

# **DEPARTMENT OF THE AIR FORCE**

**Fiscal Year (FY) 2013 Budget Estimates**



**MILITARY PERSONNEL APPROPRIATION  
February 2012**

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

	FY 2011 Actual	FY 2012 Estimate	FY 2013 Estimate
<b><u>Direct Program</u></b>			
Pay and Allowances of Officers	8,774,955	9,051,328	8,920,110
Pay and Allowances of Enlisted	16,076,185	16,526,659	16,493,498
Pay and Allowances of Cadets	74,765	72,627	70,369
Subsistence of Enlisted Personnel	1,034,275	1,057,180	1,123,812
Permanent Change of Station Travel	1,234,200	1,237,231	1,288,451
Other Military Personnel Programs	170,100	151,683	152,299
<b>TOTAL DIRECT PROGRAM</b>	<b>27,364,480</b>	<b>28,096,708</b>	<b>28,048,539</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	214,875	197,787	210,915
Pay and Allowances of Enlisted	171,848	165,114	173,220
Subsistence of Enlisted Personnel	29,153	30,145	31,175
Permanent Change of Station Travel	1,687	1,744	1,804
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>417,563</b>	<b>394,790</b>	<b>417,114</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	8,989,830	9,249,115	9,131,025
Pay and Allowances of Enlisted Personnel	16,248,033	16,691,773	16,666,718
Pay and Allowances of Cadets	74,765	72,627	70,369
Subsistence of Enlisted Personnel	1,063,428	1,087,325	1,154,987
Permanent Change of Station Travel	1,235,887	1,238,975	1,290,255
Other Military Personnel Costs	170,100	151,683	152,299
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>27,782,043</b>	<b>28,491,498</b>	<b>28,465,653</b>
<b><u>OCO/Title IX Supplemental Funding -- FY 2011 (P.L. 112-10), FY 2012 (P.L 112-74)</u></b>			
Pay and Allowances of Officers	377,543	376,348	0
Pay and Allowances of Enlisted Personnel	767,315	873,256	0
Subsistence of Enlisted Personnel	123,995	115,471	0
Permanent Change of Station Travel	6,642	6,096	0
Other Military Personnel Costs	110,529	86,501	0
<b>TOTAL OCO/Title IX SUPPLEMENTAL PROGRAM FUNDING</b>	<b>1,386,024</b>	<b>1,457,672</b>	<b>0</b>

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

	FY 2011 Actual	FY 2012 Estimate	FY 2013 Estimate
<b><u>Total Program</u></b>			
Pay and Allowances of Officers	9,367,373	9,625,463	9,131,025
Pay and Allowances of Enlisted	17,015,348	17,565,029	16,666,718
Pay and Allowances of Cadets	74,765	72,627	70,369
Subsistence of Enlisted Personnel	1,187,423	1,202,796	1,154,987
Permanent Change of Station Travel	1,242,529	1,245,071	1,290,255
Other Military Personnel Programs	280,629	238,184	152,299
<b>TOTAL PROGRAM</b>	<b>29,168,067</b>	<b>29,949,170</b>	<b>28,465,653</b>
 <b>LESS: FY 2012 Title IX (P.L.112-74)</b>			
Pay and Allowances of Officers	0	(376,348)	0
Pay and Allowances of Enlisted Personnel	0	(873,256)	0
Subsistence of Enlisted Personnel	0	(115,471)	0
Permanent Change of Station Travel	0	(6,096)	0
Other Military Personnel Costs	0	(86,501)	0
<b>TOTAL PROGRAM</b>	<b>0</b>	<b>(1,457,672)</b>	<b>0</b>
 <b>Revised Total Program</b>			
Pay and Allowances of Officers	9,367,373	9,249,115	9,131,025
Pay and Allowances of Enlisted	17,015,348	16,691,773	16,666,718
Pay and Allowances of Cadets	74,765	72,627	70,369
Subsistence of Enlisted Personnel	1,187,423	1,087,325	1,154,987
Permanent Change of Station Travel	1,242,529	1,238,975	1,290,255
Other Military Personnel Programs	280,629	151,683	152,299
<b>REVISED TOTAL PROGRAM *</b>	<b>29,168,067</b>	<b>28,491,498</b>	<b>28,465,653</b>
 Medicare-Eligible Retiree HFC., (AF)	1,862,565	1,839,603	1,211,038
 <b>TOTAL MILPERS PROGRAM COST</b>	<b>31,030,632</b>	<b>30,331,101</b>	<b>29,676,691</b>

**SECTION 2**

**INTRODUCTORY STATEMENT**

The Military Personnel Air Force Appropriation provides financial resources to compensate active military personnel. The tables contain budget data for pay and allowances of officers, enlisted, cadets, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs. The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (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. Unemployment compensation and miscellaneous entitlements are under other military personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is controlled by budget activity. It displays the inventory of officers, enlisted, and cadet personnel with associated workyears. This overview addresses programming actions that affect grade structure, promotions, gains and losses, subsistence, PCS travel, and other related issues.



The mission of the United States Air Force is to deliver sovereign options for the defense of the United States of America and its global interest. The Air Force's FY 2013 request represents our efforts to retain the required capabilities in our military workforce the Nation expects of its Airmen in an extremely challenging fiscal environment. We ended FY 2011 at end strength of 333,370 personnel and are well-positioned to meet FY 2012 authorized end strength of 332,800. This request supports the Air Force's programmed end strength of 328,900 for FY 2013. This represents a decrease of 3,900 personnel from FY 2012 authorized end strength. In order to achieve projected FY 2013 end strength levels, the Air Force plans to continue similar proactive force management efforts that proved successful in FY 2011. The Air Force expects to end FY 2013 at authorized end strength. As the Air Force works to meet our military end strength, we must ensure we retain individuals with critical skills. Although smaller in size, we seek to ensure our remaining military manpower is more flexible, capable, and lethal. We are mindful the Joint force depends on several core Air Force capabilities: establishing control of air, space, and cyberspace to enable the Joint fight; holding targets at risk around the world; providing responsive intelligence, surveillance, and reconnaissance (ISR); and rapidly transporting people and equipment across the globe; all carried out through an unmatched global command and control network.

### **FISCAL YEARS 2011, 2012 and 2013**

The end strength and workyear estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions (FY 2011 actual only). The FY 2000 National Defense Appropriations Act changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 25 for FY 2011 and is May 30 for FY 2012 and May 30 for FY 2013.



### **Funding Levels**

The FY 2011 budget of \$29.2 billion included \$417.6 million in reimbursements.

The FY 2012 budget estimate is \$28.5 billion to include \$394.8 million in anticipated reimbursements.

The FY 2013 budget request is \$28.5 billion to include \$417.1 million in anticipated reimbursements.

### **Baseline Budget Rates**

The Retired Pay Accrual normal cost percentage is 32.7% of basic pay for FY 2011, 34.3% for FY 2012 and 32.1% FY 2013. The pay raise for FY 2011 was 1.4%. The FY 2013 budget provides funding for a pay raise of 1.6% for FY 2012 and 1.7% for FY 2013, effective 1 January each year.



**MILITARY PERSONNEL, AIR FORCE**  
**Fiscal Year (FY) 2013 President's Budget**  
Performance Measures and Evaluation Summary

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

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

**Performance Measures and Evaluation Summary**

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2011 Actual</u>	<u>FY 2012 Planned</u>	<u>FY 2013 Planned</u>
<b>Average Strength (Work years)</b>	349,936	336,839	336,095
<b>End Strength</b>	333,370	332,854	328,848
<b>Authorized End Strength</b>	332,200	332,800	

The FY 2011 actuals, include 12,065 workyears for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations. The FY 2000 National Defense Appropriations Act changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 25 for FY 2011 and is May 30 for FY 2012 and May 30 for FY 2013.

**Recruiting**

	<u>FY 2011 Actual</u>	<u>FY 2012 Planned</u>	<u>FY 2013 Planned</u>
1. Numeric goals	28,526	28,276	30,350
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	99.0%	99.0%	99.0%
Actual	99.5%		
b. Cat I-IIIa*			
Goal	60.0%	98.0%	98.0%
Actual	98.6%		

\*Test was updated in Jul 04 and OSD has established new standards. Historically the Air Force has been able to maintain 99% HSDG's and can attract high quality individuals. It makes sense as long as the Air Force can attract these high quality individuals it is best to do so. DoD Benchmark: Minimum 90% HSDG; 60% Cat I-IIIa.

**Performance Metrics**  
**MILITARY PERSONNEL, AIR FORCE**  
**Fiscal Year (FY) 2013 President's Budget**  
**(\$ in Thousands)**

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2013 BA 03</u>	<u>FY 2013 BA Assoc w/Metrics</u>	<u>Percent FY 2013 BA Assoc w/Metrics</u>
57	3400	\$3,745,868	\$130,217	3.48%

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 328,900 in fiscal year 2013.

**Component Point of Contact: Edward Johnson, SAF/FMBOP, (703) 614-5948, Edward.johnson@pentagon.af.mil**

Exhibit PB-30Y

**SECTION 3**

**SUMMARY TABLES**

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

	<b>FY 2011 Actual /1</b>		<b>FY 2012 Estimate /2</b>		<b>FY 2013 Estimate /2</b>	
	<b>Work Years</b>	<b>End Strengths</b>	<b>Work Years</b>	<b>End Strengths</b>	<b>Work Years</b>	<b>End Strengths</b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	66,482	64,990	65,641	64,938	66,146	64,439
Enlisted	266,223	263,193	266,223	263,038	265,223	259,669
Cadets	4,364	4,341	4,138	4,054	3,915	3,948
<b>Total Direct Program</b>	<b>337,069</b>	<b>332,524</b>	<b>336,002</b>	<b>332,030</b>	<b>335,284</b>	<b>328,056</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	452	497	494	490	477	461
Enlisted	350	349	343	334	334	331
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>802</b>	<b>846</b>	<b>837</b>	<b>824</b>	<b>811</b>	<b>792</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	66,934	65,487	66,135	65,428	66,623	64,900
Enlisted	266,573	263,542	266,566	263,372	265,557	260,000
Cadets	4,364	4,341	4,138	4,054	3,915	3,948
<b>Total Program</b>	<b>337,871</b>	<b>333,370</b>	<b>336,839</b>	<b>332,854</b>	<b>336,095</b>	<b>328,848</b>
<b><u>OCO Supplemental</u></b>						
Officers	2,529	0	0	0	0	0
Enlisted	9,536	0	0	0	0	0
Supplemental Funded Strength	12,065	0	0	0	0	0
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	69,463	65,487	66,135	65,428	66,623	64,900
Enlisted	276,109	263,542	266,566	263,372	265,557	260,000
Cadets	4,364	4,341	4,138	4,054	3,915	3,948
<b>Revised Total Program</b>	<b>349,936</b>	<b>333,370</b>	<b>336,839</b>	<b>332,854</b>	<b>336,095</b>	<b>328,848</b>

/1 FY 2011 work years includes 2,529 officers and 9,536 enlisted voluntary and involuntary Reserve Component active duty workyears in support OEF/OND.

/2 Does not include any workyears in support of OEF/OND

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10, Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

The Air Force is required to document the number of Reserve and National Guard members who have performed operational support duty for the Air Force for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days and thereby exceed the threshold).

	<b>FY 2011 Actual</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>
<b>AF Reserve</b>	294	631	492
<b>AF Guard</b>	150	125	105

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

	<b>FY 2011 Actual</b>		<b>FY 2012 Estimate</b>		<b>FY 2013 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	13	0	13	0	11	0
O-9 Lieutenant General	46	0	45	0	40	0
O-8 Major General	100	1	95	1	92	1
O-7 Brigadier General	158	1	150	1	147	1
O-6 Colonel	3,556	27	3,553	27	3,475	25
O-5 Lieutenant Colonel	9,916	75	10,027	75	10,002	71
O-4 Major	14,524	110	14,886	111	14,570	103
O-3 Captain	23,226	177	22,556	169	22,714	162
O-2 1st Lieutenant	7,219	55	7,297	55	7,310	52
O-1 2nd Lieutenant	6,729	51	6,806	51	6,539	46
<b>Officer Subtotal</b>	<b>65,487</b>	<b>497</b>	<b>65,428</b>	<b>490</b>	<b>64,900</b>	<b>461</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,616	3	2,634	3	2,609	3
E-8 Senior Master Sergeant	5,148	7	5,269	7	5,221	7
E-7 Master Sergeant	25,745	34	26,350	33	25,511	32
E-6 Technical Sergeant	41,608	55	42,150	53	41,624	53
E-5 Staff Sergeant	70,159	94	71,128	91	69,590	89
E-4 Senior Airman	51,400	68	52,040	66	49,881	64
E-3 Airman First Class	51,916	69	48,362	61	50,382	64
E-2 Airman	4,793	6	7,042	9	5,743	7
E-1 Airman Basic	10,157	13	8,397	11	9,439	12
<b>Enlisted Subtotal</b>	<b>263,542</b>	<b>349</b>	<b>263,372</b>	<b>334</b>	<b>260,000</b>	<b>331</b>
<b><u>Cadets</u></b>	<b>4,341</b>	<b>0</b>	<b>4,054</b>	<b>0</b>	<b>3,948</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>333,370</b>	<b>846</b>	<b>332,854</b>	<b>824</b>	<b>328,848</b>	<b>792</b>

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10, Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

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

	<u>FY 2011 Actual 1/</u>		<u>FY 2012 Estimate</u>		<u>FY 2013 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<b><u>Commissioned Officers</u></b>						
O-10 General	13	0	13	0	11	0
O-9 Lieutenant General	43	0	46	0	43	0
O-8 Major General	105	1	102	1	97	1
O-7 Brigadier General	166	1	156	1	153	1
O-6 Colonel	3,839	25	3,699	27	3,596	26
O-5 Lieutenant Colonel	11,314	69	10,432	75	10,531	73
O-4 Major	15,746	99	14,994	111	15,285	107
O-3 Captain	23,783	161	22,482	173	22,656	166
O-2 1st Lieutenant	7,273	49	7,340	55	7,392	54
O-1 2nd Lieutenant	7,181	47	6,871	51	6,859	49
<b>Officer Subtotal</b>	<b>69,463</b>	<b>452</b>	<b>66,135</b>	<b>494</b>	<b>66,623</b>	<b>477</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,848	3	2,678	3	2,667	3
E-8 Senior Master Sergeant	5,856	7	5,362	7	5,328	7
E-7 Master Sergeant	27,816	35	26,723	34	26,057	33
E-6 Technical Sergeant	44,934	55	42,756	54	42,515	53
E-5 Staff Sergeant	73,690	94	71,482	93	71,079	90
E-4 Senior Airman	52,586	67	52,437	67	50,946	65
E-3 Airman First Class	53,113	69	49,949	65	51,461	63
E-2 Airman	5,539	7	5,983	8	5,864	8
E-1 Airman Basic	9,727	13	9,196	12	9,640	12
<b>Enlisted Subtotal</b>	<b>276,109</b>	<b>350</b>	<b>266,566</b>	<b>343</b>	<b>265,557</b>	<b>334</b>
<b><u>Cadets</u></b>	<b>4,364</b>	<b>0</b>	<b>4,138</b>	<b>0</b>	<b>3,915</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>349,936</b>	<b>802</b>	<b>336,839</b>	<b>837</b>	<b>336,095</b>	<b>811</b>

1/ Includes 2,529 officers and 9,536 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

**ACTIVE DUTY STRENGTHS BY MONTHS**

	<b>FY 2011 Actual</b>				<b>FY 2012 Estimate</b>				<b>FY 2013 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	66,201	263,437	4,558	334,196	65,487	263,542	4,341	333,370	65,428	263,372	4,054	332,854
October	66,157	262,538	4,548	333,243	64,824	262,725	4,331	331,880	65,413	263,442	4,047	332,902
November	66,025	263,839	4,529	334,393	64,572	264,170	4,318	333,060	65,516	263,423	4,041	332,980
December	65,886	264,171	4,504	334,561	64,602	264,151	4,298	333,051	65,522	263,517	4,026	333,065
January	65,542	264,806	4,487	334,835	64,824	264,605	4,284	333,713	65,457	263,449	4,011	332,917
February	65,448	265,004	4,442	334,894	64,370	264,490	4,264	333,124	65,306	263,234	3,996	332,536
March	65,101	265,507	4,430	335,038	64,276	264,400	4,256	332,932	65,075	263,268	3,987	332,330
April	65,004	263,693	4,417	333,114	64,215	264,035	4,244	332,494	64,928	262,930	3,977	331,835
May	65,884	264,085	3,372	333,341	65,205	264,386	3,156	332,747	65,703	262,687	2,913	331,303
June	65,985	263,300	4,444	333,729	65,672	264,060	4,146	333,878	65,842	262,822	4,043	332,707
July	65,909	263,530	4,383	333,822	65,624	263,881	4,095	333,600	65,699	262,815	3,984	332,498
August	65,745	264,005	4,362	334,112	65,573	263,826	4,069	333,468	65,455	262,811	3,957	332,223
September	65,487	263,542	4,341	333,370	65,428	263,372	4,054	332,854	64,900	260,000	3,948	328,848
Average End Strength	65,711	263,997	4,364	334,072	64,935	264,016	4,138	333,089	65,423	263,007	3,915	332,345

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

	<b>FY 2011 Actual</b>				<b>FY 2012 Estimate</b>				<b>FY 2013 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>
Average Strength	3,752	12,112	0	15,864	1,200	2,550	0	3,750	1,200	2,550	0	3,750
Dollars in Millions	566	1,087	0	1,653	183	193	0	376	186	198	0	384
<b>Total Average Strength</b>	<b>69,463</b>	<b>276,109</b>	<b>4,364</b>	<b>349,936</b>	<b>66,135</b>	<b>266,566</b>	<b>4,138</b>	<b>336,839</b>	<b>66,623</b>	<b>265,557</b>	<b>3,915</b>	<b>336,095</b>

**Strength in the FY 2013 President's Budget Baseline Request:**

End Strength	65,487	263,542	4,341	333,370	65,428	263,372	4,054	332,854	64,900	260,000	3,948	328,848
Average Strength	69,463	276,109	4,364	349,936	66,135	266,566	4,138	336,839	66,623	265,557	3,915	336,095

1/ Includes 2,529 officer and 9,536 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10, Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.



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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
<b>Beginning Strength</b>	66,201	65,487	65,428
<b>Gains (By Source):</b>			
Service Academies	1,025	1,054	1,026
ROTC	1,964	1,967	1,900
Health Professions Scholarships	474	480	480
Officer Training School	870	1,189	1,125
Other	172	190	190
Gain Adjustment	0	0	0
<b>Total Gains</b>	4,505	4,880	4,721
<b>Losses (By Type):</b>			
Voluntary Separation	1,406	1,483	2,425
Retirement	2,828	2,400	2,488
Involuntary	136	162	196
With Pay	34	96	166
Without Pay	102	66	30
VSI/SSB	386	265	0
Reduction in Force	274	436	0
Other	189	193	140
Loss Adjustment	0	0	0
<b>Total Losses</b>	5,219	4,939	5,249
<b>TOTAL</b>	65,487	65,428	64,900

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
<b>Beginning Strength</b>	263,437	263,542	263,372
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	28,265	28,026	30,100
Male	22,998	23,127	24,747
Female	5,267	4,899	5,353
Prior Service Enlistments	250	250	250
Reenlistments	32,292	29,856	37,226
Reserves	0	0	0
Officer Candidate Programs	198	180	180
Other	392	228	180
Gain Adjustments	0	0	0
<b>Total Gains</b>	61,397	58,540	67,936
<b>Losses (By Type):</b>			
ETS	8,153	9,780	11,956
Programmed Early Release	921	642	859
To Commissioned Officer	372	181	247
Reenlistments	32,292	29,856	37,226
Retirement	9,426	7,801	8,493
Attrition	10,128	10,450	12,527
Other	0	0	0
Loss Adjustments	0	0	0
<b>Total Losses</b>	61,292	58,710	71,308
<b>TOTAL</b>	263,542	263,372	260,000

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

	<u><b>FY 2011 Actual</b></u>	<u><b>FY 2012 Estimate</b></u>	<u><b>FY 2013 Estimate</b></u>
<b>Beginning Strength</b>	4,558	4,341	4,054
<b>Gains:</b>	1,172	1,066	1,209
<b>Losses:</b>	1,389	1,353	1,315
Graduates	1,025	1,054	1,026
Attrition	364	299	289
<b>TOTAL</b>	4,341	4,054	3,948

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10, Section 9342 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

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

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,944,095	8,824,706	13,768,801	4,767,158	8,632,624	13,399,782	4,879,598	8,715,826	13,595,424
2. Retired Pay Accruals	1,593,967	2,856,109	4,450,076	1,625,593	2,950,838	4,576,431	1,558,889	2,789,838	4,348,727
3. Basic Allowance for Housing	1,417,946	3,327,219	4,745,165	1,427,089	3,325,452	4,752,541	1,398,746	3,361,407	4,760,153
a. With Dependents - Domestic	952,139	1,940,597	2,892,736	957,093	1,939,169	2,896,262	938,484	1,962,887	2,901,371
b. Without Dependents - Domestic	300,352	722,374	1,022,726	304,958	723,852	1,028,810	298,303	729,785	1,028,088
c. Differential - Domestic	21	860	881	18	880	898	20	910	930
d. Partial - Domestic	168	4,927	5,095	169	4,917	5,086	176	5,212	5,388
e. With Dependents - Overseas	115,436	421,613	537,049	116,480	423,368	539,848	114,229	427,261	541,490
f. Without Dependents - Overseas	48,106	227,785	275,891	46,623	223,963	270,586	45,703	225,716	271,419
g. Moving-In Housing	1,724	9,063	10,787	1,748	9,303	11,051	1,831	9,636	11,467
4. Subsistence	188,872	1,187,423	1,376,295	187,237	1,087,325	1,274,562	196,731	1,154,987	1,351,718
a. Basic Allowance for Subsistence	188,872	949,211	1,138,083	187,237	951,108	1,138,345	196,731	1,008,796	1,205,527
1. Authorized to Mess Separately	188,872	1,062,660	1,251,532	187,237	1,075,536	1,262,773	196,731	1,113,269	1,310,000
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	(113,449)	(113,449)	0	(124,428)	(124,428)	0	(104,473)	(104,473)
b. Subsistence-In-Kind	0	238,178	238,178	0	136,183	136,183	0	146,157	146,157
1. Subsistence in Messes	0	226,615	226,615	0	125,107	125,107	0	134,600	134,600
2. Operational Rations	0	9,168	9,168	0	8,640	8,640	0	9,016	9,016
3. Augmentation Rations	0	2,395	2,395	0	2,436	2,436	0	2,541	2,541
c. Family Supplemental Subsistence Allowance	0	34	34	0	34	34	0	34	34
5. Incentive - Hazardous Duty - Aviation Career Pay	230,757	41,893	272,650	229,324	41,269	270,593	218,362	40,899	259,261
a. Flying Duty Pay	229,543	33,178	262,721	228,147	32,722	260,869	217,176	32,355	249,531
1. Aviation Career, Officers	143,133	0	143,133	143,569	0	143,569	143,682	0	143,682
2. Crew Members, Enlisted	0	2,727	2,727	0	2,646	2,646	0	2,732	2,732
3. Noncrew Member	0	173	173	0	175	175	0	171	171
4. Aviator Continuation Pay	85,214	0	85,214	83,300	0	83,300	72,200	0	72,200
5. Career Enlisted Flyer Pay	0	30,278	30,278	0	29,901	29,901	0	29,452	29,452
6. HDIP-Aviation	1,196	0	1,196	1,278	0	1,278	1,294	0	1,294
b. Parachute Jumping Pay	250	1,413	1,663	261	1,422	1,683	252	1,467	1,719
c. Demolition Pay	315	3,368	3,683	306	3,362	3,668	306	3,337	3,643
d. Other Pays	649	3,934	4,583	610	3,763	4,373	628	3,740	4,368

