

# **DEPARTMENT OF THE AIR FORCE**

**FY 1998/1999 BIENNIAL BUDGET ESTIMATES  
SUBMITTED TO CONGRESS FEBRUARY 1997**



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**Military Personnel, Air Force**

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## 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)

	<u>FY 1996</u> <u>Actual</u>	<u>FY 1997</u> <u>Estimate</u>	<u>FY 1998</u> <u>Estimate</u>	<u>FY 1999</u> <u>Estimate</u>
<b><u>Direct Program</u></b>				
Pay and Allowances of Officers	5,866,213	5,793,075	5,840,386	5,863,778
Pay and Allowances of Enlisted	9,722,392	9,601,517	9,610,855	9,594,297
Pay and Allowances of Cadets	35,518	35,792	35,868	36,021
Subsistence of Enlisted Personnel	688,475	738,690	744,178	744,564
Permanent Change of Station Travel	819,957	818,472	872,160	881,205
Other Military Personnel Programs	67,710	65,905	63,109	64,455
<b>TOTAL DIRECT PROGRAM</b>	<b>17,200,265</b>	<b>17,053,451</b>	<b>17,166,556</b>	<b>17,184,320</b>
<b><u>Reimbursable Program</u></b>				
Pay and Allowances of Officers	106,721	113,747	97,502	96,581
Pay and Allowances of Enlisted	82,069	92,976	103,081	102,203
Subsistence of Enlisted Personnel	0	34,003	34,785	35,550
Permanent Change of Station Travel	3,200	2,624	1,370	1,288
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>191,990</b>	<b>243,350</b>	<b>236,738</b>	<b>235,622</b>
<b><u>Total Program</u></b>				
Pay and Allowances of Officers	5,972,934	5,906,822	5,937,888	5,960,359
Pay and Allowances of Enlisted	9,804,461	9,694,493	9,713,936	9,696,500
Pay and Allowances of Cadets	35,518	35,792	35,868	36,021
Subsistence of Enlisted Personnel	688,475	772,693	778,963	780,114
Permanent Change of Station Travel	823,157	821,096	873,530	882,493
Other Military Personnel Programs	67,710	65,905	63,109	64,455
<b>TOTAL PROGRAM</b>	<b>17,392,255</b>	<b>17,296,801</b>	<b>17,403,294</b>	<b>17,419,942</b>

The following legislative proposals are included in the above estimate and submitted for FY 1998 consideration. The Basic Allowance for Subsistence proposal is cost neutral.

	<u>FY 1998</u>	<u>FY 1999</u>
Basic Allowance for Subsistence (BAS) Partial (BA-4)	5,066	9,177
BAS Increase at 1% (BA-1 and BA-4)	-5,066	-9,177
Overseas Tour Extension Incentive Program Enhancement	-1,200	-4,900

## SECTION 2

### INTRODUCTORY STATEMENT

## **SECTION 2 INTRODUCTORY STATEMENT**

The Military Personnel Appropriation, Air Force provides financial resources to compensate the 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 contained 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.

FY 1996 establishes the baseline for comparison of requirements in the budget years. The FY 1996 appropriation includes entitlements approved by Congress in the FY 1996 Defense Authorization Act and enacted into Public Law. These include: E-6 Basic Allowance for Quarters (BAQ) for inadequate quarters; VHA rate protection; HDIP for enlisted AWACS crews; special pay for nurses; SDAP increase for recruiters; and, Dislocation allowance for BRAC moves. Congress also approved a 5.2 percent increase in BAQ for FY 1996 to compensate service members for rising out-of-pocket housing expenses.

The Air Force has planned a reduction of 10,266 in programmed endstrength between FY 1997 and FY 1999. Most of the reduction is attributable to Congressionally approved base closures, reduced infrastructure and overhead, management improvements, and outsourcing and privatization initiatives. This reduces our total military endstrength by 31 percent since 1990.

Currently, we do not anticipate any requirements for the voluntary separation incentive (VSI) and special separation benefit (SSB) programs for FY 1997-1999. The Temporary Early Retirement Authority (TERA) program is reflected in the budget request to further minimize involuntary separations and continue shaping the force while achieving force reductions. TERA requires the specific portion of retired pay that falls 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 by FY 1999.

