

**DEPARTMENT OF THE  
AIR FORCE**

**Fiscal Year (FY) 2023 Budget Estimates**



**MILITARY PERSONNEL, SPACE FORCE  
April 2022**

**MILITARY PERSONNEL, SPACE FORCE  
ACTIVE FORCES  
TABLE OF CONTENTS**

	<b>Page No.</b>
SECTION 1 - Summary of Requirements by Budget Program	
1 Summary of Requirements by Budget Program - Active Forces	3
SECTION 2 - Introductory Statement	5
1 Introductory Statement	6
2 Performance Measures and Evaluation Summary	8
SECTION 3 - Summary Tables	11
1 Summary of Military Personnel Strength	12
2 Military Personnel by End Strength by Grade	14
3 Military Average Strength by Grade	15
4 Military Personnel Active Duty Strengths by Month	16
5 Gains and Losses by Source and Type	17
6 Summary of Entitlements by Subactivity	19
7 Analysis of Appropriation Changes	22
8 Schedule of Increases and Decreases	22
SECTION 4 - Detail of Military Personnel Entitlements	25
1 Pay and Allowances of Officers	27
2 Pay and Allowances of Enlisted	51
3 Subsistence of Enlisted Personnel	79
4 Permanent Change of Station Travel	83
5 Other Military Personnel Costs	101
SECTION 5 - Special Analysis	107
1 Monthly End Strength by Pay Grade	108

SPECIAL EXHIBITS

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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

(Amount in Thousands)

	FY 2021 Actual*	FY 2022 Estimate*	FY 2023 Estimate
<b><u>Base Program</u></b>			
Pay and Allowances of Officers	284,660	604,722	714,657
Pay and Allowances of Enlisted Personnel	148,694	267,567	348,182
Subsistence of Enlisted Personnel	8,701	15,986	20,539
Permanent Change of Station Travel	24,794	25,353	32,976
Other Military Personnel Costs	29	120	1,007
<b>TOTAL DIRECT PROGRAM</b>	<b>466,878</b>	<b>913,748</b>	<b>1,117,361</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	0	0	0
Pay and Allowances of Enlisted Personnel	0	0	0
Subsistence of Enlisted Personnel	0	0	0
Permanent Change of Station Travel	0	0	0
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	284,660	604,722	714,657
Pay and Allowances of Enlisted Personnel	148,694	267,567	348,182
Subsistence of Enlisted Personnel	8,701	15,986	20,539
Permanent Change of Station Travel	24,794	25,353	32,976
Other Military Personnel Costs	29	120	1,007
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>466,878</b>	<b>913,748</b>	<b>1,117,361</b>
Medicare-Eligible Retiree HFC., (AF)	19,183	39,940	49,049
<b>TOTAL MILPERS PROGRAM COST</b>	<b>486,061</b>	<b>953,688</b>	<b>1,166,410</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**SECTION 2**

**INTRODUCTORY STATEMENT**

The Fiscal Year 2020 National Defense Authorization Act (FY 2020 NDAA), enacted on December 20, 2019, established the U.S. Space Force as a separate branch of the Armed Forces within the Department of the Air Force. The U.S. Space Force will organize, train, and equip military space forces of the United States to provide: freedom of operation in, from, and to the space domain; and prompt and sustain space operations. The U.S. Space Force will include both combat and space-focused combat-support functions to enable prompt and sustained offensive and defensive space operations and joint operations in all domains.



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

The FY 2023 Space Force Military Personnel (MILPERS) budget request reflects 8,600 End Strength (E/S) to support USSF requirements and Chief of Space Operations (CSO) priorities. FY23 marks the first year the USSF Military Personnel is budgeted and paid out of the USSF Military Personnel appropriation. **All information covered in FY21 and FY22 reflects the USSF budget within the the Air Force Military Personnel appropriation.**

The end strength and work year estimates reflect monthly gain and loss patterns.

#### **Funding Levels**

In FY21 the USSF was captured in the Air Force 3500 Appropriation and had budget estimate of \$466.9 million

In FY22 the USSF was captured in the Air Force 3500 Appropriation and had budget estimate of \$913.7 million

The FY 2023 budget request is \$1,117.4 million

#### **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 5.30% for housing allowances in FY 2022 and 4.70% 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, SPACE FORCE**  
**Fiscal Year (FY) 2023 Program Budget Review**  
Performance Measures and Evaluation Summary

**President’s Management Plan – Performance Metrics**

The Space 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 Space Force Military Personnel appropriation provides resources necessary to compensate Space Force 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>
<b>Average Strength (Work years)</b>	3,906	7,254	8,464
<b>End Strength</b>	6,563	8,401	8,600
<b>Authorized End Strength</b>		8,400	

**USSF Recruiting**

	<u>FY 2021 Executed*</u>	<u>FY 2022 Planned*</u>	<u>FY 2023 Planned</u>
1. Numeric goals	395	491	648
Actual	395		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.48%	99.11%	
b. Cat I-IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	98.99%	99.56%	

\* All information covered in FY21 and FY22 reflects the USSF budget within the the Air Force Military Personnel appropriation.

\*\* 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). DAF 10 year average for HSDG and Cat I-IIIa are 99% and 85% respectively.



**Performance Metrics**  
**MILITARY PERSONNEL, SPACE 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 324,600 in FY 2023.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2023 BA 03</u>	<u>FY 2023 BA Assoc</u> <u>w/Metrics</u>	<u>Percent FY 2023 BA</u> <u>Assoc w/Metrics</u>
57	3400	\$2,670,904	\$74,423	2.79%

**Unexpended Balances 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. While this is the first fiscal year of the Space Force Military Personnel appropriation, the Space Force will seek to moderate the loss of critical defense resources by utilizing expenditure outlay analysis to moderate budget request, a process that mirrors that of the Air Force Military Personnel appropriation.

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**SECTION 3**  
**SUMMARY TABLES**

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

	<b>FY 2021 Actual*</b>		<b>FY 2022 Estimate*</b>		<b>FY 2023 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	2,013	3,656	3,939	4,334	4,363	4,314
Enlisted	1,893	2,907	3,315	4,067	4,101	4,286
Cadets	0	0	0	0	0	0
<b>Total Direct Program</b>	<b>3,906</b>	<b>6,563</b>	<b>7,254</b>	<b>8,401</b>	<b>8,464</b>	<b>8,600</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	2,013	3,656	3,939	4,334	4,363	4,314
Enlisted	1,893	2,907	3,315	4,067	4,101	4,286
Cadets	0	0	0	0	0	0
<b>Total Program</b>	<b>3,906</b>	<b>6,563</b>	<b>7,254</b>	<b>8,401</b>	<b>8,464</b>	<b>8,600</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

	<b>FY 2021 Actual*</b>		<b>FY 2022 Estimate*</b>		<b>FY 2023 Estimate</b>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	2	0	2	0	2	0
O-9 Lieutenant General	6	0	6	0	6	0
O-8 Major General	3	0	3	0	3	0
O-7 Brigadier General	7	0	7	0	7	0
O-6 Colonel	158	0	196	0	190	0
O-5 Lieutenant Colonel	546	0	695	0	686	0
O-4 Major	770	0	1,011	0	1,088	0
O-3 Captain	1,172	0	1,382	0	1,290	0
O-2 1st Lieutenant	589	0	503	0	472	0
O-1 2nd Lieutenant	403	0	529	0	570	0
<b>Officer Subtotal</b>	<b>3,656</b>	<b>0</b>	<b>4,334</b>	<b>0</b>	<b>4,314</b>	<b>0</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	34	0	44	0	55	0
E-8 Senior Master Sergeant	75	0	94	0	105	0
E-7 Master Sergeant	402	0	467	0	457	0
E-6 Technical Sergeant	525	0	721	0	698	0
E-5 Sergeant	650	0	1,026	0	1,156	0
E-4 Specialist 4	576	0	777	0	706	0
E-3 Specialist 3	409	0	404	0	483	0
E-2 Specialist 2	99	0	304	0	362	0
E-1 Specialist 1	137	0	230	0	264	0
<b>Enlisted Subtotal</b>	<b>2,907</b>	<b>0</b>	<b>4,067</b>	<b>0</b>	<b>4,286</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>6,563</b>	<b>0</b>	<b>8,401</b>	<b>0</b>	<b>8,600</b>	<b>0</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

	<u>FY 2021 Actual*</u>		<u>FY 2022 Estimate*</u>		<u>FY 2023 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<b><u>Commissioned Officers</u></b>						
O-10 General	2	0	2	0	2	0
O-9 Lieutenant General	4	0	6	0	6	0
O-8 Major General	1	0	3	0	3	0
O-7 Brigadier General	2	0	7	0	7	0
O-6 Colonel	69	0	173	0	196	0
O-5 Lieutenant Colonel	234	0	628	0	702	0
O-4 Major	340	0	865	0	1,068	0
O-3 Captain	705	0	1,221	0	1,341	0
O-2 1st Lieutenant	359	0	581	0	494	0
O-1 2nd Lieutenant	297	0	453	0	544	0
<b>Officer Subtotal</b>	<b>2,013</b>	<b>0</b>	<b>3,939</b>	<b>0</b>	<b>4,363</b>	<b>0</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	28	0	39	0	50	0
E-8 Senior Master Sergeant	53	0	85	0	99	0
E-7 Master Sergeant	262	0	433	0	462	0
E-6 Technical Sergeant	348	0	567	0	711	0
E-5 Sergeant	418	0	759	0	1,052	0
E-4 Specialist 4	373	0	637	0	729	0
E-3 Specialist 3	297	0	421	0	374	0
E-2 Specialist 2	45	0	173	0	375	0
E-1 Specialist 1	69	0	201	0	249	0
<b>Enlisted Subtotal</b>	<b>1,893</b>	<b>0</b>	<b>3,315</b>	<b>0</b>	<b>4,101</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>3,906</b>	<b>0</b>	<b>7,254</b>	<b>0</b>	<b>8,464</b>	<b>0</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**ACTIVE DUTY STRENGTHS BY MONTHS**

