

**DEPARTMENT OF THE  
AIR FORCE**

**Fiscal Year (FY) 2024 Budget Estimates**



**MILITARY PERSONNEL APPROPRIATION  
MARCH 2023**

**MILITARY PERSONNEL, AIR FORCE  
ACTIVE FORCES  
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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

(Amount in Thousands)

	FY 2022 Actuals 2/	FY 2023 Enacted 3/	FY 2024 Estimate
<b><u>Direct Program 1/</u></b>			
Pay and Allowances of Officers	11,121,021	11,082,435	11,441,677
Pay and Allowances of Enlisted	20,862,467	21,241,234	22,058,363
Pay and Allowances of Cadets	91,069	90,350	100,522
Subsistence of Enlisted Personnel	1,436,330	1,542,564	1,661,315
Permanent Change of Station Travel	1,230,881	1,157,852	1,357,074
Other Military Personnel Programs	115,008	126,114	147,579
<b>TOTAL DIRECT PROGRAM</b>	<b>34,856,776</b>	<b>35,240,549</b>	<b>36,766,530</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	226,594	204,360	233,486
Pay and Allowances of Enlisted Personnel	282,617	255,799	225,646
Subsistence of Enlisted Personnel	20,176	18,301	29,814
Permanent Change of Station Travel	2,233	2,315	3,768
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>531,620</b>	<b>480,775</b>	<b>492,714</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	11,347,615	11,286,795	11,675,163
Pay and Allowances of Enlisted	21,145,084	21,497,033	22,284,009
Pay and Allowances of Cadets	91,069	90,350	100,522
Subsistence of Enlisted Personnel	1,456,506	1,560,865	1,691,129
Permanent Change of Station Travel	1,233,114	1,160,167	1,360,842
Other Military Personnel Programs	115,008	126,114	147,579
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>35,388,396</b>	<b>35,721,324</b>	<b>37,259,244</b>
<b><u>Additional Afghanistan Supplemental App. Act, 2022 (P.L. 117-70, Div. B)</u></b>			
Pay and Allowances of Officers	8,614	-	-
Pay and Allowances of Enlisted	46,360	-	-
Pay and Allowances of Cadets	-	-	-
Subsistence of Enlisted Personnel	12,993	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	469	-	-
<b>TOTAL AFGHANISTAN SUPPLEMENTAL FUNDING</b>	<b>68,436</b>	<b>-</b>	<b>-</b>

**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(Amount in Thousands)  
FY 2022 Actuals 2/                      FY 2023 Enacted 3/                      FY 2024 Estimate

**Red Hill: Further Add. Continuing Appropriations Act, 2022 (P.L. 117-86)**

Pay and Allowances of Officers	4,500	-	-
Pay and Allowances of Enlisted	23,064	-	-
Pay and Allowances of Cadets	-	-	-
Subsistence of Enlisted Personnel	-	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	-	-	-
<b>TOTAL RED HILL FUNDING</b>	<b>27,564</b>	<b>-</b>	<b>-</b>

**Ukraine Supplemental: Additional Ukraine Supplemental Appropriations Act, 2022 (P.L. 117-128); Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)**

Pay and Allowances of Officers	21,706	8,174	-
Pay and Allowances of Enlisted	21,887	27,618	-
Pay and Allowances of Cadets	-	-	-
Subsistence of Enlisted Personnel	6,504	4,926	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	340	1,892	-
<b>TOTAL UKRAINE FUNDING</b>	<b>50,437</b>	<b>42,610</b>	<b>-</b>

**Total Program**

Pay and Allowances of Officers	11,382,435	11,294,969	11,675,163
Pay and Allowances of Enlisted	21,236,395	21,524,651	22,284,009
Pay and Allowances of Cadets	91,069	90,350	100,522
Subsistence of Enlisted Personnel	1,476,003	1,565,791	1,691,129
Permanent Change of Station Travel	1,233,114	1,160,167	1,360,842
Other Military Personnel Programs	115,817	128,006	147,579
<b>TOTAL PROGRAM</b>	<b>35,534,833</b>	<b>35,763,934</b>	<b>37,259,244</b>
Medicare-Eligible Retiree HFC., (AF)	1,823,940	1,855,333	2,047,979
<b>TOTAL MILPERS PROGRAM COST</b>	<b>37,358,773</b>	<b>37,619,267</b>	<b>39,307,223</b>

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

(Amount in Thousands)

	FY 2022 Actuals 2/	FY 2023 Enacted 3/	FY 2024 Estimate
<b><u>Memo Entry: Overseas Operations Costs (OOC)</u></b>			
Pay and Allowances of Officers	169,965	191,594	189,708
Pay and Allowances of Enlisted	504,211	561,571	510,022
Subsistence of Enlisted Personnel	134,031	161,471	148,328
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	10,273	11,921	9,400
<b>TOTAL OOC</b>	<b>818,480</b>	<b>926,557</b>	<b>857,458</b>

1/ Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$857,458.

2/ Includes Additional Ukraine Supplemental Appropriations Act, 2022 (P.L. 117-128)

3/ Includes Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)

**SECTION 2**

**INTRODUCTORY STATEMENT**

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



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



The Department of the Air Force FY 2024 President's Budget increases the all-volunteer active duty Air Force end strength to 324,700 from the 321,848 projected in FY 2023. In order to support the National Security Strategic Guidance to make smart and disciplined choices regarding the responsible use of our military, the Air Force continues to address the challenges of recruiting and retaining talented Airmen. To enable this effort, the FY 2024 military personnel budget request provides various bonuses, economic security and quality of life entitlements to help build a stronger, more talented force. These increases are necessary to meet DAF end-strength goals while investing in modernization required for a future high-end fight. Tomorrow's challenges require more airmen trained and ready to fight in F-35, B-21, KC-46, and Joint All Domain Command and Control.

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

In addition to providing monetary compensation, the Air Force continues to review its policies on new recruits to expand the pool of eligible candidates without drastically reducing its standards. For example, the Air Force is adapting to societal norms reflected in its consideration to do away with a ban on certain tattoos and considering changes to recruiting and accession policies, testing initiatives and requirements. Ads are targeting off-duty life to appeal to those looking for a work-life balance. The Air Force is not relying solely on recruitment and enlistment bonuses for increased recruitments.

Ultimately the FY 2024 Military Personnel appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.



**Overseas Operations Costs.** This justification material includes Overseas Operations Costs (OOC) actuals in FY 2022, enacted amounts in FY 2023, and budget requests for FY 2024. OOC funding is included in the base budget. OOC requirements support to the following missions:

- Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
- Operation Inherent Resolve (OIR) - supports the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region.
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
- Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2022 includes \$818,480 thousand in OOC Actuals. FY 2023 includes \$926,557 thousand in OOC Enacted. FY 2024 includes \$857,458 thousand for the OOC Budget Estimate.

### **FISCAL YEARS 2022, 2023 and 2024**

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions. The Fiscal 2000 National Defense Authorization Act (NDAA) changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C. § 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 25 for Fiscal Year (FY) 2022 and will be May 24 for FY 2023 and May 22 for FY 2024. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

#### **Funding Levels**

The FY 2022 actuals of \$35.5 billion includes \$531.6 million in reimbursements and \$818.5 million of Overseas Operations Costs.

The FY 2023 budget estimate is \$35.8 billion to include \$480.8 million in anticipated reimbursements and \$926.6 million of Overseas Operations Costs.

The FY 2024 budget request is \$35.8 billion to include \$492.7 million in anticipated reimbursements and \$857.5 million of Overseas Operations Costs.

#### **Baseline Budget Rates**

The Fiscal Year 2024 Justification Book reflects a 4.60% pay raise in FY 2023 and a 5.20% in FY 2024, effective 1 January each year. It reflects an annualized rate of 9.78% for subsistence in FY 2023 and 5.2% for subsistence in FY 2024. The budget reflects an annualized rate of 9.5% for housing allowances in FY 2023 and 5.8% for housing allowances in FY 2024. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage rate is 36.90 % in FY 2023 and 30.00% in FY 2024 and part time RPA normal cost percentage rate is 24.50% in FY 2023 and 23.10% in FY 2024.

#### **Medicare-Eligible Retiree Health Care Fund**

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

**MILITARY PERSONNEL, AIR FORCE**  
**Fiscal Year (FY) 2024 Program Budget Review**  
 Performance Measures and Evaluation Summary

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

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

**Performance Measures and Evaluation Summary**

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2022 Actual</u>	<u>FY 2023 Planned</u>	<u>FY 2024 Planned</u>
<b>Average Strength (Work years)</b>	345,452	335,352	336,488
<b>End Strength</b>	332,424	321,848	324,700
<b>Authorized End Strength</b>	329,220		

The FY 2022 actuals includes 6,708 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Operations Costs (OOC). The FY 2023 requirement includes 7,966 work years for Air Force Guard and Reserve on Active duty in support of OOC. The FY 2024 requirement includes 6,478 work years for Air Force Guard and Reserve on Active Duty in support of OOC. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 26 for FY 2022 and will be May 25 for FY 2023 and May 23 for FY 2024.

**Recruiting**

	<u>FY 2022 Executed</u>	<u>FY 2023 Planned</u>	<u>FY 2024 Planned</u>
1. Numeric goals	29,068	27,053	29,423
Actual	26,396		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.39%		
b. Cat I-IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	82.19%		

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

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

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

	<b>FY 2022 Actual</b>		<b>FY 2023 Estimate</b>		<b>FY 2024 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	66,121	64,476	61,647	60,373	62,470	60,931
Enlisted	267,971	263,249	261,123	256,779	262,920	259,073
Cadets	3,956	4,003	3,917	4,000	3,921	4,000
<b>Total Direct Program</b>	<b>338,048</b>	<b>331,728</b>	<b>326,687</b>	<b>321,152</b>	<b>329,311</b>	<b>324,004</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	465	465	466	465	466	465
Enlisted	231	231	233	231	233	231
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>696</b>	<b>696</b>	<b>699</b>	<b>696</b>	<b>699</b>	<b>696</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	66,586	64,941	62,113	60,838	62,936	61,396
Enlisted	268,202	263,480	261,356	257,010	263,153	259,304
Cadets	3,956	4,003	3,917	4,000	3,921	4,000
<b>Total Program</b>	<b>338,744</b>	<b>332,424</b>	<b>327,386</b>	<b>321,848</b>	<b>330,010</b>	<b>324,700</b>
<b><u>OOO</u></b>						
Officers	985	0	1,197	0	1,000	0
Enlisted	5,723	0	6,769	0	5,478	0
<b>Total OOO</b>	<b>6,708</b>	<b>0</b>	<b>7,966</b>	<b>0</b>	<b>6,478</b>	<b>0</b>
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	67,571	64,941	63,310	60,838	63,936	61,396
Enlisted	273,925	263,480	268,125	257,010	268,631	259,304
Cadets	3,956	4,003	3,917	4,000	3,921	4,000
<b>Revised Total Program</b>	<b>345,452</b>	<b>332,424</b>	<b>335,352</b>	<b>321,848</b>	<b>336,488</b>	<b>324,700</b>

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

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

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

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
<b>AF Reserve</b>	58	60	60
<b>AF Guard</b>	138	140	140

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

	<b>FY 2022 Actual</b>		<b>FY 2023 Estimate</b>		<b>FY 2024 Estimate</b>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	12	0	13	0	10	0
O-9 Lieutenant General	55	0	48	0	49	0
O-8 Major General	81	1	83	1	78	1
O-7 Brigadier General	126	1	106	1	108	1
O-6 Colonel	3,423	25	3,188	24	3,056	23
O-5 Lieutenant Colonel	9,917	71	9,324	71	9,360	71
O-4 Major	14,685	105	13,822	106	14,474	110
O-3 Captain	21,847	156	20,458	156	20,573	156
O-2 1st Lieutenant	8,005	57	8,205	63	8,102	61
O-1 2nd Lieutenant	6,790	49	5,591	43	5,586	42
<b>Officer Subtotal</b>	<b>64,941</b>	<b>465</b>	<b>60,838</b>	<b>465</b>	<b>61,396</b>	<b>465</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,613	2	2,602	2	2,593	2
E-8 Senior Master Sergeant	4,788	4	4,911	4	5,187	5
E-7 Master Sergeant	25,915	23	24,612	22	24,637	22
E-6 Technical Sergeant	44,857	39	41,499	37	40,198	36
E-5 Staff Sergeant	60,411	54	56,846	52	57,054	51
E-4 Senior Airman	61,854	54	65,315	59	62,207	55
E-3 Airman First Class	46,138	40	45,435	41	50,038	45
E-2 Airman	8,032	7	7,498	7	8,258	7
E-1 Airman Basic	8,872	8	8,292	7	9,132	8
<b>Enlisted Subtotal</b>	<b>263,480</b>	<b>231</b>	<b>257,010</b>	<b>231</b>	<b>259,304</b>	<b>231</b>
<b><u>Cadets</u></b>	<b>4,003</b>	<b>0</b>	<b>4,000</b>	<b>0</b>	<b>4,000</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>332,424</b>	<b>696</b>	<b>321,848</b>	<b>696</b>	<b>324,700</b>	<b>696</b>

Note: The United States Air Force Academy (USFA) cadet strength limitation of 4,000 is measured according to Title 10 U.S.C. § 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.



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

	<u>FY 2022 Actual 1/</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	13	0	11	0	10	0
O-9 Lieutenant General	49	0	46	0	49	0
O-8 Major General	93	1	85	1	83	1
O-7 Brigadier General	144	1	123	1	125	1
O-6 Colonel	3,534	25	3,337	25	3,302	24
O-5 Lieutenant Colonel	10,833	71	10,030	71	10,124	71
O-4 Major	15,641	105	14,676	106	15,247	108
O-3 Captain	21,716	156	20,680	156	20,824	156
O-2 1st Lieutenant	8,788	57	8,159	60	8,355	62
O-1 2nd Lieutenant	6,760	49	6,163	46	5,817	43
<b>Officer Subtotal</b>	<b>67,571</b>	<b>465</b>	<b>63,310</b>	<b>466</b>	<b>63,936</b>	<b>466</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,768	2	2,687	2	2,720	2
E-8 Senior Master Sergeant	5,277	4	5,138	4	5,479	5
E-7 Master Sergeant	27,685	23	26,282	23	26,054	22
E-6 Technical Sergeant	46,943	39	45,244	38	43,057	37
E-5 Staff Sergeant	63,396	54	60,630	53	59,806	52
E-4 Senior Airman	64,075	54	65,249	57	65,721	57
E-3 Airman First Class	47,538	40	46,722	41	48,953	43
E-2 Airman	7,867	7	7,713	7	8,009	7
E-1 Airman Basic	8,376	8	8,460	8	8,832	8
<b>Enlisted Subtotal</b>	<b>273,925</b>	<b>231</b>	<b>268,125</b>	<b>233</b>	<b>268,631</b>	<b>233</b>
<b><u>Cadets</u></b>	<b>3,956</b>	<b>0</b>	<b>3,917</b>	<b>0</b>	<b>3,921</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>345,452</b>	<b>696</b>	<b>335,352</b>	<b>699</b>	<b>336,488</b>	<b>699</b>

1/ Fiscal Year (FY) 2022 includes 985 officers and 5,723 enlisted, FY 2023 includes 1,197 officers and 6,769 enlisted, and FY24 includes 1,000 officers and 5,478 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Operations.

**ACTIVE DUTY STRENGTHS BY MONTHS**

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	64,873	265,658	4,103	334,634	60,721	259,639	4,003	324,363	60,838	257,010	4,000	321,848
October	64,624	265,335	4,088	334,047	60,513	259,059	3,989	323,561	60,641	257,529	3,989	322,159
November	64,552	264,526	4,076	333,154	60,329	258,981	3,978	323,288	60,627	258,135	3,978	322,740
December	64,466	264,767	4,044	333,277	59,971	257,630	3,945	321,546	60,579	258,163	3,999	322,741
January	64,479	264,848	4,036	333,363	60,119	257,935	3,995	322,049	60,546	258,729	3,995	323,270
February	64,436	265,056	4,020	333,512	60,099	258,331	3,977	322,407	60,552	258,756	3,977	323,285
March	64,439	264,818	4,012	333,269	60,150	258,092	3,972	322,214	60,676	258,895	3,972	323,543
April	64,329	264,347	3,999	332,675	60,211	257,860	3,015	321,086	60,611	259,208	3,015	322,834
May	65,251	263,809	3,017	332,077	60,727	258,227	4,055	323,009	61,781	259,270	4,055	325,106
June	65,461	263,927	4,065	333,453	61,030	258,603	4,041	323,674	61,861	259,386	4,041	325,288
July	65,285	263,800	4,038	333,123	61,080	258,091	4,022	323,193	61,759	259,150	4,022	324,931
August	65,127	264,330	4,019	333,476	60,941	257,798	4,010	322,749	61,554	259,289	4,010	324,853
September	64,941	263,480	4,003	332,424	60,838	257,010	4,000	321,848	61,396	259,304	4,000	324,700
Average End Strength	64,780	264,511	3,956	333,247	60,496	258,244	3,917	322,657	61,025	258,722	3,921	323,668

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

**Average Strength**

		FY 2022 Actual				FY 2023 Enactments				FY 2024 Request			
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>BASE Support</b>	AC Base	64,780	264,511	3,956	<b>333,247</b>	60,496	258,244	3,917	<b>322,657</b>	61,025	258,722	3,921	<b>323,668</b>
	RC Non-12304(b)	1,609	2,651	-	<b>4,260</b>	1,367	1,878	-	<b>3,245</b>	1,670	3,319	-	<b>4,989</b>
	RC 12304(b)	197	1,040	-	<b>1,237</b>	250	1,234	-	<b>1,484</b>	241	1,112	-	<b>1,353</b>
<b>OOO</b>	OOO	985	5,723	-	<b>6,708</b>	1,197	6,769	-	<b>7,966</b>	1,000	5,478	-	<b>6,478</b>
<b>Total</b>	<b>RC Total</b>	<b>2,791</b>	<b>9,414</b>	<b>-</b>	<b>12,205</b>	<b>2,814</b>	<b>9,881</b>	<b>-</b>	<b>12,695</b>	<b>2,911</b>	<b>9,909</b>	<b>-</b>	<b>12,820</b>
	<b>Total</b>	<b>67,571</b>	<b>273,925</b>	<b>3,956</b>	<b>345,452</b>	<b>63,310</b>	<b>268,125</b>	<b>3,917</b>	<b>335,352</b>	<b>63,936</b>	<b>268,631</b>	<b>3,921</b>	<b>336,488</b>

**Strength in the FY 2024 President's Budget Baseline Request:**

End Strength	64,941	263,480	4,003	332,424	60,838	257,010	4,000	321,848	61,396	259,304	4,000	324,700
Average Strength	67,571	273,925	3,956	345,452	63,310	268,125	3,917	335,352	63,936	268,631	3,921	336,488

Note: The United States Air Force Academy (USAF) cadet strength limitation of 4,000 is measured according to Title 10 U.S.C. § 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

## ACTIVE DUTY STRENGTHS BY MONTHS

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

The 2012 National Defense Authorization Act (NDAA), by order of Title 10 U.S.C. § 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY24, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

#### **AFSOC Special Operation Forces Support (54 MY (19 Officer, 35 Enlisted), \$7.5M)**

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

#### **Rapid Global Mobility Operations in support of Combatant Commanders (545 MY (126 Officer, 419 Enlisted) \$66.4M)**

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

#### **Bomber Task Force (BTF) Support (24 MY (6 Officer, 18 Enlisted) \$3.1M)**

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

#### **Theater Security Cooperation/Immediate Response Force/Dynamic Force Employment (71 MY (6 Officer, 65 Enlisted) \$7.6M)**

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

#### **Rotational GFMAP Support (227 MY (22 Officer, 205 Enlisted) \$24.2M)**

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

#### **Space Launch Support (18 MY (3 Officer, 15 Enlisted) \$2M)**

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

#### **Agile Combat Support (66 MY (7 Officer, 59 Enlisted) \$7.2M)**

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

#### **POTUS FTR (186 MY (7 Officer, 179 Enlisted) \$18.6M)**

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

#### **Rotational GFMAP Support – RPA Enterprise (18 MY (6 Officer, 12 Enlisted) \$2.2M)**

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

#### **Combat Mission Forces National Mission Teams for Cyberspace Mission Support (144 MY (39 Officer, 105 Enlisted), \$18.2M)**

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

## ACTIVE DUTY STRENGTHS BY MONTHS

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

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY24, the Air Force plans to utilize 12304b in support of pre-planned missions that support the Declaration of National Emergency (or ordered to active duty other than during war or national emergency) supporting the War on Terror if other involuntary mobilization authority is not available. Identified mission areas are:

#### **Rapid Global Mobility (1,240 MYs (464 Officer, 776 Enlisted), \$155M)**

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

#### **Combat Air Forces Aviation (1,289 MYs (172 Officer, 1,117 Enlisted), \$132M)**

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

#### **Expeditionary Combat Support (3,949 MYs (364 Officer, 3,585 Enlisted), \$390M)**

Provides direct support to combatant commanders for combat units; includes security forces, personnel, civil engineering, transportation, logistics, and medical personnel. Activated Airmen will be placed on orders for a period no longer than 365 days.

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<b>Beginning Strength</b>	64,873	60,721	60,838
<b>Gains (By Source):</b>			
Service Academies	964	894	895
ROTC	2,132	2,132	2,067
Health Professions Scholarships	424	450	450
Officer Training School	400	400	400
Other	444		
Gain Adjustment	68		289
<b>Total Gains</b>	4,432	3,876	4,101
<b>Losses (By Type):</b>			
Voluntary Separation	1,989	1,904	1,878
Retirement	1,624	1,563	1,509
<b>Total Involuntary</b>	170	159	156
With Pay	80	69	66
Without Pay	90	90	90
VSI/SSB			
TERA			
Reduction in Force			
Other			
Loss Adjustment	581	133	
<b>Total Losses</b>	4,364	3,759	3,543
<b>TOTAL</b>	64,941	60,838	61,396

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

	<u><b>FY 2022 Actual</b></u>	<u><b>FY 2023 Estimate</b></u>	<u><b>FY 2024 Estimate</b></u>
<b>Beginning Strength</b>	265,658	259,639	257,010
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	27,126	27,127	26,877
Male	20,854	20,345	20,158
Female	6,272	6,782	6,719
Prior Service Enlistments	50	100	100
Reenlistments	36,227	35,860	36,184
Reserves			
Officer Candidate Programs	220	220	220
Other	272		
Gain Adjustments	293		
<b>Total Gains</b>	64,188	63,307	63,381
<b>Losses (By Type):</b>			
ETS	10,542	10,372	10,408
Programmed Early Release	953		
VSI/SSB			
TERA			
To Commissioned Officer	197	194	194
Reenlistments	36,227	35,860	36,184
Retirement	5,516	5,427	4,140
Attrition	10,290	10,125	10,161
Other	1,354	587	
Loss Adjustments	1,287	3,371	
<b>Total Losses</b>	66,366	65,936	61,087
<b>TOTAL</b>	263,480	257,010	259,304

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<b>Beginning Strength</b>	4,103	4,003	4,000
<b>Gains:</b>	1,085	1,085	1,085
<b>Losses:</b>	1,185	1,088	1,085
Graduates	957	957	954
Attrition	228	131	131
<b>TOTAL</b>	4,003	4,000	4,000

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

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2022 Actual /1			FY 2023 Estimate /2			FY 2024 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	5,940,932	10,917,168	16,858,100	5,775,515	11,021,652	16,797,167	6,144,316	11,534,996	17,679,312
2. Retired Pay Accruals	2,055,970	3,786,451	5,842,424	2,096,818	4,011,270	6,108,088	1,822,432	3,427,716	5,250,148
3. TSP - Matching Contributions	83,389	135,000	218,389	107,957	173,000	280,957	98,618	243,532	342,150
4. Basic Allowance for Housing	1,717,314	4,473,555	6,190,869	1,773,080	4,768,705	6,541,785	1,905,549	5,005,076	6,910,625
a. With Dependents - Domestic	1,103,967	2,515,812	3,619,779	1,159,528	2,717,009	3,876,537	1,252,871	2,864,980	4,117,851
b. Without Dependents - Domestic	478,165	1,313,026	1,791,191	490,470	1,439,487	1,929,957	525,659	1,527,064	2,052,723
c. Differential - Domestic	11	387	398	12	416	428	13	440	453
d. Partial - Domestic	175	4,606	4,781	177	4,992	5,169	184	5,484	5,668
e. With Dependents - Overseas	85,949	323,473	409,422	78,677	308,030	386,707	81,281	307,067	388,348
f. Without Dependents - Overseas	47,332	308,823	356,155	42,539	291,173	333,712	43,806	292,245	336,051
g. Moving-In Housing	1,715	7,428	9,143	1,677	7,598	9,275	1,735	7,796	9,531
5. Subsistence	225,223	1,476,003	1,701,226	230,824	1,600,704	1,831,528	245,227	1,691,129	1,936,356
a. Basic Allowance for Subsistence	225,223	1,215,271	1,436,563	230,824	1,302,215	1,533,039	245,227	1,368,139	1,613,366
1. Authorized to Mess Separately	225,223	1,314,516	1,539,739	230,824	1,412,529	1,643,353	245,227	1,488,778	1,734,005
2. Rations-In-Kind Not Available	0	24,864	20,929	0	22,976	22,976	0	20,049	20,049
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(124,109)	(124,105)	0	(133,290)	(133,290)	0	(140,688)	(140,688)
b. Subsistence-In-Kind	0	260,732	264,663	0	298,489	298,489	0	322,990	322,990
1. Subsistence in Messes	0	260,732	264,663	0	298,489	298,489	0	322,990	322,990
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	389,216	66,075	455,291	427,831	68,827	496,658	445,356	71,182	516,538
a. Flying Duty Pay	385,653	48,983	434,636	423,796	48,957	472,753	439,963	48,910	488,873
1. Aviation Incentive Pay	183,480	0	183,480	185,263	0	185,263	188,209	0	188,209
2. Crew Members, Enlisted	0	1,426	1,426	0	1,432	1,432	0	1,437	1,437
3. Noncrew Member	0	167	167	0	135	135	0	83	83
4. Aviator Retention Pay	201,186	0	201,186	237,583	0	237,583	250,846	0	250,846
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	47,390	47,390	0	47,390	47,390	0	47,390	47,390
7. HDIP-Aviation	987	0	987	950	0	950	908	0	908
b. Parachute Jumping Pay	119	545	664	94	432	526	58	270	328
c. Demolition Pay	128	2,734	2,862	101	2,160	2,261	63	1,350	1,413
d. Special Warfare Skill Incentive Pay	3,077	12,330	15,407	3,629	15,903	19,532	5,101	19,425	24,526
e. Other Pays	239	1,483	1,722	211	1,375	1,586	171	1,227	1,398



