

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2025 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
MARCH 2024**

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**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)

| | FY 2023 Actuals | FY 2024 Request with CR Adjustments 2/ | FY 2025 Estimate |
|--|-------------------|---|-------------------|
| <u>Direct Program 1/</u> | | | |
| Pay and Allowances of Officers | 11,032,709 | 11,441,677 | 11,742,858 |
| Pay and Allowances of Enlisted | 21,341,676 | 22,058,363 | 22,026,287 |
| Pay and Allowances of Cadets | 93,075 | 100,522 | 101,914 |
| Subsistence of Enlisted Personnel | 1,537,681 | 1,661,315 | 1,638,344 |
| Permanent Change of Station Travel | 1,306,818 | 1,357,074 | 1,511,032 |
| Other Military Personnel Programs | 125,953 | 147,579 | 132,960 |
| FY 2024 CR Adjustment 2/ | | (1,525,981) | |
| TOTAL DIRECT PROGRAM | 35,437,912 | 35,240,549 | 37,153,395 |
| <u>Reimbursable Program</u> | | | |
| Pay and Allowances of Officers | 204,360 | 233,486 | 208,547 |
| Pay and Allowances of Enlisted Personnel | 255,799 | 225,646 | 261,935 |
| Subsistence of Enlisted Personnel | 20,616 | 29,814 | 31,117 |
| Permanent Change of Station Travel | 0 | 3,768 | 0 |
| TOTAL REIMBURSABLE PROGRAM | 480,775 | 492,714 | 501,599 |
| <u>Total Baseline Program</u> | | | |
| Pay and Allowances of Officers | 11,237,069 | 11,675,163 | 11,951,405 |
| Pay and Allowances of Enlisted | 21,597,475 | 22,284,009 | 22,288,222 |
| Pay and Allowances of Cadets | 93,075 | 100,522 | 101,914 |
| Subsistence of Enlisted Personnel | 1,558,297 | 1,691,129 | 1,669,461 |
| Permanent Change of Station Travel | 1,306,818 | 1,360,842 | 1,511,032 |
| Other Military Personnel Programs | 125,953 | 147,579 | 132,960 |
| FY 2024 CR Adjustment | | (1,525,981) | |
| TOTAL BASELINE PROGRAM FUNDING | 35,918,687 | 35,733,263 | 37,654,994 |

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

| | FY 2023 Actuals | FY 2024 Request with CR Adjustments 2/ | FY 2025 Estimate |
|---|-------------------|---|-------------------|
| <u>Red Hill: Consolidated Appropriations Act, 2023 (P.L. 117-328) (FY23 - 49 IR)</u> | | | |
| Pay and Allowances of Officers | 486 | - | - |
| Pay and Allowances of Enlisted | 2,069 | - | - |
| Pay and Allowances of Cadets | - | - | - |
| Subsistence of Enlisted Personnel | 120 | - | - |
| Permanent Change of Station Travel | - | - | - |
| Other Military Personnel Programs | 139 | - | - |
| TOTAL RED HILL FUNDING | 2,814 | - | - |
| <u>Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)</u> | | | |
| Pay and Allowances of Officers | 8,231 | - | - |
| Pay and Allowances of Enlisted | 27,561 | - | - |
| Pay and Allowances of Cadets | - | - | - |
| Subsistence of Enlisted Personnel | 4,926 | - | - |
| Permanent Change of Station Travel | - | - | - |
| Other Military Personnel Programs | 1,892 | - | - |
| TOTAL UKRAINE FUNDING | 42,610 | - | - |
| <u>Total Program</u> | | | |
| Pay and Allowances of Officers | 11,245,785 | 11,675,163 | 11,951,405 |
| Pay and Allowances of Enlisted | 21,627,106 | 22,284,009 | 22,288,222 |
| Pay and Allowances of Cadets | 93,075 | 100,522 | 101,914 |
| Subsistence of Enlisted Personnel | 1,563,343 | 1,691,129 | 1,669,461 |
| Permanent Change of Station Travel | 1,306,818 | 1,360,842 | 1,511,032 |
| Other Military Personnel Programs | 127,984 | 147,579 | 132,960 |
| FY 2024 CR Adjustment | | (1,525,981) | |
| TOTAL PROGRAM | 35,964,111 | 35,733,263 | 37,654,994 |
| Medicare-Eligible Retiree HFC., (AF) | 1,855,333 | 2,047,980 | 2,192,081 |
| TOTAL MILPERS PROGRAM COST | 37,819,444 | 37,781,242 | 39,847,075 |

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

| | FY 2023 Actuals | FY 2024 Request with CR Adjustments 2/ | FY 2025 Estimate |
|--|-----------------|---|------------------|
| <u>Memo Entry: Overseas Operations Costs (OOC) 1/</u> | | | |
| Pay and Allowances of Officers | 183,617 | 189,708 | 203,157 |
| Pay and Allowances of Enlisted | 500,227 | 510,022 | 534,338 |
| Subsistence of Enlisted Personnel | 160,784 | 148,328 | 157,861 |
| Permanent Change of Station Travel | - | - | - |
| Other Military Personnel Programs | 10,008 | 9,400 | 11,572 |
| TOTAL OOC | 854,636 | 857,458 | 906,928 |

1/ FY 2023 includes \$854,636 in Overseas Operations Costs (OOC) actuals. FY 2024 includes \$857,458 in OOC Requested. FY 2025 includes \$906,928 for the OOC Budget Estimate.

OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

2/ A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assume this account is operating under the Further Continuing Appropriation and Other Extensions, 2024 (Public Law 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

SECTION 2

INTRODUCTORY STATEMENT

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

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



The Department of the Air Force FY 2025 President's Budget keeps the all-volunteer active duty Air Force end strength relatively flat at 320,000 from the 319,506 projected in FY 2024. In order to support the National Security Strategic Guidance to make smart and disciplined choices regarding the responsible use of our military, the Air Force continues to address the challenges of recruiting and retaining talented Airmen. To enable this effort, the FY 2025 military personnel budget request provides various bonuses, economic security and quality of life entitlements to help build a stronger, more talented force. These increases are necessary to meet DAF end-strength goals while investing in modernization required for a future high-end fight. Tomorrow's challenges require more airmen trained and ready to fight in F-35, B-21, KC-46, and Joint All Domain Command and Control.

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

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

Ultimately the FY 2025 Military Personnel appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

Overseas Operations Costs. This justification material includes Overseas Operations Costs (OOC) actuals in FY 2023, estimated amounts in FY 2024, and budget requests for FY 2025. 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 2023 includes \$854,636 thousand in OOC Actuals. FY 2024 includes \$857,458 thousand in OOC Request. FY 2025 includes \$906,928 thousand for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

FISCAL YEARS 2023, 2024 and 2025

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions. The Fiscal 2000 National Defense Authorization Act (NDAA) changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C. § 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 24 for Fiscal Year (FY) 2023 and will be May 22 for FY 2024 and May 21 for FY 2025. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2023 actuals of \$36.0 billion includes \$480.7 million in reimbursements and \$854.6 million of Overseas Operations Costs.

The FY 2024 budget estimate is \$36.5 billion to include \$486.6 million in anticipated reimbursements and \$880.9 million of Overseas Operations Costs.

The FY 2025 budget request is \$37.7 billion to include \$501.6 million in anticipated reimbursements and \$906.9 million of Overseas Operations Costs.

Baseline Budget Rates

The Fiscal Year 2025 Justification Book reflects a 5.20% pay raise in FY 2024 and a 4.50% in FY 2025, effective 1 January each year. It reflects an annualized rate of 4.075% for subsistence in FY 2024 and 2.975% in FY 2025. The budget reflects an annualized rate of 4.200% for housing allowances in FY 2024 and 4.200% in FY 2025. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage rate is 30.00 % in FY 2024 and 26.60% in FY 2025 and part time RPA normal cost percentage rate is 23.10% in FY 2024 and 21.50% in FY 2025.

Medicare-Eligible Retiree Health Care Fund

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

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2025 Program Budget Review
 Performance Measures and Evaluation Summary

President’s Management Plan – Performance Metrics

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

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

| | <u>FY 2023 Actual</u> | <u>FY 2024 Planned</u> | <u>FY 2025 Planned</u> |
|--------------------------------------|-----------------------|------------------------|------------------------|
| Average Strength (Work years) | 333,536 | 331,963 | 332,099 |
| End Strength | 318,698 | 319,506 | 320,000 |
| Authorized End Strength | 325,344 | 320,000 | |

The FY 2023 actuals includes 12,235 work years for Air Force Guard and Reserve on Active duty in support of the Overseas Operations Costs (OOC). The FY 2024 requirement includes 12,820 work years for Air Force Guard and Reserve on Active duty in support of OOC. The FY 2025 requirement includes 12,820 work years for Air Force Guard and Reserve on Active Duty in support of OOC. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., Section 9442 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 24 for FY 2023 and will be May 22 for FY 2024 and May 21 for FY 2025.

Recruiting

| | <u>FY 2023 Executed</u> | <u>FY 2024 Planned</u> | <u>FY 2025 Planned</u> |
|---------------------------------------|-------------------------|------------------------|------------------------|
| 1. Numeric goals | 27,053 | 25,712 | 32,300 |
| Actual | 29,869 | | |
| 2. Quality goals | | | |
| a. High School Degree Graduate (HSDG) | | | |
| Benchmark | 98.00% | 98.00% | 98.00% |
| Actual | 98.39% | | |
| b. Cat I-IIIa** | | | |
| Goal | 82.50% | 82.50% | 82.50% |
| Actual | 82.19% | | |

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

Exhibit PB-30Y

SECTION 3
SUMMARY TABLES

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

| | FY 2023 Actual | | FY 2024 Estimate | | FY 2025 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 | 61,856 | 60,332 | 61,981 | 60,984 | 62,512 | 61,098 |
| Enlisted | 260,615 | 253,619 | 258,884 | 253,825 | 258,462 | 254,205 |
| Cadets | 3,983 | 4,050 | 3,919 | 4,000 | 3,917 | 4,000 |
| Total Direct Program | 326,454 | 318,001 | 324,784 | 318,809 | 324,891 | 319,303 |
| <u>REIMBURSABLE PROGRAM</u> | | | | | | |
| Officers | 412 | 412 | 414 | 412 | 413 | 412 |
| Enlisted | 285 | 285 | 287 | 285 | 288 | 285 |
| Cadets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Reimbursable Program | 697 | 697 | 701 | 697 | 701 | 697 |
| <u>TOTAL BASELINE PROGRAM</u> | | | | | | |
| Officers | 62,268 | 60,744 | 62,395 | 61,396 | 62,925 | 61,510 |
| Enlisted | 260,900 | 253,904 | 259,171 | 254,110 | 258,750 | 254,490 |
| Cadets | 3,983 | 4,050 | 3,919 | 4,000 | 3,917 | 4,000 |
| Total Program | 327,151 | 318,698 | 325,485 | 319,506 | 325,592 | 320,000 |
| <u>OOO</u> | | | | | | |
| Officers | 1,018 | 0 | 1,000 | 0 | 1,033 | 0 |
| Enlisted | 5,367 | 0 | 5,478 | 0 | 5,474 | 0 |
| Total OOC | 6,385 | 0 | 6,478 | 0 | 6,507 | 0 |
| <u>REVISED TOTAL PROGRAM</u> | | | | | | |
| Officers | 63,286 | 60,744 | 63,395 | 61,396 | 63,958 | 61,510 |
| Enlisted | 266,267 | 253,904 | 264,649 | 254,110 | 264,224 | 254,490 |
| Cadets | 3,983 | 4,050 | 3,919 | 4,000 | 3,917 | 4,000 |
| Revised Total Program | 333,536 | 318,698 | 331,963 | 319,506 | 332,099 | 320,000 |

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

MILITARY PERSONNEL, AIR FORCE
SUMMARY OF MILITARY PERSONNEL STRENGTH

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

| | FY 2023 Actual | FY 2024 Estimate | FY 2025 Estimate |
|-------------------|----------------|------------------|------------------|
| AF Reserve | 16 | 60 | 60 |
| AF Guard | 20 | 140 | 140 |

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

| | FY 2023 Actual | | FY 2024 Estimate | | FY 2025 Estimate | |
|-------------------------------------|-----------------------|---------------------------|-------------------------|---------------------------|-------------------------|---------------------------|
| | Total | Reimb Included | Total | Reimb Included | Total | Reimb Included |
| <u>Commissioned Officers</u> | | | | | | |
| O-10 General | 11 | 0 | 11 | 0 | 11 | 0 |
| O-9 Lieutenant General | 39 | 0 | 46 | 0 | 46 | 0 |
| O-8 Major General | 68 | 0 | 77 | 1 | 77 | 1 |
| O-7 Brigadier General | 123 | 1 | 112 | 1 | 112 | 1 |
| O-6 Colonel | 3,177 | 22 | 3,148 | 21 | 3,122 | 21 |
| O-5 Lieutenant Colonel | 9,098 | 62 | 9,279 | 62 | 9,224 | 62 |
| O-4 Major | 13,425 | 91 | 13,738 | 92 | 13,622 | 91 |
| O-3 Captain | 21,104 | 143 | 21,375 | 144 | 21,415 | 143 |
| O-2 1st Lieutenant | 6,911 | 47 | 7,060 | 47 | 7,073 | 47 |
| O-1 2nd Lieutenant | 6,788 | 46 | 6,550 | 44 | 6,808 | 46 |
| Officer Subtotal | 60,744 | 412 | 61,396 | 412 | 61,510 | 412 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,538 | 3 | 2,541 | 3 | 2,545 | 3 |
| E-8 Senior Master Sergeant | 4,742 | 5 | 5,082 | 6 | 5,090 | 6 |
| E-7 Master Sergeant | 24,029 | 27 | 24,140 | 27 | 24,177 | 27 |
| E-6 Technical Sergeant | 41,230 | 46 | 39,387 | 44 | 38,174 | 43 |
| E-5 Staff Sergeant | 56,125 | 63 | 55,904 | 64 | 53,443 | 59 |
| E-4 Senior Airman | 64,810 | 73 | 60,987 | 68 | 63,621 | 71 |
| E-3 Airman First Class | 44,490 | 50 | 48,404 | 54 | 49,409 | 55 |
| E-2 Airman | 7,714 | 9 | 8,418 | 9 | 8,593 | 10 |
| E-1 Airman Basic | 8,226 | 9 | 9,247 | 10 | 9,438 | 11 |
| Enlisted Subtotal | 253,904 | 285 | 254,110 | 285 | 254,490 | 285 |
| <u>Cadets</u> | 4,050 | 0 | 4,000 | 0 | 4,000 | 0 |
| TOTAL END STRENGTH | 318,698 | 697 | 319,506 | 697 | 320,000 | 697 |

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

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

| | FY 2023 Actual 1/ | | FY 2024 Estimate | | FY 2025 Estimate | |
|-------------------------------------|--------------------------|---------------------------|-------------------------|---------------------------|-------------------------|---------------------------|
| | Total | Reimb Included | Total | Reimb Included | Total | Reimb Included |
| <u>Commissioned Officers</u> | | | | | | |
| O-10 General | 11 | 0 | 11 | 0 | 11 | 0 |
| O-9 Lieutenant General | 43 | 0 | 45 | 0 | 46 | 0 |
| O-8 Major General | 77 | 0 | 77 | 1 | 78 | 1 |
| O-7 Brigadier General | 124 | 1 | 123 | 1 | 122 | 1 |
| O-6 Colonel | 3,300 | 22 | 3,307 | 22 | 3,294 | 21 |
| O-5 Lieutenant Colonel | 9,909 | 62 | 9,824 | 62 | 9,925 | 62 |
| O-4 Major | 14,535 | 91 | 14,323 | 92 | 14,477 | 92 |
| O-3 Captain | 20,936 | 143 | 21,576 | 144 | 21,701 | 144 |
| O-2 1st Lieutenant | 7,791 | 47 | 7,244 | 47 | 7,411 | 47 |
| O-1 2nd Lieutenant | 6,560 | 46 | 6,865 | 45 | 6,893 | 45 |
| Officer Subtotal | 63,286 | 412 | 63,395 | 414 | 63,958 | 413 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,660 | 3 | 2,663 | 3 | 2,655 | 3 |
| E-8 Senior Master Sergeant | 5,043 | 5 | 5,280 | 6 | 5,459 | 6 |
| E-7 Master Sergeant | 25,897 | 27 | 25,089 | 27 | 25,512 | 27 |
| E-6 Technical Sergeant | 44,951 | 46 | 43,202 | 45 | 41,207 | 44 |
| E-5 Staff Sergeant | 60,378 | 63 | 57,915 | 64 | 57,024 | 62 |
| E-4 Senior Airman | 64,937 | 73 | 65,923 | 71 | 64,683 | 70 |
| E-3 Airman First Class | 46,524 | 50 | 47,549 | 52 | 50,145 | 55 |
| E-2 Airman | 8,025 | 9 | 8,197 | 9 | 8,592 | 10 |
| E-1 Airman Basic | 7,852 | 9 | 8,831 | 10 | 8,947 | 11 |
| Enlisted Subtotal | 266,267 | 285 | 264,649 | 287 | 264,224 | 288 |
| <u>Cadets</u> | 3,983 | 0 | 3,919 | 0 | 3,917 | 0 |
| TOTAL WORKYEARS | 333,536 | 697 | 331,963 | 701 | 332,099 | 701 |

1/ Fiscal Year (FY) 2023 includes 1,018 officers and 5,367 enlisted, FY 2024 includes 1,000 officers and 5,478 enlisted, and FY 2025 includes, 1,033 and 5,474 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Operations.

ACTIVE DUTY STRENGTHS BY MONTHS

| | FY 2023 Actual | | | | FY 2024 Estimate | | | | FY 2025 Estimate | | | |
|----------------------|-----------------------|-----------------|---------------|--------------|-------------------------|-----------------|---------------|--------------|-------------------------|-----------------|---------------|--------------|
| | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total |
| September | 60,743 | 259,678 | 4,003 | 324,424 | 60,744 | 253,904 | 4,050 | 318,698 | 61,396 | 254,110 | 4,000 | 319,506 |
| October | 60,519 | 259,067 | 3,989 | 323,575 | 60,477 | 253,414 | 4,036 | 317,927 | 61,323 | 253,213 | 4,036 | 318,572 |
| November | 60,341 | 258,990 | 3,989 | 323,320 | 60,534 | 253,453 | 4,019 | 318,006 | 61,328 | 253,377 | 4,019 | 318,724 |
| December | 59,989 | 257,641 | 3,945 | 321,575 | 60,437 | 253,743 | 4,014 | 318,194 | 61,188 | 253,255 | 4,014 | 318,457 |
| January | 60,137 | 257,953 | 3,948 | 322,038 | 60,452 | 254,304 | 4,009 | 318,765 | 61,161 | 253,714 | 4,009 | 318,884 |
| February | 60,098 | 257,517 | 3,934 | 321,549 | 60,388 | 254,500 | 4,004 | 318,892 | 61,054 | 254,003 | 4,004 | 319,061 |
| March | 60,271 | 256,885 | 3,927 | 321,083 | 60,535 | 254,901 | 3,999 | 319,435 | 61,157 | 253,913 | 3,999 | 319,069 |
| April | 60,144 | 256,220 | 3,918 | 320,282 | 60,439 | 254,985 | 3,994 | 319,418 | 61,020 | 253,995 | 3,994 | 319,009 |
| May | 60,348 | 255,950 | 3,895 | 320,193 | 61,366 | 255,025 | 2,989 | 319,380 | 61,863 | 254,248 | 2,989 | 319,100 |
| June | 61,132 | 255,713 | 4,100 | 320,945 | 61,591 | 254,710 | 3,984 | 320,285 | 61,987 | 254,253 | 3,984 | 320,224 |
| July | 60,914 | 255,046 | 4,077 | 320,037 | 61,479 | 254,533 | 3,979 | 319,991 | 61,777 | 254,519 | 3,979 | 320,275 |
| August | 60,557 | 254,863 | 4,056 | 319,476 | 61,411 | 254,942 | 3,974 | 320,327 | 61,616 | 254,621 | 3,974 | 320,211 |
| September | 60,744 | 253,904 | 4,050 | 318,698 | 61,396 | 254,110 | 4,000 | 319,506 | 61,510 | 254,490 | 4,000 | 320,000 |
| Average End Strength | 60,432 | 256,886 | 3,983 | 321,301 | 60,848 | 254,376 | 3,919 | 319,143 | 61,411 | 253,951 | 3,917 | 319,279 |

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

Average Strength

| | | FY 2023 Actual | | | | FY 2024 Estimate | | | | FY 2025 Request 1/ | | | |
|---------------------|-----------------|-----------------------|-----------------|---------------|----------------|-------------------------|-----------------|---------------|----------------|---------------------------|-----------------|---------------|----------------|
| | | Officer | Enlisted | Cadets | Total | Officer | Enlisted | Cadets | Total | Officer | Enlisted | Cadets | Total |
| BASE Support | AC Base | 60,432 | 256,886 | 3,983 | 321,301 | 60,848 | 254,376 | 3,919 | 319,143 | 61,411 | 253,951 | 3,917 | 319,279 |
| | RC Non-12304(b) | 1,586 | 2,780 | - | 4,366 | 1,286 | 3,497 | - | 4,783 | 1,253 | 3,501 | - | 4,754 |
| | RC 12304(b) | 250 | 1,234 | - | 1,484 | 261 | 1,298 | - | 1,559 | 261 | 1,298 | - | 1,559 |
| OOO | OOO | 1,018 | 5,367 | - | 6,385 | 1,000 | 5,478 | - | 6,478 | 1,033 | 5,474 | - | 6,507 |
| Total | RC Total | 2,854 | 9,381 | - | 12,235 | 2,547 | 10,273 | - | 12,820 | 2,547 | 10,273 | - | 12,820 |
| | Total | 63,286 | 266,267 | 3,983 | 333,536 | 63,395 | 264,649 | 3,919 | 331,963 | 63,958 | 264,224 | 3,917 | 332,099 |

Strength in the FY 2025 President's Budget Baseline Request:

| | | | | | | | | | | | | |
|------------------|--------|---------|-------|---------|--------|---------|-------|---------|--------|---------|-------|---------|
| End Strength | 60,744 | 253,904 | 4,050 | 318,698 | 61,396 | 254,110 | 4,000 | 319,506 | 61,510 | 254,490 | 4,000 | 320,000 |
| Average Strength | 63,286 | 266,267 | 3,983 | 333,536 | 63,395 | 264,649 | 3,919 | 331,963 | 63,958 | 264,224 | 3,917 | 332,099 |

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

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 order any unit of the Selected Reserve, without consent of the members, to active duty for not more than 365 consecutive days. In FY25, the Department of the Air Force plans to utilize 12304b to augment active forces for pre-planned missions in support of combatant commands, including enduring operations funded in the baseline budget. Identified operations/missions are:

AFSOC Special Operation Forces Support (10 MY (4 Officer, 6 Enlisted), \$1.4M)

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

Rapid Global Mobility Operations in support of Combatant Commanders (666 MY (168 Officer, 498 Enlisted), \$80.1M)

Provides Rapid Global Mobility support to include air-refueling, airlift, aeromedical evacuation for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Theater Security Cooperation/Immediate Response Force/Dynamic Force Employment (148 MY (11 Officer, 137 Enlisted), \$15.2M)

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

Combat Support Combat Service Support (36 MY (4 Officer, 32 Enlisted), \$3.8M)

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

POTUS FTR (200 MY (7 Officer, 193 Enlisted), \$19.7M)

Provides armed over watch in support of Presidential and Vice-Presidential travel as well as support to National Special Security Events IAW Operation Noble Eagle EXORD. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Rotational GFMAP Support – RPA Enterprise (9 MY (3 Officer, 6 Enlisted), \$1.2M)

Provides CAF assets ISO baseline GFMAP requirements for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

PED Support (119 MY (8 Officer, 111 Enlisted), \$12.1M)

Provides PED assets ISO baseline GFMAP requirements for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Targeting Support (36 MY (1 Officer, 35 Enlisted), \$3.5M)

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

Combat Mission Forces National Mission Teams for Cyberspace Mission Support (76 MY (19 Officer, 57 Enlisted), \$9.1M)

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

Space Launch Support (6 MY (1 Officer, 5 Enlisted), \$0.7M)

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

Strategic Assurance and Deterrence (102 MY (8 Officer, 94 Enlisted), \$10.5M)

Provides deterrence support for STRATCOM, CCMD taskings and exercises. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

ACTIVE DUTY STRENGTHS BY MONTHS

Bomber Task Force (BTF) Support (13 MY (3 Officer, 10 Enlisted), \$1.5M)

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

PACAF Fighters - Rotational GFMAP Support (80 MY (5 Officer, 75 Enlisted), \$8.1M)

Provides CAF assets ISO baseline GFMAP requirements for INDOPACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

PACAF Tankers - Rapid Global Mobility Operations in support of Combat Commanders (14 MY (2 Officer, 12 Enlisted), \$1.5M)

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

PACAF C-17's - Rapid Global Mobility Operations in support of Combat Commanders (27 MY (4 Officer, 23 Enlisted), \$3.0M)

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

USAFE Operation Atlantic Resolve Support (17 MY (13 Officer, 4 Enlisted), \$2.9M)

USAFE has gained new mission requirements to support OPERATION ATLANTIC RESOLVE (OAR). Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

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

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY25, the Air Force plans to utilize 12304b in support of pre-planned missions that support the Declaration of National Emergency (or ordered to active duty other than during war or national emergency) supporting the War on Terror if other involuntary mobilization authority is not available. Identified mission areas are:

Rapid Global Mobility (961 MY (319 Officer, 642 Enlisted), \$123.3M)

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

Combat Air Forces Aviation (1,132 MY (109 Officer, 1,023 Enlisted), \$118.5M)

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

Combat Support/Combat Service Support (3,284 MY (278 Officer, 3,006 Enlisted), \$340.0M)

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

Remotely Piloted Aircraft (RPA) (939MY (308 Officer, 631 Enlisted), \$120.1M)

Provides direct warfighting support to combatant commanders RPA MQ-9 operations. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

PED Support (147 MY (16 Officer, 131 Enlisted), \$15.6M)

Provides direct warfighting support to combatant commanders for PED. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Targeting Support (26 MY (2 Officer, 24 Enlisted), \$2.7M)

Provides direct support to combatant commanders for combat units. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Special Operation Forces Support (18 MY (1 Officer, 17 Enlisted), \$1.8M)

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

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|---------------------------------|-----------------------|-------------------------|-------------------------|
| Beginning Strength | 60,743 | 60,744 | 61,396 |
| Gains (By Source): | | | |
| Service Academies | 932 | 833 | 820 |
| ROTC | 2,672 | 2,389 | 2,352 |
| Health Professions Scholarships | 436 | 390 | 384 |
| Officer Training School | 440 | 393 | 387 |
| Other | 61 | 54 | 53 |
| Gain Adjustment | 399 | 357 | 351 |
| Total Gains | 4,940 | 4,416 | 4,347 |
| Losses (By Type): | | | |
| Voluntary Separation | 2,624 | 1,996 | 2,255 |
| Retirement | 2,094 | 1,567 | 1,784 |
| Total Involuntary | 204 | 201 | 194 |
| With Pay | 81 | 91 | 80 |
| Without Pay | 123 | 110 | 114 |
| VSI/SSB | | | |
| TERA | | | |
| Reduction in Force | | | |
| Other | | | |
| Loss Adjustment | 17 | | |
| Total Losses | 4,939 | 3,764 | 4,233 |
| TOTAL | 60,744 | 61,396 | 61,510 |

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|-------------------------------|------------------------------|--------------------------------|--------------------------------|
| Beginning Strength | 259,678 | 253,904 | 254,110 |
| Gains (By Source): | | | |
| Non Prior Service Enlistments | 24,389 | 26,000 | 28,000 |
| Male | 19,132 | 20,922 | 21,818 |
| Female | 5,257 | 5,078 | 6,182 |
| Prior Service Enlistments | 100 | 107 | 102 |
| Reenlistments | 44,461 | 35,902 | 34,017 |
| Reserves | | | |
| Officer Candidate Programs | 440 | 393 | 387 |
| Other | | | |
| Gain Adjustments | | | |
| Total Gains | 69,390 | 62,402 | 62,506 |
| Losses (By Type): | | | |
| ETS | 12,721 | 10,051 | 10,938 |
| Programmed Early Release | 451 | 478 | 695 |
| VSI/SSB | | | |
| TERA | | | |
| To Commissioned Officer | 440 | 393 | 387 |
| Reenlistments | 44,461 | 35,902 | 34,017 |
| Retirement | 6,808 | 6,138 | 6,254 |
| Attrition | 9,922 | 9,234 | 9,658 |
| Other | | | |
| Loss Adjustments | 361 | | 177 |
| Total Losses | 75,164 | 62,196 | 62,126 |
| TOTAL | 253,904 | 254,110 | 254,490 |

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|---------------------------|------------------------------|--------------------------------|--------------------------------|
| Beginning Strength | 4,003 | 4,050 | 4,000 |
| Gains: | 1,140 | 1,119 | 1,119 |
| Losses: | 1,093 | 1,169 | 1,119 |
| Graduates | 954 | 993 | 965 |
| Attrition | 139 | 176 | 154 |
| TOTAL | 4,050 | 4,000 | 4,000 |

