

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2023 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
April 2022**

**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
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SPECIAL EXHIBITS

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

	FY 2021 Actual	FY 2022 Enactments	FY 2023 Estimate
<u>Base Program</u>			
Pay and Allowances of Officers	10,763,094	11,227,038	11,110,453
Pay and Allowances of Enlisted Personnel	20,470,468	20,970,208	21,226,637
Pay and Allowances of Cadets	91,267	90,069	90,350
Subsistence of Enlisted Personnel	1,385,828	1,466,942	1,477,281
Permanent Change of Station Travel	1,185,295	1,205,880	1,114,452
Other Military Personnel Costs	129,701	118,069	121,114
TOTAL DIRECT PROGRAM	34,025,653	35,078,206	35,140,287
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	189,090	194,594	204,360
Pay and Allowances of Enlisted Personnel	235,297	242,617	255,799
Subsistence of Enlisted Personnel	16,795	17,240	18,301
Permanent Change of Station Travel	2,189	2,233	2,315
TOTAL REIMBURSABLE PROGRAM	443,371	456,684	480,775
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	10,952,184	11,421,632	11,314,813
Pay and Allowances of Enlisted Personnel	20,705,765	21,212,825	21,482,436
Pay and Allowances of Cadets	91,267	90,069	90,350
Subsistence of Enlisted Personnel	1,402,623	1,484,182	1,495,582
Permanent Change of Station Travel	1,187,484	1,208,113	1,116,767
Other Military Personnel Costs	129,701	118,069	121,114
TOTAL BASELINE PROGRAM FUNDING	34,469,024	35,534,890	35,621,062
<u>Additional Afghanistan Supplemental App. Act, 2022 (P.L. 117-70, Div. B)</u>			
Pay and Allowances of Officers	0	20,472	0
Pay and Allowances of Enlisted Personnel	0	116,134	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	8,394	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL AFGHANISTAN SUPPLEMENTAL FUNDING	0	145,000	0

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

	FY 2021 Actual	FY 2022 Enactments	FY 2023 Estimate
<u>Red Hill: Further Add. Continuing Appropriations Act, 2022 (P.L. 117-86)</u>			
Pay and Allowances of Officers	0	4,500	0
Pay and Allowances of Enlisted Personnel	0	23,064	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	0	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL RED HILL FUNDING	0	27,564	0
<u>Ukraine Supplemental: Consolidated Appropriations Act, 2022 (P.L. 117-103, Div. N)</u>			
Pay and Allowances of Officers	0	9,999	0
Pay and Allowances of Enlisted Personnel	0	38,819	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	1,578	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL UKRAINE FUNDING	0	50,396	0
<u>Total Program</u>			
Pay and Allowances of Officers	10,952,184	11,456,603	11,314,813
Pay and Allowances of Enlisted Personnel	20,705,765	21,390,842	21,482,436
Pay and Allowances of Cadets	91,267	90,069	90,350
Subsistence of Enlisted Personnel	1,402,623	1,494,154	1,495,582
Permanent Change of Station Travel	1,187,484	1,208,113	1,116,767
Other Military Personnel Costs	129,701	118,069	121,114
TOTAL PROGRAM	34,469,024	35,757,850	35,621,062
Medicare-Eligible Retiree HFC., (AF)	1,623,213	1,823,940	1,855,333
TOTAL MILPERS PROGRAM COST	36,092,237	37,581,790	37,476,395
<u>Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operations (OO)</u>			
Pay and Allowances of Officers	230,509	192,032	190,573
Pay and Allowances of Enlisted Personnel	614,303	611,767	558,933
Subsistence of Enlisted Personnel	165,049	155,872	159,705
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	13,658	15,110	11,921
TOTAL OCO AND OVERSEAS OPERATING COSTS	1,023,519	974,781	921,132

SECTION 2

INTRODUCTORY STATEMENT

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



In these fiscally challenging times, our biggest leadership challenge is taking care of people while striking the right balance between maintaining today's readiness and posturing future modernization and recapitalization priorities. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing the competitive military compensation necessary to recruit and retain high quality and experienced Airmen who boldly work around the clock and across the globe to defend our Nation.



The Fiscal Year (FY) 2022 Department of the Air Force end strength request of 336,700 included 8,400 military personnel assigned to the United States Space Force and 328,300 personnel assigned to the United States Air Force. In FY 2023, the department separated the Air Force and Space Force military personnel appropriations. With Space Force Personnel aligned under appropriation 3510, the Air Force FY 2023 President's Budget reduces the all-volunteer active duty personnel to 323,400 from the 337,620 (Air Force 329,220; Space Force 8,400) authorized in FY 2022, a 4,900 personnel reduction from the FY 2022 Air Force request and 5,820 reduction from the authorized Air Force end-strength. The Air Force must continue to divest, terminate, and/or restructure programs and facilities with limited utility in a high-intensity conflict in order to support the Interim National Security Strategic Guidance to make smart and disciplined choices regarding the responsible use of our military. At 323,400, the Air Force will field a smaller force with fewer, but more modern aircraft. The FY 2023 budget reduces manpower commensurate with force structure reductions necessary to invest in capabilities required for a future high-end fight. Tomorrow's challenges require more Airmen trained and ready to fight utilizing the F-35, B-21, KC-46, and Joint All Domain Command and Control.

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

Ultimately the FY 2023 Military Personnel appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

FISCAL YEARS 2021, 2022 and 2023

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas operation missions. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 26 for FY 2021 and will be May 25 for FY 2022 and May 24 for FY 2023. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2021 actuals of \$34.5 billion includes \$443.4 million in reimbursements and \$1.0 billion of OCO.

The FY 2022 budget estimate is \$35.7 billion to include \$456.7 million in anticipated reimbursements and \$974.8 million of Overseas Operations costs.

The FY 2023 budget request is \$35.6 billion to include \$480.8 million in anticipated reimbursements and \$921.1 million of Overseas Operations costs.

Baseline Budget Rates

The FY 2023 Justification Book reflects a 2.70% pay raise in FY 2022 and a 4.60% in FY 2023, effective 1 January each year. It reflects an annualized rate of 4.90% for subsistence in FY 2022 and 3.88% for subsistence in FY 2023. The budget reflects an annualized rate of 5.3% for housing allowances in FY 2022 and 4.7% for housing allowances in FY 2023. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage rate is 35.10 % in FY 2022 and 36.90% in FY 2023 and part time RPA normal cost percentage rate is 25.70% in FY 2022 and 24.50% in FY 2023.

Medicare-Eligible Retiree Health Care Fund

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

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2023 Program Budget Review
Performance Measures and Evaluation Summary

President’s Management Plan – Performance Metrics

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

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

	<u>FY 2021 Actual</u>	<u>FY 2022 Planned</u>	<u>FY 2023 Planned</u>
Average Strength (Work years)	348,026	346,966	337,736
End Strength	334,634	331,706	323,400
Authorized End Strength	333,475	337,620	

The FY 2021 actuals includes 8,476 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations (OCO). The FY 2022 requirement includes 7,921 work years for Air Force Guard and Reserve on Active duty in support of Overseas Operations Costs . The FY 2023 requirement includes 7,402 work years for Air Force Guard and Reserve on Active Duty in support of Overseas Operation Costs. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was April 18 for FY 2021 and will be May 25 for FY 2022 and May 24 for FY 2023.

Recruiting

	<u>FY 2021 Executed</u>	<u>FY 2022 Planned</u>	<u>FY 2023 Planned</u>
1. Numeric goals	27,278	26,717	26,520
Actual	26,656		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.62%		
b. Cat I–IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	83.59%		

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

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2023 Program Budget Review
(\$ in Thousands)

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 316,000 in FY 2023.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2023 BA 03</u>	<u>FY 2023 BA Assoc w/Metrics</u>	<u>Percent FY 2023 BA Assoc w/Metrics</u>
57	3400	\$3,016,818	\$81,715	2.71%

Unexpended Balance Reduction:

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY23 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 has continued to utilize the application of expenditure outlay analysis to moderate budget requests in major cost drivers like Basic Pay, Basic Allowance for Housing and Subsistence, Special and Incentive Pays and Permanent Change of Station.

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SECTION 3
SUMMARY TABLES

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

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	64,875	64,030	65,834	64,114	62,081	60,701
Enlisted	267,946	263,824	266,519	260,775	261,518	256,022
Cadets	4,052	4,103	4,011	4,140	4,057	4,000
Total Direct Program	336,873	331,957	336,364	329,029	327,656	320,723
<u>REIMBURSABLE PROGRAM</u>						
Officers	843	843	844	843	844	843
Enlisted	1,834	1,834	1,837	1,834	1,834	1,834
Cadets	0	0	0	0	0	0
Total Reimbursable Program	2,677	2,677	2,681	2,677	2,678	2,677
<u>TOTAL BASELINE PROGRAM</u>						
Officers	65,718	64,873	66,678	64,957	62,925	61,544
Enlisted	269,780	265,658	268,356	262,609	263,352	257,856
Cadets	4,052	4,103	4,011	4,140	4,057	4,000
Total Program	339,550	334,634	339,045	331,706	330,334	323,400
<u>OVERSEAS OPERATIONS COSTS</u>						
Officers	1,371	0	1,102	0	1,094	0
Enlisted	7,105	0	6,819	0	6,308	0
Total OO	8,476	0	7,921	0	7,402	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	67,089	64,873	67,780	64,957	64,019	61,544
Enlisted	276,885	265,658	275,175	262,609	269,660	257,856
Cadets	4,052	4,103	4,011	4,140	4,057	4,000
Revised Total Program	348,026	334,634	346,966	331,706	337,736	323,400

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

MILITARY PERSONNEL, AIR FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH

The Air Force is required to document the number of Reserve and National Guard members who have performed operational support duty for the Air Force for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days and thereby exceeds the threshold. The FY 2022 NDAA (P.L. 117-81, Sec 415) amended the reporting requirement from 1,095 day out of the previous 1,460 days to 1,825 days out of the previous 2,190 days.

	FY 2021 Actual	FY 2022 Estimate	FY 2023 Estimate
AF Reserve	35	48	48
AF Guard	98	132	132

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

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	13	0	13	0
O-9 Lieutenant General	50	1	61	1	58	1
O-8 Major General	96	1	92	1	87	1
O-7 Brigadier General	134	2	124	2	117	2
O-6 Colonel	3,357	44	2,966	38	2,804	38
O-5 Lieutenant Colonel	9,946	129	10,087	131	9,560	131
O-4 Major	14,497	188	14,755	191	13,985	192
O-3 Captain	21,401	278	21,876	284	20,735	284
O-2 1st Lieutenant	8,666	113	8,238	107	7,808	107
O-1 2nd Lieutenant	6,713	87	6,745	88	6,377	87
Officer Subtotal	64,873	843	64,957	843	61,544	843
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,652	18	2,137	15	2,099	15
E-8 Senior Master Sergeant	4,956	34	5,024	35	4,934	35
E-7 Master Sergeant	26,371	182	26,178	183	25,710	183
E-6 Technical Sergeant	44,186	305	38,790	271	38,097	271
E-5 Staff Sergeant	61,600	426	61,776	431	60,633	431
E-4 Senior Airman	61,064	422	58,481	408	57,424	408
E-3 Airman First Class	48,421	334	46,514	325	45,674	325
E-2 Airman	8,143	56	13,546	95	13,303	95
E-1 Airman Basic	8,265	57	10,163	71	9,982	71
Enlisted Subtotal	265,658	1,834	262,609	1,834	257,856	1,834
<u>Cadets</u>	4,103	0	4,140	0	4,000	0
TOTAL END STRENGTH	334,634	2,677	331,706	2,677	323,400	2,677

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

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

	<u>FY 2021 Actual 1/</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	13	0	12	0
O-9 Lieutenant General	49	1	56	1	57	1
O-8 Major General	94	1	96	1	92	1
O-7 Brigadier General	149	2	144	2	133	2
O-6 Colonel	3,523	44	3,274	41	2,965	38
O-5 Lieutenant Colonel	10,858	129	10,922	130	10,330	131
O-4 Major	15,376	188	15,664	190	14,879	192
O-3 Captain	21,253	278	22,228	281	21,275	284
O-2 1st Lieutenant	8,508	113	8,578	110	7,858	107
O-1 2nd Lieutenant	7,266	87	6,805	88	6,418	88
Officer Subtotal	67,089	843	67,780	844	64,019	844
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,955	18	2,475	17	2,242	15
E-8 Senior Master Sergeant	6,193	34	5,462	35	5,391	35
E-7 Master Sergeant	28,041	182	27,886	183	27,315	183
E-6 Technical Sergeant	45,228	305	43,393	288	40,429	271
E-5 Staff Sergeant	63,717	426	64,820	429	64,069	431
E-4 Senior Airman	61,731	422	62,156	415	59,968	408
E-3 Airman First Class	52,174	334	48,027	330	46,880	325
E-2 Airman	8,317	56	11,469	76	13,362	95
E-1 Airman Basic	8,529	57	9,487	64	10,004	71
Enlisted Subtotal	276,885	1,834	275,175	1,837	269,660	1,834
<u>Cadets</u>	4,052	0	4,011	0	4,057	0
TOTAL WORKYEARS	348,026	2,677	346,966	2,681	337,736	2,678

1/ FY 2021 includes 1,371 officers and 7,105 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO). FY 2022 includes 1,102 officers and 6,819 enlisted and FY 2023 includes 1,094 officers and 6,308 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Operations.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	64,245	265,369	4,176	333,790	64,873	265,658	4,103	334,634	60,623	258,542	4,140	323,305
October	64,025	265,637	4,157	333,819	64,624	265,335	4,088	334,047	60,881	259,566	4,126	324,573
November	63,975	265,615	4,149	333,739	64,552	264,526	4,076	333,154	60,854	259,485	4,118	324,457
December	64,003	266,245	4,123	334,371	64,466	264,767	4,044	333,277	60,799	259,132	4,096	324,027
January	64,009	266,732	4,163	334,904	64,479	264,848	4,036	333,363	60,842	259,180	4,082	324,104
February	64,176	267,322	4,146	335,644	64,385	264,646	4,023	333,054	60,743	258,954	4,069	323,766
March	64,166	268,165	4,128	336,459	64,449	264,810	4,011	333,270	60,828	259,228	4,057	324,113
April	64,210	268,258	4,123	336,591	64,355	264,539	4,006	332,900	60,771	259,195	4,052	324,018
May	64,343	267,711	3,086	335,140	65,471	264,138	2,998	332,607	61,774	259,162	3,033	323,969
June	64,395	267,779	4,155	336,329	65,322	263,584	4,274	333,180	61,713	258,902	4,359	324,974
July	65,229	266,676	4,139	336,044	65,015	263,026	4,252	332,293	61,470	258,597	4,336	324,403
August	65,105	266,596	4,117	335,818	64,657	263,526	4,198	332,381	61,217	259,361	4,281	324,859
September	64,873	265,658	4,103	334,634	64,957	262,609	4,140	331,706	61,544	257,856	4,000	323,400
Average End Strength	64,350	266,854	4,052	335,256	64,724	264,323	4,011	333,058	61,081	259,080	4,057	324,218

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

	FY 2021 Actual				FY 2022 Estimate				FY 2023 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength (non-12304b)	2,660	9,734	0	12,394	2,766	9,587	0	12,353	1,788	3,580	0	5,368
Dollars in Millions (non-12304b)	448	973	0	1,421	497	986	0	1,484	333	387	0	720
Average Strength (12304b)	79	297	0	376	290	1,265	0	1,555	1,150	7,000	0	8,150
Dollars in Millions (12304b)	14	25	0	39	47	108	0	155	205	696	0	901
Total Average Strength	67,089	276,885	4,052	348,026	67,780	275,175	4,011	346,966	64,019	269,660	4,057	337,736

Strength in the FY 2023 President's Budget Baseline Request:

End Strength	64,873	265,658	4,103	334,634	64,957	262,609	4,140	331,706	61,544	257,856	4,000	323,400
Average Strength	67,089	276,885	4,052	348,026	67,780	275,175	4,011	346,966	64,019	269,660	4,057	337,736

1/ FY 2021 includes 1,371 officers and 7,105 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO). FY 2022 includes 1,102 officers and 6,819 enlisted and FY 2023 includes 1,094 officers and 6,308 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Operations.

2/ In accordance with the National Commission on the Structure of the Air Force report, the FY 2023 President's Budget (PB) submission for Operation and Maintenance, Air Force appropriation includes funding to complement the Military Personnel, Air Force appropriation requirements for Active Duty for Operational Support (ADOS). These funds fully source the Air Reserve Component support to the Active Component in a voluntary (10 U.S.C. §12301(d)) or involuntary (10 U.S.C. §12304b) status.

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

ACTIVE DUTY STRENGTHS BY MONTHS

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

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY23, the Air Force plans to utilize 12304b in support of pre-planned operations that support combatant command enduring operations funded in the baseline. Identified operations/missions are:

AFSOC Special Operation Forces Support (28 MY (6 Officer, 22 Enlisted), \$3M)

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

Rapid Global Mobility Operations in support of Combatant Commanders (457 MY (102 Officer, 355 Enlisted) \$46M)

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

Space Mission Forces (SMF) Support (31 MY (7 Officer, 24 Enlisted), \$3M)

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

Space Electronic Warfare Support (37 MY (6 Officer, 31 Enlisted), \$4M)

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

Theater Security Cooperation/Immediate Response Force/Dynamic Force Employment (191 MY (18 Officer, 173 Enlisted) \$18M)

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

Bomber Task Force (BTF) Support (19 MY (4 Officer, 15 Enlisted) \$2M)

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

Rotational GFMAP Support (35 MY (12 Officer, 23 Enlisted) \$4M)

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

Space Launch Support (15 MY (2 Officer, 13 Enlisted) \$1M)

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

ACTIVE DUTY STRENGTHS BY MONTHS

Agile Combat Support (33 MY (12 Officer, 21 Enlisted) \$4M)

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

POTUS FTR (381 MY (21 Officer, 360 Enlisted) \$34M)

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

JSTARS PACOM Aviation Support (93 MY (21 Officer, 72 Enlisted) \$9M)

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

JSTARS EUCOM Aviation Support (46 MY (10 Officer, 36 Enlisted) \$5M)

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

Combat Mission Forces National Mission Teams for Cyberspace Mission Support (118MY (29 Officer, 89 Enlisted), \$13M)

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

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

Introduction:

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntary activate members of the Selective Reserves for not more than 365 consecutive days. In FY23, the Air Force plans to utilize 12304b in support of pre-planned operations that support the Declaration of National Emergency supporting the War on Terror if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

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

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

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

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

OES Expeditionary Combat Support (3,747 MYs (254 Officer, 3,493 Enlisted), \$404M)

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

AFSOC Special Operation Forces Support (144 MY (50 Officer, 94 Enlisted), \$19M)

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

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate 1/</u>
Beginning Strength	64,245	64,873	60,623
Gains (By Source):			
Service Academies	1,014	880	900
ROTC	1,943	1,868	1,902
Health Professions Scholarships	812	806	800
Officer Training School	622	562	600
Other	167	184	200
Gain Adjustment	724		805
Total Gains	5,282	4,300	5,207
Losses (By Type):			
Voluntary Separation	1,911	1,727	1,748
Retirement	2,124	2,238	2,304
Total Involuntary	99	99	140
With Pay	68	68	96
Without Pay	31	31	44
VSI/SSB			
TERA			
Reduction in Force			
Other			
Loss Adjustment	520	152	94
Total Losses	4,654	4,216	4,286
TOTAL	64,873	64,957	61,544

1/ FY 2023 beginning strength was reduced by the estimated FY22 USSF Officer strength of 4,334.

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate 1/</u>
Beginning Strength	265,369	265,658	258,542
Gains (By Source):			
Non Prior Service Enlistments	27,228	26,667	26,498
Male	20,421	20,000	21,198
Female	6,807	6,667	5,300
Prior Service Enlistments	50	50	22
Reenlistments	33,197	32,000	33,707
Reserves			
Officer Candidate Programs	220	220	98
Other	272	82	51
Gain Adjustments	1,817		
Total Gains	62,784	59,019	60,376
Losses (By Type):			
ETS	10,542	10,667	10,234
Programmed Early Release	953	1,067	925
VSI/SSB			
TERA			
To Commissioned Officer	197	187	92
Reenlistments	33,197	32,000	33,707
Retirement	5,516	5,333	5,355
Attrition	10,290	10,667	9,989
Other	508	507	252
Loss Adjustments	1,292	1,640	508
Total Losses	62,495	62,068	61,062
TOTAL	265,658	262,609	257,856

1/ FY 2023 beginning strength was reduced by the estimated FY22 USSF Enlisted strength of 4,067.

