



**AIR FORCE RESERVE
FISCAL YEAR (FY) 2024
Budget Estimates**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE**

March 2023

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Section I
Summary of Requirements

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

	FY 2022 Actuals	FY 2023 Enacted	FY 2024 Estimate
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$2,261,735	\$2,457,519	\$2,471,408
TOTAL Direct Program^{/1}	\$2,261,735	\$2,457,519	\$2,471,408
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$11,756	\$12,384	\$12,650
TOTAL Reimbursable Program	\$11,756	\$12,384	\$12,650
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$2,273,491	\$2,469,903	\$2,484,058
TOTAL Baseline Program	\$2,273,491	\$2,469,903	\$2,484,058
Medicare Eligible Retiree Health Fund Contribution	\$168,959	\$180,702	\$198,046
TOTAL RESERVE PERSONNEL PROGRAM COST	\$2,442,450	\$2,650,605	\$2,682,104
Memo Entry: Overseas Operations Costs (OOC)			
Reserve Component Training and Support	\$11,183	\$9,314	\$9,314
TOTAL OOC	\$11,183	\$9,314	\$9,314

^{/1} Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$9,314 thousands.

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

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

	FY 2022 Actuals	FY 2023 Enacted	FY 2024 Estimate
DIRECT PROGRAM¹	\$2,261,735	\$2,457,519	\$2,471,408
REIMBURSABLE PROGRAM	\$11,756	\$12,384	\$12,650
TOTAL RESERVE PERSONNEL COSTS	\$2,273,491	\$2,469,903	\$2,484,058
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$168,959	\$180,702	\$198,046
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$2,442,450	\$2,650,605	\$2,682,104
Memo Entry: Overseas Operations Costs (OOC)	\$11,183	\$9,314	\$9,314
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u> MOBILIZATION PAY AND ALLOWANCES	\$264,381	\$311,147	\$253,748
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$315,099	\$276,541	\$375,100
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	\$579,480	\$587,688	\$628,848
<u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	\$3,021,930	\$3,238,293	\$3,310,952

¹ Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$9,314 thousands.

Section II
Introduction and
Performance Measures

RESERVE PERSONNEL, AIR FORCE

The Air Force Reserve is focused on two priorities – “Ready Now” and “Transforming for the Future” to improve the capabilities of our force, increase our lethality, and enhance the quality of life of our Citizen Airmen. The Air Force Reserve has a critical role to enable the Department of the Air Force’s Operational Imperatives and implement the Nation Defense Strategy’s priorities: defending the homeland, deterring strategic attacks, deterring aggression, and building a resilient joint force. Our role has a catapulting impact for the DAF building the Air Force that the Nation needs to deter and defeat the global pacing challenge of the People’s Republic of China. To do this, the Air Force Reserve must re-balance resources to enable needed training, and re-missioning of some of our units (conversion of F-16 to F-35 and KC-135 to KC-46A; and the stand-up of MH-139 Formal Training Unit) to build readiness while maintaining unwavering support of our individual Airmen. This also means providing a fiscal strategy and financial tools for our Commanders in the field to minimize uncertainty and provide pertinent data analytics for the required decision space to prioritize and maximize every dollar spent. For our Citizen Airmen (part-time force), this delivers predictability and stability as they make family decisions to balance their availability for their civilian employment with their military requirements to stay ready for the fight.

Since the types of authorized training programs vary, the FY 2024 budget request is presented by pay category for the minimum training required by the different categories of members. The appropriation provides funds for Initial Active-Duty Training (IADT), Schools and Special tours of active-duty training required for individuals to acquire and maintain skill level proficiency and to accomplish mission assignments. This appropriation also includes funds for Reserve personnel called to full-time active duty for the administration and management of the Air Force Reserve, as well as recruiting for Air Force Reserve programs. Funds are also requested to finance the military personnel costs of students enrolled in the F. Edward Hebert Armed Forces Health Professions Scholarship Program and Financial Assistance Program.

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

The Fiscal Year 2024 request of \$2,471 million includes \$66.8 million of price growth and \$52.8 million of program decreases. Program decreases include \$40.9 million for School training, \$33.4 million Special training, offset by increases in Pay Group A, Pay Group B, Pay Group F, Mobilization, Admin and Support, TSP Matching Contributions, and the Health Professions Scholarship Program. In this current climate with recruiting and retention challenges, this budget request provides for a 5.2 percent pay raise effective 1 January 2024, increased bonuses and incentives, to support an end strength of 69,600, and average strength of 68,530. Furthermore, the Department of the Air Force is reviewing and removing barriers to service including more liberal policies of accession and offering enhanced funding opportunities to those who wish to serve.

Section 412, End Strengths for Reserves on Active Duty in Support of the Reserves, authorizes the number of Reservists to be serving on full-time active duty to 6,003. In the FY 2023 President’s Budget Request, the AFR requested our full-time active duty to 6,286, an increase of 283. The FY 2023 NDAA reduced the AGR end strength to 6,003 vice the requested 6,286. This change will require a reprogramming action in FY 2023 to restore funding to the correct appropriations for execution. In FY 2024, our AGR strength grows to 6,070, a growth of 67, to support conversions from F-16 to F-35 aircraft, standup of MH-139 Flying Training Unit, and inspections of radar/navigational aids, and cyber range enhancements. This growth is not attributed to Military Technician conversion.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2024 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air Force Reserve has decentralized programs, distributed funding to the Wings sooner and allowed them to expend more of the allocation earlier in the fiscal year. As a result of decentralizing programs, we’re seeing results in less unobligated balances and expect we will continue this downward trend of unobligated/unexpended balances in the future.

RESERVE PERSONNEL, AIR FORCE

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

EFFECTIVE 1 JANUARY EACH FISCAL YEAR

	FY 2022	FY 2023	FY 2024
Maximum Social Security Pay Base	\$147,000	\$160,200	\$165,300
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	2.70%	4.60%	5.20%
Basic Allowance for Housing	6.00%	10.70%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2022	FY 2023	FY 2024
Non-Pay Inflation	6.70%	4.50%	2.40%
Retired Pay Accrual, Part Time Personnel	25.70%	24.50%	23.10%
Retired pay Accrual, Full Time Personnel	35.10%	36.90%	30.00%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$0

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

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

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

PERFORMANCE MEASURES

	<u>FY 2022 Actual</u>	<u>FY 2023 Planned</u>	<u>FY 2024 Planned</u>
Average Strength	69,532	67,857	68,530
End Strength	68,048	68,927	69,600
Authorized End Strength	70,000	70,000	0

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. Based on the FY 2022 end strength results of 68,048 and current recruiting and retention landscape, the Air Force Reserve took a deliberate approach to right-size the force mixture to align critical skills and grades to meet new mission capabilities in support of Air Force operational Imperatives. Furthermore, Air Force Reserve will facilitate waiver approval process to tie recruiting standards of appearance, conduct and medical eligibility to potential non-prior service candidates.

Section III
SUMMARY TABLES

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,831	8,901	8,828	8,828	8,741	8,522	8,522	8,610	8,538
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	45,821	45,085	43,754	43,754	43,187	44,010	44,010	43,544	44,044
Subtotal Pay Group A	54,652	53,986	52,582	52,582	51,928	52,532	52,532	52,154	52,582
Pay Group B - Officers	4,597	4,617	4,601	4,601	4,576	4,460	4,460	4,461	4,460
Pay Group B - Enlisted	2,945	2,924	2,837	2,837	2,832	2,793	2,793	2,789	2,801
Subtotal Pay Group B	7,542	7,541	7,438	7,438	7,408	7,253	7,253	7,250	7,261
Pay Group F - Enlisted (AD Days 178)	1,662	1,295	1,231	1,231	1,167	1,490	1,490	1,315	1,740
Pay Group P - Enlisted - Paid	1,511	1,338	894	894	1,405	1,622	1,622	1,817	1,947
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	3,173	2,633	2,125	2,125	2,572	3,112	3,112	3,132	3,687
Officer Subtotal	13,428	13,518	13,429	13,429	13,317	12,982	12,982	13,071	12,998
Enlisted Subtotal	51,939	50,642	48,716	48,716	48,591	49,915	49,915	49,465	50,532
Subtotal Paid Drill/Ind Tng	65,367	64,160	62,145	62,145	61,908	62,897	62,897	62,536	63,530
<u>Full-time Active Duty</u>									
Officers	1,519	1,494	1,559	1,559	1,576	1,610	1,610	1,589	1,581
Enlisted	3,684	3,878	4,344	4,344	4,373	4,393	4,393	4,405	4,489
Subtotal Full-time	5,203	5,372	5,903	5,903	5,949	6,003	6,003	5,994	6,070
<u>Total Selected Reserve</u>									
Officers	14,947	15,012	14,988	14,988	14,893	14,592	14,592	14,660	14,579
Enlisted	55,623	54,520	53,060	53,060	52,964	54,308	54,308	53,870	55,021
Total	70,570	69,532	68,048	68,048	67,857	68,927	68,927	68,530	69,600

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Individual Ready Reserve</u>									
Officers	7,631	624	7,340	7,340	613	7,379	7,379	617	7,419
Enlisted	20,683	1,745	21,196	21,196	1,846	23,099	23,099	1,923	23,056
Total	28,314	2,369	28,536	28,536	2,459	30,478	30,478	2,540	30,475
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	31	31	31	31	31	31	31	31	31
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	31	31	31	31	31	31	31	31	31
<u>Full-time Active Duty</u>									
Officers	50	50	50	50	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Subtotal Full-time	104	104	104	104	104	104	104	104	104
<u>Total Reimb Personnel</u>									
Officers	81	81	81	81	81	81	81	81	81
Enlisted	54	54	54	54	54	54	54	54	54
Total	135	135	135	135	135	135	135	135	135

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	0	0	0	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0	0	0	0
O-6 Colonel	170	169	166	166	165	164	164	164	164
O-5 Lieutenant Colonel	610	608	647	647	654	660	660	651	650
O-4 Major	619	587	611	611	612	632	632	624	622
O-3 Captain	114	121	124	124	134	143	143	139	134
O-2 1st Lieutenant	3	5	7	7	7	7	7	7	7
O-1 2nd Lieutenant	3	4	4	4	4	4	4	4	4
Total Officers	1,519	1,494	1,559	1,559	1,576	1,610	1,610	1,589	1,581
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	196	201	204	204	203	201	201	201	201
E-8 Senior Master Sergeant	528	546	563	563	538	512	512	536	559
E-7 Master Sergeant	1,369	1,445	1,635	1,635	1,656	1,673	1,673	1,660	1,688
E-6 Technical Sergeant	930	943	1,054	1,054	1,076	1,097	1,097	1,088	1,112
E-5 Staff Sergeant	561	614	733	733	746	758	758	765	771
E-4 Senior Airman	97	124	150	150	149	147	147	150	153
E-3 Airman First Class	3	4	4	4	4	4	4	4	4
E-2 Airman	0	1	1	1	1	1	1	1	1
E-1 Airman Basic	0	0	0	0	0	0	0	0	0
Total Enlisted	3,684	3,878	4,344	4,344	4,373	4,393	4,393	4,405	4,489
Total Personnel on Active Duty	5,203	5,372	5,903	5,903	5,949	6,003	6,003	5,994	6,070

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

FY 2022 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2021	8,831	45,821	54,652	4,597	2,945	7,542	1,662	1,511	0	65,367	1,519	3,684	5,203	70,570
October	8,867	45,797	54,664	4,604	2,956	7,560	1,462	1,659	0	65,345	1,514	3,750	5,264	70,609
November	8,902	45,755	54,657	4,630	2,961	7,591	1,210	1,773	0	65,231	1,503	3,789	5,292	70,523
December	8,885	45,689	54,574	4,638	2,963	7,601	1,017	1,850	0	65,042	1,493	3,806	5,299	70,341
January	8,917	45,691	54,608	4,639	2,965	7,604	1,070	1,662	0	64,944	1,485	3,785	5,270	70,214
February	8,921	45,509	54,430	4,651	2,971	7,622	1,171	1,481	0	64,704	1,474	3,793	5,267	69,971
March	8,977	45,248	54,225	4,633	2,951	7,584	1,336	1,255	0	64,400	1,474	3,823	5,297	69,697
April	8,930	45,025	53,955	4,637	2,918	7,555	1,369	1,148	0	64,027	1,483	3,848	5,331	69,358
May	8,906	44,773	53,679	4,613	2,895	7,508	1,364	1,100	0	63,651	1,482	3,887	5,369	69,020
June	8,907	44,424	53,331	4,575	2,880	7,455	1,399	1,009	0	63,194	1,482	3,939	5,421	68,615
July	8,876	44,228	53,104	4,593	2,869	7,462	1,362	1,011	0	62,939	1,497	3,990	5,487	68,426
August	8,893	44,097	52,990	4,592	2,862	7,454	1,337	908	0	62,689	1,502	4,113	5,615	68,304
September 30, 2022	8,828	43,754	52,582	4,601	2,837	7,438	1,231	894	0	62,145	1,559	4,344	5,903	68,048
Average	8,901	45,085	53,986	4,617	2,924	7,541	1,295	1,338	0	64,160	1,494	3,878	5,372	69,532

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

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
58	0	58	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2023 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2022	8,828	43,754	52,582	4,601	2,837	7,438	1,231	894	0	62,145	1,559	4,344	5,903	68,048
October	8,836	43,534	52,370	4,600	2,823	7,423	1,125	959	0	61,877	1,542	4,330	5,872	67,749
November	8,801	43,370	52,171	4,620	2,822	7,442	1,000	1,089	0	61,702	1,534	4,316	5,850	67,552
December	8,809	43,110	51,919	4,607	2,833	7,440	903	1,175	0	61,437	1,531	4,305	5,836	67,273
January	8,809	42,974	51,783	4,625	2,832	7,457	889	1,173	0	61,302	1,538	4,396	5,934	67,236
February	8,716	42,855	51,571	4,563	2,835	7,398	1,104	1,475	0	61,548	1,587	4,390	5,977	67,525
March	8,713	42,809	51,522	4,623	2,829	7,452	1,178	1,601	0	61,753	1,596	4,388	5,984	67,737
April	8,726	42,882	51,608	4,573	2,853	7,426	1,196	1,613	0	61,843	1,593	4,392	5,985	67,828
May	8,720	42,922	51,642	4,564	2,847	7,411	1,236	1,653	0	61,942	1,601	4,387	5,988	67,930
June	8,707	43,087	51,794	4,550	2,841	7,391	1,276	1,641	0	62,102	1,608	4,397	6,005	68,107
July	8,691	43,242	51,933	4,543	2,835	7,378	1,338	1,613	0	62,262	1,604	4,402	6,006	68,268
August	8,684	43,581	52,265	4,510	2,824	7,334	1,395	1,610	0	62,604	1,599	4,404	6,003	68,607
September 30, 2023	8,522	44,010	52,532	4,460	2,793	7,253	1,490	1,622	0	62,897	1,610	4,393	6,003	68,927
Average	8,741	43,187	51,928	4,576	2,832	7,408	1,167	1,405	0	61,908	1,576	4,373	5,949	67,857

