

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2024 Budget Estimates



**MILITARY PERSONNEL, SPACE FORCE
MARCH 2023**

**MILITARY PERSONNEL, SPACE FORCE
ACTIVE FORCES
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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)
FY 2022 Actuals /3 **FY 2023 Enacted /2** **FY 2024 Estimate**

Direct Program

Pay and Allowances of Officers	598,342	690,829	769,677
Pay and Allowances of Enlisted Personnel	270,857	358,874	428,744
Subsistence of Enlisted Personnel	15,619	24,839	27,027
Permanent Change of Station Travel	36,019	33,851	38,219
Other Military Personnel Costs	1,717	1,007	2,906
TOTAL DIRECT PROGRAM /1	922,554	1,109,400	1,266,573

Reimbursable Program

Pay and Allowances of Officers	-	-	-
Pay and Allowances of Enlisted Personnel	-	-	-
Subsistence of Enlisted Personnel	-	-	-
Permanent Change of Station Travel	-	-	-
TOTAL REIMBURSABLE PROGRAM	-	-	-

Total Baseline Program

Pay and Allowances of Officers	598,342	690,829	769,677
Pay and Allowances of Enlisted Personnel	270,857	358,874	428,744
Subsistence of Enlisted Personnel	15,619	24,839	27,027
Permanent Change of Station Travel	36,019	33,851	38,219
Other Military Personnel Costs	1,717	1,007	2,906
TOTAL BASELINE PROGRAM FUNDING	922,554	1,109,400	1,266,573

Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180);

Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)

Pay and Allowances of Officers	-	2,143	-
Pay and Allowances of Enlisted	-	1,153	-
Subsistence of Enlisted Personnel	-	223	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	-	144	-
TOTAL UKRAINE FUNDING	-	3,663	-

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

(Amount in Thousands)

	FY 2022 Actuals /3	FY 2023 Enacted /2	FY 2024 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	598,342	692,972	769,677
Pay and Allowances of Enlisted	270,857	360,027	428,744
Subsistence of Enlisted Personnel	15,619	25,062	27,027
Permanent Change of Station Travel	36,019	33,851	38,219
Other Military Personnel Programs	1,717	1,151	2,906
TOTAL PROGRAM	922,554	1,113,063	1,266,573
 Medicare-Eligible Retiree HFC., (SF)	 39,940	 49,049	 58,016
TOTAL MILPERS PROGRAM COST	962,494	1,158,449	1,324,589
 <u>Memo Entry: Overseas Operations Costs (OOC)</u>			
Pay and Allowances of Officers	-	-	4,520
Pay and Allowances of Enlisted Personnel	-	-	13,393
Subsistence of Enlisted Personnel	-	-	828
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	-	-	194
TOTAL OOC	-	-	18,935

/1 Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget total \$18,935.

/2 Includes Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)

/3 Fiscal Year (FY) 2022 reflects the USSF budget within the Air Force Military Personnel Appropriation.

SECTION 2

INTRODUCTORY STATEMENT

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



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

The FY 2024 Space Force Military Personnel (MILPERS) budget request reflects 9,400 End Strength (E/S) to support U.S. Space Force (USSF) and Chief of Space Operations (CSO) requirements priorities. FY 2024 marks the second year the USSF Military Personnel is budgeted and paid out of the USSF Military Personnel Appropriation. All information covered in FY 2022 reflects the USSF budget within the the Air Force Military Personnel Appropriation.

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

Funding Levels

In FY 2022 the USSF was captured in the Air Force 3500 Appropriation and had budget estimate of \$922.5 million

The FY 2023 the budget estimate is \$1,123.8 million

The FY 2024 budget request is \$1,266.6 million

Baseline Budget Rates

The FY 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% in FY 2024. The budget reflects an annualized rate of 9.500% for housing allowances in FY 2023 and 5.800% for 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, 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.

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 urgent warfighting readiness and requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS).
- 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 \$0 in OOC Actuals. FY 2023 includes \$0 in OOC Enacted. FY 2024 includes \$18,935 for the OOC Budget Estimate.

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

President’s Management Plan – Performance Metrics

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

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

	<u>FY 2022 Actual</u>	<u>FY 2023 Planned</u>	<u>FY 2024 Planned</u>
Average Strength (Work years)	7,123	8,371	9,438
End Strength	8,061	8,600	9,400
Authorized End Strength	8,400		

DAF Recruiting

	<u>FY 2022 Executed</u>	<u>FY 2023 Planned</u>	<u>FY 2024 Planned</u>
1. Numeric goals	2,111	1,814	2,217
Actual	1,772		
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%		

* All information covered in FY22 reflects the USSF budget within the the Air Force Military Personnel Appropriation.

** The DoD has established a correlation between first term enlistment attrition and quality indicators such as HSDG and Category I-IIIa Armed Forces Qualification Test (AFQT) scores. DoD Benchmarks are: Minimum 90% HSDG; 60% Cat I-IIIa (AFQT score 50-99). 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, SPACE FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH**

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	3,884	4,220	4,277	4,314	4,560	4,576
Enlisted	3,239	3,841	4,101	4,286	4,704	4,824
Total Direct Program	7,123	8,061	8,378	8,600	9,264	9,400
<u>REIMBURSABLE PROGRAM</u>						
Officers	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Total Reimbursable Program	0	0	0	0	0	0
<u>TOTAL BASELINE PROGRAM</u>						
Officers	3,884	4,220	4,277	4,314	4,560	4,576
Enlisted	3,239	3,841	4,101	4,286	4,704	4,824
Total Program	7,123	8,061	8,378	8,600	9,264	9,400
<u>OOB</u>						
Officers	0	0	0	0	25	0
Enlisted	0	0	0	0	149	0
Total OOB	0	0	0	0	174	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	3,884	4,220	4,277	4,314	4,585	4,576
Enlisted	3,239	3,841	4,101	4,286	4,853	4,824
Revised Total Program	7,123	8,061	8,378	8,600	9,438	9,400

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

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	2	0	3	0	3	0
O-9 Lieutenant General	6	0	6	0	6	0
O-8 Major General	3	0	6	0	5	0
O-7 Brigadier General	11	0	10	0	10	0
O-6 Colonel	210	0	215	0	213	0
O-5 Lieutenant Colonel	669	0	663	0	711	0
O-4 Major	937	0	1,120	0	1,160	0
O-3 Captain	1,344	0	1,288	0	1,279	0
O-2 1st Lieutenant	522	0	523	0	536	0
O-1 2nd Lieutenant	516	0	480	0	653	0
Officer Subtotal	4,220	0	4,314	0	4,576	0
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	45	0	49	0	52	0
E-8 Senior Master Sergeant	121	0	120	0	119	0
E-7 Master Sergeant	534	0	581	0	565	0
E-6 Technical Sergeant	717	0	784	0	831	0
E-5 Staff Sergeant	882	0	1,041	0	1,220	0
E-4 Specialist 4	612	0	661	0	741	0
E-3 Specialist 3	695	0	745	0	920	0
E-2 Specialist 2	132	0	167	0	206	0
E-1 Specialist 1	103	0	138	0	170	0
Enlisted Subtotal	3,841	0	4,286	0	4,824	0
TOTAL END STRENGTH	8,061	0	8,600	0	9,400	0

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

	<u>FY 2022 Actual</u>		<u>FY 2023 Estimate</u>		<u>FY 2024 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	2	0	2	0	3	0
O-9 Lieutenant General	6	0	6	0	6	0
O-8 Major General	4	0	6	0	6	0
O-7 Brigadier General	9	0	10	0	10	0
O-6 Colonel	178	0	215	0	224	0
O-5 Lieutenant Colonel	601	0	664	0	718	0
O-4 Major	856	0	1,076	0	1,188	0
O-3 Captain	1,213	0	1,262	0	1,326	0
O-2 1st Lieutenant	580	0	534	0	551	0
O-1 2nd Lieutenant	435	0	502	0	553	0
Officer Subtotal	3,884	0	4,277	0	4,585	0
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	41	0	45	0	52	0
E-8 Senior Master Sergeant	93	0	120	0	129	0
E-7 Master Sergeant	449	0	552	0	599	0
E-6 Technical Sergeant	564	0	747	0	851	0
E-5 Staff Sergeant	702	0	989	0	1,227	0
E-4 Specialist 4	603	0	614	0	767	0
E-3 Specialist 3	542	0	754	0	873	0
E-2 Specialist 2	128	0	160	0	201	0
E-1 Specialist 1	117	0	120	0	154	0
Enlisted Subtotal	3,239	0	4,101	0	4,853	0
TOTAL WORKYEARS	7,123	0	8,378	0	9,438	0

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
September	3,656	2,907	6,563	4,220	3,841	8,061	4,314	4,286	8,600
October	3,693	2,955	6,648	4,221	3,857	8,078	4,362	4,361	8,723
November	3,732	2,980	6,712	4,215	3,966	8,181	4,359	4,415	8,774
December	3,780	3,017	6,797	4,230	3,976	8,206	4,367	4,387	8,754
January	3,811	3,064	6,875	4,263	4,058	8,321	4,404	4,509	8,913
February	3,835	3,156	6,991	4,251	4,006	8,257	4,396	4,477	8,873
March	3,861	3,187	7,048	4,257	4,075	8,332	4,406	4,609	9,015
April	3,873	3,237	7,110	4,249	4,043	8,292	4,397	4,572	8,969
May	3,893	3,308	7,201	4,296	4,169	8,465	4,499	4,731	9,230
June	3,993	3,346	7,339	4,384	4,297	8,681	4,649	4,879	9,528
July	4,037	3,501	7,538	4,360	4,352	8,712	4,615	4,863	9,478
August	4,161	3,739	7,900	4,327	4,345	8,672	4,584	4,858	9,442
September	4,220	3,841	8,061	4,314	4,286	8,600	4,576	4,824	9,400
Average End Strength	3,884	3,239	7,123	4,277	4,101	8,378	4,457	4,601	9,058

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

Average Strength

		FY 2022 Actual			FY 2023 Estimate			FY 2024 Request 1/		
		Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
BASE Support	AC Base	3,884	3,239	7,123	4,277	4,101	8,378	4,457	4,601	9,058
	RC Non-12304(b)	-	-	-	-	-	-	81	34	115
	RC 12304(b)	-	-	-	-	-	-	22	69	91
OOO	OOO	-	-	-	-	-	-	25	149	174
Total	RC Total	-	-	-	-	-	-	128	252	380
	Total	3,884	3,239	7,123	4,277	4,101	8,378	4,585	4,853	9,438

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

End Strength	4,220	3,841	8,061	4,314	4,286	8,600	4,576	4,824	9,400
Average Strength	3,884	3,239	7,123	4,277	4,101	8,378	4,585	4,853	9,438

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation

ACTIVE DUTY STRENGTHS BY MONTHS

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

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

Space Mission Forces (SMF) Support (46 MY 12 Officer, 34 Enlisted), \$5.6M)

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

Space Electronic Warfare Support (31 MY (7 Officer, 24 Enlisted), \$3.7M)

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

Space Electronic Warfare Support (14 MY (3 Officer, 11 Enlisted), \$1.7M)

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFDSs to multiple Combatant Commanders in support of USSPACECOM. 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>
Beginning Strength	3,656	4,220	4,314
Gains (By Source):			
Service Academies	99	100	100
ROTC	171	123	238
Health Professions Scholarships			
Officer Training School	31	36	60
Other	296	69	125
Gain Adjustment			
Total Gains	597	328	523
Losses (By Type):			
Voluntary Separation	30	117	119
Retirement	3	117	142
Total Involuntary	0	0	0
With Pay			
Without Pay			
VSI/SSB			
TERA			
Reduction in Force			
Other			
Loss Adjustment			
Total Losses	33	234	261
TOTAL	4,220	4,314	4,576