	<b>FY 2021 Actual*</b>				<b>FY 2022 Estimate*</b>				<b>FY 2023 Estimate</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
September	89	0	0	89	3,656	2,907	0	6,563	4,334	4,067	0	8,401
October	648	415	0	1,063	3,692	2,955	0	6,647	4,317	4,073	0	8,390
November	1,266	815	0	2,081	3,739	2,973	0	6,712	4,316	4,048	0	8,364
December	1,332	852	0	2,184	3,777	3,017	0	6,794	4,323	4,026	0	8,349
January	1,438	902	0	2,340	3,808	3,064	0	6,872	4,313	4,007	0	8,320
February	1,540	1,837	0	3,377	3,905	3,169	0	7,074	4,328	3,986	0	8,314
March	2,155	2,473	0	4,628	3,912	3,209	0	7,121	4,334	4,048	0	8,382
April	2,262	2,687	0	4,949	3,917	3,272	0	7,189	4,336	4,120	0	8,456
May	2,506	2,769	0	5,275	4,034	3,411	0	7,445	4,472	4,199	0	8,671
June	2,661	2,837	0	5,498	4,101	3,595	0	7,696	4,468	4,207	0	8,675
July	3,056	2,834	0	5,890	4,161	3,745	0	7,906	4,438	4,180	0	8,618
August	3,415	2,844	0	6,259	4,224	3,886	0	8,110	4,391	4,137	0	8,528
September	3,656	2,907	0	6,563	4,334	4,067	0	8,401	4,314	4,286	0	8,600
Average End Strength	2,013	1,893	0	3,906	3,939	3,315	0	7,254	4,363	4,101	0	8,464
<b>Strength in the FY 2023 President's Budget Baseline Request:</b>												
End Strength	3,656	2,907	0	6,563	4,334	4,067	0	8,401	4,314	4,286	0	8,600
Average Strength	2,013	1,893	0	3,906	3,939	3,315	0	7,254	4,363	4,101	0	8,464

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

	<u>FY 2021 Actual*</u>	<u>FY 2022 Estimate*</u>	<u>FY 2023 Estimate</u>
<b>Beginning Strength</b>	84	3,656	4,334
<b>Gains (By Source):</b>			
Service Academies	67	67	80
ROTC	116	114	141
Health Professions Scholarships			
Officer Training School	81	81	99
USAF Transfers	3,255	370	
USA Transfers	36	39	28
USN Transfers	17	26	12
Other	1	0	10
Gain Adjustment	0	0	
<b>Total Gains</b>	3,573	697	370
<b>Losses (By Type):</b>			
Voluntary Separation	1	11	316
Retirement		8	55
<b>Total Involuntary</b>	0	0	0
With Pay			
Without Pay			
VSI/SSB			
TERA			
Reduction in Force			
Other			
Loss Adjustment			19
<b>Total Losses</b>	1	19	390
<b>TOTAL</b>	3,656	4,334	4,314

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



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

	<u>FY 2021 Actual*</u>	<u>FY 2022 Estimate*</u>	<u>FY 2023 Estimate</u>
<b>Beginning Strength</b>	1	2,907	4,067
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	395	491	590
Male	328	408	538
Female	67	83	100
Prior Service Enlistments		30	30
Reenlistments			
Reserves			
Officer Candidate Programs			
USAF Transfers	2,481	414	
USA Transfers	22	309	41
USN Transfers	9	8	17
Other		0	
Gain Adjustments	0		2
<b>Total Gains</b>	2,907	1,252	680
<b>Losses (By Type):</b>			
ETS	1	45	415
Programmed Early Release			
VSI/SSB			
TERA			
To Commissioned Officer			
Reenlistments			
Retirement		17	19
Attrition		30	27
Other			
Loss Adjustments			
<b>Total Losses</b>	1	92	461
<b>TOTAL</b>	2,907	4,067	4,286

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**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	158,654	75,889	234,543	338,097	133,342	471,439	393,549	169,954	563,503
2. Retired Pay Accruals	55,452	26,482	81,934	118,671	46,803	165,474	145,221	62,712	207,933
3. TSP - Matching Contributions	2,150	625	2,775	3,388	2,188	5,576	4,000	2,536	6,536
4. Basic Allowance for Housing	48,369	36,548	84,917	102,850	66,684	169,534	121,963	89,870	211,833
a. With Dependents - Domestic	29,139	16,562	45,701	66,467	29,100	95,567	80,401	36,766	117,167
b. Without Dependents - Domestic	17,437	15,409	32,846	32,865	29,763	62,628	37,458	42,882	80,340
c. With Dependents - Overseas	1,607	4,161	5,768	3,126	7,134	10,260	3,689	9,357	13,046
d. Without Dependents - Overseas	186	416	602	392	687	1,079	415	865	1,280
5. Subsistence	6,372	8,701	15,073	13,082	15,986	29,068	15,049	20,539	35,588
a. Basic Allowance for Subsistence	6,372	8,701	15,073	13,082	15,986	29,068	15,049	20,539	35,588
1. Authorized to Mess Separately	6,372	8,701	15,073	13,082	15,986	29,068	15,049	20,539	35,588
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	0	0	0	0	0	0	0	0
b. Subsistence-In-Kind	0	0	0	0	0	0	0	0	0
1. Subsistence in Messes	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0
a. Flying Duty Pay	0	0	0	0	0	0	0	0	0
1. Aviation Incentive Pay	0	0	0	0	0	0	0	0	0
2. Crew Members, Enlisted	0	0	0	0	0	0	0	0	0
3. Noncrew Member	0	0	0	0	0	0	0	0	0
4. Aviator Retention Pay	0	0	0	0	0	0	0	0	0
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	0	0	0	0	0	0	0	0
7. HDIP-Aviation	0	0	0	0	0	0	0	0	0
b. Parachute Jumping Pay	0	0	0	0	0	0	0	0	0
c. Demolition Pay	0	0	0	0	0	0	0	0	0
d. Battlefield Airmen Skill Incentive Pay	0	0	0	0	0	0	0	0	0
e. Other Pays	0	0	0	0	0	0	0	0	0

**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	577	974	1,551	801	3,379	4,180	1,002	3,744	4,746
a. Medical Pay	0	0	0	0	0	0	0	0	0
b. Dental Pay	0	0	0	0	0	0	0	0	0
c. Health Professions Officers Pay	0	0	0	0	0	0	0	0	0
d. Nurse Pay	0	0	0	0	0	0	0	0	0
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	123	17	140	410	58	468	523	72	595
g. Diving Duty Pay	0	0	0	0	0	0	0	0	0
h. Foreign Language Proficiency Bonus	306	181	487	182	67	249	270	125	395
i. Hostile Fire Pay	0	0	0	0	0	0	0	0	0
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	0	0	0	0	0	0	0	0	0
l. Judge Advocate Continuation Pay	0	0	0	0	0	0	0	0	0
m. JAG Student Loan Repayment	0	0	0	0	0	0	0	0	0
n. Retention Bonus	0	0	0	0	0	0	0	0	0
o. Reenlistment Bonus	0	0	0	0	1,892	1,892	0	1,892	1,892
p. Special Duty Assignment Pay	0	645	645	0	1,138	1,138	0	1,431	1,431
q. Assignment Incentive Pay	140	129	269	200	222	422	200	222	422
r. Personal Money Allowance	8	2	10	9	2	11	9	2	11
s. Health Prof. Scholarship Program (HPSP)	0	0	0	0	0	0	0	0	0
t. Pay and Allowance Continuation Pay (PAC)	0	0	0	0	0	0	0	0	0
u. Other Special Pay	0	0	0	0	0	0	0	0	0
8. Allowances	976	2,370	3,346	1,895	4,778	6,673	2,025	6,152	8,177
a. Uniform or Clothing Allowances	117	821	938	326	2,447	2,773	200	3,167	3,367
1. Initial Issue	93	0	93	279	883	1,162	148	1,190	1,338
1a Military	93	0	93	279	883	1,162	148	1,190	1,338
1b Civilian	0	0	0	0	0	0	0	0	0
2. Additional	24	0	24	47	0	47	52	0	52
3. Basic Maintenance	0	173	173	0	330	330	0	418	418
4. Standard Maintenance	0	622	622	0	1,187	1,187	0	1,500	1,500
5. Supplemental	0	26	26	0	47	47	0	59	59
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	601	1,285	1,886	1,065	1,869	2,934	1,266	2,404	3,670
1. Cost-of-Living	601	1,285	1,886	1,065	1,869	2,934	1,266	2,404	3,670
c. Family Separation Allowance	258	264	522	504	462	966	558	570	1,128
1. On PCS, No Government Quarters	42	99	141	81	174	255	90	213	303
2. On TDY	216	165	381	423	288	711	468	357	825
d. Basic Needs Allowance	0	0	0	0	0	0	1	11	12