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

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	335,056	478,711	813,767	314,936	365,145	680,081	303,535	363,794	667,329
a. Medical Pay	169,798	0	169,798	174,440	0	174,440	174,739	0	174,739
b. Dental Pay	39,813	0	39,813	41,758	0	41,758	40,850	0	40,850
c. Optometrists Pay	1,266	0	1,266	1,200	0	1,200	1,600	0	1,600
d. Veterinarians Pay	24	0	24	25	0	25	0	0	0
e. Board Certified Pay Non-Physician	24,051	0	24,051	23,601	0	23,601	25,051	0	25,051
f. Nurses Pay	25,927	0	25,927	26,285	0	26,285	25,035	0	25,035
g. Sea and Foreign Duty, Total	0	345	345	0	345	345	0	345	345
1. Sea Duty	0	139	139	0	139	139	0	139	139
2. Overseas Extension Pay	0	206	206	0	206	206	0	206	206
h. Diving Duty Pay	329	1,844	2,173	369	1,873	2,242	369	2,223	2,592
i. Foreign Language Proficiency Pay	7,527	19,476	27,003	7,882	19,604	27,486	7,782	21,748	29,530
j. Hostile Fire Pay	24,064	100,204	124,268	3,699	27,934	31,633	3,699	27,934	31,633
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	10,151	38,691	48,842	1,808	10,848	12,656	1,808	10,848	12,656
m. Judge Advocate Continuation Pay	3,588	0	3,588	3,504	0	3,504	4,317	0	4,317
n. JAG Student Loan Repayment	2,496	0	2,496	3,949	0	3,949	5,664	0	5,664
o. Critical Skills Retention Bonus (CSRB)	21,551	1,650	23,201	23,730	3,450	27,180	10,030	2,850	12,880
p. Reenlistment Bonus	0	236,820	236,820	0	232,000	232,000	0	232,000	232,000
q. Special Duty Assignment Pay	0	39,816	39,816	0	36,889	36,889	0	36,889	36,889
r. Enlistment Bonus	0	15,424	15,424	0	14,518	14,518	0	14,518	14,518
s. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
t. Loan Repayment Program	0	5,370	5,370	0	5,550	5,550	0	5,233	5,233
u. Assignment Incentive Pay	3,320	14,557	17,877	1,529	7,927	9,456	1,440	5,031	6,471
v. Other Special Pay	1,151	4,514	5,665	1,157	4,207	5,364	1,151	4,175	5,326
7. Allowances	164,076	669,203	833,279	138,015	579,590	717,605	142,148	590,662	732,810
a. Uniform or Clothing Allowances	2,334	139,567	141,901	2,483	126,275	128,758	2,428	131,206	133,634
1. Initial Issue	2,087	43,627	45,714	2,239	43,827	46,066	2,182	47,674	49,856
1a. Military	1,802	41,172	42,974	1,952	41,337	43,289	1,888	45,151	47,039
1b. Civilian	285	2,455	2,740	287	2,490	2,777	294	2,523	2,817
2. Additional	247	0	247	244	0	244	246	0	246
3. Basic Maintenance	0	17,988	17,988	0	15,251	15,251	0	15,453	15,453
4. Standard Maintenance	0	73,923	73,923	0	63,200	63,200	0	64,030	64,030
5. Supplemental	0	4,029	4,029	0	3,997	3,997	0	4,049	4,049
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	138,794	450,705	589,499	126,111	407,558	533,669	130,180	413,850	544,030
1. Cost-of-Living	121,364	403,045	524,409	108,390	358,726	467,116	111,620	363,269	474,889
2. Temporary Lodging	17,430	47,660	65,090	17,721	48,832	66,553	18,560	50,581	69,141
c. Family Separation Allowance	21,796	78,105	99,901	8,205	44,718	52,923	8,283	44,550	52,833
1. On PCS, No Government Quarters	2,004	13,728	15,732	1,980	13,728	15,708	1,998	13,677	15,675
2. On TDY	19,792	64,377	84,169	6,225	30,990	37,215	6,285	30,873	37,158
d. Personal Money Allowance, General Officers	52	0	52	53	0	53	48	0	48
e. CONUS Cost of Living Allowance	1,100	798	1,898	1,103	810	1,913	1,148	821	1,969
f. Catastrophical Injured Aid Allowance	0	28	28	60	229	289	61	235	296

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

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	113,935	141,558	255,493	197,616	136,460	334,076	61,644	137,532	199,176
a. Terminal Leave Pay	23,933	39,447	63,380	22,457	39,449	61,906	20,246	40,370	60,616
b. Severance Pay, Disability	1,894	31,933	33,827	1,807	29,811	31,618	1,837	29,704	31,541
c. Severance Pay, Non-Promotion	2,176	0	2,176	2,210	0	2,210	2,247	0	2,247
d. Severance Pay, Involuntary Half (5%)	0	12,449	12,449	0	10,805	10,805	0	11,221	11,221
e. Severance Pay, Involuntary Full (10%)	19,800	4,930	24,730	32,112	3,438	35,550	12,431	3,860	16,291
f. VSI Trust Fund	22,638	6,762	29,400	22,176	6,624	28,800	21,406	6,394	27,800
g. Vol Separation Pay	40,000	0	40,000	113,360	0	113,360	0	0	0
h. Career Status Bonus (30k)	3,494	46,037	49,531	3,494	46,333	49,827	3,477	45,983	49,460
9. Social Security Tax Payment	378,669	675,949	1,054,618	362,147	660,395	1,022,542	371,372	666,760	1,038,132
10. Permanent Change of Station Travel	407,191	835,338	1,242,529	411,838	827,137	1,238,975	416,591	873,664	1,290,255
11. Other Military Personnel Costs	91,159	189,470	280,629	75,875	75,808	151,683	75,150	77,149	152,299
a. Apprehension of Deserters	5	128	133	5	136	141	11	138	149
b. USSD (MIA)	2,134	1,124	3,258	1,782	939	2,721	1,647	867	2,514
c. Death Gratuities	5,700	13,200	18,900	4,800	11,200	16,000	4,800	11,200	16,000
d. Unemployment Compensation	15,488	98,565	114,053	9,094	57,868	66,962	9,735	61,948	71,683
e. Allowance for Family Qtrs and Travel	462	1,586	2,048	488	1,660	2,148	0	0	0
f. Education Benefits	81	322	403	67	273	340	67	273	340
g. Adoption Reimbursement	221	262	483	229	272	501	238	281	519
h. Mass Transit	5,360	946	6,306	5,472	970	6,442	4,524	802	5,326
i. Partial Dislocation Allowance	324	1,582	1,906	330	1,612	1,942	335	1,640	1,975
j. Extra Hazard Reimb. for SGLI	5,671	47,957	53,628	0	0	0	0	0	0
k. ROTC	36,672	0	36,672	37,074	0	37,074	37,228	0	37,228
l. JROTC	15,732	0	15,732	16,287	0	16,287	16,565	0	16,565
m. Stop Loss Retroactive Pay	1,608	12,413	14,021	0	0	0	0	0	0
n. Preventive Health Allow Demonstration Project	0	0	0	247	878	1,125	0	0	0
o. T-SGLI	1,701	11,385	13,086	0	0	0	0	0	0
12. Cadets	74,765	0	74,765	72,627	0	72,627	70,369	0	70,369
<b>Military Personnel Appropriation Total</b>	<b>9,940,488</b>	<b>19,227,579</b>	<b>29,168,067</b>	<b>9,809,455</b>	<b>18,682,043</b>	<b>28,491,498</b>	<b>9,693,135</b>	<b>18,772,518</b>	<b>28,465,653</b>
13. Less Reimbursables:	(215,428)	(202,135)	(417,563)	(198,367)	(196,423)	(394,790)	(211,497)	(205,617)	(417,114)
Retired Pay Accrual	(39,047)	(32,343)	(71,390)	(36,178)	(31,897)	(68,075)	(37,391)	(31,639)	(69,030)
Other	(176,381)	(169,792)	(346,173)	(162,189)	(164,526)	(326,715)	(174,106)	(173,978)	(348,084)
<b>MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT</b>	<b>9,725,060</b>	<b>19,025,444</b>	<b>28,750,504</b>	<b>9,611,088</b>	<b>18,485,620</b>	<b>28,096,708</b>	<b>9,481,638</b>	<b>18,566,901</b>	<b>28,048,539</b>

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS MILITARY PERSONNEL - AIR FORCE FY 2012 (Amount in Thousands)

	<u>FY 2012</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>FY 2012</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>COLUMNFY 2013</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>		<u>(Reprogram)</u>	<u>PRES BUD</u>
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>							
Basic Pay	4,730,506	(75,117)	4,655,389	6,293	4,661,682	0	4,661,682
Retired Pay Accrual	1,612,993	(25,765)	1,587,228	2,187	1,589,415	0	1,589,415
Incentive Pay	225,738	0	225,738	(1,490)	224,248	0	224,248
Special Pay	313,670	(1,543)	312,127	(4,110)	308,017	0	308,017
Basic Allowance for Housing	1,458,159	0	1,458,159	(59,004)	1,399,155	0	1,399,155
Basic Allowance for Subsistence	181,095	0	181,095	1,998	183,093	0	183,093
Station Allowances Overseas	113,156	0	113,156	12,955	126,111	0	126,111
CONUS COLA	2,109	0	2,109	(1,006)	1,103	0	1,103
Uniform Allowances	1,993	0	1,993	435	2,428	0	2,428
Family Separation Allowances	8,283	0	8,283	(78)	8,205	0	8,205
Catastrophical Injured Aid Allowance	0	0	0	60	60	0	60
Separation Payments	151,481	0	151,481	42,252	193,733	0	193,733
Social Security Tax - Employer's Contribution	360,316	(5,746)	354,570	(492)	354,078	0	354,078
Reimbursables	197,787	0	197,787	0	197,787	0	197,787
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>9,357,286</b>	<b>(108,171)</b>	<b>9,249,115</b>	<b>0</b>	<b>9,249,115</b>	<b>0</b>	<b>9,249,115</b>
Less Reimbursables	(197,787)	0	(197,787)	0	(197,787)	0	(197,787)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>9,159,499</b>	<b>(108,171)</b>	<b>9,051,328</b>	<b>0</b>	<b>9,051,328</b>	<b>0</b>	<b>9,051,328</b>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>							
Basic Pay	8,519,152	(11,964)	8,507,188	32,444	8,539,632	0	8,539,632
Retired Pay Accrual	2,911,483	(4,104)	2,907,379	11,562	2,918,941	0	2,918,941
Incentive Pay	41,620	0	41,620	(800)	40,820	0	40,820
Special Pay	87,088	(8,853)	78,235	2,613	80,848	0	80,848
Special Duty Assignment Pay	36,889	0	36,889	0	36,889	0	36,889
Reenlistment Bonus	248,214	(16,000)	232,214	(214)	232,000	0	232,000
Enlistment Bonus	14,518	0	14,518	0	14,518	0	14,518
Basic Allowance for Housing	3,421,375	(56,028)	3,365,347	(68,880)	3,296,467	0	3,296,467
Station Allowances Overseas	369,413	0	369,413	38,145	407,558	0	407,558
CONUS COLA	1,364	0	1,364	(554)	810	0	810
Clothing Allowances	132,559	0	132,559	(7,658)	124,901	0	124,901
Family Separation Allowances	49,311	0	49,311	(4,593)	44,718	0	44,718
Catastrophical Injured Aid Allowance	28	0	28	201	229	0	229
Separation Payments	139,906	0	139,906	(4,859)	135,047	0	135,047
Social Security Tax - Employer's Contribution	651,603	(915)	650,688	2,593	653,281	0	653,281
Reimbursables	165,114	0	165,114	0	165,114	0	165,114
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>16,789,637</b>	<b>(97,864)</b>	<b>16,691,773</b>	<b>0</b>	<b>16,691,773</b>	<b>0</b>	<b>16,691,773</b>
Less Reimbursables	(165,114)	0	(165,114)	0	(165,114)	0	(165,114)
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>16,624,523</b>	<b>(97,864)</b>	<b>16,526,659</b>	<b>0</b>	<b>16,526,659</b>	<b>0</b>	<b>16,526,659</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>							
Academy Cadets	74,316	(1,689)	72,627	0	72,627	0	72,627

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS MILITARY PERSONNEL - AIR FORCE FY 2012 (Amount in Thousands)**

	<u>FY 2012</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>FY 2012</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>COLUMN FY 2013</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>		<u>(Reprogram)</u>	<u>PRES BUD</u>
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>							
Basic Allowance for Subsistence	880,395	0	880,395	40,568	920,963	0	920,963
Subsistence-In-Kind	176,751	0	176,751	(40,568)	136,183	0	136,183
Family Supplemental Subsistence Allowance	34	0	34	0	34	0	34
Reimbursables	30,145	0	30,145	0	30,145	0	30,145
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	<b>1,087,325</b>	<b>0</b>	<b>1,087,325</b>	<b>0</b>	<b>1,087,325</b>	<b>0</b>	<b>1,087,325</b>
Less Reimbursables	(30,145)	0	(30,145)	0	(30,145)	0	(30,145)
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	<b>1,057,180</b>	<b>0</b>	<b>1,057,180</b>	<b>0</b>	<b>1,057,180</b>	<b>0</b>	<b>1,057,180</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>							
Accession Travel	79,929	0	79,929	2,026	81,955	0	81,955
Training Travel	73,677	0	73,677	306	73,983	0	73,983
Operational Travel	317,085	0	317,085	(1,383)	315,702	0	315,702
Rotational Travel	524,244	0	524,244	(2,291)	521,953	0	521,953
Separation Travel	157,173	0	157,173	1,156	158,329	0	158,329
Travel of Organized Units	15,448	0	15,448	67	15,515	0	15,515
Nontemporary Storage	39,968	0	39,968	54	40,022	0	40,022
Temporary Lodging Expense	29,707	0	29,707	65	29,772	0	29,772
Reimbursables	1,744	0	1,744	0	1,744	0	1,744
<b>TOTAL OBLIGATIONS PCS</b>	<b>1,238,975</b>	<b>0</b>	<b>1,238,975</b>	<b>0</b>	<b>1,238,975</b>	<b>0</b>	<b>1,238,975</b>
Less Reimbursables	(1,744)	0	(1,744)	0	(1,744)	0	(1,744)
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	<b>1,237,231</b>	<b>0</b>	<b>1,237,231</b>	<b>0</b>	<b>1,237,231</b>	<b>0</b>	<b>1,237,231</b>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>							
Apprehension Mil Deserters, Absentees, Prisoners	134	0	134	7	141	0	141
Interest on Uniformed Svcs Savings	3,234	0	3,234	(513)	2,721	0	2,721
Death Gratuities	16,000	0	16,000	0	16,000	0	16,000
Unemployment Compensation	62,151	0	62,151	4,811	66,962	0	66,962
Survivor Benefits	1,574	0	1,574	574	2,148	0	2,148
Education Benefits	403	0	403	(63)	340	0	340
Adoption Expenses	520	0	520	(19)	501	0	501
Mass Transit	7,520	0	7,520	(1,078)	6,442	0	6,442
Partial Dislocation Allowance	2,008	0	2,008	(66)	1,942	0	1,942
SROTC	40,081	0	40,081	(3,007)	37,074	0	37,074
JROTC	16,933	0	16,933	(646)	16,287	0	16,287
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0
TSGLI	0	0	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	1,125	0	1,125	0	1,125	0	1,125
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	<b>151,683</b>	<b>0</b>	<b>151,683</b>	<b>0</b>	<b>151,683</b>	<b>0</b>	<b>151,683</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>28,304,432</b>	<b>(207,724)</b>	<b>28,096,708</b>	<b>0</b>	<b>28,096,708</b>	<b>0</b>	<b>28,096,708</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 2012 DIRECT PROGRAM</b>	<b>9,051,328</b>	<b>16,526,659</b>	<b>72,627</b>	<b>1,057,180</b>	<b>1,237,231</b>	<b>151,683</b>	<b>28,096,708</b>
<b>Pricing Increase</b>	<b>153,918</b>	<b>290,988</b>	<b>1,749</b>	<b>46,978</b>	<b>13,203</b>	<b>455</b>	<b>507,291</b>
<b>Annualization (PI):</b>	<b>23,604</b>	<b>38,915</b>	<b>221</b>	<b>10,264</b>	<b>0</b>	<b>0</b>	<b>73,004</b>
- Annualization 1 Jan 12 raise of 1.6% on Basic Pay	19,928	36,149	205	0	0	0	56,282
- Annualization on FICA	1,663	2,766	16	0	0	0	4,445
- Annualization of 1 Jan 12 inflation rate of 7.2% BAS	2,013	0	0	10,264	0	0	12,277
<b>Pay Raise (PI):</b>	<b>64,770</b>	<b>116,743</b>	<b>661</b>	<b>0</b>	<b>1,770</b>	<b>0</b>	<b>183,944</b>
- 1 Jan 13 pay raise of 1.7% effect on Basic Pay	59,783	108,447	615	0	0	0	168,845
- 1 Jan 13 pay raise effect on FICA	4,987	8,296	46	0	0	0	13,329
- 1 Jan 13 pay raise of 1.7% effect on DLA for PCS moves	0	0	0	0	1,770	0	1,770
<b>Inflation Rate (PI):</b>	<b>6,040</b>	<b>0</b>	<b>0</b>	<b>36,714</b>	<b>8,041</b>	<b>0</b>	<b>50,795</b>
- 1 Jan 13 inflation rate of 3.4% effect on BAS	6,040	0	0	30,792	0	0	36,832
- Increase for Inflation for SIK	0	0	0	5,922	0	0	5,922
- Increase in rate for Land (HHG)	0	0	0	0	6,365	0	6,365
- Increase in rate for ITGBL (HHG)	0	0	0	0	1,676	0	1,676
<b>BAH Rates (PI):</b>	<b>55,978</b>	<b>103,288</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>159,266</b>
- Housing Allowance rate 1 Jan 12 increase of 4.2%	55,909	102,918	0	0	0	0	158,827
- Increase in MIHA Pricing	69	370	0	0	0	0	439
<b>Other (PI):</b>	<b>3,526</b>	<b>32,042</b>	<b>867</b>	<b>0</b>	<b>3,392</b>	<b>455</b>	<b>40,282</b>
- Increase in Clothing Pricing	5	2,147	0	0	0	0	2,152
- Increase in COLA Pricing	1,815	6,009	0	0	0	0	7,824
- Increase in TLA Pricing	704	1,941	0	0	0	0	2,645
- Increase in CONUS COLA Pricing	18	14	0	0	0	0	32
- Increase in Cat Injured Aid Allow Pricing	2	6	0	0	0	0	8
- Increase in LSTL Pricing	377	660	0	0	0	0	1,037
- Increase in Separation Payments Pricing	605	738	0	0	0	0	1,343
- Increase in Selective Reenlistment Bonus Pricing	0	20,527	0	0	0	0	20,527
- Increase in Cadet Subsistence Pricing	0	0	867	0	0	0	867
- Increase in Total Comm Air Pricing	0	0	0	0	319	0	319
- Increase in M Tons MSC Pricing	0	0	0	0	89	0	89
- Increase in S Tons AMC Pricing	0	0	0	0	724	0	724
- Increase in Trailer Allow Pricing	0	0	0	0	2	0	2
- Increase in Trans of POV Pricing	0	0	0	0	1,183	0	1,183
- Increase in NonTemp Storage Pricing	0	0	0	0	658	0	658
- Increase in Temp Lodging Pricing	0	0	0	0	417	0	417
- Increase in Apprehension Expense Pricing	0	0	0	0	0	2	2
- Increase in Adoption Expenses Pricing	0	0	0	0	0	9	9
- Increase in Partial DLA Pricing	0	0	0	0	0	33	33
- Increase in ROTC Pricing	0	0	0	0	0	133	133
- Increase in JROTC Pricing	0	0	0	0	0	278	278

**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>35,316</b>	<b>5,320</b>	<b>0</b>	<b>19,654</b>	<b>38,568</b>	<b>4,758</b>	<b>103,616</b>
<b>Strength (PGI):</b>	<b>33,645</b>	<b>2,645</b>	<b>0</b>	<b>0</b>	<b>24,263</b>	<b>21</b>	<b>60,574</b>
- Increase in Base Pay Program	21,724	0	0	0	0	0	21,724
- Increase in FICA Program	1,733	0	0	0	0	0	1,733
- Increase in RPA Program	9,230	0	0	0	0	0	9,230
- Increase in BAS Program	845	0	0	0	0	0	845
- Increase in Clothing Program	0	2,645	0	0	0	0	2,645
- Increase in ACIP Program	113	0	0	0	0	0	113
- Increase in Land Ship Program	0	0	0	0	18,963	0	18,963
- Increase in ITGBL Program	0	0	0	0	4,995	0	4,995
- Increase in Disloc Allow Program	0	0	0	0	279	0	279
- Increase in Port Handling Program	0	0	0	0	27	0	27
- Increase in ROTC workyears	0	0	0	0	0	21	21
<b>Other (PGI):</b>	<b>1,671</b>	<b>2,675</b>	<b>0</b>	<b>19,654</b>	<b>14,305</b>	<b>4,737</b>	<b>43,042</b>
- Increase in LSTL Program	0	261	0	0	0	0	261
- Increase in Special Pay Program	0	2,283	0	0	0	0	2,283
- Increase in FSA Program	78	0	0	0	0	0	78
- Increase in Flying Duty Crew Program	0	86	0	0	0	0	86
- Increase in HDIP Program	16	0	0	0	0	0	16
- Increase in Parachute Jumping Program	0	45	0	0	0	0	45
- Increase in COLA Program	1,415	0	0	0	0	0	1,415
- Increase in TLA Program	135	0	0	0	0	0	135
- Increase in CONUS COLA Program	27	0	0	0	0	0	27
- Increase in Subsistence - BAS Enlisted Program	0	0	0	15,602	0	0	15,602
- Increase in SIK Total Program	0	0	0	4,052	0	0	4,052
- Increase in Total Mile-Per Diem Program	0	0	0	0	5,048	0	5,048
- Increase in Total AMC Program	0	0	0	0	1,643	0	1,643
- Increase in Total Comm Air Program	0	0	0	0	1,976	0	1,976
- Increase in M Tons MSC Program	0	0	0	0	267	0	267
- Increase in S Tons AMC Program	0	0	0	0	2,161	0	2,161
- Increase in Trailer Allow Program	0	0	0	0	6	0	6
- Increase in Trans of POV Program	0	0	0	0	948	0	948
- Increase in NonTemp Storage Program	0	0	0	0	2,163	0	2,163
- Increase in Temp Lodging Program	0	0	0	0	92	0	92
- Increase in Apprehension Expense Program	0	0	0	0	0	6	6
- Increase in Unemployment Benefits Program	0	0	0	0	0	4,721	4,721
- Increase in Adoption Expenses Program	0	0	0	0	0	9	9
- Increase in Preventative Health Care Program	0	0	0	0	0	1	1
<b>Total Increases</b>	<b>189,234</b>	<b>296,308</b>	<b>1,749</b>	<b>66,632</b>	<b>51,771</b>	<b>5,213</b>	<b>610,907</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>(79,526)</b>	<b>(145,042)</b>	<b>0</b>	<b>0</b>	<b>(551)</b>	<b>(2,242)</b>	<b>(227,361)</b>
<b>Annualization (PI):</b>	<b>(18,858)</b>	<b>(34,557)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(53,415)</b>
- Annualization of 1 Jan 08 raise of 3.2 % on RPA	(18,858)	(34,557)	0	0	0	0	(53,415)
<b>Pay Raise (PI):</b>	<b>(56,573)</b>	<b>(103,671)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(160,244)</b>
- 1 Jan 09 pay raise of 3.4% effect on RPA	(56,573)	(103,671)	0	0	0	0	(160,244)
<b>Inflation Rate (PD):</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(9)</b>	<b>0</b>	<b>(9)</b>
- Decrease in Port Handling charges	0	0	0	0	(9)	0	(9)
<b>Other (PD):</b>	<b>(4,095)</b>	<b>(6,814)</b>	<b>0</b>	<b>0</b>	<b>(542)</b>	<b>(2,242)</b>	<b>(13,693)</b>
- Decrease in RPA Rate Pricing	(1,716)	(3,143)	0	0	0	0	(4,859)
- Decrease in Special Pay Pricing	(2,379)	(3,671)	0	0	0	0	(6,050)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	0	(409)	0	(409)
- Decrease in Total AMC Pricing	0	0	0	0	(133)	0	(133)
- Decrease in Mass Transportation Pricing	0	0	0	0	0	(1,116)	(1,116)
- Decrease in Preventative Health Care Pricing	0	0	0	0	0	(1,126)	(1,126)
<b>Program Decrease</b>	<b>(240,926)</b>	<b>(184,427)</b>	<b>(4,007)</b>	<b>0</b>	<b>0</b>	<b>(2,355)</b>	<b>(431,715)</b>
<b>Strength (PGD):</b>	<b>(86,247)</b>	<b>(160,869)</b>	<b>(2,887)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(250,003)</b>
- Decrease in Base Pay Program	0	(66,967)	(2,682)	0	0	0	(69,649)
- Decrease in FICA Program	0	(5,123)	(205)	0	0	0	(5,328)
- Decrease in RPA Program	0	(19,371)	0	0	0	0	(19,371)
- Decrease in Clothing Program	(63)	0	0	0	0	0	(63)
- Decrease in BAH Program	(86,184)	(69,408)	0	0	0	0	(155,592)
<b>Other (PGD):</b>	<b>(154,679)</b>	<b>(23,558)</b>	<b>(1,120)</b>	<b>0</b>	<b>0</b>	<b>(2,355)</b>	<b>(181,712)</b>
- Decrease in LSTL Program	(2,588)	0	0	0	0	0	(2,588)
- Decrease in Special Pay Program	(9,369)	0	0	0	0	0	(9,369)
- Decrease in FSA Program	0	(168)	0	0	0	0	(168)
- Decrease in Cat Injured Aid Allow Program	(1)	0	0	0	0	0	(1)
- Decrease in Non-Fly Crew Member Program	0	(4)	0	0	0	0	(4)
- Decrease in ACP Program	(11,100)	0	0	0	0	0	(11,100)
- Decrease in CEFI Pay Program	0	(449)	0	0	0	0	(449)
- Decrease in Parachute Jumping Program	(9)	0	0	0	0	0	(9)
- Decrease in Demolition Duty Program	0	(25)	0	0	0	0	(25)
- Decrease in Other Incentive Pay Program	(167)	(46)	0	0	0	0	(213)
- Decrease in COLA Program	0	(1,466)	0	0	0	0	(1,466)
- Decrease in TLA Program	0	(192)	0	0	0	0	(192)
- Decrease in CONUS COLA Program	0	(3)	0	0	0	0	(3)
- Decrease in Separation Payments Program	(131,445)	(678)	0	0	0	0	(132,123)
- Decrease in Selective Reenlistment Bonus Program	0	(20,527)	0	0	0	0	(20,527)
- Decrease in Cadet Subsistence Program	0	0	(1,120)	0	0	0	(1,120)
- Decrease in Interest On Savings Program	0	0	0	0	0	(207)	(207)
- Decrease in Survivor Benefits Program	0	0	0	0	0	(2,148)	(2,148)
<b>Total Decreases</b>	<b>(320,452)</b>	<b>(329,469)</b>	<b>(4,007)</b>	<b>0</b>	<b>(551)</b>	<b>(4,597)</b>	<b>(659,076)</b>
<b>FY 2013 DIRECT PROGRAM</b>	<b>8,920,110</b>	<b>16,493,498</b>	<b>70,369</b>	<b>1,123,812</b>	<b>1,288,451</b>	<b>152,299</b>	<b>28,048,539</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 2012 DIRECT PROGRAM</b>	<b>9,051,328</b>
<b>Pricing Increase</b>	<b>153,918</b>
<b>Annualization (PI):</b>	<b>23,604</b>
Annualization 1 Jan 12 raise of 1.6% on Basic Pay	19,928
Annualization of raise on FICA	1,663
Annualization of 1 Jan 12 inflation rate of 7.2% BAS	2,013
<b>Pay Raise (PI):</b>	<b>64,770</b>
1 Jan 13 pay raise of 1.7% effect on Basic Pay	59,783
1 Jan 13 pay raise effect on FICA	4,987
<b>Inflation Rate (PI):</b>	<b>6,040</b>
1 Jan 13 inflation rate of 3.4% effect on BAS	6,040
<b>BAH Rates (PI):</b>	<b>55,978</b>
1 Jan 13 inflation rate of 4.2% effect on BAH	55,909
Increase in MIHA Payments	69
<b>Other (PI):</b>	<b>3,526</b>
Increase in Clothing Payments	5
Increase in COLA Payments	1,815
Increase in TLA Payments	704
Increase in CONUS COLA Payments	18
Increase in Cat Injured Aid Allow Payments	2
Increase in LSTL Payments	377
Increase in Separation Payments	605