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

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

FY 2024 Strength by Month

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
September 30, 2023	8,522	44,010	52,532	4,460	2,793	7,253	1,490	1,622	0	62,897	1,610	4,393	6,003	68,927
October	8,568	43,811	52,379	4,463	2,826	7,289	1,290	1,613	0	62,571	1,573	4,333	5,906	68,477
November	8,592	43,738	52,330	4,461	2,812	7,273	1,090	1,657	0	62,350	1,574	4,330	5,904	68,254
December	8,609	43,552	52,161	4,459	2,787	7,246	1,001	1,739	0	62,147	1,579	4,320	5,899	68,046
January	8,621	43,442	52,063	4,463	2,773	7,236	1,032	1,745	0	62,076	1,585	4,377	5,962	68,038
February	8,620	43,470	52,090	4,465	2,776	7,241	1,025	1,834	0	62,190	1,590	4,372	5,962	68,152
March	8,628	43,421	52,049	4,462	2,778	7,240	1,160	1,838	0	62,287	1,596	4,391	5,987	68,274
April	8,630	43,475	52,105	4,469	2,782	7,251	1,368	1,878	0	62,602	1,603	4,419	6,022	68,624
May	8,624	43,363	51,987	4,464	2,781	7,245	1,395	1,910	0	62,537	1,607	4,457	6,064	68,601
June	8,628	43,286	51,914	4,458	2,777	7,235	1,498	1,934	0	62,581	1,582	4,465	6,047	68,628
July	8,631	43,353	51,984	4,449	2,783	7,232	1,610	1,932	0	62,758	1,589	4,473	6,062	68,820
August	8,634	43,586	52,220	4,456	2,794	7,250	1,692	1,937	0	63,099	1,594	4,481	6,075	69,174
September 30, 2024	8,538	44,044	52,582	4,460	2,801	7,261	1,740	1,947	0	63,530	1,581	4,489	6,070	69,600
Average	8,610	43,544	52,154	4,461	2,789	7,250	1,315	1,817	0	62,536	1,589	4,405	5,994	68,530

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

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

	<u>OFFICERS</u>		
	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
BEGINNING STRENGTH	14,947	14,988	14,592
<u>GAINS</u>			
Non-Prior Service Personnel	41	15	16
Male	33	11	12
Female	8	4	4
Prior Service Personnel	1,606	1,295	1,588
Civilian Life	43	15	16
Active Component	663	501	600
Enlisted Commissioning Programs	287	261	315
Other Reserve Status/Component	145	146	252
All Other	468	372	389
Full-Time Active Duty	0	0	16
TOTAL GAINS	1,647	1,310	1,604
<u>LOSSES</u>			
Civilian Life	88	68	74
Active Component	20	69	70
Retired Reserves	801	735	600
Other Reserve Status/Component	320	389	400
All Other	377	445	473
TOTAL LOSSES	1,606	1,706	1,617
END STRENGTH	14,988	14,592	14,579

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

	<u>ENLISTED</u>		
	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
BEGINNING STRENGTH	55,623	53,060	54,308
<u>GAINS</u>			
Non-Prior Service Personnel	2,014	3,600	3,190
Male	1,249	2,245	1,942
Female	765	1,355	1,248
Prior Service Personnel	3,100	4,426	4,219
Civilian Life	582	932	869
Active Component	1,153	1,320	1,236
Other Reserve Status/Component	240	388	362
All Other	1,125	1,786	1,752
TOTAL GAINS	5,114	8,026	7,409
<u>LOSSES</u>			
Active Component	55	61	58
To Officer Status	247	231	205
Retired Reserves	1,949	1,543	1,506
Other Reserve Status/Component	460	421	442
All Other	2,581	2,331	2,322
TOTAL LOSSES	5,292	4,587	4,533
END STRENGTH	53,060	54,308	55,021

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$44,772	\$115,036	\$159,808	\$46,117	\$117,207	\$163,324	\$47,255	\$122,896	\$170,151
Inactive Duty Training									
Unit Training Assemblies	\$122,824	\$279,691	\$402,515	\$143,356	\$274,734	\$418,090	\$146,257	\$287,784	\$434,041
Flight Training	\$33,127	\$6,786	\$39,913	\$32,862	\$6,735	\$39,597	\$33,615	\$7,052	\$40,667
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,109	\$4,531	\$9,640	\$5,559	\$4,843	\$10,402	\$5,686	\$5,074	\$10,760
Military Funeral Honors	\$11	\$63	\$74	\$11	\$57	\$68	\$10	\$59	\$69
Clothing	\$1,375	\$16,718	\$18,093	\$1,408	\$12,198	\$13,606	\$1,419	\$12,491	\$13,910
Subsistence of Enlisted Personnel	\$0	\$1,315	\$1,315	\$0	\$1,390	\$1,390	\$0	\$1,476	\$1,476
Travel	\$16,070	\$65,694	\$81,764	\$16,624	\$67,364	\$83,988	\$16,768	\$69,500	\$86,268
TOTAL DIRECT OBLIGATIONS	\$223,288	\$489,834	\$713,122	\$245,937	\$484,528	\$730,465	\$251,010	\$506,332	\$757,342
<u>PAY GROUP B</u>									
Active Duty Training	\$26,488	\$6,749	\$33,237	\$27,304	\$6,797	\$34,101	\$27,662	\$6,962	\$34,624
Inactive Duty Training	\$46,591	\$12,273	\$58,864	\$50,661	\$14,071	\$64,732	\$51,265	\$14,354	\$65,619
Clothing	\$0	\$70	\$70	\$8	\$1,006	\$1,014	\$8	\$1,124	\$1,132
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$7,720	\$3,858	\$11,578	\$7,999	\$3,908	\$11,907	\$7,992	\$3,942	\$11,934
TOTAL DIRECT OBLIGATIONS	\$80,799	\$22,950	\$103,749	\$85,972	\$25,782	\$111,754	\$86,927	\$26,382	\$113,309
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$47,117	\$47,117	\$0	\$44,245	\$44,245	\$0	\$51,918	\$51,918
Clothing	\$0	\$4,800	\$4,800	\$0	\$4,520	\$4,520	\$0	\$5,215	\$5,215
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$3,113	\$3,113	\$0	\$2,931	\$2,931	\$0	\$3,382	\$3,382
TOTAL DIRECT OBLIGATIONS	\$0	\$55,030	\$55,030	\$0	\$51,696	\$51,696	\$0	\$60,515	\$60,515
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$3,519	\$3,519	\$0	\$3,834	\$3,834	\$0	\$5,146	\$5,146
TOTAL DIRECT OBLIGATIONS	\$0	\$3,519	\$3,519	\$0	\$3,834	\$3,834	\$0	\$5,146	\$5,146
TOTAL UNIT AND INDIVIDUAL TRAINING	\$304,087	\$571,333	\$875,420	\$331,909	\$565,840	\$897,749	\$337,937	\$598,375	\$936,312

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$0	\$15	\$15	\$99	\$471	\$570	\$101	\$478	\$579
IRR Readiness Training	\$0	\$0	\$0	\$0	\$0	\$0	\$15	\$175	\$190
TOTAL DIRECT OBLIGATIONS	\$0	\$15	\$15	\$99	\$471	\$570	\$116	\$653	\$769
<u>SCHOOL TRAINING</u>									
Career Development Training	\$18,913	\$16,059	\$34,972	\$22,763	\$18,860	\$41,623	\$19,091	\$16,175	\$35,266
Initial Skill Acquisition Training	\$6,181	\$37,660	\$43,841	\$7,451	\$44,274	\$51,725	\$6,254	\$37,985	\$44,239
Officer Training School	\$1,894	\$4,468	\$6,362	\$2,284	\$5,251	\$7,535	\$1,918	\$4,504	\$6,422
Recruiter Training	\$0	\$212	\$212	\$0	\$249	\$249	\$0	\$214	\$214
Refresher & Proficiency Training	\$13,475	\$7,642	\$21,117	\$16,233	\$8,975	\$25,208	\$13,620	\$7,696	\$21,316
Undergraduate Pilot/Nav Training	\$50,345	\$31,152	\$81,497	\$60,645	\$36,632	\$97,277	\$50,880	\$31,435	\$82,315
Unit Conversion Training	\$4,766	\$3,805	\$8,571	\$4,876	\$3,803	\$8,679	\$4,980	\$3,973	\$8,953
TOTAL DIRECT OBLIGATIONS	\$95,574	\$100,998	\$196,572	\$114,252	\$118,044	\$232,296	\$96,743	\$101,982	\$198,725
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$6,051	\$3,715	\$9,766	\$6,616	\$3,944	\$10,560	\$6,028	\$3,667	\$9,695
Competitive Events	\$129	\$0	\$129	\$142	\$0	\$142	\$128	\$0	\$128
Exercises	\$2,796	\$1,426	\$4,222	\$3,060	\$1,515	\$4,575	\$2,790	\$1,409	\$4,199
Management Support	\$63,520	\$193,778	\$257,298	\$69,571	\$206,347	\$275,918	\$63,440	\$192,101	\$255,541
Operational Training	\$3,637	\$40,662	\$44,299	\$3,992	\$43,417	\$47,409	\$3,645	\$40,468	\$44,113
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$4,259	\$3,773	\$8,032	\$4,327	\$3,719	\$8,046	\$4,407	\$3,863	\$8,270
Unit Conversion Training	\$246	\$1,517	\$1,763	\$250	\$1,502	\$1,752	\$254	\$1,563	\$1,817
Drug Interdiction Activity	\$1,134	\$2,822	\$3,956	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$6,609	\$4,574	\$11,183	\$5,505	\$3,810	\$9,315	\$5,505	\$3,810	\$9,315
TOTAL DIRECT OBLIGATIONS	\$88,381	\$252,267	\$340,648	\$93,463	\$264,254	\$357,717	\$86,197	\$246,881	\$333,078

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$300,319	\$411,193	\$711,512	\$334,436	\$488,076	\$822,512	\$341,490	\$499,931	\$841,421
Basic Needs Allowance	\$0	\$0	\$0	\$0	\$8	\$8	\$0	\$8	\$8
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$2,766	\$5,928	\$8,694	\$2,890	\$6,195	\$9,085	\$2,960	\$6,343	\$9,303
Death Gratuities	\$0	\$290	\$290	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$731	\$0	\$731	\$1,193	\$0	\$1,193	\$1,250	\$0	\$1,250
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$43	\$93	\$135	\$60	\$125	\$185	\$60	\$126	\$186
Reserve Incentive	\$18,856	\$20,977	\$39,833	\$23,668	\$21,412	\$45,080	\$28,582	\$21,502	\$50,084
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$146	\$189	\$335	\$227	\$232	\$459	\$264	\$264	\$528
TOTAL DIRECT OBLIGATIONS	\$322,860	\$438,670	\$761,530	\$362,574	\$516,147	\$878,721	\$374,706	\$528,274	\$902,980
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$2,528	\$6,272	\$8,800	\$3,371	\$9,749	\$13,119	\$3,799	\$11,935	\$15,734
TOTAL DIRECT OBLIGATIONS	\$2,528	\$6,272	\$8,800	\$3,371	\$9,749	\$13,119	\$3,799	\$11,935	\$15,734
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tuition Assistance	\$0	\$14,200	\$14,200	\$750	\$7,250	\$8,000	\$750	\$7,250	\$8,000
Kicker Program	\$0	\$2,668	\$2,668	\$0	\$3,700	\$3,700	\$0	\$2,404	\$2,404
Amortization (Chap.1606) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Educational Assistance (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Amortization (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Normal Cost Enhanced Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$16,868	\$16,868	\$750	\$10,951	\$11,701	\$750	\$9,654	\$10,404
TOTAL RESERVE PERSONNEL TRAINING	509,343	815,090	1,324,433	574,508	919,616	1,494,124	562,311	899,379	1,461,690

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$36,083	\$0	\$36,083	\$37,760	\$0	\$37,760	\$42,907	\$0	\$42,907
Pay and Allowances, Active Duty for Training	\$15,877	\$0	\$15,877	\$16,770	\$0	\$16,770	\$18,934	\$0	\$18,934
Uniform Allowance	\$180	\$0	\$180	\$180	\$0	\$180	\$180	\$0	\$180
Travel	\$5,097	\$0	\$5,097	\$5,326	\$0	\$5,326	\$5,454	\$0	\$5,454
Critical Skills Accession Bonus	\$3,660	\$0	\$3,660	\$4,480	\$0	\$4,480	\$4,960	\$0	\$4,960
TOTAL DIRECT OBLIGATIONS	\$60,897	\$0	\$60,897	\$64,516	\$0	\$64,516	\$72,435	\$0	\$72,435
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$713	\$0	\$713	\$622	\$0	\$622	\$477	\$0	\$477
Financial Assistance Grant	\$208	\$0	\$208	\$450	\$0	\$450	\$450	\$0	\$450
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$64	\$0	\$64	\$58	\$0	\$58	\$44	\$0	\$44
TOTAL DIRECT OBLIGATIONS	\$985	\$0	\$985	\$1,130	\$0	\$1,130	\$971	\$0	\$971
TOTAL OTHER TRAINING AND SUPPORT	\$571,225	\$815,090	\$1,386,315	\$640,154	\$919,616	\$1,559,770	\$635,717	\$899,379	\$1,535,096
TOTAL DIRECT PROGRAM	\$875,312	\$1,386,423	\$2,261,735	\$972,063	\$1,485,456	\$2,457,519	\$973,654	\$1,497,754	\$2,471,408