**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	0	0	0	122	194	316	1,786	213	1,999
a. Terminal Leave Pay	0	0	0	122	194	316	1,786	213	1,999
10 Social Security Tax Payment	12,113	5,806	17,919	25,816	10,199	36,015	30,062	13,001	43,063
11 Permanent Change of Station Travel	16,200	8,594	24,794	15,164	10,189	25,353	23,089	9,887	32,976
12 Other Military Personnel Costs	23	3	26	107	13	120	515	492	1,007
a. Apprehension of Deserters	0	0	0	0	0	0	0	0	0
b. USSD (MIA)	0	0	0	0	0	0	0	0	0
c. Death Gratuities	0	0	0	0	0	0	200	300	500
d. Unemployment Compensation	0	0	0	0	0	0	190	175	365
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Adoption Reimbursement	0	0	0	0	0	0	4	4	8
g. Mass Transit	26	3	29	107	13	120	121	13	134
<b><u>Military Personnel Appropriation Total</u></b>	<b>300,886</b>	<b>165,992</b>	<b>466,878</b>	<b>619,993</b>	<b>293,755</b>	<b>913,748</b>	<b>738,261</b>	<b>379,100</b>	<b>1,117,361</b>
Other	0	0	0	0	0	0	0	0	0
<b>MILITARY PERSONNEL</b>									
<b>APPROPRIATION TOTAL-DIRECT</b>	<b>300,886</b>	<b>165,992</b>	<b>466,878</b>	<b>619,993</b>	<b>293,755</b>	<b>913,748</b>	<b>738,261</b>	<b>379,100</b>	<b>1,117,361</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>FY 2022 DIRECT PROGRAM*</b>	<b>604,722</b>	<b>267,567</b>	<b>15,986</b>	<b>25,353</b>	<b>120</b>	<b>913,748</b>
<b>Pricing Increase</b>	<b>31,879</b>	<b>13,725</b>	<b>617</b>	<b>1,977</b>	<b>1</b>	<b>48,198</b>
<b>Annualization (PI):</b>	<b>4,155</b>	<b>1,826</b>	<b>182</b>	<b>78</b>	<b>0</b>	<b>6,241</b>
- Annualization 1 Jan 22 raise of 2.7% on Basic Pay	2,521	984	0	0	0	3,506
- Annualization of raise on TSP	25	16	0	0	0	41
- Annualization of raise on FICA	193	75	0	0	0	268
- Annualization 1 Jan 22 raise of 2.7% on DLA for PCS moves	0	0	0	78	0	78
- Annualization 1 Jan 22 inflation rate of 5.3% on BAS	149	0	182	0	0	331
- Annualization 1 Jan 22 inflation rate of 6% on BAH	1,266	750	0	0	0	2,017
<b>Pay Raise (PI):</b>	<b>12,388</b>	<b>4,866</b>	<b>0</b>	<b>354</b>	<b>0</b>	<b>17,608</b>
- 1 Jan 23 pay raise of 4.6% effect on Basic Pay	11,403	4,452	0	0	0	15,855
- 1 Jan 23 pay raise effect on TSP	115	73	0	0	0	188
- 1 Jan 23 pay raise effect on FICA	871	341	0	0	0	1,212
- 1 Jan 23 pay raise of 4.6% effect on DLA for PCS moves	0	0	0	354	0	354
<b>Inflation Rate (PI):</b>	<b>356</b>	<b>0</b>	<b>435</b>	<b>1,335</b>	<b>0</b>	<b>2,125</b>
- 1 Jan 23 inflation rate of 3.4% effect on BAS	356	0	435	0	0	790
- Increase in rate for Land (HHG)	0	0	0	1,057	0	1,057
- Increase in rate for ITGBL (HHG)	0	0	0	278	0	278
<b>BAH Rates (PI):</b>	<b>3,613</b>	<b>2,427</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,040</b>
- Housing Allowance rate 1 Jan 23 increase of 4.2%	3,402	2,016	0	0	0	5,418
- Increase in OHA Pricing	211	411	0	0	0	622
<b>Other (PI):</b>	<b>11,367</b>	<b>4,606</b>	<b>0</b>	<b>210</b>	<b>1</b>	<b>16,184</b>
- Increase in RPA Pricing	11,223	4,406	0	0	0	15,629
- Increase in FICA Pricing	3	0	0	0	0	3
- Increase in Clothing Pricing	0	54	0	0	0	54
- Increase in COLA Pricing	62	106	0	0	0	167
- Increase in Special Pay Pricing	75	37	0	0	0	112
- Increase in LSTL Pricing	5	3	0	0	0	8
- Increase in M Tons MSC Pricing	0	0	0	15	0	15
- Increase in S Tons AMC Pricing	0	0	0	120	0	120
- Increase in Temp Lodging Pricing	0	0	0	75	0	75
- Increase in Mass Transportation Pricing	0	0	0	0	1	1

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Program Increase</b>	<b>78,322</b>	<b>68,871</b>	<b>3,936</b>	<b>6,119</b>	<b>886</b>	<b>158,134</b>
<b>Strength (PGI):</b>	<b>76,343</b>	<b>66,085</b>	<b>0</b>	<b>4,628</b>	<b>0</b>	<b>147,056</b>
- Increase in Base Pay Program	41,530	31,174	0	0	0	72,704
- Increase in FICA Program	3,179	2,386	0	0	0	5,565
- Increase in RPA Program	15,327	11,503	0	0	0	26,830
- Increase in TSP Matching Contribution Program	612	348	0	0	0	960
- Increase in BAS Program	1,462	0	0	0	0	1,462
- Increase in Clothing Program	0	665	0	0	0	665
- Increase in BAH Program	14,233	20,009	0	0	0	34,242
- Increase in Land Ship Program	0	0	0	3,502	0	3,502
- Increase in ITGBL Program	0	0	0	923	0	923
- Increase in Disloc Allow Program	0	0	0	203	0	203
<b>Other (PGI):</b>	<b>1,979</b>	<b>2,786</b>	<b>3,936</b>	<b>1,491</b>	<b>886</b>	<b>11,078</b>
- Increase in LSTL Program	1,658	17	0	0	0	1,675
- Increase in Special Pay Program	126	328	0	0	0	454
- Increase in FSA Program	54	108	0	0	0	162
- Increase in COLA Program	140	430	0	0	0	570
- Increase in Basic Needs Allowance Program	1	11	0	0	0	12
- Increase in Selective Reenlistment Bonus Program	0	1,892	0	0	0	1,892
- Increase in Subsistence - BAS Enlisted Program	0	0	3,936	0	0	3,936
- Increase in Total Mile-Per Diem Program	0	0	0	164	0	164
- Increase in Total AMC Program	0	0	0	95	0	95
- Increase in Total Comm Air Program	0	0	0	40	0	40
- Increase in M Tons MSC Program	0	0	0	49	0	49
- Increase in S Tons AMC Program	0	0	0	398	0	398
- Increase in NonTemp Storage Program	0	0	0	608	0	608
- Increase in Defense Personnel Property System (DPS)	0	0	0	70	0	70
- Increase in POV Contracts	0	0	0	67	0	67
- Increase in Total Death Gratuities Program	0	0	0	0	500	500
- Increase in Unemployment Benefits Program	0	0	0	0	365	365
- Increase in Adoption Expenses Program	0	0	0	0	8	8
- Increase in Mass Transportation Program	0	0	0	0	13	13
<b>Total Increases</b>	<b>110,201</b>	<b>82,596</b>	<b>4,553</b>	<b>8,096</b>	<b>887</b>	<b>206,332</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Pricing Decrease</b>	(140)	(1,981)	0	(463)	0	(2,584)
<b>Other (PD):</b>	(140)	(1,981)	0	(463)	0	(2,584)
- Decrease in TSP Matching Contribution Pricing	(140)	(89)	0	0	0	(229)
- Decrease in Selective Reenlistment Bonus Pricing	0	(1,892)	0	0	0	(1,892)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	(301)	0	(301)
- Decrease in Total AMC Pricing	0	0	0	(114)	0	(114)
- Decrease in Total Comm Air Pricing	0	0	0	(48)	0	(48)
<b>Program Decrease</b>	(126)	0	0	(10)	0	(136)
<b>Strength (PGD):</b>	(126)	0	0	0	0	(126)
- Decrease in Clothing Program	(126)	0	0	0	0	(126)
<b>Other (PGD):</b>	0	0	0	(10)	0	(10)
- Decrease in Trans of POV Program	0	0	0	(1)	0	(1)
- Decrease in Temp Lodging Program	0	0	0	(9)	0	(9)
<b>Total Decreases</b>	(266)	(1,981)	0	(473)	0	(2,720)
<b>FY 2023 DIRECT PROGRAM</b>	<b>714,657</b>	<b>348,182</b>	<b>20,539</b>	<b>32,976</b>	<b>1,007</b>	<b>1,117,361</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**SECTION 4**  
**DETAIL OF MILITARY**  
**PERSONNEL ENTITLEMENTS**



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**PAY AND ALLOWANCES  
OF OFFICERS**

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

		<u>Amount</u>
<b>FY 2022 DIRECT PROGRAM*</b>		<b>604,722</b>
<b>Pricing Increase</b>		<b>31,879</b>
<b>Annualization (PI):</b>	<b>4,155</b>	
Annualization 1 Jan 22 raise of 2.7% on Basic Pay	2,521	
Annualization of raise on FICA	193	
Annualization of raise on TSP	25	
Annualization 1 Jan 22 inflation rate of 5.3% on BAS	149	
Annualization 1 Jan 22 inflation rate of 6% on BAH	1,266	
<b>Pay Raise (PI):</b>	<b>12,388</b>	
1 Jan 23 pay raise of 4.6% effect on Basic Pay	11,403	
1 Jan 23 pay raise effect on FICA	871	
1 Jan 23 pay raise effect on TSP	115	
<b>Inflation Rate (PI):</b>	<b>356</b>	
1 Jan 23 inflation rate of 3.4% effect on BAS	356	
<b>BAH Rates (PI):</b>	<b>3,613</b>	
1 Jan 23 inflation rate of 4.2% effect on BAH	3,402	
1 Jan 23 inflation rate of 2.2% effect on OHA	211	
<b>Other (PI):</b>	<b>11,367</b>	
Increase in RPA Payments	11,223	
Increase in FICA Payments	3	
Increase in Special Pay Payments	75	
Increase in COLA Payments	62	
Increase in LSTL Payments	5	

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

		<u>Amount</u>
<b>Program Increase</b>	<b>78,322</b>	
<b>Strength (PGI):</b>	<b>76,343</b>	
Increase in workyears for Base Pay	41,530	
Increase in workyears for FICA	3,179	
Increase in workyears for RPA	15,327	
Increase in workyears for TSP Matching Contribution	612	
Increase in workyears for BAS	1,462	
Increase in workyears Housing Allowance	14,233	
<b>Other (PGI):</b>	<b>1,979</b>	
Increase in Special Pay Program	126	
Increase in COLA Program	140	
Increase in Basic Needs Allowance Program	1	
Increase in FSA Program	54	
Increase in LSTL Program	1,658	
<b>Total Increases</b>		<b>110,201</b>
<b>Pricing Decrease</b>	<b>(140)</b>	
<b>Other (PI):</b>	<b>(140)</b>	
Decrease in TSP Matching Contribution Payments	(140)	
<b>Program Decrease</b>	<b>(126)</b>	
<b>Strength (PGD):</b>	<b>(126)</b>	
Decrease in workyears for Clothing	(126)	
<b>Total Decreases</b>		<b>(266)</b>
<b>FY 2023 DIRECT PROGRAM</b>		<b>714,657</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 2023 Estimate	393,549
FY 2022 Estimate	338,097
FY 2021 Actual	158,654

**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 84 and end strength was 3,656 using 2,013 workyears.  
 FY 2022 beginning strength was 3,656 and end strength is projected to be 4,334 using 3,939 workyears.  
 FY 2023 beginning strength will be 4,334 and end strength will be 4,314 using 4,363 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	2	198,800	398	2	203,350	407	2	208,825	418
Lt General	4	198,800	795	6	203,350	1,220	6	208,825	1,253
Major General	1	187,330	187	3	192,528	578	3	200,470	601
Brig General	2	164,367	329	7	168,928	1,182	7	175,865	1,231
Colonel	69	140,877	9,720	173	144,786	25,048	196	150,759	29,549
Lt Colonel	234	113,241	26,498	628	116,384	73,089	702	121,184	85,071
Major	340	95,160	32,355	865	97,801	84,598	1,068	101,835	108,760
Captain	705	75,910	53,516	1,221	78,016	95,258	1,341	81,234	108,925
1st Lieutenant	359	60,457	21,704	581	62,135	36,100	494	64,698	31,961
2nd Lieutenant	297	44,283	13,152	453	45,512	20,617	544	47,389	25,780
<b>TOTAL BASIC PAY</b>	<b>2,013</b>		<b>158,654</b>	<b>3,939</b>		<b>338,097</b>	<b>4,363</b>		<b>393,549</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2023 Estimate	145,221
FY 2022 Estimate	118,671
FY 2021 Actual	55,452