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

		<u>Amount</u>
<b>Program Increase</b>	<b>35,316</b>	
<b>Strength (PGI):</b>	<b>33,645</b>	
Increase change in WY/longevity for Basic Pay	21,724	
Increase on workyears/longevity for FICA	1,733	
Increase in workyears/longevity for RPA	9,230	
Increase in workyear for BAS	845	
Increase Aviation Continuation Pay Workyears	113	
<b>Other (PGI):</b>	<b>1,671</b>	
Increase in FSA Program	78	
Increase in HDIP Payments	16	
Increase in COLA Payments	1,415	
Increase in TLA Payments	135	
Increase in CONUS COLA Payments	27	
<b>Total Increases</b>		<b>189,234</b>
<b>Pricing Decrease</b>	<b>(79,526)</b>	
<b>Annualization (PI):</b>	<b>(18,858)</b>	
Annualization of raise on RPA	(18,858)	
<b>Pay Raise (PI):</b>	<b>(56,573)</b>	
1 Jan 13 pay raise effect on RPA	(56,573)	
<b>Other (PI):</b>	<b>(4,095)</b>	
Decrease in RPA Rate Payments	(1,716)	
Decrease in Special Pay Payments	(2,379)	
<b>Program Decrease</b>	<b>(240,926)</b>	
<b>Strength (PGD):</b>	<b>(86,247)</b>	
Decrease in workyears for Clothing Allowance	(63)	
Decrease in workyears Housing Allowance	(86,184)	



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

		<u>Amount</u>
<b>Other (PGD):</b>	<b>(154,679)</b>	
Decrease in LSTL Program	(2,588)	
Decrease in Special Pay Payments	(9,369)	
Decrease in Cat Injured Aid Allow Program	(1)	
Decrease in ACP Payments	(11,100)	
Decrease in Parachute Jumping Payments	(9)	
Decrease in Other Incentive Pay Payments	(167)	
Decrease in Separation Payments Payments	(131,445)	
 <b>Total Decreases</b>		 <b>(320,452)</b>
 <b>FY 2013 DIRECT PROGRAM</b>		 <b>8,920,110</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 2013 Estimate 4,879,598  
FY 2012 Estimate 4,767,158  
FY 2011 Actual 4,944,095

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

FY 2011 funding requirements included a 1.4% pay raise. The budget for FY 2012 provides for a basic pay increase of 1.6% and 1.7% for FY 2013. Across-the-board pay raises are effective 1 January each year therefore the annualized rate for FY 2012 is 1.55% and 1.675% for FY 2013. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2011 beginning strength was 66,201 and ending with 65,487 using 69,463 workyears.  
FY 2012 beginning strength will be 65,487 and ending with 65,428 using 66,135 workyears.  
FY 2013 beginning strength will be 65,428 and ending with 64,900 using 66,623 workyears.

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

<u>Grade</u>	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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	13	179,700	2,336	13	179,700	2,336	11	180,375	1,984
Lt General	43	179,535	7,720	46	179,700	8,266	43	180,375	7,756
Major General	105	160,495	16,852	102	162,990	16,625	97	165,722	16,075
Brig General	166	139,078	23,087	156	141,237	22,033	153	143,601	21,971
Colonel	3,839	116,150	445,898	3,699	117,950	436,296	3,596	119,925	431,252
Lt Colonel	11,314	94,059	1,064,179	10,432	95,516	996,428	10,531	97,116	1,022,733
Major	15,746	79,670	1,254,485	14,994	80,905	1,213,087	15,285	82,261	1,257,357
Captain	23,783	63,785	1,516,993	22,482	64,833	1,457,582	22,656	65,920	1,493,490
1st Lieutenant	7,273	49,302	358,570	7,340	50,086	367,634	7,392	50,923	376,423
2nd Lieutenant	7,181	35,368	253,975	6,871	35,929	246,871	6,859	36,530	250,557
<b>TOTAL BASIC PAY</b>	<b>69,463</b>		<b>4,944,095</b>	<b>66,135</b>		<b>4,767,158</b>	<b>66,623</b>		<b>4,879,598</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2013 Estimate	1,558,889
FY 2012 Estimate	1,625,593
FY 2011 Actual	1,593,967

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 591 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.7% for FY 2011, 34.3% for FY 2012 and 32.1% for FY 2013. The part-time RPA rate is 24.4% for FY 2011, 24.3% for FY 2012 and 24.4% FY 2013.

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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>Active Component</b>									
Retired Pay Accrual - Full Time	65,711	22,913	1,505,664	64,935	24,677	1,602,406	65,423	23,466	1,535,240
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	3,752	23,535	88,303	1,200	19,322	23,187	1,200	19,708	23,649
<b>Total Retired Pay Accrual</b>	<b>69,463</b>	<b>22,947</b>	<b>1,593,967</b>	<b>66,135</b>	<b>24,580</b>	<b>1,625,593</b>	<b>66,623</b>	<b>23,399</b>	<b>1,558,889</b>

(Amount in Thousands)

**PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS**

FY 2013 Estimate	218,362
FY 2012 Estimate	229,324
FY 2011 Actual	230,757

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to officers under the provisions of Title 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - Entitlement paid to regular and reserve officers who hold, or are in training leading to, an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$840. The FY 1998 National Defense Authorization Act (NDAA), modified in (Sec. 615), increased monthly rates for aviators with more than 14 years of service. The year groups, as well as, compensation were changed as a means to assist the service in the retention of aviators. The FY 1999 NDAA accelerated the rate increase from \$650 to \$840 for officers with more than 14 years but less than 22 years of aviation service.
- (2) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crewmembers in fixed monthly amounts ranging from \$150 to \$250 and non-crew members in fixed monthly amounts of \$150 only when performing such duties.
- (3) The Aviator Continuation Pay (ACP) - Financial incentive to compliment non-monetary initiatives to improve flight officer retention. The FY 1998 NDAA, modified in (Sec. 616), allowed bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career officers and the FY 2000 NDAA approved an enhancement to the ACP program, allowing payment through the grade of O-6 and through 25 years of service. Effective 16 Nov 99, the Air Force increased the annual payments to \$25,000 and in FY 2004 the Air Force program authorized an up front payment option of 50 percent (\$100,000 limit) to newly eligible pilots.
- (4) Parachute Jumping - Incentive pay for hazardous duty to induce officers to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- (5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members 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. Demolition is paid under specified conditions at a monthly rate of \$150.
- (6) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150.
- (7) Chemical Munitions – Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- (8) Dangerous Viruses/Bacteria Lab Duty (Hazardous Bio Org)- Duties in which members may be exposed to various hazardous viruses and/or bacteria. Paid at a monthly rate of \$150.
- (9) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- (10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.

(Amount in Thousands)

## PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Aviation Career Incentive Pay</u></b>									
<b><u>Yrs Svc Grade</u></b>									
Less than 2	3,630	1,500	5,445	3,602	1,500	5,403	3,528	1,500	5,292
2 - 3	1,999	1,872	3,742	1,975	1,872	3,697	1,923	1,872	3,600
3 - 4	1,548	2,256	3,492	1,602	2,256	3,614	1,684	2,256	3,799
4 - 6	3,252	2,472	8,039	3,158	2,472	7,807	3,003	2,472	7,423
6 - 14	9,417	7,800	73,453	9,515	7,800	74,217	9,578	7,800	74,708
14 - 22	4,195	10,080	42,286	4,184	10,080	42,175	4,184	10,080	42,175
22 - 23	403	7,020	2,829	410	7,020	2,878	414	7,020	2,906
23 - 24	343	5,940	2,037	331	5,940	1,966	316	5,940	1,877
24 - 25	312	4,620	1,441	309	4,620	1,428	309	4,620	1,428
Above 25	110	3,000	330	115	3,000	345	146	3,000	438
B/G Less than 25	14	2,400	34	14	2,400	34	13	2,400	31
M/G Less than 25	2	2,472	5	2	2,472	5	2	2,472	5
<b>Subtotal Flying Duty Crew</b>	<b>25,225</b>		<b>143,133</b>	<b>25,217</b>		<b>143,569</b>	<b>25,100</b>		<b>143,682</b>
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Crew	12	2,160	26	12	2,160	26	12	2,160	26
Flying Duty Non-Crew	52	1,800	94	60	1,800	108	60	1,800	108
Flying Duty Non-Rated	475	2,266	1,076	505	2,266	1,144	512	2,266	1,160
<b>Subtotal HDIP-Aviation</b>	<b>539</b>		<b>1,196</b>	<b>577</b>		<b>1,278</b>	<b>584</b>		<b>1,294</b>
<b><u>Aviator Continuation Pay</u></b>									
Pilots			74,281			74,970			66,424
Flight Officers			10,933			8,330			5,776
<b>Subtotal Aviator Continuation Pay</b>			<b>85,214</b>			<b>83,300</b>			<b>72,200</b>
<b>Subtotal Flying Duty Pay</b>			<b>229,543</b>			<b>228,147</b>			<b>217,176</b>
<b><u>Parachute Jumping</u></b>	<b>139</b>	<b>1,800</b>	<b>250</b>	<b>145</b>	<b>1,800</b>	<b>261</b>	<b>140</b>	<b>1,800</b>	<b>252</b>
<b><u>Parachute HALO</u></b>	<b>168</b>	<b>2,700</b>	<b>454</b>	<b>153</b>	<b>2,700</b>	<b>413</b>	<b>158</b>	<b>2,700</b>	<b>427</b>
<b><u>Demolition Duty</u></b>	<b>175</b>	<b>1,800</b>	<b>315</b>	<b>170</b>	<b>1,800</b>	<b>306</b>	<b>170</b>	<b>1,800</b>	<b>306</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	9	1,800	16	9	1,800	16	9	1,800	16
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Hazardous Bio Org	0	0	0	1	1,800	2	1	1,800	2
Pressure Chamber Observer	82	1,800	148	85	1,800	153	85	1,800	153
Thermal Stress Experiments	0	0	0	2	1,800	4	2	1,800	4
Toxic Fuel Handler	16	1,800	29	10	1,800	18	12	1,800	22
Toxic Pesticides Duty	0	0	0	1	1,800	2	1	1,800	2
<b>Subtotal Other Incentive Duty Pay</b>	<b>108</b>		<b>195</b>	<b>109</b>		<b>197</b>	<b>111</b>		<b>201</b>
<b>TOTAL INCENTIVE PAY</b>			<b>230,757</b>			<b>229,324</b>			<b>218,362</b>

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 2013 Estimate	303,583
FY 2012 Estimate	314,989
FY 2011 Actual	335,108

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Special pay for Health Professionals on active duty are authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2012 National Defense Authorization Act (NDAA) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C 335, allows accession, incentive pay, and retention bonus pay for other health professions to include professions not previously authorized, to include Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers.
  - (a) Medical Additional Special Pay (ASP) - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.
  - (b) Medical Board Certified Pay (BCP) - Monthly payment that varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
  - (c) Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 08-014, this incentive pay addresses retention difficulties and shortages in the medical specialties for physicians who have completed initial residency and nearing completion of their service obligation. Additionally, this incentive is paid in four equal payments initially and on the anniversary dates of the agreement at 62.5% of the current pay plan's 4-yr MISP/MSP pay rate. Rates for each specialty are set by Health Affairs across all services.
  - (d) Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages of critical wartime specialties by closing civilian - military pay gap. Paid to officer entitled to VSP, who execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$75,000 (FY 2008 NDAA increased cap to \$75,000) as either a single year contract (ISP) or as a multi-year contract (MISP) in conjunction with MSP. Rates for each specialty are set by Health Affairs across all services.
  - (e) Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000 per each year (FY 2008 NDAA increased cap to \$75,000) for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services. MSP program replaced the Medical Officer Retention Bonus.
  - (f) Medical Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
  - (g) Critical Wartime Skills Accession Bonus (CWSAB) for Physicians – Authorized by FY 2008 NDAA, single lump sum payment of an accession bonus not to exceed \$400,000 to fully qualified physicians or dentists in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than 4 consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
  - (h) Dental Officer Accession Bonus (DOAB) - This is a one-time payment. Rates for each specialty are set by Health Affairs across all services. The Health Affairs cap among the services is currently at \$75,000 for a four-year written obligation.
  - (i) Dental Additional Special Pay (ASP) - Lump sum annual payment for dental officers not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. The FY 2008 NDAA authorizes payments from to \$10,000 to \$15,000 depending on years of service.
  - (j) Dental Board Certified Pay (BCP) - Monthly payment that varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 - \$6,000 depending upon years of service.
  - (k) Dental Officer Multi-year Retention Bonus (DOMRB) - Financial incentive to retain a sufficient number of qualified dentists to meet services dental care requirements. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services.
  - (l) Dental Variable Special Pay (VSP) - Monthly payment authorized for all dentists based on years of creditable service. Total annual pay ranges from \$3,000 to \$12,000 except for O-7s and above who receive \$7,000 per year.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (m) Oral Maxillofacial Surgeons Incentive Special Pay (OMS-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 08-011, this incentive addresses retention difficulties and shortages for this specialty. Payment is made to those dentists whose specialty is in Oral Maxillofacial Surgery and who execute an agreement to remain on active duty for at least one year. This pay is a subcategory of Dental Special Pay. It is paid as an annual bonus not to exceed \$50,000. The rate for this specialty is set by Health Affairs across all services.
- (n) General Dentist Accession Bonus: The Secretary of the Military Department concerned may pay a Dental Officer Accession Bonus to an individual not to exceed \$75,000, who executes a written agreement to serve on active duty for a period of not less than 4 years.
- (o) General Dentist Incentive Pay (ISP): A eligible member who enters into an one year agreement will be paid an ISP of \$30,000. Oral and Maxillofacial Surgeons who enter a Dental Officer Multiyear Retention Bonus (DOMRB) agreement for 2-, 3-, or 4- years shall be paid an annual ISP of \$50,000 during the contracted period.
- (p) General Dentist Retention Bonus: These specialties may be paid a retention bonus not to exceed \$50,000 per year. The rates for each specialty is set by Health Affairs across all services.
- (q) Critical Wartime Skills Accession Bonus (CWSAB) for Dentists – Authorized by FY 2008 NDAA, single lump sum payment of an accession bonus not to exceed \$400,000 to fully qualified physicians or dentists in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than 4 consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (r) Certified Registered Nurse Anesthetists Incentive Special Pay (CRNA-ISP) - Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement.
- (s) Nurse Accession Bonus (NAB) - An accession bonus of up to \$30,000 for a four-year contract. Currently offered at \$20,000 if taken in conjunction with Health Professions Loan Repayment Program (HPLRP) assistance. If no HPLRP was taken, the full \$30,000 lump sum bonus is offered for each qualified nurse accession.
- (t) Nurse Board Certified Pay - The FY 2008 NDAA amended section 302C (D(1)) of Title 37 U.S.C. and authorizes financial incentive to encourage BSC officer who are also healthcare providers to attain board certification, signifying highest level of professional competence. Annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000.
- (u) Nurse Corps Incentive Pay (NC-ISP) - Public Law (P.L.) 110-181, paragraph (b)(2) of Section 302e of the FY 2008 NDAA authorized an ISP to all other qualified nurse specialists. This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service to meet the medical requirements of the service. Rates for registered nurses other than CRNA's are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts per contract vary by number of years of the contract from \$5,000 for a single year to \$20,000 for a four-year contract.
- (v) Non-Physician Board Certification Pay (NP-BCP) - The FY 2008 NDAA amended section 302C (D(1)) of Title 37 U.S.C. and authorizes financial incentive to encourage BSC officers who are also healthcare providers to attain board certification, signifying highest level of professional competence. Annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000 for Non-Physician Health Care Providers. This category is for officers in the Biomedical Sciences Corps (AFSC 42X/43X) and Nurse Corps (AFSC 46X) only.
- (w) Health Professions Non-Physician Board Certification Pay (HP NP-BCP)- For FY 2009, as Health Professions Pay is implemented for Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers, the annual payment will be raised to \$6,000 as a flat rate paid monthly and not tied to number of years. These specialties will be removed from NP-BCP and tied to HP NP-BCP. This is a financial incentive to encourage BSC officers who are also healthcare providers to attain board certification, signifying highest level of professional competence. All future NP-BCP eligibles will convert to HP NP-BCP sometime in FY 2012.
- (x) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302j; allows for payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four years. The maximum bonus may not exceed \$30,000 paid in a single lump sum.
- (y) Pharmacy Officers Special Pay (POSP) - Authorized in FY 2008 NDAA under the provision of Chapter 5 of Title 37, United States Code, section 302i authorizes payment of \$15,000 per year for a two-year contract obligation per Health Affairs.
- (z) Health Professions Accession Bonus (Psychologist, Public Health Officers) (AB) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335, these specialties may be paid an accession bonus not to exceed \$30,000 per year. Rates for each specialty are set by Health Affairs across all services.
- (aa) Health Professions Incentive Special Pay (Physician Assistant, Psychologist, Social Workers, Public Health Officers) (IP) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335; these specialties may be paid an incentive pay at a maximum rate of \$15,000 per year. Rates for each specialty are set by Health Affairs across all services.
- (bb) Health Professions Retention Bonus (Physician Assistant, Psychologist, Social Workers, Public Health Officers) (RB) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335; these specialties may be paid a retention bonus not to exceed \$75,000 per year. Rates for each specialty are set by Health Affairs across all services.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (cc) Optometrists Duty Pay (ODP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Sec. 302a. Optometry Duty Pay is projected to morph in FY12 IAW Title 37 USC 335 which authorizes \$5,000 per year for incentive pays congruent with other biomedical Sciences Programs.
- (dd) Optometrists Retention Bonus (ORB) – Authorizes up to a maximum of \$15,000 annual payment for any 12-month period. Eligible officers must have completed initial active duty service obligation for education and training. FY12 rate will be \$6,000 per year.
- (ee) Veterinarians Duty Pay (VDP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Sec. 303.
- (ff) Dentist and Surgeon Critical Skills Retention Bonus - A specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37, section 355. The rates vary from \$5,000 to \$30,000 as a single lump sum payment for a three-year contract obligation. Surgeons are paid \$75,000 per year for a single year contract obligation and \$150,000 per year for a two-year contract obligation.
- (2) Critical Skill Retention Bonus (Contracting, Public Affairs, Civil Engineering, Intelligence, Logistics Readiness, and Control & Recovery) - Authorized by the FY 2011 NDAA under the provisions of Title 37 U.S.C. 335, these specialties may be paid a retention bonus not to exceed \$30,000 per year. Rates for each specialty are set by the respective services.
- (3) Personal money allowances for certain general officers under provisions of Title 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) 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.
- (4) Assignment Incentive Pay:
  - (a) Creech Assignment Incentive Pay – Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 307(a); an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This incentive pay is paid at a monthly rate of \$300 for the first 36 months and \$750. The Secretary of Defense is reviewing Creech Assignment Incentive Pay and has stated that it will not be extended beyond December 31, 2011 without substantive and compelling econometric analysis to validate continuation.
  - (b) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
  - (c) Assignment Incentive Pay RPA Pilot – Authorized by the Office of the Under Secretary of Defense (Personnel and Readiness) (OUSD(P&R)) on 27 November 2009 to the Secretary of the Air Force (SAF) to establish an incentive pay program under 37 U.S.C. 307a for operators of remotely piloted aircraft. Active duty Air Force officers with an 18XX rated Air Force Specialty Code (AFSC) assigned as RPA pilots performing RPA pilot duties are eligible. This incentive is paid monthly at a rate of \$125 to \$650 depending on the number of years service.
- (5) Pararescue Diving Duty - Special pay to alleviate a critical manning shortage. The duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (6) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for officers who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
- (7) 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. 305. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1500,
- (8) Hostile Fire Duty - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent. Per the FY12 NDAA, HFP will accrue on a daily basis
- (9) Judge Advocate Continuation Pay - Authorized in the FY 2000 NDAA under the provisions of Title 37 U.S.C. 321 allows payment to eligible judge advocates that remain on active duty for a period of obligated service specified in the agreement. The amount paid to an officer under one or more agreements may not exceed \$60,000.
- (10) Judge Advocate General's Corps Officer Student Loan Repayment Program – Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000.
- (11) Other Special Pay – Pay and Allowance Continuation (PAC) pay for Wounded Warriors during period of hospitalization authorized under 37 USC Para 372.



(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Variable Special Pay funding amount is based on average statutory rates and the number of physicians and dentists programmed per year. Board Certification funding amount for physicians, dentists, nurse, biomedical sciences corps, psychologists, and veterinarians are based on estimated number of said professionals who would qualify to receive the entitlement. The Incentive Special Pay (ISP) and Multi-Year Special Pay (MSP) funding amounts are estimates based on the rates as revised by the annual OSD Pay Plans and expected number of takers. OSD revised rates do impact the number of takers expected, given the varied rates by different multi-year agreements that become available to the specialists. The rates established by OSD are expected to cause increased takers at higher rates, but within the authorized cap amounts. The Additional Special Pay funding amounts for Medical and Dental Officers are based on estimated number of eligible physicians and dentists multiplied by the entitlement rate. Accession Bonus funding amounts are derived from assessing recruiting requirements, expected number of takers, recruiting requirements and the accession rates as determined by the Air Force Medical Service.