**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(Amount in Thousands)**

	FY 2022 Actual /1			FY 2023 Estimate /2			FY 2024 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	349,311	306,786	656,097	358,556	416,943	775,499	381,481	398,310	779,791
a. Medical Pay	183,952	0	183,952	191,094	0	191,094	191,094	0	191,094
b. Dental Pay	48,965	0	48,965	51,410	0	51,410	51,410	0	51,410
c. Health Professions Officers Pay	23,371	0	23,371	24,531	0	24,531	26,381	0	26,381
d. Nurse Pay	38,632	0	38,632	41,147	0	41,147	41,772	0	41,772
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	4,604	2,569	7,173	5,003	3,372	8,375	9,439	5,853	15,292
g. Diving Duty Pay	59	278	337	50	237	287	40	146	186
h. Foreign Language Proficiency Bonus	10,523	30,115	40,638	14,132	38,675	52,807	14,918	40,813	55,731
i. Hostile Fire Pay	3,364	17,242	20,606	3,151	16,878	20,029	3,183	16,910	20,093
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	3,293	20,443	23,736	3,085	20,010	23,095	3,115	20,048	23,163
l. Judge Advocate Continuation Pay	3,911	0	3,911	3,911	0	3,911	3,911	0	3,911
m. JAG Student Loan Repayment	5,200	0	5,200	5,178	0	5,178	5,178	0	5,178
n. Retention Bonus	20,089	0	20,089	12,590	0	12,590	27,780	0	27,780
o. Reenlistment Bonus	0	100,591	100,591	0	178,932	178,932	0	172,774	172,774
p. Special Duty Assignment Pay	0	91,665	91,665	0	96,208	96,208	0	92,167	92,167
q. Enlistment Bonus	0	38,420	38,420	0	42,230	42,230	0	45,542	45,542
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	0	0	0	15,000	15,000	0	0	0
t. Assignment Incentive Pay	2,558	5,440	7,998	2,507	5,380	7,887	2,507	4,036	6,543
u. Personal Money Allowance	61	4	65	52	2	54	51	2	53
v. Health Prof. Scholarship Program (HPSP)	719	0	719	705	0	705	692	0	692
w. Pay and Allowance Continuation Pay (PAC)	10	19	29	10	19	29	10	19	29
8. Allowances	125,015	636,557	761,572	114,595	619,816	734,411	123,972	652,095	776,067
a. Uniform or Clothing Allowances	2,847	170,059	172,906	2,555	171,017	173,572	2,664	174,837	177,501
1. Initial Issue	2,179	55,823	58,002	1,932	56,731	58,663	2,035	57,584	59,619
1a Military	1,788	51,880	53,668	1,550	52,785	54,335	1,640	53,536	55,176
1b Civilian	391	3,943	4,334	382	3,946	4,328	395	4,048	4,443
2. Additional	668	0	668	623	0	623	629	0	629
3. Basic Maintenance	0	21,060	21,060	0	21,078	21,078	0	21,626	21,626
4. Standard Maintenance	0	88,454	88,454	0	88,485	88,485	0	90,781	90,781
5. Supplemental	0	4,722	4,722	0	4,723	4,723	0	4,846	4,846
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	112,578	428,510	541,088	103,557	410,069	513,626	112,711	438,013	550,724
1. Cost-of-Living	83,380	321,289	404,669	74,960	300,404	375,364	83,156	325,494	408,650
2. Temporary Lodging	29,198	107,221	136,419	28,597	109,665	138,262	29,555	112,519	142,074
c. Family Separation Allowance	8,349	36,477	44,826	7,260	35,706	42,966	7,332	35,772	43,104
1. On PCS, No Government Quarters	1,485	12,648	14,133	1,392	12,381	13,773	1,404	12,405	13,809
2. On TDY	6,864	23,829	30,693	5,868	23,325	29,193	5,928	23,367	29,295
d. Basic Needs Allowance	0	0	0	2	1,470	1,472	2	1,880	1,882
e. CONUS Cost of Living Allowance	1,136	1,134	2,270	1,112	1,160	2,272	1,151	1,190	2,341
f. Catastrophical Injured Aid Allowance	105	377	482	109	394	503	112	403	515

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2022 Actual /1			FY 2023 Estimate /2			FY 2024 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	42,318	79,517	121,835	38,719	75,977	114,696	38,784	68,674	107,458
a. Terminal Leave Pay	27,564	54,409	81,973	25,571	55,618	81,189	26,643	51,073	77,716
b. Severance Pay, Disability	728	16,139	16,867	682	14,404	15,086	716	12,522	13,238
c. Severance Pay, Non-Promotion	152	0	152	118	0	118	124	0	124
d. Severance Pay, Involuntary Half (5%)	133	1,761	1,894	207	1,464	1,671	217	1,278	1,495
e. Severance Pay, Involuntary Full (10%)	7,658	5,391	13,049	7,059	2,973	10,032	7,003	2,582	9,585
f. VSI Trust Fund	6,083	1,817	7,900	5,082	1,518	6,600	4,081	1,219	5,300
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	453,747	835,286	1,289,033	441,260	843,156	1,284,416	469,428	882,428	1,351,856
11 Permanent Change of Station Travel	411,010	822,103	1,233,113	412,388	852,388	1,264,776	448,517	912,325	1,360,842
12 Other Military Personnel Costs	78,780	37,038	115,818	79,405	61,057	140,462	82,166	65,413	147,579
a. Apprehension of Deserters	2	23	25	2	23	25	2	24	26
b. USSD (MIA)	818	834	1,651	794	809	1,603	814	830	1,644
c. Death Gratuities	2,300	14,000	16,300	2,300	14,000	16,300	2,300	14,000	16,300
d. Unemployment Compensation	5,713	15,995	21,709	5,234	20,934	26,168	5,957	23,824	29,781
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	1	3	4	1	3	4	1	3	4
g. Adoption Reimbursement	86	122	208	126	179	305	168	239	407
h. Mass Transit	2,188	689	2,877	5,646	1,837	7,483	5,742	1,868	7,610
i. Partial Dislocation Allowance	334	1,337	1,671	4,692	18,770	23,462	4,929	19,718	24,647
j. Extra Hazard Reimb. for SGLI	633	3,873	4,506	679	4,344	5,023	748	4,748	5,496
k. ROTC	44,573	0	44,573	36,553	0	36,553	36,823	0	36,823
l. JROTC	22,106	0	22,106	23,353	0	23,353	24,657	0	24,657
m. T-SGLI	26	162	188	25	158	183	25	159	184
13 Cadets	91,069	0	91,069	95,506	0	95,506	100,522	0	100,522
<b>Military Personnel Appropriation Total</b>	<b>11,963,297</b>	<b>23,571,536</b>	<b>35,534,833</b>	<b>11,952,454</b>	<b>24,513,495</b>	<b>36,465,949</b>	<b>12,306,368</b>	<b>24,952,876</b>	<b>37,259,244</b>
14 Less Reimbursables:	(228,050)	(303,570)	(531,620)	(200,896)	(267,668)	(468,564)	(235,943)	(256,771)	(492,714)
Retired Pay Accrual	(42,727)	(55,386)	(98,113)	(38,927)	(50,339)	(89,266)	(38,537)	(38,486)	(77,023)
Other	(185,323)	(248,184)	(433,507)	(161,969)	(217,329)	(379,298)	(197,406)	(218,285)	(415,691)
<b>MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT</b>	<b>11,735,247</b>	<b>23,267,966</b>	<b>35,003,213</b>	<b>11,751,558</b>	<b>24,245,827</b>	<b>35,997,385</b>	<b>12,070,425</b>	<b>24,696,105</b>	<b>36,766,530</b>

1/ Includes Division C, Title I of the Consolidated Appropriations Act, 2022 (P.L. 117-103)

2/ Includes Division C, Title I of the Consolidated Appropriations Act, 2023 (P.L. 117-328)

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL - AIR FORCE**  
**FY 2023**  
(Amount in Thousands)

	<u>FY 2023</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>		<u>LESS (ASSET)/</u>	<u>FY 2023 COLUMN FY</u>
	<u>BUDGET</u>	<u>ACTIONS</u>	<u>APPROPRIATION*</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SHORTFALL</u>	<u>2024 PRES BUD</u>
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>								
Basic Pay	5,699,350	(41,626)	5,657,724	12,297	5,670,021	0	5,670,021	5,670,021
Retired Pay Accrual	2,065,532	(15,959)	2,049,573	8,318	2,057,891	0	2,057,891	2,057,891
TSP - Matching Contributions	70,764	0	70,764	10,702	81,466	0	81,466	107,957
Incentive Pay	379,686	0	379,686	0	379,686	0	379,686	421,171
Special Pay	359,104	0	359,104	(6,587)	352,517	0	352,517	352,517
Basic Allowance for Housing	1,714,089	48,029	1,762,118	(18,642)	1,743,476	0	1,743,476	1,743,476
Basic Allowance for Subsistence	216,355	11,577	227,932	(1,127)	226,805	0	226,805	226,805
Station Allowances Overseas	115,106	(18,663)	96,443	0	96,443	0	96,443	103,557
CONUS COLA	3,061	0	3,061	(1,968)	1,093	0	1,093	1,093
Uniform Allowances	2,618	0	2,618	(63)	2,555	0	2,555	2,555
Family Separation Allowances	7,644	0	7,644	(384)	7,260	0	7,260	7,260
Basic Needs Allowance	2	0	2	0	2	0	2	2
Catastrophical Injured Aid Allowance	64	0	64	0	64	0	64	109
Separation Payments	41,763	0	41,763	(3,622)	38,141	0	38,141	38,141
Social Security Tax - Employer's Contribution	435,315	(3,202)	432,113	1,076	433,189	0	433,189	433,189
Reimbursables	204,360	0	204,360	0	204,360	0	204,360	199,411
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>11,314,813</b>	<b>(19,844)</b>	<b>11,294,969</b>	<b>0</b>	<b>11,294,969</b>	<b>0</b>	<b>11,294,969</b>	<b>11,365,155</b>
Less Reimbursables	(204,360)	0	(204,360)	0	(204,360)	0	(204,360)	(199,411)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>11,110,453</b>	<b>(19,844)</b>	<b>11,090,609</b>	<b>0</b>	<b>11,090,609</b>	<b>0</b>	<b>11,090,609</b>	<b>11,165,744</b>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>								
Basic Pay	10,722,899	13,898	10,736,797	26,371	10,763,168	0	10,763,168	10,885,233
Retired Pay Accrual	3,896,608	3,405	3,900,013	10,780	3,910,793	0	3,910,793	3,960,931
TSP - Matching Contributions	149,927	0	149,927	0	149,927	0	149,927	173,000
Incentive Pay	65,280	0	65,280	0	65,280	0	65,280	68,065
Special Pay	94,983	0	94,983	0	94,983	0	94,983	98,647
Special Duty Assignment Pay	90,233	0	90,233	0	90,233	0	90,233	96,208
Reenlistment Bonus	168,600	0	168,600	0	168,600	0	168,600	178,932
Enlistment Bonus	17,486	0	17,486	0	17,486	0	17,486	42,230
Basic Allowance for Housing	4,440,485	98,285	4,538,770	0	4,538,770	0	4,538,770	4,720,269
Station Allowances Overseas	437,990	(74,436)	363,554	0	363,554	0	363,554	410,069
CONUS COLA	2,786	0	2,786	(1,650)	1,136	0	1,136	1,136
Clothing Allowances	186,244	0	186,244	(15,227)	171,017	0	171,017	171,017
Family Separation Allowances	35,811	0	35,811	(105)	35,706	0	35,706	35,706
Basic Needs Allowance	270	0	270	0	270	0	270	1,470
Catastrophical Injured Aid Allowance	333	0	333	0	333	0	333	394
Separation Payments	96,401	0	96,401	(22,179)	74,222	0	74,222	74,222
Social Security Tax - Employer's Contribution	820,301	1,063	821,364	2,010	823,374	0	823,374	832,720
Reimbursables	255,799	0	255,799	0	255,799	0	255,799	249,097
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>21,482,436</b>	<b>42,215</b>	<b>21,524,651</b>	<b>0</b>	<b>21,524,651</b>	<b>0</b>	<b>21,524,651</b>	<b>21,999,346</b>
Less Reimbursables	(255,799)	0	(255,799)	0	(255,799)	0	(255,799)	(249,097)
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>21,226,637</b>	<b>42,215</b>	<b>21,268,852</b>	<b>0</b>	<b>21,268,852</b>	<b>0</b>	<b>21,268,852</b>	<b>21,750,249</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>								
Academy Cadets	90,350	0	90,350	0	90,350	0	90,350	95,506

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL - AIR FORCE**  
**FY 2023**  
(Amount in Thousands)

	<u>FY 2023</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>		<u>LESS (ASSET)/</u>	<u>FY 2023 COLUMN FY</u>
	<u>BUDGET</u>	<u>ACTIONS</u>	<u>APPROPRIATION*</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SHORTFALL</u>	<u>2024 PRES BUD</u>
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>								
Basic Allowance for Subsistence	1,199,558	66,770	1,266,328	452	1,266,780	0	1,266,780	1,302,215
Subsistence-In-Kind	277,723	3,439	281,162	(452)	280,710	0	280,710	280,710
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0
Reimbursables	18,301	0	18,301	0	18,301	0	(522)	17,779
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	<b>1,495,582</b>	<b>70,209</b>	<b>1,565,791</b>	<b>0</b>	<b>1,565,791</b>	<b>0</b>	<b>34,913</b>	<b>1,600,704</b>
Less Reimbursables	(18,301)	0	(18,301)	0	(18,301)	0	522	(17,779)
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	<b>1,513,883</b>	<b>70,209</b>	<b>1,584,092</b>	<b>0</b>	<b>1,584,092</b>	<b>0</b>	<b>34,391</b>	<b>1,582,925</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>								
Accession Travel	92,491	600	93,091	(503)	92,588	0	92,588	92,588
Training Travel	59,414	500	59,914	0	59,914	0	4,294	64,208
Operational Travel	296,119	2,200	298,319	0	298,319	0	36,292	334,611
Rotational Travel	457,026	1,700	458,726	12,635	471,361	0	16,378	487,739
Separation Travel	143,126	0	143,126	0	143,126	0	12,680	155,806
Travel of Organized Units	2,844	0	2,844	0	2,844	0	2,219	5,063
Nontemporary Storage	42,406	0	42,406	(12,132)	30,274	0	0	30,274
Temporary Lodging Expense	21,026	38,400	59,426	0	59,426	0	32,784	92,210
Reimbursables	2,315	0	2,315	0	2,315	0	(38)	2,277
<b>TOTAL OBLIGATIONS PCS</b>	<b>1,116,767</b>	<b>43,400</b>	<b>1,160,167</b>	<b>0</b>	<b>1,160,167</b>	<b>0</b>	<b>104,609</b>	<b>1,264,776</b>
Less Reimbursables	(2,315)	0	(2,315)	0	(2,315)	0	38	(2,277)
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	<b>1,114,452</b>	<b>43,400</b>	<b>1,157,852</b>	<b>0</b>	<b>1,157,852</b>	<b>0</b>	<b>104,647</b>	<b>1,262,499</b>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>								
Apprehension Mil Deserters, Absentees, Prisoners	25	0	25	0	25	0	0	25
Interest on Uniformed Svcs Savings	1,603	0	1,603	0	1,603	0	0	1,603
Death Gratuities	18,700	0	18,700	(2,400)	16,300	0	0	16,300
Unemployment Compensation	28,267	1,788	30,055	(3,887)	26,168	0	0	26,168
Survivor Benefits	0	0	0	0	0	0	0	0
Education Benefits	0	0	0	0	0	0	4	4
Adoption Expenses	305	0	305	0	305	0	0	305
Mass Transit	2,927	0	2,927	4,556	7,483	0	0	7,483
Partial Dislocation Allowance	99	0	99	10,911	11,010	0	12,452	23,462
SROTC	44,609	5,000	49,609	(13,056)	36,553	0	0	36,553
JROTC	19,812	0	19,812	3,541	23,353	0	0	23,353
Extra Hazard Reimb. for SGLI	4,577	104	4,681	342	5,023	0	0	5,023
TSGLI	190	0	190	(7)	183	0	0	183
Stop Loss Retroactive Pay	0	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	<b>121,114</b>	<b>6,892</b>	<b>128,006</b>	<b>0</b>	<b>128,006</b>	<b>0</b>	<b>12,456</b>	<b>140,462</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>35,140,287</b>	<b>142,872</b>	<b>35,283,159</b>	<b>0</b>	<b>35,283,159</b>	<b>0</b>	<b>714,226</b>	<b>35,997,385</b>

\* Includes Division C, Title I of the Consolidated Appropriations Act, 2023 (P.L. 117-328)

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>FY 2023 DIRECT PROGRAM</b>	<b>11,165,744</b>	<b>21,750,249</b>	<b>95,506</b>	<b>1,582,925</b>	<b>1,262,499</b>	<b>140,462</b>	<b>35,997,385</b>
<b>Pricing Increase</b>	<b>517,109</b>	<b>1,125,287</b>	<b>4,917</b>	<b>71,438</b>	<b>88,168</b>	<b>3,327</b>	<b>1,810,246</b>
<b>Annualization (PI):</b>	<b>115,808</b>	<b>249,961</b>	<b>686</b>	<b>25,257</b>	<b>1,224</b>	<b>0</b>	<b>392,935</b>
- Annualization 1 Jan 23 raise of 4.6% on Basic Pay	56,532	118,814	638	0	0	0	175,984
- Annualization of raise on RPA	18,167	34,801	0	0	0	0	52,968
- Annualization of raise on TSP	1,057	1,865	0	0	0	0	2,922
- Annualization of raise on FICA	4,688	8,958	48	0	0	0	13,694
- Annualization 1 Jan 23 raise of 4.6% on DLA for PCS moves	0	0	0	0	1,224	0	1,224
- Annualization 1 Jan 23 inflation rate of 11.2% on BAS	4,158	0	0	25,257	0	0	29,414
- Annualization 1 Jan 23 inflation rate of 10.7% on BAH	31,206	85,523	0	0	0	0	116,729
<b>Pay Raise (PI):</b>	<b>301,913</b>	<b>617,141</b>	<b>2,576</b>	<b>0</b>	<b>4,593</b>	<b>0</b>	<b>926,223</b>
- 1 Jan 24 pay raise of 5.2% effect on Basic Pay	212,167	445,910	2,396	0	0	0	660,473
- 1 Jan 24 pay raise effect on RPA	68,185	130,611	0	0	0	0	198,796
- 1 Jan 24 pay raise effect on TSP	3,966	6,999	0	0	0	0	10,965
- 1 Jan 24 pay raise effect on FICA	17,595	33,621	181	0	0	0	51,397
- 1 Jan 24 pay raise of 5.2% effect on DLA for PCS moves	0	0	0	0	4,593	0	4,593
<b>Inflation Rate (PI):</b>	<b>6,955</b>	<b>0</b>	<b>0</b>	<b>46,181</b>	<b>61,779</b>	<b>0</b>	<b>114,915</b>
- 1 Jan 24 inflation rate of 3.4% effect on BAS	6,955	0	0	42,249	0	0	49,204
- Increase in Inflation for SIK	0	0	0	3,932	0	0	3,932
<b>BAH Rates (PI):</b>	<b>59,851</b>	<b>165,876</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>225,727</b>
- Housing Allowance rate 1 Jan 24 increase of 4.2%	57,808	158,427	0	0	0	0	216,236
- Increase in MIHA Pricing	40	182	0	0	0	0	223
- Increase in OHA Pricing	2,002	7,267	0	0	0	0	9,269
<b>Other (PI):</b>	<b>32,583</b>	<b>92,309</b>	<b>1,655</b>	<b>0</b>	<b>20,572</b>	<b>3,327</b>	<b>150,445</b>
- Increase in FICA Pricing	0	622	0	0	0	0	622
- Increase in TSP Matching Contribution Pricing	429	0	0	0	0	0	429
- Increase in Clothing Pricing	9	4,113	0	0	0	0	4,122
- Increase in Flying Duty Crew Pricing	0	13	0	0	0	0	13
- Increase in Flying Duty Non-Crew Pricing	0	4	0	0	0	0	4
- Increase in Aviator Bonus Pricing	21,890	0	0	0	0	0	21,890
- Increase in Other Incentive Pay Pricing	0	63	0	0	0	0	63
- Increase in COLA Pricing	6,978	26,569	0	0	0	0	33,547
- Increase in TLA Pricing	686	2,632	0	0	0	0	3,318
- Increase in CONUS COLA Pricing	23	30	0	0	0	0	53
- Increase in Special Pay Pricing	1,357	0	0	0	0	0	1,357
- Increase in Cat Injured Aid Allow Pricing	3	9	0	0	0	0	12
- Increase in LSTL Pricing	1,207	2,836	0	0	0	0	4,043
- Increase in Separation Payments Pricing	0	729	0	0	0	0	729
- Increase in Selective Reenlistment Bonus Pricing	0	54,688	0	0	0	0	54,688
- Increase in Cadet Subsistence Pricing	0	0	1,655	0	0	0	1,655
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	7,651	0	7,651
- Increase in Total AMC Pricing	0	0	0	0	2,863	0	2,863
- Increase in Total Comm Air Pricing	0	0	0	0	1,219	0	1,219
- Increase in Trans of POV Pricing	0	0	0	0	3	0	3
- Increase in Temp Lodging Pricing	0	0	0	0	2,439	0	2,439
- Increase in Apprehension Expense Pricing	0	0	0	0	0	1	1
- Increase in Interest On Savings Pricing	0	0	0	0	0	41	41
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	628	628
- Increase in SGLI Pricing	0	0	0	0	0	457	457
- Increase in Mass Transportation Pricing	0	0	0	0	0	127	127
- Increase in Partial DLA Pricing	0	0	0	0	0	1,186	1,186
- Increase in ROTC Pricing	0	0	0	0	0	270	270
- Increase in JROTC Pricing	0	0	0	0	0	618	618