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

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2023 Actual /1 | | | FY 2024 Estimate /2 | | | FY 2025 Estimate | | |
|---|-------------------|------------|------------|---------------------|------------|------------|------------------|------------|------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 1. Basic Pay | 5,741,009 | 10,915,087 | 16,656,094 | 6,030,777 | 11,319,111 | 17,349,888 | 6,365,816 | 11,782,890 | 18,148,706 |
| 2. Retired Pay Accruals | 2,082,726 | 3,973,454 | 6,056,180 | 1,791,876 | 3,362,287 | 5,154,163 | 1,679,878 | 3,108,372 | 4,788,250 |
| 3. TSP - Matching Contributions | 87,059 | 150,776 | 237,835 | 96,028 | 166,310 | 262,338 | 105,549 | 182,797 | 288,346 |
| 4. Basic Allowance for Housing | 1,773,213 | 4,752,342 | 6,525,556 | 1,884,006 | 4,913,192 | 6,797,198 | 2,010,491 | 5,134,733 | 7,145,224 |
| a. With Dependents - Domestic | 1,136,454 | 2,672,247 | 3,808,701 | 1,217,489 | 2,796,246 | 4,013,735 | 1,297,093 | 2,919,162 | 4,216,255 |
| b. Without Dependents - Domestic | 499,006 | 1,411,647 | 1,910,653 | 534,280 | 1,488,592 | 2,022,872 | 571,527 | 1,558,399 | 2,129,926 |
| c. Differential - Domestic | 8 | 442 | 450 | 8 | 464 | 472 | 8 | 483 | 491 |
| d. Partial - Domestic | 154 | 4,421 | 4,575 | 165 | 4,819 | 4,984 | 173 | 5,212 | 5,385 |
| e. With Dependents - Overseas | 86,560 | 332,840 | 419,400 | 83,013 | 313,115 | 396,128 | 89,436 | 327,958 | 417,394 |
| f. Without Dependents - Overseas | 49,337 | 323,248 | 372,585 | 47,311 | 302,312 | 349,623 | 50,457 | 315,715 | 366,172 |
| g. Moving-In Housing | 1,695 | 7,497 | 9,192 | 1,740 | 7,644 | 9,384 | 1,797 | 7,804 | 9,601 |
| 5. Subsistence | 230,855 | 1,563,343 | 1,794,197 | 240,131 | 1,624,040 | 1,864,171 | 249,483 | 1,669,461 | 1,918,944 |
| a. Basic Allowance for Subsistence | 230,855 | 1,284,207 | 1,515,061 | 240,131 | 1,321,159 | 1,561,290 | 249,483 | 1,357,056 | 1,606,539 |
| 1. Authorized to Mess Separately | 230,855 | 1,379,341 | 1,610,195 | 240,131 | 1,424,300 | 1,664,431 | 249,483 | 1,464,381 | 1,713,864 |
| 2. Rations-In-Kind Not Available | 0 | 28,725 | 28,725 | 0 | 24,981 | 24,981 | 0 | 24,400 | 24,400 |
| 3. Augmentation for Separate Meals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4. Less Collections (Recoupment) | 0 | (123,859) | (123,859) | 0 | (128,122) | (128,122) | 0 | (131,725) | (131,725) |
| b. Subsistence-In-Kind | 0 | 279,136 | 279,136 | 0 | 302,881 | 302,881 | 0 | 312,405 | 312,405 |
| 1. Subsistence in Messes | 0 | 279,136 | 279,136 | 0 | 302,881 | 302,881 | 0 | 312,405 | 312,405 |
| 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 | 409,217 | 76,829 | 486,046 | 521,872 | 79,811 | 601,683 | 446,046 | 80,227 | 526,273 |
| a. Flying Duty Pay | 403,529 | 49,028 | 452,557 | 516,151 | 51,929 | 568,080 | 440,296 | 52,610 | 492,906 |
| 1. Aviation Incentive Pay | 172,265 | 0 | 172,265 | 188,394 | 0 | 188,394 | 188,201 | 0 | 188,201 |
| 2. Crew Members, Enlisted | 0 | 1,551 | 1,551 | 0 | 1,111 | 1,111 | 0 | 1,021 | 1,021 |
| 3. Noncrew Member | 0 | 166 | 166 | 0 | 164 | 164 | 0 | 162 | 162 |
| 4. Aviator Retention Pay | 229,412 | 0 | 229,412 | 325,846 | 0 | 325,846 | 250,138 | 0 | 250,138 |
| 5. Career Enlisted Flyer Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 6. Critical Skills Incentive Pay | 0 | 47,311 | 47,311 | 0 | 50,654 | 50,654 | 0 | 51,427 | 51,427 |
| 7. HDIP-Aviation | 1,852 | 0 | 1,852 | 1,911 | 0 | 1,911 | 1,957 | 0 | 1,957 |
| b. Parachute Jumping Pay | 94 | 580 | 674 | 95 | 572 | 667 | 95 | 576 | 671 |
| c. Demolition Pay | 137 | 2,952 | 3,089 | 139 | 2,947 | 3,086 | 139 | 2,959 | 3,098 |
| d. Special Warfare Skill Incentive Pay | 5,216 | 22,736 | 27,952 | 5,245 | 22,848 | 28,093 | 5,274 | 22,562 | 27,836 |
| e. Other Pays | 241 | 1,533 | 1,774 | 242 | 1,515 | 1,757 | 242 | 1,520 | 1,762 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2023 Actual /1 | | | FY 2024 Estimate /2 | | | FY 2025 Estimate | | |
|---|-------------------|----------|---------|---------------------|----------|---------|------------------|----------|---------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 7. Special Pays | 345,871 | 313,128 | 659,000 | 425,266 | 452,073 | 877,339 | 470,640 | 414,235 | 884,875 |
| a. Medical Pay | 174,313 | 0 | 174,313 | 202,450 | 0 | 202,450 | 210,850 | 0 | 210,850 |
| b. Dental Pay | 42,992 | 0 | 42,992 | 53,078 | 0 | 53,078 | 57,335 | 0 | 57,335 |
| c. Health Professions Officers Pay | 31,485 | 0 | 31,485 | 41,122 | 0 | 41,122 | 43,044 | 0 | 43,044 |
| d. Nurse Pay | 50,561 | 0 | 50,561 | 52,117 | 0 | 52,117 | 67,289 | 0 | 67,289 |
| e. Sea and Foreign Duty, Total | 0 | 142 | 142 | 0 | 144 | 144 | 0 | 144 | 144 |
| 1. Sea Duty | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. Overseas Extension Pay | 0 | 142 | 142 | 0 | 144 | 144 | 0 | 144 | 144 |
| f. Continuation Pay | 7,962 | 4,572 | 12,534 | 9,696 | 6,007 | 15,703 | 11,544 | 7,863 | 19,407 |
| g. Diving Duty Pay | 50 | 258 | 308 | 49 | 254 | 303 | 49 | 256 | 305 |
| h. Foreign Language Proficiency Bonus | 10,992 | 35,386 | 46,378 | 14,886 | 47,152 | 62,038 | 15,705 | 49,765 | 65,470 |
| i. Hostile Fire Pay | 2,889 | 15,220 | 18,109 | 2,894 | 15,128 | 18,022 | 2,919 | 15,104 | 18,023 |
| j. Responsibility Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| k. Hardship Duty Pay | 2,576 | 15,837 | 18,413 | 3,214 | 15,742 | 18,956 | 3,244 | 15,715 | 18,959 |
| l. Judge Advocate Continuation Pay | 3,655 | 0 | 3,655 | 3,968 | 0 | 3,968 | 3,654 | 0 | 3,654 |
| m. JAG Student Loan Repayment | 5,048 | 0 | 5,048 | 5,373 | 0 | 5,373 | 5,677 | 0 | 5,677 |
| n. Retention Bonus | 4,760 | 0 | 4,760 | 27,675 | 0 | 27,675 | 40,550 | 0 | 40,550 |
| o. Reenlistment Bonus | 0 | 112,003 | 112,003 | 0 | 170,795 | 170,795 | 0 | 172,448 | 172,448 |
| p. Special Duty Assignment Pay | 0 | 93,428 | 93,428 | 0 | 95,211 | 95,211 | 0 | 91,292 | 91,292 |
| q. Enlistment Bonus | 0 | 17,136 | 17,136 | 0 | 66,600 | 66,600 | 0 | 41,600 | 41,600 |
| r. Education Benefits (College Fund) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| s. College Loan Repayment Program | 0 | 13,715 | 13,715 | 0 | 23,500 | 23,500 | 0 | 8,500 | 8,500 |
| t. Assignment Incentive Pay | 7,915 | 5,421 | 13,336 | 8,026 | 11,528 | 19,554 | 8,029 | 11,536 | 19,565 |
| u. Personal Money Allowance | 50 | 2 | 52 | 53 | 2 | 55 | 54 | 2 | 56 |
| v. Health Prof. Scholarship Program (HPSP) | 619 | 0 | 619 | 660 | 0 | 660 | 692 | 0 | 692 |
| w. Pay and Allowance Continuation Pay (PAC) | 5 | 8 | 13 | 5 | 10 | 15 | 5 | 10 | 15 |
| 8. Allowances | 98,497 | 534,873 | 633,371 | 94,672 | 530,590 | 625,262 | 103,666 | 609,257 | 712,923 |
| a. Uniform or Clothing Allowances | 3,022 | 160,038 | 163,060 | 2,787 | 176,945 | 179,732 | 2,779 | 184,759 | 187,538 |
| 1. Initial Issue | 2,462 | 47,266 | 49,728 | 2,226 | 57,752 | 59,978 | 2,213 | 63,138 | 65,351 |
| 1a Military | 2,004 | 43,275 | 45,279 | 1,766 | 53,687 | 55,453 | 1,739 | 58,991 | 60,730 |
| 1b Civilian | 458 | 3,991 | 4,449 | 460 | 4,065 | 4,525 | 474 | 4,147 | 4,621 |
| 2. Additional | 560 | 0 | 560 | 561 | 0 | 561 | 566 | 0 | 566 |
| 3. Basic Maintenance | 0 | 19,335 | 19,335 | 0 | 20,345 | 20,345 | 0 | 20,759 | 20,759 |
| 4. Standard Maintenance | 0 | 89,884 | 89,884 | 0 | 94,616 | 94,616 | 0 | 96,543 | 96,543 |
| 5. Supplemental | 0 | 3,553 | 3,553 | 0 | 4,232 | 4,232 | 0 | 4,319 | 4,319 |
| 6. New Uniform Up Front Purchase | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| b. Station Allowance Overseas | 89,512 | 343,863 | 433,375 | 85,481 | 322,420 | 407,901 | 94,110 | 355,210 | 449,320 |
| 1. Cost-of-Living | 70,652 | 279,293 | 349,945 | 66,093 | 256,580 | 322,673 | 74,123 | 288,018 | 362,141 |
| 2. Temporary Lodging | 18,860 | 64,570 | 83,430 | 19,388 | 65,840 | 85,228 | 19,987 | 67,192 | 87,179 |
| c. Family Separation Allowance | 5,640 | 28,788 | 34,428 | 6,009 | 28,614 | 34,623 | 6,033 | 28,566 | 34,599 |
| 1. On PCS, No Government Quarters | 1,365 | 11,775 | 13,140 | 1,368 | 11,703 | 13,071 | 1,380 | 11,685 | 13,065 |
| 2. On TDY | 4,275 | 17,013 | 21,288 | 4,641 | 16,911 | 21,552 | 4,653 | 16,881 | 21,534 |
| d. Basic Needs Allowance | 2 | 1,470 | 1,472 | 2 | 1,880 | 1,882 | 342 | 39,944 | 40,286 |
| e. CONUS Cost of Living Allowance | 82 | 330 | 412 | 85 | 337 | 422 | 87 | 344 | 431 |
| f. Catastrophical Injured Aid Allowance | 240 | 384 | 624 | 308 | 394 | 702 | 315 | 434 | 749 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2023 Actual /1 | | | FY 2024 Estimate /2 | | | FY 2025 Estimate | | |
|--|-------------------|------------|------------|---------------------|------------|------------|------------------|------------|------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 9. Separation Payments | 38,728 | 75,614 | 114,342 | 30,060 | 67,847 | 97,907 | 33,437 | 74,319 | 107,756 |
| a. Terminal Leave Pay | 23,479 | 50,706 | 74,185 | 18,870 | 47,339 | 66,209 | 22,027 | 51,814 | 73,841 |
| b. Severance Pay, Disability | 916 | 12,596 | 13,512 | 601 | 10,660 | 11,261 | 755 | 11,928 | 12,683 |
| c. Severance Pay, Non-Promotion | 40 | 0 | 40 | 42 | 0 | 42 | 44 | 0 | 44 |
| d. Severance Pay, Involuntary Half (5%) | 43 | 1,334 | 1,377 | 45 | 1,167 | 1,212 | 47 | 1,311 | 1,358 |
| e. Severance Pay, Involuntary Full (10%) | 9,168 | 9,460 | 18,628 | 6,421 | 7,462 | 13,883 | 7,561 | 8,369 | 15,930 |
| f. VSI Trust Fund | 5,082 | 1,518 | 6,600 | 4,081 | 1,219 | 5,300 | 3,003 | 897 | 3,900 |
| 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 | 438,610 | 835,003 | 1,273,613 | 460,805 | 865,912 | 1,326,717 | 486,399 | 901,392 | 1,387,791 |
| 11 Permanent Change of Station Travel | 445,720 | 861,098 | 1,306,818 | 533,312 | 1,025,508 | 1,558,820 | 514,597 | 996,435 | 1,511,032 |
| 12 Other Military Personnel Costs | 75,650 | 52,334 | 127,984 | 77,004 | 50,229 | 127,233 | 79,430 | 53,530 | 132,960 |
| a. Apprehension of Deserters | 2 | 23 | 25 | 2 | 24 | 26 | 2 | 24 | 26 |
| b. USSD (MIA) | 793 | 809 | 1,602 | 834 | 850 | 1,684 | 861 | 878 | 1,739 |
| c. Death Gratuities | 3,200 | 16,600 | 19,800 | 3,100 | 16,400 | 19,500 | 3,200 | 16,600 | 19,800 |
| d. Unemployment Compensation | 4,735 | 19,509 | 24,244 | 4,209 | 16,832 | 21,041 | 4,815 | 19,255 | 24,070 |
| 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 | 126 | 179 | 305 | 168 | 239 | 407 | 168 | 239 | 407 |
| h. Mass Transit | 4,421 | 1,243 | 5,664 | 4,893 | 1,393 | 6,286 | 5,330 | 1,520 | 6,850 |
| i. Partial Dislocation Allowance | 2,689 | 10,756 | 13,445 | 2,825 | 11,299 | 14,124 | 2,957 | 11,827 | 14,784 |
| j. Extra Hazard Reimb. for SGLI | 525 | 3,078 | 3,603 | 526 | 3,059 | 3,585 | 531 | 3,054 | 3,585 |
| k. ROTC | 38,999 | 0 | 38,999 | 39,359 | 0 | 39,359 | 39,621 | 0 | 39,621 |
| l. JROTC | 20,137 | 0 | 20,137 | 21,065 | 0 | 21,065 | 21,922 | 0 | 21,922 |
| m. T-SGLI | 23 | 134 | 157 | 23 | 133 | 156 | 23 | 133 | 156 |
| n. Stop Loss 2/ | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 13 Cadets | 93,075 | 0 | 93,075 | 97,969 | 0 | 97,969 | 101,914 | 0 | 101,914 |
| Military Personnel Appropriation Total | 11,860,231 | 24,103,880 | 35,964,111 | 12,283,778 | 24,456,910 | 36,740,688 | 12,647,346 | 25,007,648 | 37,654,994 |
| 14 Less Reimbursables: | (204,360) | (276,415) | (480,775) | (207,278) | (279,335) | (486,613) | (208,547) | (293,052) | (501,599) |
| Retired Pay Accrual | (40,437) | (52,367) | (92,804) | (34,714) | (44,944) | (79,658) | (31,694) | (41,006) | (72,700) |
| Other | (163,923) | (224,048) | (387,971) | (172,564) | (234,391) | (406,955) | (176,853) | (252,046) | (428,899) |
| MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT | 11,655,871 | 23,827,465 | 35,483,336 | 12,076,500 | 24,177,575 | 36,254,075 | 12,438,799 | 24,714,596 | 37,153,395 |

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

2/The Stop Loss obligation in FY 2023 resulted from an accounting adjustment. The Air Force is not offering stop loss benefits.

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2024
(Amount in Thousands)

| | <u>FY 2024</u> | | | <u>INTERNAL</u> | | <u>PROPOSED DD 1415</u> | | <u>LESS (ASSETY/</u> | <u>FY 2024 COLUMN FY</u> |
|---|-------------------|----------------------|-----------------------|----------------------|-------------------|-------------------------|-------------------|----------------------|--------------------------|
| | <u>BUDGET</u> | <u>CONGRESSIONAL</u> | <u>APPROPRIATION*</u> | <u>REALIGNMENT/</u> | <u>SUBTOTAL</u> | <u>ACTIONS</u> | <u>SUBTOTAL</u> | <u>SHORTFALL</u> | <u>2025 PRES BUD</u> |
| | | <u>ACTIONS</u> | | <u>REPROGRAMMING</u> | | | | | |
| <u>PAY AND ALLOWANCES OF OFFICERS</u> | | | | | | | | | |
| Basic Pay | 6,015,858 | 0 | 6,015,858 | (47,309) | 5,968,549 | 0 | 5,968,549 | (53,486) | 5,915,063 |
| Retired Pay Accrual | 1,783,895 | 0 | 1,783,895 | (10,844) | 1,773,051 | 0 | 1,773,051 | (15,889) | 1,757,162 |
| TSP - Matching Contributions | 98,618 | 0 | 98,618 | (2,590) | 96,028 | 0 | 96,028 | 0 | 96,028 |
| Incentive Pay | 437,631 | 0 | 437,631 | 77,099 | 514,730 | 0 | 514,730 | 0 | 514,730 |
| Special Pay | 374,477 | 0 | 374,477 | 44,191 | 418,668 | 0 | 418,668 | 0 | 418,668 |
| Basic Allowance for Housing | 1,869,249 | 0 | 1,869,249 | (14,422) | 1,854,827 | 0 | 1,854,827 | 0 | 1,854,827 |
| Basic Allowance for Subsistence | 240,319 | 0 | 240,319 | (4,536) | 235,783 | 0 | 235,783 | 0 | 235,783 |
| Station Allowances Overseas | 112,711 | 0 | 112,711 | (27,230) | 85,481 | 0 | 85,481 | 0 | 85,481 |
| CONUS COLA | 1,128 | 0 | 1,128 | (1,065) | 63 | 0 | 63 | 0 | 63 |
| Uniform Allowances | 2,664 | 0 | 2,664 | 123 | 2,787 | 0 | 2,787 | 0 | 2,787 |
| Family Separation Allowances | 7,332 | 0 | 7,332 | (1,323) | 6,009 | 0 | 6,009 | 0 | 6,009 |
| Basic Needs Allowance | 2 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 2 |
| Catastrophical Injured Aid Allowance | 112 | 0 | 112 | 196 | 308 | 0 | 308 | 0 | 308 |
| Separation Payments | 38,080 | 0 | 38,080 | (8,729) | 29,351 | 0 | 29,351 | 0 | 29,351 |
| Social Security Tax - Employer's Contribution | 459,601 | 0 | 459,601 | (3,561) | 456,040 | 0 | 456,040 | (4,087) | 451,953 |
| Reimbursables | 233,486 | 0 | 233,486 | 0 | 233,486 | 0 | 233,486 | (26,208) | 207,278 |
| TOTAL OBLIGATIONS OFFICERS | 11,675,163 | 0 | 11,675,163 | 0 | 11,675,163 | 0 | 11,675,163 | (99,670) | 11,575,493 |
| Less Reimbursables | (233,486) | 0 | (233,486) | 0 | (233,486) | 0 | (233,486) | 26,208 | (207,278) |
| TOTAL DIRECT OBLIGATIONS OFFICERS | 11,441,677 | 0 | 11,441,677 | 0 | 11,441,677 | 0 | 11,441,677 | (73,462) | 11,368,215 |
| <u>PAY AND ALLOWANCES OF ENLISTED</u> | | | | | | | | | |
| Basic Pay | 11,406,708 | 0 | 11,406,708 | (5,966) | 11,400,742 | (2,553) | 11,398,189 | (228,892) | 11,169,297 |
| Retired Pay Accrual | 3,389,230 | 0 | 3,389,230 | (3,147) | 3,386,083 | 0 | 3,386,083 | (68,740) | 3,317,343 |
| TSP - Matching Contributions | 243,532 | 0 | 243,532 | (50,271) | 193,261 | (26,951) | 166,310 | 0 | 166,310 |
| Incentive Pay | 70,500 | 0 | 70,500 | 8,475 | 78,975 | 0 | 78,975 | 0 | 78,975 |
| Special Pay | 87,000 | 0 | 87,000 | 31,453 | 118,453 | 0 | 118,453 | 0 | 118,453 |
| Special Duty Assignment Pay | 92,167 | 0 | 92,167 | 3,044 | 95,211 | 0 | 95,211 | 0 | 95,211 |
| Reenlistment Bonus | 172,774 | 0 | 172,774 | (1,979) | 170,795 | 0 | 170,795 | 0 | 170,795 |
| Enlistment Bonus | 45,542 | 0 | 45,542 | 21,058 | 66,600 | 0 | 66,600 | 0 | 66,600 |
| Basic Allowance for Housing | 4,959,200 | 0 | 4,959,200 | 3,961 | 4,963,161 | 0 | 4,963,161 | (100,756) | 4,862,405 |
| Station Allowances Overseas | 438,013 | 0 | 438,013 | 0 | 438,013 | (115,593) | 322,420 | 0 | 322,420 |
| CONUS COLA | 1,168 | 0 | 1,168 | (857) | 311 | 0 | 311 | 0 | 311 |
| Clothing Allowances | 174,837 | 0 | 174,837 | 2,108 | 176,945 | 0 | 176,945 | 0 | 176,945 |
| Family Separation Allowances | 35,772 | 0 | 35,772 | (7,158) | 28,614 | 0 | 28,614 | 0 | 28,614 |
| Basic Needs Allowance | 1,880 | 0 | 1,880 | 0 | 1,880 | 0 | 1,880 | 0 | 1,880 |
| Catastrophical Injured Aid Allowance | 403 | 0 | 403 | (9) | 394 | 0 | 394 | 0 | 394 |
| Separation Payments | 67,023 | 0 | 67,023 | (256) | 66,767 | 0 | 66,767 | 0 | 66,767 |
| Social Security Tax - Employer's Contribution | 872,614 | 0 | 872,614 | (456) | 872,158 | 0 | 872,158 | (17,706) | 854,452 |
| Reimbursables | 225,646 | 0 | 225,646 | 0 | 225,646 | 0 | 225,646 | 34,315 | 259,961 |
| TOTAL OBLIGATIONS ENLISTED | 22,284,009 | 0 | 22,284,009 | 0 | 22,284,009 | (145,097) | 22,138,912 | (381,779) | 21,757,133 |
| Less Reimbursables | (225,646) | 0 | (225,646) | 0 | (225,646) | 0 | (225,646) | (34,315) | (259,961) |
| TOTAL DIRECT OBLIGATIONS ENLISTED | 22,058,363 | 0 | 22,058,363 | 0 | 22,058,363 | (145,097) | 21,913,266 | (416,094) | 21,497,172 |
| <u>PAY AND ALLOWANCES OF CADETS</u> | | | | | | | | | |
| Academy Cadets | 100,522 | 0 | 100,522 | 0 | 100,522 | 0 | 100,522 | (2,553) | 97,969 |

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2024
(Amount in Thousands)

| | <u>FY 2024</u> | <u>CONGRESSIONAL</u> | <u>INTERNAL</u> | <u>INTERNAL</u> | <u>PROPOSED DD 1415</u> | <u>LESS (ASSET)/</u> | <u>FY 2024 COLUMN FY</u> |
|--|-------------------|----------------------|-----------------------|---------------------------------------|-------------------------|----------------------|--------------------------|
| | <u>BUDGET</u> | <u>ACTIONS</u> | <u>APPROPRIATION*</u> | <u>REALIGNMENT/ REPROGRAMMING</u> | <u>SUBTOTAL</u> | <u>ACTIONS</u> | <u>2025 PRES BUD</u> |
| | | | | | | <u>SHORTFALL</u> | |
| <u>SUBSISTENCE OF ENLISTED PERSONNEL</u> | | | | | | | |
| Basic Allowance for Subsistence | 1,368,139 | 0 | 1,368,139 | 0 | 1,368,139 | (46,980) | 1,321,159 |
| Subsistence-In-Kind | 293,176 | 0 | 293,176 | 0 | 293,176 | (9,669) | 283,507 |
| Family Supplemental Subsistence Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reimbursables | 29,814 | 0 | 29,814 | 0 | 29,814 | 0 | 19,374 |
| TOTAL OBLIGATIONS SUBSISTENCE | 1,691,129 | 0 | 1,691,129 | 0 | 1,691,129 | (56,649) | 1,634,480 |
| Less Reimbursables | (29,814) | 0 | (29,814) | 0 | (29,814) | 0 | (29,814) |
| TOTAL DIRECT OBLIGATIONS SUBSISTENCE | 1,661,315 | 0 | 1,661,315 | 0 | 1,661,315 | (56,649) | 1,604,666 |
| <u>PERMANENT CHANGE OF STATION TRAVEL</u> | | | | | | | |
| Accession Travel | 95,864 | 0 | 95,858 | 0 | 95,858 | 6,818 | 102,676 |
| Training Travel | 66,338 | 0 | 66,338 | 0 | 66,338 | 18,815 | 85,153 |
| Operational Travel | 334,326 | 0 | 334,482 | 0 | 334,482 | 25,218 | 359,724 |
| Rotational Travel | 579,562 | 0 | 579,412 | 0 | 579,412 | 89,517 | 668,905 |
| Separation Travel | 136,259 | 0 | 136,259 | 0 | 136,259 | 42,789 | 179,048 |
| Travel of Organized Units | 13,521 | 0 | 13,521 | 0 | 13,521 | 6,017 | 19,538 |
| Nontemporary Storage | 32,038 | 0 | 32,038 | 0 | 32,038 | 1,803 | 33,841 |
| Temporary Lodging Expense | 99,166 | 0 | 99,166 | 0 | 99,166 | 10,769 | 109,935 |
| Reimbursables | 3,768 | 0 | 3,768 | 0 | 3,768 | 0 | 3,768 |
| TOTAL OBLIGATIONS PCS | 1,360,842 | 0 | 1,360,842 | 0 | 1,360,842 | 201,746 | 1,562,588 |
| Less Reimbursables | (3,768) | 0 | (3,768) | 0 | (3,768) | 0 | (3,768) |
| TOTAL DIRECT OBLIGATIONS PCS | 1,357,074 | 0 | 1,357,074 | 0 | 1,357,074 | 201,746 | 1,558,820 |
| <u>OTHER MILITARY PERSONNEL COSTS</u> | | | | | | | |
| Apprehension Mil Deserters, Absentees, Prisoners | 26 | 0 | 26 | 0 | 26 | 0 | 26 |
| Interest on Uniformed Svcs Savings | 1,644 | 0 | 1,644 | 40 | 1,684 | 0 | 1,684 |
| Death Gratuities | 16,300 | 0 | 16,300 | 3,200 | 19,500 | 0 | 19,500 |
| Unemployment Compensation | 29,781 | 0 | 29,781 | 0 | 29,781 | 0 | 29,781 |
| Survivor Benefits | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Education Benefits | 4 | 0 | 4 | 0 | 4 | 0 | 4 |
| Adoption Expenses | 407 | 0 | 407 | 0 | 407 | 0 | 407 |
| Mass Transit | 7,610 | 0 | 7,610 | 0 | 7,610 | 0 | 7,610 |
| Partial Dislocation Allowance | 24,647 | 0 | 24,647 | (5,776) | 18,871 | 0 | 18,871 |
| SROTC | 36,823 | 0 | 36,823 | 2,536 | 39,359 | 0 | 39,359 |
| JROTC | 24,657 | 0 | 24,657 | 0 | 24,657 | 0 | 24,657 |
| Extra Hazard Reimb. for SGLI | 5,496 | 0 | 5,496 | 0 | 5,496 | 0 | 5,496 |
| TSGLI | 184 | 0 | 184 | 0 | 184 | 0 | 184 |
| Stop Loss Retroactive Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Preventive Health Allow Demonstration Project | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS OTHER | 147,579 | 0 | 147,579 | 0 | 147,579 | 0 | 147,579 |
| TOTAL DIRECT OBLIGATIONS | 36,766,530 | 0 | 36,766,530 | 0 | 36,766,530 | 0 | 36,766,530 |
| FY 2024 DIRECT PROGRAM CR ADJUSTMENT | 36,766,530 | (1,525,981) | 35,240,549 | 0 | 35,240,549 | 0 | 35,240,549 |
| | | | | | | (512,455) | 36,254,075 |
| | | | | | | 1,013,526 | 36,254,075 |

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

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|---|---------------------|----------------------|--------------------|-------------------------|------------------|-------------------|-------------------|
| FY 2024 DIRECT PROGRAM | 11,368,215 | 21,497,172 | 97,969 | 1,604,666 | 1,558,820 | 127,233 | 36,254,075 |
| Pricing Increase | 494,742 | 989,888 | 3,997 | 40,957 | 22,828 | 1,979 | 1,554,391 |
| Annualization (PI): | 123,331 | 241,162 | 824 | 12,293 | 2,433 | 0 | 380,042 |
| - Annualization 1 Jan 24 raise of 5.2% on Basic Pay | 72,243 | 136,263 | 766 | 0 | 0 | 0 | 209,272 |
| - Annualization of raise on RPA | 19,276 | 36,246 | 0 | 0 | 0 | 0 | 55,522 |
| - Annualization of raise on TSP | 1,150 | 2,002 | 0 | 0 | 0 | 0 | 3,152 |
| - Annualization of raise on FICA | 5,589 | 10,510 | 58 | 0 | 0 | 0 | 16,157 |
| - Annualization 1 Jan 24 raise of 5.2% on DLA for PCS moves | 0 | 0 | 0 | 0 | 2,433 | 0 | 2,433 |
| - Annualization 1 Jan 24 inflation rate of 1.7% on BAS | 2,217 | 0 | 0 | 12,293 | 0 | 0 | 14,509 |
| - Annualization 1 Jan 24 inflation rate of 4.2% on BAH | 22,856 | 56,141 | 0 | 0 | 0 | 0 | 78,997 |
| Pay Raise (PI): | 280,193 | 527,600 | 2,349 | 0 | 6,936 | 0 | 817,078 |
| - 1 Jan 25 pay raise of 4.5% effect on Basic Pay | 206,008 | 388,562 | 2,184 | 0 | 0 | 0 | 596,754 |
| - 1 Jan 25 pay raise effect on RPA | 54,967 | 103,357 | 0 | 0 | 0 | 0 | 158,324 |
| - 1 Jan 25 pay raise effect on TSP | 3,281 | 5,709 | 0 | 0 | 0 | 0 | 8,990 |
| - 1 Jan 25 pay raise effect on FICA | 15,938 | 29,971 | 164 | 0 | 0 | 0 | 46,074 |
| - 1 Jan 25 pay raise of 4.5% effect on DLA for PCS moves | 0 | 0 | 0 | 0 | 6,936 | 0 | 6,936 |
| Inflation Rate (PI): | 4,883 | 0 | 0 | 28,664 | 12,101 | 0 | 45,648 |
| - 1 Jan 25 inflation rate of 3.4% effect on BAS | 4,883 | 0 | 0 | 27,076 | 0 | 0 | 31,959 |
| - Increase in Inflation for SLK | 0 | 0 | 0 | 1,588 | 0 | 0 | 1,588 |
| - Increase in rate for Land (HHG) | 0 | 0 | 0 | 0 | 9,579 | 0 | 9,579 |
| - Increase in rate for ITGBL (HHG) | 0 | 0 | 0 | 0 | 2,522 | 0 | 2,522 |
| BAH Rates (PI): | 58,334 | 160,914 | 0 | 0 | 0 | 0 | 219,247 |
| - Housing Allowance rate 1 Jan 25 increase of 4.2% | 49,998 | 122,810 | 0 | 0 | 0 | 0 | 172,808 |
| - Increase in MIHA Pricing | 38 | 168 | 0 | 0 | 0 | 0 | 206 |
| - Increase in OHA Pricing | 8,298 | 37,935 | 0 | 0 | 0 | 0 | 46,233 |
| Other (PI): | 28,002 | 60,213 | 825 | 0 | 1,358 | 1,979 | 92,377 |
| - Increase in TSP Matching Contribution Pricing | 58 | 64 | 0 | 0 | 0 | 0 | 122 |
| - Increase in Clothing Pricing | 10 | 3,892 | 0 | 0 | 0 | 0 | 3,902 |
| - Increase in AVIP Pricing | 56 | 0 | 0 | 0 | 0 | 0 | 56 |
| - Increase in Other Incentive Pay Pricing | 0 | 12 | 0 | 0 | 0 | 0 | 12 |
| - Increase in COLA Pricing | 7,396 | 33,317 | 0 | 0 | 0 | 0 | 40,713 |
| - Increase in TLA Pricing | 427 | 1,448 | 0 | 0 | 0 | 0 | 1,875 |
| - Increase in CONUS COLA Pricing | 2 | 7 | 0 | 0 | 0 | 0 | 9 |
| - Increase in Special Pay Pricing | 19,180 | 544 | 0 | 0 | 0 | 0 | 19,724 |
| - Increase in Cat Injured Aid Allow Pricing | 7 | 9 | 0 | 0 | 0 | 0 | 15 |
| - Increase in LSTL Pricing | 866 | 2,191 | 0 | 0 | 0 | 0 | 3,057 |
| - Increase in Separation Payments Pricing | 0 | 571 | 0 | 0 | 0 | 0 | 571 |
| - Increase in Selective Reenlistment Bonus Pricing | 0 | 18,157 | 0 | 0 | 0 | 0 | 18,157 |
| - Increase in Cadet Subsistence Pricing | 0 | 0 | 825 | 0 | 0 | 0 | 825 |
| - Increase in Total Mile-Per Diem Pricing | 0 | 0 | 0 | 0 | 68 | 0 | 68 |
| - Increase in Total AMC Pricing | 0 | 0 | 0 | 0 | 44 | 0 | 44 |
| - Increase in Total Comm Air Pricing | 0 | 0 | 0 | 0 | 19 | 0 | 19 |
| - Increase in M Tons MSC Pricing | 0 | 0 | 0 | 0 | 134 | 0 | 134 |
| - Increase in S Tons AMC Pricing | 0 | 0 | 0 | 0 | 1,089 | 0 | 1,089 |
| - Increase in Trans of POV Pricing | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| - Increase in Apprehension Expense Pricing | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| - Increase in Interest On Savings Pricing | 0 | 0 | 0 | 0 | 0 | 55 | 55 |
| - Increase in Unemployment Benefits Pricing | 0 | 0 | 0 | 0 | 0 | 464 | 464 |
| - Increase in Mass Transportation Pricing | 0 | 0 | 0 | 0 | 0 | 76 | 76 |
| - Increase in Partial DLA Pricing | 0 | 0 | 0 | 0 | 0 | 660 | 660 |
| - Increase in ROTC Pricing | 0 | 0 | 0 | 0 | 0 | 237 | 237 |
| - Increase in JROTC Pricing | 0 | 0 | 0 | 0 | 0 | 487 | 487 |

