

DEPARTMENT OF THE AIR FORCE

**FY 1997 BUDGET ESTIMATES
SUBMITTED TO CONGRESS MARCH 1996**



Military Personnel, Air Force

MILITARY PERSONNEL, AIR FORCE

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SECTION 1

**SUMMARY OF REQUIREMENTS
BY BUDGET PROGRAMS**

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(In Thousands of Dollars)

| | FY 1995 | FY 1996 | FY 1997 |
|------------------------------------|----------------------|--------------------------|------------------------|
| | <u>Actual</u> | <u>Estimate/1</u> | <u>Estimate</u> |
| <u>Direct Program</u> | | | |
| Pay and Allowances of Officers | 5,831,603 | 5,855,716 | 5,786,985 |
| Pay and Allowances of Enlisted | 10,084,259 | 9,733,355 | 9,591,746 |
| Pay and Allowances of Cadets | 35,793 | 35,518 | 35,792 |
| Subsistence of Enlisted Personnel | 687,128 | 686,496 | 739,390 |
| Permanent Change of Station Travel | 813,493 | 855,548 | 823,332 |
| Other Military Personnel Programs | 92,303 | 67,710 | 65,905 |
| TOTAL DIRECT PROGRAM | 17,544,579 | 17,234,343 | 17,043,150 |
| <u>Reimbursable Program</u> | | | |
| Pay and Allowances of Officers | 188,339 | 106,721 | 113,747 |
| Pay and Allowances of Enlisted | 445,196 | 82,724 | 92,976 |
| Permanent Change of Station Travel | 31,924 | 2,545 | 2,624 |
| Subsistence of Enlisted Personnel | | | 34,003 |
| TOTAL REIMBURSABLE PROGRAM | 665,459 | 191,990 | 243,350 |
| <u>Total Program</u> | | | |
| Pay and Allowances of Officers | 6,019,942 | 5,962,437 | 5,900,732 |
| Pay and Allowances of Enlisted | 10,529,455 | 9,816,079 | 9,684,722 |
| Pay and Allowances of Cadets | 35,793 | 35,518 | 35,792 |
| Subsistence of Enlisted Personnel | 687,128 | 686,496 | 773,393 |
| Permanent Change of Station Travel | 845,417 | 858,093 | 825,956 |
| Other Military Personnel Programs | 92,303 | 67,710 | 65,905 |
| TOTAL PROGRAM | 18,210,038 | 17,426,333 | 17,286,500 |

¹ Includes \$26.6M for contingencies

SECTION 2

INTRODUCTORY STATEMENT

SECTION 2 INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force provides financial resources to compensate active military personnel required to support the approved force structure. The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets; Subsistence of Enlisted Personnel; Permanent Change of Station Travel (PCS); and Other Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and social security benefits are under Other Military Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, BAS, PCS travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 19,309 in programmed end-strength between FY 1995 and FY 1997. Most of the reduction is attributable to force structure draw down, Congressionally approved based closures, reduced infrastructure and overhead, and management improvements. This brings our military end-strength to its lowest level since before the 1948 Berlin Airlift.

The budget includes funding requirements for special separation benefit (SSB) and 15 year retirement (TERA) in FY 1995. Currently, we do not anticipate any requirements for the voluntary separation incentive (VSI) and SSB programs after FY 1995. The TERA program is reflected in the budget request for FY 1996 and 1997 to further minimize involuntary separations and continue shaping the force while achieving force reductions. TERA requires the specific portion between the fifteenth year and the twentieth year be obligated in the fiscal year of retirement. For VSI, specific amounts are identified for contribution to the VSI Trust Fund in order to fully fund the program in accordance with the Board of Actuaries determined payments.

The following Legislative Initiatives (significant cost items) have been included in the budget as approved in the FY 1996 Defense Authorization Act:

| <u>Item</u> | <u>Approval</u> | <u>FY 96 Cost (\$M)</u> |
|--------------------------------------|-----------------|-------------------------|
| E-6 BAQ for Inadequate Qtrs | 96 NDAA Sec 603 | \$ 0.3 |
| VHA Rate Protection | 96 NDAA Sec 605 | \$ 5.6 |
| HDIP for Enlisted AWACS | 96 NDAA Sec 615 | \$ 0.7 |
| Special Pay for Nurses | 96 NDAA Sec 617 | \$ 0.4 |
| SDAP Increase For Recruiters | 96 NDAA Sec 619 | \$ 0.2 |
| Dislocation Allowance For BRAC Moves | 96 NDAA Sec 624 | \$ 0.3 |
| | Total | \$ 7.5 |

FISCAL YEAR 1995

The Fiscal Year 1995 column reflects the following actions:

- (a) End-Strength and Associated Workyears. The FY 1995 end-strength is 400,409 with 412,401 workyears.
- (b) Funding Level. The FY 1995 budget estimate is \$18,210,038. This includes a total Congressional appropriation of \$17,388,579, plus \$156,000 in requested reprogramming, and \$665,459 in anticipated reimbursements from the Defense Business Operations Fund (DBOF) and Non-Air Force Activities where Air Force personnel are assigned. Reimbursements decrease substantially for FY 1995 and beyond with the elimination of Air Mobility Command from the DBOF and the transition to civilian equivalency budget rates.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1995 is 35.5 percent of basic pay.
- (d) Pay Raise. The pay raise for FY 1995 is 2.6 percent.
- (e) Inflation. The economic assumption for inflation for FY 1995 is 1.9 percent.

FISCAL YEARS 1996 AND 1997

The Fiscal Year 1996 and 1997 columns reflect the following actions:

- (a) End-Strength and Associated Workyears. The FY 1996 end-strength is projected to be 388,200 with 396,374 workyears. The FY 1997 end-strength is projected to be 381,100 with 387,471 workyears.
- (b) Funding Level. The FY 1996 budget estimate is \$17,426,333 with \$191,990 in anticipated reimbursements. The FY 1997 budget estimate is \$17,286,500 with \$243,350 in anticipated reimbursements.
- (c) Retired Pay Accrual. The normal cost percentages for FY 1996 and 1997 are 32.9 and 32.6 percent of basic pay, respectively.
- (d) Pay Raise. The pay raise adjustments for FY 1996 and 1997 are 2.4 and 3.0 percent, respectively.
- (e) Inflation. The economic assumptions for inflation for FY 1996 and 1997 are 2.0 percent 2.2 percent, respectively.

SECTION 3

SUMMARY TABLES

SECTION 3

SUMMARY OF MILITARY PERSONNEL STRENGTHS

| | <u>FY 1995 Actual</u> | | <u>FY 1996 Estimate</u> | | <u>FY 1997 Estimate</u> | |
|------------------------------------|-----------------------|--------------------------|-------------------------|--------------------------|-------------------------|--------------------------|
| | <u>Work Years</u> | <u>End Strengths</u> | <u>Work/1 Years</u> | <u>End Strengths</u> | <u>Work/1 Years</u> | <u>End Strengths</u> |
| <u>Direct Program</u> | | | | | | |
| Officers | 74,246 | 75,693 | 76,222 | 74,889 | 75,618 | 73,265 |
| Enlisted | 298,731 | 299,746 | 304,549 | 306,188 | 305,620 | 299,668 |
| Cadets | 3,924 | 4,027 | 3,963 | 4,000 | 3,954 | 4,000 |
| Total Direct Program | 376,901 | 379,466 | 384,734 | 385,077 | 385,192 | 376,933 |
| <u>Reimbursable Program</u> | | | | | | |
| Officers | 5,492 | 2,751 | 2,106 | 1,039 | 1,221 | 1,180 |
| Enlisted | 30,702 | 18,192 | 10,334 | 2,084 | 2,728 | 2,987 |
| Cadets | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Reimbursable Program | 36,194 | 20,943 | 12,440 | 3,123 | 3,949 | 4,167 |
| <u>Total Program</u> | | | | | | |
| Officers | 79,738 | 78,444 | 78,328 | 75,928 | 76,839 | 74,445 |
| Enlisted | 329,433 | 317,938 | 314,883 | 308,272 | 308,348 | 302,655 |
| Cadets | 3,924 | 4,027 | 3,963 | 4,000 | 3,954 | 4,000 |
| TOTAL PROGRAM | 413,095 | 400,409 | 397,174 | 388,200 | 389,141 | 381,100 |

1 Includes the following workyears for contingency operations

| | | |
|----------|-------|-------|
| Officer | 922 | 1,007 |
| Enlisted | 4,753 | 5,443 |

**MILITARY PERSONNEL, AIR FORCE
AVERAGE STRENGTH BY GRADE
(TOTAL PROGRAM)**

| | FY 1995 | | FY 1996 | | FY 1997 | |
|-------------------------------------|----------------|---------------------------|----------------|---------------------------|----------------|---------------------------|
| | <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> | | | | | | |
| 0-10 GENERAL | 10 | 0 | 10 | 0 | 10 | 0 |
| 0-9 LT GENERAL | 35 | 0 | 35 | 0 | 35 | 0 |
| 0-8 MAJOR GENERAL | 91 | 0 | 91 | 0 | 91 | 0 |
| 0-7 BRIG GENERAL | 149 | 20 | 140 | 6 | 140 | 4 |
| 0-6 COLONEL | 4,235 | 275 | 4,235 | 95 | 4,124 | 56 |
| 0-5 LT COLONEL | 11,018 | 729 | 10,858 | 252 | 10,711 | 147 |
| 0-4 MAJOR | 15,980 | 1,098 | 16,127 | 473 | 16,902 | 231 |
| 0-3 CAPTAIN | 33,674 | 2,440 | 32,406 | 945 | 30,225 | 586 |
| 0-2 1ST LIEUTENANT | 7,405 | 930 | 7,856 | 335 | 7,834 | 197 |
| 0-1 2ND LIEUTENANT | 7,141 | 0 | 6,570 | 0 | 6,767 | 0 |
| TOTAL | 79,738 | 5,492 | 78,328 | 2,106 | 76,839 | 1,221 |
| <u>ENLISTED PERSONNEL</u> | | | | | | |
| E-9 CHIEF MASTER SERGEANT | 3,275 | 227 | 3,180 | 75 | 3,067 | 19 |
| E-8 SENIOR MASTER SERGEANT | 6,515 | 534 | 6,386 | 176 | 6,180 | 44 |
| E-7 MASTER SERGEANT | 34,484 | 2,570 | 33,188 | 848 | 30,833 | 212 |
| E-6 TECHNICAL SERGEANT | 44,060 | 3,961 | 41,083 | 1,307 | 38,602 | 327 |
| E-5 STAFF SERGEANT | 79,046 | 7,887 | 78,967 | 2,604 | 77,558 | 691 |
| E-4 SERGEANT | 86,590 | 8,811 | 80,391 | 3,108 | 82,550 | 881 |
| E-3 AIRMAN FIRST CLASS | 45,957 | 6,712 | 41,929 | 2,216 | 39,378 | 554 |
| E-2 AIRMAN | 18,163 | 0 | 18,670 | 0 | 18,752 | 0 |
| E-1 AIRMAN BASIC | 11,343 | 0 | 11,089 | 0 | 11,428 | 0 |
| TOTAL | 329,433 | 30,702 | 314,883 | 10,334 | 308,348 | 2,728 |
| <u>CADETS</u> | 3,924 | 0 | 3,963 | 0 | 3,954 | 0 |
| TOTAL WORKYEARS | 413,095 | 36,194 | 397,174 | 12,440 | 389,141 | 3,949 |

**MILITARY PERSONNEL, AIR FORCE
END STRENGTH BY GRADE
(TOTAL PROGRAM)**

| | FY 1995 | | FY 1996 | | FY 1997 | |
|-------------------------------------|----------------|---------------------------|----------------|---------------------------|----------------|---------------------------|
| | <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> | | | | | | |
| 0-10 GENERAL | 10 | 0 | 10 | 0 | 10 | 0 |
| 0-9 LT GENERAL | 34 | 0 | 35 | 0 | 35 | 0 |
| 0-8 MAJOR GENERAL | 90 | 0 | 90 | 0 | 90 | 0 |
| 0-7 BRIG GENERAL | 140 | 9 | 139 | 3 | 139 | 4 |
| 0-6 COLONEL | 4,158 | 137 | 4,041 | 52 | 3,955 | 59 |
| 0-5 LT COLONEL | 10,659 | 365 | 10,524 | 138 | 10,325 | 156 |
| 0-4 MAJOR | 15,516 | 549 | 16,431 | 207 | 16,207 | 235 |
| 0-3 CAPTAIN | 32,817 | 1,226 | 29,736 | 464 | 29,056 | 527 |
| 0-2 1ST LIEUTENANT | 7,551 | 465 | 7,758 | 175 | 7,885 | 199 |
| 0-1 2ND LIEUTENANT | 7,469 | 0 | 7,164 | 0 | 6,743 | 0 |
| TOTAL | 78,444 | 2,751 | 75,928 | 1,039 | 74,445 | 1,180 |
| <u>ENLISTED PERSONNEL</u> | | | | | | |
| E-9 CHIEF MASTER SERGEANT | 3,175 | 134 | 3,083 | 15 | 3,027 | 22 |
| E-8 SENIOR MASTER SERGEANT | 6,307 | 316 | 6,165 | 36 | 6,053 | 51 |
| E-7 MASTER SERGEANT | 32,997 | 1,522 | 31,900 | 174 | 29,200 | 250 |
| E-6 TECHNICAL SERGEANT | 40,994 | 2,346 | 39,500 | 268 | 36,600 | 385 |
| E-5 STAFF SERGEANT | 77,002 | 4,673 | 76,000 | 535 | 77,800 | 767 |
| E-4 SERGEANT | 84,223 | 5,225 | 80,900 | 598 | 82,000 | 857 |
| E-3 AIRMAN FIRST CLASS | 43,461 | 3,976 | 40,500 | 458 | 36,895 | 655 |
| E-2 AIRMAN | 18,603 | 0 | 19,053 | 0 | 19,000 | 0 |
| E-1 AIRMAN BASIC | 11,176 | 0 | 11,171 | 0 | 12,080 | 0 |
| TOTAL | 317,938 | 18,192 | 308,272 | 2,084 | 302,655 | 2,987 |
| <u>CADETS</u> | 4,027 | 0 | 4,000 | 0 | 4,000 | 0 |
| TOTAL STRENGTH | 400,409 | 20,943 | 388,200 | 3,123 | 381,100 | 4,167 |

**MILITARY PERSONNEL, AIR FORCE
ACTIVE DUTY STRENGTHS BY MONTHS
(IN THOUSANDS)**

| | FY 1995 | | | | FY 1996 | | | | FY 1997 | | | |
|-----------|---------|-------|-------|-------|---------|-------|-------|-------|---------|-------|-------|-------|
| | Off | Enl | Cadet | Total | Off | Enl | Cadet | Total | Off | Enl | Cadet | Total |
| September | 81.0 | 341.3 | 4.0 | 426.3 | 78.4 | 317.9 | 4.0 | 400.3 | 75.9 | 308.3 | 4.0 | 388.2 |
| October | 80.1 | 336.1 | 4.0 | 420.2 | 78.0 | 316.6 | 4.0 | 398.6 | 75.7 | 307.8 | 4.0 | 387.5 |
| November | 79.8 | 334.2 | 4.0 | 418.0 | 77.9 | 315.4 | 4.0 | 397.3 | 75.5 | 307.4 | 4.0 | 386.9 |
| December | 79.6 | 333.0 | 4.0 | 416.6 | 77.6 | 314.8 | 4.0 | 396.4 | 75.3 | 307.0 | 3.9 | 386.2 |
| January | 79.3 | 331.4 | 3.9 | 414.6 | 77.5 | 313.8 | 3.9 | 395.2 | 75.3 | 306.7 | 3.9 | 385.9 |
| February | 79.2 | 330.3 | 3.9 | 413.4 | 77.3 | 313.6 | 3.9 | 394.8 | 75.2 | 306.4 | 3.9 | 385.5 |
| March | 79.0 | 329.1 | 3.9 | 412.0 | 76.8 | 312.9 | 3.9 | 393.6 | 75.0 | 305.9 | 3.9 | 384.8 |
| April | 78.8 | 327.7 | 3.9 | 410.4 | 76.6 | 312.2 | 3.9 | 392.7 | 74.9 | 305.6 | 3.9 | 384.4 |
| May | 78.9 | 326.4 | 3.8 | 409.1 | 77.6 | 311.4 | 2.9 | 391.9 | 75.9 | 305.2 | 3.0 | 384.1 |
| June | 79.8 | 324.6 | 4.2 | 408.6 | 77.9 | 310.2 | 4.1 | 392.2 | 76.2 | 304.6 | 4.2 | 385.0 |
| July | 78.8 | 319.7 | 4.1 | 402.6 | 77.3 | 310.0 | 4.1 | 391.4 | 76.1 | 304.1 | 4.1 | 384.3 |
| Aug | 78.6 | 319.4 | 4.1 | 402.1 | 76.9 | 309.1 | 4.0 | 390.0 | 75.5 | 303.6 | 4.0 | 383.1 |
| Sep | 78.4 | 317.9 | 4.0 | 400.3 | 75.9 | 308.3 | 4.0 | 388.2 | 74.4 | 302.7 | 4.0 | 381.1 |
| Workyears | 79.7 | 329.4 | 3.9 | 413.0 | 78.3 | 314.9 | 4.0 | 397.2 | 76.8 | 308.3 | 4.0 | 389.1 |

MPA MAN-DAY PROGRAM

| | | | | | | | | | |
|-----|------|------|-------|------|------|-------|------|------|-------|
| WYS | 0.7 | 1.6 | 2.3 | 0.8 | 2.0 | 2.8 | 0.7 | 1.8 | 2.5 |
| \$ | 47.9 | 52.6 | 100.5 | 55.5 | 65.8 | 121.3 | 47.2 | 61.6 | 108.8 |

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

| OFFICERS | FY 1995 | FY 1996 | FY 1997 |
|---------------------------------|----------------------|------------------------|------------------------|
| | <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| BEGINNING STRENGTH | 81,003 | 78,444 | 75,928 |
| GAINS (BY SOURCE): | | | |
| SERVICE ACADEMIES | 975 | 908 | 774 |
| ROTC | 1,815 | 1,694 | 2,000 |
| HEALTH PROFESSIONS SCHOLARSHIPS | 462 | 460 | 468 |
| OFFICER TRAINING SCHOOL | 802 | 707 | 438 |
| OTHER * | 988 | 1,250 | 1,094 |
| GAIN ADJUSTMENT | 0 | 0 | 0 |
| TOTAL GAINS | 5,042 | 5,019 | 4,774 |
| LOSSES (BY TYPE): | | | |
| VOLUNTARY SEPARATIONS | 1,519 | 2,752 | 2,565 |
| RETIREMENT | 2,810 | 3,058 | 2,685 |
| INVOLUNTARY SEPARATION | 501 | 545 | 636 |
| WITH PAY | 467 | 514 | 601 |
| WITHOUT PAY | 34 | 31 | 35 |
| VSI/SSB | 973 | 4 | 0 |
| 15 YR RETIREMENT | 1403 | 856 | 55 |
| REDUCTION IN FORCE | 0 | 0 | 0 |
| OTHER LOSSES ** | 315 | 320 | 316 |
| LOSS ADJUSTMENT | 80 | 0 | 0 |
| TOTAL LOSSES | 7,601 | 7,535 | 6,257 |
| TOTAL | 78,444 | 75,928 | 74,445 |

*Other gains include Reserve Recall, Direct Appointments, and Surgeon General

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

| ENLISTED | FY 1995 | FY 1996 | FY 1997 |
|-------------------------------|----------------------|------------------------|------------------------|
| | <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| BEGINNING STRENGTH | 341,317 | 317,938 | 308,272 |
| GAINS (BY SOURCE) | | | |
| NON PRIOR SERVICE ENLISTMENTS | 30,894 | 30,700 | 30,200 |
| MALE | 23,389 | 23,630 | 23,254 |
| FEMALE | 7,505 | 7,070 | 6,946 |
| PRIOR SERVICE ENLISTMENTS | 155 | 350 | 350 |
| REENLISTMENTS | 49,343 | 47,125 | 46,813 |
| RESERVES | 10 | 70 | 100 |
| OFFICER CANDIDATE PROGRAMS | 587 | 618 | 361 |
| OTHER | 183 | 250 | 250 |
| GAIN ADJUSTMENTS | 941 | 552 | 461 |
| TOTAL GAINS | 82,113 | 79,665 | 78,535 |
| LOSSES (BY TYPE) | | | |
| ETS | 11,664 | 14,352 | 10,394 |
| PROGRAMMED EARLY RELEASE | 0 | 86 | 0 |
| VSI/SSB | 9,445 | 8 | 0 |
| 15-YR RETIREMENT(TERA) | 7,369 | 1,037 | 0 |
| TO COMMISSIONED OFFICER | 942 | 708 | 438 |
| REENLISTMENTS | 49,343 | 47,125 | 46,813 |
| RETIREMENT | 9,999 | 9,911 | 10,345 |
| ATTRITION | 16,717 | 16,104 | 16,162 |
| OTHER | 13 | 0 | 0 |
| LOSS ADJUSTMENTS | 0 | 0 | 0 |
| TOTAL LOSSES | 105,492 | 89,331 | 84,152 |
| TOTAL | 317,938 | 308,272 | 302,655 |

**MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE**

| CADETS | FY 1995 | FY 1996 | FY 1997 |
|---------------------------|----------------------|------------------------|------------------------|
| | <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| BEGINNING STRENGTH | 4,009 | 4,027 | 4,000 |
| GAINS: | 1,336 | 1,281 | 1,164 |
| LOSSES: | 1,318 | 1,308 | 1,164 |
| GRADUATES | 1,002 | 932 | 793 |
| ATTRITION | 316 | 376 | 371 |
| TOTAL | 4,027 | 4,000 | 4,000 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|----------------|-----------|-----------|------------------|-----------|-----------|------------------|-----------|-----------|
| | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL |
| 1. Basic Pay | 3,251,669 | 5,829,782 | 9,081,451 | 3,239,435 | 5,713,906 | 8,953,341 | 3,281,501 | 5,706,830 | 8,988,331 |
| 2. Retired Pay Accrual | 1,154,342 | 2,069,573 | 3,223,915 | 1,065,774 | 1,879,875 | 2,945,649 | 1,069,769 | 1,860,427 | 2,930,196 |
| 3. Basic Allowances for Quarters | 435,050 | 808,233 | 1,243,283 | 448,726 | 798,507 | 1,247,233 | 452,848 | 790,908 | 1,243,756 |
| A. With Dependents | 324,259 | 633,263 | 957,522 | 336,177 | 631,654 | 967,831 | 338,875 | 621,255 | 960,130 |
| B. Without Dependents - Full | 110,532 | 168,253 | 278,785 | 112,299 | 160,366 | 272,665 | 113,730 | 163,526 | 277,256 |
| C. Without Dependents - Partial | 253 | 6,052 | 6,305 | 245 | 5,935 | 6,180 | 243 | 5,863 | 6,106 |
| D. Inadequate | 6 | 665 | 671 | 6 | 552 | 557 | 0 | 264 | 264 |
| 4. Variable Housing Allowance | 105,842 | 180,235 | 286,077 | 105,476 | 178,321 | 283,797 | 105,396 | 174,655 | 280,051 |
| 5. Basic Allowance for Subsistence | 139,856 | 687,128 | 826,984 | 139,856 | 686,496 | 826,352 | 141,109 | 675,259 | 816,368 |
| A. Auth to Mess Separately | 139,856 | 533,085 | 672,941 | 139,856 | 533,577 | 673,433 | 141,109 | 524,809 | 665,918 |
| B. Leave Rations | N/A | 74,321 | 74,321 | N/A | 74,360 | 74,360 | N/A | 73,195 | 73,195 |
| C. Rations-in-Kind Not Avail | N/A | 70,885 | 70,885 | N/A | 70,017 | 70,017 | N/A | 68,643 | 68,643 |
| D. Augment for Separate Meals | N/A | 8,837 | 8,837 | N/A | 8,542 | 8,542 | N/A | 8,612 | 8,612 |
| 6. Subsistence in Kind | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 98,134 | 98,134 |
| 7. Incentive Pay, Hazardous Duty, And Aviation Career | 195,539 | 21,740 | 217,279 | 195,186 | 20,784 | 215,970 | 182,573 | 20,959 | 203,532 |
| A. Flying Duty Pay | 194,863 | 17,006 | 211,869 | 194,463 | 16,419 | 210,882 | 181,849 | 16,594 | 198,443 |
| 1. Aviation Career, Officer | 144,610 | N/A | 144,610 | 146,651 | N/A | 146,651 | 146,037 | N/A | 146,037 |
| 2. Crew Members, Enlisted | N/A | 16,329 | 16,329 | N/A | 15,217 | 15,217 | N/A | 15,217 | 15,217 |
| 3. Flying Duty Non-Crew | 100 | 677 | 777 | 223 | 677 | 900 | 223 | 677 | 900 |
| 4. AWAC Wpns Controllers | 1,956 | N/A | 1,956 | 2,200 | 525 | 2,200 | 2,200 | 700 | 2,200 |
| 5. Flying Duty Non-Rated | 1,099 | N/A | 1,099 | 1,059 | N/A | 1,059 | 1,059 | N/A | 1,059 |
| 6. Aviation Continuation Pay | 47,098 | N/A | 47,098 | 44,330 | N/A | 44,330 | 32,330 | N/A | 32,330 |
| B. Parachute Jumping Pay | 132 | 1,734 | 1,866 | 119 | 1,665 | 1,784 | 119 | 1,665 | 1,784 |
| C. Demolition Pay | 49 | 1,205 | 1,254 | 53 | 1,113 | 1,166 | 54 | 1,113 | 1,167 |
| D. Other Pays | 456 | 697 | 1,153 | 502 | 69 | 571 | 502 | (106) | 396 |
| E. Toxic Fuels/Live Biological | 39 | 1,098 | 1,137 | 49 | 993 | 1,042 | 49 | 993 | 1,042 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|---------------------------------|----------------|----------|---------|------------------|----------|---------|------------------|----------|---------|
| | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL |
| 8. Special Pays | 173,503 | 68,640 | 242,143 | 171,563 | 82,409 | 253,972 | 173,612 | 79,717 | 253,329 |
| A. Physicians | 147,713 | N/A | 147,713 | 145,533 | N/A | 145,533 | 145,088 | N/A | 145,088 |
| B. Dentists | 13,269 | N/A | 13,269 | 13,348 | N/A | 13,348 | 15,301 | N/A | 15,301 |
| C. Optometrists | 228 | N/A | 228 | 240 | N/A | 240 | 240 | N/A | 240 |
| D. Veterinarians | 10 | N/A | 10 | 7 | N/A | 7 | 6 | N/A | 6 |
| E. Biomedical Science | 449 | N/A | 449 | 609 | N/A | 609 | 651 | N/A | 651 |
| F. Sea & Foreign Duty, Total | N/A | 4,945 | 4,945 | N/A | 5,304 | 5,304 | N/A | 4,688 | 4,688 |
| 1. Sea Duty | N/A | 4 | 4 | N/A | 3 | 3 | N/A | 3 | 3 |
| 2. Duty at Certain Places | N/A | 4,941 | 4,941 | N/A | 5,301 | 5,301 | N/A | 4,685 | 4,685 |
| G. Diving Duty Pay/Hostile Fire | 5,304 | 23,583 | 28,887 | 4,982 | 23,688 | 28,670 | 4,982 | 21,388 | 26,370 |
| H. Selective Reenlistment Bonus | N/A | 24,414 | 24,414 | N/A | 32,949 | 32,949 | N/A | 32,853 | 32,853 |
| I. Special Duty Assignment Pay | N/A | 12,293 | 12,293 | N/A | 15,307 | 15,307 | N/A | 15,627 | 15,627 |
| J. Entlistment Bonus | N/A | 390 | 390 | N/A | 1,663 | 1,663 | N/A | 1,663 | 1,663 |
| K. Overseas Extension Pay | N/A | 598 | 598 | N/A | 579 | 579 | N/A | 579 | 579 |
| L. Nurses Bonus | 5,115 | N/A | 5,115 | 5,478 | N/A | 5,478 | 5,978 | N/A | 5,978 |
| M. Foreign Language Pro Pay | 1,372 | 2,417 | 3,789 | 1,323 | 2,919 | 4,242 | 1,323 | 2,919 | 4,242 |
| N. General & Flag Off, Personal | 43 | N/A | 43 | 43 | N/A | 43 | 43 | N/A | 43 |
| 9. Allowances | 117,058 | 523,408 | 640,466 | 110,369 | 489,406 | 599,775 | 114,720 | 486,773 | 601,493 |
| A. Uniform/Clothing Allowances | 1,816 | 95,710 | 97,526 | 1,820 | 102,384 | 104,204 | 1,718 | 101,784 | 103,502 |
| 1. Initial Issue | 1,312 | 25,909 | 27,221 | 1,318 | 28,192 | 29,510 | 1,241 | 27,837 | 29,078 |
| A. Military | 1,008 | 23,736 | 24,744 | 1,004 | 26,076 | 27,080 | 955 | 25,727 | 26,682 |
| B. Civilian | 304 | 2,173 | 2,477 | 314 | 2,116 | 2,430 | 286 | 2,110 | 2,396 |
| 2. Additional | 504 | N/A | 504 | 502 | N/A | 502 | 477 | N/A | 477 |
| 3. Basic Maintenance | N/A | 10,794 | 10,794 | N/A | 10,973 | 10,973 | N/A | 12,324 | 12,324 |
| 4. Standard Maintenance | N/A | 58,078 | 58,078 | N/A | 62,318 | 62,318 | N/A | 60,725 | 60,725 |
| 5. Supplemental Maintenance | N/A | 929 | 929 | N/A | 901 | 901 | N/A | 898 | 898 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|---|----------------|----------|---------|------------------|----------|---------|------------------|----------|---------|
| | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL |
| B. Overseas Station Allowance | 111,680 | 412,691 | 524,371 | 103,299 | 372,156 | 475,455 | 107,754 | 370,284 | 478,038 |
| 1. Cost-Of-Living | 72,306 | 279,724 | 352,030 | 65,404 | 246,978 | 312,382 | 68,094 | 249,619 | 317,713 |
| 2. Housing | 30,141 | 96,209 | 126,350 | 29,329 | 90,205 | 119,534 | 30,954 | 85,508 | 116,462 |
| 3. Temporary Lodging | 8,635 | 29,232 | 37,867 | 7,958 | 27,719 | 35,677 | 8,062 | 27,829 | 35,891 |
| 4. Moving-In Housing | 598 | 7,526 | 8,124 | 608 | 7,254 | 7,862 | 644 | 7,328 | 7,972 |
| C. Family Separation Allowance | 3,411 | 14,874 | 18,315 | 3,440 | 14,349 | 17,789 | 3,399 | 14,187 | 17,586 |
| 1. PCS, No Govt. Qtrs | 623 | 3,760 | 4,383 | 647 | 3,727 | 4,374 | 646 | 3,786 | 4,432 |
| 2. PCS CONUS, Dep Nol Auth | 405 | 4,595 | 5,000 | 405 | 4,391 | 4,796 | 391 | 4,300 | 4,691 |
| 3. TDY CONUS | 2,413 | 6,519 | 8,932 | 2,388 | 6,231 | 8,619 | 2,362 | 6,101 | 8,463 |
| D. CONUS Cost of Living Allowance | 151 | 133 | 284 | 1,810 | 517 | 2,327 | 1,849 | 518 | 2,367 |
| 9. Separation Payments | 161,676 | 516,848 | 678,524 | 195,975 | 142,909 | 338,884 | 92,800 | 65,762 | 158,562 |
| A. Terminal Leave Payments | 25,579 | 32,290 | 57,869 | 24,987 | 31,421 | 56,408 | 21,413 | 29,085 | 50,498 |
| B. Severance Pay, Disability | 665 | 5,926 | 6,591 | 1,099 | 4,915 | 6,014 | 1,124 | 5,055 | 6,179 |
| C. Severance Pay, Non-Promotion/ Unfitness | 22,670 | N/A | 22,670 | 26,592 | N/A | 26,592 | 32,073 | N/A | 32,073 |
| D. Severance Pay, Invol Half (5%) | 52 | 3,119 | 3,171 | 61 | 3,666 | 3,727 | 62 | 3,779 | 3,841 |
| E. Severance Pay, Invol Full (10%) | 982 | 8,613 | 9,595 | 1,440 | 12,926 | 14,366 | 1,473 | 15,722 | 17,195 |
| F. Severance Pay, VSI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| G. Severance Pay, SSB | 22,602 | 239,400 | 262,002 | 60 | 200 | 260 | 0 | 0 | 0 |
| H. VSI Trust Fund | 0 | 0 | 0 | 83,479 | 65,823 | 149,302 | 32,579 | 12,121 | 44,700 |
| I. 15 Year Retirement | 89,126 | 227,500 | 316,626 | 58,257 | 23,958 | 82,215 | 4,076 | 0 | 4,076 |
| 10. Social Security Tax Payments | 285,407 | 510,996 | 796,403 | 290,077 | 509,962 | 800,039 | 286,404 | 498,691 | 785,095 |
| 11. PCS Travel | 247,772 | 597,645 | 845,417 | 262,234 | 595,859 | 858,093 | 259,777 | 566,179 | 825,956 |

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Thousands of Dollars)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|----------------|------------|------------|------------------|------------|------------|------------------|------------|------------|
| | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL | OFFICER | ENLISTED | TOTAL |
| 12. Other Military Personnel Costs | 2,008 | 90,295 | 92,303 | 1,955 | 65,755 | 67,710 | 2,076 | 63,829 | 65,905 |
| A. Apprehension of Deserters | N/A | 55 | 55 | N/A | 100 | 100 | N/A | 100 | 100 |
| B. Interest on USSDP (MIA) | 180 | 264 | 444 | 200 | 375 | 575 | 200 | 375 | 575 |
| C. Death Gratuities | 324 | 1,476 | 1,800 | 240 | 1,200 | 1,440 | 240 | 1,200 | 1,440 |
| D. Unemployment Benefits | N/A | 73,402 | 73,402 | N/A | 51,019 | 51,019 | N/A | 47,625 | 47,625 |
| E. Survivor Benefits | N/A | 7,597 | 7,597 | N/A | 5,226 | 5,226 | N/A | 5,115 | 5,115 |
| F. Adoption Program | 336 | 464 | 800 | 336 | 464 | 800 | 336 | 464 | 800 |
| G. All Vol Ed Asst Prog (GI Bill) | 997 | 6,673 | 7,670 | 1,079 | 7,221 | 8,300 | 1,200 | 8,800 | 10,000 |
| H. Allowance for Qtrs Surv Dependents | 121 | 364 | 485 | 50 | 150 | 200 | 50 | 150 | 200 |
| I. Civilian Community Corps | 50 | 0 | 50 | 50 | 0 | 50 | 50 | 0 | 50 |
| 13. Cadets | 35,793 | N/A | 35,793 | 35,518 | N/A | 35,518 | 35,792 | N/A | 35,792 |
| Total All Military Personnel Appropriations Request | 6,305,515 | 11,904,522 | 18,210,038 | 6,262,144 | 11,164,189 | 17,426,333 | 6,198,377 | 11,088,123 | 17,286,500 |
| 14. Less: Reimbursables | 197,342 | 468,117 | 665,459 | 107,485 | 84,505 | 191,990 | 114,534 | 128,816 | 243,350 |
| (Retired Pay Accrual) | (38,681) | (95,128) | (133,809) | (20,689) | (16,685) | (37,374) | (22,509) | (18,370) | (40,879) |
| (Other) | (158,661) | (372,988) | (531,650) | (86,795) | (67,821) | (154,616) | (92,025) | (110,446) | (202,471) |
| TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST | 6,108,173 | 11,436,405 | 17,544,579 | 6,154,659 | 11,079,684 | 17,234,343 | 6,083,843 | 10,959,307 | 17,043,150 |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996**

(In Thousands of Dollars)

| | FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | AVAILABLE APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | Contingency Operations | Other Price/ Program Changes | REVISED FY 96 COLUMN FY 97 REQUEST |
|--|---|-------------------------|----------------------------|--|------------------|---------------------------|------------------------------------|---|
| <u>PAY AND ALLOWANCES OF OFFICERS</u> | | | | | | | | |
| Basic Pay | 3,254,021 | 4,656 | 3,258,677 | (24,664) | 3,234,013 | 5,422 | 0 | 3,239,435 |
| Retired Pay Accrual | 1,070,573 | 1,532 | 1,072,105 | (8,115) | 1,063,990 | 1,784 | 0 | 1,065,774 |
| Incentive Pay | 189,358 | (5,044) | 184,314 | 10,653 | 194,967 | 219 | 0 | 195,186 |
| Special Pay | 170,606 | 264 | 170,870 | (256) | 170,614 | 949 | 0 | 171,563 |
| Basic Allowance for Quarters | 429,711 | 6,691 | 436,402 | 11,406 | 447,808 | 918 | 0 | 448,726 |
| Variable Housing Allowance | 94,261 | 176 | 94,437 | 10,775 | 105,212 | 264 | 0 | 105,476 |
| Basic Allowance for Subsistence | 138,432 | 264 | 138,696 | 941 | 139,637 | 219 | 0 | 139,856 |
| Station Allowances Overseas | 101,255 | 0 | 101,255 | 2,044 | 103,299 | 0 | 0 | 103,299 |
| Conus Cola | 811 | 0 | 811 | 999 | 1,810 | 0 | 0 | 1,810 |
| Uniform Allowances | 1,808 | 0 | 1,808 | 12 | 1,820 | 0 | 0 | 1,820 |
| Family Separation Allowances | 2,182 | 89 | 2,271 | 1,059 | 3,330 | 110 | 0 | 3,440 |
| Separation Payments | 194,512 | 0 | 194,512 | 1,463 | 195,975 | 0 | 0 | 195,975 |
| Social Security Tax-Employer's Contribution | 289,322 | 357 | 289,679 | (17) | 289,662 | 415 | 0 | 290,077 |
| Total Obligations | 5,936,852 | 8,985 | 5,945,837 | 6,300 | 5,952,137 | 10,300 | 0 | 5,962,437 |
| Less Reimbursements | (106,721) | 0 | (106,721) | 0 | (106,721) | 0 | 0 | (106,721) |
| Less Anticipated Reprogramming | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS | 5,830,131 | 8,985 | 5,839,116 | 6,300 | 5,845,416 | 10,300 | 0 | 5,855,716 |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)**

| | FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | AVAILABLE APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | Contingency Operations | Other Price/ Program Changes | REVISED FY 96 COLUMN FY 97 REQUEST |
|--|---|-------------------------|----------------------------|--|------------------|---------------------------|------------------------------------|---|
| <u>PAY AND ALLOWANCES OF ENLISTED</u> | | | | | | | | |
| Basic Pay | 5,701,194 | 13,873 | 5,715,067 | (9,927) | 5,705,140 | 8,766 | 0 | 5,713,906 |
| Retired Pay Accrual | 1,875,693 | 4,564 | 1,880,257 | (3,266) | 1,876,991 | 2,884 | 0 | 1,879,875 |
| Incentive Pay | 20,485 | 0 | 20,485 | (226) | 20,259 | 0 | 0 | 20,259 |
| Special Pay | 26,193 | 2,902 | 29,095 | 2,916 | 32,011 | 479 | 0 | 32,490 |
| Special Duty Assignment Pay | 15,307 | 0 | 15,307 | 0 | 15,307 | 0 | 0 | 15,307 |
| Reenlistment Bonus | 32,948 | 0 | 32,948 | 1 | 32,949 | 0 | 0 | 32,949 |
| Enlistment Bonus | 1,651 | 0 | 1,651 | 12 | 1,663 | 0 | 0 | 1,663 |
| Basic Allowance for Quarters | 801,273 | 10,438 | 811,711 | (13,204) | 798,507 | 0 | 0 | 798,507 |
| Station Allowances Overseas | 314,770 | 44,000 | 358,770 | 13,911 | 372,681 | 0 | 0 | 372,681 |
| Conus Cola | 309 | 0 | 309 | 208 | 517 | 0 | 0 | 517 |
| Clothing Allowance | 103,418 | 0 | 103,418 | (1,034) | 102,384 | 0 | 0 | 102,384 |
| Family Separation Allowances | 14,172 | 0 | 14,172 | 177 | 14,349 | 0 | 0 | 14,349 |
| Separation Payments | 152,906 | 0 | 152,906 | (9,997) | 142,909 | 0 | 0 | 142,909 |
| Variable Housing Allowance | 163,433 | 0 | 163,433 | 14,888 | 178,321 | 0 | 0 | 178,321 |
| Social Security Tax-Employer's Contribution | 508,989 | 1,061 | 510,050 | (759) | 509,291 | 671 | 0 | 509,962 |
| Total Obligations | 9,732,741 | 76,838 | 9,809,579 | (6,300) | 9,803,279 | 12,800 | 0 | 9,816,079 |
| Less Reimbursements | (82,724) | 0 | (82,724) | 0 | (82,724) | 0 | 0 | (82,724) |
| Less Anticipated Reprogramming | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS | 9,650,017 | 76,838 | 9,726,855 | (6,300) | 9,720,555 | 12,800 | 0 | 9,733,355 |
| <u>PAY AND ALLOWANCES OF CADETS</u> | | | | | | | | |
| Academy Cadets | 35,518 | 0 | 35,518 | 0 | 35,518 | 0 | 0 | 35,518 |
| TOTAL DIRECT OBLIGATIONS | 35,518 | 0 | 35,518 | 0 | 35,518 | 0 | 0 | 35,518 |

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)

| | FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | AVAILABLE APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | Contingency Operations | Other Price/ Program Changes | REVISED FY 96 COLUMN FY 97 REQUEST |
|--|---|-------------------------|----------------------------|--|----------------|---------------------------|------------------------------------|---|
| <u>SUBSISTENCE OF ENLISTED PERSONNEL</u> | | | | | | | | |
| Basic Allowance for Subsistence | 669,196 | 13,800 | 682,996 | 0 | 682,996 | 3,500 | 0 | 686,496 |
| TOTAL DIRECT OBLIGATIONS | 669,196 | 13,800 | 682,996 | 0 | 682,996 | 3,500 | 0 | 686,496 |
| <u>PERMANENT CHANGE OF STATION TRAVEL</u> | | | | | | | | |
| Accession Travel | 47,005 | 0 | 47,005 | 0 | 47,005 | 0 | 0 | 47,005 |
| Training Travel | 40,977 | 0 | 40,977 | 0 | 40,977 | 0 | 0 | 40,977 |
| Operational Travel | 158,495 | 0 | 158,495 | 0 | 158,495 | 0 | 0 | 158,495 |
| Rotational Travel | 409,387 | 0 | 409,387 | 0 | 409,387 | 0 | 0 | 409,387 |
| Separation Travel | 102,611 | 0 | 102,611 | 0 | 102,611 | 0 | 0 | 102,611 |
| Travel of Organized Units | 41,394 | 0 | 41,394 | 0 | 41,394 | 0 | 0 | 41,394 |
| Nontemporary Storage | 21,661 | 0 | 21,661 | 0 | 21,661 | 0 | 0 | 21,661 |
| Temporary Lodging Expense | 31,314 | 0 | 31,314 | 0 | 31,314 | 0 | 0 | 31,314 |
| VSI/SSB/15 Yr Retirement | 5,249 | 0 | 5,249 | 0 | 5,249 | 0 | 0 | 5,249 |
| | | 0 | | | | | | |
| Total Obligations | 858,093 | 0 | 858,093 | 0 | 858,093 | 0 | 0 | 858,093 |
| Less Reimbursements | (2,545) | 0 | (2,545) | 0 | (2,545) | 0 | 0 | (2,545) |
| TOTAL DIRECT OBLIGATIONS | 855,548 | 0 | 855,548 | 0 | 855,548 | 0 | 0 | 855,548 |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1996
(In Thousands of Dollars)**

| | FY 96 COLUMN FY 96/97 PRESIDENT'S BUDGET | CONGRESSIONAL ACTION | AVAILABLE APPROPRIATION | INTERNAL REALIGNMENT REPROGRAMMING | SUBTOTAL | Contingency Operations | Other Price/ Program Changes | REVISED FY 96 COLUMN FY 97 REQUEST |
|---|---|-------------------------|----------------------------|--|-------------------|---------------------------|------------------------------------|---|
| OTHER MILITARY PERSONNEL COSTS | | | | | | | | |
| Apprehension of Military Deserters, Absentees and Escaped Military Prisoners | 100 | 0 | 100 | 0 | 100 | 0 | 0 | 100 |
| Death Gratuities | 1,440 | 0 | 1,440 | 0 | 1,440 | 0 | 0 | 1,440 |
| Interest on Uniformed Service Savins Deposit | 575 | 0 | 575 | 0 | 575 | 0 | 0 | 575 |
| Unemployment Benefits | 51,019 | 0 | 51,019 | 0 | 51,019 | 0 | 0 | 51,019 |
| Survivor Benefits | 5,226 | 0 | 5,226 | 0 | 5,226 | 0 | 0 | 5,226 |
| Adoption | 800 | 0 | 800 | 0 | 800 | 0 | 0 | 800 |
| Education Assistance Prg | 8,300 | 0 | 8,300 | 0 | 8,300 | 0 | 0 | 8,300 |
| Allow for Qtrs to Surv Dep | 200 | 0 | 200 | 0 | 200 | 0 | 0 | 200 |
| Civilian Community Corps | 50 | 0 | 50 | 0 | 50 | 0 | 0 | 50 |
| TOTAL DIRECT OBLIGATIONS | 67,710 | 0 | 67,710 | 0 | 67,710 | 0 | 0 | 67,710 |
| TOTAL OBLIGATIONS | 17,300,110 | 99,623 | 17,399,733 | 0 | 17,210,288 | 26,600 | 0 | 17,426,333 |
| LESS REIMBURSEMENTS | (191,990) | 0 | (191,990) | 0 | (191,990) | 0 | 0 | (191,990) |
| Less Anticipated Reprogramming | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DIRECT OBLIGATIONS | 17,108,120 | 99,623 | 17,207,743 | 0 | 17,207,743 | 26,600 | 0 | 17,234,343 |

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

FY 1996 Military Personnel, Air Force Program

FY 1996 Direct Program Request..... \$17,234,343

Increases:

| | | |
|---|----------|--------|
| subsistence-Kind (SIK)..... | | 98,134 |
| - Starting in FY96, SIK funding transferred to the Military Personnel Appropriation from O&M | 98,134 | |
| Basic Pay | | 34,930 |
| - 1 Jan 97 percent pay raise | 239,161 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 51,716 | |
| - Decrease in workyears | -255,947 | |
| Overseas Station Allowance..... | | 2,758 |
| - Decrease in workyears | -5,472 | |
| - Increase in rates | 8,230 | |
| Montgomery GI Bill..... | | 1,700 |
| - Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options. | | |
| Special Duty Assignment Pay..... | | 320 |
| - Increase in workyears | 320 | |
| CONUS COLA..... | | 40 |

| | | |
|-------------------------|----|---------|
| - Increase in rates | 49 | |
| - Decrease in workyears | -9 | |
| Total Increases..... | | 137,882 |