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Program Increase</b>	<b>171,360</b>	<b>82,366</b>	<b>99</b>	<b>8,534</b>	<b>23,416</b>	<b>3,790</b>	<b>289,565</b>
<b>Strength (PGI):</b>	<b>145,996</b>	<b>64,302</b>	<b>67</b>	<b>0</b>	<b>15,011</b>	<b>685</b>	<b>226,061</b>
- Increase in Base Pay Program	77,138	0	63	0	0	0	77,201
- Increase in FICA Program	5,898	0	4	0	0	0	5,902
- Increase in RPA Program	22,798	0	0	0	0	0	22,798
- Increase in TSP Matching Contribution Program	0	64,302	0	0	0	0	64,302
- Increase in BAS Program	2,402	0	0	0	0	0	2,402
- Increase in Clothing Program	100	0	0	0	0	0	100
- Increase in AVIP Program	2,946	0	0	0	0	0	2,946
- Increase in BAH Program	34,714	0	0	0	0	0	34,714
- Increase in Land Ship Program	0	0	0	0	6,567	0	6,567
- Increase in ITGBL Program	0	0	0	0	1,729	0	1,729
- Increase in Disloc Allow Program	0	0	0	0	6,715	0	6,715
- Increase in JROTC workyears	0	0	0	0	0	685	685
<b>Other (PGI):</b>	<b>25,364</b>	<b>18,064</b>	<b>32</b>	<b>8,534</b>	<b>8,405</b>	<b>3,105</b>	<b>63,504</b>
- Increase in Special Pay Program	20,603	4,284	0	0	0	0	24,887
- Increase in FSA Program	72	66	0	0	0	0	138
- Increase in Flying Duty Crew Program	0	5	0	0	0	0	5
- Increase in SWSIP Program	3,186	9,713	0	0	0	0	12,899
- Increase in COLA Program	1,219	0	0	0	0	0	1,219
- Increase in TLA Program	272	222	0	0	0	0	494
- Increase in CONUS COLA Program	12	2	0	0	0	0	14
- Increase in Basic Needs Allowance Program	0	410	0	0	0	0	410
- Increase in Enlisted Bonus Program	0	3,362	0	0	0	0	3,362
- Increase in Cadet Subsistence Program	0	0	32	0	0	0	32
- Increase in SIK Total Program	0	0	0	8,534	0	0	8,534
- Increase in Total Mile-Per Diem Program	0	0	0	0	586	0	586
- Increase in Total AMC Program	0	0	0	0	381	0	381
- Increase in Total Comm Air Program	0	0	0	0	162	0	162
- Increase in M Tons MSC Program	0	0	0	0	92	0	92
- Increase in S Tons AMC Program	0	0	0	0	747	0	747
- Increase in Trans of POV Program	0	0	0	0	9	0	9
- Increase in NonTemp Storage Program	0	0	0	0	1,764	0	1,764
- Increase in Temp Lodging Program	0	0	0	0	4,517	0	4,517
- Increase in POV Contracts	0	0	0	0	147	0	147
- Increase in Unemployment Benefits Program	0	0	0	0	0	2,986	2,986
- Increase in SGLI Program	0	0	0	0	0	17	17
- Increase in Adoption Expenses Program	0	0	0	0	0	102	102
<b>Total Increases</b>	<b>688,469</b>	<b>1,207,653</b>	<b>5,016</b>	<b>79,972</b>	<b>111,584</b>	<b>7,117</b>	<b>2,099,811</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Pricing Decrease</b>	<b>(387,783)</b>	<b>(749,255)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,137,038)</b>
<b>Inflation Rate (PD):</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
- Decrease in rate for Land (HHG)	0	0	0	0	0	0	0
- Decrease in rate for ITGBL (HHG)	0	0	0	0	0	0	0
<b>Other (PD):</b>	<b>(387,783)</b>	<b>(749,255)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,137,038)</b>
- Decrease in RPA Pricing	(383,147)	(724,448)	0	0	0	0	(1,107,595)
- Decrease in FICA Pricing	(1,769)	0	0	0	0	0	(1,769)
- Decrease in TSP Matching Contribution Pricing	0	(2,634)	0	0	0	0	(2,634)
- Decrease in AVIP Pricing	(503)	0	0	0	0	0	(503)
- Decrease in SWSIP Pricing	(1,725)	(6,192)	0	0	0	0	(7,917)
- Decrease in Other Incentive Pay Pricing	(3)	0	0	0	0	0	(3)
- Decrease in Special Pay Pricing	0	(15,931)	0	0	0	0	(15,931)
- Decrease in Separation Payments Pricing	(636)	0	0	0	0	0	(636)
- Decrease in Enlisted Bonus Pricing	0	(50)	0	0	0	0	(50)
- Decrease in M Tons MSC Pricing	0	0	0	0	0	0	0
- Decrease in S Tons AMC Pricing	0	0	0	0	0	0	0
<b>Program Decrease</b>	<b>(24,753)</b>	<b>(150,284)</b>	<b>0</b>	<b>(1,582)</b>	<b>(17,009)</b>	<b>0</b>	<b>(193,628)</b>
<b>Strength (PGD):</b>	<b>(14,791)</b>	<b>(71,981)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(86,772)</b>
- Decrease in Base Pay Program	0	(43,249)	0	0	0	0	(43,249)
- Decrease in FICA Program	0	(3,307)	0	0	0	0	(3,307)
- Decrease in RPA Program	0	(12,665)	0	0	0	0	(12,665)
- Decrease in TSP Matching Contribution Program	(14,791)	0	0	0	0	0	(14,791)
- Decrease in Clothing Program	0	(292)	0	0	0	0	(292)
- Decrease in BAH Program	0	(12,468)	0	0	0	0	(12,468)
<b>Other (PGD):</b>	<b>(9,962)</b>	<b>(78,303)</b>	<b>0</b>	<b>(1,582)</b>	<b>(17,009)</b>	<b>0</b>	<b>(106,856)</b>
- Decrease in LSTL Program	(219)	(7,354)	0	0	0	0	(7,573)
- Decrease in Special Pay Program	0	(4,041)	0	0	0	0	(4,041)
- Decrease in Flying Duty Non-Crew Program	(14)	(52)	0	0	0	0	(66)
- Decrease in Non-Fly Crew Member Program	(28)	0	0	0	0	0	(28)
- Decrease in Aviator Bonus Program	(9,175)	0	0	0	0	0	(9,175)
- Decrease in Parachute Jumping Program	(36)	(162)	0	0	0	0	(198)
- Decrease in Other Incentive Pay Program	(78)	(958)	0	0	0	0	(1,036)
- Decrease in COLA Program	0	(1,479)	0	0	0	0	(1,479)
- Decrease in Separation Payments Program	(412)	(3,410)	0	0	0	0	(3,822)
- Decrease in Selective Reenlistment Bonus Program	0	(60,847)	0	0	0	0	(60,847)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(1,582)	0	0	(1,582)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(1,782)	0	(1,782)
- Decrease in Total AMC Program	0	0	0	0	(580)	0	(580)
- Decrease in Total Comm Air Program	0	0	0	0	(247)	0	(247)
- Decrease in Defense Personnel Property System (DPS)	0	0	0	0	(14,400)	0	(14,400)
<b>Total Decreases</b>	<b>(412,536)</b>	<b>(899,539)</b>	<b>0</b>	<b>(1,582)</b>	<b>(17,009)</b>	<b>0</b>	<b>(1,330,666)</b>
<b>FY 2024 DIRECT PROGRAM</b>	<b>11,441,677</b>	<b>22,058,363</b>	<b>100,522</b>	<b>1,661,315</b>	<b>1,357,074</b>	<b>147,579</b>	<b>36,766,530</b>

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



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**PAY AND ALLOWANCES  
OF OFFICERS**

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

**Amount**

**FY 2023 DIRECT PROGRAM**

**11,165,744**

**Pricing Increase**

**517,109**

**Annualization (PI): 115,808**

Annualization 1 Jan 23 raise of 4.6% on Basic Pay	56,532
Annualization of raise on RPA	18,167
Annualization of raise on FICA	4,688
Annualization of raise on TSP	1,057
Annualization 1 Jan 23 inflation rate of 11.2% on BAS	4,158
Annualization 1 Jan 23 inflation rate of 10.7% on BAH	31,206

**Pay Raise (PI): 301,913**

1 Jan 24 pay raise of 5.2% effect on Basic Pay	212,167
1 Jan 24 pay raise effect on RPA	68,185
1 Jan 24 pay raise effect on FICA	17,595
1 Jan 24 pay raise effect on TSP	3,966

**Inflation Rate (PI): 6,955**

1 Jan 24 inflation rate of 3.4% effect on BAS	6,955
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**BAH Rates (PI): 59,851**

1 Jan 24 inflation rate of 4.2% effect on BAH	57,808
1 Jan 24 inflation rate of 2.4% effect on MIHA	40
1 Jan 24 inflation rate of 2.4% effect on OHA	2,002

**Other (PI): 32,583**

Increase in TSP Matching Contribution Payments	429
Increase in Aviator Bonus Payments	21,890
Increase in Special Pay Payments	1,357
Increase in COLA Payments	6,978
Increase in TLA Payments	686
Increase in CONUS COLA Payments	23
Increase in Clothing Payments	9
Increase in Cat Injured Aid Allow Payments	3
Increase in LSTL Payments	1,207

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

		<u>Amount</u>
<b>Program Increase</b>	<b>171,360</b>	
<b>Strength (PGI):</b>	<b>145,996</b>	
Increase in workyears for Base Pay	77,138	
Increase in workyears for FICA	5,898	
Increase in workyears for RPA	22,798	
Increase in workyears for BAS	2,402	
Increase in workyears for Clothing	100	
Increase in workyears for AVIP	2,946	
Increase in workyears Housing Allowance	34,714	
<b>Other (PGI):</b>	<b>25,364</b>	
Increase in SWSIP Program	3,186	
Increase in Special Pay Program	20,603	
Increase in COLA Program	1,219	
Increase in TLA Program	272	
Increase in CONUS COLA Program	12	
Increase in FSA Program	72	
<b>Total Increases</b>		<b>688,469</b>

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

		<u>Amount</u>
<b>Pricing Decrease</b>		<b>(387,783)</b>
<b>Other (PI):</b>	<b>(387,783)</b>	
Decrease in RPA Payments	(383,147)	
Decrease in FICA Payments	(1,769)	
Decrease in AVIP Payments	(503)	
Decrease in SWSIP Payments	(1,725)	
Decrease in Other Incentive Pay Payments	(3)	
Decrease in Separation Payments	(636)	
<b>Program Decrease</b>		<b>(24,753)</b>
<b>Strength (PGD):</b>	<b>(14,791)</b>	
Decrease in workyears for TSP Matching Contribution	(14,791)	
<b>Other (PGD):</b>	<b>(9,962)</b>	
Decrease in Flying Duty Non-Crew Program	(14)	
Decrease in Non-Fly Crew Member Program	(28)	
Decrease in Aviator Bonus Program	(9,175)	
Decrease in Parachute Jumping Program	(36)	
Decrease in Other Incentive Pay Program	(78)	
Decrease in LSTL Program	(219)	
Decrease in Separation Payments	(412)	
<b>Total Decreases</b>		<b>(412,536)</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>11,441,677</b>

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2024 Estimate 6,144,316  
FY 2023 Estimate 5,775,515  
FY 2022 Actual 5,940,932

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 2.7% in 2022, 4.6% in 2023 and 5.2% in 2024, effective January 1 each year. The annualized pay raise is 4.125% for FY 2023 and 5.050% for FY 2024. Per Fiscal 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2022 beginning strength was 64,873 and end strength was 64,941 using 67,571 workyears.  
FY 2023 beginning strength was 60,721 and end strength is projected to be 60,838 using 63,310 workyears.  
FY 2024 beginning strength will be 60,838 and end strength is projected to be 61,396 using 63,936 workyears.

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	13	203,335	2,643	11	210,728	2,318	10	221,370	2,214
Lt General	49	200,947	9,846	46	209,236	9,625	49	219,803	10,770
Major General	93	193,389	17,985	85	201,366	17,116	83	211,535	17,557
Brig General	144	169,376	24,390	123	176,363	21,693	125	185,270	23,159
Colonel	3,534	145,630	514,658	3,337	151,638	506,015	3,302	159,295	525,994
Lt Colonel	10,833	117,496	1,272,833	10,030	121,689	1,220,538	10,124	127,834	1,294,191
Major	15,641	98,572	1,541,767	14,676	102,089	1,498,259	15,247	107,245	1,635,158
Captain	21,716	78,753	1,710,190	20,680	81,561	1,686,690	20,824	85,680	1,784,206
1st Lieutenant	8,788	62,480	549,078	8,159	65,058	530,806	8,355	68,343	571,007
2nd Lieutenant	6,760	44,015	297,542	6,163	45,831	282,455	5,817	48,145	280,060
<b>TOTAL BASIC PAY</b>	<b>67,571</b>		<b>5,940,932</b>	<b>63,310</b>		<b>5,775,515</b>	<b>63,936</b>		<b>6,144,316</b>

\* FY 2022 includes \$97,881 in OOC execution. FY 2023 includes \$113,462 in OOC projected execution. FY 2024 includes \$108,705 for the OOC budget request.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2024 Estimate	1,822,432
FY 2023 Estimate	2,096,818
FY 2022 Actual	2,055,973

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., § 1466. The Board of Actuaries met on June 24, 2022 and established normal cost percentages (NCPs) for Fiscal Year 2024 through Fiscal Year 2028. In accordance with the Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 35.1% for FY 2022, 36.9% for FY 2023, and 30.0% for FY 2024. The part-time RPA rate is 25.7% for FY 2022, 24.5% for FY 2023, and 23.1% for FY 2024.

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	64,780	30,593	1,981,828	60,496	33,539	2,028,957	61,025	28,719	1,752,588
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	2,791	26,566	74,145	2,814	24,115	67,861	2,911	23,993	69,844
<b>Total Retired Pay Accrual</b>	<b>67,571</b>	<b>30,427</b>	<b>2,055,970</b>	<b>63,310</b>	<b>33,120</b>	<b>2,096,818</b>	<b>63,936</b>	<b>28,504</b>	<b>1,822,432</b>

\* FY 2022 includes \$25,155 in OOC execution. FY 2023 includes \$27,799 in OOC projected execution. FY 2024 includes \$25,111 for the OOC budget request.

(Amount in Thousands)

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

FY 2024 Estimate 98,618  
FY 2023 Estimate 107,957  
FY 2022 Actual 83,389

**PART I - PURPOSE AND SCOPE**

The Fiscal 2016 National Defense Authorization Act (NDAA), Public Law 114-92, § 632(2), authorized the Secretary concerned to make contributions to the Thrift Savings Fund, in accordance with Title 5 U.S.C. § 8432 for the benefit of the member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one (1) percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects to participate in the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five (5) percent of the member's BP. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of Base Pay (BP) the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching Thrift Savings Plan (TSP) contributions payments in Fiscal Year 2018 pursuant to the January 1, 2018 effective date of the Blended Retirement System (BRS).

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			83,389			107,957			98,618



(Amount in Thousands)

**PROJECT: INCENTIVE PAY - OFFICERS**

FY 2024 Estimate	445,356
FY 2023 Estimate	427,831
FY 2022 Actual	389,216

**PART I - PURPOSE AND SCOPE**

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

The Fiscal 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extends certain expiring bonus and special pay authorities as outlined under provisions of Title 37 U.S.C., § 301 and § 351 for one year, as follows:

- 1) Aviation Incentive Pay AvIP (formerly Aviator Pay) - Entitlement paid to regular and reserve commissioned officers who hold or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. Per Title 37 U.S.C., § 334, the Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amount not to exceed \$1500 per the Fiscal 2023 National Defense Authorization Act (NDAA). The year groups, as well as compensation, were changed to assist the service in the retention of aviators.
- 2) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew Airmen in fixed monthly amounts not to exceed \$250 and non-crew Airmen in fixed monthly amounts not to exceed \$150 only when performing such duties, as authorized by Title 37 U.S.C. § 301.
- 3) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated commissioned officer retention. Title 37 U.S.C. § 334 Special Aviation Incentive Pay and Bonus Authorities for Officers authorizes payments up to \$35,000. However, the Fiscal 2023 NDAA, Public Law No. 117-54, § 602 increases this maximum to \$50,000. The Fiscal 2023 NDAA, Public Law No. 117-54, § 604, also established the RegAF Rated Officer Retention Demonstration Program that would establish a demonstration program to assess and improve retention of certain rated officers serving on active duty in the Air Force. Members that sign under the Demonstration Program will receive monetary bonus payments as soon as they are under a contract and then serve their Active-Duty Service Commitment (ADSC) after the original undergraduate flying training (UFT) ADSC expires. The Fiscal 2023 NDAA, Public Law No. 117-54, Rated Officer Retention Demonstration Program expires on 31 December 2028.
- 4) Parachute Jumping - Incentive pay for hazardous duty to encourage commissioned officers to enter into, and remain on, duty involving parachute jumping from an aircraft in aerial flight as authorized by Title 37 U.S.C. § 301. Service members who perform this duty are entitled to pay at the monthly rate of \$150. Service members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225.
- 5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to service members who demolish (with the use of explosives) underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions in Title 37 U.S.C. § 301 and DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 5.2 at a monthly rate of \$150.
- 6) Special Warfare Skill Incentive Pay (SWSIP)– A monthly skill incentive pay to commissioned officers qualified and serving as Department of the Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017. Commissioned officers serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Commissioned officers serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Special Tactics Officer (19ZX; formerly 13DX), Tactical Air Control Party Officer (19ZXB; formerly 13LX), Air Liaison Officer and 15W, Special Operations Weather Officer), and Combat Rescue Officer (19ZXC; formerly 13CX). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Commissioned officers serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the service member is authorized pay under Special Warfare Skill Incentive Pay (SWSIP) (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 7) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150 in accordance with DoD 7000.14-R Financial Management Regulation Volume (FMR) Volume 7A, Chapter 24, Paragraph 6.2 and Title 37 U.S.C. § 301.
- 8) Chemical Munitions - Duties in which service members handle chemical munitions or components of such munitions. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 301(a)(10) and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 10.3.
- 9) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 301(a)(10) and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 7.3.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Aviation Incentive Pay</u></b>									
<b>Years Aviation Service / Grade</b>									
Less than 2	4,220	1,800	7,596	4,371	1,800	7,868	4,420	1,800	7,956
Over 2	6,258	3,000	18,774	6,456	3,000	19,368	7,215	3,000	21,645
Over 6	8,396	8,400	70,526	8,200	8,400	68,880	8,319	8,400	69,880
Over 12	6,664	12,000	79,968	6,873	12,000	82,476	6,809	12,000	81,708
Over 22	515	8,400	4,326	544	8,400	4,570	576	8,400	4,838
Over 24	424	5,400	2,290	389	5,400	2,101	404	5,400	2,182
<b>Subtotal Flying Duty Crew</b>	<b>26,477</b>		<b>183,480</b>	<b>26,833</b>		<b>185,263</b>	<b>27,743</b>		<b>188,209</b>
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Crew	8	2,160	17	8	2,160	17	8	2,160	17
Flying Duty Non-Crew	39	1,800	70	33	1,800	59	25	1,800	45
Flying Duty Non-Rated	376	2,394	900	365	2,395	874	352	2,403	846
<b>Subtotal HDIP-Aviation</b>	<b>423</b>		<b>987</b>	<b>406</b>		<b>950</b>	<b>385</b>		<b>908</b>
<b><u>Aviator Bonus</u></b>									
Pilots	7,134	28,201	201,186	7,850	30,265	237,583	7,573	33,124	250,846
<b>Subtotal Aviator Bonus</b>	<b>7,134</b>		<b>201,186</b>	<b>7,850</b>		<b>237,583</b>	<b>7,573</b>		<b>250,846</b>
<b>Subtotal Flying Duty Pay</b>			<b>385,653</b>			<b>423,796</b>			<b>439,963</b>
<b><u>Parachute Jumping</u></b>	<b>66</b>	<b>1,800</b>	<b>119</b>	<b>52</b>	<b>1,800</b>	<b>94</b>	<b>32</b>	<b>1,800</b>	<b>58</b>
<b><u>Parachute HALO</u></b>	<b>43</b>	<b>2,700</b>	<b>116</b>	<b>34</b>	<b>2,700</b>	<b>92</b>	<b>20</b>	<b>2,700</b>	<b>54</b>
<b><u>Demolition Duty</u></b>	<b>71</b>	<b>1,800</b>	<b>128</b>	<b>56</b>	<b>1,800</b>	<b>101</b>	<b>35</b>	<b>1,800</b>	<b>63</b>
<b><u>Special Warfare Skill Incentive Pay</u></b>									
SWSIP Combat Rescue	179	7,045	1,261	180	7,111	1,280	385	7,117	2,740
SWSIP Special Tactic	149	6,477	965	150	6,813	1,022	149	7,141	1,064
SWSIP Tactical Air Control Party	385	2,210	851	387	3,429	1,327	179	7,246	1,297
<b>Subtotal SWSIP</b>	<b>713</b>		<b>3,077</b>	<b>717</b>		<b>3,629</b>	<b>713</b>		<b>5,101</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	11	1,800	20	10	1,800	18	10	1,800	18
Chemical Munitions Handler	2	1,800	4	2	1,800	4	2	1,800	4
Pressure Chamber Observer	41	1,800	74	40	1,800	72	39	1,800	70
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	13	1,800	23	13	1,800	23	13	1,800	23
<b>Subtotal Other Incentive Duty Pay</b>	<b>68</b>		<b>123</b>	<b>66</b>		<b>119</b>	<b>65</b>		<b>117</b>
<b>TOTAL INCENTIVE PAY</b>			<b>389,216</b>			<b>427,831</b>			<b>445,356</b>

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

**PART I - PURPOSE AND SCOPE**

The 2017 Fiscal Year National Defense Authorization Act (NDAA), Public Law 114-328, § 616, 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 U.S.C. § 334(c) remains a flexible and cost-effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. The Fiscal Year 2023 NDAA, Public Law No. 117-54, § 602 increases the maximum amounts of certain bonus and special pay authorities for enlisted members, nuclear officers, aviation officers, and members with certain specialized skills.

**Aircraft Personnel Manning Levels**

Aircraft Type Category	FY 2022	FY 2023	FY 2024
Fighter	83.1%	85.1%	84.3%
Bomber	90.9%	94.6%	94.6%
Mobility	104.0%	105.8%	105.8%
Special Ops	93.4%	99.0%	101.1%
C2ISR	121.5%	126.2%	127.7%
Rescue	104.9%	110.7%	114.4%
RPA	83.1%	90.5%	90.5%
<b>Total</b>	<b>94.60%</b>	<b>98.30%</b>	<b>95.30%</b>

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

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

Aircraft Type Category	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	1,160	29,499	34,219	1,189	39,373	46,815	1,126	44,485	50,090
Bomber	704	25,405	17,885	756	24,899	18,824	659	31,593	20,820
Mobility	1,714	33,795	57,924	1,927	34,083	65,677	1,853	37,391	69,286
Special Ops	988	27,212	26,885	1,073	34,996	37,551	994	40,204	39,963
C2ISR	1,557	22,073	34,368	1,562	22,553	35,228	1,439	24,599	35,398
Rescue	359	32,641	11,718	425	27,421	11,654	435	28,159	12,249
RPA	652	27,894	18,187	918	23,784	21,834	1,067	21,593	23,040
<b>Total</b>	<b>7,134</b>	<b>28,201</b>	<b>201,186</b>	<b>7,850</b>	<b>30,265</b>	<b>237,583</b>	<b>7,573</b>	<b>33,124</b>	<b>250,846</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2024 Estimate	381,481
FY 2023 Estimate	358,556
FY 2022 Actual	349,311