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

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|---|---------------------|----------------------|--------------------|-------------------------|-----------------|-------------------|------------------|
| Program Increase | 154,071 | 58,454 | 0 | 1,737 | 0 | 3,748 | 218,010 |
| Strength (PGI): | 123,287 | 15,885 | 0 | 0 | 0 | 394 | 139,566 |
| - Increase in Base Pay Program | 53,351 | 0 | 0 | 0 | 0 | 0 | 53,351 |
| - Increase in FICA Program | 4,070 | 0 | 0 | 0 | 0 | 0 | 4,070 |
| - Increase in RPA Program | 14,070 | 0 | 0 | 0 | 0 | 0 | 14,070 |
| - Increase in TSP Matching Contribution Program | 5,032 | 8,712 | 0 | 0 | 0 | 0 | 13,744 |
| - Increase in BAS Program | 2,197 | 0 | 0 | 0 | 0 | 0 | 2,197 |
| - Increase in Clothing Program | 0 | 3,922 | 0 | 0 | 0 | 0 | 3,922 |
| - Increase in BAH Program | 44,567 | 3,251 | 0 | 0 | 0 | 0 | 47,818 |
| - Increase in ROTC workyears | 0 | 0 | 0 | 0 | 0 | 25 | 25 |
| - Increase in JROTC workyears | 0 | 0 | 0 | 0 | 0 | 369 | 369 |
| Other (PGI): | 30,784 | 42,569 | 0 | 1,737 | 0 | 3,354 | 78,444 |
| - Increase in LSTL Program | 2,275 | 2,263 | 0 | 0 | 0 | 0 | 4,538 |
| - Increase in Special Pay Program | 26,294 | 0 | 0 | 0 | 0 | 0 | 26,294 |
| - Increase in FSA Program | 24 | 0 | 0 | 0 | 0 | 0 | 24 |
| - Increase in Cat Injured Aid Allow Program | 0 | 31 | 0 | 0 | 0 | 0 | 31 |
| - Increase in Flying Duty Crew Program | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| - Increase in Flying Duty Non-Crew Program | 32 | 0 | 0 | 0 | 0 | 0 | 32 |
| - Increase in Non-Fly Crew Member Program | 15 | 0 | 0 | 0 | 0 | 0 | 15 |
| - Increase in CSIP Program | 0 | 773 | 0 | 0 | 0 | 0 | 773 |
| - Increase in Parachute Jumping Program | 0 | 4 | 0 | 0 | 0 | 0 | 4 |
| - Increase in SWSIP Program | 29 | 0 | 0 | 0 | 0 | 0 | 29 |
| - Increase in Other Incentive Pay Program | 0 | 17 | 0 | 0 | 0 | 0 | 17 |
| - Increase in COLA Program | 634 | 0 | 0 | 0 | 0 | 0 | 634 |
| - Increase in TLA Program | 172 | 0 | 0 | 0 | 0 | 0 | 172 |
| - Increase in Basic Needs Allowance Program | 340 | 38,064 | 0 | 0 | 0 | 0 | 38,404 |
| - Increase in Separation Payments Program | 966 | 1,417 | 0 | 0 | 0 | 0 | 2,383 |
| - Increase in SIK Total Program | 0 | 0 | 0 | 1,737 | 0 | 0 | 1,737 |
| - Increase in Total Death Gratuities Program | 0 | 0 | 0 | 0 | 0 | 300 | 300 |
| - Increase in Unemployment Benefits Program | 0 | 0 | 0 | 0 | 0 | 2,566 | 2,566 |
| - Increase in Mass Transportation Program | 0 | 0 | 0 | 0 | 0 | 488 | 488 |
| Total Increases | 648,813 | 1,048,342 | 3,997 | 42,694 | 22,828 | 5,727 | 1,772,401 |

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

| | <u>BA 1 Officer</u> | <u>BA 2 Enlisted</u> | <u>BA 3 Cadets</u> | <u>BA 4 Subsistence</u> | <u>BA 5 PCS</u> | <u>BA 6 Other</u> | <u>Total</u> |
|---|---------------------|----------------------|--------------------|-------------------------|------------------|-------------------|-------------------|
| Pricing Decrease | (225,637) | (387,882) | 0 | (4,317) | (3,798) | 0 | (621,635) |
| Inflation Rate (PD): | 0 | 0 | 0 | (4,317) | 0 | 0 | (4,317) |
| - Decrease in Inflation for SIK | 0 | 0 | 0 | (4,317) | 0 | 0 | (4,317) |
| Other (PD): | (225,637) | (387,882) | 0 | 0 | (3,798) | 0 | (617,318) |
| - Decrease in RPA Pricing | (197,291) | (372,451) | 0 | 0 | 0 | 0 | (569,742) |
| - Decrease in FICA Pricing | (266) | (332) | 0 | 0 | 0 | 0 | (598) |
| - Decrease in Aviator Bonus Pricing | (27,326) | 0 | 0 | 0 | 0 | 0 | (27,326) |
| - Decrease in Other Incentive Pay Pricing | (4) | 0 | 0 | 0 | 0 | 0 | (4) |
| - Decrease in Separation Payments Pricing | (751) | 0 | 0 | 0 | 0 | 0 | (751) |
| - Decrease in Enlisted Bonus Pricing | 0 | (15,099) | 0 | 0 | 0 | 0 | (15,099) |
| - Decrease in Total Mile-Per Diem Pricing | 0 | 0 | 0 | 0 | (970) | 0 | (970) |
| - Decrease in Total AMC Pricing | 0 | 0 | 0 | 0 | (316) | 0 | (316) |
| - Decrease in Total Comm Air Pricing | 0 | 0 | 0 | 0 | (135) | 0 | (135) |
| - Decrease in Temp Lodging Pricing | 0 | 0 | 0 | 0 | (2,377) | 0 | (2,377) |
| Program Decrease | (48,532) | (131,345) | (52) | (4,699) | (66,818) | 0 | (251,446) |
| Strength (PGD): | (211) | (87,520) | (36) | 0 | (49,931) | 0 | (137,698) |
| - Decrease in Base Pay Program | 0 | (65,389) | (33) | 0 | 0 | 0 | (65,422) |
| - Decrease in FICA Program | 0 | (5,002) | (3) | 0 | 0 | 0 | (5,005) |
| - Decrease in RPA Program | 0 | (17,129) | 0 | 0 | 0 | 0 | (17,129) |
| - Decrease in Clothing Program | (18) | 0 | 0 | 0 | 0 | 0 | (18) |
| - Decrease in AVIP Program | (193) | 0 | 0 | 0 | 0 | 0 | (193) |
| - Decrease in Land Ship Program | 0 | 0 | 0 | 0 | (31,518) | 0 | (31,518) |
| - Decrease in ITGBL Program | 0 | 0 | 0 | 0 | (8,301) | 0 | (8,301) |
| - Decrease in Disloc Allow Program | 0 | 0 | 0 | 0 | (10,112) | 0 | (10,112) |
| Other (PGD): | (48,321) | (43,825) | (16) | (4,699) | (16,887) | 0 | (113,748) |
| - Decrease in Special Pay Program | 0 | (15,019) | 0 | 0 | 0 | 0 | (15,019) |
| - Decrease in FSA Program | 0 | (48) | 0 | 0 | 0 | 0 | (48) |
| - Decrease in Flying Duty Crew Program | 0 | (88) | 0 | 0 | 0 | 0 | (88) |
| - Decrease in Flying Duty Non-Crew Program | 0 | (2) | 0 | 0 | 0 | 0 | (2) |
| - Decrease in Aviator Bonus Program | (48,321) | 0 | 0 | 0 | 0 | 0 | (48,321) |
| - Decrease in SWSIP Program | 0 | (286) | 0 | 0 | 0 | 0 | (286) |
| - Decrease in COLA Program | 0 | (1,880) | 0 | 0 | 0 | 0 | (1,880) |
| - Decrease in TLA Program | 0 | (96) | 0 | 0 | 0 | 0 | (96) |
| - Decrease in Selective Reenlistment Bonus Program | 0 | (16,505) | 0 | 0 | 0 | 0 | (16,505) |
| - Decrease in Enlisted Bonus Program | 0 | (9,901) | 0 | 0 | 0 | 0 | (9,901) |
| - Decrease in Cadet Subsistence Program | 0 | 0 | (16) | 0 | 0 | 0 | (16) |
| - Decrease in Subsistence - BAS Enlisted Program | 0 | 0 | 0 | (3,472) | 0 | 0 | (3,472) |
| - Decrease in SIK Total Program | 0 | 0 | 0 | (1,227) | 0 | 0 | (1,227) |
| - Decrease in Total Mile-Per Diem Program | 0 | 0 | 0 | 0 | (1,981) | 0 | (1,981) |
| - Decrease in Total AMC Program | 0 | 0 | 0 | 0 | (1,036) | 0 | (1,036) |
| - Decrease in Total Comm Air Program | 0 | 0 | 0 | 0 | (441) | 0 | (441) |
| - Decrease in M Tons MSC Program | 0 | 0 | 0 | 0 | (442) | 0 | (442) |
| - Decrease in S Tons AMC Program | 0 | 0 | 0 | 0 | (3,584) | 0 | (3,584) |
| - Decrease in Trans of POV Program | 0 | 0 | 0 | 0 | (23) | 0 | (23) |
| - Decrease in NonTemp Storage Program | 0 | 0 | 0 | 0 | (556) | 0 | (556) |
| - Decrease in Temp Lodging Program | 0 | 0 | 0 | 0 | (5,447) | 0 | (5,447) |
| - Decrease in Defense Personnel Property System (DPS) | 0 | 0 | 0 | 0 | (1,564) | 0 | (1,564) |
| - Decrease in POV Contracts | 0 | 0 | 0 | 0 | (1,813) | 0 | (1,813) |
| Total Decreases | (274,169) | (519,227) | (52) | (9,016) | (70,616) | 0 | (873,081) |
| FY 2025 DIRECT PROGRAM | 11,742,858 | 22,026,287 | 101,914 | 1,638,344 | 1,511,032 | 132,960 | 37,153,396 |

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SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

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**PAY AND ALLOWANCES
OF OFFICERS**

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

| | <u>Amount</u> |
|--|-------------------|
| FY 2024 DIRECT PROGRAM | 11,368,215 |
| Pricing Increase | 494,742 |
| Annualization (PI): | 123,331 |
| Annualization 1 Jan 24 raise of 5.2% on Basic Pay | 72,243 |
| Annualization of raise on RPA | 19,276 |
| Annualization of raise on FICA | 5,589 |
| Annualization of raise on TSP | 1,150 |
| Annualization 1 Jan 24 inflation rate of 1.7% on BAS | 2,217 |
| Annualization 1 Jan 24 inflation rate of 4.2% on BAH | 22,856 |
| Pay Raise (PI): | 280,193 |
| 1 Jan 25 pay raise of 4.5% effect on Basic Pay | 206,008 |
| 1 Jan 25 pay raise effect on RPA | 54,967 |
| 1 Jan 25 pay raise effect on FICA | 15,938 |
| 1 Jan 25 pay raise effect on TSP | 3,281 |
| Inflation Rate (PI): | 4,883 |
| 1 Jan 25 inflation rate of 3.4% effect on BAS | 4,883 |
| BAH Rates (PI): | 58,334 |
| 1 Jan 25 inflation rate of 4.2% effect on BAH | 49,998 |
| 1 Jan 25 inflation rate of 2.2% effect on MIHA | 38 |
| 1 Jan 25 inflation rate of 2.2% effect on OHA | 8,298 |
| Other (PI): | 28,002 |
| Increase in TSP Matching Contribution Payments | 58 |
| Increase in AVIP Payments | 56 |
| Increase in Special Pay Payments | 19,180 |
| Increase in COLA Payments | 7,396 |
| Increase in TLA Payments | 427 |
| Increase in CONUS COLA Payments | 2 |
| Increase in Clothing Payments | 10 |
| Increase in Cat Injured Aid Allow Payments | 7 |
| Increase in LSTL Payments | 866 |

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

| | <u>Amount</u> |
|---|----------------|
| Program Increase | 154,071 |
| Strength (PGI): | 123,287 |
| Increase in workyears for Base Pay | 53,351 |
| Increase in workyears for FICA | 4,070 |
| Increase in workyears for RPA | 14,070 |
| Increase in workyears for TSP Matching Contribution | 5,032 |
| Increase in workyears for BAS | 2,197 |
| Increase in workyears Housing Allowance | 44,567 |
| Other (PGI): | 30,784 |
| Increase in Flying Duty Crew Program | 3 |
| Increase in Flying Duty Non-Crew Program | 32 |
| Increase in Non-Fly Crew Member Program | 15 |
| Increase in SWSIP Program | 29 |
| Increase in Special Pay Program | 26,294 |
| Increase in COLA Program | 634 |
| Increase in TLA Program | 172 |
| Increase in Basic Needs Allowance Program | 340 |
| Increase in FSA Program | 24 |
| Increase in LSTL Program | 2,275 |
| Increase in Separation Payments | 966 |
| Total Increases | 648,813 |

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

| | <u>Amount</u> |
|--|-------------------|
| Pricing Decrease | (225,637) |
| Other (PI): | (225,637) |
| Decrease in RPA Payments | (197,291) |
| Decrease in FICA Payments | (266) |
| Decrease in Aviator Bonus Payments | (27,326) |
| Decrease in Other Incentive Pay Payments | (4) |
| Decrease in Separation Payments | (751) |
| Program Decrease | (48,532) |
| Strength (PGD): | (211) |
| Decrease in workyears for Clothing | (18) |
| Decrease in workyears for AVIP | (193) |
| Other (PGD): | (48,321) |
| Decrease in Aviator Bonus Program | (48,321) |
| Total Decreases | (274,169) |
| FY 2025 DIRECT PROGRAM | 11,742,858 |

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2025 Estimate 6,365,816
FY 2024 Estimate 6,030,777
FY 2023 Actual 5,741,009

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 4.6% in 2023, 5.2% in 2024 and 4.5% in 2025, effective January 1 each year. The annualized pay raise is 5.050% for FY 2024 and 4.680% for FY 2025. Per Fiscal 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2023 beginning strength was 60,743 and end strength was 60,744 using 63,286 workyears.
FY 2024 beginning strength was 60,744 and end strength is projected to be 61,396 using 63,395 workyears.
FY 2025 beginning strength will be 61,396 and end strength is projected to be 61,510 using 63,958 workyears.

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 11 | 210,728 | 2,318 | 11 | 219,450 | 2,414 | 11 | 225,229 | 2,478 |
| Lt General | 43 | 210,628 | 9,057 | 45 | 219,450 | 9,875 | 46 | 225,229 | 10,361 |
| Major General | 77 | 202,162 | 15,566 | 77 | 212,371 | 16,353 | 78 | 222,299 | 17,339 |
| Brig General | 124 | 177,069 | 21,956 | 123 | 186,011 | 22,879 | 122 | 194,707 | 23,754 |
| Colonel | 3,300 | 150,728 | 497,395 | 3,307 | 158,340 | 523,631 | 3,294 | 165,743 | 545,956 |
| Lt Colonel | 9,909 | 121,230 | 1,201,283 | 9,824 | 127,352 | 1,251,106 | 9,925 | 133,306 | 1,323,059 |
| Major | 14,535 | 101,956 | 1,481,885 | 14,323 | 107,104 | 1,534,055 | 14,477 | 112,111 | 1,623,037 |
| Captain | 20,936 | 81,469 | 1,705,596 | 21,576 | 85,583 | 1,846,545 | 21,701 | 89,584 | 1,944,069 |
| 1st Lieutenant | 7,791 | 64,887 | 505,583 | 7,244 | 68,164 | 493,781 | 7,411 | 71,351 | 528,781 |
| 2nd Lieutenant | 6,560 | 45,778 | 300,369 | 6,865 | 48,090 | 330,138 | 6,893 | 50,338 | 346,982 |
| TOTAL BASIC PAY | 63,286 | | 5,741,009 | 63,395 | | 6,030,777 | 63,958 | | 6,365,816 |

* FY 2023 includes \$105,913 in OOC execution. FY 2024 includes \$109,348 in OOC estimate. FY 2025 includes \$118,237 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

| | |
|------------------|-----------|
| FY 2025 Estimate | 1,679,878 |
| FY 2024 Estimate | 1,791,876 |
| FY 2023 Actual | 2,082,726 |

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., § 1466. The Department of Defense (DoD) Office of Actuary met on July 14, 2023 and established normal cost percentages (NCPs) for Fiscal Year 2025 through Fiscal Year 2029. In accordance with the Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 36.9% for FY 2023, 30.0% for FY 2024, and 26.60% for FY 2025. The part-time RPA rate is 24.5% for FY 2023, 23.1% for FY 2024, and 21.50% for FY 2025.

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|----------------------------------|------------------------------|---------------|------------------|--------------------------------|---------------|------------------|--------------------------------|---------------|------------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Active Component | | | | | | | | | |
| Retired Pay Accrual - Full Time | 60,432 | 33,280 | 2,011,200 | 60,848 | 28,493 | 1,733,771 | 61,411 | 26,433 | 1,623,267 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 2,855 | 25,053 | 71,526 | 2,547 | 22,814 | 58,107 | 2,547 | 22,226 | 56,609 |
| Total Retired Pay Accrual | 63,286 | 32,909 | 2,082,726 | 63,395 | 28,265 | 1,791,876 | 63,958 | 26,265 | 1,679,878 |

* FY 2023 includes \$25,949 in OOC execution. FY 2024 includes \$25,259 in OOC estimate. FY 2025 includes \$25,421 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

| | |
|------------------|---------|
| FY 2025 Estimate | 105,549 |
| FY 2024 Estimate | 96,028 |
| FY 2023 Actual | 87,059 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| Thrift Savings Plan (TSP) - Matching Contributions | | | 87,059 | | | 96,028 | | | 105,549 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

| | |
|------------------|---------|
| FY 2025 Estimate | 446,046 |
| FY 2024 Estimate | 521,872 |
| FY 2023 Actual | 409,217 |

PART I - PURPOSE AND SCOPE

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

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|----------------|--------------|----------------|------------------|--------------|----------------|------------------|--------------|----------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Aviation Incentive Pay</u> | | | | | | | | | |
| Years Aviation Service / Grade | | | | | | | | | |
| Less than 2 | 3,100 | 1,800 | 5,580 | 3,001 | 1,800 | 5,402 | 2,997 | 1,800 | 5,395 |
| Over 2 | 6,403 | 3,000 | 19,209 | 6,812 | 3,000 | 20,436 | 6,805 | 3,000 | 20,415 |
| Over 6 | 7,269 | 8,400 | 61,059 | 7,648 | 8,400 | 64,243 | 7,639 | 8,400 | 64,168 |
| Over 12 | 6,645 | 12,000 | 79,740 | 7,468 | 12,000 | 89,616 | 7,461 | 12,000 | 89,532 |
| Over 22 | 638 | 8,400 | 5,359 | 586 | 8,400 | 4,922 | 586 | 8,400 | 4,922 |
| Over 24 | 244 | 5,400 | 1,318 | 699 | 5,400 | 3,775 | 698 | 5,400 | 3,769 |
| Subtotal Flying Duty Crew | 24,299 | | 172,265 | 26,214 | | 188,394 | 26,186 | | 188,201 |
| <u>HDIP-AVIATION</u> | | | | | | | | | |
| Flying Duty Crew | 395 | 2,160 | 853 | 396 | 2,160 | 855 | 397 | 2,160 | 858 |
| Flying Duty Non-Crew | 55 | 1,800 | 99 | 66 | 1,800 | 119 | 84 | 1,800 | 151 |
| Flying Duty Non-Rated | 390 | 2,306 | 900 | 393 | 2,384 | 937 | 399 | 2,376 | 948 |
| Subtotal HDIP-Aviation | 840 | | 1,852 | 855 | | 1,911 | 880 | | 1,957 |
| <u>Aviator Bonus</u> | | | | | | | | | |
| Pilots | 58,786 | 3,902 | 229,412 | 9,932 | 32,808 | 325,846 | 8,324 | 30,050 | 250,138 |
| Subtotal Aviator Bonus | 58,786 | | 229,412 | 9,932 | | 325,846 | 8,324 | | 250,138 |
| Subtotal Flying Duty Pay | | | 403,529 | | | 516,151 | | | 440,296 |
| <u>Parachute Jumping</u> | 52 | 1,800 | 94 | 53 | 1,800 | 95 | 53 | 1,800 | 95 |
| <u>Parachute HALO</u> | 34 | 2,700 | 92 | 34 | 2,700 | 92 | 34 | 2,700 | 92 |
| <u>Demolition Duty</u> | 76 | 1,800 | 137 | 77 | 1,800 | 139 | 77 | 1,800 | 139 |
| <u>Special Warfare Skill Incentive Pay</u> | | | | | | | | | |
| SWSIP Combat Rescue | 184 | 7,359 | 1,354 | 186 | 7,360 | 1,369 | 188 | 7,356 | 1,383 |
| SWSIP Special Tactic | 164 | 7,360 | 1,207 | 166 | 7,355 | 1,221 | 168 | 7,357 | 1,236 |
| SWSIP Tactical Air Control Party | 375 | 7,080 | 2,655 | 375 | 7,080 | 2,655 | 375 | 7,080 | 2,655 |
| Subtotal SWSIP | 723 | | 5,216 | 727 | | 5,245 | 731 | | 5,274 |
| <u>Other Incentive Duty Pay</u> | | | | | | | | | |
| Accel-Decel Subject | 10 | 1,800 | 18 | 10 | 1,800 | 18 | 10 | 1,800 | 18 |
| Chemical Munitions Handler | 2 | 1,800 | 4 | 2 | 1,800 | 4 | 2 | 1,800 | 4 |
| Pressure Chamber Observer | 56 | 1,800 | 101 | 57 | 1,800 | 103 | 57 | 1,800 | 103 |
| Thermal Stress Experiments | 1 | 1,800 | 2 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Toxic Fuel Handler | 13 | 1,800 | 24 | 13 | 1,800 | 23 | 13 | 1,800 | 23 |
| Subtotal Other Incentive Duty Pay | 82 | | 149 | 83 | | 150 | 83 | | 150 |
| TOTAL INCENTIVE PAY | | | 409,217 | | | 521,872 | | | 446,046 |

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in Title 37 U.S.C. § 334(c) remains a flexible and cost-effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. The Fiscal Year 2023 NDAA, Public Law No. 117-54, § 602 increases the maximum amounts of certain bonus and special pay authorities for enlisted members, nuclear officers, aviation officers, and members with certain specialized skills.

Aircraft Personnel Manning Levels

| Aircraft Type Category | FY 2023 | FY 2024 | FY 2025 |
|------------------------|---------------|---------------|---------------|
| Fighter | 80.4% | 81.9% | 79.7% |
| Bomber | 90.3% | 92.0% | 89.3% |
| Mobility | 103.9% | 105.2% | 105.2% |
| Special Ops | 90.0% | 97.3% | 93.1% |
| C2ISR | 115.7% | 116.3% | 116.4% |
| Rescue | 97.5% | 102.3% | 97.9% |
| RPA | 106.0% | 107.9% | 115.3% |
| CSO | 94.4% | 98.7% | 96.8% |
| ABM | 90.3% | 87.5% | 89.0% |
| Total | 95.90% | 97.80% | 97.20% |

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

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

| Aircraft Type Category | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|----------------|---------------|----------------|------------------|---------------|----------------|------------------|---------------|----------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Fighter | 546 | 40,253 | 21,978 | 801 | 33,469 | 26,809 | 926 | 36,014 | 33,349 |
| Bomber | 201 | 43,015 | 8,646 | 293 | 32,744 | 9,594 | 340 | 33,568 | 11,413 |
| Mobility | 1,191 | 42,776 | 50,946 | 1,600 | 32,592 | 52,147 | 1,798 | 32,926 | 59,201 |
| Special Ops | 494 | 41,180 | 20,343 | 653 | 32,322 | 21,106 | 760 | 32,424 | 24,642 |
| C2ISR | 246 | 43,264 | 10,643 | 326 | 32,451 | 10,579 | 391 | 31,233 | 12,212 |
| Rescue | 345 | 39,490 | 13,624 | 471 | 34,136 | 16,078 | 535 | 35,714 | 19,107 |
| RPA | 778 | 27,627 | 21,494 | 895 | 26,689 | 23,887 | 1,003 | 26,303 | 26,382 |
| CSO | 1,378 | 18,054 | 24,878 | 1,419 | 17,581 | 24,948 | 1,544 | 16,588 | 25,612 |
| ABM | 613 | 6,949 | 4,260 | 242 | 22,702 | 5,494 | 263 | 23,650 | 6,220 |
| Rated Officer Retention Demonstration Program | 1,258 | 41,812 | 52,600 | 3,232 | 41,833 | 135,204 | 764 | 41,885 | 32,000 |
| Total | 7,050 | 32,541 | 229,412 | 9,932 | 32,808 | 325,846 | 8,324 | 30,050 | 250,138 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | |
|------------------|---------|
| FY 2025 Estimate | 470,640 |
| FY 2024 Estimate | 425,266 |
| FY 2023 Actual | 345,871 |