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2023 (\$ in Thousands)**

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS /1	(ASSET) / SHORTFALL	FY23 COLUMN OF THE FY24 PRES BUDGET
<u>PAY GROUP A</u>								
Active Duty Training	\$168,254	(\$8,688)	\$159,566	\$3,758	\$163,324	\$0	\$0	\$163,324
Inactive Duty Training								
Unit Training Assemblies	\$440,489	\$0	\$440,489	(\$22,399)	\$418,090	\$0	\$0	\$418,090
Flight Training	\$40,672	\$0	\$40,672	(\$1,075)	\$39,597	\$0	\$0	\$39,597
Readiness Management Periods	\$10,378	\$0	\$10,378	\$24	\$10,402	\$0	\$0	\$10,402
Military Funeral Honors	\$66	\$0	\$66	\$2	\$68	\$0	\$0	\$68
Clothing	\$9,429	\$0	\$9,429	\$4,177	\$13,606	\$0	\$0	\$13,606
Subsistence of Enlisted Personnel	\$1,832	\$0	\$1,832	(\$442)	\$1,390	\$0	\$0	\$1,390
Travel	\$73,291	\$0	\$73,291	\$10,697	\$83,988	\$0	\$0	\$83,988
TOTAL Direct Obligations	\$744,411	(\$8,688)	\$735,723	(\$5,258)	\$730,465	\$0	\$0	\$730,465
<u>PAY GROUP B</u>								
Active Duty Training	\$30,705	\$208	\$30,913	\$3,188	\$34,101	\$0	\$0	\$34,101
Inactive Duty Training	\$66,387	\$0	\$66,387	(\$1,655)	\$64,732	\$0	\$0	\$64,732
Clothing	\$1,323	\$0	\$1,323	(\$309)	\$1,014	\$0	\$0	\$1,014
Travel	\$8,939	\$0	\$8,939	\$2,968	\$11,907	\$0	\$0	\$11,907
TOTAL Direct Obligations	\$107,354	\$208	\$107,562	\$4,192	\$111,754	\$0	\$0	\$111,754
<u>PAY GROUP F</u>								
Active Duty Training	\$63,038	(\$9,071)	\$53,967	(\$9,722)	\$44,245	\$0	\$0	\$44,245
Clothing	\$5,062	\$0	\$5,062	(\$542)	\$4,520	\$0	\$0	\$4,520
Travel	\$4,081	\$0	\$4,081	(\$1,150)	\$2,931	\$0	\$0	\$2,931
TOTAL Direct Obligations	\$72,181	(\$9,071)	\$63,110	(\$11,414)	\$51,696	\$0	\$0	\$51,696
<u>PAY GROUP P</u>								
Inactive Duty Training	\$5,194	(\$2,038)	\$3,156	\$678	\$3,834	\$0	\$0	\$3,834
TOTAL Direct Obligations	\$5,194	(\$2,038)	\$3,156	\$678	\$3,834	\$0	\$0	\$3,834

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2023 (\$ in Thousands)**

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS /1	(ASSET) / SHORTFALL	FY23 COLUMN OF THE FY24 PRES BUDGET
<u>MOBILIZATION TRAINING</u>								
IRR Muster/Screening	\$570	\$0	\$570	\$0	\$570	\$0	\$0	\$570
TOTAL Direct Obligations	\$570	\$0	\$570	\$0	\$570	\$0	\$0	\$570
<u>SCHOOL TRAINING</u>								
Career Development Training	\$38,631	(\$9,713)	\$28,918	\$12,705	\$41,623	\$0	\$0	\$41,623
Initial Skill Acquisition Training	\$49,492	\$0	\$49,492	\$2,233	\$51,725	\$0	\$0	\$51,725
Officer Training School	\$6,612	\$0	\$6,612	\$923	\$7,535	\$0	\$0	\$7,535
Recruiter Training	\$262	\$0	\$262	(\$13)	\$249	\$0	\$0	\$249
Refresher & Proficiency Training	\$22,307	\$0	\$22,307	\$2,901	\$25,208	\$0	\$0	\$25,208
Undergraduate Pilot/Nav Training	\$92,540	\$0	\$92,540	\$4,737	\$97,277	\$0	\$0	\$97,277
Unit Conversion Training	\$11,887	\$0	\$11,887	(\$3,208)	\$8,679	\$0	\$0	\$8,679
TOTAL Direct Obligations	\$221,731	(\$9,713)	\$212,018	\$20,278	\$232,296	\$0	\$0	\$232,296
<u>SPECIAL TRAINING</u>								
Command & Staff Supervision	\$9,486	(\$1,381)	\$8,105	\$2,455	\$10,560	\$0	\$0	\$10,560
Competitive Events	\$46	\$0	\$46	\$96	\$142	\$0	\$0	\$142
Exercises	\$4,363	\$0	\$4,363	\$212	\$4,575	\$0	\$0	\$4,575
Management Support	\$257,763	\$0	\$257,763	\$18,155	\$275,918	\$0	\$0	\$275,918
Operational Training	\$63,255	\$0	\$63,255	(\$15,846)	\$47,409	\$0	\$0	\$47,409
Service Mission/Mission Support	\$6,731	\$0	\$6,731	\$1,315	\$8,046	\$0	\$0	\$8,046
Unit Conversion Training	\$467	\$0	\$467	\$1,285	\$1,752	\$0	\$0	\$1,752
Yellow Ribbon	\$9,314	\$0	\$9,314	\$1	\$9,315	\$0	\$0	\$9,315
TOTAL Direct Obligations	\$351,425	(\$1,381)	\$350,044	\$7,673	\$357,717	\$0	\$0	\$357,717
<u>ADMINISTRATION AND SUPPORT</u>								
Full Time Pay and Allowances	\$866,322	(\$31,165)	\$835,157	(\$12,645)	\$822,512	\$0	\$0	\$822,512
Basic Needs	\$8	\$0	\$8	\$0	\$8	\$0	\$0	\$8
Travel/PCS	\$10,251	\$0	\$10,251	(\$1,166)	\$9,085	\$0	\$0	\$9,085
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$0	\$200
Health Profession Stipend	\$1,193	\$0	\$1,193	(\$0)	\$1,193	\$0	\$0	\$1,193
Disability & Hospitalization	\$228	\$0	\$228	(\$43)	\$185	\$0	\$0	\$185
Reserve Incentive	\$49,735	\$0	\$49,735	(\$4,656)	\$45,080	\$0	\$0	\$45,080
Continuation Pay	\$441	\$0	\$441	\$18	\$459	\$0	\$0	\$459
TOTAL Direct Obligations	\$928,379	(\$31,165)	\$897,214	(\$18,492)	\$878,721	\$0	\$0	\$878,721

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2023 (\$ in Thousands)**

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS /1	(ASSET) / SHORTFALL	FY23 COLUMN OF THE FY24 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>								
TSP Matching Contributions	\$10,621	\$0	\$10,621	\$2,498	\$13,119	\$0	\$0	\$13,119
TOTAL Direct Obligations	\$10,621	\$0	\$10,621	\$2,498	\$13,119	\$0	\$0	\$13,119
<u>EDUCATION BENEFITS</u>								
Tuition Assistance	\$7,250	\$0	\$7,250	\$750	\$8,000	\$0	\$0	\$8,000
Kicker Program	\$3,700	\$0	\$3,700	\$0	\$3,700	\$0	\$0	\$3,700
TOTAL Direct Obligations	\$10,950	\$0	\$10,950	\$750	\$11,701	\$0	\$0	\$11,701
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>								
Stipend	\$41,021	\$184	\$41,205	(\$3,445)	\$37,760	\$0	\$0	\$37,760
Pay and Allowances, Active Duty for Training	\$14,424	\$0	\$14,424	\$2,346	\$16,770	\$0	\$0	\$16,770
Uniform Allowance	\$168	\$0	\$168	\$12	\$180	\$0	\$0	\$180
Travel	\$3,117	\$0	\$3,117	\$2,209	\$5,326	\$0	\$0	\$5,326
Critical Skills Accession Bonus HPSP	\$5,400	\$0	\$5,400	(\$920)	\$4,480	\$0	\$0	\$4,480
TOTAL Direct Obligations	\$64,130	\$184	\$64,314	\$202	\$64,516	\$0	\$0	\$64,516
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>								
Stipend	\$1,336	(\$695)	\$641	(\$19)	\$622	\$0	\$0	\$622
Financial Assistance Grant	\$1,350	\$0	\$1,350	(\$900)	\$450	\$0	\$0	\$450
Pay and Allowances, Active Duty for Training	\$246	\$0	\$246	(\$188)	\$58	\$0	\$0	\$58
TOTAL Direct Obligations	\$2,932	(\$695)	\$2,237	(\$1,107)	\$1,130	\$0	\$0	\$1,130
Total Reserve Comp.Training/Support Direct Program	\$2,519,878	(\$62,359)	\$2,457,519	\$0	\$2,457,519	\$0	\$0	\$2,457,519

/1 The FY 2023 NDAA authorized Air Force Reserve Active, Guard, Reserve (AGR) end strength at 6,003 vice the requested 6,286. A reprogramming action is currently being formulated to transfer the funding from the Reserve Personnel, Air Force appropriation to the Operation and Maintenance account.

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

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$143,767	\$36,948	\$146,912	\$35,993	\$152,028	\$35,118
Enlisted	\$283,460	\$72,847	\$281,897	\$69,057	\$298,582	\$68,965
Subtotal	\$427,227	\$109,795	\$428,809	\$105,050	\$450,610	\$104,083
<u>Pay Group B</u>						
Officers	\$49,887	\$12,821	\$51,487	\$12,614	\$52,709	\$12,176
Enlisted	\$13,109	\$3,369	\$13,222	\$3,239	\$13,676	\$3,159
Subtotal	\$62,996	\$16,190	\$64,709	\$15,854	\$66,385	\$15,335
<u>Pay Group F</u>						
Enlisted	\$28,043	\$7,207	\$26,312	\$6,446	\$31,143	\$7,194
Subtotal	\$28,043	\$7,207	\$26,312	\$6,446	\$31,143	\$7,194
<u>Pay Group P</u>						
Enlisted	\$2,451	\$630	\$2,680	\$657	\$3,641	\$841
Subtotal	\$2,451	\$630	\$2,680	\$657	\$3,641	\$841
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
<u>School Training</u>						
Officers	\$42,646	\$10,960	\$50,873	\$12,465	\$43,628	\$10,078
Enlisted	\$36,864	\$9,474	\$42,912	\$10,513	\$37,582	\$8,681
Subtotal	\$79,510	\$20,434	\$93,785	\$22,978	\$81,210	\$18,759
<u>Special Training</u>						
Officers	\$41,946	\$10,780	\$44,947	\$11,032	\$41,999	\$9,745
Enlisted	\$102,735	\$26,403	\$108,340	\$26,565	\$103,077	\$23,858
Subtotal	\$144,681	\$37,183	\$153,286	\$37,598	\$145,076	\$33,603

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

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Administration and Support - Full Time</u>						
Officers	\$132,877	\$46,640	\$145,480	\$53,682	\$153,782	\$46,135
Enlisted	\$177,991	\$62,475	\$206,562	\$76,221	\$218,162	\$65,448
Subtotal	\$310,869	\$109,115	\$352,042	\$129,904	\$371,944	\$111,583
<u>Health Professions Scholarship</u>						
Officers	\$9,218	\$2,369	\$9,727	\$2,383	\$11,081	\$2,560
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$9,218	\$2,369	\$9,727	\$2,383	\$11,081	\$2,560
<u>Medical Financial Assistance Program</u>						
Officers	\$44	\$11	\$40	\$10	\$30	\$7
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$44	\$11	\$40	\$10	\$30	\$7
<u>Total Direct Program</u>						
Officers	\$420,385	\$120,529	\$449,465	\$128,179	\$455,258	\$115,819
Enlisted	\$644,654	\$182,405	\$681,926	\$192,700	\$705,863	\$178,147
Total	\$1,065,039	\$302,934	\$1,131,391	\$320,879	\$1,161,121	\$293,965
<u>Reimbursable Program</u>						
Officers	\$5,305	\$1,832	\$5,588	\$2,020	\$5,708	\$1,689
Enlisted	\$1,827	\$641	\$1,924	\$710	\$1,966	\$590
Total	\$7,132	\$2,473	\$7,513	\$2,730	\$7,674	\$2,278
<u>Total Program</u>						
Officer	\$425,689	\$122,361	\$455,053	\$130,199	\$460,966	\$117,508
Enlisted	\$646,481	\$183,046	\$683,850	\$193,410	\$707,829	\$178,736
Total	\$1,072,170	\$305,407	\$1,138,903	\$323,609	\$1,168,794	\$296,244

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<u>Pay Group A</u>			
Officers	\$4,277	\$4,645	\$4,842
Enlisted	\$12,707	\$13,631	\$14,545
Subtotal	\$16,984	\$18,276	\$19,387
<u>Pay Group B</u>			
Officers	\$2,737	\$2,971	\$3,064
Enlisted	\$718	\$762	\$794
Subtotal	\$3,455	\$3,733	\$3,858
<u>Pay Group F</u>			
Enlisted	\$7,049	\$6,957	\$8,295
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0
<u>School Training</u>			
Officers	\$11,593	\$14,563	\$12,563
Enlisted	\$13,765	\$16,854	\$14,869
Subtotal	\$25,358	\$31,417	\$27,432
<u>Special Training</u>			
Officers	\$8,194	\$9,137	\$8,599
Enlisted	\$31,900	\$35,358	\$33,866
Subtotal	\$40,094	\$44,495	\$42,465

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<u>Administration and Support</u>			
Officers	\$43,203	\$49,754	\$52,981
Enlisted	\$91,693	\$111,930	\$119,087
Subtotal	\$134,896	\$161,683	\$172,068
<u>Other</u>			
Health Professions Scholarship	\$2,340	\$2,597	\$2,981
<u>Total Direct Program</u>			
Officers	\$72,344	\$83,666	\$85,029
Enlisted	\$157,832	\$185,492	\$191,456
Total	\$230,176	\$269,159	\$276,486

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<u>Pay Group A</u>			
Officers	\$16,070	\$16,623	\$16,768
Enlisted	\$65,694	\$67,364	\$69,500
Subtotal	\$81,764	\$83,987	\$86,268
<u>Pay Group B</u>			
Officers	\$7,720	\$7,999	\$7,992
Enlisted	\$3,858	\$3,908	\$3,942
Subtotal	\$11,578	\$11,907	\$11,934
<u>Pay Group F</u>			
Enlisted	\$3,113	\$2,931	\$3,382
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$0	\$15
Enlisted	\$0	\$0	\$175
Subtotal	\$0	\$0	\$190
<u>School Training</u>			
Officers	\$15,713	\$18,812	\$15,726
Enlisted	\$29,832	\$34,851	\$29,754
Subtotal	\$45,545	\$53,664	\$45,480
<u>Special Training</u>			
Officers	\$14,148	\$14,072	\$12,763
Enlisted	\$58,863	\$59,783	\$54,144
Subtotal	\$73,011	\$73,854	\$66,907