## FISCAL YEAR 1997

**Program Levels.** The FY 1997 beginning strength is 389,001. This includes an overstrength of 336 enlisted and 460 officers that will be managed in the FY 1997 loss program. The FY 1997 endstrength is 381,087 with 388,672 workyears. New and increased programs approved by Congress include: Vehicle storage in lieu of transportation; 4.6 percent increase to BAQ; Variable Housing Allowance for high cost areas; Dental officer's special pay increase; Privately owned vehicle round trip travel allowance; and, Dislocation allowance increase to 2.5 months BAQ. Realigned programs include the transfer of Subsistence-in-Kind from Operation and Maintenance to the Military Personnel Appropriation and the inclusion of Central Design Activities as a Defense Working Capital Fund (DWCF) reimbursement account. Each of these programs reflect corresponding personnel budget increases when compared to the FY 1996 baseline. The program also provides continued baseline funding for Southwest Asia contingency operations. Conversely, PCS program levels have been reduced 20 percent from FY 1995 President's Budget levels, despite an overall endstrength reduction of only 5 percent. We believe the Air Force has already demonstrated a commitment to force stability by this reduction.

**Funding Levels.** The FY 1997 budget estimate is \$17,296,801. This includes a total Congressional appropriation of \$17,053,451 and \$243,350 in anticipated reimbursements from the DWCF and Non-Air Force Activities where Air Force personnel are assigned. Reimbursement increases reflect the new SIK and CDA accounts, partially offset by endstrength decreases in other reimbursable activities.

**Baseline Budget Rates.** The Retired Pay Accrual normal cost percentage for FY 1997 is 32.6 percent of basic pay. The pay raise is 3.0 percent. The economic assumption for inflation is 2.1 percent.

## FISCAL YEARS 1998 AND 1999

**Program Levels.** The FY 1998 endstrength is projected to be 371,577 with 381,049 workyears. The FY 1999 endstrength is projected to be 370,821 with 374,703 workyears. Two significant legislative initiatives have been added for Congressional consideration: Basic Allowance for Subsistence (BAS) reform and an enhanced Overseas Tour Extension Incentive Program (OTEIP). BAS reform ties the current subsistence allowance index to a more credible food cost index. BAS increases would be limited to one percent per year until parity is reached with the new index. Additionally, members receiving subsistence in-kind would receive a BAS partial allowance to insure equitable compensation between all enlisted members. OTEIP would pay \$2,000 per year for enlisted members at remote sites and in critical skills to extend overseas. This saves two-for-one in PCS costs--overseas return move plus a backfill move.

**Funding Levels.** The FY 1998 budget estimate is \$17,403,294, including \$236,738 in anticipated reimbursements. The FY 1999 budget estimate is \$17,419,942, including \$235,622 in anticipated reimbursements.

**Baseline Budget Rates.** The Retired Pay Accrual normal cost percentages for FY 1998 and 1999 are 30.5 and 30.2 percent of basic pay, respectively. The pay raise adjustments for FY 1998 and 1999 are 2.8 and 3.0 percent, respectively. The economic assumption for inflation for both FY 1998 and 1999 is 2.1 percent.

**SECTION 3**  
**SUMMARY TABLES**

**SECTION 3**  
**SUMMARY OF MILITARY PERSONNEL STRENGTH**

	<u>FY 1996 Actual</u>		<u>FY 1997 Estimate</u>		<u>FY 1998 Estimate</u>		<u>FY 1999 Estimate</u>	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<b><u>Direct Program</u></b>								
Officers	76,880	75,356	75,503	73,351	73,972	71,679	72,630	71,228
Enlisted	313,185	306,627	305,642	299,607	299,066	291,901	294,205	291,745
Cadets	3,948	4,005	3,957	4,000	3,948	4,000	3,946	4,000
<b>Total Direct Program</b>	<b>394,013</b>	<b>385,988</b>	<b>385,101</b>	<b>376,958</b>	<b>376,986</b>	<b>367,580</b>	<b>370,781</b>	<b>366,973</b>
<b><u>Reimbursable Program</u></b>								
Officers	1,053	1,032	1,070	1,107	1,080	1,053	1,033	1,012
Enlisted	2,023	1,981	2,502	3,022	2,983	2,944	2,890	2,836
Cadets	0	0	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>3,076</b>	<b>3,013</b>	<b>3,571</b>	<b>4,129</b>	<b>4,063</b>	<b>3,997</b>	<b>3,923</b>	<b>3,848</b>
<b><u>Total Program</u></b>								
Officers	77,933	76,388	76,572	74,458	75,052	72,732	73,662	72,240
Enlisted	315,208	308,608	308,143	302,629	302,049	294,845	297,095	294,581
Cadets	3,948	4,005	3,957	4,000	3,948	4,000	3,946	4,000
<b>TOTAL PROGRAM</b>	<b>397,089</b>	<b>389,001</b>	<b>388,672</b>	<b>381,087</b>	<b>381,049</b>	<b>371,577</b>	<b>374,703</b>	<b>370,821</b>