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., § 301, 302, 303, and 335 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C § 335, allows Accession Bonus (Consolidated Special Pay – CSP); Retention Bonus; Incentive Pay, and Board-Certified Pay for other health professions to include professions not previously authorized: all dentists, nurses, physician assistants, clinical psychologists, clinical social workers, and AF public health officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses transitioned to the four (4) new pay categories in Fiscal Year (FY) 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions comprised of commissioned officers transitioned in Fiscal Year (FY) 2018. The Fiscal Year 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extends certain expiring bonus and special pay authorities to December 31, 2023.
  - (a) Physician Pay: Legacy -
    - i. Medical Additional Special Pay (ASP) - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for one year. Commissioned officers receive \$15,000 per year per Title 37 U.S.C. § 302(a)(4).
    - ii. Medical Board-Certified Pay (BCP) - Monthly payment varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of creditable service, per Title 37 U.S.C. § 302(a)(5).
    - iii. Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - This incentive pay addresses retention difficulties and shortages in the medical specialties for physicians who have completed initial residency and nearing completion of their service obligation. Additionally, this incentive is paid in four equal payments initially and on the anniversary dates of the agreement at 62.5% of the current pay plan's 4-yr Medical Incentive Special Pay (MISP)/Multi-Year Special Pay (MSP) pay rate. Rates for each specialty are set by Health Affairs across all services.
    - iv. Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers entitled to Variable Special Pay (VSP) who have completed residency training and execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$75,000 (Fiscal 2008 NDAA, Public Law 110-181, § 610 increased cap to \$75,000) as either a single year contract (ISP) or as a multi-year contract (MISP) in conjunction with MSP. Rates for each specialty are set by Health Affairs across all services.
    - v. Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000 (Fiscal 2008 NDAA, Public Law 110-181, § 610 increased cap) per year for 4-year agreement as authorized by Title 37 U.S.C. § 301d. Rates for each specialty are set by Health Affairs across all services. MSP program replaced the Medical Officer Retention Bonus.
    - vi. Medical Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year, in accordance with Title 37 U.S.C. § 302(a)(2) and (3).
    - vii. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (b) Physician Pay: Consolidated Special Pays -
  - i. Incentive Pay - Medical - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Incentive Pay rates are set by Health Affairs.
  - ii. Retention Bonus - Medical - Financial incentive to retain enough qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
  - iii. Board Certification Pay - Medical - Monthly payment paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at a range of \$2,500 and \$6,000 in accordance with Title 37 U.S.C. § 302(a)(5).
  - iv. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Medical - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (c) Dentist Pay: Consolidation of Special Pay -
  - i. Accession Bonus - Dental - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dental professionals in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs. Current rates range from \$20,000 to \$35,000.
  - ii. Incentive Pay - Dental - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Current rates range from \$20,000 to \$75,000. See DoD 7000.14-R Financial Management Regulation Volume 7a, Chapter 5.
  - iii. Retention Bonus - Dental - Financial incentive to retain enough qualified dental professionals to meet services health care requirements. Paid as an annual bonus. Current rates range from \$13,000 to \$115,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
  - iv. Board Certification Pay - Dental - Monthly incentive paid to dental professionals who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at a range of \$2,500 to \$6,000 per Title 37 U.S.C. § 302b(a)(5).
  - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$600,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Nurse Pay: Consolidated Special Pays -
  - i. Accession Bonus - Nurse - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified nurses, per Title 37 U.S.C. § 302(a)(2). Current rates are \$20,000 for a three-year contract and \$30,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus) in accordance with Title 37 U.S.C. § 302d. The amount authorized is set across all services by Health Affairs.
  - ii. Incentive Pay - Nurse - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Certified Registered Nurse Anesthetists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5.
  - iii. Retention Bonus - Nurse - This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs (HA) across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$60,000 for a four-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5.
  - iv. Board Certification Pay - Nurse - Financial incentive to encourage commissioned officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount ranges from \$2,500 to \$6,000 paid in equal monthly increments in accordance with Title 37 U.S.C. § 302(a)(5). Health Affairs policy determines which nursing specialties are eligible for board certified pay.
- (e) Health Professions Officers Accession Bonus: Consolidated Special Pays -
  - i. Pharmacy - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified pharmacists. The current rate is \$30,000 for a four-year contract, see Title 37 U.S.C. § 302j. The new accessions must execute a written agreement to remain on active duty for four (4) consecutive years and are not eligible for multiple-year bonuses (retention bonus). The amount authorized is set across all services by Health Affairs.
  - ii. Physical Therapist - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Physical Therapist. The current rate is \$30,000 for a four-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-1. The new accessions must execute a written agreement to remain on active duty for four (4) consecutive years and are not eligible for multiple-year bonuses (retention bonus). The amount authorized is set across all services by Health Affairs.
  - iii. Public Health Officers (PHO) - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Public Health Officers. The current rate is \$22,500 for a three-year contract and \$40,000 for a four-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-1. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
  - iv. Physician's Assistant - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Physician Assistants. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-1. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
  - v. Psychologist - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Psychologists. The current rate is \$37,500 for a three-year contract and \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.
  - vi. Social Workers - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified Social Workers. The current rate is \$18,750 for a three-year contract and \$30,000 for a four-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-1. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (f) Health Professions Officers Retention Bonus: Consolidated Special Pays -
  - i. Pharmacy - This is a financial incentive to retain enough pharmacists to meet the medical requirements of the service. Rates are set by Health Affairs across all services. Pharmacy Retention Bonus rates are \$15,000 annually for all contracts, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6.
  - ii. Psychologist - This is a financial incentive to retain enough Psychologists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$15,000 for a two-year contract to \$40,000 for a six-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6.
  - iii. Public Health Officers (PHO) - This is a financial incentive to retain enough Public Health Officers to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$7,500 for a four-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6.
  - iv. Social Workers - This is a financial incentive to retain enough Social Workers to meet the medical requirements of the service. Rates for are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract.
  - v. Optometrists - This is a financial incentive to retain enough Optometrists to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$5,000 for a two-year contract to \$10,000 for a four-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6.
  - vi. Physician Assistant - This is a financial incentive to retain enough Physician Assistants to meet the medical requirements of the service. Rates are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$35,000 for a six-year contract, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6.
- (g) Health Professions Officers Board Certification Pay: Consolidated Special Pays - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount ranges from \$2,500 to \$6,000 paid in equal monthly increments, per Title 37 U.S.C. § 302(a)(5). HA policy determines which specialties are eligible for board certified pay.
- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., § 355. Rates for each specialty are set by the respective Service, not to exceed \$200,000 total.
- (3) Officer Retention Bonus – Authorized by Title 37 U.S.C., § 332. Rates will not exceed \$25,000 for each year of obligated service.
- (4) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C. § 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
  - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
  - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (5) Assignment Incentive Pay (AIP):
  - (a) Air Force Special Operations Command (AFSOC) Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.3.2.1., to commissioned officers serving as AFSPECWAR Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$1,000/month for commissioned officers serving as AFSPECWAR Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C. § 352 and the Secretary of the Air Force. These commissioned officers are assigned to the Headquarters, Air Force Special Operations Command (AFSOC) serving in identified commissioned officer operator positions on the unit manning document (UMD). These commissioned officers as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (b) Alice Springs Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.5.2., to commissioned officer (RegAF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel at this austere location. IAW DoDI 1340.26, this incentive pay has been extended to until 31 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (c) Burlington Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.1., to commissioned officer (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (d) Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.4.2., to commissioned officer (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Space Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2023.
- (e) Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.2., to commissioned officer (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (f) Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.8., to commissioned officers who are permanently assigned to the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to commissioned officer (RegAF, ANG, & AFR) authorized under Title 37 U.S.C., § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2024. Eligible recipients of Kingsley Field Assignment Incentive Pay are commissioned officer assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (g) Korea Assignment Incentive Pay – Incentive pay of \$300 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.9., to commissioned officer (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act, § 617. IAW DoDI 1340.26, this incentive pay has been extended through 31 December 2023. The Korea Assignment Incentive Pay is an enduring incentive pay to commissioned officer assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- (h) Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.3., to commissioned officer (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (i) Turkey Assignment Incentive Pay – Incentive Pay of \$300 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10.2., to commissioned officer (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Turkey Assignment Incentive Pay with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2023. Eligible recipients are commissioned officer assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
- (j) Intercontinental Ballistic Missile (ICBM) Incentive Pay - Incentive paid to Nuclear and Missile Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who deploy to remote locations within the missile complex, often for days at a time for a minimum of 210 hours out of a 90-day period. They are currently paid \$300 per month and currently expires 31 December 2024.



(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (6) Continuation Pay (CP) – The Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, § 634, authorizes the Secretary concerned to make a payment of continuation pay to each service member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018, effective date of the BRS.
- (7) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed-circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. It is paid at the rate of \$150 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 11.
- (8) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C. § 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 19, Paragraph 190205.
- (9) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 352. The payment is based on service member's designated locations. Hardship Duty Pay is payable to service members at a monthly rate not to exceed \$1,500, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (10) Health Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C. § 2121(c)(2).
- (11) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to service members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a service member is on official duty in a designated IDP area. The Fiscal Year 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a service member is: (a) Subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the service member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a service member receives HFP; IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.
- (12) Judge Advocate Continuation Pay (JACP) - Financial incentive for military Judge Advocates to continue active duty upon completion of their ADSO. Up to \$60K total payable to eligible judge advocates over a career.
- (13) Judge Advocate General's Corps Officer Student Loan Repayment Program - Authorized in Fiscal Year 2010 pursuant to Title 10 U.S.C § 2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.
- (14) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C. § 328, the Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Service members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Physician Pay</u></b>									
Legacy									
Legacy Physician Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Incentive Pay - Medical	3,600	36,437	131,174	3,600	36,437	131,174	3,600	36,437	131,174
Retention Bonus - Medical	880	42,786	37,652	880	42,786	37,652	880	42,786	37,652
Board Certification Pay - Medical	2,221	6,000	13,326	2,221	8,000	17,768	2,221	8,000	17,768
CWSAB - Medical	6	300,000	1,800	15	300,000	4,500	15	300,000	4,500
CSP Physician Subtotal	6,707	27,427	183,952	6,716	28,454	191,094	6,716	28,454	191,094
Physician Pay Total	6,707	27,427	183,952	6,716	28,454	191,094	6,716	28,454	191,094
<b><u>Dentist Pay</u></b>									
Legacy									
Legacy Dentist Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Dental	0	0	0	6	150,000	900	6	150,000	900
Incentive Pay - Dental	980	24,250	23,765	980	24,500	24,010	980	24,500	24,010
Retention Bonus - Dental	525	44,000	23,100	525	44,000	23,100	525	44,000	23,100
Board Certification Pay - Dental	350	6,000	2,100	350	8,000	2,800	350	8,000	2,800
CWSAB - Dental	0	0	0	2	300,000	600	2	300,000	600
CSP Dentist Subtotal	1,855	26,396	48,965	1,863	27,595	51,410	1,863	27,595	51,410
Dentist Pay Total	1,855	26,396	48,965	1,863	27,595	51,410	1,863	27,595	51,410
<b><u>Nurse Pay</u></b>									
Legacy									
Legacy Nurse Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Nurse	50	30,000	1,500	70	30,000	2,100	80	30,000	2,400
Incentive Pay - Nurse	91	15,000	1,365	90	15,000	1,350	90	15,000	1,350
Retention Bonus - Nurse	1,800	18,487	33,277	1,800	18,987	34,177	1,800	18,987	34,177
Board Certification Pay - Nurse	415	6,000	2,490	415	8,000	3,320	415	8,000	3,320
CWSAB - Nurse	0	0	0	2	100,000	200	3	175,000	525
CSP Nurse Subtotal	2,356	16,397	38,632	2,377	17,310	41,147	2,388	17,492	41,772
Nurse Pay Total	2,356	16,397	38,632	2,377	17,310	41,147	2,388	17,492	41,772

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Health Professions Officers Pay</b>									
Legacy									
Legacy HPO Subtotal	0	0	0	0	0	0	0	0	0
CSP									
Accession Bonus - Health Professions Officers									
Accession Bonus - Pharmacy	10	30,000	300	10	30,000	300	10	30,000	300
Accession Bonus - Phys Therapist	0	0	0	27	30,000	810	27	30,000	810
Accession Bonus - PHO	3	31,333	94	3	31,333	94	3	31,333	94
Accession Bonus - Physicians Assistant	5	48,800	244	5	48,800	244	5	48,800	244
Accession Bonus - Psychologist	2	49,000	98	2	49,000	98	2	49,000	98
Accession Bonus - Social Workers	10	24,400	244	10	24,400	244	10	24,400	244
Accession Bonus - HPO Subtotal	30	32,667	980	57	31,404	1,790	57	31,404	1,790
Incentive Pay - Health Professions Officers									
Incentive Pay - PHO	98	5,000	490	98	5,000	490	98	5,000	490
Incentive Pay - Physicians Assistant	400	5,000	2,000	400	5,000	2,000	400	5,000	2,000
Incentive Pay - Psychologist	193	5,000	965	193	5,000	965	193	5,000	965
Incentive Pay - Optometrists	100	1,200	120	100	1,200	120	100	1,200	120
Incentive Pay - HPO Subtotal	791	4,520	3,575	791	4,520	3,575	791	4,520	3,575
Retention Bonus - Health Professions Officers									
Retention Bonus - Pharmacy	200	15,000	3,000	200	15,000	3,000	200	15,000	3,000
Retention Bonus - PHO	120	6,250	750	120	6,250	750	120	6,250	750
Retention Bonus - Physicians Assistant	220	22,250	4,895	220	22,250	4,895	220	22,250	4,895
Retention Bonus - Psychologist	125	22,248	2,781	125	22,248	2,781	125	22,248	2,781
Retention Bonus - Social Workers	130	8,000	1,040	130	8,000	1,040	130	8,000	1,040
Retention Bonus - Optometrists	80	10,000	800	80	10,000	800	80	10,000	800
Retention Bonus - Dietitian	0	0	0	20	7,500	150	20	7,500	150
Retention Bonus - Medical Lab Technician	0	0	0	20	10,000	200	20	10,000	200
Retention Bonus - HPO Subtotal	875	15,161	13,266	915	14,881	13,616	915	14,881	13,616
Board Certification Pay - Health Professions Officers	925	6,000	5,550	925	6,000	5,550	925	8,000	7,400
CSP HPO Subtotal	2,621	8,917	23,371	2,688	9,126	24,531	2,688	9,814	26,381
Health Professions Officer Pay Total	2,621	8,917	23,371	2,688	9,126	24,531	2,688	9,814	26,381

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
RPA CSRB	3	18,333	55	0	0	0	0	0	0
<b>Non-Medical CSRB Subtotal</b>	<b>3</b>	<b>18,333</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Air Liason Officer ORB	71	22,099	1,569	45	25,000	1,125	24	25,000	600
Contracting ORB	100	15,000	1,500	0	0	0	0	0	0
Network Operations Cyber Warfare ORB	750	15,000	11,250	575	15,000	8,625	800	15,000	12,000
Operations Research Analyst ORB	176	15,000	2,640	31	15,000	465	12	15,000	180
Special Tactics and Combat Rescue ORB	123	25,000	3,075	95	25,000	2,375	600	25,000	15,000
<b>Officer Retention Bonus Subtotal</b>	<b>1,220</b>	<b>16,421</b>	<b>20,034</b>	<b>746</b>	<b>16,877</b>	<b>12,590</b>	<b>1,436</b>	<b>19,345</b>	<b>27,780</b>
<b>Retention Bonus (CSRB/ORB) Total</b>	<b>1,223</b>	<b>16,426</b>	<b>20,089</b>	<b>746</b>	<b>16,877</b>	<b>12,590</b>	<b>1,436</b>	<b>19,345</b>	<b>27,780</b>
Chairman, JCS	2	4,000	8	0	4,000	0	0	4,000	0
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Sr Member of UN	1	2,700	3	1	2,700	3	1	2,700	3
General	10	2,200	22	10	2,200	22	9	2,200	20
Lt General	49	500	24	45	500	23	48	500	24
<b>Pers Allowance - General Officer</b>	<b>63</b>	<b>968</b>	<b>61</b>	<b>57</b>	<b>912</b>	<b>52</b>	<b>59</b>	<b>864</b>	<b>51</b>
AFSOC Air Ops AIP	0	0	0	5	11,400	57	5	11,400	57
Alice Springs AIP	2	6,000	12	2	6,000	12	2	6,000	12
Burlington AIP	10	4,800	48	10	4,800	48	10	4,800	48
Cavalier AIP	15	8,400	126	15	8,400	126	15	8,400	126
Homestead AIP	10	6,000	60	10	6,000	60	10	6,000	60
Korea AIP	188	3,601	677	188	3,601	677	188	3,601	677
Kingsley Field AIP	10	4,800	48	10	4,800	48	10	4,800	48
Madison AIP	2	5,000	10	2	5,000	10	2	5,000	10
Turkey AIP	8	3,625	29	8	3,625	29	8	3,625	29
ICBM Field Ops AIP	400	3,600	1,440	400	3,600	1,440	400	3,600	1,440
Extended Service Training Specialist AIP	6	18,000	108	0	0	0	0	0	0
<b>Assignment Incentive Pay</b>	<b>651</b>		<b>2,558</b>	<b>650</b>		<b>2,507</b>	<b>650</b>		<b>2,507</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Continuation Pay	292	15,754	4,604	305	16,403	5,003	548	17,231	9,439
Diving Duty	33	1,788	59	28	1,786	50	22	1,818	40
Foreign Language Proficiency Bonus	2,699	3,899	10,523	2,329	6,068	14,132	2,446	6,099	14,918
Hardship Duty Location Pay	2,744	1,200	3,293	2,571	1,200	3,085	2,596	1,200	3,115
Health Prof. Scholarship Program (HPSP)	404	1,780	719	396	1,780	705	389	1,779	692
Hostile Fire Pay	1,246	2,700	3,364	1,167	2,700	3,151	1,179	2,700	3,183
JAG Bonus	137	28,547	3,911	137	28,547	3,911	137	28,547	3,911
JAG Student Loan Repayment	240	21,667	5,200	239	21,665	5,178	239	21,665	5,178
Pay and Allowance Continuation (PAC)	8	1,250	10	8	1,250	10	8	1,250	10
<b>TOTAL SPECIAL PAY</b>	<b>23,279</b>		<b>349,311</b>	<b>22,277</b>		<b>358,556</b>	<b>23,364</b>		<b>381,481</b>

\* FY 2022 includes \$4,700 in OOC execution. FY 2023 includes \$4,578 in OOC projected execution. FY 2024 includes \$6,089 for the OOC budget request.

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

Officer ORB

	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 (FY21 & Prior)	806	13,184	167	2,865	62	930								
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	414	6,850												
Anniversary Payments			339	5,725	414	6,850	414	6,850						
Current Year FY 2023														
Initial Payments			240	4,000										
Anniversary Payments					240	4,000	240	4,000	240	4,000				
Biennial Budget FY 2024														
Initial Payments					720	16,000								
Anniversary Payments							200	3,000	200	3,000	200	3,000		
Biennial Budget FY 2025														
Initial Payments							500	10,500						
Anniversary Payments									460	9,500	460	9,500	460	9,500
Biennial Budget FY 2026														
Initial Payments									360	8,000				
Anniversary Payments											360	8,000	360	8,000
Biennial Budget FY 2027														
Initial Payments											220	4,500		
Anniversary Payments													220	4,500
Biennial Budget FY 2028														
Initial Payments													220	4,500
Anniversary Payments														
<b>Total</b>														
Initial Payments	414	6,850	240	4,000	720	16,000	500	10,500	360	8,000	220	4,500	220	4,500
Anniversary Payments	806	13,184	506	8,590	716	11,780	854	13,850	900	16,500	1,020	20,500	1,040	22,000
<b>Total</b>	1,220	20,034	746	12,590	1,436	27,780	1,354	24,350	1,260	24,500	1,240	25,000	1,260	26,500

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

AFSOC Air Ops Flight AIP

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments														
Anniversary Payments														
Current Year FY 2023														
Initial Payments			5	57										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					5	57								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							5	57						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									5	57				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											5	57		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													5	57
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	5	57	5	57	5	57	5	57	5	57	5	57
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	5	57	5	57	5	57	5	57	5	57	5	57



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

Assignment Incentive Pay - Alice Springs

	<u>FY 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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	2	12												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			2	12										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					2	12								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							2	12						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									2	12				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											2	12		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													2	12
Anniversary Payments														
Total														
Initial Payments	2	12	2	12	2	12	2	12	2	12	2	12	2	12
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>12</b>

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

Assignment Incentive Pay - Burlington

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	10	48												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			10	48										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					10	48								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							10	48						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									10	48				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											10	48		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													10	48
Anniversary Payments														
<b>Total</b>														
Initial Payments	10	48	10	48	10	48	10	48	10	48	10	48	10	48
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	10	48	10	48	10	48	10	48	10	48	10	48	10	48

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

Assignment Incentive Pay - Cavalier

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	15	126												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			15	126										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					15	126								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							15	126						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									15	126				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											15	126		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													15	126
Anniversary Payments														
<b>Total</b>														
Initial Payments	15	126	15	126	15	126	15	126	15	126	15	126	15	126
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	15	126	15	126	15	126	15	126	15	126	15	126	15	126

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

Assignment Incentive Pay - Homestead

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	10	60												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			10	60										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					10	60								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							10	60						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									10	60				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											10	60		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													10	60
Anniversary Payments														
<b>Total</b>														
Initial Payments	10	60	10	60	10	60	10	60	10	60	10	60	10	60
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	10	60	10	60	10	60	10	60	10	60	10	60	10	60

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

Assignment Incentive Pay - Korea

	<u>FY 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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	188	677												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			188	677										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					188	677								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							188	677						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									188	677				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											188	677		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													188	677
Anniversary Payments														
<b>Total</b>														
Initial Payments	188	677	188	677	188	677	188	677	188	677	188	677	188	677
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	188	677	188	677	188	677	188	677	188	677	188	677	188	677

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

Assignment Incentive Pay - Kingsley Field

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	10	48												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			10	48										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					10	48								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							10	48						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									10	48				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											10	48		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													10	48
Anniversary Payments														
<b>Total</b>														
Initial Payments	10	48	10	48	10	48	10	48	10	48	10	48	10	48
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	10	48	10	48	10	48	10	48	10	48	10	48	10	48

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

Assignment Incentive Pay - Madison

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	2	10												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			2	10										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					2	10								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							2	10						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									2	10				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											2	10		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													2	10
Anniversary Payments														
<b>Total</b>														
Initial Payments	2	10	2	10	2	10	2	10	2	10	2	10	2	10
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	2	10	2	10	2	10	2	10	2	10	2	10	2	10

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

Assignment Incentive Pay - Turkey

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	8	29												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			8	29										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					8	29								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							8	29						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									8	29				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											8	29		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													8	29
Anniversary Payments														
<b>Total</b>														
Initial Payments	8	29	8	29	8	29	8	29	8	29	8	29	8	29
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	8	29	8	29	8	29	8	29	8	29	8	29	8	29



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

Assignment Incentive Pay - ICBM Field Operations

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	400	1,440												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			400	1,440										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					400	1,440								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							400	1,440						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									400	1,440				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											400	1,440		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													400	1,440
Anniversary Payments														
<b>Total</b>														
Initial Payments	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440	400	1,440

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

Assignment Incentive Pay - Extended Service Training Specialist

	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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	6	108												
Anniversary Payments														
Current Year FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	6	108	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	6	108	0	0	0	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

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

FY 2024 Estimate 1,905,549  
FY 2023 Estimate 1,773,080  
FY 2022 Actual 1,717,314

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 2022 BAH inflation rate assumption is 6.0 percent, on average. The January 1, 2023 BAH inflation rate assumption is 10.7 percent, on average. The January 1, 2024 BAH inflation rate assumption is 4.2 percent on average. This amount reflects the full amount of anticipated inflation for housing expenses in 2024.

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

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

<b><u>With Dependents</u></b>	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	10	35,200	352	8	38,625	309	8	40,875	327
Lt General	39	39,128	1,526	37	42,838	1,585	39	45,333	1,768
Major General	77	35,234	2,713	70	38,586	2,701	69	40,812	2,816
Brig General	111	37,045	4,112	95	40,568	3,854	96	42,917	4,120
Colonel	3,236	33,658	108,918	3,056	36,857	112,635	3,046	38,994	118,776
Lt Colonel	9,407	31,502	296,339	8,710	35,491	309,125	8,854	37,549	332,459
Major	11,257	28,351	319,149	10,562	31,941	337,362	11,050	33,793	373,415
Captain	11,153	24,888	277,573	10,621	28,039	297,803	10,771	29,665	319,523
1st Lieutenant	2,442	23,238	56,746	2,267	25,446	57,685	2,339	26,921	62,969
2nd Lieutenant	1,773	20,609	36,539	1,616	22,567	36,469	1,537	23,876	36,698
<b>Subtotal with Dependents</b>	<b>39,505</b>		<b>1,103,967</b>	<b>37,042</b>		<b>1,159,528</b>	<b>37,809</b>		<b>1,252,871</b>

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>	
<u>Differential</u>	3	11		3	12		3	13	
<u>Without Dependents - Full Allowance</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	4	28,643	115	4	31,364	125	4	33,183	133
Brig General	5	33,543	168	4	36,729	147	4	38,859	155
Colonel	229	29,696	6,800	216	32,517	7,024	216	34,403	7,431
Lt Colonel	1,026	27,525	28,241	950	30,140	28,633	966	31,888	30,804
Major	2,991	25,948	77,609	2,806	28,413	79,726	2,937	30,061	88,288
Captain	8,241	23,115	185,148	7,848	25,311	198,638	7,958	26,779	213,105
1st Lieutenant	4,912	20,133	96,123	4,560	22,046	100,531	4,703	23,325	109,697
2nd Lieutenant	4,537	18,506	83,962	3,733	20,264	75,646	3,547	21,440	76,046
<b>Subtotal w/o Dependents</b>	21,945		478,165	20,121		490,470	20,335		525,659
<u>Without Dependents - Partial Allowance</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	7	475	3	7	520	4	7	550	4
Lt Colonel	15	396	6	14	434	6	14	459	6
Major	44	320	14	41	351	14	43	371	16
Captain	111	266	30	106	291	31	106	308	33
1st Lieutenant	161	212	34	149	232	35	153	246	38
2nd Lieutenant	553	158	88	504	173	87	476	184	87
<b>Subtotal Partial</b>	891		175	821		177	799		184
<b>TOTAL BAH - DOMESTIC</b>			1,582,318			1,650,187			1,778,727

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	2	39,000	78	2	42,500	85	2	45,000	90
Lt Colonel	134	36,687	4,916	124	25,016	3,102	125	24,088	3,011
Major	746	33,038	24,646	700	32,034	22,424	727	32,549	23,663
Captain	929	29,565	27,466	885	28,827	25,512	891	29,195	26,013
1st Lieutenant	880	27,650	24,332	817	28,534	23,312	837	29,173	24,418
2nd Lieutenant	155	29,103	4,511	141	30,085	4,242	133	30,722	4,086
<b>Subtotal With Dependents</b>	<b>2,846</b>		<b>85,949</b>	<b>2,669</b>		<b>78,677</b>	<b>2,715</b>		<b>81,281</b>
<u>Without Dependents</u>									
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	10	34,204	342	9	31,984	288	9	32,944	296
Lt Colonel	81	29,817	2,415	75	27,606	2,070	76	28,394	2,158
Major	343	26,512	9,094	322	25,273	8,138	334	25,916	8,656
Captain	979	23,932	23,429	932	22,918	21,359	939	23,317	21,895
1st Lieutenant	347	22,351	7,756	322	21,421	6,898	330	21,861	7,214
2nd Lieutenant	185	23,219	4,296	169	22,402	3,786	159	22,561	3,587
<b>Subtotal w/o Dependents</b>	<b>1,945</b>		<b>47,332</b>	<b>1,829</b>		<b>42,539</b>	<b>1,847</b>		<b>43,806</b>
<b>Moving-In Housing Allowance</b>	<b>203</b>	<b>8,446</b>	<b>1,715</b>	<b>190</b>	<b>8,826</b>	<b>1,677</b>	<b>192</b>	<b>9,038</b>	<b>1,735</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>134,996</b>			<b>122,893</b>			<b>126,822</b>
<b>GRAND TOTAL BAH</b>			<b>1,717,314</b>			<b>1,773,080</b>			<b>1,905,549</b>

\* FY 2022 includes \$28,189 in OOC execution. FY 2023 includes \$30,347 in OOC projected execution. FY 2024 includes \$33,157 for the OOC budget request.

(Amount in Thousands)

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

FY 2024 Estimate	245,227
FY 2023 Estimate	230,824
FY 2022 Actual	225,223

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The Fiscal 2001 National Defense Authorization Act eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 5.3% for 2022, 11.2% for 2023, and 3.4% for 2024 effective January 1 each year.

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
BAS	67,571	3,333	225,223	63,310	3,646	230,824	63,936	3,836	245,227

\* FY 2022 includes \$3,263 in OOC execution. FY 2023 includes \$3,977 in OOC projected execution. FY 2024 includes \$3,830 for the OOC budget request.