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., § 301, 302, 303, and 335 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C § 335, allows Accession Bonus (Consolidated Special Pay – CSP); Retention Bonus; Incentive Pay, and Board-Certified Pay for other health professions to include professions not previously authorized: all dentists, nurses, physician assistants, clinical psychologists, clinical social workers, and AF public health officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses transitioned to the four (4) new pay categories in Fiscal Year (FY) 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions comprised of commissioned officers transitioned in Fiscal Year (FY) 2018. The Fiscal Year 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extends certain expiring bonus and special pay authorities to December 31, 2023.
 - (a) Physician Pay: Consolidated Special Pays –
 - i. Incentive Pay - Medical - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Incentive Pay rates are set by Health Affairs.
 - ii. Retention Bonus - Medical - Financial incentive to retain enough qualified dental professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$150,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
 - iii. Board Certification Pay - Medical - Monthly payment paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 in accordance with Title 37 U.S.C. § 302(a)(5).
 - iv. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Medical - A single lump sum or 4-installment payments of an accession bonus not to exceed \$6,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
 - (b) Dentist Pay: Consolidation of Special Pay –
 - i. Accession Bonus - Dental - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dental professionals in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized is set across all services by Health Affairs. The qualifying specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs. Current rates range from \$20,000 to \$35,000.
 - ii. Incentive Pay - Dental - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Current rates range from \$20,000 to \$55,000. See DoD 7000.14-R Financial Management Regulation Volume 7a, Chapter 5.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- iii. Retention Bonus - Dental - Financial incentive to retain enough qualified dental professionals to meet services health care requirements. Paid as an annual bonus. Current rates range from \$13,000 to \$115,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
 - iv. Board Certification Pay - Dental - Monthly incentive paid to dental professionals who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 per Title 37 U.S.C. § 302b(a)(5).
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$600,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (c) Nurse Pay: Consolidated Special Pays –
- i. Accession Bonus - Nurse - A single lump sum or installment payments of an accession bonus not to exceed \$75,000 to fully qualified nurses, per Title 37 U.S.C. § 302(a)(2). Current rates are \$30,000 for a three-year contract and \$40,000 to \$50,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus) in accordance with Title 37 U.S.C. § 302d. The amount authorized is set across all services by Health Affairs.
 - ii. Incentive Pay - Nurse - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Certified Registered Nurse Anesthetists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5.
 - iii. Retention Bonus - Nurse - This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs (HA) across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$60,000 for a four-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5.
 - iv. Board Certification Pay - Nurse - Financial incentive to encourage commissioned officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. The total annual pay is set by Health Affairs at \$8,000 in accordance with Title 37 U.S.C. § 302(a)(5). Health Affairs policy determines which nursing specialties are eligible for board certified pay.
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Nurses - A single lump sum or 4-installment payments of an accession bonus not to exceed \$250,000 to fully qualified nurses in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (d) Health Professions Officers (HPO): Consolidated Special Pays –
- i. Accession Bonus - HPO – A single lump sum or installment payments of an accession bonus not to exceed \$60,000 to fully qualified health professions officers, per Title 37 U.S.C. § 302(a)(2). Current rates range from \$18,750 to \$37,500 for a three-year contract and \$20,000 to \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus) in accordance with Title 37 U.S.C. § 302d. The amount authorized is set across all services by Health Affairs. The following specialties are eligible: Dietician, Medical Lab Technologist, Occupational Therapy, Pharmacist, Physical Therapist, Physician Assistant, Public Health Officer, Social Worker, and Veterinary Officer.
 - ii. Incentive Pay – HPO - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$5,000 annually. Current rates range from \$1,200 to \$5,000. See DoD 7000.14-R Financial Management Regulation Volume 7a, Chapter 5. The following specialties are eligible: Optometrist, Physician Assistant, Podiatrist, Psychologist, Public Health Officer, and Veterinary Officer.
 - iii. Board Certification Pay - HPO - Monthly incentive paid to health professions officers who become certified or recertified as having successfully met specified education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 per Title 37 U.S.C. § 302b(a)(5). Health Affairs policy determines which specialties are eligible for board certified pay.
 - iv. Retention Bonus - HPO - This is a financial incentive to retain a sufficient number of health professions officers in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for health professions officers are set by Health Affairs (HA) across all services and vary by number of years the contract is written. Current amounts range from \$2,500 for a two-year contract to \$40,000 for a six-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6. The following specialties are eligible: Laboratory Officer, Registered Dietician, Occupational Therapist, Optometrist, Pharmacist, Physician Assistant, Podiatrist, Psychologist, Public Health Officer, Social Worker, and Veterinary Officer.
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for HPOs - A single lump sum or 4-installment payments of an accession bonus not to exceed \$65,000 to fully qualified health professions officers in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (e) Health Professions Officers Board Certification Pay: Consolidated Special Pays - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount ranges from \$2,500 to \$6,000 paid in equal monthly increments, per Title 37 U.S.C. § 302(a)(5). HA policy determines which specialties are eligible for board certified pay.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., § 355. Rates for each specialty are set by the respective Service, not to exceed \$200,000 total.
- (3) Officer Retention Bonus – Authorized by Title 37 U.S.C, § 332. Rates will not exceed \$25,000 for each year of obligated service.
- (4) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C. § 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
 - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
 - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (5) Assignment Incentive Pay (AIP):
 - (a) Air Force Special Operations Command (AFSOC) Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.3.2.1., to commissioned officers serving as AFSPECWAR Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$1,000/month for commissioned officers serving as AFSPECWAR Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C. § 352 and the Secretary of the Air Force. These commissioned officers are assigned to the Headquarters, Air Force Special Operations Command (AFSOC) serving in identified commissioned officer operator positions on the unit manning document (UMD). These commissioned officers as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
 - (b) Alice Springs Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.5.2., to commissioned officer (RegAF) who are permanently assigned to Alice Springs, Australia. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel at this austere location. IAW DoDI 1340.26, this incentive pay has been extended until 31 December 2025 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (c) Burlington Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.1., to commissioned officer (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (d) Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.4.2., to commissioned officer (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Space Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2023. Effective 1 Jan 24, the rate of pay is increased to \$800 per month.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (e) Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.2., to commissioned officer (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (f) Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.8., to commissioned officers who are permanently assigned to the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to commissioned officer (RegAF, ANG, & AFR) authorized under Title 37 U.S.C., § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2024. Eligible recipients of Kingsley Field Assignment Incentive Pay are commissioned officer assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (g) Korea Assignment Incentive Pay – Incentive pay of \$300 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.9., to commissioned officer (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act, § 617. IAW DoDI 1340.26, this incentive pay has been extended through 31 December 2023. The Korea Assignment Incentive Pay is an enduring incentive pay to commissioned officer assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- (h) Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.3., to commissioned officer (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (i) Turkey Assignment Incentive Pay – Incentive Pay of \$300 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10.2., to commissioned officer (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Turkey Assignment Incentive Pay with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2023. Eligible recipients are commissioned officer assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.
- (j) Intercontinental Ballistic Missile (ICBM) Incentive Pay - Incentive paid to Nuclear and Missile Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who deploy to remote locations within the missile complex, often for days at a time for a minimum of 210 hours out of a 90-day period. They are currently paid \$300 per month and currently expires 31 December 2024.
- (k) Cyber AIP – The purpose of this executive summary is to request approval for Cyber Assignment Incentive Pay (CAIP). CAIP will utilize a tiered system based on work roles and associated proficiency levels directly contributing to, or in support of, Cyber Effects Operations (CEO). Active Duty members may earn up to \$1,500 per month for being certified in accordance with USCYBERCOM, National Security Agency (NSA), or equivalent Job Qualification Requirements (JQR) and performing duties in authorized work roles. This incentive pay will recruit and retain skilled and certified cyber professionals executing critical operations vital to national security. Implementation of this incentive will ensure that we build and maintain a strong and proficient cyber workforce capable of effectively responding to emergent cyber threats and continue to outpace our adversaries.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|-----------------------------------|----------------|---------------|----------------|------------------|---------------|----------------|------------------|---------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Physician Pay</u> | | | | | | | | | |
| CSP | | | | | | | | | |
| Incentive Pay - Medical | 3,601 | 36,684 | 132,099 | 3,600 | 41,000 | 147,600 | 3,600 | 41,000 | 147,600 |
| Retention Bonus - Medical | 698 | 39,115 | 27,302 | 800 | 44,000 | 35,200 | 880 | 45,000 | 39,600 |
| Board Certification Pay - Medical | 2,277 | 6,000 | 13,662 | 2,300 | 8,000 | 18,400 | 2,300 | 8,000 | 18,400 |
| CWSAB - Medical | 10 | 125,000 | 1,250 | 10 | 125,000 | 1,250 | 15 | 350,000 | 5,250 |
| CSP Physician Subtotal | 6,586 | 26,467 | 174,313 | 6,710 | 30,171 | 202,450 | 6,795 | 31,030 | 210,850 |
| Physician Pay Total | 6,586 | 26,467 | 174,313 | 6,710 | 30,171 | 202,450 | 6,795 | 31,030 | 210,850 |
| <u>Dentist Pay</u> | | | | | | | | | |
| CSP | | | | | | | | | |
| Accession Bonus - Dental | 0 | 0 | 0 | 6 | 150,000 | 900 | 0 | 0 | 0 |
| Incentive Pay - Dental | 864 | 23,672 | 20,453 | 875 | 24,501 | 21,438 | 980 | 24,500 | 24,010 |
| Retention Bonus - Dental | 484 | 43,110 | 20,865 | 500 | 49,000 | 24,500 | 525 | 49,000 | 25,725 |
| Board Certification Pay - Dental | 279 | 6,000 | 1,674 | 350 | 8,000 | 2,800 | 350 | 8,000 | 2,800 |
| CWSAB - Dental | 0 | 0 | 0 | 16 | 215,000 | 3,440 | 16 | 300,000 | 4,800 |
| CSP Dentist Subtotal | 1,627 | 26,424 | 42,992 | 1,747 | 30,382 | 53,078 | 1,871 | 30,644 | 57,335 |
| Dentist Pay Total | 1,627 | 26,424 | 42,992 | 1,747 | 30,382 | 53,078 | 1,871 | 30,644 | 57,335 |
| <u>Nurse Pay</u> | | | | | | | | | |
| CSP | | | | | | | | | |
| Accession Bonus - Nurse | 195 | 23,651 | 4,612 | 200 | 25,000 | 5,000 | 200 | 83,750 | 16,750 |
| Incentive Pay - Nurse | 105 | 14,800 | 1,554 | 110 | 15,000 | 1,650 | 110 | 15,000 | 1,650 |
| Retention Bonus - Nurse | 1,861 | 22,282 | 41,467 | 1,861 | 22,282 | 41,467 | 1,900 | 23,626 | 44,889 |
| Board Certification Pay - Nurse | 488 | 6,000 | 2,928 | 500 | 8,000 | 4,000 | 500 | 8,000 | 4,000 |
| CSP Nurse Subtotal | 2,649 | 19,087 | 50,561 | 2,671 | 19,512 | 52,117 | 2,710 | 24,830 | 67,289 |
| Nurse Pay Total | 2,649 | 19,087 | 50,561 | 2,671 | 19,512 | 52,117 | 2,710 | 24,830 | 67,289 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|----------------|---------------|---------------|------------------|---------------|---------------|------------------|---------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Health Professions Officers Pay | | | | | | | | | |
| CSP | | | | | | | | | |
| Accession Bonus - Health Professions Officers | | | | | | | | | |
| Accession Bonus - Pharmacy | 24 | 28,125 | 675 | 25 | 28,120 | 703 | 10 | 30,000 | 300 |
| Accession Bonus - Phys Therapist | 7 | 30,000 | 210 | 10 | 30,000 | 300 | 20 | 30,000 | 600 |
| Accession Bonus - PHO | 6 | 28,833 | 173 | 6 | 28,833 | 173 | 15 | 31,267 | 469 |
| Accession Bonus - Physicians Assistant | 1 | 60,000 | 60 | 5 | 48,800 | 244 | 5 | 48,800 | 244 |
| Accession Bonus - Psychologist | 3 | 60,000 | 180 | 3 | 60,000 | 180 | 3 | 60,000 | 180 |
| Accession Bonus - Social Workers | 26 | 23,462 | 610 | 30 | 23,467 | 704 | 30 | 24,367 | 731 |
| Accession Bonus - Medical Lab Technician | 2 | 30,000 | 60 | 2 | 30,000 | 60 | 20 | 30,000 | 600 |
| Accession Bonus - HPO Subtotal | 69 | 28,522 | 1,968 | 81 | 29,185 | 2,364 | 103 | 30,330 | 3,124 |
| Incentive Pay - Health Professions Officers | | | | | | | | | |
| Incentive Pay - PHO | 118 | 5,000 | 590 | 120 | 5,000 | 600 | 120 | 5,000 | 600 |
| Incentive Pay - Physicians Assistant | 409 | 4,993 | 2,042 | 410 | 5,000 | 2,050 | 410 | 5,000 | 2,050 |
| Incentive Pay - Psychologist | 208 | 5,192 | 1,080 | 210 | 5,000 | 1,050 | 210 | 5,000 | 1,050 |
| Incentive Pay - Optometrists | 87 | 1,276 | 111 | 90 | 1,200 | 108 | 100 | 1,200 | 120 |
| Incentive Pay - Podiatrist | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 5,000 | 100 |
| Incentive Pay - HPO Subtotal | 822 | 4,651 | 3,823 | 830 | 4,588 | 3,808 | 860 | 4,558 | 3,920 |
| Retention Bonus - Health Professions Officers | | | | | | | | | |
| Retention Bonus - Pharmacy | 164 | 14,848 | 2,435 | 200 | 20,000 | 4,000 | 200 | 20,000 | 4,000 |
| Retention Bonus - PHO | 97 | 7,619 | 739 | 120 | 10,000 | 1,200 | 120 | 7,500 | 900 |
| Retention Bonus - Physicians Assistant | 266 | 31,353 | 8,340 | 300 | 35,000 | 10,500 | 300 | 35,000 | 10,500 |
| Retention Bonus - Psychologist | 164 | 33,720 | 5,530 | 200 | 35,000 | 7,000 | 200 | 40,000 | 8,000 |
| Retention Bonus - Social Workers | 140 | 9,400 | 1,316 | 150 | 10,000 | 1,500 | 150 | 10,000 | 1,500 |
| Retention Bonus - Optometrists | 73 | 9,370 | 684 | 75 | 10,000 | 750 | 80 | 10,000 | 800 |
| Retention Bonus - Dietitian | 0 | 0 | 0 | 20 | 7,500 | 150 | 20 | 7,500 | 150 |
| Retention Bonus - Medical Lab Technician | 24 | 9,583 | 230 | 25 | 10,000 | 250 | 25 | 10,000 | 250 |
| Retention Bonus - Podiatrist | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 15,000 | 300 |
| Retention Bonus - HPO Subtotal | 928 | 20,769 | 19,274 | 1,090 | 23,257 | 25,350 | 1,115 | 23,677 | 26,400 |
| Board Certification Pay - Health Professions Officers | 1,070 | 6,000 | 6,420 | 1,200 | 8,000 | 9,600 | 1,200 | 8,000 | 9,600 |
| CSP HPO Subtotal | 2,889 | 10,898 | 31,485 | 3,201 | 12,847 | 41,122 | 3,278 | 13,131 | 43,044 |
| Health Professions Officer Pay Total | 2,889 | 10,898 | 31,485 | 3,201 | 12,847 | 41,122 | 3,278 | 13,131 | 43,044 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|----------------|---------------|--------------|------------------|---------------|---------------|------------------|---------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Contracting ORB | 15 | 15,000 | 225 | 0 | 0 | 0 | 0 | 0 | 0 |
| Network Operations Cyber Warfare ORB | 98 | 15,000 | 1,470 | 800 | 15,000 | 12,000 | 1,065 | 15,000 | 15,975 |
| Operations Research Analyst ORB | 126 | 15,000 | 1,890 | 265 | 25,000 | 6,625 | 525 | 25,000 | 13,125 |
| Special Tactics and Combat Rescue ORB | 47 | 25,000 | 1,175 | 362 | 25,000 | 9,050 | 458 | 25,000 | 11,450 |
| Officer Retention Bonus Subtotal | 286 | 16,643 | 4,760 | 1,427 | 19,394 | 27,675 | 2,048 | 19,800 | 40,550 |
| Retention Bonus (CSRB/ORB) Total | 286 | 16,643 | 4,760 | 1,427 | 19,394 | 27,675 | 2,048 | 19,800 | 40,550 |
| Chairman, JCS | 0 | 4,000 | 0 | 1 | 4,000 | 4 | 1 | 4,000 | 4 |
| Chief of Staff | 1 | 4,000 | 4 | 1 | 4,000 | 4 | 1 | 4,000 | 4 |
| Sr Member of UN | 1 | 2,700 | 3 | 1 | 2,700 | 3 | 1 | 2,700 | 3 |
| General | 10 | 2,200 | 22 | 9 | 2,200 | 20 | 9 | 2,200 | 20 |
| Lt General | 42 | 500 | 21 | 44 | 500 | 22 | 45 | 500 | 23 |
| Pers Allowance - General Officer | 54 | 926 | 50 | 56 | 946 | 53 | 57 | 947 | 54 |
| Alice Springs AIP | 2 | 6,000 | 12 | 2 | 6,000 | 12 | 2 | 6,000 | 12 |
| Burlington AIP | 7 | 4,857 | 34 | 7 | 4,857 | 34 | 7 | 4,857 | 34 |
| Cavalier AIP | 12 | 8,417 | 101 | 12 | 9,333 | 112 | 12 | 9,583 | 115 |
| Homestead AIP | 10 | 6,000 | 60 | 10 | 6,000 | 60 | 10 | 6,000 | 60 |
| Korea AIP | 33 | 3,606 | 119 | 33 | 3,606 | 119 | 33 | 3,606 | 119 |
| Kingsley Field AIP | 10 | 4,800 | 48 | 10 | 4,800 | 48 | 10 | 4,800 | 48 |
| Madison AIP | 3 | 4,667 | 14 | 3 | 4,667 | 14 | 3 | 4,667 | 14 |
| Turkey AIP | 2 | 10,000 | 20 | 10 | 12,000 | 120 | 10 | 12,000 | 120 |
| ICBM Field Ops AIP | 595 | 3,600 | 2,142 | 595 | 3,600 | 2,142 | 595 | 3,600 | 2,142 |
| Extended Service Training Specialist AIP | 5 | 18,000 | 90 | 5 | 18,000 | 90 | 5 | 18,000 | 90 |
| Cyber AIP | 794 | 6,369 | 5,057 | 794 | 6,369 | 5,057 | 794 | 6,369 | 5,057 |
| ROTC AIP | 91 | 2,396 | 218 | 91 | 2,396 | 218 | 91 | 2,396 | 218 |
| Assignment Incentive Pay | 1,564 | | 7,915 | 1,572 | | 8,026 | 1,572 | | 8,029 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|----------------|--------|----------------|------------------|--------|----------------|------------------|--------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Continuation Pay | 473 | 16,842 | 7,962 | 548 | 17,693 | 9,696 | 623 | 18,520 | 11,544 |
| Diving Duty | 28 | 1,786 | 50 | 27 | 1,815 | 49 | 27 | 1,815 | 49 |
| Foreign Language Proficiency Bonus | 2,484 | 4,425 | 10,992 | 2,608 | 5,708 | 14,886 | 2,738 | 5,736 | 15,705 |
| Hardship Duty Location Pay | 2,147 | 1,200 | 2,576 | 2,678 | 1,200 | 3,214 | 2,703 | 1,200 | 3,244 |
| Health Prof. Scholarship Program (HPSP) | 348 | 1,779 | 619 | 371 | 1,779 | 660 | 389 | 1,779 | 692 |
| Hostile Fire Pay | 1,070 | 2,700 | 2,889 | 1,072 | 2,700 | 2,894 | 1,081 | 2,700 | 2,919 |
| JAG Bonus | 128 | 28,555 | 3,655 | 139 | 28,547 | 3,968 | 128 | 28,547 | 3,654 |
| JAG Student Loan Repayment | 233 | 21,665 | 5,048 | 248 | 21,665 | 5,373 | 262 | 21,668 | 5,677 |
| Pay and Allowance Continuation (PAC) | 4 | 1,250 | 5 | 4 | 1,250 | 5 | 4 | 1,250 | 5 |
| TOTAL SPECIAL PAY | 22,570 | | 345,871 | 25,079 | | 425,266 | 26,286 | | 470,640 |

* FY 2023 includes \$4,348 in OOC execution. FY 2024 includes \$5,641 in OOC estimate. FY 2025 includes \$5,685 for the OOC budget estimate.

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

Officer ORB

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (FY22 & Prior) | 267 | 4,285 | 110 | 2,750 | 57 | 1,425 | 25 | 625 | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 19 | 475 | | | | | | | | | | | | |
| Anniversary Payments | | | 905 | 14,625 | 105 | 2,625 | 105 | 2,625 | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 412 | 10,300 | | | | | | | | | | |
| Anniversary Payments | | | | | 1,212 | 22,300 | 1,212 | 22,300 | 1,212 | 22,300 | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 674 | 14,200 | | | | | | | | |
| Anniversary Payments | | | | | | | 674 | 14,200 | 674 | 14,200 | 674 | 14,200 | 149 | 3,725 |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 691 | 14,775 | | | | | | |
| Anniversary Payments | | | | | | | | | 669 | 14,225 | 691 | 14,775 | 691 | 14,775 |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 650 | 13,650 | | | | |
| Anniversary Payments | | | | | | | | | | | 650 | 13,650 | 650 | 13,650 |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 675 | 14,175 | | |
| Anniversary Payments | | | | | | | | | | | | | 675 | 14,175 |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 235 | 5,875 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 19 | 475 | 412 | 10,300 | 674 | 14,200 | 691 | 14,775 | 650 | 13,650 | 675 | 14,175 | 235 | 5,875 |
| Anniversary Payments | 267 | 4,285 | 1,015 | 17,375 | 1,374 | 26,350 | 2,016 | 39,750 | 2,555 | 50,725 | 2,015 | 42,625 | 2,165 | 46,325 |
| Total | 286 | 4,760 | 1,427 | 27,675 | 2,048 | 40,550 | 2,707 | 54,525 | 3,205 | 64,375 | 2,690 | 56,800 | 2,400 | 52,200 |

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

Assignment Incentive Pay - Alice Springs

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 2 | 12 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 2 | 12 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 2 | 12 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 2 | 12 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 2 | 12 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 2 | 12 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 2 | 12 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 2 | 12 | 2 | 12 | 2 | 12 | 2 | 12 | 2 | 12 | 2 | 12 | 2 | 12 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2 | 12 |

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

Assignment Incentive Pay - Burlington

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 7 | 34 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 7 | 34 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 7 | 34 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 7 | 34 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 7 | 34 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 7 | 34 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 7 | 34 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 | 7 | 34 |

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

Assignment Incentive Pay - Cavalier

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 12 | 101 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 12 | 112 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 12 | 115 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 12 | 115 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 12 | 115 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 12 | 115 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 12 | 115 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 12 | 101 | 12 | 112 | 12 | 115 | 12 | 115 | 12 | 115 | 12 | 115 | 12 | 115 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 12 | 101 | 12 | 112 | 12 | 115 | 12 | 115 | 12 | 115 | 12 | 115 | 12 | 115 |

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

Assignment Incentive Pay - Homestead

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 10 | 60 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 10 | 60 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 10 | 60 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 10 | 60 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 10 | 60 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 10 | 60 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 10 | 60 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 | 10 | 60 |

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

Assignment Incentive Pay - Korea

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 33 | 119 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 33 | 119 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 33 | 119 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 33 | 119 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 33 | 119 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 33 | 119 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 33 | 119 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 | 33 | 119 |

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

Assignment Incentive Pay - Kingsley Field

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 10 | 48 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 10 | 48 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 10 | 48 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 10 | 48 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 10 | 48 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 10 | 48 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 10 | 48 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 10 | 48 | 10 | 48 | 10 | 48 | 10 | 48 | 10 | 48 | 10 | 48 | 10 | 48 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 10 | 48 |

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

Assignment Incentive Pay - Madison

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 3 | 14 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 3 | 14 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 3 | 14 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 3 | 14 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 3 | 14 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 3 | 14 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 3 | 14 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 3 | 14 | 3 | 14 | 3 | 14 | 3 | 14 | 3 | 14 | 3 | 14 | 3 | 14 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 3 | 14 |

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

Assignment Incentive Pay - Turkey

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 2 | 20 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 10 | 120 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 10 | 120 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 10 | 120 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 10 | 120 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 10 | 120 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 10 | 120 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 2 | 20 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2 | 20 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 | 10 | 120 |

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

Assignment Incentive Pay - ICBM Field Operations

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 595 | 2,142 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 595 | 2,142 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 595 | 2,142 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 595 | 2,142 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 595 | 2,142 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 595 | 2,142 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 595 | 2,142 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 | 595 | 2,142 |

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

Assignment Incentive Pay - Extended Service Training Specialist

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 5 | 90 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 5 | 90 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 5 | 90 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 5 | 90 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 5 | 90 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 5 | 90 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 5 | 90 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 | 5 | 90 |

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

Assignment Incentive Pay - Cyber

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 794 | 5,057 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 794 | 5,057 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 794 | 5,057 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 794 | 5,057 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 794 | 5,057 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 794 | 5,057 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 794 | 5,057 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 |

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

Assignment Incentive Pay - ROTC

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 91 | 218 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 91 | 218 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 91 | 218 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 91 | 218 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 91 | 218 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 91 | 218 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 91 | 218 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 | 91 | 218 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2025 Estimate 2,010,491
FY 2024 Estimate 1,884,006
FY 2023 Actual 1,773,213

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2023 BAH inflation rate assumption is 10.7%, on average. The January 1, 2024, BAH rate for the Air Force averaged an increase of 4.2%. The January 1, 2025 BAH inflation rate assumption is 4.2% on average. This amount reflects the full amount of anticipated inflation for housing expenses in 2025.

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 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 8 | 41,875 | 335 | 9 | 44,333 | 399 | 10 | 46,200 | 462 |
| Lt General | 34 | 41,912 | 1,425 | 38 | 44,342 | 1,685 | 40 | 46,200 | 1,848 |
| Major General | 70 | 39,057 | 2,734 | 71 | 41,324 | 2,934 | 72 | 43,056 | 3,100 |
| Brig General | 93 | 39,742 | 3,696 | 95 | 42,053 | 3,995 | 99 | 43,808 | 4,337 |
| Colonel | 2,822 | 36,625 | 103,356 | 2,913 | 38,749 | 112,876 | 2,971 | 40,376 | 119,958 |
| Lt Colonel | 8,060 | 35,235 | 283,998 | 8,070 | 37,279 | 300,840 | 8,265 | 38,844 | 321,047 |
| Major | 10,488 | 32,145 | 337,133 | 10,379 | 34,009 | 352,978 | 10,604 | 35,437 | 375,771 |
| Captain | 10,830 | 28,035 | 303,618 | 11,353 | 29,661 | 336,737 | 11,581 | 30,906 | 357,923 |
| 1st Lieutenant | 2,733 | 25,254 | 69,020 | 2,571 | 26,719 | 68,695 | 2,656 | 27,841 | 73,946 |
| 2nd Lieutenant | 1,374 | 22,663 | 31,139 | 1,516 | 23,978 | 36,350 | 1,549 | 24,985 | 38,701 |
| Subtotal with Dependents | 36,512 | | 1,136,454 | 37,015 | | 1,217,489 | 37,847 | | 1,297,093 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|-----------------------|---------------|---------------|-------------------------|---------------|---------------|-------------------------|---------------|---------------|
| | <u>Workyears</u> | <u>Amount</u> | | <u>Workyears</u> | <u>Amount</u> | | <u>Workyears</u> | <u>Amount</u> | |
| <u>Differential</u> | 2 | 8 | | 2 | 8 | | 2 | 8 | |
| | | | | | | | | | |
| <u>Without Dependents - Full Allowance</u> | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 39,107 | 0 | 0 | 41,376 | 0 | 0 | 43,113 | 0 |
| Major General | 0 | 39,107 | 0 | 0 | 41,376 | 0 | 0 | 43,113 | 0 |
| Brig General | 6 | 36,804 | 221 | 6 | 38,939 | 234 | 7 | 40,574 | 284 |
| Colonel | 204 | 31,742 | 6,476 | 207 | 33,583 | 6,952 | 212 | 34,994 | 7,419 |
| Lt Colonel | 990 | 30,005 | 29,706 | 988 | 31,745 | 31,365 | 1,013 | 33,079 | 33,509 |
| Major | 2,805 | 28,519 | 79,997 | 2,772 | 30,173 | 83,641 | 2,834 | 31,441 | 89,103 |
| Captain | 7,843 | 25,495 | 199,960 | 8,164 | 26,974 | 220,216 | 8,367 | 28,107 | 235,171 |
| 1st Lieutenant | 4,380 | 21,889 | 95,875 | 4,094 | 23,159 | 94,812 | 4,249 | 24,132 | 102,535 |
| 2nd Lieutenant | 4,279 | 20,278 | 86,771 | 4,524 | 21,454 | 97,060 | 4,630 | 22,356 | 103,506 |
| Subtotal w/o Dependents | 20,507 | | 499,006 | 20,755 | | 534,280 | 21,312 | | 571,527 |
| | | | | | | | | | |
| <u>Without Dependents - Partial Allowance</u> | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 6 | 475 | 3 | 6 | 503 | 3 | 6 | 524 | 3 |
| Lt Colonel | 13 | 396 | 6 | 13 | 419 | 5 | 13 | 436 | 6 |
| Major | 37 | 320 | 11 | 36 | 339 | 12 | 37 | 353 | 13 |
| Captain | 90 | 266 | 24 | 93 | 281 | 26 | 93 | 293 | 27 |
| 1st Lieutenant | 132 | 212 | 28 | 123 | 225 | 28 | 126 | 234 | 29 |
| 2nd Lieutenant | 516 | 158 | 82 | 540 | 168 | 91 | 542 | 175 | 95 |
| Subtotal Partial | 794 | | 154 | 811 | | 165 | 817 | | 173 |
| TOTAL BAH - DOMESTIC | | | 1,635,622 | | | 1,751,942 | | | 1,868,801 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

| <u>With Dependents</u> | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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> |
| Grade | | | | | | | | | |
| 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 | 2 | 43,000 | 86 | 2 | 42,000 | 84 | 2 | 44,000 | 88 |
| Colonel | 116 | 42,776 | 4,962 | 116 | 40,690 | 4,720 | 116 | 43,836 | 5,085 |
| Lt Colonel | 631 | 39,347 | 24,828 | 626 | 37,666 | 23,579 | 632 | 40,343 | 25,497 |
| Major | 781 | 35,449 | 27,686 | 770 | 34,038 | 26,209 | 778 | 36,330 | 28,265 |
| Captain | 790 | 32,178 | 25,421 | 814 | 31,001 | 25,235 | 819 | 32,932 | 26,971 |
| 1st Lieutenant | 108 | 29,667 | 3,204 | 100 | 28,260 | 2,826 | 103 | 30,388 | 3,130 |
| 2nd Lieutenant | 12 | 31,083 | 373 | 13 | 27,692 | 360 | 13 | 30,769 | 400 |
| Subtotal With Dependents | 2,440 | | 86,560 | 2,441 | | 83,013 | 2,463 | | 89,436 |
| Without Dependents | | | | | | | | | |
| | | | | | | | | | |
| Grade | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Major General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Brig General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Colonel | 8 | 33,018 | 264 | 8 | 29,875 | 239 | 8 | 32,314 | 259 |
| Lt Colonel | 78 | 30,955 | 2,414 | 77 | 28,665 | 2,207 | 78 | 30,799 | 2,402 |
| Major | 338 | 28,356 | 9,584 | 333 | 26,877 | 8,950 | 337 | 28,575 | 9,630 |
| Captain | 975 | 24,907 | 24,285 | 1,005 | 23,878 | 23,998 | 1,011 | 25,158 | 25,435 |
| 1st Lieutenant | 347 | 23,511 | 8,158 | 323 | 22,432 | 7,246 | 330 | 23,651 | 7,805 |
| 2nd Lieutenant | 193 | 24,000 | 4,632 | 202 | 23,122 | 4,671 | 203 | 24,268 | 4,926 |
| Subtotal w/o Dependents | 1,939 | | 49,337 | 1,948 | | 47,311 | 1,967 | | 50,457 |
| Moving-In Housing Allowance | 191 | 8,878 | 1,695 | 191 | 9,108 | 1,740 | 193 | 9,309 | 1,797 |
| TOTAL BAH - OVERSEAS | | | 137,592 | | | 132,064 | | | 141,690 |
| GRAND TOTAL BAH | | | 1,773,213 | | | 1,884,006 | | | 2,010,491 |

* FY 2023 includes \$32,467 in OOC execution. FY 2024 includes \$33,759 in OOC estimate. FY 2025 includes \$36,303 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

| | |
|------------------|---------|
| FY 2025 Estimate | 249,483 |
| FY 2024 Estimate | 240,131 |
| FY 2023 Actual | 230,855 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The Fiscal 2001 National Defense Authorization Act eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 11.20% for 2023, 1.70% for 2024, and 3.40% for 2025 effective January 1 each year.

