	23,732	184,544
1st Lieutenant	4,284	19,080	81,739	4,731	19,786	93,607	4,529	20,538	93,016
2nd Lieutenant	4,841	17,007	82,329	4,314	17,636	76,081	4,142	18,306	75,823
Subtotal w/o Dependents	20,544		428,098	20,329		440,473	20,366		459,906

Without Dependents - Partial Allowance

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	5	501	3	5	519	3	5	539	3
Lt Colonel	16	417	7	16	433	7	16	449	7
Major	40	334	13	41	346	14	42	359	15
Captain	133	280	37	133	290	39	138	301	42
1st Lieutenant	87	224	19	97	232	22	92	241	22
2nd Lieutenant	539	166	90	492	173	85	467	179	84
Subtotal Partial	820		169	784		170	760		173

TOTAL BAH - DOMESTIC

1,473,929

1,524,484

1,606,206

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	112	38,490	4,312	108	38,393	4,146	110	39,939	4,393
Lt Colonel	623	36,485	22,732	615	36,317	22,335	638	37,789	24,110
Major	820	32,932	27,006	825	32,617	26,909	845	33,938	28,678
Captain	776	29,645	23,007	765	29,312	22,423	803	30,498	24,490
1st Lieutenant	157	26,741	4,199	174	26,445	4,601	167	27,511	4,594
2nd Lieutenant	66	27,849	1,838	59	27,493	1,622	57	28,604	1,630
Subtotal With Dependents	2,554		83,094	2,546		82,036	2,620		87,895
<u>Without Dependents</u>	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	11	30,818	339	11	30,727	338	11	32,000	352
Lt Colonel	75	28,920	2,169	74	28,581	2,115	77	29,727	2,289
Major	269	25,658	6,902	271	25,089	6,799	277	26,101	7,230
Captain	948	23,872	22,631	935	23,405	21,884	981	24,353	23,890
1st Lieutenant	333	22,550	7,509	369	22,038	8,132	353	22,926	8,093
2nd Lieutenant	187	23,535	4,401	169	22,834	3,859	162	23,759	3,849
Subtotal w/o Dependents	1,823		43,951	1,829		43,127	1,861		45,703
Moving-In Housing Allowance	1,686	705	1,189	1,696	718	1,217	1,704	730	1,244
TOTAL BAH - OVERSEAS			128,234			126,380			134,842
GRAND TOTAL BAH			1,602,163			1,650,864			1,741,048

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2022 Estimate 219,395
FY 2021 Estimate 213,669
FY 2020 Actual 205,984

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 0.90% for 2020, 3.7% for 2021, and 2.3% for 2022 effective January 1 each year.

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
BAS	67,023	3,073	205,984	67,496	3,166	213,669	67,521	3,249	219,395

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2022 Estimate 115,772
FY 2021 Estimate 105,341
FY 2020 Actual 107,615

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

<u>Cost of Living</u>	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	3	10,445	31	3	10,393	31	3	11,366	34
Lt. General	8	11,854	99	9	11,409	103	11	12,343	136
Major General	10	10,945	113	10	10,818	108	10	11,737	117
Brig. General	21	14,667	308	22	14,434	318	22	15,587	343
Colonel	524	12,703	6,652	511	12,403	6,338	517	13,413	6,935
Lt Colonel	1,650	13,088	21,601	1,649	12,771	21,060	1,687	13,811	23,300
Major	2,288	11,393	26,064	2,330	10,961	25,539	2,356	11,853	27,926
Captain	3,101	9,188	28,496	3,095	8,781	27,179	3,205	9,496	30,436
1st Lieutenant	885	7,701	6,816	993	7,374	7,323	938	7,975	7,480
2nd Lieutenant	458	7,033	3,219	418	6,684	2,794	397	7,229	2,870
Subtotal Cost of Living	8,948		93,399	9,040		90,793	9,146		99,577
<u>Temporary Lodging Allowance</u>	9,964	1,427	14,216	10,026	1,451	14,548	10,963	1,477	16,195
TOTAL STATION ALLOWANCES-OVERSEAS			107,615			105,341			115,772

(Amount in Thousands)

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

FY 2022 Estimate 302
FY 2021 Estimate 294
FY 2020 Actual 283

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	185	1,530	283	187	1,572	294	187	1,615	302

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2022 Estimate 3,153
FY 2021 Estimate 3,271
FY 2020 Actual 2,966

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,553	400	1,821	5,282	400	2,113	4,960	400	1,984
Additional Allowances	4,200	200	840	4,226	200	845	4,246	200	849
Civilian Clothing	414	736	305	417	751	313	419	764	320
TOTAL CLOTHING ALLOWANCES	9,167		2,966	9,925		3,271	9,625		3,153

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2022 Estimate	10,095
FY 2021 Estimate	10,491
FY 2020 Actual	10,382

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	554	3,000	1,662	557	3,000	1,671	560	3,000	1,680
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	2,907	3,000	8,720	2,940	3,000	8,820	2,805	3,000	8,415
TOTAL FAMILY SEPARATION ALLOWANCE	3,461		10,382	3,497		10,491	3,365		10,095

(Amount in Thousands)

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

FY 2022 Estimate	105
FY 2021 Estimate	103
FY 2020 Actual	101

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	101	103	105

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

PART I - PURPOSE AND SCOPE

FY 2022 Estimate	39,320
FY 2021 Estimate	40,898
FY 2020 Actual	39,329

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to commissioned officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to commissioned officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a service member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to commissioned officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the service member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the service member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) - FY 2012 NDAA, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible service members with 15 years to less than 20 years of service. TERA is not anticipated to be used in FY 2020.
- (5) Voluntary Separation Pay (VSP) - Payment to service members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C., Section 1175. The FY 2007 NDAA increased the authorized payment to an amount not greater than four times the full amount of separation pay a service member of the same pay grade and years of service that is involuntarily separated under Title 10 USC 1174. This pay is not anticipated to be used in FY 2021.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - Payments made cover the unfunded liability for those service members accepting VSI benefits prior to January 1, 1993.
- (7) Career Status Bonus - FY 2000 NDAA authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to service members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments. This pay was discontinued as of January 1, 2018 with the adoption of the BRS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	5	33,739	169	5	34,760	174	5	35,725	179
Major General	14	14,695	206	14	15,139	212	14	15,560	218
Brig General	12	21,863	262	12	22,525	270	12	23,150	278
Colonel	479	8,522	4,082	403	8,780	3,538	425	9,024	3,835
Lt Colonel	923	7,112	6,565	857	7,328	6,280	881	7,531	6,635
Major	1,248	5,309	6,626	1,566	5,470	8,566	1,505	5,622	8,461
Captain	1,027	3,755	3,856	1,450	3,869	5,609	1,364	3,976	5,423
1st Lieutenant	83	3,047	253	110	3,140	345	105	3,227	339
2nd Lieutenant	31	2,482	77	43	2,557	110	40	2,628	105
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	3,822		22,096	4,460		25,104	4,351		25,473
<u>Separation Pay</u>									
Fail Promotion/Unfit	4	35,000	140	4	36,059	144	4	37,059	148
Disability	19	122,947	2,336	19	126,667	2,407	19	130,182	2,473
Invol-Half Pay 5%	0	0	0	1	0	0	1	0	0
Invol-Full Pay 10%	43	110,395	4,747	44	113,735	5,004	44	116,891	5,143
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			10,010			8,239			6,083
Career Status Bonus	0	0	0	0	0	0	0	0	0
Subtotal Separation Pay	66		17,233	68		15,794	68		13,847
TOTAL SEPARATION PAYMENTS	3,888		39,329	4,528		40,898	4,419		39,320

(Amount in Thousands)

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

FY 2022 Estimate	452,226
FY 2021 Estimate	437,612
FY 2020 Actual	420,317

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Calendar Year 2020 – 7.65% on first \$137,700 and 1.45% on the remainder

Calendar Year 2021 – 7.65% on first \$142,800 and 1.45% on the remainder

Calendar Year 2022 – 7.65% on first \$147,000 and 1.45% on the remainder

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	5,503,327	7.65%	420,317	5,729,523	7.65%	437,612	5,921,052	7.65%	452,226

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**PAY AND ALLOWANCES
OF ENLISTED**

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

	<u>Amount</u>
FY 2021 DIRECT PROGRAM	20,526,316
Pricing Increase	601,611
Annualization (PI):	110,800
Annualization 1 Jan 21 raise of 3% on Basic Pay	77,475
Annualization of raise on RPA	26,753
Annualization of raise on FICA	5,926
Annualization of raise on TSP	646
Pay Raise (PI):	308,137
1 Jan 22 pay raise of 2.7% effect on Basic Pay	215,459
1 Jan 22 pay raise effect on RPA	74,400
1 Jan 22 pay raise effect on FICA	16,482
1 Jan 22 pay raise effect on TSP	1,796
BAH Rates (PI):	118,605
1 Jan 22 inflation rate of 3.8% effect on BAH	96,288
1 Jan 22 inflation rate of 1.8% effect on MIHA	119
1 Jan 22 inflation rate of 1.8% effect on OHA	22,198
Other (PI):	64,069
Increase in RPA Payments	16,286
Increase in RPA Rate to 35.1%	4,917
Increase in RPA Payments	11,369
Increase in FICA Payments	1
Increase in TSP Matching Contribution Payments	1
Increase in Special Pay Payments	36
Increase in Selective Retention Bonus Payments	15,589
Increase in COLA Payments	25,765
Increase in TLA Payments	939
Increase in CONUS COLA Payments	12

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

Increase in Clothing Payments	2,795	
Increase in Cat Injured Aid Allow Payments	7	
Increase in LSTL Payments	1,148	
Increase in Separation Payments Payments	1,490	
Program Increase		44,431
Strength (PGI):	35,167	
Increase in workyears/longevity for TSP Matching Contribution	19,980	
Increase in workyears Housing Allowance	15,187	
Other (PGI):	9,264	
Increase in Non-Fly Crew Member Program	1	
Increase in CSIP Program	38	
Increase in Demolition Duty Program	16	
Increase in Parachute Jumping Program	1	
Increase in BASIP Program	96	
Increase in Other Incentive Pay Program	4	
Increase in Special Pay Program	249	
Increase in TLA Program	3,209	
Increase in CONUS COLA Program	1	
Increase in Separation Payments	5,649	
Total Increases		646,042
Pricing Decrease		0

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

Program Decrease		(152,955)
Strength (PGD):	(132,128)	
Decrease change in WY/longevity for Basic Pay	(88,537)	
Decrease on workyears/longevity for FICA	(6,774)	
Decrease in workyears/longevity for RPA	(30,631)	
Decrease in workyears for Clothing Allowance	(6,186)	
Other (PGD):	(20,827)	
Decrease in Selective Retention Bonus Program	(15,578)	
Decrease in COLA Program	(2,676)	
Decrease in FSA Program	(327)	
Decrease in LSTL Program	(2,246)	
Total Decreases		(152,955)
FY 2022 DIRECT PROGRAM		21,019,403

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2022 Estimate 10,894,939
FY 2021 Estimate 10,686,913
FY 2020 Actual 10,225,854

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 3.1% in 2020, 3.0% in 2021, and 2.7% in 2022 effective January 1 each year. The annualized pay raise is 3.025% for FY 2021 and 2.775% for FY 2022. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2020 beginning strength was 263,976 and end strength was 265,369 using 275,070 workyears.
FY 2021 beginning strength was 265,369 and end strength is expected to be 266,451 using 277,917 workyears.
FY 2022 beginning strength will be 266,451 and end strength will be 267,347 using 277,192 workyears.