Decreases:

| | | |
|--|--------|--------|
| Selective Reenlistment Bonus (SRB)..... | | -96 |
| - decrease in number of payments | -96 | |
| Survivor Benefits..... | | -111 |
| - Increased payments based on latest Veterans Administration projected number of recipients. | | |
| Family Separation Allowance | | -203 |
| - 1 Jan 97 3.0 percent pay raise | 103 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 20 | |
| - Decrease in workyears | -326 | |
| Clothing Allowance | | -702 |
| - Decrease in initial issue clothing payments | -457 | |
| - Decrease in clothing allowance rate | -242 | |
| - Decrease in replacement/supplemental item payments | -3 | |
| Special Pay..... | | -867 |
| - Full year of Nurse Board Certification entitlement | 738 | |
| - Decrease in payments | -1,605 | |
| Unemployment Compensation..... | | -3,394 |
| - Reflect fewer separations. Payments based on latest Department of Labor | | |

projections of unemployment rates and projected number of recipients.

| | | |
|--|---------|---------|
| Basic Allowance for Quarters | | -3,477 |
| - 1 Jan 97 3.0 percent BAQ raise | 33,765 | |
| - Annualization of 1 Jan 96 5.2 percent BAQ increase | 15,481 | |
| - Decrease in workyears | -52,723 | |
| Variable Housing Allowance..... | | -3,746 |
| - Increase in rates | 3,846 | |
| - Decrease in workyears | -11,232 | |
| - New rate protection entitlement for quarter of year | 3,640 | |
| Basic Allowance for Subsistence..... | | -9,784 |
| - 1 Jan 97 3.0 percent pay raise | 22,903 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 4,689 | |
| - Decrease in workyears | -2,673 | |
| - Rate increase (\$4.99 to \$5.03 per day) | 216 | |
| - Reduction of BAS payments (9,897) resulted in decreased requirements | -34,919 | |
| Incentive Pay..... | | -12,613 |
| - Decrease in requirements | -12,613 | |
| Social Security (FICA) | | -14,810 |
| - 1 Jan 97 3.0 percent pay raise | 19,122 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 4,170 | |
| - Decrease in Wage Credit | -10,730 | |
| - Decrease in workyears | -21,136 | |
| - Wage Credit decrease | -6,370 | |
| - Cadets | 134 | |
| Retired Pay Accrual | | -15,453 |
| - 1 Jan 97 3.0 percent pay raise | 76,534 | |

| | | |
|---|----------|--------------|
| - Annualization of 1 Jan 96 2.4 percent pay raise | 16,479 | |
| - Decrease in RPA rate | -26,965 | |
| - Decrease in workyears | -81,501 | |
| Permanent Change of Station Travel..... | | -32,216 |
| - Program/Move Changes | -32,216 | |
| Reimbursements..... | | -51,281 |
| - Increase in reimbursements causes decrease in direct program | -51281 | |
| Separations | | -180,322 |
| - Decrease for VSI Trust Fund | -104,602 | |
| - 1 Jan 97 3.0 percent pay raise | 2,925 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 668 | |
| - Decrease in LSTL payments | -7,958 | |
| - Increase in involuntary separations and disability payments | 8,517 | |
| - Decrease in early retirement payments | -78,139 | |
| - Effect of changes in grade and longevity | -1733 | |
| Total Decreases..... | | -329,075 |
| FY 1997 Military Personnel, Air Force Direct Program..... | | \$17,043,150 |

SECTION 4

DETAIL OF MILITARY

PERSONNEL ENTITLEMENTS

PAY & ALLOWANCES OF OFFICERS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

1. Pay and Allowances of Officers

FY 1996 Direct Program \$5,855,716

Increases:

| | | |
|---|---------|--------|
| Basic Pay..... | | 42,066 |
| - 1 Jan 97 3.0 percent pay raise | 71,728 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 19,013 | |
| - Decrease in workyears | -48,675 | |
| Overseas Station Allowance..... | | 4,455 |
| - Increase in rates | 6,023 | |
| - Decrease in workyears | -1,568 | |
| Basic Allowance for Quarters..... | | 4,122 |
| - 1 Jan 97 3.0 percent pay raise | 9,925 | |
| - Annualization of 5.2 1 Jan Quality of Life increase | 5,661 | |
| - Decrease in workyears | -11,464 | |
| Retired Pay Accrual..... | | 3,995 |
| - 1 Jan 97 3.0 percent pay raise | 21,949 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 5,818 | |
| - Decrease in workyears | -13,927 | |
| - Decrease in Retired Pay Accrual rate | -9,845 | |
| Special Pay..... | | 2,049 |
| - Full year of Nurse Board Certification entitlement | 738 | |
| - Increase in payments | 1,311 | |
| Basic Allowance for Subsistence..... | | 1,253 |
| - 1 Jan 97 3.0 percent pay raise | 3,091 | |
| - Annualization of 1 Jan 96 2.4 percent pay raise | 819 | |
| - Decrease in workyears | -2,657 | |
| CONUS COLA..... | | 39 |
| - Increase in rate | 39 | |

Total Increases..... 57,979

Decreases:

Family Separation Allowance..... -41
 - Decrease in workyears -41

Variable Housing Allowance..... -80
 - Increase in rates 553
 - New rate protection entitlement for a full year 2,240
 - Decrease in workyears -2,873

Clothing Allowance..... -102
 - Decrease in payments -102

Social Security (FICA)..... -3,673
 - 1 Jan 97 3.0 percent pay raise 6,230
 - Annualization of 1 Jan 96 2.4 percent pay raise 1,652
 - Decrease in workyears -5,185
 - Wage Credit decrease -6,370

Reimbursements..... -7,026
 - Increase in reimbursement workyears causes
 decrease in direct program -7,026

Incentive Pay..... -12,613
 - Decrease in requirements -12,613

Separation Pay..... -103,175
 - Involuntary Separations and Disability Payments 5,468
 - 1 Jan 97 3.0 percent pay raise 1,379
 - Annualization of 1 Jan 96 2.4 percent pay raise 366
 - Effect of changes in grade and longevity -1,733
 - Decrease in lump sum terminal leave payments -3,574
 - VSI Trust Fund payment -50,900
 - 15 year retirement -54,181

Total Decreases..... (126,710)
 FY 1997 Direct Program..... \$5,786,985

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

| | |
|------------------|-------------|
| FY 1995 Actual | \$3,251,669 |
| FY 1996 Estimate | \$3,239,435 |
| FY 1997 Estimate | \$3,281,501 |

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and the Temporary Early Retirement Authority (TERA).

Officer accessions for FY 1996 and FY 1997 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Funding requirements include annualized pay raises of 2.6 percent in FY 1995, 2.4 percent in FY 1996, and 3.0 percent in FY 1997

(Amount in Thousands)

BASIC PAY - OFFICERS

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-----------------|----------------|--------------|-------------|------------------|--------------|-------------|------------------|--------------|-------------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| General | 10 | 108,202 | 1,082 | 10 | 108,202 | 1,082 | 10 | 108,202 | 1,082 |
| Lt. General | 35 | 101,132 | 3,540 | 35 | 103,626 | 3,627 | 35 | 106,582 | 3,730 |
| Maj General | 91 | 91,632 | 8,339 | 91 | 93,892 | 8,544 | 91 | 96,571 | 8,788 |
| Brig General | 149 | 80,839 | 12,045 | 140 | 82,861 | 11,601 | 140 | 85,225 | 11,932 |
| Colonel | 4,235 | 67,637 | 286,443 | 4,235 | 69,268 | 293,350 | 4,124 | 71,638 | 295,435 |
| Lt. Colonel | 11,018 | 54,775 | 603,511 | 10,858 | 55,827 | 606,170 | 10,711 | 57,798 | 619,074 |
| Major | 15,980 | 45,203 | 722,344 | 16,127 | 45,761 | 737,988 | 16,902 | 47,299 | 799,448 |
| Captain | 33,674 | 37,203 | 1,252,774 | 32,406 | 37,363 | 1,210,785 | 30,225 | 38,609 | 1,166,957 |
| 1st Lieutenant | 7,405 | 28,616 | 211,901 | 7,856 | 28,986 | 227,714 | 7,834 | 29,326 | 229,740 |
| 2nd Lieutenant | 7,141 | 20,962 | 149,690 | 6,570 | 21,092 | 138,574 | 6,767 | 21,474 | 145,315 |
| TOTAL BASIC PAY | 79,738 | | \$3,251,669 | 78,328 | | \$3,239,435 | 76,839 | | \$3,281,501 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

| | |
|------------------|-------------|
| FY 1995 Actual | \$1,154,342 |
| FY 1996 Estimate | \$1,065,774 |
| FY 1997 Estimate | \$1,069,769 |

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 USC 1466, as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 35.5 percent for FY 1995, 32.9 percent for FY 1996, and 32.6 percent for FY 1997.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

| FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| <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> |
| 79,738 | 14,476.69 | \$1,154,342 | 78,328 | 13,606.55 | \$1,065,774 | 76,839 | 13,922.21 | \$1,069,769 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

| | |
|------------------|-----------|
| FY 1985 Actual | \$195,539 |
| FY 1986 Estimate | \$195,186 |
| FY 1987 Estimate | \$182,573 |

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 provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - 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 \$650. Effective in FY 1990, the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew members and non-crew members (e.g. gunnery instructors, aerial photo personnel, flight nurse), only when performing such duties, in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$110 per month. 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 \$165.
- (6) Experimental Stress - 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 \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.
- (9) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at the monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per workyear. Overall decrease is due to workyear decreases reflected in the projected force drawdown. Some areas are increasing due to new requirements (i.e. Joint STARS aircraft) and other programmed changes.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

| Yrs Svc Grade | Monthly Rate | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|----------------------------------|-----------------|----------------|-------------------|-----------|------------------|-------------------|-----------|------------------|-------------------|-----------|
| | | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount |
| 2 | 125 | 1,379 | 1,500 | 2,069 | 1,382 | 1,500 | 2,073 | 2,023 | 1,500 | 3,035 |
| 2-3 | 156 | 698 | 1,872 | 1,307 | 552 | 1,872 | 1,033 | 654 | 1,872 | 1,224 |
| 3-4 | 188 | 953 | 2,256 | 2,150 | 777 | 2,256 | 1,753 | 546 | 2,256 | 1,232 |
| 4-6 | 206 | 3,348 | 2,472 | 8,278 | 2,738 | 2,472 | 6,763 | 1,404 | 2,472 | 3,471 |
| 6-18 | 650 | 13,167 | 7,800 | 102,703 | 14,409 | 7,800 | 112,390 | 15,061 | 7,800 | 117,476 |
| 18-20 | 585 | 1,437 | 7,020 | 10,088 | 1,279 | 7,020 | 8,979 | 1,095 | 7,020 | 7,687 |
| 20-22 | 495 | 1,943 | 5,940 | 11,541 | 1,175 | 5,940 | 6,980 | 850 | 5,940 | 5,049 |
| 22-24 | 385 | 896 | 4,620 | 4,140 | 887 | 4,620 | 4,098 | 919 | 4,620 | 4,246 |
| 24-25 | 385 | 384 | 4,620 | 1,774 | 326 | 4,620 | 1,506 | 379 | 4,620 | 1,751 |
| 25 & over | 250 | 180 | 3,000 | 540 | 350 | 3,000 | 1,050 | 280 | 3,000 | 840 |
| BIG under 25 | 200 | 9 | 2,400 | 22 | 11 | 2,400 | 26 | 11 | 2,400 | 26 |
| Subtotal Flying Duty Crew | | 24,394 | | \$144,610 | 23,884 | | \$146,651 | 23,222 | | \$146,037 |
| <u>Flying Duty Non-Crew</u> | | 76 | 1,320 | \$100 | 169 | 1,320 | \$223 | 169 | 1,320 | \$223 |
| <u>Flying Duty Non-Rated</u> | | 495 | 2,220 | \$1,059 | 477 | 2,220 | \$1,059 | 477 | 2,220 | \$1,059 |
| <u>AWACS Wpns Contr</u> | | 578 | 3,384 | \$1,956 | 650 | 3,384 | \$2,200 | 650 | 3,384 | \$2,200 |
| <u>Aviation Continuation Pay</u> | | | | \$47,098 | | | \$44,330 | | | \$32,330 |
| Subtotal Flying Duty Pay | | | | \$194,863 | | | \$194,463 | | | \$181,849 |

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-----------------------------------|------------------|-----------------------|------------------|------------------|-----------------------|------------------|------------------|-----------------------|------------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Parachute Jumping | 100 | 1,320 | 132 | 90 | 1,320 | 119 | 90 | 1,320 | 119 |
| Parachute HALO | 65 | 1,980 | 129 | 80 | 1,980 | 158 | 80 | 1,980 | 158 |
| Demolition Duty | 37 | 1,320 | 49 | 40 | 1,320 | 53 | 41 | 1,320 | 54 |
| Press Chmbr Observer | 220 | 1,320 | 290 | 235 | 1,320 | 310 | 235 | 1,320 | 310 |
| Accel/Decel Subject | 27 | 1,320 | 36 | 25 | 1,320 | 33 | 25 | 1,320 | 33 |
| Thermal Stress Subject | 1 | 1,320 | 1 | 1 | 1,320 | 1 | 1 | 1,320 | 1 |
| Toxic Fuel Handlers | 27 | 1,320 | 36 | 35 | 1,320 | 46 | 35 | 1,320 | 46 |
| L/Hazard Bio Org | 2 | 1,320 | 3 | 2 | 1,320 | 3 | 2 | 1,320 | 3 |
| Subtotal Other Incentive Duty Pay | | | \$676 | | | \$723 | | | \$724 |
| TOTAL INCENTIVE PAY | | | \$195,539 | | | \$195,186 | | | \$182,573 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

| | |
|------------------|-----------|
| FY 1995 Actual | \$173,503 |
| FY 1996 Estimate | \$171,563 |
| FY 1997 Estimate | \$173,612 |

PART I - PURPOSE AND SCOPE

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303; the FY 91 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92; DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."

- a. Medical Variable Special - A 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 0-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
- b. Medical Board Certified - A monthly payment which 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 \$8,000 depending on years of service.
- c. Medical Additional Special - A 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 - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.
- e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.
- f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for 0-7s and above who receive \$1,000 per year.
- g. Dental Board Certified - A monthly payment which 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 \$2,000 - \$4,000 depending upon years of service.
- h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000 depending on years of service.
- i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
- j. Nurse Anesthetist Incentive Pay - Public Law 103-337, Section 612, the FY 1995 Authorization Act authorizes an ISP up to \$15,000 to all Certified Registered Nurse Anesthetists.
- k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.

- l. Nurse Board Certification Pay- The FY 1996 Authorization Act amends section 302C(D(1)) of Title 37 U.S.C. and authorizes payments ranging from \$2,000 to \$5,000 for Board Certified Pay for Non-Physician Health Care Providers.
- m. Optometrists and Veterinarians - A special pay amount of \$100 per month has been authorized by 37 U.S.C., Sec 302a and 303 respectively.
- n. Biomedical Sciences Corps (BSC) officers - Authorized by Public Law 101-510 Title 37, 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.
- (2) Personal money allowances for certain general officers under provisions of 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 \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This 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) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.
- (5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has critical need for that language. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special Pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW The Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus (MORB), are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number people programmed in each specialty.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-------------------------|--------------------|-----------------|-----------|--------------------|-----------------|-----------|--------------------|-----------------|-----------|
| | Number Payments | Average Rate | Amount | Number Payments | Average Rate | Amount | Number Payments | Average Rate | Amount |
| Physicians Pay | | | | | | | | | |
| Variable Special | 4,170 | 8,000 | 33,360 | 4,289 | 8,000 | 34,312 | 4,276 | 8,000 | 34,208 |
| Board Certified Pay | 2,434 | 3,500 | 8,519 | 2,573 | 3,500 | 9,008 | 2,566 | 3,500 | 8,981 |
| Additional Special Pay | 3,281 | 15,000 | 49,215 | 3,324 | 15,000 | 49,860 | 3,314 | 15,000 | 49,710 |
| Incentive Special Pay | 2,758 | 16,100 | 44,404 | 2,488 | 16,100 | 40,057 | 2,480 | 16,100 | 39,928 |
| Multi-Year Special Pay | 1,322 | 9,240 | 12,215 | 1,331 | 9,240 | 12,298 | 1,327 | 9,240 | 12,261 |
| Subtotal Physicians Pay | | | \$147,713 | | | \$145,533 | | | \$145,088 |

Nurses Bonus

| | | | | | | | | | |
|-----------------------------|-----|--------|---------|-----|--------|---------|-----|--------|---------|
| Nurses Accession Bonus | 333 | 5,000 | 1,665 | 487 | 5,000 | 2,435 | 487 | 5,000 | 2,435 |
| Incentive Special Pay | 230 | 15,000 | 3,450 | 185 | 15,000 | 2,775 | 187 | 15,000 | 2,805 |
| Nurse Board Certification * | 0 | 0 | 0 | 246 | 3,000 | 738 | 246 | 3,000 | 738 |
| Subtotal Nurses Bonus | | | \$5,115 | | | \$5,478 | | | \$5,978 |

Dentist Pay

| | | | | | | | | | |
|----------------------|-------|-------|----------|-------|-------|----------|-------|-------|----------|
| Dental Additional | 1,057 | 7,600 | 8,033 | 1,061 | 7,600 | 8,064 | 1,137 | 7,300 | 8,300 |
| Dental Variable Pay | 1,180 | 3,580 | 4,201 | 1,179 | 3,560 | 4,197 | 1,179 | 4,680 | 5,518 |
| Board Certif Dental | 337 | 3,070 | 1,035 | 354 | 3,070 | 1,087 | 354 | 4,190 | 1,483 |
| Subtotal Dentist Pay | | | \$13,269 | | | \$13,348 | | | \$15,301 |

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|---|--------------------|-----------------|-----------|--------------------|-----------------|-----------|--------------------|-----------------|-----------|
| | Number Payments | Average Rate | Amount | Number Payments | Average Rate | Amount | Number Payments | Average Rate | Amount |
| <u>Otolometrists</u> | 190 | 1,200 | \$228 | 200 | 1,200 | \$240 | 200 | 1,200 | \$240 |
| <u>Veterinarians</u> | 8 | 1,200 | \$10 | 6 | 1,200 | \$7 | 5 | 1,200 | \$6 |
| <u>Biomedical Science</u> | 214 | 2,100 | \$449 | 273 | 2,230 | \$609 | 288 | 2,260 | \$651 |
| Subtotal Medical Pay | | | \$166,784 | | | \$165,215 | | | \$167,264 |
| <u>Personal Allowance - General Officer</u> | | | | | | | | | |
| Chief of Staff | 1 | 4,000 | 4 | 1 | 4,000 | 4 | 1 | 4,000 | 4 |
| Senior Member of Staff | | | | | | | | | |
| Committee - United Nations | 1 | 2,700 | 3 | 1 | 2,700 | 3 | 1 | 2,700 | 3 |
| General | 8 | 2,200 | 18 | 8 | 2,200 | 18 | 8 | 2,200 | 18 |
| Lt. General | 35 | 500 | 18 | 35 | 500 | 18 | 35 | 500 | 18 |
| Subtotal Personal Allowance** | | | \$43 | | | \$43 | | | \$43 |
| <u>Hostile Fire</u> | 2,899 | 1,800 | \$5,218 | 2,723 | 1,800 | \$4,901 | 2,723 | 1,800 | \$4,901 |
| <u>Diving Duty</u> | 48 | 1,800 | \$86 | 45 | 1,800 | \$81 | 45 | 1,800 | \$81 |
| <u>Linguist</u> | 1,270 | 1,080 | \$1,372 | 1,225 | 1,080 | \$1,323 | 1,225 | 1,080 | \$1,323 |
| TOTAL SPECIAL PAY | | | \$173,503 | | | \$171,563 | | | \$173,612 |

* Nurse Board Certification Pay was implemented in Feb. of FY 1996, and as such is only a partial year payment.

**Special Pay Total includes General Officer Allowances.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS

| | |
|------------------|-----------|
| FY 1995 Actual | \$435,050 |
| FY 1996 Estimate | \$448,728 |
| FY 1997 Estimate | \$452,848 |

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the with-dependent rate less the current experienced average rate charge for the fair rental value of the housing unit. Pay raise adjustments are: FY 1995, 2.6 percent and 2.4 percent for FY 1996. As a Quality of Life Initiative, the BAQ rates for With and Without Dependents have been increased to 5.2 percent for FY 1996 only. FY 1997 reflects the 3 percent pay raise. This is to resolve the BAQ gap which now causes members to absorb 19.5 percent of their housing costs instead of the Congressional goal of 15 percent.

Based on recent information from AF Directorate of Housing, there will be no officers living in Inadequate Housing in FY97, nor do they project that there will be any members living in this form of housing through FY 2001.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

With Dependents

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|--------------------------|-----------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| General | 58 | 11,070.00 | 642 | 55 | 11,501.73 | 633 | 56 | 11,907.67 | 667 |
| Colonel | 2,631 | 9,968.40 | 26,227 | 2,631 | 10,357.17 | 27,250 | 2,562 | 10,722.71 | 27,472 |
| Lt. Colonel | 7,789 | 9,608.40 | 74,840 | 7,676 | 9,983.13 | 76,630 | 7,573 | 10,335.47 | 78,270 |
| Major | 10,138 | 8,470.80 | 85,877 | 10,431 | 8,801.16 | 91,805 | 10,723 | 9,111.79 | 97,706 |
| Captain | 17,083 | 7,093.57 | 121,179 | 16,640 | 7,369.16 | 122,823 | 15,476 | 7,629.49 | 118,074 |
| 1st Lieutenant | 1,212 | 6,217.37 | 7,535 | 1,486 | 6,427.57 | 9,551 | 1,282 | 6,687.89 | 8,574 |
| 2nd Lieutenant | 1,411 | 5,640.55 | 7,959 | 1,312 | 5,857.60 | 7,685 | 1,337 | 6,067.50 | 8,112 |
| Subtotal with Dependents | 40,322 | | \$324,259 | 40,231 | | \$336,177 | 39,009 | | \$338,875 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Full Allowance

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|-----------------------------|-----------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| General | 3 | 8,992.80 | 27 | 4 | 9,343.52 | 37 | 2 | 9,673.29 | 19 |
| Colonel | 213 | 8,251.20 | 1,758 | 213 | 8,573.00 | 1,826 | 207 | 8,875.57 | 1,837 |
| Lt. Colonel | 956 | 7,945.20 | 7,596 | 942 | 8,255.06 | 7,776 | 929 | 8,546.41 | 7,940 |
| Major | 2,205 | 7,365.60 | 16,241 | 2,225 | 7,652.86 | 17,028 | 2,333 | 7,922.95 | 18,484 |
| Captain | 8,892 | 5,929.16 | 52,722 | 8,557 | 6,160.40 | 52,715 | 7,981 | 6,377.82 | 50,901 |
| 1st Lieutenant | 3,118 | 4,707.69 | 14,679 | 3,308 | 4,891.26 | 16,180 | 3,299 | 5,063.97 | 16,706 |
| 2nd Lieutenant | 4,415 | 3,965.69 | 17,509 | 4,062 | 4,120.29 | 16,737 | 4,183 | 4,265.71 | 17,843 |
| Subtotal without Dependents | 19,802 | | \$110,532 | 19,311 | | \$112,299 | 18,934 | | \$113,730 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Partial Allowance

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|--|-----------------------|---------------------------|---------------|-------------------------|---------------------------|---------------|-------------------------|---------------------------|---------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Colonel | 5 | 475.20 | 2 | 5 | 475.20 | 2 | 5 | 475.20 | 2 |
| Lt. Colonel | 21 | 396.00 | 8 | 21 | 396.00 | 8 | 19 | 396.00 | 8 |
| Major | 50 | 320.40 | 16 | 50 | 320.40 | 16 | 53 | 320.40 | 17 |
| Captain | 385 | 266.40 | 103 | 371 | 215.08 | 80 | 345 | 266.40 | 92 |
| 1st Lieutenant | 238 | 212.40 | 51 | 252 | 158.78 | 40 | 252 | 212.40 | 54 |
| 2nd Lieutenant | 463 | 158.40 | 73 | 426 | 232.29 | 99 | 439 | 158.40 | 70 |
| Subtotal without Dependents (partial) | 1,162 | | \$253 | 1,125 | | \$245 | 1,113 | | \$243 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing

| <u>Grade</u> | <u>FY 1985 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------------------|-----------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Major | 1 | 5,949.48 | 6 | 0 | 6,221.69 | 0 | 0 | 6,441.28 | 0 |
| Captain | 0 | 5,069.52 | 0 | 1 | 5,301.47 | 5 | 0 | 5,488.58 | 0 |
| 1st Lieutenant | 0 | 4,234.20 | 0 | 0 | 4,427.93 | 0 | 0 | 4,584.21 | 0 |
| 2nd Lieutenant | 0 | 3,980.64 | 0 | 0 | 4,162.77 | 0 | 0 | 4,309.69 | 0 |
| Subtotal Inadequate Family Housing | 1 | | \$6 | 1 | | \$5 | 0 | | \$0 |
| TOTAL BASIC ALLOWANCE FOR QUARTERS | | | \$435,050 | | | \$448,726 | | | \$452,848 |

(Amount In Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS

| | |
|------------------|-----------|
| FY 1995 Actual | \$105,842 |
| FY 1996 Estimate | \$105,476 |
| FY 1997 Estimate | \$105,396 |

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS), Alaska and Hawaii. The VHA rate is developed using the latest actuals and inflating using an annualization of the approved inflation rates of 2 percent in FY 1996 and 2.2 percent in FY 1997 starting in January of each year.

