

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2011 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
February 2010**

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

	FY 2009 Actual	FY 2010 Estimate	FY 2011 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,064,784	8,507,411	8,659,214
Pay and Allowances of Enlisted	14,623,589	15,238,377	16,000,235
Pay and Allowances of Cadets	69,057	73,661	75,383
Subsistence of Enlisted Personnel	978,828	988,451	1,012,863
Permanent Change of Station Travel	1,310,611	1,223,889	1,229,831
Other Military Personnel Programs	141,417	142,347	144,229
TOTAL DIRECT PROGRAM	25,188,286	26,174,136	27,121,755
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	191,618	191,387	191,284
Pay and Allowances of Enlisted	142,124	141,794	141,822
Subsistence of Enlisted Personnel	28,756	28,951	29,153
Permanent Change of Station Travel	1,679	1,721	1,687
TOTAL REIMBURSABLE PROGRAM	364,177	363,853	363,946
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	8,256,402	8,698,798	8,850,498
Pay and Allowances of Enlisted Personnel	14,765,713	15,380,171	16,142,057
Pay and Allowances of Cadets	69,057	73,661	75,383
Subsistence of Enlisted Personnel	1,007,584	1,017,402	1,042,016
Permanent Change of Station Travel	1,312,290	1,225,610	1,231,518
Other Military Personnel Costs	141,417	142,347	144,229
TOTAL BASELINE PROGRAM FUNDING	25,552,463	26,537,989	27,485,701
<u>OCO/Title IX Supplemental Funding -- FY 2009 (P.L. 110-252 & P.L 111-32), FY 2010 (P.L. 111-118)</u>			
Pay and Allowances of Officers	342,715	343,531	0
Pay and Allowances of Enlisted Personnel	1,014,397	1,121,943	0
Subsistence of Enlisted Personnel	109,454	111,776	0
Permanent Change of Station Travel	5,790	5,848	0
Other Military Personnel Costs	103,384	84,278	0
TOTAL OCO/Title IX SUPPLEMENTAL PROGRAM FUNDING	1,575,740	1,667,376	0
<u>Total Program</u>			
Pay and Allowances of Officers	8,599,117	9,042,329	8,850,498
Pay and Allowances of Enlisted	15,780,110	16,502,114	16,142,057
Pay and Allowances of Cadets	69,057	73,661	75,383
Subsistence of Enlisted Personnel	1,117,038	1,129,178	1,042,016
Permanent Change of Station Travel	1,318,080	1,231,458	1,231,518
Other Military Personnel Programs	244,801	226,625	144,229
TOTAL PROGRAM	27,128,203	28,205,365	27,485,701

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

	FY 2009 Actual	FY 2010 Estimate	FY 2011 Estimate
LESS: FY 2010 Title IX (P.L.111-118) (Excluding Base to OCO Transfer)			
Pay and Allowances of Officers	0	(343,531)	0
Pay and Allowances of Enlisted Personnel	0	(899,943)	0
Subsistence of Enlisted Personnel	0	(111,776)	0
Permanent Change of Station Travel	0	(5,848)	0
Other Military Personnel Costs	0	(84,278)	0
TOTAL PROGRAM	0	(1,445,376)	0
 Revised Total Program			
Pay and Allowances of Officers	8,599,117	8,698,798	8,850,498
Pay and Allowances of Enlisted	15,780,110	15,602,171	16,142,057
Pay and Allowances of Cadets	69,057	73,661	75,383
Subsistence of Enlisted Personnel	1,117,038	1,017,402	1,042,016
Permanent Change of Station Travel	1,318,080	1,225,610	1,231,518
Other Military Personnel Programs	244,801	142,347	144,229
REVISED TOTAL PROGRAM *	27,128,203	26,759,989	27,485,701
 Medicare-Eligible Retiree HFC., (AF)	 1,777,964	 1,836,211	 1,855,047
TOTAL MILPERS PROGRAM COST	28,906,167	28,596,200	29,340,748

*FY 2010 Revised Total Program includes the \$222M Base to OCO Title IX transfer and excludes the \$1,445.4M OCO funded in Title IX of P.L. 111-118.

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. Previously, the military personnel accounts were required to pay the accrued cost, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. 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, flight status, 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. Military operations support Operation Enduring Freedom, Operation Noble Eagle, Operation Iraqi Freedom and continued contribution to national and world-wide relief operations (e.g., Hurricane Katrina, Tsunami disaster). We ended FY 2009 at an end strength of 333,408 that provides resources to enable the AF to transform into a more lethal, agile, streamlined force with an increased emphasis on the warfighter. The Air Force has programmed end strength of 331,700 for FY 2010. In order to achieve FY10 end strength levels, the Air Force has instituted an aggressive force management program that presents a challenge during execution given the current economic environment. The programmed end strength for FY 2011 is 332,200.

As the Air Force works to sustain our military end strength, we must ensure we retain individuals with critical skills. For enlisted personnel, the Selective Reenlistment Bonus (SRB) program remains the key. The Air Force budgeted \$232.0 million for FY 2010 and \$248.2 million for FY 2011 (this includes new and anniversary payments due to previous year's reenlistees). We continue to reevaluate this program on a semi-annual basis to maximize its effectiveness.

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.

FISCAL YEARS 2009, 2010 and 2011

The FY 2009 end strength was 333,408 with 349,296 workyears. The FY 2009 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. 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 27 for FY 2009, June 2 for FY 2010 and June 1 for FY 2011. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength will exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2009 budget of \$27.1 billion included \$364.2 million in reimbursements. The FY 2010 budget estimate is \$26.8 billion to include \$363.9 million in anticipated reimbursements. The FY 2011 budget estimate of \$27.5 billion includes \$363.9 million in anticipated reimbursements.



Baseline Budget Rates

The Retired Pay Accrual normal cost percentage is 29.4% of basic pay for FY 2009, 32.3% for FY 2010 and 32.7% for FY 2011. The pay raise for FY 2009 was 3.9%. The FY 2011 budget provides funding for a pay raise of 3.4% for FY 2010 and 1.4% for FY 2011, effective 1 January each year.

The Permanent Change of Station (PCS) program included \$165 million in FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the Military Personnel appropriation. As part of the FY 2007 budget formulation, the FY 2007 - FY 2011 military personnel budget estimates were reduced by over \$300 million per year for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2011 Military Personnel, Air Force budget estimates, were reduced by \$87 million respectively as a result. In addition, the Service Components and Defense Financial and Accounting Service have been directed to work together to:

- * Develop the lowest, achievable percentage level of unobligated/unexpended balance,
- * Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balance,
- * Add the necessary personnel resources to improve execution data collection, and
- * Closely monitor, through metrics reporting, the progress to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's five year availability.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2011 President's Budget
 Performance Measures and Evaluation Summary

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 2009 Actual</u>	<u>FY 2010 Planned</u>	<u>FY 2011 Planned</u>
Average Strength (Work years)	349,296	339,063	337,858
End Strength	333,408	331,700	332,200
Authorized End Strength	317,050	331,700	

The FY 2009 actual strength was 333,408 with 349,296 workyears, including 13,858 workyears for Air Force, Guard and Reserve on Active duty in support of the Overseas Contingency Operations.

Recruiting

	<u>FY 2009 Actual</u>	<u>FY 2010 Planned</u>	<u>FY 2011 Planned</u>
1. Numeric goals	31,983	31,750	31,750
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Goal	98.9%	99.0%	99.0%
b. Cat I-IIIa*			
Goal	80.9%	77.0%	77.0%

Recruiting

*Test was re-normed 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 Goals: Minimum 90% HSDG; 60% Cat I-IIIa.

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2011 President's Budget
(\$ in Thousands)

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2011 BA 03</u>	<u>FY 2011 BA Assoc w/Metrics</u>	<u>Percent FY 2011 BA Assoc w/Metrics</u>
57	3400	\$4,028,619	\$150,222	3.73%

The Air Force Operations and Maintenance appropriation, BA 03, which includes the recruiting program. This metric represents the recruiting of Air Force personnel, for total end strength of 332,200 in fiscal year 2011.

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SECTION 3

SUMMARY TABLES

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

	FY 2009 Actual /1		FY 2010 Estimate /2 /3		FY 2011 Estimate /3	
	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths
<u>DIRECT BASELINE PROGRAM</u>						
Officers	65,890	64,937	66,694	64,593	65,948	64,322
Enlisted	264,155	262,852	266,909	262,318	266,595	263,118
Cadets	4,395	4,561	4,532	4,000	4,537	4,000
Total Direct Program	334,440	332,350	338,135	330,911	337,080	331,440
<u>REIMBURSABLE PROGRAM</u>						
Officers	533	559	511	461	453	440
Enlisted	465	499	417	328	325	320
Cadets	0	0	0	0	0	0
Total Reimbursable Program	998	1,058	928	789	778	760
<u>TOTAL BASELINE PROGRAM</u>						
Officers	66,423	65,496	67,205	65,054	66,401	64,762
Enlisted	264,620	263,351	267,326	262,646	266,920	263,438
Cadets	4,395	4,561	4,532	4,000	4,537	4,000
Total Program	335,438	333,408	339,063	331,700	337,858	332,200
<u>OCO Supplemental</u>						
Officers	2,813	0	0	0	0	0
Enlisted	11,045	0	0	0	0	0
Supplemental Funded Strength	13,858	0	0	0	0	0
<u>* REVISED TOTAL PROGRAM</u>						
Officers	69,236	65,496	67,205	65,054	66,401	64,762
Enlisted	275,665	263,351	267,326	262,646	266,920	263,438
Cadets	4,395	4,561	4,532	4,000	4,537	4,000
Revised Total Program	349,296	333,408	339,063	331,700	337,858	332,200

/1 FY 2009 work years includes 2,813 officers and 11,045 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OEF/OIF

/2 Although the Air Force is aggressively managing its force levels to attain its authorized end strength of 331,700, there will be an officer/enlisted mix imbalance.

/3 Does not include any workyears in support of OEF/OIF

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 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).

	FY 2009 Actual	FY 2010 Estimate	FY 2011 Estimate
AF Reserve	1,329	1,527	1,270
AF Guard	441	501	501

* These totals are not part of the end strength figures that are displayed throughout the justification material.

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

	FY 2009 Actual		FY 2010 Estimate /1		FY 2011 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	14	0	12	0	14	0
O-9 Lieutenant General	39	0	35	0	38	0
O-8 Major General	106	1	100	1	101	1
O-7 Brigadier General	156	1	155	1	146	1
O-6 Colonel	3,676	31	3,764	27	3,509	24
O-5 Lieutenant Colonel	10,082	86	10,202	72	9,899	67
O-4 Major	14,045	120	13,924	99	14,773	100
O-3 Captain	23,364	200	23,144	164	22,431	153
O-2 1st Lieutenant	7,208	62	7,301	52	7,203	49
O-1 2nd Lieutenant	6,806	58	6,417	45	6,648	45
Officer Subtotal	65,496	559	65,054	461	64,762	440
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,642	5	2,642	3	2,635	3
E-8 Senior Master Sergeant	5,178	10	5,277	7	5,286	6
E-7 Master Sergeant	26,159	50	25,674	32	26,341	32
E-6 Technical Sergeant	41,505	79	41,605	52	42,146	51
E-5 Staff Sergeant	68,942	130	71,364	89	71,123	87
E-4 Senior Airman	51,886	98	50,289	63	50,211	61
E-3 Airman First Class	48,909	93	48,228	60	48,152	58
E-2 Airman	7,379	14	7,009	9	7,003	9
E-1 Airman Basic	10,751	20	10,558	13	10,541	13
Enlisted Subtotal	263,351	499	262,646	328	263,438	320
<u>Cadets</u>	4,561	0	4,000	0	4,000	0
TOTAL END STRENGTH	333,408	1,058	331,700	789	332,200	760

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.

/1 Although the Air Force is aggressively managing its force levels to attain its authorized end strength of 331,700, there will be an officer/enlisted mix imbalance.

**WORKYEARS BY GRADE
(TOTAL PROGRAM)**

	<u>FY 2009 Actual 1/</u>		<u>FY 2010 Estimate 2/</u>		<u>FY 2011 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<u>Commissioned Officers</u>						
O-10 General	13	0	14	0	13	0
O-9 Lieutenant General	36	0	37	0	37	0
O-8 Major General	111	1	104	1	104	1
O-7 Brigadier General	162	1	157	1	152	1
O-6 Colonel	3,920	29	3,798	29	3,738	26
O-5 Lieutenant Colonel	11,535	83	10,622	79	10,480	70
O-4 Major	15,214	115	14,990	110	15,240	100
O-3 Captain	23,753	189	23,308	182	22,798	159
O-2 1st Lieutenant	7,639	60	7,400	57	7,352	51
O-1 2nd Lieutenant	6,853	55	6,775	52	6,487	45
Officer Subtotal	69,236	533	67,205	511	66,401	453
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,886	5	2,705	4	2,719	3
E-8 Senior Master Sergeant	5,953	10	5,426	9	5,467	7
E-7 Master Sergeant	28,622	47	26,816	41	26,776	32
E-6 Technical Sergeant	45,811	74	42,519	66	42,471	52
E-5 Staff Sergeant	72,822	122	70,935	110	70,899	88
E-4 Senior Airman	53,290	89	51,930	81	51,767	62
E-3 Airman First Class	47,963	86	49,110	77	48,989	59
E-2 Airman	7,013	13	7,144	12	7,119	9
E-1 Airman Basic	11,305	19	10,741	17	10,713	13
Enlisted Subtotal	275,665	465	267,326	417	266,920	325
<u>Cadets</u>	4,395	0	4,532	0	4,537	0
TOTAL WORKYEARS	349,296	998	339,063	928	337,858	778

1/ Includes 2,813 officers and 11,045 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF and OEF.

2/ Includes 1,526 unfunded enlisted workyears.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2009 Actual				FY 2010 Estimate /1				FY 2011 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	64,805	258,092	4,482	327,379	65,496	263,351	4,561	333,408	65,054	262,646	4,538	332,238
October	64,528	258,794	4,471	327,793	65,424	263,136	4,553	333,113	64,783	263,437	4,560	332,780
November	64,585	259,413	4,464	328,462	65,482	264,027	4,545	334,054	64,607	263,804	4,551	332,962
December	64,494	260,139	4,445	329,078	65,882	264,743	4,528	335,153	64,344	263,889	4,524	332,757
January	64,524	260,697	4,430	329,651	65,878	265,097	4,503	335,478	64,491	263,979	4,499	332,969
February	64,370	261,193	4,417	329,980	65,497	265,536	4,486	335,519	64,306	263,827	4,489	332,622
March	64,313	261,886	4,411	330,610	65,415	264,355	4,476	334,246	64,246	263,657	4,479	332,382
April	64,302	262,146	4,407	330,855	65,927	263,163	4,461	333,551	64,087	263,245	4,464	331,796
May	65,264	262,466	3,339	331,069	65,568	263,049	4,405	333,022	64,525	263,110	4,428	332,063
June	65,928	262,835	4,660	333,423	65,853	263,335	4,670	333,858	66,000	263,116	4,656	333,772
July	65,854	263,553	4,602	334,009	66,048	263,343	4,628	334,019	65,900	263,472	4,693	334,065
August	65,806	263,965	4,571	334,342	65,216	264,131	4,578	333,925	65,621	263,459	4,559	333,639
September	65,496	263,351	4,561	333,408	65,054	262,646	4,538	332,238	64,762	263,438	4,551	332,751
Average End Strength	64,927	261,484	4,395	330,806	65,622	263,909	4,532	334,063	64,818	263,503	4,537	332,858

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

	FY 2009 Actual /2				FY 2010 Estimate				FY 2011 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength	4,309	14,182	0	18,491	1,583	3,417	0	5,000	1,583	3,417	0	5,000
Dollars in Millions	484	1,162	0	1,646	188	296	0	484	192	303	0	495
Total Average Strength	69,236	275,665	4,395	349,296	67,205	267,326	4,532	339,063	66,401	266,920	4,537	337,858

Strength in the FY 2011 President's Budget Baseline Request:

End Strength	65,496	263,351	4,561	333,408	65,054	262,646	4,538	332,238	64,762	263,438	4,551	332,751
Average Strength	69,236	275,665	4,395	349,296	67,205	267,326	4,532	339,063	66,401	266,920	4,537	337,858

1/ Includes actuals through November 2009.