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,791	82,940	231,486	2,973	85,449	254,040	2,663	87,820	233,865
Senior Master Sergeant	5,880	66,401	390,439	6,347	68,410	434,197	5,924	70,308	416,506
Master Sergeant	28,356	57,341	1,625,951	28,251	59,075	1,668,933	29,382	60,715	1,783,914
Technical Sergeant	43,650	47,032	2,052,959	44,781	48,455	2,169,863	42,168	49,800	2,099,951
Staff Sergeant	63,844	37,771	2,411,461	63,961	38,914	2,488,961	64,379	39,994	2,574,747
Senior Airman	57,589	30,337	1,747,094	61,767	31,255	1,930,528	60,639	32,122	1,947,865
Airman First Class	55,801	25,024	1,396,380	52,300	25,781	1,348,360	50,446	26,497	1,336,653
Airman	7,895	23,370	184,505	8,793	24,077	211,707	12,343	24,745	305,427
Airman Basic	9,271	20,017	185,579	8,744	20,623	180,324	9,248	21,195	196,011
TOTAL BASIC PAY	275,077		10,225,854	277,917		10,686,913	277,192		10,894,939

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2022 Estimate 3,779,181
FY 2021 Estimate 3,690,838
FY 2020 Actual 3,141,285

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 31.0% for FY 2020, 34.9% for FY 2021, and 35.1% for FY 2022. The part-time RPA rate is 24.4% for FY 2020, 26.9% for FY 2021, and 25.7% for FY 2022.

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	264,807	11,461	3,035,076	266,923	13,337	3,560,054	266,634	13,713	3,656,301
Reserve Component									
Retired Pay Accrual - Part Time	10,270	10,342	106,209	10,994	11,896	130,784	10,558	11,639	122,880
Total Retired Pay Accrual	275,077	11,420	3,141,285	277,917	13,280	3,690,838	277,192	13,634	3,779,181

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2022 Estimate 110,413
FY 2021 Estimate 87,990
FY 2020 Actual 70,125

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system, known as Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one-percent of BP for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects the BRS, the Service will provide matching contributions of no more than five percent of the member's BP. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions	70,125	87,990	110,413

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

FY 2022 Estimate	66,323
FY 2021 Estimate	66,167
FY 2020 Actual	63,252

PART I - PURPOSE AND SCOPE

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

Funds provide payment to enlisted service members under provisions of Title 37 U.S.C., Section 351 as follows:

- 1) Flying Duty Crew Member – A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. The amounts range from \$150 to \$240/month.
- 2) Flying Duty Non-Crew Member – Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Eligible for enlisted Airmen whom are non-crew service members that are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at \$150/month.
- 3) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced CEFIP, and RPA Sensor Operator Assignment Incentive Pay (both of which were discontinued in FY 2018). The current rate paid ranges from \$225/month for enlist Airmen with under 4 years of aviation service to \$600/month for enlisted Airmen with more than 14 years of aviation service.
- 4) Parachute Jumping – Incentive pay for hazardous duty to encourage enlisted Airmen to enter into and remain on duty involving parachute jumping from an aircraft in aerial flight. Members who perform a static-line (where the parachute is attached to a line in the airframe and opens automatically upon exit while in flight) jumping duty are entitled to pay at \$150/month. Members, who perform duty involving parachute jumping free-fall (where the parachute opens through manual operation by the jumper based on their expertise and/or altitude) at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).
- 5) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Airmen who demolish (by the use of explosives) underwater objects, obstacles or explosives, or who recover and render harmless (by disarming or demolition) explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving SWSIP.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

- 6) Special Warfare Skill Incentive Pay (SWSIP) – A monthly skill incentive pay to enlisted Airmen qualified and serving as Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017. Enlisted serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally-limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Enlisted serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Pararescue (1Z1X1; formerly 1T2X1), Combat Control (1Z2XX; formerly 1X2X1), Tactical Air Control Party (1Z3XX; formerly 1C4X1), and Special Reconnaissance (1Z4XX; formerly 1W0X2, Special Operations Weather Team). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Enlisted serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the member is authorized pay under SWSIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 7) Experimental Stress – Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- 8) Chemical Munitions Handler – Duties in which enlisted Airmen handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- 9) Toxic Fuel Handler – Duties in which enlisted Airmen may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among enlisted Airmen who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	11	2,880	32	11	2,880	32	11	2,880	32
Senior Master Sergeant	19	2,880	55	19	2,880	55	19	2,880	55
Master Sergeant	119	2,880	343	119	2,880	343	119	2,880	343
Technical Sergeant	149	2,580	384	149	2,580	384	149	2,580	384
Staff Sergeant	218	2,280	497	219	2,280	499	219	2,280	499
Senior Airman	56	1,980	111	56	1,980	111	56	1,980	111
Airman First Class	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Flying Duty Crew	573		1,424	574		1,426	574		1,426
<u>Flying Duty Non-Crew Members</u>	89	1,800	160	92	1,800	166	93	1,800	167

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Career Enlisted Flyer Incentive Pay</u> Years Aviation Service									
Subtotal Career Enlisted Flyer Incentive Pay	0		0	0		0	0		0
<u>Critical Skills Incentive Pay</u> Years Aviation Service									
Less than 4	3,968	2,700	10,714	4,220	2,700	11,394	4,222	2,700	11,399
Over 4	2,997	4,200	12,587	3,182	4,200	13,364	3,188	4,200	13,390
Over 8	2,284	6,000	13,704	2,430	6,000	14,580	2,430	6,000	14,580
Over 14	1,048	7,200	7,546	1,113	7,200	8,014	1,114	7,200	8,021
Subtotal Critical Skills Incentive Pay	10,297		44,551	10,945		47,352	10,954		47,390
<u>Aviation Incentive Pay</u> Years Aviation Service									
Subtotal Aviation Incentive Pay	0		0	0		0	0		0
Subtotal Flying Duty Pay	10,959		46,135	11,611		48,944	11,621		48,983

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Parachute Jumping</u>	442	1,800	796	442	1,800	796	443	1,800	797
<u>Parachute HALO</u>	231	2,700	624	231	2,700	624	232	2,700	626
<u>Demolition</u>	1,379	1,800	2,482	1,401	1,800	2,522	1,410	1,800	2,538
	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Battlefield Airmen Skill Incentive Pay									
BASIP Pararescue	605	7,051	4,266	609	7,054	4,296	618	7,053	4,359
BASIP Combat Controller	632	6,479	4,095	634	6,479	4,108	637	6,479	4,127
BASIP Special Ops Weather	127	5,063	643	129	5,062	653	130	5,077	660
BASIP Tactical Air Control Party	1,454	2,198	3,196	1,454	2,198	3,196	1,457	2,198	3,203
Subtotal BASIP	2,818		12,200	2,826		12,253	2,842		12,349
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	14	1,800	25	16	1,800	29	16	1,800	29
Chemical Munitions Handler	11	1,800	20	13	1,800	23	14	1,800	25
Pressure Chamber Observer	113	1,800	203	115	1,800	207	115	1,800	207
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	416	1,800	749	417	1,800	751	417	1,800	751
Toxic Pesticides Duty	9	1,800	16	9	1,800	16	9	1,800	16
Subtotal Other Incentive Duty Pay	564		1,015	571		1,028	572		1,030
TOTAL INCENTIVE PAY	16,393		63,252	17,082		66,167	17,120		66,323

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2022 Estimate	83,147
FY 2021 Estimate	82,768
FY 2020 Actual	81,563

PART I - PURPOSE AND SCOPE

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) – Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225/month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225/month when, as certified by the appropriate commander, a member is, *“Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action.”* If a member receives HFP, IDP cannot be received.
- (8) Hardship Duty Location Pay (HDLP) – Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (9) Critical Skills Retention Bonus (CSRB) – Authorized under Title 37 U.S.C., Section 355 allows the payment of a retention bonus to enlisted service members serving on active duty and qualified in a designated critical military skill. Beginning in FY19 the Air Force will not utilize this incentive pay.
- (10) Assignment Incentive Pay (AIP):
 - a. AFSOC Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750/month to enlisted Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$1,000/month for enlisted Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force. These enlisted Airmen are assigned to the HQ AF Special Operations Command (AFSOC) serving in identified enlisted operator positions on the unit manning document (UMD). These enlisted Airmen as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
 - b. Alice Springs Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Airmen (RegAF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - c. Burlington Assignment Incentive Pay – Incentive pay of \$400/month to enlisted Airmen (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges affecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - d. Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to enlisted Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2022 during FY 2020.
 - e. Homestead Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- f. Kingsley Field Assignment Incentive Pay – Incentive pay of \$400/173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to enlisted Airmen (RegAF, ANG, & AFR) authorized under Title 37 U.S.C., Section 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2021. Eligible recipients of Kingsley Field Assignment Incentive Pay are enlisted Airmen assigned to the has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - g. Korea Assignment Incentive Pay – Incentive pay of \$300/month to enlisted Airmen (RegAF) authorized under the FY 2005 NDAA Section 617. The Korea AIP is an enduring incentive pay to enlisted Airmen assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
 - h. Madison Assignment Incentive Pay – Incentive pay of \$400/month to enlisted Airmen (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - i. Turkey Assignment Incentive Pay – Incentive Pay of \$300/month to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C., Section 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2020 during FY 2018 and to 31 December 2022 in FY21. Eligible recipients are enlisted Airmen assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
 - j. 724th STG Operator Assignment Incentive Pay – Incentive pay of \$750/month to enlisted Airmen (RegAF) with a cumulative assignment time of less than 48 months and \$1,000/month to enlisted Airmen (RegAF) with a cumulative assignment time of 48 months or more to trained, enlisted Airmen (RegAF) serving as operators in the special warfare (SPECWAR) community and certified Federal Aviation Administration (FAA) air traffic controllers (ATC). This incentive pay is authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force for their willingness to be the first deployed into combat areas by air, land, or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields in support of direct action and global access missions. These enlisted Airmen are assigned to the 724th Special Tactics Group serving in identified enlisted operator positions on the unit manning document (UMD). 724 STG Operator AIP is an enduring incentive pay, has been extended through 31 December 2025, and is transitioning to a phased reduction through FY 2026 to encourage healthier cross-flow of critical expertise. Formerly Combat Controller Assignment Incentive Pay.
- (11) College Loan Repayment Program (CLRP) – Authorized by Title 10 U.S.C., Section 2171 and P.L. 99-145, Title VI, Section 671, CLRP was a recruiting initiative designed to attract the college-bound/post-college/dropout population. Enlisted Airmen must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$10,000. This program will be reviewed annually for applicability. NOTE: This program is no longer offered as of FY 2017--any payments in the out years are residual payments.
- (12) Pay and Allowance Continuation (PAC) – Authorized under Title 37 U.S.C., Section 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost computation are provided below.