The FY 1996 Defense Authorization Act amended subsection (c)(3) of section 403A of title 37, U.S.C. which allows the Services to implement a VHA Rate Protection program.. This option would protect a servicemember against unexpected lowering of VHA rates while stationed in a particular area. This program will be started as of 1 Jan. 1996.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|----------------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| General | 57 | 3,395.76 | 194 | 54 | 3,446.70 | 186 | 54 | 3,520.83 | 190 |
| Colonel | 2,695 | 2,581.32 | 6,957 | 2,688 | 2,620.04 | 6,990 | 2,598 | 2,678.39 | 6,953 |
| Lt. Colonel | 8,414 | 2,376.24 | 19,994 | 8,083 | 2,411.88 | 19,447 | 7,950 | 2,463.76 | 19,587 |
| Major | 11,780 | 2,171.52 | 25,581 | 11,741 | 2,204.09 | 25,878 | 12,149 | 2,251.50 | 27,353 |
| Captain | 23,637 | 1,733.88 | 40,964 | 22,747 | 1,759.89 | 40,032 | 21,005 | 1,797.74 | 37,762 |
| 1st Lieutenant | 5,210 | 1,168.20 | 6,086 | 4,737 | 1,185.72 | 5,617 | 4,482 | 1,211.22 | 5,429 |
| 2nd Lieutenant | 5,278 | 1,145.52 | 6,046 | 4,856 | 1,162.70 | 5,646 | 4,952 | 1,187.71 | 5,882 |
| TOTAL VARIABLE HOUSING ALLOWANCE | 57,071 | | \$105,842 | 54,866 | | \$103,796 | 53,190 | | \$103,156 |
| VHA RATE PROTECTION | | | 0 | | | 1,680 | | | 2,240 |
| TOTAL HOUSING ALLOWANCE | | | \$105,842 | | | \$105,476 | | | \$105,396 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

| | |
|------------------|-----------|
| FY 1995 Actual | \$139,856 |
| FY 1996 Estimate | \$139,856 |
| FY 1997 Estimate | \$141,109 |

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The rate increases are a direct result of the annualization of the pay raise. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

| FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------|-----------------------|---------------|------------------|-----------------------|---------------|------------------|-----------------------|---------------|
| <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| 79,738 | 1,753.94 | \$139,856 | 78,328 | 1,785.51 | \$139,856 | 76,839 | 1,836.43 | \$141,109 |

(Amount In Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

| | |
|------------------|-----------|
| FY 1995 Actual | \$111,680 |
| FY 1996 Estimate | \$103,299 |
| FY 1997 Estimate | \$107,754 |

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 Joint Travel Regulation and authorized under the provisions of 37 U.S.C. 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for Quarters and the applicable housing costs in the overseas area where members are stationed. The Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance 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 are based, as directed in guidance, on historical data adjusted for known changes of each type of allowance. The rates for FY 1995 are from actuals; the FY 1996 rate is based on the most recent foreign currency rates. The FY 1997 rates are those issued by the Per Diem, Travel and Transportation Allowance Committee as of 1 January 1996.

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

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|-------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| General | 46 | 9,581.33 | 441 | 45 | 8,427.60 | 379 | 44 | 8,940.84 | 393 |
| Colonel | 619 | 9,234.00 | 5,716 | 599 | 8,853.00 | 5,363 | 590 | 9,499.00 | 5,604 |
| Lt. Colonel | 1,503 | 8,323.00 | 12,509 | 1,454 | 7,889.00 | 11,471 | 1,432 | 8,352.00 | 11,960 |
| Major | 2,308 | 7,186.00 | 16,585 | 2,233 | 6,924.00 | 15,481 | 2,198 | 7,313.00 | 16,074 |
| Captain | 4,979 | 6,458.00 | 32,154 | 4,817 | 5,912.00 | 28,478 | 4,742 | 6,240.00 | 29,590 |
| 1st Lieutenant | 772 | 4,877.00 | 3,765 | 747 | 4,413.00 | 3,297 | 735 | 4,682.00 | 3,441 |
| 2nd Lieutenant | 291 | 3,903.00 | 1,136 | 272 | 3,512.00 | 955 | 277 | 3,727.00 | 1,032 |
| Subtotal Cost of Living | 10,518 | | \$72,306 | 10,167 | | \$65,404 | 10,018 | | \$68,094 |

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Housing Allowance

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| General | 2 | 5,955.00 | 12 | 2 | 4,201.00 | 8 | 2 | 4,434.00 | 9 |
| Colonel | 150 | 11,118.00 | 1,668 | 145 | 12,503.00 | 1,813 | 143 | 13,289.00 | 1,900 |
| Lt. Colonel | 510 | 8,283.00 | 4,224 | 490 | 8,388.00 | 4,110 | 486 | 8,973.00 | 4,361 |
| Major | 878 | 7,519.00 | 6,602 | 845 | 7,708.00 | 6,513 | 836 | 8,310.00 | 6,947 |
| Captain | 2,129 | 6,879.37 | 14,646 | 2,053 | 6,837.00 | 14,036 | 2,028 | 7,271.00 | 14,746 |
| 1st Lieutenant | 314 | 6,879.00 | 2,160 | 304 | 6,804.00 | 2,088 | 299 | 7,203.00 | 2,154 |
| 2nd Lieutenant | 106 | 7,836.00 | 831 | 101 | 7,737.00 | 781 | 101 | 8,283.00 | 837 |
| Subtotal Housing Allowance | 4089 | | \$30,141 | 3940 | | \$29,329 | 3895 | | \$30,954 |
| | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> |
| <u>Moving-In Housing Allowance</u> | 864 | 691.79 | \$598 | 856 | 710.30 | \$608 | 874 | 736.46 | \$644 |
| <u>Temporary Lodging Allowance</u> | 19,612 | 440.29 | \$8,635 | 18,179 | 437.63 | \$7,958 | 17,769 | 453.75 | \$8,082 |
| TOTAL STATION ALLOWANCE, OVERSEAS | | | \$111,680 | | | \$103,299 | | | \$107,754 |

Note: Numbers may not add due to rounding.

(Amount in Thousands)

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

| | |
|------------------|---------|
| FY 1995 Actual | \$151 |
| FY 1996 Estimate | \$1,810 |
| FY 1997 Estimate | \$1,849 |

PART I - PURPOSE AND SCOPE

Congress approved in the Fiscal Year 1995 Defense Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD Quality of Life Initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. Implementation of the entitlement was July 1, 1995. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computations are shown below.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| | <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> |
| Officers | 1,818 | 93.48 | 151 | 1,590 | 1,138.59 | 1,810 | 1,590 | 1,163.07 | 1,849 |
| TOTAL CONUS COLA | | | \$151 | | | \$1,810 | | | \$1,849 |

(Amount in Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

| | |
|------------------|---------|
| FY 1995 Actual | \$1,816 |
| FY 1996 Estimate | \$1,820 |
| FY 1997 Estimate | \$1,718 |

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 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 Defense Authorization Act 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 January 1, 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 number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--------------------------|----------------|----------------|---------|------------------|----------------|---------|------------------|----------------|---------|
| | Payments | Statutory Rate | Amount | Payments | Statutory Rate | Amount | Payments | Statutory Rate | Amount |
| Initial Allowances | 5,042 | 200.00 | 1,008 | 5,019 | 200.00 | 1,004 | 4,774 | 200.00 | 955 |
| Additional Allowances | 5,042 | 100.00 | 504 | 5,019 | 100.00 | 502 | 4,774 | 100.00 | 477 |
| Civilian Clothing | 331 | 919.00 | 304 | 337 | 932.79 | 314 | 300 | 952.87 | 286 |
| TOTAL UNIFORM ALLOWANCES | | | \$1,816 | | | \$1,820 | | | \$1,718 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

| | |
|------------------|---------|
| FY 1995 Actual | \$3,411 |
| FY 1996 Estimate | \$3,440 |
| FY 1997 Estimate | \$3,399 |

PART I - PURPOSE AND SCOPE

Funds provide two types of family separation allowance (FSA I & II) payments, under the provisions of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

- (1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas.
- (2) FSA II is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station continually for thirty 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.

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 tables:

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCS Overseas with Dependents not Authorized and Maintain two Homes

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|----------------|----------------|---------|------------------|----------------|---------|------------------|----------------|---------|
| | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount |
| Colonel | 8 | 8,251.20 | 66 | 8 | 8,573.00 | 69 | 8 | 8,875.57 | 71 |
| Lt. Colonel | 23 | 7,945.20 | 183 | 23 | 8,255.06 | 190 | 22 | 8,546.41 | 188 |
| Major | 26 | 7,365.80 | 192 | 26 | 7,652.86 | 199 | 25 | 7,922.95 | 198 |
| Captain | 27 | 5,904.00 | 159 | 27 | 6,134.26 | 166 | 26 | 6,350.76 | 165 |
| 1st Lieutenant | 4 | 4,660.00 | 19 | 4 | 4,862.52 | 19 | 4 | 5,034.14 | 20 |
| 2nd Lieutenant | 1 | 3,942.00 | 4 | 1 | 4,095.74 | 4 | 1 | 4,240.29 | 4 |
| Subtotal | 89 | | \$623 | 89 | | \$647 | 86 | | \$646 |
| <u>PCS CONUS or Overseas with dependents not authorized</u> | 450 | 900.00 | \$405 | 450 | 900.00 | \$405 | 434 | 900.00 | \$391 |
| <u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u> | 2,648 | 900.00 | \$2,383 | 2,653 | 900.00 | \$2,388 | 2,624 | 900.00 | \$2,362 |
| TOTAL FAMILY SEPARATION ALLOWANCE | | | \$3,411 | | | \$3,440 | | | \$3,399 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICER

| | |
|------------------|-----------|
| FY 1995 Actual | \$161,676 |
| FY 1996 Estimate | \$195,975 |
| FY 1997 Estimate | \$92,800 |

PART I - PURPOSE AND SCOPE

Funds provide:

- (1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.
- (2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a); disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs under the provisions of U.S.C. 1775 and 1174a, and certain members who retire under the Temporary Early Retirement Authority (TERA) under the provisions of 10 U.S.C. 8911, 8914 as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, to include the lowering to the September 1, 1976 leave balance, the rate payable is basic pay only. 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 times years of service times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the VSI Program, and the second is the SSB Program. VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1996 and FY 1997.

The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB, and the early retirement programs terminates on 1 October 1999.

(Amount in Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

| Grade | FY 1995 Actual | | | | FY 1996 Estimate | | | | FY 1997 Estimate | | | |
|----------------------------------|----------------|------|--------------|--------|------------------|------|--------------|--------|------------------|------|--------------|--------|
| | No. Pymt | Days | Average Rate | Amount | No. Pymt | Days | Average Rate | Amount | No. Pymt | Days | Average Rate | Amount |
| General | 167 | 41.9 | 4,798.34 | 801 | 168 | 41.9 | 4,921.21 | 827 | 157 | 41.9 | 5,036.24 | 791 |
| Colonel | 1,583 | 30.5 | 3,103.02 | 4,912 | 1315 | 30.5 | 3,158.88 | 4,154 | 1,292 | 30.5 | 3,248.99 | 4,198 |
| Lt. Colonel | 2,304 | 21.4 | 2,183.64 | 5,054 | 2568 | 21.4 | 2,233.13 | 5,735 | 2,294 | 21.4 | 2,298.83 | 5,269 |
| Major | 2,443 | 22.8 | 2,972.92 | 7,263 | 2088 | 33.3 | 2,902.90 | 5,997 | 1,158 | 33.3 | 2,985.71 | 3,457 |
| Captain | 2,905 | 23.6 | 2,513.74 | 7,302 | 3012 | 23.6 | 2,568.99 | 7,708 | 2,735 | 23.6 | 2,631.99 | 7,198 |
| 1st Lieutenant | 121 | 19.9 | 1,654.05 | 200 | 310 | 19.9 | 1,683.82 | 522 | 257 | 19.9 | 1,731.85 | 445 |
| 2nd Lieutenant | 58 | 14.1 | 817.22 | 47 | 53 | 14.1 | 831.93 | 44 | 64 | 14.1 | 855.67 | 55 |
| Subtotal Lump Sum Terminal Leave | | | \$25,579 | | | | \$24,987 | | | | \$21,413 | |
| <u>Separation Pay</u> | | | | | | | | | | | | |
| Fail Promotion/Unfit | 440 | | 51,522.00 | 22,670 | 486 | | 54,716.00 | 26,592 | 573 | | 55,974.00 | 32,073 |
| Disability | 23 | | 28,909.00 | 665 | 25 | | 43,956.00 | 1,099 | 25 | | 44,967.00 | 1,124 |
| Severance Pay, Non Disability | | | | | | | | | | | | |
| Invol-Half Pay 5% | 3 | | 17,211.00 | 52 | 3 | | 20,175.00 | 61 | 3 | | 20,639.00 | 62 |
| Invol-Full Pay 10% | 25 | | 39,291.00 | 982 | 25 | | 57,600.00 | 1,440 | 25 | | 58,925.00 | 1,473 |
| SSB | 392 | | 57,658.00 | 22,802 | 1 | | 60,000.00 | 60 | 0 | | 0.00 | 0 |
| VSI * | 0 | | 0.00 | 0 | | | | 0 | 0 | | | 0 |
| VSI Trust Fund ** | 581 | | 0 | 0 | 1 | | 83,479 | | 1 | | | 32,579 |
| 15 Year Retirement | 1,403 | | 89,128 | | 856 | | 58,257 | | 55 | | | 4,076 |
| Subtotal Separation Pay | | | \$136,097 | | | | \$170,988 | | | | \$71,387 | |
| TOTAL SEPARATION PAYMENTS | | | \$161,676 | | | | \$195,975 | | | | \$92,800 | |

*VSI recipients after 31 December 1992 - Payments are made from the MILPERS appropriation to the VSI fund.

**Payments to the VSI Trust Fund are sufficient to fully fund VSI recipients in the budget.

(Amount in Thousands)

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

| | |
|------------------|-----------|
| FY 1995 Actual | \$285,407 |
| FY 1996 Estimate | \$290,077 |
| FY 1997 Estimate | \$286,404 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year 1995 - 7.65% on First \$61,200

Calendar Year 1996 - 7.65% on First \$62,700

Calendar Year 1997 - 7.65% on First \$65,100

Funding for FY 1994, FY 1995, FY 1996 and FY 1997 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|---------------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| | <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> |
| Officers | 79,738 | 3,092.54 | 246,593 | 78,328 | 3,135.85 | 245,625 | 76,839 | 3,231.72 | 248,322 |
| Wage Credit | | | 38,814 | | | 44,452 | | | 38,082 |
| TOTAL SOCIAL SECURITY TAX | | | \$285,407 | | | \$290,077 | | | \$286,404 |

PAY & ALLOWANCES OF ENLISTED

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

2. Pay and Allowances of Enlisted

FY 1996 Direct Program Request..... **\$9,733,355**

Increases:

Special Duty Assignment Pay..... **320**

- Increase in workyears **320**

CONUS COLA..... **1**

- Increase in rates **10**

- Decrease in workyears **-9**

Incentive Pay for Hazardous Duty..... **175**

- HDIP for Air Weapons Controllers **175**

Total Increases..... **496**

Decreases:

Selective Reenlistment Bonus (SRB)..... **-96**

| | | |
|---|---------|--------|
| - decrease in number of payments | -96 | |
| Family Separation Allowance | | -162 |
| - 1 Jan 97 3.0% pay raise | 103 | |
| - Annualization of 1 Jan 96 2.4 % pay raise | 20 | |
| - Decrease in workyears | -285 | |
| Clothing Allowance | | -600 |
| - Decrease in initial issue clothing payments | -355 | |
| - Decrease in clothing allowance rate | -242 | |
| - Decrease in replacement/supplemental item payments | -3 | |
| Overseas Station Allowance..... | | -1,872 |
| -Decrease in workyears | -4,079 | |
| -Increase in rates | 2,207 | |
| Special Pay..... | | -2,916 |
| - Decrease in payments | -2,916 | |
| Variable Housing Allowance..... | | -3,666 |
| - Increase in rates | 3,293 | |
| - Decrease in workyears | -8,359 | |
| - New rate protection entitlement for quarter of year | 1,400 | |
| Basic Pay | | -7,076 |
| - 1 Jan 97 3.0% pay raise | 167,433 | |

| | | |
|---|----------|---------|
| - Annualization of 1 Jan 96 2.4 % pay raise | 32,703 | |
| - Decrease in workyears | -207,212 | |
| Basic Allowance for Quarters | | -7,599 |
| - 1 Jan 97 3.0% BAQ raise | 23,840 | |
| - Annualization of 1 Jan 96 5.2 % BAQ increase | 9,820 | |
| - Decrease in workyears | -41,259 | |
| Reimbursements..... | | -10,252 |
| - Increase in reimbursements causes decrease in direct program | | |
| Social Security (FICA) | | -11,271 |
| - 1 Jan 97 3.0% pay raise | 12,892 | |
| - Annualization of 1 Jan 96 2.4 % pay raise | 2,518 | |
| - Decrease in Wage Credit | -10,730 | |
| - Decrease in workyears | -15,951 | |
| Retired Pay Accrual | | -19,448 |
| - 1 Jan 97 3.0% pay raise | 54,585 | |
| - Annualization of 1 Jan 96 2.4 % pay raise | 10,661 | |
| - Decrease in RPA rate | -17,120 | |
| - Decrease in workyears | -67,574 | |
| Separations | | -77,147 |
| - Decrease for VSI Trust Fund | -53,702 | |
| - 1 Jan 97 3.0% pay raise | 1,546 | |

| | |
|---|---------|
| - Annualization of 1 Jan 96 2.4 % pay raise | 302 |
| - Increase in disability payments | 140 |
| - Decrease in LSTL payments | -4,384 |
| - Increase in involuntary separations | 2,909 |
| - Decrease in early retirement payments | -23,958 |

Total Decreases..... -142,105

FY 1997 Military Personnel, Air Force Direct Program..... \$9,591,746

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

| | |
|------------------|-------------|
| FY 1995 Actual | \$5,829,782 |
| FY 1996 Estimate | \$5,713,906 |
| FY 1997 Estimate | \$5,706,830 |

PART I - PURPOSE AND SCOPE

Funds provide basic compensation to enlisted personnel on active duty, including length of service increments, under provision of 37 United States Codes 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 1995 beginning strength will be 341,317 and ending with 317,938 using 329,433 workyears.

FY 1996 beginning strength will be 317,938 and ending with 308,272 using 314,883 workyears.

FY 1997 beginning strength will be 308,272 and ending with 302,655 using 308,348 workyears.

Funding requirements include annualized pay raises of 2.6 percent in FY1995, 2.4 percent in FY 1996, and 3.0 percent in FY 1997.

(Amount in Thousands)

BASIC PAY - ENLISTED

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------|-----------------------|---------------------|--------------------|-------------------------|---------------------|--------------------|-------------------------|---------------------|--------------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 3,275 | 37,403 | 122,496 | 3,180 | 38,100 | 121,159 | 3,067 | 38,863 | 119,192 |
| Senior Master Sergeant | 6,515 | 30,818 | 199,473 | 6,386 | 31,403 | 200,542 | 6,180 | 32,061 | 198,137 |
| Master Sergeant | 34,484 | 25,924 | 893,978 | 33,188 | 26,582 | 882,200 | 30,833 | 27,241 | 839,923 |
| Technical Sergeant | 44,060 | 22,122 | 974,676 | 41,083 | 22,688 | 932,105 | 38,602 | 23,343 | 901,078 |
| Staff Sergeant | 79,046 | 18,547 | 1,466,035 | 78,967 | 18,986 | 1,499,264 | 77,558 | 19,576 | 1,518,310 |
| Sergeant | 86,590 | 14,994 | 1,286,291 | 80,391 | 15,282 | 1,228,569 | 82,550 | 15,542 | 1,282,994 |
| Airman First Class | 45,957 | 12,194 | 560,385 | 41,929 | 12,506 | 524,382 | 39,378 | 12,897 | 507,860 |
| Airman | 18,163 | 11,417 | 207,358 | 18,670 | 11,698 | 218,402 | 18,752 | 12,032 | 225,619 |
| Airman Basic | 11,343 | 9,441 | 107,090 | 11,069 | 9,675 | 107,283 | 11,428 | 9,951 | 113,717 |
| TOTAL BASIC PAY | 329,433 | | \$5,829,782 | 314,883 | | \$5,713,906 | 308,348 | | \$5,706,830 |

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

| | |
|------------------|-------------|
| FY 1995 Actual | \$2,069,573 |
| FY 1996 Estimate | \$1,879,875 |
| FY 1997 Estimate | \$1,860,427 |

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived using accrual percentages of 35.5 for FY 1995, 32.9 for FY 1996, and 32.6 for FY1997 based on the total amount of basic pay expected to be paid during each fiscal year to enlisted members of the Air Force.