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Beginning Strength	4,176	4,103	4,140
Gains:	1,276	1,276	1,276
Losses:	1,349	1,239	1,416
Graduates	1,107	980	980
Attrition	242	259	436
TOTAL	4,103	4,140	4,000

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

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate*		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	5,692,924	10,577,927	16,270,851	5,910,807	10,722,341	16,633,148	5,811,078	10,868,244	16,679,322
2. Retired Pay Accruals	1,968,447	3,658,428	5,626,875	2,046,358	3,718,721	5,765,079	2,106,760	3,950,240	6,057,000
3. TSP - Matching Contributions	68,699	87,990	156,689	70,765	119,439	190,204	70,764	149,927	220,691
4. Basic Allowance for Housing	1,658,979	4,317,689	5,976,668	1,755,325	4,431,615	6,186,940	1,737,650	4,482,320	6,219,970
a. With Dependents - Domestic	1,071,060	2,383,526	3,454,586	1,140,267	2,462,229	3,602,496	1,128,119	2,477,573	3,605,692
b. Without Dependents - Domestic	450,242	1,281,168	1,731,410	479,081	1,340,153	1,819,234	473,547	1,363,197	1,836,744
c. Differential - Domestic	15	423	438	16	442	458	16	456	472
d. Partial - Domestic	163	4,523	4,686	169	4,805	4,974	167	5,105	5,272
e. With Dependents - Overseas	88,681	339,203	427,884	87,424	326,248	413,672	87,765	331,598	419,363
f. Without Dependents - Overseas	47,009	299,815	346,824	46,476	288,449	334,925	46,210	295,085	341,295
g. Moving-In Housing	1,810	9,031	10,841	1,892	9,289	11,181	1,826	9,306	11,132
5. Subsistence	212,381	1,402,623	1,615,004	225,108	1,473,832	1,698,940	220,818	1,495,582	1,716,400
a. Basic Allowance for Subsistence	212,381	1,150,315	1,362,696	225,108	1,206,853	1,431,961	220,818	1,217,859	1,438,677
1. Authorized to Mess Separately	212,381	1,240,614	1,452,995	225,108	1,293,462	1,518,570	220,818	1,316,432	1,537,250
2. Rations-In-Kind Not Available	0	30,403	30,403	0	39,225	39,225	0	29,516	29,516
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(120,702)	(120,702)	0	(125,834)	(125,834)	0	(128,089)	(128,089)
b. Subsistence-In-Kind	0	252,308	252,308	0	266,979	266,979	0	277,723	277,723
1. Subsistence in Messes	0	252,308	252,308	0	266,979	266,979	0	277,723	277,723
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	380,977	65,812	446,789	386,733	65,973	452,706	387,163	66,124	453,287
a. Flying Duty Pay	377,504	48,944	426,448	383,176	48,983	432,159	383,536	48,983	432,519
1. Aviation Incentive Pay	179,900	0	179,900	181,630	0	181,630	184,524	0	184,524
2. Crew Members, Enlisted	0	1,426	1,426	0	1,426	1,426	0	1,426	1,426
3. Noncrew Member	0	166	166	0	167	167	0	167	167
4. Aviator Retention Pay	196,705	0	196,705	200,647	0	200,647	198,113	0	198,113
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	47,352	47,352	0	47,390	47,390	0	47,390	47,390
7. HDIP-Aviation	899	0	899	899	0	899	899	0	899
b. Parachute Jumping Pay	119	545	664	119	556	675	119	567	686
c. Demolition Pay	124	2,518	2,642	128	2,522	2,650	128	2,522	2,650
d. Battlefield Airmen Skill Incentive Pay	3,003	12,240	15,243	3,077	12,330	15,407	3,142	12,454	15,596
e. Other Pays	227	1,565	1,792	233	1,582	1,815	238	1,598	1,836

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate*		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	346,665	387,993	734,658	353,740	387,769	741,509	365,878	372,403	738,281
a. Medical Pay	173,845	0	173,845	183,723	0	183,723	188,123	0	188,123
b. Dental Pay	44,645	0	44,645	50,165	0	50,165	51,361	0	51,361
c. Health Professions Officers Pay	27,049	0	27,049	28,010	0	28,010	31,010	0	31,010
d. Nurse Pay	39,806	0	39,806	39,810	0	39,810	40,430	0	40,430
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	3,931	2,342	6,273	6,765	2,668	9,433	9,251	4,279	13,530
g. Diving Duty Pay	59	142	201	59	142	201	59	142	201
h. Foreign Language Proficiency Bonus	9,797	25,506	35,303	10,412	28,529	38,941	14,132	45,472	59,604
i. Hostile Fire Pay	4,039	19,319	23,358	4,080	19,200	23,280	3,856	18,814	22,670
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	4,076	23,089	27,165	4,118	22,946	27,064	3,890	22,487	26,377
l. Judge Advocate Continuation Pay	3,911	0	3,911	3,911	0	3,911	3,911	0	3,911
m. JAG Student Loan Repayment	4,875	0	4,875	5,200	0	5,200	5,200	0	5,200
n. Retention Bonus	27,904	0	27,904	14,694	0	14,694	12,036	0	12,036
o. Reenlistment Bonus	0	200,128	200,128	0	200,021	200,021	0	168,600	168,600
p. Special Duty Assignment Pay	0	90,820	90,820	0	91,665	91,665	0	90,233	90,233
q. Enlistment Bonus	0	21,120	21,120	0	17,486	17,486	0	17,486	17,486
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	0	0	0	0	0	0	0	0
t. Assignment Incentive Pay	1,920	5,500	7,420	2,006	5,091	7,097	1,847	4,869	6,716
u. Personal Money Allowance	58	2	60	58	2	60	57	2	59
v. Health Prof. Scholarship Program (HPSP)	740	0	740	719	0	719	705	0	705
w. Pay and Allowance Continuation Pay (PAC)	10	25	35	10	19	29	10	19	29
8. Allowances	142,870	706,013	848,883	130,040	653,870	783,910	128,513	663,448	791,961
a. Uniform or Clothing Allowances	2,858	173,428	176,286	2,840	185,457	188,297	2,618	186,244	188,862
1. Initial Issue	2,028	50,340	52,368	2,001	52,765	54,766	1,826	53,352	55,178
1a Military	1,755	46,938	48,693	1,720	49,322	51,042	1,555	49,903	51,458
1b Civilian	273	3,402	3,675	281	3,443	3,724	271	3,449	3,720
2. Additional	830	0	830	839	0	839	792	0	792
3. Basic Maintenance	0	24,623	24,623	0	26,647	26,647	0	26,687	26,687
4. Standard Maintenance	0	90,265	90,265	0	97,611	97,611	0	97,758	97,758
5. Supplemental	0	3,500	3,500	0	3,600	3,600	0	3,605	3,605
6. New Uniform Up Front Purchase	0	4,700	4,700	0	4,834	4,834	0	4,842	4,842
b. Station Allowance Overseas	128,849	492,726	621,575	115,811	428,698	544,509	115,106	437,990	553,096
1. Cost-of-Living	108,023	409,353	517,376	94,032	342,944	436,976	94,079	352,098	446,177
2. Temporary Lodging	20,826	83,373	104,199	21,779	85,754	107,533	21,027	85,892	106,919
c. Family Separation Allowance	8,010	36,771	44,781	8,094	36,543	44,637	7,644	35,811	43,455
1. On PCS, No Government Quarters	1,356	13,569	14,925	1,371	13,485	14,856	1,293	13,215	14,508
2. On TDY	6,654	23,202	29,856	6,723	23,058	29,781	6,351	22,596	28,947
d. Basic Needs Allowance	0	0	0	0	0	0	2	270	272
e. CONUS Cost of Living Allowance	3,050	2,718	5,768	3,190	2,795	5,985	3,079	2,800	5,879
f. Catastrophical Injured Aid Allowance	103	370	473	105	377	482	64	333	397

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate*		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	44,808	94,227	139,035	40,539	96,626	137,165	42,327	98,310	140,637
a. Terminal Leave Pay	29,692	47,986	77,678	27,387	50,099	77,486	30,222	51,174	81,396
b. Severance Pay, Disability	1,443	16,012	17,455	1,483	16,337	17,820	1,463	16,680	18,143
c. Severance Pay, Non-Promotion	147	0	147	152	0	152	158	0	158
d. Severance Pay, Involuntary Half (5%)	23	2,534	2,557	24	2,584	2,608	25	2,650	2,675
e. Severance Pay, Involuntary Full (10%)	5,264	25,234	30,498	5,410	25,789	31,199	5,377	26,288	31,665
f. VSI Trust Fund	8,239	2,461	10,700	6,083	1,817	7,900	5,082	1,518	6,600
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	435,434	809,686	1,245,120	451,443	820,259	1,271,702	443,862	831,420	1,275,282
11 Permanent Change of Station Travel	403,398	784,086	1,187,484	418,637	813,692	1,232,329	374,636	742,131	1,116,767
12 Other Military Personnel Costs	76,635	53,066	129,701	75,437	44,234	119,671	76,707	44,407	121,114
a. Apprehension of Deserters	2	28	30	2	22	24	2	23	25
b. USSD (MIA)	786	810	1,596	773	788	1,561	794	809	1,603
c. Death Gratuities	2,800	15,600	18,400	2,800	15,900	18,700	2,800	15,900	18,700
d. Unemployment Compensation	8,083	31,818	39,901	5,619	22,471	28,090	5,655	22,612	28,267
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	0	0	0	0	0	0	0	0	0
g. Adoption Reimbursement	0	0	0	86	122	208	126	179	305
h. Mass Transit	680	214	894	2,188	689	2,877	2,208	719	2,927
i. Partial Dislocation Allowance	100	400	500	18	72	90	20	79	99
j. Extra Hazard Reimb. for SGLI	686	4,028	4,714	693	4,003	4,696	654	3,923	4,577
k. ROTC	44,771	0	44,771	44,445	0	44,445	44,609	0	44,609
l. JROTC	18,698	0	18,698	18,784	0	18,784	19,812	0	19,812
m. T-SGLI	29	168	197	29	167	196	27	163	190
13 Cadets	91,267	0	91,267	85,985	0	85,985	90,350	0	90,350
<u>Military Personnel Appropriation Total</u>	11,523,484	22,945,540	34,469,024	11,950,917	23,348,371	35,299,288	11,856,506	23,764,556	35,621,062
14 Less Reimbursables:	(190,518)	(252,853)	(443,371)	(196,245)	(261,388)	(457,633)	(205,870)	(274,905)	(480,775)
Retired Pay Accrual	(36,437)	(47,401)	(83,838)	(37,663)	(48,995)	(86,658)	(41,233)	(53,642)	(94,875)
Other	(154,081)	(205,452)	(359,533)	(158,582)	(212,393)	(370,975)	(164,637)	(221,263)	(385,900)
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	11,332,966	22,692,687	34,025,653	11,754,672	23,086,983	34,841,655	11,650,636	23,489,651	35,140,287

*The FY23 estimates for BAS and SIK differ from the official M-1 report by -\$18,301K and \$18,301K respectively. This disconnect is due to an oversight in the data upload process which lead to the improper distribution of the BA 04 Enlisted Subsistence reimbursable amounts.

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2022
(Amount in Thousands)

	<u>FY 2022</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>LESS (ASSET/</u>	<u>FY 2022 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>REALIGNMENT/</u>	<u>REPROGRAMMING</u>	<u>ACTIONS</u>	<u>SHORTFALL</u>	<u>2023 PRES BUD</u>
	<u>BUDGET</u>		<u>APPROPRIATION</u>				
				<u>SUBTOTAL</u>			
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	5,816,813	16,654	5,833,467	(8,904)	5,824,563	0	5,803,505
Retired Pay Accrual	2,014,512	5,335	2,019,847	0	2,019,847	0	2,008,695
TSP - Matching Contributions	74,304	0	74,304	0	74,304	0	70,765
Incentive Pay	379,847	0	379,847	0	379,847	0	379,289
Special Pay	351,845	1,064	352,909	0	352,909	0	346,934
Basic Allowance for Housing	1,711,860	54,804	1,766,664	0	1,766,664	0	1,732,837
Basic Allowance for Subsistence	215,464	577	216,041	4,770	220,811	0	220,811
Station Allowances Overseas	115,772	4,500	120,272	0	120,272	0	115,811
CONUS COLA	302	0	302	2,870	3,172	0	3,172
Uniform Allowances	3,153	0	3,153	0	3,153	0	2,840
Family Separation Allowances	10,076	787	10,863	0	10,863	0	8,094
Basic Needs Allowance	0	0	0	0	0	0	0
Catastrophical Injured Aid Allowance	105	0	105	0	105	0	105
Separation Payments	38,733	0	38,733	1,264	39,997	0	39,997
Social Security Tax - Employer's Contribution	444,252	1,250	445,502	0	445,502	0	443,234
Reimbursables	194,594	0	194,594	0	194,594	0	194,594
TOTAL OBLIGATIONS OFFICERS	11,371,632	84,971	11,456,603	0	11,456,603	0	11,370,684
Less Reimbursables	(194,594)	0	(194,594)	0	(194,594)	0	(194,594)
TOTAL DIRECT OBLIGATIONS OFFICERS	11,177,038	84,971	11,262,009	0	11,262,009	0	11,176,090
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	10,760,539	(7,521)	10,753,018	(39,264)	10,713,754	(25,785)	10,582,754
Retired Pay Accrual	3,732,007	(3,256)	3,728,751	0	3,728,751	0	3,669,726
TSP - Matching Contributions	110,413	0	110,413	9,026	119,439	0	119,439
Incentive Pay	65,545	0	65,545	0	65,545	0	65,129
Special Pay	82,336	6,658	88,994	0	88,994	0	77,497
Special Duty Assignment Pay	90,820	0	90,820	845	91,665	0	91,665
Reenlistment Bonus	197,399	0	197,399	2,622	200,021	0	200,021
Enlistment Bonus	17,486	0	17,486	0	17,486	0	17,486
Basic Allowance for Housing	4,413,119	103,952	4,517,071	0	4,517,071	0	4,391,686
Station Allowances Overseas	417,126	23,064	440,190	0	440,190	0	428,698
CONUS COLA	449	0	449	2,332	2,781	0	2,781
Clothing Allowances	161,018	0	161,018	24,439	185,457	0	185,457
Family Separation Allowances	44,052	6,521	50,573	0	50,573	0	36,543
Basic Needs Allowance	0	0	0	0	0	0	0
Catastrophical Injured Aid Allowance	377	0	377	0	377	0	377
Separation Payments	103,536	0	103,536	0	103,536	0	94,793
Social Security Tax - Employer's Contribution	823,181	(596)	822,585	0	822,585	0	809,581
Reimbursables	242,617	0	242,617	0	242,617	0	242,617
TOTAL OBLIGATIONS ENLISTED	21,262,020	128,822	21,390,842	0	21,390,842	(25,785)	21,016,248
Less Reimbursables	(242,617)	0	(242,617)	0	(242,617)	0	(242,617)
TOTAL DIRECT OBLIGATIONS ENLISTED	21,019,403	128,822	21,148,225	0	21,148,225	(25,785)	20,773,631
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	88,069	2,000	90,069	0	90,069	0	85,985

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2022
(Amount in Thousands)

	<u>FY 2022</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>	<u>PROPOSED DD 1415</u>	<u>LESS (ASSET)/</u>	<u>FY 2022 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>REALIGNMENT/</u>	<u>ACTIONS</u>	<u>SHORTFALL</u>	<u>2023 PRES BUD</u>
	<u>BUDGET</u>	<u>APPROPRIATION</u>	<u>REPROGRAMMING</u>	<u>SUBTOTAL</u>		
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>						
Basic Allowance for Subsistence	1,183,075	37,472	1,220,547	(10,612)	1,209,935	0 (20,700) 1,189,235
Subsistence-In-Kind	256,367	0	256,367	10,612	266,979	0 0 266,979
Family Supplemental Subsistence Allowance	0	0	0	0	0	0 0 0
Reimbursables	17,240	0	17,240	0	17,240	0 0 17,240
TOTAL OBLIGATIONS SUBSISTENCE	1,456,682	37,472	1,494,154	0	1,494,154	0 (20,700) 1,473,454
Less Reimbursables	(17,240)	0	(17,240)	0	(17,240)	0 0 (17,240)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,439,442	37,472	1,476,914	0	1,476,914	0 (20,700) 1,456,214
<u>PERMANENT CHANGE OF STATION TRAVEL</u>						
Accession Travel	97,861	0	97,861	(4,113)	93,748	0 0 93,748
Training Travel	57,592	0	57,592	1,416	59,008	0 0 59,008
Operational Travel	350,782	0	350,782	13,106	363,888	0 0 363,888
Rotational Travel	489,495	0	489,495	(2,142)	487,353	0 0 487,353
Separation Travel	144,714	0	144,714	3,730	148,444	6,106 0 154,550
Travel of Organized Units	2,682	0	2,682	0	2,682	98 0 2,780
Nontemporary Storage	27,039	0	27,039	0	27,039	17,979 0 45,018
Temporary Lodging Expense	35,715	0	35,715	(11,997)	23,718	0 0 23,718
Reimbursables	2,233	0	2,233	0	2,233	0 0 2,233
TOTAL OBLIGATIONS PCS	1,208,113	0	1,208,113	0	1,208,113	24,183 0 1,232,296
Less Reimbursables	(2,233)	0	(2,233)	0	(2,233)	0 0 (2,233)
TOTAL DIRECT OBLIGATIONS PCS	1,205,880	0	1,205,880	0	1,205,880	24,183 0 1,230,063
<u>OTHER MILITARY PERSONNEL COSTS</u>						
Apprehension Mil Deserters, Absentees, Prisoners	29	0	29	(5)	24	0 0 24
Interest on Uniformed Svcs Savings	2,065	0	2,065	(504)	1,561	0 0 1,561
Death Gratuities	17,500	0	17,500	1,200	18,700	0 0 18,700
Unemployment Compensation	26,111	0	26,111	651	26,762	1,328 0 28,090
Survivor Benefits	0	0	0	0	0	0 0 0
Education Benefits	16	0	16	(16)	0	0 0 0
Adoption Expenses	416	0	416	(208)	208	0 0 208
Mass Transit	2,800	0	2,800	0	2,800	77 0 2,877
Partial Dislocation Allowance	783	0	783	(693)	90	0 0 90
SROTC	44,585	0	44,585	(140)	44,445	0 0 44,445
JROTC	18,783	0	18,783	0	18,783	1 0 18,784
Extra Hazard Reimb. for SGLI	4,981	0	4,981	(285)	4,696	0 0 4,696
TSGLI	0	0	0	0	0	196 0 196
Stop Loss Retroactive Pay	0	0	0	0	0	0 0 0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0 0 0
TOTAL DIRECT OBLIGATIONS OTHER	118,069	0	118,069	0	118,069	1,602 0 119,671
TOTAL DIRECT OBLIGATIONS	35,047,901	253,265	35,301,166	0	35,301,166	0 (459,511) 34,841,655

Numbers may not add due to rounding.

*The FY22 Baseline asset is \$236.5M. The PB-30K asset of \$459.5M contains the supplemental funding for OAW, Red Hill, and Ukraine which were intentionally excluded from the FY22 price out due to the evolving nature of the requirements for these efforts.