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
Sea and Foreign Duty-Total									
Subtotal Sea and Foreign Duty-Total	0		0	0		0	0		0
Continuation Pay	142	8,641	1,227	263	8,902	2,342	309	9,149	2,831
Diving Duty Basic	24	1,320	32	24	1,320	32	24	1,320	32
Diving Duty Pararescue	86	1,800	155	86	1,800	155	86	1,800	155
Foreign Language Proficiency Bonus	7,180	3,734	26,810	7,252	3,753	27,217	7,615	3,772	28,724
Hostile Fire Pay	8,487	2,700	22,914	8,286	2,700	22,372	8,147	2,700	21,996
Hardship Duty Location Pay	20,478	1,200	24,573	20,445	1,200	24,533	19,732	1,200	23,679
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	8	10,500	84	8	10,500	84	8	10,500	84
Alice Springs AIP	0	0	0	35	6,000	210	35	6,000	210
Burlington AIP	48	4,800	230	47	4,800	226	47	4,800	226
Cavalier AIP	0	0	0	14	8,400	118	14	8,400	118
Homestead AIP	165	6,000	990	181	6,000	1,086	181	6,000	1,086
Korea AIP	475	3,600	1,710	451	3,600	1,624	475	3,600	1,710
Kingsley Field AIP	81	4,800	389	71	4,800	341	75	4,800	360
Madison AIP	46	4,800	221	47	4,800	226	47	4,800	226
Turkey AIP	60	3,600	216	51	3,600	184	55	3,600	198
724th STG Operator AIP	148	10,074	1,491	148	10,074	1,491	155	9,581	1,485
Subtotal Assignment Incentive Pay	1,031		5,331	1,053		5,590	1,092		5,703
College Loan Payback Program	150	3,333	500	150	3,333	500	0	0	0
Pay and Allowance Continuation (PAC)	15	1,267	19	20	1,250	25	20	1,250	25
TOTAL SPECIAL PAY	37,594		81,563	37,580		82,768	37,026		83,147

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

AFSOC Air Ops Flight AIP

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	8	84												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			8	84										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					8	84								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							8	84						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									8	84				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											8	84		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													8	84
Anniversary Payments														
Total														
Initial Payments	8	84	8	84	8	84	8	84	8	84	8	84	8	84
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	84	8	84	8	84	8	84	8	84	8	84	8	84

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

Assignment Incentive Pay - Alice Springs

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments														
Anniversary Payments														
Current Year FY 2021														
Initial Payments			35	210										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					35	210								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							35	210						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									35	210				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											35	210		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													35	210
Anniversary Payments														
Total														
Initial Payments	0	0	35	210	35	210	35	210	35	210	35	210	35	210
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	35	210	35	210	35	210	35	210	35	210	35	210

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

Assignment Incentive Pay - Burlington

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	48	230												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			47	226										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					47	226								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							47	226						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									47	226				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											47	226		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													47	226
Anniversary Payments														
Total														
Initial Payments	48	230	47	226	47	226	47	226	47	226	47	226	47	226
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	48	230	47	226	47	226	47	226	47	226	47	226	47	226

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

Assignment Incentive Pay - Cavalier

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments														
Anniversary Payments														
Current Year FY 2021														
Initial Payments			14	118										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					14	118								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							14	118						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									14	118				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											14	118		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													14	118
Anniversary Payments														
Total														
Initial Payments	0	0	14	118	14	118	14	118	14	118	14	118	14	118
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	14	118	14	118	14	118	14	118	14	118	14	118

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

Assignment Incentive Pay - Homestead

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	165	990												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			181	1,086										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					181	1,086								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							181	1,086						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									181	1,086				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											181	1,086		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													181	1,086
Anniversary Payments														
Total														
Initial Payments	165	990	181	1,086	181	1,086	181	1,086	181	1,086	181	1,086	181	1,086
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	165	990	181	1,086	181	1,086	181	1,086	181	1,086	181	1,086	181	1,086

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

Assignment Incentive Pay - Korea

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	475	1,710												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			451	1,624										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					475	1,710								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							475	1,710						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									475	1,710				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											475	1,710		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													475	1,710
Anniversary Payments														
Total														
Initial Payments	475	1,710	451	1,624	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	475	1,710	451	1,624	475	1,710	475	1,710	475	1,710	475	1,710	475	1,710

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

Assignment Incentive Pay - Kingsley Field

	<u>FY 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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	81	389												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			71	341										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					75	360								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							75	360						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									75	360				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											75	360		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													75	360
Anniversary Payments														
Total														
Initial Payments	81	389	71	341	75	360	75	360	75	360	75	360	75	360
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	81	389	71	341	75	360	75	360	75	360	75	360	75	360

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

Assignment Incentive Pay - Madison

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	46	221												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			47	226										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					47	226								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							47	226						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									47	226				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											47	226		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													47	226
Anniversary Payments														
Total														
Initial Payments	46	221	47	226	47	226	47	226	47	226	47	226	47	226
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	46	221	47	226	47	226	47	226	47	226	47	226	47	226

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

Assignment Incentive Pay - Turkey

	<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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	60	216												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			51	184										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					55	198								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							55	198						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									55	198				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											55	198		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													55	198
Anniversary Payments														
Total														
Initial Payments	60	216	51	184	55	198	55	198	55	198	55	198	55	198
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	60	216	51	184	55	198	55	198	55	198	55	198	55	198

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

724th STG Operator AIP

	<u>FY 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												
Prior Obligations (FY19 & Prior)														
Accelerated Payments														
Prior Year FY 2020														
Initial Payments	148	1,491												
Anniversary Payments														
Current Year FY 2021														
Initial Payments			148	1,491										
Anniversary Payments														
Biennial Budget FY 2022														
Initial Payments					155	1,485								
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments							155	1,485						
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments									155	1,485				
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments											155	1,485		
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments													155	1,485
Anniversary Payments														
Total														
Initial Payments	148	1,491	148	1,491	155	1,485	155	1,485	155	1,485	155	1,485	155	1,485
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	148	1,491	148	1,491	155	1,485	155	1,485	155	1,485	155	1,485	155	1,485

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2022 Estimate	90,820
FY 2021 Estimate	90,820
FY 2020 Actual	82,538

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SDAP is currently authorized for recruiters, Basic Military Training (BMT) instructors, Human Intelligence (HUMINT) debriefers, Combat Controllers (CCT), Pararescue (PJ) operators, Command Chief Master Sergeants, First Sergeants, Defense Attaché Office (DAO) liaisons, enlisted AFSCs critical to the Nuclear Enterprise, Air Force Office of Special Investigations (AFOSI) agents, Air Traffic Control (ATC) supervisors, Postal and National Defense Advisory Commission (NDAC) enablers, Tactical Air Command and Control Party (TACP) operators, enlisted weapons directors, parachute instructors, test parachute program, Special Reconnaissance operators, Phoenix Raven Security Forces defenders, Forward Area Refueling Point (FARP) enablers, flying crew chiefs, defense couriers, enlisted Airmen of two (2) joint and headquarters operational and support commands, enlisted Airmen of three (3) special government agencies, public affairs assigned to recruiting squadrons, air transportation, and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic and additions or deletions of skills are required throughout the year.

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

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	5,227	28,226	5,651	30,515	5,651	30,515
SD-5 (\$375)	2,206	9,927	1,770	7,965	1,770	7,965
SD-4 (\$300)	3,417	12,301	3,142	11,311	3,142	11,311
SD-3 (\$225)	7,222	19,499	7,458	20,137	7,458	20,137
SD-2 (\$150)	5,926	10,667	10,268	18,482	10,268	18,482
SD-1 (\$75)	2,131	1,918	2,678	2,410	2,678	2,410
TOTAL SPECIAL DUTY ASSIGNMENT PAY	26,129	82,538	30,967	90,820	30,967	90,820

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

FY 2022 Estimate	197,399
FY 2021 Estimate	197,388
FY 2020 Actual	193,517

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

Previously, the FY 2019 SRB cost drivers were impacted by the unexpected absorption of the now defunct CSRB beginning FY 2019. The removal of CSRBs did not remove the Air Force’s need and requirement of talented, skillful, experienced enlisted Airmen for further retention. In late FY 2020, however, it was learned that a subset of those Airmen in special warfare (SPECWAR) careerfields fall under Title 37 U.S.C., Section 308 versus Title 37 U.S.C. Section 331, resulting in an increased lifetime cap of up to \$400,000 from the \$200,000 estimated IAW the DoDI 1304.31 – Enlisted Bonus Program which will drive increased costs in the FYDP. This is/was compounded by the residual impact of a FY 2019 initiative to retain medical careerfields and an across-the-FY subsequent grace period (post-notification) into FY 2020 against an uncertain economy which generated a stronger demand signal and higher retention rate than targeted.

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

Additionally, the FY 2020 cost drivers were impacted by the COVID-19 viral outbreak which led to an increased retention rate of enlisted Airmen that could not have been anticipated. As such, while SRBs were the only suitable vehicle for attracting the caliber of enlisted Airmen to remain that the Air Force identified (which again created an increased workyear cost) that cost was compounded by lack of attrition that did not occur as expected at the mid-year point. This led to an aggressive reprioritization effort mid-year FY 2020 to bring the program in line with budget expectations throughout the FYDP, resulting in a total of 68 of 72 AFSCs being targeted for adjustments. The result alongside those adjustments was the removal of seven (7) AFSCs from eligibility, allowing for three (3) additional AFSCs to become eligible where retention was lowest.

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

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	3,462	35,129	121,618	3,461	35,127	121,573	2,526	35,126	88,729
Anniversary Payments	12,097	5,937	71,822	8,201	9,245	75,815	8,283	13,120	108,670
Accelerated Payments	8	9,625	77	0	0	0	0	0	0
TOTAL	15,567		193,517	11,662		197,388	10,809		197,399

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount												
Prior Obligations (FY19 & Prior)	12,097	71,822	6,320	31,893	4,504	21,600	1,972	8,422	409	1,371	1	3		
Accelerated Payments	8	77												
Prior Year FY 2020														
Initial Payments	3,462	121,618												
Anniversary Payments			1,881	43,922	1,502	33,899	944	20,157	327	6,048	55	863		
Current Year FY 2021														
Initial Payments			3,461	121,573										
Anniversary Payments					2,277	53,171	1,819	41,036	1,144	24,401	397	7,321	67	1,044
Biennial Budget FY 2022														
Initial Payments					2,526	88,729								
Anniversary Payments							1,662	38,807	1,328	29,950	835	17,809	290	5,344
Biennial Budget FY 2023														
Initial Payments							2,552	89,643						
Anniversary Payments									1,679	39,206	1,341	30,259	844	17,992
Biennial Budget FY 2024														
Initial Payments									2,969	104,290				
Anniversary Payments											1,954	45,612	1,561	35,203
Biennial Budget FY 2025														
Initial Payments											3,078	108,119		
Anniversary Payments													2,025	47,287
Biennial Budget FY 2026														
Initial Payments													2,935	103,096
Anniversary Payments														
Total														
Initial Payments	3,462	121,618	3,461	121,573	2,526	88,729	2,552	89,643	2,969	104,290	3,078	108,119	2,935	103,096
Anniversary Payments	12,105	71,899	8,201	75,815	8,283	108,670	6,397	108,422	4,887	100,976	4,583	101,867	4,787	106,870
Total SRB	15,567	193,517	11,662	197,388	10,809	197,399	8,949	198,065	7,856	205,266	7,661	209,986	7,722	209,966

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2022 Estimate	17,486
FY 2021 Estimate	17,486
FY 2020 Actual	21,120

PART I - PURPOSE AND SCOPE

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

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term enlisted Airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Enlisted Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible some contracted bonuses may have delayed payments exceeding two (2) years. For example, an Airman may have been contracted under the FY 2018 IEB authorization when they enlisted, but not receive their bonus payment until FY 2019 when they complete their training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for the most hard to fill skills, and typically these consist of the USAF's enlisted Air Force Special Warfare (AFSPEWAR) Airmen careers (such as Combat Control and Pararescue), or other types of critical career fields, such as Explosive Ordinance Disposal (EOD), and Cyber Systems Security enlisted Airmen.

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
1,242	2,000	2,484	3,104	2,000	6,208	3,104	2,000	6,208
0	3,000	0	0	3,000	0	0	3,000	0
5	4,000	20	5	4,000	20	5	4,000	20
0	5,000	0	0	5,000	0	0	5,000	0
4	6,000	24	4	6,000	24	4	6,000	24
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	353	10,000	3,530	353	10,000	3,530
0	11,000	0	0	11,000	0	0	11,000	0
416	12,000	4,992	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	261	14,000	3,654	261	14,000	3,654
0	15,000	0	270	15,000	4,050	270	15,000	4,050
0	16,000	0	0	16,000	0	0	16,000	0
800	17,000	13,600	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
Total	2,467	21,120	3,997		17,486	3,997		17,486

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2022 Estimate	4,460,507
FY 2021 Estimate	4,324,980
FY 2020 Actual	4,149,538

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2021 BAH inflation rate assumption is 3.6 percent on-average. The January 1, 2022 BAH inflation rate assumption is 3.8 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses.

