

**DEPARTMENT OF THE  
AIR FORCE**

**Fiscal Year (FY) 2025 Budget Estimates**



**MILITARY PERSONNEL, SPACE FORCE  
March 2024**

**MILITARY PERSONNEL, SPACE 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
<b><u>Direct Program</u></b>			
Pay and Allowances of Officers	700,828	769,677	775,027
Pay and Allowances of Enlisted Personnel	343,133	428,744	462,327
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	19,981	27,027	27,791
Permanent Change of Station Travel	33,847	38,219	42,949
Other Military Personnel Costs	1,005	2,906	2,753
FY 2024 CR Adjustment		(157,173)	
<b>TOTAL DIRECT PROGRAM /1</b>	<b>1,098,794</b>	<b>1,109,400</b>	<b>1,310,847</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	300	-	300
Pay and Allowances of Enlisted Personnel	-	-	-
Subsistence of Enlisted Personnel	-	-	-
Permanent Change of Station Travel	-	-	-
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>300</b>	<b>-</b>	<b>300</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	701,128	769,677	775,327
Pay and Allowances of Enlisted Personnel	343,133	428,744	462,327
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	19,981	27,027	27,791
Permanent Change of Station Travel	33,847	38,219	42,949
Other Military Personnel Costs	1,005	2,906	2,753
FY 2024 CR Adjustment 2/		(157,173)	
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>1,099,094</b>	<b>1,109,400</b>	<b>1,311,147</b>

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

	FY 2023 Actuals	FY 2024 Request with CR Adjustments 2/	FY 2025 Estimate
<b><u>Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180);</u></b>			
<b><u>Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)</u></b>			
Pay and Allowances of Officers	2,143	-	-
Pay and Allowances of Enlisted	1,153	-	-
Pay and Allowances of Cadets	-	-	-
Subsistence of Enlisted Personnel	223	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	144	-	-
<b>TOTAL UKRAINE FUNDING</b>	<b>3,663</b>	<b>-</b>	<b>-</b>
<b><u>Total Program</u></b>			
Pay and Allowances of Officers	703,271	769,677	775,327
Pay and Allowances of Enlisted	344,286	428,744	462,327
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	20,204	27,027	27,791
Permanent Change of Station Travel	33,847	38,219	42,949
Other Military Personnel Programs	1,149	2,906	2,753
FY 2024 CR Adjustment		(157,173)	
<b>TOTAL PROGRAM</b>	<b>1,102,757</b>	<b>1,109,400</b>	<b>1,311,147</b>
Medicare-Eligible Retiree HFC., (SF)	49,049	58,016	67,063
<b>TOTAL MILPERS PROGRAM COST</b>	<b>1,148,143</b>	<b>1,167,416</b>	<b>1,378,210</b>
<b><u>Memo Entry: Overseas Operations Costs (OOC)</u></b>			
Pay and Allowances of Officers	-	4,520	9,241
Pay and Allowances of Enlisted Personnel	-	13,393	15,970
Subsistence of Enlisted Personnel	-	828	957
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	-	194	220
<b>TOTAL OOC</b>	<b>-</b>	<b>18,935</b>	<b>26,388</b>

1/ FY 2023 includes \$0 in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$19,177 in OOC requested. FY 2025 includes \$26,388 for the OOC Budget Estimate.

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



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

The FY 2025 Space Force Military Personnel (MILPERS) budget request reflects 9,800 End Strength (E/S) to support U.S. Space Force (USSF) and Chief of Space Operations (CSO) requirements priorities.

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

#### **Funding Levels**

The FY 2023 actuals is \$1,102.7 million

The FY 2024 the budget estimate is \$1,257.8 million

The FY 2025 budget request is \$1,311.1 million

#### **Baseline Budget Rates**

The FY 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 1.70% for subsistence in FY 2024 and 3.40% in FY 2025. The budget reflects an annualized rate of 4.20% for housing allowances in FY 2024 and 4.20% for 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, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

**Overseas Operations Costs.** This justification material includes Overseas Operations Costs (OOC) actuals in FY 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 2024 includes \$19,177 in OOC Estimates. FY 2025 includes \$26,388 for the OOC Budget Estimate.

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

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

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

**Performance Measures and Evaluation Summary**

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2023 Actual</u>	<u>FY 2024 Planned</u>	<u>FY 2025 Planned</u>
<b>Average Strength (Work years)</b>	8,409	9,766	9,997
<b>End Strength*</b>	8,879	9,500	9,800
<b>Authorized End Strength</b>	8,600	9,400	

\*Defense Manpower Data Center reflects an FY23 actual end strength of 8,879; 62 personnel (-4 Officer/-58 Enlisted) less than the actual end strength of 8,941. This discrepancy is due to the delayed deployment of system data interfaces as part of the continued stand up and onboarding of Space Force personnel systems.

**DAF Recruiting**

	<u>FY 2023 Executed</u>	<u>FY 2024 Planned</u>	<u>FY 2025 Planned</u>
1. Numeric goals	1,014	1,232	1,292
Actual	1,414		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.39%		
b. Cat I-IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	82.19%		

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

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

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

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths*</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	4,281	4,423	4,577	4,575	4,639	4,679
Enlisted	4,127	4,455	5,014	4,924	5,139	5,120
Cadets	0	0	0	0	0	0
<b>Total Direct Program</b>	<b>8,408</b>	<b>8,879</b>	<b>9,591</b>	<b>9,499</b>	<b>9,778</b>	<b>9,799</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	1	1	1	1	1	1
Enlisted	0	0	0	0	0	0
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	4,282	4,424	4,578	4,576	4,640	4,680
Enlisted	4,127	4,455	5,014	4,924	5,139	5,120
Cadets	0	0	0	0	0	0
<b>Total Program</b>	<b>8,409</b>	<b>8,879</b>	<b>9,592</b>	<b>9,500</b>	<b>9,779</b>	<b>9,800</b>
<b><u>OOC</u></b>						
Officers	0	0	25	0	49	0
Enlisted	0	0	149	0	169	0
<b>Total OOC</b>	<b>0</b>	<b>0</b>	<b>174</b>	<b>0</b>	<b>218</b>	<b>0</b>
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	4,282	4,424	4,603	4,576	4,689	4,680
Enlisted	4,127	4,455	5,163	4,924	5,308	5,120
Cadets	0	0	0	0	0	0
<b>Revised Total Program</b>	<b>8,409</b>	<b>8,879</b>	<b>9,766</b>	<b>9,500</b>	<b>9,997</b>	<b>9,800</b>

\*Defense Manpower Data Center reflects an FY23 actual end strength of 8,879; 62 personnel (-4 Officer/-58 Enlisted) less than the actual end strength of 8,941. This discrepancy is due to the delayed deployment of system data interfaces as part of the continued stand up and onboarding of Space Force personnel systems.

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

	<b>FY 2023 Actual*</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	2	0	3	0	3	0
O-9 Lieutenant General	5	0	4	0	4	0
O-8 Major General	6	0	5	0	5	0
O-7 Brigadier General	11	0	11	0	11	0
O-6 Colonel	222	0	233	0	239	0
O-5 Lieutenant Colonel	688	0	747	0	787	0
O-4 Major	1,140	0	1,159	0	1,166	0
O-3 Captain	1,310	1	1,279	1	1,289	1
O-2 1st Lieutenant	521	0	575	0	505	0
O-1 2nd Lieutenant	519	0	560	0	671	0
<b>Officer Subtotal</b>	<b>4,424</b>	<b>1</b>	<b>4,576</b>	<b>1</b>	<b>4,680</b>	<b>1</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	48	0	52	0	54	0
E-8 Senior Master Sergeant	130	0	136	0	131	0
E-7 Master Sergeant	587	0	682	0	686	0
E-6 Technical Sergeant	826	0	909	0	1,011	0
E-5 Staff Sergeant	1,058	0	1,028	0	1,022	0
E-4 Specialist 4	623	0	720	0	770	0
E-3 Specialist 3	935	0	1,066	0	1,135	0
E-2 Specialist 2	113	0	178	0	170	0
E-1 Specialist 1	135	0	153	0	141	0
<b>Enlisted Subtotal</b>	<b>4,455</b>	<b>0</b>	<b>4,924</b>	<b>0</b>	<b>5,120</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>8,879</b>	<b>1</b>	<b>9,500</b>	<b>1</b>	<b>9,800</b>	<b>1</b>

\*Defense Manpower Data Center reflects an FY23 actual end strength of 8,879; 62 personnel (-4 Officer/-58 Enlisted) less than the actual end strength of 8,941. This discrepancy is due to the delayed deployment of system data interfaces as part of the continued stand up and onboarding of Space Force personnel systems.

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

	<u>FY 2023 Actual</u>		<u>FY 2024 Estimate</u>		<u>FY 2025 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<b><u>Commissioned Officers</u></b>						
O-10 General	2	0	2	0	3	0
O-9 Lieutenant General	5	0	5	0	4	0
O-8 Major General	6	0	7	0	5	0
O-7 Brigadier General	11	0	11	0	11	0
O-6 Colonel	222	0	238	0	244	0
O-5 Lieutenant Colonel	688	0	746	0	784	0
O-4 Major	1,140	0	1,193	0	1,191	0
O-3 Captain	1,310	1	1,301	1	1,282	1
O-2 1st Lieutenant	521	0	553	0	558	0
O-1 2nd Lieutenant	519	0	547	0	607	0
<b>Officer Subtotal</b>	<b>4,424</b>	<b>1</b>	<b>4,603</b>	<b>1</b>	<b>4,689</b>	<b>1</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	48	0	52	0	55	0
E-8 Senior Master Sergeant	130	0	146	0	138	0
E-7 Master Sergeant	587	0	686	0	713	0
E-6 Technical Sergeant	826	0	944	0	1,014	0
E-5 Staff Sergeant	1,058	0	1,160	0	1,096	0
E-4 Specialist 4	623	0	800	0	815	0
E-3 Specialist 3	935	0	1,055	0	1,140	0
E-2 Specialist 2	113	0	162	0	184	0
E-1 Specialist 1	135	0	158	0	153	0
<b>Enlisted Subtotal</b>	<b>4,455</b>	<b>0</b>	<b>5,163</b>	<b>0</b>	<b>5,308</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>8,879</b>	<b>1</b>	<b>9,766</b>	<b>1</b>	<b>9,997</b>	<b>1</b>

**ACTIVE DUTY STRENGTHS BY MONTHS**

	<b>FY 2023 Actual*</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
September	4,220	3,841	0	8,061	4,428	4,513	0	8,941	4,576	4,924	0	9,500
October	4,221	3,857	0	8,078	4,419	4,485	0	8,904	4,558	4,893	0	9,451
November	4,215	3,966	0	8,181	4,429	4,568	0	8,997	4,551	4,967	0	9,518
December	4,230	3,976	0	8,206	4,444	4,540	0	8,984	4,553	4,931	0	9,484
January	4,263	4,058	0	8,321	4,434	4,624	0	9,058	4,578	5,003	0	9,581
February	4,250	4,021	0	8,271	4,459	4,592	0	9,051	4,567	4,966	0	9,533
March	4,249	4,092	0	8,341	4,452	4,705	0	9,157	4,563	5,049	0	9,612
April	4,242	4,079	0	8,321	4,451	4,831	0	9,282	4,546	5,015	0	9,561
May	4,222	4,187	0	8,409	4,445	4,831	0	9,276	4,540	5,103	0	9,643
June	4,307	4,303	0	8,610	4,582	4,981	0	9,563	4,753	5,214	0	9,967
July	4,418	4,351	0	8,769	4,576	4,953	0	9,529	4,724	5,174	0	9,898
August	4,444	4,460	0	8,904	4,592	4,964	0	9,556	4,695	5,181	0	9,876
September	4,424	4,455	0	8,879	4,576	4,924	0	9,500	4,680	5,120	0	9,800
Average End Strength	4,282	4,127	0	8,409	4,482	4,733	0	9,215	4,605	5,043	0	9,648

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

**Average Strength**

		<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Request 1/</b>				
		<b>Officer</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	
<b>BASE Support</b>	<b>AC</b> Base	4,282	4,127	-	<b>8,409</b>	4,482	4,733	-	<b>9,215</b>	4,605	5,043	-	<b>9,648</b>	
	<b>RC</b>	Non-12304(b)	-	-	-	-	78	228	-	<b>306</b>	15	36	-	<b>51</b>
		12304(b)	-	-	-	-	18	53	-	<b>71</b>	20	60	-	<b>80</b>
<b>OOCC</b>	OOCC	-	-	-	-	25	149	-	<b>174</b>	49	169	-	<b>218</b>	
<b>Total</b>	<b>RC Total</b>	-	-	-	-	<b>121</b>	<b>430</b>	-	<b>551</b>	<b>84</b>	<b>265</b>	-	<b>349</b>	
	<b>Total</b>	<b>4,282</b>	<b>4,127</b>	-	<b>8,409</b>	<b>4,603</b>	<b>5,163</b>	-	<b>9,766</b>	<b>4,689</b>	<b>5,308</b>	-	<b>9,997</b>	

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

End Strength	4,424	4,455	0	8,879	4,576	4,924	0	9,500	4,680	5,120	0	9,800
Average Strength	4,282	4,127	0	8,409	4,603	5,163	0	9,766	4,689	5,308	0	9,997

1/ In accordance with the National Commission on the Structure of the Air Force report, the FY 2025 President's Budget (PB) submission for Operation and Maintenance, Air Force appropriation includes funding to complement the Military Personnel, Space Force appropriation requirements for Active Duty for Operational Support (ADOS). These funds fully source the Air Reserve Component support to the Active Component in a voluntary (10 U.S.C. §12301(d)) or involuntary (10 U.S.C. §12304b) status.

\*Defense Manpower Data Center reflects an FY23 actual end strength of 8,879; 62 personnel (-4 Officer/-58 Enlisted) less than the actual end strength of 8,941. This discrepancy is due to the delayed deployment of system data interfaces as part of the continued stand up and onboarding of Space Force personnel systems.