Special Pay funding amount for Pharmacy Officers is estimate on the number of takers multiplied by the average rate of those rate amounts established by OSD. Optometry & Veterinary Special Pay funding amounts are estimates based on the number of expected takers multiplied by the statutory rate. Optometrist Retention Special Pay, Retention Bonuses and Critical Skills Retention Bonuses funding are all based on the number of eligible multiplied by the established rate. Details of the cost computation are provided in the following tables:

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
MD Additional Special Pay	2,710	15,000	40,650	2,710	15,000	40,650	2,710	15,000	40,650
MD Board Certification Pay	2,180	3,600	7,848	2,180	6,000	13,080	2,180	6,000	13,080
MD Early Career ISP	75	23,685	1,776	75	23,685	1,776	100	23,685	2,369
MD Incentive Special Pay	2,328	23,685	55,139	2,328	23,685	55,139	2,328	23,685	55,139
MD Multi-Year Special Pay	931	35,786	33,317	931	35,786	33,317	931	35,786	33,317
MD Variable Special Pay	3,515	8,000	28,120	3,515	8,000	28,120	3,515	8,000	28,120
CWSAB Medical	10	294,800	2,948	8	294,800	2,358	7	294,800	2,064
<b>Physician Pay</b>	<b>11,749</b>	<b>14,452</b>	<b>169,798</b>	<b>11,747</b>	<b>14,850</b>	<b>174,440</b>	<b>11,771</b>	<b>14,845</b>	<b>174,739</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	4	75,000	300	4	75,000	300	4	75,000	300
Dental Additional Pay	700	12,000	8,400	700	12,000	8,400	700	12,000	8,400
Dental Board Certification Pay	224	6,000	1,341	263	6,000	1,578	263	6,000	1,578
Dental Multi-Year Special Pay	312	41,000	12,792	312	41,000	12,792	312	41,000	12,792
Dental Variable Pay	700	8,000	5,600	701	8,000	5,608	700	8,000	5,600
Oral Surgeon ISP	46	30,000	1,380	46	30,000	1,380	46	30,000	1,380
General Dentist Accession Bonus	8	37,500	300	8	37,500	300	8	37,500	300
General Dentist Incentive Pay	220	20,000	4,400	220	20,000	4,400	220	20,000	4,400
General Dentist Retention Bonus	200	25,000	5,000	220	25,000	5,500	220	25,000	5,500
CWSAB Dental	1	300,000	300	5	300,000	1,500	2	300,000	600
<b>Dentist Pay</b>	<b>2,415</b>	<b>16,487</b>	<b>39,813</b>	<b>2,479</b>	<b>16,845</b>	<b>41,758</b>	<b>2,475</b>	<b>16,505</b>	<b>40,850</b>
Cert RN Anesthetists	108	40,000	4,320	100	40,000	4,000	100	40,000	4,000
Nurse Accession Bonus	175	25,000	4,375	175	25,000	4,375	125	25,000	3,125
Nurse Board Certified	183	4,000	732	185	6,000	1,110	185	6,000	1,110
Nurse ISP	1,100	15,000	16,500	1,120	15,000	16,800	1,120	15,000	16,800
<b>Nurse Pay</b>	<b>1,566</b>	<b>16,556</b>	<b>25,927</b>	<b>1,580</b>	<b>16,636</b>	<b>26,285</b>	<b>1,530</b>	<b>16,363</b>	<b>25,035</b>
Board Certified Non-Physician Pay	1,198	6,000	7,188	1,198	6,000	7,188	1,198	6,000	7,188
Pharmacy Accession	45	30,000	1,350	45	30,000	1,350	45	30,000	1,350
Pharmacy Officers Special Pay	250	15,000	3,750	230	15,000	3,450	230	20,000	4,600
PHO Accession Bonus	20	10,000	200	20	10,000	200	35	10,000	350
PHO Incentive Pay	179	5,000	895	179	5,000	895	179	5,000	895
PHO Retention Pay	134	6,250	838	134	6,250	838	134	6,250	838
Physicians Assistant Accession Bonus	20	15,000	300	20	15,000	300	30	15,000	450
Physicians Assistant Incentive Pay	289	5,000	1,445	289	5,000	1,445	289	5,000	1,445
Physicians Assistant Retention Pay	219	15,000	3,285	219	15,000	3,285	219	15,000	3,285
Psychologist Accession Bonus	30	20,000	600	30	15,000	450	30	15,000	450
Psychologist Incentive Pay	170	5,000	850	170	5,000	850	170	5,000	850
Psychologist Retention Pay	105	15,000	1,575	105	15,000	1,575	105	15,000	1,575
Social Workers Accession Bonus	10	7,500	75	10	7,500	75	10	7,500	75
Social Workers Retention Pay	170	10,000	1,700	170	10,000	1,700	170	10,000	1,700
Optometrists	126	5,000	630	120	5,000	600	120	5,000	600
Optometry Retention	106	6,000	636	100	6,000	600	100	10,000	1,000
Veterinarians	20	1,200	24	21	1,200	25	0	0	0
<b>Biomedical Science Officer Pay</b>	<b>3,091</b>	<b>8,198</b>	<b>25,341</b>	<b>3,060</b>	<b>8,113</b>	<b>24,826</b>	<b>3,064</b>	<b>8,698</b>	<b>26,651</b>

(Amount in Thousands)

## PROJECT: SPECIAL PAY - OFFICERS

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Anniversary	0	0	0	6	150,000	900	6	150,000	900
Dentist CSRB Initial	6	150,000	900	6	150,000	900	6	150,000	900
Surgeon CSRB Anniversary	17	150,000	2,550	10	150,000	1,500	10	150,000	1,500
Surgeon CSRB Initial	17	150,000	2,550	10	150,000	1,500	10	150,000	1,500
<b>Medical CSRB Subtotal</b>	<b>40</b>	<b>150,000</b>	<b>6,000</b>	<b>32</b>	<b>150,000</b>	<b>4,800</b>	<b>32</b>	<b>150,000</b>	<b>4,800</b>
Contracting CSRB	317	20,000	6,340	267	20,000	5,340	152	20,000	3,040
Public Affairs CSRB	0	0	0	66	10,000	660	0	0	0
Civil Engineering CSRB	69	12,500	863	118	12,500	1,475	0	0	0
Intel CSRB	675	8,500	5,738	734	8,500	6,239	0	0	0
Logistic Readiness CSRB	0	0	0	283	8,500	2,406	0	0	0
Control and Recovery CSRB	106	24,600	2,610	114	24,600	2,810	102	21,500	2,190
<b>Non-Medical CSRB Subtotal</b>	<b>1,167</b>	<b>13,326</b>	<b>15,551</b>	<b>1,582</b>	<b>11,966</b>	<b>18,930</b>	<b>254</b>	<b>20,591</b>	<b>5,230</b>
<b>Critical Skills Retention Bonus</b>	<b>1,207</b>	<b>17,852</b>	<b>21,551</b>	<b>1,614</b>	<b>14,699</b>	<b>23,730</b>	<b>286</b>	<b>35,080</b>	<b>10,030</b>
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	12	2,200	26	12	2,200	26	10	2,200	22
Lt General	43	500	22	46	500	23	43	500	22
<b>Pers Allowance - General Officer</b>	<b>56</b>	<b>927</b>	<b>52</b>	<b>59</b>	<b>905</b>	<b>53</b>	<b>54</b>	<b>880</b>	<b>48</b>
Assignment Incentive Pay - Creech	635	4,111	2,610	124	4,111	510	0	0	0
Assignment Incentive Pay - Korea	144	3,600	518	144	3,600	518	144	3,600	518
Assignment Incentive Pay - RPA Pilot	70	2,743	192	215	2,330	501	379	2,433	922
<b>Assignment Incentive Pay</b>	<b>849</b>		<b>3,320</b>	<b>483</b>		<b>1,529</b>	<b>523</b>		<b>1,440</b>
Diving Duty	183	1,800	329	205	1,800	369	205	1,800	369
Foreign Language Proficiency Pay	1,573	4,785	7,527	1,625	4,850	7,882	1,604	4,850	7,782
Hardship Duty Location Pay	8,459	1,200	10,151	1,507	1,200	1,808	1,507	1,200	1,808
Hostile Fire Pay	8,913	2,700	24,064	1,370	2,700	3,699	1,370	2,700	3,699
JAG Bonus	128	28,030	3,588	125	28,030	3,504	154	28,030	4,317
JAG Student Loan Repayment	115	21,700	2,496	182	21,700	3,949	261	21,700	5,664
Other Special Pay	959	1,200	1,151	964	1,200	1,157	959	1,200	1,151
<b>TOTAL SPECIAL PAY</b>	<b>41,263</b>		<b>335,108</b>	<b>27,000</b>		<b>314,989</b>	<b>25,763</b>		<b>303,583</b>

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

Control and Recovery CSRB	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY10 & Prior)	98	2,450	106	2,650	30	750	88	1,760	91	1,820	96	1,920	37	740
Accelerated Payments														
Prior Year FY 2011														
Initial Payments	8	160												
Anniversary Payments														
Current Year FY 2012														
Initial Payments			8	160										
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments					72	1,440								
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments							11	220						
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments									13	260				
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments											13	260		
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments													72	1,440
Anniversary Payments														
Total														
Initial Payments	8	160	8	160	72	1,440	11	220	13	260	13	260	72	1,440
Anniversary Payments	98	2,450	106	2,650	30	750	88	1,760	91	1,820	96	1,920	37	740
<b>Total</b>	<b>106</b>	<b>2,610</b>	<b>114</b>	<b>2,810</b>	<b>102</b>	<b>2,190</b>	<b>99</b>	<b>1,980</b>	<b>104</b>	<b>2,080</b>	<b>109</b>	<b>2,180</b>	<b>109</b>	<b>2,180</b>

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

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Civil Engineering CSRB														
Prior Obligations (FY10 & Prior)														
Accelerated Payments														
Prior Year FY 2011														
Initial Payments	69	863												
Anniversary Payments														
Current Year FY 2012														
Initial Payments			118	1,475										
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	69	863	118	1,475	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	69	863	118	1,475	0	0	0	0	0	0	0	0	0	0

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

Contracting CSRB	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY10 & Prior)	283	5,660	267	5,340	78	1,560	108	2,160	111	2,220	148	2,960	111	2,220
Accelerated Payments														
Prior Year FY 2011														
Initial Payments	34	680												
Anniversary Payments														
Current Year FY 2012														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments					74	1,480								
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments							37	740						
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments									37	740				
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments											37	740		
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments													37	740
Anniversary Payments														
Total														
Initial Payments	34	680	0	0	74	1,480	37	740	37	740	37	740	37	740
Anniversary Payments	283	5,660	267	5,340	78	1,560	108	2,160	111	2,220	148	2,960	111	2,220
<b>Total</b>	<b>317</b>	<b>6,340</b>	<b>267</b>	<b>5,340</b>	<b>152</b>	<b>3,040</b>	<b>145</b>	<b>2,900</b>	<b>148</b>	<b>2,960</b>	<b>185</b>	<b>3,700</b>	<b>148</b>	<b>2,960</b>

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

Intel CSRB	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY10 & Prior)														
Accelerated Payments														
Prior Year FY 2011														
Initial Payments	675	5,738												
Anniversary Payments														
Current Year FY 2012														
Initial Payments			734	6,239										
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	675	5,738	734	6,239	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>675</b>	<b>5,738</b>	<b>734</b>	<b>6,239</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<b>FY 2011</b>		<b>FY 2012</b>		<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Logistic Readiness CSRB														
Prior Obligations (FY10 & Prior)														
Accelerated Payments														
Prior Year FY 2011														
Initial Payments														
Anniversary Payments														
Current Year FY 2012														
Initial Payments			283	2,406										
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	283	2,406	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	283	2,406	0	0	0	0	0	0	0	0	0	0



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

Public Affairs CSRB	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY10 & Prior)														
Accelerated Payments														
Prior Year FY 2011														
Initial Payments														
Anniversary Payments														
Current Year FY 2012														
Initial Payments			66	660										
Anniversary Payments														
Biennial Budget FY 2013														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	66	660	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	66	660	0	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

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

FY 2013 Estimate 1,398,746  
FY 2012 Estimate 1,427,089  
FY 2011 Actual 1,417,946

**PART I - PURPOSE AND SCOPE**

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consist of BAH, BAH Differential, Partial BAH, Overseas Housing Allowance (OHA), Family Separation Housing (FSH) and Moving in Housing Allowance (MIHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ), Variable Housing Allowance (VHA) and Family Separation Allowance (FSA) Type I. Payment to service members is authorized by revisions to Title 37 U.S.C. 403.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. Also included in the BAH exhibit are the BAH inflation rates of 0.7% for FY 2011, 3.3% for FY 2012 and 4.2% for FY 2013, effective 1 January each year. The annualized inflation rate for FY 2012 is 2.65% and 3.975% in FY 2013.

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

**With Dependents**

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	9	27,583	248	9	28,314	255	8	29,439	236
Lt General	36	32,012	1,152	38	32,860	1,249	36	34,166	1,230
Major General	81	30,615	2,480	78	31,427	2,451	74	32,676	2,418
Brig General	131	28,674	3,756	138	29,434	4,050	136	30,604	4,150
Colonel	2,995	27,758	83,330	3,018	28,494	85,993	2,744	29,626	81,290
Lt Colonel	8,621	26,530	229,811	8,185	27,234	222,900	7,722	28,316	218,647
Major	11,518	23,792	274,863	11,365	24,423	277,570	10,862	25,393	275,827
Captain	13,737	20,362	280,211	13,488	20,902	281,926	12,700	21,732	276,005
1st Lieutenant	2,665	17,321	46,221	2,807	17,780	49,918	2,642	18,487	48,849
2nd Lieutenant	1,950	15,407	30,067	1,946	15,815	30,781	1,814	16,444	29,832
<b>Subtotal with Dependents</b>	<b>41,743</b>		<b>952,139</b>	<b>41,072</b>		<b>957,093</b>	<b>38,738</b>		<b>938,484</b>

	<b><u>FY 2011 Actual</u></b>		<b><u>FY 2012 Estimate</u></b>		<b><u>FY 2013 Estimate</u></b>	
	<b><u>Workyears</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Amount</u></b>
<b>Differential</b>	<b>9</b>	<b>21</b>	<b>8</b>	<b>18</b>	<b>8</b>	<b>20</b>

(Amount in Thousands)

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

**Without Dependents -  
Full Allowance**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>									
General	0	0	0	0	0	0	0	0	0
Lt General	1	27,579	28	1	28,309	28	1	29,435	29
Major General	2	32,579	65	2	33,442	67	2	34,772	70
Brig General	3	27,788	83	3	28,524	86	3	29,658	89
Colonel	222	25,289	5,630	221	25,959	5,738	201	26,991	5,417
Lt Colonel	876	23,161	20,395	823	23,775	19,567	776	24,720	19,175
Major	2,079	21,054	43,912	2,036	21,612	44,008	1,939	22,471	43,576
Captain	6,755	17,745	120,096	6,601	18,216	120,234	6,214	18,940	117,695
1st Lieutenant	3,785	14,915	56,528	3,959	15,311	60,621	3,725	15,919	59,302
2nd Lieutenant	3,971	13,493	53,615	3,943	13,851	54,609	3,677	14,401	52,950
<b>Subtotal w/o Dependents</b>	<b>17,694</b>		<b>300,352</b>	<b>17,589</b>		<b>304,958</b>	<b>16,538</b>		<b>298,303</b>

**Without Dependents -  
Partial Allowance**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	7	490	3	7	503	4	6	523	3
Lt Colonel	19	407	8	19	417	8	19	434	8
Major	36	330	12	35	338	12	36	352	13
Captain	117	275	32	114	282	32	115	293	34
1st Lieutenant	92	219	20	95	225	21	95	234	22
2nd Lieutenant	570	163	93	551	167	92	550	174	96
<b>Subtotal Partial</b>	<b>841</b>		<b>168</b>	<b>821</b>		<b>169</b>	<b>821</b>		<b>176</b>
<b>TOTAL BAH - DOMESTIC</b>			<b>1,252,680</b>			<b>1,262,238</b>			<b>1,236,983</b>

(Amount in Thousands)

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

With Dependents

<u>Grade</u>	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
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	155	47,926	7,429	160	47,601	7,609	145	49,493	7,198
Lt Colonel	591	43,652	25,798	608	43,079	26,199	574	44,791	25,710
Major	905	39,157	35,437	938	38,793	36,396	893	40,335	36,019
Captain	1,134	35,986	40,808	1,144	35,043	40,078	1,077	36,436	39,250
1st Lieutenant	131	32,329	4,235	140	31,772	4,451	132	33,035	4,356
2nd Lieutenant	53	32,615	1,729	54	32,358	1,747	50	33,644	1,696
<b>Subtotal With Dependents</b>	<b>2,969</b>		<b>115,436</b>	<b>3,044</b>		<b>116,480</b>	<b>2,871</b>		<b>114,229</b>

Without Dependents

<u>Grade</u>	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
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	1	49,943	50	1	49,267	49	1	51,225	51
Colonel	16	35,895	574	17	33,679	559	16	35,018	543
Lt Colonel	85	34,471	2,930	86	33,496	2,885	81	34,827	2,836
Major	221	31,890	7,048	228	30,562	6,979	218	31,777	6,933
Captain	827	29,772	24,622	834	28,128	23,470	785	29,246	22,969
1st Lieutenant	274	28,135	7,710	293	26,420	7,732	275	27,470	7,564
2nd Lieutenant	181	28,576	5,172	182	27,243	4,949	170	28,326	4,807
<b>Subtotal w/o Dependents</b>	<b>1,605</b>		<b>48,106</b>	<b>1,641</b>		<b>46,623</b>	<b>1,546</b>		<b>45,703</b>
<b>Moving-In Housing Allowance</b>	<b>1,804</b>	<b>956</b>	<b>1,724</b>	<b>1,782</b>	<b>981</b>	<b>1,748</b>	<b>1,795</b>	<b>1,020</b>	<b>1,831</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>165,266</b>			<b>164,851</b>			<b>161,763</b>
<b>GRAND TOTAL BAH</b>			<b>1,417,946</b>			<b>1,427,089</b>			<b>1,398,746</b>

(Amount in Thousands)

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

FY 2013 Estimate 196,731  
FY 2012 Estimate 187,237  
FY 2011 Actual 188,872

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed 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 BAS inflation rates of 0.4% for FY 2011, 7.2% for FY 2012 and 3.4% for FY 2013, effective 1 January each year. The annualized inflation rate for FY 2012 is 5.5% and 4.35% for FY 2013.

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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	69,463	2,719	188,872	66,135	2,831	187,237	66,623	2,953	196,731

(Amount in Thousands)

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

FY 2013 Estimate 130,180  
FY 2012 Estimate 126,111  
FY 2011 Actual 138,794

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to 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 and authorized under the provisions of Title 37 U.S.C. 403 and 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

**Cost of Living**

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	2	14,948	30	2	14,243	28	2	14,481	29
Lt. General	10	14,364	144	11	13,346	147	10	13,569	136
Major General	15	14,267	214	15	13,427	201	14	13,651	191
Brig. General	23	19,270	443	22	17,924	394	21	18,224	383
Colonel	604	17,306	10,453	603	16,017	9,658	587	16,285	9,559
Lt Colonel	1,619	16,357	26,483	1,608	15,007	24,131	1,623	15,258	24,764
Major	2,434	13,891	33,811	2,430	12,704	30,870	2,522	12,917	32,576
Captain	3,573	11,201	40,022	3,474	9,887	34,346	3,500	10,052	35,183
1st Lieutenant	773	8,824	6,821	796	7,632	6,075	801	7,760	6,216
2nd Lieutenant	393	7,489	2,943	379	6,702	2,540	379	6,814	2,583
<b>Subtotal Cost of Living</b>	<b>9,446</b>		<b>121,364</b>	<b>9,340</b>		<b>108,390</b>	<b>9,459</b>		<b>111,620</b>
<b><u>Temporary Lodging Allowance</u></b>	<b>13,910</b>	<b>1,253</b>	<b>17,430</b>	<b>13,777</b>	<b>1,286</b>	<b>17,721</b>	<b>13,878</b>	<b>1,337</b>	<b>18,560</b>
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			<b>138,794</b>			<b>126,111</b>			<b>130,180</b>

(Amount in Thousands)

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

FY 2013 Estimate 1,148  
FY 2012 Estimate 1,103  
FY 2011 Actual 1,100

**PART I - PURPOSE AND SCOPE**

Authorization for this allowance is under the provisions of Title 37 U.S.C. 403b and as prescribed in the Joint Federal Travel Regulation, Chapter 8. In the FY 1995 National Defense Authorization Act (NDAA), 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 members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

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

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
CONUS COLA	1,218	903	1,100	1,203	917	1,103	1,232	932	1,148

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2013 Estimate 2,428  
FY 2012 Estimate 2,483  
FY 2011 Actual 2,334

**PART I - PURPOSE AND SCOPE**

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of Title 37 U.S.C. 415 and 416. In the FY 1988-1989 NDAA, Congress approved the payment of Civilian Clothing Allowance for Air Force officers. Officers assigned at 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200 regardless of source of commission or previous enlisted status. 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 officers from \$200 to \$400, and the one-time additional uniform allowance paid to 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.

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

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	4,505	400	1,802	4,880	400	1,952	4,721	400	1,888
Additional Allowances	1,235	200	247	1,220	200	244	1,229	200	246
Civilian Clothing	455	627	285	449	639	287	452	650	294
<b>TOTAL CLOTHING ALLOWANCES</b>	6,195		2,334	6,549		2,483	6,402		2,428



(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2013 Estimate 8,283  
FY 2012 Estimate 8,205  
FY 2011 Actual 21,796

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C. 427, two types of Family Separation Allowance (FSA) payments are made to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

FSA is payable when a member with dependents makes a permanent change of station move, or member is on temporary duty away from permanent duty station for thirty 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 FY 2005 NDAA made the monthly rate of \$250 permanent.

**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 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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>PCS CONUS or Overseas with dependents not authorized</u></b>	668	3,000	2,004	660	3,000	1,980	666	3,000	1,998
<b><u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u></b>	6,597	3,000	19,792	2,075	3,000	6,225	2,095	3,000	6,285
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	7,265		21,796	2,735		8,205	2,761		8,283

(Amount in Thousands)

**PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED**

FY 2013 Estimate	61
FY 2012 Estimate	60
FY 2011 Actual	0

**PART I – PURPOSE AND SCOPE**

Under the provisions of Title 37 U.S.C. 439 military members with permanent, a severely disabling injury, disorder, or disease that compromises the ability to carry out the activities of daily living to such a degree that the member requires personal or mechanical assistance to leave home or bed.

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

The entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based off of a study done by the Veteran’s Administration in which analysis was accomplished on veterans and servicemembers who incurred or aggravated a serious injury in the line of duty on or after September 11, 2001. The rate is based on a 90 day payment of approximately \$3,320 per month.

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
<b>Special Monthly Compensation</b>	0	60	61

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2013 Estimate 61,644  
FY 2012 Estimate 197,616  
FY 2011 Actual 113,935

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C. 501.
- (2) Disability Severance Pay - Payments made to officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C. 1212.
- (3) Non-disability Severance Pay - Payments to a member separated from the service for non-disability reasons under the provisions of Title 10 U.S.C. 1174 and is paid in two types: Full Pay and Half Pay. To qualify for full pay, the member must be involuntarily separated, be fully qualified for retention and the service must be characterized as "Honorable". To qualify for half pay, the member must be involuntarily separated, with service characterized as Honorable or General (under honorable conditions), and the reason for discharge must be under certain categories.
- (4) Voluntary Separation Pay (VSP) - Payment to officers who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C. 1175. The FY 2007 National Defense Authorization Act (NDAA) increased the authorized payment from 2 times to 4 times their salary and extended the authority from Dec 31, 2008 to Dec 31, 2012.
- (5) Voluntary Separation Incentive (VSI) Trust Fund – Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (6) Career Status Bonus - FY 2000 National Defense Authorization Act (NDAA) authorized the payment of \$30,000. The FY 2000 NDAA, provided a \$30,000 lump sum bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments.

