

**DEPARTMENT OF THE
AIR FORCE**

**Fiscal Year (FY) 2023 Budget Estimate
Overseas Operations Appendix**



**MILITARY PERSONNEL APPROPRIATION
April, 2022**

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MILITARY PERSONNEL OVERVIEW

The FY 2023 Overseas Operations Request provides funding to continue security stabilization efforts in Afghanistan, Iraq and Europe. Support to combat theater requirements encompasses all actions to support counter terrorism operations against the remnants of al Qaeda and ISIS-K in Afghanistan as well as operations to eliminate the Islamic State of Iraq and Syria (ISIS). Support to theater requirements in Europe focuses on Near-Peer Adversary deterrence and provide security assurance to NATO allies. These efforts are in addition to ongoing daily military operations around the globe. In response to the attacks on the United States on September 11, 2001, the President invoked his authority (10 US Code 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty and for incremental Active Duty costs in support of OFS, OES, OIR, OSS, EDI and JTF HOA. The FY 2023 Request includes \$935 million for the Air Force's military personnel costs as shown in the following tables:

(\$ in Thousands)

<u>Summary by Appropriation</u>	FY 2021 Actuals	FY 2022 Enacted	FY 2022 Estimate	FY 2023 Request
Military Personnel, Air Force	1,023,519	974,781	974,062	921,132
Reserve Personnel, Air Force	7,985	11,012	11,012	9,314
National Guard Personnel, Air Force	1,562	5,337	5,337	5,004
TOTAL MILITARY PERSONNEL	1,033,066	991,130	990,411	935,450

Fiscal Year (FY) 2023 Overseas Operations Cost funding accounted for in the Base budget include:

- Combat or direct combat support expenses that discontinue once combat operations end at major contingency locations (\$17,898K).
- In-theater and in-CONUS expenses that remain after combat operations cease and have been previously funded in OCO (\$917,552K).

Summary By Category

(\$ in Thousands)

<u>FY 2021 Actuals</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard 1/</u>	<u>Total</u>
Reserve and Guard Mobilization	833,856	-	-	833,856
AC Deployment Costs	43,614	-	-	43,614
Subsistence in Kind (SIK)	132,391	-	-	132,391
Casualty and Disability	5,211	-	-	5,211
Additional Mobilization and Deployment Costs	8,447	-	-	8,447
Pre- and Post-Mobilization Training	-	7,985	1,562	9,547
TOTAL	1,023,519	7,985	1,562	1,033,066

1/FY21 actual is under reported in the Cost of War report (\$1,511K); pending correction

MILITARY PERSONNEL OVERVIEW

(\$ in Thousands)

<u>FY 2022 Estimate</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	785,993	-	-	785,993
AC Deployment Costs	42,017	-	-	42,017
Subsistence in Kind (SIK)	133,314	-	-	133,314
Casualty and Disability	5,027	-	-	5,027
Additional Mobilization and Deployment Costs	7,712	-	-	7,712
Pre- and Post-Mobilization Training	-	11,012	5,337	16,349
TOTAL	974,062	11,012	5,337	990,411

(\$ in Thousands)

<u>FY 2023 Total Request</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	745,518	-	-	745,519
AC Deployment Costs	35,582	-	-	35,582
Subsistence in Kind (SIK)	128,110	-	-	128,110
Casualty and Disability	4,383	-	-	4,383
Additional Mobilization and Deployment Costs	7,538	-	-	7,538
Pre- and Post-Mobilization Training	-	9,314	5,004	14,318
TOTAL	921,131	9,314	5,004	935,450

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

Average Strength

	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Request</u>
Active Air Force	12,412	11,968	10,138
Air Force Reserve Mobilization	2,826	2,811	2,350
Air Force National Guard Mobilization	5,650	5,110	5,052
TOTAL	20,888	19,889	17,540

MILITARY PERSONNEL OVERVIEW

Reserve & Guard Mobilization/Deployment Costs

\$ 781.1 Million

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

Subsistence-in-Kind Costs

\$ 128.1 Million

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

Casualty and Disability Benefits

\$ 4.4 Million

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

Additional Mobilization Deployment Cost

\$ 7.5 Million

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

Pre- and Post-Mobilization Programs

\$ 14.3 Million

- Yellow Ribbon Reintegration Program: Section 582 of the FY08 NDAA established a national combat veteran reintegration program for Guard and Reserve members and their families.