## 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:

#### **Space Mission Forces (SMF) Support (57 MY (16 Officer, 41 Enlisted), \$6.6M)**

USSF gained ARC units tasked to CCDR requirement in the baseline GFMAP to support Space Mission Force Crew Construct wartime missions in Space Domain Awareness (SDA), Space Position Navigation and Timing (PNT), and Space Based Infrared Systems (SBIRS) Operations, Protected Band Satellite Communication (SATCOM) Command and Control operations (C2) Operations, Space Mission Force Crew Ground Processing OPS wartime missions in support of Space Based Infrared Systems OBAC mission. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

#### **Space Electronic Warfare Support (29 MY (7 Officer, 22 Enlisted), \$3.3M)**

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

#### **Space Electronic Warfare Support (14MY (4 Officer, 10 Enlisted), \$1.6M)**

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFFs to multiple Combatant Commanders in support of USSPACECOM. 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. Section 12304b, provides the authority for the Secretary of the Air Force to order any unit of the Selected Reserve, without the 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 for pre-planned missions in support of multiple combatant commands, including enduring operations for which Reserve Component forces were previously activated under authorities (i.e., 10 U.S.C. 12302) approved under the Declaration of National Emergency by reason of certain terrorist attacks proclaimed on September 14, 2001, that involuntary activation authority is not available. Identified mission areas are:

#### **Space Electronic Warfare Support (6 MY (1 Officer, 5 Enlisted), \$0.7M)**

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFFDs to multiple Combatant Commanders in support of USSPACECOM. 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>
<b>Beginning Strength</b>	4,220	4,428	4,576
<b>Gains (By Source):</b>			
Service Academies	105	109	100
ROTC	152	144	148
Health Professions Scholarships			
Officer Training School	34	77	99
Other	140	75	19
Gain Adjustment			
<b>Total Gains</b>	431	405	366
<b>Losses (By Type):</b>			
Voluntary Separation	164	196	197
Retirement	53	41	45
<b>Total Involuntary</b>	6	20	20
With Pay	6	20	20
Without Pay			
VSI/SSB			
TERA			
Reduction in Force			
Other			
Loss Adjustment			
<b>Total Losses</b>	223	257	262
<b>TOTAL</b>	4,428	4,576	4,680

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

	<u><b>FY 2023 Actual</b></u>	<u><b>FY 2024 Estimate</b></u>	<u><b>FY 2025 Estimate</b></u>
<b>Beginning Strength</b>	3,841	4,513	4,924
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	517	669	636
Male	362	468	445
Female	155	201	191
Prior Service Enlistments	20	45	30
Reenlistments	616	619	620
Reserves			
Officer Candidate Programs	8	12	12
Other			
Gain Adjustments	438	142	10
<b>Total Gains</b>	1,599	1,487	1,308
<b>Losses (By Type):</b>			
ETS	236	360	391
Programmed Early Release			
VSI/SSB			
TERA			
To Commissioned Officer	8	12	12
Reenlistments	616	619	620
Retirement	36	45	50
Attrition	31	40	39
Other			
Loss Adjustments			
<b>Total Losses</b>	927	1,076	1,112
<b>TOTAL</b>	4,513	4,924	5,120

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

	FY 2023 Actual /I			FY 2024 Estimate			FY 2025 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	388,940	176,581	565,521	440,878	230,085	670,963	468,524	247,027	715,551
2. Retired Pay Accruals	143,024	65,047	208,071	131,415	67,685	199,100	124,218	65,087	189,305
3. TSP - Matching Contributions	5,286	2,585	7,871	5,832	2,851	8,683	6,409	3,134	9,543
4. Basic Allowance for Housing	115,036	72,185	187,221	127,596	85,871	213,467	113,880	83,682	197,562
a. With Dependents - Domestic	72,370	41,184	113,554	83,915	48,662	132,577	71,193	46,757	117,950
b. Without Dependents - Domestic	35,937	19,762	55,699	36,788	23,781	60,569	35,137	22,281	57,418
c. Differential - Domestic	0	7	7	0	11	11	0	12	12
d. Partial - Domestic	2	46	48	2	59	61	2	65	67
e. With Dependents - Overseas	5,878	7,321	13,199	6,031	8,676	14,707	6,611	9,541	16,152
f. Without Dependents - Overseas	813	2,961	3,774	824	3,519	4,343	900	3,804	4,704
g. Moving-In Housing	36	904	940	36	1,163	1,199	37	1,222	1,259
5. Subsistence	15,616	20,204	35,820	17,436	26,250	43,686	18,291	27,791	46,082
a. Basic Allowance for Subsistence	15,616	20,204	35,820	17,436	26,250	43,686	18,291	27,791	46,082
1. Authorized to Mess Separately	15,616	21,854	37,470	17,436	28,396	45,832	18,291	30,063	48,354
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(1,650)	(1,650)	0	(2,146)	(2,146)	0	(2,272)	(2,272)
b. Subsistence-In-Kind	0	0	0	0	0	0	0	0	0
1. Subsistence in Messes	0	0	0	0	0	0	0	0	0
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	88	7	95	88	7	95	88	7	95
a. Flying Duty Pay	72	0	72	72	0	72	72	0	72
1. Aviation Incentive Pay	51	0	51	51	0	51	51	0	51
2. Crew Members, Enlisted	0	0	0	0	0	0	0	0	0
3. Noncrew Member	0	0	0	0	0	0	0	0	0
4. Aviator Retention Pay	0	0	0	0	0	0	0	0	0
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	0	0	0	0	0	0	0	0
7. HDIP-Aviation	21	0	21	21	0	21	21	0	21
b. Parachute Jumping Pay	0	0	0	0	0	0	0	0	0
c. Demolition Pay	0	5	5	0	5	5	0	5	5
d. Battlefield Airmen Skill Incentive Pay	0	0	0	0	0	0	0	0	0
e. Other Pays	16	2	18	16	2	18	16	2	18

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

	FY 2023 Actual /1			FY 2024 Estimate			FY 2025 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	1,429	6,590	8,019	1,608	18,052	19,660	1,837	31,178	33,015
a. Medical Pay	0	0	0	0	0	0	0	0	0
b. Dental Pay	0	0	0	0	0	0	0	0	0
c. Health Professions Officers Pay	0	0	0	0	0	0	0	0	0
d. Nurse Pay	0	0	0	0	0	0	0	0	0
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	712	162	874	822	222	1,044	948	290	1,238
g. Diving Duty Pay	0	0	0	0	0	0	0	0	0
h. Foreign Language Proficiency Bonus	425	572	997	530	625	1,155	624	498	1,122
i. Hostile Fire Pay	24	8	32	27	95	122	27	108	135
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	66	41	107	71	152	223	74	173	247
l. Judge Advocate Continuation Pay	0	0	0	0	0	0	0	0	0
m. JAG Student Loan Repayment	0	0	0	0	0	0	0	0	0
n. Retention Bonus	0	0	0	0	0	0	0	0	0
o. Reenlistment Bonus	0	3,687	3,687	0	13,200	13,200	0	21,000	21,000
p. Special Duty Assignment Pay	0	2,009	2,009	0	1,008	1,008	0	2,351	2,351
q. Enlistment Bonus	0	0	0	0	0	0	0	4,000	4,000
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	0	0	0	0	0	0	0	0
t. Assignment Incentive Pay	193	109	302	149	2,748	2,897	154	2,756	2,910
u. Personal Money Allowance	9	2	11	9	2	11	10	2	12
v. Health Prof. Scholarship Program (HPSP)	0	0	0	0	0	0	0	0	0
w. Pay and Allowance Continuation Pay (PAC)	0	0	0	0	0	0	0	0	0
8. Allowances	2,781	6,239	9,020	2,860	8,086	10,946	3,084	10,669	13,753
a. Uniform or Clothing Allowances	187	2,953	3,140	175	4,069	4,244	159	4,186	4,345
1. Initial Issue	183	1,211	1,394	170	1,667	1,837	154	1,662	1,816
1a Military	176	1,042	1,218	162	1,450	1,612	146	1,434	1,580
1b Civilian	7	169	176	8	217	225	8	228	236
2. Additional	4	0	4	5	0	5	5	0	5
3. Basic Maintenance	0	278	278	0	368	368	0	388	388
4. Standard Maintenance	0	931	931	0	1,234	1,234	0	1,296	1,296
5. Supplemental	0	533	533	0	800	800	0	840	840
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	1,870	2,515	4,385	1,908	3,053	4,961	2,130	3,386	5,516
1. Cost-of-Living	1,669	1,442	3,111	1,683	1,669	3,352	1,900	1,940	3,840
2. Temporary Lodging	201	1,073	1,274	225	1,384	1,609	230	1,446	1,676
c. Family Separation Allowance	708	765	1,473	759	957	1,716	777	984	1,761
1. On PCS, No Government Quarters	618	405	1,023	663	507	1,170	678	522	1,200
2. On TDY	90	360	450	96	450	546	99	462	561
d. Basic Needs Allowance	6	6	12	7	7	14	7	2,113	2,120
e. CONUS Cost of Living Allowance	10	0	10	11	0	11	11	0	11
f. Catastrophical Injured Aid Allowance	0	0	0	0	0	0	0	0	0

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

	FY 2023 Actual /1			FY 2024 Estimate			FY 2025 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	1,376	1,543	2,919	3,034	2,306	5,340	3,208	2,645	5,853
a. Terminal Leave Pay	853	922	1,775	850	1,287	2,137	922	1,451	2,373
b. Severance Pay, Disability	114	219	333	721	368	1,089	755	433	1,188
c. Severance Pay, Non-Promotion	40	0	40	42	0	42	44	0	44
d. Severance Pay, Involuntary Half (5%)	42	40	82	45	42	87	47	44	91
e. Severance Pay, Involuntary Full (10%)	327	362	689	1,376	609	1,985	1,440	717	2,157
f. VSI Trust Fund	0	0	0	0	0	0	0	0	0
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	29,695	13,509	43,204	33,671	17,600	51,271	35,788	18,898	54,686
11 Permanent Change of Station Travel	23,818	10,029	33,847	29,432	11,514	40,946	31,754	11,195	42,949
12 Other Military Personnel Costs	398	751	1,149	1,087	1,371	2,458	1,219	1,534	2,753
a. Apprehension of Deserters	0	0	0	0	0	0	0	0	0
b. USSD (MIA)	0	0	0	0	0	0	0	0	0
c. Death Gratuities	100	200	300	100	200	300	100	200	300
d. Unemployment Compensation	100	401	501	124	494	618	148	590	738
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	6	2	8	13	4	17	13	4	17
h. Mass Transit	149	21	170	687	78	765	779	79	858
i. Partial Dislocation Allowance	28	113	141	143	570	713	157	627	784
j. Extra Hazard Reimb. for SGLI	14	14	28	19	24	43	21	33	54
k. ROTC	0	0	0	0	0	0	0	0	0
l. JROTC	0	0	0	0	0	0	0	0	0
m. T-SGLI	1	0	1	1	1	2	1	1	2
13 Cadets	0	0	0	0	0	0	0	0	0
<b><u>Military Personnel Appropriation Total</u></b>	<b>727,487</b>	<b>375,270</b>	<b>1,102,757</b>	<b>794,937</b>	<b>471,678</b>	<b>1,266,615</b>	<b>808,300</b>	<b>502,847</b>	<b>1,311,147</b>
14 Less Reimbursables:	(300)	0	(300)	(300)	0	(300)	(300)	0	(300)
Retired Pay Accrual	(62)	0	(62)	(52)	0	(52)	(47)	0	(47)
Other	(238)	0	(238)	(248)	0	(248)	(253)	0	(253)
<b>MILITARY PERSONNEL</b>									
<b>APPROPRIATION TOTAL-DIRECT</b>	<b>727,187</b>	<b>375,270</b>	<b>1,102,457</b>	<b>794,637</b>	<b>471,678</b>	<b>1,266,315</b>	<b>808,000</b>	<b>502,847</b>	<b>1,310,847</b>

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

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

	<u>FY 2024</u>	<u>CONGRESSIONAL</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>SHORTFALL</u>	<u>2025 PRES BUD</u>
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>								
Basic Pay	437,872	0	437,872	2,832	440,704	0	440,704	440,704
Retired Pay Accrual	130,516	0	130,516	847	131,363	0	131,363	131,363
TSP - Matching Contributions	2,840	0	2,840	2,992	5,832	0	5,832	5,832
Incentive Pay	0	0	0	79	79	0	79	79
Special Pay	1,917	0	1,917	(309)	1,608	0	1,608	1,608
Basic Allowance for Housing	139,278	0	139,278	(11,726)	127,552	0	127,552	127,552
Basic Allowance for Subsistence	17,586	0	17,586	(157)	17,429	0	17,429	17,429
Station Allowances Overseas	1,131	0	1,131	777	1,908	0	1,908	1,908
CONUS COLA	0	0	0	11	11	0	11	11
Uniform Allowances	668	0	668	(493)	175	0	175	175
Family Separation Allowances	687	0	687	72	759	0	759	759
Basic Needs Allowance	7	0	7	0	7	0	7	7
Catastrophical Injured Aid Allowance	134	0	134	0	134	0	134	0
Separation Payments	3,606	0	3,606	(448)	3,158	0	3,158	3,034
Social Security Tax - Employer's Contribution	33,435	0	33,435	222	33,657	0	33,657	33,657
Reimbursables	0	0	0	0	0	0	300	300
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>769,677</b>	<b>0</b>	<b>769,677</b>	<b>(5,301)</b>	<b>764,376</b>	<b>0</b>	<b>764,376</b>	<b>764,418</b>
Less Reimbursables	0	0	0	0	0	0	(300)	(300)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>769,677</b>	<b>0</b>	<b>769,677</b>	<b>(5,301)</b>	<b>764,376</b>	<b>0</b>	<b>(258)</b>	<b>764,118</b>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>								
Basic Pay	216,094	0	216,094	13,991	230,085	0	230,085	230,085
Retired Pay Accrual	64,058	0	64,058	3,627	67,685	0	67,685	67,685
TSP - Matching Contributions	4,834	0	4,834	(1,983)	2,851	0	2,851	2,851
Incentive Pay	0	0	0	7	7	0	7	7
Special Pay	3,228	0	3,228	616	3,844	0	3,844	3,844
Special Duty Assignment Pay	570	0	570	438	1,008	0	1,008	1,008
Reenlistment Bonus	3,250	0	3,250	9,950	13,200	0	13,200	13,200
Enlistment Bonus	1,250	0	1,250	(1,250)	0	0	0	0
Basic Allowance for Housing	109,856	0	109,856	(23,985)	85,871	0	85,871	85,871
Station Allowances Overseas	2,630	0	2,630	423	3,053	0	3,053	3,053
CONUS COLA	0	0	0	0	0	0	0	0
Clothing Allowances	4,285	0	4,285	(216)	4,069	0	4,069	4,069
Family Separation Allowances	753	0	753	204	957	0	957	957
Basic Needs Allowance	7	0	7	0	7	0	7	7
Catastrophical Injured Aid Allowance	22	0	22	(22)	0	0	0	0
Separation Payments	1,376	0	1,376	930	2,306	0	2,306	2,306
Social Security Tax - Employer's Contribution	16,531	0	16,531	1,069	17,600	0	17,600	17,600
Reimbursables	0	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>428,744</b>	<b>0</b>	<b>428,744</b>	<b>3,799</b>	<b>432,543</b>	<b>0</b>	<b>432,543</b>	<b>432,543</b>
Less Reimbursables	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>428,744</b>	<b>0</b>	<b>428,744</b>	<b>3,799</b>	<b>432,543</b>	<b>0</b>	<b>0</b>	<b>432,543</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>								
Academy Cadets	0	0	0	0	0	0	0	0

