

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2010 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
May 2009**

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

| | FY 2008 Actual | FY 2009 Estimate | FY 2010 Estimate |
|--|-------------------|-------------------|-------------------|
| <u>Direct Program</u> | | | |
| Pay and Allowances of Officers | 7,823,363 | 8,071,003 | 8,507,411 |
| Pay and Allowances of Enlisted | 14,148,690 | 14,540,872 | 15,442,249 |
| Pay and Allowances of Cadets | 62,442 | 69,057 | 71,044 |
| Subsistence of Enlisted Personnel | 884,768 | 978,828 | 1,032,821 |
| Permanent Change of Station Travel | 1,181,048 | 1,300,612 | 1,243,889 |
| Other Military Personnel Programs | 137,039 | 143,417 | 142,347 |
| TOTAL DIRECT PROGRAM | 24,237,350 | 25,103,789 | 26,439,761 |
| <u>Reimbursable Program</u> | | | |
| Pay and Allowances of Officers | 190,631 | 191,618 | 191,387 |
| Pay and Allowances of Enlisted | 97,152 | 97,124 | 96,794 |
| Subsistence of Enlisted Personnel | 28,769 | 28,756 | 28,951 |
| Permanent Change of Station Travel | 1,782 | 1,679 | 1,721 |
| TOTAL REIMBURSABLE PROGRAM | 318,334 | 319,177 | 318,853 |
| <u>Total Baseline Program</u> | | | |
| Pay and Allowances of Officers | 8,013,994 | 8,262,621 | 8,698,798 |
| Pay and Allowances of Enlisted Personnel | 14,245,842 | 14,637,996 | 15,539,043 |
| Pay and Allowances of Cadets | 62,442 | 69,057 | 71,044 |
| Subsistence of Enlisted Personnel | 913,537 | 1,007,584 | 1,061,772 |
| Permanent Change of Station Travel | 1,182,830 | 1,302,291 | 1,245,610 |
| Other Military Personnel Costs | 137,039 | 143,417 | 142,347 |
| TOTAL BASELINE PROGRAM FUNDING | 24,555,684 | 25,422,966 | 26,758,614 |
| <u>OCO Supplemental Funding -- FY 2008 (P.L. 110-161); FY 2009 (P.L. 110-252)</u> | | | |
| Pay and Allowances of Officers | 328,128 | 0 | 0 |
| Pay and Allowances of Enlisted Personnel | 846,258 | 0 | 0 |
| Subsistence of Enlisted Personnel | 104,542 | 0 | 0 |
| Permanent Change of Station Travel | 5,621 | 0 | 0 |
| Other Military Personnel Costs | 139,592 | 75,000 | 0 |

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

| | FY 2008 Actual | FY 2009 Estimate | FY 2010 Estimate |
|---|----------------|------------------|------------------|
| TOTAL OCO SUPPLEMENTAL PROGRAM FUNDING | 1,424,141 | 75,000 | 0 |
| <u>Total Program</u> | | | |
| Pay and Allowances of Officers | 8,342,122 | 8,262,621 | 8,698,798 |
| Pay and Allowances of Enlisted | 15,092,100 | 14,637,996 | 15,539,043 |
| Pay and Allowances of Cadets | 62,442 | 69,057 | 71,044 |
| Subsistence of Enlisted Personnel | 1,018,079 | 1,007,584 | 1,061,772 |
| Permanent Change of Station Travel | 1,188,451 | 1,302,291 | 1,245,610 |
| Other Military Personnel Programs | 276,631 | 218,417 | 142,347 |
| TOTAL PROGRAM | 25,979,825 | 25,497,966 | 26,758,614 |
| Medicare-Eligible Retiree HFC., (AF) | 1,958,800 | 1,777,964 | 1,839,771 |
| TOTAL MILPERS PROGRAM COST | 27,938,625 | 27,275,930 | 28,598,385 |

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, social security benefits to surviving family members excluded under previous eligibility rules, 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, Operations Enduring Freedom, Noble Eagle, and Iraqi Freedom and continued contribution to national and world-wide relief operations (e.g., Hurricane Katrina, Tsunami disaster). We ended FY 2008 at an end strength of 327,379 that aligns with resources to enable the AF to transform into a more lethal, more agile, streamlined force with an increased emphasis on the warfighter. The Air Force projects end strength of 332,748 for FY 2009 and programmed 331,700 for FY 2010.

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 \$227.5 million for FY 2009 and \$232 million for FY 2010 (this includes new and anniversary payments due to previous years 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 2008, 2009 and 2010

Program Levels

The FY 2008 end strength was 327,379 with 347,203 workyears. The FY 2008 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 last day of the academic year is May 27 for FY 2008, May 26 for FY 2009 and June 1 for FY 2010. 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 2008 budget of \$26.0 billion included \$318.3 million in reimbursements. The FY 2009 budget estimate is \$25.5 billion to include \$319.2 million in anticipated reimbursements. The FY 2010 budget estimate of \$26.8 billion includes \$318.9 million in anticipated reimbursements.

Baseline Budget Rates

The Retired Pay Accrual normal cost percentage is 29.0% of basic pay for FY 2008, 29.4% for FY 2009 and 32.3% for FY 2010. The estimated pay raise is 3.9% for FY 2009. The FY 2010 budget provides funding for a 2.9% across-the board pay raise effective 1 January 2010.

Since the FY 2009 President's Budget was submitted, revised economic assumptions have increased the FY 2009 estimates for the following: Basic pay (from 3.4% budgeted to 3.9% enacted); retired pay accrual (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time); social security tax employer's contribution (pay raise increase); basic allowance for housing (from 4.9% to 5.6%); and basic allowance for subsistence (from 3.4% to 10%). These increases are not reflected in the FY 2009 column of this budget since control totals are limited to the FY 2009 appropriated amount. Reprogramming actions requiring congressional approval may be required.

The Permanent Change of Station (PCS) program increases by \$165 million between FY 2008 and 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 2010 Military Personnel, Air Force budget estimates, were reduced by \$85 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 5 year availability.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2010 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 2008 Actual</u> | <u>FY 2009 Planned</u> | <u>FY 2010 Planned</u> |
|-------------------------------|-----------------------|------------------------|------------------------|
| Average Strength (Work years) | 347,203 | 335,973 | 334,898 |
| End Strength | 327,379 | 332,748 | 331,700 |
| Authorized End Strength | 328,600 | 317,050 | |

The FY 2008 actual strength was 327,379 with 347,203 workyears, including 13,367 workyears for Air Force, Guard and Reserve on Active duty in support of the Overseas Contingency Operations.

Recruiting

| | | | |
|---------------------------------------|--------|--------|--------|
| 1. Numeric goals | 27,848 | 31,980 | 31,750 |
| 2. Quality goals | | | |
| a. High School Degree Graduate (HSDG) | | | |
| Goal | 98.8% | 98.6% | 99.0% |
| b. Cat I-IIIa* | | | |
| Goal | 79.3% | 78.9% | 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) 2010 President's Budget
(\$ in Thousands)**

| <u>Treasury Code</u> | <u>Appropriation Title</u> | <u>FY 2010 BA 03</u> | <u>FY 2010 BA Assoc w/Metrics</u> | <u>Percent FY 2010 BA Assoc w/Metrics</u> |
|----------------------|----------------------------|----------------------|---------------------------------------|---|
| 57 | 3400 | \$3,555,883 | \$152,983 | 4.30% |

The Air Force Operations and Maintenance appropriation, BA 03, funds the recruiting program. This metric represents the recruiting of Air Force personnel, for total end strength of 331,700 in fiscal year 2010.

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SECTION 3

SUMMARY TABLES

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

| | FY 2008 Actual | | FY 2009 Estimate /3 | | FY 2010 Estimate | |
|---------------------------------------|----------------|----------------|---------------------|----------------|------------------|----------------|
| | Work Years | End Strengths | Work Years | End Strengths | Work Years | End Strengths |
| <u>DIRECT BASELINE PROGRAM</u> | | | | | | |
| Officers | 65,854 | 64,303 | 66,170 | 64,886 | 65,682 | 63,393 |
| Enlisted | 262,703 | 257,667 | 264,529 | 262,487 | 263,899 | 263,457 |
| Cadets | 4,315 | 4,482 | 4,361 | 4,485 | 4,444 | 4,000 |
| Total Direct Program | 332,872 | 326,452 | 335,060 | 331,858 | 334,025 | 330,850 |
| <u>REIMBURSABLE PROGRAM</u> | | | | | | |
| Officers | 489 | 502 | 497 | 488 | 482 | 473 |
| Enlisted | 475 | 425 | 416 | 402 | 391 | 377 |
| Cadets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Reimbursable Program | 964 | 927 | 913 | 890 | 873 | 850 |
| <u>TOTAL BASELINE PROGRAM</u> | | | | | | |
| Officers | 66,343 | 64,805 | 66,667 | 65,374 | 66,164 | 63,866 |
| Enlisted | 263,178 | 258,092 | 264,945 | 262,889 | 264,290 | 263,834 |
| Cadets | 4,315 | 4,482 | 4,361 | 4,485 | 4,444 | 4,000 |
| Total Program | 333,836 | 327,379 | 335,973 | 332,748 | 334,898 | 331,700 |
| <u>OCO Supplemental 1/2/</u> | | | | | | |
| Officers | 2,312 | 0 | 0 | 0 | 0 | 0 |
| Enlisted | 11,055 | 0 | 0 | 0 | 0 | 0 |
| Supplemental Funded Strength | 13,367 | 0 | 0 | 0 | 0 | 0 |
| <u>* REVISED TOTAL PROGRAM</u> | | | | | | |
| Officers | 68,655 | 64,805 | 66,667 | 65,374 | 66,164 | 63,866 |
| Enlisted | 274,233 | 258,092 | 264,945 | 262,889 | 264,290 | 263,834 |
| Cadets | 4,315 | 4,482 | 4,361 | 4,485 | 4,444 | 4,000 |
| Revised Total Program | 347,203 | 327,379 | 335,973 | 332,748 | 334,898 | 331,700 |

/1 FY 2008 work years includes 2,312 officers and 11,055 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OEF/OIF

/2 FY 2009 does not include any workyears in support of OEF/OIF

/3 FY 2009 includes 2,643 unfunded enlisted workyears

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 2008 Actuals | FY 2009 Actuals | FY 2010 Actuals |
|-------------------|-----------------|-----------------|-----------------|
| AF Reserve | 780 | 1,265 | 1,017 |
| AF Guard | 399 | 455 | 455 |

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

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

| | FY 2008 Actual | | FY 2009 Estimate | | FY 2010 Estimate | |
|-------------------------------------|-----------------------|---------------------------|-------------------------|---------------------------|-------------------------|---------------------------|
| | Total | Reimb Included | Total | Reimb Included | Total | Reimb Included |
| <u>Commissioned Officers</u> | | | | | | |
| O-10 General | 11 | 0 | 12 | 0 | 13 | 0 |
| O-9 Lieutenant General | 35 | 0 | 33 | 0 | 35 | 0 |
| O-8 Major General | 100 | 1 | 98 | 1 | 97 | 1 |
| O-7 Brigadier General | 147 | 1 | 155 | 1 | 154 | 1 |
| O-6 Colonel | 3,538 | 27 | 3,713 | 28 | 3,560 | 26 |
| O-5 Lieutenant Colonel | 10,148 | 79 | 10,076 | 75 | 9,821 | 73 |
| O-4 Major | 14,053 | 109 | 14,031 | 105 | 14,611 | 108 |
| O-3 Captain | 22,734 | 177 | 23,389 | 174 | 21,560 | 160 |
| O-2 1st Lieutenant | 7,408 | 57 | 7,169 | 54 | 6,921 | 51 |
| O-1 2nd Lieutenant | 6,631 | 51 | 6,698 | 50 | 7,094 | 53 |
| Officer Subtotal | 64,805 | 502 | 65,374 | 488 | 63,866 | 473 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,590 | 4 | 2,629 | 4 | 2,638 | 4 |
| E-8 Senior Master Sergeant | 5,178 | 9 | 5,258 | 8 | 5,276 | 8 |
| E-7 Master Sergeant | 26,172 | 43 | 26,294 | 40 | 26,692 | 38 |
| E-6 Technical Sergeant | 42,135 | 69 | 42,856 | 66 | 42,414 | 61 |
| E-5 Staff Sergeant | 69,216 | 114 | 70,297 | 107 | 68,903 | 98 |
| E-4 Senior Airman | 48,199 | 79 | 53,042 | 81 | 51,707 | 74 |
| E-3 Airman First Class | 47,746 | 79 | 45,168 | 69 | 47,171 | 67 |
| E-2 Airman | 6,493 | 11 | 7,627 | 12 | 8,522 | 12 |
| E-1 Airman Basic | 10,363 | 17 | 9,718 | 15 | 10,511 | 15 |
| Enlisted Subtotal | 258,092 | 425 | 262,889 | 402 | 263,834 | 377 |
| <u>Cadets</u> | 4,482 | 0 | 4,485 | 0 | 4,000 | 0 |
| TOTAL END STRENGTH | 327,379 | 927 | 332,748 | 890 | 331,700 | 850 |

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.

**WORKYEARS BY GRADE
(TOTAL PROGRAM)**

| | <u>FY 2008 Actual 1/</u> | | <u>FY 2009 Estimate 2/</u> | | <u>FY 2010 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 | 13 | 0 | 13 | 0 |
| O-9 Lieutenant General | 35 | 0 | 36 | 0 | 36 | 0 |
| O-8 Major General | 102 | 1 | 102 | 1 | 100 | 1 |
| O-7 Brigadier General | 156 | 1 | 153 | 1 | 156 | 1 |
| O-6 Colonel | 3,755 | 26 | 3,724 | 28 | 3,821 | 27 |
| O-5 Lieutenant Colonel | 11,275 | 76 | 10,802 | 77 | 10,476 | 74 |
| O-4 Major | 15,504 | 108 | 14,337 | 107 | 15,189 | 107 |
| O-3 Captain | 23,076 | 170 | 23,145 | 176 | 22,650 | 167 |
| O-2 1st Lieutenant | 7,874 | 56 | 7,493 | 56 | 7,175 | 53 |
| O-1 2nd Lieutenant | 6,865 | 51 | 6,862 | 51 | 6,548 | 52 |
| Officer Subtotal | 68,655 | 489 | 66,667 | 497 | 66,164 | 482 |
| <u>Enlisted Personnel</u> | | | | | | |
| E-9 Chief Master Sergeant | 2,944 | 5 | 2,681 | 4 | 2,644 | 4 |
| E-8 Senior Master Sergeant | 5,953 | 10 | 5,365 | 9 | 5,380 | 8 |
| E-7 Master Sergeant | 28,754 | 48 | 26,776 | 42 | 27,096 | 39 |
| E-6 Technical Sergeant | 46,526 | 77 | 42,941 | 68 | 42,800 | 64 |
| E-5 Staff Sergeant | 73,448 | 126 | 69,907 | 111 | 68,904 | 103 |
| E-4 Senior Airman | 52,186 | 92 | 52,116 | 80 | 51,724 | 78 |
| E-3 Airman First Class | 48,433 | 86 | 46,962 | 74 | 47,182 | 68 |
| E-2 Airman | 6,365 | 12 | 6,999 | 12 | 8,537 | 12 |
| E-1 Airman Basic | 9,624 | 19 | 11,198 | 16 | 10,023 | 15 |
| Enlisted Subtotal | 274,233 | 475 | 264,945 | 416 | 264,290 | 391 |
| <u>Cadets</u> | 4,315 | 0 | 4,361 | 0 | 4,444 | 0 |
| TOTAL WORKYEARS | 347,203 | 964 | 335,973 | 913 | 334,898 | 873 |

1/ Includes 2,312 officers and 11,055 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF and OEF.

2/ Includes 2,643 unfunded enlisted workyears.

ACTIVE DUTY STRENGTHS BY MONTHS

| | FY 2008 Actual | | | | FY 2009 Estimate /1 | | | | FY 2010 Estimate | | | |
|-----------------------------|-----------------------|-----------------|---------------|----------------|----------------------------|-----------------|---------------|----------------|-------------------------|-----------------|---------------|----------------|
| | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total |
| September | 65,722 | 263,372 | 4,401 | 333,495 | 64,805 | 258,092 | 4,482 | 327,379 | 65,374 | 262,889 | 4,485 | 332,748 |
| October | 65,410 | 262,860 | 4,393 | 332,663 | 64,528 | 258,794 | 4,471 | 327,793 | 64,617 | 259,162 | 4,474 | 328,253 |
| November | 65,174 | 261,793 | 4,385 | 331,352 | 64,585 | 259,413 | 4,464 | 328,462 | 64,596 | 258,614 | 4,465 | 327,675 |
| December | 64,927 | 260,798 | 4,364 | 330,089 | 64,494 | 260,139 | 4,445 | 329,078 | 64,897 | 259,929 | 4,439 | 329,265 |
| January | 64,609 | 261,006 | 4,346 | 329,961 | 64,524 | 260,697 | 4,430 | 329,651 | 64,976 | 260,058 | 4,414 | 329,448 |
| February | 64,351 | 260,530 | 4,328 | 329,209 | 64,370 | 261,193 | 4,417 | 329,980 | 64,840 | 260,403 | 4,397 | 329,640 |
| March | 64,383 | 259,964 | 4,318 | 328,665 | 64,313 | 261,886 | 4,411 | 330,610 | 64,556 | 260,626 | 4,388 | 329,570 |
| April | 64,198 | 259,691 | 4,313 | 328,202 | 64,147 | 262,673 | 4,392 | 331,212 | 64,118 | 260,240 | 4,372 | 328,730 |
| May | 65,276 | 259,021 | 3,292 | 327,589 | 65,614 | 262,427 | 3,294 | 331,335 | 64,100 | 260,901 | 4,318 | 329,319 |
| June | 65,690 | 258,501 | 4,580 | 328,771 | 66,264 | 262,887 | 4,556 | 333,707 | 65,243 | 260,852 | 4,586 | 330,681 |
| July | 65,304 | 258,604 | 4,531 | 328,439 | 66,301 | 263,058 | 4,489 | 333,848 | 64,865 | 262,185 | 4,513 | 331,563 |
| August | 65,136 | 258,260 | 4,489 | 327,885 | 65,980 | 263,366 | 4,488 | 333,834 | 64,533 | 263,145 | 4,484 | 332,162 |
| September | 64,805 | 258,092 | 4,482 | 327,379 | 65,374 | 262,889 | 4,485 | 332,748 | 63,866 | 263,834 | 4,477 | 332,177 |
| Average End Strength | 64,975 | 260,147 | 4,315 | 329,437 | 65,020 | 261,445 | 4,361 | 330,826 | 64,664 | 260,790 | 4,444 | 329,898 |

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

| | FY 2008 Actual /2 | | | | FY 2009 Estimate /3 | | | | FY 2010 Estimate | | | |
|-------------------------------|--------------------------|-----------------|---------------|----------------|----------------------------|-----------------|---------------|----------------|-------------------------|-----------------|---------------|----------------|
| | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total | Officers | Enlisted | Cadets | Total |
| MAN-DAY Workyears | 3,680 | 14,086 | 0 | 17,766 | 1,647 | 3,500 | 0 | 5,147 | 1,500 | 3,500 | 0 | 5,000 |
| \$M | 421 | 1,106 | 0 | 1,527 | 206 | 221 | 0 | 426 | 194 | 228 | 0 | 422 |
| Total Average Strength | 68,655 | 274,233 | 4,315 | 347,203 | 66,667 | 264,945 | 4,361 | 335,973 | 66,164 | 264,290 | 4,444 | 334,898 |

1/ Includes actuals through Mar 2009 and includes 2,643 unfunded enlisted workyears.

2/ Includes 2,312 officers and 11,055 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF and OEF.

3/ Does not include any 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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|---------------------------------|-----------------------|-------------------------|-------------------------|
| Beginning Strength | 65,722 | 64,805 | 65,374 |
| Gains (By Source): | | | |
| Service Academies | 996 | 1,051 | 997 |
| ROTC | 1,540 | 1,932 | 2,031 |
| Health Professions Scholarships | 58 | 60 | 60 |
| Officer Training School | 465 | 499 | 555 |
| Other | 959 | 1,052 | 1,597 |
| Gain Adjustment | 0 | 0 | 0 |
| Total Gains | 4,018 | 4,594 | 5,240 |
| Losses (By Type): | | | |
| Voluntary Separation | 1,947 | 1,546 | 1,545 |
| Retirement | 2,257 | 2,252 | 2,442 |
| Involuntary | 385 | 221 | 221 |
| With Pay | 318 | 180 | 180 |
| Without Pay | 67 | 41 | 41 |
| Reduction in Force | 0 | 0 | 0 |
| Other | 31 | 6 | 2,540 |
| Loss Adjustment | 315 | 0 | 0 |
| Total Losses | 4,935 | 4,025 | 6,748 |
| TOTAL | 64,805 | 65,374 | 63,866 |

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

| | <u>FY 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|-------------------------------|-----------------------|-------------------------|-------------------------|
| Beginning Strength | 263,372 | 258,092 | 262,889 |
| Gains (By Source): | | | |
| Non Prior Service Enlistments | 27,765 | 31,780 | 31,500 |
| Male | 21,492 | 24,600 | 24,539 |
| Female | 6,273 | 7,180 | 6,961 |
| Prior Service Enlistments | 83 | 200 | 250 |
| Reenlistments | 38,753 | 40,168 | 38,104 |
| Reserves | 0 | 0 | 0 |
| Officer Candidate Programs | 63 | 220 | 290 |
| Other | 193 | 180 | 180 |
| Gain Adjustments | 130 | 36 | 0 |
| Total Gains | 66,987 | 72,584 | 70,324 |
| Losses (By Type): | | | |
| ETS | 12,998 | 8,634 | 9,962 |
| Programmed Early Release | 976 | 779 | 623 |
| To Commissioned Officer | 272 | 196 | 199 |
| Reenlistments | 38,753 | 40,168 | 38,104 |
| Retirement | 8,487 | 6,860 | 7,904 |
| Attrition | 9,819 | 8,748 | 10,111 |
| Other | 0 | 2,402 | 2,476 |
| Loss Adjustments | 962 | 0 | 0 |
| Total Losses | 72,267 | 67,787 | 69,379 |
| TOTAL | 258,092 | 262,889 | 263,834 |