2/ Includes 2,813 officers and 11,045 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF 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 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Beginning Strength	64,805	65,496	65,054
Gains (By Source):			
Service Academies	1,056	1,019	1,044
ROTC	1,901	1,865	1,979
Health Professions Scholarships	48	60	60
Officer Training School	650	606	565
Other	1,115	1,117	1,142
Gain Adjustment	0	0	0
Total Gains	4,770	4,667	4,790
Losses (By Type):			
Voluntary Separation	1,530	2,452	2,531
Retirement	2,391	2,442	2,336
Involuntary	143	196	196
With Pay	91	166	166
Without Pay	52	30	30
Reduction in Force	0	0	0
Other	15	19	19
Loss Adjustment	0	0	0
Total Losses	4,079	5,109	5,082
TOTAL	65,496	65,054	64,762

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Beginning Strength	258,092	263,351	262,646
Gains (By Source):			
Non Prior Service Enlistments	31,780	31,500	31,500
Male	25,047	25,563	25,563
Female	6,733	5,937	5,937
Prior Service Enlistments	203	250	250
Reenlistments	42,433	40,168	38,104
Reserves	0	0	0
Officer Candidate Programs	260	250	250
Other	167	180	180
Gain Adjustments	129	0	0
Total Gains	74,972	72,348	70,284
Losses (By Type):			
ETS	8,936	10,085	10,698
Programmed Early Release	867	2,930	2,109
To Commissioned Officer	350	294	194
Reenlistments	42,433	40,168	38,104
Retirement	7,240	7,895	9,178
Attrition	9,887	11,681	9,209
Other	0	0	0
Loss Adjustments	0	0	0
Total Losses	69,713	73,053	69,492
TOTAL	263,351	262,646	263,438

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Beginning Strength	4,482	4,561	4,538
Gains:	1,387	1,301	1,348
Losses:	1,308	1,324	1,335
Graduates	1,048	1,010	1,011
Attrition	260	314	324
TOTAL	4,561	4,538	4,551

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 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,650,688	8,432,078	13,082,766	4,659,852	8,390,050	13,049,902	4,687,593	8,540,083	13,227,676
2. Retired Pay Accruals	1,345,753	2,438,057	3,783,810	1,495,703	2,699,654	4,195,357	1,522,644	2,781,402	4,304,046
3. Basic Allowance for Housing	1,325,586	3,114,713	4,440,299	1,261,298	2,839,381	4,100,679	1,347,403	3,038,903	4,386,306
a. With Dependents - Domestic	899,141	1,803,982	2,703,123	859,206	1,679,141	2,538,347	922,532	1,828,765	2,751,297
b. Without Dependents - Domestic	281,205	681,568	962,773	269,347	628,703	898,050	284,569	655,563	940,132
c. Differential - Domestic	47	2,276	2,323	46	2,279	2,325	52	2,371	2,423
d. Partial - Domestic	244	5,721	5,965	249	5,967	6,216	257	6,186	6,443
e. With Dependents - Overseas	101,809	386,939	488,748	93,086	333,104	426,190	98,529	347,651	446,180
f. Without Dependents - Overseas	40,513	226,616	267,129	36,714	182,516	219,230	38,742	190,406	229,148
g. Moving-In Housing	2,627	7,611	10,238	2,650	7,671	10,321	2,722	7,961	10,683
4. Subsistence	179,679	1,117,038	1,296,717	179,873	1,017,402	1,197,275	182,253	1,042,016	1,224,269
a. Basic Allowance for Subsistence	179,679	897,463	1,077,142	179,873	851,668	1,031,541	182,253	872,055	1,054,308
1. Authorized to Mess Separately	179,679	1,016,005	1,195,684	179,873	969,496	1,149,369	182,253	992,706	1,174,959
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	(118,542)	(118,542)	0	(117,828)	(117,828)	0	(120,651)	(120,651)
b. Subsistence-In-Kind	0	219,559	219,559	0	165,700	165,700	0	169,924	169,924
1. Subsistence in Messes	0	202,326	202,326	0	148,354	148,354	0	152,136	152,136
2. Operational Rations	0	12,337	12,337	0	12,330	12,330	0	12,644	12,644
3. Augmentation Rations	0	4,896	4,896	0	5,016	5,016	0	5,144	5,144
c. Family Supplemental Subsistence Allowance	0	16	16	0	34	34	0	37	37
5. Incentive - Hazardous Duty - Aviation Career Pay	264,162	37,985	302,147	253,729	36,875	290,604	239,121	36,980	276,101
a. Flying Duty Pay	262,969	29,195	292,164	252,473	27,696	280,169	237,857	27,716	265,573
1. Aviation Career, Officers	130,930	0	130,930	135,749	0	135,749	138,621	0	138,621
2. Crew Members, Enlisted	0	2,960	2,960	0	2,860	2,860	0	2,874	2,874
3. Noncrew Member	0	367	367	0	266	266	0	272	272
4. Aviator Continuation Pay	130,525	0	130,525	114,544	0	114,544	97,058	0	97,058
5. Career Enlisted Flyer Pay	0	25,868	25,868	0	24,570	24,570	0	24,570	24,570
6. HDIP-Aviation	1,514	0	1,514	2,180	0	2,180	2,178	0	2,178
b. Parachute Jumping Pay	221	1,422	1,643	234	1,521	1,755	234	1,521	1,755
c. Demolition Pay	283	3,235	3,518	270	3,380	3,650	270	3,420	3,690
d. Other Pays	689	4,133	4,822	752	4,278	5,030	760	4,323	5,083

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	290,924	421,897	712,821	303,211	376,716	679,927	322,590	396,104	718,694
a. Medical Pay	166,231	0	166,231	175,170	0	175,170	179,983	0	179,983
b. Dental Pay	34,985	0	34,985	41,046	0	41,046	40,971	0	40,971
c. Optometrists Pay	323	0	323	1,238	0	1,238	1,630	0	1,630
d. Veterinarians Pay	206	0	206	211	0	211	211	0	211
e. Board Certified Pay Non-Physician	21,881	0	21,881	25,514	0	25,514	26,226	0	26,226
f. Nurses Pay	19,035	0	19,035	22,823	0	22,823	22,793	0	22,793
g. Sea and Foreign Duty, Total	0	201	201	0	219	219	0	219	219
1. Sea Duty	0	13	13	0	13	13	0	13	13
2. Overseas Extension Pay	0	188	188	0	206	206	0	206	206
h. Diving Duty Pay	317	1,197	1,514	360	1,817	2,177	365	1,835	2,200
i. Foreign Language Proficiency Pay	4,260	13,706	17,966	5,081	16,761	21,842	5,306	17,998	23,304
j. Hostile Fire Pay	17,906	85,403	103,309	5,500	37,935	43,435	5,500	37,935	43,435
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	5,868	31,073	36,941	1,810	10,860	12,670	1,808	10,860	12,668
m. Judge Advocate Continuation Pay	3,364	0	3,364	4,569	0	4,569	4,401	0	4,401
n. JAG Student Loan Repayment	0	0	0	563	0	563	2,058	0	2,058
o. Reenlistment Bonus	0	227,496	227,496	0	232,016	232,016	0	248,214	248,214
p. Special Duty Assignment Pay	0	34,180	34,180	0	36,889	36,889	0	36,889	36,889
q. Enlistment Bonus	0	12,924	12,924	0	14,518	14,518	0	14,518	14,518
r. Other Special Pay	16,548	15,717	32,265	19,326	25,701	45,027	31,338	27,636	58,974
7. Allowances	133,694	583,789	717,483	125,922	561,189	687,111	128,209	570,857	699,066
a. Uniform or Clothing Allowances	2,235	138,576	140,811	2,184	136,393	138,577	2,230	137,748	139,978
1. Initial Issue	2,176	46,451	48,627	2,127	46,962	49,089	2,173	47,471	49,644
1a. Military	1,908	44,431	46,339	1,867	44,983	46,850	1,916	45,474	47,390
1b. Civilian	268	2,020	2,288	260	1,979	2,239	257	1,997	2,254
2. Additional	59	0	59	57	0	57	57	0	57
3. Basic Maintenance	0	16,328	16,328	0	15,834	15,834	0	15,984	15,984
4. Standard Maintenance	0	71,423	71,423	0	69,317	69,317	0	69,973	69,973
5. Supplemental	0	4,374	4,374	0	4,280	4,280	0	4,320	4,320
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	113,504	382,989	496,493	112,507	386,167	498,674	114,817	394,491	509,308
1. Cost-of-Living	100,874	342,561	443,435	99,766	345,422	445,188	101,731	352,201	453,932
2. Temporary Lodging	12,630	40,428	53,058	12,741	40,745	53,486	13,086	42,290	55,376
c. Family Separation Allowance	14,457	59,618	74,075	7,713	35,985	43,698	7,620	35,928	43,548
1. On PCS, No Government Quarters	2,784	20,700	23,484	2,703	20,076	22,779	2,670	20,043	22,713
2. On TDY	11,673	38,918	50,591	5,010	15,909	20,919	4,950	15,885	20,835
d. Personal Money Allowance, General Officers	48	0	48	51	0	51	52	0	52
e. CONUS Cost of Living Allowance	3,450	2,606	6,056	3,467	2,616	6,083	3,490	2,662	6,152
f. Catastrophical Injured Aid Allowance	0	0	0	0	28	28	0	28	28

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	55,603	112,870	168,473	65,103	123,474	188,577	64,974	124,411	189,385
a. Terminal Leave Pay	17,994	28,793	46,787	26,162	38,384	64,546	26,659	39,112	65,771
b. Severance Pay, Disability	1,545	21,748	23,293	1,836	23,158	24,994	1,871	23,598	25,469
c. Severance Pay, Non-Promotion	2,293	0	2,293	3,748	0	3,748	3,819	0	3,819
d. Severance Pay, Involuntary Half (5%)	78	1,281	1,359	81	1,474	1,555	82	1,502	1,584
e. Severance Pay, Involuntary Full (10%)	4,138	1,417	5,555	4,725	2,667	7,392	4,815	2,718	7,533
f. VSI Trust Fund	24,255	7,245	31,500	23,408	6,992	30,400	22,638	6,762	29,400
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	5,300	52,386	57,686	5,143	50,799	55,942	5,090	50,719	55,809
9. Social Security Tax Payment	353,028	638,721	991,749	354,107	641,840	995,947	355,711	653,317	1,009,028
10. Permanent Change of Station Travel	411,272	906,808	1,318,080	395,640	829,970	1,225,610	402,893	828,625	1,231,518
11. Other Military Personnel Costs	98,246	146,555	244,801	92,599	49,748	142,347	93,103	51,126	144,229
a. Apprehension of Deserters	5	124	129	5	125	130	5	126	131
b. USSD (MIA)	1,170	962	2,132	1,443	712	2,155	1,465	714	2,179
c. Death Gratuities	9,000	12,900	21,900	8,200	11,700	19,900	8,200	11,700	19,900
d. Unemployment Compensation	15,051	52,447	67,498	13,888	33,104	46,992	14,524	34,619	49,143
e. Allowance for Family Qtrs and Travel	633	996	1,629	636	1,057	1,693	684	1,076	1,760
f. Education Benefits	66	269	335	95	382	477	95	389	484
g. Adoption Reimbursement	213	140	353	223	149	372	238	157	395
h. Mass Transit	4,340	766	5,106	6,952	1,227	8,179	5,868	1,035	6,903
i. Partial Dislocation Allowance	299	1,998	2,297	264	1,292	1,556	268	1,310	1,578
j. Extra Hazard Reimb. for SGLI	7,297	65,500	72,797	0	0	0	0	0	0
k. ROTC	40,896	0	40,896	44,973	0	44,973	45,571	0	45,571
l. JROTC	17,714	0	17,714	15,920	0	15,920	16,185	0	16,185
m. T-SGLI	1,562	10,453	12,015	0	0	0	0	0	0
12. Cadets	69,057	0	69,057	73,661	0	73,661	75,383	0	75,383
<u>Military Personnel Appropriation Total</u>	9,177,692	17,950,511	27,128,203	9,260,698	17,566,299	26,826,997	9,421,877	18,063,824	27,485,701
13. Less Reimbursables:	192,142	172,035	364,177	191,943	171,910	363,853	191,836	172,110	363,946
Retired Pay Accrual	31,764	24,961	56,725	34,165	26,851	61,016	34,192	26,898	61,090
Other	160,378	147,074	307,452	157,778	145,059	302,837	157,644	145,212	302,856
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	8,985,550	17,778,476	26,764,026	9,068,755	17,394,389	26,463,144	9,230,041	17,891,714	27,121,755
Shortfall Adjustment						67,008			
Funded Level						26,396,136			

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2010
(Amount in Thousands)

	FY 2010		INTERNAL				PROPOSED DD 1415		FY 2010 COLUMN		
	PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	ENACTED TITLE IX	AVAILABLE APPROPRIATION	REALIGNMENT/ REPROGRAMMING	ACTIONS (Reprogram)	BASE/OCO SUBTOTAL	LESS TITLE IX I	BASE SUBTOTAL	LESS SHORTFALL	FY 2011 PRES BUD
<u>PAY AND ALLOWANCES OF OFFICERS</u>											
Basic Pay	4,538,980	0	190,761	4,729,741	15,146	0	4,744,887	(190,761)	4,554,126	0	4,554,126
Retired Pay Accrual	1,460,315	0	46,736	1,507,051	1,223	0	1,508,274	(46,736)	1,461,538	0	1,461,538
Incentive Pay	261,459	0	0	261,459	(13,489)	0	247,970	0	247,970	0	247,970
Special Pay	294,879	0	15,428	310,307	1,499	0	311,806	(15,428)	296,378	0	296,378
Basic Allowance for Housing	1,261,355	0	61,363	1,322,718	(25,674)	0	1,297,044	(61,363)	1,235,681	0	1,235,681
Basic Allowance for Subsistence	181,012	0	7,819	188,831	(5,222)	0	183,609	(7,819)	175,790	0	175,790
Station Allowances Overseas	94,835	0	0	94,835	17,557	0	112,392	0	112,392	0	112,392
CONUS COLA	4,155	0	0	4,155	(688)	0	3,467	0	3,467	0	3,467
Uniform Allowances	2,334	0	0	2,334	(150)	0	2,184	0	2,184	0	2,184
Family Separation Allowances	7,929	0	6,831	14,760	(216)	0	14,544	(6,831)	7,713	0	7,713
Separation Payments	54,861	0	0	54,861	9,296	0	64,157	0	64,157	0	64,157
Social Security Tax - Employer's Contribution	345,297	0	14,593	359,890	718	0	360,608	(14,593)	346,015	0	346,015
Reimbursables	191,387	0	0	191,387	0	0	191,387	0	191,387	0	191,387
TOTAL OBLIGATIONS OFFICERS	8,698,798	0	343,531	9,042,329	0	0	9,042,329	(343,531)	8,698,798	0	8,698,798
Less Reimbursables	(191,387)	0	0	(191,387)	0	0	(191,387)	0	(191,387)	0	(191,387)
TOTAL DIRECT OBLIGATIONS OFFICERS	8,507,411	0	343,531	8,850,942	0	0	8,850,942	(343,531)	8,507,411	0	8,507,411
<u>PAY AND ALLOWANCES OF ENLISTED</u>											
Basic Pay	8,242,156	(184,744)	703,323	8,760,735	(19,042)	47,880	8,789,573	(481,323)	8,308,250	(47,880)	8,260,370
Retired Pay Accrual	2,653,290	(15,465)	117,924	2,755,749	19,506	15,465	2,790,720	(117,924)	2,672,796	(15,465)	2,657,331
Incentive Pay	35,381	0	0	35,381	1,129	0	36,510	0	36,510	0	36,510
Special Pay	95,309	0	61,617	156,926	(2,940)	0	153,986	(61,617)	92,369	0	92,369
Special Duty Assignment Pay	36,889	0	0	36,889	0	0	36,889	0	36,889	0	36,889
Reenlistment Bonus	232,010	0	0	232,010	6	0	232,016	0	232,016	0	232,016
Enlistment Bonus	14,517	0	0	14,517	1	0	14,518	0	14,518	0	14,518
Basic Allowance for Housing	2,856,863	0	179,800	3,036,663	(40,225)	0	2,996,438	(179,800)	2,816,638	0	2,816,638
Station Allowances Overseas	348,247	0	0	348,247	36,463	0	384,710	0	384,710	0	384,710
CONUS COLA	4,678	0	0	4,678	(2,062)	0	2,616	0	2,616	0	2,616
Clothing Allowances	135,641	0	0	135,641	752	0	136,393	0	136,393	0	136,393
Family Separation Allowances	28,851	0	22,458	51,309	7,134	0	58,443	(22,458)	35,985	0	35,985
Catastrophical Injured Aid Allowance	28	0	0	28	0	0	28	0	28	0	28
Separation Payments	127,864	0	0	127,864	(5,676)	0	122,188	0	122,188	0	122,188
Social Security Tax - Employer's Contribution	630,525	(3,663)	36,821	663,683	4,954	3,663	672,300	(36,821)	635,479	(3,663)	631,816
Reimbursables	96,794	0	0	96,794	45,000	0	141,794	0	141,794	0	141,794
TOTAL OBLIGATIONS ENLISTED	15,539,043	(203,872)	1,121,943	16,457,114	45,000	67,008	16,569,122	(899,943)	15,669,179	(67,008)	15,602,171
Less Reimbursables	(96,794)	0	0	(96,794)	(45,000)	0	(141,794)	0	(141,794)	0	(141,794)
TOTAL DIRECT OBLIGATIONS ENLISTED	15,442,249	(203,872)	1,121,943	16,360,320	0	67,008	16,427,328	(899,943)	15,527,385	(67,008)	15,460,377
<u>PAY AND ALLOWANCES OF CADETS</u>											
Academy Cadets	71,044	2,617	0	73,661	0	0	73,661	0	73,661	0	73,661
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>											
Basic Allowance for Subsistence	839,701	(24,367)	41,213	856,547	7,383	0	863,930	(41,213)	822,717	0	822,717
Subsistence-In-Kind	192,965	(20,003)	70,563	243,525	(7,262)	0	236,263	(70,563)	165,700	0	165,700
Family Supplemental Subsistence Allowance	155	0	0	155	(121)	0	34	0	34	0	34
Reimbursables	28,951	0	0	28,951	0	0	28,951	0	28,951	0	28,951
TOTAL OBLIGATIONS SUBSISTENCE	1,061,772	(44,370)	111,776	1,129,178	0	0	1,129,178	(111,776)	1,017,402	0	1,017,402
Less Reimbursables	(28,951)	0	0	(28,951)	0	0	(28,951)	0	(28,951)	0	(28,951)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,032,821	(44,370)	111,776	1,100,227	0	0	1,100,227	(111,776)	988,451	0	988,451