It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process and will be implemented by grade and dependency status.

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

With Dependents

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,238	24,813	55,532	2,378	25,732	61,190	2,165	26,709	57,830
Senior Master Sergeant	4,596	23,470	107,869	4,971	24,339	120,988	4,674	25,264	118,090
Master Sergeant	21,224	22,258	472,396	20,958	23,081	483,735	21,459	23,958	514,128
Technical Sergeant	29,101	21,425	623,501	29,518	22,218	655,834	27,877	23,062	642,919
Staff Sergeant	30,250	19,186	580,371	30,014	19,896	597,147	30,595	20,652	631,841
Senior Airman	16,144	17,608	284,265	17,177	18,260	313,645	17,205	18,953	326,094
Airman First Class	11,238	17,565	197,393	10,493	18,215	191,127	10,172	18,907	192,321
Airman	958	17,524	16,788	1,320	18,172	23,987	1,521	18,863	28,690
Airman Basic	797	18,525	14,765	857	19,210	16,463	1,032	19,940	20,578
Subtotal with Dependents	116,546		2,352,880	117,686		2,464,116	116,700		2,532,491

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	<u>FY 2020 Actual</u>		<u>FY 2021 Estimate</u>		<u>FY 2022 Estimate</u>				
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>			
<u>Differential</u>	147	549	147	573	148	596			
<u>Without Dependents - Full Allowance</u>									
	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	250	21,616	5,404	266	22,415	5,962	236	23,267	5,491
Senior Master Sergeant	676	21,195	14,327	731	21,979	16,067	684	22,814	15,605
Master Sergeant	3,753	19,482	73,117	3,706	20,203	74,872	3,795	20,971	79,584
Technical Sergeant	8,453	18,463	156,068	8,575	19,146	164,180	8,098	19,874	160,939
Staff Sergeant	23,465	16,590	389,285	23,283	17,204	400,559	23,762	17,858	424,334
Senior Airman	29,208	14,196	414,648	31,077	14,722	457,506	31,129	15,281	475,685
Airman First Class	10,817	13,811	149,388	10,100	14,322	144,648	9,790	14,866	145,536
Airman	448	13,500	6,048	618	14,000	8,652	713	14,532	10,361
Airman Basic	75	10,935	821	80	11,340	907	95	11,771	1,118
Subtotal without Dependents (Full)	77,145		1,209,106	78,436		1,273,353	78,302		1,318,653
<u>Without Dependents - Partial Allowance</u>									
	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	5	236	1	5	245	1	5	254	1
Senior Master Sergeant	12	192	2	12	199	2	12	206	2
Master Sergeant	104	152	16	103	158	16	105	164	17
Technical Sergeant	328	126	41	341	130	44	319	135	43
Staff Sergeant	1,412	110	155	1,420	114	162	1,439	118	170
Senior Airman	4,884	103	502	5,220	106	556	5,184	111	573
Airman First Class	31,536	99	3,118	29,631	103	3,037	28,488	106	3,031
Airman	6,096	91	557	6,440	95	610	9,495	98	934
Airman Basic	7,348	87	642	6,830	91	619	7,104	94	668
Subtotal without Dependents (Partial)	51,725		5,034	50,002		5,047	52,151		5,439
TOTAL BAH - DOMESTIC			3,567,569			3,743,089			3,857,179

(Amount in Thousands)

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	173	31,387	5,430	173	31,289	5,413	173	32,520	5,626
Senior Master Sergeant	469	29,348	13,764	453	29,221	13,237	462	30,368	14,030
Master Sergeant	2,230	29,217	65,155	2,201	29,050	63,938	2,260	30,191	68,231
Technical Sergeant	3,400	28,223	95,958	3,509	27,973	98,156	3,311	29,072	96,256
Staff Sergeant	3,466	26,370	91,397	3,454	26,099	90,147	3,532	27,125	95,804
Senior Airman	1,293	25,260	32,661	1,371	24,974	34,239	1,375	25,954	35,687
Airman First Class	635	25,057	15,911	596	24,888	14,833	573	25,859	14,817
Airman	34	25,559	869	36	25,333	912	53	26,340	1,396
Airman Basic	3	25,000	75	3	25,000	75	3	25,667	77
Subtotal with Dependents	11,703		321,220	11,796		320,950	11,742		331,924

Without Dependents

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	19	25,947	493	19	25,789	490	19	26,789	509
Senior Master Sergeant	83	23,807	1,976	80	23,463	1,877	82	24,378	1,999
Master Sergeant	584	24,074	14,059	577	23,794	13,729	592	24,730	14,640
Technical Sergeant	1,778	23,549	41,870	1,835	23,199	42,571	1,731	24,110	41,735
Staff Sergeant	4,892	22,212	108,661	4,875	21,807	106,310	4,985	22,664	112,979
Senior Airman	3,462	21,053	72,884	3,667	20,698	75,901	3,678	21,511	79,119
Airman First Class	726	19,059	13,837	683	18,909	12,915	656	19,646	12,888
Airman	25	19,320	483	26	19,269	501	38	20,000	760
Airman Basic	2	19,000	38	2	18,000	36	2	18,500	37
Subtotal without Dependents	11,571		254,301	11,764		254,330	11,783		264,666
Moving-In Housing Allowance	10,163	634	6,448	10,246	645	6,611	10,259	657	6,738
TOTAL BAH - OVERSEAS			581,969			581,891			603,328
GRAND TOTAL BAH			4,149,538			4,324,980			4,460,507

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2022 Estimate	417,126
FY 2021 Estimate	389,889
FY 2020 Actual	398,140

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Cost of Living

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	577	10,276	5,929	584	9,889	5,775	577	10,645	6,142
Senior Master Sergeant	1,301	9,378	12,201	1,268	9,054	11,480	1,283	9,744	12,502
Master Sergeant	6,029	8,625	52,000	6,004	8,311	49,901	6,107	8,945	54,629
Technical Sergeant	9,770	7,551	73,776	10,170	7,265	73,883	9,508	7,819	74,342
Staff Sergeant	14,947	6,224	93,033	15,030	5,974	89,785	15,232	6,429	97,932
Senior Airman	11,475	5,188	59,527	12,265	4,973	60,991	12,179	5,352	65,183
Airman First Class	10,480	4,367	45,765	9,847	4,153	40,896	9,467	4,470	42,317
Airman	1,166	3,904	4,552	1,231	3,732	4,594	1,816	4,017	7,295
Airman Basic	135	3,630	490	126	3,429	432	131	3,695	484
Subtotal Cost of Living	55,880		347,273	56,525		337,737	56,300		360,826
<u>Temporary Lodging Allowance</u>	44,916	1,132	50,867	45,281	1,152	52,152	48,017	1,173	56,300
TOTAL STATION ALLOWANCES-OVERSEAS			398,140			389,889			417,126

(Amount in Thousands)

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

FY 2022 Estimate	471
FY 2021 Estimate	457
FY 2020 Actual	440

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	379	1,161	440	382	1,196	457	383	1,230	471

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2022 Estimate	161,018
FY 2021 Estimate	164,409
FY 2020 Actual	178,619

PART I - PURPOSE AND SCOPE

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

- (1) Initial Clothing Allowances upon initial Enlistment.
- (2) Civilian Clothing Allowances (CCA) when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six (6) months active duty for the remainder of the first three (3) years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of thirty-six (36) months of active duty through the remainder of active duty.
- (5) Supplemental Clothing Allowances for service members assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most service members.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C., Section 1047 the Air Force allows Clothing Allowance not to exceed \$250 for each Air Force Medical Evacuee.
- (7) Incorporated, is the increased cost for follow-on uniform clothing requirements supporting the transition from the Airman Battle Uniform (ABU) to the adopted Operational Camouflage Pattern (OCP) uniform, which began in FY 2019. An initial supplemental of \$146 per eligible Airman was paid to those identified in all tiers as was provided for by Congress with appropriated funds, in FY 2019. In FY 2020, the Air Force continued the fielding plan of OCPs and incorporated the supplemental payment into the replacement allowance rate schedule(s) for all eligible Airmen on their anniversary dates, utilizing additional dollars appropriated by Congress throughout FY 2021 up to the mandatory wear date of April 1, 2021.

Both Basic and Standard replacement allowances are cash allowances for the eligible enlisted service member to purchase the required items. All replacement allowances are paid annually to eligible Airmen on their TAFMSD anniversary.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	19,701	1,581	31,155	20,421	1,641	33,510	20,414	1,671	34,102
Civilian Life (Female)	6,567	1,773	11,645	6,807	1,847	12,574	6,805	1,880	12,796
Officer Tng School (Male)	341	754	257	468	766	359	495	780	386
Officer Tng School (Female)	239	690	165	327	702	230	347	715	248
AF Academy Prep (Male)	126	1,060	134	194	1,081	210	197	1,100	217
AF Academy Prep (Female)	53	1,060	56	51	1,081	55	53	1,100	58
Subtotal Military Clothing	27,027		43,412	28,268		46,938	28,311		47,807
<u>Civilian Clothing</u>									
Initial	785	1,103	866	791	1,126	890	792	1,146	908
Continuing	2,536	368	934	2,557	376	961	2,560	383	979
TDY	1,933	552	1,067	1,948	563	1,097	1,951	573	1,119
Subtotal Civilian Clothing	5,254		2,867	5,296		2,948	5,303		3,006
TOTAL INITIAL ALLOWANCES	32,281		46,279	33,564		49,886	33,614		50,813
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	60,912	283	17,224	61,407	289	17,777	61,484	295	18,119
Airmen (Female)	18,990	282	5,348	19,144	292	5,582	19,168	297	5,690
Subtotal	79,902		22,572	80,551		23,359	80,652		23,809
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	152,295	404	61,483	153,533	414	63,494	153,725	421	64,717
Airmen (Female)	35,674	402	14,343	35,964	417	14,982	36,009	424	15,271
Subtotal	187,969		75,826	189,497		78,476	189,734		79,988
<u>Supplemental Maint. Allow.</u>	11,079	316	3,500	11,169	321	3,588	11,183	327	3,658
<u>New Uniform Upfront Purchase</u>	208,507	146	30,442	62,329	146	9,100	18,836	146	2,750
TOTAL CLOTHING ALLOWANCE			178,619			164,409			161,018

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2022 Estimate	44,052
FY 2021 Estimate	44,379
FY 2020 Actual	44,750

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C., Section 427, one (1) of three (3) types of Family Separation Allowance (FSA) payments are possible to be made to enlisted service members with dependents in an effort to compensate for added expenses incurred because of forced separation from dependents: FSA - Restricted (FSA-R), FSA - Ship (FSA-S), and FSA - Temporary (FSA-T):

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	4,810	3,000	14,429	4,849	3,000	14,547	4,855	3,000	14,565
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	10,107	3,000	30,321	9,944	3,000	29,832	9,829	3,000	29,487
TOTAL FAMILY SEPARATION ALLOWANCE	14,917		44,750	14,793		44,379	14,684		44,052

(Amount in Thousands)

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

FY 2022 Estimate	377
FY 2021 Estimate	370
FY 2020 Actual	364

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	364	370	377

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2022 Estimate	105,298
FY 2021 Estimate	99,209
FY 2020 Actual	84,453

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for:

- (1) Lump Sum Terminal Leave – Payments to service members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay – Payments to service members who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay – Payments to service members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Voluntary Separation Incentive (VSI) Trust Fund – To cover the unfunded liability for those service members accepting VSI benefits prior to January 1, 1993.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