**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:

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	2,013	27,547	55,452	3,939	30,127	118,671	4,363	33,285	145,221
<b>Total Retired Pay Accrual</b>	2,013	27,547	55,452	3,939	30,127	118,671	4,363	33,285	145,221

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2023 Estimate	4,000
FY 2022 Estimate	3,388
FY 2021 Actual	2,150

**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>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Thrift Savings Plan (TSP) - Matching Contributions			2,150			3,388			4,000

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 2023 Estimate	1,002
FY 2022 Estimate	801
FY 2021 Actual	577

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Assignment Incentive Pay (AIP):
  - (a) Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to commissioned officer Guardians 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. It is anticipated the program will continue in future years.
  - (b) Korea Assignment Incentive Pay – Incentive pay of \$300/month to commissioned officer Guardians authorized under the FY 2005 NDAA Section 617. The Korea AIP is an enduring incentive pay to commissioned officer Guardians assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty. The incentive is approved through 31 December 23 and anticipate the program will continue in future years.
- (2) 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.
- (3) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
- (4) 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.



(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
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	1	2,200	2	1	2,200	2	1	2,200	2
Lt General	4	500	2	6	500	3	6	500	3
<b>Pers Allowance - General Officer</b>	<b>6</b>	<b>1,333</b>	<b>8</b>	<b>8</b>	<b>1,125</b>	<b>9</b>	<b>8</b>	<b>1,125</b>	<b>9</b>
Cavalier AIP	15	8,400	126	20	8,400	168	20	8,400	168
Korea AIP	4	3,500	14	9	3,556	32	9	3,556	32
<b>Assignment Incentive Pay</b>	<b>19</b>		<b>140</b>	<b>29</b>		<b>200</b>	<b>29</b>		<b>200</b>
Continuation Pay	8	16,184	123	25	16,653	410	30	17,335	523
Foreign Language Proficiency Bonus	81	3,778	306	48	3,792	182	54	5,000	270
<b>TOTAL SPECIAL PAY</b>	<b>114</b>		<b>577</b>	<b>110</b>		<b>801</b>	<b>121</b>		<b>1,002</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

Assignment Incentive Pay - Cavalier

	<b>FY 2021*</b>		<b>FY 2022*</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	15	126												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			20	168										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					20	168								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							20	168						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									20	168				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											20	168		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													20	168
Anniversary Payments														
<b>Total</b>														
Initial Payments	15	126	20	168	20	168	20	168	20	168	20	168	20	168
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	15	126	20	168	20	168	20	168	20	168	20	168	20	168

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

Assignment Incentive Pay - Korea

	FY 2021*		FY 2022*		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	4	14												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			9	32										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					9	32								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							9	32						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									9	32				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											9	32		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													9	32
Anniversary Payments														
<b>Total</b>														
Initial Payments	4	14	9	32	9	32	9	32	9	32	9	32	9	32
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	4	14	9	32	9	32	9	32	9	32	9	32	9	32

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS**

FY 2023 Estimate	121,963
FY 2022 Estimate	102,850
FY 2021 Actual	48,369

**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	2	35,500	71	2	37,500	75	2	39,000	78
Lt General	3	37,000	111	5	38,800	194	5	40,600	203
Major General	1	34,000	34	3	35,667	107	3	37,333	112
Brig General	2	34,500	69	7	36,286	254	7	38,000	266
Colonel	61	32,115	1,959	153	33,824	5,175	176	35,409	6,232
Lt Colonel	198	30,692	6,077	531	32,320	17,162	633	33,839	21,420
Major	255	27,749	7,076	649	29,222	18,965	832	30,595	25,455
Captain	408	24,461	9,980	707	25,757	18,210	746	26,966	20,117
1st Lieutenant	130	22,269	2,895	210	23,448	4,924	194	24,546	4,762
2nd Lieutenant	43	20,163	867	66	21,227	1,401	79	22,228	1,756
<b>Subtotal with Dependents</b>	1,103		29,139	2,333		66,467	2,677		80,401

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(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>	
<b><u>Differential</u></b>	0	0		0	0		0	0	
<b><u>Without Dependents - Full Allowance</u></b>	<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>
<b><u>Grade</u></b>									
General	0	0	0	0	0	0	0	0	0
Lt General	1	37,249	37	2	39,223	78	2	41,067	82
Major General	0	28,447	0	0	29,954	0	0	31,362	0
Brig General	0	30,979	0	0	32,621	0	0	34,154	0
Colonel	6	29,049	174	15	30,588	459	17	32,026	544
Lt Colonel	29	26,333	764	78	27,729	2,163	87	29,032	2,526
Major	76	24,521	1,864	193	25,821	4,983	239	27,034	6,461
Captain	277	22,045	6,106	480	23,213	11,142	527	24,304	12,808
1st Lieutenant	219	19,211	4,207	354	20,229	7,161	301	21,180	6,375
2nd Lieutenant	246	17,420	4,285	375	18,344	6,879	451	19,206	8,662
<b>Subtotal w/o Dependents</b>	854		17,437	1,497		32,865	1,624		37,458

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	FY 2021 Actual*			FY 2022 Estimate*			FY 2023 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	2	41,000	82	5	39,800	199	6	42,333	254
Lt Colonel	6	39,167	235	16	38,000	608	18	40,333	726
Major	8	35,250	282	20	34,150	683	25	36,160	904
Captain	17	31,529	536	29	30,655	889	32	32,469	1,039
1st Lieutenant	9	29,222	263	15	28,467	427	12	30,167	362
2nd Lieutenant	7	29,857	209	11	29,091	320	13	31,077	404
<b>Subtotal With Dependents</b>	49		1,607	96		3,126	106		3,689
<u>Without Dependents</u>	FY 2021 Actual*			FY 2022 Estimate*			FY 2023 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	0	36,588	0	0	34,928	0	0	36,970	0
Lt Colonel	1	32,358	32	3	30,589	92	3	32,531	98
Major	1	27,678	28	3	26,693	80	3	28,029	84
Captain	3	25,616	77	5	24,804	124	6	26,012	156
1st Lieutenant	1	24,225	24	2	23,641	47	1	24,744	25
2nd Lieutenant	1	25,097	25	2	24,596	49	2	25,827	52
<b>Subtotal w/o Dependents</b>	7		186	15		392	15		415
<b>Moving-In Housing Allowance</b>	0	9,280	0	0	9,605	0	0	9,816	0
<b>TOTAL BAH - OVERSEAS</b>			1,793			3,518			4,104
<b>GRAND TOTAL BAH</b>			48,369			102,850			121,963

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS**

FY 2023 Estimate	15,049
FY 2022 Estimate	13,082
FY 2021 Actual	6,372

**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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
BAS	2,013	3,166	6,372	3,939	3,321	13,082	4,363	3,449	15,049

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS**

FY 2023 Estimate 1,266  
FY 2022 Estimate 1,065  
FY 2021 Actual 601

**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:

<b><u>Cost of Living</u></b>	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	0	12,104	0	0	9,698	0	0	10,322	0
Lt. General	0	13,546	0	0	11,642	0	0	12,238	0
Major General	0	13,495	0	0	10,115	0	0	10,812	0
Brig. General	0	16,001	0	0	13,480	0	0	14,378	0
Colonel	2	14,221	28	5	12,150	61	6	12,920	78
Lt Colonel	7	14,602	102	19	12,458	237	21	13,217	278
Major	10	12,422	124	25	10,705	268	31	11,315	351
Captain	20	10,015	200	35	8,600	301	38	9,080	345
1st Lieutenant	10	8,556	86	16	7,392	118	14	7,812	109
2nd Lieutenant	8	7,566	61	12	6,626	80	15	6,999	105
<b>Subtotal Cost of Living</b>	57		601	112		1,065	125		1,266
<b><u>Temporary Lodging Allowance</u></b>	0	19,740	0	0	20,431	0	0	20,881	0
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			601			1,065			1,266

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2023 Estimate	200
FY 2022 Estimate	326
FY 2021 Actual	117

**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 Department of the 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 Department of the Air Force allows a Wounded Warrior clothing allowance not to exceed \$250 for each Department of the Air Force Medical Evacuee. FY21 NDAA authorized a \$400 initial clothing allowance for Officers that transferred into the Space Force from other Services.

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

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	281	332	93	697	400	279	370	400	148
Additional Allowances	120	200	24	235	200	47	260	200	52
Civilian Clothing	0	751	0	0	764	0	0	781	0
<b>TOTAL CLOTHING ALLOWANCES</b>	401		117	932		326	630		200

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2023 Estimate 558  
FY 2022 Estimate 504  
FY 2021 Actual 258

**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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
PCS CONUS or Overseas with dependents not authorized	14	3,000	42	27	3,000	81	30	3,000	90
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	72	3,000	216	141	3,000	423	156	3,000	468
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	86		258	168		504	186		558

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2023 Estimate	1
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 totals.