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL - SPACE 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>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>APPROPRIATION*</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>SHORTFALL</u>	<u>2025 PRES BUD</u>
	<u>BUDGET</u>			<u>REPROGRAMMING</u>			
					<u>ACTIONS</u>	<u>SUBTOTAL</u>	
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>							
Basic Allowance for Subsistence	27,027	0	27,027	(777)	26,250	0	26,250
Subsistence-In-Kind	0	0	0	0	0	0	0
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0
Reimbursables	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	<b>27,027</b>	<b>0</b>	<b>27,027</b>	<b>(777)</b>	<b>26,250</b>	<b>0</b>	<b>26,250</b>
Less Reimbursables	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	<b>27,027</b>	<b>0</b>	<b>27,027</b>	<b>(777)</b>	<b>26,250</b>	<b>0</b>	<b>26,250</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>							
Accession Travel	6,504	0	6,504	(1,668)	4,836	0	4,836
Training Travel	2,880	0	2,880	2,184	5,064	0	5,064
Operational Travel	11,289	0	11,289	4,879	16,168	0	16,168
Rotational Travel	9,178	0	9,178	(3,070)	6,108	0	6,108
Separation Travel	4,616	0	4,616	486	5,102	0	5,102
Travel of Organized Units	87	0	87	52	139	0	139
Nontemporary Storage	1,243	0	1,243	28	1,271	0	1,271
Temporary Lodging Expense	2,422	0	2,422	(164)	2,258	0	2,258
Reimbursables	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS PCS</b>	<b>38,219</b>	<b>0</b>	<b>38,219</b>	<b>2,727</b>	<b>40,946</b>	<b>0</b>	<b>40,946</b>
Less Reimbursables	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	<b>38,219</b>	<b>0</b>	<b>38,219</b>	<b>2,727</b>	<b>40,946</b>	<b>0</b>	<b>40,946</b>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>							
Apprehension Mil Deserters, Absentees, Prisoners	0	0	0	0	0	0	0
Interest on Uniformed Svcs Savings	0	0	0	0	0	0	0
Death Gratuities	1,600	0	1,600	(1,300)	300	0	300
Unemployment Compensation	1,086	0	1,086	(468)	618	0	618
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	0	0	0	0	0	0	0
Adoption Expenses	8	0	8	9	17	0	17
Mass Transit	170	0	170	595	765	0	765
Partial Dislocation Allowance	0	0	0	713	713	0	713
SROTC	0	0	0	0	0	0	0
JROTC	0	0	0	0	0	0	0
Extra Hazard Reimb. for SGLI	41	0	41	2	43	0	43
TSGLI	1	0	1	1	2	0	2
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	<b>2,906</b>	<b>0</b>	<b>2,906</b>	<b>(448)</b>	<b>2,458</b>	<b>0</b>	<b>2,458</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,266,573</b>	<b>0</b>	<b>1,266,573</b>	<b>0</b>	<b>1,266,573</b>	<b>0</b>	<b>1,266,315</b>
<b>FY 2024 DIRECT PROGRAM CR ADJUSTMENT</b>	<b>1,266,573</b>	<b>(157,173)</b>	<b>1,109,400</b>	<b>0</b>	<b>1,109,400</b>	<b>0</b>	<b>1,266,315</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>FY 2024 DIRECT PROGRAM</b>	<b>764,118</b>	<b>432,543</b>	<b>0</b>	<b>26,250</b>	<b>40,946</b>	<b>2,458</b>	<b>1,266,315</b>
<b>Pricing Increase</b>	<b>34,264</b>	<b>20,472</b>	<b>0</b>	<b>782</b>	<b>1,258</b>	<b>56</b>	<b>56,833</b>
<b>Annualization (PI):</b>	<b>8,973</b>	<b>4,716</b>	<b>0</b>	<b>244</b>	<b>84</b>	<b>0</b>	<b>14,017</b>
- Annualization 1 Jan 24 raise of 5.2% on Basic Pay	5,341	2,792	0	0	0	0	8,133
- Annualization of raise on RPA	1,400	720	0	0	0	0	2,120
- Annualization of raise on TSP	71	35	0	0	0	0	106
- Annualization of raise on FICA	408	214	0	0	0	0	622
- Annualization 1 Jan 24 raise of 5.2% on DLA for PCS moves	0	0	0	0	84	0	84
- Annualization 1 Jan 24 inflation rate of 1.7% on BAS	162	0	0	244	0	0	406
- Annualization 1 Jan 24 inflation rate of 4.2% on BAH	1,590	955	0	0	0	0	2,546
<b>Pay Raise (PI):</b>	<b>20,590</b>	<b>10,721</b>	<b>0</b>	<b>0</b>	<b>241</b>	<b>0</b>	<b>31,551</b>
- 1 Jan 25 pay raise of 4.5% effect on Basic Pay	15,234	7,963	0	0	0	0	23,196
- 1 Jan 25 pay raise effect on RPA	3,991	2,051	0	0	0	0	6,042
- 1 Jan 25 pay raise effect on TSP	201	98	0	0	0	0	299
- 1 Jan 25 pay raise effect on FICA	1,164	609	0	0	0	0	1,773
- 1 Jan 25 pay raise of 4.5% effect on DLA for PCS moves	0	0	0	0	241	0	241
<b>Inflation Rate (PI):</b>	<b>357</b>	<b>0</b>	<b>0</b>	<b>538</b>	<b>665</b>	<b>0</b>	<b>1,560</b>
- 1 Jan 25 inflation rate of 3.4% effect on BAS	357	0	0	538	0	0	895
- Increase in rate for Land (HHG)	0	0	0	0	526	0	526
- Increase in rate for ITGBL (HHG)	0	0	0	0	139	0	139
<b>BAH Rates (PI):</b>	<b>3,969</b>	<b>2,906</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,875</b>
- Housing Allowance rate 1 Jan 25 increase of 4.2%	3,477	2,089	0	0	0	0	5,567
- Increase in MIHA Pricing	1	26	0	0	0	0	26
- Increase in OHA Pricing	490	792	0	0	0	0	1,282
<b>Other (PI):</b>	<b>376</b>	<b>2,128</b>	<b>0</b>	<b>0</b>	<b>268</b>	<b>56</b>	<b>2,829</b>
- Increase in TSP Matching Contribution Pricing	1	0	0	0	0	0	1
- Increase in Clothing Pricing	0	90	0	0	0	0	91
- Increase in COLA Pricing	187	216	0	0	0	0	403
- Increase in TLA Pricing	5	30	0	0	0	0	35
- Increase in Special Pay Pricing	40	0	0	0	0	0	40
- Increase in LSTL Pricing	40	60	0	0	0	0	100
- Increase in Separation Payments Pricing	102	48	0	0	0	0	150
- Increase in Selective Reenlistment Bonus Pricing	0	0	0	0	0	0	1,684
- Increase in Total Mile-Per Diem Pricing	0	1,684	0	0	0	0	1,684
- Increase in Total AMC Pricing	0	0	0	0	83	0	83
- Increase in Total Comm Air Pricing	0	0	0	0	27	0	27
- Increase in Total Comm Air Pricing	0	0	0	0	12	0	12
- Increase in M Tons MSC Pricing	0	0	0	0	7	0	7
- Increase in S Tons AMC Pricing	0	0	0	0	60	0	60
- Increase in Trans of POV Pricing	0	0	0	0	1	0	1
- Increase in Temp Lodging Pricing	0	0	0	0	78	0	78
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	14	14
- Increase in Mass Transportation Pricing	0	0	0	0	0	9	9
- Increase in Partial DLA Pricing	0	0	0	0	0	33	33

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Program Increase</b>	<b>10,394</b>	<b>22,385</b>	<b>0</b>	<b>759</b>	<b>870</b>	<b>239</b>	<b>34,647</b>
<b>Strength (PGI):</b>	<b>10,125</b>	<b>8,474</b>	<b>0</b>	<b>0</b>	<b>681</b>	<b>0</b>	<b>19,280</b>
- Increase in Base Pay Program	7,066	6,185	0	0	0	0	13,251
- Increase in FICA Program	545	475	0	0	0	0	1,020
- Increase in RPA Program	1,875	1,637	0	0	0	0	3,512
- Increase in TSP Matching Contribution Program	304	150	0	0	0	0	454
- Increase in BAS Program	335	0	0	0	0	0	335
- Increase in Clothing Program	0	27	0	0	0	0	27
- Increase in Land Ship Program	0	0	0	0	432	0	432
- Increase in ITGBL Program	0	0	0	0	113	0	113
- Increase in Disloc Allow Program	0	0	0	0	136	0	136
<b>Other (PGI):</b>	<b>269</b>	<b>13,911</b>	<b>0</b>	<b>759</b>	<b>189</b>	<b>239</b>	<b>15,367</b>
- Increase in LSTL Program	33	104	0	0	0	0	137
- Increase in Special Pay Program	188	1,343	0	0	0	0	1,531
- Increase in FSA Program	18	27	0	0	0	0	45
- Increase in COLA Program	30	55	0	0	0	0	85
- Increase in TLA Program	0	32	0	0	0	0	32
- Increase in Basic Needs Allowance Program	0	2,106	0	0	0	0	2,106
- Increase in Separation Payments Program	0	128	0	0	0	0	128
- Increase in Selective Reenlistment Bonus Program	0	6,116	0	0	0	0	6,116
- Increase in Enlisted Bonus Program	0	4,000	0	0	0	0	4,000
- Increase in Subsistence - BAS Enlisted Program	0	0	0	759	0	0	759
- Increase in Total Mile-Per Diem Program	0	0	0	0	21	0	21
- Increase in Total AMC Program	0	0	0	0	14	0	14
- Increase in Total Comm Air Program	0	0	0	0	6	0	6
- Increase in M Tons MSC Program	0	0	0	0	6	0	6
- Increase in S Tons AMC Program	0	0	0	0	49	0	49
- Increase in NonTemp Storage Program	0	0	0	0	58	0	58
- Increase in Temp Lodging Program	0	0	0	0	35	0	35
- Increase in Unemployment Benefits Program	0	0	0	0	0	107	107
- Increase in SGLI Program	0	0	0	0	0	11	11
- Increase in Mass Transportation Program	0	0	0	0	0	84	84
- Increase in Partial DLA Program	0	0	0	0	0	37	37
<b>Total Increases</b>	<b>44,658</b>	<b>42,857</b>	<b>0</b>	<b>1,541</b>	<b>2,128</b>	<b>295</b>	<b>91,480</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Pricing Decrease</b>	<b>(14,458)</b>	<b>(7,009)</b>	<b>0</b>	<b>0</b>	<b>(6)</b>	<b>0</b>	<b>(21,473)</b>
<b>Other (PD):</b>	<b>(14,458)</b>	<b>(7,009)</b>	<b>0</b>	<b>0</b>	<b>(6)</b>	<b>0</b>	<b>(21,473)</b>
- Decrease in RPA Pricing	(14,458)	(7,007)	0	0	0	0	(21,465)
- Decrease in Special Pay Pricing	0	(2)	0	0	0	0	(2)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	0	(3)	0	(3)
- Decrease in Total AMC Pricing	0	0	0	0	(2)	0	(2)
- Decrease in Total Comm Air Pricing	0	0	0	0	(1)	0	(1)
<b>Program Decrease</b>	<b>(19,291)</b>	<b>(6,064)</b>	<b>0</b>	<b>0</b>	<b>(119)</b>	<b>0</b>	<b>(25,474)</b>
<b>Strength (PGD):</b>	<b>(19,291)</b>	<b>(6,050)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(25,341)</b>
- Decrease in Clothing Program	(16)	0	0	0	0	0	(16)
- Decrease in BAH Program	(19,275)	(6,050)	0	0	0	0	(25,325)
<b>Other (PGD):</b>	<b>0</b>	<b>(14)</b>	<b>0</b>	<b>0</b>	<b>(119)</b>	<b>0</b>	<b>(133)</b>
- Decrease in Special Pay Program	0	(14)	0	0	0	0	(14)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(81)	0	(81)
- Decrease in Total AMC Program	0	0	0	0	(26)	0	(26)
- Decrease in Total Comm Air Program	0	0	0	0	(12)	0	(12)
<b>Total Decreases</b>	<b>(33,749)</b>	<b>(13,073)</b>	<b>0</b>	<b>0</b>	<b>(125)</b>	<b>0</b>	<b>(46,947)</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>775,027</b>	<b>462,327</b>	<b>0</b>	<b>27,791</b>	<b>42,949</b>	<b>2,753</b>	<b>1,310,848</b>