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<u>Administration and Support</u>			
Officers	\$2,766	\$2,890	\$2,960
Enlisted	\$5,928	\$6,195	\$6,343
Subtotal	\$8,694	\$9,085	\$9,303
<u>Other</u>			
Health Professions Scholarship (Officers)	\$5,097	\$5,326	\$5,454
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$5,097	\$5,326	\$5,454
<u>Total Direct Program</u>			
Officers	\$61,514	\$65,723	\$61,679
Enlisted	\$167,288	\$175,032	\$167,239
Total	\$228,802	\$240,755	\$228,918

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

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$888	\$0	\$966	\$0	\$1,002	\$0
Enlisted	\$6,775	\$1,315	\$7,281	\$1,390	\$7,734	\$1,476
Subtotal	\$7,663		\$8,247		\$8,736	
<u>Pay Group B</u>						
Officers	\$436	\$0	\$474	\$0	\$487	\$0
Enlisted	\$295	\$0	\$314	\$0	\$326	\$0
Subtotal	\$731		\$788		\$812	
<u>Pay Group F</u>						
Enlisted	\$486	\$0	\$480	\$0	\$570	\$0
<u>Pay Group P</u>						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0		\$0		\$0	
<u>School Training</u>						
Officers	\$2,156	\$0	\$2,322	\$0	\$2,408	\$0
Enlisted	\$4,336	\$0	\$4,551	\$0	\$4,832	\$0
Subtotal	\$6,493		\$6,873		\$7,241	
<u>Special Training</u>						
Officers	\$1,388	\$0	\$1,446	\$0	\$1,498	\$0
Enlisted	\$11,606	\$0	\$11,994	\$0	\$12,719	\$0
Subtotal	\$12,994		\$13,440		\$14,218	

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

Administration and Support

Officers	\$4,962	\$0	\$5,746	\$0	\$6,095	\$0
Enlisted	\$18,701	\$0	\$23,151	\$0	\$24,532	\$0
Subtotal	\$23,663		\$28,897		\$30,627	

Other

Health Professions Scholarship	\$640	\$0	\$712	\$0	\$814	\$0
Financial Assistance Program	\$3	\$0	\$3	\$0	\$2	\$0
Other Subtotal	\$643		\$715		\$816	

Direct Program

Officers	\$9,830	\$0	\$10,953	\$0	\$11,490	\$0
Enlisted	\$42,199	\$1,315	\$47,771	\$1,390	\$50,714	\$1,476
Other	\$643	\$0	\$715	\$0	\$816	\$0
Program Total	\$52,673	\$1,315	\$59,439	\$1,390	\$63,020	\$1,476

Reimbursable Program

Reimbursable Officers	\$140	\$0	\$148	\$0	\$151	\$0
Reimbursable Enlisted	\$127	\$0	\$133	\$0	\$136	\$0
Reimbursable Subtotal	\$267	\$0	\$281	\$0	\$287	\$0

Total Program

Officers	\$9,970	\$0	\$11,101	\$0	\$11,641	\$0
Enlisted	\$42,326	\$1,315	\$47,905	\$1,390	\$50,850	\$1,476
Other	\$643	\$0	\$715	\$0	\$816	\$0

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

	BA	AMOUNT
FY 2023 Direct Program	\$2,457,519	\$2,457,519
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	44,517	\$44,517
Pay Group A	17,171	
Pay Group B	2,530	
Pay Group F	1,187	
Pay Group P	139	
School	3,199	
Special	5,691	
Admin & Support	14,176	
Health Professions Scholarship	422	
Medical Financial Asst Program	1	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	11,641	\$11,641
Pay Group A	4,490	
Pay Group B	662	
Pay Group F	310	
Pay Group P	36	
School	837	
Special	1,488	
Admin & Support	3,707	
Health Professions Scholarship	110	
Medical Financial Asst Program	0	
Inflation (Rate 2.4% FY24)	11,097	\$11,097
Pay Group A	2,966	
Pay Group B	403	
Pay Group F	147	
Pay Group P	9	
School	1,577	
Special	823	
Admin & Support	3,030	
Health Professions Scholarship	2,119	
Medical Financial Asst Program	22	

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

	BA	AMOUNT
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	4,298	\$4,298
Pay Group A	1,658	
Pay Group B	244	
Pay Group F	115	
Pay Group P	13	
School	308	
Special	552	
Admin & Support	1,368	
Health Professions Scholarship	41	
Medical Financial Asst Program	0	
 BAH (Rate 4.2% FY24)	 15,338	 \$15,338
Pay Group A	1,066	
Pay Group B	214	
Pay Group F	457	
School	1,563	
Special	2,407	
Admin & Support	9,467	
Health Professions Scholarship	163	

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

	BA	AMOUNT
Other - Pricing	1,962	\$1,962
Mobilization - IRR Muster Screening	14	
Mobilization - Readiness Training	4	
Pay Group A - Clothing	1	
Pay Group F - Clothing	122	
Admin & Support - Travel	218	
Admin & Support - BAS	1,514	
Bonuses	2	
Pay Group A - Pricing None	72	
Pay Group B - Pricing None	15	
Total Pricing Increases	88,853	\$88,853
Program Increases:		
Total Pay Group A Program Increases	3,840	\$3,840
AT Pay	970	
IDT Pay	2,257	
ATA Pay	95	
Travel	507	
Clothing	0	
Subsistence	11	
Total Pay Group B Program Increases	92	\$92
Clothing	92	
Total Pay Group F Program Increases	6,550	\$6,550
Base Pay	3,334	
RPA	817	
Other	319	
FICA	255	
BAH	881	
Travel	371	
Clothing	573	
Total Pay Group P Program Increases	1,123	\$1,123
Base Pay	786	
RPA	193	
Other	85	
FICA	60	

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

	BA	AMOUNT
Total Mobilization Program Increases	186	\$186
Readiness Training	186	
Total School Program Increases	31	\$31
All Other Categories	31	
Total Special Program Increases	43	\$43
All Other Categories	43	
Total Admin & Support Program Increases	9,846	\$9,846
Full-Time / AGR	4,774	
Travel	1	
Death and Disability	0	
Bonuses	5,002	
Continuation Pay	69	
Total TSP Matching Contributions Program Increases	2,615	\$2,615
Total TSP Program	2,615	
Total Health Professions Scholarship Program Increases	5,088	\$5,088
Pay & Allowances	1,417	
Travel	0	
Critical Skills	480	
All Other Categories	3,191	
 Total Program Increases	 29,413	 \$29,413
 Total Increases	 118,265	 \$118,265

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

	BA	AMOUNT
Decreases:		
Pricing Decreases:		
Retired Pay Accrual		(\$20,799)
Part-Time Rate 23.1%	(1,729)	
Pay Group A	(1,001)	
Pay Group B	(148)	
Pay Group F	(69)	
Pay Group P	(8)	
School	(187)	
Special	(291)	
Health Professions Scholarship	(25)	
Medical Financial Asst Program	(0)	
Full-Time Rate 30%	(19,070)	
Admin & Support	(19,070)	
Education Benefits	(1,297)	(\$1,297)
Kicker	(1,297)	
 Total Pricing Decreases	(22,096)	(\$22,096)
Program Decreases:		
Total Pay Group A Program Decreases	(3,387)	(\$3,387)
AT Pay	(687)	
IDT Pay	(1,853)	
ATA Pay	(577)	
Travel	(248)	
Clothing	(21)	

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

	BA	AMOUNT
Total Pay Group B Program Decreases	(2,457)	(\$2,457)
AT Pay	(800)	
IDT Pay	(1,403)	
Travel	(253)	
Total Mobilization Program Decreases	(5)	(\$5)
IRR Muster/Screening	(5)	
Total School Program Decreases	(40,898)	(\$40,898)
All Other Categories	(40,898)	
Total Special Program Decreases	(35,351)	(\$35,351)
All Other Categories	(35,351)	
Total Admin & Support Program Decreases	(1)	(\$1)
Travel	(1)	
Total Medical Financial Asst Program Decreases	(182)	(\$182)
Pay & Allowances	(15)	
All Other Categories	(167)	
Total Program Decreases	(82,281)	(\$82,281)
Total Decreases	(104,377)	(\$104,377)
FY 2024 Direct Program	\$2,471,408	\$2,471,408

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

	BA	Amount
FY 2023 Direct Program		\$730,465
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	17,171	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	4,490	
Inflation (Rate 2.4% FY24)	2,966	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	1,658	
BAH (Rate 4.2% FY24)	1,066	
Clothing	1	
Other	72	
Total Pricing Increases	27,424	
Program Increases:		
AT Pay	970	
IDT Pay	2,257	
ATA Pay	95	
Clothing	0	
Subsistence	11	
Travel	507	
Total Program Increases	3,840	
Total Increases		\$31,265

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(1,001)	
Total Pricing Decreases	(1,001)	
Program Decreases:		
AT Pay	(687)	
IDT Pay	(1,853)	
Additional Training Assemblies Pay	(577)	
Clothing	(21)	
Travel	(248)	
Total Program Decreases	(3,387)	
Total Decreases		(\$4,388)
FY 2024 Direct Program		\$757,342

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

Estimate	FY 2024	\$757,342
Estimate	FY 2023	\$730,465
Actual	FY 2022	\$713,122

PART I - Purpose and Scope

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

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

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

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

In FY 2024, pricing increases a total \$26.4 million due to inflation and economic factors. Program increases by 50 authorizations from FY 2023 projections, \$453 thousand, to support the unit conversions from the F-16 to the F-35, and KC-135 to KC-46A, standup of Flying Training Unit for MH-39, and to enable an array of missions to support Air Force operational imperatives.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$17.2 million.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$4.5 million.

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

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

PART II - Justification of Funds Requested

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Active Duty for Training	\$251,395	\$252,329	\$261,586
Inactive Duty for Training	\$461,727	\$478,136	\$495,756
Total	\$713,122	\$730,465	\$757,342

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

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

Pay and Allowances, Annual Training: These funds provide pay and allowances for personnel attending Annual Training (AT). The average strength accommodates the increases and decreases to the end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), Federal Insurance Contribution Act (FICA) contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pay as authorized. In FY 2024, AT pay increases by \$6.8 million due to inflation, to include, 5.2% pay raise and the increased participation of our enlisted personnel.

ACTIVE DUTY FOR TRAINING

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,901			8,741			8,610		
Participation Rate	82.10%			82.90%			82.90%		
PAID PARTICIPANTS	7,308	\$6,126.44	\$44,772	7,246	\$6,364.48	\$46,117	7,138	\$6,620.20	\$47,255
	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	45,085			43,187			43,544		
Participation Rate	79.37%			81.15%			81.15%		
PAID PARTICIPANTS	35,782	\$3,214.91	\$115,036	35,046	\$3,344.38	\$117,207	35,336	\$3,477.93	\$122,896

Subsistence-in-Kind: Subsistence-in-kind is the number of mandays used by enlisted personnel on active duty for training. In FY 2024, Subsistence-in-Kind increases by \$15 thousand due to inflation and the increase participation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	473,217			453,287			457,032		
Percent Subsisted	3.66%			3.66%			3.66%		
TOTAL	17,309	\$13.23	\$229	16,580	\$14.60	\$242	16,717	\$15.38	\$257

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

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2024, Individual Clothing and Uniform Allowance increases by \$304 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	153	\$400.00	\$61	150	\$400.00	\$60	148	\$400.00	\$59
Organizational Issue/Replacement	885	\$1,484.42	\$1,314	869	\$1,551.22	\$1,348	856	\$1,588.45	\$1,360
TOTAL	1,038		\$1,375	1,019		\$1,408	1,004		\$1,419

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	6,053	\$1,699.32	\$10,286	4,500	\$1,775.79	\$7,991	4,500	\$1,818.41	\$8,183
Organizational Issue/Replacement	5,272	\$1,220.09	\$6,432	3,300	\$1,274.99	\$4,207	3,300	\$1,305.59	\$4,308
New Uniform Replacement	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	11,325		16,718	7,800		12,198	7,800		12,491

Travel: Travel and per diem allowances for personnel while performing active duty for training. In FY 2024, travel increases by \$2.1 to support changes to travel restrictions which allows greater participation for annual training.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,308	\$1,835.39	\$13,413	7,246	\$1,917.98	\$13,898	7,138	\$1,964.01	\$14,019
Enlisted	35,782	\$1,672.69	\$59,852	35,046	\$1,747.96	\$61,259	35,336	\$1,789.92	\$63,249
TOTAL	43,090		\$73,265	42,292		\$75,157	42,474		\$77,268

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

Pay and Allowances, Inactive Duty Training (IDT):

These funds provide pay and allowances for personnel attending IDT, to include, Unit Training Assemblies (UTA), Additional Training Assemblies (ATA), Readiness Management Periods (RMP), Military Funeral Honors (MFH), and Additional Flight Training Periods (AFTP) for aviators and primary aircrew members. The average strength shown for unit training reflects gains and losses to end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA. In FY 2024, AT pay increases by \$17.4 million due to inflation, to include, 5.2% pay raise and the increased participation of our enlisted personnel.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,901			8,741			8,610		
Participation Rate	83.80%			83.69%			83.69%		
PAID PARTICIPANTS	7,459	\$16,466.55	\$122,824	7,315	\$19,597.54	\$143,356	7,206	\$20,296.56	\$146,257
Additional Training Assemblies:									
Flight Training	80,099	\$413.58	\$33,127	76,945	\$427.09	\$32,862	75,794	\$443.51	\$33,615
Readiness Management Periods	10,884	\$469.40	\$5,109	11,470	\$484.67	\$5,559	11,295	\$503.37	\$5,686
Military Funeral Honors	16	\$702.50	\$11	16	\$706.94	\$11	15	\$716.40	\$10
TOTAL			\$161,071			\$181,788			\$185,568
	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	45,085			43,187			43,544		
Participation Rate	84.54%			83.46%			83.46%		
PAID PARTICIPANTS	38,113	\$7,338.47	\$279,691	36,044	\$7,622.18	\$274,734	36,342	\$7,918.77	\$287,784
Additional Training Assemblies:									
Flight Training	30,133	\$225.19	\$6,786	28,963	\$232.55	\$6,735	29,201	\$241.49	\$7,052
Readiness Management Periods	17,978	\$252.03	\$4,531	18,620	\$260.08	\$4,843	18,773	\$270.30	\$5,074
Military Funeral Honors	214	\$293.26	\$63	188	\$302.62	\$57	189	\$312.28	\$59
TOTAL			\$291,071			\$286,369			\$299,969

