



**AIR FORCE RESERVE
FISCAL YEAR (FY) BY 2023
Budget Estimates**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE**

April 2022

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Section I
Summary of Requirements

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

	FY 2021 Actuals 1/	FY 2022 Enctment	FY 2023 Estimate
<u>BASE PROGRAM</u>			
Reserve Component Training and Support	\$2,197,627	\$2,371,001	\$2,519,878
TOTAL Base Program	\$2,197,627	\$2,371,001	\$2,519,878
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$11,477	\$12,132	\$12,384
TOTAL Reimbursable Program	\$11,477	\$12,132	\$12,384
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$2,209,104	\$2,383,133	\$2,532,262
TOTAL Baseline Program	\$2,209,104	\$2,383,133	\$2,532,262
Medicare Eligible Retiree Health Fund Contribution	\$150,472	\$168,959	\$180,701
TOTAL RESERVE PERSONNEL PROGRAM COST	\$2,359,576	\$2,552,092	\$2,712,963
Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operations (OO)			
Reserve Component Training and Support	\$7,985	\$11,012	\$9,314
TOTAL OCO AND OVERSEAS OPERATIONS	\$7,985	\$11,012	\$9,314

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

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

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

	FY 2021 Actuals 1/	FY 2022 Enctment	FY 2023 Estimate
BASE PROGRAM	\$2,197,627	\$2,371,001	\$2,519,878
REIMBURSABLE PROGRAM	\$11,477	\$12,132	\$12,384
TOTAL RESERVE PERSONNEL COSTS	\$2,209,104	\$2,383,133	\$2,532,262
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$150,472	\$168,959	\$180,701
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$2,359,576	\$2,552,092	\$2,712,963
Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operations (OO)	\$7,985	\$11,012	\$9,314
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
MOBILIZATION PAY AND ALLOWANCES	\$329,470	\$329,139	\$282,291
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$216,401	\$318,209	\$330,873
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	\$545,871	\$647,348	\$613,164
<u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	\$2,905,447	\$3,199,440	\$3,326,127

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

Section II
Introduction and
Performance Measures

RESERVE PERSONNEL, AIR FORCE

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

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

The Fiscal Year 2023 request of \$2,519.9 million includes \$46.3 million of price growth and a net program increase of \$65.5 million. Program increases include an additional \$80.2 million for Active Guard and Reserve (AGR) authorizations and another \$16.3M million in pay and allowances, and \$15.9M program decreases in School and Special Training. Included in the FY 2023 President's Budget is funding directed in the FY 2022 NDAA (P.L. 117-81, Section 602) for Reserve Component (RC) incentive pay parity paying incentive pay in the same monthly amount as that paid to a member in the regular Active component performing comparable work requiring comparable skills. Finally, the budget provides for a 4.6 percent pay raise effective 1 January 2023, supports an end strength of 70,000, and average strength of 69,876.

The projected 283 AGR FY23 Air Reserve Technicians to AGR conversions is the most significant change to this budget submission for FY23. It does increase capacity and readiness ensuring fully capable organizations in current in emerging mission areas. The majority of these conversions are enlisted in the maintenance mission area. The funding still reflects the Air Force's increased reliance on the Air Force Reserve to fill critical capability shortfalls while continuing the initiative that began in FY 2016 to right size end strength in the appropriate categories.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2023 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air Force Reserve has decentralized programs, distributed funding to the Wings sooner and allowed them to expend more of the allocation earlier in the fiscal year. As a result of decentralizing programs, we're seeing results in less unobligated balances and expect we will continue on this downward trend of unobligated/unexpended balances in the future.

RESERVE PERSONNEL, AIR FORCE

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

EFFECTIVE 1 JANUARY EACH CALENDAR YEAR

	CY 2021	CY 2022	CY 2023
Maximum Social Security Pay Base	\$142,800	\$147,000	\$156,000
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	3.00%	2.70%	4.60%
Basic Allowance for Housing	2.90%	6.00%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2021	FY 2022	FY 2023
Non-Pay Inflation	3.30%	3.50%	2.20%
Retired Pay Accrual, Part Time Personnel	26.90%	25.70%	24.50%
Retired pay Accrual, Full Time Personnel	34.90%	35.10%	36.90%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$0

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

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

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

PERFORMANCE MEASURES

	<u>FY 2021 Actual</u>	<u>FY 2022 Planned</u>	<u>FY 2023 Planned</u>
Average Strength	69,819	70,556	69,876
End Strength	70,570	70,300	70,000
Authorized End Strength	70,300	70,300	0

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

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

Section III
SUMMARY TABLES

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,638	8,701	8,831	8,831	8,788	8,604	8,604	8,520	8,539
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	45,493	45,296	45,821	45,821	45,469	45,121	45,121	44,205	44,227
Subtotal Pay Group A	54,131	53,997	54,652	54,652	54,257	53,725	53,725	52,725	52,766
Pay Group B - Officers	4,392	4,485	4,597	4,597	4,600	4,610	4,610	4,574	4,460
Pay Group B - Enlisted	2,869	2,895	2,945	2,945	2,909	2,815	2,815	2,844	2,801
Subtotal Pay Group B	7,261	7,380	7,542	7,542	7,509	7,425	7,425	7,418	7,261
Pay Group F - Enlisted (AD Days 178)	1,740	1,693	1,662	1,662	1,485	1,508	1,508	1,755	1,740
Pay Group P - Enlisted - Paid	1,292	1,631	1,511	1,511	1,701	1,639	1,639	1,876	1,947
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	3,032	3,324	3,173	3,173	3,186	3,147	3,147	3,631	3,687
Officer Subtotal	13,030	13,186	13,428	13,428	13,388	13,214	13,214	13,094	12,999
Enlisted Subtotal	51,394	51,515	51,939	51,939	51,564	51,083	51,083	50,680	50,715
Subtotal Paid Drill/Ind Tng	64,424	64,701	65,367	65,367	64,952	64,297	64,297	63,774	63,714
<u>Full-time Active Duty</u>									
Officers	1,428	1,531	1,519	1,519	1,552	1,635	1,635	1,596	1,610
Enlisted	3,204	3,587	3,684	3,684	4,052	4,368	4,368	4,506	4,676
Subtotal Full-time	4,632	5,118	5,203	5,203	5,604	6,003	6,003	6,102	6,286
<u>Total Selected Reserve</u>									
Officers	14,458	14,717	14,947	14,947	14,940	14,849	14,849	14,690	14,609
Enlisted	54,598	55,102	55,623	55,623	55,616	55,451	55,451	55,186	55,391
Total	69,056	69,819	70,570	70,570	70,556	70,300	70,300	69,876	70,000

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Individual Ready Reserve</u>									
Officers	6,719	598	7,631	7,631	636	7,631	7,631	636	7,631
Enlisted	19,800	1,687	20,683	20,683	1,724	20,683	20,683	1,724	20,683
Total	26,519	2,285	28,314	28,314	2,360	28,314	28,314	2,360	28,314
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	31	31	31	31	31	31	31	31	31
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	31	31	31	31	31	31	31	31	31
<u>Full-time Active Duty</u>									
Officers	50	50	50	50	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Subtotal Full-time	104	104	104	104	104	104	104	104	104
<u>Total Reimb Personnel</u>									
Officers	81	81	81	81	81	81	81	81	81
Enlisted	54	54	54	54	54	54	54	54	54
Total	135	135	135	135	135	135	135	135	135

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	1	1	1	1	1	1	1	1	1
O-8 Major General	2	2	2	2	2	2	2	2	2
O-7 Brigadier General	1	1	0	0	0	0	0	0	0
O-6 Colonel	159	142	123	123	129	135	135	134	133
O-5 Lieutenant Colonel	586	644	651	651	745	867	867	833	834
O-4 Major	560	621	630	630	618	627	627	623	637
O-3 Captain	109	112	107	107	54	3	3	3	3
O-2 1st Lieutenant	7	5	3	3	2	0	0	0	0
O-1 2nd Lieutenant	3	3	2	2	1	0	0	0	0
Total Officers	1,428	1,531	1,519	1,519	1,552	1,635	1,635	1,596	1,610
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	170	160	147	147	181	214	214	216	218
E-8 Senior Master Sergeant	444	459	472	472	551	627	627	629	630
E-7 Master Sergeant	1,126	1,324	1,422	1,422	1,503	1,561	1,561	1,643	1,723
E-6 Technical Sergeant	897	992	985	985	1,072	1,137	1,137	1,142	1,163
E-5 Staff Sergeant	495	565	558	558	694	829	829	827	845
E-4 Senior Airman	72	85	97	97	49	0	0	48	96
E-3 Airman First Class	0	2	3	3	2	0	0	1	1
E-2 Airman	0	0	0	0	0	0	0	0	0
E-1 Airman Basic	0	0	0	0	0	0	0	0	0
Total Enlisted	3,204	3,587	3,684	3,684	4,052	4,368	4,368	4,506	4,676
Total Personnel on Active Duty	4,632	5,118	5,203	5,203	5,604	6,003	6,003	6,102	6,286

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

FY 2021 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2020	8,638	45,493	54,131	4,392	2,869	7,261	1,740	1,292	0	64,424	1,428	3,204	4,632	69,056
October	8,666	45,262	53,928	4,403	2,858	7,261	1,683	1,475	0	64,347	1,476	3,367	4,843	69,190
November	8,647	45,251	53,898	4,411	2,871	7,282	1,612	1,601	0	64,393	1,502	3,433	4,935	69,328
December	8,665	45,206	53,871	4,444	2,874	7,318	1,510	1,765	0	64,464	1,521	3,496	5,017	69,481
January	8,671	45,109	53,780	4,461	2,861	7,322	1,654	1,722	0	64,478	1,540	3,571	5,111	69,589
February	8,670	45,174	53,844	4,479	2,870	7,349	1,604	1,739	0	64,536	1,547	3,598	5,145	69,681
March	8,688	45,187	53,875	4,494	2,886	7,380	1,677	1,701	0	64,633	1,551	3,652	5,203	69,836
April	8,682	45,196	53,878	4,502	2,903	7,405	1,665	1,650	0	64,598	1,557	3,684	5,241	69,839
May	8,712	45,207	53,919	4,506	2,920	7,426	1,696	1,752	0	64,793	1,559	3,706	5,265	70,058
June	8,743	45,284	54,027	4,520	2,935	7,455	1,779	1,641	0	64,902	1,556	3,698	5,254	70,156
July	8,759	45,435	54,194	4,550	2,932	7,482	1,865	1,613	0	65,154	1,544	3,708	5,252	70,406
August	8,776	45,587	54,363	4,553	2,928	7,481	1,871	1,507	0	65,222	1,542	3,683	5,225	70,447
September 30, 2021	8,831	45,821	54,652	4,597	2,945	7,542	1,662	1,511	0	65,367	1,519	3,684	5,203	70,570
Average	8,701	45,296	53,997	4,485	2,895	7,380	1,693	1,631	0	64,701	1,531	3,587	5,118	69,819

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

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	1. Security Forces 2. Aircraft Maintenance 3. Airlift and Tanker Aircrew 4. Civil engineering 5. Medical
35	0	35	

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

FY 2022 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2021	8,831	45,821	54,652	4,597	2,945	7,542	1,662	1,511	0	65,367	1,519	3,684	5,203	70,570
October	8,867	45,797	54,664	4,604	2,956	7,560	1,462	1,659	0	65,345	1,514	3,750	5,264	70,609
November	8,902	45,755	54,657	4,630	2,961	7,591	1,210	1,773	0	65,231	1,503	3,789	5,292	70,523
December	8,885	45,689	54,574	4,638	2,963	7,601	1,017	1,850	0	65,042	1,493	3,806	5,299	70,341
January	8,917	45,691	54,608	4,639	2,965	7,604	1,070	1,662	0	64,944	1,485	3,785	5,270	70,214
February	8,918	45,694	54,612	4,635	2,967	7,602	1,498	1,656	0	65,368	1,534	3,930	5,464	70,832
March	8,712	45,187	53,899	4,570	2,900	7,470	1,598	1,678	0	64,645	1,556	4,056	5,612	70,257
April	8,743	45,196	53,939	4,573	2,905	7,478	1,720	1,723	0	64,860	1,567	4,156	5,723	70,583
May	8,759	45,207	53,966	4,564	2,847	7,411	1,735	1,715	0	64,827	1,586	4,301	5,887	70,714
June	8,776	45,284	54,060	4,550	2,841	7,391	1,695	1,698	0	64,844	1,592	4,311	5,903	70,747
July	8,623	45,300	53,923	4,575	2,865	7,440	1,693	1,709	0	64,765	1,599	4,356	5,955	70,720
August	8,634	45,360	53,994	4,623	2,852	7,475	1,538	1,715	0	64,722	1,620	4,360	5,980	70,702
September 30, 2022	8,604	45,121	53,725	4,610	2,815	7,425	1,508	1,639	0	64,297	1,635	4,368	6,003	70,300
Average	8,788	45,469	54,257	4,600	2,909	7,509	1,485	1,701	0	64,952	1,552	4,052	5,604	70,556

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 THRESHOLD

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	1. Security Forces 2. Aircraft Maintenance 3. Airlift and Tanker Aircrew 4. Civil engineering 5. Medical
48	0	48	