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

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**PAY AND ALLOWANCES  
OF OFFICERS**

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

	<u>Amount</u>
<b>FY 2024 DIRECT PROGRAM</b>	<b>764,118</b>
<b>Pricing Increase</b>	<b>34,264</b>
<b>Annualization (PI):</b>	<b>8,973</b>
Annualization 1 Jan 24 raise of 5.2% on Basic Pay	5,341
Annualization of raise on RPA	1,400
Annualization of raise on FICA	408
Annualization of raise on TSP	71
Annualization 1 Jan 24 inflation rate of 1.7% on BAS	162
Annualization 1 Jan 24 inflation rate of 4.2% on BAH	1,590
<b>Pay Raise (PI):</b>	<b>20,590</b>
1 Jan 25 pay raise of 4.5% effect on Basic Pay	15,234
1 Jan 25 pay raise effect on RPA	3,991
1 Jan 25 pay raise effect on FICA	1,164
1 Jan 25 pay raise effect on TSP	201
<b>Inflation Rate (PI):</b>	<b>357</b>
1 Jan 25 inflation rate of 3.4% effect on BAS	357
<b>BAH Rates (PI):</b>	<b>3,969</b>
1 Jan 25 inflation rate of 4.2% effect on BAH	3,477
1 Jan 25 inflation rate of 2.2% effect on MIHA	1
1 Jan 25 inflation rate of 2.2% effect on OHA	490
<b>Other (PI):</b>	<b>376</b>
Increase in TSP Matching Contribution Payments	1
Increase in Special Pay Payments	40
Increase in COLA Payments	187
Increase in TLA Payments	5
Increase in CONUS COLA Payments	0
Increase in Clothing Payments	0
Increase in LSTL Payments	40
Increase in Separation Payments	102

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

	<u>Amount</u>
<b>Program Increase</b>	<b>10,394</b>
<b>Strength (PGI):</b>	<b>10,125</b>
Increase in workyears for Base Pay	7,066
Increase in workyears for FICA	545
Increase in workyears for RPA	1,875
Increase in workyears for TSP Matching Contribution	304
Increase in workyears for BAS	335
<b>Other (PGI):</b>	<b>269</b>
Increase in Special Pay Program	188
Increase in COLA Program	30
Increase in FSA Program	18
Increase in LSTL Program	33
<b>Total Increases</b>	<b>44,658</b>

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

	<u>Amount</u>
<b>Pricing Decrease</b>	<b>(14,458)</b>
<b>Other (PI):</b>	<b>(14,458)</b>
Decrease in RPA Payments	(14,458)
<b>Program Decrease</b>	<b>(19,291)</b>
<b>Strength (PGD):</b>	<b>(19,291)</b>
Decrease in workyears for Clothing	(16)
Decrease in workyears Housing Allowance	(19,275)
<b>Total Decreases</b>	<b>(33,749)</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>775,027</b>

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2025 Estimate	468,524
FY 2024 Estimate	440,878
FY 2023 Actual	388,940

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 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 FY 2024 and 4.68% for FY 2025. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2023 beginning strength was 4,220 and end strength was , 4,428 using 4,282 workyears.  
FY 2024 beginning strength is 4,428 and end strength is projected to be 4,576 using 4,603 workyears.  
FY 2025 beginning strength will be 4,576 and end strength will be 4,680 using 4,689 workyears.

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

<u>Grade</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>
General	2	210,728	421	2	219,450	439	3	225,229	676
Lt General	6	210,628	1,264	5	219,450	1,097	4	225,229	901
Major General	6	202,162	1,213	7	212,371	1,487	5	222,299	1,111
Brig General	10	177,069	1,771	11	186,011	2,046	11	194,707	2,142
Colonel	218	150,728	32,868	238	158,340	37,685	244	165,743	40,441
Lt Colonel	668	121,230	80,966	746	127,352	95,005	784	133,306	104,512
Major	1,083	101,956	110,456	1,193	107,104	127,775	1,191	112,111	133,525
Captain	1,263	81,469	102,937	1,301	85,583	111,344	1,282	89,584	114,847
1st Lieutenant	533	64,887	34,539	553	68,164	37,695	558	71,351	39,814
2nd Lieutenant	493	45,778	22,505	547	48,090	26,305	607	50,338	30,555
<b>TOTAL BASIC PAY</b>	<b>4,282</b>		<b>388,940</b>	<b>4,603</b>		<b>440,878</b>	<b>4,689</b>		<b>468,524</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$2,734 in OOC estimate. FY 2025 includes \$5,609 for the OOC budget estimate.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2025 Estimate	124,217
FY 2024 Estimate	131,415
FY 2023 Actual	143,024

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	4,282	33,401	143,024	4,482	28,687	128,577	4,605	26,598	122,483
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	0	0	0	121	23,455	2,838	84	20,643	1,734
<b>Total Retired Pay Accrual</b>	<b>4,282</b>	<b>33,401</b>	<b>143,024</b>	<b>4,603</b>	<b>28,550</b>	<b>131,415</b>	<b>4,689</b>	<b>26,491</b>	<b>124,217</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$631 in OOC estimate. FY 2025 includes \$1,206 for the OOC budget estimate.

(Amount in Thousands)

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

FY 2025 Estimate	6,409
FY 2024 Estimate	5,832
FY 2023 Actual	5,286

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 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			5,286			5,832			6,409

(Amount in Thousands)

**PROJECT: INCENTIVE PAY - OFFICERS**

FY 2025 Estimate	88
FY 2024 Estimate	88
FY 2023 Actual	88

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to commissioned officers under the provisions of Title 37 U.S.C., Section 301 and 334 as follows:

- a) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve commissioned officer Guardians 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. The NDAA for FY2017 authorized an increase to maximum amount of monthly AvIP not to exceed the rate of \$1,000 per month. The Space Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amounts ranging from \$150 to \$1,000. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- b) 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 ranging from \$150 to \$250 and non-crew Guardians in fixed monthly amounts of \$150 only when performing such duties.
- c) Toxic Fuel Handler – 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 rate of \$150.

(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
<b><u>Aviation Incentive Pay</u></b>									
<b>Years Aviation Service / Grade</b>									
Less than 2	4	1,800	7	4	1,800	7	4	1,800	7
Over 2	1	3,000	3	1	3,000	3	1	3,000	3
Over 6	2	8,400	17	2	8,400	17	2	8,400	17
Over 12	2	12,000	24	2	12,000	24	2	12,000	24
<b>Subtotal Flying Duty Crew</b>	<b>9</b>		<b>51</b>	<b>9</b>		<b>51</b>	<b>9</b>		<b>51</b>
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Non-Rated	9	2,333	21	9	2,333	21	9	2,333	21
<b>Subtotal HDIP-Aviation</b>	<b>9</b>		<b>21</b>	<b>9</b>		<b>21</b>	<b>9</b>		<b>21</b>
<b><u>Aviator Bonus</u></b>									
<b>Subtotal Aviator Bonus</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Subtotal Flying Duty Pay</b>			<b>72</b>			<b>72</b>			<b>72</b>
<b>Subtotal SWSIP</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	2	1,800	4	2	1,800	4	2	1,800	4
Pressure Chamber Observer	3	1,800	5	3	1,800	5	3	1,800	5
Toxic Fuel Handler	4	1,800	7	4	1,800	7	4	1,800	7
<b>Subtotal Other Incentive Duty Pay</b>	<b>9</b>		<b>16</b>	<b>9</b>		<b>16</b>	<b>9</b>		<b>16</b>
<b>TOTAL INCENTIVE PAY</b>			<b>88</b>			<b>88</b>			<b>88</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2025 Estimate	1,837
FY 2024 Estimate	1,608
FY 2023 Actual	1,429

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
  - (a) Chairman of the Joint Chiefs of Staff and Chief of Space Operations payable at \$4,000 per year in place of any other personal money allowance authorized and
  - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (2) Assignment Incentive Pay (AIP):
  - (a) Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to commissioned officer Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer Guardian and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program 31 December 2025 during FY 2024.
  - (b) 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.
- (3) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each service member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (4) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
- (5) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 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.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

(6) 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	1	2,200	2	1	2,200	2	2	2,200	4
Lt General	6	500	3	5	500	3	4	500	2
<b>Pers Allowance - General Officer</b>	<b>8</b>	<b>1,125</b>	<b>9</b>	<b>7</b>	<b>1,286</b>	<b>9</b>	<b>7</b>	<b>1,429</b>	<b>10</b>
Cavalier AIP	23	8,391	193	16	9,313	149	16	9,625	154
<b>Assignment Incentive Pay</b>	<b>23</b>		<b>193</b>	<b>16</b>		<b>149</b>	<b>16</b>		<b>154</b>
Continuation Pay	40	17,800	712	44	18,681	822	49	19,347	948
Foreign Language Proficiency Bonus	70	6,071	425	87	6,092	530	102	6,118	624
Hardship Duty Location Pay	55	1,200	66	59	1,203	71	62	1,194	74
Hostile Fire Pay	9	2,667	24	10	2,700	27	10	2,700	27
<b>TOTAL SPECIAL PAY</b>	<b>205</b>		<b>1,429</b>	<b>223</b>		<b>1,608</b>	<b>246</b>		<b>1,837</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$33 in OOC estimate. FY 2025 includes \$67 for the OOC budget estimate.

**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	23	193												
Anniversary Payments														
Current Year FY 2024														
Initial Payments			16	149										
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments					16	154								
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments							16	154						
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments									16	154				
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments											16	154		
Anniversary Payments														
Biennial Budget FY 2029														
Initial Payments													16	154
Anniversary Payments														
<b>Total</b>														
Initial Payments	23	193	16	149	16	154	16	154	16	154	16	154	16	154
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	23	193	16	149	16	154	16	154	16	154	16	154	16	154

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2025 Estimate	113,880
FY 2024 Estimate	127,596
FY 2023 Actual	115,036

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 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 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 hou survey process and will be implemented by grade and dependency status.

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

<b><u>With Dependents</u></b>	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	2	42,000	84	2	44,500	89	3	46,333	139
Lt General	4	42,000	168	3	44,333	133	3	46,333	139
Major General	4	39,000	156	5	41,200	206	3	43,000	129
Brig General	9	39,778	358	10	42,000	420	10	43,800	438
Colonel	176	36,602	6,442	188	38,729	7,281	160	40,356	6,457
Lt Colonel	512	35,215	18,030	562	37,258	20,939	488	38,824	18,946
Major	730	32,127	23,453	800	33,990	27,192	652	35,417	23,092
Captain	645	28,019	18,072	682	29,644	20,217	529	30,888	16,340
1st Lieutenant	162	25,241	4,089	187	26,706	4,994	138	27,826	3,840
2nd Lieutenant	67	22,657	1,518	102	23,961	2,444	67	24,970	1,673
<b>Subtotal with Dependents</b>	<b>2,311</b>		<b>72,370</b>	<b>2,541</b>		<b>83,915</b>	<b>2,053</b>		<b>71,193</b>

(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>	0	0		0	0		0	0	
<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	1	39,107	39	1	41,376	41	1	43,113	43
Major General	2	39,107	78	2	41,376	83	2	43,113	86
Brig General	0	36,804	0	0	38,939	0	0	40,574	0
Colonel	18	31,742	571	18	33,583	605	16	34,994	560
Lt Colonel	81	30,005	2,430	82	31,745	2,603	77	33,079	2,547
Major	231	28,519	6,588	230	30,173	6,940	206	31,441	6,477
Captain	471	25,495	12,008	439	26,974	11,842	387	28,107	10,877
1st Lieutenant	307	21,889	6,720	289	23,159	6,693	261	24,132	6,298
2nd Lieutenant	370	20,278	7,503	372	21,454	7,981	369	22,356	8,249
<b>Subtotal w/o Dependents</b>	1,481		35,937	1,433		36,788	1,319		35,137
<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	0	475	0	0	503	0	0	524	0
Lt Colonel	1	396	0	1	419	0	1	436	0
Major	2	320	1	2	339	1	2	353	1
Captain	3	266	1	3	281	1	3	293	1
1st Lieutenant	0	212	0	0	225	0	0	234	0
2nd Lieutenant	0	158	0	0	168	0	0	175	0
<b>Subtotal Partial</b>	6		2	6		2	6		2
<b>TOTAL BAH - DOMESTIC</b>			108,309			120,705			106,332

(Amount in Thousands)

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

<u>With Dependents</u>	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	8	42,750	342	9	40,667	366	9	43,889	395
Lt Colonel	27	39,333	1,062	30	37,667	1,130	32	40,344	1,291
Major	44	35,455	1,560	48	34,042	1,634	48	36,333	1,744
Captain	51	32,176	1,641	53	31,000	1,643	52	32,923	1,712
1st Lieutenant	22	29,636	652	23	28,261	650	23	30,391	699
2nd Lieutenant	20	31,050	621	22	27,636	608	25	30,800	770
<b>Subtotal With Dependents</b>	172		5,878	185		6,031	189		6,611
<u>Without Dependents</u>	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	2	33,018	66	2	29,875	60	2	32,314	65
Lt Colonel	5	30,955	155	6	28,665	172	6	30,799	185
Major	8	28,356	227	9	26,877	242	9	28,575	257
Captain	8	24,907	199	8	23,878	191	8	25,158	201
1st Lieutenant	4	23,511	94	4	22,432	90	4	23,651	95
2nd Lieutenant	3	24,000	72	3	23,122	69	4	24,268	97
<b>Subtotal w/o Dependents</b>	30		813	32		824	33		900
<b>Moving-In Housing Allowance</b>	4	8,878	36	4	9,108	36	4	9,309	37
<b>TOTAL BAH - OVERSEAS</b>			6,727			6,891			7,548
<b>GRAND TOTAL BAH</b>			115,036			127,596			113,880

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$844 in OOC estimate. FY 2025 includes \$1,724 for the OOC budget estimate.