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2022 DIRECT PROGRAM	11,176,090	20,773,631	85,985	1,456,214	1,230,063	119,671	34,841,655
Pricing Increase	559,238	1,056,651	3,354	56,190	31,796	1,149	1,708,378
Annualization (PI):	86,017	162,021	474	13,528	464	0	262,504
- Annualization 1 Jan 22 raise of 2.7% on Basic Pay	43,289	78,234	441	0	0	0	121,964
- Annualization of raise on RPA	15,966	28,814	0	0	0	0	44,780
- Annualization of raise on TSP	518	871	0	0	0	0	1,389
- Annualization of raise on FICA	3,369	6,065	33	0	0	0	9,467
- Annualization 1 Jan 22 raise of 2.7% on DLA for PCS moves	0	0	0	0	464	0	464
- Annualization 1 Jan 22 inflation rate of 5.3% on BAS	2,513	0	0	13,528	0	0	16,041
- Annualization 1 Jan 22 inflation rate of 6% on BAH	20,362	48,037	0	0	0	0	68,399
Pay Raise (PI):	285,712	515,778	2,145	0	2,101	0	805,735
- 1 Jan 23 pay raise of 4.6% effect on Basic Pay	195,877	354,006	1,994	0	0	0	551,878
- 1 Jan 23 pay raise effect on RPA	72,247	130,383	0	0	0	0	202,630
- 1 Jan 23 pay raise effect on TSP	2,345	3,944	0	0	0	0	6,289
- 1 Jan 23 pay raise effect on FICA	15,243	27,444	151	0	0	0	42,838
- 1 Jan 23 pay raise of 4.6% effect on DLA for PCS moves	0	0	0	0	2,101	0	2,101
Inflation Rate (PI):	6,003	0	0	42,661	22,137	0	70,800
- 1 Jan 23 inflation rate of 3.4% effect on BAS	6,003	0	0	32,315	0	0	38,318
- Increase in Inflation for SIK	0	0	0	10,346	0	0	10,346
- Increase in rate for Land (HHG)	0	0	0	0	17,512	0	17,512
- Increase in rate for ITGBL (HHG)	0	0	0	0	4,625	0	4,625
BAH Rates (PI):	62,314	161,569	0	0	0	0	223,883
- Housing Allowance rate 1 Jan 23 increase of 4.2%	54,705	129,055	0	0	0	0	183,761
- Increase in MIHA Pricing	42	204	0	0	0	0	246
- Increase in OHA Pricing	7,567	32,309	0	0	0	0	39,877
Other (PI):	119,193	217,284	735	0	7,094	1,149	345,455
- Increase in RPA Pricing	93,092	173,369	0	0	0	0	266,461
- Increase in Clothing Pricing	6	4,079	0	0	0	0	4,085
- Increase in Aviator Bonus Pricing	7,556	0	0	0	0	0	7,556
- Increase in BASIP Pricing	2	1	0	0	0	0	2
- Increase in COLA Pricing	5,451	19,378	0	0	0	0	24,829
- Increase in TLA Pricing	479	1,887	0	0	0	0	2,366
- Increase in CONUS COLA Pricing	70	62	0	0	0	0	131
- Increase in Special Pay Pricing	11,420	14,966	0	0	0	0	26,386
- Increase in Cat Injured Aid Allow Pricing	2	7	0	0	0	0	9
- Increase in LSTL Pricing	1,114	2,046	0	0	0	0	3,160
- Increase in Separation Payments Pricing	0	1,489	0	0	0	0	1,489
- Increase in Cadet Subsistence Pricing	0	0	735	0	0	0	735
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	2,909	0	2,909
- Increase in Total AMC Pricing	0	0	0	0	1,286	0	1,286
- Increase in Total Comm Air Pricing	0	0	0	0	547	0	547
- Increase in M Tons MSC Pricing	0	0	0	0	246	0	246
- Increase in S Tons AMC Pricing	0	0	0	0	1,997	0	1,997
- Increase in Trans of POV Pricing	0	0	0	0	5	0	5
- Increase in Temp Lodging Pricing	0	0	0	0	104	0	104
- Increase in Apprehension Expense Pricing	0	0	0	0	0	1	1
- Increase in Interest On Savings Pricing	0	0	0	0	0	42	42
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	535	535
- Increase in Mass Transportation Pricing	0	0	0	0	0	26	26
- Increase in Partial DLA Pricing	0	0	0	0	0	4	4
- Increase in ROTC Pricing	0	0	0	0	0	164	164
- Increase in JROTC Pricing	0	0	0	0	0	378	378

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	5,394	33,432	1,011	398	0	777	41,012
Strength (PGI):	2,895	30,488	748	0	0	650	34,781
- Increase in Base Pay Program	0	0	695	0	0	0	695
- Increase in FICA Program	0	0	53	0	0	0	53
- Increase in TSP Matching Contribution Program	0	30,488	0	0	0	0	30,488
- Increase in AVIP Program	2,895	0	0	0	0	0	2,895
- Increase in JROTC workyears	0	0	0	0	0	650	650
Other (PGL):	2,499	2,944	263	398	0	127	6,231
- Increase in LSTL Program	1,706	0	0	0	0	0	1,706
- Increase in Special Pay Program	719	2,520	0	0	0	0	3,239
- Increase in CSIP Program	0	1	0	0	0	0	1
- Increase in Parachute Jumping Program	0	11	0	0	0	0	11
- Increase in BASIP Program	67	125	0	0	0	0	191
- Increase in Other Incentive Pay Program	5	16	0	0	0	0	21
- Increase in Basic Needs Allowance Program	2	270	0	0	0	0	272
- Increase in Cadet Subsistence Program	0	0	263	0	0	0	263
- Increase in SIK Total Program	0	0	0	398	0	0	398
- Increase in Apprehension Expense Program	0	0	0	0	0	1	1
- Increase in Adoption Expenses Program	0	0	0	0	0	97	97
- Increase in Mass Transportation Program	0	0	0	0	0	24	24
- Increase in Partial DLA Program	0	0	0	0	0	5	5
Total Increases	564,632	1,090,083	4,365	56,588	31,796	1,926	1,749,390

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	(3,879)	(29,187)	0	0	0	0	(33,066)
Other (PD):	(3,879)	(29,187)	0	0	0	0	(33,066)
- Decrease in FICA Pricing	(295)	(442)	0	0	0	0	(737)
- Decrease in TSP Matching Contribution Pricing	(2,863)	(4,815)	0	0	0	0	(7,678)
- Decrease in AVIP Pricing	(1)	0	0	0	0	0	(1)
- Decrease in Other Incentive Pay Pricing	(3)	(0)	0	0	0	0	(3)
- Decrease in Separation Payments Pricing	(716)	0	0	0	0	0	(716)
- Decrease in Selective Reenlistment Bonus Pricing	0	(23,929)	0	0	0	0	(23,929)
Program Decrease	(626,391)	(607,890)	0	(35,521)	(147,407)	(483)	(1,417,693)
Strength (PGD):	(608,654)	(584,226)	0	0	(108,988)	0	(1,301,868)
- Decrease in Base Pay Program	(343,342)	(292,126)	0	0	0	0	(635,467)
- Decrease in FICA Program	(26,237)	(22,349)	0	0	0	0	(48,586)
- Decrease in RPA Program	(124,473)	(105,694)	0	0	0	0	(230,167)
- Decrease in TSP Matching Contribution Program	(1)	0	0	0	0	0	(1)
- Decrease in BAS Program	(12,972)	0	0	0	0	0	(12,972)
- Decrease in Clothing Program	(228)	(3,290)	0	0	0	0	(3,518)
- Decrease in BAH Program	(101,400)	(160,768)	0	0	0	0	(262,168)
- Decrease in Land Ship Program	0	0	0	0	(76,699)	0	(76,699)
- Decrease in ITGBL Program	0	0	0	0	(20,201)	0	(20,201)
- Decrease in Disloc Allow Program	0	0	0	0	(12,088)	0	(12,088)
Other (PGD):	(17,738)	(23,664)	0	(35,521)	(38,419)	(483)	(115,825)
- Decrease in LSTL Program	0	(991)	0	0	0	0	(991)
- Decrease in Special Pay Program	0	(1,432)	0	0	0	0	(1,432)
- Decrease in FSA Program	(450)	(732)	0	0	0	0	(1,182)
- Decrease in Cat Injured Aid Allow Program	(43)	(51)	0	0	0	0	(94)
- Decrease in Aviator Bonus Program	(10,090)	0	0	0	0	0	(10,090)
- Decrease in COLA Program	(5,404)	(10,223)	0	0	0	0	(15,627)
- Decrease in TLA Program	(1,231)	(1,749)	0	0	0	0	(2,980)
- Decrease in CONUS COLA Program	(181)	(57)	0	0	0	0	(238)
- Decrease in Separation Payments Program	(338)	(936)	0	0	0	0	(1,273)
- Decrease in Selective Reenlistment Bonus Program	0	(7,493)	0	0	0	0	(7,493)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(35,521)	0	0	(35,521)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(12,329)	0	(12,329)
- Decrease in Total AMC Program	0	0	0	0	(5,103)	0	(5,103)
- Decrease in Total Comm Air Program	0	0	0	0	(2,172)	0	(2,172)
- Decrease in M Tons MSC Program	0	0	0	0	(1,075)	0	(1,075)
- Decrease in S Tons AMC Program	0	0	0	0	(8,722)	0	(8,722)
- Decrease in Trans of POV Program	0	0	0	0	(10)	0	(10)
- Decrease in NonTemp Storage Program	0	0	0	0	(2,612)	0	(2,612)
- Decrease in Temp Lodging Program	0	0	0	0	(2,796)	0	(2,796)
- Decrease in Defense Personnel Property System (DPS)	0	0	0	0	(3,600)	0	(3,600)
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(358)	(358)
- Decrease in SGLI Program	0	0	0	0	0	(125)	(125)
Total Decreases	(630,270)	(637,077)	0	(35,521)	(147,407)	(483)	(1,450,759)
FY 2023 DIRECT PROGRAM	11,110,453	21,226,637	90,350	1,477,281	1,114,452	121,114	35,140,286

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SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

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**PAY AND ALLOWANCES
OF OFFICERS**

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

Amount

FY 2022 DIRECT PROGRAM

11,176,090

Pricing Increase

559,238

Annualization (PI):	86,017
Annualization 1 Jan 22 raise of 2.7% on Basic Pay	43,289
Annualization of raise on RPA	15,966
Annualization of raise on FICA	3,369
Annualization of raise on TSP	518
Annualization 1 Jan 22 inflation rate of 5.3% on BAS	2,513
Annualization 1 Jan 22 inflation rate of 6% on BAH	20,362
 Pay Raise (PI):	 285,712
1 Jan 23 pay raise of 4.6% effect on Basic Pay	195,877
1 Jan 23 pay raise effect on RPA	72,247
1 Jan 23 pay raise effect on FICA	15,243
1 Jan 23 pay raise effect on TSP	2,345
 Inflation Rate (PI):	 6,003
1 Jan 23 inflation rate of 3.4% effect on BAS	6,003
 BAH Rates (PI):	 62,314
1 Jan 23 inflation rate of 4.2% effect on BAH	54,705
1 Jan 23 inflation rate of 2.2% effect on MIHA	42
1 Jan 23 inflation rate of 2.2% effect on OHA	7,567
 Other (PI):	 119,193
Increase in RPA Payments	93,092
Increase in Flying Duty Crew Payments	0
Increase in Aviator Bonus Payments	7,556
Increase in BASIP Payments	2
Increase in Special Pay Payments	11,420
Increase in COLA Payments	5,451
Increase in TLA Payments	479
Increase in CONUS COLA Payments	70
Increase in Clothing Payments	6
Increase in Cat Injured Aid Allow Payments	2
Increase in LSTL Payments	1,114

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

		<u>Amount</u>
Program Increase	5,394	
Strength (PGI):	2,895	
Increase in workyears for AVIP	2,895	
Other (PGI):	2,499	
Increase in Flying Duty Crew Program	0	
Increase in Non-Fly Crew Member Program	0	
Increase in BASIP Program	67	
Increase in Other Incentive Pay Program	5	
Increase in Special Pay Program	719	
Increase in Basic Needs Allowance Program	2	
Increase in LSTL Program	1,706	
Total Increases		564,632

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

	<u>Amount</u>
Pricing Decrease	(3,879)
Other (PI):	(3,879)
Decrease in FICA Payments	(295)
Decrease in TSP Matching Contribution Payments	(2,863)
Decrease in AVIP Payments	(1)
Decrease in Flying Duty Non-Crew Payments	(0)
Decrease in Other Incentive Pay Payments	(3)
Decrease in Separation Payments	(716)
Program Decrease	(626,391)
Strength (PGD):	(608,654)
Decrease in workyears for Base Pay	(343,342)
Decrease in workyears for FICA	(26,237)
Decrease in workyears for RPA	(124,473)
Decrease in workyears for TSP Matching Contribution	(1)
Decrease in workyears for BAS	(12,972)
Decrease in workyears for Clothing	(228)
Decrease in workyears Housing Allowance	(101,400)
Other (PGD):	(17,738)
Decrease in Flying Duty Non-Crew Program	(0)
Decrease in Aviator Bonus Program	(10,090)
Decrease in Parachute Jumping Program	(0)
Decrease in COLA Program	(5,404)
Decrease in TLA Program	(1,231)
Decrease in CONUS COLA Program	(181)
Decrease in FSA Program	(450)
Decrease in Cat Injured Aid Allow Program	(43)
Decrease in Separation Payments	(338)
Total Decreases	(630,270)
FY 2023 DIRECT PROGRAM	11,110,453

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2023 Estimate 5,811,078
FY 2022 Estimate 5,910,807
FY 2021 Actual 5,692,924

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 3.0% in 2021, 2.7% in 2022, and 4.6% in 2023 effective January 1 each year. The annualized pay raise is 2.775% for FY 2022 and 4.125% for FY 2023. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2021 beginning strength was 64,245 and end strength was 64,873 using 67,089 workyears.

FY 2022 beginning strength was 64,873 and end strength is projected to be 64,957 using 67,780 workyears.

FY 2023 beginning strength will be 60,623 and end strength will be 61,544 using 64,019 workyears.

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

<u>Grade</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	13	198,800	2,584	13	203,350	2,644	12	208,825	2,506
Lt General	49	198,800	9,741	56	203,350	11,388	57	208,825	11,903
Major General	94	187,330	17,609	96	192,528	18,483	92	200,470	18,443
Brig General	149	164,367	24,491	144	168,928	24,326	133	175,865	23,390
Colonel	3,523	140,877	496,309	3,274	144,786	474,030	2,965	150,759	446,999
Lt Colonel	10,858	113,241	1,229,572	10,922	116,384	1,271,142	10,330	121,184	1,251,835
Major	15,376	95,160	1,463,185	15,664	97,801	1,531,955	14,879	101,835	1,515,208
Captain	21,253	75,910	1,613,307	22,228	78,016	1,734,142	21,275	81,234	1,728,257
1st Lieutenant	8,508	60,457	514,367	8,578	62,135	532,990	7,858	64,698	508,394
2nd Lieutenant	7,266	44,283	321,759	6,805	45,512	309,707	6,418	47,389	304,143
TOTAL BASIC PAY	67,089		5,692,924	67,780		5,910,807	64,019		5,811,078

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2023 Estimate 2,106,760
FY 2022 Estimate 2,046,355
FY 2021 Actual 1,968,447

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 34.9% for FY 2021, 35.1% for FY 2022, and 36.9% for FY 2023. The part-time RPA rate is 26.9% for FY 2021, 25.7% for FY 2022, and 24.5% for FY 2023.

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	64,350	29,498	1,898,217	64,724	30,420	1,968,886	61,081	33,277	2,032,611
Reserve Component									
Retired Pay Accrual - Part Time	2,739	25,641	70,230	3,056	25,350	77,469	2,938	25,238	74,149
Total Retired Pay Accrual	67,089	29,341	1,968,447	67,780	30,191	2,046,355	64,019	32,908	2,106,760

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2023 Estimate	70,764
FY 2022 Estimate	70,765
FY 2021 Actual	68,699

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of BP 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 BRS.

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			68,699			70,765			70,764

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

FY 2023 Estimate	387,163
FY 2022 Estimate	386,733
FY 2021 Actual	380,977

PART I - PURPOSE AND SCOPE

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

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

- a) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve commissioned officer Airmen who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. The NDAA for FY2017 authorized an increase to maximum amount of monthly AvIP not to exceed the rate of \$1,000 per month. The Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amounts ranging from \$150 to \$1,000. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- b) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew Airmen in fixed monthly amounts ranging from \$150 to \$250 and non-crew Airmen in fixed monthly amounts of \$150 only when performing such duties.
- c) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated commissioned officer Airmen retention. The FY 2000 NDAA approved an enhancement to the ARP program, allowing payment through the grade of O-6 and through 25 years of service and bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career commissioned officer Airmen. The 2017 NDAA §616 increased the maximum bonus to \$35,000. In FY 2018 Air Force expanded the program to add an extra 1,000 aviators to contracts with a mandatory 50% lump sum upfront, thus increasing anniversary payments.
- d) Parachute Jumping - Incentive pay for hazardous duty to encourage commissioned officer Airmen to enter into, and remain on, duty involving parachute jumping from an aircraft in aerial flight. Service members who perform this duty are entitled to pay at the monthly rate of \$150. Service members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225.
- e) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to service members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150.
- f) Special Warfare Skill Incentive Pay (SWSIP) – A monthly skill incentive pay to commissioned officer Airmen qualified and serving as Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017. Commissioned officers serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally-limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Commissioned officers serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Special Tactics Officer (19ZXA; formerly 13DX), Tactical Air Control Party Officer (19ZXB; formerly 13LX, Air Liaison Officer and 15W, Special Operations Weather Officer), and Combat Rescue Officer (19ZXC; formerly 13CX). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Commissioned officers serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the service member is authorized pay under SWSIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- g) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- h) Chemical Munitions - Duties in which service members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- i) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Incentive Pay</u>									
Years Aviation Service / Grade									
Less than 2	4,137	1,800	7,447	4,285	1,800	7,713	4,333	1,800	7,799
Over 2	6,136	3,000	18,408	6,329	3,000	18,987	7,073	3,000	21,219
Over 6	8,232	8,400	69,149	8,039	8,400	67,528	8,156	8,400	68,510
Over 12	6,534	12,000	78,408	6,739	12,000	80,868	6,676	12,000	80,112
Over 22	505	8,400	4,242	533	8,400	4,477	565	8,400	4,746
Over 24	416	5,400	2,246	381	5,400	2,057	396	5,400	2,138
Subtotal Flying Duty Crew	25,960		179,900	26,306		181,630	27,199		184,524
<u>HDIP-AVIATION</u>									
Flying Duty Crew	8	2,160	17	8	2,160	17	8	2,160	17
Flying Duty Non-Crew	14	1,800	25	14	1,800	25	14	1,800	25
Flying Duty Non-Rated	363	2,361	857	363	2,361	857	363	2,361	857
Subtotal HDIP-Aviation	385		899	385		899	385		899
<u>Aviator Bonus</u>									
Pilots	6,849	28,720	196,705	7,098	28,268	200,647	6,754	29,333	198,113
Subtotal Aviator Bonus	6,849		196,705	7,098		200,647	6,754		198,113
Subtotal Flying Duty Pay			377,504			383,176			383,536
<u>Parachute Jumping</u>	66	1,800	119	66	1,800	119	66	1,800	119
<u>Parachute HALO</u>	43	2,700	116	43	2,700	116	43	2,700	116
<u>Demolition Duty</u>	69	1,800	124	71	1,800	128	71	1,800	128
<u>Battlefield Airmen Skill Incentive Pay</u>									
BASIP Combat Rescue	174	7,052	1,227	179	7,045	1,261	182	7,038	1,281
BASIP Special Tactic	143	6,483	927	149	6,477	965	156	6,474	1,010
BASIP Air Liaison Officer	384	2,211	849	385	2,210	851	385	2,210	851
Subtotal BASIP	701		3,003	713		3,077	723		3,142
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	19	1,800	34	19	1,800	34	19	1,800	34
Chemical Munitions Handler	2	1,800	4	2	1,800	4	2	1,800	4
Pressure Chamber Observer	27	1,800	49	30	1,800	54	33	1,800	59
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	12	1,800	22	13	1,800	23	13	1,800	23
Subtotal Other Incentive Duty Pay	61		111	65		117	68		122
TOTAL INCENTIVE PAY			380,977			386,733			387,163

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. The FY23 PB continues the increased maximum payout of \$35,000 authorized in the FY17 NDAA.