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

Subsistence-in-Kind: Funds provide subsistence to enlisted personnel while on Annual Training (average 15 days). The subsistence rates are shown as a daily rate equivalent. In FY 2024, Subsistence-in-Kind increases by \$71 thousand due to inflation and increased participation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,518,380			1,454,453			1,466,476		
Percent Subsisted	5.41%			5.41%			5.41%		
TOTAL	82,086	\$13.23	\$1,086	78,630	\$14.60	\$1,148	79,280	\$15.38	\$1,219

Travel: Travel and per diem allowances for personnel while performing an inactive duty for training drill. Per sec 631 of FY08 NDAA 37USC, 408a, IDT TRAVEL OUTSIDE NORMAL COMMUTE: Traveler has been identified as being in a skill designated as critically short, is assigned to a unit with critical staffing shortages, in a pay grade with a critical staffing shortage, assigned to a unit or position that is disestablished or relocated due to BRAC or other force structure reallocation. Member resides outside the commuting area at least 150 miles or more, one way, as determined by DTOD. Member is authorized travel expenses (actual expense) NTE \$500 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018. In FY 2024, travel increases by \$169 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	873	\$3,043.53	\$2,657	857	\$3,180.49	\$2,726	844	\$3,256.82	\$2,749
Enlisted	1,827	\$3,197.59	\$5,842	1,827	\$3,341.48	\$6,105	1,827	\$3,421.68	\$6,251
TOTAL	2,700		\$8,499	2,684		\$8,831	2,671		\$9,000

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

	BA	Amount
FY 2023 Direct Program		\$111,754
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	2,530	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	662	
Inflation (Rate 2.4% FY24)	403	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	244	
BAH (Rate 4.2% FY24)	214	
Other	15	
Total Pricing Increases	4,068	
Program Increases:		
Clothing	92	
Total Program Increases	92	
Total Increases		\$4,159
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(148)	
Total Pricing Decreases	(148)	
Program Decreases:		
AT Pay	(800)	
IDT Pay	(1,403)	
Travel	(253)	
Total Program Decreases	(2,457)	
Total Decreases		(\$2,604)
FY 2024 Direct Program		\$113,309

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

Estimate	FY 2024	\$113,309
Estimate	FY 2023	\$111,754
Actual	FY 2022	\$103,749

PART I - Purpose and Scope

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

In FY 2024, pricing increases total \$3.9 million due to inflation and economic factors. Despite end strength growth by eight, program decrease by \$2.4 million due to the projected number of paid participants based on historical analysis.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$2.5 million.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$662 thousand.

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

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

PART II - Justification of Funds Requested

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Active Duty for Training	\$44,458	\$46,576	\$47,233
Inactive Duty for Training	\$59,291	\$65,178	\$66,076
TOTAL	\$103,749	\$111,754	\$113,309

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

Pay and Allowances, Annual Training (AT)

These funds provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), FICA, Special and Incentive pay. In FY 2024, AT pay increases by \$523 thousand due to inflation.

Pay and Allowances:

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,586			4,546			4,430		
Participation Rate	76.78%			76.78%			76.78%		
PAID PARTICIPANTS	3,521	\$7,522.86	\$26,488	3,490	\$7,823.50	\$27,304	3,401	\$8,133.45	\$27,662

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Average Strength	2,924			2,832			2,789		
Participation Rate	57.69%			57.69%			57.69%		
PAID PARTICIPANTS	1,687	\$4,000.60	\$6,749	1,634	\$4,159.81	\$6,797	1,609	\$4,326.62	\$6,962

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

Individual Clothing and Uniform Allowance: Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2024, Individual Clothing and Uniform Allowance increases by \$118 thousand due to inflation and plus up of enlisted strength.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	0	\$0.00	\$0	20	\$400.00	\$8	20	\$400.00	\$8
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	0		\$0	20		\$8	20		\$8

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	40	\$1,750.00	\$70	550	\$1,828.75	\$1,006	600	\$1,872.64	\$1,124
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	40		\$70	550		\$1,006	600		\$1,124

Travel: Travel and per diem allowances for personnel while performing annual training. In FY 2024, travel increases by \$16 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	3,521	\$2,097.13	\$7,384	3,490	\$2,191.50	\$7,648	3,401	\$2,244.10	\$7,632
Enlisted	1,687	\$2,232.96	\$3,767	1,634	\$2,333.44	\$3,813	1,609	\$2,389.44	\$3,845
TOTAL	5,208		\$11,151	5,124		\$11,461	5,010		\$11,477

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

Pay and Allowances, Inactive Duty Training (IDT)

These funds provide pay and allowances for personnel attending IDT. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA contributions. In FY24, IDT pay increases by \$887 thousand due to inflation.

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,586			4,546			4,430		
Participation Rate	88.94%			88.94%			88.94%		
PAID PARTICIPANTS	4,079	\$11,422.16	\$46,591	4,043	\$12,530.55	\$50,661	3,940	\$13,011.42	\$51,265

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,924			2,833			2,789		
Participation Rate	71.07%			71.07%			71.07%		
PAID PARTICIPANTS	2,078	\$5,906.16	\$12,273	2,013	\$6,990.06	\$14,071	1,982	\$7,242.18	\$14,354

Travel: These funds provide transportation costs and per diem allowances for personnel attending inactive duty training. In FY 2024, travel funding increase of \$11 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	191	\$1,759.16	\$336	191	\$1,838.32	\$351	191	\$1,882.44	\$360
Enlisted	39	\$2,333.33	\$91	39	\$2,438.33	\$95	39	\$2,496.85	\$97
TOTAL	230		\$427	230		\$446	230		\$457

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

Reimbursable Requirements (Selective Service System): Reimbursable requirements are in addition to funds requested for direct program requirements. Headquarters Readiness and Integration Organization (RIO) will provide up to 34 individual Mobilization Augmentees (IMA) officers to fill Reserve Forces Officer (RFP) positions within the Selective Service System (SSS). In FY 2024, reimbursements increase by \$9 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	\$15,191.54	\$471	31	\$16,000.00	\$496	31	\$16,290.32	\$505
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	31		\$471	31		\$496	31		\$505

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

	BA	Amount
FY 2023 Direct Program		\$51,696
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1,187	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	310	
Inflation (Rate 2.4% FY24)	147	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	115	
BAH (Rate 4.2% FY24)	457	
Clothing	122	
Total Pricing Increases	2,338	
Program Increases:		
AT Pay	5,606	
Clothing	573	
Travel	371	
Total Program Increases	6,550	
Total Increases		\$8,888
Decreases:		
Pricing Decreases:		
Retired Pay Accrual Rate Dec	(69)	
Total Pricing Decreases	(69)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$69)
FY 2024 Direct Program		\$60,515

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

Estimate	FY 2024	\$60,515
Estimate	FY 2023	\$51,696
Actual	FY 2022	\$55,030

PART I - Purpose and Scope

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

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

In FY 2024, pricing increases total \$2.3 million due to inflation and economic factors. Program increases by \$6.6 million to support the projected increase in the number of paid participants. The goal is to make end strength and our plan to facilitate is by approval of waivers for recruiting standards, i.e., to include appearance, conduct and medical.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$1.2 million.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$310 thousand.

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

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

Part II - Justification for Funds Requested

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

Pay and Allowances: These funds provide for pay and allowances of enlisted personnel attending Initial Active Duty for Training. The dollar rate is an annual rate which includes Basic Pay and allowances, Retired Pay Accrual (RPA), FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2024, Initial Active-Duty Training (IADT) pay increases by \$7.7 million due to inflation and projected increase in the number of paid participants.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	2,619			2,360			2,659		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	2,619	\$17,990.45	\$47,117	2,360	\$18,747.94	\$44,245	2,659	\$19,525.33	\$51,918

Individual Clothing and Uniform Allowance: Prescribed clothing for non-prior service enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2024, Individual Clothing and Uniform Allowance increases by \$695 thousand due to inflation and projected increase in the number of paid participants.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	2,619	\$1,832.76	\$4,800	2,360	\$1,915.23	\$4,520	2,659	\$1,961.20	\$5,215

Travel: These funds pay for travel of all enlisted personnel to and from their Initial Active Duty for Training installation. This includes transportation for enlisted personnel who travels to Lackland AFB TX for Basic Military Training and follow-on technical training. In FY 2024, travel pay increases by \$451 thousand due to inflation and projected increase in the number of paid participants.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	2,619	\$1,188.63	\$3,113	2,360	\$1,242.12	\$2,931	2,659	\$1,271.93	\$3,382

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

	BA	Amount
FY 2023 Direct Program		\$3,834
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	139	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	36	
Inflation (Rate 2.4% FY24)	9	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	13	
Total Pricing Increases	197	
Program Increases:		
IDT Pay	1,123	
Total Program Increases	1,123	
Total Increases		\$1,320
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(8)	
Total Pricing Decreases	(8)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$8)
FY 2024 Direct Program		\$5,146

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

	Estimate	FY 2024	\$5,146
	Estimate	FY 2023	\$3,834
	Actual	FY 2022	\$3,519

PART I - Purpose and Scope

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

In FY 2024, pricing increases total \$189 thousand due to inflation and economic factors. Program increases by \$1.1 million to support plus-up of drills. The goal is to make end strength and our plan to facilitate is by approval of waivers for recruiting standards, i.e., to include appearance, conduct and medical.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$139 thousand.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$36 thousand.

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

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

Part II - Justification of Funds Requested

These funds provide for the pay of enlisted personnel awaiting Initial Active Duty Training (IADT). These personnel are assigned to a Development and Training Flight (DTF) and are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, and FICA. In FY 2024, IDT pay and allowances funding increases by \$1.3 million due to inflation and projected increase in the number of drills.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,338	35,461	\$99.67	\$3,519	1,405	37,237	\$102.96	\$3,834	1,817	48,156	\$106.86	\$5,146

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

	BA	Amount
FY 2023 Direct Program		\$570
Increases:		
Pricing Increases:		
Readiness Training	4	
IRR Muster/Screening	14	
Total Pricing Increases	18	
Program Increases:		
Readiness Training	186	
Total Program Increases	186	
Total Increases		\$204
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
IRR Muster/Screening	(5)	
Total Program Decreases	(5)	
Total Decreases		(\$5)
FY 2024 Direct Program		\$769

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

Estimate	FY 2024	\$769
Estimate	FY 2023	\$570
Actual	FY 2022	\$15

PART I – Purpose and Scope

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

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

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

In FY 2024, pricing increases total \$18 thousand due to inflation and economic factors. Program increases by \$181 thousand to update the IRR readiness training which occurs every other year and support our annual Muster screening.

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

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

PART II - Justification of Funds Requested

IRR Readiness Training: Travel for selected IRR members performing Biennial Push-Pull Mobilization exercises as authorized in critical wartime positions. Training is a minimum of three days of active-duty training. The Reserve pays for transportation and per diem, as authorized. Pay and allowances are funded by the Active-Duty appropriation. In FY24, Readiness Training increases by \$190 thousand due to inflation and Readiness Training which occurs every other year.

IRR Muster/Screening: Allowance for IRR members selected to participate in the annual Muster/Screening. Call-up is for a maximum of one day and the pay is 125% of the per diem rate, for the United States (other than Alaska and Hawaii) as authorized in Title 37, Section 433. In FY24, Muster/ Screening increases by \$9 thousand due to inflation.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	0	0	\$0.00	\$0	25	25	\$600.00	\$15
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	300	300	\$583.33	\$175
Subtotal	0	0		\$0	0	0		\$0	325	325		\$190

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	0	0	\$0.00	\$0	410	410	\$241.46	\$99	410	410	\$246.34	\$101
Enlisted	61	61	\$245.90	\$15	1,950	1,950	\$241.54	\$471	1,930	1,930	\$247.67	\$478
Subtotal	61	61		\$15	2,360	2,360		\$570	2,340	2,340		\$579

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	0	0	\$0.00	\$0	410	410	\$241.46	\$99	435	435	\$266.67	\$116
Enlisted	61	61	\$245.90	\$15	1,950	1,950	\$241.54	\$471	2,230	2,230	\$292.83	\$653
TOTAL	61	61		\$15	2,360	2,360		\$570	2,665	2,665		\$769

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

	Amount
FY 2023 Direct Program	\$232,296
Increases:	
Pricing Increases:	
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	3,199
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	837
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	308
BAH (Rate 4.2% FY24)	1,563
Inflation (Rate 2.4% FY24)	1,577
Total Pricing Increases	7,484
Program Increases:	
Unit Conversion Training	31
Total Program Increases	31
Total Increases	\$7,515

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

	Amount
Decreases:	
Pricing Decreases:	
Retired Pay Accrual	(187)
Total Pricing Decreases	(187)
Program Decreases:	
Initial Skills Acquired	(9,101)
Refresh & Proficiency	(4,677)
Officer Candidate School	(1,349)
Career Development Training	(7,645)
Undergrad Pilot Training	(18,009)
Unit Conversion Training	(74)
Recruiter Training	(43)
Total Program Decreases	(40,898)
Total Decreases	(\$41,086)
FY 2024 Direct Program	\$198,725

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

Estimate	FY 2024	\$198,725
Estimate	FY 2023	\$232,296
Actual	FY 2022	\$196,572

PART I - Purpose and Scope

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

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

In FY 2024, pricing increases total \$7.3 million due to inflation and economic factors. Program decreases by \$40.9 million to support the decrease in number of personnel who will require formal school training.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$3.2 million.

Pay and Allowances increase due to the annualization of the 4.67% pay raise, effective 1 January 2023: \$837 thousand.