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2010 DIRECT PROGRAM	8,507,411	15,527,385	73,661	988,451	1,223,889	142,347	26,463,144
FY 2010 Shortfall Adjustment	0	67,008	0	0	0	0	67,008
Pricing Increase	202,572	395,696	1,640	25,941	15,800	507	642,156
Annualization (PI):	35,282	63,949	265	0	0	0	99,496
- Annualization 1 Jan 10 raise of 3.4% on Basic Pay	22,138	39,853	246	0	0	0	62,237
- Annualization of raise on RPA	11,592	21,047	0	0	0	0	32,639
- Annualization on FICA	1,552	3,049	19	0	0	0	4,620
Pay Raise (PI):	105,848	191,845	796	0	2,281	0	300,770
- 1 Jan 11 pay raise of 1.4% effect on Basic Pay	66,414	119,560	739	0	0	0	186,713
- 1 Jan 11 pay raise effect on RPA	34,777	63,139	0	0	0	0	97,916
- 1 Jan 11 pay raise effect on FICA	4,657	9,146	57	0	0	0	13,860
- 1 Jan 11 pay raise of 1.4% effect on DLA for PCS moves	0	0	0	0	2,281	0	2,281
Inflation Rate (PI):	4,587	0	0	25,941	9,499	0	40,027
- Annualization of 1 Jan 10 inflation rate of 0.0% BAS	1,147	0	0	5,429	0	0	6,576
- Increase for Inflation BAS	3,440	0	0	16,287	0	0	19,727
- Increase for Inflation for SIK	0	0	0	4,225	0	0	4,225
- Increase in rate for Land (HHG)	0	0	0	0	7,518	0	7,518
- Increase in rate for ITGBL (HHG)	0	0	0	0	1,980	0	1,980
- Increase in Port Handling charges	0	0	0	0	1	0	1
BAH Rates (PI):	47,288	127,782	0	0	0	0	175,070
- Housing Allowance rate 1 Jan 11 increase of 4.2%	47,183	127,479	0	0	0	0	174,662
- Increase in MIHA Pricing	105	303	0	0	0	0	408
Other (PI):	9,567	12,120	579	0	4,020	507	26,793
- Increase in RPA Rate Pricing	343	626	0	0	0	0	969
- Increase in Clothing Pricing	0	1,498	0	0	0	0	1,498
- Increase in COLA Pricing	1,895	6,563	0	0	0	0	8,458
- Increase in TLA Pricing	503	1,610	0	0	0	0	2,113
- Increase in CONUS COLA Pricing	66	50	0	0	0	0	116
- Increase in Special Pay Pricing	6,064	526	0	0	0	0	6,590
- Increase in LSTL Pricing	498	728	0	0	0	0	1,226
- Increase in Separation Payments Pricing	198	519	0	0	0	0	717
- Increase in Cadet Subsistence Pricing	0	0	579	0	0	0	579
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	1,103	0	1,103
- Increase in Total AMC Pricing	0	0	0	0	453	0	453
- Increase in Total Comm Air Pricing	0	0	0	0	193	0	193
- Increase in M Tons MSC Pricing	0	0	0	0	105	0	105
- Increase in S Tons AMC Pricing	0	0	0	0	855	0	855
- Increase in Trailer Allow Pricing	0	0	0	0	1	0	1
- Increase in Trans of POV Pricing	0	0	0	0	757	0	757
- Increase in NonTemp Storage Pricing	0	0	0	0	201	0	201
- Increase in Temp Lodging Pricing	0	0	0	0	352	0	352
- Increase in Apprehension Expense Pricing	0	0	0	0	0	1	1
- Increase in Survivor Benefits Pricing	0	0	0	0	0	67	67
- Increase in Adoption Expenses Pricing	0	0	0	0	0	4	4
- Increase in Partial DLA Pricing	0	0	0	0	0	17	17
- Increase in ROTC Pricing	0	0	0	0	0	176	176
- Increase in JROTC Pricing	0	0	0	0	0	242	242

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	53,933	90,001	82	3	0	2,651	146,670
Strength (PGI):	40,426	70,787	62	0	0	445	111,720
- Increase in Base Pay Program	0	0	58	0	0	0	58
- Increase in FICA Program	0	0	4	0	0	0	4
- Increase in Clothing Program	46	0	0	0	0	0	46
- Increase in ACIP Program	2,872	0	0	0	0	0	2,872
- Increase in BAH Program	37,508	70,787	0	0	0	0	108,295
- Increase in ROTC workyears	0	0	0	0	0	422	422
- Increase in JROTC workyears	0	0	0	0	0	23	23
Other (PGL):	13,507	19,214	20	3	0	2,206	34,950
- Increase in Special Pay Program	13,003	2,659	0	0	0	0	15,662
- Increase in Flying Duty Crew Program	0	14	0	0	0	0	14
- Increase in Non-Fly Crew Member Program	0	6	0	0	0	0	6
- Increase in Demolition Duty Program	0	40	0	0	0	0	40
- Increase in Other Incentive Pay Program	433	54	0	0	0	0	487
- Increase in COLA Program	71	243	0	0	0	0	314
- Increase in Selective Reenlistment Bonus Program	0	16,198	0	0	0	0	16,198
- Increase in Cadet Subsistence Program	0	0	20	0	0	0	20
- Increase in Family Subsist Sup Allow Program	0	0	0	3	0	0	3
- Increase in Interest On Savings Program	0	0	0	0	0	24	24
- Increase in Unemployment Benefits Program	0	0	0	0	0	2,151	2,151
- Increase in Survivor Benefits Program	0	0	0	0	0	7	7
- Increase in Adoption Expenses Program	0	0	0	0	0	19	19
- Increase in Partial DLA Program	0	0	0	0	0	5	5
Total Increases	256,505	485,697	1,722	25,944	15,800	3,158	788,826

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	0	0	0	0	0	(1,275)	(1,275)
Other (PD):	0	0	0	0	0	(1,275)	(1,275)
- Decrease in Mass Transportation Pricing	0	0	0	0	0	(1,275)	(1,275)
Program Decrease	(104,702)	(12,847)	0	(1,531)	(9,858)	(1)	(128,939)
Strength (PGD):	(86,097)	(12,434)	0	0	(6,005)	0	(104,536)
- Decrease in Base Pay Program	(59,598)	(8,528)	0	0	0	0	(68,126)
- Decrease in FICA Program	(4,512)	(652)	0	0	0	0	(5,164)
- Decrease in RPA Program	(19,798)	(3,111)	0	0	0	0	(22,909)
- Decrease in BAS Program	(2,189)	0	0	0	0	0	(2,189)
- Decrease in Clothing Program	0	(143)	0	0	0	0	(143)
- Decrease in Land Ship Program	0	0	0	0	(4,199)	0	(4,199)
- Decrease in ITGBL Program	0	0	0	0	(1,106)	0	(1,106)
- Decrease in Disloc Allow Program	0	0	0	0	(694)	0	(694)
- Decrease in Port Handling Program	0	0	0	0	(6)	0	(6)
Other (PGD):	(18,605)	(413)	0	(1,531)	(3,853)	(1)	(24,403)
- Decrease in LSTL Program	(1)	0	0	0	0	0	(1)
- Decrease in FSA Program	(93)	(57)	0	0	0	0	(150)
- Decrease in ACP Program	(17,486)	0	0	0	0	0	(17,486)
- Decrease in HDIP Program	(2)	0	0	0	0	0	(2)
- Decrease in TLA Program	(158)	(65)	0	0	0	0	(223)
- Decrease in CONUS COLA Program	(43)	(4)	0	0	0	0	(47)
- Decrease in Separation Payments Program	(822)	(287)	0	0	0	0	(1,109)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(1,531)	0	0	(1,531)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(911)	0	(911)
- Decrease in Total AMC Program	0	0	0	0	(341)	0	(341)
- Decrease in Total Comm Air Program	0	0	0	0	(145)	0	(145)
- Decrease in M Tons MSC Program	0	0	0	0	(59)	0	(59)
- Decrease in S Tons AMC Program	0	0	0	0	(480)	0	(480)
- Decrease in Trailer Allow Program	0	0	0	0	(1)	0	(1)
- Decrease in Trans of POV Program	0	0	0	0	(1,459)	0	(1,459)
- Decrease in NonTemp Storage Program	0	0	0	0	(350)	0	(350)
- Decrease in Temp Lodging Program	0	0	0	0	(107)	0	(107)
- Decrease in Mass Transportation Program	0	0	0	0	0	(1)	(1)
Total Decreases	(104,702)	(12,847)	0	(1,531)	(9,858)	(1,276)	(130,214)
FY 2011 DIRECT PROGRAM	8,659,214	16,000,235	75,383	1,012,864	1,229,831	144,229	27,121,756

SECTION 4

**DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS**

PAY AND ALLOWANCES
OF OFFICERS

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

	<u>Amount</u>
FY 2010 DIRECT PROGRAM	8,507,411
Pricing Increase	202,572
Annualization (PI):	35,282
Annualization 1 Jan 10 raise of 3.4% on Basic Pay	22,138
Annualization of raise on RPA	11,592
Annualization of raise on FICA	1,552
Pay Raise (PI):	105,848
1 Jan 11 pay raise of 1.4% effect on Basic Pay	66,414
1 Jan 11 pay raise effect on RPA	34,777
1 Jan 11 pay raise effect on FICA	4,657
Inflation Rate (PI):	4,587
1 Jan 11 inflation rate of 3.4% effect on BAS	1,147
Annualization of 1 Jan 10 inflation rate of 0.0% BAS	3,440
BAH Rates (PI):	47,288
1 Jan 11 inflation rate of 4.2% effect on BAH	47,183
Increase in MIHA Payments	105
Other (PI):	9,567
Increase in RPA Rate to 32.7%	343
Increase in COLA Payments	1,895
Increase in TLA Payments	503
Increase in CONUS COLA Payments	66
Increase in Special Pay Payments	6,064
Increase in LSTL Payments	498
Increase in Separation Payments	198
Program Increase	53,933

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

		<u>Amount</u>
Strength (PGI):	40,426	
Increase in workyears for Clothing Allowance	46	
Increase Aviation Continuation Pay Workyears	2,872	
Increase in workyears Housing Allowance	37,508	
Other (PGI):	13,507	
Increase in Special Pay Payments	13,003	
Increase in Other Incentive Pay Payments	433	
Increase in COLA Payments	71	
Total Increases		256,505
Pricing Decrease		0
Program Decrease	(104,702)	
Strength (PGD):	(86,097)	
Decrease change in WY/longevity for Basic Pay	(59,598)	
Decrease on workyears/longevity for FICA	(4,512)	
Decrease in workyears/longevity for RPA	(19,798)	
Decrease in workyear for BAS	(2,189)	
Other (PGD):	(18,605)	
Decrease in LSTL Progam	(1)	
Decrease in FSA Progam	(93)	
Decrease in ACP Payments	(17,486)	
Decrease in HDIP Payments	(2)	
Decrease in TLA Payments	(158)	
Decrease in CONUS COLA Payments	(43)	
Decrease in Separation Payments Payments	(822)	
Total Decreases		(104,702)
FY 2011 DIRECT PROGRAM		8,659,214

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2011 Estimate 4,687,593
FY 2010 Estimate 4,659,852
FY 2009 Actual 4,650,688

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 2009 funding requirements included a 3.9% pay raise. The projected budgets for FY 2010 provides for basic pay increase of 3.4% and 1.4% for FY 2011. Across-the-board pay raises are effective 1 January each year. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2009 beginning strength was 64,805 and ending with 65,496 using 69,236 workyears.
FY 2010 beginning strength will be 65,496 and ending with 65,054 using 67,205 workyears.
FY 2011 beginning strength will be 65,054 and ending with 64,762 using 66,401 workyears.

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

<u>Grade</u>	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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	177,000	2,301	14	179,025	2,506	13	181,587	2,361
Lt General	36	174,557	6,284	37	179,025	6,624	37	181,587	6,719
Major General	111	152,297	16,905	104	157,663	16,397	104	160,654	16,708
Brig General	162	131,988	21,382	157	136,637	21,452	152	139,237	21,164
Colonel	3,920	109,399	428,844	3,798	113,280	430,237	3,738	115,447	431,541
Lt Colonel	11,535	88,455	1,020,323	10,622	91,573	972,684	10,480	93,313	977,915
Major	15,214	74,761	1,137,408	14,990	77,396	1,160,165	15,240	78,866	1,201,925
Captain	23,753	60,474	1,436,439	23,308	62,740	1,462,344	22,798	63,403	1,445,457
1st Lieutenant	7,639	46,373	354,240	7,400	48,066	355,690	7,352	48,814	358,880
2nd Lieutenant	6,853	33,060	226,562	6,775	34,207	231,753	6,487	34,673	224,923
TOTAL BASIC PAY	69,236		4,650,688	67,205		4,659,852	66,401		4,687,593

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2011 Estimate	1,522,644
FY 2010 Estimate	1,495,703
FY 2009 Actual	1,345,753

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 29.4% for FY 2009, 32.3% for FY 2010 and 32.7% for FY 2011. The part-time RPA rate is 21.1% for FY 2009, 24.5% for FY 2010 and 24.4% for FY 2011.

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	64,927	19,692	1,278,548	65,622	22,341	1,466,088	64,818	23,028	1,492,660
Reserve Component									
Retired Pay Accrual - Part Time	4,309	15,597	67,205	1,583	18,708	29,615	1,583	18,941	29,984
Total Retired Pay Accrual	69,236	19,437	1,345,753	67,205	22,256	1,495,703	66,401	22,931	1,522,644

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2011 Estimate	239,121
FY 2010 Estimate	253,729
FY 2009 Actual	264,162

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) Hardship 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 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) 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. It is 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive pay is computed on the basis of the average number of officers in each category or aviation service/commission who are eligible for payment. Other incentive duty pay is computed at the statutory rate per workyear. Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Career Incentive Pay</u>									
Yrs Svc Grade									
Less than 2	3,059	1,500	4,589	3,258	1,500	4,887	3,153	1,500	4,730
2 - 3	1,482	1,872	2,774	1,714	1,872	3,209	1,675	1,872	3,136
3 - 4	1,493	2,256	3,368	1,343	2,256	3,030	1,589	2,256	3,585
4 - 6	2,938	2,472	7,263	2,853	2,472	7,053	2,682	2,472	6,630
6 - 14	8,531	7,800	66,542	8,999	7,800	70,192	9,377	7,800	73,141
14 - 22	4,051	10,080	40,834	4,105	10,080	41,382	4,104	10,080	41,369
22 - 23	356	7,020	2,499	421	7,020	2,955	422	7,020	2,962
23 - 24	294	5,940	1,746	269	5,940	1,598	294	5,940	1,746
24 - 25	234	4,620	1,081	259	4,620	1,197	233	4,620	1,076
Above 25	69	3,000	207	70	3,000	210	70	3,000	210
B/G Less than 25	9	2,400	22	13	2,400	31	13	2,400	31
M/G Less than 25	2	2,400	5	2	2,400	5	2	2,400	5
Subtotal Flying Duty Crew	22,518		130,930	23,306		135,749	23,614		138,621
<u>HDIP-AVIATION</u>									
Flying Duty Crew	78	1,800	140	76	1,800	137	75	1,800	135
Flying Duty Non-Crew	65	1,800	117	400	1,800	720	400	1,800	720
Flying Duty Non-Rated	566	2,220	1,257	596	2,220	1,323	596	2,220	1,323
Subtotal HDIP-Aviation	709		1,514	1,072		2,180	1,071		2,178
<u>Aviator Continuation Pay</u>									
Pilots			123,621			99,610			83,976
Flight Officers			6,904			14,934			13,082
Subtotal Aviator Continuation Pay			130,525			114,544			97,058
Subtotal Flying Duty Pay			262,969			252,473			237,857
<u>Parachute Jumping</u>	123	1,800	221	130	1,800	234	130	1,800	234
<u>Demolition Duty</u>	157	1,800	283	150	1,800	270	150	1,800	270
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	13	1,800	23	15	1,800	27	15	1,800	27
Chemical Munitions Handler	1	1,800	2	2	1,800	4	2	1,800	4
Parachute HALO	173	2,700	467	200	2,700	540	203	2,700	548
Pressure Chamber Observer	87	1,800	157	75	1,800	135	75	1,800	135
Thermal Stress Experiments	2	1,800	4	2	1,800	4	2	1,800	4
Toxic Fuel Handler	19	1,800	34	22	1,800	40	22	1,800	40
Toxic Pesticides Duty	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	296		689	317		752	320		760
TOTAL INCENTIVE PAY			264,162			253,729			239,121

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2011 Estimate	322,642
FY 2010 Estimate	303,262
FY 2009 Actual	290,972

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 2008 National Defense Authorization Act (NDAA) (P.L. 110-181) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. New 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 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.
 - (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) 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.
 - (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) 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.
 - (f) 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.
 - (g) 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.
 - (h) 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.
 - (i) 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 of years of service.
 - (j) Dental Officer Accession Bonus (DOAB) - The FY 2008 NDAA allows for a single payment of up to \$200,000 payable for a written agreement to accept commission and remain on active duty or a minimum of four years. 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.
 - (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) 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 and currently paid at \$30,000. The rate for this specialty is set by Health Affairs across all services.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (m) Certified Registered Nurse Anesthetist Incentive Pay (CRNA ISP) - Public Law (P.L.) 110-181, Section 302e of the FY 2008 NDAA authorized an ISP to all Certified Registered Nurse Anesthetists. This is a financial incentive to retain a sufficient number of Certified Registered Nurse Anesthetists to meet the services surgical care requirements. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a single or multi-year agreement. Rates for each specialty 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 \$10,000 for a single year to \$40,000 for a four-year contract.
- (n) 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. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement. 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.
- (o) Nurse Accession Bonus (NAB) - An accession bonus of up to \$30,000 for a four-year contract was authorized by the FY 2008 NDAA and refined by HA Policy 07-023 and extension letter for FY09. 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.
- (p) 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 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 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.
- (q) Optometrists and Veterinarians Duty Pay (ODP/VDP) - By legacy, special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Sec. 302a and 303 respectively. The FY 2001 NDAA corrected this reference to include officers in the Biomedical Sciences Corps who hold a degree in veterinary medicine.
- (r) 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 officer 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 2010.
- (s) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302j and continues under FY 2008 NDAA, 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.
- (t) 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. The rates were raised to \$15,000 for FY 2009 for all eligible officer and do not vary based on years of service. POSP rate is standard across all services.
- (u) Optometrists Retention Bonus (ORB) - Authorized \$15,000 annual payment for a two-year contract obligation. Eligible officers have completed initial active duty service obligation for education and training and execute a 24-month active duty service commitment per Health Affairs policy memo. ORB rate is standard across all services.
- (v) Veterinary Officer Board Certified Pay - Financial incentive to encourage Public Health officers who are also veterinarians 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.
- (w) 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.
- (x) 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.
- (y) 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (z) 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.
 - (aa) Critical Wartime Skills Accession Bonus for Physicians and 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.
- (2) 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.
 - (3) 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.
 - (4) 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 FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000.
 - (5) 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.
 - (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) 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.
 - (8) 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.
 - (9) Creech Assignment Incentive Pay – Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302(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.