(Amount in Thousands)

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

FY 2025 Estimate	18,291
FY 2024 Estimate	17,436
FY 2023 Actual	15,616

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 11.2% for 2023, 1.70 for 2024, and 3.4% 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	4,282	3,648	15,616	4,603	3,788	17,436	4,689	3,901	18,291

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$95 in OOC estimate. FY 2025 includes \$191 for the OOC budget estimate.

(Amount in Thousands)

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

FY 2025 Estimate 2,130  
FY 2024 Estimate 1,908  
FY 2023 Actual 1,870

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The workyears for Cost of Living allowance is based on authorized overseas strengths for each fiscal year.

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

<b><u>Cost of Living</u></b>	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Average Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	0	9,574	0	0	8,868	0	0	9,625	0
Lt. General	0	9,554	0	0	8,225	0	0	9,412	0
Major General	0	9,520	0	0	7,710	0	0	9,002	0
Brig. General	0	9,499	0	0	8,687	0	0	9,748	0
Colonel	11	9,831	108	12	9,152	110	12	10,155	122
Lt Colonel	34	9,751	332	38	8,991	342	40	10,051	402
Major	54	8,978	485	59	8,409	496	59	9,338	551
Captain	63	7,141	450	65	6,740	438	64	7,478	479
1st Lieutenant	27	5,988	162	28	5,651	158	28	6,294	176
2nd Lieutenant	25	5,265	132	28	4,977	139	31	5,490	170
<b>Subtotal Cost of Living</b>	214		1,669	230		1,683	234		1,900
<b><u>Temporary Lodging Allowance</u></b>	11	18,275	201	12	18,750	225	12	19,163	230
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			1,870			1,908			2,130

(Amount in Thousands)

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

FY 2025 Estimate 11  
FY 2024 Estimate 11  
FY 2023 Actual 10

**PART I - PURPOSE AND SCOPE**

Authorization for this allowance is under the provisions of Title 37 U.S.C., Section 403b and as prescribed in the JTR, Chapter 8. In Title 37 U.S.C., Section 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. 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	13	743	10	14	762	11	14	779	11

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2025 Estimate	159
FY 2024 Estimate	175
FY 2023 Actual	187

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	441	400	176	405	400	162	366	400	146
Additional Allowances	21	200	4	23	200	5	23	200	5
Civilian Clothing	9	799	7	10	801	8	10	818	8
<b>TOTAL CLOTHING ALLOWANCES</b>	471		187	438		175	399		159

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2025 Estimate 777  
FY 2024 Estimate 759  
FY 2023 Actual 708

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<u>FY 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	206	3,000	618	221	3,000	663	226	3,000	678
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	30	3,000	90	32	3,000	96	33	3,000	99
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	236		708	253		759	259		777

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$9 in OOC estimate. FY 2025 includes \$15 for the OOC budget estimate.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2025 Estimate	7
FY 2024 Estimate	7
FY 2023 Actual	6

**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>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<b>Basic Needs Allowance</b>			6			7			7

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2025 Estimate	3,208
FY 2024 Estimate	3,034
FY 2023 Actual	1,376

**PART I - PURPOSE AND SCOPE**

Funds provide for:

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

**Lump Sum Terminal Leave Payments**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
General	0	24,745	0	0	0	0	0	0	0
Lt General	0	20,081	0	1	21,095	21	1	22,081	22
Major General	1	17,972	18	1	18,876	19	1	19,758	20
Brig General	0	16,624	0	1	17,463	17	1	18,279	18
Colonel	18	10,754	193	14	11,297	158	15	11,826	177
Lt Colonel	32	7,648	275	26	7,997	208	28	8,371	234
Major	41	5,209	226	45	5,460	246	46	5,715	263
Captain	30	3,977	123	38	4,173	159	38	4,368	166
1st Lieutenant	4	3,707	14	5	3,907	20	5	4,089	20
2nd Lieutenant	1	2,207	4	1	2,252	2	1	2,358	2
Leave Buy-Back	0	0	0	0	0	0	0	0	0
<b>Subtotal Lump Sum Terminal Leave</b>	<b>127</b>		<b>853</b>	<b>132</b>		<b>850</b>	<b>136</b>		<b>922</b>
<b><u>Separation Pay</u></b>									
Fail Promotion/Unfit	1	40,000	40	1	42,020	42	1	43,984	44
Disability	1	114,396	114	6	120,173	721	6	125,791	755
Invol-Half Pay 5%	1	42,494	42	1	44,640	45	1	46,727	47
Invol-Full Pay 10%	3	109,143	327	12	114,654	1,376	12	120,014	1,440
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>Subtotal Separation Pay</b>	<b>6</b>		<b>523</b>	<b>20</b>		<b>2,184</b>	<b>20</b>		<b>2,286</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>133</b>		<b>1,376</b>	<b>152</b>		<b>3,034</b>	<b>156</b>		<b>3,208</b>

(Amount in Thousands)

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

FY 2025 Estimate	35,788
FY 2024 Estimate	33,671
FY 2023 Actual	29,695

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Social Security costs are based on the percentage rates set by law on a 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:

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	388,940	7.65%	29,695	440,878	7.65%	33,671	468,524	7.65%	35,788

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$209 in OOC estimate. FY 2025 includes \$429 for the OOC budget estimate.

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**PAY AND ALLOWANCES  
OF ENLISTED**

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

	<u>Amount</u>
<b>FY 2024 DIRECT PROGRAM</b>	<b>432,543</b>
<b>Pricing Increase</b>	<b>20,472</b>
<b>Annualization (PI):</b>	<b>4,716</b>
Annualization 1 Jan 24 raise of 5.2% on Basic Pay	2,792
Annualization of raise on RPA	720
Annualization of raise on FICA	214
Annualization of raise on TSP	35
Annualization 1 Jan 24 inflation rate of 4.2% on BAH	955
<b>Pay Raise (PI):</b>	<b>10,721</b>
1 Jan 25 pay raise of 4.5% effect on Basic Pay	7,963
1 Jan 25 pay raise effect on RPA	2,051
1 Jan 25 pay raise effect on FICA	609
1 Jan 25 pay raise effect on TSP	98
<b>BAH Rates (PI):</b>	<b>2,906</b>
1 Jan 25 inflation rate of 4.2% effect on BAH	2,089
1 Jan 25 inflation rate of 2.2% effect on MIHA	26
1 Jan 25 inflation rate of 2.2% effect on OHA	792
<b>Other (PI):</b>	<b>2,128</b>
Increase in Selective Reenlistment Bonus Payments	1,684
Increase in COLA Payments	216
Increase in TLA Payments	30
Increase in Clothing Payments	90
Increase in LSTL Payments	60
Increase in Separation Payments	48

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

<b>Program Increase</b>	<b>22,385</b>
<b>Strength (PGI):</b>	<b>8,474</b>
Increase in workyears for Base Pay	6,185
Increase in workyears for FICA	475
Increase in workyears for RPA	1,637
Increase in workyears for TSP Matching Contribution	150
Increase in workyears for Clothing	27
<b>Other (PGI):</b>	<b>13,911</b>
Increase in Special Pay Program	1,343
Increase in Selective Reenlistment Bonus Program	6,116
Increase in Enlisted Bonus Program	4,000
Increase in COLA Program	55
Increase in TLA Program	32
Increase in Basic Needs Allowance Program	2,106
Increase in FSA Program	27
Increase in LSTL Program	104
Increase in Separation Payments	128
<b>Total Increases</b>	<b>42,857</b>

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

<b>Pricing Decrease</b>	<b>(7,009)</b>
<b>Other (PI):</b>	<b>(7,009)</b>
Decrease in RPA Payments	(7,007)
Decrease in Special Pay Payments	(2)
<b>Program Decrease</b>	<b>(6,064)</b>
<b>Strength (PGD):</b>	<b>(6,050)</b>
Decrease in workyears Housing Allowance	(6,050)
<b>Other (PGD):</b>	<b>(14)</b>
Decrease in Special Pay Program	(14)
<b>Total Decreases</b>	<b>(13,073)</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>462,327</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2025 Estimate	247,027
FY 2024 Estimate	230,085
FY 2023 Actual	176,581

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include a Basic Pay (BP) increase of 4.60% in 2023, and 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 FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2023 beginning strength was 3,841 and end strength was 4,513 using 4,127 workyears.

FY 2024 beginning strength was 4,513 and end strength is expected to be 4,924 using 5,163 workyears.

FY 2025 beginning strength will be 4,924 and end strength is expected to be 5,120 using 5,308 workyears.

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	45	90,729	4,081	52	95,311	4,956	55	99,766	5,487
Senior Master Sergeant	123	72,963	8,973	146	76,648	11,191	138	80,231	11,072
Master Sergeant	558	62,763	35,018	686	65,932	45,229	713	69,014	49,207
Technical Sergeant	759	51,680	39,226	944	54,290	51,249	1,014	56,828	57,623
Staff Sergeant	985	41,743	41,153	1,160	43,851	50,867	1,096	45,901	50,307
Specialist 4	577	33,742	19,434	800	35,446	28,357	815	37,103	30,239
Specialist 3	832	27,463	22,884	1,055	28,850	30,437	1,140	30,199	34,427
Specialist 2	138	25,500	3,513	162	26,788	4,340	184	28,040	5,159
Specialist 1	110	20,837	2,299	158	21,890	3,459	153	22,913	3,506
<b>TOTAL BASIC PAY</b>	<b>4,127</b>		<b>176,581</b>	<b>5,163</b>		<b>230,085</b>	<b>5,308</b>		<b>247,027</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$7,319 in OOC estimate. FY 2025 includes \$8,689 for the OOC budget estimate.

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2025 Estimate	65,082
FY 2024 Estimate	67,686
FY 2023 Actual	65,047

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

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

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	4,127	15,761	65,047	4,733	13,352	63,196	5,043	12,384	62,452
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	0	0	0	430	10,442	4,490	265	9,925	2,630
<b>Total Retired Pay Accrual</b>	<b>4,127</b>	<b>15,761</b>	<b>65,047</b>	<b>5,163</b>	<b>13,110</b>	<b>67,686</b>	<b>5,308</b>	<b>12,261</b>	<b>65,082</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$1,691 in OOC estimate. FY 2025 includes \$1,868 for the OOC budget estimate.

(Amount in Thousands)

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

FY 2025 Estimate	3,134
FY 2024 Estimate	2,851
FY 2023 Actual	2,585

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 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			2,585			2,851			3,134

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

FY 2025 Estimate	7
FY 2024 Estimate	7
FY 2023 Actual	7

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to enlisted service members under provisions of Title 37 U.S.C., Section 351 as follows:

- 1) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Guardians who demolish (by 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.

	<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>Demolition</u>	3	1,800	5	3	1,800	5	3	1,800	5
	<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>Other Incentive Duty Pay</u>									
Pressure Chamber Observer	1	1,800	2	1	1,800	2	1	1,800	2
<b>Subtotal Other Incentive Duty Pay</b>	1		2	1		2	1		2
<b>TOTAL INCENTIVE PAY</b>	4		7	4		7	4		7

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2025 Estimate	3,827
FY 2024 Estimate	3,844
FY 2023 Actual	894

**PART I - PURPOSE AND SCOPE**

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

- (1) Personal Money Allowance for the Chief Master Sergeant of the Space Force (CMSSF) – Authorized for enlisted service members whom assume the role as the senior-most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67/month).
- (2) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (3) Foreign Language Proficiency Bonus (FLPB) – Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List (SLL) or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient enlisted service members are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500/month for a single language, or \$1,000/month for any combination of languages.
- (4) Assignment Incentive Pay (AIP):
  - a. Cavalier Assignment Incentive Pay – Incentive pay of \$700/month to enlisted Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Guardian and their families in weathering persistent quality of life challenges effecting the unit’s ability to attract and retain quality enlisted Guardian. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2020 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 during FY 2024.
  - b. 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 - ENLISTED

- (5) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 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.
- (6) 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.

**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:

	<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>
Personal Money Allowance (CMSSF)	1	2,000	2	1	2,000	2	1	2,000	2
Continuation Pay	15	9,486	162	20	11,094	222	25	11,613	290
Foreign Language Proficiency Bonus	110	5,203	572	102	6,124	625	84	5,923	498
Hostile Fire Pay	3	2,700	8	35	2,700	95	40	2,700	108
Hardship Duty Location Pay	34	1,200	41	127	1,200	152	144	1,200	173
<b>Assignment Incentive Pay</b>									
Cavalier AIP	13	8,400	109	27	9,300	251	27	9,600	259
Cyber AIP	0	0	0	999	2,500	2,497	999	2,500	2,497
<b>Subtotal Assignment Incentive Pay</b>	13		109	1,026		2,748	1,026		2,756
<b>TOTAL SPECIAL PAY</b>	176		894	1,311		3,844	1,320		3,827

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$238 in OOC estimate. FY 2025 includes \$273 for the OOC budget estimate.