**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 months multiplied by years of service multiplies 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 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</b>		
	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
General	5	9,139	46	5	9,280	46	5	9,436	47
Lt General	4	5,295	21	20	5,377	108	20	5,467	109
Major General	22	11,441	252	30	11,619	349	30	11,813	354
Brig General	8	14,145	113	15	14,365	215	15	14,605	219
Colonel	1,005	9,573	9,621	878	9,721	8,535	702	9,884	6,939
Lt Colonel	1,043	5,698	5,943	950	5,786	5,497	910	5,883	5,354
Major	968	3,236	3,133	955	3,287	3,139	955	3,342	3,191
Captain	1,653	2,704	4,470	1,552	2,746	4,262	1,350	2,792	3,769
1st Lieutenant	106	1,862	197	110	1,890	208	110	1,922	211
2nd Lieutenant	213	643	137	150	653	98	80	664	53
<b>Subtotal Lump Sum Terminal Leave</b>	<b>5,027</b>		<b>23,933</b>	<b>4,665</b>		<b>22,457</b>	<b>4,177</b>		<b>20,246</b>
<b><u>Separation Pay</u></b>									
Fail Promotion/Unfit	60	36,267	2,176	60	36,829	2,210	60	37,446	2,247
Disability	33	57,394	1,894	31	58,284	1,807	31	59,260	1,837
Invol-Full Pay 10%	273	72,527	19,800	436	73,652	32,112	166	74,885	12,431
VSP	386	103,627	40,000	628	180,510	113,360	0	0	0
VSI Trust Fund			22,638			22,176			21,406
Career Status Bonus	200	17,470	3,494	200	17,470	3,494	199	17,470	3,477
<b>Subtotal Separation Pay</b>	<b>952</b>		<b>90,002</b>	<b>1,355</b>		<b>175,159</b>	<b>456</b>		<b>41,398</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>5,979</b>		<b>113,935</b>	<b>6,020</b>		<b>197,616</b>	<b>4,633</b>		<b>61,644</b>

(Amount in Thousands)

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

FY 2013 Estimate	371,372
FY 2012 Estimate	362,147
FY 2011 Actual	378,669

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. Public Law 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 2011 - 7.65% on first \$106,800 and 1.45% on the remainder  
Calendar Year 2012 - 7.65% on first \$110,700 and 1.45% on the remainder  
Calendar Year 2013 - 7.65% on first \$114,900 and 1.45% on the remainder

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

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</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	4,944,095	7.65%	378,669	4,767,158	7.65%	362,147	4,879,598	7.65%	371,372

**PAY AND ALLOWANCES  
OF ENLISTED**

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

		<u>Amount</u>
<b>FY 2012 DIRECT PROGRAM</b>		<b>16,526,659</b>
<b>Pricing Increase</b>	<b>290,988</b>	
<b>Annualization (PI):</b>	<b>38,915</b>	
Annualization 1 Jan 12 raise of 1.6% on Basic Pay	36,149	
Annualization of raise on FICA	2,766	
<b>Pay Raise (PI):</b>	<b>116,743</b>	
1 Jan 13 pay raise of 1.7% effect on Basic Pay	108,447	
1 Jan 13 pay raise effect on FICA	8,296	
<b>BAH Rates (PI):</b>	<b>103,288</b>	
1 Jan 13 inflation rate of 4.2% effect on BAH	102,918	
Increase in MIHA Payments	370	
<b>Other (PI):</b>	<b>32,042</b>	
Increase in Clothing Payments	2,147	
Increase in COLA Payments	6,009	
Increase in TLA Payments	1,941	
Increase in CONUS COLA Payments	14	
Increase in Catastrophically Injured Aid Payments	6	
Increase in LSTL Payments	660	
Increase in Separation Payments	738	
Increase in Selective Reenlistment Bonus Payments	20,527	
<b>Program Increase</b>	<b>5,320</b>	
<b>Strength (PGI):</b>	<b>2,645</b>	
Increase in workyears for Clothing Allowance	2,645	

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

		<u>Amount</u>
<b>Other (PGI):</b>	<b>2,675</b>	
Increase in LSTL Program	261	
Increase in Special Pay Payments	2,283	
Increase in Flying Duty Crew Workyears	86	
Increase in Parachute Jumping Workyears	45	
<b>Total Increases</b>		<b>296,308</b>
<b>Pricing Decrease</b>		<b>(145,042)</b>
<b>Annualization (PI):</b>	<b>(34,557)</b>	
Annualization of raise on RPA	(34,557)	
<b>Pay Raise (PI):</b>	<b>(103,671)</b>	
1 Jan 13 pay raise effect on RPA	(103,671)	
<b>Other (PI):</b>	<b>(6,814)</b>	
Decrease in RPA Rate Payments	(3,143)	
Decrease in Special Pay Payments	(3,671)	
<b>Program Decrease</b>		<b>(184,427)</b>
<b>Strength (PGD):</b>	<b>(160,869)</b>	
Decrease change in WY/longevity for Basic Pay	(66,967)	
Decrease on workyears/longevity for FICA	(5,123)	
Decrease in workyears/longevity for RPA	(19,371)	
Decrease in workyears Housing Allowance	(69,408)	
<b>Other (PGD):</b>	<b>(23,558)</b>	
Decrease in FSA Program	(168)	
Decrease in Non-Fly Crew Member Workyears	(4)	
Decrease in CEFIP Workyears	(449)	
Decrease in Demolition Duty Workyears	(25)	
Decrease in Other Incentive Pay Workyears	(46)	
Decrease in COLA Workyears	(1,466)	
Decrease in TLA Workyears	(192)	



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

		<u><b>Amount</b></u>
Decrease in CONUS COLA Workyears	(3)	
Decrease in Separation Payments	(678)	
Decrease in Selective Reenlistment Bonus Workyears	(20,527)	
<b>Total Decreases</b>		<b>(329,469)</b>
<b>FY 2013 DIRECT PROGRAM</b>		<b>16,493,498</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2013 Estimate	8,715,826
FY 2012 Estimate	8,632,624
FY 2011 Actual	8,824,706

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

FY 2011 funding requirements included a 1.4% pay raise. The budget for FY 2012 provides for basic pay increase of 1.6% and 1.7% for FY 2013. Across-the-board pay raises are effective 1 January each year therefore the annualized rate for FY 2012 is 1.55% and 1.675% for FY 2013. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2011 beginning strength was 263,437 and ending with 263,542 using 276,109 workyears.  
 FY 2012 beginning strength will be 263,542 and ending with 263,372 using 266,566 workyears.  
 FY 2013 beginning strength will be 263,372 and ending with 260,000 using 265,557 workyears.

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

<u>Grade</u>	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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>
Chief Master Sergeant	2,848	71,805	204,500	2,678	72,918	195,274	2,667	74,139	197,729
Senior Master Sergeant	5,856	58,058	339,990	5,362	58,958	316,135	5,328	59,946	319,392
Master Sergeant	27,816	49,170	1,367,717	26,723	49,932	1,334,341	26,057	50,769	1,322,879
Technical Sergeant	44,934	40,216	1,807,077	42,756	40,840	1,746,138	42,515	41,524	1,765,378
Staff Sergeant	73,690	32,234	2,375,320	71,482	32,734	2,339,862	71,079	33,282	2,365,641
Senior Airman	52,586	25,562	1,344,193	52,437	25,958	1,361,161	50,946	26,393	1,344,609
Airman First Class	53,113	20,996	1,115,147	49,949	21,321	1,064,971	51,461	21,678	1,115,587
Airman	5,539	19,519	108,114	5,983	19,821	118,590	5,864	20,153	118,178
Airman Basic	9,727	16,721	162,648	9,196	16,980	156,152	9,640	17,265	166,433
<b>TOTAL BASIC PAY</b>	<b>276,109</b>		<b>8,824,706</b>	<b>266,566</b>		<b>8,632,624</b>	<b>265,557</b>		<b>8,715,826</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2013 Estimate 2,789,838  
FY 2012 Estimate 2,950,838  
FY 2011 Actual 2,856,109

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.7% for FY 2011, 34.3% for FY 2012 and 32.1% for FY 2013. The part-time RPA rate is 24.4% for FY 2011, 24.3% for FY 2012 and 24.4% for FY 2013.

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

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	263,997	10,387	2,742,073	264,016	11,083	2,926,167	263,007	10,512	2,764,677
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	12,112	9,415	114,036	2,550	9,675	24,671	2,550	9,867	25,161
<b>Total Retired Pay Accrual</b>	<b>276,109</b>	<b>10,344</b>	<b>2,856,109</b>	<b>266,566</b>	<b>11,070</b>	<b>2,950,838</b>	<b>265,557</b>	<b>10,506</b>	<b>2,789,838</b>

(Amount in Thousands)

**PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED**

FY 2013 Estimate	40,899
FY 2012 Estimate	41,269
FY 2011 Actual	41,893

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to enlisted personnel under provisions of Title 37 U.S.C. 301a, 301b, and 301c as follows:

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. Depending on rank the amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers." They are required to perform critical in-flight duties (such as maintenance) that cannot be performed by an assigned crew member. This amount was increased from \$110 to \$150 in the FY 1998 NDAA.
- 3) Career Enlisted Flyer Incentive Pay (CEFIP) - Incentive pay to compensate career enlisted aircrew members is based on years of aviation service rather than solely on rank. The CEFIP rates: \$150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service \$225, over 8 years aviation service \$350 and \$400 for over 14 years of aviation service.
- 4) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- 5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members 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. Demolition is paid under specified conditions at a monthly rate of \$150.
- 6) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Paid at a monthly rate of \$150.
- 7) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 8) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms. Paid at a monthly rate of \$150.
- 9) Other hazardous duty required by order and authorized under the provisions of Title 37 U.S.C. 301 such as Chemical Munitions Handler and Weapons Control Crew.

(Amount in Thousands)

**PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

**Flying Duty Crew Members**

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	12	2,880	35	12	2,880	35	12	2,880	35
Senior Master Sergeant	27	2,880	78	28	2,880	81	32	2,880	92
Master Sergeant	128	2,880	369	130	2,880	374	136	2,880	392
Technical Sergeant	197	2,580	508	212	2,580	547	270	2,580	697
Staff Sergeant	337	2,280	768	360	2,280	821	373	2,280	850
Senior Airman	383	1,980	758	320	1,980	634	273	1,980	541
Airman First Class	96	1,800	173	67	1,800	121	51	1,800	92
Airman	14	1,800	25	12	1,800	22	12	1,800	22
Airman Basic	7	1,800	13	6	1,800	11	6	1,800	11
<b>Subtotal Flying Duty Crew</b>	1,201		2,727	1,147		2,646	1,165		2,732
<b><u>Flying Duty Non-Crew Members</u></b>	96	1,800	173	97	1,800	175	95	1,800	171

(Amount in Thousands)

**PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>Career Enlisted Flyer Incentive Pay</u></b>									
Years of Service									
Less than 4 Yrs Avn Svc	3,427	1,800	6,169	3,793	1,800	6,827	4,172	1,800	7,510
More than 4 Yrs Avn Svc	3,141	2,700	8,481	2,785	2,700	7,520	2,430	2,700	6,561
More than 8 Yrs Avn Svc	2,018	4,200	8,476	2,013	4,200	8,455	1,996	4,200	8,383
More than 14 Yrs Avn Svc	1,490	4,800	7,152	1,479	4,800	7,099	1,458	4,800	6,998
<b>Subtotal Career Enlisted Flyer Incentive Pay</b>	<b>10,076</b>		<b>30,278</b>	<b>10,070</b>		<b>29,901</b>	<b>10,056</b>		<b>29,452</b>
<b>Subtotal Flying Duty Pay</b>	<b>11,373</b>		<b>33,178</b>	<b>11,314</b>		<b>32,722</b>	<b>11,316</b>		<b>32,355</b>
<b><u>Parachute Jumping</u></b>	<b>785</b>	<b>1,800</b>	<b>1,413</b>	<b>790</b>	<b>1,800</b>	<b>1,422</b>	<b>815</b>	<b>1,800</b>	<b>1,467</b>
<b><u>Parachute HALO</u></b>	<b>924</b>	<b>2,700</b>	<b>2,495</b>	<b>861</b>	<b>2,700</b>	<b>2,325</b>	<b>858</b>	<b>2,700</b>	<b>2,317</b>
<b><u>Demolition</u></b>	<b>1,871</b>	<b>1,800</b>	<b>3,368</b>	<b>1,868</b>	<b>1,800</b>	<b>3,362</b>	<b>1,854</b>	<b>1,800</b>	<b>3,337</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	46	1,800	83	46	1,800	83	45	1,800	81
Chemical Munitions Handler	47	1,800	85	47	1,800	85	46	1,800	83
Pressure Chamber Observer	179	1,800	322	179	1,800	322	177	1,800	319
Thermal Stress Experiments	5	1,800	9	5	1,800	9	5	1,800	9
Toxic Fuel Handler	508	1,800	914	507	1,800	913	503	1,800	905
Toxic Pesticides Duty	12	1,800	22	12	1,800	22	12	1,800	22
Weapons Control Crew	2	1,800	4	2	2,000	4	2	2,000	4
<b>Subtotal Other Incentive Duty Pay</b>	<b>799</b>		<b>1,439</b>	<b>798</b>		<b>1,438</b>	<b>790</b>		<b>1,423</b>
<b>TOTAL INCENTIVE PAY</b>	<b>15,752</b>		<b>41,893</b>	<b>15,631</b>		<b>41,269</b>	<b>15,633</b>		<b>40,899</b>

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

**PART I - PURPOSE AND SCOPE**

FY 2013 Estimate	80,387
FY 2012 Estimate	81,738
FY 2011 Actual	186,651

Funds provide special pay to enlisted personnel 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. 305 and 305a; for duty subject to hostile fire under the provisions of Title 37 U.S.C. 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of Title 37 U.S.C. 314.

- (1) Sea Duty Pay - Authorized to enlisted members under the provisions of Title 37 U.S.C. 305a who:(a) permanently or temporarily assigned to a ship; (b) serve as a member of the crew of a two crewed submarine; (c) serve as a member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period that the ship is away from its homeport.
- (2) Overseas Tour Extension Incentive Pay (OTEIP) - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. The OTEIP rate effective 1 Oct 98 pays members a \$2000 lump sum authorized under the provisions of 10 USC 705 and 37 USC 314.
- (3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of Title 37 U.S.C. 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$340/month for enlisted personnel, the amounts paid by the Air Force is either \$110 or \$150 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields: diving duty pararescue and diving duty basic. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in a combat environment and deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from either surface vessel, parachute or helicopter drop.
- (4) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000 per month.
- (5) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent. Per the FY12 NDAA, HFP will accrue on a daily basis.
- (6) 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. 305. The payment is based on member's designated locations. The FY 2006 NDAA included a provision increasing the maximum HDLP to \$750.
- (7) Critical Skills Retention Bonus - Authorized in the FY 2001 NDAA under the provisions of Title 37 U.S.C. 355 allows the payment of a retention bonus to enlisted personnel serving on active duty and qualified in a designated critical military skill.
- (8) Assignment Incentive Pay:
  - (a) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
  - (b) Creech Assignment Incentive Pay - Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 307(a); an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This incentive pay is paid at a monthly rate of \$300 for the first 36 months and \$750 per month for service beyond three years. The Secretary of Defense is reviewing Creech Assignment Incentive Pay and has stated that it will not be extended beyond December 31, 2011 without substantive and compelling econometric analysis to validate continuation.
  - (c) Assignment Incentive Pay - RPA Sensor Ops - Incentive Pay authorized under 37 USC 307a and implemented IAW DoDFMR 7A, Para 2205.
  - (d) Combat Controller Assignment Incentive Pay - Incentive pay for trained special operations forces and certified Federal Aviation Administration air traffic controllers for their willingness to be the first deployed into combat areas by air, land or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields. Combat Controller Assignment Incentive Pay (CCAIP) is paid at a rate of \$750 per month.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (9) College Loan Repayment Program - Authorized by Public Law 99-145, Section 2171 this recruiting initiative is designed to attract the college bound/post college dropout population. Maximum amount per recruit will not exceed \$10K.  
(10) Other Special Pay – Pay and Allowance Continuation (PAC) pay for Wounded Warriors during period of hospitalization authorized under 37 USC Para 372.

**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.

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>Sea and Foreign Duty-Total</b>									
Sea Duty	33	4,200	139	33	4,200	139	33	4,200	139
Overseas Tour Extension Pay	103	2,000	206	103	2,000	206	103	2,000	206
<b>Subtotal Sea and Foreign Duty-Total</b>	<b>136</b>		<b>345</b>	<b>136</b>		<b>345</b>	<b>136</b>		<b>345</b>
Diving Duty Basic	35	1,320	46	25	1,320	33	27	1,320	36
Diving Duty Pararescue	999	1,800	1,798	1,022	1,800	1,840	1,215	1,800	2,187
Foreign Language Proficiency Pay	4,328	4,500	19,476	4,356	4,500	19,604	4,833	4,500	21,748
Hostile Fire Pay	37,112	2,700	100,204	10,346	2,700	27,934	10,346	2,700	27,934
Hardship Duty Location Pay	32,242	1,200	38,691	9,040	1,200	10,848	9,040	1,200	10,848
Critical Skills Retention Bonus	11	150,000	1,650	23	150,000	3,450	19	150,000	2,850
<b>Assignment Incentive Pay</b>									
Assignment Incentive Pay - Korea	838	3,600	3,017	799	3,600	2,876	799	3,600	2,876
Assignment Incentive Pay - Creech	2,236	4,246	9,494	600	4,918	2,951	0	0	0
Assignment Incentive Pay - RPA Sensor Ops	533	2,100	1,119	533	2,100	1,119	529	2,100	1,111
Combat Controller AIP	103	9,000	927	109	9,000	981	116	9,000	1,044
<b>Subtotal Assignment Incentive Pay</b>	<b>3,710</b>		<b>14,557</b>	<b>2,041</b>		<b>7,927</b>	<b>1,444</b>		<b>5,031</b>
College Loan Payback Program	1,200	4,475	5,370	1,200	4,625	5,550	1,300	4,025	5,233
Other Special Pay	3,762	1,200	4,514	3,506	1,200	4,207	3,479	1,200	4,175
<b>TOTAL SPECIAL PAY</b>	<b>83,536</b>		<b>186,651</b>	<b>31,695</b>		<b>81,738</b>	<b>31,839</b>		<b>80,387</b>



(Amount in Thousands)

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

FY 2013 Estimate 36,889  
FY 2012 Estimate 36,889  
FY 2011 Actual 39,816

**PART I - PURPOSE AND SCOPE**

Special Duty Assignment Pay (SDAP) is authorized by Title 37 U.S.C. 307 and is a monetary allowance to compensate enlisted personnel who serve in duties which are extremely difficult and/or duties which involve an unusual degree of responsibility.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SDAP is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, Command Chief Master Sergeants, First Sergeants, defense attaché personnel, AFOSI agents, air traffic control supervisors, postal and NDAC support personnel, tactical air command and control personnel, enlisted weapons directors, army ranger instructors, parachute instructors, test parachute program, combat weather personnel, Phoenix Raven Security Forces personnel, forward area refueling point personnel, flying crew chiefs, defense couriers, members of two joint and headquarters operational and support commands, members of three special government agencies, public affairs assigned to recruiting squadrons, air transportation and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic and additions or deletions of skills are required throughout the year.

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

	<b><u>FY 2011 Actual</u></b>		<b><u>FY 2012 Estimate</u></b>		<b><u>FY 2013 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	2,087	11,270	1,955	10,557	1,955	10,557
SD-5 (\$375)	2,561	11,525	1,892	8,514	1,892	8,514
SD-4 (\$300)	1,346	4,846	1,539	5,540	1,539	5,540
SD-3 (\$225)	2,320	6,264	2,279	6,153	2,279	6,153
SD-2 (\$150)	2,977	5,359	3,208	5,774	3,208	5,774
SD-1 (\$75)	613	552	390	351	390	351
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	11,904	39,816	11,263	36,889	11,263	36,889

(Amount in Thousands)

**PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED**

FY 2013 Estimate	232,000
FY 2012 Estimate	232,000
FY 2011 Actual	236,820

**PART I - PURPOSE AND SCOPE**

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 U.S.C. 308 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. An SRB is a retention tool used to address reenlistment problems between 17 months to 14 years of total active federal military service. The bonus amount is calculated by taking the member's base pay multiplied by the number of years and months of reenlistment multiplied by the SRB multiple. The Air Force pays SRBs under the installment program by paying 50% upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Selective Reenlistment 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 members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

The goal of the SRB is to maintain skilled manning in line with requirements. Retaining an adequate budget allows for the distribution of bonuses to alleviate manning shortfalls. The Air Force competes with the civilian sector for highly marketable skills. As retention continues to be a top priority, expanded monetary inducements will be required to keep these highly trained and experienced Air Force personnel.

For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining members 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 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	9,841	14,932	146,943	10,176	12,677	129,000	9,743	13,240	129,000
Anniversary Payments	22,798	3,823	87,156	19,858	5,050	100,279	17,809	5,631	100,279
Accelerated Payments	500	5,442	2,721	500	5,442	2,721	500	5,442	2,721
<b>TOTAL</b>	<b>33,139</b>		<b>236,820</b>	<b>30,534</b>		<b>232,000</b>	<b>28,052</b>		<b>232,000</b>

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY10 & Prior)	22,798	87,156	11,102	47,575	2,242	10,442	1,235	3,248	350	1,357				
Accelerated Payments	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721
Prior Year FY 2011														
Initial Payments	9,841	146,943												
Anniversary Payments			8,756	52,704	7,120	43,161	5,870	25,320	3,240	8,456	1,206	3,831		
Current Year FY 2012														
Initial Payments			10,176	129,000										
Anniversary Payments					8,447	46,676	7,015	33,491	5,870	24,010	2,753	16,825	824	2,113
Biennial Budget FY 2013														
Initial Payments					9,743	129,000								
Anniversary Payments							8,420	36,220	6,253	29,713	4,320	19,132	2,250	7,254
Biennial Budget FY 2014														
Initial Payments							10,675	131,000						
Anniversary Payments									7,030	31,240	6,400	21,020	4,115	20,027
Biennial Budget FY 2015														
Initial Payments									9,230	134,503				
Anniversary Payments											7,010	29,720	6,214	28,163
Biennial Budget FY 2016														
Initial Payments											9,021	138,751		
Anniversary Payments													7,159	30,020
Biennial Budget FY 2017														
Initial Payments													10,058	141,702
Anniversary Payments														
Total														
Initial Payments	9,841	146,943	10,176	129,000	9,743	129,000	10,675	131,000	9,230	134,503	9,021	138,751	10,058	141,702
Anniversary Payments	23,298	89,877	20,358	103,000	18,309	103,000	23,040	101,000	23,243	97,497	22,189	93,249	21,062	90,298
<b>Total SRB</b>	<b>33,139</b>	<b>236,820</b>	<b>30,534</b>	<b>232,000</b>	<b>28,052</b>	<b>232,000</b>	<b>33,715</b>	<b>232,000</b>	<b>32,473</b>	<b>232,000</b>	<b>31,210</b>	<b>232,000</b>	<b>31,120</b>	<b>232,000</b>

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2013 Estimate	14,518
FY 2012 Estimate	14,518
FY 2011 Actual	15,424

**PART I - PURPOSE AND SCOPE**

An Enlistment Bonus (EB) is authorized by Title 37 U.S.C. 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills. The EB program was implemented in Oct 98 to: (1) improve our ability to sustain our critical/technical skills by having initial enlistment for six years instead of four; (2) position the AF for a better return on our recruiting and training investment; (3) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our USAF; and (4) with anticipated improved retention through the first six years, reduce our non-prior service goal. The maximum bonus authorized by law is \$40,000; the Air Force authorizes a maximum of \$6,000 for a 6-year enlistment and \$4,000 for a 4-year enlistment. The Air Force currently reviews the enlisted bonuses on a quarterly basis.

The National Call to Service Bonus was authorized by the FY 2003 National Defense Authorization Act (NDAA). Under the provisions of this bonus, the member is required to complete basic combat training, an advanced individual training period, and serve an additional 15 months of active duty service. After the 15 months of active duty is served, the member will have the opportunity to choose whether they would like to extend their active duty commitment for 24 months, or join the Air National Guard, Air Force Reserve for the same length of time. After the additional 2 years are completed the member still has another four years to serve which can be accomplished by re-enlisting in the active duty Air Force, extending their Guard or Reserve commitment or transferring to the Individual Ready Reserves. Airmen who enlist under this bonus will be able to choose one of three special incentives for the program including (1) \$5,000 cash bonus; (2) \$10,000 student-loan repayment for qualified loans; or (3) education assistance benefits comparable to the Montgomery GI Bill.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds are required for the most hard to fill skills: Combat Controllers, Pararescue, Nine Linguist Specialties, Airborne Linguist Air Force Specialty (AFSC), Tactical Air Command Control AFSC and Survival Evasion Resistance and Escape (SERE).