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

FY 2023 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay</u>	<u>Pay Group P</u>		<u>Total</u>	<u>Full-Time</u>			<u>Total</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2022	8,604	45,121	53,725	4,610	2,815	7,425	1,508	1,639	0	64,297	1,635	4,368	6,003	70,300
October	8,454	44,278	52,732	4,651	2,889	7,540	1,735	1,937	0	63,944	1,592	4,320	5,912	69,856
November	8,455	44,284	52,739	4,663	2,879	7,542	1,745	1,920	0	63,946	1,596	4,363	5,959	69,905
December	8,460	44,191	52,651	4,564	2,847	7,411	1,763	1,778	0	63,603	1,601	4,453	6,054	69,657
January	8,518	44,100	52,618	4,550	2,839	7,389	1,777	1,820	0	63,604	1,597	4,516	6,113	69,717
February	8,513	43,978	52,491	4,563	2,835	7,398	1,790	1,834	0	63,513	1,587	4,526	6,113	69,626
March	8,530	43,905	52,435	4,623	2,829	7,452	1,785	1,838	0	63,510	1,596	4,541	6,137	69,647
April	8,541	44,154	52,695	4,573	2,853	7,426	1,780	1,878	0	63,779	1,593	4,561	6,154	69,933
May	8,580	44,191	52,771	4,564	2,847	7,411	1,775	1,910	0	63,867	1,601	4,566	6,167	70,034
June	8,568	44,367	52,935	4,550	2,841	7,391	1,772	1,934	0	64,032	1,598	4,569	6,167	70,199
July	8,538	44,257	52,795	4,543	2,835	7,378	1,758	1,932	0	63,863	1,589	4,566	6,155	70,018
August	8,513	44,081	52,594	4,510	2,824	7,334	1,752	1,937	0	63,617	1,585	4,571	6,156	69,773
September 30, 2023	8,539	44,227	52,766	4,460	2,801	7,261	1,740	1,947	0	63,714	1,610	4,676	6,286	70,000
Average	8,520	44,205	52,725	4,574	2,844	7,418	1,755	1,876	0	63,774	1,596	4,506	6,102	69,876

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 THRESHOLD

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	1. Security Forces 2. Aircraft Maintenance 3. Airlift and Tanker Aircrew 4. Civil engineering 5. Medical
93	0	93	

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

	<u>OFFICERS</u>		
	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
BEGINNING STRENGTH	14,458	14,947	14,849
<u>GAINS</u>			
Non-Prior Service Personnel	42	45	35
Male	31	33	26
Female	11	12	9
Prior Service Personnel	1,502	1,300	1,203
Civilian Life	46	34	35
Active Component	498	460	460
Enlisted Commissioning Programs	218	218	218
Other Reserve Status/Component	380	336	300
All Other	360	252	190
TOTAL GAINS	1,544	1,345	1,238
<u>LOSSES</u>			
Civilian Life	62	75	85
Active Component	38	56	68
Retired Reserves	612	482	499
Other Reserve Status/Component	196	560	549
All Other	147	270	277
TOTAL LOSSES	1,055	1,443	1,478
END STRENGTH	14,947	14,849	14,609

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

	<u>ENLISTED</u>		
	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
BEGINNING STRENGTH	54,598	55,623	55,451
<u>GAINS</u>			
Non-Prior Service Personnel	3,503	2,496	2,482
Male	2,172	1,547	1,539
Female	1,331	949	943
Prior Service Personnel	3,240	3,457	3,645
Civilian Life	680	680	870
Active Component	1,175	1,175	1,175
Other Reserve Status/Component	479	479	479
All Other	886	1,103	1,103
Full-Time Active Duty	20	20	18
TOTAL GAINS	6,743	5,953	6,127
<u>LOSSES</u>			
Active Component	14	18	18
To Officer Status	192	292	310
Retired Reserves	1,066	1,141	1,151
Other Reserve Status/Component	2,015	2,055	2,089
All Other	2,084	2,178	2,178
Full-Time Active Duty	347	441	441
TOTAL LOSSES	5,718	6,125	6,187
END STRENGTH	55,623	55,451	55,391

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$43,073	\$114,607	\$157,680	\$45,746	\$121,986	\$167,732	\$45,789	\$122,465	\$168,254
Inactive Duty Training									
Unit Training Assemblies	\$121,170	\$285,012	\$406,182	\$127,314	\$291,497	\$418,811	\$146,325	\$294,164	\$440,489
Flight Training	\$32,792	\$6,725	\$39,517	\$33,777	\$6,883	\$40,660	\$33,771	\$6,901	\$40,672
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,473	\$4,625	\$10,098	\$5,631	\$4,729	\$10,360	\$5,634	\$4,744	\$10,378
Military Funeral Honors	\$10	\$65	\$75	\$10	\$55	\$65	\$10	\$56	\$66
Clothing	\$875	\$10,768	\$11,643	\$917	\$8,330	\$9,247	\$907	\$8,522	\$9,429
Subsistence of Enlisted Personnel	\$0	\$1,722	\$1,722	\$0	\$1,814	\$1,814	\$0	\$1,832	\$1,832
Travel	\$13,552	\$54,204	\$67,756	\$14,546	\$59,083	\$73,629	\$14,412	\$58,879	\$73,291
TOTAL DIRECT OBLIGATIONS	\$216,945	\$477,728	\$694,673	\$227,941	\$494,377	\$722,318	\$246,848	\$497,563	\$744,411
<u>PAY GROUP B</u>									
Active Duty Training	\$22,204	\$6,536	\$28,740	\$23,292	\$6,725	\$30,017	\$23,919	\$6,786	\$30,705
Inactive Duty Training	\$45,510	\$12,364	\$57,874	\$47,589	\$12,670	\$60,259	\$51,811	\$14,576	\$66,387
Clothing	\$0	\$892	\$892	\$8	\$1,286	\$1,294	\$8	\$1,315	\$1,323
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$5,564	\$2,718	\$8,282	\$5,986	\$2,857	\$8,843	\$6,084	\$2,855	\$8,939
TOTAL DIRECT OBLIGATIONS	\$73,278	\$22,510	\$95,788	\$76,875	\$23,538	\$100,413	\$81,822	\$25,532	\$107,354
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$57,395	\$57,395	\$0	\$51,589	\$51,589	\$0	\$63,038	\$63,038
Clothing	\$0	\$4,599	\$4,599	\$0	\$4,191	\$4,191	\$0	\$5,062	\$5,062
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$3,708	\$3,708	\$0	\$3,379	\$3,379	\$0	\$4,081	\$4,081
TOTAL DIRECT OBLIGATIONS	\$0	\$65,702	\$65,702	\$0	\$59,159	\$59,159	\$0	\$72,181	\$72,181
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$4,294	\$4,294	\$0	\$4,564	\$4,564	\$0	\$5,194	\$5,194
TOTAL DIRECT OBLIGATIONS	\$0	\$4,294	\$4,294	\$0	\$4,564	\$4,564	\$0	\$5,194	\$5,194
TOTAL UNIT AND INDIVIDUAL TRAINING	\$290,223	\$570,234	\$860,457	\$304,816	\$581,638	\$886,454	\$328,670	\$600,470	\$929,140

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$4	\$11	\$15	\$99	\$458	\$557	\$102	\$468	\$570
IRR Readiness Training	\$0	\$0	\$0	\$14	\$164	\$178	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$4	\$11	\$15	\$113	\$622	\$735	\$102	\$468	\$570
<u>SCHOOL TRAINING</u>									
Career Development Training	\$16,406	\$18,957	\$35,363	\$18,419	\$21,235	\$39,654	\$17,994	\$20,637	\$38,631
Initial Skill Acquisition Training	\$5,725	\$39,664	\$45,389	\$6,432	\$44,443	\$50,875	\$6,288	\$43,204	\$49,492
Officer Training School	\$2,621	\$3,426	\$6,047	\$2,949	\$3,837	\$6,786	\$2,884	\$3,728	\$6,612
Recruiter Training	\$0	\$241	\$241	\$0	\$269	\$269	\$0	\$262	\$262
Refresher & Proficiency Training	\$11,346	\$9,056	\$20,402	\$12,741	\$10,142	\$22,883	\$12,452	\$9,855	\$22,307
Undergraduate Pilot/Nav Training	\$53,048	\$31,504	\$84,552	\$59,576	\$35,306	\$94,882	\$58,213	\$34,327	\$92,540
Unit Conversion Training	\$6,266	\$5,141	\$11,407	\$6,498	\$5,320	\$11,818	\$6,551	\$5,336	\$11,887
TOTAL DIRECT OBLIGATIONS	\$95,412	\$107,989	\$203,401	\$106,615	\$120,552	\$227,167	\$104,382	\$117,349	\$221,731
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$5,718	\$3,060	\$8,778	\$6,373	\$3,385	\$9,758	\$6,210	\$3,276	\$9,486
Competitive Events	\$39	\$3	\$42	\$44	\$3	\$47	\$43	\$3	\$46
Exercises	\$2,033	\$2,008	\$4,041	\$2,266	\$2,223	\$4,489	\$2,209	\$2,154	\$4,363
Management Support	\$62,973	\$178,891	\$241,864	\$65,101	\$183,778	\$248,879	\$67,715	\$190,048	\$257,763
Operational Training	\$4,104	\$54,581	\$58,685	\$4,583	\$60,592	\$65,175	\$4,469	\$58,786	\$63,255
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$3,284	\$3,251	\$6,535	\$3,387	\$3,329	\$6,716	\$3,406	\$3,325	\$6,731
Unit Conversion Training	\$193	\$260	\$453	\$199	\$267	\$466	\$200	\$267	\$467
Drug Interdiction Activity	\$988	\$2,459	\$3,447	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$2,320	\$3,849	\$6,169	\$10,471	\$541	\$11,012	\$8,861	\$453	\$9,314
TOTAL DIRECT OBLIGATIONS	\$81,652	\$248,362	\$330,014	\$92,424	\$254,118	\$346,542	\$93,113	\$258,312	\$351,425

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$303,744	\$374,561	\$678,305	\$323,038	\$440,490	\$763,528	\$352,493	\$513,837	\$866,330
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$4,579	\$5,065	\$9,644	\$4,767	\$5,263	\$10,030	\$4,872	\$5,379	\$10,251
Death Gratuities	\$0	\$0	\$0	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$462	\$0	\$462	\$1,129	\$0	\$1,129	\$1,193	\$0	\$1,193
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability, Hospitalization & SCAADL	\$34	\$105	\$139	\$45	\$152	\$197	\$55	\$173	\$228
Reserve Incentive	\$14,732	\$23,588	\$38,320	\$16,472	\$33,453	\$49,925	\$17,628	\$32,107	\$49,735
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$168	\$153	\$321	\$134	\$236	\$370	\$159	\$282	\$441
TOTAL DIRECT OBLIGATIONS	\$323,719	\$403,472	\$727,191	\$345,685	\$479,694	\$825,379	\$376,501	\$551,878	\$928,379
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$1,871	\$4,719	\$6,590	\$2,176	\$6,423	\$8,599	\$2,501	\$8,120	\$10,621
TOTAL DIRECT OBLIGATIONS	\$1,871	\$4,719	\$6,590	\$2,176	\$6,423	\$8,599	\$2,501	\$8,120	\$10,621
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$0	\$10,302	\$10,302	\$0	\$8,843	\$8,843	\$0	\$7,250	\$7,250
Kicker Program	\$0	\$1,424	\$1,424	\$0	\$3,233	\$3,233	\$0	\$3,700	\$3,700
Amortization (Chap.1606) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Educational Assistance (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Amortization (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Normal Cost Enhanced Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$11,726	\$11,726	\$0	\$12,076	\$12,076	\$0	\$10,950	\$10,950
TOTAL RESERVE PERSONNEL TRAINING	502,658	776,279	1,278,937	547,013	873,485	1,420,498	576,599	947,077	1,523,676

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$34,151	\$0	\$34,151	\$39,240	\$0	\$39,240	\$41,021	\$0	\$41,021
Pay and Allowances, Active Duty for Training	\$13,405	\$0	\$13,405	\$13,783	\$0	\$13,783	\$14,424	\$0	\$14,424
Uniform Allowance	\$164	\$0	\$164	\$166	\$0	\$166	\$168	\$0	\$168
Travel	\$5,033	\$0	\$5,033	\$3,011	\$0	\$3,011	\$3,117	\$0	\$3,117
Critical Skills Accession Bonus	\$3,280	\$0	\$3,280	\$5,400	\$0	\$5,400	\$5,400	\$0	\$5,400
TOTAL DIRECT OBLIGATIONS	\$56,033	\$0	\$56,033	\$61,600	\$0	\$61,600	\$64,130	\$0	\$64,130
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$1,268	\$0	\$1,268	\$1,118	\$0	\$1,118	\$1,336	\$0	\$1,336
Financial Assistance Grant	\$773	\$0	\$773	\$1,125	\$0	\$1,125	\$1,350	\$0	\$1,350
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$159	\$0	\$159	\$206	\$0	\$206	\$246	\$0	\$246
TOTAL DIRECT OBLIGATIONS	\$2,200	\$0	\$2,200	\$2,449	\$0	\$2,449	\$2,932	\$0	\$2,932
TOTAL OTHER TRAINING AND SUPPORT	\$560,891	\$776,279	\$1,337,170	\$611,062	\$873,485	\$1,484,547	\$643,661	\$947,077	\$1,590,738
TOTAL DIRECT PROGRAM	\$851,114	\$1,346,513	\$2,197,627	\$915,878	\$1,455,123	\$2,371,001	\$972,331	\$1,547,547	\$2,519,878