Aircraft Personnel Manning Levels

Aircraft Type Category	FY 2021	FY 2022	FY 2023
Fighter	83.3%	84.3%	82.7%
Bomber	83.5%	87.5%	87.6%
Mobility	102.7%	103.6%	103.3%
Special Ops	87.7%	92.4%	93.3%
C2ISR	123.1%	118.9%	119.9%
Rescue	101.3%	106.3%	109.2%
RPA	87.0%	98.6%	102.4%
Total	93.80%	97.10%	97.50%

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

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

Aircraft Type Category	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	1,071	27,313	29,252	1,010	28,324	28,607	931	34,360	31,989
Bomber	731	23,733	17,349	771	24,645	19,001	691	29,343	20,276
Mobility	1,577	35,841	56,522	1,677	32,076	53,792	1,538	30,159	46,384
Special Ops	967	33,481	32,376	998	28,154	28,098	960	31,842	30,568
C2ISR	1,577	20,769	32,752	1,569	22,888	35,912	1,442	24,062	34,697
Rescue	342	28,558	9,767	347	29,259	10,153	335	28,113	9,418
RPA	584	31,998	18,687	726	34,551	25,084	857	28,916	24,781
Total	6,849	28,720	196,705	7,098	28,268	200,647	6,754	29,333	198,113

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2023 Estimate	365,878
FY 2022 Estimate	353,740
FY 2021 Actual	346,665

PART I - PURPOSE AND SCOPE

Funds provide for:

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

(a) Physician Pay: Legacy -

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

combination of languages.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Physician Pay</u>									
Legacy									
Legacy Physician Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Incentive Pay - Medical	3,534	35,747	126,331	3,600	36,492	131,371	3,600	36,492	131,371
Retention Bonus - Medical	866	39,624	34,314	880	42,786	37,652	880	42,786	37,652
Board Certification Pay - Medical	2,200	6,000	13,200	2,200	6,000	13,200	2,200	8,000	17,600
CWSAB - Medical	0	0	0	5	300,000	1,500	5	300,000	1,500
CSP Physician Subtotal	6,600	26,340	173,845	6,685	27,483	183,723	6,685	28,141	188,123
Physician Pay Total	6,600	26,340	173,845	6,685	27,483	183,723	6,685	28,141	188,123
<u>Dentist Pay</u>									
Legacy									
Legacy Dentist Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Dental	0	0	0	6	150,000	900	6	150,000	900
Incentive Pay - Dental	875	24,208	21,182	980	24,250	23,765	980	24,450	23,961
Retention Bonus - Dental	499	43,617	21,765	525	44,000	23,100	525	44,000	23,100
Board Certification Pay - Dental	283	6,000	1,698	300	6,000	1,800	350	8,000	2,800
CWSAB - Dental	0	0	0	2	300,000	600	2	300,000	600
CSP Dentist Subtotal	1,657	26,943	44,645	1,813	27,670	50,165	1,863	27,569	51,361
Dentist Pay Total	1,657	26,943	44,645	1,813	27,670	50,165	1,863	27,569	51,361
<u>Nurse Pay</u>									
Legacy									
Legacy Nurse Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Nurse	17	30,000	510	20	30,000	600	20	30,000	600
Incentive Pay - Nurse	92	15,000	1,380	90	15,000	1,350	90	15,000	1,350
Retention Bonus - Nurse	1,794	20,105	36,068	1,800	20,000	36,000	1,800	20,000	36,000
Board Certification Pay - Nurse	308	6,000	1,848	310	6,000	1,860	310	8,000	2,480
CSP Nurse Subtotal	2,211	18,004	39,806	2,220	17,932	39,810	2,220	18,212	40,430
Nurse Pay Total	2,211	18,004	39,806	2,220	17,932	39,810	2,220	18,212	40,430

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Health Professions Officers Pay									
Legacy									
Legacy HPO Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Health Professions Officers									
Accession Bonus - Pharmacy	3	7,667	23	5	7,600	38	5	7,600	38
Accession Bonus - PHO	11	9,545	105	10	10,000	100	10	10,000	100
Accession Bonus - Physicians Assistant	0	0	0	2	12,000	24	2	12,000	24
Accession Bonus - Psychologist	1	15,000	15	3	15,000	45	3	15,000	45
Accession Bonus - Social Workers	9	7,222	65	7	7,286	51	7	7,286	51
Accession Bonus - HPO Subtotal	24	8,667	208	27	9,556	258	27	9,556	258
Incentive Pay - Health Professions Officers									
Incentive Pay - PHO	114	5,000	570	121	5,000	605	121	5,000	605
Incentive Pay - Physicians Assistant	427	5,000	2,135	430	5,000	2,150	430	5,000	2,150
Incentive Pay - Psychologist	186	5,000	930	190	5,000	950	190	5,000	950
Incentive Pay - Optometrists	88	1,205	106	100	1,200	120	100	1,200	120
Incentive Pay - HPO Subtotal	815	4,590	3,741	841	4,548	3,825	841	4,548	3,825
Retention Bonus - Health Professions Officers									
Retention Bonus - Pharmacy	141	15,000	2,115	150	15,000	2,250	150	15,000	2,250
Retention Bonus - PHO	88	7,091	624	90	7,089	638	90	7,089	638
Retention Bonus - Physicians Assistant	264	28,523	7,530	270	28,522	7,701	270	28,522	7,701
Retention Bonus - Psychologist	145	30,862	4,475	150	30,860	4,629	150	30,860	4,629
Retention Bonus - Social Workers	137	9,737	1,334	140	9,736	1,363	140	9,736	1,363
Retention Bonus - Optometrists	73	9,315	680	80	9,325	746	80	9,325	746
Retention Bonus - HPO Subtotal	848	19,762	16,758	880	19,690	17,327	880	19,690	17,327
Board Certification Pay - Health Professions Officers	1,057	6,000	6,342	1,100	6,000	6,600	1,200	8,000	9,600
CSP HPO Subtotal	2,744	9,858	27,049	2,848	9,835	28,010	2,948	10,519	31,010
Health Professions Officer Pay Total	2,744	9,858	27,049	2,848	9,835	28,010	2,948	10,519	31,010

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
RPA CSRB	22	33,636	740	3	18,333	55	3	17,333	52
Non-Medical CSRB Subtotal	22	33,636	740	3	18,333	55	3	17,333	52
Air Liason Officer ORB	50	20,880	1,044	74	22,216	1,644	98	22,898	2,244
Contracting ORB	187	15,000	2,805	100	15,000	1,500	50	15,000	750
Network Operations Cyber Warfare ORB	1,212	15,000	18,180	400	15,000	6,000	350	15,000	5,250
Operations Research Analyst ORB	204	15,000	3,060	188	15,000	2,820	31	15,000	465
Special Tactics and Combat Rescue ORB	83	25,000	2,075	107	25,000	2,675	131	25,000	3,275
Officer Retention Bonus Subtotal	1,736	15,647	27,164	869	16,846	14,639	660	18,158	11,984
Retention Bonus (CSRB/ORB) Total	1,758	15,873	27,904	872	16,851	14,694	663	18,154	12,036
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	12	2,200	26	12	2,200	26	11	2,200	24
Lt General	55	500	28	56	500	28	57	500	29
Pers Allowance - General Officer	68	853	58	69	841	58	69	826	57
AFSOC Air Ops AIP	5	11,400	57	5	11,400	57	5	11,400	57
Alice Springs AIP	2	6,000	12	2	6,000	12	2	6,000	12
Burlington AIP	3	4,667	14	3	4,667	14	3	4,667	14
Cavalier AIP	15	8,400	126	15	8,400	126	0	0	0
Homestead AIP	10	6,000	60	10	6,000	60	10	6,000	60
Korea AIP	33	3,606	119	33	3,606	119	24	3,583	86
Kingsley Field AIP	10	4,800	48	10	4,800	48	10	4,800	48
Madison AIP	4	4,750	19	4	4,750	19	4	4,750	19
Turkey AIP	2	3,500	7	2	3,500	7	2	3,500	7
ICBM Field Ops AIP	399	3,599	1,436	399	3,599	1,436	399	3,599	1,436
Extended Service Training Specialist AIP	6	3,667	22	6	18,000	108	6	18,000	108
Assignment Incentive Pay	489		1,920	489		2,006	465		1,847
Continuation Pay	243	16,201	3,931	406	16,651	6,765	541	17,087	9,251
Diving Duty	33	1,788	59	33	1,788	59	33	1,788	59
Foreign Language Proficiency Bonus	2,596	3,774	9,797	2,745	3,793	10,412	2,828	4,997	14,132
Hardship Duty Location Pay	3,397	1,200	4,076	3,432	1,200	4,118	3,242	1,200	3,890
Health Prof. Scholarship Program (HPSP)	416	1,779	740	404	1,780	719	396	1,780	705
Hostile Fire Pay	1,496	2,700	4,039	1,511	2,700	4,080	1,428	2,700	3,856
JAG Bonus	137	28,547	3,911	137	28,547	3,911	137	28,547	3,911
JAG Student Loan Repayment	225	21,667	4,875	240	21,667	5,200	240	21,667	5,200
Pay and Allowance Continuation (PAC)	8	1,250	10	8	1,250	10	8	1,250	10
TOTAL SPECIAL PAY	24,078		346,665	23,912		353,740	23,766		365,878

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

RPA CSRB

	<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												
Prior Obligations (FY 20 & Prior)	22	740	3	55	3	52	2	45	1	3				
Accelerated Payments														
Prior Year FY 2021														
Initial Payments														
Anniversary Payments														
Current Year FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	22	740	3	55	3	52	2	45	1	3	0	0	0	0
Total	22	740	3	55	3	52	2	45	1	3	0	0	0	0

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

Air Liason Officer ORB

	<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												
Prior Obligations (FY20 & Prior)	47	969	47	969	47	969								
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	3	75												
Anniversary Payments			3	75	3	75	3	75						
Current Year FY 2022														
Initial Payments			24	600										
Anniversary Payments					24	600	24	600	24	600				
Biennial Budget FY 2023														
Initial Payments					24	600								
Anniversary Payments							24	600	24	600	24	600		
Biennial Budget FY 2024														
Initial Payments							24	600						
Anniversary Payments									24	600	24	600	24	600
Biennial Budget FY 2025														
Initial Payments								24	600					
Anniversary Payments										24	600	24	600	
Biennial Budget FY 2026														
Initial Payments										24	600			
Anniversary Payments												24	600	
Biennial Budget FY 2027														
Initial Payments													24	600
Anniversary Payments														600
Total														
Initial Payments	3	75	24	600	24	600	24	600	24	600	24	600	24	600
Anniversary Payments	47	969	50	1,044	74	1,644	51	1,275	72	1,800	72	1,800	72	1,800
Total	50	1,044	74	1,644	98	2,244	75	1,875	96	2,400	96	2,400	96	2,400

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

Contracting ORB

	<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												
Prior Obligations (FY 20 & Prior)	187	2,805	100	1,500	50	750								
Accelerated Payments														
Prior Year FY 2021														
Initial Payments														
Anniversary Payments														
Current Year FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	187	2,805	100	1,500	50	750	0	0	0	0	0	0	0	0
Total	187	2,805	100	1,500	50	750	0	0	0	0	0	0	0	0

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

Network Operations Cyber Warfare ORB

	<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>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations (FY20 & Prior)	1,212	18,180	400	6,000	350	5,250	225	3,375	25	375				
Accelerated Payments														
Prior Year FY 2021														
Initial Payments														
Anniversary Payments														
Current Year FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	1,212	18,180	400	6,000	350	5,250	225	3,375	25	375	0	0	0	0
Total	1,212	18,180	400	6,000	350	5,250	225	3,375	25	375	0	0	0	0

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

Operations Research Analyst ORB

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments	192	2,880	176	2,640	19	285								
Prior Year FY 2021														
Initial Payments	12	180												
Anniversary Payments			12	180	12	180	12	180						
Current Year FY 2022														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	12	180	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	192	2,880	188	2,820	31	465	12	180	0	0	0	0	0	0
Total	204	3,060	188	2,820	31	465	12	180	0	0	0	0	0	0

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

Special Tactics and Combat Rescue ORB

	<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												
Prior Obligations (FY20 & Prior)	74	1,850	74	1,850	74	1,850								
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	9	225												
Anniversary Payments			9	225	9	225	9	225						
Current Year FY 2022														
Initial Payments			24	600										
Anniversary Payments					24	600	24	600	24	600				
Biennial Budget FY 2023														
Initial Payments					24	600								
Anniversary Payments							24	600	24	600	24	600		
Biennial Budget FY 2024														
Initial Payments							24	600						
Anniversary Payments									24	600	24	600	24	600
Biennial Budget FY 2025														
Initial Payments								24	600					
Anniversary Payments										24	600	24	600	
Biennial Budget FY 2026														
Initial Payments										24	600			
Anniversary Payments												24	600	
Biennial Budget FY 2027														
Initial Payments													24	600
Anniversary Payments														
Total														
Initial Payments	9	225	24	600	24	600	24	600	24	600	24	600	24	600
Anniversary Payments	74	1,850	83	2,075	107	2,675	57	1,425	72	1,800	72	1,800	72	1,800
Total	83	2,075	107	2,675	131	3,275	81	2,025	96	2,400	96	2,400	96	2,400

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

AFSOC Air Ops Flight AIP

	<u>FY 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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	5	57												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			5	57										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					5	57								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							5	57						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									5	57				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											5	57		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													5	57
Anniversary Payments														
Total														
Initial Payments	5	57	5	57	5	57	5	57	5	57	5	57	5	57
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	57	5	57	5	57	5	57	5	57	5	57	5	57

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

Assignment Incentive Pay - Alice Springs

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	2	12												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			2	12										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					2	12								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							2	12						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									2	12				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											2	12		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													2	12
Anniversary Payments														
Total														
Initial Payments	2	12	2	12	2	12	2	12	2	12	2	12	2	12
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	12	2	12	2	12	2	12	2	12	2	12	2	12

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

Assignment Incentive Pay - Burlington

	<u>FY 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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	3	14												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			3	14										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					3	14								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							3	14						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									3	14				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											3	14		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													3	14
Anniversary Payments														
Total														
Initial Payments	3	14	3	14	3	14	3	14	3	14	3	14	3	14
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	14	3	14	3	14	3	14	3	14	3	14	3	14

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

Assignment Incentive Pay - Cavalier

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	15	126												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			15	126										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	15	126	15	126	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	15	126	15	126	0	0	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - Homestead

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	10	60												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			10	60										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					10	60								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							10	60						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									10	60				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											10	60		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													10	60
Anniversary Payments														
Total														
Initial Payments	10	60	10	60	10	60	10	60	10	60	10	60	10	60
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	60	10	60	10	60	10	60	10	60	10	60	10	60

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

Assignment Incentive Pay - Korea

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	33	119												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			33	119										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					24	86								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							24	86						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									24	86				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											24	86		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													24	86
Anniversary Payments														
Total														
Initial Payments	33	119	33	119	24	86	24	86	24	86	24	86	24	86
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	33	119	33	119	24	86	24	86	24	86	24	86	24	86

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

Assignment Incentive Pay - Kingsley Field

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	10	48												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			10	48										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					10	48								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							10	48						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									10	48				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											10	48		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													10	48
Anniversary Payments														
Total														
Initial Payments	10	48	10	48	10	48	10	48	10	48	10	48	10	48
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	48	10	48	10	48	10	48	10	48	10	48	10	48

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

Assignment Incentive Pay - Madison

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	4	19												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			4	19										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					4	19								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							4	19						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									4	19				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											4	19		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													4	19
Anniversary Payments														
Total														
Initial Payments	4	19	4	19	4	19	4	19	4	19	4	19	4	19
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	19	4	19	4	19	4	19	4	19	4	19	4	19

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

Assignment Incentive Pay - Turkey

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	2	7												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			2	7										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					2	7								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							2	7						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									2	7				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											2	7		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													2	7
Anniversary Payments														
Total														
Initial Payments	2	7	2	7	2	7	2	7	2	7	2	7	2	7
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	7	2	7	2	7	2	7	2	7	2	7	2	7

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

Assignment Incentive Pay - ICBM Field Operations

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	399	1,436												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			399	1,436										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					399	1,436								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							399	1,436						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									399	1,436				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											399	1,436		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													399	1,436
Anniversary Payments														
Total														
Initial Payments	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436	399	1,436

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

Assignment Incentive Pay - Extended Service Training Specialist

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	6	22												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			6	108										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					6	108								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							6	108						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									6	108				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											6	108		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													6	108
Anniversary Payments														
Total														
Initial Payments	6	22	6	108	6	108	6	108	6	108	6	108	6	108
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	22	6	108	6	108	6	108	6	108	6	108	6	108

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2023 Estimate 1,737,650
FY 2022 Estimate 1,755,325
FY 2021 Actual 1,658,979

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2022 BAH inflation rate assumption is 6.0 percent on-average. The January 1, 2023 BAH inflation rate assumption is 4.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2023.

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

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

<u>With Dependents</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	8	35,375	283	8	37,250	298	7	39,000	273
Lt General	38	36,868	1,401	43	38,814	1,669	44	40,636	1,788
Major General	75	33,867	2,540	77	35,662	2,746	73	37,342	2,726
Brig General	114	34,500	3,933	110	36,327	3,996	102	38,029	3,879
Colonel	2,831	32,132	90,967	2,631	33,835	89,021	2,383	35,427	84,422
Lt Colonel	8,763	30,707	269,086	8,815	32,334	285,027	8,337	33,855	282,249
Major	11,337	27,763	314,749	11,549	29,234	337,628	10,971	30,609	335,814
Captain	11,280	24,471	276,032	11,797	25,768	303,982	11,292	26,980	304,654
1st Lieutenant	3,207	22,277	71,441	3,233	23,457	75,838	2,962	24,560	72,748
2nd Lieutenant	2,014	20,172	40,627	1,886	21,242	40,062	1,779	22,241	39,566
Subtotal with Dependents	39,667		1,071,059	40,149		1,140,267	37,950		1,128,119

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>	
<u>Differential</u>	4	15		4	16		4	16	
<u>Without Dependents - Full Allowance</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	1	37,249	37	1	39,223	39	1	41,067	41
Major General	3	28,447	85	3	29,954	90	3	31,362	94
Brig General	4	30,979	124	4	32,621	130	4	34,154	137
Colonel	215	29,049	6,245	200	30,588	6,118	181	32,026	5,797
Lt Colonel	978	26,333	25,754	984	27,729	27,285	930	29,032	27,000
Major	2,899	24,521	71,087	2,953	25,821	76,249	2,805	27,034	75,831
Captain	7,973	22,045	175,765	8,339	23,213	193,577	7,981	24,304	193,974
1st Lieutenant	4,694	19,211	90,175	4,733	20,229	95,743	4,335	21,180	91,814
2nd Lieutenant	4,648	17,420	80,970	4,353	18,344	79,850	4,106	19,206	78,859
Subtotal w/o Dependents	21,415		450,242	21,570		479,081	20,346		473,547
<u>Without Dependents - Partial</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	1	102	0	1	107	0	1	112	0
Colonel	8	475	4	7	501	4	7	524	4
Lt Colonel	19	393	7	19	414	8	18	434	8
Major	34	319	11	35	336	12	33	352	12
Captain	125	268	33	131	282	37	125	295	37
1st Lieutenant	102	212	22	103	223	23	94	234	22
2nd Lieutenant	546	158	86	511	166	85	482	174	84
Subtotal Partial	835		163	807		169	760		167
TOTAL BAH - DOMESTIC			1,521,479			1,619,533			1,601,849

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	1	45,000	45	1	43,000	43	1	46,000	46
Colonel	110	41,164	4,528	102	39,775	4,057	93	42,398	3,943
Lt Colonel	635	39,239	24,917	639	37,980	24,269	604	40,310	24,347
Major	785	35,203	27,634	800	34,130	27,304	760	36,155	27,478
Captain	798	31,551	25,178	835	30,662	25,603	799	32,462	25,937
1st Lieutenant	166	29,235	4,853	167	28,443	4,750	153	30,170	4,616
2nd Lieutenant	51	29,922	1,526	48	29,125	1,398	45	31,067	1,398
Subtotal With Dependents	2,546		88,681	2,592		87,424	2,455		87,765
<u>Without Dependents</u>									
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	8	36,588	293	7	34,928	244	7	36,970	259
Lt Colonel	80	32,358	2,589	80	30,589	2,447	76	32,531	2,472
Major	310	27,678	8,580	316	26,693	8,435	300	28,029	8,409
Captain	904	25,616	23,157	945	24,804	23,439	905	26,012	23,541
1st Lieutenant	325	24,225	7,873	328	23,641	7,754	300	24,744	7,423
2nd Lieutenant	180	25,097	4,517	169	24,596	4,157	159	25,827	4,106
Subtotal w/o Dependents	1,807		47,009	1,845		46,476	1,747		46,210
Moving-In Housing Allowance	195	9,280	1,810	197	9,605	1,892	186	9,816	1,826
TOTAL BAH - OVERSEAS			137,500			135,792			135,801
GRAND TOTAL BAH			1,658,979			1,755,325			1,737,650

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2023 Estimate	220,818
FY 2022 Estimate	225,108
FY 2021 Actual	212,381

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 3.7% for 2021, 5.3% for 2022, and 3.4% for 2023 effective January 1 each year.