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

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 FY23, the Air Force plans to utilize 12304b in support of pre-planned CENTCOM operations if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

OES Airlift (1,273 MYs (379 Officer, 894 Enlisted) , \$161M)

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. Activated Airmen will be placed on orders for a period no longer than 365 days.

OES Combat Air Force Aviation (1,502 MYs (217 Officer, 1,285 Enlisted) , \$171M)

Provides direct warfighting support to OES 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.

OES Expeditionary Combat Support (3,747 MYs (254 Officer, 3,439 Enlisted) , \$404M)

Provides direct support to OES for combat units; includes security forces, personnel, civil engineering, transportation, logistics, and medical personnel for operating and maintaining OES/OIR and OES-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 (50 Officer, 94 Enlisted), \$19M)

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

AIR FORCE M-1
FY2023 Overseas Operations Appendix

	FY 2021	FY2022	FY 2023
	Actuals	Estimate	Request
MILITARY PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
BASIC PAY	132,896	109,765	113,462
RETIRED PAY ACCRUAL	35,749	28,210	27,799
BASIC ALLOWANCE FOR HOUSING	37,900	32,073	29,529
BASIC ALLOWANCE FOR SUBSISTENCE	4,340	3,660	3,774
SPECIAL PAYS	5,941	5,210	4,578
ALLOWANCES	3,516	3,201	2,751
SOCIAL SECURITY TAX	10,167	8,397	8,680
TOTAL BUDGET ACTIVITY 1	230,509	190,515	190,573
BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED PERSONNEL			
BASIC PAY	312,673	308,428	297,084
RETIRED PAY ACCRUAL	84,109	79,266	72,786
BASIC ALLOWANCE FOR HOUSING	143,081	144,628	123,982
SPECIAL PAYS	31,497	30,266	26,418
ALLOWANCES	19,024	18,432	15,936
SOCIAL SECURITY TAX	23,919	23,595	22,727
TOTAL BUDGET ACTIVITY 2	614,303	604,614	558,933
BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
BASIC ALLOWANCE FOR SUBSISTENCE	32,658	32,880	31,595
SUBSISTENCE-IN-KIND	132,391	133,314	128,110
TOTAL BUDGET ACTIVITY 4	165,049	166,194	159,705
BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
UNEMPLOYMENT COMPENSATION	8,447	7,712	7,538
DEATH GRATUITIES	300	400	300
SGLI EXTRA HAZARD PAYMENTS	4,911	4,627	4,083
TRAUMATIC SGLI	-	-	-
TOTAL BUDGET ACTIVITY 6	13,658	12,739	11,921

AIR FORCE M-1
FY2023 Overseas Operations Appendix

	FY 2021 Actuals	FY2022 Estimate	FY 2023 Request
TOTAL MILITARY PERSONNEL, AIR FORCE	1,023,519	974,062	921,132
RESERVE PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	7,985	11,012	9,314
TOTAL RESERVE PERSONNEL, AIR FORCE	7,985	11,012	9,314
NATIONAL GUARD PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	1,562	5,337	5,004
TOTAL NATIONAL GUARD PERSONNEL, AIR FORCE	1,562	5,337	5,004
GRAND TOTAL AIR FORCE MILITARY PERSONNEL	1,033,066	990,411	935,450

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2021**

(Amount in Thousands)