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
Beginning Strength	2,907	3,841	4,286
Gains (By Source):			
Non Prior Service Enlistments	517	452	675
Male	361	316	473
Female	156	136	202
Prior Service Enlistments	15	10	76
Reenlistments	55	572	643
Reserves			
Officer Candidate Programs	31	42	40
Other	557	410	260
Gain Adjustments			
Total Gains	1,175	1,486	1,694
Losses (By Type):			
ETS	119	309	339
Programmed Early Release			
VSI/SSB			
TERA			
To Commissioned Officer	31	42	40
Reenlistments	55	572	643
Retirement	9	91	101
Attrition	27	27	33
Other			
Loss Adjustments			
Total Losses	241	1,041	1,156
TOTAL	3,841	4,286	4,824

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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	334,398	133,013	467,411	388,577	175,921	564,498	437,872	216,094	653,966
2. Retired Pay Accruals	117,154	46,587	163,741	143,386	64,914	208,300	130,516	64,058	194,574
3. TSP - Matching Contributions	2,132	3,622	5,754	2,320	2,585	4,905	2,840	4,834	7,674
4. Basic Allowance for Housing	100,869	64,446	165,315	121,253	88,665	209,918	139,278	109,856	249,134
a. With Dependents - Domestic	64,938	28,540	93,478	80,137	40,013	120,150	100,050	48,456	148,506
b. Without Dependents - Domestic	32,647	28,606	61,253	38,538	39,529	78,067	36,428	50,459	86,887
c. Differential - Domestic	0	0	0	0	0	0	0	0	0
d. Partial - Domestic	0	0	0	0	0	0	0	0	0
e. With Dependents - Overseas	2,899	6,647	9,546	2,187	8,325	10,512	2,377	9,988	12,365
f. Without Dependents - Overseas	385	653	1,038	391	798	1,189	423	953	1,376
g. Moving-In Housing	0	0	0	0	0	0	0	0	0
5. Subsistence	12,899	15,619	28,518	15,594	21,711	37,305	17,586	27,027	44,613
a. Basic Allowance for Subsistence	12,899	15,619	28,518	15,594	21,711	37,305	17,586	27,027	44,613
1. Authorized to Mess Separately	12,899	15,619	28,518	15,594	21,711	37,305	17,586	27,027	44,613
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	0	0	0	0	0	0	0	0
b. Subsistence-In-Kind	0	0	0	0	0	0	0	0	0
1. Subsistence in Messes	0	0	0	0	0	0	0	0	0
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	0	0	0	0	0	0	0	0	0
a. Flying Duty Pay	0	0	0	0	0	0	0	0	0
1. Aviation Incentive Pay	0	0	0	0	0	0	0	0	0
2. Crew Members, Enlisted	0	0	0	0	0	0	0	0	0
3. Noncrew Member	0	0	0	0	0	0	0	0	0
4. Aviator Retention Pay	0	0	0	0	0	0	0	0	0
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	0	0	0	0	0	0	0	0
7. HDIP-Aviation	0	0	0	0	0	0	0	0	0
b. Parachute Jumping Pay	0	0	0	0	0	0	0	0	0
c. Demolition Pay	0	0	0	0	0	0	0	0	0
d. Battlefield Airmen Skill Incentive Pay	0	0	0	0	0	0	0	0	0
e. Other Pays	0	0	0	0	0	0	0	0	0

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2022 Actual /1			FY 2023 Estimate /2			FY 2024 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	1,140	8,229	9,369	1,664	4,018	5,682	1,917	8,298	10,215
a. Medical Pay	0	0	0	0	0	0	0	0	0
b. Dental Pay	0	0	0	0	0	0	0	0	0
c. Health Professions Officers Pay	0	0	0	0	0	0	0	0	0
d. Nurse Pay	0	0	0	0	0	0	0	0	0
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	114	64	178	169	108	277	258	162	420
g. Diving Duty Pay	0	0	0	0	0	0	0	0	0
h. Foreign Language Proficiency Bonus	842	730	1,572	1,311	1,207	2,518	1,439	1,338	2,777
i. Hostile Fire Pay	0	0	0	0	0	0	8	70	78
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	0	0	0	0	0	0	25	152	177
l. Judge Advocate Continuation Pay	0	0	0	0	0	0	0	0	0
m. JAG Student Loan Repayment	0	0	0	0	0	0	0	0	0
n. Retention Bonus	0	0	0	0	0	0	0	0	0
o. Reenlistment Bonus	0	750	750	0	750	750	0	3,250	3,250
p. Special Duty Assignment Pay	0	570	570	0	570	570	0	570	570
q. Enlistment Bonus	0	150	150	0	1,250	1,250	0	1,250	1,250
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	0	0	0	0	0	0	0	0
t. Assignment Incentive Pay	175	5,963	6,138	175	131	306	175	1,504	1,679
u. Personal Money Allowance	9	2	11	9	2	11	12	2	14
v. Health Prof. Scholarship Program (HPSP)	0	0	0	0	0	0	0	0	0
w. Pay and Allowance Continuation Pay (PAC)	0	0	0	0	0	0	0	0	0
8. Allowances	2,762	4,070	6,832	2,310	6,045	8,355	2,627	7,697	10,324
a. Uniform or Clothing Allowances	1,165	1,880	3,045	559	3,312	3,871	668	4,285	4,953
1. Initial Issue	777	24	801	131	911	1,042	209	1,376	1,585
1a. Military	777	24	801	131	911	1,042	209	1,376	1,585
1b. Civilian	0	0	0	0	0	0	0	0	0
2. Additional	388	0	388	428	0	428	459	0	459
3. Basic Maintenance	0	302	302	0	391	391	0	473	473
4. Standard Maintenance	0	1,015	1,015	0	1,313	1,313	0	1,591	1,591
5. Supplemental	0	539	539	0	697	697	0	845	845
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	915	1,686	2,601	975	2,067	3,042	1,131	2,630	3,761
1. Cost-of-Living	915	1,686	2,601	975	2,067	3,042	1,131	2,630	3,761
2. Temporary Lodging	0	0	0	0	0	0	0	0	0
c. Family Separation Allowance	582	504	1,086	639	639	1,278	687	753	1,440
1. On PCS, No Government Quarters	93	165	258	102	210	312	111	246	357
2. On TDY	489	339	828	537	429	966	576	507	1,083
d. Basic Needs Allowance	0	0	0	6	6	12	7	7	14
e. CONUS Cost of Living Allowance	0	0	0	0	0	0	0	0	0
f. Catastrophical Injured Aid Allowance	100	0	100	131	21	152	134	22	156

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	1,464	717	2,181	3,414	1,191	4,605	3,606	1,376	4,982
a. Terminal Leave Pay	1,464	717	2,181	1,620	800	2,420	1,722	966	2,688
b. Severance Pay, Disability	0	0	0	379	207	586	398	217	615
c. Severance Pay, Non-Promotion	0	0	0	39	0	39	41	0	41
d. Severance Pay, Involuntary Half (5%)	0	0	0	69	18	87	72	19	91
e. Severance Pay, Involuntary Full (10%)	0	0	0	1,307	166	1,473	1,373	174	1,547
f. VSI Trust Fund	0	0	0	0	0	0	0	0	0
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	25,524	10,173	35,697	29,672	13,457	43,129	33,435	16,531	49,966
11 Permanent Change of Station Travel	23,168	12,851	36,019	22,544	10,757	33,301	26,074	12,145	38,219
12 Other Military Personnel Costs	704	1,013	1,717	1,084	1,350	2,434	1,311	1,595	2,906
a. Apprehension of Deserters	0	0	0	0	0	0	0	0	0
b. USSD (MIA)	0	0	0	0	0	0	0	0	0
c. Death Gratuities	600	1,000	1,600	600	1,000	1,600	600	1,000	1,600
d. Unemployment Compensation	0	0	0	360	333	693	565	521	1,086
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	0	0	0	0	0	0	0	0	0
g. Adoption Reimbursement	0	0	0	4	4	8	4	4	8
h. Mass Transit	104	13	117	120	13	133	139	31	170
i. Partial Dislocation Allowance	0	0	0	0	0	0	0	0	0
j. Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	3	38	41
k. ROTC	0	0	0	0	0	0	0	0	0
l. JROTC	0	0	0	0	0	0	0	0	0
m. T-SGLI	0	0	0	0	0	0	0	1	1
<u>Military Personnel Appropriation Total</u>	622,214	300,340	922,554	731,818	390,614	1,122,432	797,062	469,511	1,266,573
14 Less Reimbursables:	0	0	0	0	0	0	0	0	0
Retired Pay Accrual	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
MILITARY PERSONNEL									
APPROPRIATION TOTAL-DIRECT	622,214	300,340	922,554	731,818	390,614	1,122,432	797,062	469,511	1,266,573

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

	<u>FY 2023</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</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>2024 PRES BUD</u>
						<u>SUBTOTAL</u>	<u>SHORTFALL</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	393,549	(28,645)	364,904	13,674	378,578	0	388,577
Retired Pay Accrual	145,221	(10,570)	134,651	5,003	139,654	0	143,386
TSP - Matching Contributions	4,000	0	4,000	(1,680)	2,320	0	2,320
Incentive Pay	0	0	0	0	0	0	0
Special Pay	1,002	0	1,002	0	1,002	0	1,664
Basic Allowance for Housing	121,963	14,336	136,299	(15,046)	121,253	0	121,253
Basic Allowance for Subsistence	15,049	3,200	18,249	(2,655)	15,594	0	15,594
Station Allowances Overseas	1,266	0	1,266	(291)	975	0	975
CONUS COLA	0	0	0	0	0	0	0
Uniform Allowances	200	0	200	0	200	0	559
Family Separation Allowances	558	0	558	0	558	0	639
Basic Needs Allowance	1	42	43	(37)	6	0	6
Catastrophical Injured Aid Allowance	0	0	0	0	0	0	131
Separation Payments	1,786	0	1,786	0	1,786	0	3,414
Social Security Tax - Employer's Contribution	30,062	(2,191)	27,871	1,032	28,903	0	29,672
Reimbursables	0	0	0	0	0	0	0
TOTAL OBLIGATIONS OFFICERS	714,657	(23,828)	690,829	0	690,829	0	708,190
Less Reimbursables	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OFFICERS	714,657	(23,828)	690,829	0	690,829	0	708,190
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	169,954	0	169,954	5,967	175,921	0	175,921
Retired Pay Accrual	62,712	0	62,712	2,202	64,914	0	64,914
TSP - Matching Contributions	2,536	0	2,536	49	2,585	0	2,585
Incentive Pay	0	0	0	0	0	0	0
Special Pay	421	0	421	1,027	1,448	0	1,448
Special Duty Assignment Pay	1,431	0	1,431	(861)	570	0	570
Reenlistment Bonus	1,892	0	1,892	(1,142)	750	0	750
Enlistment Bonus	0	0	0	1,250	1,250	0	1,250
Basic Allowance for Housing	89,870	10,564	100,434	(9,691)	90,743	0	88,665
Station Allowances Overseas	2,404	0	2,404	(337)	2,067	0	2,067
CONUS COLA	0	0	0	0	0	0	0
Clothing Allowances	3,167	0	3,167	145	3,312	0	3,312
Family Separation Allowances	570	0	570	69	639	0	639
Basic Needs Allowance	11	128	139	(133)	6	0	6
Catastrophical Injured Aid Allowance	0	0	0	21	21	0	21
Separation Payments	213	0	213	978	1,191	0	1,191
Social Security Tax - Employer's Contribution	13,001	0	13,001	456	13,457	0	13,457
Reimbursables	0	0	0	0	0	0	0
TOTAL OBLIGATIONS ENLISTED	348,182	10,692	358,874	0	358,874	0	356,796
Less Reimbursables	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS ENLISTED	348,182	10,692	358,874	0	358,874	0	356,796