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2022 (\$ in Thousands)**

	FY 2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY22 COLUMN OF THE FY23 PRES BUDGET
<u>PAY GROUP A</u>							
Active Duty Training	\$174,114	\$0	\$174,114	(\$6,382)	\$167,732	\$0	\$167,732
Inactive Duty Training							
Unit Training Assemblies	\$414,970	\$0	\$414,970	\$3,841	\$418,811	\$0	\$418,811
Flight Training	\$45,779	\$0	\$45,779	(\$5,119)	\$40,660	\$0	\$40,660
Readiness Management Periods	\$11,787	\$0	\$11,787	(\$1,427)	\$10,360	\$0	\$10,360
Military Funeral Honors	\$154	\$0	\$154	(\$89)	\$65	\$0	\$65
Clothing	\$9,707	\$0	\$9,707	(\$460)	\$9,247	\$0	\$9,247
Subsistence of Enlisted Personnel	\$1,788	\$0	\$1,788	\$26	\$1,814	\$0	\$1,814
Travel	\$77,042	\$0	\$77,042	(\$3,413)	\$73,629	\$0	\$73,629
TOTAL Direct Obligations	\$735,341	\$0	\$735,341	(\$13,023)	\$722,318	\$0	\$722,318
<u>PAY GROUP B</u>							
Active Duty Training	\$34,643	\$0	\$34,643	(\$4,626)	\$30,017	\$0	\$30,017
Inactive Duty Training	\$64,286	\$0	\$64,286	(\$4,027)	\$60,259	\$0	\$60,259
Clothing	\$1,189	\$0	\$1,189	\$105	\$1,294	\$0	\$1,294
Travel	\$12,414	\$0	\$12,414	(\$3,571)	\$8,843	\$0	\$8,843
TOTAL Direct Obligations	\$112,532	\$0	\$112,532	(\$12,119)	\$100,413	\$0	\$100,413
<u>PAY GROUP F</u>							
Active Duty Training	\$59,006	\$0	\$59,006	(\$7,417)	\$51,589	\$0	\$51,589
Clothing	\$4,931	\$0	\$4,931	(\$740)	\$4,191	\$0	\$4,191
Travel	\$4,315	\$0	\$4,315	(\$936)	\$3,379	\$0	\$3,379
TOTAL Direct Obligations	\$68,252	\$0	\$68,252	(\$9,093)	\$59,159	\$0	\$59,159
<u>PAY GROUP P</u>							
Inactive Duty Training	\$4,235	\$0	\$4,235	\$329	\$4,564	\$0	\$4,564
TOTAL Direct Obligations	\$4,235	\$0	\$4,235	\$329	\$4,564	\$0	\$4,564

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2022 (\$ in Thousands)**

	FY 2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	FY22 COLUMN OF THE FY23 PRES BUDGET
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$599	\$0	\$599	(\$42)	\$557	\$0	\$557
IRR Readiness Training	\$0	\$0	\$0	\$178	\$178	\$0	\$178
TOTAL Direct Obligations	\$599	\$0	\$599	\$136	\$735	\$0	\$735
<u>SCHOOL TRAINING</u>							
Career Development Training	\$32,138	\$0	\$32,138	\$7,516	\$39,654	\$0	\$39,654
Initial Skill Acquisition Training	\$45,813	\$0	\$45,813	\$5,062	\$50,875	\$0	\$50,875
Officer Training School	\$7,746	\$0	\$7,746	(\$960)	\$6,786	\$0	\$6,786
Recruiter Training	\$364	\$0	\$364	(\$95)	\$269	\$0	\$269
Refresher & Proficiency Training	\$16,252	\$0	\$16,252	\$6,631	\$22,883	\$0	\$22,883
Undergraduate Pilot/Nav Training	\$85,573	\$0	\$85,573	\$9,309	\$94,882	\$0	\$94,882
Unit Conversion Training	\$9,404	\$0	\$9,404	\$2,414	\$11,818	\$0	\$11,818
TOTAL Direct Obligations	\$197,290	\$0	\$197,290	\$29,877	\$227,167	\$0	\$227,167
<u>SPECIAL TRAINING</u>							
Command & Staff Supervision	\$8,284	\$0	\$8,284	\$1,474	\$9,758	\$0	\$9,758
Competitive Events	\$56	\$0	\$56	(\$9)	\$47	\$0	\$47
Exercises	\$4,112	\$0	\$4,112	\$377	\$4,489	\$0	\$4,489
Management Support	\$265,305	(\$15,012)	\$250,293	(\$1,414)	\$248,879	\$0	\$248,879
Operational Training	\$60,197	\$0	\$60,197	\$4,978	\$65,175	\$0	\$65,175
Service Mission/Mission Support	\$8,141	\$0	\$8,141	(\$1,425)	\$6,716	\$0	\$6,716
Unit Conversion Training	\$350	\$0	\$350	\$116	\$466	\$0	\$466
Yellow Ribbon	\$11,012	\$0	\$11,012	\$0	\$11,012	\$0	\$11,012
TOTAL Direct Obligations	\$357,457	(\$15,012)	\$342,445	\$4,097	\$346,542	\$0	\$346,542
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$756,182	\$0	\$756,182	\$7,346	\$763,528	\$0	\$763,528
Travel/PCS	\$15,604	\$0	\$15,604	(\$5,574)	\$10,030	\$0	\$10,030
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Health Profession Stipend	\$1,129	\$0	\$1,129	(\$0)	\$1,129	\$0	\$1,129
Disability & Hospitalization	\$196	\$0	\$196	\$1	\$197	\$0	\$197
Reserve Incentive	\$53,762	\$0	\$53,762	(\$3,837)	\$49,925	\$0	\$49,925
Continuation Pay	\$358	\$0	\$358	\$12	\$370	\$0	\$370
TOTAL Direct Obligations	\$827,431	\$0	\$827,431	(\$2,052)	\$825,379	\$0	\$825,379

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2022 (\$ in Thousands)**

	FY 2022 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DDI415 ACTIONS	FY22 COLUMN OF THE FY23 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>							
TSP Matching Contributions	\$6,289	\$0	\$6,289	\$2,310	\$8,599	\$0	\$8,599
TOTAL Direct Obligations	\$6,289	\$0	\$6,289	\$2,310	\$8,599	\$0	\$8,599
<u>EDUCATION BENEFITS</u>							
Tuition Assistance	\$9,612	\$0	\$9,612	(\$769)	\$8,843	\$0	\$8,843
Kicker Program	\$3,233	\$0	\$3,233	\$0	\$3,233	\$0	\$3,233
TOTAL Direct Obligations	\$12,845	\$0	\$12,845	(\$769)	\$12,076	\$0	\$12,076
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>							
Stipend	\$39,160	\$0	\$39,160	\$80	\$39,240	\$0	\$39,240
Pay and Allowances, Active Duty for Training	\$11,136	\$0	\$11,136	\$2,647	\$13,783	\$0	\$13,783
Uniform Allowance	\$196	\$0	\$196	(\$30)	\$166	\$0	\$166
Travel	\$4,503	\$0	\$4,503	(\$1,492)	\$3,011	\$0	\$3,011
Critical Skills Accession Bonus HPSP	\$5,900	\$0	\$5,900	(\$500)	\$5,400	\$0	\$5,400
TOTAL Direct Obligations	\$60,895	\$0	\$60,895	\$705	\$61,600	\$0	\$61,600
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Stipend	\$1,147	\$0	\$1,147	(\$29)	\$1,118	\$0	\$1,118
Financial Assistance Grant	\$1,575	\$0	\$1,575	(\$450)	\$1,125	\$0	\$1,125
Pay and Allowances, Active Duty for Training	\$125	\$0	\$125	\$81	\$206	\$0	\$206
TOTAL Direct Obligations	\$2,847	\$0	\$2,847	(\$398)	\$2,449	\$0	\$2,449
Total Reserve Comp.Training/Support Direct Program	\$2,386,013	(\$15,012)	\$2,371,001	(\$0)	\$2,371,001	\$0	\$2,371,001

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

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$140,474	\$37,787	\$148,441	\$38,149	\$149,847	\$36,712
Enlisted	\$283,515	\$76,266	\$294,875	\$75,772	\$298,504	\$73,123
Subtotal	\$423,988	\$114,054	\$443,315	\$113,921	\$448,351	\$109,836
<u>Pay Group B</u>						
Officers	\$46,829	\$12,597	\$49,372	\$12,688	\$51,118	\$12,524
Enlisted	\$12,554	\$3,377	\$12,965	\$3,332	\$13,197	\$3,233
Subtotal	\$59,383	\$15,974	\$62,336	\$16,020	\$64,316	\$15,757
<u>Pay Group F</u>						
Enlisted	\$34,186	\$9,196	\$30,815	\$7,919	\$37,919	\$9,290
Subtotal	\$34,186	\$9,196	\$30,815	\$7,919	\$37,919	\$9,290
<u>Pay Group P</u>						
Enlisted	\$3,097	\$833	\$3,319	\$853	\$3,812	\$934
Subtotal	\$3,097	\$833	\$3,319	\$853	\$3,812	\$934
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
<u>School Training</u>						
Officers	\$46,461	\$12,498	\$51,932	\$13,346	\$51,323	\$12,574
Enlisted	\$38,554	\$10,371	\$42,895	\$11,023	\$42,198	\$10,340
Subtotal	\$85,015	\$22,869	\$94,827	\$24,370	\$93,521	\$22,913
<u>Special Training</u>						
Officers	\$41,182	\$11,078	\$43,450	\$11,167	\$44,936	\$11,010
Enlisted	\$102,721	\$27,632	\$108,504	\$27,882	\$111,314	\$27,274
Subtotal	\$143,903	\$38,710	\$151,954	\$39,049	\$156,250	\$38,284

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

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Administration and Support - Full Time</u>						
Officers	\$137,278	\$47,910	\$145,037	\$50,908	\$157,503	\$58,118
Enlisted	\$163,186	\$56,952	\$190,328	\$66,805	\$220,544	\$81,381
Subtotal	\$300,464	\$104,862	\$335,365	\$117,713	\$378,046	\$139,499
<u>Health Professions Scholarship</u>						
Officers	\$7,323	\$1,970	\$7,540	\$1,938	\$7,947	\$1,947
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$7,323	\$1,970	\$7,540	\$1,938	\$7,947	\$1,947
<u>Medical Financial Assistance Program</u>						
Officers	\$97	\$26	\$126	\$32	\$152	\$37
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$97	\$26	\$126	\$32	\$152	\$37
<u>Total Direct Program</u>						
Officers	\$419,644	\$123,866	\$445,897	\$128,228	\$462,826	\$132,922
Enlisted	\$637,813	\$184,627	\$683,700	\$193,587	\$727,488	\$205,575
Total	\$1,057,456	\$308,494	\$1,129,597	\$321,815	\$1,190,314	\$338,497
<u>Reimbursable Program</u>						
Officers	\$5,254	\$1,807	\$5,500	\$1,899	\$5,615	\$2,029
Enlisted	\$1,722	\$601	\$1,879	\$659	\$1,917	\$707
Total	\$6,977	\$2,409	\$7,379	\$2,558	\$7,532	\$2,737
<u>Total Program</u>						
Officer	\$424,898	\$125,674	\$451,397	\$130,127	\$468,441	\$134,952
Enlisted	\$639,535	\$185,228	\$685,579	\$194,246	\$729,405	\$206,282
Total	\$1,064,433	\$310,902	\$1,136,976	\$324,373	\$1,197,846	\$341,234

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
<u>Pay Group A</u>			
Officers	\$3,794	\$4,147	\$4,209
Enlisted	\$13,257	\$14,500	\$14,760
Subtotal	\$17,051	\$18,647	\$18,969
<u>Pay Group B</u>			
Officers	\$1,962	\$2,120	\$2,207
Enlisted	\$653	\$691	\$707
Subtotal	\$2,615	\$2,811	\$2,914
<u>Pay Group F</u>			
Enlisted	\$9,080	\$8,386	\$10,376
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0
<u>School Training</u>			
Officers	\$11,767	\$13,486	\$13,398
Enlisted	\$15,345	\$17,498	\$17,307
Subtotal	\$27,112	\$30,984	\$30,705
<u>Special Training</u>			
Officers	\$8,870	\$9,504	\$9,886
Enlisted	\$39,273	\$42,619	\$43,848
Subtotal	\$48,143	\$52,123	\$53,733

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
<u>Administration and Support</u>			
Officers	\$41,560	\$44,988	\$49,124
Enlisted	\$81,554	\$97,455	\$113,551
Subtotal	\$123,114	\$142,443	\$162,675
<u>Other</u>			
Health Professions Scholarship	\$2,361	\$2,490	\$2,640
<u>Total Direct Program</u>			
Officers	\$70,314	\$76,735	\$81,463
Enlisted	\$159,162	\$181,149	\$200,548
Total	\$229,476	\$257,884	\$282,011

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
<u>Pay Group A</u>			
Officers	\$13,552	\$14,546	\$14,412
Enlisted	\$54,204	\$59,083	\$58,880
Subtotal	\$67,756	\$73,629	\$73,292
<u>Pay Group B</u>			
Officers	\$5,564	\$5,986	\$6,084
Enlisted	\$2,718	\$2,856	\$2,855
Subtotal	\$8,282	\$8,842	\$8,939
<u>Pay Group F</u>			
Enlisted	\$3,708	\$3,379	\$4,081
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$14	\$0
Enlisted	\$0	\$164	\$0
Subtotal	\$0	\$178	\$0
<u>School Training</u>			
Officers	\$13,339	\$15,072	\$14,620
Enlisted	\$29,337	\$32,997	\$31,861
Subtotal	\$42,676	\$48,069	\$46,481
<u>Special Training</u>			
Officers	\$10,164	\$10,444	\$10,379
Enlisted	\$51,363	\$52,826	\$52,060
Subtotal	\$61,527	\$63,271	\$62,439

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
<u>Administration and Support</u>			
Officers	\$4,579	\$4,767	\$4,872
Enlisted	\$5,065	\$5,263	\$5,379
Subtotal	\$9,644	\$10,030	\$10,251
<u>Other</u>			
Health Professions Scholarship (Officers)	\$5,033	\$3,011	\$3,117
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$5,033	\$3,011	\$3,117
<u>Total Direct Program</u>			
Officers	\$52,231	\$53,840	\$53,484
Enlisted	\$146,395	\$156,569	\$155,115
Total	\$198,626	\$210,409	\$208,599

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

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$881	\$0	\$960	\$0	\$967	\$0
Enlisted	\$6,876	\$1,722	\$7,492	\$1,814	\$7,566	\$1,832
Subtotal	\$7,758		\$8,452		\$8,533	
<u>Pay Group B</u>						
Officers	\$462	\$0	\$497	\$0	\$513	\$0
Enlisted	\$300	\$0	\$316	\$0	\$321	\$0
Subtotal	\$761		\$813		\$834	
<u>Pay Group F</u>						
Enlisted	\$495	\$0	\$455	\$0	\$559	\$0
<u>Pay Group P</u>						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0		\$0		\$0	
<u>School Training</u>						
Officers	\$2,193	\$0	\$2,323	\$0	\$2,359	\$0
Enlisted	\$4,708	\$0	\$4,961	\$0	\$5,019	\$0
Subtotal	\$6,901		\$7,284		\$7,378	
<u>Special Training</u>						
Officers	\$1,361	\$0	\$1,426	\$0	\$1,448	\$0
Enlisted	\$12,227	\$0	\$12,792	\$0	\$12,939	\$0
Subtotal	\$13,588		\$14,218		\$14,387	