**Lump Sum Terminal
Leave Payments**

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	332	3,352	1,113	333	3,453	1,150	335	3,549	1,189
Senior Master Sergeant	613	2,783	1,706	614	2,866	1,760	618	2,947	1,821
Master Sergeant	2,342	2,804	6,568	2,347	2,889	6,781	2,362	2,970	7,014
Technical Sergeant	1,999	2,407	4,812	2,105	2,480	5,220	2,039	2,549	5,197
Staff Sergeant	4,972	1,718	8,542	5,568	1,770	9,856	5,144	1,819	9,358
Senior Airman	6,210	1,391	8,637	6,994	1,433	10,021	6,433	1,473	9,473
Airman First Class	2,203	1,473	3,245	2,484	1,518	3,770	2,283	1,560	3,561
Airman	964	1,455	1,403	1,087	1,500	1,630	999	1,542	1,540
Airman Basic	1,288	761	980	1,453	784	1,139	1,335	806	1,076
Subtotal LSTL	20,923		37,006	22,985		41,327	21,548		40,229
<u>Separation Pay</u>									
Disability	414	43,553	18,031	525	44,871	23,557	579	46,116	26,701
Invol-Half Pay 5%	133	18,459	2,455	194	19,017	3,689	240	19,545	4,691
Invol-Full Pay 10%	717	33,432	23,971	818	34,444	28,175	900	35,400	31,860
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			2,990			2,461			1,817
Subtotal Separation Pay	1,264		47,447	1,537		57,882	1,719		65,069
Career Status Bonus	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION PAYMENTS	22,187		84,453	24,522		99,209	23,267		105,298

(Amount in Thousands)

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

FY 2022 Estimate	833,463
FY 2021 Estimate	817,550
FY 2020 Actual	782,276

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 2020 – 7.65% on first \$137,700 and 1.45% on the remainder
- Calendar Year 2021 – 7.65% on first \$142,800 and 1.45% on the remainder
- Calendar Year 2022 – 7.65% on first \$147,000 and 1.45% on the remainder

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	10,225,854	7.65%	782,276	10,686,913	7.65%	817,550	10,894,939	7.65%	833,463

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**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2021 DIRECT PROGRAM		88,310
Pricing Increase	1,731	
Annualization (PI):	458	
Annualization 1 Jan 21 raise of 3% on Basic Pay	425	
Annualization of raise on FICA	33	
Pay Raise (PI):	1,273	
1 Jan 22 pay raise of 2.7% effect on Basic Pay	1,183	
1 Jan 22 pay raise effect on FICA	90	
Program Increase	2,223	
Strength (PGI):	2,223	
Increase in workyears for Basic Pay	1,465	
Increase in workyears FICA	112	
Increase in workyears Subsistence	646	
Total Increases:		3,954
Pricing Decrease	(4,195)	
Other (PD):	(4,195)	
Decrease in Other FICA Payments	(1)	
Subsistence Rate Decrease	(4,194)	
Program Decrease	0	
Total Decreases:		(4,195)
FY 2022 DIRECT PROGRAM		88,069

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2022 Estimate	88,069
FY 2021 Estimate	88,310
FY 2020 Actual	81,129

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. The budget for FY 2020 provides a basic pay increase of 3.1%, 3.0% for FY 2021 and 2.7% for FY 2022 effective 1 January each year. The annualized pay raise is 3.025% for FY 2021 and 2.775% for FY 2022. The rates may vary for FY 2020 due to advance pay indebtedness write-offs authorized by Title 10 U.S.C 9350.

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

	Dining Facility Rate	Daily Commuted Rate
Calendar Year 2020	\$14.05	\$12.30
Calendar Year 2021	\$14.37	\$12.70
Calendar Year 2022	\$14.86	\$12.99

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate *</u>			<u>FY 2022 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,094	13,712	56,138	4,105	14,116	57,948	4,206	14,508	61,021
<u>Subsistence</u>	4,094	5,070	20,757	4,105	6,332	25,992	4,206	5,336	22,444
<u>Social Security Tax (Employer's Contribution)</u>	4,036		4,234	4,047		4,370	4,148		4,604
TOTAL ACADEMY CADETS			81,129			88,310			88,069

* In FY21, COVID-19 adjusted cadet feeding operations resulted in a 30% increase in meal consumption (65% to 95%). FY22 Budget Request anticipates a 70% consumption factor in the above rate to account for gradual normalization and Falcon Fuel initiative to increase participation.

**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2021 DIRECT PROGRAM		1,406,210
Pricing Increase		37,144
Annualization 1 Jan 21 inflation rate of 3.7% on BAS	10,316	
1 Jan 22 inflation rate of 2.3% effect on BAS	19,950	
Increase in SIK - Subsist In Mess Total Pricing	6,502	
Increase in SIK - Operational Pricing	327	
Increase in SIK - Augmentation Rations Pricing	49	
Program Increase		6,208
Increase in Subsistence - BAS Enlisted Program	6,208	
Total Increases		43,352
Pricing Decrease		0
Program Decrease		(10,120)
Decrease in SIK - Subsist In Mess Total Program	(7,573)	
Decrease in SIK - Operational Program	(2,547)	
Total Decreases		(10,120)
FY 2022 DIRECT PROGRAM		1,439,442

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2022 Estimate	1,183,075
FY 2021 Estimate	1,146,601
FY 2020 Actual	1,108,028

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 0.90% for 2020, 3.70% for 2021, and 2.30% for 2022 effective January 1 each year.

There are scheduled, emergency, and contingency situations at times requiring additional funds be provided to unaccompanied enlisted Airmen housed in government quarters (e.g. dormitories) that are forced to subsist on the economy due to the temporary (or on rare occasion, permanent) closure of a dining facility (DFAC) on their installation. For circumstances such as these, BAS Type II is made available to eligible enlisted Airmen and the authority contained within Title 37 U.S.C., Section 402. Prior to distribution of any additional funds on top of their normal BAS and removal from essential unit messing (ESM) status, each scenario is examined by a number of HQ/Air Staff, Major Command, and Wing-level organizations to ensure there is a bonafide need as well as funds availability. Typically, these enlisted Airmen lack the storage space or preparatory facilities in support of their subsistence, and therefore must rely on commercial arrangements until the DFAC becomes available once more.

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, and the rate is then doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates of 0.90% for 2020, 3.70% for 2021, and 2.30% for 2022 effective January 1 each year.

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

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	276,624	4,463	1,234,449	278,002	4,597	1,277,872	279,354	4,718	1,317,995
When Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(126,421)			(131,271)			(134,920)
GRAND TOTAL			1,108,028			1,146,601			1,183,075

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2022 Estimate 0
FY 2021 Estimate 0
FY 2020 Actual 0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Family Subsist Sup Allow	0	0	0

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2022 Estimate	273,607
FY 2021 Estimate	276,404
FY 2020 Actual	253,556

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 0.90% for 2020, 3.70% for FY 2021, and 2.30% for FY 2022, effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	5,098	3,869	19,724	5,738	3,985	22,866	5,738	4,091	23,472
Members Taking Meals in Mess			219,999			239,290			238,058
Subtotal Subsistence-In-Mess			239,723			262,156			261,530
<u>Operational Rations</u>									
Meals Ready to Eat	98,279	117	11,530	98,279	121	11,846	77,699	124	9,613
Unitized Group Rations	1,229	355	436	1,229	389	478	1,229	400	491
Other Packaging	0	0	0	0	0	0	0	0	0
Subtotal Operational Rations	99,508		11,966	99,508		12,324	78,928		10,104
<u>Augmentation Rations</u>									
Augmentation Rations	244,320	3	855	244,320	4	882	244,320	4	904
Other - Messing	168,688	6	1,012	168,688	6	1,042	168,688	6	1,069
Subtotal Augmentation Rations/Other	413,008		1,867	413,008		1,924	413,008		1,973
GRAND TOTAL SIK	517,614		253,556	518,254		276,404	497,674		273,607
GRAND TOTAL Enlisted Subsistence			1,361,584			1,423,005			1,456,682

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2021 DIRECT PROGRAM

1,176,859

Pricing Increase

25,637

Annualization (PI):

1,081

Annualization 1 Jan 21 raise of 3% effect on DLA for PCS moves

1,081

Pay Raise (PI):

3,005

1 Jan 22 pay raise of 2.7% effect on DLA for PCS moves

3,005

Inflation Rate (PI):

12,744

Increase in rate of Land

10,088

Increase in rate of ITGBL (HHG)

2,656

Other (PI):

8,807

Increase in Mile-Per Diem Pricing

3,930

Increase in AMC Pricing

1,510

Increase in Comm Air Pricing

643

Increase in M Tons MSC Pricing

142

Increase in S Tons AMC Pricing

1,150

Increase in Trans of POV Pricing

3

Increase in NonTemp Storage Pricing

665

Increase in Temp Lodging Pricing

764

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

		<u>AMOUNT</u>
Program Increase	8,321	
Strength (PGI):	1,381	
Increase in DLA Program	1,381	
Other (PGI):	6,940	
Increase in Trans of POV Program	1	
Increase in Temp Lodging Program	239	
Increase in Defense Personnel Property System (DPS) Program	6,700	
Total Increases		33,958
Pricing Decrease	0	
Program Decrease	(4,937)	
Strength (PGD):	(698)	
Decrease in strength of Land	(553)	
Decrease in strength of ITGBL (HHG)	(145)	
Other (PGD):	(4,239)	
Decrease in Mile-Per Diem Program	(2,459)	
Decrease in AMC Program	(764)	
Decrease in Comm Air Program	(326)	
Decrease in M Tons MSC Program	(8)	
Decrease in S Tons AMC Program	(62)	
Decrease in NonTemp Storage Program	(620)	
Total Decreases		(4,937)
FY 2022 DIRECT PROGRAM		1,205,880

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System, Global Household Goods Contract (GHC) services, and the upfront cost of the privately owned vehicle contracts, and includes reimbursement for the spouse re-licensure/re-certification. Effective 1 January of each year, pay raise increase 3.0% for 1 Jan 2021, and 2.7% for 1 Jan 2022. The annualized pay raise rate for FY 2021 is 3.025% and 2.775% for FY 2022. The Non-Pay inflation rate is, 1.7% for FY 2021, and 1.8% FY 2022.