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

| | <u>FY 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|---------------------------|------------------------------|--------------------------------|--------------------------------|
| Beginning Strength | 4,401 | 4,482 | 4,485 |
| Gains: | 1,368 | 1,326 | 1,313 |
| Losses: | 1,287 | 1,323 | 1,321 |
| Graduates | 996 | 1,051 | 997 |
| Attrition | 291 | 272 | 324 |
| TOTAL | 4,482 | 4,485 | 4,477 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|----------------|-----------|------------|------------------|-----------|------------|------------------|-----------|------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 1. Basic Pay | 4,443,415 | 8,105,601 | 12,549,016 | 4,521,097 | 7,982,816 | 12,503,913 | 4,652,985 | 8,298,263 | 12,951,248 |
| 2. Retired Pay Accruals | 1,320,030 | 2,343,272 | 3,663,302 | 1,318,968 | 2,333,719 | 3,652,687 | 1,493,832 | 2,669,786 | 4,163,618 |
| 3. Basic Allowance for Housing | 1,289,875 | 2,918,574 | 4,208,449 | 1,185,708 | 2,719,448 | 3,905,156 | 1,289,006 | 2,872,747 | 4,161,753 |
| a. With Dependents - Domestic | 874,874 | 1,727,678 | 2,602,552 | 812,485 | 1,660,900 | 2,473,385 | 893,187 | 1,792,447 | 2,685,634 |
| b. Without Dependents - Domestic | 267,172 | 610,310 | 877,482 | 251,562 | 588,183 | 839,745 | 265,626 | 599,746 | 865,372 |
| c. Differential - Domestic | 61 | 1,227 | 1,288 | 62 | 1,244 | 1,306 | 64 | 1,300 | 1,364 |
| d. Partial - Domestic | 234 | 4,895 | 5,129 | 242 | 5,217 | 5,459 | 246 | 5,483 | 5,729 |
| e. With Dependents - Overseas | 103,084 | 355,061 | 458,145 | 84,596 | 282,835 | 367,431 | 91,072 | 289,191 | 380,263 |
| f. Without Dependents - Overseas | 42,164 | 210,385 | 252,549 | 34,417 | 171,868 | 206,285 | 36,387 | 175,016 | 211,403 |
| g. Moving-In Housing | 2,286 | 9,018 | 11,304 | 2,344 | 9,201 | 11,545 | 2,424 | 9,564 | 11,988 |
| 4. Subsistence | 173,259 | 1,018,079 | 1,191,338 | 174,374 | 1,007,584 | 1,181,958 | 185,213 | 1,061,772 | 1,246,985 |
| a. Basic Allowance for Subsistence | 173,259 | 824,007 | 997,266 | 174,374 | 825,824 | 1,000,198 | 185,213 | 868,652 | 1,053,865 |
| 1. Authorized to Mess Separately | 173,259 | 935,605 | 1,108,864 | 174,374 | 942,661 | 1,117,035 | 185,213 | 992,982 | 1,178,195 |
| 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 | (111,598) | (111,598) | 0 | (116,837) | (116,837) | 0 | (124,330) | (124,330) |
| b. Subsistence-In-Kind | 0 | 194,046 | 194,046 | 0 | 181,614 | 181,614 | 0 | 192,965 | 192,965 |
| 1. Subsistence in Messes | 0 | 179,171 | 179,171 | 0 | 162,624 | 162,624 | 0 | 172,789 | 172,789 |
| 2. Operational Rations | 0 | 11,086 | 11,086 | 0 | 14,153 | 14,153 | 0 | 15,038 | 15,038 |
| 3. Augmentation Rations | 0 | 3,789 | 3,789 | 0 | 4,837 | 4,837 | 0 | 5,138 | 5,138 |
| c. Family Supplemental Subsistence Allowance | 0 | 26 | 26 | 0 | 146 | 146 | 0 | 155 | 155 |
| 5. Incentive - Hazardous Duty - Aviation Career Pay | 271,896 | 37,068 | 308,964 | 274,697 | 35,172 | 309,869 | 261,459 | 35,381 | 296,840 |
| a. Flying Duty Pay | 270,821 | 28,427 | 299,248 | 273,467 | 26,678 | 300,145 | 260,157 | 26,858 | 287,015 |
| 1. Aviation Career, Officers | 130,900 | 0 | 130,900 | 130,938 | 0 | 130,938 | 133,880 | 0 | 133,880 |
| 2. Crew Members, Enlisted | 0 | 3,766 | 3,766 | 0 | 2,333 | 2,333 | 0 | 2,276 | 2,276 |
| 3. Noncrew Member | 0 | 353 | 353 | 0 | 270 | 270 | 0 | 270 | 270 |
| 4. Aviator Continuation Pay | 138,900 | 0 | 138,900 | 141,094 | 0 | 141,094 | 124,873 | 0 | 124,873 |
| 5. Career Enlisted Flyer Pay | 0 | 24,308 | 24,308 | 0 | 24,075 | 24,075 | 0 | 24,312 | 24,312 |
| 6. HDIP-Aviation | 1,021 | 0 | 1,021 | 1,435 | 0 | 1,435 | 1,404 | 0 | 1,404 |
| b. Parachute Jumping Pay | 196 | 1,172 | 1,368 | 234 | 1,080 | 1,314 | 234 | 1,080 | 1,314 |
| c. Demolition Pay | 239 | 3,307 | 3,546 | 252 | 3,069 | 3,321 | 270 | 3,078 | 3,348 |
| d. Other Pays | 640 | 4,162 | 4,802 | 744 | 4,345 | 5,089 | 798 | 4,365 | 5,163 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|----------------|----------|---------|------------------|----------|---------|------------------|----------|---------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 6. Special Pays | 226,103 | 301,863 | 527,966 | 273,996 | 315,680 | 589,676 | 294,827 | 379,680 | 674,507 |
| a. Medical Pay | 147,321 | 0 | 147,321 | 170,619 | 0 | 170,619 | 175,170 | 0 | 175,170 |
| b. Dental Pay | 33,045 | 0 | 33,045 | 36,363 | 0 | 36,363 | 40,686 | 0 | 40,686 |
| c. Optometrists Pay | 569 | 0 | 569 | 886 | 0 | 886 | 1,238 | 0 | 1,238 |
| d. Veterinarians Pay | 215 | 0 | 215 | 215 | 0 | 215 | 215 | 0 | 215 |
| e. Board Certified Pay Non-Physician | 4,216 | 0 | 4,216 | 22,448 | 0 | 22,448 | 25,286 | 0 | 25,286 |
| f. Nurses Pay | 6,024 | 0 | 6,024 | 20,985 | 0 | 20,985 | 21,987 | 0 | 21,987 |
| g. Sea and Foreign Duty, Total | 0 | 374 | 374 | 0 | 231 | 231 | 0 | 231 | 231 |
| 1. Sea Duty | 0 | 64 | 64 | 0 | 25 | 25 | 0 | 25 | 25 |
| 2. Overseas Extension Pay | 0 | 310 | 310 | 0 | 206 | 206 | 0 | 206 | 206 |
| h. Diving Duty Pay | 277 | 1,438 | 1,715 | 338 | 1,745 | 2,083 | 344 | 1,830 | 2,174 |
| i. Foreign Language Proficiency Pay | 3,931 | 17,298 | 21,229 | 5,081 | 16,761 | 21,842 | 5,306 | 17,563 | 22,869 |
| j. Hostile Fire Pay | 17,219 | 74,554 | 91,773 | 0 | 0 | 0 | 5,501 | 37,935 | 43,436 |
| k. Responsibility Pay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| l. Hardship Duty Pay | 4,887 | 28,394 | 33,281 | 0 | 0 | 0 | 1,808 | 10,848 | 12,656 |
| m. Judge Advocate Continuation Pay | 3,251 | 0 | 3,251 | 4,569 | 0 | 4,569 | 4,401 | 0 | 4,401 |
| n. Reenlistment Bonus | 0 | 127,449 | 127,449 | 0 | 227,471 | 227,471 | 0 | 232,010 | 232,010 |
| o. Special Duty Assignment Pay | 0 | 31,571 | 31,571 | 0 | 36,889 | 36,889 | 0 | 36,889 | 36,889 |
| p. Enlistment Bonus | 0 | 8,669 | 8,669 | 0 | 12,986 | 12,986 | 0 | 14,517 | 14,517 |
| q. Other Special Pay | 5,148 | 12,116 | 17,264 | 12,492 | 19,597 | 32,089 | 12,885 | 27,857 | 40,742 |
| 7. Allowances | 156,461 | 636,363 | 792,824 | 114,708 | 511,537 | 626,245 | 111,678 | 519,792 | 631,470 |
| a. Uniform or Clothing Allowances | 2,283 | 148,141 | 150,424 | 2,133 | 135,829 | 137,962 | 2,388 | 136,568 | 138,956 |
| 1. Initial Issue | 2,256 | 39,882 | 42,138 | 2,106 | 47,009 | 49,115 | 2,362 | 46,992 | 49,354 |
| 1a. Military | 1,980 | 37,745 | 39,725 | 1,838 | 44,902 | 46,740 | 2,096 | 44,867 | 46,963 |
| 1b. Civilian | 276 | 2,137 | 2,413 | 268 | 2,107 | 2,375 | 266 | 2,125 | 2,391 |
| 2. Additional | 27 | 0 | 27 | 27 | 0 | 27 | 26 | 0 | 26 |
| 3. Basic Maintenance | 0 | 16,941 | 16,941 | 0 | 13,821 | 13,821 | 0 | 13,938 | 13,938 |
| 4. Standard Maintenance | 0 | 88,834 | 88,834 | 0 | 72,579 | 72,579 | 0 | 73,197 | 73,197 |
| 5. Supplemental | 0 | 2,484 | 2,484 | 0 | 2,420 | 2,420 | 0 | 2,441 | 2,441 |
| 6. New Uniform Up Front Purchase | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| b. Station Allowance Overseas | 134,412 | 426,691 | 561,103 | 100,476 | 342,236 | 442,712 | 97,154 | 349,667 | 446,821 |
| 1. Cost-of-Living | 121,527 | 386,614 | 508,141 | 87,263 | 301,348 | 388,611 | 83,492 | 307,166 | 390,658 |
| 2. Temporary Lodging | 12,885 | 40,077 | 52,962 | 13,213 | 40,888 | 54,101 | 13,662 | 42,501 | 56,163 |
| c. Family Separation Allowance | 15,688 | 56,998 | 72,686 | 7,989 | 28,926 | 36,915 | 7,929 | 28,851 | 36,780 |
| 1. On PCS, No Government Quarters | 3,009 | 16,728 | 19,737 | 2,922 | 16,161 | 19,083 | 2,901 | 16,119 | 19,020 |
| 2. On TDY | 12,679 | 40,270 | 52,949 | 5,067 | 12,765 | 17,832 | 5,028 | 12,732 | 17,760 |
| d. Personal Money Allowance, General Officers | 51 | 0 | 51 | 51 | 0 | 51 | 52 | 0 | 52 |
| e. CONUS Cost of Living Allowance | 4,027 | 4,533 | 8,560 | 4,059 | 4,546 | 8,605 | 4,155 | 4,678 | 8,833 |
| f. Catastrophical Injured Aid Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 28 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|------------------|-------------------|-------------------|------------------|-------------------|-------------------|------------------|-------------------|-------------------|
| | Officer | Enlisted | Total | Officer | Enlisted | Total | Officer | Enlisted | Total |
| 8. Separation Payments | 108,539 | 121,549 | 230,088 | 54,755 | 128,939 | 183,694 | 55,780 | 128,577 | 184,357 |
| a. Terminal Leave Pay | 15,252 | 29,369 | 44,621 | 17,385 | 33,730 | 51,115 | 18,919 | 31,767 | 50,686 |
| b. Severance Pay, Disability | 823 | 22,962 | 23,785 | 1,766 | 25,432 | 27,198 | 1,822 | 26,180 | 28,002 |
| c. Severance Pay, Non-Promotion | 6,679 | 0 | 6,679 | 3,606 | 0 | 3,606 | 3,720 | 0 | 3,720 |
| d. Severance Pay, Involuntary Half (5%) | 0 | 1,865 | 1,865 | 78 | 1,876 | 1,954 | 81 | 1,951 | 2,032 |
| e. Severance Pay, Involuntary Full (10%) | 17,189 | 1,991 | 19,180 | 5,237 | 1,987 | 7,224 | 5,402 | 2,050 | 7,452 |
| f. VSI Trust Fund | 25,641 | 7,659 | 33,300 | 24,255 | 7,245 | 31,500 | 23,408 | 6,992 | 30,400 |
| g. Vol Separation Pay | 40,439 | 0 | 40,439 | 0 | 0 | 0 | 0 | 0 | 0 |
| h. Career Status Bonus (30k) | 2,516 | 57,703 | 60,219 | 2,428 | 58,669 | 61,097 | 2,428 | 59,637 | 62,065 |
| 9. Social Security Tax Payment | 352,544 | 627,810 | 980,354 | 344,318 | 610,685 | 955,003 | 354,018 | 634,817 | 988,835 |
| 10. Permanent Change of Station Travel | 406,499 | 781,952 | 1,188,451 | 403,873 | 898,418 | 1,302,291 | 420,155 | 825,455 | 1,245,610 |
| 11. Other Military Personnel Costs | 97,626 | 179,005 | 276,631 | 94,710 | 123,707 | 218,417 | 80,286 | 62,061 | 142,347 |
| a. Apprehension of Deserters | 3 | 79 | 82 | 3 | 91 | 94 | 3 | 92 | 95 |
| b. USSD (MIA) | 900 | 532 | 1,432 | 999 | 561 | 1,560 | 1,032 | 580 | 1,612 |
| c. Death Gratuities | 7,800 | 9,000 | 16,800 | 2,500 | 17,400 | 19,900 | 2,500 | 17,400 | 19,900 |
| d. Unemployment Compensation | 6,332 | 57,022 | 63,354 | 5,747 | 37,050 | 42,797 | 5,929 | 38,226 | 44,155 |
| e. Allowance for Family Qtrs and Travel | 390 | 1,010 | 1,400 | 415 | 1,297 | 1,712 | 432 | 1,351 | 1,783 |
| f. Education Benefits | 99 | 401 | 500 | 66 | 265 | 331 | 66 | 265 | 331 |
| g. Adoption Reimbursement | 320 | 677 | 997 | 347 | 733 | 1,080 | 351 | 741 | 1,092 |
| h. Mass Transit | 3,062 | 1,313 | 4,375 | 6,889 | 1,216 | 8,105 | 10,229 | 1,805 | 12,034 |
| i. Partial Dislocation Allowance | 301 | 2,012 | 2,313 | 324 | 1,584 | 1,908 | 328 | 1,601 | 1,929 |
| j. Extra Hazard Reimb. for SGLI | 13,365 | 99,693 | 113,058 | 9,490 | 63,510 | 73,000 | 0 | 0 | 0 |
| k. ROTC | 44,310 | 0 | 44,310 | 49,316 | 0 | 49,316 | 39,397 | 0 | 39,397 |
| l. JROTC | 19,658 | 0 | 19,658 | 18,614 | 0 | 18,614 | 20,019 | 0 | 20,019 |
| m. T-SGLI | 1,086 | 7,266 | 8,352 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12. Cadets | 62,442 | 0 | 62,442 | 69,057 | 0 | 69,057 | 71,044 | 0 | 71,044 |
| <u>Military Personnel Appropriation Total</u> | 8,908,689 | 17,071,136 | 25,979,825 | 8,830,261 | 16,667,705 | 25,497,966 | 9,270,283 | 17,488,331 | 26,758,614 |
| 13. Less Reimbursables: | 191,241 | 127,093 | 318,334 | 192,139 | 127,038 | 319,177 | 191,968 | 126,885 | 318,853 |
| Retired Pay Accrual | 32,811 | 45,338 | 78,149 | 33,475 | 45,235 | 78,710 | 33,517 | 45,447 | 78,964 |
| Other | 158,430 | 81,755 | 240,185 | 158,664 | 81,803 | 240,467 | 158,451 | 81,438 | 239,889 |
| MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT | 8,717,448 | 16,944,043 | 25,661,491 | 8,638,122 | 16,540,667 | 25,178,789 | 9,078,315 | 17,361,446 | 26,439,761 |

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2009
(Amount in Thousands)

| | <u>FY 2009</u> <u>PRESIDENT'S</u> <u>BUDGET</u> | <u>CONGRESSIONAL</u> <u>ACTIONS</u> | <u>OCO & TITLE</u> <u>IX</u> | <u>AVAILABLE</u> <u>APPROPRIATION</u> | <u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u> | <u>PROPOSED DD</u> <u>1415 ACTIONS</u> <u>(Reprogram)</u> | <u>SUBTOTAL</u> | <u>Less ShortFall</u> | <u>FY 2009 COLUMN</u> <u>FY 2010 PRES BUD</u> |
|---|---|--|-------------------------------------|--|--|---|-------------------|-----------------------|--|
| <u>PAY AND ALLOWANCES OF OFFICERS</u> | | | | | | | | | |
| Basic Pay | 4,305,104 | 0 | 0 | 4,305,104 | 93,342 | 8,788 | 4,407,234 | 0 | 4,407,234 |
| Retired Pay Accrual | 1,256,863 | 0 | 0 | 1,256,863 | 26,046 | 2,584 | 1,285,493 | 0 | 1,285,493 |
| Incentive Pay | 269,520 | 0 | 0 | 269,520 | 5,177 | 0 | 274,697 | 0 | 274,697 |
| Special Pay | 280,803 | (8,211) | 0 | 272,592 | 1,455 | 0 | 274,047 | 0 | 274,047 |
| Basic Allowance for Housing | 1,132,279 | 0 | 0 | 1,132,279 | 25,324 | 0 | 1,157,603 | 0 | 1,157,603 |
| Basic Allowance for Subsistence | 158,235 | 0 | 0 | 158,235 | 11,949 | 0 | 170,184 | 0 | 170,184 |
| Station Allowances Overseas | 91,789 | 0 | 0 | 91,789 | 2,613 | 0 | 98,078 | 0 | 98,078 |
| CONUS COLA | 5,364 | 0 | 0 | 5,364 | (1,305) | 0 | 4,059 | 0 | 4,059 |
| Uniform Allowances | 2,370 | 0 | 0 | 2,370 | (288) | 0 | 2,082 | 0 | 2,082 |
| Family Separation Allowances | 8,421 | 0 | 0 | 8,421 | (432) | 0 | 7,989 | 0 | 7,989 |
| Separation Payments | 390,676 | (165,555) | 0 | 225,121 | (171,192) | 0 | 53,929 | 0 | 53,929 |
| Social Security Tax - Employer's Contribution | 327,625 | 0 | 0 | 327,625 | 7,311 | 672 | 335,608 | 0 | 335,608 |
| Reimbursables | 191,618 | 0 | 0 | 191,618 | 0 | 0 | 191,618 | 0 | 191,618 |
| TOTAL OBLIGATIONS OFFICERS | 8,420,667 | (173,766) | 0 | 8,246,901 | 0 | 12,044 | 8,262,621 | 0 | 8,262,621 |
| Less Reimbursables | (191,618) | 0 | 0 | (191,618) | 0 | 0 | (191,618) | 0 | (191,618) |
| TOTAL DIRECT OBLIGATIONS OFFICERS | 8,229,049 | (173,766) | 0 | 8,055,283 | 0 | 12,044 | 8,071,003 | 0 | 8,071,003 |
| <u>PAY AND ALLOWANCES OF ENLISTED</u> | | | | | | | | | |
| Basic Pay | 7,858,013 | 106,429 | 0 | 7,964,442 | (129,317) | 172,080 | 8,007,205 | (80,435) | 7,926,770 |
| Retired Pay Accrual | 2,294,426 | 30,408 | 0 | 2,324,834 | (34,538) | 52,925 | 2,343,221 | (25,981) | 2,317,240 |
| Incentive Pay | 35,116 | 0 | 0 | 35,116 | 56 | 0 | 35,172 | 0 | 35,172 |
| Special Pay | 70,306 | (39,443) | 0 | 30,863 | 6,513 | 0 | 37,376 | 0 | 37,376 |
| Special Duty Assignment Pay | 32,603 | 0 | 0 | 32,603 | 4,286 | 0 | 36,889 | 0 | 36,889 |
| Reenlistment Bonus | 176,333 | 0 | 0 | 176,333 | 51,138 | 0 | 227,471 | 0 | 227,471 |
| Enlistment Bonus | 12,986 | 0 | 0 | 12,986 | 0 | 0 | 12,986 | 0 | 12,986 |
| Basic Allowance for Housing | 2,534,520 | 21,697 | 0 | 2,556,217 | 146,934 | 0 | 2,703,151 | 0 | 2,703,151 |
| Station Allowances Overseas | 344,020 | 0 | 0 | 344,020 | 557 | 0 | 340,901 | 0 | 340,901 |
| CONUS COLA | 5,870 | 0 | 0 | 5,870 | (1,324) | 0 | 4,546 | 0 | 4,546 |
| Clothing Allowances | 145,326 | 3,565 | 0 | 148,891 | (14,040) | 0 | 134,851 | 0 | 134,851 |
| Family Separation Allowances | 31,563 | 0 | 0 | 31,563 | (2,637) | 0 | 28,926 | 0 | 28,926 |
| Catastrophical Injured Aid Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Separation Payments | 144,764 | 1,396 | 0 | 146,160 | (17,964) | 0 | 128,196 | 0 | 128,196 |
| Social Security Tax - Employer's Contribution | 601,138 | 7,913 | 0 | 609,051 | (9,664) | 13,163 | 612,550 | (6,153) | 606,397 |
| Reimbursables | 97,124 | 0 | 0 | 97,124 | 0 | 0 | 97,124 | 0 | 97,124 |
| TOTAL OBLIGATIONS ENLISTED | 14,384,108 | 131,965 | 0 | 14,516,073 | 0 | 238,168 | 14,750,565 | (112,569) | 14,637,996 |
| Less Reimbursables | (97,124) | 0 | 0 | (97,124) | 0 | 0 | (97,124) | 0 | (97,124) |
| TOTAL DIRECT OBLIGATIONS ENLISTED | 14,286,984 | 131,965 | 0 | 14,418,949 | 0 | 238,168 | 14,653,441 | (112,569) | 14,540,872 |
| <u>PAY AND ALLOWANCES OF CADETS</u> | | | | | | | | | |
| Academy Cadets | 61,132 | 0 | 0 | 61,132 | 7,925 | 0 | 69,057 | 0 | 69,057 |
| <u>SUBSISTENCE OF ENLISTED PERSONNEL</u> | | | | | | | | | |
| Basic Allowance for Subsistence | 791,663 | 0 | 0 | 791,663 | 5,405 | 0 | 797,068 | 0 | 797,068 |
| Subsistence-In-Kind | 116,106 | 0 | 0 | 116,106 | (5,527) | 71,035 | 181,614 | 0 | 181,614 |
| Family Supplemental Subsistence Allowance | 24 | 0 | 0 | 24 | 122 | 0 | 146 | 0 | 146 |
| Reimbursables | 28,756 | 0 | 0 | 28,756 | 0 | 0 | 28,756 | 0 | 28,756 |
| TOTAL OBLIGATIONS SUBSISTENCE | 936,549 | 0 | 0 | 936,549 | 0 | 71,035 | 1,007,584 | 0 | 1,007,584 |
| Less Reimbursables | (28,756) | 0 | 0 | (28,756) | 0 | 0 | (28,756) | 0 | (28,756) |
| TOTAL DIRECT OBLIGATIONS SUBSISTENCE | 907,793 | 0 | 0 | 907,793 | 0 | 71,035 | 978,828 | 0 | 978,828 |

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2009
(Amount in Thousands)

| | <u>FY 2009</u> <u>PRESIDENT'S</u> <u>BUDGET</u> | <u>CONGRESSIONAL</u> <u>ACTIONS</u> | <u>OCO & TITLE</u> <u>IX</u> | <u>AVAILABLE</u> <u>APPROPRIATION</u> | <u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u> | <u>PROPOSED DD</u> <u>1415 ACTIONS</u> <u>(Reprogram)</u> | <u>SUBTOTAL</u> | <u>Less ShortFall</u> | <u>FY 2009 COLUMN</u> <u>FY 2010 PRES BUD</u> |
|--|---|--|-------------------------------------|--|--|---|-------------------|-----------------------|--|
| <u>PERMANENT CHANGE OF STATION TRAVEL</u> | | | | | | | | | |
| Accession Travel | 93,470 | 7,995 | 0 | 101,465 | 0 | (15,653) | 85,812 | 0 | 85,812 |
| Training Travel | 76,778 | 60 | 0 | 76,838 | 0 | (4,615) | 72,223 | 0 | 72,223 |
| Operational Travel | 429,157 | (71,720) | 0 | 357,437 | 0 | (57,896) | 299,541 | 0 | 299,541 |
| Rotational Travel | 652,314 | (39,302) | 0 | 613,012 | 0 | (68,630) | 544,382 | 0 | 544,382 |
| Separation Travel | 263,842 | (16,411) | 0 | 247,431 | 0 | (58,620) | 188,811 | 0 | 188,811 |
| Travel of Organized Units | 22,995 | 3,937 | 0 | 26,932 | 8,527 | 0 | 35,459 | 0 | 35,459 |
| Nontemporary Storage | 57,148 | (5,599) | 0 | 51,549 | (7,800) | 0 | 43,749 | 0 | 43,749 |
| Temporary Lodging Expense | 39,439 | (4,813) | 0 | 34,626 | (727) | (3,264) | 30,635 | 0 | 30,635 |
| Reimbursables | 1,679 | 0 | 0 | 1,679 | 0 | 0 | 1,679 | 0 | 1,679 |
| TOTAL OBLIGATIONS PCS | 1,636,822 | (125,853) | 0 | 1,510,969 | 0 | (208,678) | 1,302,291 | 0 | 1,302,291 |
| Less Reimbursables | (1,679) | 0 | 0 | (1,679) | 0 | 0 | (1,679) | 0 | (1,679) |
| TOTAL DIRECT OBLIGATIONS PCS | 1,635,143 | (125,853) | 0 | 1,509,290 | 0 | (208,678) | 1,300,612 | 0 | 1,300,612 |
| <u>OTHER MILITARY PERSONNEL COSTS</u> | | | | | | | | | |
| Apprehension Mil Deserters, Absentees, Prisoners | 89 | 0 | 0 | 89 | 5 | 0 | 94 | 0 | 94 |
| Interest on Uniformed Svcs Savings | 1,318 | 0 | 0 | 1,318 | 242 | 0 | 1,560 | 0 | 1,560 |
| Death Gratuities | 19,500 | 0 | 2,000 | 21,500 | (1,600) | 0 | 19,900 | 0 | 19,900 |
| Unemployment Compensation | 55,317 | 0 | 0 | 55,317 | (12,520) | 0 | 42,797 | 0 | 42,797 |
| Survivor Benefits | 1,184 | 0 | 0 | 1,184 | 528 | 0 | 1,712 | 0 | 1,712 |
| Education Benefits | 486 | 0 | 0 | 486 | (155) | 0 | 331 | 0 | 331 |
| Adoption Expenses | 611 | 0 | 0 | 611 | 469 | 0 | 1,080 | 0 | 1,080 |
| Mass Transit | 4,966 | 0 | 0 | 4,966 | 3,139 | 0 | 8,105 | 0 | 8,105 |
| Partial Dislocation Allowance | 2,297 | 0 | 0 | 2,297 | (389) | 0 | 1,908 | 0 | 1,908 |
| SROTC | 44,552 | 0 | 0 | 44,552 | 4,764 | 0 | 49,316 | 0 | 49,316 |
| JROTC | 21,022 | 0 | 0 | 21,022 | (2,408) | 0 | 18,614 | 0 | 18,614 |
| Extra Hazard Reimb. for SGLI | 0 | 0 | 73,000 | 73,000 | 0 | 0 | 73,000 | 0 | 73,000 |
| TSGLI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS OTHER | 151,342 | 0 | 75,000 | 226,342 | (7,925) | 0 | 218,417 | 0 | 218,417 |
| TOTAL DIRECT OBLIGATIONS | 25,271,443 | (167,654) | 75,000 | 25,178,789 | 0 | 112,569 | 25,291,358 | (112,569) | 25,178,789 |