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

Administration and Support

Officers	\$4,836	\$0	\$5,154	\$0	\$5,505	\$0
Enlisted	\$16,452	\$0	\$19,540	\$0	\$22,567	\$0
Subtotal	\$21,288		\$24,694		\$28,072	

Other

Health Professions Scholarship	\$610	\$0	\$641	\$0	\$674	\$0
Financial Assistance Program	\$6	\$0	\$8	\$0	\$9	\$0
Other Subtotal	\$616		\$649		\$684	

Direct Program

Officers	\$9,733	\$0	\$10,360	\$0	\$10,792	\$0
Enlisted	\$41,058	\$1,722	\$45,556	\$1,814	\$48,971	\$1,832
Other	\$616	\$0	\$649	\$0	\$684	\$0
Program Total	\$51,407	\$1,722	\$56,565	\$1,814	\$60,446	\$1,832

Reimbursable Program

Reimbursable Officers	\$133	\$0	\$140	\$0	\$143	\$0
Reimbursable Enlisted	\$116	\$0	\$126	\$0	\$129	\$0
Reimbursable Subtotal	\$249	\$0	\$266	\$0	\$271	\$0

Total Program

Officers	\$9,866	\$0	\$10,500	\$0	\$10,934	\$0
Enlisted	\$41,173	\$1,722	\$45,682	\$1,814	\$49,100	\$1,832
Other	\$616	\$0	\$649	\$0	\$684	\$0

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

	BA	AMOUNT
FY 2022 Direct Program	\$2,371,001	\$2,371,001
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	33,271	\$33,271
Pay Group A	14,580	
Pay Group B	2,092	
Pay Group F	1,233	
Pay Group P	124	
School	2,908	
Special	4,861	
Admin & Support	7,209	
Health Professions Scholarship	258	
Medical Financial Asst Program	5	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	7,259	\$7,259
Pay Group A	3,181	
Pay Group B	456	
Pay Group F	269	
Pay Group P	27	
School	634	
Special	1,061	
Admin & Support	1,573	
Health Professions Scholarship	56	
Medical Financial Asst Program	1	
Inflation (Rate 2.2% FY23)	7,263	\$7,263
Pay Group A	2,373	
Pay Group B	260	
Pay Group F	143	
Pay Group P	3	
School	1,386	
Special	581	
Admin & Support	1,082	
Health Professions Scholarship	1,392	
Medical Financial Asst Program	43	

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

	BA	AMOUNT
Retired Pay Accrual		\$7,072
Full-Time Rate 36.9%	7,072	
Admin & Support	7,072	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	3,098	\$3,098
Pay Group A	1,358	
Pay Group B	195	
Pay Group F	115	
Pay Group P	12	
School	271	
Special	451	
Admin & Support	672	
Health Professions Scholarship	24	
Medical Financial Asst Program	0	
BAH (Rate 4.2%)	9,461	\$9,461
Pay Group A	850	
Pay Group B	129	
Pay Group F	466	
School	1,319	
Special	2,303	
Admin & Support	4,273	
Health Professions Scholarship	119	

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

	BA	AMOUNT
Other - Pricing	1,572	\$1,572
Mobilization - IRR Muster Screening	12	
Pay Group A - Clothing	0	
Pay Group F - Clothing	109	
Admin & Support - BAS (Rate 3.4%)	906	
Bonuses	0	
TSP	421	
Pay Group A - Other	69	
Pay Group B - Other	55	
Education Benefits	467	\$467
Kicker	467	
 Total Pricing Increases	69,464	\$69,464
Program Increases:		
Total Pay Group A Program Increases	15,131	\$15,131
IDT Pay	15,122	
Clothing	9	
	0	
Total Pay Group B Program Increases	4,253	\$4,253
IDT Pay	4,252	
Clothing	1	
Total Pay Group F Program Increases	10,756	\$10,756
Base Pay	5,603	
RPA	1,440	
Other	384	
FICA	429	
BAH	1,525	
Travel	614	
Clothing	762	
Total Pay Group P Program Increases	470	\$470
Base Pay	341	
RPA	88	
Other	15	
FICA	26	

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

	BA	AMOUNT
Total Mobilization Program Increases	1	\$1
IRR Muster/Screening	1	
All Other Categories	1	
Total Special Program Increases	529	\$529
All Other Categories	529	
Total Admin & Support Program Increases	81,556	\$81,556
Full-Time / AGR	80,008	
Pay Allowances	8	
Travel	221	
Death and Disability	31	
Bonuses	1,156	
Health Profession Stipend	64	
Continuation Pay	69	
Total TSP Matching Contributions Program Increases	1,601	\$1,601
Total Program	1,601	
Total Health Professions Scholarship Program Increases	695	\$695
Pay & Allowances	170	
Travel	39	
Clothing	2	
All Other Categories	484	
Total Medical Financial Asst Program Increases	434	\$434
Pay & Allowances	33	
All Other Categories	402	
Total Program Increases	115,426	\$115,426
Total Increases	184,890	\$184,890

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

	BA	AMOUNT
Decreases:		
Pricing Decreases:		
Pay Group A	(815)	
Pay Group B	(117)	
Pay Group F	(69)	
Pay Group P	(7)	
School	(161)	
Special	(265)	
Health Professions Scholarship	(14)	
Medical Financial Asst Program	(0)	
Other	(36)	(\$36)
Admin & Support - Bonuses	(36)	
Total Pricing Decreases	(1,485)	(\$1,485)
Program Decreases:		
Total Pay Group A Program Decreases	(14,635)	(\$14,635)
AT Pay	(4,788)	
IDT Pay	(6,329)	
ATA Pay	(1,525)	
Travel	(1,915)	
Clothing	(28)	
Subsistence	(50)	

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

	BA	AMOUNT
Total Pay Group B Program Decreases	(382)	(\$382)
AT Pay	(286)	
Travel	(96)	
Total Mobilization Program Decreases	(178)	(\$178)
Readiness Training	(178)	
IRR Muster/Screening	(0)	
Total School Program Decreases	(11,793)	(\$11,793)
All Other Categories	(11,793)	
Total Special Program Decreases	(4,638)	(\$4,638)
All Other Categories	(4,638)	
Total Admin & Support Program Decreases	(1,308)	(\$1,308)
Bonuses	(1,308)	
Education Benefits Program Decreases	(1,593)	(\$1,593)
Basic Benefits	(1,593)	
Total Program Decreases	(34,527)	(\$34,527)
Total Decreases	(36,013)	(\$36,013)
FY 2023 Direct Program	\$2,519,878	\$2,519,878

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

	BA	Amount
FY 2022 Direct Program		\$722,318
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	14,580	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	3,181	
Inflation (Rate 2.2% FY23)	2,373	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	1,358	
BAH (Rate 4.2%)	850	
Other	69	
Total Pricing Increases	22,413	
Program Increases:		
IDT Pay	15,122	
Clothing	9	
Total Program Increases	15,131	
Total Increases		\$37,543

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(815)	
Total Pricing Decreases	(815)	
Program Decreases:		
AT Pay	(4,788)	
IDT Pay	(6,329)	
Additional Training Assemblies Pay	(1,525)	
Clothing	(28)	
Subsistence	(50)	
Travel	(1,915)	
Total Program Decreases	(14,635)	
Total Decreases		(\$15,450)
FY 2023 Direct Program		\$744,411

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

Estimate	FY 2023	\$744,411
Estimate	FY 2022	\$722,318
Actual	FY 2021	\$694,673

PART I - Purpose and Scope

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

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

Member is authorized travel expenses (actual expense) not to exceed \$500 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

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

In FY 2023, pricing increases total \$21.6 million due to inflation and economic factors. Program increases by \$495 thousand in support of incentive pay parity.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$14.5 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$3.1 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Active Duty for Training	\$229,939	\$242,384	\$242,639
Inactive Duty for Training	\$464,734	\$479,934	\$501,772
Total	\$694,673	\$722,318	\$744,411

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

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

Pay and Allowances, Annual Training: These funds provide pay and allowances for personnel attending annual training (AT). The average strength accommodates the increases and decreases to the end strength throughout the year. The dollar rate is an annual rate, which includes basic pay, Retired Pay Accrual (RPA), Federal Insurance Contribution Act (FICA) contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pay as authorized. In FY 2023, AT pay increases by \$522 thousand due to inflation, to include, 4.6% pay raise.

ACTIVE DUTY FOR TRAINING

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,701			8,788			8,520		
Participation Rate	83.68%			86.00%			86.00%		
PAID PARTICIPANTS	7,281	\$5,915.81	\$43,073	7,558	\$6,052.66	\$45,746	7,327	\$6,249.35	\$45,789
Enlisted									
Average Strength	45,296			45,469			44,205		
Participation Rate	80.46%			83.26%			83.26%		
PAID PARTICIPANTS	36,446	\$3,144.57	\$114,607	37,857	\$3,222.28	\$121,986	36,805	\$3,327.40	\$122,465

Subsistence-in-Kind: Subsistence-in-kind for the number of mandays used by enlisted personnel on active duty for training. In FY 2023, Subsistence-in-Kind increases by \$2 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	459,220			460,981			448,150		
Percent Subsisted	3.18%			3.18%			3.18%		
TOTAL	14,603	\$12.60	\$184	14,659	\$13.23	\$194	14,251	\$13.74	\$196

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

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2023, Individual Clothing and Uniform Allowance increases by \$182 thousand due to inflation and strength increases for enlisted members.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	170	\$400.00	\$68	172	\$400.00	\$69	167	\$400.00	\$67
Organizational Issue/Replacement	565	\$1,428.75	\$807	571	\$1,484.47	\$848	554	\$1,517.13	\$840
TOTAL	735		\$875	743		\$917	721		\$907

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	4,113	\$1,635.55	\$6,727	3,670	\$1,692.79	\$6,213	3,674	\$1,730.03	\$6,356
Organizational Issue/Replacement	3,441	\$1,174.30	\$4,041	1,742	\$1,215.40	\$2,117	1,744	\$1,242.14	\$2,166
New Uniform Replacement	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	7,554		10,768	5,412		8,330	5,418		8,522

Travel: Travel and per diem allowances for personnel while performing active duty for training. In FY 2023, travel decreases by \$451 thousand due to projected strength decrease.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,281	\$1,532.90	\$11,161	7,587	\$1,586.55	\$12,037	7,355	\$1,621.45	\$11,926
Enlisted	36,446	\$1,351.89	\$49,271	38,003	\$1,399.21	\$53,174	36,947	\$1,429.99	\$52,834
TOTAL	43,727		\$60,432	45,590		\$65,211	44,302		\$64,760

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

Pay and Allowances, Inactive Duty Training (IDT):

These funds provide pay and allowances for personnel attending IDT, to include, Unit Training Assemblies (UTA), Additional Training Assemblies (ATA), Readiness Management Periods (RMP), Military Funeral Honors (MFH), and Additional Flight Training Periods (AFTP) for aviators and primary aircrew members. The average strength shown for unit training reflects gains and losses to end strength throughout the year. The dollar rate is an annual rate, which includes basic pay, Retired Pay Accrual (RPA), and FICA. In FY 2023, IDT pay increases by \$21.7M due to inflation and incentive pay parity which entitles a member comparable pay as an active duty member for comparable work.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,701			8,788			8,520		
Participation Rate	83.29%			85.00%			85.00%		
PAID PARTICIPANTS	7,247	\$16,720.02	\$121,170	7,470	\$17,043.37	\$127,314	7,242	\$20,205.05	\$146,325
Additional Training Assemblies:									
Flight Training	81,156	\$404.06	\$32,792	81,972	\$412.06	\$33,777	79,472	\$424.94	\$33,771
Readiness Management Periods	12,748	\$429.32	\$5,473	12,874	\$437.40	\$5,631	12,485	\$451.30	\$5,634
Military Funeral Honors	16	\$645.69	\$10	16	\$654.06	\$10	16	\$662.63	\$10
TOTAL			\$159,445			\$166,732			\$185,740
	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	45,296			45,469			44,205		
Participation Rate	84.89%			84.90%			84.90%		
PAID PARTICIPANTS	38,454	\$7,411.76	\$285,012	38,601	\$7,551.54	\$291,497	37,528	\$7,838.52	\$294,164
Additional Training Assemblies:									
Flight Training	29,742	\$226.12	\$6,725	29,848	\$230.59	\$6,883	29,021	\$237.79	\$6,901
Readiness Management Periods	20,767	\$222.72	\$4,625	20,847	\$226.86	\$4,729	20,265	\$234.07	\$4,744
Military Funeral Honors	215	\$300.77	\$65	216	\$255.98	\$55	210	\$265.46	\$56
TOTAL			\$296,427			\$303,164			\$305,865

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

Subsistence-in-Kind: Funds provide subsistence to enlisted personnel while on Annual Training (average 15 days). The Annual Training subsistence rates are shown as a daily rate equivalent. In FY 2023, Subsistence-in-Kind increases by \$16 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,665,889			1,672,249			1,625,765		
Percent Subsisted	7.33%			7.33%			7.33%		
TOTAL	122,063	\$12.60	\$1,538	122,529	\$13.23	\$1,620	119,123	\$13.74	\$1,636

Travel: Travel and per diem allowances for personnel while performing an inactive duty for training drill. IAW sec 631 of FY08 NDAA 37USC, 408a, IDT TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD. Member is authorized travel expenses (actual expense) NTE \$500 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018. In FY 2023, travel increases by \$113 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	816	\$2,930.15	\$2,391	827	\$3,032.70	\$2,509	802	\$3,099.42	\$2,486
Enlisted	1,603	\$3,077.35	\$4,933	1,855	\$3,185.06	\$5,909	1,857	\$3,255.13	\$6,045
TOTAL	2,419		\$7,324	2,683		\$8,418	2,659		\$8,531

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

	BA	Amount
FY 2022 Direct Program		\$100,413
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	2,092	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	456	
Inflation (Rate 2.2% FY23)	260	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	195	
BAH (Rate 4.2%)	129	
Other	55	
Total Pricing Increases	3,187	
Program Increases:		
IDT Pay	4,252	
Clothing	1	
Total Program Increases	4,253	
Total Increases		\$7,440
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(117)	
Total Pricing Decreases	(117)	
Program Decreases:		
AT Pay	(286)	
Travel	(96)	
Total Program Decreases	(382)	
Total Decreases		(\$499)
FY 2023 Direct Program		\$107,354

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

Estimate	FY 2023	\$107,354
Estimate	FY 2022	\$100,413
Actual	FY 2021	\$95,788

PART I - Purpose and Scope

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

Included in the FY 2023 President's Budget is funding directed in the FY 2022 NDAA (P.L. 117-81, Section 602) for Reserve Component (RC) incentive pay. This incentive pays the same monthly amount as that paid to a member in the regular component performing comparable work requiring comparable skills.