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

	FY 2020 Actual		FY 2021 Estimate		FY 2022 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	33,088	100,691	36,145	107,348	33,667	102,185
Training Travel	6,947	64,031	6,650	58,371	6,850	60,529
Operational Travel between Duty Stations	22,597	334,504	23,238	346,478	24,100	371,629
Rotational Travel To and From Overseas	35,868	499,928	35,900	502,542	36,050	514,581
Separation Travel	30,357	144,847	33,343	161,509	31,472	156,334
Travel of Organized Units	356	3,859	325	2,800	325	2,855
TOTAL OBLIGATIONS	129,213	1,147,860	135,601	1,179,048	132,464	1,208,113
Less Reimbursements		0		2,189		2,233
TOTAL DIRECT PROGRAM	129,213	1,147,860	135,601	1,176,859	132,464	1,205,880

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

	FY 2020 Actual		FY 2021 Estimate		FY 2022 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	95,032	102,440	99,730	107,968	97,423	108,616
AMC	24,841	33,349	26,069	35,148	25,466	35,359
Commercial Air	9,340	14,207	9,801	14,974	9,574	15,064
<u>Travel of Family Members</u>						
Mileage and Per Diem	58,375	34,329	60,232	35,834	60,419	36,656
AMC	27,780	22,317	28,664	23,295	28,753	23,830
Commercial Air	9,887	9,486	10,201	9,902	10,233	10,129
<u>Transportation of Household Goods</u>						
M Tons - MSC	28,172	7,033	28,884	7,331	28,854	7,466
S Tons - AMC	8,650	57,048	8,869	59,468	8,860	60,555
Land Shipment, CONUS & Overseas	45,758	501,665	46,915	522,940	46,867	532,504
ITGBL	18,131	132,125	18,590	137,728	18,570	140,247
Dislocation Allowance	53,838	132,631	54,590	138,472	55,119	143,946
Trailer Allowance	57	1	56	1	57	1
Transportation of POVs	16,583	187	16,706	182	16,774	186
Port Handling Charges		0		0		0
Nontemporary Storage*		25,527		26,994		27,039
Temporary Lodging Expense*	40,944	33,136	42,148	34,712	42,432	35,715
Defense Personnel Property System		11,869		13,300		20,000
POV Contracts		8,600		9,800		9,800
Spouse Licensure and Cert Reimb		107		1,000		1,000
COVID-19		21,803		0		0
TOTAL OBLIGATIONS		1,147,860		1,179,048		1,208,113
Less Reimbursements		0		2,189		2,233
TOTAL DIRECT PROGRAM		1,147,860		1,176,859		1,205,880

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2022 Estimate	102,185
FY 2021 Estimate	107,348
FY 2020 Actual	100,691

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	4,553	786	3,580	5,282	800	4,223	4,960	814	4,037
Family Member Travel	1,683	645	1,085	1,952	656	1,280	1,833	668	1,224
Trans of Household Goods	2,427	7,472	18,134	2,815	7,599	21,390	2,644	7,736	20,453
Dislocation Allowance	1,184	3,086	3,654	1,374	3,180	4,369	1,290	3,268	4,216
Global POV	133	15	2	154	16	2	145	16	2
Nontemporary Storage			368			198			189
Temporary Lodging Expenses	1,691	980	1,657	2,199	996	2,191	2,065	1,014	2,094
Subtotal Officer Accession Travel			28,480			33,653			32,215
<u>Enlisted Accession Travel</u>									
Member Travel	27,283	1,254	34,205	29,587	1,275	37,724	27,571	1,298	35,787
Family Member Travel	5,774	414	2,392	6,802	421	2,866	6,339	429	2,719
Trans of Household Goods	3,852	5,232	20,155	4,201	5,321	22,355	3,915	5,417	21,208
Dislocation Allowance	3,521	2,071	7,293	3,840	2,134	8,194	3,579	2,193	7,849
Nontemporary Storage			151			56			53
Temporary Lodging Expenses	3,382	529	1,790	3,894	538	2,096	3,628	548	1,988
Subtotal Enlisted Accession Travel			65,986			73,291			69,604
<u>Cadet Accession Travel</u>	1,252	312	390	1,276	317	404	1,136	322	366
COVID-19			5,835			0			0
TOTAL ACCESSION TRAVEL			100,691			107,348			102,185

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2022 Estimate	60,529
FY 2021 Estimate	58,371
FY 2020 Actual	64,031

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	5,284	969	5,123	4,850	986	4,782	4,900	1,004	4,918
Family Member Travel	5,485	373	2,045	5,035	379	1,909	5,087	386	1,964
Trans of Household Goods	6,409	5,548	35,550	5,883	5,642	33,192	5,944	5,744	34,140
Dislocation Allowance	3,905	2,977	11,625	3,585	3,067	10,995	3,622	3,152	11,417
Global POV	0	0	5	0	0	0	0	0	0
Nontemporary Storage			392			366			377
Temporary Lodging Expenses	3,123	743	2,321	2,866	756	2,166	2,896	770	2,229
Subtotal Officer Training Travel			57,061			53,410			55,045
<u>Enlisted Training Travel</u>									
Member Travel	1,663	590	981	1,800	600	1,080	1,950	611	1,191
Family Member Travel	549	401	220	594	408	242	644	415	268
Trans of Household Goods	774	4,407	3,410	520	4,482	2,331	564	4,563	2,573
Dislocation Allowance	336	2,687	903	364	2,769	1,008	394	2,846	1,121
Global POV	0	0	3	0	0	0	0	0	0
Nontemporary Storage			48			9			10
Temporary Lodging Expenses	280	946	265	303	962	291	328	979	321
Subtotal Enlisted Training Travel			5,830			4,961			5,484
COVID-19			1,140			0			0
TOTAL TRAINING TRAVEL			64,031			58,371			60,529

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2022 Estimate	371,629
FY 2021 Estimate	346,478
FY 2020 Actual	334,504

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	7,372	1,269	9,353	7,243	1,290	9,346	7,500	1,314	9,852
Family Member Travel	13,626	427	5,821	13,387	434	5,816	13,862	442	6,131
Trans of Household Goods	9,834	8,355	82,157	9,662	8,497	82,101	10,005	8,650	86,539
Dislocation Allowance	6,331	3,585	22,698	6,220	3,694	22,974	6,441	3,796	24,451
Nontemporary Storage			1,358			1,357			1,430
Temporary Lodging Expenses	4,985	996	4,967	4,898	1,013	4,963	5,072	1,032	5,232
Subtotal Officer Operational Travel			126,354			126,557			133,635
<u>Enlisted Operational Travel</u>									
Member Travel	15,225	1,656	25,220	15,995	1,685	26,946	16,600	1,715	28,468
Family Member Travel	22,827	543	12,393	23,981	552	13,241	24,888	562	13,990
Trans of Household Goods	23,416	4,601	107,745	24,600	4,680	115,106	25,531	4,764	121,625
Dislocation Allowance	11,844	2,279	26,992	12,443	2,348	29,215	12,913	2,413	31,159
Nontemporary Storage			1,501			1,604			1,694
Temporary Lodging Expenses	9,563	950	9,088	10,046	966	9,709	10,426	984	10,258
Subtotal Enlisted Operational Travel			182,939			195,821			207,194
Defense Personnel Property System (DPS)			11,869			13,300			20,000
POV Contracts			8,600			9,800			9,800
Spouse Licensure and Cert. Reimbursement			107			1,000			1,000
COVID-19			4,635			0			0
TOTAL OPERATIONAL TRAVEL			334,504			346,478			371,629

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2022 Estimate	514,581
FY 2021 Estimate	502,542
FY 2020 Actual	499,928

PART I - PURPOSE AND SCOPE

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

- (1) Officers and enlisted personnel from Permanent Duty Stations (PDS) in Continental United States (CONUS), or training of 20 weeks or more duration, to PDS overseas.
- (2) Officers and enlisted personnel from PDS overseas to PDS in CONUS, or training of 20 weeks or more.
- (3) Officers and enlisted personnel from PDS in one Outside of Continental United States (OCONUS) area PDS in another OCONUS area when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	5,929	1,621	9,613	6,200	1,649	10,223	6,250	1,679	10,491
Family Member Travel	7,644	1,259	9,622	7,993	1,280	10,233	8,058	1,303	10,502
Pet Quarantine	41	825	34	43	839	36	43	854	37
Trans of Household Goods	6,154	13,891	85,487	6,436	14,127	90,924	6,488	14,382	93,309
Dislocation Allowance	5,316	3,320	17,651	5,559	3,421	19,016	5,604	3,516	19,702
Global POV	4,328	8	36	4,526	8	38	4,563	9	39
Nontemporary Storage			5,807			6,176			6,338
Temporary Lodging Expenses	3,397	831	2,822	3,553	845	3,002	3,581	860	3,080
Subtotal Officer Rotational Travel			131,072			139,648			143,498
<u>Enlisted Rotational Travel</u>									
Member Travel	29,939	1,647	49,302	29,700	1,675	49,740	29,800	1,705	50,806
Family Member Travel	26,209	1,023	26,800	25,999	1,040	27,037	26,087	1,059	27,617
Pet Quarantine	383	263	101	380	268	102	381	273	104
Trans of Household Goods	28,442	7,958	226,333	28,215	8,093	228,341	28,310	8,239	233,234
Dislocation Allowance	21,122	1,954	41,282	20,953	2,014	42,191	21,024	2,069	43,508
Trailer Allowance	57	16	1	56	16	1	57	16	1
Global POV	12,122	12	141	12,026	12	142	12,066	12	145
Nontemporary Storage			5,146			5,192			5,303
Temporary Lodging Expenses	14,299	703	10,058	14,185	715	10,148	14,232	728	10,365
Subtotal Enlisted Rotational Travel			359,164			362,894			371,083
COVID-19			9,692			0			0
TOTAL ROTATIONAL TRAVEL			499,928			502,542			514,581

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2022 Estimate	156,334
FY 2021 Estimate	161,509
FY 2020 Actual	144,847

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	4,210	455	1,916	4,591	463	2,125	4,543	471	2,141
Family Member Travel	1,346	1,087	1,463	1,486	1,105	1,642	1,470	1,125	1,654
Trans of Household Goods	1,815	18,852	34,216	1,991	19,172	38,172	1,970	19,517	38,449
Nontemporary Storage			2,888			3,221			3,245
Subtotal Officer Separation Travel			40,483			45,160			45,489
<u>Enlisted Separation Travel</u>									
Member Travel	25,890	382	9,877	28,505	388	11,060	26,675	395	10,536
Family Member Travel	10,351	401	4,146	11,396	407	4,643	10,665	415	4,423
Trans of Household Goods	16,360	5,012	82,001	18,012	5,098	91,819	16,856	5,189	87,473
Nontemporary Storage			7,851			8,791			8,375
Subtotal Enlisted Separation Travel			103,875			116,313			110,807
<u>Cadet Separation Travel</u>	257	144	37	247	147	36	254	149	38
COVID-19			452			0			0
TOTAL SEPARATION TRAVEL			144,847			161,509			156,334

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2022 Estimate	2,855
FY 2021 Estimate	2,800
FY 2020 Actual	3,859

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	30	1,700	51	75	1,729	130	75	1,760	132
Family Member Travel	59	169	10	97	172	17	97	175	17
Trans of Household Goods	104	2,945	307	115	2,995	344	115	3,049	351
Dislocation Allowance	25	2,235	55	58	2,302	134	58	2,366	137
Nontemporary Storage			6			15			16
Temporary Lodging Expenses	19	457	9	47	465	22	47	473	22
Subtotal Officer Unit Travel			438			662			675
<u>Enlisted Unit Travel</u>									
Member Travel	326	1,067	348	250	1,086	271	250	1,105	276
Family Member Travel	489	274	134	375	279	104	375	284	106
Trans of Household Goods	700	3,203	2,242	385	3,257	1,254	385	3,316	1,277
Dislocation Allowance	254	1,881	478	194	1,937	376	194	1,991	386
Nontemporary Storage			11			9			9
Temporary Lodging Expenses	205	777	159	157	790	124	157	804	126
Subtotal Enlisted Unit Travel			3,372			2,138			2,180
COVID-19			49			0			0
TOTAL UNIT TRAVEL			3,859			2,800			2,855

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2021 DIRECT PROGRAM		132,605
Pricing Increase		1,275
Increase in Unemployment Benefits Pricing	738	
Increase in Partial DLA Pricing	23	
Increase in ROTC Pricing	163	
Increase in JROTC Pricing	351	
Program Increase		579
Other (PGI):	579	
Increase in Interest On Savings Program	30	
Increase in SGLI Program	1	
Increase in Education Benefits Program	3	
Increase in Mass Transportation Program	545	
Total Increases		1,854
Program Decrease		(16,390)
Strength (PGD):	(727)	
Decrease in ROTC workyears	(461)	
Decrease in JROTC workyears	(266)	
Other (PGD):	(15,663)	
Decrease in Unemployment Benefits Program	(15,589)	
Decrease in partial DLA moves	(74)	
Total Decreases		(16,390)
FY 2022 DIRECT PROGRAM		118,069

(Amount in Thousands)

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

FY 2022 Estimate 29
FY 2021 Estimate 29
FY 2020 Actual 20

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	31	645	20	43	655	29	43	667	29

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2022 Estimate 2,065
FY 2021 Estimate 2,035
FY 2020 Actual 2,005

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,005	2,035	2,065

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2022 Estimate	17,500
FY 2021 Estimate	17,500
FY 2020 Actual	18,500

PART I - PURPOSE AND SCOPE

Death Gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry into active duty in the military service. The benefits are covered under provisions of Title 10 U.S.C., Section 1475-80 as amended by H.R. 1281, dated March 22, 1991.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<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	26	100,000	2,600	27	100,000	2,700	27	100,000	2,700
Enlisted	159	100,000	15,900	148	100,000	14,800	148	100,000	14,800
TOTAL	185		18,500	175		17,500	175		17,500

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2022 Estimate	26,111
FY 2021 Estimate	40,962
FY 2020 Actual	25,224

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	5,206	4,845	25,224	8,313	4,927	40,962	5,205	5,017	26,111

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2022 Estimate 4,981
FY 2021 Estimate 4,980
FY 2020 Actual 5,597

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services. The FY 2019 column reflects actual payments made to the VA.