(Amount in Thousands)

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

FY 2024 Estimate 112,711  
FY 2023 Estimate 103,557  
FY 2022 Actual 112,578

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to commissioned officers on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation (JTR) and authorized under the provisions of Title 37 U.S.C. § 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

<u>Cost of Living</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	3	8,881	27	3	8,207	25	2	8,367	17
Lt. General	6	10,598	64	6	10,466	63	6	11,606	70
Major General	11	10,305	113	10	9,021	90	10	10,208	102
Brig. General	21	11,237	236	18	10,287	185	18	11,345	204
Colonel	560	10,930	6,121	529	10,450	5,528	523	11,366	5,944
Lt Colonel	1,738	11,144	19,368	1,609	10,529	16,942	1,624	11,533	18,730
Major	2,401	9,661	23,196	2,253	9,278	20,904	2,341	10,168	23,803
Captain	3,283	7,730	25,377	3,126	7,469	23,348	3,148	8,150	25,657
1st Lieutenant	1,013	6,670	6,756	940	6,396	6,012	963	6,996	6,737
2nd Lieutenant	371	5,720	2,122	338	5,511	1,863	319	5,932	1,892
<b>Subtotal Cost of Living</b>	9,407		83,380	8,832		74,960	8,954		83,156
<b><u>Temporary Lodging Allowance</u></b>	1,609	18,147	29,198	1,508	18,963	28,597	1,522	19,419	29,555
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			112,578			103,557			112,711

(Amount in Thousands)

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

FY 2024 Estimate 1,151  
FY 2023 Estimate 1,112  
FY 2022 Actual 1,136

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
CONUS COLA	2,009	566	1,136	1,882	591	1,112	1,901	605	1,151



(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2024 Estimate	2,664
FY 2023 Estimate	2,555
FY 2022 Actual	2,847

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	4,471	400	1,788	3,876	400	1,550	4,101	400	1,640
Additional Allowances	3,340	200	668	3,115	200	623	3,146	200	629
Civilian Clothing	511	766	391	478	799	382	483	818	395
<b>TOTAL CLOTHING ALLOWANCES</b>	<b>8,322</b>		<b>2,847</b>	<b>7,469</b>		<b>2,555</b>	<b>7,730</b>		<b>2,664</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2024 Estimate	7,332
FY 2023 Estimate	7,260
FY 2022 Actual	8,349

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
PCS CONUS or Overseas with dependents not authorized	495	3,000	1,485	464	3,000	1,392	468	3,000	1,404
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	2,288	3,000	6,864	1,956	3,000	5,868	1,976	3,000	5,928
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	<b>2,783</b>		<b>8,349</b>	<b>2,420</b>		<b>7,260</b>	<b>2,444</b>		<b>7,332</b>

\* FY 2022 includes \$3,289 in OOC execution. FY 2023 includes \$2,751 in OOC projected execution. FY 2024 includes \$4,500 for the OOC budget request.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2024 Estimate	2
FY 2023 Estimate	2
FY 2022 Actual	0

**PART I – PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. 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 estimates 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 O1 to O3.

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>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b>Basic Needs Allowance</b>			0			2			2

(Amount in Thousands)

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

FY 2024 Estimate	112
FY 2023 Estimate	109
FY 2022 Actual	105

**PART I – PURPOSE AND SCOPE**

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

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Special Monthly Compensation</b>			105			109			112

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2024 Estimate	38,784
FY 2023 Estimate	38,719
FY 2022 Actual	42,318

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to commissioned officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C. § 501.
- (2) Disability Severance Pay - Payments made to commissioned officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a service member separated from the service for a physical disability under provisions of Title 10 U.S.C. § 1212.
- (3) Involuntary Separation Pay - Payments to commissioned officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C. § 1174 categorized as full pay or half pay. For full pay the service member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the service member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Voluntary Separation Incentive (VSI) Trust Fund - Payments made cover the unfunded liability for those service members accepting VSI benefits prior to January 1, 1993.
- (5) Career Status Bonus - Fiscal 2000 National Defense Authorization Act (NDAA) authorized the payment of \$30,000. The Fiscal 2000 NDAA, provided a \$30,000 lump sum bonus provision to service members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent “Redux” retirement plan. The Fiscal 2002 NDAA authorized the option to receive the bonus in annual installments. This pay was discontinued as of January 1, 2018 with the adoption of the Blended Retirement System (BRS).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

**Lump Sum Terminal Leave Payments**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
General	5	24,565	123	4	25,578	102	4	26,870	107
Lt General	8	22,835	183	6	23,777	143	6	24,977	150
Major General	18	21,022	378	15	21,889	328	15	22,994	345
Brig General	15	14,222	213	14	14,809	207	14	15,557	218
Colonel	483	11,431	5,521	460	11,902	5,475	465	12,503	5,814
Lt Colonel	969	7,877	7,633	909	8,202	7,456	915	8,616	7,884
Major	1,592	5,335	8,493	1,358	5,555	7,544	1,327	5,836	7,744
Captain	1,147	4,044	4,639	946	4,211	3,984	914	4,424	4,043
1st Lieutenant	110	2,449	269	92	2,550	235	89	2,679	238
2nd Lieutenant	55	2,028	112	46	2,111	97	45	2,218	100
Leave Buy-Back	0	0	0	0	0	0	0	0	0
<b>Subtotal Lump Sum Terminal Leave</b>	<b>4,402</b>		<b>27,564</b>	<b>3,850</b>		<b>25,571</b>	<b>3,794</b>		<b>26,643</b>
<b><u>Separation Pay</u></b>									
Fail Promotion/Unfit	4	37,889	152	3	39,452	118	3	41,444	124
Disability	10	72,752	728	9	75,753	682	9	79,579	716
Invol-Half Pay 5%	2	66,264	133	3	68,998	207	3	72,482	217
Invol-Full Pay 10%	61	125,542	7,658	54	130,721	7,059	51	137,322	7,003
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			6,083			5,082			4,081
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>Subtotal Separation Pay</b>	<b>78</b>		<b>14,754</b>	<b>70</b>		<b>13,148</b>	<b>67</b>		<b>12,141</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>4,480</b>		<b>42,318</b>	<b>3,920</b>		<b>38,719</b>	<b>3,861</b>		<b>38,784</b>

(Amount in Thousands)

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

FY 2024 Estimate	469,428
FY 2023 Estimate	441,260
FY 2022 Actual	453,747

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

- Calendar Year 2022 – 7.65% on first \$147,000 and 1.45% on the remainder
- Calendar Year 2023 – 7.65% on first \$160,200 and 1.45% on the remainder
- Calendar Year 2024 – 7.65% on first \$165,300 and 1.45% on the remainder

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	5,940,932	7.65%	453,747	5,775,515	7.65%	441,260	6,144,316	7.65%	469,428

\* FY 2022 includes \$7,488 in OOC execution. FY 2023 includes \$8,680 in OOC projected execution. FY 2024 includes \$8,316 for the OOC budget request.

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**PAY AND ALLOWANCES  
OF ENLISTED**

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

	<u>Amount</u>
<b>FY 2023 DIRECT PROGRAM</b>	<b>21,750,249</b>
<b>Pricing Increase</b>	<b>1,125,287</b>
<b>Annualization (PI):</b>	<b>249,961</b>
Annualization 1 Jan 23 raise of 4.6% on Basic Pay	118,814
Annualization of raise on RPA	34,801
Annualization of raise on FICA	8,958
Annualization of raise on TSP	1,865
Annualization 1 Jan 23 inflation rate of 10.7% on BAH	85,523
<b>Pay Raise (PI):</b>	<b>617,141</b>
1 Jan 24 pay raise of 5.2% effect on Basic Pay	445,910
1 Jan 24 pay raise effect on RPA	130,611
1 Jan 24 pay raise effect on FICA	33,621
1 Jan 24 pay raise effect on TSP	6,999
<b>BAH Rates (PI):</b>	<b>165,876</b>
1 Jan 24 inflation rate of 4.2% effect on BAH	158,427
1 Jan 24 inflation rate of 2.4% effect on MIHA	182
1 Jan 24 inflation rate of 2.4% effect on OHA	7,267
<b>Other (PI):</b>	<b>92,309</b>
Increase in FICA Payments	622
Increase in Flying Duty Crew Payments	13
Increase in Flying Duty Non-Crew Payments	4
Increase in Other Incentive Pay Payments	63
Increase in Selective Reenlistment Bonus Payments	54,688
Increase in COLA Payments	26,569
Increase in TLA Payments	2,632
Increase in CONUS COLA Payments	30
Increase in Clothing Payments	4,113
Increase in Cat Injured Aid Allow Payments	9
Increase in LSTL Payments	2,836
Increase in Separation Payments	729

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

<b>Program Increase</b>		<b>82,366</b>
<b>Strength (PGI):</b>	<b>64,302</b>	
Increase in workyears for TSP Matching Contribution	64,302	
<b>Other (PGI):</b>	<b>18,064</b>	
Increase in Flying Duty Crew Program	5	
Increase in SWSIP Program	9,713	
Increase in Special Pay Program	4,284	
Increase in Enlisted Bonus Program	3,362	
Increase in TLA Program	222	
Increase in CONUS COLA Program	2	
Increase in Basic Needs Allowance Program	410	
Increase in FSA Program	66	
<b>Total Increases</b>		<b>1,207,653</b>

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

<b>Pricing Decrease</b>	<b>(749,255)</b>	
<b>Other (PI):</b>	<b>(749,255)</b>	
Decrease in RPA Payments	(724,448)	
Decrease in TSP Matching Contribution Payments	(2,634)	
Decrease in SWSIP Payments	(6,192)	
Decrease in Special Pay Payments	(15,931)	
Decrease in Enlisted Bonus Payments	(50)	
<b>Program Decrease</b>	<b>(150,284)</b>	
<b>Strength (PGD):</b>	<b>(71,981)</b>	
Decrease in workyears for Base Pay	(43,249)	
Decrease in workyears for FICA	(3,307)	
Decrease in workyears for RPA	(12,665)	
Decrease in workyears for Clothing	(292)	
Decrease in workyears Housing Allowance	(12,468)	
<b>Other (PGD):</b>	<b>(78,303)</b>	
Decrease in Flying Duty Non-Crew Program	(52)	
Decrease in Parachute Jumping Program	(162)	
Decrease in Other Incentive Pay Program	(958)	
Decrease in Special Pay Program	(4,041)	
Decrease in Selective Reenlistment Bonus Program	(60,847)	
Decrease in COLA Program	(1,479)	
Decrease in LSTL Program	(7,354)	
Decrease in Separation Payments	(3,410)	
<b>Total Decreases</b>		<b>(899,539)</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>22,058,363</b>

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2024 Estimate 11,534,996  
FY 2023 Estimate 11,021,652  
FY 2022 Actual 10,917,168

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 4.60% in 2023, and 5.20% in 2024 effective January 1 each year. The annualized pay raise is 4.125% for Fiscal Year 2023 and 5.050% for Fiscal Year 2024. Per Fiscal 2007 National Defense Authorization Act, §601, pay tables are expanded to 40 years of service.

FY 2022 beginning strength was 265,658 and end strength was 263,480 using 273,925 workyears.  
FY 2023 beginning strength was 259,639 and end strength is expected to be 257,010 using 268,125 workyears.  
FY 2024 beginning strength will be 257,010 and end strength is expected to be 259,304 using 268,631 workyears.

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	2,768	87,809	243,056	2,687	91,432	245,677	2,720	96,049	261,253
Senior Master Sergeant	5,277	70,675	372,950	5,138	73,590	378,105	5,479	77,306	423,561
Master Sergeant	27,685	61,060	1,690,435	26,282	63,266	1,662,747	26,054	66,461	1,731,563
Technical Sergeant	46,943	50,055	2,349,730	45,244	51,863	2,346,501	43,057	54,482	2,345,846
Staff Sergeant	63,396	40,204	2,548,743	60,630	41,656	2,525,590	59,806	43,759	2,617,075
Senior Airman	64,075	32,511	2,083,166	65,249	33,686	2,197,952	65,721	35,387	2,325,651
Airman First Class	47,538	26,656	1,267,183	46,722	27,619	1,290,408	48,953	29,014	1,420,303
Airman	7,867	24,494	192,697	7,713	25,505	196,718	8,009	26,793	214,583
Airman Basic	8,376	20,201	169,208	8,460	21,035	177,954	8,832	22,097	195,161
<b>TOTAL BASIC PAY</b>	<b>273,925</b>		<b>10,917,168</b>	<b>268,125</b>		<b>11,021,652</b>	<b>268,631</b>		<b>11,534,996</b>

\* FY 2022 includes \$255,123 in OOC execution. FY 2023 includes \$297,084 in OOC projected execution. FY 2024 includes \$267,139 for the OOC budget request.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2024 Estimate 3,427,716  
FY 2023 Estimate 4,011,270  
FY 2022 Actual 3,786,451

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., § 1466. The Board of Actuaries met on June 24, 2022 and established normal cost percentages (NCPs) for Fiscal Year 2024 through Fiscal Year 2028. In accordance with the Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 35.1% for FY 2022, 36.9% for FY 2023, and 30.0% for FY 2024. The part-time RPA rate is 25.7% for FY 2022, 24.5% for FY 2023, and 23.1% for FY 2024.
- c) Retired Pay Accrual has been adjusted in Fiscal Year 2024 to reflect the impact of unfunded requirements within Officer Pay and Allowances in the Air Force Military Personnel Appropriation (3500F).

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	264,509	13,888	3,673,535	258,244	15,107	3,901,178	258,722	12,824	3,317,968
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	9,416	11,992	112,916	9,881	11,142	110,092	9,909	11,076	109,748
<b>Total Retired Pay Accrual</b>	<b>273,925</b>	<b>13,823</b>	<b>3,786,451</b>	<b>268,125</b>	<b>14,960</b>	<b>4,011,270</b>	<b>268,631</b>	<b>12,760</b>	<b>3,427,716</b>

\* FY 2022 includes \$65,567 in OOC execution. FY 2023 includes \$72,786 in OOC projected execution. FY 2024 includes \$61,709 for the OOC budget request.

(Amount in Thousands)

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

FY 2024 Estimate	243,532
FY 2023 Estimate	173,000
FY 2022 Actual	135,000

**PART I - PURPOSE AND SCOPE**

The Fiscal 2016 National Defense Authorization Act (NDAA), Public Law 114-92, § 632(2), authorized the Secretary concerned to make contributions to the Thrift Savings Fund, in accordance with Title 5 U.S.C. § 8432 for the benefit of the member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one (1) percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects to participate in the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five (5) percent of the member's BP. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			135,000			173,000			243,532

(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

FY 2024 Estimate	71,182
FY 2023 Estimate	68,827
FY 2022 Actual	66,075

**PART I - PURPOSE AND SCOPE**

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

The Fiscal 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extends certain expiring bonus and special pay authorities as outlined under provisions of Title 37 U.S.C., § 301 and § 351 for one year, as follows:

- 1) Flying Duty Crew Member – A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained to qualify for this pay. The amount not to exceed \$250 per month, per DoD 7000.14-R Financial Management Regulation (FMR) Volume 7A Chapter 22, paragraph 2.13.1.
- 2) Flying Duty Non-Crew Member – Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Eligible for enlisted Airmen who are non-crew service members that are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at \$150 per month, per DoD 7000.14-R FMR Volume 7A, Chapter 22, paragraph 2.13.2.
- 3) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced Career Enlisted Flyer Incentive Pay (CEFIP), and Remote Piloted Aircraft (RPA) Sensor Operator Assignment Incentive Pay (both of which were discontinued in Fiscal Year 2018). The current rate paid ranges from \$225 per month for enlist Airmen with under 4 years of aviation service to \$600 per month for enlisted Airmen with more than 14 years of aviation service, per DoD 7000.14-R FMR Volume 7A, Chapter 22, paragraph 5.5.1.
- 4) Parachute Jumping – Incentive pay for hazardous duty to encourage enlisted Airmen to enter into and remain on duty involving parachute jumping from an aircraft in aerial flight. Members who perform a static-line (where the parachute is attached to a line in the airframe and opens automatically upon exit while in flight) jumping duty are entitled to pay at \$150 per month. Members, who perform duty involving parachute jumping free-fall (where the parachute opens through manual operation by the jumper based on their expertise and/or altitude) at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 3.3. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).
- 5) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Airmen who demolish (with the use of explosives) underwater objects, obstacles or explosives, or who recover and render harmless (by disarming or demolition) explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions at a monthly rate of \$150, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 5.2. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).



(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

- 6) Special Warfare Skill Incentive Pay (SWSIP) – Formally pilot program Battlefield Airmen Skill Incentive Pay (BASIP). A monthly skill incentive pay to enlisted Airmen qualified and serving as Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Department of the Air Force Policy Directive 10-35, dated February 1, 2017. Enlisted serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally-limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Enlisted serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Pararescue (1Z1X1; formerly 1T2X1), Combat Control (1Z2XX; formerly 1X2X1), Tactical Air Control Party (1Z3XX; formerly 1C4X1), and Special Reconnaissance (1Z4XX; formerly 1W0X2, Special Operations Weather Team). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Enlisted serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the member is authorized pay under SWSIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 7) Experimental Stress – Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions at a rate up to \$150 per month, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 6.2.
- 8) Chemical Munitions Handler – Duties in which enlisted Airmen handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 10.3.
- 9) Toxic Fuel Handler – Duties in which enlisted Airmen may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among enlisted Airmen who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 7.3.
- 10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 8.3.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	11	2,880	32	11	2,880	32	11	2,880	32
Senior Master Sergeant	19	2,880	55	19	2,880	55	19	2,880	55
Master Sergeant	119	2,880	343	119	2,880	343	119	2,880	343
Technical Sergeant	149	2,580	384	150	2,580	387	151	2,580	390
Staff Sergeant	219	2,280	499	220	2,280	502	221	2,280	504
Senior Airman	56	1,980	111	56	1,980	111	56	1,980	111
Airman First Class	1	1,800	2	1	1,800	2	1	1,800	2
<b>Subtotal Flying Duty Crew</b>	574		1,426	576		1,432	578		1,437

Flying Duty Non-Crew Members

	93	1,800	167	75	1,800	135	46	1,800	83
	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount

Career Enlisted Flyer Incentive Pay

Years Aviation Service

<b>Subtotal Career Enlisted Flyer Incentive Pay</b>	0		0	0		0	0		0
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Critical Skills Incentive Pay

Years Aviation Service

Less than 4	4,222	2,700	11,399	4,222	2,700	11,399	4,222	2,700	11,399
Over 4	3,188	4,200	13,390	3,188	4,200	13,390	3,188	4,200	13,390
Over 8	2,430	6,000	14,580	2,430	6,000	14,580	2,430	6,000	14,580
Over 14	1,114	7,200	8,021	1,114	7,200	8,021	1,114	7,200	8,021
<b>Subtotal Critical Skills Incentive Pay</b>	10,954		47,390	10,954		47,390	10,954		47,390

Aviation Incentive Pay

Years Aviation Service

<b>Subtotal Aviation Incentive Pay</b>	0		0	0		0	0		0
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<b>Subtotal Flying Duty Pay</b>	11,621		48,983	11,605		48,957	11,578		48,910
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(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Parachute Jumping</u>	303	1,800	545	240	1,800	432	150	1,800	270
<u>Parachute HALO</u>	176	2,700	475	140	2,700	378	87	2,700	235
<u>Demolition</u>	1,519	1,800	2,734	1,200	1,800	2,160	750	1,800	1,350
	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b>Special Warfare Skill Incentive Pay</b>									
SWSIP Pararescue	618	7,053	4,359	620	7,052	4,372	620	7,053	4,373
SWSIP Combat Controller	634	6,479	4,108	636	6,690	4,255	636	6,901	4,389
SWSIP Special Reconnaissance	130	5,077	660	132	6,061	800	132	7,053	931
SWSIP Tactical Air Control Party	1,457	2,198	3,203	1,451	4,463	6,476	1,440	6,758	9,732
<b>Subtotal SWSIP</b>	<b>2,839</b>		<b>12,330</b>	<b>2,839</b>		<b>15,903</b>	<b>2,828</b>		<b>19,425</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	17	1,800	31	17	1,800	31	17	1,800	31
Chemical Munitions Handler	12	1,800	22	12	1,800	22	12	1,800	22
Pressure Chamber Observer	97	1,800	175	97	1,800	175	97	1,800	175
Thermal Stress Experiments	2	1,800	4	1	1,800	2	1	1,800	2
Toxic Fuel Handler	425	1,800	765	420	1,800	756	417	1,800	751
Toxic Pesticides Duty	6	1,800	11	6	1,800	11	6	1,800	11
<b>Subtotal Other Incentive Duty Pay</b>	<b>559</b>		<b>1,008</b>	<b>553</b>		<b>997</b>	<b>550</b>		<b>992</b>
<b>TOTAL INCENTIVE PAY</b>	<b>17,017</b>		<b>66,075</b>	<b>16,577</b>		<b>68,827</b>	<b>15,943</b>		<b>71,182</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2024 Estimate	87,827
FY 2023 Estimate	99,573
FY 2022 Actual	76,110

**PART I - PURPOSE AND SCOPE**

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

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

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) – Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The Fiscal 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: (a) subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP, IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.
- (8) Hardship Duty Location Pay (HDLP) – Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 352. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (9) Critical Skills Retention Bonus (CSRB) – Authorized under Title 37 U.S.C. § 355 allows the payment of a retention bonus to enlisted service members serving on active duty and qualified in a designated critical military skill.
- (10) Assignment Incentive Pay (AIP):
  - a. Air Force Special Operations Command (AFSOC) Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750 per month to enlisted Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$500 per month for enlisted Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C. § 352 and DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, paragraph 5.3.2. These enlisted Airmen are assigned to the HQ AFSOC serving in identified enlisted operator positions on the unit manning document (UMD). These enlisted Airmen as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
  - b. Alice Springs Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.5.2. to enlisted Airmen (RegAF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 and extended to December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
  - c. Burlington Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.1. to enlisted Airmen (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges affecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
  - d. Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.4.2. to enlisted Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Space Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 and extended until 31 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2023.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- e. Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.2. to enlisted Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- f. Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.8.2. 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to enlisted Airmen (RegAF, ANG, & AFR) authorized under Title 37 U.S.C. § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2021. Eligible recipients of Kingsley Field Assignment Incentive Pay are enlisted Airmen assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- g. Korea Assignment Incentive Pay (KAIP) – Incentive pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.9.1.1. to enlisted Airmen (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act § 617. The Korea AIP is an enduring incentive pay to enlisted Airmen assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- h. Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.3. to enlisted Airmen (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- i. Turkey Assignment Incentive Pay – Incentive Pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10.2. to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2023. Eligible recipients are enlisted Airmen assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
- j. 724th STG Operator Assignment Incentive Pay – Incentive pay of \$750 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2.2. to enlisted Airmen (RegAF) with a cumulative assignment time of less than 48 months and \$1,000 per month to enlisted Airmen (RegAF) with a cumulative assignment time of 48 months or more to trained, enlisted Airmen (RegAF) serving as operators in the special warfare (SPECWAR) community and certified Federal Aviation Administration (FAA) air traffic controllers (ATC). This incentive pay is authorized by Title 37 U.S.C. § 352 and the Secretary of the Air Force for their willingness to be the first deployed into combat areas by air, land, or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields in support of direct action and global access missions. These enlisted Airmen are assigned to the 724th Special Tactics Group serving in identified enlisted operator positions on the unit manning document (UMD). 724 STG Operator AIP is an enduring incentive pay, has been extended through 31 December 2025, and is transitioning to a phased reduction through Fiscal Year 2026 to encourage healthier crossflow of critical expertise. Formerly Combat Controller Assignment Incentive Pay.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (11) College Loan Repayment Program (CLRP) – Authorized by Title 10 U.S.C. § 2171 and P.L. 99-145, Title VI, § 671, CLRP was a recruiting initiative designed to attract the college-bound/post-college/dropout population. Enlisted Airmen must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$10,000. This program will be reviewed annually for applicability. NOTE: This program was paused in Fiscal Year 2014 and in Fiscal year 2023 restarted.
- (12) Pay and Allowance Continuation (PAC) – Authorized under Title 37 U.S.C. § 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special, and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Details of the cost computation are provided below:

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSAF)	2	2,000	4	1	2,000	2	1	2,000	2
<b>Sea and Foreign Duty-Total</b>									
<b>Subtotal Sea and Foreign Duty-Total</b>	0		0	0		0	0		0
Continuation Pay	286	8,970	2,569	361	9,340	3,372	605	9,676	5,853
Diving Duty Basic	20	1,320	26	16	1,320	21	8	1,320	11
Diving Duty Pararescue	140	1,800	252	120	1,800	216	75	1,800	135
Foreign Language Proficiency Bonus	7,663	3,930	30,115	6,434	6,011	38,675	6,756	6,041	40,813
Hostile Fire Pay	6,386	2,700	17,242	6,251	2,700	16,878	6,263	2,700	16,910
Hardship Duty Location Pay	17,036	1,200	20,443	16,675	1,200	20,010	16,707	1,200	20,048
<b>Assignment Incentive Pay</b>									
AFSOC Air Ops Flight AIP	6	10,500	63	6	10,500	63	6	10,500	63
Alice Springs AIP	35	6,000	210	35	6,000	210	35	6,000	210
Burlington AIP	48	4,800	230	48	4,800	230	0	0	0
Cavalier AIP	15	8,400	126	15	8,400	126	15	8,400	126
Homestead AIP	165	6,000	990	165	6,000	990	0	0	0
Korea AIP	451	3,600	1,623	354	3,600	1,274	354	3,600	1,274
Kingsley Field AIP	81	4,800	389	81	4,800	389	81	4,800	389
Madison AIP	46	4,800	221	46	4,800	221	0	0	0
Turkey AIP	46	3,600	166	46	9,900	455	46	12,000	552
724th STG Operator AIP	130	10,938	1,422	130	10,938	1,422	130	10,938	1,422
<b>Subtotal Assignment Incentive Pay</b>	1,023		5,440	926		5,380	667		4,036
College Loan Payback Program	0	0	0	4,500	3,333	15,000	0	0	0
Pay and Allowance Continuation (PAC)	15	1,260	19	15	1,260	19	15	1,260	19
<b>TOTAL SPECIAL PAY</b>	32,571		76,110	35,299		99,573	31,097		87,827

\* FY 2022 includes \$27,096 in OOC execution. FY 2023 includes \$26,418 in OOC projected execution. FY 2024 includes \$17,842 for the OOC budget request.