In FY 2023, pricing increases total \$3.1 million due to inflation and economic factors. Program increases by \$3.8 million in support of incentive pay parity.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$2.1million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$500 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Active Duty for Training	\$37,622	\$39,771	\$40,576
Inactive Duty for Training	\$58,166	\$60,642	\$66,778
TOTAL	\$95,788	\$100,413	\$107,354

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

Pay and Allowances, Annual Training (AT)

These funds provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), FICA, Special and Incentive pay. In FY 2023, AT pay increases by \$688 thousand due to inflation.

Pay and Allowances:

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,454			4,569			4,543		
Participation Rate	80.47%			80.48%			80.48%		
PAID PARTICIPANTS	3,584	\$6,195.30	\$22,204	3,677	\$6,334.44	\$23,292	3,656	\$6,542.50	\$23,919

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	2,895			2,909			2,844		
Participation Rate	61.80%			61.81%			61.78%		
PAID PARTICIPANTS	1,789	\$3,653.44	\$6,536	1,798	\$3,740.41	\$6,725	1,757	\$3,862.20	\$6,786

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	0	\$0.00	\$0	20	\$400.00	\$8	20	\$400.00	\$8
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	0		\$0	20		\$8	20		\$8

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	526	\$1,695.82	\$892	733	\$1,755.17	\$1,286	733	\$1,793.78	\$1,315
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	526		\$892	733		\$1,286	733		\$1,315

Travel: Travel and per diem allowances for personnel while performing annual training. In FY 2023, travel increases by \$88 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	3,584	\$1,487.73	\$5,332	3,691	\$1,539.80	\$5,684	3,670	\$1,573.68	\$5,776
Enlisted	1,789	\$1,485.75	\$2,658	1,805	\$1,537.75	\$2,776	1,764	\$1,571.58	\$2,772
TOTAL	5,373		\$7,990	5,497		\$8,460	5,434		\$8,548

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

Pay and Allowances, Inactive Duty Training (IDT)

These funds provide pay and allowances for personnel attending IDT. The dollar rate is an annual rate, which includes basic pay, Retired Pay Accrual (RPA), and FICA contributions. In FY23, IDT pay increases by \$6.1M due to inflation and incentive pay parity which entitles a member comparable pay as an active duty member for comparable work.

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,454			4,569			4,543		
Participation Rate	89.72%			89.71%			89.72%		
PAID PARTICIPANTS	3,996	\$11,388.89	\$45,510	4,099	\$11,609.90	\$47,589	4,076	\$12,711.24	\$51,811

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,895			2,909			2,844		
Participation Rate	72.88%			72.88%			72.89%		
PAID PARTICIPANTS	2,110	\$5,859.72	\$12,364	2,120	\$5,976.42	\$12,670	2,073	\$7,031.36	\$14,576

Travel: These funds provide transportation costs and per diem allowances for personnel attending inactive duty training. In FY 2023, travel funding increase of \$8 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	123	\$1,886.18	\$232	155	\$1,952.20	\$302	154	\$1,995.15	\$308
Enlisted	27	\$2,222.22	\$60	35	\$2,300.00	\$81	35	\$2,350.60	\$83
TOTAL	150		\$292	190		\$383	190		\$391

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

Reimbursable Requirements (Selective Service System): Reimbursable requirements are in addition to funds requested for direct program requirements. Headquarters Readiness and Integration Organization (RIO) will provide up to 34 individual Mobilization Augmentees (IMA) officers to fill Reserve Forces Officer (RFP) positions within the Selective Service System (SSS). In FY 2023, reimbursements increase by \$10 thousand due to inflation.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	\$15,387.10	\$477	31	\$15,677.42	\$486	31	\$16,000.00	\$496
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	31		\$477	31		\$486	31		\$496

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

	BA	Amount
FY 2022 Direct Program		\$59,159
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	1,233	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	269	
Inflation (Rate 2.2% FY23)	143	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	115	
BAH (Rate 4.2%)	466	
Clothing	109	
Total Pricing Increases	2,335	
Program Increases:		
AT Pay	9,380	
Clothing	762	
Travel	614	
Total Program Increases	10,756	
Total Increases		\$13,091
Decreases:		
Pricing Decreases:		
Retired Pay Accrual Rate	(69)	
Total Pricing Decreases	(69)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$69)
FY 2023 Direct Program		\$72,181

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

Estimate	FY 2023	\$72,181
Estimate	FY 2022	\$59,159
Actual	FY 2021	\$65,702

PART I - Purpose and Scope

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

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

In FY 2023, pricing increases total \$2.3 million due to inflation and economic factors. Program increases by \$10.7 million to support increase of strength.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$1.2 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$269 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

Part II - Justification for Funds Requested

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

Pay and Allowances: These funds provide for pay and allowances of enlisted personnel attending Initial Active Duty for Training. The dollar rate is an annual rate which includes Basic Pay and allowances, Retired Pay Accrual (RPA), FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2023, Initial Active Duty Training (IADT) pay increases by \$11.4M due to inflation and projected increase in the number of paid participants.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	3,424			3,003			3,549		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	3,424	\$16,762.55	\$57,395	3,003	\$17,179.14	\$51,589	3,549	\$17,762.08	\$63,038

Individual Clothing and Uniform Allowance: Prescribed clothing for non-prior service enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2023, Individual Clothing and Uniform Allowance increases by \$871 thousand due to inflation and projected increase in the number of paid participants.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	3,424	\$1,343.17	\$4,599	3,015	\$1,390.18	\$4,191	3,563	\$1,420.76	\$5,062

Travel: These funds pay for travel of all enlisted personnel to and from their Initial Active Duty for Training installation. This includes transportation for enlisted personnel who travels to Lackland AFB TX for Basic Military Training and follow-on technical training. In FY 2023, travel pay increases by \$702 thousand due to inflation and projected increase in the number of paid participants.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	3,424	\$1,082.94	\$3,708	3,015	\$1,120.84	\$3,379	3,563	\$1,145.50	\$4,081

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

	BA	Amount
FY 2022 Direct Program		\$4,564
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	124	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	27	
Inflation (Rate 2.2% FY23)	3	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	12	
Total Pricing Increases	167	
Program Increases:		
IDT Pay	470	
Total Program Increases	470	
Total Increases		\$637
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(7)	
Total Pricing Decreases	(7)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$7)
FY 2023 Direct Program		\$5,194

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

Estimate	FY 2023	\$5,194
Estimate	FY 2022	\$4,564
Actual	FY 2021	\$4,294

PART I - Purpose and Scope

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

In FY 2023, pricing increases total \$160 thousand due to inflation and economic factors. Program increases by \$470 thousand to support increase of strength.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$124 thousand.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$27 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

Part II - Justification of Funds Requested

These funds provide for the pay of enlisted personnel awaiting Initial Active Duty Training (IADT). These personnel are assigned to a Development and Training Flight (DTF) and are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, and FICA. In FY 2023, IDT pay and allowances funding increases by \$630 thousand due to inflation and projected increase in the number of paid participants.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,631	43,226	\$99.34	\$4,294	1,701	45,081	\$101.24	\$4,564	1,876	49,719	\$104.47	\$5,194

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

	BA	Amount
FY 2022 Direct Program		\$735
Increases:		
Pricing Increases:		
IRR Muster/Screening	12	
Total Pricing Increases	12	
Program Increases:		
IRR Muster/Screening	1	
Total Program Increases	1	
Total Increases		\$13
Decreases:		
Program Decreases:		
Readiness Training	(178)	
Total Program Decreases	(178)	
Total Decreases		(\$178)
FY 2023 Direct Program		\$570

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

Estimate	FY 2023	\$570
Estimate	FY 2022	\$735
Actual	FY 2021	\$15

PART I – Purpose and Scope

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

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

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

In FY 2023, pricing increases total \$12 thousand due to inflation and economic factors. Program decreases by \$177 thousand to update the IRR readiness training which occurs every other year.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

IRR Muster/Screening: Allowance for IRR members selected to participate in the annual IRR Muster/Screening. Call-up is for a maximum of one day. The muster allowance is 125% of the per diem rate, for the United States (other than Alaska and Hawaii) as authorized in Title 37, Section 433. In FY23, IRR Muster/ Screening increases by \$13 thousand due to inflation.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	25	25	\$560.00	\$14	0	0	\$0.00	\$0
Enlisted	0	0	\$0.00	\$0	300	300	\$546.67	\$164	0	0	\$0.00	\$0
Subtotal	0	0		\$0	325	325		\$178	0	0		\$0
	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	8	8	\$500.00	\$4	430	430	\$230.23	\$99	430	430	\$237.21	\$102
Enlisted	22	22	\$500.00	\$11	1,980	1,980	\$231.31	\$458	1,980	1,980	\$236.36	\$468
Subtotal	30	30		\$15	2,410	2,410		\$557	2,410	2,410		\$570
	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	8	8	\$500.00	\$4	455	455	\$248.35	\$113	430	430	\$237.21	\$102
Enlisted	22	22	\$500.00	\$11	2,280	2,280	\$272.81	\$622	1,980	1,980	\$236.36	\$468
TOTAL	30	30		\$15	2,735	2,735		\$735	2,410	2,410		\$570

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

	BA	Amount
FY 2022 Direct Program		\$227,167
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	2,908	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	634	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	271	
BAH (Rate 4.2%)	1,319	
Inflation (Rate 2.2% FY23)	1,386	
Total Pricing Increases	6,518	
Program Increases:		
Total Program Increases	0	
Total Increases		\$6,518

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(161)	
Total Pricing Decreases	(161)	
Program Decreases:		
Initial Skills Acquired	(2,785)	
Refresh & Proficiency	(1,213)	
Officer Candidate School	(363)	
Career Development Training	(2,120)	
Undergrad Pilot Training	(5,012)	
Unit Conversion Training	(285)	
Recruiter Training	(15)	
Total Program Decreases	(11,793)	
Total Decreases		(\$11,954)
FY 2023 Direct Program		\$221,731

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

Estimate	FY 2023	\$221,731
Estimate	FY 2022	\$227,167
Actual	FY 2021	\$203,401

PART I - Purpose and Scope

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

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

In FY 2023, pricing increases total \$6.3 million due to inflation and economic factors. Program decreases by \$11.8 million to support the decrease in strength.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$2.9 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$634 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

Career Development Training: Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. This training occurs at Air Force Service Schools, other service schools, and civilian education institutions. Career Development Training funds provide the pay and allowances for Reserve Airmen to instruct and support training at Air Force Reserve schools. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties. School Training estimates are based on the number of participants, which is impacted by end strength. Career Development training advances the unit readiness and provides the foundation for exercising effective mission command. Trained leaders support Sustainable Readiness by being better prepared for the complexities of the operational environment both today and in the future. In FY 2023, Career Development Training decreases by \$1 million to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,223	33,018	\$496.88	\$16,406	1,235	36,094	\$510.31	\$18,419	1,207	34,189	\$526.31	\$17,994
Enlisted	2,410	57,830	\$327.81	\$18,957	2,419	62,837	\$337.94	\$21,235	2,355	59,281	\$348.12	\$20,637
TOTAL	3,632	90,848		\$35,363	3,654	98,930		\$39,654	3,563	93,470		\$38,631

Initial Skill Acquisition Training: Provides training to acquire initial military and/or specialty skills and retraining of Officer and Enlisted personnel. Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both active force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Specific course selection and length are dependent upon the skill or specialty. The level of training in this category is determined by actual and projected vacancies in critical skills. Initial Skill Acquisition training estimates are based on the number of participants, which is impacted by end strength. In FY 2023, Initial Skill Acquisition Training decreases by \$1.4 million to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	247	15,590	\$367.22	\$5,725	250	17,041	\$377.45	\$6,432	244	16,143	\$389.51	\$6,288
Enlisted	1,768	132,616	\$299.09	\$39,664	1,775	144,094	\$308.43	\$44,443	1,728	135,943	\$317.81	\$43,204
TOTAL	2,016	148,206		\$45,389	2,025	161,135		\$50,875	1,973	152,086		\$49,492

Officer Training School: Officer Training School (OTS) provides a 12-week course of pre-commissioning training for selected enlisted personnel. The number of Airmen participating is determined by the number of qualified Airmen approved for attendance and officer vacancies in Reserve units. Provides training for officers attending the Academy of Military Science course and the Commissioned Officer Training Course or the Reserve Commissioned Officer Training Course. OTS estimates are based on the number of participants, which is impacted by end strength. Newly commissioned officers graduating from OTS are assigned to Reserve units and positions for which they are qualified. FY 2023, OTS decreases by \$174 thousand to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	470	7,991	\$328.01	\$2,621	475	8,738	\$337.49	\$2,949	464	8,276	\$348.46	\$2,884
Enlisted	173	10,716	\$319.72	\$3,426	174	11,644	\$329.52	\$3,837	169	10,985	\$339.36	\$3,728
TOTAL	643	18,706		\$6,047	648	20,382		\$6,786	633	19,262		\$6,612