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
BAS	67,089	3,166	212,381	67,780	3,321	225,108	64,019	3,449	220,818

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2023 Estimate 115,106
FY 2022 Estimate 115,811
FY 2021 Actual 128,849

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

<u>Cost of Living</u>	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	3	12,104	36	3	9,698	29	3	10,322	31
Lt. General	8	13,546	108	9	11,642	105	9	12,238	110
Major General	12	13,495	162	12	10,115	121	12	10,812	130
Brig. General	19	16,001	304	18	13,480	243	17	14,378	244
Colonel	544	14,221	7,736	506	12,150	6,148	458	12,920	5,917
Lt Colonel	1,770	14,602	25,846	1,780	12,458	22,176	1,684	13,217	22,257
Major	2,417	12,422	30,024	2,462	10,705	26,356	2,339	11,315	26,466
Captain	3,231	10,015	32,361	3,379	8,600	29,058	3,234	9,080	29,365
1st Lieutenant	939	8,556	8,034	947	7,392	7,000	867	7,812	6,773
2nd Lieutenant	451	7,566	3,412	422	6,626	2,796	398	6,999	2,786
Subtotal Cost of Living	9,394		108,023	9,538		94,032	9,021		94,079
<u>Temporary Lodging Allowance</u>	1,055	19,740	20,826	1,066	20,431	21,779	1,007	20,881	21,027
TOTAL STATION ALLOWANCES-OVERSEAS			128,849			115,811			115,106

(Amount in Thousands)

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

FY 2023 Estimate 3,079
FY 2022 Estimate 3,190
FY 2021 Actual 3,050

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	3,295	926	3,050	3,329	958	3,190	3,144	979	3,079

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2023 Estimate	2,618
FY 2022 Estimate	2,840
FY 2021 Actual	2,858

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	5,282	332	1,755	4,300	400	1,720	3,888	400	1,555
Additional Allowances	4,151	200	830	4,194	200	839	3,961	200	792
Civilian Clothing	364	751	273	368	764	281	347	781	271
TOTAL CLOTHING ALLOWANCES	9,797		2,858	8,862		2,840	8,196		2,618

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2023 Estimate 7,644
FY 2022 Estimate 8,094
FY 2021 Actual 8,010

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	452	3,000	1,356	457	3,000	1,371	431	3,000	1,293
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	2,218	3,000	6,654	2,241	3,000	6,723	2,117	3,000	6,351
TOTAL FAMILY SEPARATION ALLOWANCE	2,670		8,010	2,698		8,094	2,548		7,644

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

FY 2023 Estimate	2
FY 2022 Estimate	0
FY 2021 Actual	0

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.

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			0			0			2

(Amount in Thousands)

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

FY 2023 Estimate	64
FY 2022 Estimate	105
FY 2021 Actual	103

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Special Monthly Compensation			103			105			64

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2023 Estimate	42,327
FY 2022 Estimate	40,539
FY 2021 Actual	44,808

PART I - PURPOSE AND SCOPE

Funds provide for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	5	17,675	88	5	18,165	91	5	18,915	95
Major General	14	17,038	239	13	17,511	228	13	18,234	237
Brig General	12	4,393	53	12	4,515	54	12	4,701	56
Colonel	403	10,723	4,321	425	11,021	4,684	445	11,475	5,107
Lt Colonel	867	7,983	6,921	860	8,204	7,056	905	8,543	7,731
Major	1,635	6,580	10,758	1,374	6,763	9,292	1,466	7,041	10,323
Captain	1,528	4,351	6,648	1,214	4,472	5,429	1,302	4,656	6,062
1st Lieutenant	115	3,668	422	94	3,769	354	100	3,925	392
2nd Lieutenant	45	5,383	242	36	5,533	199	38	5,761	219
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	4,624		29,692	4,033		27,387	4,286		30,222
<u>Separation Pay</u>									
Fail Promotion/Unfit	4	36,866	147	4	37,889	152	4	39,452	158
Disability	19	75,942	1,443	19	78,050	1,483	18	81,269	1,463
Invol-Half Pay 5%	1	23,117	23	1	23,759	24	1	24,739	25
Invol-Full Pay 10%	44	119,639	5,264	44	122,959	5,410	42	128,031	5,377
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			8,239			6,083			5,082
Career Status Bonus	0	0	0	0	0	0	0	0	0
Subtotal Separation Pay	69		15,116	69		13,152	66		12,105
TOTAL SEPARATION PAYMENTS	4,693		44,808	4,102		40,539	4,352		42,327

(Amount in Thousands)

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

FY 2023 Estimate	443,862
FY 2022 Estimate	451,443
FY 2021 Actual	435,434

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Calendar Year 2023 – 7.65% on first \$156,000 and 1.45% on the remainder

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	5,692,924	7.65%	435,434	5,910,807	7.65%	451,443	5,811,078	7.65%	443,862

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**PAY AND ALLOWANCES
OF ENLISTED**

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

Amount

FY 2022 DIRECT PROGRAM

20,773,631

Pricing Increase

1,056,651

Annualization (PI):

162,021

Annualization 1 Jan 22 raise of 2.7% on Basic Pay	78,234
Annualization of raise on RPA	28,814
Annualization of raise on FICA	6,065
Annualization of raise on TSP	871
Annualization 1 Jan 22 inflation rate of 6% on BAH	48,037

Pay Raise (PI):

515,778

1 Jan 23 pay raise of 4.6% effect on Basic Pay	354,006
1 Jan 23 pay raise effect on RPA	130,383
1 Jan 23 pay raise effect on FICA	27,444
1 Jan 23 pay raise effect on TSP	3,944

BAH Rates (PI):

161,569

1 Jan 23 inflation rate of 4.2% effect on BAH	129,055
1 Jan 23 inflation rate of 2.2% effect on MIHA	204
1 Jan 23 inflation rate of 2.2% effect on OHA	32,309

Other (PI):

217,284

Increase in RPA Payments	173,369
Increase in Flying Duty Non-Crew Payments	0
Increase in CSIP Payments	0
Increase in BASIP Payments	1
Increase in Special Pay Payments	14,966
Increase in COLA Payments	19,378
Increase in TLA Payments	1,887
Increase in CONUS COLA Payments	62
Increase in Clothing Payments	4,079
Increase in Cat Injured Aid Allow Payments	7
Increase in LSTL Payments	2,046
Increase in Separation Payments	1,489

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

Program Increase		33,432
Strength (PGI):	30,488	
Increase in workyears for TSP Matching Contribution	30,488	
Other (PGI):	2,944	
Increase in Flying Duty Non-Crew Program	0	
Increase in CSIP Program	1	
Increase in Parachute Jumping Program	11	
Increase in BASIP Program	125	
Increase in Other Incentive Pay Program	16	
Increase in Special Pay Program	2,520	
Increase in Basic Needs Allowance Program	270	
Total Increases		1,090,083

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

Pricing Decrease		(29,187)
Other (PI):	(29,187)	
Decrease in FICA Payments	(442)	
Decrease in TSP Matching Contribution Payments	(4,815)	
Decrease in Flying Duty Crew Payments	(0)	
Decrease in Other Incentive Pay Payments	(0)	
Decrease in Selective Reenlistment Bonus Payments	(23,929)	
Program Decrease		(607,890)
Strength (PGD):	(584,226)	
Decrease in workyears for Base Pay	(292,126)	
Decrease in workyears for FICA	(22,349)	
Decrease in workyears for RPA	(105,694)	
Decrease in workyears for Clothing	(3,290)	
Decrease in workyears Housing Allowance	(160,768)	
Other (PGD):	(23,664)	
Decrease in Flying Duty Crew Program	(0)	
Decrease in Special Pay Program	(1,432)	
Decrease in Selective Reenlistment Bonus Program	(7,493)	
Decrease in COLA Program	(10,223)	
Decrease in TLA Program	(1,749)	
Decrease in CONUS COLA Program	(57)	
Decrease in FSA Program	(732)	
Decrease in Cat Injured Aid Allow Program	(51)	
Decrease in LSTL Program	(991)	
Decrease in Separation Payments	(936)	
Total Decreases		(637,077)
FY 2023 DIRECT PROGRAM		21,226,637

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2023 Estimate 10,868,244

FY 2022 Estimate 10,722,341

FY 2021 Actual 10,577,927

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 3.0% in 2021, 2.7% in 2022, and 4.6% in 2023 effective January 1 each year. The annualized pay raise is 2.775% for FY 2022 and 4.125% for FY 2023. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2021 beginning strength was 265,369 and end strength was 265,658 using 276,855 workyears.

FY 2022 beginning strength was 265,658 and end strength is expected to be 262,609 using 275,175 workyears.

FY 2023 beginning strength will be 262,609 and end strength will be 257,856 using 269,660 workyears.

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,955	85,046	251,312	2,475	87,406	216,331	2,242	91,012	204,049
Senior Master Sergeant	6,193	67,898	420,493	5,462	69,782	381,151	5,391	72,661	391,715
Master Sergeant	28,041	58,770	1,647,972	27,886	60,401	1,684,341	27,315	62,892	1,717,908
Technical Sergeant	45,228	48,081	2,174,612	43,393	49,415	2,144,280	40,429	51,454	2,080,222
Staff Sergeant	63,717	38,566	2,457,304	64,820	39,636	2,569,213	64,069	41,271	2,644,199
Senior Airman	61,731	31,168	1,924,058	62,156	32,033	1,991,065	59,968	33,355	2,000,217
Airman First Class	52,174	25,660	1,338,776	48,027	26,372	1,266,563	46,880	27,460	1,287,313
Airman	8,317	23,738	197,425	11,469	24,384	279,656	13,362	25,018	334,286
Airman Basic	8,529	19,460	165,975	9,487	20,000	189,741	10,004	20,825	208,335
TOTAL BASIC PAY	276,885		10,577,927	275,175		10,722,341	269,660		10,868,244

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2023 Estimate 3,950,240
FY 2022 Estimate 3,718,723
FY 2021 Actual 3,658,428

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 34.9% for FY 2021, 35.1% for FY 2022, and 36.9% for FY 2023. The part-time RPA rate is 26.9% for FY 2021, 25.7% for FY 2022, and 24.5% for FY 2023.

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	266,854	13,262	3,539,080	264,323	13,605	3,596,178	259,080	14,789	3,831,413
Reserve Component									
Retired Pay Accrual - Part Time	10,031	11,898	119,348	10,852	11,292	122,545	10,580	11,231	118,827
Total Retired Pay Accrual	276,885	13,213	3,658,428	275,175	13,514	3,718,723	269,660	14,649	3,950,240

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2023 Estimate	149,927
FY 2022 Estimate	119,439
FY 2021 Actual	87,990

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			87,990			119,439			149,927

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

FY 2023 Estimate	66,124
FY 2022 Estimate	65,973
FY 2021 Actual	65,812

PART I - PURPOSE AND SCOPE

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

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

- 1) Flying Duty Crew Member – A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. The amounts range from \$125 to \$250/month.
- 2) Flying Duty Non-Crew Member – Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Eligible for enlisted Airmen whom are non-crew service members that are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at \$150/month.
- 3) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced CEFIP, and RPA Sensor Operator Assignment Incentive Pay (both of which were discontinued in FY 2018). The current rate paid ranges from \$225/month for enlist Airmen with under 4 years of aviation service to \$600/month for enlisted Airmen with more than 14 years of aviation service.
- 4) Parachute Jumping – Incentive pay for hazardous duty to encourage enlisted Airmen to enter into and remain on duty involving parachute jumping from an aircraft in aerial flight. Members who perform a static-line (where the parachute is attached to a line in the airframe and opens automatically upon exit while in flight) jumping duty are entitled to pay at \$150/month. Members, who perform duty involving parachute jumping free-fall (where the parachute opens through manual operation by the jumper based on their expertise and/or altitude) at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).
- 5) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Airmen who demolish (by the use of explosives) underwater objects, obstacles or explosives, or who recover and render harmless (by disarming or demolition) explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving SWSIP.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	11	2,880	32	11	2,880	32	11	2,880	32
Senior Master Sergeant	19	2,880	55	19	2,880	55	19	2,880	55
Master Sergeant	119	2,880	343	119	2,880	343	119	2,880	343
Technical Sergeant	149	2,580	384	149	2,580	384	149	2,580	384
Staff Sergeant	219	2,280	499	219	2,280	499	219	2,280	499
Senior Airman	56	1,980	111	56	1,980	111	56	1,980	111
Airman First Class	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Flying Duty Crew	576		1,426	574		1,426	574		1,426

Flying Duty Non-Crew Members

	92	1,800	166	93	1,800	167	93	1,800	167
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	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount

Career Enlisted Flyer Incentive Pay

Years Aviation Service

Subtotal Career Enlisted Flyer Incentive Pay	0		0	0		0	0		0
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Critical Skills Incentive Pay

Years Aviation Service

Less than 4	4,220	2,700	11,394	4,222	2,700	11,399	4,222	2,700	11,399
Over 4	3,182	4,200	13,364	3,188	4,200	13,390	3,188	4,200	13,390
Over 8	2,430	6,000	14,580	2,430	6,000	14,580	2,430	6,000	14,580
Over 14	1,113	7,200	8,014	1,114	7,200	8,021	1,114	7,200	8,021
Subtotal Critical Skills Incentive Pay	10,945		47,352	10,954		47,390	10,954		47,390

Aviation Incentive Pay

Years Aviation Service

Subtotal Aviation Incentive Pay	0		0	0		0	0		0
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Subtotal Flying Duty Pay	11,613		48,944	11,621		48,983	11,621		48,983
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(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Parachute Jumping</u>	303	1,800	545	309	1,800	556	315	1,800	567
<u>Parachute HALO</u>	176	2,700	475	181	2,700	489	185	2,700	500
<u>Demolition</u>	1,399	1,800	2,518	1,401	1,800	2,522	1,401	1,800	2,522
	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Battlefield Airmen Skill Incentive Pay									
BASIP Pararescue	609	7,054	4,296	618	7,053	4,359	632	7,052	4,457
BASIP Combat Controller	632	6,479	4,095	634	6,479	4,108	637	6,479	4,127
BASIP Special Ops Weather	129	5,062	653	130	5,077	660	130	5,077	660
BASIP Tactical Air Control Party	1,454	2,198	3,196	1,457	2,198	3,203	1,460	2,199	3,210
Subtotal BASIP	2,824		12,240	2,839		12,330	2,859		12,454
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	17	1,800	31	17	1,800	31	17	1,800	31
Chemical Munitions Handler	14	1,800	25	14	1,800	25	14	1,800	25
Pressure Chamber Observer	149	1,800	268	151	1,800	272	153	1,800	275
Thermal Stress Experiments	1	1,800	2	0	0	0	0	0	0
Toxic Fuel Handler	417	1,800	751	417	1,800	751	417	1,800	751
Toxic Pesticides Duty	7	1,800	13	8	1,800	14	9	1,800	16
Subtotal Other Incentive Duty Pay	605		1,090	607		1,093	610		1,098
TOTAL INCENTIVE PAY	16,920		65,812	16,958		65,973	16,991		66,124

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2023 Estimate	96,084
FY 2022 Estimate	78,597
FY 2021 Actual	75,925

PART I - PURPOSE AND SCOPE

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) – Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily prorated basis not to exceed \$250/month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$8.33 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$250. HFP is paid \$250/month when, as certified by the appropriate commander, a member is, “*Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action.*” If a member receives HFP, IDP cannot be received.
- (8) Hardship Duty Location Pay (HDLP) – Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., Section 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (9) Critical Skills Retention Bonus (CSR) – Authorized under Title 37 U.S.C., Section 355 allows the payment of a retention bonus to enlisted service members serving on active duty and qualified in a designated critical military skill. Beginning in FY19 the Air Force will not utilize this incentive pay.
- (10) Assignment Incentive Pay (AIP):
- a. AFSOC Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750/month to enlisted Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$1,000/month for enlisted Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C., Section 352 and the Secretary of the Air Force. These enlisted Airmen are assigned to the HQ AF Special Operations Command (AFSOC) serving in identified enlisted operator positions on the unit manning document (UMD). These enlisted Airmen as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
 - b. Alice Springs Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Airmen (RegAF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - c. Burlington Assignment Incentive Pay – Incentive pay of \$400/month to enlisted Airmen (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges affecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - d. Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to enlisted Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2022 during FY 2020.
 - e. Homestead Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 until 9 September 2021 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost computation are provided below.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
Sea and Foreign Duty-Total									
Subtotal Sea and Foreign Duty-Total	0		0	0		0	0		0
Continuation Pay	265	8,851	2,342	293	9,097	2,668	458	9,335	4,279
Diving Duty Basic	15	1,320	20	15	1,320	20	15	1,320	20
Diving Duty Pararescue	68	1,800	122	68	1,800	122	68	1,800	122
Foreign Language Proficiency Bonus	6,886	3,704	25,506	7,663	3,723	28,529	8,024	5,667	45,472
Hostile Fire Pay	7,155	2,700	19,319	7,111	2,700	19,200	6,968	2,700	18,814
Hardship Duty Location Pay	19,241	1,200	23,089	19,122	1,200	22,946	18,739	1,200	22,487
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	6	10,500	63	6	10,500	63	6	10,500	63
Alice Springs AIP	35	6,000	210	35	6,000	210	30	6,000	180
Burlington AIP	47	4,800	226	48	4,800	230	48	4,800	230
Cavalier AIP	14	8,400	118	15	8,400	126	5	8,400	42
Homestead AIP	181	6,000	1,086	165	6,000	990	165	6,000	990
Korea AIP	451	3,600	1,624	354	3,600	1,274	327	3,600	1,177
Kingsley Field AIP	71	4,800	341	81	4,800	389	81	4,800	389
Madison AIP	47	4,800	226	46	4,800	221	46	4,800	221
Turkey AIP	51	3,600	184	46	3,600	166	43	3,600	155
724th STG Operator AIP	130	10,938	1,422	130	10,938	1,422	130	10,938	1,422
Subtotal Assignment Incentive Pay	1,033		5,500	926		5,091	881		4,869
Pay and Allowance Continuation (PAC)	20	1,260	25	15	1,260	19	15	1,260	19
TOTAL SPECIAL PAY	34,684		75,925	35,214		78,597	35,169		96,084

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

AFSOC Air Ops Flight AIP

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	6	63												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			6	63										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					6	63								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							6	63						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									6	63				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											6	63		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													6	63
Anniversary Payments														
Total														
Initial Payments	6	63	6	63	6	63	6	63	6	63	6	63	6	63
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	63	6	63	6	63	6	63	6	63	6	63	6	63

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

Assignment Incentive Pay - Alice Springs

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	35	210												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			35	210										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					30	180								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							30	180						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									30	180				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											30	180		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													30	180
Anniversary Payments														
Total														
Initial Payments	35	210	35	210	30	180	30	180	30	180	30	180	30	180
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	210	35	210	30	180	30	180	30	180	30	180	30	180

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

Assignment Incentive Pay - Burlington

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	47	226												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			48	230										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					48	230								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							48	230						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									48	230				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											48	230		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													48	230
Anniversary Payments														
Total														
Initial Payments	47	226	48	230	48	230	48	230	48	230	48	230	48	230
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	47	226	48	230	48	230	48	230	48	230	48	230	48	230