(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:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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>
TOTAL SPECIAL PAY									
MD Additional Special Pay	2,651	15,000	39,765	2,705	15,000	40,575	2,710	15,000	40,650
MD Board Certification Pay	2,116	3,600	7,618	2,179	6,000	13,074	2,180	8,000	17,440
MD Early Commitment ISP	105	23,685	2,487	100	23,685	2,369	100	23,685	2,369
MD Incentive Special Pay	2,356	23,685	55,802	2,319	23,685	54,926	2,328	23,685	55,139
MD Multi-Year Special Pay	921	35,786	32,959	927	35,786	33,174	931	35,786	33,317
MD Variable Special Pay	3,450	8,000	27,600	3,513	8,000	28,104	3,515	8,000	28,120
CWSAB Medical	0	0	0	10	294,800	2,948	10	294,800	2,948
Physician Pay	11,599	14,331	166,231	11,753	14,904	175,170	11,774	15,286	179,983
Dental Accession Bonus	17	75,000	1,275	5	75,000	375	4	75,000	300
Dental Additional Pay	810	12,000	9,720	720	12,000	8,640	720	12,000	8,640
Dental Board Certification Pay	277	5,137	1,423	263	6,000	1,578	263	6,000	1,578
Dental Multi-Year Special Pay	349	41,000	14,309	320	41,000	13,120	320	41,000	13,120
Dental Variable Pay	950	6,924	6,578	720	6,924	4,985	720	6,924	4,985
Oral Surgeon ISP	56	30,000	1,680	72	30,000	2,160	72	30,000	2,160
General Dentist Accession Bonus	0	0	0	5	37,500	188	5	37,500	188
General Dentist Incentive Pay	0	0	0	220	20,000	4,400	220	20,000	4,400
General Dentist Retention Bonus	0	0	0	200	25,000	5,000	200	25,000	5,000
CWSAB Dental	0	0	0	2	300,000	600	2	300,000	600
Dentist Pay	2,459	14,227	34,985	2,527	16,243	41,046	2,526	16,220	40,971

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Cert RN Anesthetists	117	30,000	3,510	99	35,000	3,465	91	35,000	3,185
Nurse Accession Bonus	135	30,000	4,050	190	30,000	5,700	184	30,000	5,520
Nurse Board Certified	525	4,000	2,100	182	4,000	728	183	6,000	1,098
Nurse ISP	750	12,500	9,375	862	15,000	12,930	866	15,000	12,990
Nurse Pay	1,527	12,466	19,035	1,333	17,122	22,823	1,324	17,215	22,793
Diplomate Pay (Psychologist)	13	6,000	78	20	6,000	120	20	6,000	120
Board Certified Non-Physician Pay	1,272	5,000	6,360	1,191	6,000	7,146	1,178	6,000	7,068
Pharmacy Accession	50	30,000	1,500	45	30,000	1,350	45	30,000	1,350
Pharmacy Officers Special Pay	92	15,000	1,380	200	15,000	3,000	200	20,000	4,000
PHO Accession Bonus	0	0	0	40	10,000	400	35	10,000	350
PHO Incentive Pay	150	5,000	750	178	5,000	890	179	5,000	895
PHO Retention Pay	100	6,250	625	134	6,250	838	134	6,250	838
Physicians Assistant Accession Bonus	50	15,000	750	40	15,000	600	30	15,000	450
Physicians Assistant Incentive Pay	250	5,000	1,250	292	5,000	1,460	289	5,000	1,445
Physicians Assistant Retention Pay	250	15,000	3,750	219	15,000	3,285	219	15,000	3,285
Psychologist Accession Bonus	40	50,000	2,000	40	50,000	2,000	40	50,000	2,000
Psychologist Incentive Pay	170	5,000	850	170	5,000	850	170	5,000	850
Psychologist Retention Pay	170	15,000	2,550	120	15,000	1,800	120	15,000	1,800
Social Workers Accession Bonus	5	7,500	38	10	7,500	75	10	7,500	75
Social Workers Retention Pay	0	0	0	170	10,000	1,700	170	10,000	1,700
Board Certified Non-Physician Pay	2,612	8,377	21,881	2,869	8,893	25,514	2,839	9,238	26,226
Optometrists	139	1,200	167	130	5,000	650	130	5,000	650
Optometry Retention	26	6,000	156	98	6,000	588	98	10,000	980
Vet Board Cert	27	4,000	108	26	4,000	104	26	4,000	104
Veterinarians	82	1,200	98	89	1,200	107	89	1,200	107
Biomedical Science Officer Pay	2,886	7,765	22,410	3,212	8,394	26,963	3,182	8,820	28,067
Psychologist CSRB	5	30,000	150	5	30,000	150	5	30,000	150
Public Health CSRB	15	30,000	450	15	30,000	450	14	30,000	420
Surgeon CSRB Anniversary	18	150,000	2,700	30	150,000	4,500	30	150,000	4,500
Surgeon CSRB Initial	17	150,000	2,550	15	150,000	2,250	16	150,000	2,400
Medical CSRB Subtotal	55	106,364	5,850	65	113,077	7,350	65	114,923	7,470

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Air Field Ops CSRB	0	0	0	0	0	0	16	10,000	160
Contracting CSRB	312	20,000	6,240	287	20,000	5,740	311	20,000	6,220
Public Affairs CSRB	0	0	0	0	0	0	66	10,000	660
Civil Engineering CSRB	0	0	0	0	0	0	148	10,000	1,480
Intel CSRB	0	0	0	0	0	0	734	8,500	6,239
Logistic Readiness CSRB	0	0	0	0	0	0	282	8,500	2,397
OSI (Cyber) CSRB	0	0	0	0	0	0	26	10,000	260
13Dx (Cost and Recovery) CSRB	88	25,000	2,200	102	25,000	2,550	113	24,513	2,770
Non-Medical CSRB Subtotal	400	21,100	8,440	389	21,311	8,290	1,696	11,902	20,186
Critical Skills Retention Bonus	455	31,407	14,290	454	34,449	15,640	1,761	15,705	27,656
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	12	2,200	26	13	2,200	29	13	2,200	29
Lt General	36	500	18	36	500	18	38	500	19
Pers Allowance - General Officer	49	988	48	50	1,012	51	52	992	52
Assignment Incentive Pay - Creech	316	4,896	1,547	602	4,896	2,947	602	4,896	2,947
Assignment Incentive Pay - Korea	146	3,600	526	144	3,600	518	144	3,600	518
Diving Duty	176	1,800	317	200	1,800	360	203	1,800	365
Foreign Language Proficiency Pay	1,075	3,963	4,260	1,282	3,963	5,081	1,339	3,963	5,306
Hardship Duty Location Pay	4,890	1,200	5,868	1,508	1,200	1,810	1,507	1,200	1,808
Hostile Fire Pay	6,632	2,700	17,906	2,037	2,700	5,500	2,037	2,700	5,500
JAG Bonus	120	28,030	3,364	163	28,030	4,569	157	28,030	4,401
JAG Student Loan Repayment	0	0	0	26	21,666	563	95	21,666	2,058
Other Special Pay	154	1,200	185	184	1,200	221	181	1,200	217
TOTAL SPECIAL PAY	32,484		290,972	25,475		303,262	26,884		322,642

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

Without Dependents -
Full Allowance

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	1	17,978	19	1	18,000	18	1	19,000	19
Brig General	6	27,336	173	6	28,500	171	6	29,500	177
Colonel	219	24,361	5,332	201	25,318	5,089	199	26,352	5,244
Lt Colonel	905	22,926	20,750	792	23,826	18,870	786	24,763	19,464
Major	2,028	20,889	42,363	1,899	21,709	41,225	1,942	22,568	43,827
Captain	6,162	17,450	107,524	5,668	18,135	102,787	5,875	18,850	110,744
1st Lieutenant	3,814	14,475	55,206	3,487	15,043	52,454	3,550	15,638	55,514
2nd Lieutenant	3,763	13,243	49,839	3,541	13,762	48,733	3,466	14,305	49,580
Subtotal w/o Dependents	16,899		281,205	15,595		269,347	15,825		284,569

Without Dependents -
Partial Allowance

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	5	563	3	5	585	3	5	608	3
Lt Colonel	20	469	9	18	487	9	18	506	9
Major	47	379	18	47	394	19	47	410	19
Captain	175	315	55	170	327	56	175	340	60
1st Lieutenant	147	251	37	141	261	37	143	271	39
2nd Lieutenant	650	187	122	643	195	125	626	203	127
Subtotal Partial	1,044		244	1,024		249	1,014		257
TOTAL BAH - DOMESTIC			1,180,637			1,128,848			1,207,410

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

Grade	FY 2009 Actual			FY 2010 Estimate			FY 2011 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	154	42,422	6,533	149	39,765	5,925	148	41,318	6,115
Lt Colonel	586	38,840	22,760	540	36,650	19,791	536	38,121	20,433
Major	831	34,712	28,846	819	33,314	27,284	837	34,639	28,993
Captain	1,182	32,164	38,018	1,144	30,523	34,918	1,185	31,739	37,611
1st Lieutenant	142	30,225	4,292	137	28,496	3,904	139	29,590	4,113
2nd Lieutenant	45	30,222	1,360	45	28,089	1,264	43	29,395	1,264
Subtotal With Dependents	2,940		101,809	2,834		93,086	2,888		98,529

Without Dependents

Grade	FY 2009 Actual			FY 2010 Estimate			FY 2011 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	12	32,333	388	12	30,833	370	11	32,091	353
Lt Colonel	83	31,000	2,573	76	28,066	2,133	75	29,173	2,188
Major	211	27,664	5,837	208	25,952	5,398	212	26,976	5,719
Captain	806	25,935	20,904	780	24,335	18,981	803	25,296	20,313
1st Lieutenant	269	24,457	6,579	258	22,876	5,902	261	23,778	6,206
2nd Lieutenant	169	25,041	4,232	167	23,533	3,930	162	24,463	3,963
Subtotal w/o Dependents	1,550		40,513	1,501		36,714	1,524		38,742
Moving-In Housing Allowance	2,588	1,015	2,627	2,512	1,055	2,650	2,482	1,097	2,722
TOTAL BAH - OVERSEAS			144,949			132,450			139,993
GRAND TOTAL BAH			1,325,586			1,261,298			1,347,403

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2011 Estimate	182,253
FY 2010 Estimate	179,873
FY 2009 Actual	179,679

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 National Defense Authorization Act eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include the adjusted inflation rates of 10.0% for FY 2009, 0.0% for FY 2010 and 3.4% for FY 2011, effective 1 January each year.

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
BAS	69,236	2,595	179,679	67,205	2,676	179,873	66,401	2,745	182,253

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2011 Estimate 114,817
FY 2010 Estimate 112,507
FY 2009 Actual 113,504

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	2	13,500	27	2	12,500	25	2	13,000	26
Lt. General	6	12,667	76	8	11,500	92	6	11,667	70
Major General	18	12,111	218	17	11,647	198	15	11,867	178
Brig. General	25	14,240	356	26	12,885	335	24	13,125	315
Colonel	572	14,934	8,542	592	13,802	8,171	565	14,065	7,947
Lt Colonel	1,545	13,952	21,556	1,634	12,748	20,830	1,645	12,990	21,368
Major	2,203	11,973	26,377	2,440	11,038	26,932	2,490	11,247	28,006
Captain	3,456	10,301	35,601	3,929	9,159	35,987	3,920	9,333	36,587
1st Lieutenant	706	8,163	5,763	700	7,177	5,024	720	7,314	5,266
2nd Lieutenant	351	6,718	2,358	361	6,017	2,172	321	6,131	1,968
Subtotal Cost of Living	8,884		100,874	9,709		99,766	9,708		101,731
<u>Temporary Lodging Allowance</u>	11,193	1,128	12,630	10,865	1,173	12,741	10,735	1,219	13,086
TOTAL STATION ALLOWANCES-OVERSEAS			113,504			112,507			114,817

(Amount in Thousands)

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

FY 2011 Estimate 3,490
FY 2010 Estimate 3,467
FY 2009 Actual 3,450

PART I - PURPOSE AND SCOPE

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:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	1,951	1,768	3,450	1,894	1,831	3,467	1,871	1,865	3,490

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2011 Estimate 2,230
FY 2010 Estimate 2,184
FY 2009 Actual 2,235

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:

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,770	400	1,908	4,667	400	1,867	4,790	400	1,916
Additional Allowances	295	200	59	286	200	57	283	200	57
Civilian Clothing	501	535	268	486	535	260	480	535	257
TOTAL CLOTHING ALLOWANCES	5,566		2,235	5,439		2,184	5,553		2,230

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2011 Estimate 7,620
FY 2010 Estimate 7,713
FY 2009 Actual 14,457

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 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	928	3,000	2,784	901	3,000	2,703	890	3,000	2,670
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	3,891	3,000	11,673	1,670	3,000	5,010	1,650	3,000	4,950
TOTAL FAMILY SEPARATION ALLOWANCE	4,819		14,457	2,571		7,713	2,540		7,620

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2011 Estimate	64,974
FY 2010 Estimate	65,103
FY 2009 Actual	55,603

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 of an annuity to officers voluntarily separating from active duty during the drawdown 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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
		Average			Average			Average	
<u>Grade</u>	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
General	4	9,750	39	6	10,000	60	6	10,167	61
Lt General	29	11,000	319	40	11,400	456	40	11,600	464
Major General	21	14,667	308	30	15,200	456	30	15,500	465
Brig General	16	11,875	190	20	12,250	245	20	12,500	250
Colonel	347	11,012	3,821	509	11,401	5,803	509	11,617	5,913
Lt Colonel	737	6,628	4,885	1,050	6,862	7,205	1,050	6,992	7,342
Major	896	5,902	5,288	1,184	6,110	7,234	1,184	6,226	7,372
Captain	806	3,677	2,964	1,104	3,808	4,204	1,104	3,880	4,283
1st Lieutenant	54	2,704	146	111	2,793	310	111	2,847	316
2nd Lieutenant	29	1,172	34	156	1,212	189	156	1,237	193
Subtotal Lump Sum Terminal Leave	2,939		17,994	4,210		26,162	4,210		26,659
<u>Separation Pay</u>									
Fail Promotion/Unfit	38	60,342	2,293	60	62,467	3,748	60	63,650	3,819
Disability	27	57,222	1,545	31	59,226	1,836	31	60,355	1,871
Invol-Half Pay 5%	3	26,000	78	3	27,000	81	3	27,333	82
Invol-Full Pay 10%	68	60,853	4,138	75	63,000	4,725	75	64,200	4,815
VSI Trust Fund			24,255			23,408			22,638
Career Status Bonus	303	17,492	5,300	294	17,493	5,143	291	17,491	5,090
Subtotal Separation Pay	439		37,609	463		38,941	460		38,315
TOTAL SEPARATION PAYMENTS	3,378		55,603	4,673		65,103	4,670		64,974

(Amount in Thousands)

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

FY 2011 Estimate	355,711
FY 2010 Estimate	354,107
FY 2009 Actual	353,028

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 2009 - 7.65% on first \$106,800 and 1.45% on the remainder
- Calendar Year 2010 - 7.65% on first \$106,800 and 1.45% on the remainder
- Calendar Year 2011 - 7.65% on first \$106,800 and 1.45% on the remainder

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>
Social Security	4,650,688	7.65%	353,028	4,659,852	7.65%	354,107	4,687,593	7.65%	355,711