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

Refresher and Proficiency Training: Provides training to attain and maintain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members. Other training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. In FY 2023, Refresher and Proficiency Training decreases by \$576 thousand to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	461	23,991	\$472.92	\$11,346	466	26,223	\$485.88	\$12,741	456	24,842	\$501.25	\$12,452
Enlisted	1,171	30,455	\$297.36	\$9,056	1,176	33,089	\$306.51	\$10,142	1,145	31,217	\$315.69	\$9,855
TOTAL	1,633	54,446		\$20,402	1,642	59,311		\$22,883	1,600	56,059		\$22,307

Undergraduate Pilot/Navigator and Aircrew Training: Supports Air Force Reserve Airmen who volunteer to train as pilots in the Aviation field. The basic Undergraduate Pilot Training (UPT) course lasts approximately 50 weeks while Undergraduate Navigator Training (UNT) ranges from 48-78 weeks depending on the weapon system. In FY 2023, funding decreases by \$174 thousand to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,137	139,822	\$379.40	\$53,048	1,148	152,849	\$389.77	\$59,576	1,122	144,783	\$402.07	\$58,213
Enlisted	1,045	109,725	\$287.12	\$31,504	1,049	119,221	\$296.14	\$35,306	1,021	112,477	\$305.19	\$34,327
TOTAL	2,182	249,548		\$84,552	2,197	272,070		\$94,882	2,144	257,261		\$92,540

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

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2023, funding increases by \$68 thousand due to inflation and historical execution cost.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	181	12,658	\$495.02	\$6,266	183	12,783	\$508.34	\$6,498	179	12,496	\$524.25	\$6,551
Enlisted	307	15,341	\$335.11	\$5,141	308	15,399	\$345.48	\$5,320	300	14,993	\$355.89	\$5,336
TOTAL	488	27,999		\$11,407	491	28,182		\$11,818	478	27,489		\$11,887

Recruiter Training: Supports four weeks training for selected Air Force Reserve enlisted personnel to enhance their capabilities as a recruiter. In FY 2023, funding decreases by \$7 thousand to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	15	644	\$374.25	\$241	15	698	\$385.60	\$269	14	660	\$397.02	\$262
TOTAL	15	644		\$241	15	698		\$269	14	660		\$262

TOTAL SCHOOL TRAINING

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,719	233,071	\$409.37	\$95,412	3,756	253,727	\$420.20	\$106,615	3,672	240,730	\$433.61	\$104,382
Enlisted	6,888	357,326	\$302.21	\$107,989	6,915	386,981	\$311.52	\$120,552	6,733	365,558	\$321.01	\$117,349
TOTAL	10,608	590,396		\$203,401	10,671	640,708		\$227,167	10,405	606,287		\$221,731

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

	BA	Amount
FY 2022 Direct Program		\$346,542
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	4,861	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	1,061	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	451	
BAH (Rate 4.2%)	2,303	
Inflation (Rate 2.2% FY23)	581	
Total Pricing Increases	9,257	
Program Increases:		
Competitive Events	0	
Management Support	529	
Total Program Increases	529	
Total Increases		\$9,786

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(265)	
Total Pricing Decreases	(265)	
Program Decreases:		
Cmd & Staff Supervision	(511)	
Competitive Events	(2)	
Exercises	(237)	
Operational Training	(3,562)	
Unit Conversion	(11)	
Service Mission/Mission Support	(162)	
Yellow Ribbon	(151)	
Total Program Decreases	(4,638)	
Total Decreases		(\$4,903)
FY 2023 Direct Program		\$351,425

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

Estimate	FY 2023	\$351,425
Estimate	FY 2022	\$346,542
Actual	FY 2021	\$330,014

PART I - Purpose and Scope

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

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

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

In FY 2023, pricing increases total \$8.9 million due to inflation and economic factors. Program decreases by \$4.1 million to support the decrease in workdays and strength.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$4.8 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$1.1 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

Competitive Events: Air Force Reserve participation in the annual Congress of the Interallied Confederation of Reserve Officers (CIOR), a quasi-official Reserve organization which cooperates with and supports the policies of the North Atlantic Treaty Organization (NATO). Each year, the CIOR holds an annual Congress in one of the NATO countries and, in conjunction, a series of military pentathlon-type competitions are held involving Reserve officer teams from member nations as part of the Congress' activities. The competition consists of a running obstacle course (500 meters and 50 obstacles), a swimming obstacle course (50 meters and four obstacles in utility uniform), shooting (rifle, pistol, and submachine gun), and orienteering (10-14 kilometer land navigation course using map, compass and visual orientation). In FY 2023, funding decreases by \$1 thousand due to decreased workdays.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	13	75	\$518.36	\$39	13	83	\$529.21	\$44	13	79	\$544.16	\$43
Enlisted	4	18	\$163.89	\$3	4	18	\$167.14	\$3	4	17	\$171.44	\$3
TOTAL	17	94		\$42	17	101		\$47	17	97		\$46

Command/Staff Supervision: Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours supports inspections and staff assistance visits by higher headquarters to subordinate units. In FY 2023, funding decreases by \$272 thousand due to decreased workdays.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	848	7,634	\$749.00	\$5,718	857	8,336	\$764.55	\$6,373	838	7,900	\$786.03	\$6,210
Enlisted	1,434	8,607	\$355.52	\$3,060	1,440	9,340	\$362.41	\$3,385	1,402	8,814	\$371.67	\$3,276
TOTAL	2,283	16,241		\$8,778	2,297	17,676		\$9,758	2,240	16,715		\$9,486

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

Management Support: Includes tours to missions or projects directed by Reserve headquarters which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, environmental compliance, Management Support also includes Medical evaluations, Medical continuation orders, short-term augmentation of Air Force Reserve activities, and Innovative Readiness Training (IRT) support. Of note, IRT is a Health and Human Services Civilian/Military project. In FY23, Management Support increases by \$8.8 million due to inflation and historical obligations..

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	5,044	110,968	\$567.49	\$62,973	5,001	112,288	\$579.77	\$65,101	4,925	113,541	\$596.39	\$67,715
Enlisted	24,507	612,665	\$291.99	\$178,891	24,155	616,208	\$298.24	\$183,778	23,695	620,585	\$306.24	\$190,048
TOTAL	29,551	723,633		\$241,864	29,156	728,496		\$248,879	28,620	734,127		\$257,763

Exercises: Includes tours where Air Force Reserve Airmen participate in field training exercises with reserve component or active component units, staffs, agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. In FY 2023, funding decreases by \$126 thousand to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	469	3,755	\$541.48	\$2,033	474	4,098	\$552.97	\$2,266	463	3,884	\$568.68	\$2,209
Enlisted	999	6,994	\$287.12	\$2,008	1,003	7,589	\$292.94	\$2,223	977	7,166	\$300.57	\$2,154
TOTAL	1,469	10,748		\$4,041	1,477	11,686		\$4,489	1,440	11,051		\$4,363

Operational Training: Provides a full spectrum of individual and collective training directly related to wartime tasks. Examples include airborne support training during which aircrew members drop Army parachutists, aircraft maintenance training, aircrew flight and ground training, civil defense and natural disaster training, aircraft ferrying, loadmaster and aerial port training involving loading of aircraft and operation of high density cargo handling facilities. In FY 2023, funding decreases by \$1.9 million to support the decrease in strength.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	705	9,863	\$416.11	\$4,104	712	10,771	\$425.49	\$4,583	696	10,205	\$437.93	\$4,469
Enlisted	4,160	249,572	\$218.70	\$54,581	4,175	270,839	\$223.72	\$60,592	4,066	255,636	\$229.96	\$58,786
TOTAL	4,864	259,435		\$58,685	4,887	281,610		\$65,175	4,761	265,841		\$63,255

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

Service Mission/Mission Support: Provides Reservist training while supporting Active Duty. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Freedom Sentinel and Operation Inherent Resolve. In FY 2023, funding increases by \$15 thousand due to inflation and historical execution cost.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	717	6,450	\$509.14	\$3,284	724	6,513	\$520.00	\$3,387	708	6,369	\$534.79	\$3,406
Enlisted	1,367	10,936	\$297.29	\$3,251	1,372	10,979	\$303.22	\$3,329	1,336	10,690	\$311.05	\$3,325
TOTAL	2,084	17,386		\$6,535	2,096	17,492		\$6,716	2,044	17,058		\$6,731

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2023, funding increases by \$1 thousand due to inflation and historical execution cost.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	59	356	\$542.53	\$193	60	359	\$554.27	\$199	59	351	\$570.14	\$200
Enlisted	84	835	\$311.49	\$260	84	838	\$318.52	\$267	82	816	\$327.33	\$267
TOTAL	143	1,190		\$453	144	1,197		\$466	140	1,166		\$467

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

	FY 2021 Actual			
	Strength	Workdays	Rate	Amount
Officer	103	1,643	\$601.34	\$988
Enlisted	381	5,714	\$430.35	\$2,459
TOTAL	484	7,357		\$3,447

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

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase. In FY 2023, funding decreases by \$1.7 million due to reduced workdays.

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,124	16,929	\$346.68	\$5,869	3,677	29,415	\$355.97	\$10,471	3,010	24,078	\$368.01	\$8,861
Travel	2,124	16,929	\$17.72	\$300	3,677	29,415	\$18.39	\$541	3,010	24,078	\$18.81	\$453
TOTAL	4,248	33,858		\$6,169	7,354	58,830		\$11,012	6,020	48,156		\$9,314

TOTAL SPECIAL TRAINING

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	8,911	148,742	\$548.95	\$81,652	8,895	152,636	\$560.62	\$85,571	8,697	151,523	\$577.08	\$87,441
Enlisted	36,230	921,200	\$269.61	\$248,362	35,985	953,282	\$273.76	\$260,971	35,040	936,010	\$282.03	\$263,984
TOTAL	45,140	1,069,942		\$330,014	44,881	1,105,918		\$346,542	43,737	1,087,533		\$351,425

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

	BA	Amount
FY 2022 Direct Program		\$825,379
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	7,209	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	1,573	
Inflation (Rate 2.2% FY23)	1,082	
Retired Pay Accrual (Rate 36.9% (FT) 24.5% (PT) FY23)	7,072	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	672	
BAH (Rate 4.2%)	4,273	
BAS (Rate 3.4%)	906	
Total Pricing Increases	22,788	
Program Increases:		
Full-Time / AGR	80,008	
Death & Disability	31	
Travel	221	
Bonuses	1,156	
Basic Needs Allowance	8	
Health Profession Stipend	64	
Continuation Pay	69	
Total Program Increases	81,556	
Total Increases		\$104,344

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Bonuses	-36	
Total Pricing Decreases	-36	
Program Decreases:		
Bonuses	-1,308	
Total Program Decreases	-1,308	
Total Decreases		(\$1,344)
FY 2023 Direct Program		\$928,379

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

Estimate	FY 2023	\$928,387
Estimate	FY 2022	\$825,379
Actual	FY 2021	\$727,191

PART I - Purpose and Scope

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

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

In FY 2023, pricing increases total \$22.8 million due to inflation and economic factors. Program increases by \$80.2 million to support the AGR conversions.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$7.2 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$1.6 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

Part II - Justification of Funds Requested

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Full-Time Pay and Allowances	\$687,949	\$773,558	\$876,581
Health Profession Stipend	\$462	\$1,129	\$1,193
Death Gratuity	\$0	\$200	\$200
Disability and Hospitalization	\$139	\$197	\$228
Bonus Programs	\$36,486	\$47,841	\$47,651
Foreign Language Proficiency Pay	\$1,834	\$2,084	\$2,084
Continuation Pay	\$321	\$370	\$441
Basic Needs Allowance	\$0	\$0	\$8
Total	\$727,191	\$825,379	\$928,387

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

PCS: This request provide funds to cover travel costs for AGR Airmen making a PCS move. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS with TDY enroute status. This is based on an average entitlement rate. In FY 2023, funding increases by \$221 thousand due to inflation and conversion of the Air Reserve Technician (ART) to Active Guard Reserve (AGR).

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	267	\$17,149.81	\$4,579	269	\$17,750.06	\$4,767	269	\$18,140.56	\$4,872
Enlisted	396	\$12,790.40	\$5,065	398	\$13,238.07	\$5,263	398	\$13,529.31	\$5,379
TOTAL	663		\$9,644	666		\$10,030	666		\$10,251

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

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

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	50	\$8,364	50	\$8,771	50	\$8,954
Enlisted	54	\$2,636	54	\$2,875	54	\$2,934
TOTAL	104	\$11,000	104	\$11,646	104	\$11,888

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

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

Health Profession Stipend: Supports physicians and graduate nurses engaged in training for a critical wartime medical specialty. Participants receive the current stipend paid in the Health Professions Scholarship program, if they agree to a commitment to serve in the Selected Reserve, or one-half of that rate if they agree to serve in the Individual Ready Reserve. Third and fourth year baccalaureate students who agree to a commitment to serve in the Selected Reserve receive a monthly stipend, or one half of that rate if they serve in the Individual Ready Reserve. Historically, participants have been physicians and graduate nurses in the Selected Reserve, therefore receiving full payment. The costs below indicates where participants are currently assigned (Title 10, Sec. 1608). In FY 2023, Health Profession Stipend increased by \$64 thousand due to inflation and increase strength.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	18	\$26,115.00	\$462	42	\$26,877.00	\$1,129	43	\$27,754.50	\$1,193
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	18	\$26,115.00	\$462	42	\$26,877.00	\$1,129	43	\$27,754.50	\$1,193

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

Death Gratuities: The funds requested provide the payment of death gratuity to beneficiaries of deceased Reserve personnel as authorized.