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

	<u>FY 2023</u>			<u>INTERNAL</u>						
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>		<u>REALIGNMENT/</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>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>	<u>SHORTFALL</u>	<u>2024 PRES BUD</u>	
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>										
Basic Allowance for Subsistence	20,539	4,300	24,839	0	24,839	0	24,839	(3,128)		21,711
Subsistence-In-Kind	0	0	0	0	0	0	0	0		0
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0		0
Reimbursables	0	0	0	0	0	0	0	0		0
TOTAL OBLIGATIONS SUBSISTENCE	20,539	4,300	24,839	0	24,839	0	24,839	(3,128)		21,711
Less Reimbursables	0	0	0	0	0	0	0	0		0
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	20,539	4,300	24,839	0	24,839	0	24,839	(3,128)		21,711
<u>PERMANENT CHANGE OF STATION TRAVEL</u>										
Accession Travel	4,057	50	4,107	0	4,107	0	4,107	205		4,312
Training Travel	2,554	0	2,554	0	2,554	0	2,554	202		2,756
Operational Travel	17,212	150	17,362	(6,186)	11,176	0	11,176	(573)		10,603
Rotational Travel	1,994	0	1,994	6,186	8,180	0	8,180	0		8,180
Separation Travel	5,267	0	5,267	(770)	4,497	0	4,497	(417)		4,080
Travel of Organized Units	89	0	89	0	89	0	89	(3)		86
Nontemporary Storage	1,015	0	1,015	0	1,015	0	1,015	36		1,051
Temporary Lodging Expense	788	675	1,463	770	2,233	0	2,233	0		2,233
Reimbursables	0	0	0	0	0	0	0	0		0
TOTAL OBLIGATIONS PCS	32,976	875	33,851	0	33,851	0	33,851	(550)		33,301
Less Reimbursables	0	0	0	0	0	0	0	0		0
TOTAL DIRECT OBLIGATIONS PCS	32,976	875	33,851	0	33,851	0	33,851	(550)		33,301
<u>OTHER MILITARY PERSONNEL COSTS</u>										
Apprehension Mil Deserters, Absentees, Prisoners	0	0	0	0	0	0	0	0		0
Interest on Uniformed Svcs Savings	0	0	0	0	0	0	0	0		0
Death Gratuities	500	0	500	0	500	0	500	1,100		1,600
Unemployment Compensation	365	0	365	0	365	0	365	328		693
Survivor Benefits	0	0	0	0	0	0	0	0		0
Education Benefits	0	0	0	0	0	0	0	0		0
Adoption Expenses	8	0	8	0	8	0	8	0		8
Mass Transit	134	0	134	0	134	0	134	(1)		133
Partial Dislocation Allowance	0	0	0	0	0	0	0	0		0
SROTC	0	0	0	0	0	0	0	0		0
JROTC	0	0	0	0	0	0	0	0		0
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0	0		0
TSGLI	0	0	0	0	0	0	0	0		0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0	0		0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0	0		0
TOTAL DIRECT OBLIGATIONS OTHER	1,007	0	1,007	0	1,007	0	1,007	1,427		2,434
TOTAL DIRECT OBLIGATIONS	1,117,361	(7,961)	1,109,400	0	1,109,400	0	1,109,400	13,032		1,122,432

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2023 DIRECT PROGRAM	708,190	356,796	21,711	33,301	2,434	1,122,432
Pricing Increase	35,062	17,388	1,129	1,445	19	55,042
Annualization (PI):	8,408	4,210	422	32	0	13,071
- Annualization 1 Jan 23 raise of 4.6% on Basic Pay	4,128	1,869	0	0	0	5,997
- Annualization of raise on RPA	1,224	553	0	0	0	1,777
- Annualization of raise on TSP	25	27	0	0	0	52
- Annualization of raise on FICA	315	143	0	0	0	458
- Annualization 1 Jan 23 raise of 4.6% on DLA for PCS moves	0	0	0	32	0	32
- Annualization 1 Jan 23 inflation rate of 11.2% on BAS	303	0	422	0	0	726
- Annualization 1 Jan 23 inflation rate of 10.7% on BAH	2,413	1,617	0	0	0	4,030
Pay Raise (PI):	21,363	9,727	0	118	0	31,208
- 1 Jan 24 pay raise of 5.2% effect on Basic Pay	15,495	7,014	0	0	0	22,508
- 1 Jan 24 pay raise effect on RPA	4,593	2,073	0	0	0	6,665
- 1 Jan 24 pay raise effect on TSP	92	104	0	0	0	196
- 1 Jan 24 pay raise effect on FICA	1,183	537	0	0	0	1,720
- 1 Jan 24 pay raise of 5.2% effect on DLA for PCS moves	0	0	0	118	0	118
Inflation Rate (PI):	507	0	706	1,114	0	2,328
- 1 Jan 24 inflation rate of 3.4% effect on BAS	507	0	706	0	0	1,214
BAH Rates (PI):	4,502	3,109	0	0	0	7,611
- Housing Allowance rate 1 Jan 24 increase of 4.2%	4,469	2,995	0	0	0	7,464
- Increase in OHA Pricing	33	114	0	0	0	146
Other (PI):	282	343	0	181	19	825
- Increase in Clothing Pricing	0	80	0	0	0	80
- Increase in COLA Pricing	90	185	0	0	0	275
- Increase in Special Pay Pricing	16	16	0	0	0	32
- Increase in Cat Injured Aid Allow Pricing	3	1	0	0	0	4
- Increase in Basic Needs Allowance Pricing	1	1	0	0	0	1
- Increase in LSTL Pricing	82	40	0	0	0	122
- Increase in Separation Payments Pricing	91	20	0	0	0	110
- Increase in Total Mile-Per Diem Pricing	0	0	0	41	0	41
- Increase in Total AMC Pricing	0	0	0	20	0	20
- Increase in Total Comm Air Pricing	0	0	0	8	0	8
- Increase in Unemployment Benefits Pricing	0	0	0	0	16	16
- Increase in Mass Transportation Pricing	0	0	0	0	3	3

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	53,956	67,323	4,187	3,580	453	129,499
Strength (PGI):	53,584	62,442	0	2,221	0	118,247
- Increase in Base Pay Program	29,674	31,290	0	0	0	60,964
- Increase in FICA Program	2,266	2,394	0	0	0	4,660
- Increase in RPA Program	8,843	9,274	0	0	0	18,117
- Increase in TSP Matching Contribution Program	403	2,124	0	0	0	2,527
- Increase in BAS Program	1,181	0	0	0	0	1,181
- Increase in Clothing Program	109	894	0	0	0	1,003
- Increase in BAH Program	11,108	16,466	0	0	0	27,574
- Increase in Land Ship Program	0	0	0	1,482	0	1,482
- Increase in ITGBL Program	0	0	0	391	0	391
- Increase in Disloc Allow Program	0	0	0	348	0	348
Other (PGI):	372	4,881	4,187	1,359	453	11,252
- Increase in LSTL Program	20	124	0	0	0	144
- Increase in Special Pay Program	237	1,764	0	0	0	2,001
- Increase in FSA Program	48	114	0	0	0	162
- Increase in COLA Program	66	378	0	0	0	444
- Increase in Basic Needs Allowance Program	1	1	0	0	0	2
- Increase in Selective Reenlistment Bonus Program	0	2,500	0	0	0	2,500
- Increase in Subsistence - BAS Enlisted Program	0	0	4,187	0	0	4,187
- Increase in Total Mile-Per Diem Program	0	0	0	445	0	445
- Increase in Total AMC Program	0	0	0	165	0	165
- Increase in Total Comm Air Program	0	0	0	71	0	71
- Increase in M Tons MSC Program	0	0	0	21	0	21
- Increase in S Tons AMC Program	0	0	0	169	0	169
- Increase in NonTemp Storage Program	0	0	0	192	0	192
- Increase in Temp Lodging Program	0	0	0	296	0	296
- Increase in Unemployment Benefits Program	0	0	0	0	377	377
- Increase in SGLI Program	0	0	0	0	42	42
- Increase in Mass Transportation Program	0	0	0	0	34	34
Total Increases	89,018	84,711	5,316	5,025	472	184,542
Pricing Decrease	(27,531)	(12,763)	0	(107)	0	(40,401)
Inflation Rate (PD):	0	0	0	0	0	0
- Decrease in rate for Land (HHG)	0	0	0	0	0	0
- Decrease in rate for ITGBL (HHG)	0	0	0	0	0	0
Other (PD):	(27,531)	(12,763)	0	(107)	0	(40,401)
- Decrease in RPA Pricing	(27,530)	(12,757)	0	0	0	(40,287)
- Decrease in FICA Pricing	(1)	0	0	0	0	(1)
- Decrease in TSP Matching Contribution Pricing	0	(6)	0	0	0	(6)
- Decrease in M Tons MSC Pricing	0	0	0	0	0	0
- Decrease in S Tons AMC Pricing	0	0	0	0	0	0
- Decrease in Temp Lodging Pricing	0	0	0	(107)	0	(107)
Program Decrease	0	0	0	0	0	0
Total Decreases	(27,531)	(12,763)	0	(107)	0	(40,401)
FY 2024 DIRECT PROGRAM	769,677	428,744	27,027	38,219	2,906	1,266,573

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

708,190

Pricing Increase

35,062

Annualization (PI):	8,408
Annualization 1 Jan 23 raise of 4.6% on Basic Pay	4,128
Annualization of raise on RPA	1,224
Annualization of raise on FICA	315
Annualization of raise on TSP	25
Annualization 1 Jan 23 inflation rate of 11.2% on BAS	303
Annualization 1 Jan 23 inflation rate of 10.7% on BAH	2,413
 Pay Raise (PI):	 21,363
1 Jan 24 pay raise of 5.2% effect on Basic Pay	15,495
1 Jan 24 pay raise effect on RPA	4,593
1 Jan 24 pay raise effect on FICA	1,183
1 Jan 24 pay raise effect on TSP	92
 Inflation Rate (PI):	 507
1 Jan 24 inflation rate of 3.4% effect on BAS	507
 BAH Rates (PI):	 4,502
1 Jan 24 inflation rate of 4.2% effect on BAH	4,469
1 Jan 24 inflation rate of 2.4% effect on OHA	33
 Other (PI):	 282
Increase in Special Pay Payments	16
Increase in COLA Payments	90
Increase in Cat Injured Aid Allow Payments	3
Increase in Basic Needs Allowance Payments	1
Increase in LSTL Payments	82
Increase in Separation Payments	91

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

		<u>Amount</u>
Program Increase	53,956	
Strength (PGI):	53,584	
Increase in workyears for Base Pay	29,674	
Increase in workyears for FICA	2,266	
Increase in workyears for RPA	8,843	
Increase in workyears for TSP Matching Contribution	403	
Increase in workyears for BAS	1,181	
Increase in workyears for Clothing	109	
Increase in workyears Housing Allowance	11,108	
Other (PGI):	372	
Increase in Special Pay Program	237	
Increase in COLA Program	66	
Increase in Basic Needs Allowance Program	1	
Increase in FSA Program	48	
Increase in LSTL Program	20	
Total Increases		89,018
Pricing Decrease	(27,531)	
Other (PI):	(27,531)	
Decrease in RPA Payments	(27,530)	
Decrease in FICA Payments	(1)	
Program Decrease	0	
Total Decreases		(27,531)
FY 2024 DIRECT PROGRAM		769,677

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2024 Estimate	437,872
FY 2023 Estimate	388,577
FY 2022 Actual	334,398

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 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 FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2022 beginning strength was 3,656 and end strength was 4,220 using 3,884 workyears.