**PAY AND ALLOWANCES
OF ENLISTED**

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

		<u>Amount</u>
FY 2010 DIRECT PROGRAM		15,527,385
FY 2010 Shortfall Adjustment		67,008
Pricing Increase	395,696	
Annualization (PI):	63,949	
Annualization 1 Jan 10 raise of 3.4% on Basic Pay	39,853	
Annualization of raise on RPA	21,047	
Annualization of raise on FICA	3,049	
Pay Raise (PI):	191,845	
1 Jan 11 pay raise of 1.4% effect on Basic Pay	119,560	
1 Jan 11 pay raise effect on RPA	63,139	
1 Jan 11 pay raise effect on FICA	9,146	
BAH Rates (PI):	127,782	
1 Jan 11 inflation rate of 4.2% effect on BAH	127,479	
Increase in MIHA Payments	303	
Other (PI):	12,120	
Increase in RPA Rate to 32.7%	626	
Increase in Clothing Payments	1,498	
Increase in COLA Payments	6,563	
Increase in TLA Payments	1,610	
Increase in CONUS COLA Payments	50	
Increase in Special Pay Payments	526	
Increase in LSTL Payments	728	
Increase in Separation Payments	519	
Program Increase	90,001	
Strength (PGI):	70,787	
Increase in workyears Housing Allowance	70,787	

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

		<u>Amount</u>
Other (PGI):	19,214	
Increase in Special Pay Payments	2,659	
Increase in Flying Duty Crew Workyears	14	
Increase in Non-Fly Crew Member Workyears	6	
Increase in Demolition Duty Workyears	40	
Increase in Other Incentive Pay Workyears	54	
Increase in COLA Workyears	243	
Increase in Selective Reenlistment Bonus Workyears	16,198	
Total Increases		485,697
Pricing Decrease		0
Program Decrease		(12,847)
Strength (PGD):	(12,434)	
Decrease change in WY/longevity for Basic Pay	(8,528)	
Decrease on workyears/longevity for FICA	(652)	
Decrease in workyears/longevity for RPA	(3,111)	
Decrease in workyears for Clothing Allowance	(143)	
Other (PGD):	(413)	
Decrease in FSA Progam	(57)	
Decrease in TLA Workyears	(65)	
Decrease in CONUS COLA Workyears	(4)	
Decrease in Separation Payments	(287)	
Total Decreases		(12,847)
FY 2011 DIRECT PROGRAM		16,000,235

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2011 Estimate	8,540,083
FY 2010 Estimate	8,390,050
FY 2009 Actual	8,432,078

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 2009 funding requirements included a 3.9% pay raise. The projected budgets for FY 2010 provides for basic pay increase of 3.4% and 1.4% for FY 2011. Across-the-board pay raises are effective 1 January each year. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2009 beginning strength was 258,092 and ending with 263,351 using 275,665 workyears.
 FY 2010 beginning strength will be 263,351 and ending with 262,646 using 267,326 workyears.
 FY 2011 beginning strength will be 262,646 and ending with 263,438 using 266,920 workyears.

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,886	68,528	197,771	2,705	70,943	191,902	2,719	72,291	196,560
Senior Master Sergeant	5,953	55,449	330,088	5,426	57,404	311,472	5,467	58,494	319,788
Master Sergeant	28,622	47,165	1,349,949	26,816	48,827	1,309,353	26,776	49,755	1,332,241
Technical Sergeant	45,811	38,339	1,756,326	42,519	39,690	1,687,577	42,471	40,444	1,717,700
Staff Sergeant	72,822	30,669	2,233,387	70,935	31,750	2,252,201	70,899	32,353	2,293,828
Senior Airman	53,290	24,330	1,296,571	51,930	25,188	1,308,019	51,767	25,667	1,328,688
Airman First Class	47,963	19,927	955,742	49,110	20,629	1,013,094	48,989	21,021	1,029,799
Airman	7,013	18,700	131,141	7,144	19,359	138,299	7,119	19,727	140,434
Airman Basic	11,305	16,020	181,103	10,741	16,584	178,133	10,713	16,900	181,045
TOTAL BASIC PAY	275,665		8,432,078	267,326		8,390,050	266,920		8,540,083
Shortfall Adjustment				1,526	31,385	47,880			
Funded Level				265,800	31,385	8,342,170			

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2011 Estimate 2,781,402
FY 2010 Estimate 2,699,654
FY 2009 Actual 2,438,057

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 29.4% for FY 2009, 32.3% for FY 2010 and 32.7% for FY 2011. The part-time RPA rate is 21.1% for FY 2009, 24.5% for FY 2010 and 24.4% for FY 2011.

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	261,483	8,894	2,325,576	263,909	10,107	2,667,207	263,503	10,430	2,748,459
Reserve Component									
Retired Pay Accrual - Part Time	14,182	7,931	112,481	3,417	9,496	32,447	3,417	9,641	32,943
Total Retired Pay Accrual	275,665	8,844	2,438,057	267,326	10,099	2,699,654	266,920	10,420	2,781,402
Shortfall Adjustment				1,526		15,465			
Funded Level				265,800		2,684,189			

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2011 Estimate 36,980
FY 2010 Estimate 36,875
FY 2009 Actual 37,985

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, 301c, 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. Effective FY 2001, Airborne Linguists, RC-135 Airborne Maintenance personnel and flight mechanics were converted to aviator AFSC's and are authorized CEFIP which decreased the flying crew members receiving incentive pay for hazardous duty.
- 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.

(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

<u>Grade</u>	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	8	2,880	23	11	2,880	32	11	2,880	32
Senior Master Sergeant	35	2,880	101	29	2,880	84	30	2,880	86
Master Sergeant	119	2,880	343	142	2,880	409	142	2,880	409
Technical Sergeant	200	2,580	516	133	2,580	343	135	2,580	348
Staff Sergeant	320	2,280	730	244	2,280	556	248	2,280	565
Senior Airman	291	1,980	576	415	1,980	822	414	1,980	820
Airman First Class	273	1,800	491	263	1,800	473	263	1,800	473
Airman	62	1,800	112	52	1,800	94	52	1,800	94
Airman Basic	38	1,800	68	26	1,800	47	26	1,800	47
Subtotal Flying Duty Crew	1,346		2,960	1,315		2,860	1,321		2,874
<u>Flying Duty Non-Crew Members</u>	204	1,800	367	148	1,800	266	151	1,800	272

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Career Enlisted Flyer Incentive Pay</u>									
Years of Service									
Less than 4 Yrs Avn Svc	3,710	1,800	6,678	3,648	1,800	6,566	3,648	1,800	6,566
More than 4 Yrs Avn Svc	2,213	2,700	5,975	2,081	2,700	5,619	2,081	2,700	5,619
More than 8 Yrs Avn Svc	1,775	4,200	7,455	1,662	4,200	6,980	1,662	4,200	6,980
More than 14 Yrs Avn Svc	1,200	4,800	5,760	1,126	4,800	5,405	1,126	4,800	5,405
Subtotal Career Enlisted Flyer Incentive Pay	8,898		25,868	8,517		24,570	8,517		24,570
Subtotal Flying Duty Pay	10,448		29,195	9,980		27,696	9,989		27,716
<u>Parachute Jumping</u>	790	1,800	1,422	845	1,800	1,521	845	1,800	1,521
<u>Demolition</u>	1,797	1,800	3,235	1,878	1,800	3,380	1,900	1,800	3,420
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	36	1,800	65	38	1,800	68	38	1,800	68
Chemical Munitions Handler	49	1,800	88	64	1,800	115	64	1,800	115
Hazardous Bio Org	100	1,800	180	75	1,800	135	75	1,800	135
Parachute HALO	830	2,700	2,241	860	2,700	2,322	860	2,700	2,322
Pressure Chamber Observer	306	1,800	551	300	1,800	540	300	1,800	540
Thermal Stress Experiments	6	1,800	11	10	1,800	18	10	1,800	18
Toxic Fuel Handler	535	1,800	963	575	1,800	1,035	600	1,800	1,080
Toxic Pesticides Duty	19	1,800	34	25	1,800	45	25	1,800	45
Subtotal Other Incentive Duty Pay	1,881		4,133	1,947		4,278	1,972		4,323
TOTAL INCENTIVE PAY	14,916		37,985	14,650		36,875	14,706		36,980

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2011 Estimate	96,483
FY 2010 Estimate	93,293
FY 2009 Actual	147,297

PART I - PURPOSE AND SCOPE

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.
- (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. Changes in the DoD Pay Manual have authorized members to receive pay when they start training. 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.
- (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) 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.
- (9) Creech Assignment Incentive Pay – Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302(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.
- (10) 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.
- (11) 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

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.

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Sea and Foreign Duty-Total									
Sea Duty	17	765	13	17	765	13	17	765	13
Overseas Tour Extension Pay	94	2,000	188	103	2,000	206	103	2,000	206
Subtotal Sea and Foreign Duty-Total	111		201	120		219	120		219
Diving Duty Basic	17	1,320	22	20	1,320	26	20	1,320	26
Diving Duty Pararescue	653	1,800	1,175	995	1,800	1,791	1,005	1,800	1,809
Foreign Language Proficiency Pay	3,400	4,031	13,706	4,158	4,031	16,761	4,465	4,031	17,998
Hostile Fire Pay	31,631	2,700	85,403	14,050	2,700	37,935	14,050	2,700	37,935
Hardship Duty Location Pay	25,894	1,200	31,073	9,050	1,200	10,860	9,050	1,200	10,860
Other Special Pay									
Critical Skills Retention Bonus	17	150,000	2,550	18	150,000	2,700	16	150,000	2,400
Total Critical Skills Retention Bonus	17		2,550	18		2,700	16		2,400
Assignment Incentive Pay - Korea	789	3,600	2,840	803	3,600	2,891	803	3,600	2,891
Assignment Incentive Pay - Creech	1,057	4,896	5,175	2,413	4,896	11,814	2,413	4,896	11,814
Combat Controller AIP	89	9,000	801	109	9,000	981	116	9,000	1,044
Subtotal Other Special Pay	1,952		11,366	3,343		18,386	3,348		18,149
College Loan Payback Program	1,250	3,481	4,351	1,752	4,175	7,315	2,120	4,475	9,487
TOTAL SPECIAL PAY	64,908		147,297	33,488		93,293	34,178		96,483

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2011 Estimate 36,889
FY 2010 Estimate 36,889
FY 2009 Actual 34,180

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:

	<u>FY 2009 Actual</u>		<u>FY 2010 Estimate</u>		<u>FY 2011 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	1,634	8,824	1,955	10,557	1,955	10,557
SD-5 (\$375)	1,897	8,537	1,892	8,514	1,892	8,514
SD-4 (\$300)	1,444	5,198	1,539	5,540	1,539	5,540
SD-3 (\$225)	2,143	5,786	2,279	6,153	2,279	6,153
SD-2 (\$150)	3,082	5,548	3,208	5,774	3,208	5,774
SD-1 (\$75)	319	287	390	351	390	351
TOTAL SPECIAL DUTY ASSIGNMENT PAY	10,519	34,180	11,263	36,889	11,263	36,889

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2011 Estimate	248,214
FY 2010 Estimate	232,016
FY 2009 Actual	227,496

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. The FY 2006 NDAA increased the maximum payment to \$90,000 and increased the number of years from 16 to 24.

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:

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	13,212	12,078	159,569	9,445	14,939	141,099	10,064	14,502	145,948
Anniversary Payments	13,185	4,945	65,206	23,070	3,823	88,196	25,494	3,905	99,545
Accelerated Payments	500	5,442	2,721	500	5,442	2,721	500	5,442	2,721
TOTAL	26,897		227,496	33,015		232,016	36,058		248,214

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2009		FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY08 & Prior)	13,185	65,206	11,102	47,575	4,793	22,325	2,033	8,496	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 2009														
Initial Payments	13,212	159,569												
Anniversary Payments			11,968	40,621	12,254	39,684	10,851	40,015	6,047	20,150	1,206	3,831		
Current Year FY 2010														
Initial Payments			9,445	141,099										
Anniversary Payments					8,447	37,536	8,373	33,491	7,414	33,770	4,132	17,005	824	3,233
Biennial Budget FY 2011														
Initial Payments					10,064	145,948								
Anniversary Payments							9,000	38,826	8,921	34,642	7,900	34,931	4,403	17,590
Biennial Budget FY 2012														
Initial Payments							10,675	150,955						
Anniversary Payments									9,547	40,158	9,463	35,831	8,380	36,129
Biennial Budget FY 2013														
Initial Payments									10,753	157,241				
Anniversary Payments											9,616	41,830	9,532	37,323
Biennial Budget FY 2014														
Initial Payments											10,414	157,439		
Anniversary Payments													9,313	41,883
Biennial Budget FY 2015														
Initial Payments													10,058	157,227
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	13,212	159,569	9,445	141,099	10,064	145,948	10,675	150,955	10,753	157,241	10,414	157,439	10,058	157,227
Anniversary Payments	13,685	67,927	23,570	90,917	25,994	102,266	30,757	123,549	32,779	132,798	32,817	136,149	32,952	138,879
Total SRB	26,897	227,496	33,015	232,016	36,058	248,214	41,432	274,504	43,532	290,039	43,231	293,588	43,010	296,106

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2011 Estimate	14,518
FY 2010 Estimate	14,518
FY 2009 Actual	12,924

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 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
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	0	5,000	0	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
Residual:									
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
New Payments	1,643		3,458	1,899		4,058	1,899		4,058
Residual	2,109		9,466	2,329		10,460	2,329		10,460
TOTAL	3,752		12,924	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 2011 Estimate	3,038,903
FY 2010 Estimate	2,839,381
FY 2009 Actual	3,114,713

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 5.6% for FY 2009, 3.2% for FY 2010 and 4.2% for FY 2011, effective 1 January each year.

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

With Dependents

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,102	18,991	39,926	1,842	19,734	36,350	1,911	20,473	39,124
Senior Master Sergeant	4,155	17,785	73,898	3,541	18,486	65,458	3,660	19,174	70,178
Master Sergeant	20,347	16,784	341,512	17,823	17,448	310,975	18,281	18,108	331,035
Technical Sergeant	29,450	15,983	470,681	25,592	16,617	425,262	26,575	17,234	457,981
Staff Sergeant	37,269	13,726	511,564	34,011	14,274	485,471	35,853	14,759	529,166
Senior Airman	17,057	12,477	212,824	15,615	12,980	202,676	16,840	13,396	225,597
Airman First Class	10,060	12,541	126,157	9,704	13,050	126,633	10,812	13,424	145,135
Airman	998	12,416	12,395	959	12,918	12,388	1,120	13,260	14,851
Airman Basic	1,212	12,399	15,025	1,080	12,896	13,928	1,177	13,337	15,698
Subtotal with Dependents	122,650		1,803,982	110,167		1,679,141	116,229		1,828,765
	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears		Amount	Workyears		Amount	Workyears		Amount
Differential	861		2,276	835		2,279	835		2,371

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -
Full Allowance

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	221	18,276	4,031	192	18,974	3,643	194	19,716	3,825
Senior Master Sergeant	450	17,589	7,911	379	18,259	6,920	383	19,021	7,285
Master Sergeant	2,849	15,698	44,731	2,467	16,316	40,252	2,476	16,957	41,986
Technical Sergeant	6,447	14,661	94,524	5,532	15,236	84,288	5,551	15,838	87,917
Staff Sergeant	19,040	12,972	246,984	17,144	13,481	231,120	17,216	14,013	241,253
Senior Airman	20,027	11,158	223,462	18,040	11,596	209,197	18,068	12,054	217,789
Airman First Class	5,227	10,875	56,847	4,493	11,301	50,776	4,503	11,748	52,901
Airman	230	10,678	2,452	189	11,085	2,095	189	11,519	2,177
Airman Basic	59	10,674	626	37	11,135	412	37	11,622	430
Subtotal without Dependents (Full)	54,550		681,568	48,473		628,703	48,617		655,563

Without Dependents -
Partial Allowance

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	9	271	2	8	281	2	8	292	2
Senior Master Sergeant	7	223	2	6	231	1	6	240	1
Master Sergeant	86	174	15	81	181	15	81	188	15
Technical Sergeant	231	144	33	214	149	32	214	155	33
Staff Sergeant	1,237	126	156	1,205	131	158	1,204	137	165
Senior Airman	6,443	118	759	6,279	122	769	6,259	127	797
Airman First Class	29,286	113	3,317	29,986	118	3,530	29,912	122	3,660
Airman	5,476	105	574	5,579	109	607	5,559	113	629
Airman Basic	8,601	100	863	8,172	104	853	8,151	108	884
Subtotal without Dependents (Partial)	51,376		5,721	51,530		5,967	51,394		6,186
TOTAL BAH - DOMESTIC			2,493,547			2,316,090			2,492,885

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	171	35,321	6,040	161	31,563	5,071	162	32,809	5,329
Senior Master Sergeant	455	31,879	14,505	417	29,100	12,126	422	30,249	12,757
Master Sergeant	2,169	31,779	68,928	2,040	29,178	59,538	2,047	30,331	62,090
Technical Sergeant	3,389	31,573	106,999	3,158	28,493	89,986	3,170	29,619	93,892
Staff Sergeant	4,412	29,596	130,579	4,315	26,491	114,309	4,333	27,538	119,328
Senior Airman	1,578	28,475	44,934	1,543	25,003	38,591	1,547	25,991	40,199
Airman First Class	506	28,061	14,199	520	24,651	12,823	522	25,624	13,366
Airman	24	27,017	648	25	23,753	596	25	24,691	623
Airman Basic	4	26,797	107	3	21,357	64	3	22,201	67
Subtotal with Dependents	12,708		386,939	12,182		333,104	12,231		347,651