	<u>FY 2022</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>LESS (ASSET)/</u> <u>SHORTFALL</u>	<u>FY 2022 COLUMN</u> <u>FY 2023 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	109,985	0	109,985	0	109,985	(221)	109,765
Retired Pay Accrual	28,266	0	28,266	0	28,266	(56)	28,210
Basic Allowance for Housing	32,059	0	32,059	0	32,059	14	32,073
Basic Allowance for Subsistence	3,581	0	3,581	0	3,581	79	3,660
Special Pay	6,364	0	6,364	0	6,364	(1,155)	5,210
Allowance	3,363	0	3,363	0	3,363	(162)	3,201
Social Security Tax - Employer's Contribution	8,414	0	8,414		8,414	(17)	8,397
TOTAL OBLIGATIONS OFFICERS	192,032	0	192,032	0	192,032	(1,517)	190,515
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	310,432	0	310,432	0	310,432	(2,005)	308,428
Retired Pay Accrual	79,781	0	79,781	0	79,781	(515)	79,266
Basic Allowance for Housing	145,165	0	145,165	0	145,165	(537)	144,628
Special Pay	33,660	0	33,660	0	33,660	(3,395)	30,266
Allowance	18,981	0	18,981	0	18,981	(549)	18,432
Social Security Tax - Employer's Contribution	23,748	0	23,748	0	23,748	(153)	23,595
TOTAL OBLIGATIONS ENLISTED	611,767	0	611,767	0	611,767	(7,153)	604,614
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	32,168	0	32,168	0	32,168	712	32,880
Subsistence-In-Kind	123,704	0	123,704	0	123,704	9,610	133,314
		0					
TOTAL OBLIGATIONS SUBSISTENCE	155,872	0	155,872	0	155,872	10,322	166,194
<u>OTHER MILITARY PERSONNEL COSTS</u>							
SGLI/T-SGLI Insurance Premium	4,981	0	4,981	0	4,981	(354)	4,627
Death Gratuity (Combat Deaths)	200	0	200	0	200	200	400
Unemployment Benefits	9,929	0	9,929	0	9,929	(2,217)	7,712
TOTAL DIRECT OBLIGATIONS OTHER	15,110	0	15,110	0	15,110	(2,371)	12,739
TOTAL DIRECT OBLIGATIONS	974,781	0	974,781	0	974,781	(719)	974,062

ACTIVE AIR FORCE MILITARY PERSONNEL COSTS

**RESERVE MOBILIZATION AND
ACTIVE DEPLOYMENT
COSTS**

PAY AND ALLOWANCES OF OFFICERS

FY 2023
(S in Thousands)
113,462

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

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

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard officer personnel. Funding requirements include a basic pay increase of 2.7% in 2022, and 4.6% in 2023 effective January 1 of each year.

	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<u>Total Incremental Costs</u>									
Basic Pay (Reserve/Guard Mobilization)	1,371	96,916	132,896	1,102	99,606	109,765	1,094	103,714	113,462
Total			<u>132,896</u>			<u>109,765</u>			<u>113,462</u>

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

FY 2023
(\$ in Thousands)
27,799

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

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 25.7% of basic pay for 2022 and 24.5% for 2023 and (b)The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Retired Pay Accrual	1,371	26,070	<u>35,749</u>	1,102	25,599	<u>28,210</u>	1,094	25,410	<u>27,799</u>
Total			35,749			28,210			27,799

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

FY 2023

(\$ in Thousands)
29,529

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

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2022 BAH increase is 6.0% effective 1 January 2022 and the 2023 BAH increase is 4.2% effective 1 January 2023.

<u>Total Incremental Costs</u>	<u>FY 2021 Actuals</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount 1/</u>
Basic Allowance for Housing	1,371	27,639	<u>37,900</u>	1,102	29,104	<u>32,073</u>	1,094	30,472	<u>29,529</u>
Total			37,900			32,073			29,529

1/ Due to an oversight, underestimated BAH by \$3,807K (\$33,336K) in OOC; BAH shortfall is in baseline budget

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

FY 2023

(\$ in Thousands)
3,774

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

Part II - Justification of Funds Requested

All officers, regardless of dependency status and pay grade, are paid a monthly BAS at the same statutory rate. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2022 BAS increase is 5.3% and 2023 BAS increase is 3.4% effective 1 January of each year.

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Subsistence	1,371	3,159	<u>4,340</u>	1,102	3,321	<u>3,660</u>	1,094	3,449	<u>3,774</u>
Total			<u>4,340</u>			<u>3,660</u>			<u>3,774</u>