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			1

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2023 Estimate	1,786
FY 2022 Estimate	122
FY 2021 Actual	0

**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.

**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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b>Grade</b>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	17,675	0	0	0	0	0	0	0
Major General	0	17,038	0	0	0	0	0	0	0
Brig General	0	4,393	0	2	4,515	9	15	4,701	71
Colonel	0	10,723	0	4	11,021	44	23	11,475	264
Lt Colonel	0	7,983	0	2	8,204	16	26	8,543	222
Major	0	6,580	0	3	6,763	20	98	7,041	690
Captain	0	4,351	0	4	4,472	18	107	4,656	498
1st Lieutenant	0	3,668	0	4	3,769	15	6	3,925	24
2nd Lieutenant	0	5,383	0	0	0	0	3	5,761	17
Leave Buy-Back	0	0	0	0	0	0	0	0	0
<b>Subtotal Lump Sum Terminal Leave</b>	<b>0</b>		<b>0</b>	<b>19</b>		<b>122</b>	<b>278</b>		<b>1,786</b>
<b>Separation Pay</b>									
Fail Promotion/Unfit	0	36,866	0	0	37,889	0	0	39,452	0
Disability	0	75,942	0	0	78,050	0	0	81,269	0
Invol-Half Pay 5%	0	23,117	0	0	23,759	0	0	24,739	0
Invol-Full Pay 10%	0	119,639	0	0	122,959	0	0	128,031	0
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>Subtotal Separation Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>0</b>		<b>0</b>	<b>19</b>		<b>122</b>	<b>278</b>		<b>1,786</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

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

FY 2023 Estimate	30,062
FY 2022 Estimate	25,816
FY 2021 Actual	12,113

**PART I - PURPOSE AND SCOPE**

Funds represent the Department of 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 Department of 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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	158,654	7.65%	12,113	338,097	7.65%	25,816	393,549	7.65%	30,062

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**PAY AND ALLOWANCES  
OF ENLISTED**

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

	<u>Amount</u>
<b>FY 2022 DIRECT PROGRAM*</b>	<b>267,567</b>
<b>Pricing Increase</b>	<b>13,725</b>
<b>Annualization (PI):</b>	<b>1,826</b>
Annualization 1 Jan 22 raise of 2.7% on Basic Pay	984
Annualization of raise on FICA	75
Annualization of raise on TSP	16
Annualization 1 Jan 22 inflation rate of 6% on BAH	750
<b>Pay Raise (PI):</b>	<b>4,866</b>
1 Jan 23 pay raise of 4.6% effect on Basic Pay	4,452
1 Jan 23 pay raise effect on FICA	341
1 Jan 23 pay raise effect on TSP	73
<b>BAH Rates (PI):</b>	<b>2,427</b>
1 Jan 23 inflation rate of 4.2% effect on BAH	2,016
1 Jan 23 inflation rate of 2.2% effect on OHA	411
<b>Other (PI):</b>	<b>4,606</b>
Increase in RPA Payments	4,406
Increase in Special Pay Payments	37
Increase in COLA Payments	106
Increase in Clothing Payments	54
Increase in LSTL Payments	3



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

<b>Program Increase</b>		<b>68,871</b>	
<b>Strength (PGI):</b>	<b>66,085</b>		
Increase in workyears for Base Pay	31,174		
Increase in workyears for FICA	2,386		
Increase in workyears for RPA	11,503		
Increase in workyears for TSP Matching Contribution	348		
Increase in workyears for Clothing	665		
Increase in workyears Housing Allowance	20,009		
<b>Other (PGI):</b>	<b>2,786</b>		
Increase in Special Pay Program	328		
Increase in Selective Reenlistment Bonus Program	1,892		
Increase in COLA Program	430		
Increase in Basic Needs Allowance Program	11		
Increase in FSA Program	108		
Increase in LSTL Program	17		
<b>Total Increases</b>			<b>82,596</b>
<b>Pricing Decrease</b>		<b>(1,981)</b>	
<b>Other (PI):</b>	<b>(1,981)</b>		
Decrease in TSP Matching Contribution Payments	(89)		
Decrease in Selective Reenlistment Bonus Payments	(1,892)		
<b>Program Decrease</b>		<b>0</b>	
<b>Total Decreases</b>			<b>(1,981)</b>
<b>FY 2023 DIRECT PROGRAM</b>			<b>348,182</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2023 Estimate	169,954
FY 2022 Estimate	133,342
FY 2021 Actual	75,889

**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 1 and end strength was 2,907 using 1,893 workyears.

FY 2022 beginning strength was 2,907 and end strength is expected to be 4,067 using 3,315 workyears.

FY 2023 beginning strength will be 4,067 and end strength will be 4,286 using 4,101 workyears.

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

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	28	85,046	2,381	39	87,406	3,409	50	91,012	4,551
Senior Master Sergeant	53	67,898	3,599	85	69,782	5,931	99	72,661	7,193
Master Sergeant	262	58,770	15,398	433	60,401	26,154	462	62,892	29,056
Technical Sergeant	348	48,081	16,732	567	49,415	28,018	711	51,454	36,584
Sergeant	418	38,566	16,121	759	39,636	30,084	1,052	41,271	43,417
Specialist 4	373	31,168	11,626	637	32,033	20,405	729	33,355	24,316
Specialist 3	297	25,660	7,621	421	26,372	11,103	374	27,460	10,270
Specialist 2	45	23,738	1,068	173	24,384	4,218	375	25,018	9,382
Specialist 1	69	19,460	1,343	201	20,000	4,020	249	20,825	5,185
<b>TOTAL BASIC PAY</b>	<b>1,893</b>		<b>75,889</b>	<b>3,315</b>		<b>133,342</b>	<b>4,101</b>		<b>169,954</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2023 Estimate	62,712
FY 2022 Estimate	46,803
FY 2021 Actual	26,482

**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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	1,893	13,989	26,482	3,315	14,119	46,803	4,101	15,292	62,712
<b>Total Retired Pay Accrual</b>	1,893	13,989	26,482	3,315	14,119	46,803	4,101	15,292	62,712

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2023 Estimate	2,536
FY 2022 Estimate	2,188
FY 2021 Actual	625

**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			625			2,188			2,536

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

FY 2023 Estimate	421
FY 2022 Estimate	349
FY 2021 Actual	329

**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 Space Force (CMSSF) – 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) 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.
- (3) 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.
- (4) 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.
- (5) 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.
- (6) Assignment Incentive Pay (AIP):
  - a. Alice Springs Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Guardians (RegSF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the Guardians 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 was 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 DAF installation, at this geographically remote location. It is anticipated that this incentive will be extended in future years.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- b. Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to enlisted Guardians (RegSF) 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 Guardians 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. It is anticipated that this incentive will continue in the out years.
  - c. Korea Assignment Incentive Pay – Incentive pay of \$300/month to enlisted Guardians (RegSF) authorized under the FY 2005 NDAA Section 617. The Korea AIP is an enduring incentive pay to Guardians assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty. This incentive was extended to 31 December 2023 and anticipated that it will continue in future years.
  - d. Turkey Assignment Incentive Pay – Incentive Pay of \$300/month to enlisted Guardians (RegSF) 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 Guardians assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
- (7) 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 on the following page.

(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 (CMSSF)	1	2,000	2	1	2,000	2	1	2,000	2
<b>Sea and Foreign Duty-Total</b>									
<b>Subtotal Sea and Foreign Duty-Total</b>	0		0	0		0	0		0
Continuation Pay	2	8,851	17	10	9,091	58	12	9,474	72
Foreign Language Proficiency Bonus	49	3,704	181	18	3,723	67	22	5,667	125
<b>Assignment Incentive Pay</b>									
Alice Springs AIP	3	6,000	18	5	6,000	30	5	6,000	30
Cavalier AIP	5	8,400	42	10	8,400	84	10	8,400	84
Korea AIP	18	3,600	65	27	3,600	97	27	3,600	97
Turkey AIP	1	3,600	4	3	3,600	11	3	3,600	11
<b>Subtotal Assignment Incentive Pay</b>	27		129	45		222	45		222
<b>TOTAL SPECIAL PAY</b>	79		329	74		349	80		421

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

Assignment Incentive Pay - Alice Springs

	FY 2021*		FY 2022*		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	3	18												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			5	30										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					5	30								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							5	30						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									5	30				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											5	30		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													5	30
Anniversary Payments														
Total														
Initial Payments	3	18	5	30	5	30	5	30	5	30	5	30	5	30
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>18</b>	<b>5</b>	<b>30</b>	<b>5</b>	<b>30</b>	<b>5</b>	<b>30</b>	<b>5</b>	<b>30</b>	<b>5</b>	<b>30</b>	<b>5</b>	<b>30</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



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

Assignment Incentive Pay - Cavalier

	<b>FY 2021*</b>		<b>FY 2022*</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	5	42												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			10	84										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					10	84								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							10	84						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									10	84				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											10	84		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													10	84
Anniversary Payments														
<b>Total</b>														
Initial Payments	5	42	10	84	10	84	10	84	10	84	10	84	10	84
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	5	42	10	84	10	84	10	84	10	84	10	84	10	84

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

Assignment Incentive Pay - Korea

	<b>FY 2021*</b>		<b>FY 2022*</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	18	65												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			27	97										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					27	97								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							27	97						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									27	97				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											27	97		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													27	97
Anniversary Payments														
<b>Total</b>														
Initial Payments	18	65	27	97	27	97	27	97	27	97	27	97	27	97
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	18	65	27	97	27	97	27	97	27	97	27	97	27	97

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

Assignment Incentive Pay - Turkey

	<b>FY 2021*</b>		<b>FY 2022*</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments	1	4												
Anniversary Payments														
Current Year FY 2022														
Initial Payments			3	11										
Anniversary Payments														
Biennial Budget FY 2023														
Initial Payments					3	11								
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments							3	11						
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments									3	11				
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments											3	11		
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments													3	11
Anniversary Payments														
<b>Total</b>														
Initial Payments	1	4	3	11	3	11	3	11	3	11	3	11	3	11
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	4	3	11	3	11	3	11	3	11	3	11	3	11

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED**

FY 2023 Estimate	1,431
FY 2022 Estimate	1,138
FY 2021 Actual	645

**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, 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, Special Reconnaissance operators, 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:

	<b><u>FY 2021 Actual*</u></b>		<b><u>FY 2022 Estimate*</u></b>		<b><u>FY 2023 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	40	216	70	378	88	475
SD-5 (\$375)	13	59	22	99	28	126
SD-4 (\$300)	22	79	40	144	50	180
SD-3 (\$225)	53	143	94	254	118	319
SD-2 (\$150)	73	131	129	232	163	293
SD-1 (\$75)	19	17	34	31	42	38
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>220</b>	<b>645</b>	<b>389</b>	<b>1,138</b>	<b>489</b>	<b>1,431</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

FY 2023 Estimate	1,892
FY 2022 Estimate	1,892
FY 2021 Actual	0

**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 Department of 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 Department of 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 Space Force enlisted Guardians.

For shortage skills, the Department of 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 Guardians in chronic critical shortage skills; retraining enlisted Guardians from overage skills into shortage skills; and returning previously qualified specialists to shortage skills.