FY 2023 beginning strength is 4,220 and end strength is projected to be 4,314 using 4,277 workyears.

FY 2024 beginning strength will be 4,314 and end strength will be 4,576 using 4,585 workyears.

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

<u>Grade</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	2	203,335	407	2	210,728	421	3	221,370	664
Lt General	6	200,947	1,206	6	209,236	1,255	6	219,803	1,319
Major General	4	193,389	774	6	201,366	1,208	6	211,535	1,269
Brig General	9	169,376	1,524	10	176,363	1,764	10	185,270	1,853
Colonel	178	145,630	25,922	215	151,638	32,602	224	159,295	35,682
Lt Colonel	601	116,868	70,238	664	121,689	80,801	718	127,834	91,785
Major	856	98,045	83,926	1,076	102,089	109,848	1,188	107,245	127,407
Captain	1,213	78,330	95,015	1,262	81,561	102,930	1,326	85,680	113,612
1st Lieutenant	580	62,480	36,239	534	65,058	34,741	551	68,343	37,657
2nd Lieutenant	435	44,015	19,147	502	45,831	23,007	553	48,145	26,624
TOTAL BASIC PAY	3,884		334,398	4,277		388,577	4,585		437,872

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$2,718 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2024 Estimate	130,516
FY 2023 Estimate	143,386
FY 2022 Actual	117,154

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. The Board of Actuaries met on June 24, 2022 and established normal cost percentages (NCPs) for FY 2024 through Fiscal Year 2028. In accordance with the FY 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 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:

	<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>
Active Component									
Retired Pay Accrual - Full Time	3,884	30,163	117,154	4,277	33,525	143,386	4,457	28,648	127,682
Reserve Component									
Retired Pay Accrual - Part Time	0	0	0	0	0	0	128	22,141	2,834
Total Retired Pay Accrual	3,884	30,163	117,154	4,277	33,525	143,386	4,585	28,466	130,516

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$628 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2024 Estimate	2,840
FY 2023 Estimate	2,320
FY 2022 Actual	2,132

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of BP the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching Thrift Savings Plan (TSP) 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			2,132			2,320			2,840

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2024 Estimate	1,916
FY 2023 Estimate	1,664
FY 2022 Actual	1,140

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
 - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
 - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (2) Assignment Incentive Pay (AIP):
 - (a) Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to commissioned officer Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer Guardian and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2022 during FY 2023.
 - (b) Korea Assignment Incentive Pay – Incentive pay of \$300/month to commissioned officer Guardian (SF) authorized under the FY 2005 NDAA Section 617. The Korea AIP is an enduring incentive pay to commissioned officer Guardian assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- (3) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each 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.
- (4) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

PART II - JUSTIFICATION OF FUNDS REQUESTED

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>		
	<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>
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	1	2,200	2	1	2,200	2	2	2,200	4
Lt General	6	500	3	6	500	3	6	500	3
Pers Allowance - General Officer	8	1,125	9	8	1,125	9	9	1,222	11
Cavalier AIP	20	8,400	168	20	8,400	168	20	8,400	168
Korea AIP	2	3,500	7	2	3,500	7	2	3,500	7
Assignment Incentive Pay	22		175	22		175	22		175
Continuation Pay	7	16,286	114	10	17,002	169	14	17,830	258
Foreign Language Proficiency Bonus	216	3,898	842	216	6,069	1,311	236	6,097	1,439
Hardship Duty Location Pay	0	0	0	0	0	0	21	1,190	25
Hostile Fire Pay	0	0	0	0	0	0	3	2,667	8
TOTAL SPECIAL PAY	253		1,140	256		1,664	305		1,916

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$33 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

Assignment Incentive Pay - Cavalier

	<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	20	168												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			20	168										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					20	168								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							20	168						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									20	168				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											20	168		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													20	168
Anniversary Payments														
Total														
Initial Payments	20	168	20	168	20	168	20	168	20	168	20	168	20	168
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	20	168	20	168	20	168	20	168	20	168	20	168	20	168

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

Assignment Incentive Pay - Korea

	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	7												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			2	7										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					2	7								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							2	7						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									2	7				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	2	7	2	7	2	7	2	7	2	7	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	7	2	7	2	7	2	7	2	7	0	0	0	0

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2024 Estimate	139,278
FY 2023 Estimate	121,253
FY 2022 Actual	100,869

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 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:

<u>With Dependents</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	2	35,000	70	2	38,500	77	3	40,667	122
Lt General	5	39,200	196	5	42,800	214	6	45,333	272
Major General	3	35,333	106	5	38,600	193	5	40,800	204
Brig General	9	37,000	333	10	40,500	405	10	42,900	429
Colonel	157	33,643	5,282	190	36,842	7,000	212	38,976	8,263
Lt Colonel	507	32,396	16,425	560	35,475	19,866	640	37,531	24,020
Major	637	29,157	18,573	801	31,926	25,573	930	33,777	31,413
Captain	698	25,595	17,865	726	28,026	20,347	919	29,652	27,250
1st Lieutenant	208	23,226	4,831	192	25,432	4,883	231	26,909	6,216
2nd Lieutenant	61	20,607	1,257	70	22,557	1,579	78	23,859	1,861
Subtotal with Dependents	2,287		64,938	2,561		80,137	3,034		100,050

(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>	0	0		0	0		0	0	
<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	1	0	0	0	0	0	0	0	0
Major General	1	28,643	29	2	31,364	63	0	33,183	0
Brig General	0	33,543	0	0	36,729	0	0	38,859	0
Colonel	16	29,696	475	19	32,517	618	11	34,403	378
Lt Colonel	77	27,525	2,119	85	30,140	2,562	63	31,888	2,009
Major	195	25,948	5,060	245	28,413	6,961	230	30,061	6,914
Captain	481	23,115	11,118	500	25,311	12,655	374	26,779	10,015
1st Lieutenant	355	20,133	7,147	327	22,046	7,209	309	23,325	7,207
2nd Lieutenant	362	18,506	6,699	418	20,264	8,470	462	21,440	9,905
Subtotal w/o Dependents	1,488		32,647	1,596		38,538	1,449		36,428
<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	0	475	0	0	520	0	0	550	0
Lt Colonel	0	396	0	0	434	0	0	459	0
Major	0	320	0	0	351	0	0	371	0
Captain	0	266	0	0	291	0	0	308	0
1st Lieutenant	0	212	0	0	232	0	0	246	0
2nd Lieutenant	0	158	0	0	173	0	0	184	0
Subtotal Partial	0		0	0		0	0		0
TOTAL BAH - DOMESTIC			97,585			118,675			136,478

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

<u>With Dependents</u>	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	4	39,000	156	0	0	0	0	0	0
Lt Colonel	14	36,714	514	9	25,000	225	12	24,083	289
Major	21	33,048	694	22	32,045	705	23	32,565	749
Captain	29	29,552	857	26	29,192	759	27	29,630	800
1st Lieutenant	14	27,643	387	9	28,556	257	9	29,222	263
2nd Lieutenant	10	29,100	291	8	30,125	241	9	30,667	276
Subtotal With Dependents	92		2,899	74		2,187	80		2,377
<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	1	34,204	34	1	31,984	32	1	32,944	33
Lt Colonel	2	29,817	60	2	27,606	55	2	28,394	57
Major	3	26,512	80	4	25,273	101	4	25,916	104
Captain	5	23,932	120	5	22,918	115	5	23,317	117
1st Lieutenant	2	22,351	45	2	21,421	43	2	21,861	44
2nd Lieutenant	2	23,219	46	2	22,402	45	3	22,561	68
Subtotal w/o Dependents	15		385	16		391	17		423
Moving-In Housing Allowance	0	8,446	0	0	8,826	0	0	9,038	0
TOTAL BAH - OVERSEAS			3,284			2,578			2,800
GRAND TOTAL BAH			100,869			121,253			139,278

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$829 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2024 Estimate	17,586
FY 2023 Estimate	15,594
FY 2022 Actual	12,899

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 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	3,884	3,321	12,899	4,277	3,646	15,594	4,585	3,836	17,586

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$96 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2024 Estimate	1,131
FY 2023 Estimate	975
FY 2022 Actual	915

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of Cost Of Living Allowance (COLA).

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 allowance is 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>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	0	8,881	0	0	8,207	0	0	8,367	0
Lt. General	0	10,598	0	0	10,466	0	0	11,606	0
Major General	0	10,305	0	0	9,021	0	0	10,208	0
Brig. General	0	11,237	0	0	10,287	0	0	11,345	0
Colonel	5	10,930	55	6	10,450	63	6	11,366	68
Lt Colonel	17	11,144	189	19	10,529	200	20	11,533	231
Major	24	9,661	232	30	9,278	278	33	10,168	336
Captain	34	7,730	263	35	7,469	261	37	8,150	302
1st Lieutenant	16	6,670	107	15	6,396	96	15	6,996	105
2nd Lieutenant	12	5,720	69	14	5,511	77	15	5,932	89
Subtotal Cost of Living	108		915	119		975	126		1,131
<u>Temporary Lodging Allowance</u>	0	0	0	0	0	0	0	0	0
TOTAL STATION ALLOWANCES-OVERSEAS			915			975			1,131

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2024 Estimate	668
FY 2023 Estimate	559
FY 2022 Actual	1,165

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	1,942	400	777	328	400	131	523	400	209
Additional Allowances	1,942	200	388	2,139	200	428	2,293	200	459
Civilian Clothing	0	764	0	0	799	0	0	818	0
TOTAL CLOTHING ALLOWANCES	3,884		1,165	2,467		559	2,816		668

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2024 Estimate	687
FY 2023 Estimate	639
FY 2022 Actual	582

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 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	31	3,000	93	34	3,000	102	37	3,000	111
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	163	3,000	489	179	3,000	537	192	3,000	576
TOTAL FAMILY SEPARATION ALLOWANCE	194		582	213		639	229		687

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$9 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

FY 2024 Estimate	7
FY 2023 Estimate	6
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 of the Federal Poverty Guidelines no later than January 1, 2024.

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

Although the Budget provides increases to pay and allowances which should make less members eligible, the Space Force estimate for the Basic Needs Allowance was calculated using the relative populations of O1 to O3 which are anticipated to increase.