Disability and Hospitalization Benefits: Members of the Reserve who suffer injury, disability or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty. In FY 2023, Disability and Hospitalization Benefits increased by \$40 thousand due to inflation and increase strength.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	0	\$0.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	0	\$0.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
TOTAL	0		\$0	2		\$200	2		\$200
	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	1	\$8,850.00	\$9	2	\$9,177.13	\$18	3	\$9,440.27	\$28
Enlisted	5	\$15,830.00	\$79	6	\$16,449.34	\$99	7	\$16,922.76	\$118
Subtotal	6		\$88	8		\$117	10		\$147
<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	1	\$25,500.00	\$26	1	\$26,494.50	\$26	1	\$27,077.38	\$27
Enlisted	1	\$25,500.00	\$26	2	\$26,494.50	\$53	2	\$27,077.38	\$54
Subtotal	2		\$51	3		\$79	3		\$81
<u>Transportation & Per Diem</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	0		\$0	0		\$0	0		\$0
TOTAL			\$139			\$197			\$228

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

Estimate	FY 2023	\$8
Estimate	FY 2022	\$0
Actual	FY 2021	\$0

Program: Basic Needs Allowance

Part I – Purpose and Scope

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year.

Part II - Justification of Funds Requested:

FY 2023 amounts are estimated from Service demographic data under the assumption that Basic Allowance for Housing (BAH) is included in the calculation. However, the exact number of recipients is not known at the time of publishing as OUSD(P&R) is currently developing the Departmental policy for implementation. The details of this policy may significantly impact the estimate of recipients and expected payment.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Basic Needs Allowance</u>									
Officer			\$0			\$0			\$0
Enlisted			\$0			\$0			\$8
TOTAL			\$0			\$0			\$8

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

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

Non-Prior Enlistment Bonus: Funds requested provides bonus payments to non-prior service enlistees who agree to serve a six year term in the Air Force Reserve critical career fields. Individuals will receive initial lump sum payment of 50 percent of the total bonus and five equal payments for the remaining bonus amount. The total bonus amount will not exceed \$15,000, however, beginning in Fiscal Year 2008, selected critical AFSCs may receive a bonus not to exceed \$20,000. In FY 2023, funding decreases by \$160 thousand due to decrease in participation for new payments.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	730	\$3,792	755	\$5,750	700	\$5,375
Anniversary Payments						
6 Year	2,917	\$4,565	3,540	\$5,435	3,685	\$5,650
Subtotal	3,647	\$8,357	4,295	\$11,185	4,385	\$11,025

Prior Enlistment Bonus: Funds requested provides bonus payments to prior-service enlistees with less than ten years of total military service who agree to serve in Reserve critical career fields for a term of either three or six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either three or five equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2023, Prior Service Enlistment Bonuses decrease by \$362 thousand due to decrease in number of participation for anniversary payments.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	14	\$74	14	\$175	14	\$175
6 Year	387	\$1,480	450	\$3,375	450	\$3,375
Anniversary Payments						
3 Year	24	\$137	20	\$163	28	\$176
6 Year	1,200	\$1,802	1,487	\$2,231	1,237	\$1,856
Subtotal	1,625	\$3,493	1,971	\$5,944	1,729	\$5,582

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

Reenlistment Bonus: Funds requested provides reenlistment bonus payment to prior-service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years.. Members must hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus and either five or two equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2023, Prior Service Enlistment Bonuses decrease by \$326 thousand due to decrease in participation.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	107	\$389	140	\$525	150	\$525
6 Year	907	\$4,621	900	\$6,750	900	\$6,750
Anniversary Payments						
3 Year	187	\$348	201	\$377	247	\$464
6 Year	3,200	\$4,311	4,002	\$6,004	3,727	\$5,591
Subtotal	4,401	\$9,669	5,243	\$13,656	5,024	\$13,330

Critically Short Wartime Health Specialist Bonus: Funds requested provides a bonus of \$10,000 or \$50,000 annually to an officer in a health care profession who qualified in a specialty designated as a critically short wartime specialty. The officer must agree to serve at least one year in the Selected Reserve. The bonus is limited to 3 years beginning on the date the officer accepts the award of special pay. In FY 2023, Critically Short Wartime Health Specialist Bonus decrease by \$495 thousand due to decrease in participation for anniversary payments.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	229	\$3,428	229	\$3,435	229	\$3,435
Anniversary Payments						
3 Year	523	\$7,844	491	\$7,365	458	\$6,870
Subtotal	752	\$11,272	720	\$10,800	687	\$10,305

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

Affiliation Bonus: Funds requested provides a reserve affiliation bonus to enlisted personnel serving on active duty and eligible for reenlistment or for an extension of their active duty status. Upon release from active duty, the member will have a reserve service obligation under the Selective Service Act. Eligible participants must be affiliated with a unit and currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$7,500. In FY 2023, funding increases by \$15 thousand due to increase in participation for anniversary payments.

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	13	\$12	14	\$53	14	\$53
6 Year	3	\$10	0	\$0	0	\$0
Anniversary Payments						
3 Year	27	\$10	19	\$35	27	\$50
6 Year	6	\$9	0	\$0	0	\$0
Subtotal	49	\$41	33	\$88	41	\$103

Accession/Affiliation Bonus: Funds requested provides bonus payments to officers who agree to serve a term of three years in the Air Force Reserve Top 10 most critical career fields. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$10,000. In FY 2023, funding increases by \$711 thousand due to increase in participation for anniversary payments.

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	188	\$321	250	\$1,065	250	\$1,065
Anniversary Payments						
3 Year	114	\$396	235	\$824	438	\$1,535
Subtotal	302	\$717	485	\$1,889	688	\$2,600

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

Student Loan Repayment: Funds a program designed to attract and retain individuals in critical wartime specialties for participation in the Selected Reserve. Enlisted members agree to participate in the Selected Reserve in exchange for education loan repayment to their designated lender. This incentive is paid out annually, after each year of satisfactory service. This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen (including affiliation). In FY 2023, funding decreases by \$513 thousand due to decrease in participation.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	267	\$116	225	\$338	125	\$188
Anniversary Payments						
6 Year	400	\$684	467	\$701	492	\$338
Subtotal	667	\$800	692	\$1,039	617	\$526

Health Professions Loan Repayment Program: Funds repayment of an annual maximum of \$40,000 in higher education loans for health professionals. For each satisfactory year of service completed in the Selected Reserve in a wartime combat medical skill designated as critical, the member is entitled to a maximum lifetime repayment of \$250,000. The payout is typically \$20,000 or \$40,000 per year for 3 or 4 years of satisfactory service. In FY 2023, funding increases by \$940 thousand due to increase in participation.

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	32	\$704	60	\$1,500	65	\$1,600
Anniversary Payments						
3 Year	60	\$1,433	81	\$1,740	111	\$2,580
Subtotal	92	\$2,137	141	\$3,240	176	\$4,180

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

TOTAL RESERVE INCENTIVES

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	2,877	\$14,947	3,037	\$22,966	2,897	\$22,541
Anniversary Payments						
Subtotal - Anniversary Payments	8,658	\$21,539	10,543	\$24,875	10,450	\$25,110
TOTAL	11,535	\$36,486	13,580	\$47,841	13,347	\$47,651

Foreign Language Proficiency Pay

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer	77	\$606	69	\$543	69	\$543
Enlisted	200	\$1,228	251	\$1,541	251	\$1,541
Subtotal	277	\$1,834	320	\$2,084	320	\$2,084

Continuation Pay: The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2023, funding increases by \$71 thousand based updated rates.

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer		\$168		\$134		\$159
Enlisted		\$153		\$236		\$282
Subtotal		\$321		\$370		\$441

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	387	302	214	214	223	231	231	231	231
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	5	5	5	5	5	5	5	5

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	16	14	11	11	11	11	11	11	11

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	19	16	13	13	14	14	14	14	14

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	318	229	138	138	135	130	130	130	130

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	51	43	35	35	38	41	41	41	41

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	8	7	5	5	5	5	5	5	5

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	2	2	2	2	2	2	2

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	990	1,182	1,263	1,263	1,286	1,364	1,364	1,325	1,339
Enlisted	2,419	2,896	3,094	3,094	3,489	3,836	3,836	3,974	4,144
Subtotal	3,409	4,078	4,357	4,357	4,775	5,200	5,200	5,299	5,483

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	10	11	12	12	12	9	9	9	9
Enlisted	401	406	407	407	380	351	351	351	351
Subtotal	411	417	419	419	392	360	360	360	360

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	4	3	3	3	3	3	3	3

TOTAL PROGRAM

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,428	1,531	1,519	1,519	1,552	1,635	1,635	1,596	1,610
Enlisted	3,204	3,587	3,684	3,684	4,052	4,368	4,368	4,506	4,676
Subtotal	4,632	5,118	5,203	5,203	5,604	6,003	6,003	6,102	6,286

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

	BA	Amount
FY 2022 Direct Program		\$8,599
Increases:		
Pricing Increases:		
TSP Matching Contribution Payments	421	
Total Pricing Increases	421	
Program Increases:		
TSP Matching Contribution Payments	1,601	
Total Program Increases	1,601	
Total Increases		\$2,022
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2023 Direct Program		\$10,621

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

Estimate	FY 2023	\$10,621
Estimate	FY 2022	\$8,599
Actual	FY 2021	\$6,590

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2023, funding increases by \$2 million based on updated rates.

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$1,871			\$2,176			\$2,501
Enlisted			\$4,719			\$6,423			\$8,120
Total			\$6,590			\$8,599			\$10,621

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

	BA	Amount
FY 2022 Direct Program	12,076	\$12,076
Increases:		
Pricing Increases:		
Kicker	467	
Total Pricing Increases	467	
Program Increases:		
Total Program Increases	0	
Total Increases		\$467
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Basic Benefits	(1,593)	
Total Program Decreases	(1,593)	
Total Decreases		(\$1,593)
FY 2023 Direct Program		\$10,950

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

Estimate	FY 2023	\$10,950
Estimate	FY 2022	\$12,076
Actual	FY 2021	\$11,726

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

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

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

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

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

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

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

In FY 2023, the Education program decreases by \$1.1 million due to decrease in participation for tuition assistance.

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	3,424	\$0	\$0	3,003	\$0	\$0	3,549	\$0	\$0
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	503	\$2,829	\$1,424	1,120	\$2,887	\$3,233	1,120	\$3,304	\$3,700
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	354	\$0	\$0	363	\$0	\$0	354	\$0	\$0
Tuition Assistance, Enlisted	4,864	\$2,118	\$10,302	4,175	\$2,118	\$8,843	3,423	\$2,118	\$7,250
TOTAL EDUCATIONAL BENEFITS	9,145		\$11,726	8,661		\$12,076	8,446		\$10,950

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

	BA	Amount
FY 2022 Direct Program	61,600	\$61,600
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	258	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	56	
Inflation (Rate 2.2% FY23)	1,392	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	24	
BAH (Rate 4.2%)	119	
Total Pricing Increases	1,850	
Program Increases:		
Stipend	484	
Pay Allowances	139	
BAH	31	
Uniform Allowance	2	
Travel	39	
Total Program Increases	695	
Total Increases		\$2,544

**RESERVE PERSONNEL, AIR FORCE
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

BA Amount

Decreases:

Pricing Decreases:

RPA

(14)

Total Pricing Decreases

(14)

Program Decreases:

Total Program Decreases

0

Total Decreases

(\$14)

FY 2023 Direct Program

\$64,130

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

Estimate	FY 2023	\$64,130
Estimate	FY 2022	\$61,600
Actual	FY 2021	\$56,033

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,609.00 effective 1 July 2023. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

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

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

PART II - Justification of Funds Requested

In FY 2023, Health Professions Scholarship Program increased by \$2.5 million due to increased stipend rates effective 1 July 2023.

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,458	\$23,431.22	\$34,151	1,460	\$26,877.00	\$39,240	1,478	\$27,754.50	\$41,021
Pay and Allowances	1,458	\$9,197.26	\$13,405	1,460	\$9,440.59	\$13,783	1,478	\$9,758.97	\$14,424
Uniform Allowances	410	\$400.00	\$164	415	\$400.00	\$166	420	\$400.00	\$168
Travel	943	\$5,337.22	\$5,033	545	\$5,524.02	\$3,011	552	\$5,645.55	\$3,117
Critical Skills Accession Bonus	164	\$20,000.00	\$3,280	270	\$20,000.00	\$5,400	270	\$20,000.00	\$5,400
TOTAL			\$56,033			\$61,600			\$64,130

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

	BA	Amount
FY 2022 Direct Program	2,449	\$2,449
Increases:		
Pricing Increases:		
FY23 Pay Raise (4.6%, Effective 1 Jan 23)	5	
Annualization FY22 Pay Raise (2.7% eff 1 Jan 22)	1	
Inflation (Rate 2.2% FY23)	43	
FICA (Rate 7.65%, FY23 Ceiling - \$156,000)	0	
Total Pricing Increases	49	
Stipend	177	
Pay Allowances	33	
Financial Assistance Grant	225	
Total Program Increases	434	
Total Increases		\$483
Decreases:		
Pricing Decreases:		
RPA	(0)	
Total Pricing Decreases	(0)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$0)
FY 2023 Direct Program		\$2,932

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

Estimate	FY 2023	\$2,932
Estimate	FY 2022	\$2,449
Actual	FY 2021	\$2,200

Part I - Purpose and Scope

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

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,609.00 effective 1 July 2023. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

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

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

PART II - Justification of Funds Requested

In FY 2023, program increased by \$483 thousand due to increased stipend rates effective 1 July 2023.