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 2009 DIRECT PROGRAM | 8,071,003 | 14,540,872 | 69,057 | 978,828 | 1,300,612 | 218,417 | 25,178,789 |
| FY 2009 Shortfall Adjustment | 0 | 112,569 | 0 | 0 | 0 | 0 | 112,569 |
| Pricing Increase | 413,712 | 730,994 | 1,634 | 115,517 | 22,742 | 3,432 | 1,288,031 |
| Annualization (PI): | 50,969 | 89,617 | 409 | 0 | 0 | 0 | 140,995 |
| - Annualized 1 Jan 09 pay raise of 3.9% Base Pay | 35,397 | 63,397 | 380 | 0 | 0 | 0 | 99,174 |
| - Annualization of raise on RPA | 12,955 | 21,370 | 0 | 0 | 0 | 0 | 34,325 |
| - Annualization on FICA | 2,617 | 4,850 | 29 | 0 | 0 | 0 | 7,496 |
| Pay Raise (PI): | 152,906 | 268,849 | 1,225 | 0 | 5,077 | 0 | 428,057 |
| - 1 Jan 10 pay raise of 2.9% effect on Basic Pay | 106,191 | 190,191 | 1,138 | 0 | 0 | 0 | 297,520 |
| - 1 Jan 10 pay raise effect on RPA | 38,864 | 64,108 | 0 | 0 | 0 | 0 | 102,972 |
| - 1 Jan 10 pay raise effect on FICA | 7,851 | 14,550 | 87 | 0 | 0 | 0 | 22,488 |
| - 1 Jan 10 pay raise of 2.9% effect on DLA for PCS moves | 0 | 0 | 0 | 0 | 5,077 | 0 | 5,077 |
| Inflation Rate (PI): | 12,247 | 0 | 0 | 115,517 | 13,445 | 0 | 141,209 |
| - 1 Jan 10 inflation rate of 5.0% effect on BAS | 3,062 | 0 | 0 | 22,933 | 0 | 0 | 25,995 |
| - Increase for Inflation BAS | 9,185 | 0 | 0 | 68,797 | 0 | 0 | 77,982 |
| - Increase for Inflation for SIK | 0 | 0 | 0 | 23,787 | 0 | 0 | 23,787 |
| - Increase in rate for Land (HHG) | 0 | 0 | 0 | 0 | 10,642 | 0 | 10,642 |
| - Increase in rate for ITGBL (HHG) | 0 | 0 | 0 | 0 | 2,803 | 0 | 2,803 |
| BAH Rates (PI): | 56,819 | 126,608 | 0 | 0 | 0 | 0 | 183,427 |
| - Housing Allowance rate increase of 5.6% | 56,721 | 126,222 | 0 | 0 | 0 | 0 | 182,943 |
| - Increase in MIHA Pricing | 98 | 386 | 0 | 0 | 0 | 0 | 484 |
| Other (PI): | 140,771 | 245,920 | 0 | 0 | 4,220 | 3,432 | 394,343 |
| - Increase in RPA Rate Pricing | 126,207 | 230,565 | 0 | 0 | 0 | 0 | 356,772 |
| - Increase in Clothing Pricing | 0 | 1,491 | 0 | 0 | 0 | 0 | 1,491 |
| - Increase in COLA Pricing | 2,748 | 9,492 | 0 | 0 | 0 | 0 | 12,240 |
| - Increase in TLA Pricing | 555 | 1,718 | 0 | 0 | 0 | 0 | 2,273 |
| - Increase in CONUS COLA Pricing | 128 | 143 | 0 | 0 | 0 | 0 | 271 |
| - Increase in Special Pay Pricing | 10,248 | 526 | 0 | 0 | 0 | 0 | 10,774 |
| - Increase in LSTL Pricing | 548 | 1,062 | 0 | 0 | 0 | 0 | 1,610 |
| - Increase in Separation Payments Pricing | 337 | 923 | 0 | 0 | 0 | 0 | 1,260 |
| - Increase in Total Mile-Per Diem Pricing | 0 | 0 | 0 | 0 | 995 | 0 | 995 |
| - Increase in Total AMC Pricing | 0 | 0 | 0 | 0 | 284 | 0 | 284 |
| - Increase in Total Comm Air Pricing | 0 | 0 | 0 | 0 | 121 | 0 | 121 |
| - Increase in M Tons MSC Pricing | 0 | 0 | 0 | 0 | 149 | 0 | 149 |
| - Increase in S Tons AMC Pricing | 0 | 0 | 0 | 0 | 1,210 | 0 | 1,210 |
| - Increase in Trans of POV Pricing | 0 | 0 | 0 | 0 | 810 | 0 | 810 |
| - Increase in NonTemp Storage Pricing | 0 | 0 | 0 | 0 | 342 | 0 | 342 |
| - Increase in Temp Lodging Pricing | 0 | 0 | 0 | 0 | 309 | 0 | 309 |
| - Increase in Apprehension Expense Pricing | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| - Increase in Survivor Benefits Pricing | 0 | 0 | 0 | 0 | 0 | 71 | 71 |
| - Increase in Adoption Expenses Pricing | 0 | 0 | 0 | 0 | 0 | 12 | 12 |
| - Increase in Mass Transportation Pricing | 0 | 0 | 0 | 0 | 0 | 2,659 | 2,659 |
| - Increase in Partial DLA Pricing | 0 | 0 | 0 | 0 | 0 | 21 | 21 |
| - Increase in ROTC Pricing | 0 | 0 | 0 | 0 | 0 | 340 | 340 |
| - Increase in JROTC Pricing | 0 | 0 | 0 | 0 | 0 | 328 | 328 |

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 | 61,769 | 91,583 | 1,326 | 9 | 0 | 3,757 | 158,444 |
| Strength (PGI): | 50,127 | 27,104 | 1,017 | 0 | 0 | 1,077 | 79,325 |
| - Increase in Base Pay Program | 0 | 0 | 945 | 0 | 0 | 0 | 945 |
| - Increase in FICA Program | 0 | 0 | 72 | 0 | 0 | 0 | 72 |
| - Increase in Clothing Program | 252 | 0 | 0 | 0 | 0 | 0 | 252 |
| - Increase in ACIP Program | 2,942 | 0 | 0 | 0 | 0 | 0 | 2,942 |
| - Increase in BAH Program | 46,933 | 27,104 | 0 | 0 | 0 | 0 | 74,037 |
| - Increase in JROTC workyears | 0 | 0 | 0 | 0 | 0 | 1,077 | 1,077 |
| Other (PGI): | 11,642 | 64,479 | 309 | 9 | 0 | 2,680 | 79,119 |
| - Increase in LSTL Program | 986 | 0 | 0 | 0 | 0 | 0 | 986 |
| - Increase in Special Pay Program | 10,584 | 57,407 | 0 | 0 | 0 | 0 | 67,991 |
| - Increase in Cat Injured Aid Allow Program | 0 | 28 | 0 | 0 | 0 | 0 | 28 |
| - Increase in CEFI Pay Program | 0 | 237 | 0 | 0 | 0 | 0 | 237 |
| - Increase in Demolition Duty Program | 18 | 9 | 0 | 0 | 0 | 0 | 27 |
| - Increase in Other Incentive Pay Program | 54 | 20 | 0 | 0 | 0 | 0 | 74 |
| - Increase in Separation Payments Program | 0 | 708 | 0 | 0 | 0 | 0 | 708 |
| - Increase in Selective Reenlistment Bonus Program | 0 | 4,539 | 0 | 0 | 0 | 0 | 4,539 |
| - Increase in Enlisted Bonus Program | 0 | 1,531 | 0 | 0 | 0 | 0 | 1,531 |
| - Increase in Cadet Subsistence Program | 0 | 0 | 309 | 0 | 0 | 0 | 309 |
| - Increase in Family Subsist Sup Allow Program | 0 | 0 | 0 | 9 | 0 | 0 | 9 |
| - Increase in Interest On Savings Program | 0 | 0 | 0 | 0 | 0 | 52 | 52 |
| - Increase in Unemployment Benefits Program | 0 | 0 | 0 | 0 | 0 | 1,358 | 1,358 |
| - Increase in Mass Transportation Program | 0 | 0 | 0 | 0 | 0 | 1,270 | 1,270 |
| Total Increases | 475,481 | 822,577 | 2,960 | 115,526 | 22,742 | 7,189 | 1,446,475 |

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 | (973) | 0 | (11) | 0 | (984) |
| Inflation Rate (PD): | 0 | 0 | 0 | 0 | (10) | 0 | (10) |
| - Decrease in Port Handling charges | 0 | 0 | 0 | 0 | (10) | 0 | (10) |
| Other (PD): | 0 | 0 | (973) | 0 | (1) | 0 | (974) |
| - Decrease in Cadet Subsistence Pricing | 0 | 0 | (973) | 0 | 0 | 0 | (973) |
| - Decrease in Trailer Allow Pricing | 0 | 0 | 0 | 0 | (1) | 0 | (1) |
| Program Decrease | (39,073) | (33,769) | 0 | (61,533) | (79,454) | (83,259) | (297,088) |
| Strength (PGD): | (15,244) | (26,737) | 0 | 0 | (54,769) | (10,259) | (107,009) |
| - Decrease in Base Pay Program | (9,842) | (18,637) | 0 | 0 | 0 | 0 | (28,479) |
| - Decrease in FICA Program | (779) | (1,425) | 0 | 0 | 0 | 0 | (2,204) |
| - Decrease in RPA Program | (3,204) | (5,974) | 0 | 0 | 0 | 0 | (9,178) |
| - Decrease in BAS Program | (1,419) | 0 | 0 | 0 | 0 | 0 | (1,419) |
| - Decrease in Clothing Program | 0 | (701) | 0 | 0 | 0 | 0 | (701) |
| - Decrease in Land Ship Program | 0 | 0 | 0 | 0 | (38,471) | 0 | (38,471) |
| - Decrease in ITGBL Program | 0 | 0 | 0 | 0 | (10,133) | 0 | (10,133) |
| - Decrease in Disloc Allow Program | 0 | 0 | 0 | 0 | (6,137) | 0 | (6,137) |
| - Decrease in Port Handling Program | 0 | 0 | 0 | 0 | (28) | 0 | (28) |
| - Decrease in ROTC workyears | 0 | 0 | 0 | 0 | 0 | (10,259) | (10,259) |
| Other (PGD): | (23,829) | (7,032) | 0 | (61,533) | (24,685) | (73,000) | (190,079) |
| - Decrease in LSTL Program | 0 | (3,025) | 0 | 0 | 0 | 0 | (3,025) |
| - Decrease in FSA Program | (60) | (75) | 0 | 0 | 0 | 0 | (135) |
| - Decrease in Flying Duty Crew Program | 0 | (57) | 0 | 0 | 0 | 0 | (57) |
| - Decrease in ACP Program | (16,221) | 0 | 0 | 0 | 0 | 0 | (16,221) |
| - Decrease in HDIP Program | (31) | 0 | 0 | 0 | 0 | 0 | (31) |
| - Decrease in COLA Program | (6,440) | (3,759) | 0 | 0 | 0 | 0 | (10,199) |
| - Decrease in TLA Program | (106) | (105) | 0 | 0 | 0 | 0 | (211) |
| - Decrease in CONUS COLA Program | (32) | (11) | 0 | 0 | 0 | 0 | (43) |
| - Decrease in Separation Payments Program | (939) | 0 | 0 | 0 | 0 | 0 | (939) |
| - Decrease in Subsistence - BAS Enlisted Program | 0 | 0 | 0 | (49,058) | 0 | 0 | (49,058) |
| - Decrease in SIK Total Program | 0 | 0 | 0 | (12,475) | 0 | 0 | (12,475) |
| - Decrease in Total Mile-Per Diem Program | 0 | 0 | 0 | 0 | (6,817) | 0 | (6,817) |
| - Decrease in Total AMC Program | 0 | 0 | 0 | 0 | (2,710) | 0 | (2,710) |
| - Decrease in Total Comm Air Program | 0 | 0 | 0 | 0 | (1,154) | 0 | (1,154) |
| - Decrease in M Tons MSC Program | 0 | 0 | 0 | 0 | (539) | 0 | (539) |
| - Decrease in S Tons AMC Program | 0 | 0 | 0 | 0 | (4,371) | 0 | (4,371) |
| - Decrease in Trailer Allow Program | 0 | 0 | 0 | 0 | (10) | 0 | (10) |
| - Decrease in Trans of POV Program | 0 | 0 | 0 | 0 | (5,396) | 0 | (5,396) |
| - Decrease in NonTemp Storage Program | 0 | 0 | 0 | 0 | (2,334) | 0 | (2,334) |
| - Decrease in Temp Lodging Program | 0 | 0 | 0 | 0 | (1,354) | 0 | (1,354) |
| - Decrease in SGLI Program | 0 | 0 | 0 | 0 | 0 | (73,000) | (73,000) |
| Total Decreases | (39,073) | (33,769) | (973) | (61,533) | (79,465) | (83,259) | (298,072) |
| FY 2010 DIRECT PROGRAM | 8,507,411 | 15,442,249 | 71,044 | 1,032,821 | 1,243,889 | 142,347 | 26,439,761 |

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 2009 DIRECT PROGRAM | 8,071,003 |
| Pricing Increase | 413,712 |
| Annualization (PI): | 50,969 |
| Annualization 1 Jan 09 raise of 3.9% on Basic Pay | 35,397 |
| Annualization of raise on RPA | 12,955 |
| Annualization of raise on FICA | 2,617 |
| Pay Raise (PI): | 152,906 |
| 1 Jan 10 pay raise of 2.9% effect on Basic Pay | 106,191 |
| 1 Jan 10 pay raise effect on RPA | 38,864 |
| 1 Jan 10 pay raise effect on FICA | 7,851 |
| Inflation Rate (PI): | 12,247 |
| 1 Jan 10 inflation rate of 5.0% effect on BAS | 3,062 |
| Annualization of 1 Jan 09 inflation rate of 10% BAS | 9,185 |
| BAH Rates (PI): | 56,819 |
| Increase in BAH rate of 5.6% | 56,721 |
| Increase in MIHA Payments | 98 |
| Other (PI): | 140,771 |
| Increase in RPA Rate to 32.3% | 126,207 |
| Increase in COLA Payments | 2,748 |
| Increase in TLA Payments | 555 |
| Increase in CONUS COLA Payments | 128 |
| Increase in Special Pay Payments | 10,248 |
| Increase in LSTL Payments | 548 |
| Increase in Separation Payments | 337 |
| Program Increase | 61,769 |

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

| | | <u>Amount</u> |
|---|-----------------|------------------|
| Strength (PGI): | 50,127 | |
| Increase in workyears for Clothing Allowance | 252 | |
| Increase Aviation Continuation Pay Workyears | 2,942 | |
| Increase in workyears Housing Allowance | 46,933 | |
| Other (PGI): | 11,642 | |
| Increase in LSTL Progam | 986 | |
| Increase in Special Pay Payments | 10,584 | |
| Increase in Demolition Duty Payments | 18 | |
| Increase in Other Incentive Pay Payments | 54 | |
| Total Increases | | 475,481 |
| Pricing Decrease | | 0 |
| Program Decrease | | (39,073) |
| Strength (PGD): | (15,244) | |
| Decrease change in WY/longevity for Basic Pay | (9,842) | |
| Decrease on workyears/longevity for FICA | (779) | |
| Decrease in workyears/longevity for RPA | (3,204) | |
| Decrease in workyear for BAS | (1,419) | |
| Other (PGD): | (23,829) | |
| Decrease in FSA Progam | (60) | |
| Decrease in ACP Payments | (16,221) | |
| Decrease in HDIP Payments | (31) | |
| Decrease in COLA Payments | (6,440) | |
| Decrease in TLA Payments | (106) | |
| Decrease in CONUS COLA Payments | (32) | |
| Decrease in Separation Payments Payments | (939) | |
| Total Decreases | | (39,073) |
| FY 2010 DIRECT PROGRAM | | 8,507,411 |

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2010 Estimate 4,652,985
FY 2009 Estimate 4,521,097
FY 2008 Actual 4,443,415

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

FY 2008 funding requirements included a 3.5% pay raise. The projected budgets for FY 2009 provides for basic pay increase of 3.9% and 2.9% for FY 2010. 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 2008 beginning strength was 65,722 and ended with 64,805 using 68,655 workyears.
FY 2009 beginning strength was 64,805 and ending with 65,374 using 66,667 workyears.
FY 2010 beginning strength will be 65,374 and ending with 63,866 using 66,164 workyears.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|------------------------|-----------------------|---------------------|------------------|-------------------------|---------------------|------------------|-------------------------|---------------------|------------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 13 | 172,200 | 2,239 | 13 | 177,000 | 2,301 | 13 | 181,248 | 2,356 |
| Lt General | 35 | 168,771 | 5,907 | 36 | 174,833 | 6,294 | 36 | 179,472 | 6,461 |
| Major General | 102 | 146,529 | 14,946 | 102 | 152,245 | 15,529 | 100 | 157,030 | 15,703 |
| Brig General | 156 | 127,218 | 19,846 | 153 | 132,072 | 20,207 | 156 | 136,231 | 21,252 |
| Colonel | 3,755 | 104,944 | 394,063 | 3,724 | 110,309 | 410,790 | 3,821 | 113,778 | 434,745 |
| Lt Colonel | 11,275 | 85,570 | 964,803 | 10,802 | 89,944 | 971,573 | 10,476 | 92,720 | 971,333 |
| Major | 15,504 | 72,286 | 1,120,725 | 14,337 | 75,981 | 1,089,339 | 15,189 | 78,371 | 1,190,370 |
| Captain | 23,076 | 58,440 | 1,348,571 | 23,145 | 61,439 | 1,422,007 | 22,650 | 63,380 | 1,435,558 |
| 1st Lieutenant | 7,874 | 44,917 | 353,675 | 7,493 | 47,129 | 353,135 | 7,175 | 48,620 | 348,846 |
| 2nd Lieutenant | 6,865 | 31,849 | 218,640 | 6,862 | 33,507 | 229,922 | 6,548 | 34,569 | 226,361 |
| TOTAL BASIC PAY | 68,655 | | 4,443,415 | 66,667 | | 4,521,097 | 66,164 | | 4,652,985 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

| | |
|------------------|-----------|
| FY 2010 Estimate | 1,493,832 |
| FY 2009 Estimate | 1,318,968 |
| FY 2008 Actual | 1,320,030 |

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

Costs in the FY 2009 column of this submission are understated due to an increase in retired pay accrual rates (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time) based on revised actuarial estimates.

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 29.0% for FY 2008, 29.4% for FY 2009, and 32.3% for FY 2010. The part-time RPA rate is 19.1% for FY 2008, 21.1% for FY 2009 and 24.5% for FY 2010.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 64,975 | 19,543 | 1,269,838 | 65,020 | 19,885 | 1,292,950 | 64,664 | 22,662 | 1,465,413 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 3,680 | 13,639 | 50,192 | 1,647 | 15,797 | 26,018 | 1,500 | 18,946 | 28,419 |
| Total Retired Pay Accrual | 68,655 | 19,227 | 1,320,030 | 66,667 | 19,784 | 1,318,968 | 66,164 | 22,578 | 1,493,832 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

| | |
|------------------|---------|
| FY 2010 Estimate | 261,459 |
| FY 2009 Estimate | 274,697 |
| FY 2008 Actual | 271,896 |

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 only when performing such duties in fixed monthly amounts of \$150.
- (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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 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 | 3,072 | 1,500 | 4,608 | 3,247 | 1,500 | 4,871 | 3,249 | 1,500 | 4,874 |
| 2 - 3 | 1,508 | 1,872 | 2,823 | 1,745 | 1,872 | 3,267 | 1,771 | 1,872 | 3,315 |
| 3 - 4 | 1,425 | 2,256 | 3,215 | 1,568 | 2,256 | 3,537 | 1,551 | 2,256 | 3,499 |
| 4 - 6 | 2,996 | 2,472 | 7,406 | 2,730 | 2,472 | 6,749 | 2,765 | 2,472 | 6,835 |
| 6 - 14 | 7,905 | 7,800 | 61,659 | 8,506 | 7,800 | 66,347 | 8,820 | 7,800 | 68,796 |
| 14 - 22 | 4,556 | 10,080 | 45,924 | 3,822 | 10,080 | 38,526 | 3,853 | 10,080 | 38,838 |
| 22 - 23 | 344 | 7,020 | 2,415 | 371 | 7,020 | 2,604 | 381 | 7,020 | 2,675 |
| 23 - 24 | 275 | 5,940 | 1,634 | 303 | 5,940 | 1,800 | 291 | 5,940 | 1,729 |
| 24 - 25 | 216 | 4,620 | 998 | 290 | 4,620 | 1,340 | 285 | 4,620 | 1,317 |
| Above 25 | 0 | 0 | 0 | 621 | 3,000 | 1,863 | 656 | 3,000 | 1,968 |
| B/G Less than 25 | 10 | 2,400 | 24 | 12 | 2,400 | 29 | 12 | 2,400 | 29 |
| M/G Less than 25 | 81 | 2,400 | 194 | 2 | 2,400 | 5 | 2 | 2,400 | 5 |
| Subtotal Flying Duty Crew | 22,388 | | 130,900 | 23,217 | | 130,938 | 23,636 | | 133,880 |
| <u>HDIP-AVIATION</u> | | | | | | | | | |
| Flying Duty Crew | 45 | 1,800 | 81 | 44 | 1,800 | 79 | 44 | 1,800 | 79 |
| Flying Duty Non-Crew | 38 | 1,800 | 68 | 60 | 1,800 | 108 | 60 | 1,800 | 108 |
| Flying Duty Non-Rated | 393 | 2,220 | 872 | 562 | 2,220 | 1,248 | 548 | 2,220 | 1,217 |
| Subtotal HDIP-Aviation | 476 | | 1,021 | 666 | | 1,435 | 652 | | 1,404 |
| <u>Aviator Continuation Pay</u> | | | | | | | | | |
| Pilots | | | 112,897 | | | 115,459 | | | 103,018 |
| Flight Officers | | | 26,003 | | | 25,635 | | | 21,855 |
| Subtotal Aviator Continuation Pay | | | 138,900 | | | 141,094 | | | 124,873 |
| Subtotal Flying Duty Pay | | | 270,821 | | | 273,467 | | | 260,157 |
| <u>Parachute Jumping</u> | 109 | 1,800 | 196 | 130 | 1,800 | 234 | 130 | 1,800 | 234 |
| <u>Demolition Duty</u> | 133 | 1,800 | 239 | 140 | 1,800 | 252 | 150 | 1,800 | 270 |
| <u>Other Incentive Duty Pay</u> | | | | | | | | | |
| Accel-Decel Subject | 21 | 1,800 | 38 | 18 | 1,800 | 32 | 15 | 1,800 | 27 |
| Chemical Munitions Handler | 0 | 0 | 0 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Hazardous Bio Org | 0 | 0 | 0 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Parachute HALO | 163 | 2,700 | 440 | 200 | 2,700 | 540 | 225 | 2,700 | 608 |
| Pressure Chamber Observer | 78 | 1,800 | 140 | 75 | 1,800 | 135 | 75 | 1,800 | 135 |
| Thermal Stress Experiments | 0 | 0 | 0 | 2 | 1,800 | 4 | 2 | 1,800 | 4 |
| Toxic Fuel Handler | 12 | 1,800 | 22 | 15 | 1,800 | 27 | 10 | 1,800 | 18 |
| Toxic Pesticides Duty | 0 | 0 | 0 | 1 | 1,800 | 2 | 1 | 1,800 | 2 |
| Subtotal Other Incentive Duty Pay | 274 | | 640 | 313 | | 744 | 330 | | 798 |
| TOTAL INCENTIVE PAY | | | 271,896 | | | 274,697 | | | 261,459 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | |
|------------------|---------|
| FY 2010 Estimate | 294,879 |
| FY 2009 Estimate | 274,047 |
| FY 2008 Actual | 226,154 |