Details of the cost are provided in the following table:

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	5,447	4,980	4,981
Traumatic Injury-SGLI (Retro)	150	0	0
Total	5,597	4,980	4,981

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2022 Estimate	16
FY 2021 Estimate	13
FY 2020 Actual	6

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Education Benefits	6	13	16

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2022 Estimate 416
FY 2021 Estimate 416
FY 2020 Actual 269

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Expenses for Adoptions	128	2,102	269	198	2,101	416	198	2,101	416

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2022 Estimate	2,800
FY 2021 Estimate	2,255
FY 2020 Actual	1,707

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. Effective January 1, 2020, the monthly cap was set to \$270, up from \$265, and will remain until the IRS Code is modifies it. Based on this monthly rate, the annual maximum is \$3,225 for FY 2020, \$3,240 for FY 2021 and \$3,240 for FY2022.

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	403	3,225	1,299	529	3,240	1,714	657	3,240	2,129
Enlisted	127	3,225	408	167	3,240	541	207	3,240	671
TOTAL	530		1,707	696		2,255	864		2,800

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2022 Estimate	783
FY 2021 Estimate	834
FY 2020 Actual	651

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>
Partial Dislocation Allowance	651	834	783

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2022 Estimate	15,004
FY 2021 Estimate	15,121
FY 2020 Actual	14,289

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	22,116	475	10,507	22,116	475	10,507	22,116	475	10,507
Uniforms	10,286	338	3,478	11,510	333	3,833	11,110	342	3,803
Pay & Allowances	45	1,867	84	60	1,733	104	60	1,783	107
Subsistence-In-Kind	6,049	36	220	15,934	42	677	15,534	38	587
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			14,289			15,121			15,004

Total Requirement

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

Institutional Program:

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Vol 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

Subsistence:

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	11,016	450	4,957	11,016	450	4,957	11,016	450	4,957
Fourth Year (AS400)	11,100	500	5,550	11,100	500	5,550	11,100	500	5,550

Uniforms:

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

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	9,054	305	2,765	9,054	311	2,812	9,054	316	2,862
Uniforms, Commutation in Lieu:	656	878	576	656	893	586	656	909	596

Subsistence-In-Kind:

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	1,964	12	24	1,964	13	25	1,964	13	25

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Base Visit Program

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	3,000	12	37	8,000	13	101	8,000	13	103

Summer Field Training:

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

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

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

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	45	1,867	84	45	1,933	87	45	1,978	89
Subsistence of Summer Field Training:	605	250	151	1,845	258	476	1,445	264	382
Uniforms, Issue-in-Kind:	576	238	137	1,800	242	435	1,400	246	345

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Reserve Officer Candidates:	0	0	0	15	1,133	17	15	1,200	18
Subsistence of Professional Development Training:	480	17	8	4,125	18	75	4,125	19	77

Foreign Language Incentive Program

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2022 Estimate	29,581
FY 2021 Estimate	29,762
FY 2020 Actual	28,621

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	63,328	415	26,264	63,328	415	26,264	63,328	415	26,264
Uniforms	5,956	319	1,898	7,680	306	2,347	7,180	316	2,266
Pay & Allowances	135	1,874	253	150	1,847	277	150	1,907	286
Subsistence-In-Kind	3,042	68	206	17,518	50	874	17,018	45	765
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			28,621			29,762			29,581

Institutional Program

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

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in P.L. 88-647, 13 October 1964, as amended and DoD FMR 7000.14R, Volume 7A, Chap 59. This public law was amended by P.L. 106-398, Section 612, for a tiered stipend beginning in FY 2002. The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY 2019, the stipend rates changed as follows: AS100 to \$300.00, AS200 to \$350.00, AS300 to \$450.00 and for AS400 to \$500.00 Rates shown are average rates.

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
First Year (AS100)	10,220	300	3,066	10,220	300	3,066	10,220	300	3,066
Second Year (AS200)	16,200	350	5,670	16,200	350	5,670	16,200	350	5,670
Third Year (AS300)	18,528	450	8,338	18,528	450	8,338	18,528	450	8,338
Fourth Year (AS400)	18,380	500	9,190	18,380	500	9,190	18,380	500	9,190
Totals			26,264			26,264			26,264

Uniforms

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	5,174	305	1,580	5,174	311	1,607	5,174	316	1,636
Uniforms, Commutation in Lieu:	206	878	181	206	893	184	206	909	187

Subsistence-In-Kind

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind for Medical or Other Examinations:	1,083	12	13	1,083	13	14	1,083	13	14

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Base Visit Program

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	564	12	7	4,000	13	50	4,000	13	52

Summer Field Training

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

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

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

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

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	135	1,874	253	135	1,926	260	135	1,985	268
Subsistence of Summer Field Training:	695	250	174	2,435	258	628	1,935	265	512
Uniforms, Issue-in-Kind:	576	238	137	2,300	242	556	1,800	246	443

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

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

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	0	0	0	15	1,133	17	15	1,200	18
Subsistence of Professional Development Training:	700	17	12	10,000	18	182	10,000	19	187

Foreign Language Incentive Program

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2022 Estimate 18,783
FY 2021 Estimate 18,698
FY 2020 Actual 18,593

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2020 Actual</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	92,983	182	16,900	91,892	185	16,985	90,609	188	17,050
Subsistence-In-Kind:	58,650	29	1,693	57,585	30	1,713	56,782	31	1,733
Total			18,593			18,698			18,783

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	19	11	30	23	14	37	23	14	37
Office of National Drug & Control Policy (ONDCP)	1	0	1	3	0	3	3	0	3
Office of the Vice President (OVP)	2	8	10	2	6	8	2	6	8
Department of State (DOS)	22	1	23	22	1	23	22	1	23
Department of Energy (DOE)	12	1	13	10	0	10	10	0	10
Department of Commerce (DOC)	0	0	0	0	0	0	0	0	0
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	12	0	12	10	0	10	10	0	10
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	0	0	0	0	0	0	0	0	0
US Military Observer Group (USMOG), Washington	0	0	0	0	0	0	0	0	0
Department of Health & Human Services (DHHS)	0	0	0	0	0	0	0	0	0
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for International Security Forces Assist	2	0	2	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	4	2	6	3	2	5	3	2	5
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	81	32	113	81	32	113	81	32	113

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
American Battle Monuments Commission	0	0	0	1	0	1	1	0	1
Office of Science & Technology Policy	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	5	2	7	5	2	7
Department of Transportation	0	0	0	4	0	4	4	0	4
National Aeronautics Space Administration (NASA)	2	0	2	4	0	4	4	0	4
Space & Missile Support, Vice Cmdr (CV)	1	1	2	1	1	2	1	1	2
White House Office (WHO)	0	0	0	0	0	0	0	0	0
Department of Energy (DOE)	0	0	0	1	0	1	1	0	1
Dept of Homeland Security (DHS)	1	0	1	2	0	2	2	0	2
Department of State (DOS)	1	0	1	0	0	0	0	0	0
Office Dir of National Intel (ODNI)	0	0	0	1	0	1	1	0	1
Subtotal Reimbursable Personnel	5	1	6	19	3	22	19	3	22
In Support Non DoD Functions:									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	88	20	108	114	36	150	114	36	150
Training Cases (Included in Foreign Military Sales)	16	0	16	22	3	25	22	3	25
Subtotal Non-DoD Functions	118	20	138	144	36	180	144	36	180

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2020 Actual			FY 2021 Estimate			FY 2022 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)									
Information Services Activity Group (ISAG)	0	0	0	0	0	0	0	0	0
HQ US Transportation Command (TRANSCOM)	70	20	90	79	30	109	79	30	109
Military Surface Deployment and Distribution Command (SDDC)	8	0	8	8	0	8	8	0	8
Defense Courier Service (DCS)	0	0	0	0	0	0	0	0	0
Defense Commissary Agency (DECA)	0	0	0	0	0	0	0	0	0
Defense Finance & Accounting Service Medicare-Eligible Retiree Heath Care /1	400	1,598	1,998	400	1,598	1,998	400	1,598	1,998
Defense Information Systems Agency (DISA)	0	8	8	0	8	8	0	8	8
Defense Logistics Agency (DLA)	75	30	105	83	41	124	83	41	124
Depot Maintenance Activity Group (DMAG)	60	93	153	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	35	14	49	42	18	60	42	18	60
Subtotal Working Capital Fund	648	1,763	2,411	680	1,795	2,475	680	1,795	2,475
Total - Reimbursable	771	1,784	2,555	843	1,834	2,677	843	1,834	2,677
Total - Nonreimbursable	81	32	113	81	32	113	81	32	113
Grand Total	852	1,816	2,668	924	1,866	2,790	924	1,866	2,790

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

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

	FY 2020 Actual	FY 2021 Estimate	FY 2022 Estimate
Subsistence	16,473	16,795	17,240
RC ADOS (Non-Strength) Related:			
RC Officer - Basic Pay	9,560	18,492	18,993
RC Other Pay and Allowances	4,946	9,530	9,797
RC Enlisted - Basic Pay	12,757	23,842	24,489
RC Other Pay and Allowances	5,711	10,736	11,122
RC Retired Pay Accrual	6,918	14,774	15,262
RC PCS Travel	0	399	407
RC ADOS (Non-Strength) Related Subtotal	39,893	77,773	80,070
Strength Related:			
Officer - Basic Pay	77,604	82,932	85,246
Other Pay and Allowances	40,152	42,739	43,970
Enlisted - Basic Pay	103,563	106,929	109,911
Other Pay and Allowances	46,363	48,151	49,921
Retired Pay Accrual	56,163	66,262	68,500
PCS Travel	0	1,790	1,826
Strength Related Subtotal	323,844	348,803	359,374
TOTAL PROGRAM	380,210	443,371	456,684