**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	13	109												
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														
<b>Total</b>														
Initial Payments	13	109	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
<b>Total</b>	13	109	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 - 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			999	2,497										
Anniversary Payments														
Biennial Budget FY 2025														
Initial Payments					999	2,497								
Anniversary Payments														
Biennial Budget FY 2026														
Initial Payments							999	2,497						
Anniversary Payments														
Biennial Budget FY 2027														
Initial Payments									999	2,497				
Anniversary Payments														
Biennial Budget FY 2028														
Initial Payments											999	2,497		
Anniversary Payments														
Biennial Budget FY 2029														
Initial Payments													999	2,497
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	999	2,497	999	2,497	999	2,497	999	2,497	999	2,497	999	2,497
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	999	2,497	999	2,497	999	2,497	999	2,497	999	2,497	999	2,497

(Amount in Thousands)

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

FY 2025 Estimate	2,351
FY 2024 Estimate	1,008
FY 2023 Actual	2,009

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2023 Actual</u></b>		<b><u>FY 2024 Estimate</u></b>		<b><u>FY 2025 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	156	841	53	286	238	1,285
SD-5 (\$375)	42	191	6	27	89	401
SD-4 (\$300)	28	102	108	389	26	94
SD-3 (\$225)	293	790	108	292	127	343
SD-2 (\$150)	28	51	7	13	121	218
SD-1 (\$75)	38	34	1	1	11	10
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>585</b>	<b>2,009</b>	<b>283</b>	<b>1,008</b>	<b>612</b>	<b>2,351</b>

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

FY 2025 Estimate	21,000
FY 2024 Estimate	13,200
FY 2023 Actual	3,687

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Maintaining skilled manning in line with requirements as well as retaining essential experience required to meet current and emerging missions is the intent of the SRB. Space Force competes with the civilian sector for highly marketable skills and as retention continues to be a top priority, expanded monetary inducements are required to keep highly trained and experienced enlisted Guardians.

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>
Initial Payments	114	28,000	3,192	1,800	6,889	12,400	2,000	8,100	16,200
Anniversary Payments	17	29,118	495	114	7,018	800	1,800	2,667	4,800
Accelerated Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	131		3,687	1,914		13,200	3,800		21,000

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
Prior Obligations (FY22 & Prior)	17	495												
Accelerated Payments														
Prior Year FY 2023														
Initial Payments	114	3,192												
Anniversary Payments			114	800										
Current Year FY 2024														
Initial Payments			1,800	12,400										
Anniversary Payments					1,800	4,800								
Biennial Budget FY 2025														
Initial Payments					2,000	16,200								
Anniversary Payments							2,000	4,800						
Biennial Budget FY 2026														
Initial Payments							2,000	25,000						
Anniversary Payments									2,000	4,800				
Biennial Budget FY 2027														
Initial Payments									2,000	25,000				
Anniversary Payments											2,000	4,800		
Biennial Budget FY 2028														
Initial Payments											2,000	25,000		
Anniversary Payments													2,000	4,800
Biennial Budget FY 2029														
Initial Payments													2,000	25,000
Anniversary Payments														
Total														
Initial Payments	114	3,192	1,800	12,400	2,000	16,200	2,000	25,000	2,000	25,000	2,000	25,000	2,000	25,000
Anniversary Payments	17	495	114	800	1,800	4,800	2,000	4,800	2,000	4,800	2,000	4,800	2,000	4,800
<b>Total SRB</b>	131	3,687	1,914	13,200	3,800	21,000	4,000	29,800	4,000	29,800	4,000	29,800	4,000	29,800

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2025 Estimate	4,000
FY 2024 Estimate	0
FY 2023 Actual	0

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 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
0	2,000	0	0	2,000	0	0	2,000	0
0	3,000	0	0	3,000	0	0	3,000	0
0	4,000	0	0	4,000	0	0	4,000	0
0	5,000	0	0	5,000	0	0	5,000	0
0	6,000	0	0	6,000	0	0	6,000	0
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	0	10,000	0	0	10,000	0
0	11,000	0	0	11,000	0	0	11,000	0
0	12,000	0	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
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
0	20,000	0	0	20,000	0	0	20,000	0
0	40,000	0	0	40,000	0	100	40,000	4,000
0	50,000	0	0	50,000	0	0	50,000	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100</b>		<b>4,000</b>

(Amount in Thousands)

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

FY 2025 Estimate	83,682
FY 2024 Estimate	85,871
FY 2023 Actual	72,185

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The January 1, 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**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	34	29,147	991	36	30,833	1,110	35	32,114	1,124
Senior Master Sergeant	90	27,833	2,505	99	29,455	2,916	86	30,686	2,639
Master Sergeant	392	26,707	10,469	446	28,256	12,602	427	29,443	12,572
Technical Sergeant	449	25,800	11,584	515	27,295	14,057	507	28,442	14,420
Staff Sergeant	408	23,120	9,433	442	24,459	10,811	382	25,487	9,736
Specialist 4	143	21,231	3,036	181	22,464	4,066	168	23,405	3,932
Specialist 3	124	21,387	2,652	123	22,626	2,783	96	23,573	2,263
Specialist 2	15	21,133	317	10	22,400	224	2	23,500	47
Specialist 1	9	21,889	197	4	23,250	93	1	24,000	24
<b>Subtotal with Dependents</b>	<b>1,664</b>		<b>41,184</b>	<b>1,856</b>		<b>48,662</b>	<b>1,704</b>		<b>46,757</b>

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2023 Actual		FY 2024 Estimate		FY 2025 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
<u>Differential</u>	2	7	3	11	3	12

Without Dependents - Full Allowance

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	4	25,935	104	5	27,439	137	4	28,591	114
Senior Master Sergeant	15	24,622	369	17	26,050	443	15	27,144	407
Master Sergeant	81	22,808	1,847	93	24,131	2,244	89	25,145	2,238
Technical Sergeant	162	21,411	3,469	185	22,653	4,191	179	23,604	4,225
Staff Sergeant	363	19,390	7,038	393	20,514	8,062	336	21,376	7,182
Specialist 4	288	17,002	4,897	366	17,988	6,584	342	18,744	6,410
Specialist 3	115	16,997	1,955	114	17,983	2,050	89	18,738	1,668
Specialist 2	4	16,807	67	3	17,781	53	1	18,528	19
Specialist 1	1	16,284	16	1	17,228	17	1	17,952	18
<b>Subtotal without Dependents (Full)</b>	1,033		19,762	1,177		23,781	1,056		22,281

Without Dependents - Partial Allowance

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	5	223	1	6	236	1	6	246	1
Senior Master Sergeant	12	184	2	14	194	3	13	202	3
Master Sergeant	56	142	8	69	150	10	72	157	11
Technical Sergeant	76	119	9	95	126	12	102	131	13
Staff Sergeant	99	104	10	117	110	13	110	115	13
Specialist 4	58	97	6	80	103	8	82	107	9
Specialist 3	83	93	8	105	99	10	114	103	12
Specialist 2	14	86	1	16	91	1	19	95	2
Specialist 1	11	83	1	16	88	1	15	91	1

<b>Subtotal without Dependents (Partial)</b>	414		46	518		59	533		65
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<b>TOTAL BAH - DOMESTIC</b>			60,999			72,513			69,115
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(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

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	34,000	68	2	32,500	65	2	35,000	70
Senior Master Sergeant	5	31,200	156	6	30,000	180	6	32,000	192
Master Sergeant	35	30,857	1,080	43	29,721	1,278	45	31,622	1,423
Technical Sergeant	48	30,146	1,447	60	29,083	1,745	64	30,859	1,975
Staff Sergeant	63	28,270	1,781	74	27,297	2,020	70	28,943	2,026
Specialist 4	37	27,676	1,024	51	26,725	1,363	52	28,346	1,474
Specialist 3	53	28,962	1,535	67	27,746	1,859	73	29,753	2,172
Specialist 2	5	29,400	147	6	27,667	166	7	29,857	209
Specialist 1	3	27,667	83	4	0	0	4	0	0
<b>Subtotal with Dependents</b>	<b>251</b>		<b>7,321</b>	<b>313</b>		<b>8,676</b>	<b>323</b>		<b>9,541</b>

Without 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	1	28,149	28	1	24,867	25	1	27,541	28
Senior Master Sergeant	3	25,536	77	4	23,803	95	3	25,664	77
Master Sergeant	18	25,376	457	22	23,716	522	23	25,403	584
Technical Sergeant	24	24,576	590	30	23,277	698	32	24,687	790
Staff Sergeant	31	23,140	717	37	22,104	818	34	23,358	794
Specialist 4	18	22,977	414	25	21,963	549	25	23,324	583
Specialist 3	26	22,683	590	33	21,507	710	36	23,258	837
Specialist 2	3	21,676	65	4	20,559	82	4	22,264	89
Specialist 1	1	22,840	23	1	20,209	20	1	22,431	22
<b>Subtotal without Dependents</b>	<b>125</b>		<b>2,961</b>	<b>157</b>		<b>3,519</b>	<b>159</b>		<b>3,804</b>
<b>Moving-In Housing Allowance</b>	<b>114</b>	<b>7,926</b>	<b>904</b>	<b>143</b>	<b>8,132</b>	<b>1,163</b>	<b>147</b>	<b>8,311</b>	<b>1,222</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>11,186</b>			<b>13,358</b>			<b>14,567</b>
<b>GRAND TOTAL BAH</b>			<b>72,185</b>			<b>85,871</b>			<b>83,682</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$3,718 in OOC estimate. FY 2025 includes \$4,394 for the OOC budget estimate.

(Amount in Thousands)

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

FY 2025 Estimate 3,386  
FY 2024 Estimate 3,053  
FY 2023 Actual 2,515

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The work years for cost-of-living allowance is based on authorized overseas strengths for each fiscal year.

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

**Cost of Living**

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	3	7,997	24	3	7,459	22	4	8,323	33
Senior Master Sergeant	6	7,466	45	7	6,945	49	7	7,770	54
Master Sergeant	28	6,875	193	34	6,414	218	36	7,228	260
Technical Sergeant	57	6,027	344	71	5,631	400	76	6,378	485
Staff Sergeant	74	5,038	373	87	4,681	407	82	5,322	436
Specialist 4	43	4,309	185	60	4,010	241	61	4,530	276
Specialist 3	63	3,520	222	80	3,310	265	86	3,711	319
Specialist 2	10	3,163	32	12	2,988	36	13	3,344	43
Specialist 1	8	2,954	24	11	2,792	31	11	3,106	34
<b>Subtotal Cost of Living</b>	292		1,442	365		1,669	376		1,940
<b><u>Temporary Lodging Allowance</u></b>	70	15,326	1,073	88	15,725	1,384	90	16,071	1,446
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			2,515			3,053			3,386

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2025 Estimate	4,186
FY 2024 Estimate	4,069
FY 2023 Actual	2,953

**PART I - PURPOSE AND SCOPE**

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

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 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>
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	414	1,826	756	468	1,954	915	445	1,997	889
Civilian Life (Female)	103	2,220	229	201	2,326	467	191	2,377	454
Officer Tng School (Male)	51	573	43	62	839	52	77	870	67
Officer Tng School (Female)	13	711	14	15	1,067	16	22	1,091	24
<b>Subtotal Military Clothing</b>	<b>581</b>		<b>1,042</b>	<b>746</b>		<b>1,450</b>	<b>735</b>		<b>1,434</b>
<b><u>Civilian Clothing</u></b>									
Initial	48	1,172	56	60	1,200	72	62	1,227	76
Continuing	44	391	17	55	401	22	57	410	23
TDY	163	586	96	204	601	123	210	614	129
<b>Subtotal Civilian Clothing</b>	<b>255</b>		<b>169</b>	<b>319</b>		<b>217</b>	<b>329</b>		<b>228</b>
<b>TOTAL INITIAL ALLOWANCES</b>	<b>836</b>		<b>1,211</b>	<b>1,065</b>		<b>1,667</b>	<b>1,064</b>		<b>1,662</b>
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Guardians (Male)	647	327	211	809	347	280	832	354	295
Guardians (Female)	201	335	67	251	351	88	259	359	93
<b>Subtotal</b>	<b>848</b>		<b>278</b>	<b>1,060</b>		<b>368</b>	<b>1,091</b>		<b>388</b>
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Guardians (Male)	1,574	467	734	1,969	495	975	2,024	506	1,024
Guardians (Female)	413	478	197	517	502	259	531	513	272
<b>Subtotal</b>	<b>1,987</b>		<b>931</b>	<b>2,486</b>		<b>1,234</b>	<b>2,555</b>		<b>1,296</b>
<b><u>Supplemental Maint. Allow.</u></b>	<b>1,568</b>	<b>340</b>	<b>533</b>	<b>1,962</b>	<b>408</b>	<b>800</b>	<b>2,017</b>	<b>416</b>	<b>840</b>
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>2,953</b>			<b>4,069</b>			<b>4,186</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2025 Estimate	984
FY 2024 Estimate	957
FY 2023 Actual	765

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
PCS CONUS or Overseas with dependents not authorized	135	3,000	405	169	3,000	507	174	3,000	522
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	120	3,000	360	150	3,000	450	154	3,000	462
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	255		765	319		957	328		984

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$72 in OOC estimate. FY 2025 includes \$81 for the OOC budget estimate.

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2025 Estimate	2,113
FY 2024 Estimate	7
FY 2023 Actual	6

**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			6			7			2,113

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2025 Estimate	2,645
FY 2024 Estimate	2,306
FY 2023 Actual	1,543

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted service members for:

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

**Lump Sum Terminal  
Leave Payments**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	8	5,830	50	10	6,116	61	11	6,401	70
Senior Master Sergeant	13	3,874	54	16	4,065	65	18	4,255	77
Master Sergeant	49	3,774	189	60	3,963	238	66	4,148	274
Technical Sergeant	50	2,796	144	66	2,936	194	71	3,073	218
Staff Sergeant	97	2,019	205	139	2,119	295	148	2,218	328
Specialist 4	134	1,424	192	200	1,496	299	214	1,566	335
Specialist 3	34	1,654	58	50	1,736	87	53	1,817	96
Specialist 2	12	1,589	19	18	1,669	30	19	1,747	33
Specialist 1	16	714	11	24	750	18	26	785	20
<b>Subtotal LSTL</b>	<b>413</b>		<b>922</b>	<b>583</b>		<b>1,287</b>	<b>626</b>		<b>1,451</b>
<b><u>Separation Pay</u></b>									
Disability	5	43,739	219	8	45,947	368	9	48,095	433
Invol-Half Pay 5%	2	20,207	40	2	21,227	42	2	22,219	44
Invol-Full Pay 10%	10	36,243	362	16	38,073	609	18	39,853	717
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
<b>Subtotal Separation Pay</b>	<b>17</b>		<b>621</b>	<b>26</b>		<b>1,019</b>	<b>29</b>		<b>1,194</b>
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>TOTAL SEPARATION PAYMENTS</b>	<b>430</b>		<b>1,543</b>	<b>609</b>		<b>2,306</b>	<b>655</b>		<b>2,645</b>

(Amount in Thousands)

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

FY 2025 Estimate	18,898
FY 2024 Estimate	17,600
FY 2023 Actual	13,509

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

- Calendar Year 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:

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	176,581	7.65%	13,509	230,085	7.65%	17,600	247,027	7.65%	18,898

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$560 in OOC estimate. FY 2025 includes \$665 for the OOC budget estimate.