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 63,286 | 3,646 | 230,855 | 63,395 | 3,788 | 240,131 | 63,958 | 3,901 | 249,483 |

* FY 2023 includes \$3,676 in OOC execution. FY 2024 includes \$3,788 in OOC estimate. FY 2025 includes \$4,029 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2025 Estimate 94,110
 FY 2024 Estimate 85,481
 FY 2023 Actual 89,512

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

| <u>Cost of Living</u> | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 2 | 9,574 | 19 | 2 | 8,868 | 18 | 2 | 9,625 | 19 |
| Lt. General | 7 | 9,554 | 67 | 7 | 8,225 | 58 | 7 | 9,412 | 66 |
| Major General | 9 | 9,520 | 86 | 9 | 7,710 | 69 | 9 | 9,002 | 81 |
| Brig. General | 22 | 9,499 | 209 | 22 | 8,687 | 191 | 22 | 9,748 | 214 |
| Colonel | 513 | 9,831 | 5,043 | 514 | 9,152 | 4,704 | 512 | 10,155 | 5,199 |
| Lt Colonel | 1,637 | 9,751 | 15,961 | 1,623 | 8,991 | 14,592 | 1,640 | 10,051 | 16,483 |
| Major | 2,232 | 8,978 | 20,038 | 2,199 | 8,409 | 18,491 | 2,223 | 9,338 | 20,759 |
| Captain | 3,123 | 7,141 | 22,303 | 3,218 | 6,740 | 21,690 | 3,237 | 7,478 | 24,208 |
| 1st Lieutenant | 856 | 5,988 | 5,126 | 796 | 5,651 | 4,498 | 814 | 6,294 | 5,123 |
| 2nd Lieutenant | 342 | 5,265 | 1,800 | 358 | 4,977 | 1,782 | 359 | 5,490 | 1,971 |
| Subtotal Cost of Living | 8,743 | | 70,652 | 8,748 | | 66,093 | 8,825 | | 74,123 |
| <u>Temporary Lodging Allowance</u> | 1,032 | 18,275 | 18,860 | 1,034 | 18,750 | 19,388 | 1,043 | 19,163 | 19,987 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 89,512 | | | 85,481 | | | 94,110 |

(Amount in Thousands)

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

FY 2025 Estimate 87
FY 2024 Estimate 85
FY 2023 Actual 82

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| CONUS COLA | 111 | 743 | 82 | 111 | 762 | 85 | 112 | 779 | 87 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

| | |
|------------------|-------|
| FY 2025 Estimate | 2,779 |
| FY 2024 Estimate | 2,787 |
| FY 2023 Actual | 3,022 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|----------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Payments | Rate | Amount | Payments | Rate | Amount | Payments | Rate | Amount |
| Initial Allowances | 5,010 | 400 | 2,004 | 4,416 | 400 | 1,766 | 4,347 | 400 | 1,739 |
| Additional Allowances | 2,800 | 200 | 560 | 2,805 | 200 | 561 | 2,830 | 200 | 566 |
| Civilian Clothing | 573 | 799 | 458 | 574 | 801 | 460 | 579 | 818 | 474 |
| TOTAL CLOTHING ALLOWANCES | 8,383 | | 3,022 | 7,795 | | 2,787 | 7,756 | | 2,779 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

| | |
|------------------|-------|
| FY 2025 Estimate | 6,033 |
| FY 2024 Estimate | 6,009 |
| FY 2023 Actual | 5,640 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| PCS CONUS or Overseas with dependents not authorized | 455 | 3,000 | 1,365 | 456 | 3,000 | 1,368 | 460 | 3,000 | 1,380 |
| TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station | 1,425 | 3,000 | 4,275 | 1,547 | 3,000 | 4,641 | 1,551 | 3,000 | 4,653 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 1,880 | | 5,640 | 2,003 | | 6,009 | 2,011 | | 6,033 |

* FY 2023 includes \$3,161 in OOC execution. FY 2024 includes \$4,425 in OOC estimate. FY 2025 includes \$4,437 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

| | |
|------------------|-----|
| FY 2025 Estimate | 342 |
| FY 2024 Estimate | 2 |
| FY 2023 Actual | 2 |

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 for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

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 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|-----------------------|-----------------------|------|--------|-------------------------|------|--------|-------------------------|------|--------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Basic Needs Allowance | | | 2 | | | 2 | | | 342 |

(Amount in Thousands)

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

| | |
|------------------|-----|
| FY 2025 Estimate | 315 |
| FY 2024 Estimate | 308 |
| FY 2023 Actual | 240 |

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | | | 240 | | | 308 | | | 315 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

| | |
|------------------|--------|
| FY 2025 Estimate | 33,437 |
| FY 2024 Estimate | 30,060 |
| FY 2023 Actual | 38,728 |

PART I - PURPOSE AND SCOPE

Funds provide for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 1 | 24,745 | 25 | 1 | 25,995 | 26 | 1 | 27,210 | 27 |
| Lt General | 8 | 20,081 | 161 | 6 | 21,095 | 127 | 6 | 22,081 | 132 |
| Major General | 15 | 17,972 | 270 | 13 | 18,876 | 245 | 13 | 19,758 | 257 |
| Brig General | 15 | 16,624 | 249 | 13 | 17,463 | 227 | 13 | 18,279 | 238 |
| Colonel | 535 | 10,754 | 5,754 | 404 | 11,297 | 4,564 | 455 | 11,826 | 5,381 |
| Lt Colonel | 929 | 7,648 | 7,075 | 703 | 7,997 | 5,622 | 791 | 8,371 | 6,621 |
| Major | 1,171 | 5,209 | 6,087 | 901 | 5,460 | 4,919 | 1,003 | 5,715 | 5,732 |
| Captain | 871 | 3,977 | 3,460 | 675 | 4,173 | 2,817 | 747 | 4,368 | 3,263 |
| 1st Lieutenant | 94 | 3,707 | 349 | 73 | 3,907 | 285 | 81 | 4,089 | 331 |
| 2nd Lieutenant | 23 | 2,207 | 49 | 17 | 2,252 | 38 | 19 | 2,358 | 45 |
| Leave Buy-Back | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal Lump Sum Terminal Leave | 3,662 | | 23,479 | 2,806 | | 18,870 | 3,129 | | 22,027 |
| <u>Separation Pay</u> | | | | | | | | | |
| Fail Promotion/Unfit | 1 | 40,000 | 40 | 1 | 42,020 | 42 | 1 | 43,984 | 44 |
| Disability | 8 | 114,396 | 916 | 5 | 120,173 | 601 | 6 | 125,791 | 755 |
| Invol-Half Pay 5% | 1 | 42,494 | 43 | 1 | 44,640 | 45 | 1 | 46,727 | 47 |
| Invol-Full Pay 10% | 84 | 109,143 | 9,168 | 56 | 114,654 | 6,421 | 63 | 120,014 | 7,561 |
| TERA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSI Trust Fund | | | 5,082 | | | 4,081 | | | 3,003 |
| Career Status Bonus | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal Separation Pay | 95 | | 15,249 | 64 | | 11,190 | 72 | | 11,410 |
| TOTAL SEPARATION PAYMENTS | 3,757 | | 38,728 | 2,870 | | 30,060 | 3,201 | | 33,437 |

(Amount in Thousands)

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

| | |
|------------------|---------|
| FY 2025 Estimate | 486,399 |
| FY 2024 Estimate | 460,805 |
| FY 2023 Actual | 438,610 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 2023 – 7.65% on first \$160,200 and 1.45% on the remainder
- Calendar Year 2024 – 7.65% on first \$168,600 and 1.45% on the remainder
- Calendar Year 2025 – 7.65% on first \$174,900 and 1.45% on the remainder

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|-----------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount |
| Social Security | 5,741,009 | 7.65% | 438,610 | 6,030,777 | 7.65% | 460,805 | 6,365,816 | 7.65% | 486,399 |

* FY 2023 includes \$8,103 in OOC execution. FY 2024 includes \$8,366 in OOC estimate. FY 2025 includes \$9,045 for the OOC budget estimate.

**PAY AND ALLOWANCES
OF ENLISTED**

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

| | <u>Amount</u> |
|--|-------------------|
| FY 2024 DIRECT PROGRAM | 21,497,172 |
| Pricing Increase | 989,888 |
| Annualization (PI): | 241,162 |
| Annualization 1 Jan 24 raise of 5.2% on Basic Pay | 136,263 |
| Annualization of raise on RPA | 36,246 |
| Annualization of raise on FICA | 10,510 |
| Annualization of raise on TSP | 2,002 |
| Annualization 1 Jan 24 inflation rate of 4.2% on BAH | 56,141 |
| Pay Raise (PI): | 527,600 |
| 1 Jan 25 pay raise of 4.5% effect on Basic Pay | 388,562 |
| 1 Jan 25 pay raise effect on RPA | 103,357 |
| 1 Jan 25 pay raise effect on FICA | 29,971 |
| 1 Jan 25 pay raise effect on TSP | 5,709 |
| BAH Rates (PI): | 160,914 |
| 1 Jan 25 inflation rate of 4.2% effect on BAH | 122,810 |
| 1 Jan 25 inflation rate of 2.2% effect on MIHA | 168 |
| 1 Jan 25 inflation rate of 2.2% effect on OHA | 37,935 |
| Other (PI): | 60,213 |
| Increase in TSP Matching Contribution Payments | 64 |
| Increase in Flying Duty Crew Payments | 0 |
| Increase in Other Incentive Pay Payments | 12 |
| Increase in Special Pay Payments | 544 |
| Increase in Selective Reenlistment Bonus Payments | 18,157 |
| Increase in COLA Payments | 33,317 |
| Increase in TLA Payments | 1,448 |
| Increase in CONUS COLA Payments | 7 |
| Increase in Clothing Payments | 3,892 |
| Increase in Cat Injured Aid Allow Payments | 9 |
| Increase in LSTL Payments | 2,191 |
| Increase in Separation Payments | 571 |

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

| | |
|---|------------------|
| Program Increase | 58,454 |
| Strength (PGI): | 15,885 |
| Increase in workyears for TSP Matching Contribution | 8,712 |
| Increase in workyears for Clothing | 3,922 |
| Increase in workyears Housing Allowance | 3,251 |
| Other (PGI): | 42,569 |
| Increase in CSIP Program | 773 |
| Increase in Parachute Jumping Program | 4 |
| Increase in Other Incentive Pay Program | 17 |
| Increase in Basic Needs Allowance Program | 38,064 |
| Increase in Cat Injured Aid Allow Program | 31 |
| Increase in LSTL Program | 2,263 |
| Increase in Separation Payments | 1,417 |
| Total Increases | 1,048,342 |

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

| | |
|--|-------------------|
| Pricing Decrease | (387,882) |
| Other (PI): | (387,882) |
| Decrease in RPA Payments | (372,451) |
| Decrease in FICA Payments | (332) |
| Decrease in Enlisted Bonus Payments | (15,099) |
| Program Decrease | (131,345) |
| Strength (PGD): | (87,520) |
| Decrease in workyears for Base Pay | (65,389) |
| Decrease in workyears for FICA | (5,002) |
| Decrease in workyears for RPA | (17,129) |
| Other (PGD): | (43,825) |
| Decrease in Flying Duty Crew Program | (88) |
| Decrease in Flying Duty Non-Crew Program | (2) |
| Decrease in SWSIP Program | (286) |
| Decrease in Special Pay Program | (15,019) |
| Decrease in Selective Reenlistment Bonus Program | (16,505) |
| Decrease in Enlisted Bonus Program | (9,901) |
| Decrease in COLA Program | (1,880) |
| Decrease in TLA Program | (96) |
| Decrease in FSA Program | (48) |
| Total Decreases | (519,227) |
| FY 2025 DIRECT PROGRAM | 22,026,287 |

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2025 Estimate 11,782,890

FY 2024 Estimate 11,319,111

FY 2023 Actual 10,915,087

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 4.60% in 2023, 5.20% in 2024 and 4.50% in 2025, effective January 1 each year. The annualized pay raise is 5.05% for Fiscal Year 2024 and 4.68% % for Fiscal Year 2025. Per Fiscal 2007 National Defense Authorization Act, §601, pay tables are expanded to 40 years of service.

FY 2023 beginning strength was 259,678 and end strength was 253,904 using 266,267 workyears.

FY 2024 beginning strength was 253,904 and end strength is expected to be 254,110 using 264,649 workyears.

FY 2025 beginning strength will be 254,110 and end strength is expected to be 254,490 using 264,224 workyears.

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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> | | | | | | | | | |
| Chief Master Sergeant | 2,660 | 90,729 | 241,340 | 2,663 | 95,311 | 253,812 | 2,655 | 99,766 | 264,880 |
| Senior Master Sergeant | 5,043 | 72,963 | 367,955 | 5,280 | 76,648 | 404,701 | 5,459 | 80,231 | 437,982 |
| Master Sergeant | 25,897 | 62,763 | 1,625,365 | 25,089 | 65,932 | 1,654,169 | 25,512 | 69,014 | 1,760,695 |
| Technical Sergeant | 44,951 | 51,680 | 2,323,054 | 43,202 | 54,290 | 2,345,417 | 41,207 | 56,828 | 2,341,695 |
| Staff Sergeant | 60,378 | 41,743 | 2,520,315 | 57,915 | 43,851 | 2,539,624 | 57,024 | 45,901 | 2,617,453 |
| Senior Airman | 64,937 | 33,742 | 2,191,137 | 65,923 | 35,446 | 2,336,703 | 64,683 | 37,103 | 2,399,936 |
| Airman First Class | 46,524 | 27,463 | 1,277,670 | 47,549 | 28,850 | 1,371,800 | 50,145 | 30,199 | 1,514,328 |
| Airman | 8,025 | 25,500 | 204,642 | 8,197 | 26,788 | 219,578 | 8,592 | 28,040 | 240,919 |
| Airman Basic | 7,852 | 20,837 | 163,608 | 8,831 | 21,890 | 193,307 | 8,947 | 22,913 | 205,002 |
| TOTAL BASIC PAY | 266,267 | | 10,915,087 | 264,649 | | 11,319,111 | 264,224 | | 11,782,890 |

* FY 2023 includes \$250,959 in OOC execution. FY 2024 includes \$269,081 in OOC estimate. FY 2025 includes \$281,454 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2025 Estimate 3,108,372
FY 2024 Estimate 3,362,287
FY 2023 Actual 3,973,454

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., § 1466. The Board of Actuaries met on July 14, 2023 and established normal cost percentages (NCPs) for Fiscal Year 2025 through Fiscal Year 2029 . In accordance with the Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Retirement Board of Actuaries. The full-time RPA is 36.9% % for FY 2023, 30.0% for FY 2024, and 26.60% for FY 2025. The part-time RPA rate is 24.5% for FY 2023, 23.1% % for FY 2024, and 21.5% for FY 2025.

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 256,886 | 15,050 | 3,866,116 | 254,376 | 12,778 | 3,250,318 | 253,951 | 11,810 | 2,999,286 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 9,383 | 11,440 | 107,338 | 10,273 | 10,900 | 111,972 | 10,273 | 10,619 | 109,086 |
| Total Retired Pay Accrual | 266,267 | 14,923 | 3,973,454 | 264,649 | 12,705 | 3,362,287 | 264,224 | 11,764 | 3,108,372 |

* FY 2023 includes \$61,485 in OOC execution. FY 2024 includes \$62,158 in OOC estimate. FY 2025 includes \$60,513 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2025 Estimate 182,797
FY 2024 Estimate 166,310
FY 2023 Actual 150,776

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | | | 150,776 | | | 166,310 | | | 182,797 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

| | |
|------------------|--------|
| FY 2025 Estimate | 80,227 |
| FY 2024 Estimate | 79,811 |
| FY 2023 Actual | 76,829 |

PART I - PURPOSE AND SCOPE

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

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 12 | 2,880 | 35 | 3 | 2,880 | 9 | 5 | 2,880 | 14 |
| Senior Master Sergeant | 21 | 2,880 | 60 | 19 | 2,880 | 55 | 18 | 2,880 | 52 |
| Master Sergeant | 129 | 2,880 | 372 | 95 | 2,880 | 274 | 81 | 2,880 | 233 |
| Technical Sergeant | 162 | 2,580 | 418 | 135 | 2,580 | 348 | 112 | 2,580 | 289 |
| Staff Sergeant | 238 | 2,280 | 543 | 158 | 2,280 | 360 | 156 | 2,280 | 356 |
| Senior Airman | 61 | 1,980 | 121 | 32 | 1,980 | 63 | 39 | 1,980 | 77 |
| Airman First Class | 1 | 1,800 | 2 | 1 | 1,800 | 2 | 0 | 0 | 0 |
| Subtotal Flying Duty Crew | 624 | | 1,551 | 443 | | 1,111 | 411 | | 1,021 |

Flying Duty Non-Crew Members

| | | | | | | | | | |
|--|----|-------|-----|----|-------|-----|----|-------|-----|
| | 92 | 1,800 | 166 | 91 | 1,800 | 164 | 90 | 1,800 | 162 |
|--|----|-------|-----|----|-------|-----|----|-------|-----|

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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> |

Career Enlisted Flyer Incentive Pay

Years Aviation Service

| | | | | | | | | | |
|---|----------|--|----------|----------|--|----------|----------|--|----------|
| Subtotal Career Enlisted Flyer Incentive Pay | 0 | | 0 | 0 | | 0 | 0 | | 0 |
|---|----------|--|----------|----------|--|----------|----------|--|----------|

Critical Skills Incentive Pay

Years Aviation Service

| | | | | | | | | | |
|-------------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| Less than 4 | 4,214 | 2,700 | 11,378 | 4,514 | 2,700 | 12,188 | 5,218 | 2,700 | 14,089 |
| Over 4 | 3,183 | 4,200 | 13,369 | 3,404 | 4,200 | 14,297 | 2,629 | 4,200 | 11,042 |
| Over 8 | 2,425 | 6,000 | 14,550 | 2,599 | 6,000 | 15,594 | 2,837 | 6,000 | 17,022 |
| Over 14 | 1,113 | 7,200 | 8,014 | 1,191 | 7,200 | 8,575 | 1,288 | 7,200 | 9,274 |

| | | | | | | | | | |
|---|---------------|--|---------------|---------------|--|---------------|---------------|--|---------------|
| Subtotal Critical Skills Incentive Pay | 10,935 | | 47,311 | 11,708 | | 50,654 | 11,972 | | 51,427 |
|---|---------------|--|---------------|---------------|--|---------------|---------------|--|---------------|

Aviation Incentive Pay

Years Aviation Service

| | | | | | | | | | |
|--|----------|--|----------|----------|--|----------|----------|--|----------|
| Subtotal Aviation Incentive Pay | 0 | | 0 | 0 | | 0 | 0 | | 0 |
|--|----------|--|----------|----------|--|----------|----------|--|----------|

| | | | | | | | | | |
|---------------------------------|---------------|--|---------------|---------------|--|---------------|---------------|--|---------------|
| Subtotal Flying Duty Pay | 11,651 | | 49,028 | 12,242 | | 51,929 | 12,473 | | 52,610 |
|---------------------------------|---------------|--|---------------|---------------|--|---------------|---------------|--|---------------|

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Parachute Jumping</u> | 322 | 1,800 | 580 | 318 | 1,800 | 572 | 320 | 1,800 | 576 |
| <u>Parachute HALO</u> | 173 | 2,700 | 467 | 171 | 2,700 | 462 | 172 | 2,700 | 464 |
| <u>Demolition</u> | 1,640 | 1,800 | 2,952 | 1,637 | 1,800 | 2,947 | 1,644 | 1,800 | 2,959 |
| | | | | | | | | | |
| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 Warfare Skill Incentive Pay | | | | | | | | | |
| SWSIP Pararescue | 633 | 7,017 | 4,442 | 639 | 7,017 | 4,484 | 645 | 7,017 | 4,526 |
| SWSIP Combat Controller | 637 | 7,166 | 4,565 | 643 | 7,163 | 4,606 | 649 | 7,163 | 4,649 |
| SWSIP Special Reconnaissance | 130 | 7,038 | 915 | 136 | 7,037 | 957 | 139 | 7,029 | 977 |
| SWSIP Tactical Air Control Party | 1,808 | 7,087 | 12,814 | 1,806 | 7,088 | 12,801 | 1,750 | 7,091 | 12,410 |
| Subtotal SWSIP | 3,208 | | 22,736 | 3,224 | | 22,848 | 3,183 | | 22,562 |
| | | | | | | | | | |
| <u>Other Incentive Duty Pay</u> | | | | | | | | | |
| Accel-Decel Subject | 17 | 1,800 | 31 | 17 | 1,800 | 31 | 17 | 1,800 | 31 |
| Chemical Munitions Handler | 23 | 1,800 | 41 | 23 | 1,800 | 41 | 23 | 1,800 | 41 |
| Pressure Chamber Observer | 100 | 1,800 | 180 | 99 | 1,800 | 178 | 99 | 1,800 | 178 |
| Thermal Stress Experiments | 3 | 1,800 | 5 | 3 | 1,800 | 5 | 3 | 1,800 | 5 |
| Toxic Fuel Handler | 442 | 1,800 | 796 | 436 | 1,800 | 785 | 438 | 1,800 | 788 |
| Toxic Pesticides Duty | 6 | 1,800 | 11 | 6 | 1,800 | 11 | 6 | 1,800 | 11 |
| Weapons Control Crew | 1 | 1,800 | 2 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Subtotal Other Incentive Duty Pay | 592 | | 1,066 | 585 | | 1,053 | 587 | | 1,056 |
| TOTAL INCENTIVE PAY | 17,586 | | 76,829 | 18,177 | | 79,811 | 18,379 | | 80,227 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | |
|------------------|---------|
| FY 2025 Estimate | 108,895 |
| FY 2024 Estimate | 119,467 |
| FY 2023 Actual | 90,561 |

PART I - PURPOSE AND SCOPE

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

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

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

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- d. Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.4.2. to enlisted Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Space Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 and extended until 31 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2025. Effective 1 Jan 24, the rate of pay is increased to \$800 per month.
- e. Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.2. to enlisted Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- f. Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.8.2. 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to enlisted Airmen (RegAF, ANG, & AFR) authorized under Title 37 U.S.C. § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2021. Eligible recipients of Kingsley Field Assignment Incentive Pay are enlisted Airmen assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- g. Korea Assignment Incentive Pay (KAIP) – Incentive pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.9.1.1. to enlisted Airmen (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act § 617. The Korea AIP is an enduring incentive pay to enlisted Airmen assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- h. Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1.2.3. to enlisted Airmen (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- i. Turkey Assignment Incentive Pay – Incentive Pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10.2. to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2023. Eligible recipients are enlisted Airmen assigned to Turkey serving a 15-month unaccompanied tour and who agree to serve a total of 24 months.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- j. 724th STG Operator Assignment Incentive Pay – Incentive pay of \$750 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2.2. to enlisted Airmen (RegAF) with a cumulative assignment time of less than 48 months and \$1,000 per month to enlisted Airmen (RegAF) with a cumulative assignment time of 48 months or more to trained, enlisted Airmen (RegAF) serving as operators in the special warfare (SPECWAR) community and certified Federal Aviation Administration (FAA) air traffic controllers (ATC). This incentive pay is authorized by Title 37 U.S.C. § 352 and the Secretary of the Air Force for their willingness to be the first deployed into combat areas by air, land, or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields in support of direct action and global access missions. These enlisted Airmen are assigned to the 724th Special Tactics Group serving in identified enlisted operator positions on the unit manning document (UMD). 724 STG Operator AIP is an enduring incentive pay, has been extended through 31 December 2025, and is transitioning to a phased reduction through Fiscal Year 2026 to encourage healthier crossflow of critical expertise. Formerly Combat Controller Assignment Incentive Pay.

- j. Cyber AIP – The purpose of this executive summary is to request approval for Cyber Assignment Incentive Pay (CAIP). CAIP will utilize a tiered system based on work roles and associated proficiency levels directly contributing to, or in support of, Cyber Effects Operations (CEO). Active Duty members may earn up to \$1,500 per month for being certified in accordance with USCYBERCOM, National Security Agency (NSA), or equivalent Job Qualification Requirements (JQR) and performing duties in authorized work roles. This incentive pay will recruit and retain skilled and certified cyber professionals executing critical operations vital to national security. Implementation of this incentive will ensure that we build and maintain a strong and proficient cyber workforce capable of effectively responding to emergent cyber threats and continue to outpace our adversaries.

(11) College Loan Repayment Program (CLRP) – Authorized by Title 10 U.S.C. § 2171 and P.L. 99-145, Title VI, § 671, CLRP was a recruiting initiative designed to attract the college-bound/post-college/dropout population. Enlisted Airmen must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$65,000. This program will be reviewed annually for applicability. NOTE: This program was paused in Fiscal Year 2014 and in Fiscal year 2023 restarted.

(12) Pay and Allowance Continuation (PAC) – Authorized under Title 37 U.S.C. § 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special, and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost computation are provided below:

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
|--|-----------|--------|--------|-----------|--------|---------|-----------|--------|---------|
| Personal Money Allowance (CMSAF) | 1 | 2,000 | 2 | 1 | 2,000 | 2 | 1 | 2,000 | 2 |
| Sea and Foreign Duty-Total | | | | | | | | | |
| Overseas Tour Extension Pay | 71 | 2,000 | 142 | 72 | 2,000 | 144 | 72 | 2,000 | 144 |
| Subtotal Sea and Foreign Duty-Total | 71 | | 142 | 72 | | 144 | 72 | | 144 |
| Continuation Pay | 484 | 9,486 | 4,572 | 605 | 9,929 | 6,007 | 757 | 10,393 | 7,863 |
| Diving Duty Basic | 25 | 1,320 | 33 | 25 | 1,320 | 33 | 25 | 1,320 | 33 |
| Diving Duty Pararescue | 125 | 1,800 | 225 | 123 | 1,800 | 221 | 124 | 1,800 | 223 |
| Foreign Language Proficiency Bonus | 6,801 | 5,203 | 35,386 | 7,025 | 6,712 | 47,152 | 7,377 | 6,746 | 49,765 |
| Hostile Fire Pay | 5,637 | 2,700 | 15,220 | 5,603 | 2,700 | 15,128 | 5,594 | 2,700 | 15,104 |
| Hardship Duty Location Pay | 13,198 | 1,200 | 15,837 | 13,118 | 1,200 | 15,742 | 13,096 | 1,200 | 15,715 |
| Assignment Incentive Pay | | | | | | | | | |
| AFSOC Air Ops Flight AIP | 10 | 7,500 | 75 | 10 | 7,500 | 75 | 10 | 7,500 | 75 |
| Burlington AIP | 50 | 4,800 | 240 | 50 | 4,800 | 240 | 50 | 4,800 | 240 |
| Cavalier AIP | 27 | 8,400 | 227 | 27 | 9,300 | 251 | 27 | 9,600 | 259 |
| Homestead AIP | 166 | 6,000 | 996 | 166 | 6,000 | 996 | 166 | 6,000 | 996 |
| Korea AIP | 442 | 3,600 | 1,591 | 442 | 3,600 | 1,591 | 442 | 3,600 | 1,591 |
| Kingsley Field AIP | 81 | 4,800 | 389 | 81 | 4,800 | 389 | 81 | 4,800 | 389 |
| Madison AIP | 38 | 4,800 | 182 | 38 | 4,800 | 182 | 38 | 4,800 | 182 |
| Turkey AIP | 30 | 9,900 | 297 | 110 | 12,000 | 1,320 | 110 | 12,000 | 1,320 |
| 724th STG Operator AIP | 114 | 11,000 | 1,254 | 114 | 11,000 | 1,254 | 114 | 11,000 | 1,254 |
| Cyber AIP | 0 | 0 | 0 | 794 | 6,369 | 5,057 | 794 | 6,369 | 5,057 |
| ROTC AIP | 71 | 2,400 | 170 | 72 | 2,400 | 173 | 72 | 2,400 | 173 |
| Subtotal Assignment Incentive Pay | 1,029 | | 5,421 | 1,904 | | 11,528 | 1,904 | | 11,536 |
| College Loan Payback Program | 211 | 65,000 | 13,715 | 1,175 | 20,000 | 23,500 | 425 | 20,000 | 8,500 |
| Pay and Allowance Continuation (PAC) | 6 | 1,260 | 8 | 8 | 1,260 | 10 | 8 | 1,260 | 10 |
| TOTAL SPECIAL PAY | 27,588 | | 90,561 | 29,659 | | 119,467 | 29,383 | | 108,895 |

* FY 2023 includes \$25,383 in OOC execution. FY 2024 includes \$17,953 in OOC estimate. FY 2025 includes \$17,949 for the OOC budget estimate.