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

AFSOC Air Ops Flight AIP

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	6	63												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			6	63										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					6	63								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							6	63						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									6	63				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											6	63		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													6	63
Anniversary Payments														
<b>Total</b>														
Initial Payments	6	63	6	63	6	63	6	63	6	63	6	63	6	63
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	6	63	6	63	6	63	6	63	6	63	6	63	6	63

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

Assignment Incentive Pay - Alice Springs

	<b>FY 2022</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>		<b>FY 2028</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	35	210												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			35	210										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					35	210								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							35	210						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									35	210				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											35	210		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													35	210
Anniversary Payments														
<b>Total</b>														
Initial Payments	35	210	35	210	35	210	35	210	35	210	35	210	35	210
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	35	210	35	210	35	210	35	210	35	210	35	210	35	210

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

Assignment Incentive Pay - Burlington

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	48	230												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			48	230										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	48	230	48	230	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	48	230	48	230	0	0	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - Cavalier

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	15	126												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			15	126										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					15	126								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							15	126						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									15	126				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											15	126		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													15	126
Anniversary Payments														
<b>Total</b>														
Initial Payments	15	126	15	126	15	126	15	126	15	126	15	126	15	126
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	15	126	15	126	15	126	15	126	15	126	15	126	15	126

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

Assignment Incentive Pay - Homestead

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	165	990												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			165	990										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	165	990	165	990	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	165	990	165	990	0	0	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - Korea

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	451	1,623												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			354	1,274										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					354	1,274								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							354	1,274						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									354	1,274				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											354	1,274		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													354	1,274
Anniversary Payments														
<b>Total</b>														
Initial Payments	451	1,623	354	1,274	354	1,274	354	1,274	354	1,274	354	1,274	354	1,274
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	451	1,623	354	1,274	354	1,274	354	1,274	354	1,274	354	1,274	354	1,274

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

Assignment Incentive Pay - Kingsley Field

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	81	389												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			81	389										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					81	389								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							81	389						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									81	389				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											81	389		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													81	389
Anniversary Payments														
<b>Total</b>														
Initial Payments	81	389	81	389	81	389	81	389	81	389	81	389	81	389
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	81	389	81	389	81	389	81	389	81	389	81	389	81	389

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

Assignment Incentive Pay - Madison

	<u>FY 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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	46	221												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			46	221										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	46	221	46	221	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	46	221	46	221	0	0	0	0	0	0	0	0	0	0



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

Assignment Incentive Pay - Turkey

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	46	166												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			46	455										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					46	552								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							46	552						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									46	552				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											46	552		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													46	552
Anniversary Payments														
<b>Total</b>														
Initial Payments	46	166	46	455	46	552	46	552	46	552	46	552	46	552
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	46	166	46	455	46	552	46	552	46	552	46	552	46	552

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

724th STG Operator AIP

	<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 (FY21 & Prior)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	130	1,422												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			130	1,422										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					130	1,422								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							130	1,422						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									130	1,422				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											130	1,422		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													130	1,422
Anniversary Payments														
<b>Total</b>														
Initial Payments	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422	130	1,422

(Amount in Thousands)

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

FY 2024 Estimate	92,167
FY 2023 Estimate	96,208
FY 2022 Actual	91,665

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

SDAP in FY23 experienced SECAF driven restoral of entitlement to 30 career fields. This increased the program \$6 million from the requested amount in the FY23 President’s Budget.

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

	<b><u>FY 2022 Actual</u></b>		<b><u>FY 2023 Estimate</u></b>		<b><u>FY 2024 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	5,211	28,139	5,855	31,617	5,855	31,617
SD-5 (\$375)	2,594	11,673	2,651	11,930	2,651	11,930
SD-4 (\$300)	3,538	12,737	3,512	12,643	3,496	12,586
SD-3 (\$225)	8,108	21,892	7,862	21,227	7,814	21,098
SD-2 (\$150)	7,226	13,007	7,258	13,064	6,619	11,914
SD-1 (\$75)	4,686	4,217	6,363	5,727	3,358	3,022
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>31,363</b>	<b>91,665</b>	<b>33,501</b>	<b>96,208</b>	<b>29,793</b>	<b>92,167</b>

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

FY 2024 Estimate	172,774
FY 2023 Estimate	178,932
FY 2022 Actual	100,591

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>
Initial Payments	1,393	41,822	58,258	2,737	41,822	114,466	1,561	41,822	65,284
Anniversary Payments	8,240	5,138	42,333	7,100	9,080	64,466	6,405	16,782	107,490
Accelerated Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>9,633</b>		<b>100,591</b>	<b>9,837</b>		<b>178,932</b>	<b>7,966</b>		<b>172,774</b>

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	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 (FY21 & Prior)	8,240	42,333	5,952	27,663	3,431	14,280	1,491	5,858	487	1,672				
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	1,393	58,258												
Anniversary Payments			1,148	36,803	719	20,918	368	9,299	102	2,091	28	445		
Current Year FY 2023														
Initial Payments			2,737	114,466										
Anniversary Payments					2,255	72,292	1,413	41,109	724	18,295	201	4,120	55	875
Biennial Budget FY 2024														
Initial Payments					1,561	65,284								
Anniversary Payments							1,286	41,230	806	23,446	413	10,434	115	2,350
Biennial Budget FY 2025														
Initial Payments							1,743	72,895						
Anniversary Payments									1,436	46,037	900	26,179	461	11,651
Biennial Budget FY 2026														
Initial Payments									1,864	77,956				
Anniversary Payments											1,536	49,233	962	27,997
Biennial Budget FY 2027														
Initial Payments											1,925	80,507		
Anniversary Payments													1,586	50,845
Biennial Budget FY 2028														
Initial Payments													1,956	81,803
Anniversary Payments														
Total														
Initial Payments	1,393	58,258	2,737	114,466	1,561	65,284	1,743	72,895	1,864	77,956	1,925	80,507	1,956	81,803
Anniversary Payments	8,240	42,333	7,100	64,466	6,405	107,490	4,558	97,496	3,555	91,541	3,078	90,411	3,179	93,718
<b>Total SRB</b>	<b>9,633</b>	<b>100,591</b>	<b>9,837</b>	<b>178,932</b>	<b>7,966</b>	<b>172,774</b>	<b>6,301</b>	<b>170,391</b>	<b>5,419</b>	<b>169,497</b>	<b>5,003</b>	<b>170,918</b>	<b>5,135</b>	<b>175,521</b>

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2024 Estimate	45,542
FY 2023 Estimate	42,230
FY 2022 Actual	38,420

**PART I - PURPOSE AND SCOPE**

An Initial Enlistment Bonus (IEB) is authorized by Title 37 U.S.C. § 331 and DOD Instruction 1304.31, Enclosure 3, as an incentive to induce individuals to enlist for a period of at least four (4) years in specific, critical military skills. The IEB program was implemented to: (a) improve our ability to sustain our critical/technical skills by incentivizing initial enlistment for six (6) years instead of four (4); (b) position the Air Force for a better return on our recruiting and training investment; (c) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our United States Air Force; and (d) with anticipated improved retention through the first six (6) years, reduce our non-prior service goal. The maximum bonus authorized by law is \$75,000 for a minimum two (2) year period, increased by the Fiscal 2023 National Defense Authorization Act (NDAA), Public Law 117-54, § 602.

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
0	2,000	0	0	2,000	0	0	2,000	0
536	3,000	1,608	536	3,000	1,608	608	3,000	1,824
0	4,000	0	0	4,000	0	0	4,000	0
0	5,000	0	0	5,000	0	0	5,000	0
1,425	6,000	8,550	1,425	6,000	8,550	1,725	6,000	10,350
0	7,000	0	0	7,000	0	0	7,000	0
250	8,000	2,000	450	8,000	3,600	251	8,000	2,008
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	0	10,000	0	0	10,000	0
0	11,000	0	0	11,000	0	0	11,000	0
5	12,000	60	10	12,000	120	5	12,000	60
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
10	15,000	150	20	15,000	300	10	15,000	150
0	16,000	0	0	16,000	0	0	16,000	0
0	17,000	0	0	17,000	0	0	17,000	0
104	18,000	1,872	104	18,000	1,872	125	18,000	2,250
100	20,000	2,000	100	20,000	2,000	120	20,000	2,400
167	40,000	6,680	167	40,000	6,680	200	40,000	8,000
310	50,000	15,500	350	50,000	17,500	370	50,000	18,500
<b>Total</b>	<b>2,907</b>	<b>38,420</b>	<b>3,162</b>		<b>42,230</b>	<b>3,414</b>		<b>45,542</b>

(Amount in Thousands)

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

FY 2024 Estimate	5,005,076
FY 2023 Estimate	4,768,705
FY 2022 Actual	4,473,555

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 2022 BAH inflation rate assumption is 6.0 percent, on average. The January 1, 2023 BAH inflation rate assumption is 10.7% percent on-average. The January 1, 2024 BAH inflation rate assumption is 4.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses.

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

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

**With Dependents**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	2,300	26,760	61,547	2,233	29,302	65,432	2,276	31,002	70,561
Senior Master Sergeant	4,102	25,366	104,050	3,993	27,776	110,909	4,287	29,387	125,982
Master Sergeant	20,748	23,732	492,389	19,697	26,532	522,603	19,664	28,071	551,989
Technical Sergeant	30,685	22,875	701,913	29,574	25,574	756,323	28,342	27,057	766,858
Staff Sergeant	29,063	20,494	595,617	27,795	22,912	636,842	27,608	24,241	669,247
Senior Airman	18,341	18,858	345,877	18,677	21,083	393,773	18,943	22,306	422,545
Airman First Class	9,436	19,396	183,022	9,274	21,239	196,972	9,786	22,471	219,902
Airman	915	19,130	17,504	897	20,948	18,790	939	22,162	20,810
Airman Basic	698	19,903	13,892	705	21,794	15,365	741	23,058	17,086
<b>Subtotal with Dependents</b>	<b>116,288</b>		<b>2,515,812</b>	<b>112,845</b>		<b>2,717,009</b>	<b>112,586</b>		<b>2,864,980</b>



(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>	
<b><u>Differential</u></b>	111	387		109	416		109	440	
<b><u>Without Dependents - Full Allowance</u></b>									
	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b><u>Grade</u></b>									
Chief Master Sergeant	254	23,672	6,013	247	25,921	6,402	246	27,424	6,746
Senior Master Sergeant	643	22,495	14,464	626	24,632	15,420	637	26,061	16,601
Master Sergeant	4,024	20,869	83,978	3,820	22,852	87,294	3,649	24,177	88,223
Technical Sergeant	9,972	19,361	193,071	9,611	21,645	208,035	9,179	22,901	210,208
Staff Sergeant	24,118	17,480	421,581	23,066	19,542	450,758	22,960	20,676	474,711
Senior Airman	32,368	14,909	482,569	32,961	16,668	549,384	33,532	17,634	591,317
Airman First Class	6,821	15,272	104,168	6,704	17,073	114,460	7,237	18,064	130,727
Airman	334	19,043	6,360	327	20,852	6,819	342	22,062	7,545
Airman Basic	54	15,200	821	55	16,644	915	56	17,610	986
<b>Subtotal without Dependents (Full)</b>	78,588		1,313,026	77,417		1,439,487	77,838		1,527,064
<b><u>Without Dependents - Partial Allowance</u></b>									
	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b><u>Grade</u></b>									
Chief Master Sergeant	3	223	1	3	245	1	3	259	1
Senior Master Sergeant	12	184	2	12	201	2	12	213	3
Master Sergeant	99	143	14	94	156	15	93	166	15
Technical Sergeant	316	119	38	305	130	40	290	138	40
Staff Sergeant	1,113	104	116	1,064	114	122	1,050	121	127
Senior Airman	6,140	97	596	6,252	106	665	6,298	113	709
Airman First Class	29,083	93	2,719	28,584	102	2,926	29,949	108	3,244
Airman	6,378	86	551	6,253	95	592	6,493	100	650
Airman Basic	6,874	83	569	6,943	91	629	7,248	96	695
<b>Subtotal without Dependents (Partial)</b>	50,018		4,606	49,510		4,992	51,436		5,484
<b>TOTAL BAH - DOMESTIC</b>			3,833,831			4,161,904			4,397,968

(Amount in Thousands)

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

**With Dependents**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	176	31,131	5,479	171	30,596	5,232	173	31,162	5,391
Senior Master Sergeant	439	28,597	12,554	427	28,138	12,015	456	28,735	13,103
Master Sergeant	2,234	28,581	63,851	2,121	28,092	59,584	2,102	28,471	59,845
Technical Sergeant	3,646	27,716	101,052	3,514	27,295	95,913	3,344	27,499	91,956
Staff Sergeant	3,476	25,624	89,069	3,324	25,254	83,945	3,279	25,539	83,741
Senior Airman	1,478	24,796	36,648	1,505	24,577	36,989	1,516	24,918	37,776
Airman First Class	551	25,379	13,984	542	25,007	13,554	567	25,384	14,393
Airman	28	25,393	711	27	24,889	672	29	25,310	734
Airman Basic	5	25,000	125	5	25,200	126	5	25,600	128
<b>Subtotal with Dependents</b>	<b>12,033</b>		<b>323,473</b>	<b>11,636</b>		<b>308,030</b>	<b>11,471</b>		<b>307,067</b>

**Without Dependents**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	25	27,090	677	24	24,543	589	25	25,062	627
Senior Master Sergeant	94	24,277	2,282	92	22,685	2,087	98	23,255	2,279
Master Sergeant	674	23,746	16,005	640	22,394	14,332	634	22,675	14,376
Technical Sergeant	2,380	23,096	54,969	2,294	22,117	50,736	2,183	22,262	48,599
Staff Sergeant	5,891	21,815	128,510	5,634	21,062	118,663	5,557	21,324	118,498
Senior Airman	4,218	21,041	88,751	4,295	20,482	87,969	4,326	20,796	89,963
Airman First Class	832	20,539	17,088	818	19,901	16,279	857	20,280	17,380
Airman	25	20,234	506	25	19,386	485	25	19,592	490
Airman Basic	2	17,429	35	2	16,654	33	2	16,746	33
<b>Subtotal without Dependents</b>	<b>14,141</b>		<b>308,823</b>	<b>13,824</b>		<b>291,173</b>	<b>13,707</b>		<b>292,245</b>
<b>Moving-In Housing Allowance</b>	<b>992</b>	<b>7,488</b>	<b>7,428</b>	<b>971</b>	<b>7,825</b>	<b>7,598</b>	<b>973</b>	<b>8,012</b>	<b>7,796</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>639,724</b>			<b>606,801</b>			<b>607,108</b>
<b>GRAND TOTAL BAH</b>			<b>4,473,555</b>			<b>4,768,705</b>			<b>5,005,076</b>

\* FY 2022 includes \$118,841 in OOC execution. FY 2023 includes \$123,982 in OOC projected execution. FY 2024 includes \$131,820 for the OOC budget request.

(Amount in Thousands)

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

FY 2024 Estimate 438,013  
FY 2023 Estimate 410,069  
FY 2022 Actual 428,510

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

**Cost of Living**

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	582	8,833	5,141	565	8,527	4,818	572	9,282	5,310
Senior Master Sergeant	1,220	8,151	9,944	1,188	7,856	9,333	1,267	8,631	10,935
Master Sergeant	6,045	7,540	45,581	5,739	7,215	41,404	5,689	7,850	44,661
Technical Sergeant	10,842	6,491	70,376	10,450	6,230	65,105	9,944	6,729	66,910
Staff Sergeant	15,642	5,436	85,033	14,960	5,218	78,065	14,756	5,684	83,878
Senior Airman	12,565	4,626	58,128	12,795	4,477	57,280	12,888	4,870	62,768
Airman First Class	10,710	3,888	41,638	10,526	3,738	39,346	11,029	4,107	45,292
Airman	1,453	3,503	5,089	1,425	3,298	4,700	1,479	3,608	5,337
Airman Basic	113	3,175	359	114	3,095	353	119	3,389	403
<b>Subtotal Cost of Living</b>	59,172		321,289	57,762		300,404	57,743		325,494
<b><u>Temporary Lodging Allowance</u></b>	6,731	15,929	107,221	6,588	16,646	109,665	6,601	17,046	112,519
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			428,510			410,069			438,013

(Amount in Thousands)

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

FY 2024 Estimate	1,190
FY 2023 Estimate	1,160
FY 2022 Actual	1,134

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	3,622	313	1,134	3,545	327	1,160	3,552	335	1,190

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2024 Estimate	174,837
FY 2023 Estimate	171,017
FY 2022 Actual	170,059

**PART I - PURPOSE AND SCOPE**

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

- (1) Initial Clothing Allowances upon initial Enlistment.
- (2) Civilian Clothing Allowances (CCA) when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six (6) months active duty for the remainder of the first three (3) years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of thirty-six (36) months of active duty through the remainder of active duty.
- (5) Supplemental Clothing Allowances for service members assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most service members.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C. § 1047 the Air Force allows Clothing Allowance not to exceed \$250 for each Air Force Medical Evacuee.

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	21,631	1,759	38,049	20,345	1,826	37,140	20,158	1,869	37,682
Civilian Life (Female)	6,667	1,983	13,219	6,782	2,220	15,059	6,719	2,274	15,277
Officer Tng School (Male)	351	724	254	326	706	230	295	746	220
Officer Tng School (Female)	127	654	83	118	661	78	107	682	73
AF Academy Prep (Male)	197	1,100	217	196	1,124	220	195	1,151	225
AF Academy Prep (Female)	53	1,100	58	52	1,124	58	51	1,151	59
<b>Subtotal Military Clothing</b>	<b>29,026</b>		<b>51,880</b>	<b>27,819</b>		<b>52,785</b>	<b>27,525</b>		<b>53,536</b>
<b><u>Civilian Clothing</u></b>									
Initial	1,022	1,146	1,171	1,000	1,172	1,172	1,002	1,200	1,202
Continuing	2,649	383	1,014	2,593	391	1,015	2,598	401	1,041
TDY	3,066	573	1,758	3,001	586	1,759	3,007	600	1,805
<b>Subtotal Civilian Clothing</b>	<b>6,737</b>		<b>3,943</b>	<b>6,594</b>		<b>3,946</b>	<b>6,607</b>		<b>4,048</b>
<b>TOTAL INITIAL ALLOWANCES</b>	<b>35,763</b>		<b>55,823</b>	<b>34,413</b>		<b>56,731</b>	<b>34,132</b>		<b>57,584</b>
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Airmen (Male)	49,577	320	15,876	48,527	327	15,846	48,619	334	16,258
Airmen (Female)	15,974	325	5,184	15,636	335	5,232	15,665	343	5,368
<b>Subtotal</b>	<b>65,551</b>		<b>21,060</b>	<b>64,163</b>		<b>21,078</b>	<b>64,284</b>		<b>21,626</b>
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Airmen (Male)	155,031	457	70,920	151,748	467	70,790	152,035	478	72,627
Airmen (Female)	37,818	464	17,534	37,017	478	17,695	37,087	490	18,154
<b>Subtotal</b>	<b>192,849</b>		<b>88,454</b>	<b>188,765</b>		<b>88,485</b>	<b>189,122</b>		<b>90,781</b>
<b><u>Supplemental Maint. Allow.</u></b>	<b>14,194</b>	<b>333</b>	<b>4,722</b>	<b>13,893</b>	<b>340</b>	<b>4,723</b>	<b>13,920</b>	<b>348</b>	<b>4,846</b>
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>170,059</b>			<b>171,017</b>			<b>174,837</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2024 Estimate	35,772
FY 2023 Estimate	35,706
FY 2022 Actual	36,477

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	4,216	3,000	12,648	4,127	3,000	12,381	4,135	3,000	12,405
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	7,943	3,000	23,829	7,775	3,000	23,325	7,789	3,000	23,367
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	12,159		36,477	11,902		35,706	11,924		35,772

\* FY 2022 includes \$18,067 in OOC execution. FY 2023 includes \$15,936 in OOC projected execution. FY 2024 includes \$11,076 for the OOC budget request.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2024 Estimate	1,880
FY 2023 Estimate	1,470
FY 2022 Actual	0

**PART I – PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. 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 estimates 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 to 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>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b>Basic Needs Allowance</b>			0			1,470			1,880



(Amount in Thousands)

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

FY 2024 Estimate	403
FY 2023 Estimate	394
FY 2022 Actual	377

**PART I – PURPOSE AND SCOPE**

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

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Monthly Compensation			377			394			403

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2024 Estimate	68,674
FY 2023 Estimate	75,977
FY 2022 Actual	79,517

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted service members for:

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

**Lump Sum Terminal  
Leave Payments**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	362	6,203	2,245	352	6,459	2,273	292	6,785	1,981
Senior Master Sergeant	691	3,979	2,749	671	4,143	2,780	553	4,352	2,407
Master Sergeant	2,746	3,878	10,650	2,671	4,038	10,786	2,248	4,242	9,536
Technical Sergeant	2,905	2,900	8,423	2,843	3,019	8,584	2,528	3,172	8,018
Staff Sergeant	6,046	2,006	12,129	5,966	2,089	12,462	5,343	2,194	11,725
Senior Airman	7,885	1,594	12,565	7,788	1,659	12,922	6,896	1,743	12,020
Airman First Class	2,209	1,610	3,556	2,183	1,676	3,659	1,925	1,761	3,390
Airman	838	1,510	1,266	828	1,573	1,302	731	1,652	1,208
Airman Basic	1,173	704	826	1,159	733	850	1,023	770	788
<b>Subtotal LSTL</b>	<b>24,855</b>		<b>54,409</b>	<b>24,461</b>		<b>55,618</b>	<b>21,539</b>		<b>51,073</b>
<b><u>Separation Pay</u></b>									
Disability	406	39,750	16,139	348	41,390	14,404	288	43,480	12,522
Invol-Half Pay 5%	104	16,935	1,761	83	17,634	1,464	69	18,524	1,278
Invol-Full Pay 10%	338	15,949	5,391	179	16,607	2,973	148	17,446	2,582
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			1,817			1,518			1,219
<b>Subtotal Separation Pay</b>	<b>849</b>		<b>25,108</b>	<b>611</b>		<b>20,359</b>	<b>506</b>		<b>17,601</b>
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>TOTAL SEPARATION PAYMENTS</b>	<b>25,704</b>		<b>79,517</b>	<b>25,072</b>		<b>75,977</b>	<b>22,045</b>		<b>68,674</b>

(Amount in Thousands)

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

FY 2024 Estimate	882,428
FY 2023 Estimate	843,156
FY 2022 Actual	835,286

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

- Calendar Year 2022 – 7.65% on first \$147,000 and 1.45% on the remainder
- Calendar Year 2023 – 7.65% on first \$160,200 and 1.45% on the remainder
- Calendar Year 2024 – 7.65% on first \$165,300 and 1.45% on the remainder

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	10,917,168	7.65%	835,286	11,021,652	7.65%	843,156	11,534,996	7.65%	882,428

\* FY 2022 includes \$19,517 in OOC execution. FY 2023 includes \$22,727 in OOC projected execution. FY 2024 includes \$20,436 for the OOC budget request.

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**PAY AND ALLOWANCES  
OF CADETS**

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

		<u>AMOUNT</u>
<b>FY 2023 DIRECT PROGRAM</b>		<b>95,506</b>
<b>FY 2023 Asset/(Shortfall) Adjustment</b>		<b>5,156</b>
<b>Pricing Increase</b>	<b>4,917</b>	
<b>Annualization (PI):</b>	<b>686</b>	
Annualization 1 Jan 23 raise of 4.6% on Basic Pay	638	
Annualization of raise on FICA	48	
<b>Pay Raise (PI):</b>	<b>2,576</b>	
1 Jan 24 pay raise of 5.2% effect on Basic Pay	2,396	
1 Jan 24 pay raise effect on FICA	181	
<b>Other (PI):</b>	<b>1,655</b>	
Increase in Subsistence rate	1,655	
<b>Program Increase</b>	<b>99</b>	
<b>Strength (PGI):</b>	<b>99</b>	
Increase in workyears for Base Pay	63	
Increase in workyears for Subsistence	32	
Increase in workyears for FICA	4	
<b>Total Increases:</b>		<b>5,016</b>
<b>Pricing Decrease</b>	<b>0</b>	
<b>Program Decrease</b>	<b>0</b>	
<b>Total Decreases:</b>		<b>0</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>100,522</b>

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

FY 2024 Estimate	100,522
FY 2023 Estimate	95,506
FY 2022 Actual	91,069

**PART I - PURPOSE AND SCOPE**

Funds provide (a) for basic pay, commuted rations allowance, and employer’s share of Federal Insurance Contributions Act (FICA) tax for cadets appointed to the United States Air Force Academy under the provisions of Title 37 U.S.C. § 203, and 422 and the Federal Insurance Contributions Act; (b) for the difference between the value of the commuted ration allowance (money cadets receive while away from the Air Force Academy) and the cost of operational rations; and (c) for payment of nuclear accession bonus under the provisions of Title 37 U.S.C. § 312b.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The Fiscal 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. The Fiscal 2001 NDAA § 612 approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. Effective 1 January of each year, pay raise increase 2.7% for 1 Jan 2022, 4.6% for 1 Jan 2023, and 5.2% for 1 Jan 2024. The annualized pay raise rate for FY 2023 is 4.125% and 5.050% for FY 2024. The Non-Pay inflation rate is 4.5% for FY 2023, and 2.4% for FY 2024.