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

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

PART II - Justification of Funds Requested

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

Career Development Training: Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. This training occurs at Air Force Service Schools, other service schools, and civilian education institutions. Career Development Training funds provide the pay and allowances for Reserve Airmen to instruct and support training at Air Force Reserve schools. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties. School Training estimates are based on the number of participants. Career Development training advances the unit readiness and provides the foundation for exercising effective mission command. Trained leaders support Sustainable Readiness by being better prepared for the complexities of the operational environment both today and in the future. In FY 2024, Career Development Training decreases by \$6.4 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,268	34,230	\$552.52	\$18,913	1,245	39,517	\$576.03	\$22,763	1,226	31,957	\$597.40	\$19,091
Enlisted	2,023	48,547	\$330.79	\$16,059	1,934	54,578	\$345.56	\$18,860	1,950	45,188	\$357.95	\$16,175
TOTAL	3,291	82,777		\$34,972	3,178	94,095		\$41,623	3,175	77,145		\$35,266

Initial Skill Acquisition Training: Provides training to acquire initial military and/or specialty skills and retraining of Officer and Enlisted personnel. Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both active force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Specific course selection and length are dependent upon the skill or specialty. The level of training in this category is determined by actual and projected vacancies in critical skills. Initial Skill Acquisition training estimates are based on the number of participants, which is impacted by end strength. In FY 2024, Initial Skill Acquisition Training decreases by \$7.5 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	243	15,284	\$404.40	\$6,181	238	17,644	\$422.29	\$7,451	235	14,270	\$438.26	\$6,254
Enlisted	1,671	125,302	\$300.55	\$37,660	1,597	140,874	\$314.28	\$44,274	1,610	116,629	\$325.69	\$37,985
TOTAL	1,913	140,586		\$43,841	1,835	158,519		\$51,725	1,845	130,899		\$44,239

Officer Training School: Officer Training School (OTS) provides a 12-week course of pre-commissioning training for selected enlisted personnel. The number of Airmen participating is determined by the number of qualified Airmen approved for attendance and officer vacancies in Reserve units. Provides training for officers attending the Academy of Military Science course and the Commissioned Officer Training Course or the Reserve Commissioned Officer Training Course. OTS estimates are based on the number of participants, which is impacted by end strength. Newly commissioned officers graduating from OTS are assigned to Reserve units and positions for which they are qualified. FY 2024, OTS decreases by \$1.1 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	303	5,159	\$367.09	\$1,894	298	5,956	\$383.51	\$2,284	293	4,818	\$398.08	\$1,918
Enlisted	228	14,135	\$316.09	\$4,468	218	15,894	\$330.37	\$5,251	220	13,158	\$342.29	\$4,504
TOTAL	532	19,294		\$6,362	516	21,850		\$7,535	513	17,977		\$6,422

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

Refresher and Proficiency Training: Provides training to attain and maintain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members. Other training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. In FY 2024, Refresher and Proficiency Training decreases by \$3.9 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	499	25,924	\$519.78	\$13,475	489	29,929	\$542.39	\$16,233	482	24,203	\$562.73	\$13,620
Enlisted	944	24,539	\$311.43	\$7,642	902	27,591	\$325.29	\$8,975	910	22,842	\$336.93	\$7,696
TOTAL	1,442	50,463		\$21,117	1,392	57,519		\$25,208	1,392	47,045		\$21,316

Undergraduate Pilot/Navigator and Aircrew Training: Supports Air Force Reserve Airmen who volunteer to train as pilots in the aviation field. The basic Undergraduate Pilot Training (UPT) course lasts approximately 50 weeks while Undergraduate Navigator Training (UNT) ranges from 48-78 weeks depending on the weapon system. In FY 2024, funding decreases by \$15 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,009	124,153	\$405.51	\$50,345	991	143,325	\$423.13	\$60,645	976	115,908	\$438.97	\$50,880
Enlisted	1,031	108,251	\$287.77	\$31,152	986	121,701	\$301.00	\$36,632	994	100,760	\$311.98	\$31,435
TOTAL	2,040	232,404		\$81,497	1,977	265,026		\$97,277	1,970	216,667		\$82,315

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

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2024, funding increases by \$274 thousand and our projection is based on historical execution for the enlisted personnel.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	124	8,695	\$548.15	\$4,766	122	8,534	\$571.34	\$4,876	120	8,405	\$592.50	\$4,980
Enlisted	239	11,967	\$317.96	\$3,805	229	11,440	\$332.42	\$3,803	231	11,533	\$344.48	\$3,973
TOTAL	364	20,662		\$8,571	351	19,975		\$8,679	351	19,938		\$8,953

Recruiter Training: Supports four weeks training for selected Air Force Reserve enlisted personnel to enhance their capabilities as a recruiter. In FY 2024, funding decreases by \$35 thousand to support the change in the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	14	605	\$350.65	\$212	13	679	\$366.62	\$249	13	563	\$379.93	\$214
TOTAL	14	605		\$212	13	679		\$249	13	563		\$214

TOTAL SCHOOL TRAINING

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,446	213,446	\$447.77	\$95,574	3,383	244,905	\$466.52	\$114,252	3,331	199,561	\$484.78	\$96,743
Enlisted	6,149	333,345	\$302.98	\$100,998	5,879	372,758	\$316.68	\$118,044	5,927	310,673	\$328.26	\$101,982
TOTAL	9,595	546,791		\$196,572	9,262	617,663		\$232,296	9,259	510,235		\$198,725

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

	BA	Amount
FY 2023 Direct Program		\$357,717
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	5,691	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	1,488	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	552	
BAH (Rate 4.2% FY24)	2,407	
Inflation (Rate 2.4% FY24)	823	
Total Pricing Increases	10,961	
Program Increases:		
Unit Conversion	12	
Service Mission/Mission Support	30	
Total Program Increases	43	
Total Increases		\$11,004

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(291)	
Total Pricing Decreases	(291)	
Program Decreases:		
Cmd & Staff Supervision	(1,177)	
Competitive Events	(18)	
Exercises	(513)	
Management Support	(28,587)	
Operational Training	(4,746)	
Unit Conversion	(4)	
Service Mission/Mission Support	(65)	
Yellow Ribbon	(240)	
Total Program Decreases	(35,351)	
Total Decreases		(\$35,643)
FY 2024 Direct Program		\$333,078

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

Estimate	FY 2024	\$333,078
Estimate	FY 2023	\$357,717
Actual	FY 2022	\$340,648

PART I - Purpose and Scope

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

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

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

In FY 2024, pricing increases total \$10.7 million due to inflation and economic factors. Program decreases by \$35.3 million to support the decrease in the number of workdays required. Additionally, FY 2022 includes \$11,183 thousand in OOC actuals. FY 2023 includes \$9,315 thousand in OOC projected execution, and FY 2024 includes \$9,314 thousand for the OOC budget estimate.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2023: \$5.7 million.
Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2022: \$1.5 million.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

Competitive Events: Air Force Reserve participation in the annual Congress of the Interallied Confederation of Reserve Officers (CIOR), a quasi-official Reserve organization which cooperates with and supports the policies of the North Atlantic Treaty Organization (NATO). Each year, the CIOR holds an annual Congress in one of the NATO countries and, in conjunction, a series of military pentathlon-type competitions are held involving Reserve officer teams from member nations as part of the Congress' activities. The competition consists of a running obstacle course (500 meters and 50 obstacles), a swimming obstacle course (50 meters and four obstacles in utility uniform), shooting (rifle, pistol, and submachine gun), and orienteering (10–14-kilometer land navigation course using map, compass, and visual orientation). In FY 2024, funding decreases by \$14 thousand based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	33	195	\$662.75	\$129	32	207	\$685.01	\$142	32	181	\$708.02	\$128
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	33	195		\$129	32	207		\$142	32	181		\$128

Command/Staff Supervision: Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours support inspections and staff assistance visits by higher headquarters to subordinate units. In FY 2024, funding decreases by \$865 thousand based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	861	7,747	\$781.05	\$6,051	845	8,198	\$807.01	\$6,616	832	7,228	\$834.00	\$6,028
Enlisted	1,620	9,718	\$382.28	\$3,715	1,549	10,014	\$393.83	\$3,944	1,561	9,042	\$405.57	\$3,667
TOTAL	2,480	17,465		\$9,766	2,394	18,213		\$10,560	2,393	16,269		\$9,695

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

Management Support: Includes tours to missions or projects directed by Reserve headquarters which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, environmental compliance, Management Support also includes medical evaluations, medical continuation orders, short-term augmentation of Air Force Reserve activities, and Innovative Readiness Training (IRT) support. Of note, IRT is a Health and Human Services Civilian/Military project. In FY24, Management Support decreases by \$20.4 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,786	105,282	\$603.33	\$63,520	4,698	111,415	\$624.43	\$69,571	4,626	98,239	\$645.77	\$63,440
Enlisted	24,714	617,843	\$313.64	\$193,778	23,627	636,756	\$324.06	\$206,347	23,821	574,808	\$334.20	\$192,101
TOTAL	29,499	723,125		\$257,298	28,325	748,171		\$275,918	28,448	673,048		\$255,541

Exercises: Includes tours where Air Force Reserve Airmen participate in field training exercises with reserve component or active component units, staffs, agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. In FY 2024, funding decreases by \$376 thousand based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	581	4,650	\$601.28	\$2,796	571	4,922	\$621.65	\$3,060	562	4,342	\$642.63	\$2,790
Enlisted	628	4,392	\$324.65	\$1,426	600	4,528	\$334.62	\$1,515	605	4,088	\$344.70	\$1,409
TOTAL	1,209	9,042		\$4,222	1,171	9,450		\$4,575	1,167	8,429		\$4,199

Operational Training: Provides a full spectrum of individual and collective training directly related to wartime tasks. Examples include airborne support training during which aircrew members drop Army parachutists, aircraft maintenance training, aircrew flight and ground training, civil defense and natural disaster training, aircraft ferrying, loadmaster and aerial port training involving loading of aircraft and operation of high-density cargo handling facilities. In FY 2024, funding decreases by \$3.3 million based on the number of workdays required. Our projection is based on known factors and historical execution.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	576	8,068	\$450.77	\$3,637	566	8,536	\$467.65	\$3,992	557	7,529	\$484.15	\$3,645
Enlisted	2,978	178,675	\$227.58	\$40,662	2,847	184,142	\$235.78	\$43,417	2,870	166,227	\$243.45	\$40,468
TOTAL	3,554	186,743		\$44,299	3,413	192,678		\$47,409	3,427	173,756		\$44,113

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

Service Mission/Mission Support: Provides Reservist training while supporting Active Duty. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Operation Enduring Sentinel. In FY 2024, funding increases by \$224 thousand and our projection is based on historical execution for the enlisted personnel.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	866	7,791	\$546.63	\$4,259	850	7,649	\$565.68	\$4,327	837	7,533	\$585.01	\$4,407
Enlisted	1,440	11,518	\$327.57	\$3,773	1,377	11,012	\$337.72	\$3,719	1,388	11,103	\$347.91	\$3,863
TOTAL	2,306	19,310		\$8,032	2,227	18,661		\$8,046	2,225	18,637		\$8,270

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2024, funding increases by \$65 thousand and our projection is based on historical execution for the enlisted personnel.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	85	513	\$479.72	\$246	84	504	\$496.23	\$250	83	495	\$513.08	\$254
Enlisted	473	4,729	\$320.78	\$1,517	452	4,523	\$332.08	\$1,502	456	4,560	\$342.77	\$1,563
TOTAL	558	5,242		\$1,763	536	5,027		\$1,752	538	5,055		\$1,817

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

	FY 2022 Actual			
	Strength	Workdays	Rate	Amount
Officer	191	3,063	\$370.23	\$1,134
Enlisted	467	6,999	\$403.20	\$2,822
TOTAL	658	10,062		\$3,956

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

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase. The following details the FY 2022 OOC actuals; the FY 2023 OOC projected execution, and FY 2024 OOC budget estimate.

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,772	22,086	\$340.31	\$7,516	2,212	17,656	\$354.55	\$6,260	2,144	16,978	\$368.70	\$6,260
Travel	2,772	22,086	\$166.03	\$3,667	2,212	17,620	\$173.38	\$3,055	2,144	17,207	\$177.55	\$3,055
TOTAL	5,543	44,172		\$11,183	4,425	35,276		\$9,315	4,288	34,185		\$9,315

TOTAL SPECIAL TRAINING

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	9,200	147,552	\$598.98	\$88,381	8,620	149,611	\$624.71	\$93,463	8,473	133,472	\$645.81	\$86,197
Enlisted	36,641	867,804	\$290.70	\$252,267	33,902	878,072	\$300.95	\$264,254	34,045	796,087	\$310.12	\$246,881
TOTAL	45,841	1,015,356		\$340,648	42,522	1,027,683		\$357,717	42,518	929,560		\$333,078

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

	BA	Amount
FY 2023 Direct Program		\$878,721
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	14,176	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	3,707	
Inflation (Rate 2.4% FY24)	3,030	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	1,368	
BAH (Rate 4.2% FY24)	9,467	
BAS (Rate 3.4% FY24)	1,514	
Travel	218	
Bonuses	2	
Total Pricing Increases	33,483	
Program Increases:		
Full-Time / AGR	4,774	
Death & Disability	0	
Travel	1	
Bonuses	5,002	
Continuation Pay	69	
Total Program Increases	9,846	
Total Increases		\$43,329

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

	BA	Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(19,070)	
Total Pricing Decreases	(19,070)	
Program Decreases:		
Travel	(1)	
Total Program Decreases	(1)	
Total Decreases		(19,070)
FY 2024 Direct Program		\$902,980

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

	Estimate	FY 2024	\$902,980
	Estimate	FY 2023	\$878,721
	Actual	FY 2022	\$761,530

PART I - Purpose and Scope

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

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

Section 412, End Strengths for Reserves on Active Duty in Support of the Reserves, authorizes the number of Reservists to be serving on full-time active duty to 6,003. In the FY 2023 President’s Budget, the AFR increased our full-time active duty to 6,286, an increase of 283. The FY 2023 NDAA authorized Air Force reserve end strength at 6,003 vice the requested 6,286 end strength. This also reduced our FY 2024 AGR end strength by 283 personnel. This change requires a reprogramming action to restore funding to the correct appropriations for execution. In FY 2024, our AGR strength grow to 6,070, a growth of 67 (non-Military Technician conversion) to support conversions from F-16 to F-35 aircraft, inspections of radar/navigational aids, and cyber range enhancements.

In FY 2024, pricing increases total \$830 thousand due to inflation and economic factors. Program increases by \$23.4 million to support the AGR growth of 67.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$7.2 million.

Pay and Allowances increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: \$1.6 million.