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

AFSOC Air Ops Flight AIP

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 10 | 75 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 10 | 75 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 10 | 75 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 10 | 75 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 10 | 75 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 10 | 75 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 10 | 75 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 | 10 | 75 |

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

Assignment Incentive Pay - Burlington

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 50 | 240 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 50 | 240 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 50 | 240 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 50 | 240 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 50 | 240 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 50 | 240 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 50 | 240 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 | 50 | 240 |

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

Assignment Incentive Pay - Cavalier

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 27 | 227 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 27 | 251 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 27 | 259 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 27 | 259 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 27 | 259 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 27 | 259 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 27 | 259 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 27 | 227 | 27 | 251 | 27 | 259 | 27 | 259 | 27 | 259 | 27 | 259 | 27 | 259 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 227 | 27 | 251 | 27 | 259 | 27 | 259 | 27 | 259 | 27 | 259 | 27 | 259 |

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

Assignment Incentive Pay - Homestead

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 166 | 996 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 166 | 996 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 166 | 996 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 166 | 996 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 166 | 996 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 166 | 996 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 166 | 996 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 166 | 996 | 166 | 996 | 166 | 996 | 166 | 996 | 166 | 996 | 166 | 996 | 166 | 996 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 166 | 996 |

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

Assignment Incentive Pay - Korea

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 442 | 1,591 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 442 | 1,591 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 442 | 1,591 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 442 | 1,591 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 442 | 1,591 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 442 | 1,591 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 442 | 1,591 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 | 442 | 1,591 |

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

Assignment Incentive Pay - Kingsley Field

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 81 | 389 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 81 | 389 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 81 | 389 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 81 | 389 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 81 | 389 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 81 | 389 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 81 | 389 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 | 81 | 389 |

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

Assignment Incentive Pay - Madison

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 38 | 182 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 38 | 182 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 38 | 182 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 38 | 182 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 38 | 182 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 38 | 182 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 38 | 182 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 | 38 | 182 |

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

Assignment Incentive Pay - Turkey

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 30 | 297 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 110 | 1,320 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 110 | 1,320 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 110 | 1,320 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 110 | 1,320 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 110 | 1,320 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 110 | 1,320 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 30 | 297 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 30 | 297 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 | 110 | 1,320 |

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

724th STG Operator AIP

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 114 | 1,254 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 114 | 1,254 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 114 | 1,254 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 114 | 1,254 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 114 | 1,254 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 114 | 1,254 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 114 | 1,254 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 | 114 | 1,254 |

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

Assignment Incentive Pay - Cyber

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 794 | 5,057 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 794 | 5,057 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 794 | 5,057 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 23 | 166 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 23 | 166 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 23 | 166 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 0 | 0 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 23 | 166 | 23 | 166 | 23 | 166 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 794 | 5,057 | 794 | 5,057 | 794 | 5,057 | 23 | 166 | 23 | 166 | 23 | 166 |

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

Assignment Incentive Pay - ROTC

| | <u>FY 2023</u> | | <u>FY 2024</u> | | <u>FY 2025</u> | | <u>FY 2026</u> | | <u>FY 2027</u> | | <u>FY 2028</u> | | <u>FY 2029</u> | |
|----------------------------------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|--------|
| | Number | Amount |
| Prior Obligations (FY22 & Prior) | | | | | | | | | | | | | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 71 | 170 | | | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 72 | 173 | | | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 72 | 173 | | | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 72 | 173 | | | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 72 | 173 | | | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 72 | 173 | | |
| Anniversary Payments | | | | | | | | | | | | | | |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 72 | 173 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 71 | 170 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 |
| Anniversary Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 71 | 170 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 | 72 | 173 |

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

| | |
|------------------|--------|
| FY 2025 Estimate | 91,292 |
| FY 2024 Estimate | 95,211 |
| FY 2023 Actual | 93,428 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | <u>FY 2024 Estimate</u> | | <u>FY 2025 Estimate</u> | |
|--|------------------------------|---------------|--------------------------------|---------------|--------------------------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount |
| SD-6 (\$450) | 5,272 | 28,469 | 6,550 | 35,370 | 5,735 | 30,969 |
| SD-5 (\$375) | 2,537 | 11,417 | 2,204 | 9,918 | 1,985 | 8,933 |
| SD-4 (\$300) | 3,892 | 14,011 | 3,019 | 10,868 | 3,380 | 12,168 |
| SD-3 (\$225) | 7,787 | 21,025 | 8,103 | 21,878 | 6,842 | 18,473 |
| SD-2 (\$150) | 6,949 | 12,508 | 8,057 | 14,503 | 10,862 | 19,552 |
| SD-1 (\$75) | 6,665 | 5,998 | 2,971 | 2,674 | 1,330 | 1,197 |
| TOTAL SPECIAL DUTY ASSIGNMENT PAY | 33,102 | 93,428 | 30,904 | 95,211 | 30,134 | 91,292 |

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

| | |
|------------------|---------|
| FY 2025 Estimate | 172,448 |
| FY 2024 Estimate | 170,795 |
| FY 2023 Actual | 112,003 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|----------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | Number | Average Rate | Amount | Number | Average Rate | Amount | Number | Average Rate | Amount |
| Initial Payments | 4,733 | 17,739 | 83,961 | 5,000 | 27,000 | 135,000 | 4,300 | 30,233 | 130,000 |
| Anniversary Payments | 5,601 | 5,007 | 28,042 | 4,559 | 7,852 | 35,795 | 5,121 | 8,289 | 42,448 |
| Accelerated Payments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 10,334 | | 112,003 | 9,559 | | 170,795 | 9,421 | | 172,448 |

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

| | FY 2023 | | FY 2024 | | FY 2025 | | FY 2026 | | FY 2027 | | FY 2028 | | FY 2029 | |
|----------------------------------|---------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (FY22 & Prior) | 5,601 | 28,042 | 2,605 | 23,897 | 1,167 | 10,550 | 1,139 | 10,136 | 258 | 1,117 | 20 | 452 | | |
| Accelerated Payments | | | | | | | | | | | | | | |
| Prior Year FY 2023 | | | | | | | | | | | | | | |
| Initial Payments | 4,733 | 83,961 | | | | | | | | | | | | |
| Anniversary Payments | | | 1,954 | 11,898 | 1,954 | 11,898 | 1,765 | 11,013 | 636 | 4,300 | 82 | 637 | | |
| Current Year FY 2024 | | | | | | | | | | | | | | |
| Initial Payments | | | 5,000 | 135,000 | | | | | | | | | | |
| Anniversary Payments | | | | | 2,000 | 20,000 | 2,000 | 20,000 | 1,100 | 12,000 | 800 | 5,000 | | |
| Biennial Budget FY 2025 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 4,300 | 130,000 | | | | | | | | |
| Anniversary Payments | | | | | | | 2,150 | 30,000 | 2,000 | 24,000 | 1,000 | 11,000 | 800 | 5,000 |
| Biennial Budget FY 2026 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 4,300 | 101,000 | | | | | | |
| Anniversary Payments | | | | | | | | | 2,150 | 28,000 | 1,325 | 15,000 | 1,000 | 12,000 |
| Biennial Budget FY 2027 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 4,500 | 150,000 | | | | |
| Anniversary Payments | | | | | | | | | | | 2,250 | 33,000 | 1,200 | 33,600 |
| Biennial Budget FY 2028 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 5,000 | 140,000 | | |
| Anniversary Payments | | | | | | | | | | | | | 2,500 | 50,000 |
| Biennial Budget FY 2029 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 5,000 | 110,000 |
| Anniversary Payments | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Initial Payments | 4,733 | 83,961 | 5,000 | 135,000 | 4,300 | 130,000 | 4,300 | 101,000 | 4,500 | 150,000 | 5,000 | 140,000 | 5,000 | 110,000 |
| Anniversary Payments | 5,601 | 28,042 | 4,559 | 35,795 | 5,121 | 42,448 | 7,054 | 71,149 | 6,144 | 69,417 | 5,477 | 65,089 | 5,500 | 100,600 |
| Total SRB | 10,334 | 112,003 | 9,559 | 170,795 | 9,421 | 172,448 | 11,354 | 172,149 | 10,644 | 219,417 | 10,477 | 205,089 | 10,500 | 210,600 |

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| | |
|------------------|--------|
| FY 2025 Estimate | 41,600 |
| FY 2024 Estimate | 66,600 |
| FY 2023 Actual | 17,136 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 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 |
| 18 | 2,000 | 36 | 300 | 2,000 | 600 | 300 | 2,000 | 600 |
| 0 | 3,000 | 0 | 0 | 3,000 | 0 | 0 | 3,000 | 0 |
| 772 | 4,000 | 3,088 | 1,000 | 4,000 | 4,000 | 1,000 | 4,000 | 4,000 |
| 1,400 | 5,000 | 7,000 | 600 | 5,000 | 3,000 | 600 | 5,000 | 3,000 |
| 26 | 6,000 | 156 | 400 | 6,000 | 2,400 | 400 | 6,000 | 2,400 |
| 0 | 7,000 | 0 | 0 | 7,000 | 0 | 0 | 7,000 | 0 |
| 22 | 8,000 | 176 | 200 | 8,000 | 1,600 | 200 | 8,000 | 1,600 |
| 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 |
| 0 | 15,000 | 0 | 0 | 15,000 | 0 | 0 | 15,000 | 0 |
| 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 |
| 52 | 20,000 | 1,040 | 916 | 20,000 | 18,320 | 500 | 20,000 | 10,000 |
| 141 | 40,000 | 5,640 | 917 | 40,000 | 36,680 | 500 | 40,000 | 20,000 |
| 0 | 50,000 | 0 | 0 | 50,000 | 0 | 0 | 50,000 | 0 |
| Total | 2,431 | 17,136 | 4,333 | | 66,600 | 3,500 | | 41,600 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

| | |
|------------------|-----------|
| FY 2025 Estimate | 5,134,733 |
| FY 2024 Estimate | 4,913,192 |
| FY 2023 Actual | 4,752,342 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2023, BAH inflation rate assumption is 10.7%, on average. The January 1, 2024, BAH inflation rate assumption is 4.2% on-average. The January 1, 2025, BAH inflation rate assumption is 4.2% 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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 2,166 | 29,161 | 63,162 | 2,183 | 30,852 | 67,351 | 2,198 | 32,148 | 70,662 |
| Senior Master Sergeant | 3,824 | 27,856 | 106,522 | 4,032 | 29,472 | 118,831 | 4,210 | 30,710 | 129,287 |
| Master Sergeant | 18,966 | 26,727 | 506,896 | 18,505 | 28,277 | 523,263 | 19,004 | 29,464 | 559,942 |
| Technical Sergeant | 28,418 | 25,818 | 733,696 | 27,514 | 27,316 | 751,562 | 26,511 | 28,463 | 754,578 |
| Staff Sergeant | 27,460 | 23,136 | 635,310 | 26,539 | 24,478 | 649,618 | 26,404 | 25,506 | 673,459 |
| Senior Airman | 18,999 | 21,246 | 403,644 | 19,440 | 22,478 | 436,972 | 19,282 | 23,422 | 451,624 |
| Airman First Class | 8,905 | 21,402 | 190,589 | 9,274 | 22,644 | 210,001 | 9,991 | 23,595 | 235,738 |
| Airman | 858 | 21,161 | 18,156 | 914 | 22,388 | 20,463 | 1,001 | 23,329 | 23,352 |
| Airman Basic | 651 | 21,923 | 14,272 | 784 | 23,195 | 18,185 | 849 | 24,170 | 20,520 |
| Subtotal with Dependents | 110,247 | | 2,672,247 | 109,185 | | 2,796,246 | 109,450 | | 2,919,162 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

| | FY 2023 Actual | | FY 2024 Estimate | | FY 2025 Estimate | |
|---------------------|----------------|--------|------------------|--------|------------------|--------|
| | Workyears | Amount | Workyears | Amount | Workyears | Amount |
| Differential | 122 | 442 | 121 | 464 | 121 | 483 |

Without Dependents - Full Allowance

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|----------------|--------|------------------|------------------|--------|------------------|------------------|--------|------------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 240 | 25,935 | 6,224 | 242 | 27,439 | 6,640 | 244 | 28,591 | 6,976 |
| Senior Master Sergeant | 612 | 24,622 | 15,069 | 646 | 26,050 | 16,828 | 675 | 27,144 | 18,322 |
| Master Sergeant | 3,766 | 22,808 | 85,896 | 3,674 | 24,131 | 88,657 | 3,794 | 25,145 | 95,398 |
| Technical Sergeant | 9,660 | 21,411 | 206,828 | 9,352 | 22,653 | 211,847 | 9,067 | 23,604 | 214,018 |
| Staff Sergeant | 22,378 | 19,390 | 433,903 | 21,628 | 20,514 | 443,683 | 21,645 | 21,376 | 462,681 |
| Senior Airman | 32,299 | 17,002 | 549,156 | 33,048 | 17,988 | 594,480 | 32,972 | 18,744 | 618,024 |
| Airman First Class | 6,402 | 16,997 | 108,812 | 6,667 | 17,983 | 119,889 | 7,226 | 18,738 | 135,399 |
| Airman | 300 | 16,807 | 5,042 | 319 | 17,781 | 5,672 | 352 | 18,528 | 6,522 |
| Airman Basic | 44 | 16,284 | 717 | 52 | 17,228 | 896 | 59 | 17,952 | 1,059 |
| Subtotal without Dependents (Full) | 75,701 | | 1,411,647 | 75,628 | | 1,488,592 | 76,034 | | 1,558,399 |

Without Dependents - Partial Allowance

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|----------------|------|------------------|------------------|------|------------------|------------------|------|------------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | (1) | 223 | 0 | 0 | 236 | 0 | 0 | 246 | 0 |
| Senior Master Sergeant | 5 | 184 | 1 | 5 | 194 | 1 | 5 | 202 | 1 |
| Master Sergeant | 16 | 142 | 2 | 16 | 150 | 2 | 16 | 157 | 3 |
| Technical Sergeant | 196 | 119 | 23 | 188 | 126 | 24 | 180 | 131 | 24 |
| Staff Sergeant | 914 | 104 | 96 | 877 | 110 | 97 | 863 | 115 | 99 |
| Senior Airman | 5,801 | 97 | 563 | 5,889 | 103 | 605 | 5,778 | 107 | 619 |
| Airman First Class | 28,924 | 93 | 2,703 | 29,561 | 99 | 2,923 | 31,175 | 103 | 3,212 |
| Airman | 6,500 | 86 | 562 | 6,639 | 91 | 607 | 6,959 | 95 | 663 |
| Airman Basic | 5,689 | 83 | 471 | 6,398 | 88 | 560 | 6,482 | 91 | 591 |
| Subtotal without Dependents (Partial) | 48,044 | | 4,421 | 49,573 | | 4,819 | 51,458 | | 5,212 |
| TOTAL BAH - DOMESTIC | | | 4,088,757 | | | 4,290,121 | | | 4,483,256 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---------------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 162 | 34,006 | 5,509 | 162 | 32,710 | 5,299 | 162 | 34,864 | 5,648 |
| Senior Master Sergeant | 410 | 31,185 | 12,786 | 429 | 30,084 | 12,906 | 444 | 31,955 | 14,188 |
| Master Sergeant | 2,074 | 30,867 | 64,019 | 2,009 | 29,728 | 59,723 | 2,043 | 31,623 | 64,606 |
| Technical Sergeant | 3,321 | 30,156 | 100,148 | 3,192 | 29,088 | 92,849 | 3,044 | 30,863 | 93,946 |
| Staff Sergeant | 3,308 | 28,274 | 93,532 | 3,173 | 27,297 | 86,614 | 3,124 | 28,946 | 90,426 |
| Senior Airman | 1,572 | 27,665 | 43,490 | 1,596 | 26,727 | 42,656 | 1,566 | 28,344 | 44,387 |
| Airman First Class | 440 | 28,957 | 12,741 | 450 | 27,749 | 12,487 | 474 | 29,749 | 14,101 |
| Airman | 21 | 29,286 | 615 | 21 | 27,667 | 581 | 22 | 29,818 | 656 |
| Airman Basic | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal with Dependents | 11,308 | | 332,840 | 11,032 | | 313,115 | 10,879 | | 327,958 |

Without Dependents

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|------------------------------------|-----------------------|--------------|------------------|-------------------------|--------------|------------------|-------------------------|--------------|------------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 25 | 28,149 | 704 | 25 | 24,867 | 622 | 25 | 27,541 | 689 |
| Senior Master Sergeant | 101 | 25,536 | 2,579 | 106 | 23,803 | 2,523 | 109 | 25,664 | 2,797 |
| Master Sergeant | 660 | 25,376 | 16,748 | 639 | 23,716 | 15,155 | 650 | 25,403 | 16,512 |
| Technical Sergeant | 2,241 | 24,576 | 55,075 | 2,154 | 23,277 | 50,139 | 2,054 | 24,687 | 50,708 |
| Staff Sergeant | 5,484 | 23,140 | 126,900 | 5,260 | 22,104 | 116,265 | 5,179 | 23,358 | 120,973 |
| Senior Airman | 4,616 | 22,977 | 106,061 | 4,686 | 21,963 | 102,918 | 4,598 | 23,324 | 107,242 |
| Airman First Class | 649 | 22,683 | 14,721 | 663 | 21,507 | 14,259 | 700 | 23,258 | 16,281 |
| Airman | 17 | 21,676 | 369 | 17 | 20,559 | 350 | 18 | 22,264 | 401 |
| Airman Basic | 4 | 22,840 | 91 | 4 | 20,209 | 81 | 5 | 22,431 | 112 |
| Subtotal without Dependents | 13,797 | | 323,248 | 13,554 | | 302,312 | 13,338 | | 315,715 |
| Moving-In Housing Allowance | 946 | 7,926 | 7,497 | 940 | 8,132 | 7,644 | 939 | 8,311 | 7,804 |
| TOTAL BAH - OVERSEAS | | | 663,585 | | | 623,071 | | | 651,477 |
| GRAND TOTAL BAH | | | 4,752,342 | | | 4,913,192 | | | 5,134,733 |

* FY 2023 includes \$126,587 in OOC execution. FY 2024 includes \$136,722 in OOC estimate. FY 2025 includes \$142,334 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2025 Estimate 355,210
FY 2024 Estimate 322,420
FY 2023 Actual 343,863

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Cost of Living

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 530 | 7,997 | 4,239 | 531 | 7,459 | 3,961 | 529 | 8,323 | 4,403 |
| Senior Master Sergeant | 1,150 | 7,466 | 8,586 | 1,204 | 6,945 | 8,362 | 1,245 | 7,770 | 9,674 |
| Master Sergeant | 5,520 | 6,875 | 37,952 | 5,348 | 6,414 | 34,304 | 5,438 | 7,228 | 39,304 |
| Technical Sergeant | 9,850 | 6,027 | 59,363 | 9,467 | 5,631 | 53,313 | 9,030 | 6,378 | 57,591 |
| Staff Sergeant | 14,316 | 5,038 | 72,118 | 13,732 | 4,681 | 64,278 | 13,521 | 5,322 | 71,960 |
| Senior Airman | 13,491 | 4,309 | 58,132 | 13,696 | 4,010 | 54,926 | 13,438 | 4,530 | 60,876 |
| Airman First Class | 9,733 | 3,520 | 34,259 | 9,947 | 3,310 | 32,922 | 10,491 | 3,711 | 38,930 |
| Airman | 1,363 | 3,163 | 4,311 | 1,392 | 2,988 | 4,159 | 1,459 | 3,344 | 4,879 |
| Airman Basic | 113 | 2,954 | 333 | 127 | 2,792 | 355 | 129 | 3,106 | 401 |
| Subtotal Cost of Living | 56,066 | | 279,293 | 55,444 | | 256,580 | 55,280 | | 288,018 |
| <u>Temporary Lodging Allowance</u> | 4,213 | 15,326 | 64,570 | 4,187 | 15,725 | 65,840 | 4,181 | 16,071 | 67,192 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 343,863 | | | 322,420 | | | 355,210 |

(Amount in Thousands)

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

| | |
|------------------|-----|
| FY 2025 Estimate | 344 |
| FY 2024 Estimate | 337 |
| FY 2023 Actual | 330 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| CONUS COLA | 597 | 553 | 330 | 593 | 568 | 337 | 592 | 580 | 344 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | |
|------------------|---------|
| FY 2025 Estimate | 184,759 |
| FY 2024 Estimate | 176,945 |
| FY 2023 Actual | 160,038 |

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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) | 17,480 | 1,826 | 31,910 | 20,922 | 1,954 | 40,891 | 21,818 | 1,997 | 43,580 |
| Civilian Life (Female) | 4,895 | 2,220 | 10,869 | 5,078 | 2,326 | 11,809 | 6,182 | 2,377 | 14,693 |
| Officer Tng School (Male) | 317 | 573 | 168 | 914 | 589 | 538 | 547 | 600 | 328 |
| Officer Tng School (Female) | 77 | 711 | 50 | 224 | 737 | 165 | 134 | 754 | 101 |
| AF Academy Prep (Male) | 196 | 1,124 | 220 | 195 | 1,151 | 225 | 195 | 1,177 | 229 |
| AF Academy Prep (Female) | 52 | 1,124 | 58 | 51 | 1,151 | 59 | 51 | 1,177 | 60 |
| Subtotal Military Clothing | 23,017 | | 43,275 | 27,384 | | 53,687 | 28,927 | | 58,991 |
| <u>Civilian Clothing</u> | | | | | | | | | |
| Initial | 1,009 | 1,172 | 1,183 | 1,003 | 1,200 | 1,204 | 1,001 | 1,227 | 1,228 |
| Continuing | 2,709 | 391 | 1,060 | 2,693 | 401 | 1,080 | 2,688 | 410 | 1,102 |
| TDY | 2,983 | 586 | 1,748 | 2,965 | 601 | 1,781 | 2,960 | 614 | 1,817 |
| Subtotal Civilian Clothing | 6,701 | | 3,991 | 6,661 | | 4,065 | 6,649 | | 4,147 |
| TOTAL INITIAL ALLOWANCES | 29,718 | | 47,266 | 34,045 | | 57,752 | 35,576 | | 63,138 |
| <u>Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing</u> | | | | | | | | | |
| Airmen (Male) | 44,957 | 327 | 14,681 | 44,684 | 347 | 15,491 | 44,612 | 354 | 15,806 |
| Airmen (Female) | 13,909 | 335 | 4,654 | 13,824 | 351 | 4,854 | 13,802 | 359 | 4,953 |
| Subtotal | 58,866 | | 19,335 | 58,508 | | 20,345 | 58,414 | | 20,759 |
| <u>Standard Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing (37th Month)</u> | | | | | | | | | |
| Airmen (Male) | 153,360 | 467 | 71,543 | 152,428 | 495 | 75,488 | 152,183 | 506 | 77,026 |
| Airmen (Female) | 38,366 | 478 | 18,341 | 38,133 | 502 | 19,128 | 38,072 | 513 | 19,517 |
| Subtotal | 191,726 | | 89,884 | 190,561 | | 94,616 | 190,255 | | 96,543 |
| <u>Supplemental Maint. Allow.</u> | 10,450 | 340 | 3,553 | 10,386 | 408 | 4,232 | 10,370 | 416 | 4,319 |
| TOTAL CLOTHING ALLOWANCE | | | 160,038 | | | 176,945 | | | 184,759 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

| | |
|------------------|--------|
| FY 2025 Estimate | 28,566 |
| FY 2024 Estimate | 28,614 |
| FY 2023 Actual | 28,788 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 3,925 | 3,000 | 11,775 | 3,901 | 3,000 | 11,703 | 3,895 | 3,000 | 11,685 |
| TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station | 5,671 | 3,000 | 17,013 | 5,637 | 3,000 | 16,911 | 5,627 | 3,000 | 16,881 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 9,596 | | 28,788 | 9,538 | | 28,614 | 9,522 | | 28,566 |

* FY 2023 includes \$16,615 in OOC execution. FY 2024 includes \$10,569 in OOC estimate. FY 2025 includes \$10,557 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

| | |
|------------------|--------|
| FY 2025 Estimate | 39,944 |
| FY 2024 Estimate | 1,880 |
| FY 2023 Actual | 1,470 |

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 for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

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 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Basic Needs Allowance | | | 1,470 | | | 1,880 | | | 39,944 |

(Amount in Thousands)

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

| | |
|------------------|-----|
| FY 2025 Estimate | 434 |
| FY 2024 Estimate | 394 |
| FY 2023 Actual | 384 |

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | | | 384 | | | 394 | | | 434 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

| | |
|------------------|--------|
| FY 2025 Estimate | 74,319 |
| FY 2024 Estimate | 67,847 |
| FY 2023 Actual | 75,614 |

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

**Lump Sum Terminal
Leave Payments**

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--------------------------------------|-----------------------|-------------------------|---------------|-------------------------|-------------------------|---------------|-------------------------|-------------------------|---------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 394 | 5,830 | 2,293 | 362 | 6,116 | 2,214 | 367 | 6,401 | 2,349 |
| Senior Master Sergeant | 721 | 3,874 | 2,790 | 663 | 4,065 | 2,695 | 673 | 4,255 | 2,863 |
| Master Sergeant | 3,127 | 3,774 | 11,796 | 2,866 | 3,963 | 11,357 | 2,905 | 4,148 | 12,050 |
| Technical Sergeant | 2,877 | 2,796 | 8,040 | 2,571 | 2,936 | 7,548 | 2,659 | 3,073 | 8,171 |
| Staff Sergeant | 5,191 | 2,019 | 10,471 | 4,505 | 2,119 | 9,546 | 4,802 | 2,218 | 10,651 |
| Senior Airman | 7,467 | 1,424 | 10,632 | 6,490 | 1,496 | 9,708 | 6,974 | 1,566 | 10,919 |
| Airman First Class | 1,780 | 1,654 | 2,942 | 1,546 | 1,736 | 2,684 | 1,663 | 1,817 | 3,022 |
| Airman | 694 | 1,589 | 1,103 | 602 | 1,669 | 1,005 | 648 | 1,747 | 1,132 |
| Airman Basic | 894 | 714 | 639 | 776 | 750 | 582 | 836 | 785 | 657 |
| Subtotal LSTL | 23,145 | | 50,706 | 20,381 | | 47,339 | 21,527 | | 51,814 |
| <u>Separation Pay</u> | | | | | | | | | |
| Disability | 288 | 43,739 | 12,596 | 232 | 45,947 | 10,660 | 248 | 48,095 | 11,928 |
| Invol-Half Pay 5% | 66 | 20,207 | 1,334 | 55 | 21,227 | 1,167 | 59 | 22,219 | 1,311 |
| Invol-Full Pay 10% | 261 | 36,243 | 9,460 | 196 | 38,073 | 7,462 | 210 | 39,853 | 8,369 |
| TERA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSI Trust Fund | | | 1,518 | | | 1,219 | | | 897 |
| Subtotal Separation Pay | 616 | | 24,908 | 484 | | 20,508 | 518 | | 22,505 |
| Career Status Bonus | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL SEPARATION PAYMENTS | 23,761 | | 75,614 | 20,865 | | 67,847 | 22,045 | | 74,319 |

(Amount in Thousands)

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

| | |
|------------------|---------|
| FY 2025 Estimate | 901,392 |
| FY 2024 Estimate | 865,912 |
| FY 2023 Actual | 835,003 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

- Calendar Year 2023 – 7.65% on first \$160,200 and 1.45% on the remainder
- Calendar Year 2024 – 7.65% on first \$168,600 and 1.45% on the remainder
- Calendar Year 2025 – 7.65% on first \$174,900 and 1.45% on the remainder

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|-----------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount | Basic Pay | Rate | Amount |
| Social Security | 10,915,086 | 7.65% | 835,003 | 11,319,111 | 7.65% | 865,912 | 11,782,890 | 7.65% | 901,392 |

* FY 2023 includes \$19,198 in OOC execution. FY 2024 includes \$20,585 in OOC estimate. FY 2025 includes \$21,531 for the OOC budget estimate.

**PAY AND ALLOWANCES
OF CADETS**

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

AMOUNT

| | |
|---|----------------|
| FY 2024 DIRECT PROGRAM | 97,969 |
| FY 2024 Asset/(Shortfall) Adjustment | (2,553) |
| Pricing Increase | 3,997 |
| Annualization (PI): | 824 |
| Annualization 1 Jan 24 raise of 5.2% on Basic Pay | 766 |
| Annualization of raise on FICA | 58 |
| Pay Raise (PI): | 2,349 |
| 1 Jan 25 pay raise of 4.5% effect on Basic Pay | 2,184 |
| 1 Jan 25 pay raise effect on FICA | 164 |
| Other (PI): | 825 |
| Increase in Subsistence rate | 825 |
| Program Increase | 0 |
| Total Increases: | 3,997 |
| Pricing Decrease | 0 |
| Program Decrease | (52) |
| Strength (PGI): | (52) |
| Decrease in workyears for Base Pay | (33) |
| Decrease in workyears for Subsistence | (16) |
| Decrease in workyears for FICA | (3) |
| Total Decreases: | (52) |
| FY 2025 DIRECT PROGRAM | 101,914 |

(Amount in Thousands)

PROJECT: ACADEMY CADETS

| | |
|------------------|---------|
| FY 2025 Estimate | 101,914 |
| FY 2024 Estimate | 97,969 |
| FY 2023 Actual | 93,075 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The Fiscal 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. The Fiscal 2001 NDAA § 612 approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service. Effective 1 January of each year, pay raise increase 4.60% for 1 Jan 2023, 5.20% for 1 Jan 2024, and 4.50% for 1 Jan 2025. The annualized pay raise rate for FY 2024 is 5.05% and 4.68% for FY 2025.

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

| | Dining Facility Rate | Daily Commuted Rate |
|--------------------|----------------------|---------------------|
| Calendar Year 2023 | \$21.05 | \$15.00 |
| Calendar Year 2024 | \$21.40 | \$15.35 |
| Calendar Year 2025 | \$22.15 | \$15.80 |

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate*</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|--------------|--------|--------------------------|--------------|--------|-------------------------|--------------|---------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Basic Pay</u> | 4,041 | 15,105 | 61,039 | 3,977 | 15,868 | 63,106 | 3,975 | 16,610 | 66,023 |
| <u>Subsistence</u> | 4,041 | 6,789 | 27,434 | 3,977 | 7,570 | 30,105 | 3,975 | 7,777 | 30,914 |
| <u>Social Security Tax (Employer's Contribution)</u> | 3,983 | | 4,602 | 3,919 | | 4,758 | 3,917 | | 4,977 |
| TOTAL ACADEMY CADETS | | | 93,075 | | | 97,969 | | | 101,914 |

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

AMOUNT

| | |
|---|------------------|
| FY 2024 DIRECT PROGRAM | 1,604,666 |
| FY 2024 Asset/(Shortfall) Adjustment | (20,880) |
| Pricing Increase | 40,957 |
| Program Increase | 1,737 |
| Increase in SIK - Operational Program | 1,287 |
| Increase in SIK - Augmentation Rations Program | 450 |
| Total Increases | 42,694 |
| Pricing Decrease | (4,317) |
| Decrease in SIK - Subsist in Mess Total Pricing | (4,317) |
| Program Decrease | (4,699) |
| Decrease in Subsistence - BAS Enlisted Program | (3,472) |
| Decrease in SIK - Operational Program | (336) |
| Decrease in SIK - Augmentation Rations Program | (891) |
| Total Decreases | (9,016) |
| FY 2025 DIRECT PROGRAM | 1,638,344 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

| | |
|------------------|-----------|
| FY 2025 Estimate | 1,357,056 |
| FY 2024 Estimate | 1,321,159 |
| FY 2023 Actual | 1,284,207 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 11.2% for 2023, 1.7% for 2024, and 3.4% for 2025, effective January 1 each year.

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

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, Per the DOD 700.14-R Financial Management Regulation (FMR) Volume 7A, Chapter 25, the new BAS the rate is doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates of 11.2% for 2023, 1.7% for 2024, and 3.4% for 2025 effective January 1 each year.

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

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| When Authorized to Mess Separately | 260,550 | 5,294 | 1,379,341 | 258,967 | 5,500 | 1,424,300 | 258,551 | 5,664 | 1,464,381 |
| BAS Type II | 2,713 | 10,588 | 28,725 | 2,271 | 11,000 | 24,981 | 2,154 | 11,328 | 24,400 |
| Augmentation of Commuted Rations Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Less Collections | | | (123,859) | | | (128,122) | | | (131,725) |
| GRAND TOTAL | | | 1,284,207 | | | 1,321,159 | | | 1,357,056 |

* FY 2023 includes \$28,166 in OOC execution. FY 2024 includes \$30,129 in OOC estimate. FY 2025 includes \$31,004 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: FAMILY SUPPLEMENTAL SUBSISTENCE ALLOWANCE (FSSA)

FY 2025 Estimate 0
FY 2024 Estimate 0
FY 2023 Actual 0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|--------------------------|-----------------------|-------------------------|-------------------------|
| Family Sup Subsist Allow | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

| | |
|------------------|---------|
| FY 2025 Estimate | 312,405 |
| FY 2024 Estimate | 302,881 |
| FY 2023 Actual | 279,136 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active-duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 11.2% for 2023, 1.7% for FY 2024, and 3.4% for FY 2025, 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:

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|-----------------------|--------------------|---------------|-------------------------|--------------------|---------------|-------------------------|--------------------|---------------|
| | Number | Annual Rate | Amount | Number | Annual Rate | Amount | Number | Annual Rate | Amount |
| <u>Subsistence in Mess</u> | | | | | | | | | |
| Trainee/Non-Pay Status | 5,479 | 6,406 | 35,097 | 5,479 | 6,667 | 36,527 | 5,479 | 6,865 | 37,614 |
| Members Taking Meals in Mess | | | 228,429 | | | 249,624 | | | 257,050 |
| Less Reimbursable/Collections | | | 0 | | | 0 | | | 0 |
| Subtotal Subsistence-In-Mess | | | 263,526 | | | 286,151 | | | 294,664 |
| <u>Operational Rations</u> | | | | | | | | | |
| Meals Ready to Eat | 63,000 | 150 | 9,460 | 67,000 | 156 | 10,470 | 75,000 | 161 | 12,070 |
| Unitized Group Rations | 1,508 | 477 | 719 | 2,000 | 497 | 993 | 1,450 | 512 | 742 |
| Other Packaging | 0 | 0 | 0 | 11,000 | 53 | 583 | 10,000 | 55 | 546 |
| Less Reimbursable/Collections | | | 0 | | | 0 | | | 0 |
| Subtotal Operational Rations | 64,508 | | 10,179 | 80,000 | | 12,046 | 86,450 | | 13,358 |
| <u>Augmentation Rations</u> | | | | | | | | | |
| Augmentation Rations | 358,000 | 4 | 1,253 | 358,000 | 4 | 1,304 | 300,000 | 4 | 1,125 |
| Other - Regionalization | 800,000 | 4 | 3,200 | 542,000 | 4 | 2,256 | 385,000 | 4 | 1,650 |
| Other - Messing | 163,000 | 6 | 978 | 180,000 | 6 | 1,124 | 250,000 | 6 | 1,608 |
| Subtotal Augmentation Rations/Other | 1,321,000 | | 5,431 | 1,080,000 | | 4,684 | 935,000 | | 4,383 |
| GRAND TOTAL SIK | 1,390,987 | | 279,136 | 1,165,479 | | 302,881 | 1,026,929 | | 312,405 |
| GRAND TOTAL Enlisted Subsistence | | | 1,563,343 | | | 1,624,040 | | | 1,669,461 |
| Less Reimbursements | | | (20,616) | | | (19,374) | | | (31,117) |
| Total Direct Enlisted Subsistence | | | 1,542,727 | | | 1,604,666 | | | 1,638,344 |

* FY 2023 includes \$132,618 in OOC execution. FY 2024 includes \$132,412 in OOC estimate. FY 2025 includes \$126,857 for the OOC budget estimate.