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

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>
Initial Payments	0	0	0	210	9,010	1,892	0	0	0
Anniversary Payments	0	0	0	0	0	0	210	9,010	1,892
Accelerated Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	0		0	210		1,892	210		1,892

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2021*		FY 2022*		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY20 & Prior)														
Accelerated Payments														
Prior Year FY 2021														
Initial Payments														
Anniversary Payments														
Current Year FY 2022														
Initial Payments			210	1,892										
Anniversary Payments					210	1,892	210	1,892	210	1,892	210	1,892	210	1,892
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	210	1,892	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	210	1,892	210	1,892	210	1,892	210	1,892	210	1,892
<b>Total SRB</b>	0	0	210	1,892	210	1,892	210	1,892	210	1,892	210	1,892	210	1,892

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED**

FY 2023 Estimate	89,870
FY 2022 Estimate	66,684
FY 2021 Actual	36,548

**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**

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	25	25,520	638	35	26,857	940	45	28,111	1,265
Senior Master Sergeant	42	24,214	1,017	67	25,507	1,709	78	26,705	2,083
Master Sergeant	190	22,979	4,366	314	24,194	7,597	335	25,331	8,486
Technical Sergeant	213	22,066	4,700	347	23,236	8,063	435	24,326	10,582
Sergeant	175	19,863	3,476	318	20,915	6,651	440	21,898	9,635
Specialist 4	87	18,195	1,583	149	19,154	2,854	170	20,053	3,409
Specialist 3	40	18,175	727	57	19,140	1,091	50	20,040	1,002
Specialist 2	1	18,000	18	4	19,500	78	8	20,250	162
Specialist 1	2	18,500	37	6	19,500	117	7	20,286	142
<b>Subtotal with Dependents</b>	<b>775</b>		<b>16,562</b>	<b>1,297</b>		<b>29,100</b>	<b>1,568</b>		<b>36,766</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2021 Actual*		FY 2022 Estimate*		FY 2023 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
<b>Differential</b>	0	0	0	0	0	0

**Without Dependents - Full Allowance**

	FY 2021 Actual*			FY 2022 Estimate*			FY 2023 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	2	22,031	44	3	23,199	70	4	24,289	97
Senior Master Sergeant	9	21,349	192	14	22,480	315	17	23,537	400
Master Sergeant	48	19,877	954	79	20,930	1,653	85	21,914	1,863
Technical Sergeant	104	18,790	1,954	169	19,786	3,344	228	20,716	4,723
Sergeant	206	16,843	3,470	374	17,736	6,633	565	18,570	10,492
Specialist 4	252	14,477	3,648	430	15,244	6,555	569	15,961	9,082
Specialist 3	230	14,441	3,322	326	15,207	4,957	354	15,922	5,636
Specialist 2	40	16,016	641	154	16,865	2,597	333	17,658	5,880
Specialist 1	61	19,415	1,184	178	20,444	3,639	220	21,405	4,709
<b>Subtotal without Dependents (Full)</b>	952		15,409	1,727		29,763	2,375		42,882
<b>TOTAL BAH - DOMESTIC</b>			31,971			58,863			79,648

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



(Amount in Thousands)

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

**With Dependents**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	1	33,000	33	1	32,000	32	2	34,500	69
Senior Master Sergeant	2	31,000	62	3	30,000	90	4	31,750	127
Master Sergeant	21	30,619	643	35	29,943	1,048	37	31,459	1,164
Technical Sergeant	28	29,643	830	46	29,000	1,334	57	30,596	1,744
Sergeant	33	27,485	907	60	26,967	1,618	83	28,277	2,347
Specialist 4	30	26,500	795	51	25,980	1,325	59	27,322	1,612
Specialist 3	24	26,458	635	34	25,824	878	30	27,433	823
Specialist 2	4	27,750	111	15	26,933	404	33	28,000	924
Specialist 1	6	24,167	145	17	23,824	405	22	24,864	547
<b>Subtotal with Dependents</b>	<b>149</b>		<b>4,161</b>	<b>262</b>		<b>7,134</b>	<b>327</b>		<b>9,357</b>

**Without Dependents**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	0	28,251	0	0	25,674	0	0	28,187	0
Senior Master Sergeant	0	25,166	0	0	23,480	0	0	25,044	0
Master Sergeant	3	25,359	76	5	23,977	120	5	25,365	127
Technical Sergeant	3	24,755	74	5	23,773	119	6	25,087	151
Sergeant	4	23,344	93	7	22,575	158	10	23,643	236
Specialist 4	4	22,389	90	7	21,686	152	8	22,862	183
Specialist 3	3	21,142	63	4	20,316	81	4	21,863	87
Specialist 2	0	20,541	0	0	19,453	0	0	20,516	0
Specialist 1	1	19,918	20	3	18,854	57	4	20,369	81
<b>Subtotal without Dependents</b>	<b>18</b>		<b>416</b>	<b>31</b>		<b>687</b>	<b>37</b>		<b>865</b>
<b>Moving-In Housing Allowance</b>	<b>0</b>	<b>8,064</b>	<b>0</b>	<b>0</b>	<b>8,346</b>	<b>0</b>	<b>0</b>	<b>8,529</b>	<b>0</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>4,577</b>			<b>7,821</b>			<b>10,222</b>
<b>GRAND TOTAL BAH</b>			<b>36,548</b>			<b>66,684</b>			<b>89,870</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED**

FY 2023 Estimate	2,404
FY 2022 Estimate	1,869
FY 2021 Actual	1,285

**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>
<b><u>Grade</u></b>									
Chief Master Sergeant	3	11,293	34	4	9,772	39	5	10,345	52
Senior Master Sergeant	5	10,620	53	8	9,051	72	9	9,577	86
Master Sergeant	25	9,716	243	41	8,283	340	44	8,750	385
Technical Sergeant	33	8,492	280	54	7,234	391	67	7,653	513
Sergeant	40	7,117	285	73	6,019	439	101	6,355	642
Specialist 4	35	5,940	208	60	5,054	303	68	5,339	363
Specialist 3	28	4,971	139	40	4,240	170	35	4,482	157
Specialist 2	4	4,354	17	15	3,654	55	33	3,834	127
Specialist 1	7	3,649	26	20	3,007	60	25	3,174	79
<b>Subtotal Cost of Living</b>	180		1,285	315		1,869	387		2,404
<b><u>Temporary Lodging Allowance</u></b>	0	16,211	0	0	16,778	0	0	17,147	0
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			1,285			1,869			2,404

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2023 Estimate	3,167
FY 2022 Estimate	2,447
FY 2021 Actual	821

**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 Department of the Air Force allows Clothing Allowance not to exceed \$250 for each Air Force Medical Evacuee.

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
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	0	1,641	0	408	1,759	718	538	1,798	967
Civilian Life (Female)	0	1,847	0	83	1,983	165	110	2,026	223
<b>Subtotal Military Clothing</b>	0		0	491		883	648		1,190
<b><u>Civilian Clothing</u></b>									
<b>TOTAL INITIAL ALLOWANCES</b>	0		0	491		883	648		1,190
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Airmen (Male)	441	295	130	772	320	247	955	327	313
Airmen (Female)	147	295	43	257	325	83	318	332	105
<b>Subtotal</b>	588		173	1,029		330	1,273		418
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Airmen (Male)	1,107	422	467	1,939	457	887	2,398	468	1,121
Airmen (Female)	369	421	155	646	464	300	799	474	379
<b>Subtotal</b>	1,476		622	2,585		1,187	3,197		1,500
<b><u>Supplemental Maint. Allow.</u></b>	80	321	26	140	333	47	173	340	59
<b>TOTAL CLOTHING ALLOWANCE</b>			821			2,447			3,167

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2023 Estimate	570
FY 2022 Estimate	462
FY 2021 Actual	264

**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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
PCS CONUS or Overseas with dependents not authorized	33	3,000	99	58	3,000	174	71	3,000	213
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	55	3,000	165	96	3,000	288	119	3,000	357
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	88		264	154		462	190		570

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2023 Estimate	11
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 totals.

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
<b>Basic Needs Allowance</b>			0			0			11

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2023 Estimate	213
FY 2022 Estimate	194
FY 2021 Actual	0

**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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	0	4,357	0	2	4,478	9	2	4,663	9
Senior Master Sergeant	0	4,073	0	3	4,186	13	4	4,359	17
Master Sergeant	0	3,330	0	16	3,422	55	17	3,564	61
Technical Sergeant	0	2,756	0	16	2,832	45	17	2,949	50
Sergeant	0	2,045	0	17	2,102	36	19	2,189	42
Specialist 4	0	1,575	0	15	1,618	24	16	1,685	27
Specialist 3	0	1,618	0	4	1,663	7	4	1,732	7
Specialist 2	0	1,615	0	2	1,659	3	0	0	0
Specialist 1	0	809	0	2	832	2	0	0	0
<b>TOTAL SEPARATION PAYMENTS</b>	<b>0</b>		<b>0</b>	<b>77</b>		<b>194</b>	<b>79</b>		<b>213</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



(Amount in Thousands)

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

FY 2023 Estimate	13,001
FY 2022 Estimate	10,199
FY 2021 Actual	5,806

**PART I - PURPOSE AND SCOPE**

Funds represent the Department of 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 Department of 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:

	<b><u>FY 2021 Actual*</u></b>			<b><u>FY 2022 Estimate*</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	75,889	7.65%	5,806	133,342	7.65%	10,199	169,954	7.65%	13,001

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
<b>FY 2022 DIRECT PROGRAM*</b>		<b>15,986</b>
<b>Pricing Increase</b>	<b>617</b>	
<b>Program Increase</b>	<b>3,936</b>	
Increase in Subsistence - BAS Enlisted Program	3,936	
<b>Total Increases</b>		<b>4,553</b>
<b>Pricing Decrease</b>	<b>0</b>	
<b>Program Decrease</b>	<b>0</b>	
<b>Total Decreases</b>		<b>0</b>
<b>FY 2023 DIRECT PROGRAM</b>		<b>20,539</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2023 Estimate	20,539
FY 2022 Estimate	15,986
FY 2021 Actual	8,701

**PART I - PURPOSE AND SCOPE**

Funds provide for the payment of subsistence allowances to active duty enlisted Guardians 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 Guardians 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 Space 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 Guardians 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 Guardians 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/Space Staff, Field Command, and Delta-level organizations to ensure there is a bonafide need as well as funds availability. Typically, these enlisted Guardians 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b>When Authorized to Mess Separately</b>	1,893	4,596	8,701	3,315	4,822	15,986	4,101	5,008	20,539
<b>Less Collections</b>			0			0			0
<b>GRAND TOTAL</b>			8,701			15,986			20,539