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 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 executes 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 is \$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 (Nurse, Psychologist, Public Health Officer, Dentists, Surgeons) - 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 \$15,000 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) 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.
 - (7) 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.
 - (8) 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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 2,638 | 15,000 | 39,570 | 2,806 | 15,000 | 42,090 | 2,705 | 15,000 | 40,575 |
| MD Board Certification Pay | 2,118 | 3,600 | 7,625 | 2,099 | 3,600 | 7,556 | 2,179 | 6,000 | 13,074 |
| MD Early Commitment ISP | 0 | 0 | 0 | 105 | 23,685 | 2,487 | 100 | 23,685 | 2,369 |
| MD Incentive Special Pay | 2,303 | 20,676 | 47,617 | 2,356 | 23,685 | 55,802 | 2,319 | 23,685 | 54,926 |
| MD Multi-Year Special Pay | 988 | 27,236 | 26,909 | 915 | 35,786 | 32,744 | 927 | 35,786 | 33,174 |
| MD Variable Special Pay | 3,200 | 8,000 | 25,600 | 3,374 | 8,000 | 26,992 | 3,513 | 8,000 | 28,104 |
| CWSAB Medical | 0 | 0 | 0 | 10 | 294,800 | 2,948 | 10 | 294,800 | 2,948 |
| Physician Pay | 11,247 | 13,099 | 147,321 | 11,665 | 14,627 | 170,619 | 11,753 | 14,904 | 175,170 |
| Dental Accession Bonus | 23 | 60,000 | 1,380 | 44 | 75,000 | 3,300 | 50 | 75,000 | 3,750 |
| Dental Additional Pay | 900 | 12,000 | 10,800 | 750 | 12,000 | 9,000 | 950 | 12,000 | 11,400 |
| Dental Board Certification Pay | 268 | 5,137 | 1,377 | 263 | 5,137 | 1,351 | 263 | 6,000 | 1,578 |
| Dental Multi-Year Special Pay | 279 | 37,969 | 10,593 | 320 | 41,000 | 13,120 | 320 | 41,000 | 13,120 |
| Dental Variable Pay | 925 | 6,924 | 6,405 | 900 | 6,924 | 6,232 | 950 | 6,924 | 6,578 |
| Oral Surgeon ISP | 83 | 30,000 | 2,490 | 42 | 30,000 | 1,260 | 72 | 30,000 | 2,160 |
| CWSAB Dental | 0 | 0 | 0 | 7 | 300,000 | 2,100 | 7 | 300,000 | 2,100 |
| Dentist Pay | 2,478 | 13,335 | 33,045 | 2,326 | 15,633 | 36,363 | 2,612 | 15,576 | 40,686 |
| Cert RN Anesthetists | 82 | 28,347 | 2,324 | 132 | 30,000 | 3,960 | 99 | 35,000 | 3,465 |
| Nurse Accession Bonus | 148 | 25,000 | 3,700 | 185 | 30,000 | 5,550 | 150 | 30,000 | 4,500 |
| Nurse Board Certified | 0 | 0 | 0 | 350 | 6,000 | 2,100 | 182 | 6,000 | 1,092 |
| Nurse ISP | 0 | 0 | 0 | 750 | 12,500 | 9,375 | 862 | 15,000 | 12,930 |
| Nurse Pay | 230 | 26,193 | 6,024 | 1,417 | 14,809 | 20,985 | 1,293 | 17,005 | 21,987 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|----------------|---------------|--------------|------------------|---------------|---------------|------------------|---------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Diplomate Pay (Psychologist) | 17 | 4,200 | 71 | 20 | 6,000 | 120 | 20 | 6,000 | 120 |
| Board Certified Non-Physician Pay | 1,023 | 2,626 | 2,687 | 1,060 | 6,000 | 6,360 | 1,153 | 6,000 | 6,918 |
| Pharmacy Accession | 0 | 0 | 0 | 50 | 30,000 | 1,500 | 45 | 30,000 | 1,350 |
| Pharmacy Officers Special Pay | 205 | 7,114 | 1,458 | 254 | 7,500 | 1,905 | 200 | 15,000 | 3,000 |
| PHO Accession Bonus | 0 | 0 | 0 | 0 | 0 | 0 | 40 | 10,000 | 400 |
| PHO Incentive Pay | 0 | 0 | 0 | 150 | 5,000 | 750 | 178 | 5,000 | 890 |
| PHO Retention Pay | 0 | 0 | 0 | 100 | 6,250 | 625 | 134 | 6,250 | 838 |
| Physicians Assistant Accession Bonus | 0 | 0 | 0 | 50 | 15,000 | 750 | 40 | 15,000 | 600 |
| Physicians Assistant Incentive Pay | 0 | 0 | 0 | 250 | 5,000 | 1,250 | 292 | 5,000 | 1,460 |
| Physicians Assistant Retention Pay | 0 | 0 | 0 | 250 | 15,000 | 3,750 | 219 | 15,000 | 3,285 |
| Psychologist Accession Bonus | 0 | 0 | 0 | 40 | 50,000 | 2,000 | 40 | 50,000 | 2,000 |
| Psychologist Incentive Pay | 0 | 0 | 0 | 170 | 5,000 | 850 | 170 | 5,000 | 850 |
| Psychologist Retention Pay | 0 | 0 | 0 | 170 | 15,000 | 2,550 | 120 | 15,000 | 1,800 |
| Social Workers Accession Bonus | 0 | 0 | 0 | 5 | 7,500 | 38 | 10 | 7,500 | 75 |
| Social Workers Retention Pay | 0 | 0 | 0 | 0 | 0 | 0 | 170 | 10,000 | 1,700 |
| Board Certified Non-Physician Pay | 1,245 | 3,387 | 4,216 | 2,569 | 8,738 | 22,448 | 2,831 | 8,932 | 25,286 |
| Optometrists | 142 | 1,200 | 170 | 143 | 1,200 | 172 | 130 | 5,000 | 650 |
| Optometry Retention | 68 | 5,874 | 399 | 119 | 6,000 | 714 | 98 | 6,000 | 588 |
| Vet Board Cert | 27 | 4,000 | 108 | 27 | 4,000 | 108 | 27 | 4,000 | 108 |
| Veterinarians | 89 | 1,200 | 107 | 89 | 1,200 | 107 | 89 | 1,200 | 107 |
| Biomedical Science Officer Pay | 1,571 | 3,183 | 5,000 | 2,947 | 7,990 | 23,549 | 3,175 | 8,422 | 26,739 |
| Nurse CSRB | 29 | 15,000 | 435 | 0 | 0 | 0 | 0 | 0 | 0 |
| Psychologist CSRB | 5 | 30,000 | 150 | 5 | 30,000 | 150 | 0 | 0 | 0 |
| Public Health CSRB | 17 | 30,000 | 510 | 15 | 30,000 | 450 | 0 | 0 | 0 |
| Surgeon CSRB Initial | 19 | 150,000 | 2,850 | 30 | 150,000 | 4,500 | 15 | 150,000 | 2,250 |
| Surgeon CSRB Anniversary | 0 | 0 | 0 | 18 | 150,000 | 2,700 | 30 | 150,000 | 4,500 |
| 13Dx (Cost and Recovery) CSRB | 0 | 0 | 0 | 99 | 25,000 | 2,475 | 98 | 25,000 | 2,450 |
| Critical Skills Retention Bonus | 70 | 56,357 | 3,945 | 167 | 61,527 | 10,275 | 143 | 64,336 | 9,200 |
| Chief of Staff | 1 | 4,000 | 4 | 1 | 4,000 | 4 | 1 | 4,000 | 4 |
| General | 13 | 2,200 | 29 | 13 | 2,200 | 29 | 13 | 2,200 | 29 |
| Lt General | 35 | 500 | 18 | 36 | 500 | 18 | 38 | 500 | 19 |
| Pers Allowance - General Officer | 49 | 1,022 | 51 | 50 | 1,012 | 51 | 52 | 992 | 52 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|-----------------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Assignment Incentive Pay - Creech | 61 | 4,896 | 299 | 300 | 4,896 | 1,469 | 600 | 4,896 | 2,938 |
| Assignment Incentive Pay - Korea | 185 | 3,600 | 666 | 144 | 3,600 | 518 | 144 | 3,600 | 518 |
| Diving Duty | 154 | 1,800 | 277 | 188 | 1,800 | 338 | 191 | 1,800 | 344 |
| Foreign Language Proficiency Pay | 992 | 3,963 | 3,931 | 1,282 | 3,963 | 5,081 | 1,339 | 3,963 | 5,306 |
| Hardship Duty Location Pay | 4,073 | 1,200 | 4,887 | 0 | 0 | 0 | 1,507 | 1,200 | 1,808 |
| Hostile Fire Pay | 6,377 | 2,700 | 17,219 | 0 | 0 | 0 | 2,037 | 2,700 | 5,501 |
| JAG Bonus | 116 | 28,030 | 3,251 | 163 | 28,030 | 4,569 | 157 | 28,030 | 4,401 |
| Other Special Pay | 198 | 1,200 | 238 | 192 | 1,200 | 230 | 191 | 1,200 | 229 |
| TOTAL SPECIAL PAY | 27,801 | | 226,154 | 20,841 | | 274,047 | 25,194 | | 294,879 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2010 Estimate 1,289,006
FY 2009 Estimate 1,185,708
FY 2008 Actual 1,289,875

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for housing rates (from 4.9% budgeted to 5.6%) based on revised housing survey data.

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. Also included in the BAH exhibit are the BAH inflation rates of 5.7% for FY 2008, 5.6% for FY 2009 and FY 2010.

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

With Dependents

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---------------------------------|-----------------------|-----------------------|----------------|-------------------------|-------------------------|----------------|-------------------------|-------------------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 11 | 24,090 | 276 | 11 | 25,545 | 281 | 12 | 26,167 | 314 |
| Lt General | 28 | 30,112 | 848 | 28 | 31,964 | 895 | 31 | 32,065 | 994 |
| Major General | 82 | 28,393 | 2,340 | 80 | 29,975 | 2,398 | 82 | 30,768 | 2,523 |
| Brig General | 113 | 27,037 | 3,046 | 111 | 28,279 | 3,139 | 121 | 29,091 | 3,520 |
| Colonel | 2,969 | 24,936 | 74,033 | 2,694 | 26,270 | 70,771 | 2,965 | 27,295 | 80,931 |
| Lt Colonel | 8,739 | 23,856 | 208,483 | 7,582 | 25,181 | 190,925 | 7,740 | 26,221 | 202,950 |
| Major | 11,666 | 21,495 | 250,770 | 9,770 | 22,694 | 221,725 | 10,867 | 23,643 | 256,932 |
| Captain | 14,289 | 18,228 | 260,467 | 12,999 | 19,255 | 250,291 | 13,415 | 20,059 | 269,094 |
| 1st Lieutenant | 3,068 | 15,649 | 48,008 | 2,707 | 16,535 | 44,760 | 2,756 | 17,249 | 47,538 |
| 2nd Lieutenant | 1,910 | 13,932 | 26,603 | 1,855 | 14,717 | 27,300 | 1,849 | 15,355 | 28,391 |
| Subtotal with Dependents | 42,876 | | 874,874 | 37,837 | | 812,485 | 39,838 | | 893,187 |
| | | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | |
| Differential | | | 61 | | | 62 | | | 64 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

Without Dependents -
Full Allowance

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--------------------------------|-----------------------|-------------|----------------|-------------------------|-------------|----------------|-------------------------|-------------|----------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 36,091 | 0 | 0 | 38,112 | 0 | 0 | 39,713 | 0 |
| Major General | 1 | 22,009 | 23 | 1 | 23,000 | 23 | 1 | 24,000 | 24 |
| Brig General | 6 | 27,938 | 176 | 6 | 29,503 | 177 | 6 | 30,742 | 184 |
| Colonel | 217 | 23,899 | 5,179 | 202 | 25,242 | 5,099 | 208 | 26,302 | 5,478 |
| Lt Colonel | 884 | 22,136 | 19,558 | 772 | 23,375 | 18,045 | 773 | 24,357 | 18,838 |
| Major | 2,147 | 20,145 | 43,258 | 1,811 | 21,268 | 38,524 | 1,981 | 22,162 | 43,914 |
| Captain | 5,825 | 16,801 | 97,867 | 5,322 | 17,742 | 94,432 | 5,372 | 18,487 | 99,314 |
| 1st Lieutenant | 3,791 | 13,894 | 52,678 | 3,323 | 14,671 | 48,757 | 3,283 | 15,287 | 50,181 |
| 2nd Lieutenant | 3,813 | 12,701 | 48,433 | 3,467 | 13,414 | 46,505 | 3,412 | 13,977 | 47,693 |
| Subtotal w/o Dependents | 16,685 | | 267,172 | 14,904 | | 251,562 | 15,036 | | 265,626 |

Without Dependents -
Partial Allowance

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|-----------------------------|-----------------------|-------------|------------------|-------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lt General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Major General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Brig General | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Colonel | 8 | 507 | 4 | 8 | 535 | 4 | 8 | 558 | 4 |
| Lt Colonel | 23 | 423 | 10 | 22 | 447 | 10 | 21 | 465 | 10 |
| Major | 49 | 342 | 17 | 45 | 361 | 16 | 48 | 376 | 18 |
| Captain | 185 | 284 | 52 | 185 | 300 | 55 | 181 | 312 | 57 |
| 1st Lieutenant | 163 | 226 | 37 | 157 | 238 | 37 | 150 | 248 | 37 |
| 2nd Lieutenant | 676 | 169 | 114 | 674 | 178 | 120 | 643 | 186 | 120 |
| Subtotal Partial | 1,104 | | 234 | 1,091 | | 242 | 1,051 | | 246 |
| TOTAL BAH - DOMESTIC | | | 1,142,341 | | | 1,064,351 | | | 1,159,123 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

| <u>Grade</u> | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 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 | 140 | 45,064 | 6,309 | 142 | 37,535 | 5,330 | 146 | 39,068 | 5,704 |
| Lt Colonel | 591 | 40,907 | 24,176 | 559 | 34,519 | 19,296 | 560 | 36,005 | 20,163 |
| Major | 846 | 36,457 | 30,843 | 772 | 31,505 | 24,322 | 846 | 32,862 | 27,801 |
| Captain | 1,078 | 33,069 | 35,648 | 1,064 | 28,741 | 30,580 | 1,076 | 29,947 | 32,223 |
| 1st Lieutenant | 159 | 31,025 | 4,933 | 151 | 26,781 | 4,044 | 149 | 27,893 | 4,156 |
| 2nd Lieutenant | 37 | 31,757 | 1,175 | 38 | 26,947 | 1,024 | 36 | 28,472 | 1,025 |
| Subtotal With Dependents | 2,851 | | 103,084 | 2,726 | | 84,596 | 2,813 | | 91,072 |

Without Dependents

| <u>Grade</u> | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 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 | 13 | 36,077 | 469 | 13 | 30,385 | 395 | 13 | 32,692 | 425 |
| Lt Colonel | 84 | 33,298 | 2,797 | 79 | 26,532 | 2,096 | 80 | 27,500 | 2,200 |
| Major | 204 | 30,877 | 6,299 | 186 | 25,306 | 4,707 | 204 | 26,382 | 5,382 |
| Captain | 799 | 27,089 | 21,644 | 788 | 23,028 | 18,146 | 798 | 24,011 | 19,161 |
| 1st Lieutenant | 258 | 25,880 | 6,677 | 244 | 21,980 | 5,363 | 242 | 22,860 | 5,532 |
| 2nd Lieutenant | 161 | 26,571 | 4,278 | 164 | 22,622 | 3,710 | 156 | 23,635 | 3,687 |
| Subtotal w/o Dependents | 1,519 | | 42,164 | 1,474 | | 34,417 | 1,493 | | 36,387 |
| Moving-In Housing Allowance | 2,137 | 1,070 | 2,286 | 2,075 | 1,130 | 2,344 | 2,059 | 1,177 | 2,424 |
| TOTAL BAH - OVERSEAS | | | 147,534 | | | 121,357 | | | 129,883 |
| GRAND TOTAL BAH | | | 1,289,875 | | | 1,185,708 | | | 1,289,006 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

PART I - PURPOSE AND SCOPE

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

| | |
|------------------|---------|
| FY 2010 Estimate | 185,213 |
| FY 2009 Estimate | 174,374 |
| FY 2008 Actual | 173,259 |

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for subsistence rates (from 3.4% budgeted to 10% enacted) based on an increase in the US Department of Agriculture Cost of Food Index.

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 5.2% for FY 2008, 10.0% for FY 2009 and 5.0% for FY 2010.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|-----|-----------------------|-------|---------|-------------------------|-------|---------|-------------------------|-------|---------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| BAS | 68,655 | 2,524 | 173,259 | 66,667 | 2,616 | 174,374 | 66,164 | 2,777 | 185,213 |

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2010 Estimate 97,154
FY 2009 Estimate 100,476
FY 2008 Actual 134,412

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---|-----------------------|--------------|---------|-------------------------|--------------|---------|-------------------------|--------------|--------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 2 | 16,000 | 32 | 2 | 12,500 | 25 | 2 | 13,000 | 26 |
| Lt. General | 7 | 12,429 | 87 | 7 | 10,000 | 70 | 6 | 10,333 | 62 |
| Major General | 14 | 15,071 | 211 | 16 | 11,375 | 182 | 15 | 11,733 | 176 |
| Brig. General | 26 | 19,423 | 505 | 26 | 13,885 | 361 | 24 | 14,333 | 344 |
| Colonel | 569 | 17,508 | 9,962 | 559 | 13,583 | 7,593 | 518 | 14,012 | 7,258 |
| Lt Colonel | 1,667 | 16,162 | 26,942 | 1,531 | 12,242 | 18,742 | 1,420 | 12,627 | 17,930 |
| Major | 2,409 | 13,634 | 32,844 | 2,185 | 10,526 | 22,999 | 2,027 | 10,857 | 22,008 |
| Captain | 3,747 | 10,963 | 41,079 | 3,600 | 8,441 | 30,386 | 3,340 | 8,706 | 29,079 |
| 1st Lieutenant | 887 | 8,216 | 7,288 | 778 | 6,447 | 5,016 | 722 | 6,650 | 4,801 |
| 2nd Lieutenant | 367 | 7,022 | 2,577 | 347 | 5,444 | 1,889 | 322 | 5,615 | 1,808 |
| Subtotal Cost of Living | 9,695 | | 121,527 | 9,051 | | 87,263 | 8,396 | | 83,492 |
| <u>Temporary Lodging Allowance</u> | 11,516 | 1,119 | 12,885 | 11,183 | 1,182 | 13,213 | 11,097 | 1,231 | 13,662 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 134,412 | | | 100,476 | | | 97,154 |

(Amount in Thousands)

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

FY 2010 Estimate 4,155
FY 2009 Estimate 4,059
FY 2008 Actual 4,027

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|------------|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| CONUS COLA | 3,532 | 1,140 | 4,027 | 3,430 | 1,183 | 4,059 | 3,404 | 1,221 | 4,155 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

| | |
|------------------|-------|
| FY 2010 Estimate | 2,388 |
| FY 2009 Estimate | 2,133 |
| FY 2008 Actual | 2,283 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|----------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Payments | Rate | Amount | Payments | Rate | Amount | Payments | Rate | Amount |
| Initial Allowances | 4,950 | 400 | 1,980 | 4,594 | 400 | 1,838 | 5,240 | 400 | 2,096 |
| Additional Allowances | 137 | 200 | 27 | 133 | 200 | 27 | 132 | 200 | 26 |
| Civilian Clothing | 516 | 535 | 276 | 501 | 535 | 268 | 497 | 535 | 266 |
| TOTAL CLOTHING ALLOWANCES | 5,603 | | 2,283 | 5,228 | | 2,133 | 5,869 | | 2,388 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2010 Estimate 7,929
FY 2009 Estimate 7,989
FY 2008 Actual 15,688

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>PCS CONUS or Overseas with dependents not authorized</u> | 1,003 | 3,000 | 3,009 | 974 | 3,000 | 2,922 | 967 | 3,000 | 2,901 |
| <u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u> | 4,226 | 3,000 | 12,679 | 1,689 | 3,000 | 5,067 | 1,676 | 3,000 | 5,028 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 5,229 | | 15,688 | 2,663 | | 7,989 | 2,643 | | 7,929 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2010 Estimate 55,780
FY 2009 Estimate 54,755
FY 2008 Actual 108,539

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---|------------------------------|-------------------------|----------------|--------------------------------|-------------------------|---------------|--------------------------------|-------------------------|---------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| General | 25 | 7,120 | 178 | 6 | 7,333 | 44 | 5 | 7,600 | 38 |
| Lt General | 25 | 7,800 | 195 | 7 | 8,143 | 57 | 8 | 8,375 | 67 |
| Major General | 25 | 7,480 | 187 | 17 | 7,765 | 132 | 17 | 8,000 | 136 |
| Brig General | 7 | 8,000 | 56 | 8 | 8,250 | 66 | 8 | 8,500 | 68 |
| Colonel | 375 | 7,680 | 2,880 | 499 | 7,972 | 3,978 | 452 | 8,223 | 3,717 |
| Lt Colonel | 819 | 4,521 | 3,703 | 1,089 | 4,693 | 5,111 | 1,050 | 4,841 | 5,083 |
| Major | 1,062 | 4,272 | 4,537 | 1,000 | 4,434 | 4,434 | 1,211 | 4,574 | 5,539 |
| Captain | 1,081 | 2,983 | 3,225 | 550 | 3,096 | 1,703 | 1,130 | 3,195 | 3,610 |
| 1st Lieutenant | 159 | 1,585 | 252 | 939 | 1,647 | 1,547 | 321 | 1,701 | 546 |
| 2nd Lieutenant | 27 | 1,444 | 39 | 210 | 1,490 | 313 | 75 | 1,533 | 115 |
| Subtotal Lump Sum Terminal Leave | 3,605 | | 15,252 | 4,325 | | 17,385 | 4,277 | | 18,919 |
| <u>Separation Pay</u> | | | | | | | | | |
| Fail Promotion/Unfit | 132 | 50,598 | 6,679 | 60 | 60,100 | 3,606 | 60 | 62,000 | 3,720 |
| Disability | 15 | 54,867 | 823 | 31 | 56,968 | 1,766 | 31 | 58,774 | 1,822 |
| Invol-Half Pay 5% | 0 | 0 | 0 | 3 | 26,000 | 78 | 3 | 27,000 | 81 |
| Invol-Full Pay 10% | 293 | 58,666 | 17,189 | 86 | 60,895 | 5,237 | 86 | 62,814 | 5,402 |
| VSP | 177 | 228,469 | 40,439 | 0 | 0 | 0 | 0 | 0 | 0 |
| VSI Trust Fund | | | 25,641 | | | 24,255 | | | 23,408 |
| Career Status Bonus | 144 | 17,472 | 2,516 | 139 | 17,468 | 2,428 | 139 | 17,468 | 2,428 |
| Subtotal Separation Pay | 761 | | 93,287 | 319 | | 37,370 | 319 | | 36,861 |
| TOTAL SEPARATION PAYMENTS | 4,366 | | 108,539 | 4,644 | | 54,755 | 4,596 | | 55,780 |

(Amount in Thousands)

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

| | |
|------------------|---------|
| FY 2010 Estimate | 354,018 |
| FY 2009 Estimate | 344,318 |
| FY 2008 Actual | 352,544 |

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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 2008 - 7.65% on first \$102,000 and 1.45% on the remainder

Calendar Year 2009 - 7.65% on first \$106,500 and 1.45% on the remainder

Calendar Year 2010 - 7.65% on first \$110,700 and 1.45% on the remainder

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 4,443,415 | 7.65% | 352,544 | 4,521,097 | 7.65% | 344,318 | 4,652,985 | 7.65% | 354,018 |

**PAY AND ALLOWANCES
OF ENLISTED**

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

| | | <u>Amount</u> |
|---|----------------|-------------------|
| FY 2009 DIRECT PROGRAM | | 14,653,441 |
| FY 2009 Shortfall Adjustment | | (112,569) |
| Pricing Increase | 730,994 | |
| Annualization (PI): | 89,617 | |
| Annualization 1 Jan 09 raise of 3.9% on Basic Pay | 63,397 | |
| Annualization of raise on RPA | 21,370 | |
| Annualization of raise on FICA | 4,850 | |
| Pay Raise (PI): | 268,849 | |
| 1 Jan 10 pay raise of 2.9% effect on Basic Pay | 190,191 | |
| 1 Jan 10 pay raise effect on RPA | 64,108 | |
| 1 Jan 10 pay raise effect on FICA | 14,550 | |
| BAH Rates (PI): | 126,608 | |
| Increase in BAH rate of 5.6% | 126,222 | |
| Increase in MIHA Payments | 386 | |
| Other (PI): | 245,920 | |
| Increase in RPA Rate to 32.3% | 230,565 | |
| Increase in Clothing Payments | 1,491 | |
| Increase in COLA Payments | 9,492 | |
| Increase in TLA Payments | 1,718 | |
| Increase in CONUS COLA Payments | 143 | |
| Increase in Special Pay Payments | 526 | |
| Increase in LSTL Payments | 1,062 | |
| Increase in Separation Payments | 923 | |
| Program Increase | 91,583 | |
| Strength (PGI): | 27,104 | |
| Increase in workyears Housing Allowance | 27,104 | |

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

| | | <u>Amount</u> |
|--|-----------------|-------------------|
| Other (PGI): | 64,479 | |
| Increase in Special Pay Payments | 57,407 | |
| Increase in Catastrophically Injured Aid Program | 28 | |
| Increase in CEFI Pay Workyears | 237 | |
| Increase in Demolition Duty Workyears | 9 | |
| Increase in Other Incentive Pay Workyears | 20 | |
| Increase in Separation Workyears | 708 | |
| Increase in Selective Reenlistment Bonus Workyears | 4,539 | |
| Increase in Elisted Bonus Workyears | 1,531 | |
| Total Increases | | 822,577 |
| Pricing Decrease | | 0 |
| Program Decrease | | (33,769) |
| Strength (PGD): | (26,737) | |
| Decrease change in WY/longevity for Basic Pay | (18,637) | |
| Decrease on workyears/longevity for FICA | (1,425) | |
| Decrease in workyears/longevity for RPA | (5,974) | |
| Decrease in workyears for Clothing Allowance | (701) | |
| Other (PGD): | (7,032) | |
| Decrease in LSTL Program | (3,025) | |
| Decrease in FSA Program | (75) | |
| Decrease in Flying Duty Crew Workyears | (57) | |
| Decrease in COLA Workyears | (3,759) | |
| Decrease in TLA Workyears | (105) | |
| Decrease in CONUS COLA Workyears | (11) | |
| Total Decreases | | (33,769) |
| FY 2010 DIRECT PROGRAM | | 15,442,249 |

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2010 Estimate 8,298,263
 FY 2009 Estimate 8,063,251
 FY 2008 Actual 8,105,601

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

FY 2008 funding requirements included a 3.5% pay raise. The projected budgets for FY 2009 provides for basic pay increase of 3.9% and 2.9% for FY 2010. Across-the-board pay raises are effective 1 January each year. The budget also includes funding for additional increases for mid-grade senior enlisted personnel effective 1 April 2007.