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

| | <u>AMOUNT</u> |
|---|----------------------|
| FY 2024 DIRECT PROGRAM | 1,558,820 |
| Pricing Increase | 22,828 |
| Annualization (PI): | 2,433 |
| Annualization 1 Jan 24 raise of 5.2% on DLA for PCS moves | 2,433 |
| Pay Raise (PI): | 6,936 |
| 1 Jan 25 pay raise of 4.5% effect on DLA for PCS moves | 6,936 |
| Inflation Rate (PI): | 12,101 |
| Increase in rate for Land (HHG) Pricing | 9,579 |
| Increase in rate for ITGBL (HHG) Pricing | 2,522 |
| Other (PI): | 1,358 |
| Increase in Total Mile-Per Diem Pricing | 68 |
| Increase in Total AMC Pricing | 44 |
| Increase in Total Comm Air Pricing | 19 |
| Increase in M Tons MSC Pricing | 134 |
| Increase in S Tons AMC Pricing | 1,089 |
| Increase in Trans of POV Pricing | 4 |
| Program Increase | 0 |

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

| | <u>AMOUNT</u> |
|---|------------------|
| Total Increases | 22,828 |
| Pricing Decrease | (3,798) |
| Other (PD): | (3,798) |
| Decrease in Total Mile-Per Diem Pricing | (970) |
| Decrease in Total AMC Pricing | (316) |
| Decrease in Total Comm Air Pricing | (135) |
| Decrease in Temp Lodging Pricing | (2,377) |
| Program Decrease | (66,818) |
| Strength (PGD): | (49,931) |
| Decrease in Disloc Allow Program | (10,112) |
| Decrease in Land Ship Program | (31,518) |
| Decrease in ITGBL Program | (8,301) |
| Other (PGD): | (16,887) |
| Decrease in Total Mile-Per Diem Program | (1,981) |
| Decrease in Total AMC Program | (1,036) |
| Decrease in Total Comm Air Program | (441) |
| Decrease in M Tons MSC Program | (442) |
| Decrease in S Tons AMC Program | (3,584) |
| Decrease in Trans of POV Program | (23) |
| Decrease in NonTemp Storage Program | (556) |
| Decrease in Temp Lodging Program | (5,447) |
| Decrease in Defense Personnel Property System (DPS) Program | (1,564) |
| Decrease in POV Contracts Program | (1,813) |
| Total Decreases | (70,616) |
| FY 2025 DIRECT PROGRAM | 1,511,032 |

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 48 Continental United States (CONUS) and Outside of the Continental United States (OCONUS) of the contiguous 48 states and overseas. Funds enables the Air Force to move personnel assignments at new locations, and it supports a wide range of national security requirements and institutional needs. PCS moves are distinct from deployments or temporary duty travel. PCS moves are grouped into six major categories, the Air force presents these six categories with associated cost.

PCS travel costs include commercial, organic, and personally procured movement of household goods, including the costs of contract packing, crating, handling, non-temporary storage, unaccompanied baggage; port handling charges shipping, and readying POV transportation to and from CONUS/OCONUS at the loading ports or Vehicle Processing Center, and storage of Privately Owned Vehicles (POV). Provides 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). PCS travel costs includes per diem allowances; payments authorized for transportation of dependents; payment of dislocation allowance; payment of temporary lodging entitlement (TLE) and for extended TLE over 10 days; mileage; pet allowances; and the PCS cost includes service member's reimbursement for spouse re-licensure/re-certification and small business; includes the service member's authorized dependent(s) actual and necessary expenses and cost of subsistence while in a PCS travel status. PCS allowances provides 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. PCS budget also covers expenses and allowances incident to retirement and separation travel, discharge, or release, and training of 20 weeks or greater; authorized temporary duty (TDY) travel directly related to an integral part of PCS movements; organizational units' direct move; and for the Air Force Reserve and the Air Force National Guards to support directed missions extended over 179 days, and PCS travel cost includes authorized transportation of dependents, personal and household effects of deceased military personnel.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances increased entitlement for members extended Temporary Lodging Expense (TLE) due to a housing Shortage; includes reimbursement for the spouse re-licensure/re-certification and small business, increased pet allowances to include CONUS and OCONUS. Effective 1 January of each year, pay raise increase 5.20% for 1 Jan 2024, 4.50% for 1 Jan 2025. The annualized pay raise rate for FY 2024 is 5.05% and 4.68% for FY 2025. The Non-Pay inflation rate for 2024 is 2.60% and 2.20% for FY 2025.

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

| | FY 2023 Actual | | FY 2024 Estimate | | FY 2025 Estimate | |
|--|-----------------------|---------------|-------------------------|---------------|-------------------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount |
| Accession Travel | 29,129 | 100,843 | 31,851 | 110,270 | 33,955 | 117,370 |
| Training Travel | 6,154 | 82,108 | 6,321 | 88,900 | 6,361 | 91,711 |
| Operational Travel between Duty Stations | 20,279 | 389,434 | 20,647 | 403,229 | 20,690 | 410,371 |
| Rotational Travel To and From Overseas | 31,439 | 512,253 | 42,152 | 756,913 | 36,510 | 670,403 |
| Separation Travel | 37,025 | 207,821 | 30,525 | 179,166 | 32,496 | 191,098 |
| Travel of Organized Units | 1,225 | 14,359 | 1,550 | 20,342 | 2,150 | 30,079 |
| TOTAL OBLIGATIONS | 125,251 | 1,306,818 | 133,046 | 1,558,820 | 132,162 | 1,511,032 |
| Less Reimbursements | | 0 | | 0 | | 0 |
| TOTAL DIRECT PROGRAM | 125,251 | 1,306,818 | 133,046 | 1,558,820 | 132,162 | 1,511,032 |

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

| | FY 2023 Actual | | FY 2024 Estimate | | FY 2025 Estimate | |
|---|-----------------------|------------------|-------------------------|------------------|-------------------------|------------------|
| | Number | Amount* | Number | Amount* | Number | Amount* |
| <u>Travel of Military Member</u> | | | | | | |
| Mileage and Per Diem | 92,118 | 99,687 | 97,851 | 117,379 | 97,201 | 115,636 |
| AMC | 24,080 | 32,453 | 25,578 | 38,212 | 25,408 | 37,644 |
| Commercial Air | 9,053 | 13,826 | 9,617 | 16,280 | 9,553 | 16,038 |
| <u>Travel of Family Members</u> | | | | | | |
| Mileage and Per Diem | 55,159 | 30,892 | 60,945 | 36,338 | 59,032 | 35,191 |
| AMC | 26,250 | 20,097 | 29,003 | 24,957 | 28,093 | 24,216 |
| Commercial Air | 9,342 | 8,543 | 10,322 | 10,608 | 9,998 | 10,293 |
| <u>Transportation of Household Goods</u> | | | | | | |
| M Tons - MSC | 35,549 | 7,831 | 39,591 | 9,877 | 37,843 | 9,570 |
| S Tons - AMC | 10,915 | 63,517 | 12,156 | 80,119 | 11,620 | 77,624 |
| Land Shipment, CONUS & Overseas | 57,740 | 592,765 | 64,305 | 704,543 | 61,467 | 682,603 |
| ITGBL | 22,879 | 147,108 | 25,480 | 185,558 | 24,355 | 179,779 |
| Dislocation Allowance | 48,335 | 130,565 | 57,352 | 159,705 | 53,921 | 158,962 |
| Trailer Allowance | 0 | 0 | 0 | 0 | 0 | 0 |
| Transportation of POVs | 15,165 | 132 | 20,212 | 180 | 17,673 | 0 |
| Port Handling Charges | | 0 | | 0 | | 0 |
| Nontemporary Storage* | | 29,496 | | 33,841 | | 33,285 |
| Temporary Lodging Expense* | 37,341 | 87,442 | 43,538 | 109,935 | 41,334 | 102,111 |
| Defense Personnel Property System | | 29,600 | | 15,521 | | 13,957 |
| POV Contracts | | 11,864 | | 13,715 | | 12,063 |
| Spouse Licensure and Small Business Certification | | 1,000 | | 2,052 | | 2,060 |
| TOTAL OBLIGATIONS | | 1,306,818 | | 1,558,820 | | 1,511,032 |
| Less Reimbursements | | 0 | | 0 | | 0 |
| TOTAL DIRECT PROGRAM | | 1,306,818 | | 1,558,820 | | 1,511,032 |

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

| | |
|------------------|---------|
| FY 2025 Estimate | 117,370 |
| FY 2024 Estimate | 110,270 |
| FY 2023 Actual | 100,843 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|-------|---------|-------------------------|-------|---------|-------------------------|-------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Accession Travel</u> | | | | | | | | | |
| Member Travel | 5,010 | 997 | 4,996 | 4,732 | 1,023 | 4,842 | 4,347 | 1,046 | 4,547 |
| Family Member Travel | 1,852 | 427 | 790 | 1,749 | 438 | 766 | 1,607 | 447 | 719 |
| Trans of Household Goods | 2,670 | 8,545 | 22,816 | 2,522 | 8,767 | 22,110 | 2,317 | 8,959 | 20,759 |
| Dislocation Allowance | 1,303 | 2,680 | 3,492 | 1,231 | 2,814 | 3,464 | 1,131 | 2,945 | 3,331 |
| Nontemporary Storage | | | 2,433 | | | 2,358 | | | 2,214 |
| Temporary Lodging Expenses | 2,086 | 725 | 1,512 | 1,970 | 744 | 1,465 | 1,810 | 760 | 1,375 |
| Subtotal Officer Accession Travel | | | 36,039 | | | 35,005 | | | 32,945 |
| <u>Enlisted Accession Travel</u> | | | | | | | | | |
| Member Travel | 23,000 | 1,191 | 27,397 | 26,000 | 1,222 | 31,775 | 28,489 | 1,249 | 35,582 |
| Family Member Travel | 5,288 | 1,637 | 8,658 | 5,977 | 1,680 | 10,041 | 6,550 | 1,717 | 11,245 |
| Trans of Household Goods | 3,266 | 5,845 | 19,090 | 3,692 | 5,997 | 22,142 | 4,045 | 6,130 | 24,796 |
| Dislocation Allowance | 2,985 | 1,996 | 5,958 | 3,375 | 2,096 | 7,075 | 3,698 | 2,194 | 8,114 |
| Global POV | 651 | 8 | 5 | 736 | 8 | 6 | 0 | 0 | 0 |
| Nontemporary Storage | | | 2,469 | | | 2,863 | | | 3,206 |
| Temporary Lodging Expenses | 3,027 | 257 | 778 | 3,422 | 264 | 902 | 3,749 | 269 | 1,010 |
| Subtotal Enlisted Accession Travel | | | 64,355 | | | 74,804 | | | 83,953 |
| <u>Cadet Accession Travel</u> | 1,119 | 401 | 449 | 1,119 | 412 | 461 | 1,119 | 422 | 472 |
| TOTAL ACCESSION TRAVEL | | | 100,843 | | | 110,270 | | | 117,370 |

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | |
|------------------|--------|
| FY 2025 Estimate | 91,711 |
| FY 2024 Estimate | 88,900 |
| FY 2023 Actual | 82,108 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|----------------|--------|--------|------------------|--------|--------|------------------|--------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Training Travel</u> | | | | | | | | | |
| Member Travel | 4,407 | 1,266 | 5,578 | 4,742 | 1,299 | 6,158 | 4,756 | 1,327 | 6,312 |
| Family Member Travel | 4,575 | 468 | 2,141 | 4,923 | 480 | 2,364 | 4,937 | 491 | 2,422 |
| Trans of Household Goods | 5,346 | 8,583 | 45,887 | 5,752 | 8,807 | 50,659 | 5,769 | 9,001 | 51,927 |
| Dislocation Allowance | 3,257 | 4,109 | 13,382 | 3,505 | 4,316 | 15,127 | 3,515 | 4,518 | 15,881 |
| Nontemporary Storage | | | 2,341 | | | 2,584 | | | 2,649 |
| Temporary Lodging Expenses | 2,605 | 234 | 610 | 2,803 | 240 | 674 | 2,811 | 246 | 691 |
| Subtotal Officer Training Travel | | | 69,939 | | | 77,566 | | | 79,882 |
| <u>Enlisted Training Travel</u> | | | | | | | | | |
| Member Travel | 1,747 | 1,138 | 1,988 | 1,579 | 1,168 | 1,844 | 1,605 | 1,194 | 1,916 |
| Family Member Travel | 577 | 693 | 400 | 521 | 712 | 371 | 530 | 728 | 386 |
| Trans of Household Goods | 505 | 13,911 | 7,025 | 456 | 14,283 | 6,513 | 464 | 14,584 | 6,767 |
| Dislocation Allowance | 353 | 6,314 | 2,229 | 319 | 6,636 | 2,117 | 325 | 6,929 | 2,252 |
| Nontemporary Storage | | | 298 | | | 277 | | | 288 |
| Temporary Lodging Expenses | 294 | 779 | 229 | 266 | 797 | 212 | 270 | 815 | 220 |
| Subtotal Enlisted Training Travel | | | 12,169 | | | 11,334 | | | 11,829 |
| TOTAL TRAINING TRAVEL | | | 82,108 | | | 88,900 | | | 91,711 |

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

| | |
|------------------|---------|
| FY 2025 Estimate | 410,371 |
| FY 2024 Estimate | 403,229 |
| FY 2023 Actual | 389,434 |

PART I - PURPOSE AND SCOPE

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

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

PART II – JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|--------|---------|-------------------------|--------|---------|-------------------------|--------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Operational Travel</u> | | | | | | | | | |
| Member Travel | 5,913 | 1,521 | 8,992 | 6,187 | 1,561 | 9,655 | 6,219 | 1,595 | 9,918 |
| Family Member Travel | 10,929 | 451 | 4,929 | 11,435 | 507 | 5,800 | 11,495 | 516 | 5,937 |
| Pet Allowances | 0 | 0 | 0 | 7,351 | 275 | 2,022 | 3,695 | 550 | 2,032 |
| Trans of Household Goods | 7,888 | 11,039 | 87,079 | 8,253 | 11,327 | 93,482 | 8,296 | 11,576 | 96,032 |
| Dislocation Allowance | 5,078 | 4,248 | 21,573 | 5,313 | 4,463 | 23,713 | 5,341 | 4,671 | 24,950 |
| Nontemporary Storage | | | 5,470 | | | 5,873 | | | 6,033 |
| Temporary Lodging Expenses | 3,998 | 2,390 | 9,557 | 4,184 | 2,452 | 10,259 | 4,205 | 2,506 | 10,539 |
| Subtotal Officer Operational Travel | | | 137,600 | | | 150,804 | | | 155,441 |
| <u>Enlisted Operational Travel</u> | | | | | | | | | |
| Member Travel | 14,366 | 1,677 | 24,086 | 14,460 | 1,720 | 24,876 | 14,471 | 1,758 | 25,440 |
| Family Member Travel | 21,539 | 383 | 8,239 | 21,680 | 415 | 8,999 | 21,696 | 423 | 9,182 |
| Pet Allowances | 0 | 0 | 0 | 17,181 | 275 | 4,725 | 8,597 | 550 | 4,728 |
| Trans of Household Goods | 22,095 | 5,527 | 122,111 | 22,239 | 5,670 | 126,105 | 22,256 | 5,795 | 128,978 |
| Dislocation Allowance | 11,175 | 2,618 | 29,253 | 11,248 | 2,750 | 30,931 | 11,257 | 2,878 | 32,402 |
| Nontemporary Storage | | | 7,780 | | | 8,033 | | | 8,216 |
| Temporary Lodging Expenses | 9,023 | 2,095 | 18,901 | 9,082 | 2,149 | 19,520 | 9,089 | 2,197 | 19,964 |
| Subtotal Enlisted Operational Travel | | | 210,370 | | | 223,189 | | | 228,910 |
| Defense Personnel Property System (DPS) | | | 29,600 | | | 15,521 | | | 13,957 |
| POV Contracts | | | 11,864 | | | 13,715 | | | 12,063 |
| TOTAL OPERATIONAL TRAVEL | | | 389,434 | | | 403,229 | | | 410,371 |

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

| | |
|------------------|---------|
| FY 2025 Estimate | 670,403 |
| FY 2024 Estimate | 756,913 |
| FY 2023 Actual | 512,253 |

PART I - PURPOSE AND SCOPE

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

- (1) Covers PCS movements of (1) officers from permanent duty stations or extended training within the Continental United States (CONUS); (2) officers from permanent duty stations overseas to permanent duty stations in CONUS; (3) officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; (4) dependents, household goods, personal effects and privately owned vehicles of officers who are interned, missing or captured when transoceanic travel is involved ; and (5) this includes officers travel to or from overseas when crossing international borders or transoceanic travel is involved when attending training courses of 20 weeks or more duration..
- (2) Covers PCS movements of (1) enlisted personnel from permanent duty stations or extended training within the CONUS; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS;; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved; and (5) this includes enlisted travel to or from overseas when crossing international borders or transoceanic travel is involved when attending training courses of 20 weeks or more duration.
- (3) Rotational travel excludes overseas travel involving either an Accession or a Separation move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Rates are based upon statistical analysis derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, pet allowances 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 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Rotational Travel</u> | | | | | | | | | |
| Member Travel | 5,490 | 1,860 | 10,210 | 7,410 | 1,908 | 14,139 | 6,410 | 1,950 | 12,500 |
| Family Member Travel | 7,078 | 1,047 | 7,414 | 9,553 | 1,075 | 10,266 | 8,264 | 1,098 | 9,076 |
| Pet Allowances | 3,262 | 11 | 35 | 8,805 | 999 | 8,804 | 3,808 | 2,001 | 7,616 |
| Trans of Household Goods | 5,699 | 15,771 | 89,880 | 7,692 | 16,182 | 124,469 | 6,654 | 16,537 | 110,040 |
| Dislocation Allowance | 4,922 | 3,221 | 15,854 | 6,644 | 3,384 | 22,481 | 5,747 | 3,542 | 20,356 |
| Global POV | 4,008 | 4 | 18 | 5,409 | 4 | 24 | 0 | 0 | 0 |
| Nontemporary Storage | | | 2,390 | | | 3,310 | | | 2,926 |
| Temporary Lodging Expenses | 3,146 | 5,534 | 17,409 | 4,246 | 5,678 | 24,107 | 3,673 | 5,803 | 21,313 |
| Subtotal Officer Rotational Travel | | | 143,210 | | | 207,600 | | | 183,827 |
| <u>Enlisted Rotational Travel</u> | | | | | | | | | |
| Member Travel | 25,949 | 1,801 | 46,734 | 34,742 | 1,848 | 64,197 | 30,100 | 1,888 | 56,843 |
| Family Member Travel | 22,716 | 938 | 21,318 | 30,413 | 963 | 29,284 | 26,350 | 984 | 25,930 |
| Pet Allowances | 15,416 | 5 | 80 | 41,280 | 1,000 | 41,278 | 17,882 | 2,000 | 35,763 |
| Trans of Household Goods | 24,652 | 8,929 | 220,112 | 33,005 | 9,161 | 302,361 | 28,595 | 9,363 | 267,725 |
| Dislocation Allowance | 18,307 | 2,005 | 36,707 | 24,510 | 2,106 | 51,626 | 21,236 | 2,205 | 46,819 |
| Global POV | 10,507 | 10 | 109 | 14,067 | 11 | 150 | 0 | 0 | 0 |
| Nontemporary Storage | | | 5,881 | | | 8,079 | | | 7,153 |
| Temporary Lodging Expenses | 12,393 | 3,074 | 38,102 | 16,593 | 3,154 | 52,338 | 14,376 | 3,224 | 46,343 |
| Subtotal Enlisted Rotational Travel | | | 369,043 | | | 549,313 | | | 486,576 |
| TOTAL ROTATIONAL TRAVEL | | | 512,253 | | | 756,913 | | | 670,403 |

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

| | |
|------------------|---------|
| FY 2025 Estimate | 191,098 |
| FY 2024 Estimate | 179,166 |
| FY 2023 Actual | 207,821 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Separation Travel</u> | | | | | | | | | |
| Member Travel | 4,824 | 431 | 2,081 | 4,801 | 443 | 2,125 | 4,233 | 452 | 1,915 |
| Family Member Travel | 1,561 | 757 | 1,181 | 1,554 | 777 | 1,207 | 1,370 | 793 | 1,087 |
| Trans of Household Goods | 2,092 | 20,138 | 42,129 | 2,082 | 20,661 | 43,016 | 1,836 | 21,112 | 38,762 |
| Nontemporary Storage | | | 2 | | | 2 | | | 1 |
| Subtotal Officer Separation Travel | | | 45,393 | | | 46,350 | | | 41,765 |
| <u>Enlisted Separation Travel</u> | | | | | | | | | |
| Member Travel | 32,062 | 370 | 11,854 | 25,548 | 379 | 9,692 | 28,109 | 388 | 10,899 |
| Family Member Travel | 12,818 | 367 | 4,700 | 10,214 | 376 | 3,842 | 11,238 | 384 | 4,321 |
| Trans of Household Goods | 20,260 | 7,191 | 145,689 | 16,144 | 7,378 | 119,109 | 17,762 | 7,540 | 133,931 |
| Nontemporary Storage | | | 142 | | | 116 | | | 131 |
| Subtotal Enlisted Separation Travel | | | 162,385 | | | 132,759 | | | 149,282 |
| <u>Cadet Separation Travel</u> | 139 | 309 | 43 | 176 | 324 | 57 | 154 | 331 | 51 |
| TOTAL SEPARATION TRAVEL | | | 207,821 | | | 179,166 | | | 191,098 |

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

| | |
|------------------|--------|
| FY 2025 Estimate | 30,079 |
| FY 2024 Estimate | 20,342 |
| FY 2023 Actual | 14,359 |

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) Covers PCS movements (CONUS or OCONUS) for officers' personnel directed to move as members of an organized unit move or as a result of unit activation, inactivation, reorganization, or moves with personnel and with or without equipment.
- (2) Covers PCS movements (CONUS or OCONUS) for enlisted personnel directed to move as member of an organized unit move or as a result of unit activation, inactivation, reorganization, or moves with personnel and with or without equipment.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| <u>Officer Unit Travel</u> | | | | | | | | | |
| Member Travel | 84 | 1,381 | 116 | 350 | 1,409 | 493 | 650 | 1,438 | 935 |
| Family Member Travel | 108 | 556 | 60 | 451 | 570 | 257 | 838 | 582 | 488 |
| Trans of Household Goods | 129 | 7,953 | 1,026 | 539 | 8,143 | 4,389 | 1,000 | 8,332 | 8,332 |
| Dislocation Allowance | 65 | 3,908 | 254 | 272 | 4,096 | 1,114 | 506 | 4,279 | 2,165 |
| Nontemporary Storage | | | 10 | | | 44 | | | 83 |
| Temporary Lodging Expenses | 53 | 509 | 27 | 220 | 527 | 116 | 408 | 537 | 219 |
| Subtotal Officer Unit Travel | | | 1,493 | | | 6,413 | | | 12,222 |
| <u>Enlisted Unit Travel</u> | | | | | | | | | |
| Member Travel | 1,141 | 1,264 | 1,442 | 1,200 | 1,298 | 1,557 | 1,500 | 1,325 | 1,988 |
| Family Member Travel | 1,711 | 410 | 702 | 1,799 | 421 | 757 | 2,249 | 430 | 967 |
| Trans of Household Goods | 1,756 | 4,705 | 8,262 | 1,847 | 4,826 | 8,914 | 2,309 | 4,932 | 11,388 |
| Dislocation Allowance | 888 | 2,098 | 1,863 | 933 | 2,205 | 2,057 | 1,167 | 2,307 | 2,692 |
| Nontemporary Storage | | | 280 | | | 302 | | | 385 |
| Temporary Lodging Expenses | 717 | 442 | 317 | 754 | 454 | 342 | 942 | 464 | 437 |
| Subtotal Enlisted Unit Travel | | | 12,866 | | | 13,929 | | | 17,857 |
| TOTAL UNIT TRAVEL | | | 14,359 | | | 20,342 | | | 30,079 |

**OTHER MILITARY
PERSONNEL COSTS**

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

| | <u>AMOUNT</u> |
|--|----------------------|
| FY 2024 DIRECT PROGRAM | 127,233 |
| Pricing Increase | 1,979 |
| Increase in Apprehension Expense Pricing | 1 |
| Increase in Interest On Savings Pricing | 55 |
| Increase in Unemployment Benefits Pricing | 464 |
| Increase in Mass Transportation Pricing | 76 |
| Increase in Partial DLA Pricing | 660 |
| Increase in ROTC Pricing | 237 |
| Increase in JROTC Pricing | 487 |
| Program Increase | 3,748 |
| Strength (PGI): | 394 |
| Increase in ROTC workyears | 25 |
| Increase in JROTC workyears | 369 |
| Other (PGI): | 3,354 |
| Increase in Total Death Gratuities Program | 300 |
| Increase in Unemployment Benefits Program | 2,566 |
| Increase in Mass Transportation Program | 488 |
| Total Increases | 5,727 |
| Program Decrease | 0 |
| Total Decreases | 0 |
| FY 2025 DIRECT PROGRAM | 132,960 |

(Amount in Thousands)

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

| | |
|------------------|----|
| FY 2025 Estimate | 26 |
| FY 2024 Estimate | 26 |
| FY 2023 Actual | 25 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners | 36 | 1,785 | 25 | 36 | 1,831 | 26 | 36 | 1,872 | 26 |

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

| | |
|------------------|-------|
| FY 2025 Estimate | 1,739 |
| FY 2024 Estimate | 1,684 |
| FY 2023 Actual | 1,602 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Interest on Uniformed Services Savings Deposit | 1,602 | 1,684 | 1,739 |

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2025 Estimate 19,800
FY 2024 Estimate 19,500
FY 2023 Actual 19,800

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officer | 32 | 100,000 | 3,200 | 31 | 100,000 | 3,100 | 32 | 100,000 | 3,200 |
| Enlisted | 166 | 100,000 | 16,600 | 164 | 100,000 | 16,400 | 166 | 100,000 | 16,600 |
| TOTAL | 198 | | 19,800 | 195 | | 19,500 | 198 | | 19,800 |

* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$0 in OOC estimate. FY 2025 includes \$0 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

| | |
|------------------|--------|
| FY 2025 Estimate | 24,070 |
| FY 2024 Estimate | 21,041 |
| FY 2023 Actual | 24,244 |

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 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 4,549 | 5,330 | 24,244 | 3,848 | 5,468 | 21,041 | 4,307 | 5,589 | 24,070 |

* FY 2023 includes \$6,248 in OOC execution. FY 2024 includes \$7,442 in OOC estimate. FY 2025 includes \$8,512 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost are provided in the following table:

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|-------------------------------|------------------------------|--------------------------------|--------------------------------|
| | Amount | Amount | Amount |
| Extra Hazard Reimb. for SGLI | 0 | 0 | 0 |
| Premiums-SGLI | 3,760 | 3,741 | 3,741 |
| Traumatic Injury-SGLI (Retro) | 0 | 0 | 0 |
| Total | 3,760 | 3,741 | 3,741 |

* FY 2023 includes \$3,760 in OOC execution. FY 2024 includes \$3,054 in OOC estimate. FY 2025 includes \$3,060 for the OOC budget estimate.

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

| | |
|------------------|---|
| FY 2025 Estimate | 0 |
| FY 2024 Estimate | 0 |
| FY 2023 Actual | 0 |

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|--------------------|-----------------------|-------------------------|-------------------------|
| Education Benefits | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2025 Estimate 407
FY 2024 Estimate 407
FY 2023 Actual 305

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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 | 145 | 2,100 | 305 | 194 | 2,100 | 407 | 194 | 2,100 | 407 |

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

| | |
|------------------|-------|
| FY 2025 Estimate | 6,850 |
| FY 2024 Estimate | 6,286 |
| FY 2023 Actual | 5,664 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR), and select location outside of the NCR, who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26 U.S.C., § 132(f)(6), the Internal Revenue Service (IRS) Code. Effective January 1, 2023, the monthly cap was set to \$300, up from \$280, and will remain until the IRS Code is modified. Effective 1 Jan 24, the monthly cap is \$315. Based on this monthly rate, the annual maximum is \$5,663 for 2023, \$6,059 for 2024 and \$6,522 for 2025.

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officers | 1,249 | 3,540 | 4,421 | 1,310 | 3,735 | 4,893 | 1,410 | 3,780 | 5,330 |
| Enlisted | 351 | 3,540 | 1,243 | 373 | 3,735 | 1,393 | 402 | 3,780 | 1,520 |
| TOTAL | 1,600 | | 5,664 | 1,683 | | 6,286 | 1,812 | | 6,850 |

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2025 Estimate 14,784
FY 2024 Estimate 14,124
FY 2023 Actual 13,445

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The allowance was directed by the Joint Travel Regulation (JTR), effective calendar year 2011. As of 1 May, paragraph 050508 of the JTR has been updated to read, "A service member ordered to occupy or vacate Government quarters due to privatization, renovation, or any other reason for the Government's convenience must be paid a partial DLA." This revision implements Fiscal 2020 NDAA, § 607, effective January 1, 2019. This change authorizes a partial dislocation allowance paid to a member ordered to occupy or vacate housing provided by the United States government, and removes the limitation to only family-type government quarters. Effective 1 January 2024, this allowance increased to \$924.40, per JTR, paragraph. 050508B.