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

Assignment Incentive Pay - Cavalier

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	14	118												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			15	126										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					5	42								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							5	42						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									5	42				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											5	42		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													5	42
Anniversary Payments														
Total														
Initial Payments	14	118	15	126	5	42	5	42	5	42	5	42	5	42
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	14	118	15	126	5	42	5	42	5	42	5	42	5	42

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

Assignment Incentive Pay - Homestead

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	181	1,086												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			165	990										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					165	990								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							165	990						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									165	990				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											165	990		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													165	990
Anniversary Payments														
Total														
Initial Payments	181	1,086	165	990	165	990	165	990	165	990	165	990	165	990
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	181	1,086	165	990	165	990	165	990	165	990	165	990	165	990

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

Assignment Incentive Pay - Korea

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	451	1,624												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			354	1,274										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					327	1,177								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							327	1,177						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									327	1,177				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											327	1,177		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													327	1,177
Anniversary Payments														
Total														
Initial Payments	451	1,624	354	1,274	327	1,177	327	1,177	327	1,177	327	1,177	327	1,177
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	451	1,624	354	1,274	327	1,177	327	1,177	327	1,177	327	1,177	327	1,177

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

Assignment Incentive Pay - Kingsley Field

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	71	341												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			81	389										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					81	389								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							81	389						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									81	389				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											81	389		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													81	389
Anniversary Payments														
Total														
Initial Payments	71	341	81	389	81	389	81	389	81	389	81	389	81	389
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	71	341	81	389	81	389	81	389	81	389	81	389	81	389

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

Assignment Incentive Pay - Madison

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	47	226												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			46	221										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					46	221								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							46	221						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									46	221				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											46	221		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													46	221
Anniversary Payments														
Total														
Initial Payments	47	226	46	221	46	221	46	221	46	221	46	221	46	221
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	47	226	46	221	46	221	46	221	46	221	46	221	46	221

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

Assignment Incentive Pay - Turkey

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	51	184												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			46	166										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					43	155								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							43	155						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									43	155				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											43	155		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													43	155
Anniversary Payments														
Total														
Initial Payments	51	184	46	166	43	155	43	155	43	155	43	155	43	155
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	51	184	46	166	43	155	43	155	43	155	43	155	43	155

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

724th STG Operator AIP

	<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												
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	130	1,422												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			130	1,422										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					130	1,422								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							130	1,422						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									130	1,422				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											130	1,422		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													130	1,422
Anniversary Payments														
Total														
Initial Payments	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2023 Estimate	90,233
FY 2022 Estimate	91,665
FY 2021 Actual	90,820

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>		<u>FY 2022 Estimate</u>		<u>FY 2023 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	5,651	30,515	5,651	30,515	5,563	30,040
SD-5 (\$375)	1,770	7,965	1,770	7,965	1,742	7,839
SD-4 (\$300)	3,142	11,311	3,213	11,567	3,163	11,387
SD-3 (\$225)	7,458	20,137	7,560	20,412	7,442	20,093
SD-2 (\$150)	10,268	18,482	10,422	18,760	10,259	18,466
SD-1 (\$75)	2,678	2,410	2,718	2,446	2,676	2,408
TOTAL SPECIAL DUTY ASSIGNMENT PAY	30,967	90,820	31,334	91,665	30,845	90,233

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

FY 2023 Estimate	168,600
FY 2022 Estimate	200,021
FY 2021 Actual	200,128

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

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

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	4,431	19,022	84,287	4,156	26,056	108,287	4,217	18,235	76,898
Anniversary Payments	10,863	10,664	115,841	11,132	8,241	91,734	10,177	9,011	91,702
Accelerated Payments	0	0	0	0	0	0	0	0	0
TOTAL	15,294		200,128	15,288		200,021	14,394		168,600

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount												
Prior Obligations (FY20 & Prior)	10,863	115,841	7,144	61,625	3,281	29,568	1,943	14,880	358	2,644				
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	4,431	84,287												
Anniversary Payments			3,988	30,109	3,190	25,956	1,595	13,674	798	7,281	558	5,038		
Current Year FY 2022														
Initial Payments			4,156	108,287										
Anniversary Payments					3,706	36,178	2,810	23,659	2,189	19,093	939	8,479	250	1,503
Biennial Budget FY 2023														
Initial Payments					4,217	76,898								
Anniversary Payments							3,617	30,862	2,933	23,429	1,780	13,844	890	8,125
Biennial Budget FY 2024														
Initial Payments							4,235	83,857						
Anniversary Payments									3,872	33,257	3,077	24,086	1,868	17,050
Biennial Budget FY 2025														
Initial Payments									4,281	82,099				
Anniversary Payments											3,974	35,854	3,158	25,229
Biennial Budget FY 2026														
Initial Payments											4,319	81,632		
Anniversary Payments													4,009	34,434
Biennial Budget FY 2027														
Initial Payments													4,393	83,980
Anniversary Payments														
Total														
Initial Payments	4,431	84,287	4,156	108,287	4,217	76,898	4,235	83,857	4,281	82,099	4,319	81,632	4,393	83,980
Anniversary Payments	10,863	115,841	11,132	91,734	10,177	91,702	9,965	83,075	10,150	85,704	10,328	87,301	10,175	86,341
Total SRB	15,294	200,128	15,288	200,021	14,394	168,600	14,200	166,932	14,431	167,803	14,647	168,933	14,568	170,321

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2023 Estimate	17,486
FY 2022 Estimate	17,486
FY 2021 Actual	21,120

PART I - PURPOSE AND SCOPE

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

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term enlisted Airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Enlisted Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible some contracted bonuses may have delayed payments exceeding two (2) years. For example, an Airman may have been contracted under the FY 2021 IEB authorization when they enlisted, but not receive their bonus payment until FY 2022 when they complete their training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
1,242	2,000	2,484	3,104	2,000	6,208	3,104	2,000	6,208
0	3,000	0	0	3,000	0	0	3,000	0
5	4,000	20	5	4,000	20	5	4,000	20
0	5,000	0	0	5,000	0	0	5,000	0
4	6,000	24	4	6,000	24	4	6,000	24
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	353	10,000	3,530	353	10,000	3,530
0	11,000	0	0	11,000	0	0	11,000	0
416	12,000	4,992	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	261	14,000	3,654	261	14,000	3,654
0	15,000	0	270	15,000	4,050	270	15,000	4,050
0	16,000	0	0	16,000	0	0	16,000	0
800	17,000	13,600	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
Total	2,467	21,120	3,997		17,486	3,997		17,486

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2023 Estimate	4,482,320
FY 2022 Estimate	4,431,615
FY 2021 Actual	4,317,689

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2022 BAH inflation rate assumption is 6.0 percent on-average. The January 1, 2023 BAH inflation rate assumption is 4.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses.

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

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

With Dependents

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,194	25,523	55,997	1,838	26,875	49,397	1,665	28,139	46,852
Senior Master Sergeant	4,172	24,236	101,111	3,680	25,520	93,915	3,632	26,721	97,049
Master Sergeant	20,662	22,991	475,042	20,548	24,210	497,465	20,014	25,348	507,322
Technical Sergeant	29,339	22,079	647,769	28,149	23,249	654,441	25,993	24,343	632,735
Staff Sergeant	29,053	19,874	577,405	29,556	20,928	618,541	28,989	21,912	635,203
Senior Airman	16,927	18,201	308,081	17,044	19,165	326,654	16,265	20,067	326,384
Airman First Class	10,395	18,195	189,135	9,569	19,159	183,336	9,314	20,060	186,843
Airman	873	18,419	16,080	1,204	19,397	23,354	1,403	20,309	28,493
Airman Basic	699	18,464	12,906	778	19,442	15,126	820	20,356	16,692
Subtotal with Dependents	114,314		2,383,526	112,366		2,462,229	108,095		2,477,573

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
Differential	125	423	124	442	122	456

Without Dependents - Full Allowance

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	257	22,031	5,662	215	23,199	4,988	195	24,289	4,736
Senior Master Sergeant	651	21,349	13,898	574	22,480	12,904	567	23,537	13,345
Master Sergeant	3,785	19,877	75,233	3,764	20,930	78,780	3,687	21,914	80,796
Technical Sergeant	9,280	18,790	174,370	8,903	19,786	176,152	8,295	20,716	171,836
Staff Sergeant	24,248	16,843	408,419	24,668	17,736	437,514	24,382	18,570	452,766
Senior Airman	31,652	14,477	458,218	31,870	15,244	485,827	30,748	15,961	490,753
Airman First Class	9,577	14,441	138,306	8,816	15,207	134,064	8,605	15,922	137,006
Airman	367	16,016	5,878	506	16,865	8,534	590	17,658	10,418
Airman Basic	61	19,415	1,184	68	20,444	1,390	72	21,405	1,541
Subtotal without Dependents (Full)	79,878		1,281,168	79,384		1,340,153	77,141		1,363,197

Without Dependents - Partial Allowance

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	3	220	1	3	232	1	2	243	0
Senior Master Sergeant	13	184	2	11	193	2	11	202	2
Master Sergeant	98	144	14	97	152	15	95	159	15
Technical Sergeant	306	119	36	294	125	37	274	131	36
Staff Sergeant	1,085	104	113	1,104	110	121	1,091	115	125
Senior Airman	5,091	97	495	5,126	102	524	4,946	107	530
Airman First Class	29,856	94	2,792	27,483	98	2,706	26,827	103	2,766
Airman	6,008	86	519	8,285	91	754	9,652	95	919
Airman Basic	6,675	83	551	7,425	87	645	7,829	91	712
Subtotal without Dependents (Partial)	49,135		4,523	49,828		4,805	50,727		5,105
TOTAL BAH - DOMESTIC			3,669,640			3,807,629			3,846,331

(Amount in Thousands)

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	176	33,028	5,813	147	32,374	4,759	134	34,328	4,600
Senior Master Sergeant	451	30,803	13,892	398	30,116	11,986	393	31,835	12,511
Master Sergeant	2,224	30,610	68,077	2,212	29,930	66,206	2,166	31,454	68,130
Technical Sergeant	3,531	29,628	104,618	3,388	29,003	98,262	3,156	30,597	96,563
Staff Sergeant	3,499	27,481	96,155	3,560	26,962	95,985	3,518	28,273	99,463
Senior Airman	1,362	26,510	36,107	1,371	25,976	35,613	1,323	27,328	36,155
Airman First Class	513	26,472	13,580	472	25,809	12,182	461	27,434	12,647
Airman	32	27,750	888	44	26,909	1,184	51	28,020	1,429
Airman Basic	3	24,333	73	3	23,667	71	4	25,000	100
Subtotal with Dependents	11,791		339,203	11,595		326,248	11,206		331,598

Without Dependents

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	22	28,251	622	18	25,674	462	17	28,187	479
Senior Master Sergeant	83	25,166	2,089	73	23,480	1,714	72	25,044	1,803
Master Sergeant	616	25,359	15,621	613	23,977	14,698	600	25,365	15,219
Technical Sergeant	2,051	24,755	50,773	1,968	23,773	46,786	1,833	25,087	45,984
Staff Sergeant	5,535	23,344	129,207	5,631	22,575	127,117	5,566	23,643	131,597
Senior Airman	3,762	22,389	84,228	3,788	21,686	82,146	3,655	22,862	83,560
Airman First Class	788	21,142	16,660	725	20,316	14,729	708	21,863	15,479
Airman	28	20,541	575	39	19,453	759	45	20,516	923
Airman Basic	2	19,918	40	2	18,854	38	2	20,369	41
Subtotal without Dependents	12,887		299,815	12,857		288,449	12,498		295,085
Moving-In Housing Allowance	1,120	8,064	9,031	1,113	8,346	9,289	1,091	8,529	9,306
TOTAL BAH - OVERSEAS			648,049			623,986			635,989
GRAND TOTAL BAH			4,317,689			4,431,615			4,482,320

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2023 Estimate 437,990
FY 2022 Estimate 428,698
FY 2021 Actual 492,726

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Cost of Living

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	592	11,293	6,686	496	9,772	4,847	449	10,345	4,645
Senior Master Sergeant	1,262	10,620	13,402	1,113	9,051	10,074	1,099	9,577	10,525
Master Sergeant	6,114	9,716	59,402	6,080	8,283	50,360	5,956	8,750	52,113
Technical Sergeant	10,492	8,492	89,098	10,066	7,234	72,817	9,379	7,653	71,773
Staff Sergeant	15,532	7,117	110,544	15,801	6,019	95,107	15,618	6,355	99,246
Senior Airman	12,204	5,940	72,488	12,288	5,054	62,109	11,855	5,339	63,290
Airman First Class	10,309	4,971	51,250	9,490	4,240	40,236	9,263	4,482	41,514
Airman	1,385	4,354	6,031	1,910	3,654	6,979	2,225	3,834	8,532
Airman Basic	124	3,649	452	138	3,007	415	145	3,174	460
Subtotal Cost of Living	58,014		409,353	57,382		342,944	55,989		352,098
<u>Temporary Lodging Allowance</u>	5,143	16,211	83,373	5,111	16,778	85,754	5,009	17,147	85,892
TOTAL STATION ALLOWANCES-OVERSEAS			492,726			428,698			437,990

(Amount in Thousands)

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

FY 2023 Estimate	2,800
FY 2022 Estimate	2,795
FY 2021 Actual	2,718

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	4,328	628	2,718	4,301	650	2,795	4,215	664	2,800

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2023 Estimate	186,244
FY 2022 Estimate	185,457
FY 2021 Actual	173,428

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	20,421	1,641	33,510	20,000	1,759	35,182	21,198	1,798	38,110
Civilian Life (Female)	6,807	1,847	12,574	6,667	1,983	13,219	5,300	2,026	10,740
Officer Tng School (Male)	468	767	359	496	794	394	575	812	467
Officer Tng School (Female)	327	703	230	346	728	252	402	744	299
AF Academy Prep (Male)	194	1,081	210	197	1,100	217	200	1,124	225
AF Academy Prep (Female)	51	1,081	55	53	1,100	58	55	1,124	62
Subtotal Military Clothing	28,268		46,938	27,759		49,322	27,730		49,903
<u>Civilian Clothing</u>									
Initial	898	1,126	1,011	892	1,146	1,022	875	1,171	1,025
Continuing	2,513	376	944	2,497	383	956	2,447	391	957
TDY	2,570	563	1,447	2,554	573	1,465	2,503	586	1,467
Subtotal Civilian Clothing	5,981		3,402	5,943		3,443	5,825		3,449
TOTAL INITIAL ALLOWANCES	34,249		50,340	33,702		52,765	33,555		53,352
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	63,006	295	18,595	62,617	320	20,051	61,362	327	20,081
Airmen (Female)	20,451	295	6,028	20,325	325	6,596	19,917	332	6,606
Subtotal	83,457		24,623	82,942		26,647	81,279		26,687
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	172,685	422	72,807	171,619	457	78,509	168,179	468	78,627
Airmen (Female)	41,458	421	17,458	41,202	464	19,102	40,376	474	19,131
Subtotal	214,143		90,265	212,821		97,611	208,555		97,758
<u>Supplemental Maint. Allow.</u>	10,889	321	3,500	10,822	333	3,600	10,605	340	3,605
<u>New Uniform Upfront Purchase</u>	32,192	146	4,700	31,993	151	4,834	31,352	154	4,842
TOTAL CLOTHING ALLOWANCE			173,428			185,457			186,244

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2023 Estimate	35,811
FY 2022 Estimate	36,543
FY 2021 Actual	36,771

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	4,523	3,000	13,569	4,495	3,000	13,485	4,405	3,000	13,215
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	7,734	3,000	23,202	7,686	3,000	23,058	7,532	3,000	22,596
TOTAL FAMILY SEPARATION ALLOWANCE	12,257		36,771	12,181		36,543	11,937		35,811

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

FY 2023 Estimate	270
FY 2022 Estimate	0
FY 2021 Actual	0

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.

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			0			0			270

(Amount in Thousands)

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

FY 2023 Estimate	333
FY 2022 Estimate	377
FY 2021 Actual	370

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Monthly Compensation			370			377			333

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2023 Estimate	98,310
FY 2022 Estimate	96,626
FY 2021 Actual	94,227

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

**Lump Sum Terminal
Leave Payments**

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	333	4,357	1,451	322	4,478	1,442	325	4,663	1,515
Senior Master Sergeant	614	4,073	2,501	594	4,186	2,487	601	4,359	2,620
Master Sergeant	2,347	3,330	7,815	2,268	3,422	7,762	2,299	3,564	8,193
Technical Sergeant	2,136	2,756	5,886	2,134	2,832	6,044	2,136	2,949	6,299
Staff Sergeant	5,748	2,045	11,756	5,954	2,102	12,516	5,773	2,189	12,636
Senior Airman	7,231	1,575	11,387	7,515	1,618	12,163	7,245	1,685	12,209
Airman First Class	2,569	1,618	4,158	2,672	1,663	4,444	2,572	1,732	4,454
Airman	1,125	1,615	1,816	1,170	1,659	1,942	1,126	1,728	1,946
Airman Basic	1,502	809	1,216	1,562	832	1,299	1,503	866	1,302
Subtotal LSTL	23,605		47,986	24,191		50,099	23,580		51,174
<u>Separation Pay</u>									
Disability	414	38,676	16,012	411	39,750	16,337	403	41,389	16,680
Invol-Half Pay 5%	133	19,049	2,534	132	19,578	2,584	130	20,385	2,650
Invol-Full Pay 10%	717	35,194	25,234	713	36,170	25,789	698	37,662	26,288
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			2,461			1,817			1,518
Subtotal Separation Pay	1,265		46,241	1,257		46,527	1,232		47,136
Career Status Bonus	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION PAYMENTS	24,870		94,227	25,448		96,626	24,812		98,310

(Amount in Thousands)

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

FY 2023 Estimate	831,420
FY 2022 Estimate	820,259
FY 2021 Actual	809,686

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 2021 – 7.65% on first \$142,800 and 1.45% on the remainder
- Calendar Year 2022 – 7.65% on first \$147,000 and 1.45% on the remainder
- Calendar Year 2023 – 7.65% on first \$156,000 and 1.45% on the remainder

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	10,577,927	7.65%	809,686	10,722,341	7.65%	820,259	10,868,244	7.65%	831,420

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2022 DIRECT PROGRAM		85,985
FY 2022 Asset/(Shortfall) Adjustment		(4,084)
Pricing Increase	3,354	
Annualization (PI):	474	
Annualization 1 Jan 22 raise of 2.7% on Basic Pay	441	
Annualization of raise on FICA	33	
Pay Raise (PI):	2,145	
1 Jan 23 pay raise of 4.6% effect on Basic Pay	1,994	
1 Jan 23 pay raise effect on FICA	151	
Other (PI):	735	
Increase in Subsistence rate	735	
Program Increase	1,011	
Strength (PGI):	1,011	
Increase in workyears for Base Pay	695	
Increase in workyears for Subsistence	263	
Increase in workyears for FICA	53	
Total Increases:		4,365
Pricing Decrease	0	
Program Decrease	0	
Total Decreases:		0
FY 2023 DIRECT PROGRAM		90,350

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2023 Estimate	90,350
FY 2022 Estimate	85,985
FY 2021 Actual	91,267

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. The budget for FY 2021 provides a basic pay increase of 3.0%, 2.7% for FY 2022 and 4.6% for FY 2023 effective 1 January each year. The annualized pay raise is 2.775% for FY 2022 and 4.125% for FY 2023.

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

	Dining Facility Rate	Daily Commuted Rate
Calendar Year 2021	\$14.60	\$12.70
Calendar Year 2022	\$15.35	\$13.40
Calendar Year 2023	\$15.85	\$13.85

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,111	14,117	58,036	4,069	14,509	59,037	4,115	15,107	62,167
<u>Subsistence</u>	4,557	6,332	28,854	4,069	5,529	22,496	4,115	5,709	23,494
<u>Social Security Tax (Employer's Contribution)</u>	4,052		4,377	4,011		4,452	4,057		4,689
TOTAL ACADEMY CADETS			91,267			85,985			90,350

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2022 DIRECT PROGRAM		1,456,214
FY 2022 Asset/(Shortfall) Adjustment		(20,700)
Pricing Increase	56,190	
Program Increase	398	
Increase in SIK - Operational Program	394	
Increase in SIK - Augmentation Rations Program	4	
Total Increases		56,588
Pricing Decrease	0	
Program Decrease	(35,521)	
Decrease in Subsistence - BAS Enlisted Program	(35,521)	
Total Decreases		(35,521)
FY 2023 DIRECT PROGRAM		1,477,281

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2023 Estimate	1,217,859
FY 2022 Estimate	1,206,853
FY 2021 Actual	1,150,315

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 3.7% for 2021, 5.3% for 2022, and 3.4% for 2023 effective January 1 each year.