Without Dependents

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	19	30,685	583	18	24,832	449	18	25,813	469
Senior Master Sergeant	75	28,125	2,109	68	23,044	1,574	70	23,954	1,668
Master Sergeant	465	27,586	12,827	437	23,126	10,102	439	24,040	10,551
Technical Sergeant	1,344	27,375	36,792	1,252	22,617	28,321	1,257	23,510	29,556
Staff Sergeant	4,088	26,007	106,317	3,999	21,555	86,191	4,015	22,406	89,972
Senior Airman	2,454	24,546	60,236	2,401	20,503	49,228	2,405	21,313	51,262
Airman First Class	332	22,508	7,473	341	18,831	6,429	342	19,575	6,695
Airman	10	22,870	229	10	19,060	191	10	19,813	200
Airman Basic	2	25,244	50	2	15,532	31	2	16,145	33
Subtotal without Dependents	8,789		226,616	8,528		182,516	8,558		190,406
Moving-In Housing Allowance	9,808	776	7,611	9,512	806	7,671	9,497	838	7,961
TOTAL BAH - OVERSEAS			621,166			523,291			546,018
GRAND TOTAL BAH			3,114,713			2,839,381			3,038,903

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2011 Estimate	394,491
FY 2010 Estimate	386,167
FY 2009 Actual	382,989

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	548	11,069	6,066	594	9,973	5,924	590	10,163	5,996
Senior Master Sergeant	1,214	10,136	12,305	1,254	9,116	11,432	1,199	9,290	11,139
Master Sergeant	5,699	9,415	53,654	6,010	8,557	51,425	5,842	8,719	50,937
Technical Sergeant	9,122	8,290	75,619	9,943	7,444	74,012	9,787	7,585	74,235
Staff Sergeant	15,164	6,968	105,656	17,201	6,189	106,463	17,161	6,307	108,233
Senior Airman	9,879	5,300	52,360	12,694	4,703	59,696	13,490	4,792	64,645
Airman First Class	8,896	3,761	33,461	9,890	3,343	33,066	9,850	3,407	33,558
Airman	953	3,257	3,104	1,049	2,939	3,083	1,029	2,994	3,081
Airman Basic	112	3,000	336	145	2,214	321	167	2,257	377
Subtotal Cost of Living	51,587		342,561	58,780		345,422	59,115		352,201
<u>Temporary Lodging Allowance</u>	50,586	799	40,428	49,057	831	40,745	48,983	863	42,290
TOTAL STATION ALLOWANCES-OVERSEAS			382,989			386,167			394,491

(Amount in Thousands)

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

FY 2011 Estimate 2,662
FY 2010 Estimate 2,616
FY 2009 Actual 2,606

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 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	4,773	546	2,606	4,629	565	2,616	4,622	576	2,662

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2011 Estimate	137,748
FY 2010 Estimate	136,393
FY 2009 Actual	138,576

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	25,047	1,350	33,809	25,563	1,379	35,262	25,563	1,395	35,649
Civilian Life (Female)	6,733	1,531	10,310	5,937	1,597	9,480	5,937	1,614	9,584
Officer Tng School (Male)	202	337	68	195	337	66	195	337	66
Officer Tng School (Female)	56	337	19	55	337	19	55	337	19
AF Academy Prep (Male)	191	867	166	105	867	91	105	867	91
AF Academy Prep (Female)	68	868	59	75	868	65	75	868	65
Subtotal Military Clothing	32,297		44,431	31,930		44,983	31,930		45,474
<u>Civilian Clothing</u>									
Initial	640	921	589	620	930	577	619	940	582
Continuing	2,593	307	796	2,515	310	780	2,511	313	787
TDY	1,379	460	635	1,337	465	622	1,335	470	628
Subtotal Civilian Clothing	4,612		2,020	4,472		1,979	4,465		1,997
TOTAL INITIAL ALLOWANCES	36,909		46,451	36,402		46,962	36,395		47,471
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	46,791	266	12,465	45,375	266	12,088	45,306	269	12,202
Airmen (Female)	12,928	299	3,863	12,537	299	3,746	12,518	302	3,782
Subtotal	59,719		16,328	57,912		15,834	57,824		15,984
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	147,555	382	56,307	143,234	382	54,658	143,016	386	55,176
Airmen (Female)	35,285	428	15,116	34,217	428	14,659	34,165	433	14,797
Subtotal	182,840		71,423	177,451		69,317	177,181		69,973
<u>Supplemental Maint. Allow.</u>	16,158	271	4,374	15,669	273	4,280	15,646	276	4,320
TOTAL CLOTHING ALLOWANCE			138,576			136,393			137,748

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2011 Estimate	35,928
FY 2010 Estimate	35,985
FY 2009 Actual	59,618

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:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	6,900	3,000	20,700	6,692	3,000	20,076	6,681	3,000	20,043
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	12,973	3,000	38,918	5,303	3,000	15,909	5,295	3,000	15,885
TOTAL FAMILY SEPARATION ALLOWANCE	19,873		59,618	11,995		35,985	11,976		35,928

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

(Amount in Thousands)

FY 2011 Estimate	28
FY 2010 Estimate	28
FY 2009 Actual	0

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 USC 439 enlisted 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 on the national average compensation for home health aides of approximately \$1,800 per month multiplied by the average length (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Special Monthly Compensation	0	0	0	4	7,000	28	4	7,000	28

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2011 Estimate	124,411
FY 2010 Estimate	123,474
FY 2009 Actual	112,870

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.

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal
Leave Payments

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
Chief Master Sergeant	219	2,744	601	305	2,839	866	305	2,895	883
Senior Master Sergeant	442	2,502	1,106	555	2,589	1,437	555	2,638	1,464
Master Sergeant	2,461	1,919	4,722	3,172	1,986	6,301	3,172	2,024	6,420
Technical Sergeant	1,873	2,359	4,419	2,417	2,443	5,904	2,417	2,489	6,016
Staff Sergeant	4,557	1,655	7,540	5,326	1,713	9,123	5,326	1,745	9,296
Senior Airman	4,607	1,216	5,601	6,169	1,259	7,764	6,169	1,283	7,912
Airman First Class	2,000	1,208	2,415	2,749	1,250	3,437	2,749	1,274	3,502
Airman	859	1,268	1,089	1,533	1,312	2,012	1,533	1,337	2,050
Airman Basic	1,641	792	1,300	1,877	820	1,540	1,877	836	1,569
Subtotal LSTL	18,659		28,793	24,103		38,384	24,103		39,112
Separation Pay									
Disability	875	24,855	21,748	900	25,731	23,158	900	26,220	23,598
Invol-Half Pay 5%	90	14,233	1,281	100	14,740	1,474	100	15,020	1,502
Invol-Full Pay 10%	55	25,764	1,417	100	26,670	2,667	100	27,180	2,718
VSI Trust Fund			7,245			6,992			6,762
Subtotal Separation Pay	1,020		31,691	1,100		34,291	1,100		34,580
Career Status Bonus	1,948	26,892	52,386	1,889	26,892	50,799	1,886	26,892	50,719
TOTAL SEPARATION PAYMENTS	21,627		112,870	27,092		123,474	27,089		124,411

(Amount in Thousands)

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

FY 2011 Estimate	653,317
FY 2010 Estimate	641,840
FY 2009 Actual	638,721

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 2009 - 7.65% on first \$106,800 and 1.45% on the remainder
 Calendar Year 2010 - 7.65% on first \$106,800 and 1.45% on the remainder
 Calendar Year 2011 - 7.65% on first \$106,800 and 1.45% on the remainder

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>
Social Security	8,432,078	7.65%	638,721	8,390,050	7.65%	641,840	8,540,083	7.65%	653,317
Shortfall Adjustment				47,880	7.65%	3,663			
Funded Level				8,342,170		638,177			

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2010 DIRECT PROGRAM		73,661
Pricing Increase	1,640	
Annualization (PI):	265	
Annualization 1 Jan 10 raise of 3.4% on Basic Pay	246	
Annualization of raise on FICA	19	
Pay Raise (PI):	796	
1 Jan 11 pay raise of 1.4% effect on Basic Pay	739	
1 Jan 11 pay raise effect on FICA	57	
Other (PI):	579	
Subsistence Rate Increase (\$10.80-\$11.15 per day)	579	
Program Increase	82	
Strength (PGI):	82	
Increase in workyears for Basic Pay	58	
Increase in workyears Subsistence	20	
Increase in workyears FICA	4	
Total Increases:		1,722
Pricing Decrease	0	
Program Decrease	0	
Total Decreases:		0
FY 2011 DIRECT PROGRAM		75,383

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2011 Estimate	75,383
FY 2010 Estimate	73,661
FY 2009 Actual	69,057

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 2009 funding requirements included a 3.9% pay raise. The projected budgets for FY 2010 provides for basic pay increase of 3.4% and 1.4% for FY 2011.

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 2009 - \$9.80 (1 Oct - 31 Dec); \$10.80 (1 Jan - 30 Sep)
 Calendar Year 2010 - \$10.80
 Calendar Year 2011 - \$11.15

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,395	11,048	48,555	4,532	11,437	51,831	4,537	11,654	52,874
<u>Subsistence</u>	4,395	3,820	16,788	4,532	3,942	17,865	4,537	4,070	18,464
<u>Social Security Tax (Employer's Contribution)</u>	4,395		3,714	4,532		3,965	4,537		4,045
TOTAL ACADEMY CADETS			69,057			73,661			75,383

**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2010 DIRECT PROGRAM		988,451
Pricing Increase		25,941
1 Jan 11 inflation rate of 3.4% effect on BAS	5,429	
Annualization of 1 Jan 10 inflation rate of 0.0% BAS	16,287	
Increase in SIK - Subsist In Mess Total Pricing	3,782	
Increase in SIK - Operational Pricing	315	
Increase in SIK - Augmentation Rations Pricing	128	
Program Increase		3
Increase in Family Subsist Sup Allow Program	3	
Total Increases		25,944
Program Decrease		(1,531)
Decrease in Subsistence - BAS Enlisted Program	(1,531)	
Total Decreases		(1,531)
FY 2011 DIRECT PROGRAM		1,012,864

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2011 Estimate	872,055
FY 2010 Estimate	851,668
FY 2009 Actual	897,463

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, 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 10.0% for FY 2009, 0.0% for FY 2010 and 3.4% for FY 2011, effective 1 January each year.

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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>
When Authorized to Mess Separately	267,500	3,798	1,016,005	249,456	3,886	969,496	249,077	3,986	992,706
When Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(118,542)			(117,828)			(120,651)
GRAND TOTAL			897,463			851,668			872,055

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2011 Estimate	37
FY 2010 Estimate	34
FY 2009 Actual	16

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.

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

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 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Family Subsist Sup Allow	16	34	37

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2011 Estimate 169,924
FY 2010 Estimate 165,700
FY 2009 Actual 219,559

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 10.0% for FY 2009, 0.0% for FY 2010 and 3.4% for FY 2011, effective 1 January each year. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	5,934	3,261	19,349	6,112	3,342	20,428	6,112	3,428	20,949
Members Taking Meals in Mess	52,381	3,493	182,977	35,728	3,581	127,926	35,728	3,672	131,187
Subtotal Subsistence-In-Mess	58,315		202,326	41,840		148,354	41,840		152,136
<u>Operational Rations</u>									
Meals Ready to Eat	140,538	86	12,017	136,958	88	12,004	136,958	90	12,310
Unitized Group Rations	1,093	293	320	1,085	300	326	1,085	308	334
Subtotal Operational Rations	141,631		12,337	138,043		12,330	138,043		12,644
<u>Augmentation Rations</u>									
Augmentation Rations	109,435	9	963	109,435	9	987	109,435	9	1,012
Other - Messing	310,898	13	3,933	310,898	13	4,029	310,898	13	4,132
Subtotal Augmentation Rations/Other	420,333		4,896	420,333		5,016	420,333		5,144
GRAND TOTAL SIK	620,279		219,559	600,216		165,700	600,216		169,924
GRAND TOTAL Enlisted Subsistence			1,117,038			1,017,402			1,042,016

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2010 DIRECT PROGRAM

1,223,889

Pricing Increase

15,800

Pay Raise (PI):

2,281

1 Jan 11 Pay Raise of 1.4% effect on DLA for PCS moves

2,281

Inflation Rate (PI):

9,499

Increase in rate of Land

7,518

Increase in rate of ITGBL (HHG)

1,980

Increase in Port Handling rate

1

Other (PI):

4,020

Increase in Mile-Per Diem Pricing

1,103

Increase in AMC Pricing

453

Increase in Comm Air Pricing

193

Increase in M Tons MSC Pricing

105

Increase in S Tons AMC Pricing

855

Increase in Trailer Allow Pricing

1

Increase in Trans of POV Pricing

757

Increase in NonTemp Storage Pricing

201

Increase in Temp Lodging Pricing

352

Program Increase

0

Total Increases

15,800

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

		<u>AMOUNT</u>
Pricing Decrease	0	
Program Decrease		(9,858)
Strength (PGD):	(6,005)	
Decrease in DLA Program	(694)	
Decrease in strength of Land	(4,199)	
Decrease in strength of ITGBL (HHG)	(1,106)	
Decrease in Port Handling strength	(6)	
Other (PGD):	(3,853)	
Decrease in Mile-Per Diem Program	(911)	
Decrease in AMC Program	(341)	
Decrease in Comm Air Program	(145)	
Decrease in M Tons MSC Program	(59)	
Decrease in S Tons AMC Program	(480)	
Decrease in Trailer Allow Program	(1)	
Decrease in Trans of POV Program	(1,459)	
Decrease in NonTemp Storage Program	(350)	
Decrease in Temp Lodging Program	(107)	
Total Decreases		(9,858)
FY 2011 DIRECT PROGRAM		1,229,831

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.

To fix long-standing property movement problems, such as excessive loss or damage to service members' property and poor quality of service from moving companies, effective March 1, 2008 DOD replaced its current program with the Defense Personal Property Program, a program that promises to offer service members a full value replacement claims process and improved quality of service. Beginning October 1, 2008 OSD directed PCS Obligation Policy change become effective.

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. Effective 1 January of each year, the average percentage pay raise increase is 3.9% for FY 2009, 3.4% for FY 2010 and 1.4% for FY 2011.

The Permanent Change of Station (PCS) program includes \$165 million in FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

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

	FY 2009 Actual		FY 2010 Estimate		FY 2011 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
Accession Travel	38,140	85,903	37,718	85,833	37,888	87,377
Training Travel	10,714	72,223	10,729	71,643	10,729	72,521
Operational Travel between Duty Stations	20,205	309,311	18,478	286,491	18,915	296,604
Rotational Travel To and From Overseas	44,167	545,904	40,410	510,329	39,387	505,198
Separation Travel	43,488	194,204	39,521	178,416	38,743	176,549
Travel of Organized Units	2,390	35,459	1,549	23,286	1,549	23,561
Nontemporary Storage *		44,131		40,921		40,772
Temporary Lodging Expense *		30,945		28,691		28,936
TOTAL OBLIGATIONS	159,104	1,318,080	148,405	1,225,610	147,211	1,231,518
Less Reimbursements		1,679		1,721		1,687
TOTAL DIRECT PROGRAM	159,104	1,316,401	148,405	1,223,889	147,211	1,229,831

*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)

	FY 2009 Actual		FY 2010 Estimate		FY 2011 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	117,016	101,310	109,147	95,390	108,269	95,429
AMC	30,588	32,981	28,531	31,054	28,301	31,067
Commercial Air	11,500	14,051	10,727	13,230	10,640	13,235
<u>Travel of Family Members</u>						
Mileage and Per Diem	68,111	29,726	62,567	27,257	62,257	27,410
AMC	32,413	19,324	29,775	17,720	29,628	17,819
Commercial Air	11,535	8,214	10,597	7,532	10,544	7,574
<u>Transportation of Household Goods</u>						
M Tons - MSC	33,096	8,514	30,286	7,875	30,062	7,921
S Tons - AMC	10,162	69,061	9,299	63,875	9,230	64,250
Land Shipment, CONUS & Overseas	53,756	607,300	49,192	561,697	48,828	564,993
ITGBL	21,300	159,947	19,492	147,936	19,347	148,804
Dislocation Allowance	61,698	117,953	56,817	112,901	56,472	114,483
Trailer Allowance	203	231	189	216	188	216
Transportation of POVs	22,802	73,938	21,060	68,905	20,619	68,203
Port Handling Charges		454		411		406
Nontemporary Storage*		44,131		40,921		40,772
Temporary Lodging Expense*		30,945		28,691		28,936
TOTAL OBLIGATIONS		1,318,080		1,225,610		1,231,518
Less Reimbursements		1,679		1,721		1,687
TOTAL DIRECT PROGRAM		1,316,401		1,223,889		1,229,831

*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 2011 Estimate	92,164
FY 2010 Estimate	90,528
FY 2009 Actual	90,590

