

PRIORITIZING **OUR** PEOPLE

POLICIES THAT SUPPORT YOUR LIFE AND SERVICE

Our commitment to creating a supportive and empowering environment for our military families is reflected in our policies and programs. Here are just a few of the policies the DAF has implemented over the last several years to enhance personal and professional growth and promote overall well-being for you and your family.



U.S. AIR FORCE



UNITED STATES SPACE FORCE

SUPPORTING FAMILIES & FACILITATING SPOUSAL EMPLOYMENT

- **Spouse Employment Support**

Reimbursement for up to \$1,000 in PCS-related expenses for spouses re-establishing small businesses and/or relicensure and certification

- **Spouse Education and Career Opportunities Program**

Up to \$4,000 in tuition assistance for licensure and education

- **Dependent Care Flexible Spending Accounts**

Members can set aside up to \$5,000 in pretax contribution for qualifying dependent care expenses

- **Childcare Discounts and Waivers**

Direct-care CDC employees receive 100% childcare waivers for their first child; 25% discount for each additional child; 25% discount for Child and Youth Program employees

- **Enhanced Parental Leave Policy**

12 weeks of paid parental leave following a qualifying birth event, long-term foster care placement, or adoption

- **Breast Milk Shipment Reimbursement**

Eligible families can recover up to \$1,000 for costs associated with the shipment of breast milk during PCS moves

- **Access to Reproductive Healthcare**

Authorized administrative leave and unit funded travel for non-covered care, increasing access to IVF egg retrieval, sperm collection, intrauterine insemination (IUI), and pregnancy termination

- **Officer Training School (OTS) Access**

Pregnant women can now apply for OTS

- **PCS Child-Care Costs Reimbursement**

Service members who cannot secure on-base child care within 30 days of arriving at their new duty station are eligible for reimbursement of up to \$1,500 for a temporary child care provider's travel-related expenses.

- **Assisted Reproductive Technology (ART) Assignment Stability**

Active-duty Airmen and Guardians or service members whose spouses are receiving medical assistance to conceive a child are eligible to defer assignments, deployments, and TDYs (if necessary) for up to 12 months.

ENSURING COMPETITIVE COMPENSATION

- **Longer Reenlistment Window**

Service members can now reenlist up to 12 months before term expiration

- **Selective Reenlistment Bonus (SRB)**

Increased SRB max to \$180,000

- **Cold Weather Assignment Incentive Pay**

One-time payment for up to \$4,000 to defray upfront expenses at qualifying extremely cold weather installations

- **Dual Basic Allowance for Housing (BAH)**

Service members with dependents who PCS solely for training lasting up to one year and have a follow-on assignment in the same area are eligible for dual BAH

- **College Loan Repayment**

New recruits contracted under the Enlisted College Loan Repayment program may be eligible for up to \$65,000 toward college loans after completing 3-level skill training in their respective Air Force specialties

MODERNIZING TALENT MANAGEMENT

- **Reintroduction of the Warrant Officer Corps**

Developing technical experts to integrate critical cyberspace capabilities into warfighting functions

- **Direct Commissioning for Cyber Officers**

Direct commission and advancement opportunities for cyber professionals

IMPROVING AIRMEN & GUARDIAN RESILIENCE

- **Sexual Assault & Sexual Harassment Prevention/Response Support**

Bolstered sexual assault and harassment prevention efforts and victim support by hiring 241 additional Sexual Assault & Sexual Harassment Prevention/Response practitioners

- **Mental Health Support**

Enabled immediate and confidential referrals to mental health care through the Brandon Act implementation