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

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, and the rate is then doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates of 3.7% for 2021, 5.3% for 2022, and 3.4% for 2023 effective January 1 each year.

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

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate*		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	269,891	4,597	1,240,614	268,224	4,822	1,293,462	262,849	5,008	1,316,432
BAS Type II	6,614	4,597	30,403	4,067	9,645	39,225	2,947	10,017	29,516
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(120,702)			(125,834)			(128,089)
GRAND TOTAL			1,150,315			1,206,853			1,217,859

*The FY23 estimates for BAS and SIK differ from the official M-1 report by -\$18,301K and \$18,301K respectively. This disconnect is due to an oversight in the data upload process which lead to the improper distribution of the BA 04 Enlisted Subsistence reimbursable amounts.

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2023 Estimate 0
FY 2022 Estimate 0
FY 2021 Actual 0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Family Subsist Sup Allow	0	0	0

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2023 Estimate	277,723
FY 2022 Estimate	266,979
FY 2021 Actual	252,308

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 3.7% for 2021, 5.3% for FY 2022, and 3.4% for FY 2023, effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate*</u>		
	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	5,940	4,015	23,849	5,940	4,212	25,018	5,940	4,375	25,987
Members Taking Meals in Mess			216,407			227,036			235,834
Less Reimbursable/Collections			0			0			0
Subtotal Subsistence-In-Mess			240,256			252,054			261,821
<u>Operational Rations</u>									
Meals Ready to Eat	68,744	121	8,286	87,500	126	11,063	90,500	131	11,886
Unitized Group Rations	1,698	389	661	1,716	408	700	1,716	424	728
Other Packaging	0	0	0	0	0	0	0	0	0
Less Reimbursable/Collections			0			0			0
Subtotal Operational Rations	70,442		8,947	89,216		11,763	92,216		12,614
<u>Augmentation Rations</u>									
Augmentation Rations	434,000	4	1,649	434,000	4	1,730	434,000	4	1,797
Other - Regionalization	194,942	4	741	94,000	4	375	94,942	4	393
Other - Messing	119,127	6	715	168,000	6	1,057	168,000	7	1,098
Subtotal Augmentation Rations/Other	748,069		3,105	696,000		3,162	696,942		3,288
GRAND TOTAL SIK	824,451		252,308	791,156		266,979	795,098		277,723
GRAND TOTAL Enlisted Subsistence			1,402,623			1,473,832			1,495,582
Less Reimbursements			(16,795)			(17,618)			(18,301)
Total Direct Enlisted Subsistence			1,385,828			1,456,214			1,477,281

*The FY23 estimates for BAS and SIK differ from the official M-1 report by -\$18,301K and \$18,301K respectively. This disconnect is due to an oversight in the data upload process which lead to the improper distribution of the BA 04 Enlisted Subsistence reimbursable amounts.

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2022 DIRECT PROGRAM

1,230,063

Pricing Increase

31,796

Annualization (PI):

464

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

464

Pay Raise (PI):

2,101

1 Jan 23 pay raise of 4.6% effect on DLA for PCS moves

2,101

Inflation Rate (PI):

22,137

Increase in rate for Land (HHG) Pricing

17,512

Increase in rate for ITGBL (HHG) Pricing

4,625

Other (PI):

7,094

Increase in Total Mile-Per Diem Pricing

2,909

Increase in Total AMC Pricing

1,286

Increase in Total Comm Air Pricing

547

Increase in M Tons MSC Pricing

246

Increase in S Tons AMC Pricing

1,997

Increase in Trans of POV Pricing

5

Increase in Temp Lodging Pricing

104

Program Increase

0

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

		<u>AMOUNT</u>
Total Increases		31,796
Pricing Decrease	0	
Program Decrease	(147,407)	
Strength (PGD):	(108,988)	
Decrease in Disloc Allow Program	(12,088)	
Decrease in Land Ship Program	(76,699)	
Decrease in ITGBL Program	(20,201)	
Other (PGD):	(38,419)	
Decrease in Total Mile-Per Diem Program	(12,329)	
Decrease in Total AMC Program	(5,103)	
Decrease in Total Comm Air Program	(2,172)	
Decrease in M Tons MSC Program	(1,075)	
Decrease in S Tons AMC Program	(8,722)	
Decrease in Trans of POV Program	(10)	
Decrease in NonTemp Storage Program	(2,612)	
Decrease in Temp Lodging Program	(2,796)	
Decrease in Defense Personnel Property System (DPS) Program	(3,600)	
Total Decreases		(147,407)
FY 2023 DIRECT PROGRAM		1,114,452

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System, Global Household Goods Contract (GHC) services, and the upfront cost of the privately owned vehicle contracts, and includes reimbursement for the spouse re-licensure/re-certification. Effective 1 January of each year, pay raise increase 2.7% for 1 Jan 2022, and 4.6% for 1 Jan 2023. The annualized pay raise rate for FY 2022 is 2.775% and 2.625% for FY 2023. The Non-Pay inflation rate is, 3.5% for FY 2022, and 2.2% for FY 2023.

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

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	33,240	105,600	32,595	97,983	31,833	96,615
Training Travel	5,801	54,769	6,850	61,332	6,493	61,728
Operational Travel between Duty Stations	25,772	384,032	24,100	377,865	19,181	307,904
Rotational Travel To and From Overseas	34,906	495,302	36,050	522,304	33,087	489,680
Separation Travel	30,562	145,069	34,543	169,948	30,930	157,875
Travel of Organized Units	313	2,712	325	2,897	325	2,965
TOTAL OBLIGATIONS	130,594	1,187,484	134,463	1,232,329	121,849	1,116,767
Less Reimbursements		2,189		2,266		2,315
TOTAL DIRECT PROGRAM	130,594	1,185,295	134,463	1,230,063	121,849	1,114,452

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

	FY 2021 Actual		FY 2022 Estimate		FY 2023 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	100,856	90,537	98,894	93,772	89,616	86,666
AMC	26,363	29,474	25,851	30,527	23,425	28,213
Commercial Air	9,912	12,557	9,719	13,006	8,807	12,020
<u>Travel of Family Members</u>						
Mileage and Per Diem	62,082	24,268	60,953	25,274	53,180	22,962
AMC	29,544	15,776	29,007	16,431	25,308	14,927
Commercial Air	10,514	6,706	10,323	6,984	9,007	6,345
<u>Transportation of Household Goods</u>						
M Tons - MSC	29,684	8,094	29,294	8,512	25,697	7,682
S Tons - AMC	9,114	65,655	8,995	69,040	7,890	62,315
Land Shipment, CONUS & Overseas	48,214	577,349	47,581	607,121	41,739	547,982
ITGBL	19,104	152,059	18,853	159,899	16,538	144,324
Dislocation Allowance	55,606	99,192	54,876	100,713	48,453	91,190
Trailer Allowance	0	0	0	0	0	0
Transportation of POVs	16,973	114	17,393	114	15,990	109
Port Handling Charges		0		0		0
Nontemporary Storage*		40,972		45,018		42,406
Temporary Lodging Expense*	43,048	23,393	42,086	23,718	37,146	21,026
Defense Personnel Property System		13,300		21,400		17,800
POV Contracts		9,800		9,800		9,800
Spouse Licensure		107		1,000		1,000
COVID-19		18,131		0		0
TOTAL OBLIGATIONS		1,187,484		1,232,329		1,116,767
Less Reimbursements		2,189		2,266		2,315
TOTAL DIRECT PROGRAM		1,185,295		1,230,063		1,114,452

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2023 Estimate	96,615
FY 2022 Estimate	97,983
FY 2021 Actual	105,600

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	4,491	679	3,049	4,300	703	3,022	3,888	718	2,792
Family Member Travel	1,660	417	692	1,589	432	686	1,437	441	634
Trans of Household Goods	2,394	8,583	20,548	2,292	8,884	20,362	2,072	9,082	18,817
Dislocation Allowance	1,168	2,151	2,512	1,118	2,208	2,468	1,011	2,299	2,324
Nontemporary Storage			717			710			656
Temporary Lodging Expenses	1,870	588	1,099	1,791	608	1,089	1,619	621	1,006
Subtotal Officer Accession Travel			28,617			28,337			26,229
<u>Enlisted Accession Travel</u>									
Member Travel	27,574	1,124	30,999	27,019	1,164	31,438	26,669	1,189	31,715
Family Member Travel	6,339	683	4,331	6,212	707	4,392	6,131	723	4,430
Trans of Household Goods	3,916	6,144	24,059	3,837	6,359	24,401	3,787	6,499	24,613
Dislocation Allowance	3,579	1,808	6,471	3,507	1,858	6,517	3,462	1,935	6,698
Global POV	780	51	40	765	52	40	755	53	40
Nontemporary Storage			288			292			295
Temporary Lodging Expenses	3,629	584	2,118	3,556	604	2,148	3,510	617	2,167
Subtotal Enlisted Accession Travel			68,306			69,228			69,958
<u>Cadet Accession Travel</u>	1,175	317	372	1,276	328	418	1,276	335	428
COVID-19			8,305			0			0
TOTAL ACCESSION TRAVEL			105,600			97,983			96,615

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2023 Estimate	61,728
FY 2022 Estimate	61,332
FY 2021 Actual	54,769

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	4,626	920	4,255	4,900	952	4,665	4,887	973	4,755
Family Member Travel	4,802	295	1,415	5,087	305	1,550	5,073	311	1,580
Trans of Household Goods	5,611	6,145	34,480	5,944	6,359	37,800	5,928	6,499	38,529
Dislocation Allowance	3,419	2,616	8,945	3,622	2,689	9,738	3,612	2,800	10,113
Global POV	0	0	5	0	0	0	0	0	0
Nontemporary Storage			396			435			443
Temporary Lodging Expenses	2,734	529	1,447	2,896	548	1,587	2,888	560	1,617
Subtotal Officer Training Travel			50,943			55,775			57,037
<u>Enlisted Training Travel</u>									
Member Travel	1,175	422	496	1,950	437	853	1,606	447	718
Family Member Travel	388	276	107	644	286	184	530	291	154
Trans of Household Goods	340	5,685	1,933	564	5,890	3,322	464	6,026	2,796
Dislocation Allowance	238	2,206	525	394	2,274	896	325	2,366	769
Nontemporary Storage			44			75			63
Temporary Lodging Expenses	198	667	132	328	692	227	270	707	191
Subtotal Enlisted Training Travel			3,237			5,557			4,691
COVID-19			589			0			0
TOTAL TRAINING TRAVEL			54,769			61,332			61,728

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2023 Estimate	307,904
FY 2022 Estimate	377,865
FY 2021 Actual	384,032

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	7,922	1,297	10,276	7,500	1,343	10,070	5,513	1,372	7,565
Family Member Travel	14,642	376	5,507	13,862	389	5,397	10,190	398	4,054
Trans of Household Goods	10,568	9,286	98,137	10,005	9,611	96,163	7,354	9,823	72,241
Dislocation Allowance	6,803	2,970	20,207	6,441	3,053	19,662	4,735	3,178	15,050
Nontemporary Storage			209			205			154
Temporary Lodging Expenses	5,357	762	4,081	5,072	788	3,999	3,728	806	3,004
Subtotal Officer Operational Travel			138,417			135,496			102,068
<u>Enlisted Operational Travel</u>									
Member Travel	17,850	1,421	25,373	16,600	1,471	24,423	13,668	1,504	20,550
Family Member Travel	26,763	294	7,881	24,888	305	7,588	20,492	311	6,383
Trans of Household Goods	27,453	5,531	151,856	25,531	5,725	146,165	21,021	5,851	122,995
Dislocation Allowance	13,886	1,845	25,622	12,913	1,897	24,490	10,632	1,975	20,996
Nontemporary Storage			52			50			41
Temporary Lodging Expenses	11,212	691	7,743	10,426	715	7,453	8,585	730	6,271
Subtotal Enlisted Operational Travel			218,527			210,169			177,236
Defense Personnel Property System (DPS)			13,300			21,400			17,800
POV Contracts			9,800			9,800			9,800
Spouse Licensure and Cert. Reimbursement			107			1,000			1,000
COVID-19			3,881			0			0
TOTAL OPERATIONAL TRAVEL			384,032			377,865			307,904

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2023 Estimate	489,680
FY 2022 Estimate	522,304
FY 2021 Actual	495,302

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	6,159	1,478	9,106	6,250	1,530	9,563	5,655	1,564	8,843
Family Member Travel	7,940	873	6,930	8,058	903	7,279	7,290	923	6,731
Pet Quarantine	42	786	33	43	814	35	39	821	32
Trans of Household Goods	6,393	15,323	97,963	6,488	15,859	102,891	5,870	16,209	95,144
Dislocation Allowance	5,522	2,038	11,256	5,604	2,095	11,740	5,070	2,181	11,060
Global POV	4,496	3	14	4,563	3	15	4,128	3	13
Nontemporary Storage			11,871			12,468			11,529
Temporary Lodging Expenses	3,529	440	1,551	3,581	455	1,630	3,240	465	1,507
Subtotal Officer Rotational Travel			138,724			145,621			134,859
<u>Enlisted Rotational Travel</u>									
Member Travel	28,747	1,445	41,547	29,800	1,496	44,576	27,432	1,529	41,936
Family Member Travel	25,165	668	16,805	26,087	691	18,030	24,014	706	16,963
Pet Quarantine	368	141	52	381	144	55	351	148	52
Trans of Household Goods	27,310	9,153	249,981	28,310	9,474	268,206	26,060	9,683	252,326
Dislocation Allowance	20,281	1,153	23,375	21,024	1,185	24,904	19,353	1,233	23,870
Global POV	11,640	5	55	12,066	5	59	11,107	5	56
Nontemporary Storage			14,317			15,361			14,451
Temporary Lodging Expenses	13,730	373	5,119	14,232	386	5,492	13,102	394	5,167
Subtotal Enlisted Rotational Travel			351,251			376,683			354,821
COVID-19			5,327			0			0
TOTAL ROTATIONAL TRAVEL			495,302			522,304			489,680

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2023 Estimate	157,875
FY 2022 Estimate	169,948
FY 2021 Actual	145,069

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	3,618	242	877	4,216	251	1,058	4,301	256	1,103
Family Member Travel	1,171	473	554	1,364	490	669	1,392	501	697
Trans of Household Goods	1,569	18,163	28,498	1,828	18,803	34,371	1,865	19,214	35,835
Nontemporary Storage			5,660			6,826			7,117
Subtotal Officer Separation Travel			35,589			42,924			44,752
<u>Enlisted Separation Travel</u>									
Member Travel	26,826	222	5,963	30,068	230	6,918	26,193	235	6,159
Family Member Travel	10,725	226	2,429	12,021	234	2,818	10,472	240	2,509
Trans of Household Goods	16,951	5,527	93,681	19,000	5,720	108,677	16,551	5,846	96,755
Nontemporary Storage			7,390			8,572			7,632
Subtotal Enlisted Separation Travel			109,463			126,985			113,055
<u>Cadet Separation Travel</u>	118	144	17	259	151	39	436	156	68
TOTAL SEPARATION TRAVEL			145,069			169,948			157,875

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2023 Estimate	2,965
FY 2022 Estimate	2,897
FY 2021 Actual	2,712

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	13	923	12	75	880	66	73	904	66
Family Member Travel	17	118	2	97	134	13	94	138	13
Trans of Household Goods	20	4,450	89	115	4,626	532	112	4,723	529
Dislocation Allowance	10	1,200	12	58	1,190	69	57	1,228	70
Temporary Lodging Expenses	8	125	1	47	106	5	46	109	5
Subtotal Officer Unit Travel			116			685			683
<u>Enlisted Unit Travel</u>									
Member Travel	300	757	227	250	784	196	252	802	202
Family Member Travel	450	213	96	375	221	83	378	225	85
Trans of Household Goods	462	3,996	1,846	385	4,135	1,592	388	4,224	1,639
Dislocation Allowance	233	1,150	268	194	1,180	229	196	1,224	240
Nontemporary Storage			28			24			25
Temporary Lodging Expenses	188	543	102	157	561	88	158	576	91
Subtotal Enlisted Unit Travel			2,567			2,212			2,282
COVID-19			29			0			0
TOTAL UNIT TRAVEL			2,712			2,897			2,965

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2022 DIRECT PROGRAM		119,671
Pricing Increase		1,149
Increase in Apprehension Expense Pricing	1	
Increase in Interest On Savings Pricing	42	
Increase in Unemployment Benefits Pricing	535	
Increase in Mass Transportation Pricing	26	
Increase in Partial DLA Pricing	4	
Increase in ROTC Pricing	164	
Increase in JROTC Pricing	378	
Program Increase		777
Strength (PGI):	650	
Increase in JROTC workyears	650	
Other (PGI):	127	
Increase in Apprehension Expense Program	1	
Increase in Adoption Expenses Program	97	
Increase in Mass Transportation Program	24	
Increase in Partial DLA Program	5	
Total Increases		1,926
Program Decrease		(483)
Other (PGD):	(483)	
Decrease in Unemployment Benefits Program	(358)	
Decrease in SGLI Program	(125)	
Total Decreases		(483)
FY 2023 DIRECT PROGRAM		121,114

(Amount in Thousands)

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

FY 2023 Estimate 25
FY 2022 Estimate 24
FY 2021 Actual 30

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	45	667	30	36	667	24	36	694	25

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2023 Estimate	1,603
FY 2022 Estimate	1,561
FY 2021 Actual	1,596

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Interest on Uniformed Services Savings Deposit	1,596	1,561	1,603

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2023 Estimate	18,700
FY 2022 Estimate	18,700
FY 2021 Actual	18,400

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	28	100,000	2,800	28	100,000	2,800	28	100,000	2,800
Enlisted	156	100,000	15,600	159	100,000	15,900	159	100,000	15,900
TOTAL	184		18,400	187		18,700	187		18,700

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2023 Estimate	28,267
FY 2022 Estimate	28,090
FY 2021 Actual	39,901

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Unemployment Compensation	8,200	4,866	39,901	5,600	5,016	28,090	5,530	5,112	28,267

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost are provided in the following table:

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	4,911	4,892	4,767
Traumatic Injury-SGLI (Retro)	0	0	0
Total	4,911	4,892	4,767

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2023 Estimate	0
FY 2022 Estimate	0
FY 2021 Actual	0

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Education Benefits	0	0	0

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2023 Estimate 305
FY 2022 Estimate 208
FY 2021 Actual 0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Expenses for Adoptions	0	0	0	99	2,100	208	145	2,100	305

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2023 Estimate	2,927
FY 2022 Estimate	2,877
FY 2021 Actual	894

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. Effective January 1, 2022, the monthly cap was set to \$280, up from \$270, and will remain until the IRS Code is modified. Based on this monthly rate, the annual maximum is \$3,240 for FY 2021, \$3,330 for FY 2022 and \$3,360 for FY2023.

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	210	3,240	680	657	3,330	2,188	657	3,360	2,208
Enlisted	66	3,240	214	207	3,330	689	214	3,360	719
TOTAL	276		894	864		2,877	871		2,927

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2023 Estimate	99
FY 2022 Estimate	90
FY 2021 Actual	500

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The allowance was directed by the Joint Travel Regulation, effective calendar year 2011. Effective 1 January 2022, this allowance increased to \$840.07.