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>New Payments</b>									
1	0	1,000	0	0	1,000	0	0	1,000	0
1.5	0	1,500	0	0	1,500	0	0	1,500	0
2	1,623	2,000	3,246	1,869	2,000	3,738	1,869	2,000	3,738
3	0	3,000	0	0	3,000	0	0	3,000	0
4	0	4,000	0	0	4,000	0	0	4,000	0
5	500	5,000	2,500	0	5,000	0	0	5,000	0
6	0	6,000	0	0	6,000	0	0	6,000	0
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	14	10,000	140	20	10,000	200	20	10,000	200
11	0	11,000	0	0	11,000	0	0	11,000	0
12	6	12,000	72	10	12,000	120	10	12,000	120
13	0	13,000	0	0	13,000	0	0	13,000	0
<b>Residual:</b>									
1	0	1,000	0	0	1,000	0	0	1,000	0
1.5	1,188	1,500	1,782	0	1,500	0	0	1,500	0
2	15	2,000	30	1,425	2,000	2,850	1,425	2,000	2,850
3	240	3,000	720	240	3,000	720	240	3,000	720
4	0	4,000	0	0	4,000	0	0	4,000	0
5 *	135	5,000	675	135	5,000	675	135	5,000	675
6	12	6,000	72	15	6,000	90	15	6,000	90
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	69	10,000	690	69	10,000	690	69	10,000	690
11	0	11,000	0	0	11,000	0	0	11,000	0
12	353	12,000	4,236	350	12,000	4,200	350	12,000	4,200
13	97	13,000	1,261	95	13,000	1,235	95	13,000	1,235
<b>New Payments</b>	2,143		5,958	1,899		4,058	1,899		4,058
<b>Residual</b>	2,109		9,466	2,329		10,460	2,329		10,460
<b>TOTAL</b>	4,252		15,424	4,228		14,518	4,228		14,518

\* National Call to Service included in residual payments.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2013 Estimate	3,361,407
FY 2012 Estimate	3,325,452
FY 2011 Actual	3,327,219

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. The BAH exhibit includes the revised BAH inflation rates of 0.7% for FY 2011, 3.3% for FY 2012 and 4.2% for FY 2013, effective 1 January each year. The annualized inflation rate for FY 2012 is 2.65% and 3.975% in FY 2013.

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

**With Dependents**

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	2,083	21,051	44,029	1,981	21,609	42,815	1,935	22,468	43,485
Senior Master Sergeant	4,135	19,427	80,777	3,806	19,941	75,889	3,708	20,734	76,878
Master Sergeant	19,654	18,232	359,644	19,164	18,715	358,655	18,481	19,459	359,626
Technical Sergeant	28,694	17,364	499,986	30,828	17,824	549,493	26,991	18,533	500,223
Staff Sergeant	37,386	14,806	554,854	37,004	15,198	562,398	36,079	15,802	570,141
Senior Airman	16,652	13,446	224,419	16,914	13,802	233,445	16,116	14,351	231,277
Airman First Class	11,446	13,483	154,614	10,811	13,841	149,637	10,918	14,391	157,127
Airman	758	13,399	10,163	813	13,754	11,177	797	14,301	11,393
Airman Basic	907	13,348	12,111	853	13,702	11,688	894	14,247	12,737
Base to OCO Shift (Title IX of P.L. 112-74)				(3,143)	17,826	(56,028)			
<b>Subtotal with Dependents</b>	121,715		1,940,597	119,031		1,939,169	115,919		1,962,887

	<b><u>FY 2011 Actual</u></b>		<b><u>FY 2012 Estimate</u></b>		<b><u>FY 2013 Estimate</u></b>	
	<b><u>Workyears</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Amount</u></b>
<b>Differential</b>	322	860	320	880	319	910

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -  
Full Allowance

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	195	18,400	3,603	183	18,888	3,450	178	19,638	3,496
Senior Master Sergeant	490	17,401	8,576	445	17,862	7,945	433	18,572	8,043
Master Sergeant	2,856	15,700	45,015	2,753	16,116	44,375	2,632	16,757	44,109
Technical Sergeant	6,551	14,778	97,173	6,253	15,169	94,849	6,096	15,772	96,143
Staff Sergeant	20,128	13,030	262,947	19,718	13,375	263,734	19,221	13,907	267,311
Senior Airman	20,758	11,156	232,163	20,857	11,452	238,849	19,865	11,907	236,540
Airman First Class	6,427	10,680	68,765	6,045	10,963	66,267	6,105	11,399	69,586
Airman	262	10,650	2,791	282	10,932	3,083	276	11,367	3,137
Airman Basic	126	10,645	1,341	119	10,927	1,300	125	11,361	1,420
<b>Subtotal without Dependents (Full)</b>	<b>57,793</b>		<b>722,374</b>	<b>56,655</b>		<b>723,852</b>	<b>54,931</b>		<b>729,785</b>

Without Dependents -  
Partial Allowance

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	6	238	1	6	245	1	6	254	2
Senior Master Sergeant	11	196	2	11	201	2	11	209	2
Master Sergeant	60	153	9	61	157	10	60	164	10
Technical Sergeant	252	127	32	252	130	33	251	135	34
Staff Sergeant	1,357	111	151	1,365	114	156	1,358	119	161
Senior Airman	5,511	104	572	5,669	106	604	5,507	111	610
Airman First Class	31,493	100	3,141	29,961	102	3,067	30,868	106	3,286
Airman	4,135	92	381	4,476	95	424	4,387	98	432
Airman Basic	7,230	88	638	6,840	91	620	7,170	94	675
<b>Subtotal without Dependents (Partial)</b>	<b>50,055</b>		<b>4,927</b>	<b>48,641</b>		<b>4,917</b>	<b>49,618</b>		<b>5,212</b>
<b>TOTAL BAH - DOMESTIC</b>			<b>2,668,758</b>			<b>2,668,818</b>			<b>2,698,794</b>

(Amount in Thousands)

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

With Dependents

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	164	35,567	5,833	167	35,232	5,894	164	36,632	6,008
Senior Master Sergeant	458	33,235	15,222	466	32,788	15,287	454	34,091	15,479
Master Sergeant	2,178	33,359	72,657	2,260	32,787	74,090	2,160	34,091	73,645
Technical Sergeant	3,619	33,027	119,526	3,706	32,245	119,511	3,612	33,527	121,114
Staff Sergeant	4,681	31,127	145,703	4,805	30,273	145,464	4,684	31,476	147,422
Senior Airman	1,493	29,170	43,551	1,570	28,507	44,758	1,495	29,641	44,318
Airman First Class	626	29,182	18,268	608	28,641	17,414	614	29,780	18,287
Airman	25	28,230	706	29	27,983	812	29	29,095	844
Airman Basic	5	29,394	147	5	27,620	138	5	28,718	144
<b>Subtotal with Dependents</b>	13,249		421,613	13,616		423,368	13,217		427,261

Without Dependents

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	19	30,955	588	19	27,619	535	19	28,717	546
Senior Master Sergeant	68	28,138	1,913	69	25,351	1,759	67	26,359	1,766
Master Sergeant	467	27,649	12,912	486	25,496	12,381	464	26,510	12,302
Technical Sergeant	1,402	27,555	38,632	1,435	25,755	36,969	1,399	26,779	37,469
Staff Sergeant	4,220	26,162	110,402	4,333	24,788	107,398	4,224	25,773	108,853
Senior Airman	2,337	23,519	54,963	2,456	23,218	57,014	2,339	24,141	56,473
Airman First Class	372	21,566	8,023	360	20,958	7,547	364	21,791	7,933
Airman	12	22,341	268	13	21,369	278	13	22,219	289
Airman Basic	4	21,049	84	4	20,447	82	4	21,260	85
<b>Subtotal without Dependents</b>	8,901		227,785	9,175		223,963	8,893		225,716
<b>Moving-In Housing Allowance</b>	11,219	808	9,063	11,218	829	9,303	11,176	862	9,636
<b>TOTAL BAH - OVERSEAS</b>			658,461			656,634			662,613
<b>GRAND TOTAL BAH</b>			3,327,219			3,325,452			3,361,407



(Amount in Thousands)

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

FY 2013 Estimate 413,850  
FY 2012 Estimate 407,558  
FY 2011 Actual 450,705

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to enlisted personnel 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 and authorized under the provisions of Title 37 U.S.C. 403 and 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

COLA is based on the most recent experience 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 (hotels) costs for military 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 and temporary lodging allowance are based on authorized overseas strengths for each fiscal year.

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

**Cost of Living**

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	607	12,145	7,372	608	10,844	6,593	606	11,025	6,681
Senior Master Sergeant	1,247	10,824	13,498	1,246	9,724	12,116	1,238	9,887	12,240
Master Sergeant	6,003	9,999	60,021	6,110	8,888	54,307	5,957	9,037	53,834
Technical Sergeant	10,227	8,705	89,024	10,265	7,728	79,330	10,207	7,858	80,203
Staff Sergeant	17,475	7,166	125,225	17,584	6,307	110,911	17,485	6,413	112,134
Senior Airman	11,029	5,427	59,858	11,364	4,835	54,945	11,367	4,916	55,880
Airman First Class	10,030	4,436	44,493	9,542	3,902	37,229	9,830	3,967	38,995
Airman	761	3,984	3,032	824	3,478	2,866	805	3,537	2,847
Airman Basic	122	4,279	522	116	3,698	429	121	3,760	455
<b>Subtotal Cost of Living</b>	<b>57,501</b>		<b>403,045</b>	<b>57,659</b>		<b>358,726</b>	<b>57,616</b>		<b>363,269</b>
<b><u>Temporary Lodging Allowance</u></b>	<b>53,789</b>	<b>886</b>	<b>47,660</b>	<b>53,689</b>	<b>910</b>	<b>48,832</b>	<b>53,486</b>	<b>946</b>	<b>50,581</b>
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			<b>450,705</b>			<b>407,558</b>			<b>413,850</b>

(Amount in Thousands)

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

FY 2013 Estimate	821
FY 2012 Estimate	810
FY 2011 Actual	798

**PART I - PURPOSE AND SCOPE**

In the FY 1995 National Defense Authorization Act (NDAA), Congress approved the payment of a Cost of Living Allowance (COLA) 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 members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
CONUS COLA	1,281	623	798	1,281	632	810	1,276	643	821

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2013 Estimate	131,206
FY 2012 Estimate	126,275
FY 2011 Actual	139,567

**PART I - PURPOSE AND SCOPE**

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

- (1) Initial clothing allowances upon initial enlistment.
- (2) Civilian clothing allowances when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty
- (5) Supplemental clothing allowances for personnel 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 enlisted members in the Service.

Both basic and standard replacement allowances are cash allowances for the enlisted member to purchase the required items. All replacement allowances are paid annually.

**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 National Defense Authorization Act (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 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	22,998	1,406	32,334	23,127	1,428	33,032	24,747	1,453	35,947
Civilian Life (Female)	5,267	1,632	8,598	4,899	1,643	8,051	5,353	1,671	8,946
Officer Tng School (Male)	149	344	51	160	351	56	175	357	62
Officer Tng School (Female)	81	344	28	90	351	32	75	357	27
AF Academy Prep (Male)	104	904	94	100	921	92	100	937	94
AF Academy Prep (Female)	74	904	67	80	921	74	80	937	75
<b>Subtotal Military Clothing</b>	<b>28,673</b>		<b>41,172</b>	<b>28,456</b>		<b>41,337</b>	<b>30,530</b>		<b>45,151</b>
<b><u>Civilian Clothing</u></b>									
Initial	811	941	763	811	954	774	808	970	784
Continuing	2,669	314	837	2,669	318	849	2,659	323	860
TDY	1,818	470	855	1,818	477	867	1,811	485	879
<b>Subtotal Civilian Clothing</b>	<b>5,298</b>		<b>2,455</b>	<b>5,298</b>		<b>2,490</b>	<b>5,278</b>		<b>2,523</b>
<b>TOTAL INITIAL ALLOWANCES</b>	<b>33,971</b>		<b>43,627</b>	<b>33,754</b>		<b>43,827</b>	<b>35,808</b>		<b>47,674</b>
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Airmen (Male)	51,605	274	14,119	51,603	230	11,889	51,408	234	12,046
Airmen (Female)	12,794	302	3,869	12,794	263	3,362	12,746	267	3,407
<b>Subtotal</b>	<b>64,399</b>		<b>17,988</b>	<b>64,397</b>		<b>15,251</b>	<b>64,154</b>		<b>15,453</b>
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Airmen (Male)	150,154	389	58,380	150,150	331	49,730	149,581	337	50,383
Airmen (Female)	35,979	432	15,543	35,978	374	13,470	35,842	381	13,647
<b>Subtotal</b>	<b>186,133</b>		<b>73,923</b>	<b>186,128</b>		<b>63,200</b>	<b>185,423</b>		<b>64,030</b>
<b><u>Supplemental Maint. Allow.</u></b>	<b>13,990</b>	<b>288</b>	<b>4,029</b>	<b>13,989</b>	<b>286</b>	<b>3,997</b>	<b>13,936</b>	<b>291</b>	<b>4,049</b>
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>139,567</b>			<b>126,275</b>			<b>131,206</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2013 Estimate	44,550
FY 2012 Estimate	44,718
FY 2011 Actual	78,105

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C. 427, two types of Family Separation Allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents.

FSA 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 FY 2005 NDAA set the monthly rate at \$250.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	4,576	3,000	13,728	4,576	3,000	13,728	4,559	3,000	13,677
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	21,459	3,000	64,377	10,330	3,000	30,990	10,291	3,000	30,873
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	26,035		78,105	14,906		44,718	14,850		44,550

(Amount in Thousands)

**PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED**

FY 2013 Estimate	235
FY 2012 Estimate	229
FY 2011 Actual	28

**PART I – PURPOSE AND SCOPE**

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

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

The entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
<b>Special Monthly Compensation</b>	28	229	235

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2013 Estimate	137,532
FY 2012 Estimate	136,460
FY 2011 Actual	141,558

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for:

- (1) Lump Sum Terminal Leave – Paid to enlisted members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of Title 37 U.S.C. 501.
- (2) Disability Severance Pay - Paid to enlisted members who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member who separates from the service for a physical disability under provisions of Title 10 U.S.C. 1212.
- (3) Non-disability Severance Pay - Paid to enlisted members who separate from the service for non-disability reasons under provisions of Title 10 U.S.C. 1174. Paid in two types: Full Pay and Half Pay. To qualify for full pay, the member must be involuntarily separated, be fully qualified for retention and the service must be characterized as "Honorable." To qualify for half pay, the member must be involuntarily separated, with service characterized as Honorable or General (under honorable conditions), and the reason for discharge must be under certain categories.
- (4) Voluntary Separation Incentive (VSI) Trust Fund - To cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (5) Career Status Bonus - FY 2000 National Defense Authorization Act (NDAA) authorized the payment of \$30,000. The FY 2000 NDAA provided for a \$30,000 Career Status Bonus provision to members within 180 days of completing 15 years of military service the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40% "Redux" retirement plan. The FY 2002 NDAA authorized the option to receive the bonus in annual installments.

**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. The FY 2000 NDAA provided for a \$30,000 Career Status Bonus as a one-time lump sum bonus.

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal  
Leave Payments

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	289	2,744	793	339	2,788	945	344	2,834	975
Senior Master Sergeant	546	2,456	1,341	581	2,494	1,449	586	2,536	1,486
Master Sergeant	4,219	2,297	9,692	3,790	2,333	8,841	3,809	2,372	9,034
Technical Sergeant	1,702	2,361	4,019	2,000	2,398	4,796	2,026	2,438	4,940
Staff Sergeant	4,040	2,015	8,141	4,175	2,046	8,543	4,196	2,081	8,730
Senior Airman	4,666	1,490	6,954	4,800	1,514	7,265	4,814	1,539	7,408
Airman First Class	3,372	1,388	4,679	2,719	1,409	3,831	2,739	1,433	3,924
Airman	1,547	1,435	2,220	1,310	1,457	1,909	1,321	1,481	1,957
Airman Basic	1,639	981	1,608	1,877	996	1,870	1,892	1,013	1,916
<b>Subtotal LSTL</b>	<b>22,020</b>		<b>39,447</b>	<b>21,591</b>		<b>39,449</b>	<b>21,727</b>		<b>40,370</b>
<b>Separation Pay</b>									
Disability	979	32,618	31,933	900	33,123	29,811	882	33,678	29,704
Invol-Half Pay 5%	819	15,200	12,449	700	15,436	10,805	715	15,694	11,221
Invol-Full Pay 10%	182	27,088	4,930	125	27,504	3,438	138	27,971	3,860
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			6,762			6,624			6,394
<b>Subtotal Separation Pay</b>	<b>1,980</b>		<b>56,074</b>	<b>1,725</b>		<b>50,678</b>	<b>1,735</b>		<b>51,179</b>
Career Status Bonus	1,712	26,891	46,037	1,723	26,891	46,333	1,710	26,891	45,983
<b>TOTAL SEPARATION PAYMENTS</b>	<b>25,712</b>		<b>141,558</b>	<b>25,039</b>		<b>136,460</b>	<b>25,172</b>		<b>137,532</b>



(Amount in Thousands)

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

FY 2013 Estimate	666,760
FY 2012 Estimate	660,395
FY 2011 Actual	675,949

**PART I - PURPOSE AND SCOPE**

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. Public Law 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 2011 - 7.65% on first \$106,800 and 1.45% on the remainder  
 Calendar Year 2012 - 7.65% on first \$110,700 and 1.45% on the remainder  
 Calendar Year 2013 - 7.65% on first \$114,900 and 1.45% on the remainder

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	8,824,706	7.65%	675,949	8,632,624	7.65%	660,395	8,715,826	7.65%	666,760

**PAY AND ALLOWANCES  
OF CADETS**

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

		<u>AMOUNT</u>
<b>FY 2012 DIRECT PROGRAM</b>		<b>72,627</b>
<b>Pricing Increase</b>	<b>1,749</b>	
<b>Annualization (PI):</b>	<b>221</b>	
Annualization 1 Jan 12 raise of 1.6% on Basic Pay	205	
Annualization of raise on FICA	16	
<b>Pay Raise (PI):</b>	<b>661</b>	
1 Jan 13 pay raise of 1.7% effect on Basic Pay	615	
1 Jan 13 pay raise effect on FICA	46	
<b>Other (PI):</b>	<b>867</b>	
Subsistence Rate Increase	867	
<b>Program Increase</b>	<b>0</b>	
<b>Total Increases:</b>		<b>1,749</b>
<b>Pricing Decrease</b>	<b>0</b>	
<b>Program Decrease</b>	<b>(4,007)</b>	
<b>Strength (PGI):</b>	<b>(4,007)</b>	
Decrease in workyears for Basic Pay	(2,682)	
Decrease in workyears Subsistence	(1,120)	
Decrease in workyears FICA	(205)	
<b>Total Decreases:</b>		<b>(4,007)</b>
<b>FY 2013 DIRECT PROGRAM</b>		<b>70,369</b>

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

FY 2013 Estimate	70,369
FY 2012 Estimate	72,627
FY 2011 Actual	74,765

**PART I - PURPOSE AND SCOPE**

Funds provide (a) for basic pay, commuted rations allowance, and employer’s share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of Title 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance (money cadets receive while away from the Air Force Academy) and the cost of operational rations.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service effective 1 Oct 01. FY 2011 funding requirements included a 1.4% pay raise. The budget for FY 2012 provides a basic pay increase of 1.6% and 1.7% for FY 2013, effective 1 January each year. The annualized pay rate is 1.55% for FY 2012 and 1.675% for FY 2013. Rates may vary due to advance pay indebtedness write-offs authorized by Title 10 U.S.C 9350.

The provisions of DoD FMR 7000.14-R stipulate that the daily amount of subsistence shall be prescribed by the Secretary of Defense for each Military Department that operates a Service Academy dining hall in support of cadets or midshipmen. Starting 1 Oct 08, OSD approved the cadet/midshipmen daily ration rate at the equivalence of the Enlisted Basic Allowance for Subsistence rate. The daily subsistence rates by calendar year are provided in the following table:

Calendar Year 2011 - \$10.80  
 Calendar Year 2012 - \$11.55  
 Calendar Year 2013 - \$11.95

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,364	11,652	50,851	4,138	11,833	48,965	3,915	12,031	47,103
<u>Subsistence</u>	4,364	4,562	19,910	4,138	4,813	19,916	3,915	5,022	19,663
<u>Social Security Tax</u> <u>(Employer's Contribution)</u>	4,364		4,004	4,138		3,746	3,915		3,603
<b>TOTAL ACADEMY CADETS</b>			74,765			72,627			70,369

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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
<b>FY 2012 DIRECT PROGRAM</b>		<b>1,057,180</b>
<b>Pricing Increase</b>		<b>46,978</b>
Annualization of 1 Jan 12 inflation rate of 7.2% BAS	10,264	
1 Jan 13 inflation rate of 3.4% effect on BAS	30,792	
Increase in SIK - Subsist In Mess Total Pricing	5,442	
Increase in SIK - Operational Pricing	376	
Increase in SIK - Augmentation Rations Pricing	104	
<b>Program Increase</b>		<b>19,654</b>
Increase in Subsistence - BAS Enlisted Program	15,602	
Increase in SIK - Subsist In Mess Total Program	4,051	
Increase in SIK - Augmentation Rations Program	1	
<b>Total Increases</b>		<b>66,632</b>
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2013 DIRECT PROGRAM</b>		<b>1,123,812</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2013 Estimate	1,008,796
FY 2012 Estimate	951,108
FY 2011 Actual	949,211

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

All enlisted members, except those in basic training and others IAW 37 U.S.C 402, will receive Basic Allowance for Subsistence (BAS). All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. The discounted meal rate is determined annually by the OSD Comptroller and is effective the first of each October. 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 proceeding 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 the adjusted inflation rates of 0.4% for FY 2011, 7.2% for FY 2012 and 3.4% for FY 2013, effective 1 January each year. The annualized inflation rate is 5.5% for FY 2012 and 4.35% for FY 2013.

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 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>
<b>When Authorized to Mess Separately</b>	272,692	3,897	1,062,660	261,617	4,111	1,075,536	259,628	4,288	1,113,269
<b>When Rations-In-Kind Not Available</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>			(113,449)			(124,428)			(104,473)
<b>GRAND TOTAL</b>			949,211			951,108			1,008,796



(Amount in Thousands)

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

FY 2013 Estimate	34
FY 2012 Estimate	34
FY 2011 Actual	34

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Effective 1 May 2001, eligible members can receive a monthly entitlement that will be paid in an amount equal to the total dollars required to bring that member's household income to 130% of the poverty line, not to exceed \$1100 per month. FSSA is a non-taxable supplemental subsistence allowance. FY 2006 NDAA Section 708 made FSSA authorization permanent.

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Family Subsist Sup Allow	34	34	34

(Amount in Thousands)

**PROJECT: SUBSISTENCE-IN-KIND**

FY 2013 Estimate 146,157  
FY 2012 Estimate 136,183  
FY 2011 Actual 238,178

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include the adjusted inflation rates of 0.4% for FY 2011, 7.2% for FY 2012 and 3.4% for FY 2013, effective 1 January each year. The annualized inflation rate is 5.5% for FY 2012 and 4.35% for FY 2013. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<b><u>Subsistence in Mess</u></b>									
Trainee/Non-Pay Status	5,504	3,752	20,650	5,504	3,958	21,786	5,504	4,130	22,734
Members Taking Meals in Mess			205,965			103,321			111,866
<b>Subtotal Subsistence-In-Mess</b>			226,615			125,107			134,600
<b><u>Operational Rations</u></b>									
Meals Ready to Eat	99,626	87	8,642	88,342	92	8,085	88,342	96	8,437
Unitized Group Rations	1,640	321	526	1,640	338	555	1,640	353	579
<b>Subtotal Operational Rations</b>	101,266		9,168	89,982		8,640	89,982		9,016
<b><u>Augmentation Rations</u></b>									
Augmentation Rations	113,538	10	1,156	113,538	11	1,219	113,538	11	1,272
Other - Messing	147,973	8	1,239	137,630	9	1,217	137,630	9	1,269
<b>Subtotal Augmentation Rations/Other</b>	261,511		2,395	251,168		2,436	251,168		2,541
<b>GRAND TOTAL SIK</b>	368,281		238,178	346,654		136,183	346,654		146,157
<b>GRAND TOTAL Enlisted Subsistence</b>			1,187,423			1,087,325			1,154,987

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**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

**FY 2012 DIRECT PROGRAM**

**1,237,231**

**Pricing Increase**

**13,203**

**Annualization (PI):**

**443**

Annualization 1 Jan 12 raise of 1.6% effect on DLA for PCS moves

443

**Pay Raise (PI):**

**1,327**

1 Jan 13 pay raise of 1.7% effect on DLA for PCS moves

1,327

**Inflation Rate (PI):**

**8,041**

Increase in rate of Land

6,365

Increase in rate of ITGBL (HHG)

1,676

**Other (PI):**

**3,392**

Increase in Comm Air Pricing

319

Increase in M Tons MSC Pricing

89

Increase in S Tons AMC Pricing

724

Increase in Trailer Allow Pricing

2

Increase in Trans of POV Pricing

1,183

Increase in NonTemp Storage Pricing

658

Increase in Temp Lodging Pricing

417

**Program Increase**

**38,568**

**Strength (PGI):**

**24,263**

Increase in DLA Program

279

Increase in strength of Land

18,963

Increase in strength of ITGBL (HHG)

4,995

Increase in Port Handling strength

27

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

		<u>AMOUNT</u>
<b>Other (PGI):</b>	<b>14,305</b>	
Increase in Mile-Per Diem Program	5,048	
Increase in AMC Program	1,643	
Increase in Comm Air Program	1,976	
Increase in M Tons MSC Program	267	
Increase in S Tons AMC Program	2,161	
Increase in Trailer Allow Program	6	
Increase in Trans of POV Program	948	
Increase in NonTemp Storage Program	2,163	
Increase in Temp Lodging Program	92	
<b>Total Increases</b>		<b>51,771</b>
<b>Pricing Decrease</b>		<b>(551)</b>
<b>Inflation Rate (PD):</b>	<b>(9)</b>	
Decrease in Port Handling rate	(9)	
<b>Other (PD):</b>	<b>(542)</b>	
Decrease in Mile-Per Diem Pricing	(409)	
Decrease in AMC Pricing	(133)	
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>(551)</b>
<b>FY 2013 DIRECT PROGRAM</b>		<b>1,288,451</b>

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

These funds are for expenses incident to Permanent Change of Station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Air Mobility Command (AMC) and Military units. PCS travel costs include Military Sealift Command (MSC) and Military Traffic Management Command (MTMC); per diem allowances; payment of Dislocation Allowance (DLA); payment of Temporary Lodging Entitlement (TLE); actual and necessary expenses and cost of subsistence while in a travel status; issuance of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods; reimbursement for pet quarantine fees; port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Surface Deployment and Distribution Command (SDDC) terminals; payments authorized for transportation of dependents, personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of non-temporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. The term CONUS (Continental United States) applies to the contiguous 48 states. Expenses include all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units.