FY 2008 beginning strength was 263,372 and ended with 258,092 using 274,233 workyears.
 FY 2009 beginning strength was 258,092 and ending with 262,889 using 264,945 workyears.
 FY 2010 beginning strength will be 262,889 and ending with 263,834 using 264,290 workyears.

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

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|-----------------------------|-----------------------|---------------------|------------------|-------------------------|---------------------|------------------|-------------------------|---------------------|------------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 2,944 | 65,434 | 192,638 | 2,681 | 68,221 | 182,901 | 2,644 | 70,367 | 186,050 |
| Senior Master Sergeant | 5,953 | 53,280 | 317,175 | 5,365 | 55,528 | 297,909 | 5,380 | 57,275 | 308,137 |
| Master Sergeant | 28,754 | 45,379 | 1,304,818 | 26,776 | 47,294 | 1,266,332 | 27,096 | 48,781 | 1,321,768 |
| Technical Sergeant | 46,526 | 36,869 | 1,715,360 | 42,941 | 38,425 | 1,649,992 | 42,800 | 39,633 | 1,696,295 |
| Staff Sergeant | 73,448 | 29,393 | 2,158,821 | 69,907 | 30,633 | 2,141,447 | 68,904 | 31,596 | 2,177,105 |
| Senior Airman | 52,186 | 23,527 | 1,227,767 | 52,116 | 24,520 | 1,277,860 | 51,724 | 25,291 | 1,308,135 |
| Airman First Class | 48,433 | 19,152 | 927,611 | 46,962 | 19,961 | 937,393 | 47,182 | 20,588 | 971,403 |
| Airman | 6,365 | 17,893 | 113,891 | 6,999 | 18,649 | 130,523 | 8,537 | 19,235 | 164,211 |
| Airman Basic | 9,624 | 15,328 | 147,520 | 11,198 | 15,976 | 178,894 | 10,023 | 16,478 | 165,159 |
| TOTAL BASIC PAY | 274,233 | | 8,105,601 | 264,945 | | 8,063,251 | 264,290 | | 8,298,263 |
| Shortfall Adjustment | | | | 2,643 | 30,434 | 80,435 | | | |
| Funded Level | 274,233 | | 8,105,601 | 262,302 | | 7,982,816 | 264,290 | | 8,298,263 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2010 Estimate 2,669,786
FY 2009 Estimate 2,359,700
FY 2008 Actual 2,343,272

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

Costs in the FY 2009 column of this submission are understated due to an increase in retired pay accrual rates (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time) based on revised actuarial estimates.

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 29.0% for FY 2008, 29.4% for FY 2009 and 32.3% for FY 2010. The part-time RPA rate is 19.1% for FY 2008, 21.1% for FY 2009 and 24.5% for FY 2010.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|----------------------------------|-----------------------|-------|-----------|-------------------------|-------|-----------|-------------------------|--------|-----------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Active Component | | | | | | | | | |
| Retired Pay Accrual - Full Time | 260,147 | 8,539 | 2,221,294 | 261,445 | 8,920 | 2,331,997 | 260,790 | 10,110 | 2,636,560 |
| Reserve Component | | | | | | | | | |
| Retired Pay Accrual - Part Time | 14,086 | 8,660 | 121,978 | 3,500 | 7,915 | 27,703 | 3,500 | 9,493 | 33,226 |
| Total Retired Pay Accrual | 274,233 | 8,545 | 2,343,272 | 264,945 | 8,906 | 2,359,700 | 264,290 | 10,102 | 2,669,786 |
| Shortfall Adjustment | | | | 2,643 | | 25,981 | | | |
| Funded Level | 274,233 | | 2,343,272 | 262,302 | | 2,333,719 | 264,290 | | 2,669,786 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

| | |
|------------------|--------|
| FY 2010 Estimate | 35,381 |
| FY 2009 Estimate | 35,172 |
| FY 2008 Actual | 37,068 |

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 5 | 2,880 | 14 | 9 | 2,880 | 26 | 9 | 2,880 | 26 |
| Senior Master Sergeant | 25 | 2,880 | 72 | 30 | 2,880 | 86 | 25 | 2,880 | 72 |
| Master Sergeant | 141 | 2,880 | 406 | 115 | 2,880 | 331 | 105 | 2,880 | 302 |
| Technical Sergeant | 413 | 2,580 | 1,066 | 190 | 2,580 | 490 | 190 | 2,580 | 490 |
| Staff Sergeant | 473 | 2,280 | 1,078 | 300 | 2,280 | 684 | 290 | 2,280 | 661 |
| Senior Airman | 371 | 1,980 | 735 | 280 | 1,980 | 554 | 280 | 1,980 | 554 |
| Airman First Class | 193 | 1,800 | 347 | 60 | 1,800 | 108 | 60 | 1,800 | 108 |
| Airman | 23 | 1,800 | 41 | 25 | 1,800 | 45 | 30 | 1,800 | 54 |
| Airman Basic | 4 | 1,800 | 7 | 5 | 1,800 | 9 | 5 | 1,800 | 9 |
| Subtotal Flying Duty Crew | 1,648 | | 3,766 | 1,014 | | 2,333 | 994 | | 2,276 |
| <u>Flying Duty Non-Crew Members</u> | 196 | 1,800 | 353 | 150 | 1,800 | 270 | 150 | 1,800 | 270 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 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 | 3,778 | 1,800 | 6,800 | 3,700 | 1,800 | 6,660 | 3,640 | 1,800 | 6,552 |
| More than 4 Yrs Avn Svc | 1,590 | 2,700 | 4,293 | 1,550 | 2,700 | 4,185 | 1,550 | 2,700 | 4,185 |
| More than 8 Yrs Avn Svc | 1,775 | 4,200 | 7,455 | 1,750 | 4,200 | 7,350 | 1,775 | 4,200 | 7,455 |
| More than 14 Yrs Avn Svc | 1,200 | 4,800 | 5,760 | 1,225 | 4,800 | 5,880 | 1,275 | 4,800 | 6,120 |
| Subtotal Career Enlisted Flyer Incentive Pay | 8,343 | | 24,308 | 8,225 | | 24,075 | 8,240 | | 24,312 |
| Subtotal Flying Duty Pay | 10,187 | | 28,427 | 9,389 | | 26,678 | 9,384 | | 26,858 |
| <u>Parachute Jumping</u> | 651 | 1,800 | 1,172 | 600 | 1,800 | 1,080 | 600 | 1,800 | 1,080 |
| <u>Demolition</u> | 1,837 | 1,800 | 3,307 | 1,705 | 1,800 | 3,069 | 1,710 | 1,800 | 3,078 |
| <u>Other Incentive Duty Pay</u> | | | | | | | | | |
| Accel-Decel Subject | 37 | 1,800 | 67 | 30 | 1,800 | 54 | 35 | 1,800 | 63 |
| Chemical Munitions Handler | 47 | 1,800 | 85 | 53 | 1,800 | 95 | 55 | 1,800 | 99 |
| Hazardous Bio Org | 0 | 0 | 0 | 75 | 1,800 | 135 | 75 | 1,800 | 135 |
| Parachute HALO | 885 | 2,700 | 2,390 | 850 | 2,700 | 2,295 | 875 | 2,700 | 2,363 |
| Pressure Chamber Observer | 297 | 1,800 | 535 | 315 | 1,800 | 567 | 305 | 1,800 | 549 |
| Thermal Stress Experiments | 7 | 1,800 | 13 | 10 | 1,800 | 18 | 10 | 1,800 | 18 |
| Toxic Fuel Handler | 565 | 1,800 | 1,016 | 625 | 1,800 | 1,125 | 601 | 1,800 | 1,082 |
| Toxic Pesticides Duty | 30 | 1,800 | 54 | 30 | 1,800 | 54 | 30 | 1,800 | 54 |
| Subtotal Other Incentive Duty Pay | 1,869 | | 4,162 | 1,989 | | 4,345 | 1,987 | | 4,365 |
| TOTAL INCENTIVE PAY | 14,544 | | 37,068 | 13,683 | | 35,172 | 13,681 | | 35,381 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | |
|------------------|---------|
| FY 2010 Estimate | 96,264 |
| FY 2009 Estimate | 38,334 |
| FY 2008 Actual | 134,174 |

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 changed effective 1 Oct 98 paying members a \$2000 lump sum instead of the previous \$80 per month.
- (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. The Budget reflects new payments for FY07-FY09.
- (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.

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 on the following page.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Sea and Foreign Duty-Total | | | | | | | | | |
| Sea Duty | 85 | 753 | 64 | 33 | 758 | 25 | 33 | 758 | 25 |
| Overseas Tour Extension Pay | 155 | 2,000 | 310 | 103 | 2,000 | 206 | 103 | 2,000 | 206 |
| Subtotal Sea and Foreign Duty-Total | 240 | | 374 | 136 | | 231 | 136 | | 231 |
| Diving Duty Basic | 56 | 1,320 | 74 | 20 | 1,320 | 26 | 20 | 1,320 | 26 |
| Diving Duty Pararescue | 758 | 1,800 | 1,364 | 955 | 1,800 | 1,719 | 1,002 | 1,800 | 1,804 |
| Foreign Language Proficiency Pay | 4,291 | 4,031 | 17,298 | 4,158 | 4,031 | 16,761 | 4,357 | 4,031 | 17,563 |
| Hostile Fire Pay | 27,612 | 2,700 | 74,554 | 0 | 0 | 0 | 14,050 | 2,700 | 37,935 |
| Hardship Duty Location Pay | 23,662 | 1,200 | 28,394 | 0 | 0 | 0 | 9,040 | 1,200 | 10,848 |
| Other Special Pay | | | | | | | | | |
| Critical Skills Retention Bonus | 18 | 139,333 | 2,508 | 17 | 150,000 | 2,550 | 18 | 150,000 | 2,700 |
| Total Critical Skills Retention Bonus | 18 | | 2,508 | 17 | | 2,550 | 18 | | 2,700 |
| Assignment Incentive Pay - Korea | 899 | 3,600 | 3,236 | 799 | 3,599 | 2,876 | 799 | 3,599 | 2,876 |
| Assignment Incentive Pay - Creech | 262 | 4,897 | 1,283 | 1,200 | 4,896 | 5,875 | 2,400 | 4,896 | 11,750 |
| Combat Controller AIP | 82 | 9,000 | 738 | 109 | 9,000 | 981 | 116 | 9,000 | 1,044 |
| Subtotal Other Special Pay | 1,261 | | 7,765 | 2,125 | | 12,282 | 3,333 | | 18,370 |
| 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 | 59,130 | | 134,174 | 9,146 | | 38,334 | 34,058 | | 96,264 |

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2010 Estimate 36,889
FY 2009 Estimate 36,889
FY 2008 Actual 31,571

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 2008 Actual</u> | | <u>FY 2009 Estimate</u> | | <u>FY 2010 Estimate</u> | |
|--|-----------------------|--------|-------------------------|--------|-------------------------|--------|
| | Number | Amount | Number | Amount | Number | Amount |
| SD-6 (\$450) | 1,656 | 8,942 | 1,955 | 10,557 | 1,955 | 10,557 |
| SD-5 (\$375) | 1,669 | 7,511 | 1,892 | 8,514 | 1,892 | 8,514 |
| SD-4 (\$300) | 1,107 | 3,985 | 1,539 | 5,540 | 1,539 | 5,540 |
| SD-3 (\$225) | 2,076 | 5,605 | 2,279 | 6,153 | 2,279 | 6,153 |
| SD-2 (\$150) | 2,904 | 5,227 | 3,208 | 5,774 | 3,208 | 5,774 |
| SD-1 (\$75) | 334 | 301 | 390 | 351 | 390 | 351 |
| TOTAL SPECIAL DUTY ASSIGNMENT PAY | 9,746 | 31,571 | 11,263 | 36,889 | 11,263 | 36,889 |

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

| | |
|------------------|---------|
| FY 2010 Estimate | 232,010 |
| FY 2009 Estimate | 227,471 |
| FY 2008 Actual | 127,449 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|----------------------|-----------------------|---------------------|----------------|-------------------------|---------------------|----------------|-------------------------|---------------------|----------------|
| | Number | Average Rate | Amount | Number | Average Rate | Amount | Number | Average Rate | Amount |
| Initial Payments | 4,011 | 14,764 | 59,218 | 12,089 | 12,887 | 155,790 | 9,445 | 14,939 | 141,099 |
| Anniversary Payments | 17,812 | 3,762 | 67,014 | 17,493 | 3,942 | 68,960 | 23,070 | 3,823 | 88,190 |
| Accelerated Payments | 164 | 7,421 | 1,217 | 500 | 5,442 | 2,721 | 500 | 5,442 | 2,721 |
| TOTAL | 21,987 | | 127,449 | 30,082 | | 227,471 | 33,015 | | 232,010 |

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| | |
|------------------|--------|
| FY 2010 Estimate | 14,517 |
| FY 2009 Estimate | 12,986 |
| FY 2008 Actual | 8,669 |

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 451 | 1,500 | 677 | 2,298 | 1,500 | 3,447 | 2,328 | 1,500 | 3,492 |
| 2 | 363 | 2,000 | 726 | 156 | 2,000 | 312 | 323 | 2,000 | 646 |
| 3 | 1 | 3,000 | 3 | 14 | 3,000 | 42 | 22 | 3,000 | 66 |
| 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 | 34 | 10,000 | 340 | 56 | 10,000 | 560 | 82 | 10,000 | 820 |
| 11 | 0 | 11,000 | 0 | 0 | 11,000 | 0 | 0 | 11,000 | 0 |
| 12 | 0 | 12,000 | 0 | 0 | 12,000 | 0 | 0 | 12,000 | 0 |
| 13 | 24 | 13,000 | 312 | 65 | 13,000 | 845 | 83 | 13,000 | 1,079 |
| Residual: | | | | | | | | | |
| 1 | 0 | 1,000 | 0 | 0 | 1,000 | 0 | 0 | 1,000 | 0 |
| 1.5 | 48 | 1,500 | 72 | 184 | 1,500 | 276 | 184 | 1,500 | 276 |
| 2 | 50 | 2,000 | 100 | 30 | 2,000 | 60 | 30 | 2,000 | 60 |
| 3 | 54 | 3,000 | 162 | 277 | 3,000 | 831 | 383 | 3,000 | 1,149 |
| 4 | 1 | 4,000 | 4 | 0 | 4,000 | 0 | 0 | 4,000 | 0 |
| 5 * | 128 | 5,000 | 640 | 159 | 5,000 | 795 | 0 | 5,000 | 0 |
| 6 | 105 | 6,000 | 630 | 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 | 16 | 9,000 | 144 | 20 | 9,000 | 180 | 19 | 9,000 | 171 |
| 10 | 115 | 10,000 | 1,150 | 19 | 10,000 | 190 | 69 | 10,000 | 690 |
| 11 | 1 | 11,000 | 11 | 0 | 11,000 | 0 | 0 | 11,000 | 0 |
| 12 | 124 | 12,000 | 1,488 | 350 | 12,000 | 4,200 | 380 | 12,000 | 4,560 |
| 13 | 170 | 13,000 | 2,210 | 96 | 13,000 | 1,248 | 116 | 13,000 | 1,508 |
| New Payments | 873 | | 2,058 | 2,589 | | 5,206 | 2,838 | | 6,103 |
| Residual | 812 | | 6,611 | 1,135 | | 7,780 | 1,181 | | 8,414 |
| TOTAL | 1,685 | | 8,669 | 3,724 | | 12,986 | 4,019 | | 14,517 |

* National Call to Service included in residual payments.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

| | |
|------------------|-----------|
| FY 2010 Estimate | 2,872,747 |
| FY 2009 Estimate | 2,719,448 |
| FY 2008 Actual | 2,918,574 |

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

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for housing rates (from 4.9% budgeted to 5.6% enacted) based on revised housing survey data.

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 5.7% for FY 2008, 5.6% for FY 2009, and FY 2010.

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

With Dependents

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---------------------------------|------------------------------|------------------------------|----------------------|--------------------------------|--------------------|--------------------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 2,116 | 18,678 | 39,520 | 1,807 | 19,732 | 35,656 | 1,846 | 20,554 | 37,942 |
| Senior Master Sergeant | 4,114 | 17,415 | 71,644 | 3,503 | 18,411 | 64,494 | 3,596 | 19,179 | 68,969 |
| Master Sergeant | 20,157 | 16,314 | 328,845 | 17,781 | 17,254 | 306,800 | 18,440 | 17,986 | 331,659 |
| Technical Sergeant | 29,740 | 15,447 | 459,378 | 26,139 | 16,355 | 427,511 | 26,799 | 17,062 | 457,250 |
| Staff Sergeant | 36,669 | 13,294 | 487,496 | 33,565 | 14,093 | 473,036 | 34,344 | 14,696 | 504,722 |
| Senior Airman | 16,524 | 12,133 | 200,489 | 16,013 | 12,870 | 206,081 | 16,703 | 13,457 | 224,775 |
| Airman First Class | 9,739 | 12,172 | 118,545 | 9,363 | 12,931 | 121,069 | 10,054 | 13,550 | 136,227 |
| Airman | 840 | 12,178 | 10,227 | 933 | 12,937 | 12,070 | 1,228 | 13,563 | 16,655 |
| Airman Basic | 961 | 12,006 | 11,535 | 1,108 | 12,801 | 14,183 | 1,062 | 13,416 | 14,248 |
| Subtotal with Dependents | 120,859 | | 1,727,678 | 110,212 | | 1,660,900 | 114,072 | | 1,792,447 |
| | | | | | | | | | |
| | | <u>FY 2008 Actual</u> | | <u>FY 2009 Estimate</u> | | <u>FY 2010 Estimate</u> | | | |
| Differential | | Amount | 1,227 | Amount | 1,244 | Amount | 1,300 | | |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -
Full Allowance

| <u>Grade</u> | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 211 | 16,980 | 3,583 | 180 | 17,933 | 3,228 | 177 | 18,706 | 3,311 |
| Senior Master Sergeant | 443 | 16,394 | 7,270 | 379 | 17,301 | 6,557 | 374 | 18,053 | 6,752 |
| Master Sergeant | 2,746 | 14,436 | 39,644 | 2,424 | 15,244 | 36,952 | 2,416 | 15,886 | 38,380 |
| Technical Sergeant | 6,357 | 13,306 | 84,584 | 5,563 | 14,051 | 78,164 | 5,460 | 14,640 | 79,936 |
| Staff Sergeant | 19,391 | 11,947 | 231,660 | 17,499 | 12,615 | 220,754 | 16,985 | 13,146 | 223,278 |
| Senior Airman | 18,845 | 10,294 | 193,991 | 17,844 | 10,870 | 193,969 | 17,440 | 11,327 | 197,542 |
| Airman First Class | 4,358 | 10,633 | 46,340 | 4,007 | 11,228 | 44,992 | 3,964 | 11,701 | 46,383 |
| Airman | 205 | 11,314 | 2,314 | 210 | 11,948 | 2,509 | 256 | 12,438 | 3,184 |
| Airman Basic | 60 | 15,428 | 925 | 65 | 16,277 | 1,058 | 58 | 16,897 | 980 |
| Subtotal without Dependents (Full) | 52,617 | | 610,310 | 48,171 | | 588,183 | 47,130 | | 599,746 |

Without Dependents -
Partial Allowance

| <u>Grade</u> | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 6 | 237 | 1 | 6 | 250 | 2 | 6 | 261 | 2 |
| Senior Master Sergeant | 7 | 195 | 1 | 7 | 206 | 1 | 7 | 215 | 2 |
| Master Sergeant | 99 | 153 | 15 | 92 | 161 | 15 | 93 | 168 | 16 |
| Technical Sergeant | 269 | 126 | 34 | 248 | 133 | 33 | 247 | 139 | 34 |
| Staff Sergeant | 1,325 | 111 | 147 | 1,261 | 117 | 148 | 1,243 | 122 | 152 |
| Senior Airman | 6,104 | 103 | 631 | 6,095 | 109 | 665 | 6,050 | 114 | 688 |
| Airman First Class | 30,078 | 99 | 2,986 | 29,164 | 105 | 3,057 | 29,301 | 109 | 3,201 |
| Airman | 4,972 | 92 | 457 | 5,467 | 97 | 530 | 6,668 | 101 | 674 |
| Airman Basic | 7,082 | 88 | 623 | 8,240 | 93 | 766 | 7,375 | 97 | 714 |
| Subtotal without Dependents (Partial) | 49,942 | | 4,895 | 50,580 | | 5,217 | 50,990 | | 5,483 |
| TOTAL BAH - DOMESTIC | | | 2,344,110 | | | 2,255,544 | | | 2,398,976 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---------------------------------|----------------|--------|---------|------------------|--------|---------|------------------|--------|---------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 162 | 35,642 | 5,774 | 147 | 29,327 | 4,311 | 145 | 30,552 | 4,430 |
| Senior Master Sergeant | 440 | 32,673 | 14,376 | 403 | 27,141 | 10,938 | 398 | 28,264 | 11,249 |
| Master Sergeant | 2,063 | 32,533 | 67,115 | 1,951 | 27,111 | 52,894 | 1,944 | 28,256 | 54,930 |
| Technical Sergeant | 3,070 | 32,103 | 98,557 | 2,878 | 26,689 | 76,810 | 2,824 | 27,804 | 78,518 |
| Staff Sergeant | 3,867 | 29,723 | 114,940 | 3,737 | 24,777 | 92,591 | 3,628 | 25,816 | 93,660 |
| Senior Airman | 1,417 | 27,975 | 39,641 | 1,437 | 23,209 | 33,352 | 1,404 | 24,187 | 33,959 |
| Airman First Class | 487 | 28,378 | 13,820 | 479 | 23,309 | 11,165 | 474 | 24,259 | 11,499 |
| Airman | 29 | 27,310 | 792 | 32 | 22,500 | 720 | 39 | 23,333 | 910 |
| Airman Basic | 2 | 23,000 | 46 | 3 | 18,000 | 54 | 2 | 18,000 | 36 |
| Subtotal with Dependents | 11,537 | | 355,061 | 11,067 | | 282,835 | 10,858 | | 289,191 |

Without Dependents

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|------------------------------------|----------------|--------|-----------|------------------|--------|-----------|------------------|--------|-----------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 24 | 27,750 | 666 | 22 | 23,955 | 527 | 22 | 24,727 | 544 |
| Senior Master Sergeant | 74 | 26,973 | 1,996 | 67 | 22,134 | 1,483 | 67 | 23,179 | 1,553 |
| Master Sergeant | 466 | 26,150 | 12,186 | 441 | 21,957 | 9,683 | 439 | 22,879 | 10,044 |
| Technical Sergeant | 1,297 | 25,478 | 33,045 | 1,215 | 21,489 | 26,109 | 1,193 | 22,382 | 26,702 |
| Staff Sergeant | 3,971 | 24,193 | 96,069 | 3,838 | 20,387 | 78,247 | 3,726 | 21,242 | 79,146 |
| Senior Airman | 2,479 | 23,050 | 57,140 | 2,514 | 19,145 | 48,130 | 2,458 | 19,948 | 49,031 |
| Airman First Class | 421 | 21,316 | 8,974 | 414 | 17,928 | 7,422 | 410 | 18,680 | 7,659 |
| Airman | 12 | 21,917 | 263 | 13 | 18,385 | 239 | 16 | 19,313 | 309 |
| Airman Basic | 2 | 23,000 | 46 | 2 | 14,000 | 28 | 2 | 14,000 | 28 |
| Subtotal without Dependents | 8,746 | | 210,385 | 8,526 | | 171,868 | 8,333 | | 175,016 |
| Moving-In Housing Allowance | 10,551 | 855 | 9,018 | 10,194 | 903 | 9,201 | 10,169 | 941 | 9,564 |
| TOTAL BAH - OVERSEAS | | | 574,464 | | | 463,904 | | | 473,771 |
| GRAND TOTAL BAH | | | 2,918,574 | | | 2,719,448 | | | 2,872,747 |