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 follow

	<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>
Basic Needs Allowance			0			6			7

(Amount in Thousands)

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

FY 2024 Estimate	134
FY 2023 Estimate	131
FY 2022 Actual	100

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 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>
Special Monthly Compensation			100			131			134

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2024 Estimate	3,606
FY 2023 Estimate	3,414
FY 2022 Actual	1,464

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to commissioned officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to commissioned officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a service member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to commissioned officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the service member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the service member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
General	0	24,565	0	0	0	0	0	0	0
Lt General	1	22,835	20	1	23,777	24	1	24,977	25
Major General	1	21,022	19	1	21,889	22	1	22,994	23
Brig General	1	14,222	12	1	14,809	15	1	15,557	16
Colonel	23	11,431	240	23	11,902	274	24	12,503	300
Lt Colonel	55	7,877	410	57	8,202	468	57	8,616	491
Major	84	5,335	454	86	5,555	478	84	5,836	490
Captain	75	4,044	297	77	4,211	324	81	4,424	358
1st Lieutenant	5	2,449	12	6	2,550	15	7	2,679	19
2nd Lieutenant	0	2,028	0	0	0	0	0	0	0
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	245		1,464	252		1,620	256		1,722
<u>Separation Pay</u>									
Fail Promotion/Unfit	0	37,889	0	1	39,452	39	1	41,444	41
Disability	0	72,752	0	5	75,753	379	5	79,579	398
Invol-Half Pay 5%	0	66,264	0	1	68,998	69	1	72,482	72
Invol-Full Pay 10%	0	125,542	0	10	130,721	1,307	10	137,322	1,373
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
Career Status Bonus	0	0	0	0	0	0	0	0	0
Subtotal Separation Pay	0		0	17		1,794	17		1,884
TOTAL SEPARATION PAYMENTS	245		1,464	269		3,414	273		3,606

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

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

FY 2024 Estimate	33,435
FY 2023 Estimate	29,672
FY 2022 Actual	25,524

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 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>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	334,398	7.65%	25,524	388,577	7.65%	29,672	437,872	7.65%	33,435

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$207 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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**PAY AND ALLOWANCES
OF ENLISTED**

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

	<u>Amount</u>
FY 2023 DIRECT PROGRAM	356,796
Pricing Increase	17,388
Annualization (PI):	4,210
Annualization 1 Jan 23 raise of 4.6% on Basic Pay	1,869
Annualization of raise on RPA	553
Annualization of raise on FICA	143
Annualization of raise on TSP	27
Annualization 1 Jan 23 inflation rate of 10.7% on BAH	1,617
Pay Raise (PI):	9,727
1 Jan 24 pay raise of 5.2% effect on Basic Pay	7,014
1 Jan 24 pay raise effect on RPA	2,073
1 Jan 24 pay raise effect on FICA	537
1 Jan 24 pay raise effect on TSP	104
BAH Rates (PI):	3,109
1 Jan 24 inflation rate of 4.2% effect on BAH	2,995
1 Jan 24 inflation rate of 2.4% effect on OHA	114
Other (PI):	343
Increase in Special Pay Payments	16
Increase in COLA Payments	185
Increase in Clothing Payments	80
Increase in Cat Injured Aid Allow Payments	1
Increase in Basic Needs Allowance Payments	1
Increase in LSTL Payments	40
Increase in Separation Payments	20

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

Program Increase		67,323	
Strength (PGI):	62,442		
Increase in workyears for Base Pay	31,290		
Increase in workyears for FICA	2,394		
Increase in workyears for RPA	9,274		
Increase in workyears for TSP Matching Contribution	2,124		
Increase in workyears for Clothing	894		
Increase in workyears Housing Allowance	16,466		
Other (PGI):	4,881		
Increase in Special Pay Program	1,764		
Increase in Selective Reenlistment Bonus Program	2,500		
Increase in COLA Program	378		
Increase in Basic Needs Allowance Program	1		
Increase in FSA Program	114		
Increase in LSTL Program	124		
Total Increases			84,711
Pricing Decrease		(12,763)	
Other (PI):	(12,763)		
Decrease in RPA Payments	(12,757)		
Decrease in TSP Matching Contribution Payments	(6)		
Program Decrease		0	
Total Decreases			(12,763)
FY 2024 DIRECT PROGRAM			428,744

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2024 Estimate	216,094
FY 2023 Estimate	175,921
FY 2022 Actual	133,013

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 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 FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2022 beginning strength was 2,907 and end strength was 3,841 using 3,239 workyears.

FY 2023 beginning strength was 3,841 and end strength is expected to be 4,286 using 4,101 workyears.

FY 2024 beginning strength will be 4,286 and end strength is expected to 4,824 using 4,853 workyears.

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
<u>Grade</u>									
Chief Master Sergeant	41	87,809	3,600	45	91,432	4,114	52	96,049	4,995
Senior Master Sergeant	93	70,675	6,573	120	73,590	8,831	129	77,306	9,973
Master Sergeant	449	60,759	27,281	552	63,266	34,923	599	66,461	39,810
Technical Sergeant	564	49,809	28,092	747	51,863	38,742	851	54,482	46,364
Staff Sergeant	702	40,006	28,084	989	41,656	41,198	1,227	43,759	53,693
Specialist 4	603	32,351	19,508	614	33,686	20,683	767	35,387	27,142
Specialist 3	542	26,525	14,376	754	27,619	20,825	873	29,014	25,329
Specialist 2	128	24,494	3,135	160	25,505	4,081	201	26,793	5,385
Specialist 1	117	20,201	2,364	120	21,035	2,524	154	22,097	3,403
TOTAL BASIC PAY	3,239		133,013	4,101		175,921	4,853		216,094

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$7,266 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2024 Estimate	64,058
FY 2023 Estimate	64,914
FY 2022 Actual	46,587

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 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 budgetary estimates are derived as a product of:

- a) The total amount of BP expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 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:

	<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>
Active Component									
Retired Pay Accrual - Full Time	3,239	14,383	46,587	4,101	15,829	64,914	4,601	13,362	61,479
Reserve Component									
Retired Pay Accrual - Part Time	0	0	0	0	0	0	252	10,234	2,579
Total Retired Pay Accrual	3,239	14,383	46,587	4,101	15,829	64,914	4,853	13,200	64,058

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$1,678 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2024 Estimate	4,834
FY 2023 Estimate	2,585
FY 2022 Actual	3,622

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 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			3,622			2,585			4,834

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2024 Estimate	3,228
FY 2023 Estimate	1,448
FY 2022 Actual	6,759

PART I - PURPOSE AND SCOPE

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

- (1) Personal Money Allowance for the Chief Master Sergeant of the Space Force (CMSSF) – Authorized for enlisted service members whom assume the role as the senior-most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67/month).
- (2) 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.
- (3) Foreign Language Proficiency Bonus (FLPB) – Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List (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.
- (4) Assignment Incentive Pay (AIP):
 - a. Alice Springs Assignment Incentive Pay – Incentive pay of \$500/month to enlisted Guardians (SF) who are permanently assigned to the Detachment 1, 566th Intelligence Squadron at Alice Springs, Australia. This incentive pay assists the enlisted Guardian and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Guardian at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - b. Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to enlisted Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Guardian and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Guardian. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2020 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2022 during FY 2020.
 - c. Turkey Assignment Incentive Pay – Incentive Pay of \$300/month to enlisted Guardian (SF) being authorized under Title 37 U.S.C., Section 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2020 during FY 2018 and to 31 December 2022 in FY21. Eligible recipients are enlisted Guardian assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.

(Amount in Thousands)

PROJECT: SPECIAL PAY - 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
Personal Money Allowance (CMSSF)	1	2,000	2	1	2,000	2	1	2,000	2
Sea and Foreign Duty-Total									
Subtotal Sea and Foreign Duty-Total	0		0	0		0	0		0
Continuation Pay	1,627	8,970	64	2,062	9,556	108	2,443	10,041	162
Foreign Language Proficiency Bonus	196	3,723	730	213	5,667	1,207	234	5,718	1,338
Hostile Fire Pay	0	2,700	0	0	2,700	0	26	2,700	70
Hardship Duty Location Pay	0	1,200	0	0	1,200	0	127	1,200	152
Assignment Incentive Pay									
Alice Springs AIP	5	6,000	30	5	6,000	30	57	6,000	342
Cavalier AIP	12	8,400	101	12	8,400	101	64	8,400	538
Turkey AIP	1,620	3,600	5,832	0	0	0	52	12,000	624
Subtotal Assignment Incentive Pay	1,637		5,963	17		131	173		1,504
TOTAL SPECIAL PAY	3,461		6,759	2,293		1,448	3,004		3,228

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$222 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

Assignment Incentive Pay - Alice Springs

	<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	5	30												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			5	30										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					57	342								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							71	426						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									57	342				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											57	342		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													57	342
Anniversary Payments														
Total														
Initial Payments	5	30	5	30	57	342	71	426	57	342	57	342	57	342
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	30	5	30	57	342	71	426	57	342	57	342	57	342

**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	12	101												
Anniversary Payments														
Current Year FY 2023														
Initial Payments			12	101										
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					64	538								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							78	655						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									64	538				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											64	538		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													64	538
Anniversary Payments														
Total														
Initial Payments	12	101	12	101	64	538	78	655	64	538	64	538	64	538
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	12	101	12	101	64	538	78	655	64	538	64	538	64	538

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

Assignment Incentive Pay - Turkey

	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	1,620	5,832												
Anniversary Payments														
Current Year FY 2023														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2024														
Initial Payments					52	624								
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments							66	792						
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments									52	624				
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments											52	624		
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments													52	624
Anniversary Payments														
Total														
Initial Payments	1,620	5,832	0	0	52	624	66	792	52	624	52	624	52	624
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,620	5,832	0	0	52	624	66	792	52	624	52	624	52	624

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2024 Estimate	570
FY 2023 Estimate	570
FY 2022 Actual	570

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	35	189	35	189	35	189
SD-5 (\$375)	11	50	11	50	11	50
SD-4 (\$300)	20	72	20	72	20	72
SD-3 (\$225)	47	127	47	127	47	127
SD-2 (\$150)	65	117	65	117	65	117
SD-1 (\$75)	17	15	17	15	17	15
TOTAL SPECIAL DUTY ASSIGNMENT PAY	195	570	195	570	195	570

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

FY 2024 Estimate	3,250
FY 2023 Estimate	750
FY 2022 Actual	750

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective Retention Bonus (SRB) requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistment of service members currently serving in the designated skills, and in attracting service members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Space 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. Space 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 enlisted Guardians.

For shortage skills, the Space Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to enlisted Guardians in chronic critical shortage skills; retraining enlisted Guardians from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. Details of the cost computation are provided in the following tables:

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>
Initial Payments	30	25,000	750	0	0	0	50	25,000	1,250
Anniversary Payments	0	0	0	30	25,000	750	80	25,000	2,000
Accelerated Payments	0	0	0	0	0	0	0	0	0
TOTAL	30		750	30		750	130		3,250

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(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)														
Accelerated Payments														
Prior Year FY 2022														
Initial Payments	30	750												
Anniversary Payments			30	750	30	750	30	750						
Current Year FY 2023														
Initial Payments														
Anniversary Payments					50	1,250	50	1,250	50	1,250				
Biennial Budget FY 2024														
Initial Payments					50	1,250								
Anniversary Payments							50	1,250	50	1,250	50	1,250		
Biennial Budget FY 2025														
Initial Payments														
Anniversary Payments									50	1,250	50	1,250	50	1,250
Biennial Budget FY 2026														
Initial Payments									50	1,250				
Anniversary Payments											50	1,250		
Biennial Budget FY 2027														
Initial Payments											50	1,250		
Anniversary Payments													50	1,250
Biennial Budget FY 2028														
Initial Payments													50	1,250
Anniversary Payments														
Total														
Initial Payments	30	750	0	0	50	1,250	0	0	50	1,250	50	1,250	50	1,250
Anniversary Payments	0	0	30	750	80	2,000	130	3,250	150	3,750	150	3,750	100	2,500
Total SRB	30	750	30	750	130	3,250	130	3,250	200	5,000	200	5,000	150	3,750

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2024 Estimate	1,250
FY 2023 Estimate	1,250
FY 2022 Actual	150

PART I - PURPOSE AND SCOPE

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

The Space Force evaluates the IEB program each fiscal year to ensure the most critical career fields are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term enlisted Guardian 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 Guardians contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each career varies, it is possible some contracted bonuses may have delayed payments exceeding two (2) years. For example, a Guardian may have been contracted under the FY 2022 IEB authorization when they enlisted, but will not receive their bonus payment until they complete their training FY 2023.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for the most hard to fill skills, and typically these consist critical career fields in the Space Force inventory..