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

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System (DPS). Effective 1 January of each year, the average percentage pay raise increase (DLA) is 1.4% for FY 2011, 1.6% for FY 2012 and 1.7% for FY 2013. The annualized pay raise rate for FY 2012 is 1.55% and 1.675% for FY 2013. The Non-Pay inflation rate is 2.0% for FY 2011, 1.9% for FY 2012 and 1.7% for FY 2013.

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

	<b>FY 2011 Actual</b>		<b>FY 2012 Estimate</b>		<b>FY 2013 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
Accession Travel	34,192	79,160	34,222	81,955	36,280	87,255
Training Travel	9,079	62,607	10,729	73,983	10,729	75,236
Operational Travel between Duty Stations	19,860	311,955	19,854	317,446	19,690	320,117
Rotational Travel To and From Overseas	41,350	531,294	39,966	521,953	40,044	530,984
Separation Travel	34,583	156,545	34,092	158,329	39,620	187,760
Travel of Organized Units	2,049	31,198	1,000	15,515	1,000	15,779
Nontemporary Storage *		40,042		40,022		42,843
Temporary Lodging Expense *		29,728		29,772		30,281
<b>TOTAL OBLIGATIONS</b>	141,113	1,242,529	139,863	1,238,975	147,363	1,290,255
<b>Less Reimbursements</b>		1,687		1,744		1,804
<b>TOTAL DIRECT PROGRAM</b>	141,113	1,240,842	139,863	1,237,231	147,363	1,288,451

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



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

	<b>FY 2011 Actual</b>		<b>FY 2012 Estimate</b>		<b>FY 2013 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	103,784	94,737	102,865	94,555	108,381	99,194
AMC	27,129	30,841	26,889	30,782	28,331	32,292
Commercial Air	10,200	13,139	10,109	13,114	10,651	13,757
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	0	0	0	0	0	0
AMC	0	0	0	0	0	0
Commercial Air	102,849	54,420	101,032	53,866	103,408	55,518
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	29,914	7,975	29,458	7,960	30,434	8,315
S Tons - AMC	9,185	64,685	9,045	64,562	9,344	67,447
Land Shipment, CONUS & Overseas	48,588	568,817	47,848	567,741	49,431	593,110
ITGBL	19,252	149,811	18,959	149,528	19,587	156,209
Dislocation Allowance	57,789	117,238	56,764	116,946	56,901	119,003
Trailer Allowance	188	219	184	218	189	226
Transportation of POVs	21,260	70,462	20,578	69,497	20,854	71,628
Port Handling Charges		414		412		430
Nontemporary Storage*		40,042		40,022		42,843
Temporary Lodging Expense*		29,728		29,772		30,281
<b>TOTAL OBLIGATIONS</b>		1,242,529		1,238,975		1,290,255
<b>Less Reimbursements</b>		1,687		1,744		1,804
<b>TOTAL DIRECT PROGRAM</b>		1,240,842		1,237,231		1,288,451

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

(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 2013 Estimate	92,057
FY 2012 Estimate	86,520
FY 2011 Actual	83,479

**PART I - PURPOSE AND SCOPE**

These funds are for initial PCS movements of active duty Air Force commissioned officers, to include Air National Guard (ANG) 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). A PCS move commences from a member's home or point where orders were received to their first permanent duty station 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 or training school of 20 weeks or more. Also included are PCS movements of enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to their first permanent 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; PCS movements of individuals selected as Air Force Academy cadets upon entry into the Academy; and individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Average rates are based upon statistical data, ratios, and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (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**

**Officer Accession Travel**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
(1) Member Travel	4,505	374	1,687	4,880	382	1,862	4,721	388	1,832
(2) Family Member Travel	1,624	267	433	1,804	272	491	1,745	277	483
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	2,353	5,812	13,677	2,601	5,923	15,405	2,516	6,024	15,155
(5) Dislocation Allowance	1,144	1,957	2,239	1,269	1,988	2,522	1,228	2,021	2,482
(6) Trailer Allowance	15	603	9	16	615	10	16	625	10
(7) Global POV	129	3,312	427	142	3,374	479	138	3,432	474
(8) Port Handling (HHGS)			0			0			0
(9) Nontemporary Storage			464			524			516
(10) Temporary Lodging Expense			1,010			1,153			1,134
<b>Subtotal Officer Accession Travel</b>			19,946			22,446			22,086

**Enlisted Accession Travel**

(1) Member Travel	28,515	979	27,924	28,276	998	28,216	30,350	1,015	30,801
(2) Family Member Travel	6,556	227	1,490	6,501	232	1,506	6,977	236	1,644
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	4,063	5,384	21,876	4,015	5,487	22,029	4,310	5,580	24,049
(5) Dislocation Allowance	3,701	1,684	6,233	3,670	1,710	6,277	3,939	1,739	6,850
(6) Trailer Allowance	11	1,318	15	11	1,343	15	12	1,366	16
(7) Global POV	807	3,316	2,676	800	3,379	2,703	859	3,437	2,952
(8) Port Handling (HHGS)			3			3			3
(9) Nontemporary Storage			1,375			1,390			1,517
(10) Temporary Lodging Expense			1,470			1,498			1,635
<b>Subtotal Enlisted Accession Travel</b>			63,062			63,637			69,467

**Cadet Accession Travel**

	1,172	402	471	1,066	410	437	1,209	417	504
<b>TOTAL ACCESSION TRAVEL</b>			83,479			86,520			92,057

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2013 Estimate	79,538
FY 2012 Estimate	78,214
FY 2011 Actual	66,174

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Average rates are based on statistical data, ratios, and percentages extracted 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**

**Officer Training Travel**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
(1) Member Travel	5,400	556	3,000	6,200	566	3,510	6,200	576	3,569
(2) Family Member Travel	5,606	278	1,560	6,436	283	1,825	6,436	288	1,856
(3) Trans of Household Goods	6,550	6,119	40,077	7,521	6,235	46,892	7,521	6,341	47,689
(4) Dislocation Allowance	3,991	2,215	8,841	4,582	2,250	10,307	4,582	2,287	10,480
(5) Port Handling (HHGS)			1			1			1
(6) Nontemporary Storage			879			1,028			1,045
(7) Temporary Lodging Expense			2,010			2,352			2,392
<b>Subtotal Officer Training Travel</b>			56,368			65,915			67,032

**Enlisted Training Travel**

(1) Member Travel	3,679	468	1,723	4,529	477	2,162	4,529	485	2,198
(2) Family Member Travel	1,214	260	316	1,495	265	396	1,495	270	403
(3) Trans of Household Goods	1,063	5,530	5,878	1,309	5,635	7,376	1,309	5,731	7,501
(4) Dislocation Allowance	744	1,617	1,203	916	1,642	1,504	916	1,669	1,529
(5) Port Handling (HHGS)			8			10			10
(6) Nontemporary Storage			373			468			476
(7) Temporary Lodging Expense			305			383			389
<b>Subtotal Enlisted Training Travel</b>			9,806			12,299			12,506

**TOTAL TRAINING TRAVEL**

66,174 78,214 79,538

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

**PART I - PURPOSE AND SCOPE**

FY 2013 Estimate 332,775  
FY 2012 Estimate 329,998  
FY 2011 Actual 324,294

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

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of 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 CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

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

**Officer Operational Travel**

	FY 2011 Actual			FY 2012 Estimate			FY 2013 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	7,834	1,076	8,427	7,676	1,096	8,414	7,589	1,115	8,460
(2) Family Member Travel	14,480	418	6,059	14,188	426	6,049	14,027	434	6,083
(3) Trans of Household Goods	10,451	9,265	96,819	10,240	9,441	96,675	10,124	9,601	97,203
(4) Dislocation Allowance	6,728	2,759	18,563	6,592	2,802	18,469	6,517	2,849	18,565
(5) Trailer Allowance	2	1,086	2	2	1,106	2	2	1,125	2
(6) Nontemporary Storage			954			952			957
(7) Temporary Lodging Expense			4,419			4,413			4,437
<b>Subtotal Officer Operational Travel</b>			135,243			134,974			135,707

**Enlisted Operational Travel**

(1) Member Travel	12,026	1,007	12,113	12,178	1,026	12,499	12,101	1,044	12,631
(2) Family Member Travel	18,031	657	11,844	18,258	669	12,221	18,143	681	12,351
(3) Trans of Household Goods	18,496	7,624	141,009	18,730	7,769	145,514	18,611	7,901	147,038
(4) Dislocation Allowance	9,355	1,829	17,112	9,473	1,857	17,596	9,413	1,889	17,777
(5) Trailer Allowance	7	965	7	7	983	7	7	1,000	7
(6) Nontemporary Storage			980			1,011			1,022
(7) Temporary Lodging Expense			5,986			6,176			6,242
<b>Subtotal Enlisted Operational Travel</b>			189,051			195,024			197,068
<b>TOTAL OPERATIONAL TRAVEL</b>			324,294			329,998			332,775

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2013 Estimate	566,254
FY 2012 Estimate	556,620
FY 2011 Actual	566,568

**PART I - PURPOSE AND SCOPE**

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

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. They are driven by Air Force's continuing restructure and consolidation efforts in overseas locations.

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

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

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

**Officer Rotational Travel**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
(1) Member Travel	7,007	2,046	14,336	6,677	2,085	13,921	6,619	2,120	14,034
(2) Family Member Travel	9,033	638	5,760	8,608	650	5,593	8,533	661	5,639
(3) Pet Quarantine	48	570	27	46	581	27	46	591	27
(4) Trans of Household Goods	7,273	14,262	103,738	6,931	14,533	100,726	6,871	14,780	101,540
(5) Dislocation Allowance	6,282	2,572	16,154	5,987	2,611	15,635	5,935	2,655	15,758
(6) Trailer Allowance	65	1,037	67	62	1,057	66	62	1,075	67
(7) Global POV	5,115	3,314	16,952	4,874	3,377	16,460	4,832	3,435	16,596
(8) Port Handling (HHGS)			2			2			2
(9) Nontemporary Storage			7,635			7,413			7,474
(10) Temporary Lodging Expenses			2,759			2,679			2,701
<b>Subtotal Officer Rotational Travel</b>			<b>167,430</b>			<b>162,522</b>			<b>163,838</b>

**Enlisted Rotational Travel**

(1) Member Travel	34,343	1,542	52,969	33,289	1,572	52,318	33,425	1,598	53,425
(2) Family Member Travel	30,064	684	20,565	29,141	697	20,312	29,260	709	20,742
(3) Pet Quarantine	440	570	251	426	581	247	428	591	253
(4) Trans of Household Goods	32,626	6,444	210,232	31,625	6,566	207,659	31,754	6,678	212,042
(5) Dislocation Allowance	24,229	1,805	43,733	23,485	1,833	43,047	23,581	1,864	43,947
(6) Trailer Allowance	65	1,523	99	63	1,552	98	64	1,578	101
(7) Global POV	13,905	3,314	46,084	13,479	3,377	45,521	13,534	3,435	46,484
(8) Port Handling (HHGS)			325			321			327
(9) Nontemporary Storage			14,148			13,974			14,270
(10) Temporary Lodging Expenses			10,732			10,601			10,825
<b>Subtotal Enlisted Rotational Travel</b>			<b>399,138</b>			<b>394,098</b>			<b>402,416</b>
<b>TOTAL ROTATIONAL TRAVEL</b>			<b>566,568</b>			<b>556,620</b>			<b>566,254</b>



(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2013 Estimate	203,235
FY 2012 Estimate	171,501
FY 2011 Actual	169,602

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Average rates are based on statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) 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**

**Officer Separation Travel**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
(1) Member Travel	5,219	196	1,022	4,939	199	985	5,249	203	1,065
(2) Family Member Travel	1,660	438	726	1,598	446	713	1,699	454	771
(3) Trans of Household Goods	2,224	8,029	17,856	2,142	8,182	17,526	2,276	8,321	18,939
(4) Trailer Allowance	6	844	5	6	860	5	6	875	5
(5) Global POV	207	3,317	687	199	3,380	673	212	3,437	729
(6) Port Handling (HHGS)			29			29			31
(7) Nontemporary Storage			2,939			2,885			3,118
<b>Subtotal Officer Separation Travel</b>			<b>23,264</b>			<b>22,816</b>			<b>24,658</b>

**Enlisted Separation Travel**

(1) Member Travel	29,000	437	12,663	28,854	445	12,838	34,082	453	15,422
(2) Family Member Travel	11,563	325	3,763	11,536	332	3,825	13,626	337	4,595
(3) Trans of Household Goods	18,275	6,341	115,865	18,230	6,462	117,797	21,536	6,572	141,525
(4) Trailer Allowance	17	857	15	17	873	15	20	888	18
(5) Global POV	1,076	3,314	3,566	1,073	3,377	3,624	1,268	3,435	4,355
(6) Port Handling (HHGS)			46			46			56
(7) Nontemporary Storage			10,118			10,287			12,357
<b>Subtotal Enlisted Separation Travel</b>			<b>146,036</b>			<b>148,432</b>			<b>178,328</b>

**Cadet Separation Travel**

	364	830	302	299	846	253	289	860	249
<b>TOTAL SEPARATION TRAVEL</b>			<b>169,602</b>			<b>171,501</b>			<b>203,235</b>

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2013 Estimate	16,396
FY 2012 Estimate	16,122
FY 2011 Actual	32,412

**PART I - PURPOSE AND SCOPE**

Funds provide for the CONUS or overseas movement of:

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for organized unit travel include requirements for relocation of Air Force units from both CONUS and OCONUS locations in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available in the 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 Air Force restructure).

The average rates are based upon statistical data, ratios, and percentages derived from actual Permanent Change of Station (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**

**Officer Unit Travel**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 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>
(1) Member Travel	257	1,076	276	150	1,096	164	150	1,115	167
(2) Family Member Travel	331	418	139	193	426	82	193	434	84
(3) Trans of Household Goods	319	9,265	2,956	186	9,441	1,756	186	9,601	1,786
(4) Dislocation Allowance	221	2,759	610	129	2,802	361	129	2,849	367
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	3	3,323	10	2	3,387	7	2	3,444	7
(7) Nontemporary Storage			31			19			19
(8) Temporary Lodging Expense			145			86			87
<b>Subtotal Officer Unit Travel</b>			<b>4,167</b>			<b>2,475</b>			<b>2,517</b>

**Enlisted Unit Travel**

(1) Member Travel	1,792	1,007	1,805	850	1,026	872	850	1,044	887
(2) Family Member Travel	2,687	657	1,765	1,274	669	853	1,274	681	867
(3) Trans of Household Goods	2,758	7,624	21,027	1,308	7,769	10,162	1,308	7,901	10,335
(4) Dislocation Allowance	1,394	1,829	2,550	661	1,857	1,228	661	1,889	1,248
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	18	3,323	60	9	3,387	30	9	3,444	31
(7) Nontemporary Storage			146			71			72
(8) Temporary Lodging Expense			892			431			439
<b>Subtotal Enlisted Unit Travel</b>			<b>28,245</b>			<b>13,647</b>			<b>13,879</b>
<b>TOTAL UNIT TRAVEL</b>			<b>32,412</b>			<b>16,122</b>			<b>16,396</b>

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**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
<b>FY 2012 DIRECT PROGRAM</b>		<b>151,683</b>
<b>Pricing Increase</b>		<b>455</b>
Increase in Apprehension Expense Pricing	2	
Increase in Adoption Expenses Pricing	9	
Increase in Partial DLA Pricing	33	
Increase in ROTC Pricing	133	
Increase in JROTC Pricing	278	
<b>Program Increase</b>		<b>4,758</b>
<b>Strength (PGI):</b>	<b>21</b>	
Increase in ROTC workyears	21	
<b>Other (PGI):</b>	<b>4,737</b>	
Increase in Apprehension Expense Program	6	
Increase in Unemployment Benefits Program	4,721	
Increase in Adoption Expenses Program	9	
Increase in Preventative Health Care Program	1	
<b>Total Increases</b>		<b>5,213</b>
<b>Pricing Decrease</b>		<b>(2,242)</b>
Decrease in Mass Transportation Pricing	(1,116)	
Decrease in Preventative Health Care Pricing	(1,126)	
<b>Program Decrease</b>		<b>(2,355)</b>
<b>Other (PGD):</b>	<b>(2,355)</b>	
Decrease in Interest On Savings Program	(207)	
Decrease in Survivor Benefits Program	(2,148)	
<b>Total Decreases</b>		<b>(4,597)</b>
<b>FY 2013 DIRECT PROGRAM</b>		<b>152,299</b>

(Amount in Thousands)

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

FY 2013 Estimate 149  
FY 2012 Estimate 141  
FY 2011 Actual 133

**PART I - PURPOSE AND SCOPE**

Funds provide for expenses associated with the apprehension of military deserters, absentees, and escaped military prisoners and for their delivery to the control of the Department of Defense. Included is the cost of detention and subsistence provided during the period a military member is detained in civil confinement for safekeeping when so requested by military authority, cost of reimbursement for expenses incurred, transportation, lodging, and subsistence of escort guards.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	24	5,542	133	25	5,640	141	26	5,731	149



(Amount in Thousands)

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

FY 2013 Estimate 2,514  
FY 2012 Estimate 2,721  
FY 2011 Actual 3,258

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Interest on Uniformed Services Savings Deposit	3,258	2,721	2,514

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2013 Estimate	16,000
FY 2012 Estimate	16,000
FY 2011 Actual	18,900

**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. 1475-78 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 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	57	100,000	5,700	48	100,000	4,800	48	100,000	4,800
Enlisted	132	100,000	13,200	112	100,000	11,200	112	100,000	11,200
<b>TOTAL</b>	189		18,900	160		16,000	160		16,000

(Amount in Thousands)

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

FY 2013 Estimate 71,683  
FY 2012 Estimate 66,962  
FY 2011 Actual 114,053

**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 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Unemployment Compensation	114,053	66,962	71,683

(Amount in Thousands)

**PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL**

FY 2013 Estimate	0
FY 2012 Estimate	2,148
FY 2011 Actual	2,048

**PART I - PURPOSE AND SCOPE**

Under the provisions of Public Law 99-227, 12 December 1985, quarters allowance is paid to eligible family members of military members who die in the line of duty. Eligibility is limited to (a) family members who did not occupy government quarters on the date of the military member's death, or (b) family members who occupied government quarters on a rental basis on the date of the military member's death, (c) family members who vacated government quarters within 90 days of the military member's death. Quarters allowance is paid at the rate paid to the member prior to death. BAH, or OHA continuation, is authorized for the surviving spouse of a military member who dies while on active duty for up to 365 days.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Historical data is used to estimate quarters allowance requirements. This allowance will be paid from Budget Activities (BA) 01 and 02 effective FY13.

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Allowance for Family Qtrs and Travel	2,048	2,148	0

(Amount in Thousands)

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

FY 2013 Estimate 0  
FY 2012 Estimate 0  
FY 2011 Actual 66,714

**PART I - PURPOSE AND SCOPE**

Section 1969 of Title 38, United States Code, 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 servicemember 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 that will be required from the military services.

Details of the cost are provided in the following table:

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Extra Hazard Reimb. for SGLI	43,620	0	0
Premiums-SGLI	10,008	0	0
Traumatic Injury-SGLI	13,086	0	0
<b>Total</b>	<b>66,714</b>	<b>0</b>	<b>0</b>

(Amount in Thousands)

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

FY 2013 Estimate	340
FY 2012 Estimate	340
FY 2011 Actual	403

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Education Benefits	403	340	340

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2013 Estimate 519  
FY 2012 Estimate 501  
FY 2011 Actual 483

**PART I - PURPOSE AND SCOPE**

The FY 1988/1989 National Defense Authorization Act (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program to reimburse Armed Forces members for qualifying child adoption expenses. The program is now administered under the provisions of Title 10 U.S.C. 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 child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Expenses for Adoptions	237	2,038	483	241	2,079	501	246	2,110	519

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2013 Estimate	5,326
FY 2012 Estimate	6,442
FY 2011 Actual	6,306

**PART I - PURPOSE AND SCOPE**

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program that offers 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 5 U.S.C. 7905 through Public Law 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 a historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. The current maximum monthly subsidy allowed increased from \$125 to \$230 effective 2 Mar 09 per participant. The monthly rate returns to \$125.00 per month absent legislation to extend it effective 1 January 2012. Budget rate includes distribution and mailing costs plus 6.25% administrative fee. Details of the cost computation are provided in the following table:

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 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	2,850	1,881	5,360	2,838	1,928	5,472	2,838	1,594	4,524
Enlisted	503	1,881	946	503	1,928	970	503	1,594	802
<b>TOTAL</b>	<b>3,353</b>		<b>6,306</b>	<b>3,341</b>		<b>6,442</b>	<b>3,341</b>		<b>5,326</b>



(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2013 Estimate	1,975
FY 2012 Estimate	1,942
FY 2011 Actual	1,906

**PART I - PURPOSE AND SCOPE**

Title 37, United States Code, Section 407, as amended by the FY 2002 National Defense Authorization Act, 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**

A \$672.51 allowance was directed by Joint Federal Travel Regulation (JFTR), effective 1 January 2011. This allowance is for service members who are ordered for government convenience to move into or out of Military Family Housing provided by the United States.

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
Partial Dislocation Allowance	1,906	1,942	1,975

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

FY 2013 Estimate 12,517  
FY 2012 Estimate 12,429  
FY 2011 Actual 11,786

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	6,885	6,902	6,902
Uniforms	3,315	3,703	3,766
Pay & Allowances	970	1,123	1,132
Subsistence-In-Kind	378	437	444
Foreign Language Incentive Program	238	264	273
<b>TOTAL Requirement</b>	<b>11,786</b>	<b>12,429</b>	<b>12,517</b>

**Total Requirement**

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

**Institutional Program:**

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

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Subsistence Allowance:**

An allowance of \$450 for AS 300 and \$500 for AS 400 per month for contracted cadets enrolled in Aerospace Studies AS 300 and AS 400 courses under the provision of Title 37 U.S.C. 2091. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

**Subsistence:**

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	6,132	450	2,759	7,110	450	3,200	7,110	450	3,200
Fourth Year (AS400)	8,252	500	4,126	7,404	500	3,702	7,404	500	3,702

**Uniforms:**

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

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

Uniforms, Issue-in-Kind:	7,897	325	2,568	8,791	331	2,913	8,791	337	2,963
Uniforms, Commutation in Lieu:	791	704	557	791	718	568	791	729	577

**Subsistence-In-Kind:**

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

Subsistence-In-Kind for Medical or Other Examinations:	1,531	11	17	1,589	11	18	1,589	11	18
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(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

**Summer Field Training:**

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

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

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

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Reserve Officer Candidates:	973	997	970	1,110	1,012	1,123	1,110	1,020	1,132
Subsistence of Summer Field Training:	973	371	361	1,110	377	419	1,110	384	426
Uniforms, Issue-in-Kind:	903	210	190	1,040	213	222	1,040	217	226

**Foreign Language Incentive Program**

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	409	582	238	435	607	264	450	607	273

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

FY 2013 Estimate 24,711  
FY 2012 Estimate 24,645  
FY 2011 Actual 24,886

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<u>FY 2011 Actual</u>	<u>FY 2012 Estimate</u>	<u>FY 2013 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	20,769	20,155	20,155
Uniforms	1,858	1,962	1,995
Pay & Allowances	1,264	1,450	1,462
Subsistence-In-Kind	481	552	561
Foreign Language Incentive Program	514	526	538
<b>TOTAL Requirement</b>	<b>24,886</b>	<b>24,645</b>	<b>24,711</b>

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Institutional Program**

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

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in PL 88-647, 13 October 1964, as amended and DoD Financial Management Regulation (FMR), DoD 7000.14R, Volume 7A, Chap 59. This public law was amended by PL 106-398, Section 612, for a tiered stipend beginning in FY 2002. In FY 2008, the stipend increased as follows: AS100 to \$300.00, AS200 to \$350.00, AS300 to \$450 and for AS400 to \$500. Rates shown are average rates.