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

	AY 19-20 (FY20)			AY 20-21 (FY21)			AY 21-22 (FY22)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,028	3,838	3,648	4,235	3,860	3,485	4,235	3,860	3,485
Second Year	2,853	2,248	1,642	3,228	2,928	2,628	3,228	2,928	2,628
Total Basic	6,881	6,086	5,290	7,463	6,788	6,113	7,463	6,788	6,113
Third Year	985	918	850	2,314	1,750	1,185	2,314	1,750	1,185
Fourth Year	1,242	1,110	977	1,093	1,102	1,111	1,093	1,102	1,111
Total Advanced	2,227	2,027	1,827	3,407	2,852	2,296	3,407	2,852	2,296
Extended Active	306	211	115	231	231	231	231	231	231
Total Non-Scholarship	9,414	8,323	7,232	11,101	9,871	8,640	11,101	9,871	8,640
<u>Senior ROTC - Scholarship</u>									
First Year	1,165	1,022	879	1,250	1,325	1,400	1,250	1,325	1,400
Second Year	1,539	1,620	1,701	1,539	1,620	1,701	1,539	1,620	1,701
Total Basic	2,704	2,642	2,580	2,789	2,945	3,101	2,789	2,945	3,101
Third Year	1,569	1,544	1,518	1,650	1,625	1,600	1,650	1,625	1,600
Fourth Year	1,544	1,415	1,285	1,550	1,475	1,400	1,500	1,450	1,400
Total Advanced	3,113	2,958	2,803	3,200	3,100	3,000	3,150	3,075	3,000
Extended Active	624	423	222	620	473	325	620	473	325
Total Scholarship	6,441	6,023	5,605	6,609	6,518	6,426	6,559	6,493	6,426
<u>Total Enrollment</u>									
First Year	5,193	4,860	4,527	5,485	5,185	4,885	5,485	5,185	4,885
Second Year	4,392	3,868	3,343	4,767	4,548	4,329	4,767	4,548	4,329
Total Basic	9,585	8,728	7,870	10,252	9,733	9,214	10,252	9,733	9,214
Third Year	2,554	2,461	2,368	3,964	3,375	2,785	3,964	3,375	2,785
Fourth Year	2,786	2,524	2,262	2,643	2,577	2,511	2,593	2,552	2,511
Total Advanced	5,340	4,985	4,630	6,607	5,952	5,296	6,557	5,927	5,296
Extended Active	930	634	337	851	704	556	851	704	556
Total ROTC Enrollment	15,855	14,346	12,837	17,710	16,388	15,066	17,660	16,363	15,066
Complete Commissioned			2,337			2,336			2,330
Comp, Com Defr (No Adl Ent) (Cum Proj in Defr Status)	231	231	231	231	231	231	231	231	231
Complete, 5 Year Deg Ent	450	375	300	450	375	300	450	375	300
Number of ROTC Detach	145		145	145		145	145		145
Number of ROTC Operating Locations	1		1	1		1	1		1

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

	AY 19-20	AY 20-21	AY 21-22
	Sep 2020	Sep 2020	Sep 2020
1st Year Cadet (Freshmen)	66,184	66,184	68,131
2nd Year Cadet (Sophomores)	30,333	30,333	31,227
3rd Year Cadet (Juniors)	15,227	15,227	15,675
4th Year Cadet (Seniors)	8,153	8,153	8,393
Total	119,897	119,897	123,426
Number of Junior ROTC Detachments	875	875	900

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

	<u>End FY 2020 Actual</u>	<u>End FY 2021 Estimate</u>	<u>End FY 2022 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	22	22	22
Military Personnel (End Strength) 1/	929	929	929
 Junior ROTC			
Schools	875	875	900
Civilian Personnel (End Strength)	30	56	57
Military Personnel (End Strength) 1/	1	1	1

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

1/ Includes those assigned to Management Headquarters.

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

FY 2020 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	12	12	12	12	12	12	13	16	16
O-9 Lieutenant General	43	43	43	42	42	42	43	43	45	46	49	51
O-8 Major General	90	90	93	90	90	91	90	104	100	100	95	93
O-7 Brigadier General	144	144	134	134	134	133	136	124	127	133	140	135
O-6 Colonel	3,251	3,228	3,239	3,239	3,266	3,288	3,327	3,387	3,401	3,390	3,355	3,292
O-5 Lt Colonel	9,717	9,743	9,776	9,804	9,835	9,862	9,905	10,003	9,980	9,943	9,865	9,820
O-4 Major	14,052	14,087	14,120	14,122	14,165	14,201	14,245	14,419	14,413	14,364	14,316	14,309
O-3 Captain	20,548	20,363	20,359	20,179	19,968	20,023	19,826	19,661	20,719	20,971	20,781	20,758
O-2 1st Lieutenant	7,613	7,866	7,644	7,668	7,648	7,668	7,662	8,982	8,058	8,117	8,507	8,415
O-1 2nd Lieutenant	8,310	7,976	8,206	8,246	8,406	8,373	9,375	8,117	7,903	7,589	7,385	7,356
Total Officers	63,780	63,552	63,626	63,536	63,566	63,693	64,621	64,852	64,758	64,666	64,509	64,245
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,587	2,581	2,570	2,566	2,572	2,577	2,592	2,606	2,617	2,625	2,625	2,632
E-8 Senior Master Sergeant	5,371	5,384	5,420	5,419	5,422	5,424	5,403	5,413	5,397	5,367	5,341	5,277
E-7 Master Sergeant	26,508	26,598	26,720	26,866	27,007	27,045	27,006	27,001	26,947	26,783	26,654	26,536
E-6 Technical Sergeant	39,890	40,090	40,242	40,532	40,807	41,164	41,573	41,767	41,932	42,096	42,303	42,462
E-5 Staff Sergeant	61,407	61,077	60,879	60,531	60,887	60,939	61,264	61,683	61,994	62,037	61,875	61,506
E-4 Senior Airman	54,849	55,314	55,502	56,325	55,981	55,870	55,414	55,473	55,530	56,393	56,644	57,461
E-3 Airman First Class	55,265	55,323	55,100	54,986	54,970	55,107	54,837	54,511	54,825	54,286	54,075	53,461
E-2 Airman	7,702	7,525	7,559	7,901	8,036	7,938	8,013	7,749	7,652	7,883	7,875	7,896
E-1 Airman Basic	10,724	10,637	10,467	10,070	9,707	9,272	8,631	7,902	7,595	7,710	7,897	8,138
Total Enlisted	264,303	264,529	264,459	265,196	265,389	265,336	264,733	264,105	264,489	265,180	265,289	265,369
<u>Cadets</u>	4,209	4,201	4,178	4,164	4,151	4,138	3,183	3,178	4,312	4,289	4,235	4,176
Total End Strength	332,292	332,282	332,263	332,896	333,106	333,167	332,537	332,135	333,559	334,135	334,033	333,790

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

FY 2021 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	14	14	13	13	13	13	12	12	14	14	14
O-9 Lieutenant General	50	48	48	49	49	49	49	49	49	52	55	55
O-8 Major General	86	84	84	82	80	80	79	105	105	105	101	99
O-7 Brigadier General	134	133	137	137	137	137	140	129	129	139	151	146
O-6 Colonel	3,186	3,186	3,202	3,223	3,258	3,287	2,909	3,310	3,322	3,308	3,280	3,290
O-5 Lt Colonel	9,814	9,740	9,886	9,914	9,941	9,986	9,608	9,939	9,911	9,868	9,841	9,848
O-4 Major	14,341	14,471	14,391	14,421	14,444	14,484	14,106	14,605	14,589	14,568	14,575	14,587
O-3 Captain	20,802	20,748	20,572	20,382	20,168	20,272	19,632	20,010	20,185	20,390	20,196	20,206
O-2 1st Lieutenant	8,152	8,345	8,295	8,306	8,389	8,393	8,142	9,639	9,724	9,767	10,128	10,115
O-1 2nd Lieutenant	7,447	7,206	7,374	7,482	7,705	7,465	9,526	7,589	7,285	6,911	6,589	6,576
Total Officers	64,025	63,975	64,003	64,009	64,184	64,166	64,204	65,387	65,311	65,122	64,930	64,936
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,606	2,616	2,631	2,642	2,639	2,654	2,673	2,684	2,697	2,604	2,608	2,607
E-8 Senior Master Sergeant	5,241	5,224	5,226	5,198	5,190	5,184	5,225	5,269	5,302	5,228	5,244	5,241
E-7 Master Sergeant	26,459	26,505	26,542	26,560	26,554	26,623	26,724	26,824	26,918	26,804	26,829	26,813
E-6 Technical Sergeant	42,719	42,919	43,138	43,344	43,472	43,668	43,366	43,008	42,736	42,395	42,362	42,292
E-5 Staff Sergeant	61,291	61,349	61,133	61,096	61,415	61,402	61,718	61,964	62,008	62,177	61,988	61,662
E-4 Senior Airman	58,169	58,406	59,145	59,558	59,714	60,253	60,019	59,956	60,061	60,003	60,254	60,176
E-3 Airman First Class	53,011	52,656	52,376	52,067	52,082	51,651	51,489	50,935	50,707	50,067	49,873	49,411
E-2 Airman	7,752	7,426	7,615	7,623	8,059	7,981	8,351	8,282	8,825	8,835	9,341	9,524
E-1 Airman Basic	8,389	8,514	8,439	8,644	8,197	8,749	8,628	8,642	8,473	8,599	8,755	8,725
Total Enlisted	265,637	265,615	266,245	266,732	267,322	268,165	268,193	267,564	267,727	266,712	267,254	266,451
<u>Cadets</u>	4,157	4,149	4,123	4,163	4,146	4,128	4,123	3,118	4,113	4,108	4,103	4,098
Total End Strength	333,819	333,739	334,371	334,904	335,652	336,459	336,520	336,069	337,151	335,942	336,287	335,485

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

FY 2022 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	14	14	14	15	14	13	12	12	12	13	17	17
O-9 Lieutenant General	55	56	56	54	54	55	56	56	58	59	62	64
O-8 Major General	90	90	90	89	89	89	89	91	91	92	94	92
O-7 Brigadier General	145	145	135	135	135	134	137	125	128	134	141	135
O-6 Colonel	3,204	3,180	3,192	3,192	3,219	3,241	3,281	3,342	3,358	3,348	3,313	3,249
O-5 Lt Colonel	9,813	9,866	9,925	9,980	10,037	10,091	10,141	10,246	10,225	10,190	10,114	10,171
O-4 Major	14,562	14,560	14,559	14,527	14,538	14,541	14,553	14,687	14,645	14,563	14,483	14,542
O-3 Captain	20,636	20,851	20,724	20,611	20,734	20,540	20,489	21,219	21,372	21,643	22,162	22,162
O-2 1st Lieutenant	9,499	8,602	8,502	8,042	8,134	8,196	8,133	7,898	8,074	8,073	8,137	8,545
O-1 2nd Lieutenant	6,849	6,657	6,890	7,079	7,235	7,313	8,692	7,650	6,922	6,496	6,381	6,376
Total Officers	64,867	64,021	64,087	63,724	64,189	64,213	65,583	65,326	64,885	64,611	64,904	65,353
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,591	2,580	2,578	2,575	2,579	2,598	2,615	2,624	2,635	2,640	2,641	2,639
E-8 Senior Master Sergeant	5,224	5,230	5,244	5,191	5,198	5,207	5,248	5,291	5,323	5,347	5,362	5,356
E-7 Master Sergeant	26,803	26,868	26,913	26,963	26,978	27,105	27,193	27,282	27,363	27,337	27,263	27,228
E-6 Technical Sergeant	41,761	41,311	40,672	39,958	39,869	39,780	39,562	39,475	39,346	38,979	38,634	38,754
E-5 Staff Sergeant	61,617	61,595	61,659	61,624	61,946	62,002	62,346	62,614	62,667	62,948	62,659	62,325
E-4 Senior Airman	60,208	60,158	59,617	59,123	58,667	58,804	58,430	58,546	58,416	58,576	58,699	58,600
E-3 Airman First Class	49,116	49,459	49,137	49,711	49,519	49,810	50,056	49,873	49,641	49,144	48,821	49,146
E-2 Airman	9,991	10,428	10,521	11,246	11,601	11,751	12,596	13,285	13,563	14,169	14,732	14,248
E-1 Airman Basic	8,474	8,819	8,920	9,214	9,167	8,903	8,797	8,830	8,687	8,837	9,028	9,051
Total Enlisted	265,785	266,448	265,261	265,605	265,524	265,960	266,843	267,820	267,641	267,977	267,839	267,347
<u>Cadets</u>	4,209	4,201	4,200	4,200	4,200	4,200	4,200	3,200	4,600	4,278	4,235	4,000
Total End Strength	334,861	334,670	333,548	333,529	333,913	334,373	336,626	336,346	337,126	336,866	336,978	336,700

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