Expenses for Health Professional students are identified as follows:

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

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

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

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

	FY 2021 Actual *			FY 2022 Estimate			FY 2023 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	30	\$42,266.67	\$1,268	38	\$29,417.00	\$1,118	44	\$30,363.50	\$1,336
Financial Assistance Grant	17	\$45,000.00	\$773	25	\$45,000.00	\$1,125	30	\$45,000.00	\$1,350
Pay and Allowances	30	\$5,300.00	\$159	38	\$5,418.21	\$206	44	\$5,581.02	\$246
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$2,200			\$2,449			\$2,932

* Note: Investigating accounting data to understand rate in excess

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

of guidance

Section V
Special Analysis

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

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	36	59	0	44	117	220
RECRUITING RETENTION	9	351	360	0	0	39	399
SUBTOTAL	32	387	419	0	44	156	619
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	1,165	3,118	4,283	7,205	53	4,332	15,873
UNITS	0	0	0	0	0	0	0
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,165	3,118	4,283	7,205	53	4,332	15,873
TRAINING:							
RC NON-UNIT INST	0	16	16	0	0	0	16
AC SCHOOLS	9	2	11	0	0	0	11
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	18	27	0	0	0	27
HEADQUARTERS:							
SERVICE HQS	95	103	198	19	60	415	692
AC HQS	45	6	51	0	0	0	51
AC INSTAL/ACTIVITIES	41	18	59	0	0	0	59
RC CHIEFS STAFF	112	29	141	0	11	24	176
OTHERS HQS	20	5	25	0	0	0	25
SUBTOTAL	313	161	474	19	71	439	1,003
OTHERS	0	0	0	0	0	0	0
TOTAL	1,519	3,684	5,203	7,224	168	4,927	17,522

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

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	44	67	0	48	117	232
RECRUITING RETENTION	9	351	360	1	0	39	400
SUBTOTAL	32	395	427	1	48	156	632
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,282	3,795	5,077	7,082	36	4,031	16,226
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,282	3,795	5,077	7,082	36	4,031	16,226
TRAINING:							
RC NON-UNIT INST	1	19	20	0	0	0	20
AC SCHOOLS	8	2	10	0	0	0	10
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	21	30	0	0	0	30
HEADQUARTERS:							
SERVICE HQS	90	101	191	28	65	421	705
AC HQS	46	7	53	0	0	0	53
AC INSTAL/ACTIVITIES	41	15	56	0	0	0	56
RC CHIEFS STAFF	114	29	143	0	7	24	174
OTHERS HQS	21	5	26	0	0	0	26
SUBTOTAL	312	157	469	28	72	445	1,014
OTHERS	0	0	0	0	0	0	0
TOTAL	1,635	4,368	6,003	7,111	156	4,632	17,902

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2023

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	44	67	0	48	117	232
RECRUITING RETENTION	9	351	360	1	0	39	400
SUBTOTAL	32	395	427	1	48	156	632
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,256	4,103	5,359	6,667	36	4,186	16,248
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,256	4,103	5,359	6,667	36	4,186	16,248
TRAINING:							
RC NON-UNIT INST	0	19	19	0	0	0	19
AC SCHOOLS	9	2	11	0	0	0	11
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	21	30	0	0	0	30
HEADQUARTERS:							
SERVICE HQS	90	101	191	28	65	421	705
AC HQS	46	7	53	0	0	0	53
AC INSTAL/ACTIVITIES	41	15	56	0	0	0	56
RC CHIEFS STAFF	114	29	143	0	7	24	174
OTHERS HQS	22	5	27	0	0	0	27
SUBTOTAL	313	157	470	28	72	445	1,015
OTHERS	0	0	0	0	0	0	0
TOTAL	1,610	4,676	6,286	6,696	156	4,787	17,925

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2021			FY 2022			FY 2023		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	254	251	248	248	262	275	275	275	275
2nd Year	383	379	374	374	389	404	404	404	403
3rd Year	402	397	392	392	388	383	383	383	382
4th Year	436	431	426	426	422	418	418	417	416
Total Enrollment	1,475	1,458	1,440	1,440	1,460	1,480	1,480	1,478	1,476

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2021			FY 2022			FY 2023		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	1	1	1	1	16	30	30	16	2
2nd Year	5	4	3	3	4	5	5	6	6
3rd Year	16	13	9	9	10	10	10	11	12
4th Year	17	13	8	8	9	10	10	12	13
Total Enrollment	39	30	21	21	38	55	55	44	33
Completed Program Graduates			446			426			421

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,917	4,565	2,810	4,335	2,200	3,400	1,650	2,550	620	955				
Accelerated Payments														
FY2021 Initial Payments	730	3,792												
FY2021 Anniversary Payments			730	1,100	730	1,100	730	1,100	730	1,100	730	1,100		
FY2022 Initial Payments			755	5,750										
FY2022 Anniversary Payments					755	1,150	755	1,150	755	1,150	755	1,150	755	1,150
FY2023 Initial Payments					700	5,375								
FY2023 Anniversary Payments							700	1,075	700	1,075	700	1,075	700	1,075
FY2024 Initial Payments							450	3,500						
FY2024 Anniversary Payments									450	700	450	700	450	700
FY2025 Initial Payments									450	3,500				
FY2025 Anniversary Payments											450	700	450	700
FY2026 Initial Payments											480	3,725		
FY2026 Anniversary Payments													480	745
FY2027 Initial Payments													475	3,688
FY2027 Anniversary Payments														
Total Initial Payments	730	3,792	755	5,750	700	5,375	450	3,500	450	3,500	480	3,725	475	3,688
Total Anniversary Payment	2,917	4,565	3,540	5,435	3,685	5,650	3,835	5,875	3,255	4,980	3,085	4,725	2,835	4,370
Total	3,647	8,357	4,295	11,185	4,385	11,025	4,285	9,375	3,705	8,480	3,565	8,450	3,310	8,058

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	60	1,433	49	1,060	19	400								
Accelerated Payments														
FY2021 Initial Payments	32	704												
FY2021 Anniversary Payments			32	680	32	680	32							
FY2022 Initial Payments			60	1,500										
FY2022 Anniversary Payments					60	1,500	60	1,500	60					
FY2023 Initial Payments					65	1,600								
FY2023 Anniversary Payments							65	1,600	65	1,600	65		15	
FY2024 Initial Payments							65	1,600						
FY2024 Anniversary Payments									65	1,600	65	1,600	65	600
FY2025 Initial Payments									65	1,600				
FY2025 Anniversary Payments											65	1,600	65	1,600
FY2026 Initial Payments											65	1,600		
FY2026 Anniversary Payments													65	1,600
FY2027 Initial Payments													65	1,000
FY2027 Anniversary Payments														
Total Initial Payments	32	704	60	1,500	65	1,600	65	1,600	65	1,600	65	1,600	65	1,000
Total Anniversary Payment	60	1,433	81	1,740	111	2,580	157	3,100	190	3,200	195	3,200	210	3,800
Total	92	2,137	141	3,240	176	4,180	222	4,700	255	4,800	260	4,800	275	4,800

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	523	7,844	262	3,930										
Accelerated Payments														
FY2021 Initial Payments	229	3,428												
FY2021 Anniversary Payments			229	3,435	229	3,435								
FY2022 Initial Payments			229	3,435										
FY2022 Anniversary Payments					229	3,435	229	3,435						
FY2023 Initial Payments					229	3,435								
FY2023 Anniversary Payments							229	3,435	229	3,435				
FY2024 Initial Payments							229	3,435						
FY2024 Anniversary Payments									229	3,435	229	3,435		
FY2025 Initial Payments									229	3,435				
FY2025 Anniversary Payments											229	3,435	229	3,435
FY2026 Initial Payments											229	3,435		
FY2026 Anniversary Payments													229	3,435
FY2027 Initial Payments													229	3,435
FY2027 Anniversary Payments														
Total Initial Payments	229	3,428	229	3,435	229	3,435	229	3,435	229	3,435	229	3,435	229	3,435
Total Anniversary Payment	523	7,844	491	7,365	458	6,870	458	6,870	458	6,870	458	6,870	458	6,870
Total	752	11,272	720	10,800	687	10,305	687	10,305	687	10,305	687	10,305	687	10,305

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,224	1,939	1,106	1,725	400	600	96	144	48	72				
Accelerated Payments														
FY2021 Initial Payments	401	1,554												
FY2021 Anniversary Payments			401	669	401	669	387	581	387	581	387	581		
FY2022 Initial Payments			464	3,550										
FY2022 Anniversary Payments					464	763	464	763	450	675	450	675	450	675
FY2023 Initial Payments					464	3,550								
FY2023 Anniversary Payments							464	763	464	763	450	675	450	675
FY2024 Initial Payments							464	3,550						
FY2024 Anniversary Payments									464	763	464	763	450	675
FY2025 Initial Payments									464	3,550				
FY2025 Anniversary Payments											464	763	464	763
FY2026 Initial Payments											464	3,550		
FY2026 Anniversary Payments													464	763
FY2027 Initial Payments													464	3,550
FY2027 Anniversary Payments														
Total Initial Payments	401	1,554	464	3,550	464	3,550	464	3,550	464	3,550	464	3,550	464	3,550
Total Anniversary Payment	1,224	1,939	1,507	2,394	1,265	2,032	1,411	2,251	1,813	2,854	2,215	3,457	2,278	3,551
Total	1,625	3,493	1,971	5,944	1,729	5,582	1,875	5,801	2,277	6,404	2,679	7,007	2,742	7,101

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	27	19	6	11										
Accelerated Payments														
FY2021 Initial Payments	16	22												
FY2021 Anniversary Payments	6		13	24	13	24								
FY2022 Initial Payments			14	53										
FY2022 Anniversary Payments					14	26	14	26						
FY2023 Initial Payments					14	53								
FY2023 Anniversary Payments							14	26	14	26				
FY2024 Initial Payments							14	53						
FY2024 Anniversary Payments									14	26	14	26	14	
FY2025 Initial Payments									14	53				
FY2025 Anniversary Payments											14	26	14	26
FY2026 Initial Payments											14	53		
FY2026 Anniversary Payments													14	26
FY2027 Initial Payments													14	53
FY2027 Anniversary Payments													14	26
Total Initial Payments	16	22	14	53	14	53	14	53	14	53	14	53	14	53
Total Anniversary Payment	33	19	19	35	27	50	28	52	28	52	28	52	42	52
Total	49	41	33	88	41	103	42	105	42	105	42	105	56	105

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	114	396	47	165										
Accelerated Payments														
FY2021 Initial Payments	188	321												
FY2021 Anniversary Payments			188	659	188	659								
FY2022 Initial Payments			250	1,065										
FY2022 Anniversary Payments					250	876	250	876						
FY2023 Initial Payments					250	1,065								
FY2023 Anniversary Payments							250	876	250	876				
FY2024 Initial Payments							250	1,065						
FY2024 Anniversary Payments									250	876	250	876		
FY2025 Initial Payments									250	1,065				
FY2025 Anniversary Payments											250	876	250	876
FY2026 Initial Payments											250	1,065		
FY2026 Anniversary Payments													250	876
FY2027 Initial Payments													250	1,065
FY2027 Anniversary Payments														
Total Initial Payments	188	321	250	1,065	250	1,065	250	1,065	250	1,065	250	1,065	250	1,065
Total Anniversary Payment	114	396	235	824	438	1,535	500	1,752	500	1,752	500	1,752	500	1,752
Total	302	717	485	1,889	688	2,600	750	2,817	750	2,817	750	2,817	750	2,817

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,387	4,659	3,189	4,819	1,920	2,880	1,280	1,920	640	960				
Accelerated Payments														
FY2021 Initial Payments	1,014	5,010												
FY2021 Anniversary Payments			1,014	1,562	1,014	1,562	900	1,350	900	1,350	900	1,350	900	1,350
FY2022 Initial Payments			1,040	7,275										
FY2022 Anniversary Payments					1,040	1,613	1,040	1,613	900	1,350	900	1,350	900	1,350
FY2023 Initial Payments					1,050	7,275								
FY2023 Anniversary Payments							1,000	6,656	1,000	1,538	850	1,275	850	1,275
FY2024 Initial Payments							150	525						
FY2024 Anniversary Payments									1,000	6,656	1,000	1,538	850	1,275
FY2025 Initial Payments									150	525				
FY2025 Anniversary Payments											1,000	6,656	1,000	1,556
FY2026 Initial Payments											150	525		
FY2026 Anniversary Payments													1,000	6,656
FY2027 Initial Payments													150	563
FY2027 Anniversary Payments														
Total Initial Payments	1,014	5,010	1,040	7,275	1,050	7,275	150	525	150	525	150	525	150	563
Total Anniversary Payment	3,387	4,659	4,203	6,381	3,974	6,055	4,220	11,539	4,440	11,854	4,650	12,169	5,500	13,462
Total	4,401	9,669	5,243	13,656	5,024	13,330	4,370	12,064	4,590	12,379	4,800	12,694	5,650	14,025

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

	<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	400	684	200	300										
Accelerated Payments														
FY2021 Initial Payments	267	116												
FY2021 Anniversary Payments			267	401	267									
FY2022 Initial Payments			225	338										
FY2022 Anniversary Payments					225	338	225							
FY2023 Initial Payments					125	188								
FY2023 Anniversary Payments							125	188	125					
FY2024 Initial Payments							125	188						
FY2024 Anniversary Payments									125	188	125	188		
FY2025 Initial Payments									125	188				
FY2025 Anniversary Payments											125	188	125	188
FY2026 Initial Payments											125	188		
FY2026 Anniversary Payments													125	188
FY2027 Initial Payments													125	188
FY2027 Anniversary Payments														
Total Initial Payments	267	116	225	338	125	188	125	188	125	188	125	188	125	188
Total Anniversary Payment	400	684	467	701	492	338	350	188	250	188	250	376	250	376
Total	667	800	692	1,039	617	526	475	376	375	376	375	564	375	564

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand. The FY18 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel as well as Technicians.

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Fighter	82.4%	80.5%	80.5%
Bomber	100.0%	99.4%	99.9%
Mobility	96.7%	97.9%	99.5%
Special Ops	109.7%	100.2%	98.3%
C2ISR	101.5%	101.5%	101.2%
Rescue	71.2%	72.9%	77.8%
RPA	92.8%	103.6%	100.0%
Total	93.3%	93.7%	94.6%

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

<u>Aircraft Type category:</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</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>
Fighter	158	26,099	4,124	152	25,382	3,858	430	27,030	11,623
Bomber	38	26,424	1,004	37	25,394	940	52	24,519	1,275
Mobility	674	26,086	17,582	649	25,349	16,452	472	30,572	14,430
Special Ops	63	25,967	1,636	60	25,514	1,531	56	32,679	1,830
C2ISR	59	26,246	1,548	57	25,428	1,449	45	30,133	1,356
Rescue	27	25,855	698	26	25,118	653	17	22,706	386
RPA	64	26,134	1,673	62	25,235	1,565	96	30,948	2,971
Total	1,083		28,265	1,043		26,448	1,168		33,871