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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

**AMOUNT**

<b>FY 2024 DIRECT PROGRAM</b>	26,250
<b>Pricing Increase</b>	782
<b>Program Increase</b>	759
Increase in Subsistence - BAS Enlisted Program	759
<b>Total Increases</b>	<b>1,541</b>
<b>Pricing Decrease</b>	<b>0</b>
<b>Program Decrease</b>	<b>0</b>
<b>Total Decreases</b>	<b>0</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>27,791</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2025 Estimate	27,791
FY 2024 Estimate	26,250
FY 2023 Actual	20,204

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 11.2% for 2023, 1.70% 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 Guardian housed in government quarters (e.g. dormitories) that are forced to subsist on the economy due to the temporary (or on rare occasion, permanent) closure of a dining facility (DFAC) on their installation. For circumstances such as these, BAS Type II is made available to eligible enlisted Guardian and the authority contained within Title 37 U.S.C., Section 402. Prior to distribution of any additional funds on top of their normal BAS and removal from essential unit messing (ESM) status, each scenario is examined by a number of HQ/Air Staff, Major Command, and Wing-level organizations to ensure there is a bonafide need as well as funds availability. Typically, these enlisted Guardian lack the storage space or preparatory facilities in support of their subsistence, and therefore must rely on commercial arrangements until the DFAC becomes available once more.

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

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b>When Authorized to Mess Separately</b>	4,127	5,295	21,854	5,163	5,500	28,396	5,308	5,664	30,063
<b>BAS Type II</b>	0	0	0	0	0	0	0	0	0
<b>Augmentation of Commuted Rations Allowance</b>	0	0	0	0	0	0	0	0	0
<b>Less Collections</b>			(1,650)			(2,146)			(2,272)
<b>GRAND TOTAL</b>			20,204			26,250			27,791

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$819 in OOC estimate. FY 2025 includes \$957 for the OOC budget estimate.

**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

<b>FY 2024 DIRECT PROGRAM</b>	<b>40,946</b>
<b>Pricing Increase</b>	<b>1,258</b>
<b>Annualization (PI):</b>	<b>84</b>
Annualization 1 Jan 24 raise of 5.2% on DLA for PCS moves	84
<b>Pay Raise (PI):</b>	<b>241</b>
1 Jan 25 pay raise of 4.5% effect on DLA for PCS moves	241
<b>Inflation Rate (PI):</b>	<b>665</b>
Increase in rate for Land (HHG) Pricing	526
Increase in rate for ITGBL (HHG) Pricing	139
<b>Other (PI):</b>	<b>268</b>
Increase in Total Mile-Per Diem Pricing	83
Increase in Total AMC Pricing	27
Increase in Total Comm Air Pricing	12
Increase in M Tons MSC Pricing	7
Increase in S Tons AMC Pricing	60
Increase in Trans of POV Pricing	1
Increase in Temp Lodging Pricing	78
<b>Program Increase</b>	<b>870</b>

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

	<u>AMOUNT</u>
<b>Strength (PGI):</b>	<b>681</b>
Increase in Disloc Allow Program	136
Increase in Land Ship Program	432
Increase in ITGBL Program	113
<b>Other (PGI):</b>	<b>189</b>
Increase in Total Mile-Per Diem Program	21
Increase in Total AMC Program	14
Increase in Total Comm Air Program	6
Increase in M Tons MSC Program	6
Increase in S Tons AMC Program	49
Increase in NonTemp Storage Program	58
Increase in Temp Lodging Program	35
<b>Total Increases</b>	<b>2,128</b>
<b>Pricing Decrease</b>	<b>(6)</b>
<b>Other (PD):</b>	<b>(6)</b>
Decrease in Total Mile-Per Diem Pricing	(3)
Decrease in Total AMC Pricing	(2)
Decrease in Total Comm Air Pricing	(1)
<b>Program Decrease</b>	<b>(119)</b>
<b>Other (PGD):</b>	<b>(119)</b>
Decrease in Total Mile-Per Diem Program	(81)
Decrease in Total AMC Program	(26)
Decrease in Total Comm Air Program	(12)
<b>Total Decreases</b>	<b>(125)</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>42,949</b>

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

These funds are for expenses incident to Permanent Change of Station (PCS) travel of military personnel individually, travel of family member(s), or as part of organized units within the 48 Continental United States (CONUS) and Outside of the Continental United States (OCONUS) of the contiguous 48 states and overseas. Funds enables the Space 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 Space 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 Guard 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 Space Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances increased entitlement for members extended Temporary Lodging Expense (TLE) due to a housing Shortage; 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)**

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Accession Travel	1,812	7,668	1,211	5,275	1,054	4,800
Training Travel	287	4,422	335	5,287	366	5,948
Operational Travel between Duty Stations	620	12,664	829	18,168	872	19,735
Rotational Travel To and From Overseas	271	5,396	324	6,967	323	7,123
Separation Travel	537	3,688	768	5,104	754	5,196
Travel of Organized Units	1	9	10	145	10	147
<b>TOTAL OBLIGATIONS</b>	<b>3,528</b>	<b>33,847</b>	<b>3,477</b>	<b>40,946</b>	<b>3,379</b>	<b>42,949</b>
<b>Less Reimbursements</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>3,528</b>	<b>33,847</b>	<b>3,477</b>	<b>40,946</b>	<b>3,379</b>	<b>42,949</b>

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

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	2,595	2,792	2,557	2,795	2,485	2,797
AMC	678	909	668	910	650	911
Commercial Air	255	387	251	388	244	388
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	1,430	862	1,682	791	1,722	801
AMC	681	450	801	591	819	603
Commercial Air	242	191	285	251	292	256
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	779	190	930	267	950	281
S Tons - AMC	239	1,541	285	2,167	292	2,275
Land Shipment, CONUS & Overseas	1,265	15,894	1,510	19,052	1,543	20,009
ITGBL	501	3,568	598	5,018	611	5,270
Dislocation Allowance	1,249	4,090	1,404	5,069	1,439	5,530
Trailer Allowance	0	0	0	0	0	0
Transportation of POVs	187	1	203	1	0	0
Port Handling Charges		0		0		0
Nontemporary Storage*		1,152		1,271		1,329
Temporary Lodging Expense*	1,122	1,820	1,186	2,258	1,204	2,371
Defense Personnel Property System		0		0		0
POV Contracts		0		0		2
Spouse Licensure		0		118		126
<b>TOTAL OBLIGATIONS</b>		<b>33,847</b>		<b>40,946</b>		<b>42,949</b>
<b>Less Reimbursements</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL DIRECT PROGRAM</b>		<b>33,847</b>		<b>40,946</b>		<b>42,949</b>

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

(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 2025 Estimate	4,800
FY 2024 Estimate	5,275
FY 2023 Actual	7,668

**PART I - PURPOSE AND SCOPE**

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

- (1) Initial Permanent Change of Station (PCS) movements of active-duty Space Force commissioned officers, to include Reserve Component officers called or recalled to extended active duty, officers who are appointed or recalled from enlisted status, and officers appointed from enlisted status upon graduation from Officer Training School (OTS).
- (2) Commences from a member's home or point where orders were received to their first permanent duty station in Continental United States (CONUS), Outside of Continental United States (OCONUS) or training school of 20 weeks or more and, in some cases, from the station where they served as enlisted to their new Permanent Duty Station (PDS) or training school of 20 weeks or more.
- (3) Enlistees, re-enlistees, and prior service personnel from recruiting station or place of enlistment to their first PCS duty station or training school of 20 weeks or more; recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more.
- (4) Enlisted personnel attending commissioning program will be accessed upon graduation from Officer Training School
- (5) Individuals selected as Space 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 Space Force personnel programs. These gains are required to meet planned Space Force manpower levels. This category of move results primarily from approved end strengths; consequently, adjustments in accession travel can only accommodate via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, Reserve Officer’s Training Corps (ROTC), medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and non-prior service personnel, recalled reserves, USSF Preparatory School, and OTS.

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Accession Travel</u></b>									
Member Travel	591	998	590	396	1,023	405	366	1,046	383
Family Member Travel	218	431	94	146	445	65	135	444	60
Trans of Household Goods	315	8,546	2,692	211	8,768	1,850	195	8,959	1,747
Dislocation Allowance	154	2,675	412	103	2,806	289	95	2,947	280
Nontemporary Storage			287			198			186
Temporary Lodging Expenses	246	724	178	165	745	123	152	763	116
<b>Subtotal Officer Accession Travel</b>			4,253			2,930			2,772
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	1,221	1,191	1,454	815	1,222	996	688	1,250	860
Family Member Travel	281	1,633	459	187	1,684	315	158	1,722	272
Trans of Household Goods	173	5,861	1,014	116	5,991	695	98	6,112	599
Dislocation Allowance	158	2,000	316	106	2,085	221	89	2,202	196
Nontemporary Storage			131			90			77
Temporary Lodging Expenses	161	255	41	107	262	28	91	264	24
<b>Subtotal Enlisted Accession Travel</b>			3,415			2,345			2,028
<b><u>Cadet Accession Travel</u></b>	0	0	0	0	0	0	0	0	0
<b>TOTAL ACCESSION TRAVEL</b>			7,668			5,275			4,800

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2025 Estimate	5,948
FY 2024 Estimate	5,287
FY 2023 Actual	4,422

**PART I - PURPOSE AND SCOPE**

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

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Training Travel</u></b>									
Member Travel	272	1,268	345	314	1,299	408	345	1,325	457
Family Member Travel	282	468	132	326	479	156	358	492	176
Trans of Household Goods	330	8,585	2,833	381	8,806	3,355	418	9,010	3,766
Dislocation Allowance	201	4,109	826	232	4,315	1,001	255	4,518	1,152
Nontemporary Storage			144			171			192
Temporary Lodging Expenses	161	236	38	186	242	45	204	245	50
<b>Subtotal Officer Training Travel</b>			4,318			5,136			5,793
<b><u>Enlisted Training Travel</u></b>									
Member Travel	15	1,133	17	21	1,190	25	21	1,190	25
Family Member Travel	5	600	3	7	714	5	7	714	5
Trans of Household Goods	4	15,000	60	6	14,333	86	6	14,667	88
Dislocation Allowance	3	6,333	19	4	7,000	28	4	7,500	30
Nontemporary Storage			3			4			4
Temporary Lodging Expenses	3	667	2	4	750	3	4	750	3
<b>Subtotal Enlisted Training Travel</b>			104			151			155
<b>TOTAL TRAINING TRAVEL</b>			4,422			5,287			5,948

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2025 Estimate	19,735
FY 2024 Estimate	18,168
FY 2023 Actual	12,664

**PART I - PURPOSE AND SCOPE**

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

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

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Operational Travel</u></b>									
Member Travel	421	1,520	640	601	1,559	937	647	1,597	1,033
Family Member Travel	778	405	315	1,111	508	564	1,196	517	618
Pet Allowances	0	0	0	714	275	196	384	550	211
Trans of Household Goods	562	11,028	6,198	802	11,323	9,081	863	11,576	9,990
Dislocation Allowance	362	4,243	1,536	516	4,463	2,303	556	4,667	2,595
Nontemporary Storage			390			570			628
Temporary Lodging Expenses	285	2,386	680	406	2,456	997	438	2,502	1,096
<b>Subtotal Officer Operational Travel</b>			9,759			14,648			16,171
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	199	1,673	333	228	1,728	394	225	1,764	397
Family Member Travel	298	359	107	342	415	142	337	424	143
Pet Allowances	0	0	0	271	275	74	134	550	74
Trans of Household Goods	306	5,526	1,691	351	5,664	1,988	346	5,798	2,006
Dislocation Allowance	155	2,613	405	177	2,757	488	175	2,880	504
Nontemporary Storage			107			126			127
Temporary Lodging Expenses	125	2,096	262	143	2,154	308	141	2,206	311
<b>Subtotal Enlisted Operational Travel</b>			2,905			3,520			3,562
POV Contracts			0			0			2
<b>TOTAL OPERATIONAL TRAVEL</b>			12,664			18,168			19,735

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2025 Estimate	7,123
FY 2024 Estimate	6,967
FY 2023 Actual	5,396

**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 in 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 Space Force installations around the globe and are directly impacted by overseas strength requirements and the length of overseas tours for Guardians and their families.