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
0	2,000	0	0	2,000	0	0	2,000	0
0	3,000	0	0	3,000	0	0	3,000	0
0	4,000	0	0	4,000	0	0	4,000	0
0	5,000	0	0	5,000	0	0	5,000	0
0	6,000	0	0	6,000	0	0	6,000	0
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	0	10,000	0	0	10,000	0
0	11,000	0	0	11,000	0	0	11,000	0
0	12,000	0	0	12,000	0	0	12,000	0
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	10	15,000	150	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
0	18,000	0	0	18,000	0	0	18,000	0
0	20,000	0	10	20,000	200	10	20,000	200
0	40,000	0	10	40,000	400	10	40,000	400
0	50,000	0	10	50,000	500	10	50,000	500
Total	10	150	40		1,250	40		1,250

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2024 Estimate	109,856
FY 2023 Estimate	88,665
FY 2022 Actual	64,446

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2023 BAH inflation rate assumption is 10.7percent 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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	37	26,757	990	41	29,293	1,201	46	30,978	1,425
Senior Master Sergeant	73	25,356	1,851	94	27,755	2,609	100	29,370	2,937
Master Sergeant	320	24,216	7,749	393	26,517	10,421	427	28,054	11,979
Technical Sergeant	340	23,341	7,936	450	25,558	11,501	510	27,041	13,791
Staff Sergeant	286	20,913	5,981	403	22,898	9,228	496	24,226	12,016
Specialist 4	134	19,246	2,579	136	21,074	2,866	166	22,295	3,701
Specialist 3	68	19,382	1,318	95	21,232	2,017	106	22,462	2,381
Specialist 2	4	19,000	76	5	21,000	105	5	22,200	111
Specialist 1	3	20,000	60	3	21,667	65	5	23,000	115
Subtotal with Dependents	1,265		28,540	1,620		40,013	1,861		48,456

(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>
<u>Differential</u>	0	0	0	0	0	0

Without Dependents - Full Allowance

	<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>									
Chief Master Sergeant	2	23,672	47	2	25,921	52	3	27,424	82
Senior Master Sergeant	16	22,495	360	21	24,632	517	23	26,061	599
Master Sergeant	88	20,869	1,836	108	22,852	2,468	117	24,177	2,829
Technical Sergeant	173	19,768	3,420	229	21,645	4,957	263	22,901	6,023
Staff Sergeant	353	17,847	6,300	497	19,542	9,712	619	20,676	12,798
Specialist 4	415	15,222	6,317	423	16,668	7,050	532	17,634	9,382
Specialist 3	425	15,592	6,627	591	17,073	10,090	689	18,064	12,446
Specialist 2	112	19,043	2,133	140	20,852	2,919	177	22,062	3,905
Specialist 1	103	15,200	1,566	106	16,644	1,764	136	17,610	2,395
Subtotal without Dependents (Full)	1,687		28,606	2,117		39,529	2,559		50,459

Without Dependents - Partial Allowance

	<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>									
Chief Master Sergeant	0	223	0	0	245	0	0	259	0
Senior Master Sergeant	0	184	0	0	201	0	0	213	0
Master Sergeant	0	143	0	0	156	0	0	166	0
Technical Sergeant	0	119	0	0	130	0	0	138	0
Staff Sergeant	0	104	0	0	114	0	0	121	0
Specialist 4	0	97	0	0	106	0	0	113	0
Specialist 3	0	93	0	0	102	0	0	108	0
Specialist 2	0	86	0	0	95	0	0	100	0
Specialist 1	0	83	0	0	91	0	0	96	0
Subtotal without Dependents (Partial)	0		0	0		0	0		0
TOTAL BAH - DOMESTIC			57,146			79,542			98,915

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2	31,000	62	2	30,500	61	3	31,000	93
Senior Master Sergeant	4	28,500	114	5	28,200	141	6	28,667	172
Master Sergeant	36	28,583	1,029	44	28,091	1,236	48	28,479	1,367
Technical Sergeant	45	27,711	1,247	60	27,300	1,638	68	27,500	1,870
Staff Sergeant	56	25,625	1,435	79	25,253	1,995	98	25,541	2,503
Specialist 4	48	24,792	1,190	49	24,571	1,204	61	24,918	1,520
Specialist 3	43	25,372	1,091	60	25,000	1,500	69	25,377	1,751
Specialist 2	10	25,400	254	13	24,923	324	16	25,313	405
Specialist 1	9	25,000	225	9	25,111	226	12	25,583	307
Subtotal with Dependents	253		6,647	321		8,325	381		9,988

Without Dependents

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	0	27,090	0	0	24,543	0	0	25,062	0
Senior Master Sergeant	0	24,277	0	0	22,685	0	0	23,255	0
Master Sergeant	4	23,746	95	5	22,394	112	5	22,675	113
Technical Sergeant	6	23,096	139	8	22,117	177	9	22,262	200
Staff Sergeant	7	21,815	153	10	21,062	211	12	21,324	256
Specialist 4	6	21,041	126	6	20,482	123	8	20,796	166
Specialist 3	5	20,539	103	7	19,901	139	8	20,280	162
Specialist 2	1	20,234	20	1	19,386	19	2	19,592	39
Specialist 1	1	17,429	17	1	16,654	17	1	16,746	17
Subtotal without Dependents	30		653	38		798	45		953
Moving-In Housing Allowance	0	7,488	0	0	7,825	0	0	8,012	0
TOTAL BAH - OVERSEAS			7,300			9,123			10,941
GRAND TOTAL BAH			64,446			88,665			109,856

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$3,585 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2024 Estimate	2,630
FY 2023 Estimate	2,067
FY 2022 Actual	1,686

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and bi-weekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. 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 is based on authorized overseas strengths for each fiscal year.

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

Cost of Living

	<u>FY 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>									
Chief Master Sergeant	4	8,833	35	4	8,558	34	5	9,323	47
Senior Master Sergeant	9	8,151	73	12	7,886	95	12	8,668	104
Master Sergeant	43	7,540	324	53	7,243	384	57	7,889	450
Technical Sergeant	54	6,491	351	72	6,255	450	81	6,763	548
Staff Sergeant	67	5,436	364	94	5,240	493	117	5,714	669
Specialist 4	57	4,626	264	58	4,493	261	73	4,892	357
Specialist 3	51	3,888	198	71	3,753	266	82	4,126	338
Specialist 2	12	3,503	42	15	3,311	50	19	3,625	69
Specialist 1	11	3,175	35	11	3,107	34	14	3,404	48
Subtotal Cost of Living	308		1,686	390		2,067	460		2,630
<u>Temporary Lodging Allowance</u>	0	0	0	0	0	0	0	0	0
TOTAL STATION ALLOWANCES-OVERSEAS			1,686			2,067			2,630

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2024 Estimate	4,285
FY 2023 Estimate	3,312
FY 2022 Actual	1,880

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 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>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	0	1,759	0	316	1,826	577	473	1,869	884
Civilian Life (Female)	0	1,983	0	136	2,220	302	202	2,274	459
Officer Tng School (Male)	24	724	17	32	719	23	32	750	24
Officer Tng School (Female)	8	654	7	10	900	9	10	900	9
Subtotal Military Clothing	32		24	494		911	717		1,376
<u>Civilian Clothing</u>									
TOTAL INITIAL ALLOWANCES	32		24	494		911	717		1,376
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Guardian (Male)	717	320	230	908	327	297	1,074	334	359
Guardian (Female)	223	325	72	282	335	94	334	343	114
Subtotal	940		302	1,190		391	1,408		473
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Guardian (Male)	1,793	457	820	2,270	467	1,059	2,686	478	1,283
Guardian (Female)	420	464	195	532	478	254	629	490	308
Subtotal	2,213		1,015	2,802		1,313	3,315		1,591
<u>Supplemental Maint. Allow.</u>	1,620	333	539	2,051	340	697	2,427	348	845
TOTAL CLOTHING ALLOWANCE			1,880			3,312			4,285

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2024 Estimate	753
FY 2023 Estimate	639
FY 2022 Actual	504

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 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	55	3,000	165	70	3,000	210	82	3,000	246
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	113	3,000	339	143	3,000	429	169	3,000	507
TOTAL FAMILY SEPARATION ALLOWANCE	168		504	213		639	251		753

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$87 for the OOC budget request.

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

FY 2024 Estimate	7
FY 2023 Estimate	6
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 of the Federal Poverty Guidelines no later than January 1, 2024.

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

Although the Budget provides increases to pay and allowances which should make less members eligible, the Space Force estimate for the Basic Needs Allowance was calculated using the relative populations of E1 to E4 which are anticipated to increase.

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>
Basic Needs Allowance			0			6			7

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

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

FY 2024 Estimate	22
FY 2023 Estimate	21
FY 2022 Actual	0

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 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>
Special Monthly Compensation			0			21			22

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2024 Estimate	1,376
FY 2023 Estimate	1,191
FY 2022 Actual	717

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

**Lump Sum Terminal
Leave Payments**

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	6	6,203	39	8	6,459	52	10	6,785	68
Senior Master Sergeant	12	3,979	46	14	4,143	58	16	4,352	70
Master Sergeant	41	3,878	153	43	4,038	174	55	4,242	233
Technical Sergeant	30	2,900	91	33	3,019	100	46	3,172	146
Staff Sergeant	78	2,006	168	83	2,089	173	85	2,194	187
Specialist 4	76	1,594	120	80	1,659	133	81	1,743	141
Specialist 3	33	1,610	53	35	1,676	59	37	1,761	65
Specialist 2	20	1,510	30	21	1,573	33	22	1,652	36
Specialist 1	24	704	17	25	733	18	26	770	20
Subtotal LSTL	320		717	342		800	378		966
<u>Separation Pay</u>									
Disability	0	39,750	0	5	41,390	207	5	43,480	217
Invol-Half Pay 5%	0	16,935	0	1	17,634	18	1	18,524	19
Invol-Full Pay 10%	0	15,949	0	10	16,607	166	10	17,446	174
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
Subtotal Separation Pay	0		0	16		391	16		410
Career Status Bonus	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION PAYMENTS	320		717	358		1,191	394		1,376

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

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

FY 2024 Estimate	16,531
FY 2023 Estimate	13,457
FY 2022 Actual	10,173

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 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:

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	133,013	7.65%	10,173	175,921	7.65%	13,457	216,094	7.65%	16,531

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$555 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2023 DIRECT PROGRAM		21,711
FY 2023 Asset/(Shortfall) Adjustment		(3,128)
Pricing Increase	1,129	
Program Increase	4,187	
Increase in Subsistence - BAS Enlisted Program	4,187	
Total Increases		5,316
Pricing Decrease	0	
Program Decrease	0	
Total Decreases		0
FY 2024 DIRECT PROGRAM		27,027

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2024 Estimate	27,027
FY 2023 Estimate	21,711
FY 2022 Actual	15,619

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 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 Guardian 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 Guardian and the authority contained within Title 37 U.S.C., Section 402. Prior to distribution of any additional funds on top of their normal BAS and removal from essential unit messing (ESM) status, each scenario is examined by a number of HQ/Air Staff, Major Command, and Wing-level organizations to ensure there is a bonafide need as well as funds availability. Typically, these enlisted Guardian lack the storage space or preparatory facilities in support of their subsistence, and therefore must rely on commercial arrangements until the DFAC becomes available once more.