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Partial Dislocation Allowance	500	90	99

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2023 Estimate	15,071
FY 2022 Estimate	14,977
FY 2021 Actual	15,099

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	22,116	475	10,507	22,116	475	10,507	22,116	475	10,507
Uniforms	11,310	335	3,788	10,860	345	3,750	10,860	352	3,825
Pay & Allowances	85	1,518	129	85	1,560	133	85	1,577	134
Subsistence-In-Kind	16,759	40	675	16,359	36	588	16,359	37	605
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			15,099			14,977			15,071

Total Requirement

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

Institutional Program:

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

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

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

Subsistence:

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	11,016	450	4,957	11,016	450	4,957	11,016	450	4,957
Fourth Year (AS400)	11,100	500	5,550	11,100	500	5,550	11,100	500	5,550

Uniforms:

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	9,054	311	2,820	9,054	318	2,874	9,054	324	2,932
Uniforms, Commutation in Lieu:	656	896	588	656	914	598	656	933	610

Subsistence-In-Kind:

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind for Medical or Other Examinations:	1,964	13	25	1,964	13	25	1,964	13	25

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Base Visit Program

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	8,000	13	101	8,000	13	104	8,000	13	106

Summer Field Training:

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

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

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	45	1,867	84	45	1,918	86	45	1,969	88
Subsistence of Summer Field Training:	1,845	250	462	1,445	257	370	1,445	265	382
Uniforms, Issue-in-Kind:	1,600	238	380	1,150	242	278	1,150	247	283

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	40	1,125	45	40	1,156	46	40	1,187	46
Subsistence of Professional Development Training:	4,950	18	87	4,950	18	89	4,950	19	91
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

Foreign Language Incentive Program

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2023 Estimate	29,538
FY 2022 Estimate	29,467
FY 2021 Actual	29,672

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	63,328	415	26,264	63,328	415	26,264	63,328	415	26,264
Uniforms	7,480	307	2,296	6,930	318	2,206	6,930	325	2,250
Pay & Allowances	175	1,703	298	175	1,744	305	175	1,785	312
Subsistence-In-Kind	18,143	45	814	17,593	39	692	17,593	40	712
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			29,672			29,467			29,538

Institutional Program

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

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
First Year (AS100)	10,220	300	3,066	10,220	300	3,066	10,220	300	3,066
Second Year (AS200)	16,200	350	5,670	16,200	350	5,670	16,200	350	5,670
Third Year (AS300)	18,528	450	8,338	18,528	450	8,338	18,528	450	8,338
Fourth Year (AS400)	18,380	500	9,190	18,380	500	9,190	18,380	500	9,190
Totals			26,264			26,264			26,264

Uniforms

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

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	5,174	312	1,612	5,174	318	1,643	5,174	324	1,676
Uniforms, Commutation in Lieu:	206	898	185	206	916	188	206	934	191

Subsistence-In-Kind

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	1,083	13	14	1,083	13	14	1,083	14	14

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Base Visit Program

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	4,000	13	50	4,000	13	51	4,000	13	52

Summer Field Training

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

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

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

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	135	1,874	253	135	1,926	259	135	1,977	266
Subsistence of Summer Field Training:	2,235	250	559	1,685	257	432	1,685	265	445
Uniforms, Issue-in-Kind:	2,100	238	499	1,550	242	375	1,550	247	382

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (O1) basic pay with less than two years of service. Rate shown is an average rate.

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	40	1,125	45	40	1,156	46	40	1,187	46
Subsistence of Professional Development Training:	10,825	18	191	10,825	18	195	10,825	19	201
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

Foreign Language Incentive Program

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

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2023 Estimate 19,812
FY 2022 Estimate 18,784
FY 2021 Actual 18,698

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	91,892	185	16,985	90,609	188	17,050	93,719	192	17,971
Subsistence-In-Kind:	57,585	30	1,713	56,782	31	1,734	58,484	31	1,841
Total			18,698			18,784			19,812

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	<u>FY 2021 Actual</u>			<u>FY 2022 Estimate</u>			<u>FY 2023 Estimate</u>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	23	14	37	23	14	37	23	14	37
Office of National Drug & Control Policy (ONDCP)	1	0	1	1	0	1	1	0	1
Office of the Vice President (OVP)	2	6	8	2	6	8	2	6	8
Department of State (DOS)	22	1	23	22	1	23	22	1	23
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	10	0	10	10	0	10	10	0	10
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for Internation Sec Forces Assist	2	0	2	2	0	2	2	0	2
Domestic Nuclear Detection Office (DNDO)	4	2	6	4	2	6	4	2	6
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	81	32	113	81	32	113	81	32	113

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
American Battle Monuments Commission (AMBC)	1	0	1	1	0	1	1	0	1
Central Intelligence Agency (CIA)	5	2	7	5	2	7	5	2	7
Defense Health Program (DHP)	0	0	0	0	0	0	0	0	0
Dept of Energy (DOE)	1	0	1	1	0	1	1	0	1
Dept of Homeland Security (DHS)	2	0	2	2	0	2	2	0	2
Dept of Transportation (DOT)	4	0	4	4	0	4	4	0	4
National Aeronautics Space Administration (NASA)	4	0	4	4	0	4	4	0	4
Office Director National Intelligence (ONDI)	1	0	1	1	0	1	1	0	1
Space & Missile Support, Vice Cmdr (CV)	1	1	2	1	1	2	1	1	2
Subtotal Reimbursable Personnel	19	3	22	19	3	22	19	3	22
In Support Non DoD Functions:									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	114	36	150	114	36	150	114	36	150
Training Cases (Included in Foreign Military Sales)	22	3	25	22	3	25	22	3	25
Subtotal Non-DoD Functions	166	39	180	166	39	180	166	39	180

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2021 Actual			FY 2022 Estimate			FY 2023 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Assigned to DoD Activities in Support of									
DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	79	30	109	79	30	109	79	30	109
Military Surface Deployment and Distribution Command (SDDC)	8	0	8	8	0	8	8	0	8
Defense Finance & Accounting Service Medicare-Eligible Retiree Heath Care /1	400	1,598	1,998	400	1,598	1,998	400	1,598	1,998
Defense Information Systems Agency (DISA)	0	8	8	0	8	8	0	8	8
Defense Logistics Agency (DLA)	83	41	124	83	41	124	83	41	124
Depot Maintenance Activity Group (DMAG)	68	100	168	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	42	18	60	42	18	60	42	18	60
Subtotal Working Capital Fund	680	1,795	2,475	680	1,795	2,475	680	1,795	2,475
Total - Reimbursable	865	1,837	2,677	865	1,837	2,677	865	1,837	2,677
Total - Nonreimbursable	81	32	113	81	32	113	81	32	113
Grand Total	946	1,869	2,790	946	1,869	2,790	946	1,869	2,790

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

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

	<u>FY 2021 Actual</u>	<u>FY 2022 Estimate</u>	<u>FY 2023 Estimate</u>
Subsistence	16,795	17,618	18,301
RC ADOS (Non-Strength) Related:			
Officer - Basic Pay	18,546	19,526	20,236
Other Pay and Allowances	8,571	9,063	9,306
Enlisted - Basic Pay	24,126	25,401	26,327
Other Pay and Allowances	9,251	9,899	10,284
Retired Pay Accrual	14,893	15,769	17,182
TSP Matching Contributions	0	0	0
PCS Travel	389	412	419
RC ADOS (Non-Strength) Related Subtotal	75,775	80,070	83,753
Strength Related:			
Officer - Basic Pay	85,859	87,776	91,507
Other Pay and Allowances	39,677	40,740	42,078
Enlisted - Basic Pay	111,692	114,187	119,045
Other Pay and Allowances	42,827	44,500	46,501
Retired Pay Accrual	68,945	70,889	77,693
TSP Matching Contributions	0	0	0
PCS Travel	1,800	1,853	1,896
Strength Related Subtotal	350,801	359,945	378,721
TOTAL PROGRAM	443,371	457,633	480,775

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

	AY 20-21 (FY21)			AY 21-22 (FY22)			AY 22-23 (FY23)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,235	3,860	3,485	4,235	3,860	3,485	4,235	3,860	3,485
Second Year	3,228	2,928	2,628	3,228	2,928	2,628	3,228	2,928	2,628
Total Basic	7,463	6,788	6,113	7,463	6,788	6,113	7,463	6,788	6,113
Third Year	2,314	1,750	1,185	2,314	1,750	1,185	2,314	1,750	1,185
Fourth Year	1,093	1,102	1,111	1,093	1,102	1,111	1,093	1,102	1,111
Total Advanced	3,407	2,852	2,296	3,407	2,852	2,296	3,407	2,852	2,296
Extended Active	231	231	231	231	231	231	231	231	231
Total Non-Scholarship	11,101	9,871	8,640	11,101	9,871	8,640	11,101	9,871	8,640
<u>Senior ROTC - Scholarship</u>									
First Year	1,250	1,325	1,400	1,250	1,325	1,400	1,250	1,325	1,400
Second Year	1,539	1,620	1,701	1,539	1,620	1,701	1,539	1,620	1,701
Total Basic	2,789	2,945	3,101	2,789	2,945	3,101	2,789	2,945	3,101
Third Year	1,650	1,525	1,400	1,650	1,525	1,400	1,650	1,525	1,400
Fourth Year	1,550	1,626	1,701	1,550	1,626	1,701	1,550	1,626	1,701
Total Advanced	3,200	3,151	3,101	3,200	3,151	3,101	3,200	3,151	3,101
Extended Active	0	0	0	0	0	0	0	0	0
Total Scholarship	5,989	6,096	6,202	5,989	6,096	6,202	5,989	6,096	6,202
<u>Total Enrollment</u>									
First Year	5,485	5,185	4,885	5,485	5,185	4,885	5,485	5,185	4,885
Second Year	4,767	4,548	4,329	4,767	4,548	4,329	4,767	4,548	4,329
Total Basic	10,252	9,733	9,214	10,252	9,733	9,214	10,252	9,733	9,214
Third Year	3,964	3,275	2,585	3,964	3,275	2,585	3,964	3,275	2,585
Fourth Year	2,643	2,728	2,812	2,643	2,728	2,812	2,643	2,728	2,812
Total Advanced	6,607	6,002	5,397	6,607	6,002	5,397	6,607	6,002	5,397
Extended Active	231	231	231	231	231	231	231	231	231
Total ROTC Enrollment	17,321	16,197	15,073	17,321	16,197	15,073	17,321	16,197	15,073
Complete Commissioned	0	0	2,188	0	0	2,473	0	0	2,220
Comp, Com Defr (No Adl Ent)	231	231	231	231	231	231	231	231	231
(Cum Proj in Defr Status)	0	0	0	0	0	0	0	0	0
Complete, 5 Year Deg Ent	450	375	300	450	375	300	450	375	300
Number of ROTC Detach	145	0	145	145	0	145	145	0	145
Number of ROTC Operating Locations	1	0	1	1	0	1	1	0	1

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

	AY 20-21	AY 21-22	AY 22-23
	Sep 2021	Sep 2021	Sep 2021
1st Year Cadet (Freshmen)	66,184	68,131	70,023
2nd Year Cadet (Sophomores)	30,333	31,227	32,094
3rd Year Cadet (Juniors)	15,227	15,675	16,110
4th Year Cadet (Seniors)	8,153	8,393	8,626
Total	119,897	123,426	126,853
Number of Junior ROTC Detachments	875	900	925

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

	<u>End FY 2021 Actual</u>	<u>End FY 2022 Estimate</u>	<u>End FY 2023 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	22	22	22
Military Personnel (End Strength) 1/	929	929	929
Junior ROTC			
Schools	875	900	925
Civilian Personnel (End Strength)	35	57	58
Military Personnel (End Strength) 1/	1	1	1

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

1/ Includes those assigned to Management Headquarters.

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

FY 2021 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	14	14	13	13	13	13	13	13	13	14	13
O-9 Lieutenant General	50	48	48	49	49	49	49	49	50	50	52	50
O-8 Major General	86	84	84	82	80	80	80	99	98	103	100	96
O-7 Brigadier General	134	133	137	137	137	137	141	127	127	126	129	134
O-6 Colonel	3,186	3,186	3,202	3,223	3,258	3,287	3,325	3,407	3,424	3,423	3,397	3,357
O-5 Lt Colonel	9,814	9,740	9,886	9,914	9,941	9,986	10,019	10,110	10,077	10,053	9,985	9,946
O-4 Major	14,341	14,471	14,391	14,421	14,444	14,484	14,508	14,687	14,626	14,549	14,518	14,497
O-3 Captain	20,802	20,748	20,572	20,382	20,168	20,272	20,016	21,099	21,346	21,490	21,542	21,401
O-2 1st Lieutenant	8,152	8,345	8,295	8,306	8,389	8,393	8,413	8,571	8,276	8,280	8,190	8,666
O-1 2nd Lieutenant	7,447	7,206	7,374	7,482	7,697	7,465	7,646	6,181	6,358	7,142	7,178	6,713
Total Officers	64,025	63,975	64,003	64,009	64,176	64,166	64,210	64,343	64,395	65,229	65,105	64,873
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,606	2,616	2,631	2,642	2,639	2,654	2,666	2,669	2,678	2,677	2,674	2,652
E-8 Senior Master Sergeant	5,241	5,224	5,226	5,198	5,190	5,184	5,152	5,131	5,108	5,066	5,030	4,956
E-7 Master Sergeant	26,459	26,505	26,542	26,560	26,554	26,623	26,673	26,779	26,760	26,720	26,615	26,371
E-6 Technical Sergeant	42,719	42,919	43,138	43,344	43,472	43,668	43,815	43,960	44,086	44,150	44,150	44,186
E-5 Staff Sergeant	61,291	61,349	61,133	61,096	61,415	61,402	61,532	61,861	61,808	61,903	61,738	61,600
E-4 Senior Airman	58,169	58,406	59,145	59,558	59,714	60,253	59,975	60,090	60,152	60,526	60,783	61,064
E-3 Airman First Class	53,011	52,656	52,376	52,067	52,082	51,651	52,014	51,254	51,139	50,112	49,441	48,421
E-2 Airman	7,752	7,426	7,615	7,623	8,059	7,981	8,018	7,734	7,807	7,807	7,823	8,143
E-1 Airman Basic	8,389	8,514	8,439	8,644	8,197	8,749	8,413	8,233	8,241	7,715	8,342	8,265
Total Enlisted	265,637	265,615	266,245	266,732	267,322	268,165	268,258	267,711	267,779	266,676	266,596	265,658
<u>Cadets</u>	4,157	4,149	4,123	4,163	4,146	4,128	4,123	3,086	4,155	4,139	4,117	4,103
Total End Strength	333,819	333,739	334,371	334,904	335,644	336,459	336,591	335,140	336,329	336,044	335,818	334,634

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

FY 2022 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	14	14	14	13	13	13	13	13	13	13	13	13
O-9 Lieutenant General	48	47	47	47	61	61	61	62	62	61	61	61
O-8 Major General	94	90	86	86	91	91	91	93	93	92	92	92
O-7 Brigadier General	134	130	131	128	123	123	123	125	125	124	124	124
O-6 Colonel	3,292	3,287	3,302	3,260	2,940	2,943	2,939	2,990	2,983	2,969	2,952	2,966
O-5 Lt Colonel	9,918	9,930	9,954	9,980	9,998	10,008	9,993	10,167	10,143	10,096	10,040	10,087
O-4 Major	14,508	14,535	14,629	14,672	14,625	14,640	14,618	14,871	14,837	14,768	14,686	14,755
O-3 Captain	21,156	21,181	20,960	20,716	21,683	21,705	21,673	22,049	21,999	21,896	21,775	21,876
O-2 1st Lieutenant	8,842	8,687	8,911	8,899	8,165	8,173	8,161	8,303	8,284	8,245	8,200	8,238
O-1 2nd Lieutenant	6,618	6,651	6,432	6,678	6,686	6,692	6,683	6,798	6,783	6,751	6,714	6,745
Total Officers	64,624	64,552	64,466	64,479	64,385	64,449	64,355	65,471	65,322	65,015	64,657	64,957
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,640	2,640	2,657	2,656	2,154	2,155	2,153	2,150	2,145	2,141	2,145	2,137
E-8 Senior Master Sergeant	4,930	4,902	4,891	4,865	5,063	5,066	5,061	5,053	5,043	5,032	5,041	5,024
E-7 Master Sergeant	26,291	26,308	26,318	26,386	26,381	26,397	26,370	26,330	26,275	26,219	26,269	26,178
E-6 Technical Sergeant	44,196	44,365	44,534	44,669	39,091	39,115	39,075	39,016	38,934	38,852	38,925	38,790
E-5 Staff Sergeant	61,498	61,065	60,770	60,467	62,255	62,294	62,230	62,136	62,005	61,874	61,992	61,776
E-4 Senior Airman	61,323	61,692	62,185	62,761	58,934	58,971	58,911	58,822	58,698	58,574	58,685	58,481
E-3 Airman First Class	48,396	47,661	47,622	46,911	46,875	46,904	46,856	46,785	46,687	46,588	46,677	46,514
E-2 Airman	7,939	7,788	7,622	7,571	13,651	13,659	13,645	13,624	13,596	13,567	13,593	13,546
E-1 Airman Basic	8,122	8,105	8,168	8,562	10,242	10,249	10,238	10,222	10,201	10,179	10,199	10,163
Total Enlisted	265,335	264,526	264,767	264,848	264,646	264,810	264,539	264,138	263,584	263,026	263,526	262,609
<u>Cadets</u>	4,088	4,076	4,044	4,036	4,023	4,011	4,006	2,998	4,274	4,252	4,198	4,140
Total End Strength	334,047	333,154	333,277	333,363	333,054	333,270	332,900	332,607	333,180	332,293	332,381	331,706

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

FY 2023 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	12	12	12	12	12	12	13	13	13	13	13
O-9 Lieutenant General	57	57	57	57	57	57	57	58	58	58	57	58
O-8 Major General	86	86	86	86	86	86	86	87	87	87	87	87
O-7 Brigadier General	116	116	116	116	116	116	116	118	117	117	117	117
O-6 Colonel	2,770	2,769	2,766	2,768	2,764	2,768	2,765	2,811	2,808	2,797	2,785	2,804
O-5 Lt Colonel	9,420	9,416	9,407	9,414	9,399	9,412	9,403	9,559	9,549	9,511	9,472	9,560
O-4 Major	13,888	13,882	13,870	13,880	13,857	13,876	13,863	14,091	14,077	14,022	13,964	13,985
O-3 Captain	20,539	20,530	20,511	20,526	20,492	20,521	20,502	20,839	20,819	20,737	20,652	20,735
O-2 1st Lieutenant	7,693	7,690	7,683	7,688	7,675	7,686	7,679	7,806	7,799	7,768	7,736	7,808
O-1 2nd Lieutenant	6,299	6,296	6,291	6,295	6,285	6,294	6,288	6,392	6,386	6,360	6,334	6,377
Total Officers	60,881	60,854	60,799	60,842	60,743	60,828	60,771	61,774	61,713	61,470	61,217	61,544
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,105	2,105	2,102	2,102	2,100	2,103	2,102	2,102	2,100	2,097	2,104	2,099
E-8 Senior Master Sergeant	4,949	4,947	4,941	4,942	4,937	4,943	4,942	4,941	4,936	4,930	4,945	4,934
E-7 Master Sergeant	25,787	25,779	25,744	25,749	25,727	25,754	25,751	25,747	25,721	25,691	25,767	25,710
E-6 Technical Sergeant	38,212	38,200	38,147	38,154	38,121	38,162	38,157	38,152	38,114	38,069	38,181	38,097
E-5 Staff Sergeant	61,146	61,127	61,044	61,055	61,002	61,066	61,059	61,051	60,990	60,918	61,098	60,633
E-4 Senior Airman	57,900	57,882	57,803	57,814	57,764	57,824	57,817	57,810	57,752	57,684	57,854	57,424
E-3 Airman First Class	46,111	46,097	46,035	46,043	46,003	46,051	46,046	46,040	45,994	45,940	46,075	45,674
E-2 Airman	13,344	13,339	13,321	13,324	13,312	13,326	13,324	13,323	13,309	13,294	13,333	13,303
E-1 Airman Basic	10,012	10,009	9,995	9,997	9,988	9,999	9,997	9,996	9,986	9,974	10,004	9,982
Total Enlisted	259,566	259,485	259,132	259,180	258,954	259,228	259,195	259,162	258,902	258,597	259,361	257,856
<u>Cadets</u>	4,126	4,118	4,096	4,082	4,069	4,057	4,052	3,033	4,359	4,336	4,281	4,000
Total End Strength	324,573	324,457	324,027	324,104	323,766	324,113	324,018	323,969	324,974	324,403	324,859	323,400

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