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2010 Estimate 349,667
FY 2009 Estimate 342,236
FY 2008 Actual 426,691

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---|------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|--------------------------------|--------------------|----------------------|
| | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Rate</u> | <u>Amount</u> |
| <u>Grade</u> | | | | | | | | | |
| Chief Master Sergeant | 590 | 11,720 | 6,915 | 568 | 9,243 | 5,250 | 558 | 9,534 | 5,320 |
| Senior Master Sergeant | 1,311 | 10,779 | 14,131 | 1,313 | 8,277 | 10,868 | 1,288 | 8,537 | 10,996 |
| Master Sergeant | 6,153 | 9,945 | 61,189 | 6,217 | 7,638 | 47,483 | 6,146 | 7,878 | 48,419 |
| Technical Sergeant | 9,746 | 8,602 | 83,835 | 9,784 | 6,600 | 64,570 | 9,673 | 6,807 | 65,848 |
| Staff Sergeant | 16,525 | 7,083 | 117,051 | 16,973 | 5,400 | 91,647 | 16,780 | 5,570 | 93,459 |
| Senior Airman | 11,106 | 5,266 | 58,479 | 11,659 | 4,051 | 47,235 | 11,528 | 4,179 | 48,175 |
| Airman First Class | 9,906 | 4,133 | 40,943 | 9,747 | 3,183 | 31,025 | 9,637 | 3,283 | 31,641 |
| Airman | 1,020 | 3,528 | 3,599 | 1,049 | 2,706 | 2,839 | 1,029 | 2,792 | 2,873 |
| Airman Basic | 143 | 3,301 | 472 | 170 | 2,535 | 431 | 166 | 2,620 | 435 |
| Subtotal Cost of Living | 56,500 | | 386,614 | 57,480 | | 301,348 | 56,805 | | 307,166 |
| <u>Temporary Lodging Allowance</u> | 48,430 | 828 | 40,077 | 46,790 | 874 | 40,888 | 46,675 | 911 | 42,501 |
| TOTAL STATION ALLOWANCES-OVERSEAS | | | 426,691 | | | 342,236 | | | 349,667 |

(Amount in Thousands)

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

FY 2010 Estimate 4,678
FY 2009 Estimate 4,546
FY 2008 Actual 4,533

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.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 10,764 | 421 | 4,533 | 10,399 | 437 | 4,546 | 10,374 | 451 | 4,678 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | |
|------------------|---------|
| FY 2010 Estimate | 136,568 |
| FY 2009 Estimate | 135,829 |
| FY 2008 Actual | 148,141 |

PART I - PURPOSE AND SCOPE

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

- (1) Initial clothing allowances upon initial enlistment.
- (2) Civilian clothing allowances when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most enlisted members in the Service.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--|-----------------------|------------|----------------|-------------------------|------------|----------------|-------------------------|------------|----------------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>Initial Allowances</u> | | | | | | | | | |
| <u>Military Clothing</u> | | | | | | | | | |
| Civilian Life (Male) | 21,577 | 1,293 | 27,897 | 24,800 | 1,350 | 33,476 | 24,739 | 1,365 | 33,761 |
| Civilian Life (Female) | 6,272 | 1,499 | 9,403 | 7,180 | 1,531 | 10,995 | 7,011 | 1,548 | 10,854 |
| Officer Tng School (Male) | 682 | 330 | 225 | 659 | 330 | 217 | 226 | 330 | 75 |
| Officer Tng School (Female) | 212 | 330 | 70 | 205 | 330 | 68 | 64 | 330 | 21 |
| AF Academy Prep (Male) | 127 | 867 | 110 | 123 | 867 | 107 | 105 | 867 | 91 |
| AF Academy Prep (Female) | 46 | 868 | 40 | 45 | 868 | 39 | 75 | 868 | 65 |
| Subtotal Military Clothing | 28,916 | | 37,745 | 33,012 | | 44,902 | 32,220 | | 44,867 |
| <u>Civilian Clothing</u> | | | | | | | | | |
| Initial | 699 | 903 | 631 | 675 | 921 | 622 | 674 | 931 | 628 |
| Continuing | 2,663 | 301 | 801 | 2,572 | 307 | 790 | 2,566 | 310 | 796 |
| TDY | 1,562 | 451 | 705 | 1,509 | 460 | 695 | 1,506 | 466 | 701 |
| Subtotal Civilian Clothing | 4,924 | | 2,137 | 4,756 | | 2,107 | 4,746 | | 2,125 |
| TOTAL INITIAL ALLOWANCES | 33,840 | | 39,882 | 37,768 | | 47,009 | 36,966 | | 46,992 |
| <u>Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing</u> | | | | | | | | | |
| Airmen (Male) | 40,884 | 317 | 12,952 | 39,499 | 266 | 10,523 | 39,401 | 269 | 10,612 |
| Airmen (Female) | 11,423 | 349 | 3,989 | 11,036 | 299 | 3,298 | 11,009 | 302 | 3,326 |
| Subtotal | 52,307 | | 16,941 | 50,535 | | 13,821 | 50,410 | | 13,938 |
| <u>Standard Maintenance Allowance</u> | | | | | | | | | |
| <u>Military Clothing (37th Month)</u> | | | | | | | | | |
| Airmen (Male) | 154,976 | 454 | 70,297 | 149,727 | 382 | 57,136 | 149,357 | 386 | 57,622 |
| Airmen (Female) | 37,313 | 497 | 18,537 | 36,049 | 428 | 15,443 | 35,960 | 433 | 15,575 |
| Subtotal | 192,289 | | 88,834 | 185,776 | | 72,579 | 185,317 | | 73,197 |
| <u>Supplemental Maint. Allow.</u> | 9,255 | 268 | 2,484 | 8,941 | 271 | 2,420 | 8,919 | 274 | 2,441 |
| TOTAL CLOTHING ALLOWANCE | | | 148,141 | | | 135,829 | | | 136,568 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

| | |
|------------------|--------|
| FY 2010 Estimate | 28,851 |
| FY 2009 Estimate | 28,926 |
| FY 2008 Actual | 56,998 |

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Workyears | Rate | Amount | Workyears | Rate | Amount | Workyears | Rate | Amount |
| <u>PCS CONUS or Overseas with dependents not authorized</u> | 5,576 | 3,000 | 16,728 | 5,387 | 3,000 | 16,161 | 5,373 | 3,000 | 16,119 |
| <u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u> | 13,423 | 3,000 | 40,270 | 4,255 | 3,000 | 12,765 | 4,244 | 3,000 | 12,732 |
| TOTAL FAMILY SEPARATION ALLOWANCE | 18,999 | | 56,998 | 9,642 | | 28,926 | 9,617 | | 28,851 |

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

(Amount in Thousands)

| | |
|------------------|----|
| FY 2010 Estimate | 28 |
| FY 2009 Estimate | 0 |
| FY 2008 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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 0 | 0 | 0 | 4 | 7,000 | 28 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

| | |
|------------------|---------|
| FY 2010 Estimate | 128,577 |
| FY 2009 Estimate | 128,939 |
| FY 2008 Actual | 121,549 |

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

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|----------------------------------|----------------|--------------|----------------|------------------|--------------|----------------|------------------|--------------|----------------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| Grade | | | | | | | | | |
| Chief Master Sergeant | 218 | 3,239 | 706 | 218 | 3,358 | 732 | 216 | 3,468 | 749 |
| Senior Master Sergeant | 483 | 1,890 | 913 | 540 | 1,961 | 1,059 | 541 | 2,024 | 1,095 |
| Master Sergeant | 2,609 | 1,707 | 4,453 | 3,142 | 1,772 | 5,567 | 2,971 | 1,827 | 5,429 |
| Technical Sergeant | 2,128 | 2,213 | 4,709 | 2,305 | 2,297 | 5,295 | 2,298 | 2,369 | 5,444 |
| Staff Sergeant | 4,999 | 1,503 | 7,513 | 5,270 | 1,560 | 8,221 | 4,496 | 1,609 | 7,233 |
| Senior Airman | 6,426 | 1,031 | 6,627 | 6,893 | 1,071 | 7,379 | 5,984 | 1,104 | 6,608 |
| Airman First Class | 2,089 | 1,143 | 2,388 | 2,241 | 1,187 | 2,659 | 1,931 | 1,224 | 2,363 |
| Airman | 857 | 1,148 | 984 | 1,407 | 1,192 | 1,677 | 1,251 | 1,229 | 1,538 |
| Airman Basic | 1,626 | 662 | 1,076 | 1,661 | 687 | 1,141 | 1,847 | 708 | 1,308 |
| Subtotal LSTL | 21,435 | | 29,369 | 23,677 | | 33,730 | 21,535 | | 31,767 |
| Separation Pay | | | | | | | | | |
| Disability | 924 | 24,851 | 22,962 | 986 | 25,793 | 25,432 | 984 | 26,606 | 26,180 |
| Invol-Half Pay 5% | 131 | 14,237 | 1,865 | 127 | 14,772 | 1,876 | 128 | 15,242 | 1,951 |
| Invol-Full Pay 10% | 78 | 25,526 | 1,991 | 75 | 26,493 | 1,987 | 75 | 27,333 | 2,050 |
| VSI Trust Fund | | | 7,659 | | | 7,245 | | | 6,992 |
| Subtotal Separation Pay | 1,133 | | 34,477 | 1,188 | | 36,540 | 1,187 | | 37,173 |
| Career Status Bonus | 2,146 | 26,889 | 57,703 | 2,182 | 26,888 | 58,669 | 2,218 | 26,888 | 59,637 |
| TOTAL SEPARATION PAYMENTS | 24,714 | | 121,549 | 27,047 | | 128,939 | 24,940 | | 128,577 |

(Amount in Thousands)

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

| | |
|------------------|---------|
| FY 2010 Estimate | 634,817 |
| FY 2009 Estimate | 616,838 |
| FY 2008 Actual | 627,810 |

PART I - PURPOSE AND SCOPE

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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 2008 - 7.65% on first \$102,000 and 1.45% on the remainder
 Calendar Year 2009 - 7.65% on first \$106,500 and 1.45% on the remainder
 Calendar Year 2010 - 7.65% on first \$110,700 and 1.45% on the remainder

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 8,105,601 | 7.65% | 627,810 | 8,063,251 | 7.65% | 616,838 | 8,298,263 | 7.65% | 634,817 |
| Shortfall Adjustment | | | | 80,435 | 7.65% | 6,153 | | | |
| Funded Level | 8,105,601 | | 627,810 | 7,982,816 | | 610,685 | 8,298,263 | | 634,817 |

**PAY AND ALLOWANCES
OF CADETS**

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

| | | <u>AMOUNT</u> |
|---|--------------|---------------|
| FY 2009 DIRECT PROGRAM | | 69,057 |
| Pricing Increase | | 1,634 |
| Annualization (PI): | 409 | |
| Annualization 1 Jan 09 raise of 3.9% on Basic Pay | 380 | |
| Annualization of raise on FICA | 29 | |
| Pay Raise (PI): | 1,225 | |
| 1 Jan 10 pay raise of 2.9% effect on Basic Pay | 1,138 | |
| 1 Jan 10 pay raise effect on FICA | 87 | |
| Program Increase | | 1,326 |
| Strength (PGI): | 1,326 | |
| Increase in workyears for Basic Pay | 945 | |
| Increase in workyears Subsistence | 309 | |
| Increase in workyears FICA | 72 | |
| Total Increases: | | 2,960 |
| Pricing Decrease | | (973) |
| Other (PD): | (973) | |
| Subsistence Rate Decrease | (973) | |
| Program Decrease | | 0 |
| Total Decreases: | | (973) |
| FY 2010 DIRECT PROGRAM | | 71,044 |

(Amount in Thousands)

PROJECT: ACADEMY CADETS

| | |
|------------------|--------|
| FY 2010 Estimate | 71,044 |
| FY 2009 Estimate | 69,057 |
| FY 2008 Actual | 62,442 |

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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 2008 funding requirements included a 3.5% pay raise. The projected budgets for FY 2009 provides for basic pay increase of 3.9% and 2.9% for FY 2010.

The provisions of DoD FMR 7000.14-R stipulates 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 2008 - \$6.95 (1 Jan - 30 Sep); \$9.80 (1 Oct - 31 Dec)
 Calendar Year 2009 - \$10.80
 Calendar Year 2010 - \$11.30

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--|-----------------------|--------------|--------|-------------------------|--------------|--------|-------------------------|--------------|--------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| <u>Basic Pay</u> | 4,315 | 10,643 | 45,925 | 4,361 | 11,048 | 48,180 | 4,444 | 11,396 | 50,643 |
| <u>Subsistence</u> | 4,315 | 3,014 | 13,004 | 4,361 | 3,942 | 17,191 | 4,444 | 3,719 | 16,527 |
| <u>Social Security Tax (Employer's Contribution)</u> | 4,315 | | 3,513 | 4,361 | | 3,686 | 4,444 | | 3,874 |
| TOTAL ACADEMY CADETS | | | 62,442 | | | 69,057 | | | 71,044 |

**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

| | | <u>AMOUNT</u> |
|---|----------|------------------|
| FY 2009 DIRECT PROGRAM | | 978,828 |
| Pricing Increase | | 115,517 |
| 1 Jan 10 inflation rate of 5.0% effect on BAS | 22,933 | |
| Annualization of 1 Jan 09 inflation rate of 10% BAS | 68,797 | |
| Increase in SIK - Subsist In Mess Total Pricing | 20,020 | |
| Increase in SIK - Operational Pricing | 3,206 | |
| Increase in SIK - Augmentation Rations Pricing | 561 | |
| Program Increase | | 9 |
| Increase in Family Subsist Sup Allow Program | 9 | |
| Total Increases | | 115,526 |
| Program Decrease | | (61,533) |
| Decrease in Subsistence - BAS Enlisted Program | (49,058) | |
| Decrease in SIK - Subsist In Mess Total Program | (9,886) | |
| Decrease in SIK - Operational Program | (2,328) | |
| Decrease in SIK - Augmentation Rations Program | (261) | |
| Total Decreases | | (61,533) |
| FY 2010 DIRECT PROGRAM | | 1,032,821 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

| | |
|------------------|---------|
| FY 2010 Estimate | 868,652 |
| FY 2009 Estimate | 825,824 |
| FY 2008 Actual | 824,007 |

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.

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for subsistence rates (from 3.4% budgeted to 10%) based on an increase in the US Department of Agriculture Cost of Food Index.

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 5.2% for FY 2008, 10.0% for FY 2009 and 5.0% for FY 2010.

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for subsistence rates (from 3.4% budgeted to 10%) based on an increase in the US Department of Agriculture Cost of Food Index.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 268,119 | 3,490 | 935,605 | 248,199 | 3,798 | 942,661 | 246,275 | 4,032 | 992,982 |
| 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 | | | (111,598) | | | (116,837) | | | (124,330) |
| GRAND TOTAL | | | 824,007 | | | 825,824 | | | 868,652 |

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

| | |
|------------------|-----|
| FY 2010 Estimate | 155 |
| FY 2009 Estimate | 146 |
| FY 2008 Actual | 26 |

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 \$500 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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--------------------------|-----------------------|-------------------------|-------------------------|
| Family Subsist Sup Allow | 26 | 146 | 155 |

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2010 Estimate 192,965
FY 2009 Estimate 181,614
FY 2008 Actual 194,046

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 5.2% for FY 2008, 10.0% for FY 2009 and 5.0% for FY 2010. Other SIK elements are computed at the contract rate per unit.

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

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--|-----------------------|-------------|-----------|-------------------------|-------------|-----------|-------------------------|-------------|-----------|
| | Number | Annual Rate | Amount | Number | Annual Rate | Amount | Number | Annual Rate | Amount |
| <u>Subsistence in Mess</u> | | | | | | | | | |
| Trainee/Non-Pay Status | 2,696 | 3,177 | 8,565 | 3,163 | 3,457 | 10,934 | 3,163 | 3,673 | 11,618 |
| Members Taking Meals in Mess | 51,806 | 3,293 | 170,606 | 42,336 | 3,583 | 151,690 | 42,336 | 3,807 | 161,171 |
| Subtotal Subsistence-In-Mess | 54,502 | | 179,171 | 45,499 | | 162,624 | 45,499 | | 172,789 |
| <u>Operational Rations</u> | | | | | | | | | |
| Meals Ready to Eat | 102,819 | 85 | 8,785 | 120,644 | 93 | 11,215 | 120,644 | 99 | 11,916 |
| Unitized Group Rations | 8,339 | 276 | 2,301 | 9,786 | 300 | 2,938 | 9,786 | 319 | 3,122 |
| Subtotal Operational Rations | 111,158 | | 11,086 | 130,430 | | 14,153 | 130,430 | | 15,038 |
| <u>Augmentation Rations</u> | | | | | | | | | |
| Augmentation Rations | 175,369 | 6 | 971 | 205,707 | 6 | 1,240 | 205,707 | 6 | 1,317 |
| Other - Messing | 288,973 | 10 | 2,818 | 339,045 | 11 | 3,597 | 339,045 | 11 | 3,821 |
| Subtotal Augmentation Rations/Other | 464,342 | | 3,789 | 544,752 | | 4,837 | 544,752 | | 5,138 |
| GRAND TOTAL SIK | 630,002 | | 194,046 | 720,681 | | 181,614 | 720,681 | | 192,965 |
| GRAND TOTAL Enlisted Subsistence | | | 1,018,079 | | | 1,007,584 | | | 1,061,772 |

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2009 DIRECT PROGRAM

1,300,612

Pricing Increase

22,742

Pay Raise (PI):

5,077

1 Jan 10 Pay Raise of 2.9% effect on DLA for PCS moves

5,077

Inflation Rate (PI):

13,445

Increase in rate of Land

10,642

Increase in rate of ITGBL (HHG)

2,803

Other (PI):

4,220

Increase in Mile-Per Diem Pricing

995

Increase in AMC Pricing

284

Increase in Comm Air Pricing

121

Increase in M Tons MSC Pricing

149

Increase in S Tons AMC Pricing

1,210

Increase in Trans of POV Pricing

810

Increase in NonTemp Storage Pricing

342

Increase in Temp Lodging Pricing

309

Program Increase

0

Total Increases

22,742

Pricing Decrease

(11)

Inflation Rate (PD):

(10)

Decrease in Port Handling rate

(10)

Other (PD):

(1)

Decrease in Trailer Allow Pricing

(1)

Program Decrease

(79,454)

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

| | | <u>AMOUNT</u> |
|-------------------------------------|-----------------|----------------------|
| Strength (PGD): | (54,769) | |
| Decrease in DLA Program | (6,137) | |
| Decrease in strength of Land | (38,471) | |
| Decrease in strength of ITGBL (HHG) | (10,133) | |
| Decrease in Port Handling strength | (28) | |
| Other (PGD): | (24,685) | |
| Decrease in Mile-Per Diem Program | (6,817) | |
| Decrease in AMC Program | (2,710) | |
| Decrease in Comm Air Program | (1,154) | |
| Decrease in M Tons MSC Program | (539) | |
| Decrease in S Tons AMC Program | (4,371) | |
| Decrease in Trailer Allow Program | (10) | |
| Decrease in Trans of POV Program | (5,396) | |
| Decrease in NonTemp Storage Program | (2,334) | |
| Decrease in Temp Lodging Program | (1,354) | |
| Total Decreases | | (79,465) |
| FY 2010 DIRECT PROGRAM | | 1,243,889 |

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 3.5% for FY 2008, 3.9% for FY 2009 and 2.9% for FY 2010.

The Permanent Change of Station (PCS) program increases by \$165 million between FY 2008 and 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 2008 Actual | | FY 2009 Estimate | | FY 2010 Estimate | |
|--|-----------------------|----------------|-------------------------|----------------|-------------------------|----------------|
| | Number | Amount* | Number | Amount* | Number | Amount* |
| Accession Travel | 34,137 | 73,797 | 38,289 | 85,812 | 38,773 | 89,290 |
| Training Travel | 10,526 | 67,491 | 10,714 | 72,223 | 10,729 | 71,721 |
| Operational Travel between Duty Stations | 20,826 | 307,020 | 19,705 | 301,220 | 19,695 | 306,516 |
| Rotational Travel To and From Overseas | 38,539 | 463,546 | 44,045 | 544,382 | 40,470 | 511,777 |
| Separation Travel | 38,362 | 164,566 | 42,408 | 188,811 | 38,118 | 171,642 |
| Travel of Organized Units | 3,120 | 44,527 | 2,390 | 35,459 | 1,549 | 23,317 |
| Nontemporary Storage * | | 38,625 | | 43,749 | | 41,757 |
| Temporary Lodging Expense * | | 28,879 | | 30,635 | | 29,590 |
| TOTAL OBLIGATIONS | 145,510 | 1,188,451 | 157,551 | 1,302,291 | 149,334 | 1,245,610 |
| Less Reimbursements | | 1,782 | | 1,679 | | 1,721 |
| TOTAL DIRECT PROGRAM | 145,510 | 1,186,669 | 157,551 | 1,300,612 | 149,334 | 1,243,889 |

*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 2008 Actual | | FY 2009 Estimate | | FY 2010 Estimate | |
|---|-----------------------|------------------|-------------------------|------------------|-------------------------|------------------|
| | Number | Amount* | Number | Amount* | Number | Amount* |
| <u>Travel of Military Member</u> | | | | | | |
| Mileage and Per Diem | 107,018 | 91,480 | 115,874 | 100,615 | 109,831 | 96,427 |
| AMC | 27,974 | 29,781 | 30,289 | 32,755 | 28,709 | 31,391 |
| Commercial Air | 10,517 | 12,687 | 11,388 | 13,954 | 10,794 | 13,374 |
| <u>Travel of Family Members</u> | | | | | | |
| Mileage and Per Diem | 64,573 | 27,445 | 67,205 | 29,423 | 63,738 | 27,789 |
| AMC | 30,730 | 17,842 | 31,982 | 19,128 | 30,332 | 18,065 |
| Commercial Air | 10,936 | 7,584 | 11,382 | 8,130 | 10,795 | 7,679 |
| <u>Transportation of Household Goods</u> | | | | | | |
| M Tons - MSC | 30,899 | 7,662 | 32,636 | 8,394 | 30,578 | 8,004 |
| S Tons - AMC | 9,487 | 62,152 | 10,021 | 68,088 | 9,389 | 64,927 |
| Land Shipment, CONUS & Overseas | 50,188 | 546,544 | 53,009 | 598,745 | 49,665 | 570,944 |
| ITGBL | 19,886 | 143,945 | 21,004 | 157,693 | 19,679 | 150,372 |
| Dislocation Allowance | 58,128 | 109,050 | 61,183 | 116,649 | 58,101 | 115,594 |
| Trailer Allowance | 180 | 203 | 201 | 230 | 192 | 219 |
| Transportation of POVs | 20,072 | 64,187 | 22,713 | 73,650 | 21,067 | 69,064 |
| Port Handling Charges | | 385 | | 453 | | 415 |
| Nontemporary Storage* | | 38,625 | | 43,749 | | 41,757 |
| Temporary Lodging Expense* | | 28,879 | | 30,635 | | 29,590 |
| TOTAL OBLIGATIONS | | 1,188,451 | | 1,302,291 | | 1,245,610 |
| Less Reimbursements | | 1,782 | | 1,679 | | 1,721 |
| TOTAL DIRECT PROGRAM | | 1,186,669 | | 1,300,612 | | 1,243,889 |

*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 2010 Estimate | 94,273 |
| FY 2009 Estimate | 90,502 |
| FY 2008 Actual | 77,878 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 4,074 | 361 | 1,472 | 4,594 | 366 | 1,683 | 5,240 | 370 | 1,941 |
| (2) Family Member Travel | 1,506 | 257 | 388 | 1,698 | 261 | 443 | 1,937 | 264 | 511 |
| (3) Pet Quarantine | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| (4) Trans of Household Goods | 2,171 | 5,416 | 11,762 | 2,449 | 5,687 | 13,927 | 2,793 | 5,749 | 16,058 |
| (5) Dislocation Allowance | 1,060 | 1,787 | 1,895 | 1,195 | 1,855 | 2,217 | 1,363 | 1,914 | 2,608 |
| (6) Trailer Allowance | 13 | 582 | 8 | 15 | 590 | 9 | 17 | 597 | 10 |
| (7) Global POV | 119 | 3,195 | 380 | 134 | 3,240 | 434 | 153 | 3,276 | 501 |
| (8) Port Handling (HHGS) | | | 0 | | | 0 | | | 0 |
| (9) Nontemporary Storage | | | 404 | | | 474 | | | 557 |
| (10) Temporary Lodging Expense | | | 920 | | | 1,042 | | | 1,201 |
| Subtotal Officer Accession Travel | | | 17,229 | | | 20,229 | | | 23,387 |