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

**FY 2022 DIRECT PROGRAM\***

**25,353**

**Pricing Increase**

**1,977**

**Annualization (PI):**

**78**

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

78

**Pay Raise (PI):**

**354**

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

354

**Inflation Rate (PI):**

**1,335**

Increase in rate for Land (HHG) Pricing

1,057

Increase in rate for ITGBL (HHG) Pricing

278

**Other (PI):**

**210**

Increase in M Tons MSC Pricing

15

Increase in S Tons AMC Pricing

120

Increase in Temp Lodging Pricing

75



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

		<u>AMOUNT</u>
<b>Program Increase</b>	<b>6,119</b>	
<b>Strength (PGI):</b>	<b>4,628</b>	
Increase in Disloc Allow Program	203	
Increase in Land Ship Program	3,502	
Increase in ITGBL Program	923	
<b>Other (PGI):</b>	<b>1,491</b>	
Increase in Total Mile-Per Diem Program	164	
Increase in Total AMC Program	95	
Increase in Total Comm Air Program	40	
Increase in M Tons MSC Program	49	
Increase in S Tons AMC Program	398	
Increase in NonTemp Storage Program	608	
Increase in Defense Personnel Property System (DPS) Program	70	
Increase in POV Contracts Program	67	
<b>Total Increases</b>		<b>8,096</b>
<b>Pricing Decrease</b>	<b>(463)</b>	
<b>Other (PD):</b>	<b>(463)</b>	
Decrease in Total Mile-Per Diem Pricing	(301)	
Decrease in Total AMC Pricing	(114)	
Decrease in Total Comm Air Pricing	(48)	
<b>Program Decrease</b>	<b>(10)</b>	
<b>Other (PGD):</b>	<b>(10)</b>	
Decrease in Trans of POV Program	(1)	
Decrease in Temp Lodging Program	(9)	
<b>Total Decreases</b>		<b>(473)</b>
*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.		
<b>FY 2023 DIRECT PROGRAM</b>		<b>32,976</b>

## **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 Space 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 4.125% 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)**

	<b>FY 2021 Actual*</b>		<b>FY 2022 Estimate*</b>		<b>FY 2023 Estimate</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Accession Travel	6,476	2,689	1,949	7,803	1,050	4,278
Training Travel	371	3,236	306	2,605	261	2,652
Operational Travel between Duty Stations	931	14,744	618	10,430	1,023	17,763
Rotational Travel To and From Overseas	281	3,858	272	3,769	138	2,145
Separation Travel	2	103	111	583	851	6,046
Travel of Organized Units	19	164	18	163	10	92
<b>TOTAL OBLIGATIONS</b>	<b>8,080</b>	<b>24,794</b>	<b>3,274</b>	<b>25,353</b>	<b>3,333</b>	<b>32,976</b>
<b>Less Reimbursements</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>8,080</b>	<b>24,794</b>	<b>3,274</b>	<b>25,353</b>	<b>3,333</b>	<b>32,976</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

	<b>FY 2021 Actual*</b>		<b>FY 2022 Estimate*</b>		<b>FY 2023 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	5,943	1,772	2,408	2,387	2,451	2,172
AMC	1,553	577	629	777	641	707
Commercial Air	584	246	237	331	241	301
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	2,549	494	1,322	507	1,684	585
AMC	1,213	321	629	329	801	380
Commercial Air	432	137	224	140	285	162
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	1,198	170	574	166	730	230
S Tons - AMC	368	1,382	176	1,348	224	1,867
Land Shipment, CONUS & Overseas	1,947	12,155	933	11,855	1,186	16,414
ITGBL	771	3,201	370	3,122	470	4,323
Dislocation Allowance	2,518	3,093	1,239	2,798	1,317	3,433
Transportation of POVs	209	1	156	2	86	1
Nontemporary Storage^		307		407		1,015
Temporary Lodging Expense^	2,808	703	1,144	722	1,130	788
Defense Personnel Property System		135		316		386
POV Contracts		99		145		212
<b>TOTAL OBLIGATIONS</b>		<b>24,794</b>		<b>25,353</b>		<b>32,976</b>
<b>Less Reimbursements</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL DIRECT PROGRAM</b>		<b>24,794</b>		<b>25,353</b>		<b>32,976</b>

^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.

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 2023 Estimate	4,278
FY 2022 Estimate	7,803
FY 2021 Actual	2,689

**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 Space Force commissioned officers, 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.

**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 and enlisted gains as reflected in Space Force personnel programs. These gains are required to meet planned Space 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 or enlisted strengths. Officer accessions include academy graduates, Reserve Officer's Training Corps (ROTC), judge advocate general officers, chaplains and OTS graduates. Enlisted accessions include prior and non-prior service personnel, DAF 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 and enlisted) 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Accession Travel</u></b>									
Member Travel	3,568	51	183	697	704	491	370	716	265
Family Member Travel	1,319	32	42	258	430	111	137	438	60
Trans of Household Goods	1,902	645	1,227	372	8,874	3,301	197	9,091	1,791
Dislocation Allowance	928	162	150	181	2,210	400	96	2,302	221
Nontemporary Storage			43			115			62
Temporary Lodging Expenses	1,486	44	66	290	607	176	154	623	96
<b>Subtotal Officer Accession Travel</b>			1,711			4,594			2,495
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	2,908	153	444	1,252	1,164	1,457	680	1,190	809
Family Member Travel	669	93	62	288	708	204	156	724	113
Trans of Household Goods	413	833	344	178	6,348	1,130	97	6,464	627
Dislocation Allowance	377	247	93	163	1,853	302	88	1,932	170
Global POV	82	12	1	35	57	2	19	53	1
Nontemporary Storage			4			14			8
Temporary Lodging Expenses	383	78	30	165	606	100	89	618	55
<b>Subtotal Enlisted Accession Travel</b>			978			3,209			1,783
<b><u>Cadet Accession Travel</u></b>	0	0	0	0	0	0	0	0	0
<b>TOTAL ACCESSION TRAVEL</b>			2,689			7,803			4,278

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2023 Estimate	2,652
FY 2022 Estimate	2,605
FY 2021 Actual	3,236

**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 Space Force and outside agency training programs. The PCS requirements for training travel are the direct result of Space Force training programs covering technical training and career training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Space 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; Air Force Institute of Technology) and undergraduate 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Training Travel</u></b>									
Member Travel	268	918	246	203	956	194	216	972	210
Family Member Travel	278	295	82	211	303	64	224	313	70
Trans of Household Goods	325	6,148	1,998	246	6,366	1,566	262	6,500	1,703
Dislocation Allowance	198	2,616	518	150	2,687	403	160	2,794	447
Nontemporary Storage			23			18			20
Temporary Lodging Expenses	158	532	84	120	550	66	128	555	71
<b>Subtotal Officer Training Travel</b>			2,951			2,311			2,521
<b><u>Enlisted Training Travel</u></b>									
Member Travel	103	427	44	103	437	45	45	444	20
Family Member Travel	34	294	10	34	294	10	15	333	5
Trans of Household Goods	30	5,633	169	30	5,833	175	13	6,000	78
Dislocation Allowance	21	2,190	46	21	2,286	48	9	2,333	21
Nontemporary Storage			4			4			2
Temporary Lodging Expenses	17	706	12	17	706	12	8	625	5
<b>Subtotal Enlisted Training Travel</b>			285			294			131
<b>TOTAL TRAINING TRAVEL</b>			3,236			2,605			2,652

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2023 Estimate	17,763
FY 2022 Estimate	10,430
FY 2021 Actual	14,744

**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 Space 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 Space Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Space 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Operational Travel</u></b>									
Member Travel	595	1,299	773	397	1,343	533	703	1,373	965
Family Member Travel	1,100	376	414	734	391	287	1,299	398	517
Trans of Household Goods	794	9,282	7,370	530	9,604	5,090	938	9,822	9,213
Dislocation Allowance	511	2,971	1,518	341	3,053	1,041	604	3,177	1,919
Nontemporary Storage			16			11			20
Temporary Lodging Expenses	402	764	307	268	791	212	475	806	383
<b>Subtotal Officer Operational Travel</b>			10,398			7,174			13,017
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	336	1,423	478	221	1,466	324	320	1,503	481
Family Member Travel	504	292	147	331	302	100	480	308	148
Trans of Household Goods	517	5,528	2,858	340	5,721	1,945	492	5,854	2,880
Dislocation Allowance	261	1,847	482	172	1,895	326	249	1,972	491
Nontemporary Storage			1			1			1
Temporary Lodging Expenses	211	692	146	139	712	99	201	731	147
<b>Subtotal Enlisted Operational Travel</b>			4,112			2,795			4,148
Defense Personnel Property System (DPS)			135			316			386
POV Contracts			99			145			212
<b>TOTAL OPERATIONAL TRAVEL</b>			14,744			10,430			17,763

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2023 Estimate	2,145
FY 2022 Estimate	3,769
FY 2021 Actual	3,858

**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 DAF installations around the globe and are directly impacted by overseas strength requirements and the length of overseas tours for Guardians 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Rotational Travel</u></b>									
Member Travel	41	1,488	61	31	1,548	48	33	1,576	52
Family Member Travel	53	887	47	40	900	36	43	907	39
Pet Quarantine	0	0	0	0	0	0	0	0	0
Trans of Household Goods	43	15,186	653	32	15,938	510	34	16,353	556
Dislocation Allowance	37	2,027	75	28	2,107	59	30	2,133	64
Global POV	30	0	0	23	0	0	24	0	0
Nontemporary Storage			79			62			67
Temporary Lodging Expenses	23	435	10	18	444	8	19	474	9
<b>Subtotal Officer Rotational Travel</b>			925			723			787
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	240	1,446	347	241	1,498	361	105	1,533	161
Family Member Travel	210	667	140	211	692	146	92	707	65
Trans of Household Goods	228	9,158	2,088	229	9,472	2,169	100	9,660	966
Dislocation Allowance	169	1,154	195	170	1,188	202	74	1,230	91
Nontemporary Storage			120			124			55
Temporary Lodging Expenses	115	374	43	115	383	44	50	400	20
<b>Subtotal Enlisted Rotational Travel</b>			2,933			3,046			1,358
<b>TOTAL ROTATIONAL TRAVEL</b>			3,858			3,769			2,145