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

FY 2023
 (\$ in Thousands)
 7,329

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

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

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

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

Part II - Justification of Funds Requested

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

	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	170	3,000	509	137	3,000	411	136	3,000	408
Hostile Fire/Imminent Danger Pay	163	2,700	440	121	2,700	327	122	2,700	329
Hardship Duty Pay	1,011	1,200	1,214	750	1,200	900	756	1,200	907
Subtotal Mobilization Incremental Cost	1,344		2,163	1,008		1,638	1,014		1,645
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	1,002	3,000	3,007	930	3,000	2,790	781	3,000	2,343
Hostile Fire/Imminent Danger Pay	961	2,700	2,593	893	2,700	2,411	749	2,700	2,022
Hardship Duty Pay	1,412	1,200	1,694	1,310	1,200	1,572	1,099	1,200	1,319
Subtotal Deployed Active Incremental Cost	3,374		7,294	3,133		6,773	2,629		5,684
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	1,172	3,000	3,516	1,067	3,000	3,201	917	3,000	2,751
Hostile Fire/Imminent Danger Pay	1,124	2,700	3,034	1,014	2,700	2,738	871	2,700	2,352
Hardship Duty Pay	2,423	1,200	2,907	2,060	1,200	2,472	1,855	1,200	2,226
Grand Total Incremental Cost	4,718		9,457	4,141		8,411	3,643		7,329

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

FY 2023
(\$ in Thousands)
8,680

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

Part II - Justification of Funds Requested

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

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit
2023	\$156,000	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2021 Actuals</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	1,371	7,414	10,167	1,102	7,620	8,397	1,094	7,934	8,680
Total			<u>10,167</u>			<u>8,397</u>			<u>8,680</u>

PAY AND ALLOWANCES OF ENLISTED

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

FY 2023
(\$ in Thousands)
297,084

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

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard enlisted personnel. Funding requirements include a basic pay increase of 2.7% in 2022, and 4.6% in 2023 effective January 1 of each year.

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay (Reserve/Guard Mobilization)	7,105	44,009	312,673	6,819	45,231	308,428	6,308	47,096	297,084
Total			312,673			308,428			297,084

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

FY 2023

(\$ in Thousands)
72,786

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

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 25.7% of basic pay for 2022 and 24.5% for 2023 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

Total Incremental Costs	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual	7,105	11,839	84,108	6,819	11,624	79,266	6,308	11,539	72,786
Total			84,108			79,266			72,786

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

FY 2023
(\$ in Thousands)
123,982

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

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2022 BAH increase is 6.0% effective 1 January 2022 and the 2023 BAH increase is 4.2% effective 1 January 2023.

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount 1/</u>
Basic Allowance for Housing	7,105	20,139	143,081	6,819	21,206	144,628	6,308	22,203	123,982
Total			143,081			144,628			123,982

1/ Due to an oversight, underestimated BAH by \$16,075K (\$140,057K) in OOC; BAH shortfall is in baseline budget

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

FY 2023
(\$ in Thousands)
42,353

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

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

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

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

Part II - Justification of Funds Requested

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

	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	1,364	3,000	4,091	1,314	3,000	3,942	1,215	3,000	3,645
Hostile Fire/Imminent Danger Pay	1,122	2,700	3,029	1,057	2,700	2,854	979	2,700	2,643
Hardship Duty Pay	5,901	1,200	7,082	5,548	1,200	6,658	5,139	1,200	6,167
Subtotal Mobilization Incremental Cost	8,387		14,202	7,919		13,454	7,333		12,455
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	4,978	3,000	14,933	4,830	3,000	14,490	4,097	3,000	12,291
Hostile Fire/Imminent Danger Pay	3,899	2,700	10,527	3,784	2,700	10,217	3,210	2,700	8,667
Hardship Duty Pay	9,050	1,200	10,860	8,781	1,200	10,537	7,450	1,200	8,940
Subtotal Deployed Active Incremental Cost	17,926		36,319	17,395		35,244	14,757		29,898
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	6,341	3,000	19,024	6,144	3,000	18,432	5,312	3,000	15,936
Hostile Fire/Imminent Danger Pay	5,021	2,700	13,555	4,841	2,700	13,071	4,189	2,700	11,310
Hardship Duty Pay	14,951	1,200	17,942	14,329	1,200	17,195	12,589	1,200	15,108
Grand Total Incremental Cost	26,313		50,521	25,314		48,698	22,090		42,353

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

FY 2023
 (\$ in Thousands)
 22,727

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

Part II - Justification of Funds Requested

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

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit
2023	\$156,000	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2021 Actuals</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	7,105	3,367	23,919	6,819	3,460	23,595	6,308	3,603	22,727
Total			<u>23,919</u>			<u>23,595</u>			<u>22,727</u>

**BASIC ALLOWANCE FOR
SUBSISTENCE OF ENLISTED
PERSONNEL**

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

FY 2023
(\$ in Thousands)
159,705

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

Part II - Justification of Funds Requested

Basic Allowance for Subsistence is paid to all enlisted members (except recruits and holdees) in accordance with 37 U.S.C 402. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2022 BAS increase is 5.3% and 2023 BAS increase is 3.4% effective 1 January of each year.