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	4,770	366	1,748	4,667	370	1,725	4,790	374	1,790
(2) Family Member Travel	1,763	261	460	1,725	263	454	1,770	266	471
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	2,552	5,687	14,513	2,488	5,738	14,275	2,553	5,801	14,813
(5) Dislocation Allowance	1,241	1,855	2,302	1,214	1,921	2,332	1,246	1,957	2,439
(6) Trailer Allowance	16	590	9	15	595	9	16	602	10
(7) Global POV	139	3,240	450	136	3,269	445	140	3,305	463
(8) Port Handling (HHGS)			0			0			0
(9) Nontemporary Storage			492			486			504
(10) Temporary Lodging Expense			1,072			1,068			1,108
Subtotal Officer Accession Travel			21,046			20,794			21,598

Enlisted Accession Travel

(1) Member Travel	31,983	958	30,643	31,750	967	30,693	31,750	977	31,031
(2) Family Member Travel	7,353	222	1,635	7,299	224	1,638	7,299	227	1,656
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	4,558	5,268	24,014	4,509	5,315	23,963	4,509	5,374	24,235
(5) Dislocation Allowance	4,151	1,597	6,627	4,121	1,653	6,811	4,121	1,684	6,941
(6) Trailer Allowance	13	1,290	17	13	1,301	17	13	1,316	17
(7) Global POV	905	3,244	2,936	899	3,274	2,943	899	3,310	2,975
(8) Port Handling (HHGS)			3			3			3
(9) Nontemporary Storage			1,510			1,512			1,528
(10) Temporary Lodging Expense			1,613			1,629			1,647
Subtotal Enlisted Accession Travel			68,998			69,209			70,033

Cadet Accession Travel

	1,387	394	546	1,301	404	525	1,348	395	533
TOTAL ACCESSION TRAVEL			90,590			90,528			92,164

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2011 Estimate	76,666
FY 2010 Estimate	75,743
FY 2009 Actual	76,357

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 eliminees 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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,414	544	3,486	6,200	548	3,400	6,200	554	3,437
(2) Family Member Travel	6,658	272	1,812	6,436	275	1,768	6,436	278	1,787
(3) Trans of Household Goods	7,780	5,986	46,572	7,521	6,040	45,427	7,521	6,107	45,927
(4) Dislocation Allowance	4,741	2,100	9,955	4,582	2,174	9,961	4,582	2,215	10,150
(5) Port Handling (HHGS)			1			1			1
(6) Nontemporary Storage			1,021			996			1,007
(7) Temporary Lodging Expense			2,337			2,279			2,304
Subtotal Officer Training Travel			65,184			63,832			64,613

Enlisted Training Travel

(1) Member Travel	4,300	458	1,970	4,529	462	2,094	4,529	467	2,117
(2) Family Member Travel	1,419	254	361	1,495	257	384	1,495	260	388
(3) Trans of Household Goods	1,243	5,410	6,725	1,309	5,459	7,146	1,309	5,519	7,224
(4) Dislocation Allowance	869	1,533	1,332	916	1,587	1,453	916	1,617	1,481
(5) Port Handling (HHGS)			9			9			9
(6) Nontemporary Storage			427			454			459
(7) Temporary Lodging Expense			349			371			375
Subtotal Enlisted Training Travel			11,173			11,911			12,053

TOTAL TRAINING TRAVEL

76,357 75,743 76,666

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

FY 2011 Estimate 308,331
FY 2010 Estimate 297,836
FY 2009 Actual 321,585

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 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	7,905	1,052	8,319	7,399	1,062	7,857	7,461	1,074	8,010
(2) Family Member Travel	14,611	409	5,981	13,676	413	5,649	13,790	418	5,759
(3) Trans of Household Goods	10,545	9,064	95,585	9,870	9,146	90,275	9,953	9,247	92,035
(4) Dislocation Allowance	6,789	2,615	17,756	6,354	2,708	17,204	6,408	2,759	17,680
(5) Trailer Allowance	2	1,062	2	2	1,072	2	2	1,084	2
(6) Nontemporary Storage			941			889			906
(7) Temporary Lodging Expense			4,363			4,121			4,201
Subtotal Officer Operational Travel			132,947			125,997			128,593

Enlisted Operational Travel

(1) Member Travel	12,300	985	12,121	11,079	994	11,016	11,454	1,005	11,514
(2) Family Member Travel	18,441	643	11,852	16,611	648	10,772	17,173	656	11,259
(3) Trans of Household Goods	18,917	7,459	141,098	17,040	7,526	128,239	17,616	7,609	134,040
(4) Dislocation Allowance	9,568	1,734	16,590	8,618	1,795	15,470	8,910	1,829	16,298
(5) Trailer Allowance	7	944	7	7	953	7	7	963	7
(6) Nontemporary Storage			980			891			931
(7) Temporary Lodging Expense			5,990			5,444			5,689
Subtotal Enlisted Operational Travel			188,638			171,839			179,738
TOTAL OPERATIONAL TRAVEL			321,585			297,836			308,331

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2011 Estimate	538,731
FY 2010 Estimate	544,233
FY 2009 Actual	582,279

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,830	2,002	13,672	6,682	2,020	13,496	6,675	2,042	13,630
(2) Family Member Travel	8,805	624	5,493	8,614	629	5,422	8,605	636	5,476
(3) Pet Quarantine	47	558	26	46	563	26	46	569	26
(4) Trans of Household Goods	7,090	13,953	98,917	6,936	14,079	97,649	6,929	14,234	98,620
(5) Dislocation Allowance	6,124	2,438	14,928	5,991	2,524	15,119	5,985	2,572	15,391
(6) Trailer Allowance	64	1,015	65	62	1,024	63	62	1,035	64
(7) Global POV	4,986	3,242	16,167	4,878	3,272	15,959	4,873	3,308	16,118
(8) Port Handling (HHGS)			2			2			2
(9) Nontemporary Storage			7,281			7,187			7,259
(10) Temporary Lodging Expenses			2,631			2,597			2,623
Subtotal Officer Rotational Travel			159,182			157,520			159,209

Enlisted Rotational Travel

(1) Member Travel	37,337	1,509	56,340	33,728	1,523	51,354	32,712	1,539	50,354
(2) Family Member Travel	32,685	669	21,874	29,525	675	19,937	28,636	683	19,550
(3) Pet Quarantine	478	558	267	432	563	243	419	569	238
(4) Trans of Household Goods	35,470	6,304	223,612	32,042	6,361	203,821	31,076	6,431	199,861
(5) Dislocation Allowance	26,341	1,711	45,070	23,795	1,771	42,149	23,078	1,805	41,655
(6) Trailer Allowance	71	1,490	106	64	1,503	96	62	1,520	94
(7) Global POV	15,118	3,242	49,020	13,656	3,272	44,678	13,245	3,308	43,810
(8) Port Handling (HHGS)			345			315			309
(9) Nontemporary Storage			15,048			13,716			13,449
(10) Temporary Lodging Expenses			11,415			10,404			10,202
Subtotal Enlisted Rotational Travel			423,097			386,713			379,522
TOTAL ROTATIONAL TRAVEL			582,279			544,233			538,731

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2011 Estimate	191,142
FY 2010 Estimate	193,071
FY 2009 Actual	210,437

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,573	192	1,259	5,052	193	976	5,287	195	1,033
(2) Family Member Travel	2,127	428	911	1,635	432	706	1,711	437	747
(3) Trans of Household Goods	2,851	7,856	22,397	2,191	7,926	17,363	2,293	8,014	18,375
(4) Trailer Allowance	8	826	7	6	834	5	6	843	5
(5) Global POV	265	3,245	860	204	3,274	668	213	3,310	705
(6) Port Handling (HHGS)			37			28			30
(7) Nontemporary Storage			3,686			2,859			3,024
Subtotal Officer Separation Travel			29,157			22,605			23,919

Enlisted Separation Travel

(1) Member Travel	36,655	427	15,659	34,155	431	14,722	33,132	436	14,439
(2) Family Member Travel	14,655	318	4,665	13,655	321	4,386	13,246	325	4,302
(3) Trans of Household Goods	23,162	6,204	143,700	21,579	6,260	135,076	20,936	6,329	132,497
(4) Trailer Allowance	22	839	18	20	846	17	20	855	17
(5) Global POV	1,364	3,243	4,423	1,271	3,272	4,159	1,233	3,308	4,079
(6) Port Handling (HHGS)			57			53			52
(7) Nontemporary Storage			12,547			11,796			11,569
Subtotal Enlisted Separation Travel			181,069			170,209			166,955

Cadet Separation Travel

	260	812	211	314	819	257	324	828	268
TOTAL SEPARATION TRAVEL			210,437			193,071			191,142

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2011 Estimate	24,484
FY 2010 Estimate	24,199
FY 2009 Actual	36,832

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

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	190	1,052	200	257	1,062	273	257	1,074	276
(2) Family Member Travel	245	409	100	331	413	137	331	418	138
(3) Trans of Household Goods	236	9,064	2,139	319	9,146	2,918	319	9,247	2,950
(4) Dislocation Allowance	163	2,615	426	221	2,708	598	221	2,759	610
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	2	3,252	7	3	3,281	10	3	3,317	10
(7) Nontemporary Storage			23			31			31
(8) Temporary Lodging Expense			104			143			145
Subtotal Officer Unit Travel			2,999			4,110			4,160

Enlisted Unit Travel

(1) Member Travel	2,200	985	2,168	1,292	994	1,285	1,292	1,005	1,299
(2) Family Member Travel	3,298	643	2,120	1,937	648	1,256	1,937	656	1,270
(3) Trans of Household Goods	3,386	7,459	25,257	1,988	7,526	14,962	1,988	7,609	15,127
(4) Dislocation Allowance	1,711	1,734	2,967	1,005	1,795	1,804	1,005	1,829	1,838
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	23	3,252	75	13	3,281	43	13	3,317	43
(7) Nontemporary Storage			175			104			105
(8) Temporary Lodging Expense			1,071			635			642
Subtotal Enlisted Unit Travel			33,833			20,089			20,324
TOTAL UNIT TRAVEL			36,832			24,199			24,484

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2010 DIRECT PROGRAM		142,347
Pricing Increase		507
Increase in Apprehension Expense Pricing	1	
Increase in Survivor Benefits Pricing	67	
Increase in Adoption Expenses Pricing	4	
Increase in Partial DLA Pricing	17	
Increase in ROTC Pricing	176	
Increase in JROTC Pricing	242	
Program Increase		2,651
Strength (PGI):	445	
Increase in ROTC workyears	422	
Increase in JROTC workyears	23	
Other (PGI):	2,206	
Increase in Interest On Savings Program	24	
Increase in Unemployment Benefits Program	2,151	
Increase in Survivor Benefits Program	7	
Increase in Adoption Expenses Program	19	
Increase in partial DLA moves	5	
Total Increases		3,158
Pricing Decrease		(1,275)
Decrease in Mass Transportation Pricing	(1,275)	
Program Decrease		(1)
Other (PGD):	(1)	
Decrease in Mass Transportation Program	(1)	
Total Decreases		(1,276)
FY 2011 DIRECT PROGRAM		144,229

(Amount in Thousands)

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

FY 2011 Estimate	131
FY 2010 Estimate	130
FY 2009 Actual	129

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	129	130	131

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2011 Estimate 2,179
FY 2010 Estimate 2,155
FY 2009 Actual 2,132

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

The funds pay interest on savings accounts for members deployed in support of contingency operations. Details of the cost computation are provided in the following table:

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,132	2,155	2,179

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2011 Estimate	19,900
FY 2010 Estimate	19,900
FY 2009 Actual	21,900

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:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	90	100,000	9,000	82	100,000	8,200	82	100,000	8,200
Enlisted	129	100,000	12,900	117	100,000	11,700	117	100,000	11,700
TOTAL	219		21,900	199		19,900	199		19,900

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2011 Estimate 49,143
FY 2010 Estimate 46,992
FY 2009 Actual 67,498

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 factors derived from projected economic assumptions and Department of Defense historical experience.

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Unemployment Compensation	67,498	46,992	49,143

(Amount in Thousands)

PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL

FY 2011 Estimate	1,760
FY 2010 Estimate	1,693
FY 2009 Actual	1,629

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Allowance for Family Qtrs and Travel	1,629	1,693	1,760

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2011 Estimate 0
FY 2010 Estimate 0
FY 2009 Actual 84,812

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 estimates are 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 computation are provided in the following table:

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Extra Hazard Reimb. for SGLI	55,464	0	0
Premiums-SGLI	17,333	0	0
Traumatic Injury-SGLI	12,015	0	0
Total	84,812	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2011 Estimate	484
FY 2010 Estimate	477
FY 2009 Actual	335

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Education Benefits	335	477	484

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2011 Estimate	395
FY 2010 Estimate	372
FY 2009 Actual	353

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Expenses for Adoptions	353	372	395

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2011 Estimate 6,903
FY 2010 Estimate 8,179
FY 2009 Actual 5,106

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 (Title 26 U.S.C. 132 (f) (2)). 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 CONUS Air Force personnel who took advantage of this mode of transportation. The current maximum monthly subsidy allowed increased from \$115 to \$230 effective 2 Mar 09 until 31 Dec 10 per participant. Budget rate includes 6.0% administrative fee. Details of the cost computation are provided in the following table:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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>
Officers	3,315	1,309	4,340	3,315	2,097	6,952	3,315	1,770	5,868
Enlisted	585	1,309	766	585	2,097	1,227	585	1,770	1,035
TOTAL	3,900		5,106	3,900		8,179	3,900		6,903

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2011 Estimate	1,578
FY 2010 Estimate	1,556
FY 2009 Actual	2,297

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

A \$663.22 allowance was directed by Joint Federal Travel Regulation (JFTR), effective 1 January 2010. This allowance is for service members who are ordered for government convenience to move into or out of Military Family Housing. Details of the cost computation are provided in the following table:

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Partial Dislocation Allowance	2,297	1,556	1,578

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2011 Estimate 12,167
FY 2010 Estimate 12,241
FY 2009 Actual 11,883

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, field training and professional development 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 and subsistence-in-kind. Details of the cost computation are provided in the following tables:

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	7,078	6,426	6,359
Uniforms	2,988	3,189	3,163
Pay & Allowances	1,254	774	789
Subsistence-In-Kind	563	343	347
Foreign Language Incentive Program	0	1,509	1,509
TOTAL Requirement	11,883	12,241	12,167

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.

Subsistence Allowance: An allowance of \$450 for AS 300 and \$500 for AS 400 per month for students enrolled in Aeronautical Science 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)

(Amount in Thousands)

Subsistence:

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	6,470	450	2,912	5,449	450	2,452	5,098	450	2,294
Fourth Year (AS400)	8,332	500	4,166	7,948	500	3,974	8,129	500	4,065

Uniforms:

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

Uniforms, Commutation in Lieu: Commutation to institutions in lieu of uniforms issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets.

Uniforms, Issue-in-Kind:	4,388	227	998	8,924	230	2,051	8,947	233	2,085
Uniforms, Commutation in Lieu:	3,700	515	1,907	1,510	685	1,035	1,399	695	973

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. Reimbursement for meals is provided to nonscholarship students that are furnished government transportation. Rates vary by location. Rates shown are average rates.

Subsistence-In-Kind for Medical or Other Examinations:	3,750	12	45	4,216	12	51	4,215	12	51
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Base Visit Program:

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

Base Visit Program: Subsistence-In-Kind	2,417	12	29	2,375	12	29	2,375	12	29
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(Amount in Thousands)

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 (01). 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.

Uniforms, Commutation in Lieu: Commutation to institutions in lieu of uniforms issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets. Rate shown is an average rate.

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	987	1,167	1,152	537	1,209	649	537	1,231	661
Subsistence of Summer Field Training:	987	455	449	537	425	228	537	430	231
Uniforms, Issue-in-Kind:	132	379	50	238	382	91	244	389	95
Uniforms, Commutation in Lieu:	109	248	27	6	333	2	0	0	0

(Amount in Thousands)

Senior ROTC - Nonscholarship Program (Continued)

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

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

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

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

Uniforms, Issue-in-Kind: Uniform issues, including replacement items.

Uniforms, Commutation in Lieu: Commutation to institutions in lieu of uniforms issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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 Professional Development Training Program:	152	671	102	180	694	125	180	711	128
Subsistence for Professional Development Training Program:	152	263	40	138	254	35	138	261	36
Uniforms, Issue-in-Kind:	19	316	6	33	303	10	33	303	10

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.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	0	0	0	759	1,988	1,509	759	1,988	1,509

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2011 Estimate 33,404
FY 2010 Estimate 32,732
FY 2009 Actual 29,013

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 summer training and professional development training. The maximum number of scholarships authorized for the Air Force is 9,500.

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 and subsistence-in-kind. Details of the cost computation are provided in the following tables:

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	22,085	23,425	24,040
Uniforms	3,389	3,780	3,759
Pay & Allowances	2,531	3,310	3,372
Subsistence-In-Kind	1,008	1,120	1,136
Foreign Language Incentive Program	0	1,097	1,097
TOTAL Requirement	29,013	32,732	33,404

(Amount in Thousands)

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 paragraph 80401 of the DOD pay Manual, Officer Course (POC). 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 for 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 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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)	8,253	300	2,476	9,580	300	2,874	10,641	300	3,192
Second Year (AS200)	10,420	350	3,647	11,601	350	4,060	11,438	350	4,003
Third Year (AS300)	13,880	450	6,246	14,082	450	6,337	14,175	450	6,379
Fourth Year (AS400)	19,432	500	9,716	20,307	500	10,154	20,931	500	10,466
Totals			22,085			23,425			24,040

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: Commutation to institutions in lieu of uniform issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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:	5,605	227	1,275	11,404	230	2,621	11,426	233	2,663
Uniforms, Commutation in Lieu:	2,713	515	1,398	451	685	309	327	694	227

(Amount in Thousands)

Base Visit Program

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind	1,417	12	17	1,456	12	17	1,456	12	18

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 to 35 percent of a second lieutenant (01). 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.