The computation of fund requirements is shown in the following table:

| <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| 329,433 | 6282.23 | \$2,069,573 | 314,883 | 5970.07 | \$1,879,875 | 308,348 | 6033.53 | \$1,860,427 |
| TOTAL RETIRED PAY ACCRUAL | | \$2,069,573 | | | \$1,879,875 | | | \$1,860,427 |

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

| | |
|------------------|----------|
| FY 1995 Actual | \$21,740 |
| FY 1996 Estimate | \$20,784 |
| FY 1997 Estimate | \$20,959 |

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty 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 37 United States Code 301 as follows:

- (1) 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.
- (2) 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 inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) 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.
- (4) 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.
- (5) 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.
- (6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 United States Code 301.

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.

Hazardous Duty Incentive Pay (HDIP) for enlisted Air Weapons Controllers is proposed as a Unified Legislation Budget (ULB) initiative for FY 1997. This would authorize specialized HDIP for enlisted members serving as air weapons controllers aboard airborne warning and control system aircraft.

The computation of fund requirements is provided in the following tables:

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------------|-----------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|
| | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 113 | 2,400 | 271 | 105 | 2,400 | 252 | 105 | 2,400 | 252 |
| Senior Master Sergeant | 287 | 2,400 | 689 | 266 | 2,400 | 638 | 266 | 2,400 | 638 |
| Master Sergeant | 1,518 | 2,400 | 3,643 | 1,460 | 2,400 | 3,504 | 1,460 | 2,400 | 3,504 |
| Technical Sergeant | 1,736 | 2,100 | 3,646 | 1,614 | 2,100 | 3,389 | 1,614 | 2,100 | 3,389 |
| Staff Sergeant | 2,441 | 1,800 | 4,394 | 2,269 | 1,800 | 4,084 | 2,269 | 1,800 | 4,084 |
| Sergeant | 2,045 | 1,500 | 3,068 | 1,852 | 1,500 | 2,778 | 1,852 | 1,500 | 2,778 |
| Airman First Class | 347 | 1,320 | 458 | 323 | 1,320 | 426 | 323 | 1,320 | 426 |
| Airman | 105 | 1,320 | 139 | 97 | 1,320 | 128 | 97 | 1,320 | 128 |
| Airman Basic | 16 | 1,320 | 21 | 14 | 1,320 | 18 | 14 | 1,320 | 18 |
| Subtotal Flying Duty Crew | 8,608 | | \$16,329 | 8,000 | | \$15,217 | 8,000 | | \$15,217 |
| <u>Non-Crew Members</u> | 513 | 1,320 | \$677 | 513 | 1,320 | \$677 | 513 | 1,320 | \$677 |
| Subtotal Flying Duty Pay | 9,121 | | \$17,006 | 8,513 | | \$15,894 | 8,513 | | \$15,894 |
| <u>Other Incentive Pay</u> | | | | | | | | | |
| Para Jumping (Reg/HALO) | 935 | 1,855 | 1,734 | 900 | 1,850 | 1,665 | 900 | 1,850 | 1,665 |
| Experimental Stress | 528 | 1,320 | 697 | 450 | 1,320 | 594 | 450 | 1,320 | 594 |
| Demolition Duty | 913 | 1,320 | 1,205 | 843 | 1,320 | 1,113 | 843 | 1,320 | 1,113 |
| Toxic Fuel Handlers | 763 | 1,320 | 1,007 | 700 | 1,320 | 924 | 700 | 1,320 | 924 |
| L/Hazard Bio Org | 69 | 1,320 | 91 | 52 | 1,320 | 69 | 52 | 1,320 | 69 |
| Subtotal Other Incentive Pay | 3,208 | | \$4,734 | 2,945 | | \$4,365 | 2,945 | | \$4,365 |
| HDIP For Weapons Controllers | | | | | | \$525 | | | \$700 |
| TOTAL INCENTIVE PAY | 12,329 | | \$21,740 | 11,458 | | \$20,784 | 11,458 | | \$20,959 |

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

| | |
|------------------|----------|
| FY 1995 Actual | \$31,543 |
| FY 1996 Estimate | \$32,490 |
| FY 1997 Estimate | \$29,574 |

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 37 United States Code 305 and 305a; for duty subject to hostile fire under the provisions of 37 United States Code 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 United States Code 314.

- (1) Duty At Certain Places (Foreign Duty) - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.
- (2) Overseas Duty Extension Pay - 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.
- (3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$300/month for enlisted personnel, the amounts paid by the Air Force are \$150 or \$100 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, pararescue and diving duty basic. Changes in 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 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 surface vessel, parachute or helicopter drop.
- (4) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers.
- (5) Foreign Language Proficiency Pay - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and 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 pay, ranging between \$75 and \$100 a month, is based on proficiency skill levels.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible. These areas are sensitive to initiatives in support of the national defense mission. They include continuing efforts such as Southern Watch, Provide Promise and Provide Comfort.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - ENLISTED

Duty at Certain Places

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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 | 160 | 270 | 43 | 170 | 270 | 46 | 149 | 270 | 40 |
| Senior Master Sergeant | 443 | 270 | 120 | 468 | 270 | 126 | 413 | 270 | 112 |
| Master Sergeant | 2,346 | 270 | 633 | 2,523 | 270 | 681 | 2,229 | 270 | 602 |
| Technical Sergeant | 3,540 | 240 | 850 | 3,734 | 240 | 896 | 3,298 | 240 | 792 |
| Staff Sergeant | 7,101 | 192 | 1,363 | 7,645 | 192 | 1,468 | 6,754 | 192 | 1,297 |
| Sergeant | 9,135 | 156 | 1,425 | 9,972 | 156 | 1,556 | 8,808 | 156 | 1,374 |
| Airman First Class | 3,549 | 108 | 383 | 3,569 | 108 | 385 | 3,153 | 108 | 341 |
| Airman | 1,181 | 96 | 113 | 1,343 | 96 | 129 | 1,186 | 96 | 114 |
| Airman Basic | 114 | 96 | 11 | 148 | 96 | 14 | 131 | 96 | 13 |
| Subtotal Duty at Certain Places | 27,569 | | \$4,941 | 29,572 | | \$5,301 | 26,121 | | \$4,685 |
| <u>Diving Duty-Basic Scuba</u> | 14 | 1,320 | \$18 | 11 | 1,320 | \$15 | 11 | 1,320 | \$15 |
| <u>Diving Duty-Pararescue</u> | 619 | 1,800 | \$1,114 | 564 | 1,800 | \$1,015 | 564 | 1,800 | \$1,015 |
| <u>Overseas Extension</u> | 623 | 960 | \$598 | 603 | 960 | \$579 | 603 | 960 | \$579 |
| <u>Sea Duty</u> | 6 | 660 | \$4 | 4 | 660 | \$3 | 4 | 660 | \$3 |
| <u>Hostile Fire</u> | 12,473 | 1,800 | \$22,451 | 12,588 | 1,800 | \$22,858 | 11,310 | 1,800 | \$20,358 |
| <u>Foreign Lang Pro Pay</u> | 2,602 | 929 | \$2,417 | 3,425 | 852 | \$2,919 | 3,425 | 852 | \$2,919 |
| TOTAL SPECIAL PAY | 43,906 | | \$31,543 | 46,767 | | \$32,490 | 42,038 | | \$29,574 |

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

| | |
|------------------|----------|
| FY 1995 Actual | \$12,293 |
| FY 1996 Estimate | \$15,307 |
| FY 1997 Estimate | \$15,627 |

PART I - PURPOSE AND SCOPE

Special duty assignment pay is authorized by United States Code 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of this submission, the Air Force has designated 21 specific duties. Payment is based on skill levels with monthly rates ranging from \$55 to \$375.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, enlisted weapons directors, pararescue personnel, tactical air command and control personnel, parachuting instructors, forward area refueling point personnel, defense couriers, members of two joint operational commands, members of two special governmental agencies, and a classified Air Force project. The duties are demanding, arduous and require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic justification, with changes as may be indicated by the review. This program is dynamic, in that duties may be added or deleted throughout the year.

| | <u>FY 1995 Actual</u> | | <u>FY 1996 Estimate</u> | | <u>FY 1997 Estimate</u> | |
|--|-----------------------|-----------------|-------------------------|-----------------|-------------------------|-----------------|
| | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> | <u>Workyears</u> | <u>Amount</u> |
| SD-5 (\$275) | 1,781 | 5,877 | 2,848 | 9,398 | 2,937 | 9,692 |
| SD-4 (\$220) | 401 | 1,059 | 396 | 1,045 | 404 | 1,067 |
| SD-3 (\$165) | 1,949 | 3,860 | 1,929 | 3,819 | 1,932 | 3,825 |
| SD-2 (\$110) | 991 | 1,308 | 678 | 895 | 677 | 893 |
| SD-1 (\$55) | 287 | 189 | 227 | 150 | 227 | 150 |
| TOTAL SPECIAL DUTY ASSIGNMENT PAY | 5,409 | \$12,293 | 6,078 | \$15,307 | 6,177 | \$15,627 |

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS

| | |
|------------------|----------|
| FY 1995 Actual | \$24,414 |
| FY 1996 Estimate | \$32,949 |
| FY 1997 Estimate | \$32,853 |

PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 United States Code 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. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed a total amount of \$45,000. The Air Force has chosen to place a ceiling of \$30,000 on the bonus and has capped the base pay multiple at 3.5 percent. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. There will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FYs 1996-1997, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force. 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 Air Force has and will continue to focus management initiatives to balance overage and shortage skills. 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 NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills; voluntary and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|----------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> |
| Initial Payments | 2,512 | 4,327 | 10,870 | 4,403 | 4,511 | 19,862 | 3,983 | 4,594 | 18,300 |
| Anniversary Payments | 15,063 | 874 | 13,177 | 13,062 | 971 | 12,687 | 13,480 | 1,050 | 14,153 |
| Accelerated Payments | 190 | 1,931 | 367 | 1,250 | 320 | 400 | 1,250 | 320 | 400 |
| TOTAL | 17,765 | | \$24,414 | 18,715 | | \$32,949 | 18,713 | | \$32,853 |

**REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
(Amounts in Thousands)**

| | FY 1995 | | FY 1996 | | FY 1997 | | FY 1998 | | FY 1999 | | FY 2000 | | FY 2001 | |
|-----------------------|---------|----------|---------|----------|----------|----------|---------|----------|---------|----------|---------|---------|---------|---------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obl | 15,063 | 13,177 | 10,567 | 10,050 | 6,657 | 6,726 | 5,252 | 4,671 | 1,348 | 1,722 | | | | |
| Accel Payments | 190 | 367 | 1,250 | 400 | 1,250 | 400 | | | | | | | | |
| Prior Yr (FY 95) | 2,512 | 10,870 | 2,495 | 2,637 | 2,450 | 2,609 | 2,380 | 2,582 | 1,699 | 1,580 | 1,131 | 1,580 | | |
| Current Yr (FY 96) | | | 4,403 | 19,862 | 4,373 | 4,818 | 4,295 | 4,767 | 4,170 | 4,717 | 2,978 | 2,888 | 1,983 | 2,671 |
| Budget Yr (FY 97) | | | | | 3,983 | 18,300 | 3,712 | 4,440 | 3,885 | 4,392 | 3,773 | 4,346 | 2,680 | 2,661 |
| Annual Payments | 15,253 | \$13,544 | 14,312 | 13,087 | 14,730 | 14,553 | 15,639 | 16,460 | 11,102 | \$12,411 | 7,882 | \$8,814 | 4,663 | \$5,332 |
| TOTAL SRB | 17,765 | \$24,414 | 18,715 | \$32,949 | \$18,713 | \$32,853 | 15,639 | \$16,460 | 11,102 | \$12,411 | 7,882 | \$8,814 | 4,663 | \$5,332 |

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

| | |
|------------------|---------|
| FY 1995 Actual | \$390 |
| FY 1996 Estimate | \$1,663 |
| FY 1997 Estimate | \$1,663 |

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000; however, the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force currently pays the bonus to eight specific skill areas.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An enlistment bonus is currently paid to crypto-linguists, and explosive ordnance disposal, combat control and pararescue personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--------------|----------------|--------------|--------|------------------|--------------|---------|------------------|--------------|---------|
| | Payments | Average Rate | Amount | Payments | Average Rate | Amount | Payments | Average Rate | Amount |
| New Payments | 0 | 1,000 | 0 | 12 | 1,000 | 12 | 12 | 1,000 | 12 |
| Residual: | 0 | 1,000 | 0 | 33 | 1,000 | 33 | 33 | 1,000 | 33 |
| | 6 | 3,000 | 18 | 154 | 3,000 | 462 | 88 | 3,000 | 264 |
| | 93 | 4,000 | 372 | 289 | 4,000 | 1,156 | 289 | 4,000 | 1,156 |
| TOTAL | 99 | | \$390 | 488 | | \$1,663 | 422 | | \$1,663 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED

| | |
|------------------|-----------|
| FY 1995 Actual | \$808,233 |
| FY 1996 Estimate | \$798,507 |
| FY 1997 Estimate | \$790,908 |

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 United States Code Section 403, with or without dependents, and to enlisted personnel occupying inadequate family housing under the provisions of 10 United States Code Section 2830.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the "with-dependent" rate less the current experienced average rate charge of the fair rental value of the housing unit. Pay raise adjustments are: FY 1995, 2.6 percent; FY 1996, 2.4 percent, and 3.0 percent in FY 1997. As a part of the Quality of Life Proposal, BAQ rates increased for With and Without Dependents to 5.2% in FY 1996 only.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

With Dependents

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--------------------------|----------------|--------------|-----------|------------------|--------------|-----------|------------------|--------------|-----------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| Chief Master Sergeant | 2,227 | 7,089.36 | 15,788 | 2,162 | 7,365.85 | 15,925 | 2,054 | 7,625.81 | 15,663 |
| Senior Master Sergeant | 4,158 | 6,513.20 | 27,082 | 4,076 | 6,767.21 | 27,583 | 3,884 | 7,006.05 | 27,212 |
| Master Sergeant | 20,155 | 6,031.36 | 121,562 | 19,398 | 6,266.58 | 121,559 | 17,748 | 6,487.75 | 115,145 |
| Technical Sergeant | 23,362 | 5,564.31 | 129,993 | 21,784 | 5,781.32 | 125,940 | 20,158 | 5,965.36 | 120,653 |
| Staff Sergeant | 33,751 | 4,979.30 | 168,056 | 33,387 | 5,173.49 | 172,727 | 32,295 | 5,356.08 | 172,975 |
| Sergeant | 25,977 | 4,368.39 | 113,478 | 24,645 | 4,538.76 | 111,858 | 24,391 | 4,698.95 | 114,612 |
| Airman First Class | 9,914 | 4,090.03 | 40,549 | 9,045 | 4,249.54 | 38,437 | 8,366 | 4,399.52 | 36,806 |
| Airman | 3,005 | 3,864.28 | 11,612 | 3,089 | 4,014.99 | 12,402 | 3,055 | 4,156.69 | 12,699 |
| Airman Basic | 1,336 | 3,849.31 | 5,143 | 1,306 | 3,999.43 | 5,223 | 1,326 | 4,140.59 | 5,490 |
| Subtotal with Dependents | 123,885 | | \$633,263 | 118,892 | | \$631,654 | 113,277 | | \$621,255 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Full Allowance

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-----------------------------|----------------|--------------|-----------|------------------|--------------|-----------|------------------|--------------|-----------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| Chief Master Sergeant | 171 | 5,418.09 | 926 | 166 | 5,629.40 | 934 | 161 | 5,828.08 | 938 |
| Senior Master Sergeant | 449 | 4,980.11 | 2,236 | 440 | 5,174.33 | 2,277 | 426 | 5,356.95 | 2,282 |
| Master Sergeant | 2,975 | 4,252.20 | 12,650 | 2,863 | 4,418.04 | 12,649 | 2,660 | 4,573.96 | 12,167 |
| Technical Sergeant | 5,072 | 3,848.54 | 19,520 | 4,729 | 3,998.63 | 18,910 | 4,444 | 4,139.76 | 18,397 |
| Staff Sergeant | 12,292 | 3,548.42 | 43,617 | 12,280 | 3,686.81 | 45,274 | 12,060 | 3,816.93 | 46,032 |
| Sergeant | 21,112 | 3,086.65 | 65,165 | 18,673 | 3,207.03 | 59,885 | 19,174 | 3,320.22 | 63,662 |
| Airman First Class | 7,188 | 3,025.85 | 21,750 | 5,691 | 3,143.86 | 17,892 | 5,345 | 3,254.82 | 17,397 |
| Airman | 914 | 2,451.92 | 2,241 | 940 | 2,547.54 | 2,395 | 944 | 2,637.46 | 2,490 |
| Airman Basic | 79 | 1,873.58 | 148 | 77 | 1,946.65 | 150 | 80 | 2,015.35 | 161 |
| Subtotal without Dependents | 50,252 | | \$168,253 | 45,859 | | \$160,366 | 45,294 | | \$163,526 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|---------------------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 9 | 223.20 | 2 | 9 | 223.20 | 2 | 8 | 223.20 | 2 |
| Senior Master Sergeant | 20 | 183.60 | 4 | 20 | 183.60 | 4 | 19 | 183.60 | 3 |
| Master Sergeant | 163 | 144.00 | 23 | 157 | 144.00 | 23 | 146 | 144.00 | 21 |
| Technical Sergeant | 347 | 118.80 | 41 | 324 | 118.80 | 38 | 304 | 118.80 | 36 |
| Staff Sergeant | 2,648 | 104.40 | 276 | 2,645 | 104.40 | 276 | 2,598 | 104.40 | 271 |
| Sergeant | 14,909 | 97.20 | 1,449 | 14,770 | 97.20 | 1,436 | 15,167 | 97.20 | 1,474 |
| Airman First Class | 23,971 | 93.60 | 2,244 | 22,737 | 93.60 | 2,128 | 21,353 | 93.60 | 1,999 |
| Airman | 13,816 | 86.40 | 1,194 | 14,201 | 86.40 | 1,227 | 14,264 | 86.40 | 1,232 |
| Airman Basic | 9,891 | 82.80 | 819 | 9,670 | 82.80 | 801 | 9,965 | 82.80 | 825 |
| Subtotal without Dependents (partial) | 65,774 | | \$6,052 | 64,533 | | \$5,935 | 63,824 | | \$5,863 |

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Inadequate Family Housing

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------------------------|----------------|--------------|---------|------------------|--------------|---------|------------------|--------------|---------|
| | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount |
| Chief Master Sergeant | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 |
| Senior Master Sergeant | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0 | 0.00 | 0 |
| Master Sergeant | 18 | 1,581.52 | 28 | 15 | 1,643.20 | 25 | 7 | 1,655.91 | 12 |
| Technical Sergeant | 38 | 1,596.39 | 61 | 31 | 1,658.65 | 51 | 14 | 1,671.48 | 23 |
| Staff Sergeant | 106 | 1,367.66 | 145 | 84 | 1,421.00 | 119 | 44 | 1,431.99 | 63 |
| Sergeant | 264 | 1,201.83 | 317 | 207 | 1,248.70 | 258 | 96 | 1,258.36 | 121 |
| Airman First Class | 100 | 1,103.47 | 110 | 83 | 1,146.51 | 95 | 37 | 1,155.38 | 43 |
| Airman | 3 | 1,036.24 | 3 | 3 | 1,076.65 | 3 | 2 | 1,084.98 | 2 |
| Airman Basic | 1 | 940.51 | 1 | 1 | 977.19 | 1 | 0 | 984.75 | 0 |
| Subtotal Inadequate Family Housing | 530 | | \$665 | 424 | | \$552 | 200 | | \$264 |
| TOTAL BASIC ALLOWANCE FOR QUARTERS | 240,441 | | 808,233 | 229,708 | | 798,507 | 222,595 | | 790,908 |

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED

| | |
|------------------|-----------|
| FY 1995 Actual | \$180,235 |
| FY 1996 Estimate | \$178,321 |
| FY 1997 Estimate | \$174,655 |

PART I - PURPOSE AND SCOPE

Funds provide for payment of Variable Housing Allowance (VHA) authorized under provisions of 37 United States Code Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the United States is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the United States which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowance, as authorized in the Joint Federal Travel Regulation, is used to partially offset high cost housing in designated areas. It is authorized to members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in the same grade throughout the continental United States, Alaska and Hawaii. A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full "with dependent" rate and the full "without dependent" rate, adjusted for approved inflation.

VHA rate protection is proposed as a Unified Legislation Budget (ULB) initiative for FY 1997. This option would protect a servicemember against unexpected lowering of VHA rates while stationed in a particular area.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 2,127 | 1,962.00 | 4,173 | 2,062 | 1,991.43 | 4,106 | 1,986 | 2,034.26 | 4,040 |
| Senior Master Sergeant | 4,173 | 1,819.68 | 7,594 | 4,090 | 1,846.98 | 7,554 | 3,928 | 1,886.70 | 7,411 |
| Master Sergeant | 20,873 | 1,708.20 | 35,655 | 20,089 | 1,733.82 | 34,831 | 18,413 | 1,771.11 | 32,612 |
| Technical Sergeant | 24,793 | 1,440.48 | 35,714 | 23,125 | 1,462.09 | 33,811 | 21,384 | 1,493.53 | 31,938 |
| Staff Sergeant | 38,598 | 1,221.96 | 47,165 | 38,559 | 1,240.29 | 47,824 | 38,501 | 1,268.96 | 48,779 |
| Sergeant | 37,390 | 979.92 | 36,639 | 36,713 | 994.62 | 36,515 | 35,646 | 1,016.01 | 36,217 |
| Airman First Class | 14,494 | 714.00 | 10,349 | 13,224 | 724.71 | 9,584 | 12,519 | 740.30 | 9,268 |
| Airman | 3,527 | 713.04 | 2,515 | 3,620 | 723.74 | 2,620 | 3,435 | 739.30 | 2,539 |
| Airman Basic | 1,378 | 312.72 | 431 | 1,343 | 317.41 | 426 | 1,390 | 324.24 | 451 |
| VHA Rate Protection | | | | | | 1,050 | | | 1,400 |
| TOTAL | 147,353 | | 180,235 | 142,825 | | 178,321 | 137,202 | | 174,655 |

(Amount in Thousands)

PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED

| | |
|------------------|-----------|
| FY 1995 Actual | \$412,691 |
| FY 1996 Estimate | \$372,156 |
| FY 1997 Estimate | \$370,284 |

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 Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of: (a) cost of living allowance (COLA), (b) overseas housing allowance (OHA), (c) temporary lodging allowance (TLA), and (d) moving-in housing allowance (MIHA). COLA is based on FY 1995 experience adjusted to reflect changes in overseas strength. The rates for FY 1996 reflect the most recent experience. The FY 1997 rates are those issued by the Per Diem, Travel and Transportation Allowance Committee as of January 1996 as directed in guidance. OHA consists of the difference between the basic allowance for quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes of each type of allowance.