Enlisted Accession Travel

| | | | | | | | | | |
|---|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| (1) Member Travel | 28,707 | 945 | 27,124 | 32,369 | 958 | 31,012 | 32,220 | 969 | 31,209 |
| (2) Family Member Travel | 6,600 | 219 | 1,448 | 7,442 | 222 | 1,655 | 7,407 | 225 | 1,665 |
| (3) Pet Quarantine | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| (4) Trans of Household Goods | 4,076 | 5,017 | 20,448 | 4,596 | 5,268 | 24,211 | 4,575 | 5,326 | 24,365 |
| (5) Dislocation Allowance | 3,726 | 1,538 | 5,731 | 4,201 | 1,597 | 6,707 | 4,182 | 1,647 | 6,887 |
| (6) Trailer Allowance | 11 | 1,272 | 14 | 13 | 1,290 | 17 | 13 | 1,304 | 17 |
| (7) Global POV | 812 | 3,200 | 2,598 | 916 | 3,244 | 2,972 | 912 | 3,280 | 2,992 |
| (8) Port Handling (HHGS) | | | 3 | | | 3 | | | 4 |
| (9) Nontemporary Storage | | | 1,303 | | | 1,527 | | | 1,568 |
| (10) Temporary Lodging Expense | | | 1,454 | | | 1,647 | | | 1,657 |
| Subtotal Enlisted Accession Travel | | | 60,123 | | | 69,751 | | | 70,364 |

Cadet Accession Travel

| | | | | | | | | | |
|-------------------------------|-------|-----|--------|-------|-----|--------|-------|-----|--------|
| | 1,356 | 388 | 526 | 1,326 | 394 | 522 | 1,313 | 398 | 522 |
| TOTAL ACCESSION TRAVEL | | | 77,878 | | | 90,502 | | | 94,273 |

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | |
|------------------|--------|
| FY 2010 Estimate | 75,858 |
| FY 2009 Estimate | 76,357 |
| FY 2008 Actual | 71,437 |

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

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 6,234 | 536 | 3,341 | 6,414 | 544 | 3,486 | 6,200 | 549 | 3,407 |
| (2) Family Member Travel | 6,472 | 268 | 1,737 | 6,658 | 272 | 1,812 | 6,436 | 275 | 1,771 |
| (3) Trans of Household Goods | 7,562 | 5,701 | 43,116 | 7,780 | 5,986 | 46,572 | 7,521 | 6,052 | 45,517 |
| (4) Dislocation Allowance | 4,608 | 2,023 | 9,322 | 4,741 | 2,100 | 9,955 | 4,582 | 2,166 | 9,925 |
| (5) Port Handling (HHGS) | | | 1 | | | 1 | | | 1 |
| (6) Nontemporary Storage | | | 948 | | | 1,021 | | | 1,018 |
| (7) Temporary Lodging Expense | | | 2,246 | | | 2,337 | | | 2,283 |
| Subtotal Officer Training Travel | | | 60,711 | | | 65,184 | | | 63,922 |

Enlisted Training Travel

| | | | | | | | | | |
|--|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| (1) Member Travel | 4,292 | 452 | 1,940 | 4,300 | 458 | 1,970 | 4,529 | 463 | 2,098 |
| (2) Family Member Travel | 1,417 | 251 | 356 | 1,419 | 254 | 361 | 1,495 | 257 | 385 |
| (3) Trans of Household Goods | 1,240 | 5,153 | 6,387 | 1,243 | 5,410 | 6,725 | 1,309 | 5,470 | 7,160 |
| (4) Dislocation Allowance | 868 | 1,476 | 1,282 | 869 | 1,533 | 1,332 | 916 | 1,581 | 1,448 |
| (5) Port Handling (HHGS) | | | 9 | | | 9 | | | 9 |
| (6) Nontemporary Storage | | | 407 | | | 427 | | | 464 |
| (7) Temporary Lodging Expense | | | 345 | | | 349 | | | 372 |
| Subtotal Enlisted Training Travel | | | 10,726 | | | 11,173 | | | 11,936 |

TOTAL TRAINING TRAVEL

71,437 76,357 75,858

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

FY 2010 Estimate 318,725
FY 2009 Estimate 313,159
FY 2008 Actual 318,355

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|----------------|-------|---------|------------------|-------|---------|------------------|-------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 9,399 | 1,038 | 9,755 | 7,405 | 1,052 | 7,793 | 8,410 | 1,064 | 8,948 |
| (2) Family Member Travel | 17,372 | 404 | 7,014 | 13,687 | 409 | 5,603 | 15,544 | 414 | 6,433 |
| (3) Trans of Household Goods | 12,538 | 8,633 | 108,241 | 9,878 | 9,064 | 89,531 | 11,219 | 9,164 | 102,813 |
| (4) Dislocation Allowance | 8,072 | 2,520 | 20,338 | 6,359 | 2,615 | 16,629 | 7,223 | 2,698 | 19,486 |
| (5) Trailer Allowance | 3 | 1,048 | 3 | 2 | 1,062 | 2 | 3 | 1,074 | 3 |
| (6) Nontemporary Storage | | | 964 | | | 882 | | | 1,033 |
| (7) Temporary Lodging Expense | | | 4,625 | | | 4,087 | | | 4,693 |
| Subtotal Officer Operational Travel | | | 150,940 | | | 124,527 | | | 143,409 |

Enlisted Operational Travel

| | | | | | | | | | |
|---|--------|-------|---------|--------|-------|---------|--------|-------|---------|
| (1) Member Travel | 11,427 | 972 | 11,105 | 12,300 | 985 | 12,121 | 11,285 | 996 | 11,243 |
| (2) Family Member Travel | 17,133 | 634 | 10,859 | 18,441 | 643 | 11,852 | 16,920 | 650 | 10,994 |
| (3) Trans of Household Goods | 17,575 | 7,104 | 124,849 | 18,917 | 7,459 | 141,096 | 17,356 | 7,541 | 130,887 |
| (4) Dislocation Allowance | 8,889 | 1,670 | 14,849 | 9,568 | 1,734 | 16,586 | 8,779 | 1,789 | 15,702 |
| (5) Trailer Allowance | 7 | 931 | 7 | 7 | 944 | 7 | 7 | 955 | 7 |
| (6) Nontemporary Storage | | | 784 | | | 980 | | | 927 |
| (7) Temporary Lodging Expense | | | 4,962 | | | 5,990 | | | 5,556 |
| Subtotal Enlisted Operational Travel | | | 167,415 | | | 188,632 | | | 175,316 |
| TOTAL OPERATIONAL TRAVEL | | | 318,355 | | | 313,159 | | | 318,725 |

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

| | |
|------------------|---------|
| FY 2010 Estimate | 546,216 |
| FY 2009 Estimate | 580,657 |
| FY 2008 Actual | 496,162 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 6,377 | 1,974 | 12,589 | 6,811 | 2,002 | 13,634 | 6,692 | 2,024 | 13,543 |
| (2) Family Member Travel | 8,221 | 615 | 5,058 | 8,781 | 624 | 5,478 | 8,627 | 631 | 5,441 |
| (3) Pet Quarantine | 44 | 550 | 24 | 47 | 558 | 26 | 46 | 564 | 26 |
| (4) Trans of Household Goods | 6,619 | 13,289 | 87,961 | 7,070 | 13,953 | 98,639 | 6,946 | 14,107 | 97,985 |
| (5) Dislocation Allowance | 5,718 | 2,348 | 13,428 | 6,107 | 2,438 | 14,885 | 6,000 | 2,514 | 15,087 |
| (6) Trailer Allowance | 59 | 1,001 | 59 | 63 | 1,015 | 64 | 62 | 1,026 | 64 |
| (7) Global POV | 4,655 | 3,198 | 14,885 | 4,972 | 3,242 | 16,121 | 4,885 | 3,278 | 16,013 |
| (8) Port Handling (HHGS) | | | 2 | | | 2 | | | 2 |
| (9) Nontemporary Storage | | | 6,825 | | | 7,260 | | | 7,355 |
| (10) Temporary Lodging Expenses | | | 2,554 | | | 2,624 | | | 2,607 |
| Subtotal Officer Rotational Travel | | | 143,385 | | | 158,733 | | | 158,123 |

Enlisted Rotational Travel

| | | | | | | | | | |
|--|--------|-------|---------|--------|-------|---------|--------|-------|---------|
| (1) Member Travel | 32,162 | 1,488 | 47,862 | 37,234 | 1,509 | 56,185 | 33,778 | 1,526 | 51,531 |
| (2) Family Member Travel | 28,155 | 660 | 18,582 | 32,595 | 669 | 21,814 | 29,569 | 677 | 20,006 |
| (3) Pet Quarantine | 412 | 550 | 227 | 477 | 558 | 266 | 432 | 564 | 244 |
| (4) Trans of Household Goods | 30,554 | 6,004 | 183,443 | 35,372 | 6,304 | 222,989 | 32,089 | 6,374 | 204,530 |
| (5) Dislocation Allowance | 22,690 | 1,648 | 37,402 | 26,269 | 1,711 | 44,945 | 23,830 | 1,765 | 42,058 |
| (6) Trailer Allowance | 61 | 1,469 | 90 | 71 | 1,490 | 106 | 64 | 1,506 | 96 |
| (7) Global POV | 13,022 | 3,198 | 41,641 | 15,076 | 3,242 | 48,884 | 13,677 | 3,278 | 44,835 |
| (8) Port Handling (HHGS) | | | 293 | | | 344 | | | 316 |
| (9) Nontemporary Storage | | | 13,014 | | | 15,007 | | | 14,036 |
| (10) Temporary Lodging Expenses | | | 10,223 | | | 11,384 | | | 10,441 |
| Subtotal Enlisted Rotational Travel | | | 352,777 | | | 421,924 | | | 388,093 |
| TOTAL ROTATIONAL TRAVEL | | | 496,162 | | | 580,657 | | | 546,216 |

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

PART I - PURPOSE AND SCOPE

| | |
|------------------|---------|
| FY 2010 Estimate | 186,303 |
| FY 2009 Estimate | 204,784 |
| FY 2008 Actual | 178,273 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 4,798 | 189 | 906 | 7,093 | 192 | 1,359 | 5,875 | 194 | 1,138 |
| (2) Family Member Travel | 1,553 | 422 | 656 | 2,295 | 428 | 983 | 1,901 | 433 | 823 |
| (3) Trans of Household Goods | 2,081 | 7,482 | 15,562 | 3,076 | 7,856 | 24,163 | 2,548 | 7,942 | 20,236 |
| (4) Trailer Allowance | 6 | 815 | 5 | 9 | 826 | 7 | 7 | 835 | 6 |
| (5) Global POV | 193 | 3,200 | 618 | 286 | 3,245 | 928 | 237 | 3,281 | 778 |
| (6) Port Handling (HHGS) | | | 26 | | | 40 | | | 33 |
| (7) Nontemporary Storage | | | 2,618 | | | 3,978 | | | 3,397 |
| Subtotal Officer Separation Travel | | | 20,391 | | | 31,458 | | | 26,411 |

Enlisted Separation Travel

| | | | | | | | | | |
|--|--------|-------|---------|--------|-------|---------|--------|-------|---------|
| (1) Member Travel | 33,304 | 421 | 14,031 | 35,043 | 427 | 14,970 | 31,919 | 432 | 13,786 |
| (2) Family Member Travel | 13,315 | 314 | 4,180 | 14,010 | 318 | 4,460 | 12,761 | 322 | 4,107 |
| (3) Trans of Household Goods | 21,045 | 5,909 | 124,344 | 22,144 | 6,204 | 137,379 | 20,170 | 6,272 | 126,511 |
| (4) Trailer Allowance | 20 | 827 | 17 | 21 | 839 | 18 | 19 | 848 | 16 |
| (5) Global POV | 1,239 | 3,198 | 3,962 | 1,304 | 3,243 | 4,229 | 1,187 | 3,278 | 3,892 |
| (6) Port Handling (HHGS) | | | 51 | | | 54 | | | 50 |
| (7) Nontemporary Storage | | | 11,089 | | | 11,995 | | | 11,264 |
| Subtotal Enlisted Separation Travel | | | 157,674 | | | 173,105 | | | 159,626 |

Cadet Separation Travel

| | | | | | | | | | |
|--------------------------------|-----|-----|---------|-----|-----|---------|-----|-----|---------|
| | 260 | 801 | 208 | 272 | 812 | 221 | 324 | 821 | 266 |
| TOTAL SEPARATION TRAVEL | | | 178,273 | | | 204,784 | | | 186,303 |

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

| | |
|------------------|--------|
| FY 2010 Estimate | 24,235 |
| FY 2009 Estimate | 36,832 |
| FY 2008 Actual | 46,346 |

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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|-------------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 866 | 1,038 | 899 | 190 | 1,052 | 200 | 257 | 1,064 | 273 |
| (2) Family Member Travel | 1,116 | 404 | 451 | 245 | 409 | 100 | 331 | 414 | 137 |
| (3) Trans of Household Goods | 1,075 | 8,633 | 9,287 | 236 | 9,064 | 2,139 | 319 | 9,164 | 2,923 |
| (4) Dislocation Allowance | 744 | 2,520 | 1,875 | 163 | 2,615 | 426 | 221 | 2,698 | 596 |
| (5) Trailer Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| (6) Global POV | 9 | 3,207 | 29 | 2 | 3,252 | 7 | 3 | 3,287 | 10 |
| (7) Nontemporary Storage | | | 98 | | | 23 | | | 32 |
| (8) Temporary Lodging Expense | | | 470 | | | 104 | | | 144 |
| Subtotal Officer Unit Travel | | | 13,109 | | | 2,999 | | | 4,115 |

Enlisted Unit Travel

| | | | | | | | | | |
|--------------------------------------|-------|-------|---------------|-------|-------|---------------|-------|-------|---------------|
| (1) Member Travel | 2,254 | 972 | 2,190 | 2,200 | 985 | 2,168 | 1,292 | 996 | 1,287 |
| (2) Family Member Travel | 3,379 | 634 | 2,142 | 3,298 | 643 | 2,120 | 1,937 | 650 | 1,259 |
| (3) Trans of Household Goods | 3,469 | 7,104 | 24,652 | 3,386 | 7,459 | 25,257 | 1,988 | 7,541 | 14,992 |
| (4) Dislocation Allowance | 1,753 | 1,670 | 2,928 | 1,711 | 1,734 | 2,967 | 1,005 | 1,789 | 1,797 |
| (5) Trailer Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| (6) Global POV | 23 | 3,207 | 74 | 23 | 3,252 | 75 | 13 | 3,287 | 43 |
| (7) Nontemporary Storage | | | 171 | | | 175 | | | 106 |
| (8) Temporary Lodging Expense | | | 1,080 | | | 1,071 | | | 636 |
| Subtotal Enlisted Unit Travel | | | 33,237 | | | 33,833 | | | 20,120 |
| TOTAL UNIT TRAVEL | | | 46,346 | | | 36,832 | | | 24,235 |

**OTHER MILITARY
PERSONNEL COSTS**

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

| | | <u>AMOUNT</u> |
|---|-----------------|-----------------|
| FY 2009 DIRECT PROGRAM | | 218,417 |
| Pricing Increase | | 3,432 |
| Increase in Apprehension Expense Pricing | 1 | |
| Increase in Survivor Benefits Pricing | 71 | |
| Increase in Adoption Expenses Pricing | 12 | |
| Increase in Mass Transportation Pricing | 2,659 | |
| Increase in Partial DLA Pricing | 21 | |
| Increase in ROTC Pricing | 340 | |
| Increase in JROTC Pricing | 328 | |
| Program Increase | | 3,757 |
| Strength (PGI): | 1,077 | |
| Increase in JROTC workyears | 1,077 | |
| Other (PGI): | 2,680 | |
| Increase in Interest On Savings Program | 52 | |
| Increase in Unemployment Benefits Program | 1,358 | |
| Increase in Mass Transportation Program | 1,270 | |
| Total Increases | | 7,189 |
| Program Decrease | | (83,259) |
| Strength (PGD): | (10,259) | |
| Decrease in ROTC workyears | (10,259) | |
| Other (PGD): | (73,000) | |
| Decrease in SGLI Program | (73,000) | |
| Total Decreases | | (83,259) |
| FY 2010 DIRECT PROGRAM | | 142,347 |

(Amount in Thousands)

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

| | |
|------------------|----|
| FY 2010 Estimate | 95 |
| FY 2009 Estimate | 94 |
| FY 2008 Actual | 82 |

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners | 82 | 94 | 95 |

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2010 Estimate 1,612
FY 2009 Estimate 1,560
FY 2008 Actual 1,432

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Interest on Uniformed Services Savings Deposit | 1,432 | 1,560 | 1,612 |

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2010 Estimate 19,900
FY 2009 Estimate 19,900
FY 2008 Actual 16,800

PART I - PURPOSE AND SCOPE

Death Gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry into active duty in the military service. The benefits are covered under provisions of Title 10 U.S.C. 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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--------------|-----------------------|---------|--------|-------------------------|---------|--------|-------------------------|---------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officer | 78 | 100,000 | 7,800 | 25 | 100,000 | 2,500 | 25 | 100,000 | 2,500 |
| Enlisted | 90 | 100,000 | 9,000 | 174 | 100,000 | 17,400 | 174 | 100,000 | 17,400 |
| TOTAL | 168 | | 16,800 | 199 | | 19,900 | 199 | | 19,900 |

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2010 Estimate 44,155
FY 2009 Estimate 42,797
FY 2008 Actual 63,354

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|---------------------------|-----------------------|-------------------------|-------------------------|
| Unemployment Compensation | 63,354 | 42,797 | 44,155 |

(Amount in Thousands)

PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL

| | |
|------------------|-------|
| FY 2010 Estimate | 1,783 |
| FY 2009 Estimate | 1,712 |
| FY 2008 Actual | 1,400 |

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. Payments terminate 90 days after the member dies.

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--------------------------------------|-----------------------|-------------------------|-------------------------|
| Allowance for Family Qtrs and Travel | 1,400 | 1,712 | 1,783 |

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2010 Estimate 0
FY 2009 Estimate 73,000
FY 2008 Actual 121,410

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 death 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. The Air Force received \$100M from the Supplemental Bridge Funding in FY 2008 and received \$75M from the Supplemental Bridge funding for FY 2009.

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

| | <u>FY 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|------------------------------|-----------------------|-------------------------|-------------------------|
| Extra Hazard Reimb. for SGLI | 102,811 | 73,000 | 0 |
| Premiums-SGLI | 10,247 | 0 | 0 |
| Traumatic Injury-SGLI | 8,352 | 0 | 0 |
| Total | 121,410 | 73,000 | 0 |

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

| | |
|------------------|-----|
| FY 2010 Estimate | 331 |
| FY 2009 Estimate | 331 |
| FY 2008 Actual | 500 |

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--------------------|-----------------------|-------------------------|-------------------------|
| Education Benefits | 500 | 331 | 331 |

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

| | |
|------------------|-------|
| FY 2010 Estimate | 1,092 |
| FY 2009 Estimate | 1,080 |
| FY 2008 Actual | 997 |

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|------------------------|-----------------------|-------------------------|-------------------------|
| Expenses for Adoptions | 997 | 1,080 | 1,092 |

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2010 Estimate 12,034
FY 2009 Estimate 8,105
FY 2008 Actual 4,375

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 per participant. Budget rate includes 4.95% administrative fee. Details of the cost computation are provided in the following table:

| | <u>FY 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|--------------|-----------------------|-------|--------|-------------------------|-------|--------|-------------------------|-------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officers | 2,244 | 1,365 | 3,062 | 3,315 | 2,078 | 6,889 | 3,706 | 2,760 | 10,229 |
| Enlisted | 962 | 1,365 | 1,313 | 585 | 2,078 | 1,216 | 654 | 2,760 | 1,805 |
| TOTAL | 3,206 | | 4,375 | 3,900 | | 8,105 | 4,360 | | 12,034 |

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

| | |
|------------------|-------|
| FY 2010 Estimate | 1,929 |
| FY 2009 Estimate | 1,908 |
| FY 2008 Actual | 2,313 |

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 \$641.41 allowance was directed by Joint Federal Travel Regulation (JFTR), effective 1 January 2008. 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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|-------------------------------|------------------------------|--------------------------------|--------------------------------|
| Partial Dislocation Allowance | 2,313 | 1,908 | 1,929 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2010 Estimate 9,800
FY 2009 Estimate 12,600
FY 2008 Actual 12,872

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|--------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Subsistence Allowance | 7,764 | 7,287 | 6,210 |
| Uniforms | 3,300 | 3,431 | 2,199 |
| Pay & Allowances | 1,232 | 1,288 | 925 |
| Subsistence-In-Kind | 576 | 594 | 466 |
| TOTAL Requirement | 12,872 | 12,600 | 9,800 |

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 Estimate</u> | | |
|---------------------|------------------------------|-------------|---------------|--------------------------------|-------------|---------------|--------------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Third Year (AS300) | 7,225 | 450 | 3,251 | 6,516 | 450 | 2,932 | 5,552 | 450 | 2,498 |
| Fourth Year (AS400) | 9,025 | 500 | 4,513 | 8,710 | 500 | 4,355 | 7,423 | 500 | 3,712 |

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: | 2,672 | 327 | 875 | 3,869 | 343 | 1,326 | 2,438 | 349 | 852 |
| Uniforms, Commutation in Lieu: | 4,456 | 528 | 2,351 | 3,327 | 601 | 1,998 | 2,087 | 613 | 1,279 |

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: | 3,917 | 12 | 47 | 4,003 | 12 | 49 | 3,084 | 12 | 38 |
|--|-------|----|----|-------|----|----|-------|----|----|

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 | 2,369 | 12 | 29 | 1,850 | 12 | 23 |
|---|-------|----|----|-------|----|----|-------|----|----|

(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 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Reserve Officer Candidates: | 987 | 1,124 | 1,109 | 987 | 1,162 | 1,147 | 686 | 1,201 | 824 |
| Subsistence of Summer Field Training: | 987 | 455 | 449 | 987 | 464 | 458 | 759 | 473 | 359 |
| Uniforms, Issue-in-Kind: | 52 | 481 | 25 | 117 | 521 | 61 | 74 | 527 | 39 |
| Uniforms, Commutation in Lieu: | 193 | 228 | 44 | 128 | 250 | 32 | 80 | 250 | 20 |

(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.

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Pay and Allowances of Professional Development Training Program: | 191 | 644 | 123 | 212 | 665 | 141 | 146 | 692 | 101 |
| Subsistence for Professional Development Training Program: | 192 | 266 | 51 | 214 | 271 | 58 | 165 | 279 | 46 |
| Uniforms, Issue-in-Kind: | 21 | 238 | 5 | 48 | 292 | 14 | 30 | 300 | 9 |

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2010 Estimate 29,597
FY 2009 Estimate 36,716
FY 2008 Actual 31,438

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 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|------------------------------------|-----------------------|-------------------------|-------------------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Subsistence Allowance | 24,015 | 22,984 | 18,694 |
| Uniforms | 4,024 | 4,546 | 2,881 |
| Pay & Allowances | 2,404 | 2,975 | 2,147 |
| Subsistence-In-Kind | 995 | 1,211 | 875 |
| Foreign Language Incentive Program | 0 | 5,000 | 5,000 |
| TOTAL Requirement | 31,438 | 36,716 | 29,597 |

(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)

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|---------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| First Year (AS100) | 9,515 | 300 | 2,855 | 10,197 | 300 | 3,059 | 8,294 | 300 | 2,488 |
| Second Year (AS200) | 10,980 | 350 | 3,843 | 10,463 | 350 | 3,662 | 8,506 | 350 | 2,977 |
| Third Year (AS300) | 14,182 | 450 | 6,382 | 13,427 | 450 | 6,042 | 10,920 | 450 | 4,914 |
| Fourth Year (AS400) | 21,870 | 500 | 10,935 | 20,442 | 500 | 10,221 | 16,630 | 500 | 8,315 |
| Totals | | | 24,015 | | | 22,984 | | | 18,694 |

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.