Uniforms, Commutation in Lieu: Commutation to institutions in lieu of uniform issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets. Rate shown is an average rate.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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:	1,453	1,167	1,696	1,903	1,209	2,300	1,903	1,231	2,343
Subsistence of Summer Field Training:	1,453	455	661	1,903	425	808	1,903	430	819
Uniforms, Issue-in-Kind:	1,196	379	453	2,140	383	820	2,196	388	853
Uniforms, Commutation in Lieu:	1,001	247	247	56	250	14	0	0	0

(Amount in Thousands)

Professional Development Training Program

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

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

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet to 35% of a second lieutenant (O1). Rate shown is an average rate.

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

Uniforms, Issue-in-Kind: Uniform issues, including replacement items and issues for summer field training.

Uniforms, Commutation in Lieu: Commutation to institutions in lieu of uniform issue. Institutions may elect to receive an allowance in lieu of uniform issue and procure items from a Service, or other source, for use by cadets.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 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 Professional Development Training Program:	1,243	672	835	1,451	696	1,010	1,451	709	1,029
Subsistence for Professional Development Training Program:	1,243	265	330	1,154	256	295	1,154	259	299
Uniforms, Issue-in-Kind:	56	286	16	55	291	16	55	291	16

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.

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	0	0	0	551	1,991	1,097	551	1,991	1,097

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2011 Estimate	16,185
FY 2010 Estimate	15,920
FY 2009 Actual	17,714

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2009 Actual</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	75,700	207	15,706	76,410	172	13,112	76,603	174	13,329
Subsistence-In-Kind:	99,921	20	2,008	89,256	31	2,808	89,530	32	2,856
			17,714			15,920			16,185

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	17	3	20	17	8	25	17	8	25
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	4	5	9	4	6	10	4	6	10
Department of State (DOS)	20	0	20	20	1	21	20	1	21
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	4	4	0	7	7	0	7	7
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	4	0	4	3	0	3	3	0	3
Central Intelligence Agency (CIA)	7	1	8	8	2	10	8	2	10
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	2	0	2	2	0	2	2	0	2
US Military Observer Group (USMOG), Washington	0	0	0	0	0	0	0	0	0
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)	1	0	1	2	0	2	2	0	2
Office Dir of National Intel (ODNI)	0	0	0	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	71	16	87	73	27	100	73	27	100

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2009 Actual			FY 2010 Estimate			FY 2011 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
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	7	1	8	9	1	10	9	1	10
Department of Transportation	10	1	11	10	2	12	10	2	12
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)	1	0	1	0	0	0	0	0	0
Department of State (DOS)	6	0	6	6	0	6	6	0	6
Office Dir of National Intel (ODNI)	5	0	5	5	1	6	5	1	6
Subtotal Reimbursable Personnel	35	2	37	36	4	40	36	4	40
Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions:									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	146	203	349	91	45	136	71	37	108
Training Cases (Included in Foreign Military Sales)	58	3	61	45	3	48	45	3	48
Subtotal Non-DoD Functions	176	203	379	121	45	166	101	37	138
Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	88	24	112	61	19	80	61	19	80
Surface Deployment & Distribution Command (SDDC)	0	0	0	0	0	0	0	0	0
Defense Courier Service (DCS)	8	100	108	3	92	95	3	92	95
Defense Commissary Agency (DECA)	1	0	1	1	1	2	1	1	2
Defense Finance & Accounting Service (DFAS)	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency (DISA)	8	5	13	3	15	18	3	15	18
Defense Logistics Agency (DLA)	123	26	149	125	34	159	124	34	158
Depot Maintenance Activity Group (DMAG)	79	122	201	68	102	170	68	102	170
Supply Management Activity Group (SMAG)	41	17	58	41	16	57	41	16	57
Subtotal Working Capital Fund	348	294	642	304	279	583	303	279	582
Total - Reimbursable	559	499	1,058	461	328	789	440	320	760
Total - Nonreimbursable	71	16	87	73	27	100	73	27	100
Grand Total	630	515	1,145	534	355	889	513	347	860

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

	<u>FY 2009 Actual</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Subsistence	32,882	33,034	33,218
Strength Related:			
Officer - Basic Pay	107,995	105,726	104,513
Other Pay and Allowances	47,733	47,413	48,514
Enlisted - Basic Pay	83,276	81,780	80,928
Other Pay and Allowances	33,887	33,163	33,996
Retired Pay Accrual	56,725	61,016	61,090
PCS Travel	1,679	1,721	1,687
Strength Related Subtotal	331,295	330,819	330,728
TOTAL PROGRAM	364,177	363,853	363,946

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

	AY 08-09 (FY09)			AY 09-10 (FY10)			AY 10-11 (FY11)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	3,485	3,394	3,303	4,624	4,148	3,672	4,365	4,147	3,928
Second Year	2,501	2,185	1,869	3,295	2,783	2,270	3,246	3,084	2,922
Total Basic	5,986	5,579	5,172	7,919	6,931	5,942	7,611	7,231	6,850
Third Year	832	772	712	813	693	573	665	649	632
Fourth Year	716	740	764	743	699	655	601	586	571
Total Advanced	1,548	1,512	1,476	1,556	1,392	1,228	1,266	1,235	1,203
Extended Active	42	39	36	41	39	36	176	110	43
Total Non-Scholarship	7,576	7,130	6,684	9,516	8,361	7,206	9,053	8,575	8,096
<u>Senior ROTC - Scholarship</u>									
First Year	879	946	1,013	978	1,066	1,154	1,265	1,202	1,138
Second Year	1,078	1,198	1,317	1,255	1,313	1,370	1,360	1,292	1,224
Total Basic	1,957	2,144	2,330	2,233	2,379	2,524	2,625	2,494	2,362
Third Year	1,569	1,550	1,530	1,613	1,597	1,580	1,650	1,609	1,568
Fourth Year	1,424	1,375	1,326	1,520	1,474	1,428	1,523	1,485	1,447
Total Advanced	2,993	2,925	2,856	3,133	3,071	3,008	3,173	3,094	3,015
Extended Active	338	290	242	293	266	239	339	335	331
Total Scholarship	5,288	5,358	5,428	5,659	5,715	5,771	6,137	5,923	5,708
<u>Total Enrollment</u>									
First Year	4,364	4,340	4,316	5,602	5,214	4,826	5,630	5,348	5,066
Second Year	3,579	3,383	3,186	4,550	4,095	3,640	4,606	4,376	4,146
Total Basic	7,943	7,723	7,502	10,152	9,309	8,466	10,236	9,724	9,212
Third Year	2,401	2,322	2,242	2,426	2,290	2,153	2,315	2,258	2,200
Fourth Year	2,140	2,115	2,090	2,263	2,173	2,083	2,124	2,071	2,018
Total Advanced	4,541	4,437	4,332	4,689	4,463	4,236	4,439	4,329	4,218
Extended Active	380	329	278	334	305	275	515	445	374
Total ROTC Enrollment	12,864	12,488	12,112	15,175	14,076	12,977	15,190	14,497	13,804
Complete, Commissioned			1,843			1,855			1,979
Comp, Com Deifr (No Adl Ent)	185	142	98	178	114	50	12	24	36
(Cum Proj in Deifr Status)									
Complete, 5 Year Deg Ent	380	329	278	334	305	275	515	445	374
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**

	AY 08-09	AY 09-10	AY 10-11
	Sep 2009	Sep 2010	Sep 2011
1st Year Cadet (Freshmen)	53,040	56,712	57,120
2nd Year Cadet (Sophomores)	26,000	27,800	28,000
3rd Year Cadet (Juniors)	15,600	16,680	16,800
4th Year Cadet (Seniors)	9,360	10,008	10,080
Total	104,000	111,200	112,000
Number of Junior ROTC Detachments	884	889	894

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

	<u>End FY 2009 Actual</u>	<u>End FY 2010 Estimate</u>	<u>End FY 2011 Estimate</u>
Senior ROTC			
Schools	144	144	144
Civilian Personnel (End Strength)	26	26	26
Military Personnel (End Strength) 1/	919	919	919
 Junior ROTC			
Schools	884	889	894
Civilian Personnel (End Strength)	14	14	14
Military Personnel (End Strength) 1/	14	14	14

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 2009 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	13	13	12	12	12	12	12	13	13	14	14
O-9 Lieutenant General	36	35	37	36	36	36	36	36	37	35	38	39
O-8 Major General	98	98	101	104	102	102	100	106	108	110	111	106
O-7 Brigadier General	145	148	148	148	148	149	152	148	156	160	160	156
O-6 Colonel	3,513	3,520	3,543	3,550	3,574	3,607	3,656	3,718	3,738	3,729	3,728	3,676
O-5 Lt Colonel	10,054	10,038	10,060	10,083	10,089	10,100	10,118	10,169	10,168	10,138	10,173	10,082
O-4 Major	14,008	13,991	13,978	13,974	13,964	13,970	14,037	14,183	14,167	14,026	14,034	14,045
O-3 Captain	22,515	22,374	22,501	22,435	22,332	22,142	21,931	21,727	23,780	23,731	23,546	23,364
O-2 1st Lieutenant	7,398	7,406	7,328	7,318	7,168	7,232	7,211	8,805	7,092	7,086	7,222	7,208
O-1 2nd Lieutenant	6,749	6,962	6,785	6,864	6,945	6,963	7,049	6,360	6,669	6,826	6,780	6,806
Total Officers	64,528	64,585	64,494	64,524	64,370	64,313	64,302	65,264	65,928	65,854	65,806	65,496
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,569	2,563	2,586	2,579	2,588	2,615	2,632	2,652	2,646	2,659	2,661	2,642
E-8 Senior Master Sergeant	5,152	5,167	5,171	5,170	5,169	5,152	5,150	5,162	5,168	5,189	5,207	5,178
E-7 Master Sergeant	25,979	25,866	25,905	25,870	25,930	26,022	26,140	26,312	26,472	26,589	26,520	26,159
E-6 Technical Sergeant	42,072	42,000	41,968	41,942	41,915	41,907	41,890	41,881	41,804	41,746	41,680	41,505
E-5 Staff Sergeant	69,009	68,909	68,626	68,444	68,452	68,563	68,636	68,643	68,534	68,455	68,796	68,942
E-4 Senior Airman	48,983	49,504	50,014	50,997	51,518	52,027	52,021	52,156	51,974	52,072	51,919	51,886
E-3 Airman First Class	47,359	47,113	47,047	46,905	47,109	47,074	47,339	47,543	48,167	48,398	48,620	48,909
E-2 Airman	6,665	6,570	6,570	6,663	6,698	6,942	7,227	7,282	7,466	7,547	7,420	7,379
E-1 Airman Basic	11,006	11,721	12,252	12,127	11,814	11,584	11,111	10,835	10,604	10,898	11,142	10,751
Total Enlisted	258,794	259,413	260,139	260,697	261,193	261,886	262,146	262,466	262,835	263,553	263,965	263,351
<u>Cadets</u>	4,471	4,464	4,445	4,430	4,417	4,411	4,407	3,339	4,660	4,602	4,571	4,561
Total End Strength	327,793	328,462	329,078	329,651	329,980	330,610	330,855	331,069	333,423	334,009	334,342	333,408

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

FY 2010 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	14	14	13	13	13	13	14	14	14	14	13	12
O-9 Lieutenant General	37	38	37	36	37	37	36	37	37	36	34	35
O-8 Major General	101	101	100	101	101	102	99	100	101	100	100	100
O-7 Brigadier General	155	155	152	150	149	150	154	154	154	156	156	155
O-6 Colonel	3,630	3,623	3,607	3,697	3,601	3,612	3,781	3,827	3,842	3,839	3,778	3,764
O-5 Lt Colonel	10,034	10,070	10,103	10,139	10,062	10,018	10,236	10,323	10,324	10,396	10,115	10,202
O-4 Major	14,120	14,277	14,537	14,667	14,801	14,711	14,831	14,679	14,119	14,223	14,031	13,924
O-3 Captain	23,036	22,802	22,929	22,679	22,444	22,544	22,521	23,445	23,396	23,338	23,128	23,144
O-2 1st Lieutenant	7,256	7,251	7,347	7,373	7,264	7,227	7,165	7,476	7,335	7,319	7,314	7,301
O-1 2nd Lieutenant	7,041	7,151	7,057	7,023	7,025	7,001	7,090	5,513	6,531	6,627	6,547	6,417
Total Officers	65,424	65,482	65,882	65,878	65,497	65,415	65,927	65,568	65,853	66,048	65,216	65,054
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,617	2,614	2,640	2,629	2,631	2,636	2,641	2,651	2,644	2,641	2,642	2,642
E-8 Senior Master Sergeant	5,160	5,173	5,199	5,219	5,260	5,299	5,312	5,312	5,312	5,302	5,392	5,277
E-7 Master Sergeant	25,933	25,878	25,931	25,772	26,043	26,177	26,901	26,769	26,479	26,628	26,591	25,674
E-6 Technical Sergeant	41,594	41,662	41,741	41,715	41,715	41,576	41,191	41,298	41,503	41,495	41,476	41,605
E-5 Staff Sergeant	68,845	69,000	69,227	69,716	69,916	70,187	70,216	70,350	70,735	70,828	71,243	71,364
E-4 Senior Airman	51,792	51,609	51,988	52,006	52,191	51,326	50,637	50,543	50,540	50,448	50,594	50,289
E-3 Airman First Class	49,349	49,815	49,857	49,874	49,723	49,224	48,559	48,471	48,468	48,379	48,520	48,228
E-2 Airman	7,281	7,132	7,246	7,248	7,205	7,154	7,065	7,044	7,044	7,031	7,052	7,009
E-1 Airman Basic	10,565	11,144	10,914	10,918	10,852	10,776	10,641	10,611	10,610	10,591	10,621	10,558
Total Enlisted	263,136	264,027	264,743	265,097	265,536	264,355	263,163	263,049	263,335	263,343	264,131	262,646
<u>Cadets</u>	4,553	4,545	4,528	4,503	4,486	4,476	4,461	4,405	4,670	4,628	4,578	4,538
Total End Strength	333,113	334,054	335,153	335,478	335,519	334,246	333,551	333,022	333,858	334,019	333,925	332,238

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

FY 2011 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	13	13	13	13	13	13	13	13	13	13	14
O-9 Lieutenant General	38	39	38	37	37	37	37	37	37	37	38	38
O-8 Major General	102	101	101	101	101	101	101	101	101	101	101	101
O-7 Brigadier General	146	146	147	148	148	148	148	148	148	148	147	146
O-6 Colonel	3,643	3,660	3,642	3,634	3,639	3,654	3,664	3,687	3,688	3,629	3,559	3,509
O-5 Lt Colonel	10,012	10,004	10,008	10,011	10,022	10,051	10,085	10,141	10,122	10,075	9,982	9,899
O-4 Major	14,354	14,407	14,460	14,517	14,560	14,635	14,724	14,862	14,888	14,835	14,841	14,773
O-3 Captain	22,617	22,426	22,372	22,329	22,133	21,951	21,780	22,773	22,987	22,880	22,722	22,431
O-2 1st Lieutenant	7,225	7,211	7,299	7,240	7,225	7,198	7,119	7,383	7,243	7,249	7,255	7,203
O-1 2nd Lieutenant	6,633	6,600	6,264	6,461	6,428	6,458	6,416	5,380	6,773	6,933	6,963	6,648
Total Officers	64,783	64,607	64,344	64,491	64,306	64,246	64,087	64,525	66,000	65,900	65,621	64,762
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,639	2,643	2,644	2,647	2,654	2,667	2,685	2,675	2,645	2,628	2,635	2,635
E-8 Senior Master Sergeant	5,344	5,331	5,281	5,269	5,267	5,269	5,312	5,320	5,308	5,294	5,292	5,286
E-7 Master Sergeant	25,942	25,836	25,847	25,799	25,938	26,105	26,254	26,371	26,516	26,807	26,450	26,341
E-6 Technical Sergeant	41,609	41,595	41,548	41,522	41,489	41,462	41,546	41,502	41,407	41,456	41,717	42,146
E-5 Staff Sergeant	68,870	68,889	68,950	69,247	69,634	69,995	70,426	70,557	70,674	70,881	70,880	71,123
E-4 Senior Airman	51,810	51,526	51,820	51,766	51,483	51,185	50,694	50,548	50,497	50,465	50,462	50,211
E-3 Airman First Class	49,366	49,735	49,695	49,643	49,373	49,089	48,616	48,476	48,426	48,362	48,393	48,152
E-2 Airman	7,289	7,123	7,226	7,219	7,181	7,139	7,070	7,049	7,043	7,016	7,037	7,003
E-1 Airman Basic	10,568	11,126	10,878	10,867	10,808	10,746	10,642	10,612	10,600	10,563	10,593	10,541
Total Enlisted	263,437	263,804	263,889	263,979	263,827	263,657	263,245	263,110	263,116	263,472	263,459	263,438
<u>Cadets</u>	4,560	4,551	4,524	4,499	4,489	4,479	4,464	4,428	4,656	4,693	4,559	4,551
Total End Strength	332,780	332,962	332,757	332,969	332,622	332,382	331,796	332,063	333,772	334,065	333,639	332,751