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

	Dining Facility Rate	Daily Commuted Rate
Calendar Year 2022*	\$15.35	\$13.40
Calendar Year 2023*	\$17.05	\$15.00
Calendar Year 2024*	\$17.65	\$15.50

To improve cadet meal utilization, the United States Air Force Academy (USAFA), the Air Force has increased non-traditional meal options for students. The new options have been successful at increasing meal participation rates at USAFA dining facilities but are projected to increase costs above the published USAFA Dining Facility Rate. The Air Force is working with OSD Comptroller to incorporate these operational changes in to the USAFA Dining Facility Rate for future years. The requested amounts reflect the incorporation of the new initiatives into USAFA dining operations. These changes will not impact Daily Commuted Rate.

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

	FY 2022 Actual			FY 2023 Estimate*			FY 2024 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Basic Pay</u></b>	4,013	14,509	58,223	3,975	15,107	60,051	3,979	15,870	63,147
<b><u>Subsistence</u></b>	4,013	7,091	28,456	3,975	7,781	30,928	3,979	8,197	32,615
<b><u>Social Security Tax (Employer's Contribution)</u></b>	3,955		4,390	3,917		4,527	3,921		4,760
<b>TOTAL ACADEMY CADETS</b>			91,069			95,506			100,522



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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
<b>FY 2023 DIRECT PROGRAM</b>		<b>1,582,925</b>
<b>FY 2023 Asset/(Shortfall) Adjustment</b>		<b>34,391</b>
<b>Pricing Increase</b>	<b>71,438</b>	
<b>Program Increase</b>	<b>8,534</b>	
Increase in SIK - Subsist in Mess Total Program	8,534	
<b>Total Increases</b>		<b>79,972</b>
<b>Pricing Decrease</b>		<b>0</b>
<b>Program Decrease</b>		<b>(1,582)</b>
Decrease in Subsistence - BAS Enlisted Program	(1,582)	
<b>Total Decreases</b>		<b>(1,582)</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>1,661,315</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2024 Estimate	1,368,139
FY 2023 Estimate	1,302,215
FY 2022 Actual	1,215,271

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 5.3% for 2022, 11.2% for 2023, and 3.4% for 2024 effective January 1 each year.

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

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, Per the DOD 700.14-R Financial Management Regulation (FMR) Volume 7A, Chapter 25, the new BAS the rate is doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates of 5.3% for 2022, 11.2% for 2023, and 3.4% for 2024 effective January 1 each year.

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

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b>When Authorized to Mess Separately</b>	272,590	4,822	1,314,516	266,818	5,294	1,412,529	267,322	5,569	1,488,778
<b>BAS Type II</b>	2,577	9,645	24,864	2,170	10,588	22,976	1,800	11,138	20,049
<b>Augmentation of Commuted Rations Allowance</b>	0	0	0	0	0	0	0	0	0
<b>Less Collections</b>			(124,109)			(133,290)			(140,688)
<b>GRAND TOTAL</b>			1,215,271			1,302,215			1,368,139

\* FY 2022 includes \$27,508 in OOC execution. FY 2023 includes \$33,361 in OOC projected execution. FY 2024 includes \$30,440 for the OOC budget request.

(Amount in Thousands)

**PROJECT: FAMILY SUPPLEMENTAL SUBSISTENCE ALLOWANCE (FSSA)**

FY 2024 Estimate	0
FY 2023 Estimate	0
FY 2022 Actual	0

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Family Sup Subsist Allow	0	0	0

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2024 Estimate	322,990
FY 2023 Estimate	298,489
FY 2022 Actual	260,732

**PART I - PURPOSE AND SCOPE**

The Subsistence-In-Kind (SIK) account provides subsistence to active duty enlisted Airmen when they do not receive an allowance for subsistence. Funds requested also provide for operational rations, augmentation rations, testing of new food items, medical dining facilities and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration under the provisions of Title 10 U.S.C. § 4561, 6081 and 9561.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SIK costs for active duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 5.3% for 2022, 11.2% for FY 2023, and 3.4% for FY 2024, effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>
<b><u>Subsistence in Mess</u></b>									
Trainee/Non-Pay Status	5,035	4,212	21,208	5,940	4,622	27,453	5,940	4,869	28,922
Members Taking Meals in Mess			226,661			254,068			276,195
Less Reimbursable/Collections			0			0			0
<b>Subtotal Subsistence-In-Mess</b>			247,869			281,521			305,117
<b><u>Operational Rations</u></b>									
Meals Ready to Eat	75,769	126	9,580	92,000	139	12,764	92,000	146	13,446
Unitized Group Rations	1,468	409	600	1,716	448	769	1,716	472	810
Other Packaging	0	0	0	0	0	0	0	0	0
Less Reimbursable/Collections			0			0			0
<b>Subtotal Operational Rations</b>	77,237		10,180	93,716		13,533	93,716		14,256
<b><u>Augmentation Rations</u></b>									
Augmentation Rations	367,887	4	1,468	430,000	4	1,883	430,000	5	1,983
Other - Regionalization	79,681	4	318	91,800	4	402	91,800	5	423
Other - Messing	142,567	6	897	166,600	7	1,150	166,600	7	1,211
<b>Subtotal Augmentation Rations/Other</b>	590,135		2,683	688,400		3,435	688,400		3,617
<b>GRAND TOTAL SIK</b>	672,407		260,732	788,056		298,489	788,056		322,990
<b>GRAND TOTAL Enlisted Subsistence</b>			1,476,003			1,600,704			1,691,129
Less Reimbursements			(20,176)			(17,779)			(29,814)
<b>Total Direct Enlisted Subsistence</b>			1,455,827			1,582,925			1,661,315

\* FY 2022 includes \$106,523 in OOC execution. FY 2023 includes \$128,110 in OOC projected execution. FY 2024 includes \$117,888 for the OOC budget request.

**PERMANENT CHANGE  
OF  
STATION TRAVEL**



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

**AMOUNT**

**FY 2023 DIRECT PROGRAM**

**1,262,499**

**Pricing Increase**

**88,168**

**Annualization (PI):**

**1,224**

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

1,224

**Pay Raise (PI):**

**4,593**

1 Jan 24 pay raise of 5.2% effect on DLA for PCS moves

4,593

**Other (PI):**

**20,572**

Increase in Total Mile-Per Diem Pricing

7,651

Increase in Total AMC Pricing

2,863

Increase in Total Comm Air Pricing

1,219

Increase in Trans of POV Pricing

3

Increase in Temp Lodging Pricing

2,439

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

		<u><b>AMOUNT</b></u>
<b>Program Increase</b>	<b>23,416</b>	
<b>Strength (PGI):</b>	<b>15,011</b>	
Increase in Disloc Allow Program	6,715	
Increase in Land Ship Program	6,567	
Increase in ITGBL Program	1,729	
<b>Other (PGI):</b>	<b>8,405</b>	
Increase in Total Mile-Per Diem Program	586	
Increase in Total AMC Program	381	
Increase in Total Comm Air Program	162	
Increase in M Tons MSC Program	92	
Increase in S Tons AMC Program	747	
Increase in Trans of POV Program	9	
Increase in NonTemp Storage Program	1,764	
Increase in Temp Lodging Program	4,517	
Increase in POV Contracts Program	147	
<b>Total Increases</b>		<b>111,584</b>

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

**AMOUNT**

<b>Pricing Decrease</b>	<b>0</b>	
<b>Inflation Rate (PD):</b>	<b>0</b>	
Decrease in rate for Land (HHG) Pricing	0	
Decrease in rate for ITGBL (HHG) Pricing	0	
<b>Other (PD):</b>	<b>0</b>	
Decrease in M Tons MSC Pricing	0	
Decrease in S Tons AMC Pricing	0	
<b>Program Decrease</b>		<b>(17,009)</b>
<b>Other (PGD):</b>	<b>(17,009)</b>	
Decrease in Total Mile-Per Diem Program	(1,782)	
Decrease in Total AMC Program	(580)	
Decrease in Total Comm Air Program	(247)	
Decrease in Defense Personnel Property System (DPS) Program	(14,400)	
<b>Total Decreases</b>		<b>(17,009)</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>1,357,074</b>

## **PART I - PURPOSE AND SCOPE**

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

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances increased entitlement for members extended Temporary Lodging Expense (TLE) due to a housing Shortage and includes reimbursement for the spouse re-licensure/re-certification. Effective 1 January of each year, pay raise increase 4.6% for 1 Jan 2023, and 5.2% for 1 Jan 2024. The annualized pay raise rate for FY 2023 is 4.125% and 5.050% for FY 2024. The Non-Pay inflation rate is, 4.5% for FY 2023, and 2.4% for FY 2024.

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

	<b>FY 2022 Actual</b>		<b>FY 2023 Estimate</b>		<b>FY 2024 Estimate</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Accession Travel	33,478	99,394	32,408	99,512	32,383	103,102
Training Travel	5,574	59,161	6,290	67,848	6,321	70,078
Operational Travel between Duty Stations	25,430	410,859	20,437	378,993	20,647	381,694
Rotational Travel To and From Overseas	34,495	508,895	34,325	557,111	36,405	655,273
Separation Travel	33,885	151,697	33,966	155,942	28,577	136,374
Travel of Organized Units	367	3,107	600	5,369	1,550	14,321
<b>TOTAL OBLIGATIONS</b>	133,229	1,233,113	128,026	1,264,775	125,883	1,360,842
<b>Less Reimbursements</b>		2,233		2,277		3,768
<b>TOTAL DIRECT PROGRAM</b>	133,229	1,230,880	128,026	1,262,498	125,883	1,357,074

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

	<b>FY 2022 Actual</b>		<b>FY 2023 Estimate</b>		<b>FY 2024 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	97,986	101,167	94,159	99,966	92,583	104,689
AMC	25,613	32,934	24,613	32,543	24,201	34,081
Commercial Air	9,630	14,031	9,254	13,865	9,099	14,520
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	60,869	31,338	56,234	31,168	57,254	32,900
AMC	28,967	20,372	26,761	20,262	27,247	21,388
Commercial Air	10,309	8,659	9,524	8,612	9,697	9,091
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	34,452	7,867	32,031	7,710	32,382	8,504
S Tons - AMC	10,578	63,813	9,835	62,536	9,943	68,978
Land Shipment, CONUS & Overseas	55,958	561,152	52,026	549,927	52,596	606,574
ITGBL	22,173	147,794	20,615	144,836	20,840	159,755
Dislocation Allowance	54,494	129,287	50,575	128,933	53,095	141,465
Trailer Allowance	0	0	0	0	0	0
Transportation of POVs	16,669	138	16,578	144	17,591	156
Port Handling Charges		0		0		0
Nontemporary Storage*		32,169		30,274		32,038
Temporary Lodging Expense*	41,994	55,691	38,743	92,210	40,592	99,166
Defense Personnel Property System		15,900		29,600		15,200
POV Contracts		9,800		11,190		11,337
Spouse Licensure		1,000		1,000		1,000
COVID-19		0		0		0
<b>TOTAL OBLIGATIONS</b>		1,233,113		1,264,776		1,360,842
<b>Less Reimbursements</b>		2,233		2,277		3,768
<b>TOTAL DIRECT PROGRAM</b>		1,230,880		1,262,499		1,357,074

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

(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 2024 Estimate	103,101
FY 2023 Estimate	99,515
FY 2022 Actual	99,394

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Accession Travel</u></b>									
Member Travel	4,432	932	4,131	3,876	974	3,777	4,101	998	4,092
Family Member Travel	1,638	399	654	1,433	417	598	1,516	427	648
Trans of Household Goods	2,362	7,983	18,856	2,066	8,347	17,244	2,186	8,546	18,682
Dislocation Allowance	1,153	2,513	2,897	1,008	2,618	2,639	1,067	2,749	2,933
Nontemporary Storage			2,069			1,883			2,040
Temporary Lodging Expenses	1,845	408	752	1,614	725	1,170	1,708	742	1,267
<b>Subtotal Officer Accession Travel</b>			29,359			27,311			29,662
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	27,961	1,064	29,742	27,447	1,109	30,439	27,197	1,136	30,886
Family Member Travel	6,428	1,462	9,398	6,310	1,524	9,619	6,253	1,561	9,759
Pet Quarantine	6	1,333	8	0	0	0	0	0	0
Trans of Household Goods	3,970	5,220	20,724	3,897	5,443	21,211	3,862	5,573	21,522
Dislocation Allowance	3,629	1,789	6,491	3,563	1,858	6,620	3,530	1,952	6,890
Global POV	791	6	5	777	8	6	770	8	6
Nontemporary Storage			2,744			2,946			2,989
Temporary Lodging Expenses	3,680	138	506	3,612	257	928	3,579	263	941
<b>Subtotal Enlisted Accession Travel</b>			69,618			71,769			72,993
<b><u>Cadet Accession Travel</u></b>	1,085	384	417	1,085	401	435	1,085	411	446
<b>TOTAL ACCESSION TRAVEL</b>			99,394			99,515			103,101



(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2024 Estimate	70,079
FY 2023 Estimate	67,849
FY 2022 Actual	59,161

**PART I - PURPOSE AND SCOPE**

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

- (1) Officers: Covers PCS movements of (1) officers from previous Continental United States (CONUS) permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks' duration or more; and (2) officer school graduates and eliminates from school to their next permanent CONUS duty station. (Excludes academy graduates, Officer Candidate School (OCS) or Officer Training School (OTC) graduates, flying training graduates, Reserve Officer Training Corps (ROTC) graduates and others chargeable to Accession Travel).
- (2) Enlisted: Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Training Travel</u></b>									
Member Travel	4,584	906	4,153	4,734	947	4,483	4,742	970	4,598
Family Member Travel	4,759	335	1,595	4,914	350	1,721	4,923	359	1,765
Trans of Household Goods	5,560	6,146	34,174	5,742	6,423	36,880	5,752	6,577	37,829
Dislocation Allowance	3,388	2,952	10,002	3,499	3,074	10,755	3,505	3,229	11,317
Nontemporary Storage			2,330			2,515			2,579
Temporary Lodging Expenses	2,709	131	355	2,798	234	656	2,803	240	673
<b>Subtotal Officer Training Travel</b>			52,609			57,010			58,761
<b><u>Enlisted Training Travel</u></b>									
Member Travel	990	1,089	1,078	1,556	1,138	1,771	1,579	1,166	1,841
Family Member Travel	327	664	217	514	695	357	521	712	371
Trans of Household Goods	286	13,315	3,808	450	13,902	6,256	456	14,254	6,500
Dislocation Allowance	200	6,070	1,214	315	6,302	1,985	319	6,636	2,117
Nontemporary Storage			162			266			277
Temporary Lodging Expenses	167	437	73	262	779	204	266	797	212
<b>Subtotal Enlisted Training Travel</b>			6,552			10,839			11,318
<b>TOTAL TRAINING TRAVEL</b>			59,161			67,849			70,079

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2024 Estimate	381,693
FY 2023 Estimate	378,994
FY 2022 Actual	410,859

**PART I - PURPOSE AND SCOPE**

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

- (1) Officers and enlisted personnel to and from Permanent Duty Stations (PDS) located within the United States.
- (2) Officers and enlisted personnel to and from PDS located within an overseas area when no transoceanic travel or border crossing is involved.
- (3) Officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Operational Travel</u></b>									
Member Travel	7,382	1,300	9,596	6,067	1,358	8,241	6,187	1,391	8,606
Family Member Travel	13,644	346	4,724	11,214	362	4,057	11,435	371	4,237
Pet Allowances	0	0	0	3,871	0	0	1,974	550	1,086
Trans of Household Goods	9,848	9,434	92,904	8,093	9,859	79,791	8,253	10,096	83,321
Dislocation Allowance	6,340	3,495	22,158	5,210	3,794	19,768	5,313	3,986	21,177
Nontemporary Storage			6,535			5,613			5,861
Temporary Lodging Expenses	4,992	1,338	6,679	4,103	2,390	9,805	4,184	2,447	10,239
<b>Subtotal Officer Operational Travel</b>			142,596			127,275			134,527
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	18,048	1,604	28,956	14,370	1,677	24,094	14,460	1,717	24,826
Family Member Travel	27,059	344	9,306	21,545	359	7,742	21,680	368	7,977
Pet Allowances	0	0	0	9,168	0	0	4,613	550	2,537
Trans of Household Goods	27,758	5,289	146,802	22,101	5,527	122,144	22,239	5,659	125,859
Dislocation Allowance	14,040	2,411	33,855	11,178	2,618	29,261	11,248	2,750	30,931
Nontemporary Storage			9,351			7,781			8,017
Temporary Lodging Expenses	11,336	1,173	13,293	9,026	2,095	18,907	9,082	2,145	19,482
<b>Subtotal Enlisted Operational Travel</b>			241,563			209,929			219,629
Defense Personnel Property System (DPS)			15,900			29,600			15,200
POV Contracts			9,800			11,190			11,337
Spouse Licensure and Cert. Reimbursement			1,000			1,000			1,000
<b>TOTAL OPERATIONAL TRAVEL</b>			410,859			378,994			381,693

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2024 Estimate	655,273
FY 2023 Estimate	557,109
FY 2022 Actual	508,895

**PART I - PURPOSE AND SCOPE**

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

- (1) Officers: Covers PCS movements of (1) officers from permanent duty stations in Continental United States (CONUS), or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers who are interned, missing or captured when transoceanic travel is involved.
- (2) Enlisted: Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Rotational Travel</u></b>									
Member Travel	5,877	1,773	10,417	5,855	1,852	10,845	6,400	1,897	12,140
Family Member Travel	7,577	998	7,564	7,548	1,043	7,875	8,251	1,068	8,816
Pet Allowances	1,875	19	35	3,735	9	37	2,042	4,000	8,166
Trans of Household Goods	6,100	15,035	91,715	6,077	15,712	95,483	6,643	16,088	106,875
Dislocation Allowance	5,269	2,920	15,384	5,250	3,208	16,843	5,738	3,371	19,340
Global POV	4,290	4	18	4,274	4	18	4,672	4	21
Nontemporary Storage			2,448			2,549			2,853
Temporary Lodging Expenses	3,368	3,097	10,432	3,355	5,534	18,566	3,667	5,667	20,781
<b>Subtotal Officer Rotational Travel</b>			138,013			152,216			178,992
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	28,618	1,723	49,321	28,470	1,801	51,274	30,005	1,844	55,336
Family Member Travel	25,052	898	22,499	24,923	938	23,389	26,266	961	25,241
Pet Allowances	9,129	9	83	18,164	5	87	9,572	4,000	38,286
Trans of Household Goods	27,187	8,544	232,299	27,047	8,929	241,496	28,505	9,143	260,624
Dislocation Allowance	20,190	1,824	36,835	20,086	2,005	40,272	21,169	2,106	44,587
Global POV	11,587	10	115	11,528	10	120	12,149	11	129
Nontemporary Storage			6,207			6,452			6,963
Temporary Lodging Expenses	13,668	1,721	23,523	13,597	3,074	41,803	14,330	3,148	45,115
<b>Subtotal Enlisted Rotational Travel</b>			370,882			404,893			476,281
<b>TOTAL ROTATIONAL TRAVEL</b>			508,895			557,109			655,273

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2024 Estimate	136,373
FY 2023 Estimate	155,940
FY 2022 Actual	151,697

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Separation Travel</u></b>									
Member Travel	4,364	413	1,801	3,759	431	1,621	3,543	442	1,565
Family Member Travel	1,412	725	1,023	1,216	757	921	1,147	775	889
Trans of Household Goods	1,893	19,265	36,469	1,630	20,139	32,826	1,537	20,614	31,683
Nontemporary Storage			1			1			1
<b>Subtotal Officer Separation Travel</b>			<b>39,294</b>			<b>35,369</b>			<b>34,138</b>
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	29,293	280	8,200	30,076	293	8,798	24,903	300	7,459
Family Member Travel	11,711	278	3,250	12,024	290	3,487	9,956	297	2,957
Trans of Household Goods	18,510	5,444	100,769	19,005	5,689	108,116	15,736	5,825	91,669
Nontemporary Storage			123			133			113
<b>Subtotal Enlisted Separation Travel</b>			<b>112,342</b>			<b>120,534</b>			<b>102,198</b>
<b><u>Cadet Separation Travel</u></b>	<b>228</b>	<b>268</b>	<b>61</b>	<b>131</b>	<b>282</b>	<b>37</b>	<b>131</b>	<b>282</b>	<b>37</b>
<b>TOTAL SEPARATION TRAVEL</b>			<b>151,697</b>			<b>155,940</b>			<b>136,373</b>



(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2024 Estimate	14,322
FY 2023 Estimate	5,369
FY 2022 Actual	3,107

**PART I - PURPOSE AND SCOPE**

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

- (1) Officer: Covers PCS movements of (1) officers directed to move as members of an organized unit movement; and (2) officer fillers and replacements directed to move as part of the unit move.
- (2) Enlisted: Covers PCS movements of (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	65	677	44	100	710	71	350	734	257
Family Member Travel	84	274	23	129	295	38	451	299	135
Trans of Household Goods	100	3,980	398	154	4,149	639	539	4,249	2,290
Dislocation Allowance	51	1,941	99	78	2,038	159	272	2,140	582
Nontemporary Storage			8			12			44
Temporary Lodging Expenses	41	293	12	63	508	32	220	523	115
<b>Subtotal Officer Unit Travel</b>			584			951			3,423
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	302	934	282	500	976	488	1,200	1,001	1,201
Family Member Travel	453	305	138	750	317	238	1,799	325	584
Trans of Household Goods	465	3,482	1,619	770	3,635	2,799	1,847	3,726	6,881
Dislocation Allowance	235	1,557	366	389	1,622	631	933	1,705	1,591
Nontemporary Storage			71			123			301
Temporary Lodging Expenses	190	247	47	314	443	139	754	452	341
<b>Subtotal Enlisted Unit Travel</b>			2,523			4,418			10,899
<b>TOTAL UNIT TRAVEL</b>			3,107			5,369			14,322

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**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
<b>FY 2023 DIRECT PROGRAM</b>		<b>140,462</b>
<b>Pricing Increase</b>		<b>3,327</b>
Increase in Apprehension Expense Pricing	1	
Increase in Interest On Savings Pricing	41	
Increase in Unemployment Benefits Pricing	628	
Increase in SGLI Pricing	457	
Increase in Mass Transportation Pricing	127	
Increase in Partial DLA Pricing	1,186	
Increase in ROTC Pricing	270	
Increase in JROTC Pricing	618	
<b>Program Increase</b>		<b>3,790</b>
<b>Strength (PGI):</b>	<b>685</b>	
Increase in JROTC workyears	685	
<b>Other (PGI):</b>	<b>3,105</b>	
Increase in Unemployment Benefits Program	2,986	
Increase in SGLI Program	17	
Increase in Adoption Expenses Program	102	
<b>Total Increases</b>		<b>7,117</b>
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2024 DIRECT PROGRAM</b>		<b>147,579</b>

(Amount in Thousands)

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

FY 2024 Estimate 26  
FY 2023 Estimate 25  
FY 2022 Actual 25

**PART I - PURPOSE AND SCOPE**

Funds provide for expenses associated with the apprehension of military deserters, absentees, escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control. Expenses are authorized by Title 10 U.S.C. § 956 “Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards”. Included is the cost of detention and subsistence provided during the period a military member is detained in civil confinement for safekeeping when so requested by military authority, cost of reimbursement for expenses incurred, transportation, lodging, and subsistence of escort guards.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	37	2,766	25	36	1,785	25	36	1,828	26

(Amount in Thousands)

**PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM**

FY 2024 Estimate	1,644
FY 2023 Estimate	1,603
FY 2022 Actual	1,652

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Interest on Uniformed Services Savings Deposit	1,651	1,603	1,644

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2024 Estimate	16,300
FY 2023 Estimate	16,300
FY 2022 Actual	16,300

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	23	100,000	2,300	23	100,000	2,300	23	100,000	2,300
Enlisted	140	100,000	14,000	140	100,000	14,000	140	100,000	14,000
<b>TOTAL</b>	163		16,300	163		16,300	163		16,300

\* FY 2022 includes \$100 in OOC execution. FY 2023 includes \$300 in OOC projected execution. FY 2024 includes \$100 for the OOC budget request.



(Amount in Thousands)

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

FY 2024 Estimate	29,781
FY 2023 Estimate	26,168
FY 2022 Actual	21,708

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Unemployment Compensation	5,600	3,876	21,709	4,910	5,330	26,168	5,457	5,457	29,781

\* FY 2022 includes \$5,479 in OOC execution. FY 2023 includes \$7,538 in OOC projected execution. FY 2024 includes \$5,767 for the OOC budget request.

(Amount in Thousands)

**PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE**

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services.

Details of the cost are provided in the following table:

	<b><u>FY 2022 Actual</u></b>	<b><u>FY 2023 Estimate</u></b>	<b><u>FY 2024 Estimate</u></b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	4,694	5,206	5,680
Traumatic Injury-SGLI (Retro)	0	0	0
<b>Total</b>	<b>4,694</b>	<b>5,206</b>	<b>5,680</b>

\* FY 2022 includes \$4,694 in OOC execution. FY 2023 includes \$4,083 in OOC projected execution. FY 2024 includes \$3,533 for the OOC budget request.