The workyears for cost of living allowance, housing allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Cost of Living

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 662 | 6,326 | 4,188 | 628 | 5,936 | 3,728 | 622 | 6,071 | 3,776 |
| Senior Master Sergeant | 1,435 | 5,895 | 8,459 | 1,362 | 5,683 | 7,740 | 1,347 | 5,860 | 7,893 |
| Master Sergeant | 7,095 | 5,564 | 39,477 | 6,734 | 5,198 | 35,003 | 6,662 | 5,324 | 35,468 |
| Technical Sergeant | 10,395 | 4,955 | 51,507 | 9,868 | 4,646 | 45,847 | 9,761 | 4,737 | 46,238 |
| Staff Sergeant | 19,116 | 4,326 | 82,696 | 18,291 | 4,046 | 74,005 | 18,097 | 4,120 | 74,560 |
| Sergeant | 20,966 | 3,261 | 68,370 | 19,902 | 2,985 | 59,407 | 19,687 | 3,054 | 60,124 |
| Airman First Class | 7,867 | 2,576 | 19,750 | 6,865 | 2,334 | 16,023 | 6,790 | 2,409 | 16,357 |
| Airman | 2,416 | 2,002 | 4,837 | 2,462 | 1,937 | 4,769 | 2,434 | 1,941 | 4,724 |
| Airman Basic | 284 | 1,550 | 440 | 310 | 1,470 | 456 | 308 | 1,555 | 479 |
| Total Cost of Living | 70,036 | | \$279,724 | 66,422 | | \$246,978 | 65,708 | | \$249,819 |

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Housing Allowance

| <u>Grade</u> | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Average Rate</u> | <u>Amount</u> |
| Chief Master Sergeant | 187 | 6,876 | 1,248 | 177 | 7,040 | 1,246 | 175 | 6,629 | 1,160 |
| Senior Master Sergeant | 395 | 5,754 | 2,273 | 375 | 5,677 | 2,129 | 370 | 5,339 | 1,975 |
| Master Sergeant | 2,088 | 5,495 | 11,474 | 1,982 | 5,376 | 10,655 | 1,960 | 5,040 | 9,878 |
| Technical Sergeant | 3,426 | 5,420 | 18,569 | 3,252 | 5,365 | 17,447 | 3,217 | 5,061 | 16,281 |
| Staff Sergeant | 5,842 | 5,128 | 29,958 | 5,546 | 5,146 | 28,540 | 5,486 | 4,893 | 26,843 |
| Sergeant | 4,788 | 4,957 | 23,734 | 4,545 | 4,967 | 22,575 | 4,496 | 4,834 | 21,734 |
| Airman First Class | 1,208 | 6,168 | 7,451 | 1,147 | 5,518 | 6,329 | 1,134 | 5,630 | 6,384 |
| Airman | 212 | 6,737 | 1,428 | 201 | 6,043 | 1,215 | 199 | 5,953 | 1,185 |
| Airman Basic | 14 | 5,315 | 74 | 13 | 5,300 | 69 | 13 | 5,205 | 68 |
| Subtotal Housing Allowance | 18,160 | | \$96,209 | 17,238 | | \$90,205 | 17,050 | | \$85,508 |
| | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> | <u>No. Pymts</u> | <u>Average Rate</u> | <u>Amount</u> |
| <u>Temporary Lodging Allowance</u> | 68,139 | 429 | \$29,232 | 63,722 | 435 | \$27,719 | 62,678 | 444 | \$27,829 |
| <u>Moving-In Housing Allowance</u> | 11,396 | 660 | \$7,526 | 10,821 | 670 | \$7,254 | 10,701 | 685 | \$7,328 |
| TOTAL STATION ALLOWANCES, OVERSEAS | | | \$412,691 | | | \$372,156 | | | \$370,284 |

(Amount in Thousands)

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

| | |
|------------------|-------|
| FY 1995 Actual | \$133 |
| FY 1996 Estimate | \$517 |
| FY 1997 Estimate | \$518 |

PART I - PURPOSE AND SCOPE

Congress approved in the Fiscal Year 1995 DoD Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD Quality of Life initiatives high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computation are shown below.

(Dollars in Thousands)

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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 - Enlisted | 443 | 301 | \$133 | 1,694 | 306 | \$517 | 1,660 | 312 | \$518 |

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

| | |
|------------------|-----------|
| FY 1995 Actual | \$95,710 |
| FY 1996 Estimate | \$102,384 |
| FY 1997 Estimate | \$101,784 |

PART I - PURPOSE AND SCOPE

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

- (1) Initial clothing allowances upon 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 continuous active duty, and
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each fiscal year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on experience.

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|--|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
| | <u>Number</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Average Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Average Rate</u> | <u>Amount</u> |
| <u>Military Clothing</u> | | | | | | | | | |
| Civilian Life (M) | 23,495 | 783.51 | 18,409 | 23,980 | 829.61 | 19,894 | 23,604 | 842.05 | 19,876 |
| Civilian Life (F) | 7,505 | 936.13 | 7,026 | 7,070 | 1,044.43 | 7,384 | 6,946 | 1,060.10 | 7,363 |
| Officer Training Sq (M) | 458 | 735.26 | 337 | 513 | 713.71 | 366 | 300 | 725.49 | 218 |
| Officer Training Sq (F) | 92 | 931.03 | 86 | 105 | 917.08 | 96 | 61 | 932.21 | 57 |
| AF Academy Prep (M) | 150 | 721.63 | 108 | 200 | 731.76 | 146 | 200 | 743.83 | 149 |
| AF Academy Prep (F) | 33 | 869.32 | 29 | 50 | 956.18 | 48 | 50 | 971.96 | 49 |
| Subtotal | | | 25,995 | | | 27,934 | | | 27,712 |
| Less Basic Military Training Attrition | | | (2,259) | | | (1,858) | | | (1,985) |
| Subtotal Military Clothing | | | \$23,736 | | | \$26,076 | | | \$25,727 |
| <u>Civilian Clothing</u> | | | | | | | | | |
| Winter and Summer (W+S) | 1,245 | 985.18 | 1,227 | 1,195 | 999.96 | 1,195 | 1,167 | 1,021.46 | 1,192 |
| Winter or Summer (W/S) | 87 | 584.16 | 51 | 84 | 592.92 | 50 | 82 | 605.67 | 49 |
| TDY | 1,516 | 390.96 | 593 | 1,455 | 396.82 | 578 | 1,421 | 405.36 | 576 |
| Special Continuing W+S | 602 | 494.88 | 298 | 578 | 499.98 | 289 | 584 | 513.11 | 289 |
| Special Continuing W/S | 13 | 344.20 | 4 | 12 | 296.46 | 4 | 12 | 356.88 | 4 |
| Subtotal Civilian Clothing | | | \$2,173 | | | \$2,116 | | | \$2,110 |
| Total Initial Issue | | | \$25,909 | | | \$28,192 | | | \$27,837 |

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Maintenance Allowance

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| | <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>Military Clothing</u> | | | | | | | | | |
| Airmen (M) | 64,671 | 125.72 | 8,130 | 58,441 | 140.34 | 8,202 | 64,670 | 142.44 | 9,212 |
| Airmen (F) | 17,502 | 152.21 | 2,664 | 15,816 | 175.19 | 2,771 | 17,502 | 177.81 | 3,112 |
| <u>Standard Maintenance Allowance Military Clothing (37th Month)</u> | | | | | | | | | |
| Airmen (M) | 232,510 | 207.80 | 48,318 | 226,127 | 227.43 | 51,428 | 213,865 | 235.06 | 50,271 |
| Airmen (F) | 38,252 | 255.20 | 9,762 | 37,202 | 292.72 | 10,890 | 35,185 | 297.11 | 10,454 |
| Subtotal | | | \$68,872 | | | \$73,291 | | | \$73,049 |
| <u>Supplemental Maintenance Allowance</u> | 5,840 | 159.00 | \$929 | 5,583 | 161.39 | \$901 | 5,450 | 164.86 | \$898 |
| TOTAL CLOTHING ALLOWANCE | | | \$95,710 | | | \$102,384 | | | \$101,784 |

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

| | |
|------------------|----------|
| FY 1995 Actual | \$14,874 |
| FY 1996 Estimate | \$14,349 |
| FY 1997 Estimate | \$14,187 |

PART I - PURPOSE AND SCOPE

Under the provision of 37 United States Code 427, family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for 30 days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

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. This project is impacted by national defense efforts such as Southern Watch, Provide Promise, and Provide Comfort which engender increased requirements.

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

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain two Homes

| Grade | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|----------------|----------------|----------|------------------|----------------|----------|------------------|----------------|----------|
| | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount | Workyears | Statutory Rate | Amount |
| Chief Master Sergeant | 14 | 5,418.09 | 76 | 13 | 5,629.40 | 73 | 13 | 5,828.08 | 76 |
| Senior Master Sergeant | 40 | 4,980.11 | 199 | 38 | 5,174.33 | 197 | 37 | 5,356.95 | 198 |
| Master Sergeant | 171 | 4,252.20 | 727 | 163 | 4,418.04 | 720 | 160 | 4,573.96 | 732 |
| Technical Sergeant | 266 | 3,848.54 | 1,024 | 254 | 3,988.63 | 1,016 | 249 | 4,139.76 | 1,031 |
| Staff Sergeant | 321 | 3,548.42 | 1,139 | 307 | 3,686.81 | 1,132 | 301 | 3,816.93 | 1,149 |
| Sergeant | 169 | 3,088.65 | 522 | 161 | 3,207.03 | 516 | 158 | 3,320.22 | 525 |
| Airman First Class | 18 | 3,025.85 | 54 | 17 | 3,143.86 | 53 | 17 | 3,254.82 | 55 |
| Airman | 7 | 2,451.92 | 17 | 7 | 2,547.54 | 18 | 7 | 2,637.46 | 18 |
| Airman Basic | 1 | 1,873.58 | 2 | 1 | 1,946.65 | 2 | 1 | 2,015.35 | 2 |
| Subtotal | 1,007 | | \$3,760 | 961 | | \$3,727 | 943 | | \$3,786 |
| <u>PCS CONUS or Overseas with dependents not authorized</u> | 5,105 | 900.00 | \$4,595 | 4,879 | 900.00 | \$4,391 | 4,778 | 900.00 | \$4,300 |
| <u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u> | 7,243 | 900.00 | \$6,519 | 6,923 | 900.00 | \$6,231 | 6,779 | 900.00 | \$6,101 |
| TOTAL FAMILY SEPARATION ALLOWANCE | | | \$14,874 | | | \$14,349 | | | \$14,187 |

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

| | |
|------------------|-----------|
| FY 1995 Actual | \$516,848 |
| FY 1996 Estimate | \$142,909 |
| FY 1997 Estimate | \$65,762 |

Funds provide payment to enlisted personnel for:

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive and Special Separation Benefits programs under the provision of 10 United States Code 1775 and 1174a.
- (6) Early Retirement under provisions of 10 United States Code 8911, 8914 as amended.

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to Enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows: $12 \times \text{monthly base pay} \times \# \text{ years service} \times 10 \text{ percent}$.

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separations Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) Program. VSI payments are calculated as follows: $\text{annual base pay} \times 2.5 \text{ percent} \times \# \text{ years of service}$ with annuity payments for twice the years of service. SSB payments are calculated as follows: $\text{annual base pay} \times 15 \text{ percent} \times \# \text{ years of service}$. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1997.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving drawdown goals of maintaining readiness while ensuring the equitable treatment of the members. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of $2.5 \text{ percent} \times \text{the years of service} \times \text{basic pay (adjusted for cost of living)} \times \text{reduction factor}$. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is the difference between 20 years and the number of years completed by the member. Currently, we have programmed losses through TERA for FY 1995 and 1996 only.

(Amount in Thousands)

Lump Sum Terminal Leave Payments

| Grade | FY 1995 Actual | | | | FY 1996 Estimate | | | | FY 1997 Estimate | | | |
|------------------------|----------------|------|--------------|----------|------------------|------|--------------|----------|------------------|------|--------------|----------|
| | No. Pymt | Days | Average Rate | Amount | No. Pymt | Days | Average Rate | Amount | No. Pymt | Days | Average Rate | Amount |
| Chief Master Sergeant | 442 | 12.9 | 1,066.39 | 471 | 422 | 12.9 | 1,085.59 | 459 | 380 | 12.9 | 1,116.55 | 425 |
| Senior Master Sergeant | 1,010 | 14.1 | 1,049.87 | 1,060 | 965 | 14.1 | 1,068.77 | 1,032 | 869 | 14.1 | 1,099.26 | 955 |
| Master Sergeant | 5,638 | 12.9 | 896.08 | 5,052 | 5,389 | 12.9 | 912.21 | 4,916 | 4,850 | 12.9 | 938.23 | 4,551 |
| Technical Sergeant | 5,255 | 15.4 | 944.37 | 4,963 | 5,023 | 15.4 | 961.37 | 4,829 | 4,521 | 15.4 | 988.79 | 4,470 |
| Staff Sergeant | 10,390 | 11.9 | 877.32 | 9,115 | 9,931 | 11.9 | 893.11 | 8,870 | 8,938 | 11.9 | 918.59 | 8,210 |
| Sergeant | 14,371 | 12.1 | 592.29 | 8,512 | 13,736 | 12.1 | 602.95 | 8,282 | 12,363 | 12.1 | 620.15 | 7,667 |
| Airman First Class | 3,365 | 15.5 | 552.96 | 1,861 | 3,216 | 15.5 | 562.91 | 1,811 | 2,895 | 15.5 | 578.97 | 1,676 |
| Airman | 1,313 | 14.6 | 529.85 | 696 | 1,255 | 14.6 | 539.39 | 677 | 1,130 | 14.6 | 554.77 | 627 |
| Airman Basic | 1,182 | 16.4 | 469.60 | 560 | 1,139 | 16.4 | 478.05 | 545 | 1,025 | 16.4 | 491.69 | 504 |
| Subtotal LSTL | 42,976 | | | \$32,290 | 41,078 | | | \$31,421 | 36,970 | | | \$29,085 |

Separation Pay

| | | | | | | | | | | | | |
|-------------------------------|-------|--|--------|-----------|-------|--|--------|-----------|-----|--|--------|----------|
| Disability | 491 | | 12,070 | 5,926 | 400 | | 12,287 | 4,915 | 400 | | 12,637 | 5,055 |
| Severance Pay, Non Disability | | | | | | | | | | | | |
| Invol-Half Pay 5% | 459 | | 6,795 | 3,119 | 500 | | 7,332 | 3,666 | 500 | | 7,558 | 3,779 |
| Invol-Full Pay 10% | 582 | | 14,799 | 8,613 | 842 | | 15,352 | 12,926 | 970 | | 16,208 | 15,722 |
| SSB | 7,947 | | | 239,400 | 4 | | | 200 | | | | |
| VSI * | | | | | | | | | | | | |
| VSI Trust Fund ** | 1,498 | | | | 4 | | | 65,823 | | | | 12,121 |
| 15 Year Retirement | 7,369 | | | 227,500 | 1,037 | | | 23,958 | | | | |
| Subtotal Separation Pay | | | | \$484,558 | | | | \$111,488 | | | | \$36,677 |
| TOTAL SEPARATION PAYMENTS | | | | \$516,848 | | | | \$142,909 | | | | \$65,762 |

* All VSI recipients to be paid from VSI Trust Fund per OSD guidance.

** Payments to the VSI Trust Fund are in compliance with the amounts directed by OSD. Based on the Deputy Secretary's Program Budget Decision, sufficient funds are already in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount in Thousands)

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

| | |
|------------------|-----------|
| FY 1995 Actual | \$510,996 |
| FY 1996 Estimate | \$509,962 |
| FY 1997 Estimate | \$498,691 |

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45 percent medical contribution. The Government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceiling are as follows:

Calendar Year 1994 - 7.65% on first \$60,600
Calendar Year 1995 - 7.65% on first \$61,200
Calendar Year 1996 - 7.65% on first \$63,000
Calendar Year 1997 - 7.65% on first \$64,200

Funding for FY 1994, FY 1995, FY 1996, and FY 1997 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters ad subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|----------------------------------|------------------|---------------------|------------------|------------------|---------------------|------------------|------------------|---------------------|------------------|
| | <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> |
| Enlisted | 329,433 | 1,353.78 | 445,980 | 314,883 | 1,388.18 | 437,114 | 308,348 | 1,415.84 | 436,573 |
| Wage Credit | | | 65,016 | | | 72,848 | | | 62,118 |
| TOTAL SOCIAL SECURITY TAX | | | \$510,996 | | | \$509,962 | | | \$498,691 |

PAY & ALLOWANCES OF CADETS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

3. Pay and Allowances of Cadets

| | | |
|--|-----|--------|
| FY 1996 Direct Program | | 35,518 |
| <u>Increases:</u> | | |
| Subsistence..... | | 200 |
| - Rate increase (\$4.88 to \$5.03 per day) | 216 | |
| - Decrease in workyears | -16 | |
| Social Security (FICA)..... | | 134 |
| Total Increases..... | | 334 |
| <u>Decreases:</u> | | |
| Basic Pay..... | | -60 |
| - Decrease in workyears | -60 | |
| Total Decreases..... | | -60 |
| FY 1997 Direct Program..... | | 35,792 |

(Amount in Thousands)

PROJECT: ACADEMY CADETS

| | |
|------------------|----------|
| FY 1995 Actual | \$35,793 |
| FY 1996 Estimate | \$35,518 |
| FY 1997 Estimate | \$35,792 |

PART I - PURPOSE AND SCOPE

The funds requested are (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 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 rations allowance and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected manyears. The FY 1995 program is based on a beginning strength of 4,009 and end strength of 4,027. The cadet end strength is 4,000 for FY 1996, and 4,000 for FY 1997. Subsistence rates are: \$4.77 per day for FY 1995, \$4.88 per day for FY 1996, and \$5.03 per day for FY 1997.

| | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|--|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
| | <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>Basic Pay</u> | 3,924 | 6,700.80 | \$26,294 | 3,963 | 6,696.48 | \$26,538 | 3,954 | 6,696.48 | \$26,478 |
| <u>Subsistence</u> | 3,924 | 1,741.05 | 6,832 | 3,963 | 1,781.20 | 7,059 | 3,954 | 1,835.95 | 7,259 |
| <u>Social Security Tax (Employer's Contribution)</u> | | | \$2,867 | | | \$1,921 | | | \$2,055 |
| TOTAL ACADEMY CADETS | | | \$35,793 | | | \$35,518 | | | \$35,792 |

SUBSISTENCE OF ENLISTED PERSONNEL

**SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)**

4. Subsistence of Enlisted Personnel

| | | |
|---|---------|------------------|
| FY 1996 Direct Program..... | | \$686,496 |
| <u>Increases:</u> | | |
| Basic Allowance for Subsistence (BAS)..... | 23,682 | |
| - 1 Jan 1997 2.4% pay raise | 19,812 | |
| - Annualization of 1 Jan 1996 2.6% pay raise | 3,870 | |
| Subsistence-In-Kind (SIK) | 98,134 | |
| - Starting in FY97, SIK funding transferred to the Military Personnel Appropriation from O&M | 98,134 | |
| Total Increases..... | | 121,816 |
| <u>Decreases:</u> | | |
| Basic Allowance for Subsistence (BAS)..... | -34,919 | |
| - Reduction of BAS payments (9,897) resulted in decreased requirements. | -34,919 | |
| Reimbursements..... | -34,003 | |
| - Increase in reimbursements causes decrease in direct program | -34,003 | |
| Total Decreases..... | | -68,922 |
| FY 1997 Direct Program..... | | \$739,390 |

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

| | |
|------------------|-----------|
| FY 1995 Estimate | \$687,128 |
| FY 1996 Estimate | \$686,496 |
| FY 1997 Estimate | \$675,259 |

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-in-kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253-84 Th. Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 82 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

The requirements include the following pay raise assumptions: 2.6 percent effective 1 Jan 1995; 2.4 percent effective 1 Jan 1996; and 3.0 percent effective 1 Jan 1997.

| | <u>FY 1995 Estimate</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|--|-------------------------|-------------|------------------|-------------------------|-------------|------------------|-------------------------|-------------|------------------|
| | <u>Payments</u> | <u>Rate</u> | <u>Amount</u> | <u>Payments</u> | <u>Rate</u> | <u>Amount</u> | <u>Payments</u> | <u>Rate</u> | <u>Amount</u> |
| <u>When Authorized to Mess Separately</u> | 211,646 | \$2,518.76 | \$533,085 | 205,580 | \$2,595.47 | \$533,577 | 197,777 | \$2,653.54 | \$524,809 |
| <u>Leave Rations</u> | 29,507 | \$2,518.76 | \$74,321 | 28,650 | \$2,595.47 | \$74,360 | 27,584 | \$2,653.54 | \$73,195 |
| <u>When Rations-In-Kind Not Available</u> | 24,582 | \$2,883.60 | \$70,885 | 23,926 | \$2,926.39 | \$70,017 | 22,943 | \$2,991.88 | \$68,643 |
| <u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u> | 3,391 | 2,605.95 | \$8,837 | 3,220 | 2,652.85 | \$8,542 | 3,175 | 2,712.54 | \$8,612 |
| TOTAL | 269,126 | | \$687,128 | 261,376 | | \$686,496 | 251,479 | | \$675,259 |

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

| | |
|------------------|----------|
| FY 1995 Estimate | \$0 |
| FY 1996 Estimate | \$0 |
| FY 1997 Estimate | \$98,134 |

PART I - PURPOSE AND SCOPE

Subsistence-In-Kind (SIK) account provides subsistence items furnished to active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also provide for special rations, operational rations, augmentation rations, testing of new food items, 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. Starting in FY 1997, funding for SIK transferred from O&M to the Military Personnel Appropriation. SIK funding in FY 1995 and FY 1996 is displayed in the O&M budget exhibits.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence is computed by multiplying the approved OSD government dining facility meal charge by the estimated users. Other SIK elements are computed at the contract rate per unit.