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

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	3,239	4,822	15,619	4,101	5,294	21,711	4,853	5,569	27,027
BAS Type II	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			0			0			0
GRAND TOTAL			15,619			21,711			27,027

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$828 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 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 0
FY 2023 Estimate 0
FY 2022 Actual 0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted Guardians 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>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	0	0	0	0	0	0	0	0	0
Members Taking Meals in Mess			0			0			0
Less Reimbursable/Collections			0			0			0
Subtotal Subsistence-In-Mess			0			0			0
<u>Operational Rations</u>									
Meals Ready to Eat	0	0	0	0	0	0	0	0	0
Unitized Group Rations	0	0	0	0	0	0	0	0	0
Other Packaging	0	0	0	0	0	0	0	0	0
Less Reimbursable/Collections			0			0			0
Subtotal Operational Rations	0		0	0		0	0		0
<u>Augmentation Rations</u>									
Augmentation Rations	0	0	0	0	0	0	0	0	0
Other - Regionalization	0	0	0	0	0	0	0	0	0
Other - Messing	0	0	0	0	0	0	0	0	0
Subtotal Augmentation Rations/Other	0		0	0		0	0		0
GRAND TOTAL SIK	0		0	0		0	0		0
GRAND TOTAL Enlisted Subsistence			15,619			21,711			27,027
Less Reimbursement			0			0			0
Direct Total Enlisted Subsistence			15,619			21,711			27,027

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2023 DIRECT PROGRAM

33,301

Pricing Increase

1,445

Annualization (PI):

32

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

32

Pay Raise (PI):

118

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

118

Other (PI):

181

Increase in Total Mile-Per Diem Pricing

41

Increase in Total AMC Pricing

20

Increase in Total Comm Air Pricing

8

Program Increase

3,580

Strength (PGI):

2,221

Increase in Disloc Allow Program

348

Increase in Land Ship Program

1,482

Increase in ITGBL Program

391

Other (PGI):

1,359

Increase in Total Mile-Per Diem Program

445

Increase in Total AMC Program

165

Increase in Total Comm Air Program

71

Increase in M Tons MSC Program

21

Increase in S Tons AMC Program

169

Increase in NonTemp Storage Program

192

Increase in Temp Lodging Program

296

Total Increases

5,025

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

AMOUNT

Pricing Decrease		(107)
Inflation Rate (PD):	0	
Decrease in rate for Land (HHG) Pricing	0	
Decrease in rate for ITGBL (HHG) Pricing	0	
Other (PD):	(107)	
Decrease in M Tons MSC Pricing	0	
Decrease in S Tons AMC Pricing	0	
Decrease in Temp Lodging Pricing	(107)	
Program Decrease		0
Total Decreases		(107)
FY 2024 DIRECT PROGRAM		38,219

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 Space 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)**

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	1,717	8,045	1,242	4,701	1,648	7,139
Training Travel	332	3,812	261	2,915	265	3,043
Operational Travel between Duty Stations	975	15,642	640	12,089	657	12,843
Rotational Travel To and From Overseas	440	7,282	460	9,427	470	10,484
Separation Travel	219	1,238	703	4,081	774	4,620
Travel of Organized Units	0	0	10	91	10	94
TOTAL OBLIGATIONS	3,683	36,019	3,316	33,304	3,824	38,223
Less Reimbursements		0		0		0
TOTAL DIRECT PROGRAM	3,683	36,019	3,316	33,304	3,824	38,223

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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

	FY 2022 Actual		FY 2023 Estimate		FY 2024 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	2,709	2,916	2,439	2,465	2,812	2,868
AMC	708	949	638	803	735	934
Commercial Air	266	404	240	342	276	398
<u>Travel of Family Members</u>						
Mileage and Per Diem	1,833	832	1,496	769	1,617	853
AMC	872	541	712	500	770	554
Commercial Air	310	230	253	213	274	236
<u>Transportation of Household Goods</u>						
M Tons - MSC	916	221	755	212	825	246
S Tons - AMC	281	1,793	232	1,723	253	1,992
Land Shipment, CONUS & Overseas	1,488	16,772	1,226	15,154	1,340	17,518
ITGBL	590	4,152	486	3,991	531	4,614
Dislocation Allowance	1,689	4,797	1,284	3,842	1,396	4,340
Trailer Allowance	0	0	0	0	0	0
Transportation of POVs	259	1	292	2	301	2
Port Handling Charges		0		0		0
Nontemporary Storage*		1,016		1,051		1,243
Temporary Lodging Expense*	1,455	1,396	1,064	2,233	1,212	2,422
Defense Personnel Property System		0		0		0
POV Contracts		0		0		0
Spouse Licensure		0		0		0
COVID-19		0		0		0
TOTAL OBLIGATIONS		36,019		33,301		38,219
Less Reimbursements		0		0		0
TOTAL DIRECT PROGRAM		36,019		33,301		38,219

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

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2024 Estimate	7,137
FY 2023 Estimate	4,700
FY 2022 Actual	8,044

PART I - PURPOSE AND SCOPE

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

- (1) Initial Permanent Change of Station (PCS) movements of active-duty Space Force commissioned officers, 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.

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 Space Force personnel programs. These gains are required to meet planned Space Force manpower levels. This category of move results primarily from approved end strengths; consequently, adjustments in accession travel can only accommodate via adjustments in officer, 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, USSF 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
<u>Officer Accession Travel</u>									
Member Travel	597	1,152	688	328	976	320	597	998	596
Family Member Travel	221	493	109	121	413	50	221	425	94
Trans of Household Goods	318	10,233	3,254	175	8,337	1,459	318	8,550	2,719
Dislocation Allowance	155	3,116	483	85	2,624	223	155	2,755	427
Nontemporary Storage			215			160			297
Temporary Lodging Expenses	249	566	141	137	723	99	249	739	184
Subtotal Officer Accession Travel			4,890			2,311			4,317
<u>Enlisted Accession Travel</u>									
Member Travel	1,120	1,224	1,371	914	1,109	1,014	1,051	1,135	1,193
Family Member Travel	257	1,685	433	210	1,524	320	242	1,558	377
Trans of Household Goods	159	5,862	932	130	5,431	706	149	5,584	832
Dislocation Allowance	145	2,062	299	119	1,849	220	136	1,956	266
Nontemporary Storage			105			98			116
Temporary Lodging Expenses	147	95	14	120	258	31	138	261	36
Subtotal Enlisted Accession Travel			3,154			2,389			2,820
<u>Cadet Accession Travel</u>	0	0	0	0	0	0	0	0	0
TOTAL ACCESSION TRAVEL			8,044			4,700			7,137

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2024 Estimate	3,044
FY 2023 Estimate	2,915
FY 2022 Actual	3,812

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Space Force and outside agency training programs. The PCS requirements for training travel are the direct result of Space Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Space Force mission. Adjustments in training travel are directly responsive to training programs that generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education, 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
<u>Officer Training Travel</u>									
Member Travel	329	921	303	216	949	205	219	973	213
Family Member Travel	342	339	116	224	348	78	227	361	82
Trans of Household Goods	399	6,338	2,529	262	6,424	1,683	266	6,568	1,747
Dislocation Allowance	243	3,000	729	160	3,063	490	162	3,222	522
Nontemporary Storage			99			115			119
Temporary Lodging Expenses	194	139	27	128	234	30	129	240	31
Subtotal Officer Training Travel			3,803			2,601			2,714
<u>Enlisted Training Travel</u>									
Member Travel	3	333	1	45	1,156	52	46	1,174	54
Family Member Travel	0	0	0	15	667	10	15	733	11
Trans of Household Goods	1	6,000	6	13	13,923	181	13	14,538	189
Dislocation Allowance	1	2,000	2	9	6,333	57	9	6,889	62
Nontemporary Storage			0			8			8
Temporary Lodging Expenses	0	0	0	8	750	6	8	750	6
Subtotal Enlisted Training Travel			9			314			330
TOTAL TRAINING TRAVEL			3,812			2,915			3,044

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2024 Estimate	12,843
FY 2023 Estimate	12,086
FY 2022 Actual	15,644

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 Space Force structure and are necessary to support skill leveling among units, to fill new/un-programmed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Space Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Space Force mission (e.g., manning floor, minimum CONUS tour lengths, personally procured movement of household goods, and maximum use of low-cost moves, etc.).

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	573	1,318	755	430	1,358	584	437	1,391	608
Family Member Travel	1,059	351	372	795	361	287	808	369	298
Pet Allowances	0	0	0	0	0	0	139	550	77
Trans of Household Goods	764	8,793	6,718	574	9,852	5,655	583	10,093	5,884
Dislocation Allowance	492	3,539	1,741	369	3,797	1,401	375	3,989	1,496
Nontemporary Storage			316			398			414
Temporary Lodging Expenses	387	1,496	579	291	2,388	695	295	2,451	723
Subtotal Officer Operational Travel			10,481			9,020			9,500
<u>Enlisted Operational Travel</u>									
Member Travel	402	1,629	655	210	1,667	350	220	1,718	378
Family Member Travel	603	348	210	315	359	113	330	367	121
Pet Allowances	0	0	0	0	0	0	70	550	39
Trans of Household Goods	618	5,087	3,144	323	5,526	1,785	338	5,666	1,915
Dislocation Allowance	313	2,441	764	163	2,626	428	171	2,754	471
Nontemporary Storage			190			113			122
Temporary Lodging Expenses	252	794	200	132	2,098	277	138	2,152	297
Subtotal Enlisted Operational Travel			5,163			3,066			3,343
TOTAL OPERATIONAL TRAVEL			15,644			12,086			12,843

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2024 Estimate	10,484
FY 2023 Estimate	9,428
FY 2022 Actual	7,280

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	151	1,781	269	245	1,849	453	250	1,896	474
Family Member Travel	195	1,005	196	316	1,044	330	322	1,068	344
Pet Allowances	48	21	1	92	22	2	80	4,000	319
Trans of Household Goods	157	14,987	2,353	254	15,732	3,996	260	16,058	4,175
Dislocation Allowance	135	2,956	399	220	3,205	705	224	3,371	755
Global POV	0	0	0	179	6	1	183	5	1
Nontemporary Storage			38			107			111
Temporary Lodging Expenses	87	3,322	289	140	5,550	777	143	5,678	812
Subtotal Officer Rotational Travel			3,545			6,371			6,991
<u>Enlisted Rotational Travel</u>									
Member Travel	289	1,761	509	215	1,795	386	220	1,845	406
Family Member Travel	253	917	232	188	941	177	193	959	185
Pet Allowances	92	11	1	88	11	1	70	4,000	281
Trans of Household Goods	275	8,778	2,414	204	8,941	1,824	209	9,148	1,912
Dislocation Allowance	204	1,863	380	152	2,000	304	155	2,110	327
Global POV	117	9	1	87	11	1	89	11	1
Nontemporary Storage			52			49			51
Temporary Lodging Expenses	138	1,058	146	103	3,058	315	105	3,143	330
Subtotal Enlisted Rotational Travel			3,735			3,057			3,493
TOTAL ROTATIONAL TRAVEL			7,280			9,428			10,484

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2024 Estimate	4,618
FY 2023 Estimate	4,082
FY 2022 Actual	1,239

PART I - PURPOSE AND SCOPE

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

- (1) Officers and enlisted personnel upon release, normal and early retirement, or separation from the Space Force from last Permanent Duty Station (PDS) to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (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 Space Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in Space Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc.