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|-------------------------------|------------------------------|--------------------------------|--------------------------------|
| Partial Dislocation Allowance | 13,445 | 14,124 | 14,784 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

| | |
|------------------|--------|
| FY 2025 Estimate | 12,591 |
| FY 2024 Estimate | 12,440 |
| FY 2023 Actual | 12,260 |

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|------------------------------------|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Subsistence Allowance | 14,220 | 487 | 6,925 | 14,220 | 487 | 6,925 | 14,220 | 487 | 6,925 |
| Uniforms | 6,512 | 715 | 4,659 | 6,536 | 735 | 4,802 | 6,560 | 751 | 4,929 |
| Pay & Allowances | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subsistence-In-Kind | 3,870 | 175 | 676 | 4,290 | 166 | 713 | 4,490 | 164 | 737 |
| Foreign Language Incentive Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL Requirement | | | 12,260 | | | 12,440 | | | 12,591 |

Total Requirement

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

Institutional Program:

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

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

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

Subsistence:

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Third Year (AS300) | 3,702 | 450 | 1,666 | 3,702 | 450 | 1,666 | 3,702 | 450 | 1,666 |
| Fourth Year (AS400) | 8,712 | 500 | 4,356 | 8,712 | 500 | 4,356 | 8,712 | 500 | 4,356 |
| Fifth Year | 1,806 | 500 | 903 | 1,806 | 500 | 903 | 1,806 | 500 | 903 |

Uniforms:

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Uniforms, Issue-in-Kind: | 4,822 | 863 | 4,161 | 4,846 | 885 | 4,291 | 4,870 | 905 | 4,407 |
| Uniforms, Commutation in Lieu: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Subsistence-In-Kind:

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Subsistence-In-Kind for Medical or Other Examinations: | 1,080 | 14 | 15 | 800 | 15 | 12 | 1,000 | 15 | 15 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Base Visit Program

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Subsistence-In-Kind | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Summer Field Training:

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

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

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

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subsistence of Summer Field Training: | 1,690 | 380 | 642 | 1,690 | 395 | 668 | 1,690 | 407 | 688 |
| Uniforms, Issue-in-Kind: | 1,690 | 295 | 498 | 1,690 | 302 | 511 | 1,690 | 309 | 522 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

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

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subsistence of Professional Development Training: | 1,100 | 17 | 19 | 1,800 | 18 | 33 | 1,800 | 19 | 34 |
| Uniforms, Issue-in-Kind: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Foreign Language Incentive Program

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Foreign Language Incentive Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

| | |
|------------------|--------|
| FY 2025 Estimate | 27,030 |
| FY 2024 Estimate | 26,919 |
| FY 2023 Actual | 26,739 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Subsistence Allowance | 51,730 | 437 | 22,616 | 51,730 | 437 | 22,616 | 51,730 | 437 | 22,616 |
| Uniforms | 3,763 | 835 | 3,142 | 3,763 | 856 | 3,222 | 3,763 | 874 | 3,290 |
| Pay & Allowances | 150 | 2,547 | 382 | 150 | 2,673 | 401 | 150 | 2,800 | 420 |
| Subsistence-In-Kind | 15,115 | 40 | 599 | 18,135 | 38 | 680 | 18,335 | 38 | 704 |
| Foreign Language Incentive Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL Requirement | | | 26,739 | | | 26,919 | | | 27,030 |

Institutional Program

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

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| First Year (AS100) | 4,660 | 300 | 1,398 | 4,660 | 300 | 1,398 | 4,660 | 300 | 1,398 |
| Second Year (AS200) | 8,910 | 350 | 3,119 | 8,910 | 350 | 3,119 | 8,910 | 350 | 3,119 |
| Third Year (AS300) | 19,626 | 450 | 8,832 | 19,626 | 450 | 8,832 | 19,626 | 450 | 8,832 |
| Fourth Year (AS400) | 14,346 | 500 | 7,173 | 14,346 | 500 | 7,173 | 14,346 | 500 | 7,173 |
| Fifth Year | 4,188 | 500 | 2,094 | 4,188 | 500 | 2,094 | 4,188 | 500 | 2,094 |
| Totals | | | 22,616 | | | 22,616 | | | 22,616 |

Uniforms

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Uniforms, Issue-in-Kind: | 1,541 | 863 | 1,330 | 1,548 | 886 | 1,371 | 1,555 | 905 | 1,407 |
| Uniforms, Commutation in Lieu: | 1,312 | 1,177 | 1,544 | 1,305 | 1,208 | 1,576 | 1,298 | 1,234 | 1,602 |

Subsistence-In-Kind

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Subsistence-In-Kind for Medical or Other Examinations: | 1,080 | 14 | 15 | 800 | 15 | 12 | 1,000 | 15 | 15 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Base Visit Program

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Subsistence-In-Kind | 9,000 | 12 | 111 | 9,000 | 13 | 115 | 9,000 | 13 | 119 |

Summer Field Training

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

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

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 150 | 2,547 | 382 | 150 | 2,673 | 401 | 150 | 2,800 | 420 |
| Subsistence of Summer Field Training: | 1,060 | 380 | 403 | 1,060 | 395 | 419 | 1,060 | 408 | 432 |
| Uniforms, Issue-in-Kind: | 910 | 295 | 268 | 910 | 302 | 275 | 910 | 309 | 281 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Professional Development Training Program

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

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

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

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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> |
| Pay and Allowances of Reserve Officer Candidates: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subsistence of Professional Development Training: | 3,975 | 18 | 70 | 7,275 | 18 | 134 | 7,275 | 19 | 138 |
| Uniforms, Issue-in-Kind: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Foreign Language Incentive Program

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

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 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> |
| Foreign Language Incentive Program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

(Amount in Thousands)

PROJECT: JUNIOR ROTC

| | |
|------------------|--------|
| FY 2025 Estimate | 21,922 |
| FY 2024 Estimate | 21,065 |
| FY 2023 Actual | 20,137 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|--------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Uniforms, Issue-in-Kind: | 86,000 | 200 | 17,193 | 87,500 | 205 | 17,948 | 89,000 | 210 | 18,657 |
| Subsistence-In-Kind: | 86,000 | 34 | 2,944 | 87,500 | 36 | 3,117 | 89,000 | 37 | 3,265 |
| Total | | | 20,137 | | | 21,065 | | | 21,922 |

(Amount in Thousands)

PROJECT: STOP LOSS RETROACTIVE PAY

FY 2025 Estimate
FY 2024 Estimate
FY 2023 Actual

PART I – PURPOSE AND SCOPE

PL 111-32, Section 310 appropriated \$534.4 million to the DoD in the FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001, and ending on September 30, 2009, served on active duty while the members’ enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 or 12305 of title 10, U.S.C., or any other provision of law (commonly referred to as a “stop-loss authority”) authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a member of the uniformed services in time of war or of national emergency declared by Congress or the President.

PART II – JUSTIFICATION OF FUNDS REQUESTED

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, the deadline was extended several times under the Continuing Resolutions in FY 2011. PL 112-10 Section 8111, of April 15, 2011, extended the claim submission deadline until October 21, 2011. At this time, no new claims can be submitted for consideration. The funds were available for obligation until expended on claims received prior to the deadline, but not yet processed for payment.

The obligation in FY 2023 resulted from an accounting adjustment. The Air Force is not offering stop loss benefits.

| | FY 2023 | | | FY 2024 | | | FY 2025 | | |
|-------------------------------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Stop Loss Retroactive Pay, Officer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stop Loss Retroactive Pay, Enlisted | 1 | 3,000 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | | | 3 | | | | | | |

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

| | <u>FY 2023 Actual</u> | | | <u>FY 2024 Estimate</u> | | | <u>FY 2025 Estimate</u> | | |
|--|------------------------------|-----------------|--------------|--------------------------------|-----------------|--------------|--------------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Nonreimbursable Personnel: | | | | | | | | | |
| Exec Office of the President, White House (WHMO) | 24 | 14 | 38 | 24 | 14 | 38 | 24 | 14 | 38 |
| Office of National Drug & Control Policy (ONDCP) | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| Office of the Vice President (OVP) | 3 | 7 | 10 | 3 | 7 | 10 | 3 | 7 | 10 |
| Department of State (DOS) | 23 | 1 | 24 | 23 | 1 | 24 | 23 | 1 | 24 |
| Department of Energy (DOE) | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 |
| Department of Transportation (DOT) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Drug Enforcement Administration (DEA) | 0 | 6 | 6 | 0 | 6 | 6 | 0 | 6 | 6 |
| National Security Council (NSC) | 6 | 1 | 7 | 6 | 1 | 7 | 6 | 1 | 7 |
| Central Intelligence Agency (CIA) | 12 | 1 | 13 | 12 | 1 | 13 | 12 | 1 | 13 |
| Domestic Nuclear Detection Office (DNDO) | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 |
| Office Dir of National Intel (ODNI) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Subtotal Non-Reimbursable Personnel | 92 | 30 | 122 | 92 | 30 | 122 | 92 | 30 | 122 |

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Reimbursable Personnel: | | | | | | | | | |
| Office of Science & Technology Policy | 9 | 5 | 14 | 9 | 5 | 14 | 9 | 5 | 14 |
| Central Intelligence Agency | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Department of Transportation | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| Space & Missile Support, Vice Cmdr (CV) | 10 | 1 | 11 | 10 | 1 | 11 | 10 | 1 | 11 |
| White House Office (WHO) | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| Department of Energy (DOE) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Dept of Homeland Security (DHS) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Subtotal Reimbursable Personnel | 27 | 6 | 33 | 27 | 6 | 33 | 27 | 6 | 33 |
| In Support Non DoD Functions: | | | | | | | | | |
| Foreign Military Sales | 65 | 36 | 101 | 65 | 36 | 101 | 65 | 36 | 101 |
| Subtotal Non-DoD Functions | 65 | 36 | 101 | 65 | 36 | 101 | 65 | 36 | 101 |

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

| | FY 2023 Actual | | | FY 2024 Estimate | | | FY 2025 Estimate | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Assigned to DoD Activities in Support of | | | | | | | | | |
| DoD Functions: Working Capital Fund (WCF) | | | | | | | | | |
| HQ US Transportation Command (TRANSCOM) | 78 | 25 | 103 | 78 | 25 | 103 | 78 | 25 | 103 |
| Military Surface Deployment and Distribution Command (SDDC) | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| Defense Courier Service (DCS) | 8 | 82 | 90 | 8 | 82 | 90 | 8 | 82 | 90 |
| Defense Information Systems Agency (DISA) | 8 | 4 | 12 | 8 | 4 | 12 | 8 | 4 | 12 |
| Defense Logistics Agency (DLA) | 109 | 14 | 123 | 109 | 14 | 123 | 109 | 14 | 123 |
| Depot Maintenance Activity Group (DMAG) | 68 | 100 | 168 | 68 | 100 | 168 | 68 | 100 | 168 |
| Supply Management Activity Group (SMAG) | 42 | 18 | 60 | 42 | 18 | 60 | 42 | 18 | 60 |
| Subtotal Working Capital Fund | 320 | 243 | 563 | 320 | 243 | 563 | 320 | 243 | 563 |
| Total - Reimbursable | 412 | 285 | 697 | 412 | 285 | 697 | 412 | 285 | 697 |
| Total - Nonreimbursable | 92 | 30 | 122 | 92 | 30 | 122 | 92 | 30 | 122 |
| Grand Total | 504 | 315 | 819 | 504 | 315 | 819 | 504 | 315 | 819 |

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

| | <u>FY 2023 Actual</u> | <u>FY 2024 Estimate</u> | <u>FY 2025 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Subsistence | 20,616 | 19,374 | 31,117 |
| RC ADOS (Non-Strength) Related: | | | |
| Officer - Basic Pay | 16,807 | 17,747 | 18,274 |
| Other Pay and Allowances | 8,333 | 8,719 | 8,849 |
| Enlisted - Basic Pay | 21,765 | 22,976 | 23,643 |
| Other Pay and Allowances | 9,434 | 10,000 | 10,240 |
| Retired Pay Accrual | 14,233 | 12,217 | 11,150 |
| TSP Matching Contributions | 0 | 0 | 0 |
| PCS Travel | 0 | 0 | 0 |
| RC ADOS (Non-Strength) Related Subtotal | 70,573 | 71,659 | 72,156 |
| Strength Related: | | | |
| Officer - Basic Pay | 92,780 | 97,967 | 100,878 |
| Other Pay and Allowances | 46,003 | 48,131 | 48,852 |
| Enlisted - Basic Pay | 120,152 | 126,838 | 130,515 |
| Other Pay and Allowances | 52,081 | 55,203 | 56,531 |
| Retired Pay Accrual | 78,571 | 67,441 | 61,550 |
| TSP Matching Contributions | 0 | 0 | 0 |
| PCS Travel | 0 | 0 | 0 |
| Strength Related Subtotal | 389,586 | 395,580 | 398,326 |
| TOTAL PROGRAM | 480,775 | 486,613 | 501,599 |

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

| | AY 22-23 (FY23) | | | AY 23-24 (FY24) | | | AY 24-25 (FY25) | | |
|---|-----------------|---------------|---------------|-----------------|---------------|---------------|-----------------|---------------|---------------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| <u>Senior ROTC - Non-Scholarship</u> | | | | | | | | | |
| (Excluding Scholarship) | | | | | | | | | |
| First Year | 3,063 | 3,104 | 3,145 | 3,063 | 3,104 | 3,145 | 3,063 | 3,104 | 3,145 |
| Second Year | 2,309 | 2,059 | 1,809 | 2,309 | 2,059 | 1,809 | 2,309 | 2,059 | 1,809 |
| Total Basic | 5,372 | 5,163 | 4,954 | 5,372 | 5,163 | 4,954 | 5,372 | 5,163 | 4,954 |
| Third Year | 320 | 309 | 297 | 320 | 309 | 297 | 320 | 309 | 297 |
| Fourth Year | 737 | 726 | 715 | 737 | 726 | 715 | 737 | 726 | 715 |
| Total Advanced | 1,057 | 1,035 | 1,012 | 1,057 | 1,035 | 1,012 | 1,057 | 1,035 | 1,012 |
| Extended Active | 174 | 151 | 127 | 174 | 151 | 127 | 174 | 151 | 127 |
| Total Non-Scholarship | 6,603 | 6,348 | 6,093 | 6,603 | 6,348 | 6,093 | 6,603 | 6,348 | 6,093 |
| <u>Senior ROTC - Scholarship</u> | | | | | | | | | |
| First Year | 488 | 466 | 444 | 488 | 466 | 444 | 488 | 466 | 444 |
| Second Year | 921 | 891 | 861 | 921 | 891 | 861 | 921 | 891 | 861 |
| Total Basic | 1,409 | 1,357 | 1,305 | 1,409 | 1,357 | 1,305 | 1,409 | 1,357 | 1,305 |
| Third Year | 1,645 | 1,636 | 1,626 | 1,645 | 1,636 | 1,626 | 1,645 | 1,636 | 1,626 |
| Fourth Year | 1,223 | 1,196 | 1,168 | 1,223 | 1,196 | 1,168 | 1,223 | 1,196 | 1,168 |
| Total Advanced | 2,868 | 2,831 | 2,794 | 2,868 | 2,831 | 2,794 | 2,868 | 2,831 | 2,794 |
| Extended Active | 416 | 349 | 282 | 416 | 349 | 282 | 416 | 349 | 282 |
| Total Scholarship | 4,693 | 4,537 | 4,381 | 4,693 | 4,537 | 4,381 | 4,693 | 4,537 | 4,381 |
| <u>Total Enrollment</u> | | | | | | | | | |
| First Year | 3,551 | 3,570 | 3,589 | 3,551 | 3,570 | 3,589 | 3,551 | 3,570 | 3,589 |
| Second Year | 3,230 | 2,950 | 2,670 | 3,230 | 2,950 | 2,670 | 3,230 | 2,950 | 2,670 |
| Total Basic | 6,781 | 6,520 | 6,259 | 6,781 | 6,520 | 6,259 | 6,781 | 6,520 | 6,259 |
| Third Year | 1,965 | 1,944 | 1,923 | 1,965 | 1,944 | 1,923 | 1,965 | 1,944 | 1,923 |
| Fourth Year | 1,960 | 1,922 | 1,883 | 1,960 | 1,922 | 1,883 | 1,960 | 1,922 | 1,883 |
| Total Advanced | 3,925 | 3,866 | 3,806 | 3,925 | 3,866 | 3,806 | 3,925 | 3,866 | 3,806 |
| Extended Active | 590 | 500 | 409 | 590 | 500 | 409 | 590 | 500 | 409 |
| Total ROTC Enrollment | 11,886 | 11,385 | 10,883 | 11,886 | 11,385 | 10,883 | 11,886 | 11,385 | 10,883 |
| Complete Commissioned | 0 | 0 | 2,337 | 0 | 0 | 2,336 | 0 | 0 | 2,330 |
| Comp, Com Defr (No Adl Ent) | 231 | 231 | 231 | 231 | 231 | 231 | 231 | 231 | 231 |
| (Cum Proj in Defr Status) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Complete, 5 Year Deg Ent | 450 | 375 | 300 | 450 | 375 | 300 | 450 | 375 | 300 |
| Number of ROTC Detach | 145 | 0 | 145 | 145 | 0 | 145 | 145 | 0 | 145 |
| Number of ROTC Operating Locations | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |

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

| | AY 22-23 | AY 23-24 | AY 24-25 |
|-----------------------------------|-----------------|-----------------|-----------------|
| | Sep 2023 | Sep 2023 | Sep 2023 |
| 1st Year Cadet (Freshmen) | 30,226 | 30,300 | 30,600 |
| 2nd Year Cadet (Sophomores) | 22,986 | 23,000 | 23,250 |
| 3rd Year Cadet (Juniors) | 16,550 | 16,600 | 16,750 |
| 4th Year Cadet (Seniors) | 13,261 | 13,400 | 13,500 |
| Total | 83,023 | 83,300 | 84,100 |
| Number of Junior ROTC Detachments | 849 | 850 | 870 |

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

| | <u>End FY 2023 Actual</u> | <u>End FY 2024 Estimate</u> | <u>End FY 2025 Estimate</u> |
|--------------------------------------|--------------------------------------|--|--|
| Senior ROTC | | | |
| Schools | 145 | 145 | 145 |
| Civilian Personnel (End Strength) | 34 | 34 | 34 |
| Military Personnel (End Strength) 1/ | 931 | 931 | 931 |
| Junior ROTC | | | |
| Schools | 849 | 850 | 870 |
| Civilian Personnel (End Strength) | 38 | 62 | 62 |
| Military Personnel (End Strength) 1/ | 1 | 1 | 1 |

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

1/ Includes those assigned to Management Headquarters.

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

FY 2023 Actual

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 10 | 10 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| O-9 Lieutenant General | 45 | 45 | 44 | 44 | 44 | 44 | 42 | 42 | 42 | 41 | 41 | 39 |
| O-8 Major General | 80 | 80 | 76 | 76 | 78 | 78 | 78 | 77 | 74 | 73 | 69 | 68 |
| O-7 Brigadier General | 113 | 108 | 104 | 104 | 104 | 108 | 109 | 110 | 118 | 120 | 123 | 123 |
| O-6 Colonel | 3,178 | 3,173 | 3,129 | 3,130 | 3,156 | 3,173 | 3,200 | 3,238 | 3,226 | 3,210 | 3,208 | 3,177 |
| O-5 Lt Colonel | 9,221 | 9,235 | 9,285 | 9,273 | 9,303 | 9,297 | 9,324 | 9,358 | 9,304 | 9,237 | 9,133 | 9,098 |
| O-4 Major | 13,735 | 13,719 | 13,724 | 13,669 | 13,676 | 13,657 | 13,667 | 13,881 | 13,796 | 13,638 | 13,497 | 13,425 |
| O-3 Captain | 20,247 | 20,261 | 19,782 | 19,811 | 19,618 | 19,672 | 19,491 | 20,607 | 20,723 | 20,874 | 20,812 | 21,104 |
| O-2 1st Lieutenant | 7,699 | 7,593 | 7,753 | 7,784 | 7,832 | 7,583 | 7,621 | 7,302 | 7,256 | 7,127 | 7,180 | 6,911 |
| O-1 2nd Lieutenant | 6,191 | 6,117 | 6,081 | 6,235 | 6,276 | 6,648 | 6,601 | 5,722 | 6,578 | 6,583 | 6,483 | 6,788 |
| Total Officers | 60,519 | 60,341 | 59,989 | 60,137 | 60,098 | 60,271 | 60,144 | 60,348 | 61,128 | 60,914 | 60,557 | 60,744 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,558 | 2,566 | 2,539 | 2,555 | 2,545 | 2,509 | 2,518 | 2,514 | 2,528 | 2,550 | 2,548 | 2,538 |
| E-8 Senior Master Sergeant | 4,661 | 4,660 | 4,622 | 4,681 | 4,706 | 4,694 | 4,703 | 4,726 | 4,729 | 4,716 | 4,753 | 4,742 |
| E-7 Master Sergeant | 25,186 | 25,100 | 24,842 | 24,843 | 24,744 | 24,557 | 24,524 | 24,441 | 24,290 | 24,128 | 24,077 | 24,029 |
| E-6 Technical Sergeant | 43,954 | 43,792 | 43,619 | 43,391 | 43,111 | 42,856 | 42,683 | 42,473 | 42,297 | 42,031 | 41,627 | 41,230 |
| E-5 Staff Sergeant | 59,466 | 59,064 | 58,753 | 58,427 | 58,205 | 58,126 | 58,034 | 57,786 | 57,412 | 57,009 | 56,574 | 56,125 |
| E-4 Senior Airman | 61,466 | 61,713 | 61,701 | 62,567 | 63,414 | 63,393 | 63,150 | 63,408 | 63,772 | 64,210 | 64,658 | 64,810 |
| E-3 Airman First Class | 45,519 | 45,542 | 45,688 | 45,632 | 45,212 | 45,667 | 45,553 | 45,367 | 45,429 | 45,019 | 44,505 | 44,490 |
| E-2 Airman | 7,815 | 7,960 | 7,540 | 7,604 | 7,956 | 7,922 | 7,900 | 8,008 | 7,923 | 7,966 | 7,939 | 7,714 |
| E-1 Airman Basic | 8,442 | 8,593 | 8,337 | 8,253 | 7,624 | 7,161 | 7,155 | 7,227 | 7,333 | 7,417 | 8,182 | 8,226 |
| Total Enlisted | 259,067 | 258,990 | 257,641 | 257,953 | 257,517 | 256,885 | 256,220 | 255,950 | 255,713 | 255,046 | 254,863 | 253,904 |
| <u>Cadets</u> | 3,989 | 3,978 | 3,945 | 3,948 | 3,934 | 3,927 | 3,918 | 3,895 | 4,100 | 4,077 | 4,056 | 4,050 |
| Total End Strength | 323,575 | 323,309 | 321,575 | 322,038 | 321,549 | 321,083 | 320,282 | 320,193 | 320,941 | 320,037 | 319,476 | 318,698 |

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

FY 2024 Estimate

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| O-9 Lieutenant General | 38 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| O-8 Major General | 65 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| O-7 Brigadier General | 122 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 |
| O-6 Colonel | 3,159 | 3,167 | 3,172 | 3,192 | 3,220 | 3,242 | 3,265 | 3,273 | 3,263 | 3,237 | 3,194 | 3,148 |
| O-5 Lt Colonel | 9,072 | 9,119 | 9,172 | 9,218 | 9,253 | 9,298 | 9,353 | 9,380 | 9,361 | 9,336 | 9,304 | 9,279 |
| O-4 Major | 13,380 | 13,400 | 13,439 | 13,487 | 13,533 | 13,579 | 13,610 | 13,830 | 13,801 | 13,761 | 13,747 | 13,738 |
| O-3 Captain | 21,061 | 21,089 | 20,888 | 20,700 | 20,486 | 20,491 | 20,290 | 21,001 | 21,240 | 21,384 | 21,471 | 21,375 |
| O-2 1st Lieutenant | 6,957 | 6,887 | 7,052 | 7,082 | 7,117 | 6,964 | 7,003 | 7,063 | 6,913 | 6,884 | 6,810 | 7,060 |
| O-1 2nd Lieutenant | 6,612 | 6,626 | 6,468 | 6,527 | 6,533 | 6,715 | 6,672 | 6,573 | 6,767 | 6,631 | 6,639 | 6,550 |
| Total Officers | 60,477 | 60,534 | 60,437 | 60,452 | 60,388 | 60,535 | 60,439 | 61,366 | 61,591 | 61,479 | 61,411 | 61,396 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,534 | 2,526 | 2,513 | 2,517 | 2,512 | 2,544 | 2,530 | 2,542 | 2,551 | 2,553 | 2,543 | 2,541 |
| E-8 Senior Master Sergeant | 4,783 | 4,818 | 4,871 | 4,850 | 4,854 | 4,868 | 4,900 | 4,953 | 4,997 | 5,032 | 5,065 | 5,082 |
| E-7 Master Sergeant | 23,890 | 23,824 | 23,799 | 23,799 | 23,645 | 23,758 | 23,554 | 23,494 | 23,463 | 23,348 | 23,740 | 24,140 |
| E-6 Technical Sergeant | 40,870 | 40,852 | 40,850 | 40,837 | 40,811 | 40,849 | 40,899 | 40,902 | 40,882 | 40,969 | 40,222 | 39,387 |
| E-5 Staff Sergeant | 55,705 | 55,671 | 55,642 | 55,472 | 55,489 | 55,379 | 55,509 | 55,343 | 55,412 | 55,364 | 55,495 | 55,904 |
| E-4 Senior Airman | 65,353 | 65,072 | 64,716 | 64,601 | 64,400 | 64,018 | 63,738 | 63,603 | 62,910 | 62,544 | 62,040 | 60,987 |
| E-3 Airman First Class | 44,164 | 44,544 | 45,002 | 45,490 | 45,912 | 46,374 | 46,760 | 47,132 | 47,387 | 47,649 | 48,164 | 48,404 |
| E-2 Airman | 7,680 | 7,749 | 7,851 | 7,967 | 8,071 | 8,169 | 8,224 | 8,299 | 8,320 | 8,335 | 8,398 | 8,418 |
| E-1 Airman Basic | 8,435 | 8,397 | 8,499 | 8,771 | 8,806 | 8,942 | 8,871 | 8,757 | 8,788 | 8,739 | 9,275 | 9,247 |
| Total Enlisted | 253,414 | 253,453 | 253,743 | 254,304 | 254,500 | 254,901 | 254,985 | 255,025 | 254,710 | 254,533 | 254,942 | 254,110 |
| <u>Cadets</u> | 4,036 | 4,019 | 4,014 | 4,009 | 4,004 | 3,999 | 3,994 | 2,989 | 3,984 | 3,979 | 3,974 | 4,000 |
| Total End Strength | 317,927 | 318,006 | 318,194 | 318,765 | 318,892 | 319,435 | 319,418 | 319,380 | 320,285 | 319,991 | 320,327 | 319,506 |

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

FY 2025 Estimate

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| O-9 Lieutenant General | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| O-8 Major General | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| O-7 Brigadier General | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 | 112 |
| O-6 Colonel | 3,135 | 3,145 | 3,151 | 3,175 | 3,209 | 3,235 | 3,262 | 3,272 | 3,260 | 3,229 | 3,177 | 3,122 |
| O-5 Lt Colonel | 9,276 | 9,304 | 9,340 | 9,367 | 9,383 | 9,411 | 9,450 | 9,455 | 9,405 | 9,347 | 9,281 | 9,224 |
| O-4 Major | 13,739 | 13,727 | 13,728 | 13,740 | 13,747 | 13,755 | 13,751 | 13,902 | 13,819 | 13,732 | 13,676 | 13,622 |
| O-3 Captain | 21,190 | 21,218 | 21,027 | 20,849 | 20,644 | 20,647 | 20,451 | 21,119 | 21,335 | 21,451 | 21,519 | 21,415 |
| O-2 1st Lieutenant | 7,222 | 7,142 | 7,279 | 7,302 | 7,326 | 7,173 | 7,200 | 7,167 | 7,012 | 6,961 | 6,869 | 7,073 |
| O-1 2nd Lieutenant | 6,515 | 6,546 | 6,417 | 6,482 | 6,499 | 6,690 | 6,660 | 6,702 | 6,910 | 6,811 | 6,848 | 6,808 |
| Total Officers | 61,323 | 61,328 | 61,188 | 61,161 | 61,054 | 61,157 | 61,020 | 61,863 | 61,987 | 61,777 | 61,616 | 61,510 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,536 | 2,525 | 2,514 | 2,512 | 2,510 | 2,509 | 2,525 | 2,521 | 2,534 | 2,541 | 2,538 | 2,545 |
| E-8 Senior Master Sergeant | 5,050 | 5,065 | 5,079 | 5,099 | 5,107 | 5,101 | 5,093 | 5,097 | 5,101 | 5,090 | 5,082 | 5,090 |
| E-7 Master Sergeant | 24,117 | 24,113 | 24,136 | 24,086 | 24,095 | 24,094 | 24,126 | 24,121 | 24,130 | 24,152 | 24,145 | 24,177 |
| E-6 Technical Sergeant | 39,311 | 39,215 | 39,121 | 39,017 | 38,885 | 38,726 | 38,669 | 38,532 | 38,433 | 38,367 | 38,256 | 38,174 |
| E-5 Staff Sergeant | 55,668 | 55,383 | 55,216 | 55,044 | 54,782 | 54,625 | 54,603 | 54,302 | 54,043 | 53,886 | 53,588 | 53,443 |
| E-4 Senior Airman | 61,303 | 61,413 | 61,663 | 62,009 | 62,564 | 62,722 | 62,948 | 63,289 | 63,485 | 63,684 | 63,620 | 63,621 |
| E-3 Airman First Class | 48,285 | 48,453 | 48,472 | 48,654 | 48,748 | 48,866 | 48,919 | 49,107 | 49,185 | 49,218 | 49,364 | 49,409 |
| E-2 Airman | 8,346 | 8,401 | 8,398 | 8,456 | 8,476 | 8,492 | 8,516 | 8,570 | 8,565 | 8,558 | 8,589 | 8,593 |
| E-1 Airman Basic | 8,597 | 8,809 | 8,656 | 8,837 | 8,836 | 8,778 | 8,596 | 8,709 | 8,777 | 9,023 | 9,439 | 9,438 |
| Total Enlisted | 253,213 | 253,377 | 253,255 | 253,714 | 254,003 | 253,913 | 253,995 | 254,248 | 254,253 | 254,519 | 254,621 | 254,490 |
| <u>Cadets</u> | 4,036 | 4,019 | 4,014 | 4,009 | 4,004 | 3,999 | 3,994 | 2,989 | 3,984 | 3,979 | 3,974 | 4,000 |
| Total End Strength | 318,572 | 318,724 | 318,457 | 318,884 | 319,061 | 319,069 | 319,009 | 319,100 | 320,224 | 320,275 | 320,211 | 320,000 |

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