(Amount in Thousands)

**PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)**

FY 2024 Estimate	4
FY 2023 Estimate	4
FY 2022 Actual	4

**PART I - PURPOSE AND SCOPE**

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

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Education Benefits	4	4	4

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2024 Estimate	407
FY 2023 Estimate	305
FY 2022 Actual	208

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Expenses for Adoptions	99	2,100	208	145	2,100	305	194	2,100	407

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2024 Estimate	7,610
FY 2023 Estimate	7,483
FY 2022 Actual	2,877

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR), and select location outside of the NCR, who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26 U.S.C., § 132(f)(6), the Internal Revenue Service (IRS) Code. Effective January 1, 2023, the monthly cap was set to \$300, up from \$280, and will remain until the IRS Code is modified. Based on this monthly rate, the annual maximum is \$3,360 for 2022, \$3,600 for 2023 and \$3,600 for 2024.

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	657	3,330	2,188	1,595	3,540	5,646	1,595	3,600	5,742
Enlisted	207	3,330	689	519	3,540	1,837	519	3,600	1,868
<b>TOTAL</b>	<b>864</b>		<b>2,877</b>	<b>2,114</b>		<b>7,483</b>	<b>2,114</b>		<b>7,610</b>

(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2024 Estimate 24,647  
FY 2023 Estimate 23,462  
FY 2022 Actual 1,671

**PART I - PURPOSE AND SCOPE**

Title 37 U.S.C. § 407, as amended by the Fiscal 2002 National Defense Authorization Act (NDAA), § 636, authorized a partial dislocation allowance (DLA) payment to service members who are ordered, for the convenience of the Government, to move into or out of military family housing provided by the United States.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The allowance was directed by the Joint Travel Regulation (JTR), effective calendar year 2011. As of 1 May, paragraph 050508 of the JTR has been updated to read, “A service member ordered to occupy or vacate Government quarters due to privatization, renovation, or any other reason for the Government’s convenience must be paid a partial DLA.” This revision implements Fiscal 2020 NDAA, § 607, effective January 1, 2019. This change authorizes a partial dislocation allowance paid to a member ordered to occupy or vacate housing provided by the United States government, and removes the limitation to only family-type government quarters. Effective 1 January 2023, this allowance increased to \$878.71, per JTR, paragraph. 050508.

	<b><u>FY 2022 Actual</u></b>	<b><u>FY 2023 Estimate</u></b>	<b><u>FY 2024 Estimate</u></b>
Partial Dislocation Allowance	1,671	23,462	24,647

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

FY 2024 Estimate	9,789
FY 2023 Estimate	9,693
FY 2022 Actual	15,053

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
Subsistence Allowance	22,056	476	10,507	13,520	480	6,490	13,520	480	6,490
Uniforms	10,860	351	3,810	6,038	420	2,533	6,038	430	2,594
Pay & Allowances	85	1,565	133	80	1,800	144	80	1,888	151
Subsistence-In-Kind	16,359	37	603	15,365	34	526	15,365	36	554
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
<b>TOTAL Requirement</b>			<b>15,053</b>			<b>9,693</b>			<b>9,789</b>

**Total Requirement**

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

**Institutional Program:**

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

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Subsistence Allowance:**

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

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

**Subsistence:**

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	10,416	450	4,687	5,400	450	2,430	5,400	450	2,430
Fourth Year (AS400)	10,600	500	5,300	6,920	500	3,460	6,920	500	3,460
Fifth Year	1,040	500	520	1,200	500	600	1,200	500	600

**Uniforms:**

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	9,054	322	2,919	4,572	337	1,540	4,572	345	1,577
Uniforms, Commutation in Lieu:	656	927	608	866	969	839	866	992	859

**Subsistence-In-Kind:**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind for Medical or Other Examinations:	1,964	13	26	3,120	14	45	3,120	15	48



(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Base Visit Program**

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

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence-In-Kind	8,000	13	106	3,967	15	58	3,967	15	61

**Summer Field Training:**

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

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

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

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

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	45	1,933	87	60	2,000	120	60	2,100	126
Subsistence of Summer Field Training:	1,445	262	379	950	288	274	950	303	288
Uniforms, Issue-in-Kind:	1,150	246	283	600	257	154	600	263	158

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Professional Development Training Program**

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

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

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

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

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	40	1,150	46	20	1,200	24	20	1,250	25
Subsistence of Professional Development Training:	4,950	19	92	7,328	20	149	7,328	21	157
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

**Foreign Language Incentive Program**

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

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

FY 2024 Estimate	27,034
FY 2023 Estimate	26,860
FY 2022 Actual	29,520

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence Allowance	63,108	416	26,264	47,716	430	20,509	47,716	430	20,509
Uniforms	6,930	323	2,240	9,404	598	5,625	9,404	613	5,760
Pay & Allowances	175	1,749	306	121	1,901	230	121	2,000	242
Subsistence-In-Kind	17,593	40	710	13,351	37	496	13,351	39	523
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
<b>TOTAL Requirement</b>			<b>29,520</b>			<b>26,860</b>			<b>27,034</b>

**Institutional Program**

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

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

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
First Year (AS100)	10,220	300	3,066	4,880	300	1,464	4,880	300	1,464
Second Year (AS200)	16,200	350	5,670	10,530	350	3,686	10,530	350	3,686
Third Year (AS300)	16,328	450	7,348	15,876	450	7,144	15,876	450	7,144
Fourth Year (AS400)	15,950	500	7,975	12,610	500	6,305	12,610	500	6,305
Fifth Year	4,410	500	2,205	3,820	500	1,910	3,820	500	1,910
<b>Totals</b>			26,264			20,509			20,509

**Uniforms**

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	5,174	322	1,668	4,052	337	1,365	4,052	345	1,398
Uniforms, Commutation in Lieu:	206	927	191	4,052	969	3,926	4,052	992	4,020

**Subsistence-In-Kind**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind for Medical or Other Examinations:	1,083	13	14	3,120	14	45	3,120	15	48

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Base Visit Program**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Subsistence-In-Kind	4,000	13	53	1,953	14	28	1,953	15	30

**Summer Field Training**

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

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

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	135	1,926	260	106	2,000	212	106	2,104	223
Subsistence of Summer Field Training:	1,685	262	442	950	288	274	950	303	288
Uniforms, Issue-in-Kind:	1,550	246	381	1,300	257	334	1,300	263	342

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Professional Development Training Program**

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

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

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

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	40	1,150	46	15	1,200	18	15	1,267	19
Subsistence of Professional Development Training:	10,825	19	201	7,328	20	149	7,328	21	157
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

**Foreign Language Incentive Program**

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

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

**PROJECT: JUNIOR ROTC**

FY 2024 Estimate 24,657  
FY 2023 Estimate 23,353  
FY 2022 Actual 22,106

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2022 Actual</u></b>			<b><u>FY 2023 Estimate</u></b>			<b><u>FY 2024 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Uniforms, Issue-in-Kind:	106,288	191	20,334	107,022	200	21,396	110,080	205	22,536
Subsistence-In-Kind:	56,782	31	1,772	57,174	34	1,957	58,808	36	2,121
<b>Total</b>			<b>22,106</b>			<b>23,353</b>			<b>24,657</b>

**SECTION 5**

**SPECIAL ANALYSIS**



**ACTIVE FORCES  
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD  
(End Strength)**

**Assigned Outside DoD:**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
Exec Office of the President, White House (WHMO)	23	14	37	23	14	37	23	14	37
Office of National Drug & Control Policy (ONDCP)	1	0	1	1	0	1	1	0	1
Office of the Vice President (OVP)	2	6	8	2	6	8	2	6	8
Department of State (DOS)	22	1	23	22	1	23	22	1	23
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	10	0	10	10	0	10	10	0	10
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for Internation Sec Forces Assist	2	0	2	2	0	2	2	0	2
Domestic Nuclear Detection Office (DNDO)	4	2	6	4	2	6	4	2	6
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
<b>Subtotal Non-Reimbursable Personnel</b>	<b>81</b>	<b>32</b>	<b>113</b>	<b>81</b>	<b>32</b>	<b>113</b>	<b>81</b>	<b>32</b>	<b>113</b>

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Reimbursable Personnel:</b>									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	5	2	7	5	2	7	5	2	7
Central Intelligence Agency	1	0	1	1	0	1	1	0	1
Department of Transportation	2	0	2	2	0	2	2	0	2
Space & Missile Support, Vice Cmdr (CV)	4	0	4	4	0	4	4	0	4
White House Office (WHO)	4	0	4	4	0	4	4	0	4
Dept of Homeland Security (DHS)	1	0	1	1	0	1	1	0	1
Department of State (DOS)	1	1	2	1	1	2	1	1	2
<b>Subtotal Reimbursable Personnel</b>	<b>19</b>	<b>3</b>	<b>22</b>	<b>19</b>	<b>3</b>	<b>22</b>	<b>19</b>	<b>3</b>	<b>22</b>
<b>In Support Non DoD Functions:</b>									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	114	36	150	114	36	150	114	36	150
Training Cases (Included in Foreign Military Sales)	22	3	25	22	3	25	22	3	25
<b>Subtotal Non-DoD Functions</b>	<b>166</b>	<b>39</b>	<b>180</b>	<b>166</b>	<b>39</b>	<b>180</b>	<b>166</b>	<b>39</b>	<b>180</b>

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

	<b>FY 2022 Actual</b>			<b>FY 2023 Estimate</b>			<b>FY 2024 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Assigned to DoD Activities in Support of</b>									
<b>DoD Functions: Working Capital Fund (WCF)</b>									
HQ US Transportation Command (TRANSCOM)	79	30	109	79	30	109	79	30	109
Military Surface Deployment and Distribution Command (SDDC)	8	0	8	8	0	8	8	0	8
Defense Logistics Agency (DLA)	83	41	124	83	41	124	83	41	124
Depot Maintenance Activity Group (DMAG)	68	100	168	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	42	18	60	42	18	60	42	18	60
<b>Subtotal Working Capital Fund</b>	<b>280</b>	<b>189</b>	<b>469</b>	<b>280</b>	<b>189</b>	<b>469</b>	<b>280</b>	<b>189</b>	<b>469</b>
<b>Total - Reimbursable</b>	<b>465</b>	<b>231</b>	<b>671</b>	<b>465</b>	<b>231</b>	<b>671</b>	<b>465</b>	<b>231</b>	<b>671</b>
<b>Total - Nonreimbursable</b>	<b>81</b>	<b>32</b>	<b>113</b>	<b>81</b>	<b>32</b>	<b>113</b>	<b>81</b>	<b>32</b>	<b>113</b>
<b>Grand Total</b>	<b>546</b>	<b>263</b>	<b>784</b>	<b>546</b>	<b>263</b>	<b>784</b>	<b>546</b>	<b>263</b>	<b>784</b>

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
<b>Subsistence</b>	20,176	17,779	29,814
<b>RC ADOS (Non-Strength) Related:</b>			
Officer - Basic Pay	19,057	16,516	20,111
Other Pay and Allowances	9,728	8,609	10,410
Enlisted - Basic Pay	24,704	21,357	20,084
Other Pay and Allowances	10,871	9,760	9,217
Retired Pay Accrual	15,360	13,975	12,058
TSP Matching Contributions	0	0	0
PCS Travel	350	356	590
<b>RC ADOS (Non-Strength) Related Subtotal</b>	80,070	70,573	72,470
<b>Strength Related:</b>			
Officer - Basic Pay	102,672	88,978	108,347
Other Pay and Allowances	52,410	46,381	56,081
Enlisted - Basic Pay	133,090	115,062	108,204
Other Pay and Allowances	58,566	52,579	49,655
Retired Pay Accrual	82,753	75,291	64,965
TSP Matching Contributions	0	0	0
PCS Travel	1,883	1,921	3,178
<b>Strength Related Subtotal</b>	431,374	380,212	390,430
<b>TOTAL PROGRAM</b>	531,620	468,564	492,714

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

	AY 21-22 (FY22)			AY 22-23 (FY23)			AY 23-24 (FY24)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<b><u>Senior ROTC - Non-Scholarship</u></b>									
(Excluding Scholarship)									
First Year	2,946	2,861	2,775	2,912	2,828	2,743	2,912	2,828	2,743
Second Year	2,708	2,054	1,399	2,493	1,995	1,496	2,493	1,995	1,496
Total Basic	5,654	4,914	4,174	5,405	4,822	4,239	5,405	4,822	4,239
Third Year	767	743	718	464	450	435	464	450	435
Fourth Year	928	904	880	709	692	674	709	692	674
Total Advanced	1,695	1,647	1,598	1,173	1,141	1,109	1,173	1,141	1,109
Extended Active	132	104	75	150	120	90	150	120	90
<b>Total Non-Scholarship</b>	<b>7,481</b>	<b>6,664</b>	<b>5,847</b>	<b>6,728</b>	<b>6,083</b>	<b>5,438</b>	<b>6,728</b>	<b>6,083</b>	<b>5,438</b>
<b><u>Senior ROTC - Scholarship</u></b>									
First Year	865	826	787	511	488	465	511	488	465
Second Year	1,030	1,108	1,186	979	1,053	1,127	979	1,053	1,127
Total Basic	1,895	1,934	1,973	1,490	1,541	1,592	1,490	1,541	1,592
Third Year	1,301	1,287	1,272	1,338	1,323	1,308	1,338	1,323	1,308
Fourth Year	1,474	1,455	1,435	1,278	1,261	1,244	1,278	1,261	1,244
Total Advanced	2,775	2,741	2,707	2,616	2,584	2,552	2,616	2,584	2,552
Extended Active	529	441	352	458	382	305	458	382	305
<b>Total Scholarship</b>	<b>5,199</b>	<b>5,116</b>	<b>5,032</b>	<b>4,564</b>	<b>4,507</b>	<b>4,449</b>	<b>4,564</b>	<b>4,507</b>	<b>4,449</b>
<b><u>Total Enrollment</u></b>									
First Year	3,811	3,687	3,562	3,423	3,316	3,208	3,423	3,316	3,208
Second Year	3,738	3,162	2,585	3,472	3,048	2,623	3,472	3,048	2,623
Total Basic	7,549	6,848	6,147	6,895	6,363	5,831	6,895	6,363	5,831
Third Year	2,068	2,029	1,990	1,802	1,773	1,743	1,802	1,773	1,743
Fourth Year	2,402	2,359	2,315	1,987	1,953	1,918	1,987	1,953	1,918
Total Advanced	4,470	4,388	4,305	3,789	3,725	3,661	3,789	3,725	3,661
Extended Active	661	544	427	608	502	395	608	502	395
<b>Total ROTC Enrollment</b>	<b>13,341</b>	<b>12,324</b>	<b>11,306</b>	<b>11,900</b>	<b>11,091</b>	<b>10,282</b>	<b>11,900</b>	<b>11,091</b>	<b>10,282</b>
Complete Commissioned	0	0	2,218	0	0	2,337	0	0	2,336
Comp, Com Defr (No Adl Ent)	231	231	231	231	231	231	231	231	231
(Cum Proj in Defr Status)	0	0	0	0	0	0	0	0	0
Complete, 5 Year Deg Ent	450	375	300	450	375	300	450	375	300
Number of ROTC Detach	145	0	145	145	0	145	145	0	145
Number of ROTC Operating Locations	1	0	1	1	0	1	1	0	1

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

	<b>AY 21-22</b>	<b>AY 22-23</b>	<b>AY 23-24</b>
	<b>Sep 2022</b>	<b>Sep 2022</b>	<b>Sep 2022</b>
1st Year Cadet (Freshmen)	62,568	63,000	64,800
2nd Year Cadet (Sophomores)	31,284	31,500	32,400
3rd Year Cadet (Juniors)	15,642	15,750	16,200
4th Year Cadet (Seniors)	7,821	7,875	8,100
<b>Total</b>	<b>117,315</b>	<b>118,125</b>	<b>121,500</b>
Number of Junior ROTC Detachments	869	875	900

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

	<b><u>End FY 2022 Actual</u></b>	<b><u>End FY 2023 Estimate</u></b>	<b><u>End FY 2024 Estimate</u></b>
<b>Senior ROTC</b>			
Schools	145	145	145
Civilian Personnel (End Strength)	33	34	34
Military Personnel (End Strength) 1/	932	931	931
<b>Junior ROTC</b>			
Schools	869	875	900
Civilian Personnel (End Strength)	34	43	48
Military Personnel (End Strength) 1/	1	1	1

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

1/ Includes those assigned to Management Headquarters.

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

**FY 2022 Actual**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	14	14	14	13	13	13	13	13	14	14	13	12
O-9 Lieutenant General	48	47	47	47	47	48	48	50	49	52	58	55
O-8 Major General	94	90	86	86	86	85	85	86	94	91	83	81
O-7 Brigadier General	134	130	131	128	127	129	131	129	122	125	123	126
O-6 Colonel	3,292	3,287	3,302	3,260	3,287	3,314	3,366	3,442	3,452	3,463	3,453	3,423
O-5 Lt Colonel	9,918	9,930	9,954	9,980	9,966	9,966	10,019	10,102	10,093	10,043	9,968	9,917
O-4 Major	14,508	14,535	14,629	14,672	14,740	14,810	14,788	14,963	14,889	14,792	14,730	14,685
O-3 Captain	21,156	21,181	20,960	20,716	20,448	20,424	20,181	21,352	21,484	21,730	21,927	21,847
O-2 1st Lieutenant	8,842	8,687	8,911	8,899	8,904	8,757	9,869	8,487	8,313	8,120	7,960	8,005
O-1 2nd Lieutenant	6,618	6,651	6,432	6,678	6,818	6,893	5,829	6,627	6,951	6,855	6,812	6,790
Total Officers	64,624	64,552	64,466	64,479	64,436	64,439	64,329	65,251	65,461	65,285	65,127	64,941
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,640	2,640	2,657	2,656	2,653	2,667	2,658	2,667	2,655	2,635	2,619	2,613
E-8 Senior Master Sergeant	4,930	4,902	4,891	4,865	4,847	4,850	4,869	4,864	4,859	4,840	4,825	4,788
E-7 Master Sergeant	26,291	26,308	26,318	26,386	26,409	26,406	26,374	26,422	26,389	26,344	26,138	25,915
E-6 Technical Sergeant	44,196	44,365	44,534	44,669	44,876	45,015	45,096	45,233	45,319	45,425	45,138	44,857
E-5 Staff Sergeant	61,498	61,065	60,770	60,467	60,737	60,397	60,409	60,484	60,305	60,377	60,592	60,411
E-4 Senior Airman	61,323	61,692	62,185	62,761	62,934	63,008	62,381	62,339	62,054	61,973	61,868	61,854
E-3 Airman First Class	48,396	47,661	47,622	46,911	46,509	46,227	46,405	45,886	46,245	46,037	46,047	46,138
E-2 Airman	7,939	7,788	7,622	7,571	7,933	8,016	7,872	7,873	7,748	7,674	7,814	8,032
E-1 Airman Basic	8,122	8,105	8,168	8,562	8,158	8,232	8,283	8,041	8,353	8,495	9,289	8,872
Total Enlisted	265,335	264,526	264,767	264,848	265,056	264,818	264,347	263,809	263,927	263,800	264,330	263,480
<u>Cadets</u>	4,088	4,076	4,044	4,036	4,020	4,012	3,999	3,017	4,065	4,038	4,019	4,003
Total End Strength	334,047	333,154	333,277	333,363	333,512	333,269	332,675	332,077	333,453	333,123	333,476	332,424



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

**FY 2023 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	10	10	11	11	11	11	11	11	11	12	13	13
O-9 Lieutenant General	45	45	44	44	44	44	45	45	47	47	48	48
O-8 Major General	80	80	76	76	75	75	75	83	83	85	86	83
O-7 Brigadier General	113	108	104	104	103	104	105	101	102	103	105	106
O-6 Colonel	3,178	3,173	3,128	3,129	3,159	3,186	3,223	3,282	3,293	3,281	3,242	3,188
O-5 Lt Colonel	9,221	9,233	9,282	9,271	9,285	9,314	9,366	9,467	9,462	9,433	9,367	9,324
O-4 Major	13,735	13,718	13,722	13,668	13,710	13,748	13,754	13,926	13,917	13,866	13,838	13,822
O-3 Captain	20,247	20,261	19,781	19,809	19,616	19,560	19,331	20,020	20,354	20,564	20,499	20,458
O-2 1st Lieutenant	7,698	7,592	7,751	7,781	7,763	7,839	8,027	8,105	8,080	8,116	8,157	8,205
O-1 2nd Lieutenant	6,186	6,109	6,072	6,226	6,333	6,269	6,274	5,687	5,681	5,573	5,586	5,591
Total Officers	60,513	60,329	59,971	60,119	60,099	60,150	60,211	60,727	61,030	61,080	60,941	60,838
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,558	2,566	2,539	2,555	2,555	2,556	2,562	2,559	2,576	2,593	2,593	2,602
E-8 Senior Master Sergeant	4,661	4,660	4,622	4,681	4,709	4,726	4,744	4,774	4,811	4,837	4,874	4,911
E-7 Master Sergeant	25,186	25,100	24,842	24,842	24,794	24,820	24,810	24,781	24,756	24,711	24,648	24,612
E-6 Technical Sergeant	43,954	43,792	43,617	43,389	43,162	43,011	42,880	42,771	42,656	42,537	42,011	41,499
E-5 Staff Sergeant	59,465	59,063	58,753	58,422	58,154	58,115	57,925	57,727	57,513	57,257	57,292	56,846
E-4 Senior Airman	61,465	61,711	61,698	62,563	63,435	63,499	63,386	63,867	64,097	64,598	64,748	65,315
E-3 Airman First Class	45,514	45,537	45,683	45,627	45,656	45,539	45,679	45,823	46,154	45,682	45,737	45,435
E-2 Airman	7,814	7,959	7,539	7,603	7,534	7,515	7,538	7,562	7,617	7,539	7,548	7,498
E-1 Airman Basic	8,442	8,593	8,337	8,253	8,332	8,311	8,336	8,363	8,423	8,337	8,347	8,292
Total Enlisted	259,059	258,981	257,630	257,935	258,331	258,092	257,860	258,227	258,603	258,091	257,798	257,010
<u>Cadets</u>	3,989	3,978	3,945	3,995	3,977	3,972	3,015	4,055	4,041	4,022	4,010	4,000
Total End Strength	323,561	323,288	321,546	322,049	322,407	322,214	321,086	323,009	323,674	323,193	322,749	321,848

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

**FY 2024 Estimate**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	10	10	10	10	10	10	10	10	10	10	10	10
O-9 Lieutenant General	49	49	49	49	49	49	49	49	49	49	49	49
O-8 Major General	78	78	78	78	78	78	78	78	78	78	78	78
O-7 Brigadier General	107	110	108	106	105	105	107	106	107	107	111	108
O-6 Colonel	3,114	3,109	3,124	3,132	3,175	3,218	3,268	3,236	3,230	3,205	3,125	3,056
O-5 Lt Colonel	9,285	9,254	9,336	9,376	9,409	9,441	9,496	9,576	9,556	9,516	9,434	9,360
O-4 Major	13,886	14,003	14,049	14,118	14,198	14,281	14,342	14,504	14,503	14,474	14,470	14,474
O-3 Captain	20,393	20,324	20,201	20,019	19,848	19,814	19,604	19,932	20,336	20,610	20,577	20,573
O-2 1st Lieutenant	8,112	8,113	8,060	8,011	7,931	7,950	7,860	8,598	8,261	8,114	8,108	8,102
O-1 2nd Lieutenant	5,607	5,577	5,564	5,647	5,749	5,730	5,797	5,692	5,731	5,596	5,592	5,586
Total Officers	60,641	60,627	60,579	60,546	60,552	60,676	60,611	61,781	61,861	61,759	61,554	61,396
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,604	2,607	2,605	2,608	2,605	2,603	2,604	2,601	2,600	2,594	2,593	2,593
E-8 Senior Master Sergeant	4,942	4,974	4,996	5,028	5,049	5,073	5,100	5,122	5,146	5,162	5,186	5,187
E-7 Master Sergeant	24,644	24,684	24,669	24,705	24,690	24,685	24,697	24,685	24,678	24,637	24,632	24,637
E-6 Technical Sergeant	41,431	41,377	41,229	41,168	41,020	40,890	40,787	40,644	40,510	40,321	40,190	40,198
E-5 Staff Sergeant	56,933	57,039	57,018	57,115	57,093	57,096	57,137	57,123	57,121	57,041	57,044	57,054
E-4 Senior Airman	65,116	64,938	64,613	64,422	64,096	63,798	63,542	63,225	62,919	62,529	62,229	62,207
E-3 Airman First Class	45,905	46,393	46,777	47,259	47,645	48,051	48,490	48,882	49,285	49,621	50,029	50,038
E-2 Airman	7,576	7,656	7,719	7,799	7,863	7,930	8,002	8,067	8,133	8,189	8,256	8,258
E-1 Airman Basic	8,378	8,467	8,537	8,625	8,695	8,769	8,849	8,921	8,994	9,056	9,130	9,132
Total Enlisted	257,529	258,135	258,163	258,729	258,756	258,895	259,208	259,270	259,386	259,150	259,289	259,304
<u>Cadets</u>	3,989	3,978	3,999	3,995	3,977	3,972	3,015	4,055	4,041	4,022	4,010	4,000
Total End Strength	322,159	322,740	322,741	323,270	323,285	323,543	322,834	325,106	325,288	324,931	324,853	324,700