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

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

Part II - Justification of Funds Requested

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Full-Time Pay and Allowances	\$720,206	\$831,597	\$850,724
Health Profession Stipend	\$731	\$1,193	\$1,250
Death Gratuity	\$290	\$200	\$200
Disability and Hospitalization	\$135	\$185	\$186
Bonus Programs	\$38,037	\$43,020	\$48,024
Foreign Language Proficiency Pay	\$1,796	\$2,060	\$2,060
Continuation Pay	\$335	\$459	\$528
Basic Needs Allowance	\$0	\$8	\$8
Total	\$761,530	\$878,721	\$902,980

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

PCS: This request provide funds to cover travel costs for AGR Airmen making a PCS move. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS with TDY enroute status. This is based on an average entitlement rate. In FY 2024, funding increases by \$218 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	165	\$16,763.64	\$2,766	165	\$17,515.15	\$2,890	165	\$17,939.39	\$2,960
Enlisted	429	\$13,818.18	\$5,928	429	\$14,440.56	\$6,195	429	\$14,785.55	\$6,343
TOTAL	594		\$8,694	594		\$9,085	594		\$9,303

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

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

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	50	\$8,499	50	\$8,954	50	\$9,148
Enlisted	54	\$2,786	54	\$2,934	54	\$2,997
TOTAL	104	\$11,285	104	\$11,888	104	\$12,145

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

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

Health Profession Stipend: Supports physicians and graduate nurses engaged in training for a critical wartime medical specialty. Participants receive the current stipend paid in the Health Professions Scholarship program, if they agree to a commitment to serve in the Selected Reserve, or one-half of that rate if they agree to serve in the Individual Ready Reserve. Third- and fourth-year baccalaureate students who agree to a commitment to serve in the Selected Reserve receive a monthly stipend, or one half of that rate if they serve in the Individual Ready Reserve. Historically, participants have been physicians and graduate nurses in the Selected Reserve, therefore receiving full payment. The costs below indicates where participants are currently assigned (Title 10, Sec. 1608). In FY 2024, Health Profession Stipend increased by \$57 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	27	\$26,874.00	\$731	43	\$27,744.00	\$1,193	43	\$29,070.00	\$1,250
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	27	\$26,874.00	\$731	43	\$27,744.00	\$1,193	43	\$29,070.00	\$1,250

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

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

Disability and Hospitalization Benefits: Members of the Reserve who suffer injury, disability, or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty. In FY 2024, Disability and Hospitalization Benefits increased by \$1 thousand due to inflation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	0	\$0.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	3	\$100,000.00	\$290	1	\$100,000.00	\$100	1	\$100,000.00	\$100
TOTAL	3		\$290	2		\$200	2		\$200
	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	2	\$14,799.99	\$30	3	\$15,530.85	\$47	3	\$15,731.23	\$47
Enlisted	6	\$13,400.01	\$80	7	\$14,089.47	\$99	7	\$14,197.79	\$99
Subtotal	8		\$110	10		\$146	10		\$146
<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	1	\$12,500.00	\$13	1	\$13,062.50	\$13	1	\$13,376.00	\$13
Enlisted	1	\$12,500.00	\$13	2	\$13,062.50	\$26	2	\$13,376.00	\$27
Subtotal	2		\$25	3		\$39	3		\$40
<u>Transportation & Per Diem</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	0		\$0	0		\$0	0		\$0
TOTAL			\$135			\$185			\$186

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

Program: Basic Needs Allowance

Estimate	FY 2024	\$8
Estimate	FY 2023	\$8
Actual	FY 2022	\$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. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

PART II- JUSTIFICATION OF FUNDS REQUESTED

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

The component estimate for the Basic Needs Allowance was calculated using the relative populations of E1-E4.

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.

Detailed cost computations are provided by the following table:

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Basic Needs Allowance</u>									
Officer			\$0			\$0			\$0
Enlisted			\$0			\$8			\$8
TOTAL			\$0			\$8			\$8

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

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

Non-Prior Enlistment Bonus: Funds requested provides bonus payments to non-prior service enlistees who agree to serve a six-year term in the Air Force Reserve critical career fields. Individuals will receive initial lump sum payment of 50 percent of the total bonus and five equal payments for the remaining bonus amount. The total bonus amount will not exceed \$15,000, however, beginning in Fiscal Year 2008, selected critical AFSCs may receive a bonus not to exceed \$20,000. In FY 2024, funding decreases by \$147 thousand due to decrease in participation.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	479	\$3,604	479	\$3,603	479	\$3,603
Anniversary Payments						
6 Year	2,720	\$4,339	2,655	\$4,191	2,590	\$4,044
Subtotal	3,199	\$7,943	3,134	\$7,794	3,069	\$7,647

Prior Enlistment Bonus: Funds requested provides bonus payments to prior-service enlistees with less than ten years of total military service who agree to serve in Reserve critical career fields for a term of either three or six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either three or five equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2024, Prior Service Enlistment Bonuses decrease by \$170 thousand due to decrease in number of participation.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	7	\$93	7	\$88	7	\$88
6 Year	135	\$1,013	135	\$1,013	135	\$1,013
Anniversary Payments						
3 Year	21	\$132	17	\$107	14	\$88
6 Year	1,178	\$1,767	1,077	\$1,616	976	\$1,465
Subtotal	1,341	\$3,005	1,236	\$2,824	1,132	\$2,654

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

Reenlistment Bonus: Funds requested provides reenlistment bonus payment to prior-service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years.. Members must hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus and either five or two equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2024, Prior Service Enlistment Bonuses decrease by \$132 thousand due to decrease in participation.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	81	\$305	81	\$304	81	\$304
6 Year	471	\$3,532	471	\$3,533	471	\$3,533
Anniversary Payments						
3 Year	180	\$338	171	\$321	162	\$304
6 Year	2,740	\$4,110	2,663	\$3,995	2,586	\$3,880
Subtotal	3,472	\$8,285	3,386	\$8,153	3,300	\$8,021

Critically Short Wartime Health Specialist Bonus: Funds requested provides a bonus of \$10,000 or \$50,000 annually to an officer in a health care profession who qualified in a specialty designated as a critically short wartime specialty. The officer must agree to serve at least one year in the Selected Reserve. The bonus is limited to 3 years beginning on the date the officer accepts the award of special pay. In FY 2024, Critically Short Wartime Health Specialist Bonus increase by \$4.5 million due to increase in participation.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	302	\$5,012	606	\$9,580	606	\$9,580
Anniversary Payments						
3 Year	630	\$10,177	616	\$10,090	908	\$14,600
Subtotal	932	\$15,189	1,222	\$19,670	1,514	\$24,180

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

Affiliation Bonus: Funds requested provides a reserve affiliation bonus to enlisted personnel serving on active duty and eligible for reenlistment or for an extension of their active duty status. Upon release from active duty, the member will have a reserve service obligation under the Selective Service Act. Eligible participants must be affiliated with a unit and currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$7,500. In FY 2024, funding increases by \$3 thousand due to increase in participation.

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	3	\$12	3	\$11	3	\$11
6 Year	1	\$5	1	\$4	1	\$4
Anniversary Payments						
3 Year	5	\$10	5	\$10	6	\$12
6 Year	3	\$5	3	\$5	3	\$6
Subtotal	12	\$32	12	\$30	13	\$33

Accession/Affiliation Bonus: Funds requested provides bonus payments to officers who agree to serve a term of three years in the Air Force Reserve Top 10 most critical career fields. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$10,000. In FY 2024, funding increases by \$144 thousand due to increase in participation.

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	103	\$437	103	\$439	103	\$439
Anniversary Payments						
3 Year	124	\$434	165	\$578	206	\$722
Subtotal	227	\$871	268	\$1,017	309	\$1,161

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

Student Loan Repayment: Funds a program designed to attract and retain individuals in critical wartime specialties for participation in the Selected Reserve. Enlisted members agree to participate in the Selected Reserve in exchange for education loan repayment to their designated lender. This incentive is paid out annually, after each year of satisfactory service. This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen (including affiliation). In FY 2024, funding increases by \$536 thousand due to an increase in participation in the program.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	357	\$535	357	\$536	357	\$536
Anniversary Payments						
6 Year	0	\$0	357	\$536	714	\$1,072
Subtotal	357	\$535	714	\$1,072	1,071	\$1,608

Health Professions Loan Repayment Program: Funds repayment of an annual maximum of \$40,000 in higher education loans for health professionals. For each satisfactory year of service completed in the Selected Reserve in a wartime combat medical skill designated as critical, the member is entitled to a maximum lifetime repayment of \$250,000. The payout is typically \$20,000 or \$40,000 per year for 3 or 4 years of satisfactory service. In FY 2024, funding increases by \$260 thousand due to increase in participation.

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	27	\$717	27	\$740	27	\$740
Anniversary Payments						
3 Year	46	\$1,460	58	\$1,720	70	\$1,980
Subtotal	73	\$2,177	85	\$2,460	97	\$2,720

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

TOTAL RESERVE INCENTIVES

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	1,966	\$15,265	2,270	\$19,851	2,270	\$19,851
Anniversary Payments						
Subtotal - Anniversary Payments	7,647	\$22,772	7,787	\$23,169	8,235	\$28,173
TOTAL	9,613	\$38,037	10,057	\$43,020	10,505	\$48,024

Foreign Language Proficiency Pay

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer	82	\$619	69	\$521	69	\$521
Enlisted	192	\$1,177	251	\$1,539	251	\$1,539
Subtotal	274	\$1,796	320	\$2,060	320	\$2,060

Continuation Pay: The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2024, funding increases by \$69 thousand due to increased participation.

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer		\$146		\$227		\$264
Enlisted		\$189		\$232		\$264
Subtotal		\$335		\$459		\$528

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	370	372	368	368	363	357	357	357	357
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	5	5	5	5	5	5	5	5

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	11	11	11	11	11	11	11	11	11

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	13	13	13	13	13	13	13	13	13

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	138	319	319	319	308	296	296	296	296

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	35	38	40	40	40	40	40	40	40

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	5	5	5	5	5	5	5	5

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	2	2	2	2	2	2	2

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,104	1,078	1,147	1,147	1,169	1,209	1,209	1,188	1,180
Enlisted	2,917	3,121	3,604	3,604	3,655	3,699	3,699	3,711	3,795
Subtotal	4,021	4,199	4,751	4,751	4,824	4,908	4,908	4,899	4,975

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	12	14	14	14	14	14	14	14	14
Enlisted	406	390	371	371	360	348	348	348	348
Subtotal	418	404	385	385	374	362	362	362	362

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	3	3	3	3	3	3	3	3	3

TOTAL PROGRAM

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,516	1,494	1,559	1,559	1,576	1,610	1,610	1,589	1,581
Enlisted	3,506	3,878	4,344	4,344	4,373	4,393	4,393	4,405	4,489
Subtotal	5,022	5,372	5,903	5,903	5,949	6,003	6,003	5,994	6,070

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

	BA	Amount
FY 2023 Direct Program		\$13,119
Increases:		
Pricing Increases:		
Total Pricing Increases	0	
Program Increases:		
TSP Matching Contribution Payments	2,615	
Total Program Increases	2,615	
Total Increases		\$2,615
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		\$0
FY 2024 Direct Program		\$15,734

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

Estimate	FY 2024	\$15,734
Estimate	FY 2023	\$13,119
Actual	FY 2022	\$8,800

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2024, funding increases by \$2.6 million based on inflation and increased participation.

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$2,528			\$3,371			\$3,799
Enlisted			\$6,272			\$9,749			\$11,935
Total			\$8,800			\$13,119			\$15,734

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

	BA	Amount
FY 2023 Direct Program	11,701	\$11,701
Increases:		
Pricing Increases:		
Total Pricing Increases	0	
Program Increases:		
Total Program Increases	0	
Total Increases		\$0
Decreases:		
Pricing Decreases:		
Kicker	(1,297)	
Total Pricing Decreases	(1,297)	
Program Decreases:		
Total Program Decreases	0	
Total Decreases		(\$1,297)
FY 2024 Direct Program		\$10,404

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

Estimate	FY 2024	\$10,404
Estimate	FY 2023	\$11,701
Actual	FY 2022	\$16,868

PART I - Purpose and Scope

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

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

PART II - Justification of Funds Requested

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

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

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

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

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

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

In FY 2024, funding decreases by \$1.3 million due to rate adjustment for Tuition Assistance from \$3,304 to \$2,146.

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	2,619	\$0	\$0	2,360	\$0	\$0	2,659	\$0	\$0
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	924	\$2,887	\$2,668	1,120	\$3,304	\$3,700	1,120	\$2,146	\$2,404
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	363	\$0	\$0	354	\$2,118	\$750	354	\$2,118	\$750
Tuition Assistance, Enlisted	6,704	\$2,118	\$14,200	3,423	\$2,118	\$7,250	3,423	\$2,118	\$7,250
TOTAL EDUCATIONAL BENEFITS	10,610		\$16,868	7,257		\$11,701	7,556		\$10,404

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

	BA	Amount
FY 2023 Direct Program	64,516	\$64,516
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	422	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	110	
Inflation (Rate 2.4% FY24)	2,119	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	41	
BAH (Rate 4.2% FY24)	163	
Total Pricing Increases	2,856	
Program Increases:		
Stipend	3,191	
Pay Allowances	1,198	
BAH	219	
Travel	0	
Critical Skills Accession Bonus	480	
Total Program Increases	5,088	
Total Increases		\$7,944

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

(\$ in Thousands)

BA Amount

Decreases:

Pricing Decreases:

RPA (25)

Total Pricing Decreases (25)

Program Decreases:

Total Program Decreases 0

Total Decreases (\$25)

FY 2024 Direct Program \$72,435

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

Estimate	FY 2024	\$72,435
Estimate	FY 2023	\$64,516
Actual	FY 2022	\$60,897

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a stipend of \$2,729 effective 1 July 2023, a change of \$120. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

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

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

PART II - Justification of Funds Requested

In FY 2024, Health Professions Scholarship Program increased by \$7.9 million due to increased participation and change in stipend rates from \$2,609 to \$2,729 effective 1 July 2023.

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,343	\$26,867.46	\$36,083	1,361	\$27,744.00	\$37,760	1,476	\$29,070.00	\$42,907
Pay and Allowances	1,343	\$11,822.03	\$15,877	1,361	\$12,321.49	\$16,770	1,476	\$12,827.74	\$18,934
Uniform Allowances	450	\$400.00	\$180	450	\$400.00	\$180	450	\$400.00	\$180
Travel	919	\$5,546.25	\$5,097	919	\$5,795.83	\$5,326	919	\$5,934.93	\$5,454
Critical Skills Accession Bonus	183	\$20,000.00	\$3,660	224	\$20,000.00	\$4,480	248	\$20,000.00	\$4,960
TOTAL			\$60,897			\$64,516			\$72,435

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

	BA	Amount
FY 2023 Direct Program	1,130	\$1,130
Increases:		
Pricing Increases:		
FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1	
Annualization FY23 Pay Raise (4.6%, Effective 1 Jan 23)	0	
Inflation (Rate 2.4% FY24)	22	
FICA (Rate 7.65%, FY24 Ceiling - \$165,300)	0	
Total Pricing Increases	23	
Total Program Increases	0	
Total Increases		\$23
Decreases:		
Pricing Decreases:		
RPA	(0)	
Total Pricing Decreases	(0)	
Program Decreases:		
Stipend	(167)	
Pay Allowances	(15)	
Total Program Decreases	(182)	
Total Decreases		(\$182)
FY 2024 Direct Program		\$971

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

	Estimate	FY 2024	\$971
	Estimate	FY 2023	\$1,130
	Actual	FY 2022	\$985

Part I - Purpose and Scope

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

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

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

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

PART II - Justification of Funds Requested

In FY 2024, program decreased by \$159 thousand due to decrease in participants.