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--------------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Uniforms, Issue-in-Kind: | 3,407 | 328 | 1,116 | 4,937 | 343 | 1,692 | 3,066 | 350 | 1,072 |
| Uniforms, Commutation in Lieu: | 4,303 | 528 | 2,271 | 3,329 | 601 | 2,000 | 2,073 | 613 | 1,270 |

(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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 1,471 | 12 | 18 | 1,032 | 13 | 13 |

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, change 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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 1,124 | 1,633 | 1,453 | 1,162 | 1,688 | 1,015 | 1,201 | 1,219 |
| Subsistence of Summer Field Training: | 1,453 | 455 | 661 | 1,453 | 464 | 674 | 1,030 | 474 | 488 |
| Uniforms, Issue-in-Kind: | 472 | 483 | 228 | 1,053 | 519 | 546 | 652 | 529 | 345 |
| Uniforms, Commutation in Lieu: | 1,723 | 229 | 394 | 1,142 | 250 | 285 | 706 | 255 | 180 |

(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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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: | 1,195 | 645 | 771 | 1,929 | 667 | 1,287 | 1,346 | 689 | 928 |
| Subsistence for Professional Development Training Program: | 1,196 | 265 | 317 | 1,918 | 271 | 519 | 1,357 | 276 | 374 |
| Uniforms, Issue-in-Kind: | 62 | 242 | 15 | 79 | 291 | 23 | 49 | 286 | 14 |

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 2008 Actual</u> | | | <u>FY 2009 Estimate</u> | | | <u>FY 2010 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 | 21,664 | 231 | 5,000 | 21,664 | 231 | 5,000 |

(Amount in Thousands)

PROJECT: JUNIOR ROTC

| | |
|------------------|--------|
| FY 2010 Estimate | 20,019 |
| FY 2009 Estimate | 18,614 |
| FY 2008 Actual | 19,658 |

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:

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Uniforms, Issue-in-Kind: | 70,669 | 225 | 15,893 | 65,517 | 229 | 15,029 | 69,130 | 234 | 16,175 |
| Subsistence-In-Kind: | 128,698 | 29 | 3,765 | 120,141 | 30 | 3,585 | 126,281 | 30 | 3,844 |
| | | | 19,658 | | | 18,614 | | | 20,019 |

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 Estimate | | |
|--|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | Officers | Enlisted | Total | Officers | Enlisted | Total | Officers | Enlisted | Total |
| Nonreimbursable Personnel: | | | | | | | | | |
| Exec Office of the President, White House (WHMO) | 17 | 8 | 25 | 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 | 6 | 10 | 4 | 6 | 10 | 4 | 6 | 10 |
| Department of State (DOS) | 20 | 1 | 21 | 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 | 7 | 7 | 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 | 4 | 0 | 4 | 4 | 0 | 4 |
| Central Intelligence Agency (CIA) | 8 | 2 | 10 | 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 Internation Sec Forces Assist | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Domestic Nuclear Detection Office (DNDO) | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| Office Dir of National Intel (ODNI) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Subtotal Non-Reimbursable Personnel | 74 | 27 | 101 | 74 | 27 | 101 | 74 | 27 | 101 |

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

| | FY 2008 Actual | | | FY 2009 Estimate | | | FY 2010 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 | 9 | 1 | 10 | 9 | 1 | 10 | 9 | 1 | 10 |
| Department of Transportation | 10 | 1 | 11 | 10 | 1 | 11 | 10 | 1 | 11 |
| National Aeronautics Space Administration (NASA) | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 |
| Space & Missile Support, Vice Cmdr (CV) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White House Office (WHO) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Department of Energy (DOE) | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Department of State (DOS) | 6 | 0 | 6 | 6 | 0 | 6 | 6 | 0 | 6 |
| Office Dir of National Intel (ODNI) | 5 | 1 | 6 | 5 | 1 | 6 | 5 | 1 | 6 |
| Subtotal Reimbursable Personnel | 37 | 3 | 40 | 37 | 3 | 40 | 37 | 3 | 40 |
| Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions: | | | | | | | | | |
| NASA | 31 | 0 | 31 | 31 | 0 | 31 | 31 | 0 | 31 |
| Foreign Military Sales | 97 | 82 | 179 | 87 | 70 | 157 | 73 | 64 | 137 |
| Training Cases (Included in Foreign Military Sales) | 38 | 3 | 41 | 38 | 3 | 41 | 38 | 3 | 41 |
| Subtotal Non-DoD Functions | 128 | 82 | 210 | 118 | 70 | 188 | 104 | 64 | 168 |
| Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF) | | | | | | | | | |
| HQ US Transportation Command (TRANSCOM) | 94 | 51 | 145 | 94 | 51 | 145 | 94 | 51 | 145 |
| Surface Deployment & Distribution Command (SDDC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Defense Courier Service (DCS) | 3 | 92 | 95 | 3 | 92 | 95 | 3 | 92 | 95 |
| Defense Commissary Agency (DECA) | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 |
| Defense Finance & Accounting Service (DFAS) | 1 | 26 | 27 | 1 | 16 | 17 | 0 | 0 | 0 |
| Defense Information Systems Agency (DISA) | 3 | 15 | 18 | 3 | 15 | 18 | 3 | 15 | 18 |
| Defense Logistics Agency (DLA) | 122 | 33 | 155 | 122 | 33 | 155 | 122 | 33 | 155 |
| Depot Maintenance Activity Group (DMAG) | 72 | 106 | 178 | 68 | 105 | 173 | 68 | 102 | 170 |
| Supply Management Activity Group (SMAG) | 41 | 16 | 57 | 41 | 16 | 57 | 41 | 16 | 57 |
| Subtotal Working Capital Fund | 337 | 340 | 677 | 333 | 329 | 662 | 332 | 310 | 642 |
| Total - Reimbursable | 502 | 425 | 927 | 488 | 402 | 890 | 473 | 377 | 850 |
| Total - Nonreimbursable | 74 | 27 | 101 | 74 | 27 | 101 | 74 | 27 | 101 |
| Grand Total | 576 | 452 | 1,028 | 562 | 429 | 991 | 547 | 404 | 951 |

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

| | <u>FY 2008 Actual</u> | <u>FY 2009 Estimate</u> | <u>FY 2010 Estimate</u> |
|----------------------------------|-----------------------|-------------------------|-------------------------|
| Subsistence | 32,757 | 32,946 | 33,152 |
| Strength Related: | | | |
| Officer - Basic Pay | 113,141 | 113,863 | 114,005 |
| Other Pay and Allowances | 40,691 | 40,090 | 39,664 |
| Enlisted - Basic Pay | 57,135 | 56,046 | 56,107 |
| Other Pay and Allowances | 23,448 | 24,599 | 24,191 |
| Retired Pay Accrual | 49,380 | 49,954 | 50,013 |
| PCS Travel | 1,782 | 1,679 | 1,721 |
| Strength Related Subtotal | 285,577 | 286,231 | 285,701 |
| TOTAL PROGRAM | 318,334 | 319,177 | 318,853 |

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

| | AY 07-08 (FY08) | | | AY 08-09 (FY09) | | | AY 09-10 (FY10) | | |
|---|-----------------|---------------|---------------|-----------------|---------------|---------------|-----------------|---------------|---------------|
| | Begin | Average | End | Begin | Average | End | Begin | Average | End |
| <u>Senior ROTC - Non-Scholarship</u> | | | | | | | | | |
| (Excluding Scholarship) | | | | | | | | | |
| First Year | 3,261 | 2,876 | 2,490 | 3,485 | 3,312 | 3,138 | 3,471 | 3,298 | 3,124 |
| Second Year | 2,425 | 2,078 | 1,731 | 2,501 | 2,377 | 2,252 | 2,383 | 2,264 | 2,145 |
| Total Basic | 5,686 | 4,954 | 4,221 | 5,986 | 5,688 | 5,390 | 5,854 | 5,562 | 5,269 |
| Third Year | 748 | 749 | 749 | 832 | 812 | 791 | 777 | 758 | 738 |
| Fourth Year | 665 | 648 | 631 | 716 | 699 | 681 | 705 | 688 | 670 |
| Total Advanced | 1,413 | 1,397 | 1,380 | 1,548 | 1,510 | 1,472 | 1,482 | 1,445 | 1,408 |
| Extended Active | 39 | 37 | 34 | 42 | 42 | 41 | 44 | 44 | 43 |
| Total Non-Scholarship | 7,138 | 6,387 | 5,635 | 7,576 | 7,240 | 6,903 | 7,380 | 7,050 | 6,720 |
| <u>Senior ROTC - Scholarship</u> | | | | | | | | | |
| First Year | 739 | 1,009 | 1,278 | 879 | 821 | 762 | 875 | 832 | 788 |
| Second Year | 1,032 | 1,126 | 1,219 | 1,078 | 1,025 | 971 | 1,077 | 1,024 | 970 |
| Total Basic | 1,771 | 2,134 | 2,497 | 1,957 | 1,845 | 1,733 | 1,952 | 1,855 | 1,758 |
| Third Year | 1,502 | 1,472 | 1,442 | 1,569 | 1,530 | 1,491 | 1,551 | 1,512 | 1,473 |
| Fourth Year | 1,429 | 1,391 | 1,352 | 1,424 | 1,389 | 1,354 | 1,410 | 1,375 | 1,340 |
| Total Advanced | 2,931 | 2,863 | 2,794 | 2,993 | 2,919 | 2,845 | 2,961 | 2,887 | 2,813 |
| Extended Active | 361 | 303 | 245 | 338 | 335 | 331 | 338 | 335 | 331 |
| Total Scholarship | 5,063 | 5,300 | 5,536 | 5,288 | 5,099 | 4,909 | 5,251 | 5,077 | 4,902 |
| <u>Total Enrollment</u> | | | | | | | | | |
| First Year | 4,000 | 3,884 | 3,768 | 4,364 | 4,132 | 3,900 | 4,346 | 4,129 | 3,912 |
| Second Year | 3,457 | 3,204 | 2,950 | 3,579 | 3,401 | 3,223 | 3,460 | 3,288 | 3,115 |
| Total Basic | 7,457 | 7,088 | 6,718 | 7,943 | 7,533 | 7,123 | 7,806 | 7,417 | 7,027 |
| Third Year | 2,250 | 2,221 | 2,191 | 2,401 | 2,342 | 2,282 | 2,328 | 2,270 | 2,211 |
| Fourth Year | 2,094 | 2,039 | 1,983 | 2,140 | 2,088 | 2,035 | 2,115 | 2,063 | 2,010 |
| Total Advanced | 4,344 | 4,259 | 4,174 | 4,541 | 4,429 | 4,317 | 4,443 | 4,332 | 4,221 |
| Extended Active | 400 | 340 | 279 | 380 | 376 | 372 | 382 | 378 | 374 |
| Total ROTC Enrollment | 12,201 | 11,686 | 11,171 | 12,864 | 12,338 | 11,812 | 12,631 | 12,127 | 11,622 |
| Complete, Commissioned | | | 1,945 | | | 2,137 | | | 1,865 |
| Comp, Com Deifr (No Adl Ent) | 84 | 84 | 84 | 185 | 135 | 84 | 241 | 223 | 205 |
| (Cum Proj in Deifr Status) | | | | | | | | | |
| Complete, 5 Year Deg Ent | 400 | 340 | 279 | 380 | 376 | 372 | 382 | 378 | 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 07-08 | AY 08-09 | AY 09-10 |
|-----------------------------------|-----------------|-----------------|-----------------|
| | Sep 2008 | Sep 2009 | Sep 2010 |
| 1st Year Cadet (Freshmen) | 55,421 | 56,160 | 58,050 |
| 2nd Year Cadet (Sophomores) | 26,722 | 27,040 | 27,950 |
| 3rd Year Cadet (Juniors) | 13,520 | 13,975 | 13,975 |
| 4th Year Cadet (Seniors) | 6,837 | 7,280 | 7,525 |
| Total | 102,500 | 104,455 | 107,500 |
| Number of Junior ROTC Detachments | 879 | 879 | 904 |

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

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

| | <u>End FY 2008 Actual</u> | <u>End FY 2009 Estimate</u> | <u>End FY 2010 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 | 869 | 879 | 904 |
| Civilian Personnel (End Strength) | 13 | 13 | 13 |
| Military Personnel (End Strength) 1/ | 15 | 15 | 15 |

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 2008 Actual

| | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <u>Commissioned Officer</u> | | | | | | | | | | | | |
| O-10 General | 15 | 14 | 15 | 14 | 13 | 13 | 13 | 13 | 13 | 13 | 11 | 11 |
| O-9 Lieutenant General | 31 | 35 | 35 | 33 | 34 | 35 | 34 | 36 | 38 | 39 | 37 | 35 |
| O-8 Major General | 95 | 99 | 102 | 96 | 95 | 95 | 94 | 96 | 98 | 100 | 99 | 100 |
| O-7 Brigadier General | 146 | 148 | 149 | 144 | 143 | 143 | 145 | 144 | 143 | 144 | 145 | 147 |
| O-6 Colonel | 3,385 | 3,393 | 3,412 | 3,430 | 3,454 | 3,486 | 3,519 | 3,570 | 3,600 | 3,603 | 3,582 | 3,538 |
| O-5 Lt Colonel | 9,928 | 9,935 | 9,987 | 10,028 | 10,060 | 10,115 | 10,198 | 10,301 | 10,304 | 10,271 | 10,218 | 10,148 |
| O-4 Major | 14,723 | 14,657 | 14,602 | 14,494 | 14,420 | 14,384 | 14,359 | 14,415 | 14,312 | 14,116 | 14,083 | 14,053 |
| O-3 Captain | 22,418 | 22,171 | 22,171 | 21,946 | 21,840 | 21,604 | 21,436 | 21,313 | 23,096 | 23,009 | 22,886 | 22,734 |
| O-2 1st Lieutenant | 7,565 | 7,591 | 7,649 | 7,515 | 7,443 | 7,449 | 7,384 | 9,156 | 7,421 | 7,466 | 7,449 | 7,408 |
| O-1 2nd Lieutenant | 7,104 | 7,131 | 6,805 | 6,909 | 6,849 | 7,059 | 7,016 | 6,232 | 6,665 | 6,543 | 6,626 | 6,631 |
| Total Officers | 65,410 | 65,174 | 64,927 | 64,609 | 64,351 | 64,383 | 64,198 | 65,276 | 65,690 | 65,304 | 65,136 | 64,805 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,688 | 2,689 | 2,705 | 2,695 | 2,688 | 2,685 | 2,663 | 2,652 | 2,644 | 2,617 | 2,602 | 2,590 |
| E-8 Senior Master Sergeant | 5,148 | 5,138 | 5,155 | 5,159 | 5,178 | 5,207 | 5,214 | 5,245 | 5,268 | 5,240 | 5,215 | 5,178 |
| E-7 Master Sergeant | 26,112 | 26,058 | 26,122 | 26,156 | 26,195 | 26,215 | 26,327 | 26,430 | 26,481 | 26,562 | 26,368 | 26,172 |
| E-6 Technical Sergeant | 43,209 | 43,135 | 43,035 | 42,916 | 42,820 | 42,703 | 42,605 | 42,485 | 42,430 | 42,369 | 42,252 | 42,135 |
| E-5 Staff Sergeant | 69,288 | 69,246 | 69,291 | 69,142 | 69,301 | 69,352 | 69,361 | 69,485 | 69,461 | 69,350 | 69,409 | 69,216 |
| E-4 Senior Airman | 52,330 | 51,645 | 50,899 | 50,458 | 50,085 | 49,636 | 48,970 | 48,462 | 47,928 | 48,026 | 47,758 | 48,199 |
| E-3 Airman First Class | 47,348 | 47,650 | 47,958 | 48,294 | 48,715 | 48,692 | 48,908 | 48,811 | 48,749 | 48,234 | 48,195 | 47,746 |
| E-2 Airman | 6,397 | 6,287 | 6,059 | 6,116 | 6,260 | 6,423 | 6,563 | 6,481 | 6,345 | 6,527 | 6,407 | 6,493 |
| E-1 Airman Basic | 10,340 | 9,945 | 9,574 | 10,070 | 9,288 | 9,051 | 9,080 | 8,970 | 9,195 | 9,679 | 10,054 | 10,363 |
| Total Enlisted | 262,860 | 261,793 | 260,798 | 261,006 | 260,530 | 259,964 | 259,691 | 259,021 | 258,501 | 258,604 | 258,260 | 258,092 |
| <u>Cadets</u> | 4,393 | 4,385 | 4,364 | 4,346 | 4,328 | 4,318 | 4,313 | 3,292 | 4,580 | 4,531 | 4,489 | 4,482 |
| Total End Strength | 332,663 | 331,352 | 330,089 | 329,961 | 329,209 | 328,665 | 328,202 | 327,589 | 328,771 | 328,439 | 327,885 | 327,379 |

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

FY 2009 Estimate

| | 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 | 13 | 13 | 14 | 14 | 13 | 12 |
| O-9 Lieutenant General | 36 | 35 | 37 | 36 | 36 | 37 | 36 | 37 | 37 | 35 | 34 | 33 |
| O-8 Major General | 98 | 98 | 101 | 104 | 102 | 101 | 100 | 100 | 101 | 100 | 100 | 98 |
| O-7 Brigadier General | 145 | 148 | 148 | 148 | 148 | 149 | 150 | 150 | 152 | 154 | 155 | 155 |
| O-6 Colonel | 3,513 | 3,520 | 3,543 | 3,550 | 3,574 | 3,610 | 3,652 | 3,718 | 3,759 | 3,796 | 3,783 | 3,713 |
| O-5 Lt Colonel | 10,054 | 10,038 | 10,060 | 10,083 | 10,089 | 10,124 | 10,149 | 10,204 | 10,219 | 10,265 | 10,216 | 10,076 |
| O-4 Major | 14,008 | 13,991 | 13,978 | 13,974 | 13,964 | 13,972 | 14,028 | 14,163 | 14,187 | 14,199 | 14,160 | 14,031 |
| O-3 Captain | 22,515 | 22,374 | 22,501 | 22,435 | 22,332 | 22,117 | 21,911 | 21,670 | 23,658 | 23,662 | 23,558 | 23,389 |
| O-2 1st Lieutenant | 7,398 | 7,406 | 7,328 | 7,318 | 7,168 | 7,243 | 7,223 | 8,839 | 7,186 | 7,190 | 7,181 | 7,169 |
| O-1 2nd Lieutenant | 6,749 | 6,962 | 6,785 | 6,864 | 6,945 | 6,948 | 6,885 | 6,720 | 6,951 | 6,886 | 6,780 | 6,698 |
| Total Officers | 64,528 | 64,585 | 64,494 | 64,524 | 64,370 | 64,313 | 64,147 | 65,614 | 66,264 | 66,301 | 65,980 | 65,374 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,569 | 2,563 | 2,586 | 2,579 | 2,588 | 2,615 | 2,633 | 2,653 | 2,650 | 2,640 | 2,645 | 2,629 |
| E-8 Senior Master Sergeant | 5,152 | 5,167 | 5,171 | 5,170 | 5,169 | 5,148 | 5,146 | 5,170 | 5,172 | 5,176 | 5,184 | 5,258 |
| E-7 Master Sergeant | 25,979 | 25,866 | 25,905 | 25,870 | 25,930 | 26,023 | 26,145 | 26,312 | 26,500 | 26,685 | 26,558 | 26,294 |
| E-6 Technical Sergeant | 42,072 | 42,000 | 41,968 | 41,942 | 41,915 | 41,931 | 41,948 | 41,907 | 41,841 | 41,787 | 41,896 | 42,856 |
| E-5 Staff Sergeant | 69,009 | 68,909 | 68,626 | 68,444 | 68,452 | 68,287 | 68,744 | 68,838 | 68,926 | 69,021 | 69,351 | 70,297 |
| E-4 Senior Airman | 48,983 | 49,504 | 50,014 | 50,997 | 51,518 | 51,833 | 52,203 | 52,547 | 52,985 | 53,662 | 53,892 | 53,042 |
| E-3 Airman First Class | 47,359 | 47,113 | 47,047 | 46,905 | 47,109 | 47,038 | 46,530 | 46,898 | 47,148 | 46,958 | 45,930 | 45,168 |
| E-2 Airman | 6,665 | 6,570 | 6,570 | 6,663 | 6,698 | 6,898 | 7,642 | 7,886 | 6,431 | 6,917 | 7,956 | 7,627 |
| E-1 Airman Basic | 11,006 | 11,721 | 12,252 | 12,127 | 11,814 | 12,113 | 11,682 | 10,216 | 11,234 | 10,212 | 9,954 | 9,718 |
| Total Enlisted | 258,794 | 259,413 | 260,139 | 260,697 | 261,193 | 261,886 | 262,673 | 262,427 | 262,887 | 263,058 | 263,366 | 262,889 |
| <u>Cadets</u> | 4,471 | 4,464 | 4,445 | 4,430 | 4,417 | 4,411 | 4,392 | 3,294 | 4,556 | 4,489 | 4,488 | 4,485 |
| Total End Strength | 327,793 | 328,462 | 329,078 | 329,651 | 329,980 | 330,610 | 331,212 | 331,335 | 333,707 | 333,848 | 333,834 | 332,748 |

**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 | 12 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| O-9 Lieutenant General | 35 | 36 | 35 | 35 | 36 | 36 | 36 | 36 | 36 | 36 | 35 | 35 |
| O-8 Major General | 98 | 98 | 98 | 98 | 98 | 98 | 97 | 98 | 99 | 98 | 98 | 97 |
| O-7 Brigadier General | 154 | 155 | 153 | 154 | 155 | 155 | 155 | 155 | 155 | 154 | 154 | 154 |
| O-6 Colonel | 3,703 | 3,721 | 3,731 | 3,734 | 3,749 | 3,747 | 3,750 | 3,764 | 3,741 | 3,696 | 3,649 | 3,560 |
| O-5 Lt Colonel | 10,000 | 9,999 | 9,995 | 9,976 | 9,972 | 9,958 | 9,996 | 10,062 | 10,028 | 9,984 | 9,923 | 9,821 |
| O-4 Major | 14,000 | 14,218 | 14,831 | 14,856 | 14,929 | 15,031 | 15,024 | 15,218 | 15,118 | 14,963 | 14,850 | 14,611 |
| O-3 Captain | 22,848 | 22,641 | 22,556 | 22,486 | 22,232 | 21,892 | 21,582 | 22,425 | 22,324 | 22,053 | 21,737 | 21,560 |
| O-2 1st Lieutenant | 7,135 | 7,111 | 7,206 | 7,145 | 7,169 | 7,105 | 6,980 | 7,170 | 6,981 | 6,948 | 6,913 | 6,921 |
| O-1 2nd Lieutenant | 6,632 | 6,604 | 6,279 | 6,479 | 6,487 | 6,521 | 6,485 | 5,159 | 6,748 | 6,920 | 7,161 | 7,094 |
| Total Officers | 64,617 | 64,596 | 64,897 | 64,976 | 64,840 | 64,556 | 64,118 | 64,100 | 65,243 | 64,865 | 64,533 | 63,866 |
| <u>Enlisted Personnel</u> | | | | | | | | | | | | |
| E-9 Chief Master Sergeant | 2,579 | 2,591 | 2,564 | 2,547 | 2,537 | 2,545 | 2,607 | 2,566 | 2,570 | 2,573 | 2,583 | 2,638 |
| E-8 Senior Master Sergeant | 5,197 | 5,165 | 5,197 | 5,143 | 5,147 | 5,181 | 5,172 | 5,183 | 5,138 | 5,170 | 5,266 | 5,276 |
| E-7 Master Sergeant | 26,317 | 26,405 | 26,496 | 26,398 | 26,347 | 26,389 | 26,384 | 26,468 | 26,580 | 26,774 | 26,806 | 26,692 |
| E-6 Technical Sergeant | 41,308 | 41,470 | 41,631 | 41,635 | 41,687 | 41,739 | 41,725 | 41,759 | 41,925 | 42,004 | 42,534 | 42,414 |
| E-5 Staff Sergeant | 67,655 | 67,462 | 67,605 | 67,591 | 67,735 | 67,745 | 67,760 | 67,801 | 67,838 | 67,784 | 67,963 | 68,903 |
| E-4 Senior Airman | 51,016 | 50,524 | 50,819 | 51,021 | 51,199 | 51,275 | 50,861 | 51,006 | 50,571 | 51,628 | 51,725 | 51,707 |
| E-3 Airman First Class | 45,865 | 45,992 | 46,784 | 46,951 | 47,207 | 47,344 | 47,564 | 47,988 | 48,090 | 47,740 | 47,503 | 47,171 |
| E-2 Airman | 8,335 | 8,397 | 8,555 | 8,674 | 8,656 | 8,714 | 8,712 | 8,633 | 8,630 | 8,536 | 8,493 | 8,522 |
| E-1 Airman Basic | 10,890 | 10,608 | 10,278 | 10,098 | 9,888 | 9,694 | 9,455 | 9,497 | 9,510 | 9,976 | 10,272 | 10,511 |
| Total Enlisted | 259,162 | 258,614 | 259,929 | 260,058 | 260,403 | 260,626 | 260,240 | 260,901 | 260,852 | 262,185 | 263,145 | 263,834 |
| <u>Cadets</u> | 4,474 | 4,465 | 4,439 | 4,414 | 4,397 | 4,388 | 4,372 | 4,318 | 4,586 | 4,513 | 4,484 | 4,477 |
| Total End Strength | 328,253 | 327,675 | 329,265 | 329,448 | 329,640 | 329,570 | 328,730 | 329,319 | 330,681 | 331,563 | 332,162 | 332,177 |