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
First Year (AS100)	6,299	300	1,890	5,489	300	1,647	5,489	300	1,647
Second Year (AS200)	11,958	350	4,185	12,625	350	4,419	12,625	350	4,419
Third Year (AS300)	12,665	450	5,699	12,037	450	5,417	12,037	450	5,417
Fourth Year (AS400)	17,990	500	8,995	17,344	500	8,672	17,344	500	8,672
<b>Totals</b>			20,769			20,155			20,155

**Uniforms**

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

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	4,638	325	1,508	4,734	331	1,569	4,734	337	1,596
Uniforms, Commutation in Lieu:	171	702	120	171	719	123	171	731	125

**Subsistence-In-Kind**

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

Subsistence-In-Kind for Medical or Other Examinations:	990	11	11	990	11	11	990	11	11
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(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

**Summer Field Training**

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

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

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

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Reserve Officer Candidates:	1,252	1,010	1,264	1,415	1,025	1,450	1,415	1,033	1,462
Subsistence of Summer Field Training:	1,252	375	470	1,415	382	541	1,415	389	550
Uniforms, Issue-in-Kind:	1,097	210	230	1,260	214	270	1,260	217	274

**Foreign Language Incentive Program**

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

	<u>FY 2011 Actual</u>			<u>FY 2012 Estimate</u>			<u>FY 2013 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	943	545	514	970	542	526	995	541	538

(Amount in Thousands)

**PROJECT: JUNIOR ROTC**

FY 2013 Estimate 16,565  
FY 2012 Estimate 16,287  
FY 2011 Actual 15,732

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

	<b><u>FY 2011 Actual</u></b>			<b><u>FY 2012 Estimate</u></b>			<b><u>FY 2013 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Uniforms, Issue-in-Kind:	89,325	152	13,587	90,749	155	14,067	90,749	158	14,307
Subsistence-In-Kind:	101,687	21	2,145	103,300	21	2,220	103,300	22	2,258
			<b>15,732</b>			<b>16,287</b>			<b>16,565</b>



(Amount in Thousands)

**PROJECT: STOP LOSS RETROACTIVE PAY**

FY 2013 Estimate  
FY 2012 Estimate  
FY 2011 Actual 14,021

**PART I – PURPOSE AND SCOPE**

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

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

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

The Air Force share of the \$534.4 million for this program is \$108.2 million. As of September 30, 2011 \$14.0 million was obligated and recorded as an Overseas Contingency Operation (OCO) obligation.

	FY 2011			FY 2012			FY 2013		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Stop Loss Retroactive Pay, Officer	536	3,000	1,608						
Stop Loss Retroactive Pay, Enlisted	4,137	3,000	12,413						
<b>TOTAL</b>			<b>14,021</b>						

(Amount in Thousands)

**PROJECT: PREVENTIVE HEALTH ALLOWANCE DEMONSTRATION PROJECT**

FY 2013 Estimate 0  
 FY 2012 Estimate 1,125  
 FY 2011 Actual 0

**PART I – PURPOSE AND SCOPE**

Section 714 of the Duncan Hunter National Defense Authorization Act (NDAA) for FY 2009 directs the Secretary of Defense to conduct a demonstration project, beginning on January 1, 2009 to December 31, 2011, to evaluate the efficiency of providing an annual preventive health services allowance to increase the use of preventive health services by members of the Armed Forces and their dependents.

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

This demonstration project is authorized from January 1, 2009 through December 31, 2011, to evaluate the efficacy of providing an annual preventive health services allowance to increase the use of preventive health services by members of the Armed Forces and their dependents. This pilot will be implemented beginning on January 1, 2011 and will end on December 31, 2011. Members eligible to participate must be serving on Active Duty for more than 30 days and meet the medical and dental readiness requirements for their armed force. Half of the participants shall have dependents and half shall be without dependents.

The demonstration limits participation to 1,500 members from each service and provides for an allowance of \$500 for personnel without dependents and \$1,000 for personnel with dependents. Members selected for the demonstration will be monitored until the end of calendar year 2011. Those who comply with the requirements of the preventive health screening will receive payment in FY 2012 after compliance has been certified by the TRICARE Management Activity. The amount added for each service is \$1.125 million (750 @ \$1,000 + 750 @ \$500)

	FY 2011			FY 2012			FY 2013		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer (with dependents)	0	0	0	165	1,000	165	0	0	0
Officer (without dependents)	0	0	0	165	500	82	0	0	0
<b>Subtotal Officer</b>	<b>0</b>		<b>0</b>	<b>330</b>		<b>247</b>	<b>0</b>		<b>0</b>
Enlisted (with dependents)	0	0	0	585	1,000	585	0	0	0
Enlisted (without dependents)	0	0	0	585	500	293	0	0	0
<b>Subtotal Enlisted</b>	<b>0</b>		<b>0</b>	<b>1,170</b>		<b>878</b>	<b>0</b>		<b>0</b>
Total (with dependents)	0	0	0	750	1,000	750	0	0	0
Total (without dependents)	0	0	0	750	500	375	0	0	0
<b>Grand Total</b>	<b>0</b>		<b>0</b>	<b>1,500</b>		<b>1,125</b>	<b>0</b>		<b>0</b>

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**SECTION 5**

**SPECIAL ANALYSIS**

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

**Assigned Outside DoD:**

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
Exec Office of the President, White House (WHMO)	17	9	26	17	9	26	17	9	26
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	4	6	10	4	6	10	4	6	10
Department of State (DOS)	21	1	22	21	1	22	21	1	22
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	0	0	0	0	0	0	0	0	0
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	3	0	3	3	0	3	3	0	3
Central Intelligence Agency (CIA)	7	2	9	7	2	9	7	2	9
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	1	0	1	1	0	1	1	0	1
US Military Observer Group (USMOG), Washington	1	0	1	1	0	1	1	0	1
Department of Health & Human Services (DHHS)	1	0	1	1	0	1	1	0	1
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for International Sec Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	2	0	2	2	0	2	2	0	2
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
<b>Subtotal Non-Reimbursable Personnel</b>	<b>73</b>	<b>27</b>	<b>100</b>	<b>73</b>	<b>27</b>	<b>100</b>	<b>73</b>	<b>27</b>	<b>100</b>

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

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Reimbursable Personnel:</b>									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	9	2	11	9	2	11	9	2	11
Department of Transportation	10	1	11	10	1	11	10	1	11
National Aeronautics Space Administration (NASA)	4	0	4	4	0	4	4	0	4
Space & Missile Support, Vice Cmdr (CV)	0	0	0	0	0	0	0	0	0
White House Office (WHO)	0	0	0	0	0	0	0	0	0
Department of Energy (DOE)	0	0	0	0	0	0	0	0	0
Dept of Homeland Security (DHS)	0	0	0	0	0	0	0	0	0
Department of State (DOS)	0	0	0	0	0	0	0	0	0
Office Dir of National Intel (ODNI)	3	1	4	3	0	3	3	0	3
<b>Subtotal Reimbursable Personnel</b>	<b>28</b>	<b>4</b>	<b>32</b>	<b>28</b>	<b>3</b>	<b>31</b>	<b>28</b>	<b>3</b>	<b>31</b>
<b>Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions:</b>									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	107	57	164	99	43	142	71	40	111
Training Cases (Included in Foreign Military Sales)	23	3	26	23	3	26	23	3	26
<b>Subtotal Non-DoD Functions</b>	<b>137</b>	<b>57</b>	<b>194</b>	<b>129</b>	<b>43</b>	<b>172</b>	<b>101</b>	<b>40</b>	<b>141</b>

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

	<b>FY 2011 Actual</b>			<b>FY 2012 Estimate</b>			<b>FY 2013 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Assigned to DoD Activities in Support of</b>									
<b>DoD Functions: Working Capital Fund (WCF)</b>									
HQ US Transportation Command (TRANSCOM)	90	29	119	89	29	118	88	29	117
Surface Deployment & Distribution Command (SDDC)	0	0	0	0	0	0	0	0	0
Defense Courier Service (DCS)	3	92	95	3	92	95	3	92	95
Defense Commissary Agency (DECA)	0	0	0	0	0	0	0	0	0
Defense Finance & Accounting Service (DFAS)	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency (DISA)	3	15	18	3	15	18	3	15	18
Defense Logistics Agency (DLA)	125	34	159	127	34	161	127	34	161
Depot Maintenance Activity Group (DMAG)	68	102	170	68	102	170	68	102	170
Supply Management Activity Group (SMAG)	41	16	57	41	16	57	41	16	57
<b>Subtotal Working Capital Fund</b>	<b>332</b>	<b>288</b>	<b>620</b>	<b>333</b>	<b>288</b>	<b>621</b>	<b>332</b>	<b>288</b>	<b>620</b>
<b>Total - Reimbursable</b>	<b>497</b>	<b>349</b>	<b>846</b>	<b>490</b>	<b>334</b>	<b>824</b>	<b>461</b>	<b>331</b>	<b>792</b>
<b>Total - Nonreimbursable</b>	<b>73</b>	<b>27</b>	<b>100</b>	<b>73</b>	<b>27</b>	<b>100</b>	<b>73</b>	<b>27</b>	<b>100</b>
<b>Grand Total</b>	<b>570</b>	<b>376</b>	<b>946</b>	<b>563</b>	<b>361</b>	<b>924</b>	<b>534</b>	<b>358</b>	<b>892</b>

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

	<b><u>FY 2011 Actual</u></b>	<b><u>FY 2012 Estimate</u></b>	<b><u>FY 2013 Estimate</u></b>
<b>Subsistence</b>	33,477	34,289	35,915
<b>Strength Related:</b>			
Officer - Basic Pay	119,412	105,476	116,481
Other Pay and Allowances	52,092	51,989	52,303
Enlisted - Basic Pay	98,908	92,992	98,565
Other Pay and Allowances	40,597	40,225	43,016
Retired Pay Accrual	71,390	68,075	69,030
PCS Travel	1,687	1,744	1,804
<b>Strength Related Subtotal</b>	384,086	360,501	381,199
<b>TOTAL PROGRAM</b>	417,563	394,790	417,114



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

	AY 10-11 (FY11)			AY 11-12 (FY12)			AY 12-13 (FY13)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<b><u>Senior ROTC - Non-Scholarship</u></b>									
(Excluding Scholarship)									
First Year	5,073	4,724	4,374	5,248	4,918	4,588	5,248	4,918	4,588
Second Year	3,612	2,989	2,366	3,766	3,540	3,314	3,766	3,540	3,314
Total Basic	8,685	7,713	6,740	9,014	8,458	7,902	9,014	8,458	7,902
Third Year	930	918	905	864	830	795	864	830	795
Fourth Year	750	721	692	699	671	643	699	671	643
Total Advanced	1,680	1,639	1,597	1,563	1,501	1,438	1,563	1,501	1,438
Extended Active	37	34	30	0	0	0	0	0	0
<b>Total Non-Scholarship</b>	<b>10,402</b>	<b>9,385</b>	<b>8,367</b>	<b>10,577</b>	<b>9,959</b>	<b>9,340</b>	<b>10,577</b>	<b>9,959</b>	<b>9,340</b>
<b><u>Senior ROTC - Scholarship</u></b>									
First Year	776	755	733	605	649	692	605	649	692
Second Year	1,407	1,384	1,360	1,533	1,472	1,410	1,533	1,472	1,410
Total Basic	2,183	2,138	2,093	2,138	2,120	2,102	2,138	2,120	2,102
Third Year	1,488	1,437	1,385	1,442	1,406	1,370	1,442	1,406	1,370
Fourth Year	1,540	1,457	1,374	1,439	1,403	1,367	1,439	1,403	1,367
Total Advanced	3,028	2,894	2,759	2,881	2,809	2,737	2,881	2,809	2,737
Extended Active	275	219	163	261	226	190	261	226	190
<b>Total Scholarship</b>	<b>5,486</b>	<b>5,251</b>	<b>5,015</b>	<b>5,280</b>	<b>5,155</b>	<b>5,029</b>	<b>5,280</b>	<b>5,155</b>	<b>5,029</b>
<b><u>Total Enrollment</u></b>									
First Year	5,849	5,478	5,107	5,853	5,567	5,280	5,853	5,567	5,280
Second Year	5,019	4,373	3,726	5,299	5,012	4,724	5,299	5,012	4,724
Total Basic	10,868	9,851	8,833	11,152	10,578	10,004	11,152	10,578	10,004
Third Year	2,418	2,354	2,290	2,306	2,236	2,165	2,306	2,236	2,165
Fourth Year	2,290	2,178	2,066	2,138	2,074	2,010	2,138	2,074	2,010
Total Advanced	4,708	4,532	4,356	4,444	4,310	4,175	4,444	4,310	4,175
Extended Active	312	253	193	261	226	190	261	226	190
<b>Total ROTC Enrollment</b>	<b>15,888</b>	<b>14,635</b>	<b>13,382</b>	<b>15,857</b>	<b>15,113</b>	<b>14,369</b>	<b>15,857</b>	<b>15,113</b>	<b>14,369</b>
Complete, Commissioned			1,951			1,868			1,880
Comp, Com Deifr (No Adl Ent)	158	133	107	158	137	115	158	137	115
(Cum Proj in Deifr Status)									
Complete, 5 Year Deg Ent	312	253	193	261	226	190	261	226	190
Number of ROTC Detach	144		144	144		144	144		144
Number of ROTC Operating Locations	1		1	1		1	1		1

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

	<b>AY 10-11 Sep 2011</b>	<b>AY 11-12 Sep 2012</b>	<b>AY 12-13 Sep 2013</b>
1st Year Cadet (Freshmen)	64,316	65,340	65,340
2nd Year Cadet (Sophomores)	30,967	31,460	31,460
3rd Year Cadet (Juniors)	15,483	15,730	15,730
4th Year Cadet (Seniors)	8,337	8,470	8,470
<b>Total</b>	<b>119,103</b>	<b>121,000</b>	<b>121,000</b>
Number of Junior ROTC Detachments	878	878	878

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

	<b><u>End</u></b> <b><u>FY 2011 Actual</u></b>	<b><u>End</u></b> <b><u>FY 2012 Estimate</u></b>	<b><u>End</u></b> <b><u>FY 2013 Estimate</u></b>
<b>Senior ROTC</b>			
Schools	144	144	144
Civilian Personnel (End Strength)	26	26	29
Military Personnel (End Strength) 1/	923	923	923
<b>Junior ROTC</b>			
Schools	878	878	878
Civilian Personnel (End Strength)	14	22	22
Military Personnel (End Strength) 1/	13	13	13

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

1/ Includes those assigned to Management Headquarters.

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

**FY 2011 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	12	13	14	15	14	12	12	12	12	12	12	13
O-9 Lieutenant General	42	42	43	43	43	43	43	43	44	44	44	46
O-8 Major General	99	101	104	98	97	97	98	101	103	101	101	100
O-7 Brigadier General	158	159	155	155	154	155	159	159	161	162	161	158
O-6 Colonel	3,656	3,667	3,690	3,694	3,599	3,606	3,617	3,532	3,553	3,551	3,545	3,556
O-5 Lt Colonel	10,253	10,236	10,276	10,122	10,116	10,112	10,117	10,012	10,011	10,022	9,996	9,916
O-4 Major	14,400	14,456	14,504	14,625	14,606	14,529	14,572	14,708	14,710	14,598	14,578	14,524
O-3 Captain	23,211	22,984	22,897	22,486	22,358	22,080	21,949	23,282	23,434	23,542	23,459	23,226
O-2 1st Lieutenant	7,142	7,101	6,965	7,009	7,107	7,131	7,106	7,029	7,051	7,047	7,188	7,219
O-1 2nd Lieutenant	7,184	7,266	7,238	7,295	7,354	7,336	7,331	7,006	6,906	6,830	6,661	6,729
Total Officers	66,157	66,025	65,886	65,542	65,448	65,101	65,004	65,884	65,985	65,909	65,745	65,487
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,577	2,582	2,594	2,590	2,579	2,587	2,591	2,613	2,612	2,618	2,630	2,616
E-8 Senior Master Sergeant	5,181	5,169	5,183	5,202	5,238	5,270	5,247	5,221	5,217	5,204	5,210	5,148
E-7 Master Sergeant	26,197	26,187	26,229	26,175	26,176	26,201	24,728	24,915	25,039	25,190	25,434	25,745
E-6 Technical Sergeant	41,875	41,909	41,952	41,975	41,930	41,877	41,868	41,871	41,808	41,790	41,638	41,608
E-5 Staff Sergeant	70,039	70,125	70,155	70,185	70,392	70,500	70,689	70,876	70,758	70,827	70,457	70,159
E-4 Senior Airman	49,409	49,521	49,793	50,233	50,663	51,041	50,805	51,287	50,932	51,129	51,207	51,400
E-3 Airman First Class	52,712	52,957	52,730	52,480	52,211	52,427	52,658	52,248	52,105	52,159	52,099	51,916
E-2 Airman	5,948	5,910	5,744	5,641	5,670	5,557	5,343	5,574	5,280	5,093	5,029	4,793
E-1 Airman Basic	8,600	9,479	9,791	10,325	10,145	10,047	9,764	9,480	9,549	9,520	10,301	10,157
Total Enlisted	262,538	263,839	264,171	264,806	265,004	265,507	263,693	264,085	263,300	263,530	264,005	263,542
<u>Cadets</u>	4,548	4,529	4,504	4,487	4,442	4,430	4,417	3,372	4,444	4,383	4,362	4,341
Total End Strength	333,243	334,393	334,561	334,835	334,894	335,038	333,114	333,341	333,729	333,822	334,112	333,370

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

**FY 2012 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	13	13	13	13	13	13	13	13	13	13	13	13
O-9 Lieutenant General	45	46	46	46	46	46	46	46	45	45	45	45
O-8 Major General	99	103	103	101	102	101	103	99	99	99	98	95
O-7 Brigadier General	156	156	154	154	153	153	151	151	152	152	150	150
O-6 Colonel	3,535	3,537	3,577	3,604	3,652	3,691	3,725	3,767	3,643	3,617	3,590	3,553
O-5 Lt Colonel	9,876	9,946	10,073	9,968	9,949	9,992	10,039	10,130	10,142	10,131	10,109	10,027
O-4 Major	14,441	14,486	14,595	14,605	14,495	14,528	14,598	14,811	14,848	14,789	14,819	14,886
O-3 Captain	22,613	22,303	22,228	22,042	21,597	21,392	21,220	22,294	22,568	22,625	22,590	22,556
O-2 1st Lieutenant	7,346	7,297	7,161	7,208	7,302	7,310	7,232	7,300	7,247	7,284	7,338	7,297
O-1 2nd Lieutenant	6,700	6,685	6,652	7,083	7,061	7,050	7,088	6,594	6,915	6,869	6,821	6,806
Total Officers	64,824	64,572	64,602	64,824	64,370	64,276	64,215	65,205	65,672	65,624	65,573	65,428
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,586	2,574	2,642	2,638	2,595	2,628	2,645	2,630	2,653	2,646	2,629	2,634
E-8 Senior Master Sergeant	5,132	5,124	5,275	5,132	5,230	5,249	5,275	5,265	5,270	5,278	5,250	5,269
E-7 Master Sergeant	25,975	26,168	26,375	26,211	26,385	26,361	26,348	26,310	26,378	26,339	26,343	26,350
E-6 Technical Sergeant	41,689	41,839	42,264	41,908	42,150	42,353	42,148	42,125	42,168	42,139	42,143	42,150
E-5 Staff Sergeant	69,786	69,606	69,793	70,721	71,381	71,256	71,321	71,248	71,135	71,119	71,106	71,128
E-4 Senior Airman	51,695	52,136	52,132	52,100	52,059	52,181	52,109	52,179	52,114	52,079	52,068	52,040
E-3 Airman First Class	51,341	51,208	51,204	50,923	50,135	49,133	49,235	49,103	48,785	48,528	48,407	48,362
E-2 Airman	4,730	4,850	4,900	5,200	5,535	6,250	6,635	6,920	6,835	7,024	6,989	7,042
E-1 Airman Basic	9,791	10,665	9,566	9,772	9,020	8,989	8,319	8,606	8,722	8,729	8,891	8,397
Total Enlisted	262,725	264,170	264,151	264,605	264,490	264,400	264,035	264,386	264,060	263,881	263,826	263,372
<u>Cadets</u>	4,331	4,318	4,298	4,284	4,264	4,256	4,244	3,156	4,146	4,095	4,069	4,054
Total End Strength	331,880	333,060	333,051	333,713	333,124	332,932	332,494	332,747	333,878	333,600	333,468	332,854

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

**FY 2013 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	12	12	11	11	11	11	11	11	11	11	11	11
O-9 Lieutenant General	45	45	44	44	44	44	43	43	42	41	40	40
O-8 Major General	94	94	94	96	97	97	97	96	94	92	92	92
O-7 Brigadier General	151	151	152	152	149	149	150	150	149	146	148	147
O-6 Colonel	3,542	3,548	3,549	3,530	3,535	3,487	3,501	3,530	3,510	3,532	3,515	3,475
O-5 Lt Colonel	10,024	10,048	10,099	10,114	10,139	10,138	10,176	10,265	10,264	10,180	10,085	10,002
O-4 Major	14,919	14,980	15,000	15,027	15,003	14,987	14,974	15,064	15,017	14,867	14,765	14,570
O-3 Captain	22,341	22,210	22,273	22,130	21,973	21,804	21,667	22,758	22,727	22,875	22,886	22,714
O-2 1st Lieutenant	7,303	7,294	7,346	7,328	7,326	7,338	7,260	7,413	7,335	7,319	7,344	7,310
O-1 2nd Lieutenant	6,982	7,134	6,954	7,025	7,029	7,020	7,049	6,373	6,693	6,636	6,569	6,539
Total Officers	65,413	65,516	65,522	65,457	65,306	65,075	64,928	65,703	65,842	65,699	65,455	64,900
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,640	2,639	2,639	2,642	2,648	2,664	2,682	2,670	2,643	2,628	2,615	2,609
E-8 Senior Master Sergeant	5,345	5,323	5,272	5,258	5,255	5,263	5,306	5,312	5,303	5,295	5,250	5,221
E-7 Master Sergeant	25,942	25,799	25,799	25,747	25,880	26,066	26,223	26,329	26,486	26,663	26,311	25,511
E-6 Technical Sergeant	41,609	41,535	41,472	41,439	41,395	41,399	41,497	41,435	41,360	41,314	41,583	41,624
E-5 Staff Sergeant	68,871	68,789	68,934	69,108	69,479	69,889	70,341	70,444	70,593	70,746	70,788	69,590
E-4 Senior Airman	51,811	51,451	51,725	51,662	51,367	51,109	50,633	50,467	50,439	50,325	50,208	49,881
E-3 Airman First Class	49,367	49,663	49,604	49,543	49,262	49,015	48,557	48,398	48,370	48,262	48,412	50,382
E-2 Airman	7,288	7,114	7,214	7,205	7,164	7,130	7,062	7,037	7,037	7,017	7,044	5,743
E-1 Airman Basic	10,569	11,110	10,858	10,845	10,784	10,733	10,629	10,595	10,591	10,565	10,600	9,439
Total Enlisted	263,442	263,423	263,517	263,449	263,234	263,268	262,930	262,687	262,822	262,815	262,811	260,000
<u>Cadets</u>	4,047	4,041	4,026	4,011	3,996	3,987	3,977	2,913	4,043	3,984	3,957	3,948
Total End Strength	332,902	332,980	333,065	332,917	332,536	332,330	331,835	331,303	332,707	332,498	332,223	328,848

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