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

Total Incremental Costs	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence	7,105	4,596	32,658	6,819	4,822	32,880	6,308	5,008	31,595
Subsistence-in-Kind	10,657	12,423	132,391	10,230	13,032	133,314	9,464	13,537	128,110
Total			165,049			166,194			159,705

**OTHER MILITARY
PERSONNEL COSTS**

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

FY 2023

(\$ in Thousands)
4,383

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

Part II - Justification of Funds Requested

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

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

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
SGLI	-	-	-	-	-	-	-	-	-
T-SGLI (Prospective)	-	-	-	-	-	-	-	-	-
SGLI/T-SGLI Insurance Premium	16,370	300	4,911	15,423	300	4,627	13,610	300	4,083
Death Gratuities	3	100,000	300	4	100,000	400	3	100,000	300
Total	16,373		5,211	15,427		5,027	13,613		4,383

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

FY 2023

(\$ in Thousands)
7,538

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

Part II - Justification of Funds Requested

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

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

<u>Total Incremental Costs</u>	FY 2021 Actuals			FY 2022 Estimate			FY 2023 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unemployment Compensation			8,447			7,712			7,538
Total			8,447			7,712			7,538

**AIR FORCE RESERVE MILITARY
PERSONNEL COSTS**

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

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

FY 2023
 (\$ in Thousands)
 9,314

Funding in this program supports the Yellow Ribbon Reintegration Program (YRRP) for Reserve members returning from deployments.

Part II - Justification of Funds Requested

Yellow Ribbon Reintegration Program: The FY 2023 requests supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events and administrating the YRRP. Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase.

<u>Total Incremental Costs</u>		FY 2021 Actuals				FY 2022 Estimate				FY 2023 Request			
		Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Special Training	Pre/Post Mobilization	1,164	-	1,560	1,816	-	-	-	-	-	-	-	-
	Training	2,124	16,929	346.68	5,869	3,677	29,415	355.97	10,471	3,010	24,076	368.01	8,861
	Travel	2,124	16,929	17.72	300	3,677	29,415	18.39	541	3,010	23,895	18.81	453
	Total	4,248	33,858		7,985	7,354	58,830		11,012	6,020	48,156		9,314

**AIR GUARD MILITARY
PERSONNEL COSTS**

GUARD PRE- AND POST-DEPLOYMENT MOBILIZATION TRAINING

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

FY 2023
 (\$ in Thousands)
 5,004

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

Yellow Ribbon Reintegration Program: The FY 2023 Overseas Operation Requests support the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events. Due to smaller separated groups of Yellow Ribbon eligible service members, we are using a model similar to the AF Reserve to conduct a small number of regional events. The larger deployment groups will continue to execute within their states.

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

<u>Total Incremental Costs</u>	<u>FY 2021 Actuals</u>						<u>FY 2022 Estimate</u>					<u>FY 2023 Request</u>				
	<u>Participants</u>	<u>Tour Length</u>	<u>Worddays</u>	<u>Rate</u>	<u>Amount</u>	<u>1/</u>	<u>Participants</u>	<u>Tour Length</u>	<u>Worddays</u>	<u>Rate</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>	<u>Worddays</u>	<u>Rate</u>	<u>Amount</u>
Officers	235	3.00	706	375.24	265		699	3.00	2,097	386.24	810	637	3.00	1,911	397.69	760
Enlisted	2,392	3.00	7,177	180.71	1,297		8,091	3.00	24,272	186.51	4,527	7,376	3.00	22,127	191.80	4,244
Total	2,627	3.00	7,883	198.14	1,562		8,790	3.00	26,369	202.39	5,337	8,013	3.00	24,038	208.17	5,004

1/ FY21 actual is under reported in Cost of War report (\$1,511K); pending correction