Rates are based upon statistical analysis derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, 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**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Rotational Travel</u></b>									
Member Travel	130	1,854	241	151	1,914	289	152	1,947	296
Family Member Travel	168	1,048	176	195	1,077	210	196	1,097	215
Pet Allowances	77	13	1	179	1,000	179	90	2,000	181
Trans of Household Goods	135	15,763	2,128	157	16,159	2,537	158	16,513	2,609
Dislocation Allowance	117	3,214	376	135	3,393	458	136	3,551	483
Global POV	0	0	0	0	0	0	0	0	0
Nontemporary Storage			57			67			69
Temporary Lodging Expenses	74	5,568	412	87	5,644	491	87	5,805	505
<b>Subtotal Officer Rotational Travel</b>			<b>3,391</b>			<b>4,231</b>			<b>4,358</b>
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	141	1,801	254	173	1,850	320	171	1,889	323
Family Member Travel	123	943	116	151	967	146	150	987	148
Pet Allowances	84	0	0	206	1,000	206	102	2,000	203
Trans of Household Goods	134	8,925	1,196	164	9,183	1,506	162	9,389	1,521
Dislocation Allowance	99	2,010	199	122	2,107	257	121	2,198	266
Global POV	57	18	1	70	14	1	0	0	0
Nontemporary Storage			32			40			41
Temporary Lodging Expenses	67	3,090	207	83	3,133	260	82	3,207	263
<b>Subtotal Enlisted Rotational Travel</b>			<b>2,005</b>			<b>2,736</b>			<b>2,765</b>
<b>TOTAL ROTATIONAL TRAVEL</b>			<b>5,396</b>			<b>6,967</b>			<b>7,123</b>

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2025 Estimate	5,196
FY 2024 Estimate	5,104
FY 2023 Actual	3,688

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Separation Travel</u></b>									
Member Travel	223	430	96	250	440	110	262	450	118
Family Member Travel	72	764	55	81	778	63	85	788	67
Trans of Household Goods	97	20,062	1,946	108	20,741	2,240	114	21,044	2,399
<b>Subtotal Officer Separation Travel</b>			2,097			2,413			2,584
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	314	373	117	518	378	196	492	388	191
Family Member Travel	126	365	46	207	377	78	197	381	75
Trans of Household Goods	198	7,207	1,427	327	7,385	2,415	311	7,537	2,344
Nontemporary Storage			1			2			2
<b>Subtotal Enlisted Separation Travel</b>			1,591			2,691			2,612
<b><u>Cadet Separation Travel</u></b>	0	0	0	0	0	0	0	0	0
<b>TOTAL SEPARATION TRAVEL</b>			3,688			5,104			5,196

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2025 Estimate	147
FY 2024 Estimate	145
FY 2023 Actual	9

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

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

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

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

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	0	0	0	4	1,500	6	4	1,500	6
Family Member Travel	0	0	0	5	600	3	5	600	3
Trans of Household Goods	0	0	0	6	8,333	50	6	8,500	51
Dislocation Allowance	0	0	0	3	4,333	13	3	4,333	13
Nontemporary Storage			0			1			1
Temporary Lodging Expenses	0	0	0	3	333	1	3	333	1
<b>Subtotal Officer Unit Travel</b>			0			74			75
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	1	1,000	1	6	1,167	7	6	1,167	7
Family Member Travel	1	0	0	9	444	4	9	444	4
Trans of Household Goods	2	3,500	7	9	5,000	45	9	5,111	46
Dislocation Allowance	1	1,000	1	5	2,200	11	5	2,200	11
Nontemporary Storage			0			2			2
Temporary Lodging Expenses	1	0	0	4	500	2	4	500	2
<b>Subtotal Enlisted Unit Travel</b>			9			71			72
<b>TOTAL UNIT TRAVEL</b>			9			145			147

**OTHER MILITARY  
PERSONNEL COSTS**

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

**AMOUNT**

<b>FY 2024 DIRECT PROGRAM</b>	<b>2,458</b>
<b>Pricing Increase</b>	<b>56</b>
Increase in Unemployment Benefits Pricing	14
Increase in Mass Transportation Pricing	9
Increase in Partial DLA Pricing	33
<b>Program Increase</b>	<b>239</b>
<b>Other (PGI):</b>	<b>239</b>
Increase in Unemployment Benefits Program	107
Increase in SGLI Program	11
Increase in Mass Transportation Program	84
Increase in Partial DLA Program	37
<b>Total Increases</b>	<b>295</b>
<b>Program Decrease</b>	<b>0</b>
<b>Total Decreases</b>	<b>0</b>
<b>FY 2025 DIRECT PROGRAM</b>	<b>2,753</b>

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2025 Estimate	300
FY 2024 Estimate	300
FY 2023 Actual	300

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	1	100,000	100	1	100,000	100	1	100,000	100
Enlisted	2	100,000	200	2	100,000	200	2	100,000	200
<b>TOTAL</b>	<b>3</b>		<b>300</b>	<b>3</b>		<b>300</b>	<b>3</b>		<b>300</b>

(Amount in Thousands)

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

FY 2025 Estimate	738
FY 2024 Estimate	618
FY 2023 Actual	501

**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>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	94	5,330	501	113	5,469	618	132	5,591	738

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$164 in OOC estimate. FY 2025 includes \$168 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. The FY 2019 column reflects actual payments made to the VA.

Details of the cost are provided in the following table:

	<b><u>FY 2023 Actual</u></b>	<b><u>FY 2024 Estimate</u></b>	<b><u>FY 2025 Estimate</u></b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	29	45	56
Traumatic Injury-SGLI (Retro)	0	0	0
<b>Total</b>	<b>29</b>	<b>45</b>	<b>56</b>

\* FY 2023 includes \$0 in OOC execution. FY 2024 includes \$41 in OOC estimate. FY 2025 includes \$52 for the OOC budget estimate.

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2025 Estimate 17  
FY 2024 Estimate 17  
FY 2023 Actual 8

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 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	4	2,100	8	8	2,100	17	8	2,100	17

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2025 Estimate	858
FY 2024 Estimate	765
FY 2023 Actual	170

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on the historical number of Department of the Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. Effective January 1, 2023, the monthly cap was set to \$300, up from \$280, and 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 \$3,540 for 2023, \$3,735 for 2024 and \$3,780 for 2025.

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

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	42	3,540	149	184	3,735	687	206	3,780	779
Enlisted	6	3,540	21	21	3,735	78	21	3,780	79
<b>TOTAL</b>	<b>48</b>		<b>170</b>	<b>205</b>		<b>765</b>	<b>227</b>		<b>858</b>

(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2025 Estimate	784
FY 2024 Estimate	713
FY 2023 Actual	141

**PART I - PURPOSE AND SCOPE**

Title 37 U.S.C., Section 407, as amended by the FY 2002 NDAA, authorized a partial dislocation allowance 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	141	713	784

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**SECTION 5**

**SPECIAL ANALYSIS**

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

**Assigned Outside DoD:**

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
<b>Subtotal Non-Reimbursable Personnel</b>	0	0	0	0	0	0	0	0	0
<b>Reimbursable Personnel:</b>									
National Aeronautics Space Administration (NASA)	1	0	1	1	0	1	1	0	1
<b>Subtotal Reimbursable Personnel</b>	1	0	1	1	0	1	1	0	1
<b>In Support Non DoD Functions:</b>									
<b>Subtotal Non-DoD Functions</b>	0	0	0	0	0	0	0	0	0
<b>Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)</b>									
<b>Subtotal Working Capital Fund</b>	0	0	0	0	0	0	0	0	0
<b>Total - Reimbursable</b>	1	0	1	1	0	1	1	0	1
<b>Total - Nonreimbursable</b>	0	0	0	0	0	0	0	0	0
<b>Grand Total</b>	1	0	1	1	0	1	1	0	1

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

	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
<b>Subsistence</b>	0	0	0
<b>RC ADOS (Non-Strength) Related:</b>			
Officer - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Enlisted - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Retired Pay Accrual	0	0	0
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
<b>RC ADOS (Non-Strength) Related Subtotal</b>	0	0	0
<b>Strength Related:</b>			
Officer - Basic Pay	167	174	178
Other Pay and Allowances	71	74	75
Enlisted - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Retired Pay Accrual	62	52	47
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
<b>Strength Related Subtotal</b>	300	300	300
<b>TOTAL PROGRAM</b>	300	300	300

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

**FY 2023 Actual\***

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	3	2	2	2	2	2	2	2	2	2	2
O-9 Lieutenant General	6	5	6	6	6	6	6	6	6	6	6	5
O-8 Major General	6	6	6	6	6	6	6	6	6	6	6	6
O-7 Brigadier General	10	10	9	10	10	10	10	10	10	11	11	11
O-6 Colonel	210	211	214	214	214	214	220	222	225	228	228	222
O-5 Lt Colonel	666	657	654	655	654	649	669	677	681	687	686	688
O-4 Major	971	1,005	1,074	1,075	1,102	1,107	1,116	1,119	1,122	1,131	1,138	1,140
O-3 Captain	1,309	1,298	1,232	1,231	1,206	1,233	1,194	1,284	1,265	1,267	1,302	1,310
O-2 1st Lieutenant	535	534	544	548	541	515	518	523	528	547	544	521
O-1 2nd Lieutenant	506	486	489	516	509	507	501	373	462	533	521	519
Total Officers	4,221	4,215	4,230	4,263	4,250	4,249	4,242	4,222	4,307	4,418	4,444	4,424
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	43	42	39	41	43	45	46	47	47	48	47	48
E-8 Senior Master Sergeant	123	123	121	121	120	119	117	121	125	126	129	130
E-7 Master Sergeant	530	535	548	553	554	550	559	567	571	579	581	587
E-6 Technical Sergeant	728	739	747	742	739	742	739	744	777	811	821	826
E-5 Staff Sergeant	900	946	959	966	971	989	998	1,013	1,022	1,045	1,065	1,058
E-4 Specialist 4	613	595	596	604	579	556	552	546	538	542	572	623
E-3 Specialist 3	700	745	743	789	791	850	829	886	936	943	950	935
E-2 Specialist 2	137	153	139	145	146	138	138	153	126	130	124	113
E-1 Specialist 1	83	88	84	97	78	103	101	110	161	127	171	135
Total Enlisted	3,857	3,966	3,976	4,058	4,021	4,092	4,079	4,187	4,303	4,351	4,460	4,455
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	8,078	8,181	8,206	8,321	8,271	8,341	8,321	8,409	8,610	8,769	8,904	8,879

\*Defense Manpower Data Center reflects an FY23 actual end strength of 8,879; 62 personnel (-4 Officer/-58 Enlisted) less than the actual end strength of 8,941. This discrepancy is due to the delayed deployment of system data interfaces as part of the continued stand up and onboarding of Space Force personnel systems.

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

**FY 2024 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	2	2	2	2	2	2	2	2	2	3	3
O-9 Lieutenant General	5	4	4	6	6	6	6	6	6	6	4	4
O-8 Major General	6	6	6	6	6	6	6	6	6	6	6	5
O-7 Brigadier General	11	11	11	11	11	11	11	11	11	11	11	11
O-6 Colonel	225	227	226	219	223	225	228	230	231	232	232	233
O-5 Lt Colonel	689	696	703	710	717	724	731	738	742	743	745	747
O-4 Major	1,151	1,155	1,159	1,156	1,159	1,160	1,161	1,161	1,162	1,162	1,160	1,159
O-3 Captain	1,298	1,285	1,284	1,264	1,245	1,233	1,312	1,290	1,278	1,270	1,276	1,279
O-2 1st Lieutenant	533	553	539	540	539	544	447	555	566	588	572	575
O-1 2nd Lieutenant	499	490	510	520	551	541	547	446	578	556	583	560
Total Officers	4,419	4,429	4,444	4,434	4,459	4,452	4,451	4,445	4,582	4,576	4,592	4,576
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	48	49	49	50	51	52	52	52	52	52	52	52
E-8 Senior Master Sergeant	131	131	131	132	131	133	135	138	138	137	136	136
E-7 Master Sergeant	599	603	608	611	614	626	639	652	665	667	674	682
E-6 Technical Sergeant	832	833	836	837	836	854	871	885	892	898	909	909
E-5 Staff Sergeant	1,067	1,061	1,056	1,044	1,044	1,043	1,046	1,048	1,046	1,046	1,028	1,028
E-4 Specialist 4	664	671	674	684	688	693	702	709	713	718	727	720
E-3 Specialist 3	901	947	952	978	962	1,003	1,025	1,026	1,069	1,071	1,051	1,066
E-2 Specialist 2	110	128	138	141	165	150	157	164	175	181	186	178
E-1 Specialist 1	133	145	96	147	101	151	204	157	231	183	201	153
Total Enlisted	4,485	4,568	4,540	4,624	4,592	4,705	4,831	4,831	4,981	4,953	4,964	4,924
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	8,904	8,997	8,984	9,058	9,051	9,157	9,282	9,276	9,563	9,529	9,556	9,500

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

**FY 2025 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	3	3	3	3	3	3	3	3	3	3	3	3
O-9 Lieutenant General	4	4	4	4	4	4	4	4	4	4	4	4
O-8 Major General	5	5	5	5	5	5	5	5	5	5	5	5
O-7 Brigadier General	11	11	11	11	11	11	11	11	11	11	11	11
O-6 Colonel	234	236	238	239	241	243	245	247	246	245	241	239
O-5 Lt Colonel	750	755	760	764	769	774	778	783	785	787	787	787
O-4 Major	1,157	1,158	1,161	1,164	1,167	1,169	1,171	1,173	1,173	1,170	1,168	1,166
O-3 Captain	1,268	1,273	1,260	1,241	1,227	1,213	1,194	1,303	1,291	1,295	1,300	1,289
O-2 1st Lieutenant	579	569	566	567	561	568	568	455	558	533	517	505
O-1 2nd Lieutenant	547	537	545	580	579	573	567	556	677	671	659	671
Total Officers	4,558	4,551	4,553	4,578	4,567	4,563	4,546	4,540	4,753	4,724	4,695	4,680
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	52	52	52	53	54	55	55	54	54	54	54	54
E-8 Senior Master Sergeant	136	135	135	134	133	132	132	132	132	131	131	131
E-7 Master Sergeant	673	676	679	681	683	684	686	688	689	690	688	686
E-6 Technical Sergeant	929	939	947	955	962	970	978	986	996	1,003	1,008	1,011
E-5 Staff Sergeant	1,028	1,029	1,027	1,026	1,025	1,024	1,022	1,021	1,021	1,019	1,020	1,022
E-4 Specialist 4	726	732	736	740	745	748	752	757	762	765	768	770
E-3 Specialist 3	1,067	1,077	1,075	1,088	1,073	1,104	1,069	1,125	1,152	1,154	1,153	1,135
E-2 Specialist 2	177	176	176	174	187	174	162	178	181	183	162	170
E-1 Specialist 1	105	151	104	152	104	158	159	162	227	175	197	141
Total Enlisted	4,893	4,967	4,931	5,003	4,966	5,049	5,015	5,103	5,214	5,174	5,181	5,120
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	9,451	9,518	9,484	9,581	9,533	9,612	9,561	9,643	9,967	9,898	9,876	9,800