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2023 Estimate	6,046
FY 2022 Estimate	583
FY 2021 Actual	103

**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 Space 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for separation travel cover general separations and retirements from the Space Force. The PCS requirements for separation travel are based upon officer and enlisted losses as reflected in Space 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 and enlisted separation PCS move costs. The number of separation moves (officer and enlisted) 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Separation Travel</u></b>									
Member Travel	1	3,000	3	19	263	5	390	256	100
Family Member Travel	0	0	2	6	500	3	126	500	63
Trans of Household Goods	0	0	79	8	19,375	155	169	19,225	3,249
Nontemporary Storage			16			31			645
<b>Subtotal Officer Separation Travel</b>			100			194			4,057
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	1	0	0	92	228	21	461	234	108
Family Member Travel	0	0	0	37	243	9	184	239	44
Trans of Household Goods	1	3,000	3	58	5,741	333	291	5,852	1,703
Nontemporary Storage			0			26			134
<b>Subtotal Enlisted Separation Travel</b>			3			389			1,989
<b>TOTAL SEPARATION TRAVEL</b>			103			583			6,046

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2023 Estimate	92
FY 2022 Estimate	163
FY 2021 Actual	164

**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 Space 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 Space 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 Space 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 Space 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**

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	5	1,000	5	4	1,000	4	4	1,000	4
Family Member Travel	6	167	1	5	200	1	5	200	1
Trans of Household Goods	8	4,250	34	6	4,667	28	6	4,833	29
Dislocation Allowance	4	1,000	4	3	1,333	4	3	1,333	4
<b>Subtotal Officer Unit Travel</b>			44			37			38
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	14	786	11	14	857	12	6	833	5
Family Member Travel	21	238	5	21	238	5	9	222	2
Trans of Household Goods	22	3,909	86	22	4,091	90	9	4,333	39
Dislocation Allowance	11	1,091	12	11	1,182	13	5	1,000	5
Nontemporary Storage			1			1			1
Temporary Lodging Expenses	9	556	5	9	556	5	4	500	2
<b>Subtotal Enlisted Unit Travel</b>			120			126			54
<b>TOTAL UNIT TRAVEL</b>			164			163			92

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
<b>FY 2022 DIRECT PROGRAM</b>		<b>120</b>
<b>Pricing Increase</b>		<b>1</b>
Increase in Mass Transportation Pricing	1	
<b>Program Increase</b>		<b>886</b>
<b>Other (PGI):</b>	<b>886</b>	
Increase in Total Death Gratuities Program	500	
Increase in Unemployment Benefits Program	365	
Increase in Adoption Expenses Program	8	
Increase in Mass Transportation Program	13	
<b>Total Increases</b>		<b>887</b>
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2023 DIRECT PROGRAM</b>		<b>1,007</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2023 Estimate	500
FY 2022 Estimate	0
FY 2021 Actual	0

**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:

	<b><u>FY 2021 Actual</u></b>			<b><u>FY 2022 Estimate</u></b>			<b><u>FY 2023 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	0	200,000	0	0	0	0	2	100,000	200
Enlisted	0	100,000	0	0	0	0	3	100,000	300
<b>TOTAL</b>	0		0	0		0	5		500

(Amount in Thousands)

**PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS**

FY 2023 Estimate 365  
FY 2022 Estimate 0  
FY 2021 Actual 0

**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	0	0	0	0	0	0	70	5,214	365

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2023 Estimate 8  
FY 2022 Estimate 0  
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	0	0	0	4	2,100	8

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2023 Estimate	134
FY 2022 Estimate	120
FY 2021 Actual	29

**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 Department of the 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 FY 2023.

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

	<b>FY 2021 Actual*</b>			<b>FY 2022 Estimate*</b>			<b>FY 2023 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	8	3,240	26	32	3,330	107	36	3,360	121
Enlisted	1	3,240	3	4	3,330	13	4	3,360	13
<b>TOTAL</b>	<b>9</b>		<b>29</b>	<b>36</b>		<b>120</b>	<b>40</b>		<b>134</b>

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

**SECTION 5**

**SPECIAL ANALYSIS**

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

**FY 2021 Actual\***

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	2	2	2	2	2	2	2	2	2	2	2
O-9 Lieutenant General	0	5	5	5	4	4	4	4	5	5	6	6
O-8 Major General	0	0	0	0	0	0	0	3	3	4	3	3
O-7 Brigadier General	0	0	0	0	0	0	0	6	5	5	6	7
O-6 Colonel	0	24	25	58	61	64	68	73	91	138	150	158
O-5 Lt Colonel	0	160	175	185	198	227	232	237	260	391	470	546
O-4 Major	0	273	292	302	303	301	308	325	387	551	653	770
O-3 Captain	302	370	386	406	452	763	801	1,019	1,089	1,114	1,161	1,172
O-2 1st Lieutenant	137	196	208	212	240	420	465	544	527	524	544	589
O-1 2nd Lieutenant	207	236	239	268	280	374	382	293	292	322	420	403
Total Officers	648	1,266	1,332	1,438	1,540	2,155	2,262	2,506	2,661	3,056	3,415	3,656
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	12	14	23	31	33	34	34	34	34	34	34	34
E-8 Senior Master Sergeant	12	21	30	53	64	66	67	67	71	73	74	75
E-7 Master Sergeant	45	113	120	117	256	359	372	383	389	395	398	402
E-6 Technical Sergeant	76	169	167	169	345	458	488	498	512	517	520	525
E-5 Sergeant	77	173	174	178	414	577	602	610	615	626	649	650
E-4 Specialist 4	64	155	161	167	371	508	533	552	557	562	560	576
E-3 Specialist 3	109	144	146	147	296	377	424	437	442	423	409	409
E-2 Specialist 2	19	20	19	22	34	46	61	62	72	67	69	99
E-1 Specialist 1	1	6	12	18	24	48	106	126	145	137	131	137
Total Enlisted	415	815	852	902	1,837	2,473	2,687	2,769	2,837	2,834	2,844	2,907
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	1,063	2,081	2,184	2,340	3,377	4,628	4,949	5,275	5,498	5,890	6,259	6,563

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.



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

**FY 2022 Estimate\***

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	2	2	2	2	2	2	2	2	2	2	2
O-9 Lieutenant General	6	6	6	6	6	6	6	6	6	6	6	6
O-8 Major General	3	3	3	3	3	3	3	3	3	3	3	3
O-7 Brigadier General	7	7	8	8	7	7	7	7	7	7	7	7
O-6 Colonel	159	160	163	164	170	169	173	177	182	187	192	196
O-5 Lt Colonel	550	563	568	571	646	655	660	665	672	680	688	695
O-4 Major	782	801	820	851	846	853	861	869	899	935	969	1,011
O-3 Captain	1,159	1,185	1,173	1,164	1,182	1,182	1,166	1,253	1,287	1,297	1,333	1,382
O-2 1st Lieutenant	592	571	594	594	588	578	679	581	559	555	531	503
O-1 2nd Lieutenant	432	441	440	445	455	457	360	471	484	489	493	529
Total Officers	3,692	3,739	3,777	3,808	3,905	3,912	3,917	4,034	4,101	4,161	4,224	4,334
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	35	35	36	37	37	38	40	42	43	43	43	44
E-8 Senior Master Sergeant	80	84	85	88	81	80	82	84	88	89	91	94
E-7 Master Sergeant	409	419	424	423	426	428	432	440	448	452	459	467
E-6 Technical Sergeant	530	521	523	530	529	529	535	561	601	640	680	721
E-5 Sergeant	652	653	649	661	703	718	741	785	848	909	964	1,026
E-4 Specialist 4	593	601	615	618	599	598	601	630	668	702	737	777
E-3 Specialist 3	434	449	480	504	419	409	405	394	386	380	389	404
E-2 Specialist 2	110	127	123	114	146	145	157	187	231	242	287	304
E-1 Specialist 1	112	84	82	89	229	264	279	288	282	288	236	230
Total Enlisted	2,955	2,973	3,017	3,064	3,169	3,209	3,272	3,411	3,595	3,745	3,886	4,067
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	6,647	6,712	6,794	6,872	7,074	7,121	7,189	7,445	7,696	7,906	8,110	8,401

\*All information covered in FY21 and FY22 reflects the USSF budget within the Air Force Military Personnel appropriation.

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

**FY 2023 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	2	2	2	2	2	2	2	2	2	2	2
O-9 Lieutenant General	6	6	6	6	6	6	6	6	6	6	6	6
O-8 Major General	3	3	3	3	3	3	3	3	3	3	3	3
O-7 Brigadier General	7	7	7	7	7	7	7	7	7	7	7	7
O-6 Colonel	196	196	196	196	197	197	197	197	196	195	191	190
O-5 Lt Colonel	695	697	699	700	702	704	706	708	708	707	704	686
O-4 Major	1,019	1,029	1,038	1,047	1,059	1,071	1,083	1,094	1,103	1,108	1,112	1,088
O-3 Captain	1,361	1,364	1,340	1,316	1,310	1,326	1,308	1,387	1,386	1,356	1,314	1,290
O-2 1st Lieutenant	494	477	491	495	500	475	481	519	505	503	500	472
O-1 2nd Lieutenant	534	535	541	541	542	543	543	549	552	551	552	570
Total Officers	4,317	4,316	4,323	4,313	4,328	4,334	4,336	4,472	4,468	4,438	4,391	4,314
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	45	46	47	48	49	49	51	52	53	54	54	55
E-8 Senior Master Sergeant	95	96	96	97	98	99	101	101	102	103	104	105
E-7 Master Sergeant	466	465	464	463	462	460	463	462	461	460	458	457
E-6 Technical Sergeant	720	717	715	713	711	708	712	709	707	704	701	698
E-5 Sergeant	1,031	1,035	1,037	1,040	1,043	1,045	1,056	1,058	1,059	1,061	1,060	1,156
E-4 Specialist 4	770	762	753	744	735	725	720	723	708	697	675	706
E-3 Specialist 3	395	376	356	335	328	336	365	346	389	403	415	483
E-2 Specialist 2	319	356	391	424	439	435	419	403	350	324	303	362
E-1 Specialist 1	232	195	167	143	121	191	233	345	378	374	367	264
Total Enlisted	4,073	4,048	4,026	4,007	3,986	4,048	4,120	4,199	4,207	4,180	4,137	4,286
Total End Strength	8,390	8,364	8,349	8,320	8,314	8,382	8,456	8,671	8,675	8,618	8,528	8,600