Force Structure Summary

| <u>Subsistence In Kind</u> | <u>FY95</u> | <u>FY96</u> | <u>FY97</u> |
|--|----------------|----------------|----------------|
| Average Enlisted Strength | 329,433 | 314,883 | 308,348 |
| Enlisted Members Receiving Basic Allowance for Subsistence | <u>269,126</u> | <u>261,376</u> | <u>251,479</u> |
| Total Enlisted Eligible to be Subsisted | 60,307 | 53,507 | 56,869 |
| Total Enlisted Electing to be Subsisted | 21,436 | 19,262 | 20,303 |
| Others to be Subsisted | <u>1,335</u> | <u>1,300</u> | <u>1,287</u> |
| Total to be Subsisted | 22,771 | 20,562 | 21,590 |

(Amount in Thousands)

COST DATA

(a) Subsistence in Mess

| | <u>FY 1995 Actual</u> | | | <u>Number</u> | <u>FY 1996 Estimate</u> | | | <u>Number</u> | <u>FY 1997 Estimate</u> | | |
|-----------|-----------------------|-------------|-------------|---------------|-------------------------|-------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Daily</u> | <u>Rate</u> | <u>Rate</u> | | <u>Rate</u> | <u>Rate</u> | <u>Rate</u> | | <u>Rate</u> | <u>Rate</u> | <u>Amount</u> |
| Conus | | | | | | | | | | | |
| Air Force | | | | | | | | 15,776 | \$5.08 | \$1,858.52 | \$29,320 |
| Others | | | | | | | | 726 | \$5.08 | \$1,858.52 | \$1,349 |
| Overseas | | | | | | | | | | | |
| Air Force | | | | | | | | 4,527 | \$5.41 | \$1,981.15 | \$8,969 |
| Others | | | | | | | | 561 | \$5.41 | \$1,981.15 | \$1,111 |
| Total | | | | | | | | 21,590 | | | \$40,749 |

(b) Special Rations

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|-------------------------|-----------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Meals</u> | <u>Rate</u> | <u>Amount</u> | <u>Meals</u> | <u>Rate</u> | <u>Amount</u> | <u>Meals</u> | <u>Rate</u> | <u>Amount</u> |
| CONUS | | | | | | | 2,562,263 | \$2.32 | \$5,944 |
| Overseas | | | | | | | 885,472 | \$3.08 | \$2,727 |
| Total - Special Rations | | | | | | | 3,447,735 | | \$8,672 |

(c) Operational Rations

| | <u>FY 1995 Estimate</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| Meals Ready to Eat-Cases | | | | | | | 47,659 | \$68.40 | \$3,260 |
| Rotation (MRE's)-Cases | | | | | | | 22,341 | \$68.40 | \$1,528 |
| Cold Weather Ration-Cases | | | | | | | 953 | \$82.81 | \$79 |
| B Rations (Meals) | | | | | | | | | \$4,949 |
| Misc (Tray Pack/Food Packets) | | | | | | | | | \$103 |
| Total - Operational Rations | | | | | | | | | \$9,919 |

(Amount in Thousands)

| (d) Augmentation Rations | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|------------------------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|-------------------------|-------------|---------------|
| | <u>Weighted Rations</u> | <u>Rate</u> | <u>Amount</u> | <u>Weighted Rations</u> | <u>Rate</u> | <u>Amount</u> | <u>Weighted Rations</u> | <u>Rate</u> | <u>Amount</u> |
| Supplemental | | | | | | | 552,400 | \$5.57 | \$3,077 |
| Missile Crew | | | | | | | 279,452 | \$4.50 | \$1,258 |
| Combat Alert | | | | | | | 125,471 | \$3.64 | \$457 |
| Total - Augmentation Rations | | | | | | | | | \$4,791 |
| SIK Direct | | | \$0 | | | \$0 | | | \$64,131 |
| SIK Reimbursements | | | 0 | | | 0 | | | 34,003 |
| TOTAL SIK REQUIREMENTS | | | 0 | | | 0 | | | 98,134 |

Note: Amounts may be off due to rounding

**PERMANENT CHANGE
OF STATION TRAVEL**

PURPOSE AND SCOPE

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 Sealift Command (MSC)); 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; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents, and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of nontemporary 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. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exceptions are Base Realignment Commission (BRAC) moves and the cost of contract commercial storage of household goods on a nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

PROGRAM AND PRICE CHANGES

1. Program Changes:

The timing of the FY 95 Omnibus Reprogramming coupled with the denial of potential sources prompted Air Force to reduce military personnel requirements. Through a combination of deferred force structure actions, remain-in-place actions, and increased resource manager scrutiny, Air Force generated over \$92M in reduced or deferred Permanent Change of Station (PCS) costs. The increased number of unit moves for FY 96 and rotational moves for FY 96 and FY 97 reflect the impact of these actions. The Air Force will make every effort to absorb deferred FY 95 moves without seeking additional PCS budget authority. In addition, FY 97 includes a transportation customer appropriation reduction and increases to cover the transfer of funding for the In-Place Consecutive Overseas tours and Overseas tours Extension Program in the Rotational move categories.

2. Price Changes:

Inflation rate adjustments are included in FY 95 through FY 97. FY 95 pay raise of 2.6 percent, FY 96 Basic Allowance for Quarters (BAQ) raise of 3.4 percent, and FY 97 pay raise of 3.0 percent are effective 1 January each year. These changes impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

**SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)**

5. Permanent Change of Station Travel

| | | |
|--|---------|------------------|
| FY 1996 Direct Program..... | | \$855,548 |
| <u>Increases:</u> | | |
| Inflation..... | 13,919 | |
| 1 Jan 97 3.0% DLA increase..... | 1,915 | |
| Travel..... | 1,314 | |
| Temporary Lodging Expense..... | 354 | |
| Reimbursements..... | 79 | |
| Increase due to decrease in reimbursable moves. | | |
| Annualization of 1 Jan 96 5.2% DLA increase..... | 59 | |
| Total Increases..... | | \$17,640 |
| <u>Decreases:</u> | | |
| Program/Move Changes..... | -49,856 | |
| Total Decreases..... | | -\$49,856 |
| FY 1997 Direct Program..... | | \$823,332 |

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

Travel of Military Member

| | <u>FY 1995 Actuals</u> | | <u>FY 1996 Estimate</u> | | <u>FY 1997 Estimate</u> | |
|--|------------------------|------------------|-------------------------|------------------|-------------------------|------------------|
| | <u>Number</u> | <u>Amount *</u> | <u>Number</u> | <u>Amount *</u> | <u>Number</u> | <u>Amount *</u> |
| Accession Travel | 39,148 | \$ 46,151 | 38,840 | \$ 47,005 | 37,660 | \$ 47,980 |
| Training Travel | 9,200 | 39,954 | 9,200 | 40,977 | 9,200 | 42,225 |
| Operational Travel Between Duty Stations | 26,901 | 165,748 | 24,703 | 158,495 | 20,616 | 142,748 |
| Rotational Travel To and From Overseas | 47,830 | 388,542 | 49,049 | 409,290 | 47,841 | 417,233 |
| Separation Travel | 44,876 | 91,155 | 48,216 | 102,611 | 43,912 | 99,405 |
| Travel of Organized Units | 4,323 | 22,679 | 7,725 | 41,394 | 4,772 | 27,080 |
| Nontemporary Storage * | | 20,239 | | 21,662 | | 21,726 |
| Temporary Lodging Expense * | | 29,592 | | 31,314 | | 27,339 |
| VSI/SSB/TERA | 19,190 | 41,358 | 1,901 | 5,344 | 55 | 222 |
| TOTAL OBLIGATIONS | 191,468 | \$845,417 | 179,634 | \$858,093 | 164,056 | \$825,956 |
| LESS REIMBURSEMENTS | | (31,924) | | (2,545) | | (2,624) |
| TOTAL DIRECT PROGRAM | | \$813,493 | | \$855,548 | | \$823,332 |

* NOTE: Nontemporary Storage (NTS) and Temporary Lodging Expense (TLE) are reflected as a separate category. NTS and TLE amounts are merged with travel type in detailed pages.

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

| | <u>FY 1995 Actuals</u> | | <u>FY 1996 Estimate</u> | | <u>FY 1997 Estimate</u> | |
|--|------------------------|---------------|-------------------------|---------------|-------------------------|---------------|
| | <u>Number</u> | <u>Amount</u> | <u>Number</u> | <u>Amount</u> | <u>Number</u> | <u>Amount</u> |
| <u>Travel of Military Member</u> | | | | | | |
| Mileage and Per Diem | 126,705 | 81,292 | 130,717 | 85,539 | 120,618 | 84,778 |
| AMC | 33,121 | 26,464 | 34,169 | 27,847 | 31,529 | 27,599 |
| Commercial Air | 12,452 | 11,275 | 12,846 | 11,864 | 11,854 | 11,758 |
| <u>Travel of Family Members (Family)</u> | | | | | | |
| Mileage and Per Diem | 65,954 | 43,403 | 69,167 | 45,802 | 68,780 | 46,330 |
| AMC | 31,386 | 28,216 | 32,916 | 29,775 | 32,731 | 30,119 |
| Commercial Air | 11,171 | 11,993 | 11,715 | 12,656 | 11,650 | 12,802 |
| <u>Transportation of Household Goods</u> | | | | | | |
| - M Tons - MSC | 33,397 | 4,588 | 35,019 | 4,888 | 33,096 | 4,683 |
| - S Tons - AMC | 10,254 | 37,198 | 10,752 | 39,646 | 10,162 | 37,986 |
| - Land Shipment, CONUS & Overseas | 54,245 | 327,112 | 56,880 | 348,636 | 53,756 | 334,041 |
| - ITGBL | 21,494 | 86,153 | 22,537 | 91,822 | 21,300 | 87,978 |
| <u>Dislocation Allowance</u> | 73,368 | 68,273 | 75,874 | 71,486 | 70,923 | 68,915 |
| <u>Trailer Allowance</u> | 1,704 | 3,365 | 1,699 | 3,371 | 1,566 | 3,012 |
| <u>Transportation of POVs</u> | 15,026 | 20,822 | 15,667 | 22,086 | 15,299 | 22,286 |
| <u>Port Handling Charges</u> | | 4,076 | | 4,357 | | 4,383 |
| <u>Nontemporary Storage</u> | | 20,239 | | 21,662 | | 21,726 |
| <u>Temporary Lodging Expense</u> | | 29,592 | | 31,314 | | 27,339 |
| <u>VSI/SSB/TERA</u> | 19,190 | 41,358 | 1,901 | 5,344 | 55 | 222 |
| | | | | | | |
| TOTAL OBLIGATIONS | | \$845,417 | | \$858,094 | | \$825,957 |
| LESS REIMBURSEMENTS | | (31,924) | | (2,545) | | (2,624) |
| TOTAL DIRECT PROGRAM | | \$813,493 | | \$855,549 | | \$823,333 |

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

| | |
|------------------|----------|
| FY 1995 Actuals | \$47,978 |
| FY 1996 Estimate | \$48,896 |
| FY 1997 Estimate | \$49,904 |

PART I - PURPOSE AND SCOPE

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civilian life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy cadets upon entry into the Academy and (2) individuals who travel to the

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering on active duty. The PCS requirements for accession travel are based upon 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 and separation/retirements from the Air Force; 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 nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1995 and FY 1997 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

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. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages. Members are not entitled to temporary lodging expenses or dislocation allowances.

(Amount in Thousands)

ACCESSION TRAVEL

Officer Accession Travel

| | <u>FY 1995 Actuals</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| (1) Member Travel | 5,042 | 471.75 | \$ 2,379 | 5,019 | 483.79 | \$ 2,428 | 4,774 | 520.77 | \$ 2,486 |
| (2) Family Member Travel | 2,205 | 424.81 | \$ 937 | 2,187 | 437.27 | 956 | 2,018 | 485.00 | 979 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 3,724 | 2,795.93 | \$ 10,412 | 3,693 | 2,877.89 | 10,628 | 3,408 | 3,192.02 | 10,878 |
| (b) Overseas | 300 | 777.10 | \$ 233 | 300 | 799.88 | 240 | 300 | 887.19 | 266 |
| (4) Trailer Allowance | 18 | 1,458.51 | \$ 26 | 18 | 1,504.07 | 27 | 16 | 1,668.25 | 27 |
| (5) POV | | | | | | | | | |
| (a) MSC | 198 | 944.06 | \$ 187 | 197 | 973.71 | 192 | 182 | 1,080.00 | 197 |
| (b) Port Handling (M Tons) | 198 | 159.11 | \$ 32 | 197 | 165.24 | 33 | 182 | 183.27 | 33 |
| (6) Port Handling (HHGS) | 409 | 28.24 | \$ 12 | 405 | 28.66 | 12 | 374 | 31.79 | 12 |
| (7) Non-Temporary Storage | | | \$ 300 | | | 311 | | | 313 |
| | | | | | | | | | |
| Subtotal Officer Accession Travel | | | \$14,517 | | | \$14,827 | | | \$15,191 |

(Amount in Thousands)

ACCESSION TRAVEL

Enlisted Accession Travel

| | FY 1995 Actuals | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------------------------|-----------------|----------|-----------|------------------|----------|-----------|------------------|----------|-----------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 32,770 | 598.26 | \$ 19,605 | 32,540 | 613.37 | \$ 19,959 | 31,722 | 641.93 | \$ 20,363 |
| (2) Family Member Travel | 6,086 | 221.39 | \$ 1,347 | 5,991 | 228.98 | 1,372 | 5,883 | 237.93 | 1,400 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 3,961 | 2,367.06 | \$ 9,376 | 3,899 | 2,448.14 | 9,545 | 3,828 | 2,543.85 | 9,738 |
| (b) Overseas | 5,027 | 119.51 | \$ 601 | 4,933 | 123.61 | 610 | 4,851 | 128.44 | 623 |
| (4) Trailer Allowance | 15 | 1,827.24 | \$ 27 | 15 | 1,863.29 | 28 | 15 | 1,936.14 | 29 |
| (5) POV | | | | | | | | | |
| (a) MSC | 355 | 966.64 | \$ 343 | 349 | 1,000.75 | 349 | 343 | 1,039.87 | 357 |
| (b) Port Handling (M Tons) | 355 | 142.06 | \$ 50 | 349 | 148.08 | 52 | 343 | 153.87 | 53 |
| (6) Port Handling (HHGS) | 709 | 29.38 | \$ 21 | 698 | 30.98 | 22 | 685 | 32.19 | 22 |
| (7) Non-Temporary Storage | | | 1,527 | | | 1,580 | | | 1,611 |
| Subtotal Enlisted Accession Travel | | | \$32,898 | | | \$33,516 | | | \$34,196 |
| <u>Cadet Accession Travel</u> | 1,336 | 421.41 | \$ 563 | 1,281 | 431.69 | \$ 553 | 1,164 | 445.02 | \$ 518 |
| TOTAL ACCESSION TRAVEL | | | \$47,978 | | | \$48,896 | | | \$49,904 |
| Accession Moves | | | | | | | | | |
| Officer | 5,042 | | | 5,019 | | | 4,774 | | |
| Enlisted | 32,770 | | | 32,540 | | | 31,722 | | |
| Cadets | 1,336 | | | 1,281 | | | 1,164 | | |
| TOTAL ACCESSION MOVES | 39,148 | | | 38,840 | | | 37,660 | | |

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

| | |
|------------------|----------|
| FY 1995 Actuals | \$44,724 |
| FY 1996 Estimate | \$45,886 |
| FY 1997 Estimate | \$47,268 |

PART I - PURPOSE AND SCOPE

Funds to provide for the 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, of 20 weeks duration 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 which 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.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. 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.

The number of moves and fiscal year requirements are shown on the following page.

(Amount in Thousands)

TRAINING TRAVEL

Officer Training Travel

| | <u>FY 1995 Actuals</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| (1) Member Travel | 5,150 | 483.85 | \$ 2,492 | 5,150 | 499.09 | \$ 2,570 | 5,150 | 511.32 | \$ 2,633 |
| (2) Family Member Travel | 3,645 | 483.00 | \$ 1,761 | 3,528 | 498.21 | 1,758 | 3,645 | 510.42 | 1,860 |
| (3) Trans of Household Goods | 5,150 | 4,363.81 | \$ 22,474 | 5,150 | 4,501.26 | 23,181 | 5,150 | 4,611.57 | 23,750 |
| (4) Dislocation Allowance | 4,913 | 1,107.08 | \$ 5,439 | 4,796 | 1,141.95 | 5,477 | 4,913 | 1,169.93 | 5,748 |
| (5) Trailer Allowance | 16 | 1,692.82 | \$ 27 | 16 | 1,748.14 | 28 | 16 | 1,788.93 | 29 |
| (6) Non-Temporary Storage | | | 494 | | | 509 | | | 522 |
| (7) Temporary Lodging Expense | | | 2,329 | | | 2,403 | | | 2,462 |
| Subtotal Officer Training Travel | | | \$35,015 | | | \$35,926 | | | \$37,004 |

Enlisted Training Travel

| | | | | | | | | | |
|-----------------------------------|-------|----------|----------|-------|----------|----------|-------|----------|----------|
| (1) Member Travel | 4,050 | 336.46 | \$ 1,363 | 4,050 | 345.19 | \$ 1,398 | 4,050 | 355.69 | 1,441 |
| (2) Family Member Travel | 1,739 | 277.34 | \$ 482 | 1,739 | 284.54 | 495 | 1,739 | 293.20 | 510 |
| (3) Trans of Household Goods | 1,162 | 3,672.48 | \$ 4,267 | 1,162 | 3,767.80 | 4,378 | 1,162 | 3,882.40 | 4,511 |
| (4) Dislocation Allowance | 1,934 | 837.30 | \$ 1,619 | 1,934 | 859.03 | 1,661 | 1,934 | 885.16 | 1,712 |
| (5) Trailer Allowance | 13 | 2,313.88 | \$ 30 | 13 | 2,373.94 | 31 | 13 | 2,446.15 | 32 |
| (6) Non-Temporary Storage | | | 116 | | | 119 | | | 123 |
| (7) Temporary Lodging Expense | | | 1,831 | | | 1,878 | | | 1,936 |
| Subtotal Enlisted Training Travel | | | \$9,709 | | | \$9,960 | | | \$10,264 |

TOTAL TRAINING TRAVEL \$44,724 \$45,886 \$47,268

Training Moves

| | | | |
|----------------------|-------|-------|-------|
| Officer | 5,150 | 5,150 | 5,150 |
| Enlisted | 4,050 | 4,050 | 4,050 |
| TOTAL TRAINING MOVES | 9,200 | 9,200 | 9,200 |

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

| | |
|------------------|-----------|
| FY 1995 Actuals | \$179,798 |
| FY 1996 Estimate | \$171,396 |
| FY 1997 Estimate | \$153,692 |

PART I - PURPOSE AND SCOPE

Funds to provide for the 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 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).

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1996 will face additional strains on operational travel due to mandated force structure actions, e.g., base closures and force structure changes driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). In order to prevent a hollow force, operational requirements increased to fill vacancies resulting from the loss of experienced career personnel due to early retirement separations. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we drawdown our overseas strengths we will experience increases in our overseas operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" respectively, at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. 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 average rate results in estimate funding required. The number of moves and associated fiscal year requirements are shown on the following page.

(Amount in Thousands)

OPERATIONAL TRAVEL

Officer Operational Travel

| | FY 1995 Actuals | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-------------------------------------|-----------------|----------|-----------|------------------|----------|----------|------------------|----------|----------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 8,724 | 629.74 | \$ 5,494 | 8,602 | 647.17 | \$ 5,567 | 8,563 | 668.44 | \$ 5,724 |
| (2) Family Member Travel | 7,384 | 521.95 | \$ 3,854 | 7,098 | 550.22 | 3,905 | 6,317 | 635.69 | 4,016 |
| (3) Trans of Household Goods | 8,724 | 6,107.16 | \$ 53,279 | 8,386 | 6,437.81 | 53,987 | 7,463 | 7,437.87 | 55,509 |
| (4) Dislocation Allowance | 8,105 | 1,278.48 | \$ 10,362 | 7,791 | 1,347.69 | 10,500 | 6,933 | 1,557.05 | 10,795 |
| (5) Trailer Allowance | 87 | 1,541.88 | \$ 134 | 84 | 1,828.37 | 137 | 75 | 1,881.32 | 141 |
| (6) Non-Temporary Storage | | | 673 | | | 676 | | | 679 |
| (7) Temporary Lodging Expense | | | 3,938 | | | 3,866 | | | 3,859 |
| Subtotal Officer Operational Travel | | | \$77,734 | | | \$78,639 | | | \$80,722 |

Enlisted Operational Travel

| | | | | | | | | | |
|--------------------------------------|--------|----------|-----------|--------|----------|----------|--------|----------|----------|
| (1) Member Travel | 18,177 | 451.48 | \$ 8,207 | 18,101 | 464.41 | \$ 7,477 | 12,053 | 489.28 | \$ 5,897 |
| (2) Family Member Travel | 16,606 | 390.10 | \$ 6,478 | 15,935 | 370.42 | 5,903 | 13,729 | 339.09 | 4,655 |
| (3) Trans of Household Goods | 20,413 | 3,166.39 | \$ 64,636 | 19,588 | 3,006.65 | 58,894 | 16,876 | 2,752.32 | 46,448 |
| (4) Dislocation Allowance | 18,143 | 623.12 | \$ 11,305 | 17,410 | 591.69 | 10,301 | 14,989 | 541.64 | 8,124 |
| (5) Trailer Allowance | 980 | 2,040.66 | \$ 2,000 | 941 | 1,937.52 | 1,823 | 810 | 1,773.63 | 1,437 |
| (6) Non-Temporary Storage | | | 1,113 | | | 1,009 | | | 780 |
| (7) Temporary Lodging Expense | | | 8,326 | | | 7,350 | | | 5,628 |
| Subtotal Enlisted Operational Travel | | | \$102,064 | | | \$92,758 | | | \$72,970 |

TOTAL OPERATIONAL TRAVEL \$179,798 \$171,396 \$153,692

Operational Moves

| | | | |
|-----------------------|--------|--------|--------|
| Officer | 8,724 | 8,602 | 8,563 |
| Enlisted | 18,177 | 18,101 | 12,053 |
| TOTAL OPERATIONAL MOV | 26,901 | 24,703 | 20,616 |

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS

| | |
|------------------|-----------|
| FY 1995 Actuals | \$410,777 |
| FY 1996 Estimate | \$433,523 |
| FY 1997 Estimate | \$440,495 |

PART I - PURPOSE AND SCOPE

Funds to provide for the 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 duration.
- (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.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength and base closures decline, we are seeing an increase to the FY1996 rotational requirements due to early retirement moves. Also, the Air Force's continuing restructure efforts in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

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. The number of moves and associated fiscal year requirements are shown on the following pages.

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

Officer Rotational Travel

| | FY 1995 Actuals | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|------------------------------------|-----------------|----------|-----------|------------------|----------|-----------|------------------|----------|-----------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 6,819 | 1,409.76 | \$ 9,613 | 7,286 | 1,445.14 | \$ 10,500 | 7,083 | 1,530.85 | \$ 10,844 |
| (2) Family Member Travel | 4,850 | 2,329.77 | \$ 11,299 | 5,567 | 2,216.98 | 12,342 | 5,420 | 2,287.35 | 12,397 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 7,876 | 4,591.82 | \$ 36,165 | 9,041 | 4,369.52 | 39,505 | 8,802 | 4,508.22 | 39,681 |
| (b) Overseas | | | \$ 9,719 | | | 10,683 | | | 10,681 |
| (4) Dislocation Allowance | 5,695 | 1,266.33 | \$ 7,212 | 6,537 | 1,205.02 | 7,877 | 6,365 | 1,243.27 | 7,913 |
| (5) Trailer Allowance | 77 | 2,988.82 | \$ 230 | 88 | 2,850.10 | 251 | 86 | 2,940.57 | 253 |
| (6) POV | | | | | | | | | |
| (a) MSC | 2,659 | 1,857.21 | \$ 4,938 | 3,052 | 1,767.17 | 5,393 | 2,971 | 1,823.27 | 5,417 |
| (b) Port Handling (M Tons) | 2,659 | 283.92 | \$ 755 | 3,052 | 270.35 | 825 | 2,971 | 278.93 | 829 |
| (7) Port Handling (HHGS) | 10,053 | 45.79 | \$ 460 | 11,539 | 43.57 | 503 | 11,234 | 44.95 | 505 |
| (8) Non-Temporary Storage | | | 4,200 | | | 4,658 | | | 4,678 |
| (9) Temporary Lodging Expenses | | | 1,535 | | | 1,624 | | | 1,584 |
| Subtotal Officer Rotational Travel | | | \$86,127 | | | \$94,161 | | | \$94,762 |

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

Enlisted Rotational Travel

| | FY 1995 Actuals | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-------------------------------------|-----------------|----------|------------|------------------|----------|-----------|------------------|----------|-----------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 41,011 | 1,303.29 | \$ 53,449 | 41,783 | 1,333.44 | \$ 55,715 | 40,758 | 1,411.57 | \$ 57,533 |
| (2) Family Member Travel | 30,324 | 1,527.18 | \$ 46,310 | 30,629 | 1,576.06 | 48,273 | 30,280 | 1,622.97 | 49,144 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 40,382 | 3,280.38 | \$ 132,468 | 40,788 | 3,385.38 | 138,083 | 40,580 | 3,486.15 | 141,468 |
| (b) Overseas | | | \$ 29,893 | | | 31,151 | | | 31,529 |
| (4) Dislocation Allowance | 31,456 | 949.15 | \$ 29,856 | 31,772 | 979.53 | 31,122 | 31,410 | 1,008.69 | 31,683 |
| (5) Trailer Allowance | 97 | 2,133.90 | \$ 207 | 98 | 2,198.94 | 215 | 97 | 2,264.39 | 220 |
| (6) POV | | | | | | | | | |
| (a) MSC | 10,648 | 1,300.69 | \$ 13,850 | 10,755 | 1,342.37 | 14,437 | 10,633 | 1,382.33 | 14,698 |
| (b) Port Handling (M Tons) | 10,648 | 154.45 | \$ 1,645 | 10,755 | 159.44 | 1,715 | 10,633 | 164.19 | 1,746 |
| (7) Port Handling (HHGS) | 30,146 | 22.26 | \$ 671 | 30,449 | 22.98 | 700 | 30,103 | 23.66 | 712 |
| (8) Non-Temporary Storage | | | 6,818 | | | 7,222 | | | 7,351 |
| (9) Temporary Lodging Expenses | | | 9,682 | | | 10,729 | | | 9,664 |
| Subtotal Enlisted Rotational Travel | | | \$324,850 | | | \$339,362 | | | \$345,747 |
| TOTAL ROTATIONAL TRAVEL | | | \$410,777 | | | \$433,523 | | | \$440,510 |
| Rotational Moves | | | | | | | | | |
| Officer | 6,819 | | | 7,266 | | | 7,083 | | |
| Enlisted | 41,011 | | | 41,783 | | | 40,758 | | |
| TOTAL ROTATIONAL MOVE | 47,830 | | | 49,049 | | | 47,841 | | |

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

| | |
|------------------|-----------|
| FY 1995 Actuals | \$137,075 |
| FY 1996 Estimate | \$112,748 |
| FY 1997 Estimate | \$104,798 |

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes VSI/SSB/TERA 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 the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves have increased as a result of force management actions required to selectively reduce force structure.

Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the PCS detail section.

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.

The number of moves and fiscal year requirements are shown on the following pages. Dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses nor dislocation allowances.

(Amount in Thousands)

SEPARATION TRAVEL

Officer Separation Travel

| | <u>FY 1995 Actuals</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| (1) Member Travel | 5,225 | 238.30 | \$1,245 | 6,675 | 244.27 | \$ 1,631 | 6,202 | 258.04 | \$ 1,600 |
| (2) Family Member Travel | 4,481 | 455.47 | \$2,041 | 5,694 | 468.00 | 2,665 | 5,079 | 520.15 | 2,642 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 2,956 | 4,475.93 | \$13,231 | 3,766 | 4,599.11 | 17,320 | 3,356 | 5,111.66 | 17,155 |
| (b) Overseas | 942 | 626.38 | \$590 | 1,201 | 643.62 | 773 | 1,070 | 715.35 | 766 |
| (4) Trailer Allowance | 21 | 2,206.63 | \$46 | 27 | 2,263.35 | 61 | 24 | 2,515.58 | 60 |
| (5) POV | | | | | | | | | |
| (a) MSC | 298 | 1,291.33 | \$385 | 380 | 1,326.10 | 504 | 339 | 1,473.88 | 500 |
| (b) Port Handling (M Tons) | 298 | 223.11 | \$86 | 380 | 227.77 | 87 | 339 | 253.15 | 86 |
| (6) Port Handling (HHGS) | 1,937 | 37.45 | \$73 | 2,469 | 38.66 | 95 | 2,200 | 42.96 | 95 |
| (7) Non-Temporary Storage | | | 1,736 | | | 2,309 | | | 2,286 |
| Subtotal Officer Separation Travel | | | \$19,413 | | | \$25,444 | | | \$25,189 |

(Amount in Thousands)

SEPARATION TRAVEL

Enlisted Separation Travel

| | <u>FY 1995 Actuals</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| (1) Member Travel | 39,335 | 312.09 | \$12,276 | 41,165 | 322.70 | \$ 13,284 | 37,339 | 328.70 | \$ 12,273 |
| (2) Family Member Travel | 28,354 | 285.02 | \$8,081 | 30,299 | 286.51 | 8,681 | 35,068 | 297.46 | 10,431 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 8,565 | 5,721.91 | \$49,008 | 9,221 | 5,751.88 | 53,038 | 8,205 | 5,971.54 | 48,996 |
| (b) Overseas | 5,885 | 334.74 | \$1,970 | 6,336 | 336.49 | 2,132 | 7,119 | 349.34 | 2,487 |
| (4) Trailer Allowance | 326 | 1,621.71 | \$528 | 301 | 1,885.27 | 567 | 334 | 1,957.27 | 653 |
| (5) POV | | | | | | | | | |
| (a) MSC | 868 | 1,289.21 | \$1,119 | 934 | 1,295.71 | 1,210 | 831 | 1,345.19 | 1,118 |
| (b) Port Handling (M Tons) | 868 | 181.26 | \$157 | 934 | 182.39 | 170 | 831 | 189.36 | 157 |
| (6) Port Handling (HHGS) | 4,032 | 33.25 | \$134 | 4,341 | 33.30 | 145 | 3,862 | 34.57 | 134 |
| (7) Non-Temporary Storage | | | 2,826 | | | 2,485 | | | 2,871 |
| Subtotal Enlisted Separation Travel | | | \$76,101 | | | \$81,713 | | | \$79,121 |

(Amount in Thousands)

SEPARATION TRAVEL

| | <u>FY 1995 Actuals</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| <u>Cadet Separation Travel</u> | 316 | 641.69 | \$203 | 376 | 659.57 | \$ 248 | 371 | 679.25 | \$ 252 |
| SUBTOTAL SEPARATION TRAVEL | | | \$95,717 | | | \$107,405 | | | \$104,562 |
| VSI/SSB/TERA | | | | | | | | | |
| Officer | 2,376 | 3,715.43 | \$8,828 | 860 | 3,811.94 | \$ 3,278 | 55 | 4,027.97 | \$ 222 |
| Enlisted | 16,814 | 1,934.69 | \$32,530 | 1,041 | 1,984.00 | 2,065 | 0 | 0.00 | 0 |
| Subtotal VSI/SSB/TERA | 19,190 | | \$41,358 | 1,901 | | \$5,344 | 55 | | \$222 |
| TOTAL SEPARATION TRAVEL | | | \$137,075 | | | \$112,748 | | | \$104,784 |
| Separation Moves | | | | | | | | | |
| Officer | 7,601 | | | 7,535 | | | 6,257 | | |
| Enlisted | 56,149 | | | 42,206 | | | 37,339 | | |
| Cadets | 316 | | | 376 | | | 371 | | |
| TOTAL SEPARATION MOVE | 64,066 | | | 50,117 | | | 43,967 | | |

(Amount in Thousands)

PROJECT: ORGANIZED UNITS TRAVEL

| | |
|------------------|----------|
| FY 1995 Actuals | \$25,066 |
| FY 1996 Estimate | \$45,642 |
| FY 1997 Estimate | \$29,798 |

PART I - PURPOSE AND SCOPE

Funds provided 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 the CONUS and overseas 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 on 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 will increase as more drawdown actions occur (e.g. base closures, force structure changes, unit realignments, public announcements, and Air Force internal decisions to realign units into twenty fighter wing equivalents).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the PCS detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements. The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands)

TRAVEL OF ORGANIZED UNITS

Officer Unit Travel

| | FY 1995 Actuals | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|-------------------------------|-----------------|----------|---------|------------------|----------|---------|------------------|----------|---------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| (1) Member Travel | 561 | 643.12 | \$361 | 932 | 659.14 | \$ 614 | 572 | 696.28 | \$ 398 |
| (2) Family Member Travel | 475 | 492.75 | \$234 | 798 | 505.03 | 403 | 484 | 533.48 | 258 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 561 | 6,336.47 | \$3,555 | 932 | 6,494.34 | 6,053 | 572 | 6,860.29 | 3,924 |
| (b) Overseas | | | | | | | | | |
| (4) Dislocation Allowance | 554 | 1,289.58 | \$714 | 930 | 1,321.71 | 1,229 | 565 | 1,396.18 | 789 |
| (5) Non-Temporary Storage | | | 249 | | | 431 | | | 280 |
| (6) Temporary Lodging Expense | | | 259 | | | 427 | | | 268 |
| Subtotal Officer Unit Travel | | | \$5,372 | | | \$9,157 | | | \$5,917 |

Enlisted Unit Travel

| | | | | | | | | | |
|-------------------------------|-------|----------|-----------------|-------|----------|-----------------|-------|----------|-----------------|
| (1) Member Travel | 3,762 | 473.81 | \$ 1,782 | 6,793 | 486.41 | \$ 3,304 | 4,200 | 517.20 | \$ 2,172 |
| (2) Family Member Travel | 2,362 | 333.01 | \$ 787 | 4,333 | 341.87 | 1,481 | 3,499 | 274.00 | 959 |
| (3) Trans of Household Goods | | | | | | | | | |
| (a) Land & ITGBL | 3,762 | 3,554.65 | \$ 13,373 | 6,793 | 3,649.19 | 24,789 | 5,572 | 2,924.76 | 16,297 |
| (b) Overseas | | | | | | | | | |
| (4) Dislocation Allowance | 2,568 | 687.12 | \$ 1,765 | 4,704 | 705.40 | 3,318 | 3,804 | 565.36 | 2,151 |
| (5) Traller Allowance | 54 | 2,012.29 | \$ 109 | 98 | 2,064.05 | 202 | 80 | 1,654.30 | 132 |
| (6) Non-Temporary Storage | | | 187 | | | 353 | | | 232 |
| (7) Temporary Lodging Expense | | | 1,692 | | | 3,037 | | | 1,938 |
| Subtotal Enlisted Unit Travel | | | \$19,694 | | | \$36,485 | | | \$23,881 |
| TOTAL UNIT TRAVEL | | | \$25,066 | | | \$45,642 | | | \$29,798 |

Unit Travel Moves

| | | | |
|-------------------------------|--------------|--------------|--------------|
| Officer | 561 | 932 | 572 |
| Enlisted | 3,762 | 6,793 | 4,200 |
| TOTAL UNIT TRAVEL MOVE | 4,323 | 7,725 | 4,772 |

OTHER MILITARY PERSONNEL COSTS

**MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)**

6. Other Military Personnel Costs

FY 1996 Direct Program..... \$67,710

Increases:

Montgomery GI Bill..... \$1,700

- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.

Survivor Benefits..... -111

- Increased payments based on latest Veterans Administration projected number of recipients.

Total Increases..... 1,589

Decreases:

Unemployment Compensation..... -3,394

- Reflect fewer separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.

Total Decreases..... -3,394

FY 1997 Direct Program..... \$65,905

(Amount in Thousands)

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

| | |
|------------------|-------|
| FY 1995 Actual | \$55 |
| FY 1996 Estimate | \$100 |
| FY 1997 Estimate | \$100 |

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Travel and Other Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners | \$55 | \$100 | \$100 |

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM

| | |
|------------------|-------|
| FY 1995 Actual | \$444 |
| FY 1996 Estimate | \$575 |
| FY 1997 Estimate | \$575 |

PART I - PURPOSE AND SCOPE

The funds are for payment of interest (Int) at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the temporary duty uniformed services under the provisions of P.L. 8-538, approved August 14, 1966. During FY 1991, Title 10, United States Code, Section 1035, amended the law to permit service members on temporary duty assignment outside the United States in support of a contingency operation to deposit unallotted current pay and allowances into the savings program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on the accounts for those members serving in designated contingency operations.

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|----------|-----------------------|----------------------------|---------------|-------------------------|----------------------------|---------------|-------------------------|----------------------------|---------------|
| | <u>Number</u> | <u>Avg Int Payment</u> | <u>Amount</u> | <u>Number</u> | <u>Avg Int Payment</u> | <u>Amount</u> | <u>Number</u> | <u>Avg Int Payment</u> | <u>Amount</u> |
| Officer | 326 | \$553 | \$180 | 800 | \$250 | \$200 | 800 | \$250 | \$200 |
| Enlisted | 856 | 308 | \$264 | 1,500 | 250 | \$375 | 1,500 | 250 | \$375 |
| TOTAL | 1,182 | \$431 | \$444 | 2,300 | \$250 | \$575 | 2,300 | \$250 | \$575 |

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

| | |
|------------------|---------|
| FY 1995 Actual | \$1,800 |
| FY 1996 Estimate | \$1,440 |
| FY 1997 Estimate | \$1,440 |

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed manyears of personnel and the statutory gratuity amount. Details of the computation are provided in the following table.

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 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> |
| Officer | 54 | \$6,000 | \$324 | 40 | \$6,000 | \$240 | 40 | \$6,000 | \$240 |
| Enlisted | 246 | 6,000 | 1,476 | 200 | 6,000 | 1,200 | 200 | 6,000 | 1,200 |
| TOTAL | 1,530 | \$6,000 | \$1,800 | 1,240 | \$6,000 | \$1,440 | 1,240 | \$6,000 | \$1,440 |

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

| | |
|-------------------------|-----------------|
| FY 1995 Actual | \$73,402 |
| FY 1996 Estimate | \$51,019 |
| FY 1997 Estimate | \$47,625 |

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces whereupon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY 1984 the Department of Labor (DOL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense (DOD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DOD into a Treasury account entitled "Federal Employees Compensation Account." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor and Department of Defense historical experience.

| <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| \$73,402 | \$51,019 | \$47,625 |

(Amount in Thousands)

PROJECT: SURVIVOR BENEFITS

| | |
|------------------|---------|
| FY 1995 Actual | \$7,597 |
| FY 1996 Estimate | \$5,226 |
| FY 1997 Estimate | \$5,115 |

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by Section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat, 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

| <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| \$7,597 | \$5,226 | \$5,115 |

(Amount in Thousands)

PROJECT: ADOPTION REIMBURSEMENT PROGRAM

| | |
|------------------|-------|
| FY 1995 Actual | \$800 |
| FY 1996 Estimate | \$800 |
| FY 1997 Estimate | \$800 |

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private 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).

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|--------------|-----------------------|-------------------------|-------------------------|
| Officer | \$336 | \$336 | \$336 |
| Enlisted | 464 | 464 | 464 |
| TOTAL | \$800 | \$800 | \$800 |

(Amount in Thousands)

PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)

| | |
|------------------|----------|
| FY 1995 Actual | \$7,670 |
| FY 1996 Estimate | \$8,300 |
| FY 1997 Estimate | \$10,000 |

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving 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 additional contributions to the DOD Educational Benefits Fund. Payments into the fund for involuntary separatees were required beginning in Fiscal Year 1994 and payments to VSI/SSB recipients began in Fiscal Year 1995.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the Montgomery GI Bill.

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|----------|-----------------------|-------------------------|-------------------------|
| Officer | \$997 | \$1,079 | \$1,200 |
| Enlisted | 6,673 | 7,221 | 8,800 |
| TOTAL | \$7,670 | \$8,300 | \$10,000 |

(Amount in Thousands)

PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS

| | |
|-------------------------|--------------|
| FY 1995 Actual | \$485 |
| FY 1996 Estimate | \$200 |
| FY 1997 Estimate | \$200 |

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, dependents of a member who dies in the line of duty, and whose dependents are not occupying a housing facility under the jurisdiction of a uniformed service on the date of the member's death or are occupying such housing on a rental basis on such date, or whose dependents vacate such housing sooner than 90 days after the date of the member's death, are paid the same amount of allowance for quarters that would be payable to the member had they not died. The payment terminates 90 days after the date of the member's death.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|-----------------|-----------------------|-------------------------|-------------------------|
| Officer | \$121 | \$50 | \$50 |
| Enlisted | 364 | 150 | 150 |
| TOTAL | \$485 | \$200 | \$200 |

(Amount in Thousands)

PROJECT: CIVILIAN COMMUNITY CORPS

| | |
|------------------|------|
| FY 1995 Actual | \$50 |
| FY 1996 Estimate | \$50 |
| FY 1997 Estimate | \$50 |

PART I - PURPOSE AND SCOPE

The National and Community Act of 1990, subsection 162(a) (2) (C), requires the Department of Defense to reimburse the Corporation for National Service/civilian Community Corps (CCC) for fifty percent of the supplemental salary for CCC cadre members who are receiving military retirement pay. The supplemental salary is the difference between the active duty pay and allowances the member would receive if ordered to active duty and the amount of the member's retired pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on estimates from the Corporation for National Service/Civilian Community Corps.

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimate</u> |
|----------|-----------------------|-------------------------|-------------------------|
| Officer | \$50 | \$50 | \$50 |
| Enlisted | 0 | 0 | 0 |
| TOTAL | \$50 | \$50 | \$50 |

SECTION 5

SPECIAL ANALYSIS

DEPARTMENT OF THE AIR FORCE
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

| ASSIGNED OUTSIDE DOD: | FY 1995 Actual | | | FY 1996 Estimate | | | FY 1997 Estimate | | |
|---|-----------------|-----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|--------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> |
| <u>Nonreimbursable Personnel:</u> | | | | | | | | | |
| Exec Office of the President/ONDCP/White House | 11 | 12 | 23 | 10 | 11 | 21 | 9 | 11 | 20 |
| Vice President's Office | 2 | 4 | 6 | 3 | 4 | 7 | 2 | 3 | 5 |
| State Department | 15 | 0 | 15 | 18 | 0 | 18 | 16 | 0 | 16 |
| Energy Department | 10 | 0 | 10 | 11 | 0 | 11 | 9 | 0 | 9 |
| National Oceanic & Atmospheric Administration | 5 | 0 | 5 | 5 | 0 | 5 | 2 | 0 | 2 |
| UN Truce Supervision Agency | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| Drug Enforcement Administration | 1 | 6 | 7 | 2 | 8 | 10 | 2 | 6 | 8 |
| Immigration & Naturalization Service | 6 | 4 | 10 | 0 | 2 | 2 | 0 | 0 | 0 |
| US Coast Guard | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 0 | 1 |
| US Customs Service | 0 | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| National Security Council | 3 | 0 | 3 | 3 | 0 | 3 | 2 | 0 | 2 |
| Central Intelligence Agency | 3 | 0 | 3 | 6 | 1 | 7 | 4 | 1 | 5 |
| UN Iraq/Kuwait Observation Mission | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| UN Mission for Referendum in W Sahara (MINURSO) | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| Selective Service System | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 1 | 1 |
| United Nations, NY & USMOG - Washington | 4 | 0 | 4 | 2 | 0 | 2 | 2 | 0 | 2 |
| SUBTOTAL - Nonreimbursable Personnel | 70 | 28 | 98 | 71 | 27 | 98 | 58 | 22 | 80 |
| <u>Reimbursable Personnel:</u> | | | | | | | | | |
| Office of Science & Technology Policy | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| National Security Council | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Central Intelligence Agency | 10 | 2 | 12 | 8 | 1 | 9 | 8 | 1 | 9 |
| Arms Control & Disarmament Agency | 16 | 0 | 16 | 15 | 0 | 15 | 12 | 0 | 12 |
| Department of Transportation (FAA) | 19 | 1 | 20 | 16 | 1 | 17 | 13 | 1 | 14 |
| NASA | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| SUBTOTAL - Reimbursable Personnel | 49 | 3 | 52 | 43 | 2 | 45 | 37 | 2 | 39 |
| TOTAL OUTSIDE DOD | 119 | 31 | 150 | 114 | 29 | 143 | 95 | 24 | 119 |

| | <u>FY 1995 Actual</u> | | | <u>FY 1996 Estimate</u> | | | <u>FY 1997 Estimate</u> | | |
|--|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officers</u> | <u>Enlisted</u> | <u>Total</u> |
| ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS: | | | | | | | | | |
| NASA | 2 | 10 | 12 | 2 | 10 | 12 | 2 | 10 | 12 |
| Foreign Military Sales | 456 | 780 | 1236 | 412 | 531 | 943 | 340 | 671 | 1011 |
| SUBTOTAL - Non-DOD Functions | 458 | 790 | 1248 | 414 | 541 | 955 | 342 | 681 | 1023 |
| ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS: | | | | | | | | | |
| DEFENSE BUSINESS OPERATIONS FUND (DBOF): | | | | | | | | | |
| Central Design Activities (Info Services) | 0 | 0 | 0 | 0 | 0 | 0 | 248 | 836 | 1084 |
| DBOF-T Airlift Transportation | 1638 | 15537 | 17175 | 0 | 0 | 0 | 0 | 0 | 0 |
| DBOF-T HQ US TRANSCOM | 95 | 45 | 140 | 95 | 45 | 140 | 95 | 45 | 140 |
| DBOF-T Military Traffic Management Command (MTMC) | 33 | 3 | 36 | 27 | 0 | 27 | 27 | 0 | 27 |
| DBOF-T Defense Courier Service (DCS) | 0 | 0 | 0 | 13 | 124 | 137 | 13 | 124 | 137 |
| Defense Commissary Agency (DeCa) | 9 | 185 | 194 | 5 | 2 | 7 | 5 | 2 | 7 |
| Defense Finance & Accounting Service (DFAS) | 45 | 941 | 986 | 40 | 926 | 966 | 39 | 902 | 941 |
| Defense Information Systems Agency (DISA) | 46 | 356 | 402 | 30 | 113 | 143 | 9 | 68 | 77 |
| Defense Logistics Agency (DLA) | 165 | 56 | 221 | 167 | 44 | 211 | 160 | 40 | 200 |
| Depot Maintenance Business Area | 157 | 262 | 419 | 149 | 262 | 411 | 149 | 262 | 411 |
| Joint Logistics Systems Center | 5 | 4 | 9 | 6 | 3 | 9 | 6 | 3 | 9 |
| Supply Management Business Area | 51 | 10 | 61 | 50 | 22 | 72 | 50 | 22 | 72 |
| SUBTOTAL - DBOF | 2244 | 17399 | 19643 | 582 | 1541 | 2123 | 801 | 2304 | 3105 |
| <u>TOTAL REIMBURSABLE PROGRAM</u> | | | | | | | | | |
| TOTAL - Reimbursable | 2751 | 18192 | 20943 | 1039 | 2084 | 3123 | 1180 | 2987 | 4167 |
| TOTAL - Nonreimbursable | 70 | 28 | 98 | 71 | 27 | 98 | 58 | 22 | 80 |
| GRANDTOTAL | 2821 | 18220 | 21041 | 1110 | 2111 | 3221 | 1238 | 3009 | 4247 |

REIMBURSABLE PROGRAM
DEPARTMENT OF THE AIR FORCE
(\$ IN THOUSANDS)

| | <u>FY 1995 Actual</u> | <u>FY 1996 Estimate</u> | <u>FY 1997 Estimat</u> |
|---|-----------------------|-------------------------|------------------------|
| <u>NON-STRENGTH RELATED:</u> | | | |
| MEDICAL | \$7,082 | \$7,252 | \$7,477 |
| FOREIGN MILITARY SALES | 25,281 | 10,837 | 11,173 |
| OTHER NON-STRENGTH Miscellaneous Surcharge | 4,327 | 4,431 | 4,542 |
| SUBTOTAL | \$36,690 | \$22,520 | \$23,192 |
| <u>STRENGTH RELATED:</u> | | | |
| OFFICER - Basic Pay | \$108,960 | \$62,885 | \$69,045 |
| - Other Pay and Allowances | 26,275 | 8,452 | 9,215 |
| ENLISTED - Basic Pay | 267,967 | 50,713 | 56,349 |
| - Other Pay and Allowances | 59,834 | 7,501 | 42,046 |
| RETIRED PAY ACCRUAL | | | |
| - Officer | 38,681 | 20,689 | 22,509 |
| - Enlisted | 95,128 | 16,685 | 18,370 |
| PCS TRAVEL | 31,924 | 2,545 | 2,624 |
| SUBTOTAL | \$628,769 | \$169,470 | \$220,158 |
| TOTAL PROGRAM | \$665,459 | \$191,990 | \$243,350 |