Rates are based upon statistical analysis derived from actual officer and enlisted 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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	33	576	19	234	432	101	261	441	115
Family Member Travel	11	1,000	11	76	763	58	84	774	65
Trans of Household Goods	14	29,929	419	101	20,238	2,044	113	20,646	2,333
Subtotal Officer Separation Travel			449			2,203			2,513
<u>Enlisted Separation Travel</u>									
Member Travel	186	280	52	469	292	137	513	300	154
Family Member Travel	74	284	21	188	287	54	205	298	61
Trans of Household Goods	118	6,068	716	296	5,696	1,686	324	5,827	1,888
Nontemporary Storage			1			2			2
Subtotal Enlisted Separation Travel			790			1,879			2,105
<u>Cadet Separation Travel</u>	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION TRAVEL			1,239			4,082			4,618

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2024 Estimate	93
FY 2023 Estimate	90
FY 2022 Actual	0

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

	<u>FY 2022 Actual</u>			<u>FY 2023 Estimate</u>			<u>FY 2024 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	0	0	0	4	750	3	4	750	3
Family Member Travel	0	0	0	5	400	2	5	400	2
Trans of Household Goods	0	0	0	6	4,333	26	6	4,333	26
Dislocation Allowance	0	0	0	3	2,000	6	3	2,000	6
Nontemporary Storage			0			0			1
Temporary Lodging Expenses	0	0	0	3	333	1	3	333	1
Subtotal Officer Unit Travel			0			38			39
<u>Enlisted Unit Travel</u>									
Member Travel	0	0	0	6	833	5	6	833	5
Family Member Travel	0	0	0	9	333	3	9	333	3
Trans of Household Goods	0	0	0	9	3,667	33	9	3,778	34
Dislocation Allowance	0	0	0	5	1,600	8	5	1,600	8
Nontemporary Storage			0			1			2
Temporary Lodging Expenses	0	0	0	4	500	2	4	500	2
Subtotal Enlisted Unit Travel			0			52			54
TOTAL UNIT TRAVEL			0			90			93

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2023 DIRECT PROGRAM		2,434
Pricing Increase		19
Increase in Unemployment Benefits Pricing	16	
Increase in Mass Transportation Pricing	3	
Program Increase		453
Other (PGI):	453	
Increase in Unemployment Benefits Program	377	
Increase in SGLI Program	42	
Increase in Mass Transportation Program	34	
Total Increases		472
Program Decrease		0
Total Decreases		0
FY 2024 DIRECT PROGRAM		2,906

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2024 Estimate	1,600
FY 2023 Estimate	1,600
FY 2022 Actual	1,600

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:

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	6	100,000	600	6	100,000	600	6	100,000	600
Enlisted	10	100,000	1,000	10	100,000	1,000	10	100,000	1,000
TOTAL	16		1,600	16		1,600	16		1,600

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2024 Estimate	1,086
FY 2023 Estimate	693
FY 2022 Actual	0

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 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	0	0	0	130	5,331	693	199	5,457	1,086

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$152 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost are provided in the following table:

	<u>FY 2022 Actual</u>	<u>FY 2023 Estimate</u>	<u>FY 2024 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	0	0	42
Traumatic Injury-SGLI (Retro)	0	0	0
Total	0	0	42

* FY 2022 includes \$0 in OOC execution. FY 2023 includes \$0 in OOC projected execution. FY 2024 includes \$42 for the OOC budget request.

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2024 Estimate 8
FY 2023 Estimate 8
FY 2022 Actual 0

PART I - PURPOSE AND SCOPE

The Fiscal 1988/1989 National Defense Authorization Act, P.L. 100-180, § 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. § 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 Office of the Secretary of Defense (OSD FM&P).

	<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>
Expenses for Adoptions	0	2,100	0	4	2,100	8	4	2,100	8

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2024 Estimate	170
FY 2023 Estimate	133
FY 2022 Actual	117

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Department of the Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. Effective January 1, 2023, the monthly cap was set to \$300, up from \$280, and the annual maximum is \$3,330 for FY 2022, \$3,540 for FY 2023 and \$3,600 for FY 2024.

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

	FY 2022 Actual			FY 2023 Estimate			FY 2024 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	32	3,330	104	36	3,330	120	41	3,389	139
Enlisted	4	3,330	13	4	3,330	13	9	3,493	31
TOTAL	36		117	40		133	50		170

*All information covered in FY22 reflects the USSF budget within the Air Force Military Personnel Appropriation.

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SECTION 5

SPECIAL ANALYSIS

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

FY 2022 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	2	2	2	2	2	2	2	2	2	2	2	2
O-9 Lieutenant General	6	6	6	6	6	6	6	6	6	6	7	6
O-8 Major General	3	3	3	3	3	3	3	5	5	5	3	3
O-7 Brigadier General	8	8	9	9	9	9	9	9	9	10	10	11
O-6 Colonel	159	160	163	164	167	170	177	187	196	200	205	210
O-5 Lt Colonel	550	563	568	571	581	584	615	622	640	651	664	669
O-4 Major	782	801	820	851	864	878	856	863	883	903	915	937
O-3 Captain	1,159	1,185	1,173	1,164	1,153	1,157	1,144	1,252	1,281	1,305	1,336	1,344
O-2 1st Lieutenant	592	571	594	594	597	592	692	576	553	532	510	522
O-1 2nd Lieutenant	432	433	442	447	453	460	369	371	418	423	509	516
Total Officers	3,693	3,732	3,780	3,811	3,835	3,861	3,873	3,893	3,993	4,037	4,161	4,220
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	35	35	36	37	38	41	45	47	47	46	46	45
E-8 Senior Master Sergeant	80	84	85	88	88	89	89	95	102	106	114	121
E-7 Master Sergeant	409	419	424	423	433	435	443	451	468	497	522	534
E-6 Technical Sergeant	530	521	523	530	534	543	542	551	566	628	683	717
E-5 Staff Sergeant	652	653	649	661	679	677	690	694	709	744	829	882
E-4 Specialist 4	593	601	615	618	613	617	607	596	592	589	600	612
E-3 Specialist 3	434	452	480	504	523	527	560	590	589	626	672	695
E-2 Specialist 2	110	127	123	114	126	124	128	147	142	132	145	132
E-1 Specialist 1	112	88	82	89	122	134	133	137	131	133	128	103
Total Enlisted	2,955	2,980	3,017	3,064	3,156	3,187	3,237	3,308	3,346	3,501	3,739	3,841
<u>Cadets</u>	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	6,648	6,712	6,797	6,875	6,991	7,048	7,110	7,201	7,339	7,538	7,900	8,061

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

FY 2023 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	2	3	2	2	2	2	2	2	2	2	3	3
O-9 Lieutenant General	6	5	6	6	6	6	6	6	6	6	6	6
O-8 Major General	6	6	6	6	6	6	6	6	6	6	6	6
O-7 Brigadier General	10	10	9	10	10	10	10	10	10	10	10	10
O-6 Colonel	210	211	214	214	212	215	217	219	221	221	213	215
O-5 Lt Colonel	666	657	654	655	650	659	667	671	677	675	674	663
O-4 Major	971	1,005	1,074	1,075	1,100	1,104	1,107	1,111	1,112	1,115	1,115	1,120
O-3 Captain	1,309	1,298	1,232	1,231	1,212	1,225	1,204	1,299	1,278	1,263	1,265	1,288
O-2 1st Lieutenant	535	534	544	548	543	514	516	520	526	549	552	523
O-1 2nd Lieutenant	506	486	489	516	510	516	514	452	546	513	483	480
Total Officers	4,221	4,215	4,230	4,263	4,251	4,257	4,249	4,296	4,384	4,360	4,327	4,314
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	43	42	39	41	43	45	47	48	49	50	51	49
E-8 Senior Master Sergeant	123	123	121	121	119	118	118	119	120	120	120	120
E-7 Master Sergeant	530	535	548	553	548	547	550	549	565	576	571	581
E-6 Technical Sergeant	728	739	747	742	735	732	729	746	762	778	774	784
E-5 Staff Sergeant	900	946	959	966	965	986	989	1,009	1,034	1,077	1,065	1,041
E-4 Specialist 4	613	595	596	604	599	596	594	603	620	639	668	661
E-3 Specialist 3	700	745	743	789	728	746	721	777	814	789	778	745
E-2 Specialist 2	137	153	139	145	158	167	161	174	182	177	174	167
E-1 Specialist 1	83	88	84	97	111	138	134	144	151	146	144	138
Total Enlisted	3,857	3,966	3,976	4,058	4,006	4,075	4,043	4,169	4,297	4,352	4,345	4,286
<u>Cadets</u>	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	8,078	8,181	8,206	8,321	8,257	8,332	8,292	8,465	8,681	8,712	8,672	8,600

**Military Personnel, Space 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	3	3	3	3	3	3	3	3	3	3	3	3
O-9 Lieutenant General	6	6	6	6	6	6	6	6	6	6	6	6
O-8 Major General	6	6	6	6	6	6	6	6	6	6	6	5
O-7 Brigadier General	10	10	10	10	10	10	10	10	10	10	10	10
O-6 Colonel	215	215	214	215	218	219	221	223	222	219	215	213
O-5 Lt Colonel	674	678	682	688	694	700	706	711	713	713	711	711
O-4 Major	1,143	1,148	1,152	1,152	1,154	1,156	1,157	1,159	1,159	1,159	1,159	1,160
O-3 Captain	1,300	1,289	1,294	1,277	1,260	1,251	1,331	1,319	1,311	1,293	1,287	1,279
O-2 1st Lieutenant	533	549	538	541	538	537	435	545	560	558	547	536
O-1 2nd Lieutenant	472	455	462	506	507	518	522	517	659	648	640	653
Total Officers	4,362	4,359	4,367	4,404	4,396	4,406	4,397	4,499	4,649	4,615	4,584	4,576
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	48	47	46	47	49	49	51	52	52	52	52	52
E-8 Senior Master Sergeant	122	123	124	124	123	122	121	121	120	120	120	119
E-7 Master Sergeant	586	584	581	578	574	571	566	564	562	559	561	565
E-6 Technical Sergeant	800	804	803	804	802	804	801	806	812	813	822	831
E-5 Staff Sergeant	1,094	1,115	1,125	1,140	1,149	1,165	1,172	1,195	1,217	1,232	1,221	1,220
E-4 Specialist 4	695	706	707	713	712	720	718	731	744	750	749	741
E-3 Specialist 3	721	735	710	783	758	836	811	896	974	949	946	920
E-2 Specialist 2	161	165	159	175	170	187	182	200	218	212	212	206
E-1 Specialist 1	134	136	132	145	140	155	150	166	180	176	175	170
Total Enlisted	4,361	4,415	4,387	4,509	4,477	4,609	4,572	4,731	4,879	4,863	4,858	4,824
<u>Cadets</u>	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	8,723	8,774	8,754	8,913	8,873	9,015	8,969	9,230	9,528	9,478	9,442	9,400