Expenses for Health Professional students are identified as follows:

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

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

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	24	\$30,340.43	\$713	21	\$30,352.00	\$622	15	\$31,798.00	\$477
Financial Assistance Grant	5	\$45,000.00	\$208	10	\$45,000.00	\$450	10	\$45,000.00	\$450
Pay and Allowances	24	\$2,723.40	\$64	21	\$2,813.51	\$58	15	\$2,920.27	\$44
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$985			\$1,130			\$971

Section V
Special Analysis

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

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	44	67	0	48	104	219
RECRUITING RETENTION	9	351	360	1	0	39	400
SUBTOTAL	32	395	427	1	48	143	619
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,205	3,753	4,958	5,773	36	3,651	14,418
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,205	3,753	4,958	5,773	36	3,651	14,418
TRAINING:							
RC NON-UNIT INST	1	19	20	0	0	0	20
AC SCHOOLS	8	2	10	0	0	0	10
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	21	30	0	0	0	30
HEADQUARTERS:							
SERVICE HQS	90	101	191	19	65	354	629
AC HQS	42	5	47	0	0	0	47
AC INSTAL/ACTIVITIES	15	23	38	0	0	0	38
RC CHIEFS STAFF	117	39	156	0	7	21	184
OTHERS HQS	49	7	56	0	0	0	56
SUBTOTAL	313	175	488	19	72	375	954
OTHERS	0	0	0	0	0	0	0
TOTAL	1,559	4,344	5,903	5,793	156	4,169	16,021

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

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	50	44	94	0	48	117	259
RECRUITING RETENTION	9	351	360	1	0	37	398
SUBTOTAL	59	395	454	1	48	154	657
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,227	3,802	5,029	6,946	36	4,109	16,120
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,227	3,802	5,029	6,946	36	4,109	16,120
TRAINING:							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	8	2	10	0	0	0	10
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	21	30	1	0	0	31
HEADQUARTERS:							
SERVICE HQS	90	101	191	31	65	442	729
AC HQS	42	6	48	0	0	0	48
AC INSTAL/ACTIVITIES	15	22	37	0	0	0	37
RC CHIEFS STAFF	119	40	159	0	7	24	190
OTHERS HQS	49	6	55	0	0	0	55
SUBTOTAL	315	175	490	31	72	466	1,059
OTHERS	0	0	0	0	0	0	0
TOTAL	1,610	4,393	6,003	6,979	156	4,729	17,867

RESERVE PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)
FY 2024

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	57	80	0	48	117	245
RECRUITING RETENTION	11	400	411	1	0	37	449
SUBTOTAL	34	457	491	1	48	154	694
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,222	3,836	5,058	6,846	36	4,032	15,972
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,222	3,836	5,058	6,846	36	4,032	15,972
TRAINING:							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	8	2	10	0	0	0	10
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	21	30	1	0	0	31
HEADQUARTERS:							
SERVICE HQS	91	101	192	34	65	439	730
AC HQS	42	6	48	0	0	0	48
AC INSTAL/ACTIVITIES	16	22	38	0	0	0	38
RC CHIEFS STAFF	119	40	159	0	7	26	192
OTHERS HQS	48	6	54	0	0	0	54
SUBTOTAL	316	175	491	34	72	465	1,062
OTHERS	0	0	0	0	0	0	0
TOTAL	1,581	4,489	6,070	6,882	156	4,651	17,759

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2022			FY 2023			FY 2024		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	248	240	232	232	254	275	275	275	275
2nd Year	374	357	340	340	372	403	403	403	403
3rd Year	392	357	322	322	352	382	382	382	382
4th Year	426	389	352	352	384	416	416	416	416
Total Enrollment	1,440	1,343	1,246	1,246	1,361	1,476	1,476	1,476	1,476

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2022			FY 2023			FY 2024		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	1	2	3	3	2	1	1	1	1
2nd Year	3	5	6	6	4	2	2	2	2
3rd Year	9	9	8	8	7	5	5	5	5
4th Year	8	9	9	9	8	7	7	7	7
Total Enrollment	21	24	26	26	21	15	15	15	15
Completed Program Graduates			422			414			413

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,720	4,338	2,176	3,470	1,632	2,602	1,088	1,735	544	867	1	2		
Accelerated Payments														
FY2022 Initial Payments	479	3,604												
FY2022 Anniversary Payments			479	721	479	721	479	721	479	721	479	721		
FY2023 Initial Payments			479	3,603										
FY2023 Anniversary Payments					479	721	479	721	479	721	479	721	479	721
FY2024 Initial Payments					479	3,603								
FY2024 Anniversary Payments							479	721	479	721	479	721	479	721
FY2025 Initial Payments							479	3,603						
FY2025 Anniversary Payments									479	721	479	721	479	721
FY2026 Initial Payments									479	3,603				
FY2026 Anniversary Payments											479	721	479	721
FY2027 Initial Payments											479	3,603		
FY2027 Anniversary Payments													479	721
FY2028 Initial Payments													479	3,603
FY2028 Anniversary Payments														
Total Initial Payments	479	3,604	479	3,603	479	3,603	479	3,603	479	3,603	479	3,603	479	3,603
Total Anniversary Payment	2,720	4,338	2,655	4,191	2,590	4,044	2,525	3,898	2,460	3,751	2,396	3,607	2,395	3,605
Total	3,199	7,942	3,134	7,794	3,069	7,647	3,004	7,501	2,939	7,354	2,875	7,210	2,874	7,208

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	46	1,460	31	980	16	500	1	20						
Accelerated Payments														
FY2022 Initial Payments	27	717												
FY2022 Anniversary Payments			27	740	27	740	27	740						
FY2023 Initial Payments			27	740										
FY2023 Anniversary Payments					27	740	27	740	27	740				
FY2024 Initial Payments					27	740								
FY2024 Anniversary Payments							27	740	27	740	27	740		
FY2025 Initial Payments							27	740						
FY2025 Anniversary Payments									27	740	27	740	27	740
FY2026 Initial Payments									27	740				
FY2026 Anniversary Payments											27	740	27	740
FY2027 Initial Payments											27	740		
FY2027 Anniversary Payments													27	740
FY2028 Initial Payments													27	740
FY2028 Anniversary Payments														
Total Initial Payments	27	717	27	740	27	740	27	740	27	740	27	740	27	740
Total Anniversary Payment	46	1,460	58	1,720	70	1,980	82	2,240	81	2,220	81	2,220	81	2,220
Total	73	2,177	85	2,460	97	2,720	109	2,980	108	2,960	108	2,960	108	2,960

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	630	10,177	314	5,070										
Accelerated Payments														
FY2022 Initial Payments	302	5,012												
FY2022 Anniversary Payments			302	5,020	302	5,020								
FY2023 Initial Payments			606	9,580										
FY2023 Anniversary Payments					606	9,580	606	9,580						
FY2024 Initial Payments					606	9,580								
FY2024 Anniversary Payments							606	9,580	606	9,580				
FY2025 Initial Payments							606	9,580						
FY2025 Anniversary Payments									606	9,580	606	9,580		
FY2026 Initial Payments									606	9,580				
FY2026 Anniversary Payments											606	9,580	606	9,580
FY2027 Initial Payments											606	9,580		
FY2027 Anniversary Payments													606	9,580
FY2028 Initial Payments													606	9,580
FY2028 Anniversary Payments														
Total Initial Payments	302	5,012	606	9,580	606	9,580	606	9,580	606	9,580	606	9,580	606	9,580
Total Anniversary Payment	630	10,177	616	10,090	908	14,600	1,212	19,160	1,212	19,160	1,212	19,160	1,212	19,160
Total	932	15,189	1,222	19,670	1,514	24,180	1,818	28,740	1,818	28,740	1,818	28,740	1,818	28,740

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,199	1,899	952	1,476	706	1,059	470	705	234	351				
Accelerated Payments														
FY2022 Initial Payments	142	1,106												
FY2022 Anniversary Payments			142	247	142	247	135	203	135	203	135	203		
FY2023 Initial Payments			142	1,101										
FY2023 Anniversary Payments					142	247	142	247	135	203	135	203	135	203
FY2024 Initial Payments					142	1,101								
FY2024 Anniversary Payments							142	247	142	247	135	203	135	203
FY2025 Initial Payments							142	1,101						
FY2025 Anniversary Payments									142	247	142	247	135	203
FY2026 Initial Payments									142	1,101				
FY2026 Anniversary Payments											142	247	142	247
FY2027 Initial Payments											142	1,101		
FY2027 Anniversary Payments													142	247
FY2028 Initial Payments													142	1,101
FY2028 Anniversary Payments														
Total Initial Payments	142	1,106	142	1,101	142	1,101	142	1,101	142	1,101	142	1,101	142	1,101
Total Anniversary Payment	1,199	1,899	1,094	1,723	990	1,553	889	1,402	788	1,251	689	1,103	689	1,103
Total	1,341	3,005	1,236	2,824	1,132	2,654	1,031	2,503	930	2,352	831	2,204	831	2,204

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	8	15	4	7	1	2								
Accelerated Payments														
FY2022 Initial Payments	4	17												
FY2022 Anniversary Payments			4	8	4	8	1	2	1	2	1	2		
FY2023 Initial Payments			4	15										
FY2023 Anniversary Payments					4	8	4	8	1	2	1	2	1	2
FY2024 Initial Payments					4	15								
FY2024 Anniversary Payments							4	8	4	8	1	2	1	2
FY2025 Initial Payments							4	15						
FY2025 Anniversary Payments									4	8	4	8	1	2
FY2026 Initial Payments									4	15				
FY2026 Anniversary Payments											4	8	4	8
FY2027 Initial Payments											4	15		
FY2027 Anniversary Payments													4	8
FY2028 Initial Payments													4	15
FY2028 Anniversary Payments														
Total Initial Payments	4	17	4	15	4	15	4	15	4	15	4	15	4	15
Total Anniversary Payment	8	15	8	15	9	18	9	18	10	20	11	22	11	22
Total	12	32	12	30	13	33	13	33	14	35	15	37	15	37

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	124	434	62	217										
Accelerated Payments														
FY2022 Initial Payments	103	437												
FY2022 Anniversary Payments			103	361	103	361								
FY2023 Initial Payments			103	439										
FY2023 Anniversary Payments					103	361	103	361						
FY2024 Initial Payments					103	439								
FY2024 Anniversary Payments							103	361	103	361				
FY2025 Initial Payments							103	439						
FY2025 Anniversary Payments									103	361	103	361		
FY2026 Initial Payments									103	439				
FY2026 Anniversary Payments											103	361	103	361
FY2027 Initial Payments											103	439		
FY2027 Anniversary Payments													103	361
FY2028 Initial Payments													103	439
FY2028 Anniversary Payments														
Total Initial Payments	103	437	103	439	103	439	103	439	103	439	103	439	103	439
Total Anniversary Payment	124	434	165	578	206	722	206	722	206	722	206	722	206	722
Total	227	871	268	1,017	309	1,161	309	1,161	309	1,161	309	1,161	309	1,161

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

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,920	4,448	2,282	3,457	1,644	2,466	1,096	1,644	548	822				
Accelerated Payments														
FY2022 Initial Payments	552	3,837												
FY2022 Anniversary Payments			552	859	552	859	471	707	471	707	471	707		
FY2023 Initial Payments			552	3,837										
FY2023 Anniversary Payments					552	859	552	859	471	707	471	707	471	707
FY2024 Initial Payments					552	3,837								
FY2024 Anniversary Payments							552	859	552	859	471	707	471	707
FY2025 Initial Payments							552	3,837						
FY2025 Anniversary Payments									552	859	552	859	471	707
FY2026 Initial Payments									552	3,837				
FY2026 Anniversary Payments											552	859	552	859
FY2027 Initial Payments											552	3,837		
FY2027 Anniversary Payments													552	859
FY2028 Initial Payments													552	3,837
FY2028 Anniversary Payments														
Total Initial Payments	552	3,837	552	3,837	552	3,837	552	3,837	552	3,837	552	3,837	552	3,837
Total Anniversary Payment	2,920	4,448	2,834	4,316	2,748	4,184	2,671	4,069	2,594	3,954	2,517	3,839	2,517	3,839
Total	3,472	8,285	3,386	8,153	3,300	8,021	3,223	7,906	3,146	7,791	3,069	7,676	3,069	7,676

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2022 Initial Payments	357	535												
FY2022 Anniversary Payments			357	536	357	536								
FY2023 Initial Payments			357	536										
FY2023 Anniversary Payments					357	536	357	536						
FY2024 Initial Payments					357	536								
FY2024 Anniversary Payments							357	536	357	536				
FY2025 Initial Payments							357	536						
FY2025 Anniversary Payments									357	536	357	536		
FY2026 Initial Payments									357	536				
FY2026 Anniversary Payments											357	536	357	536
FY2027 Initial Payments											357	536		
FY2027 Anniversary Payments													357	536
FY2028 Initial Payments													357	536
FY2028 Anniversary Payments														
Total Initial Payments	357	535	357	536	357	536	357	536	357	536	357	536	357	536
Total Anniversary Payment			357	536	714	1,072	714	1,072	714	1,072	714	1,072	714	1,072
Total	357	535	714	1,072	1,071	1,608	1,071	1,608	1,071	1,608	1,071	1,608	1,071	1,608

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand. The FY24 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel as well as Technicians.

Aircraft Type category:	Aircraft Personnel Manning Levels		
	FY 2022	FY 2023	FY 2024
Fighter	80.5%	80.5%	80.5%
Bomber	99.4%	99.9%	99.9%
Mobility	97.9%	99.5%	99.5%
Special Ops	100.2%	98.3%	98.3%
C2ISR	101.5%	101.2%	101.2%
Rescue	72.9%	77.8%	77.8%
RPA	103.6%	100.0%	100.0%
Total	93.7%	94.6%	94.6%

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

Aircraft Type category:	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Fighter	152	25,382	3,858	430	27,030	11,623	422	27,502	11,606
Bomber	37	25,394	940	52	24,519	1,275	50	25,020	1,251
Mobility	649	25,349	16,452	472	30,572	14,430	452	30,954	13,991
Special Ops	60	25,514	1,531	56	32,679	1,830	52	34,346	1,786
C2ISR	57	25,428	1,449	45	30,133	1,356	44	29,500	1,298
Rescue	26	25,118	653	17	22,706	386	16	23,000	368
RPA	62	25,235	1,565	96	30,948	2,971	94	30,968	2,911
Total	1,043		26,448	1,168		33,871	1,130		33,211