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

	FY 1996		FY 1997		FY 1998		FY 1999	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>						
<b><u>COMMISSIONED OFFICERS</u></b>								
0-10 GENERAL	12	0	12	0	11	0	11	0
0-9 LT GENERAL	37	0	39	1	40	1	39	1
0-8 MAJOR GENERAL	87	1	84	1	84	1	86	1
0-7 BRIG GENERAL	139	2	139	2	139	2	139	2
0-6 COLONEL	4,022	54	3,966	59	3,902	56	3,865	54
0-5 LT COLONEL	10,375	140	10,295	153	10,634	154	10,616	149
0-4 MAJOR	16,019	216	16,121	240	16,282	236	16,313	229
0-3 CAPTAIN	31,026	419	28,971	431	26,873	389	25,725	360
0-2 1ST LIEUTENANT	7,513	102	7,706	115	7,488	108	7,531	106
0-1 2ND LIEUTENANT	7,158	97	7,125	106	7,279	105	7,915	111
TOTAL	76,388	1,032	74,458	1,107	72,732	1,053	72,240	1,012
<b><u>ENLISTED PERSONNEL</u></b>								
E-9 CHIEF MASTER SERGEANT	3,065	20	3,026	30	2,948	29	2,946	28
E-8 SENIOR MASTER SERGEANT	6,154	40	6,053	60	5,897	59	5,892	57
E-7 MASTER SERGEANT	32,083	206	30,000	300	28,000	280	26,500	255
E-6 TECHNICAL SERGEANT	39,048	251	36,600	365	38,300	382	41,200	397
E-5 STAFF SERGEANT	78,269	502	78,700	786	73,700	736	70,700	681
E-4 SERGEANT	77,244	496	75,800	757	74,700	746	72,800	701
E-3 AIRMAN FIRST CLASS	43,324	278	39,860	398	41,720	417	42,000	404
E-2 AIRMAN	17,682	114	19,000	190	17,500	175	18,903	182
E-1 AIRMAN BASIC	11,739	75	13,590	136	12,080	121	13,640	131
TOTAL	308,608	1,981	302,629	3,022	294,845	2,944	294,581	2,836
<b><u>CADETS</u></b>	4,005	0	4,000	0	4,000	0	4,000	0
<b>TOTAL END STRENGTH</b>	<b>389,001</b>	<b>3,013</b>	<b>381,087</b>	<b>4,129</b>	<b>371,577</b>	<b>3,997</b>	<b>370,821</b>	<b>3,848</b>

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

	<u>FY 1996</u>		<u>FY 1997</u>		<u>FY 1998</u>		<u>FY 1999</u>	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
<u>COMMISSIONED OFFICERS</u>								
0-10 GENERAL	11	0	12	0	11	0	11	0
0-9 LT GENERAL	36	0	38	1	39	1	39	1
0-8 MAJOR GENERAL	89	1	87	1	85	1	87	1
0-7 BRIG GENERAL	142	2	140	2	140	2	140	2
0-6 COLONEL	4,129	56	4,108	57	4,059	58	4,013	56
0-5 LT COLONEL	10,745	145	10,652	149	10,720	154	10,812	152
0-4 MAJOR	16,058	217	16,659	233	16,826	242	16,711	234
0-3 CAPTAIN	32,019	433	30,303	423	28,224	406	26,698	374
0-2 1ST LIEUTENANT	7,339	99	7,571	106	7,850	113	7,316	103
0-1 2ND LIEUTENANT	7,365	100	7,002	98	7,098	102	7,835	110
TOTAL	77,933	1,053	76,572	1,070	75,052	1,080	73,662	1,033
<u>ENLISTED PERSONNEL</u>								
E-9 CHIEF MASTER SERGEANT	3,191	20	3,067	25	3,050	30	3,017	29
E-8 SENIOR MASTER SERGEANT	6,396	41	6,180	50	6,108	60	6,047	59
E-7 MASTER SERGEANT	32,995	212	31,092	252	29,444	291	27,653	269
E-6 TECHNICAL SERGEANT	40,983	263	38,413	312	38,201	377	40,428	393
E-5 STAFF SERGEANT	78,369	503	79,097	642	77,167	762	73,079	711
E-4 SERGEANT	80,540	517	77,354	628	76,272	753	74,163	721
E-3 AIRMAN FIRST CLASS	43,123	277	41,910	340	41,037	405	41,942	408
E-2 AIRMAN	18,152	116	18,532	150	18,258	180	18,253	178
E-1 AIRMAN BASIC	11,459	74	12,498	101	12,512	124	12,513	122
TOTAL	315,208	2,023	308,143	2,502	302,049	2,983	297,095	2,890
<u>CADETS</u>	3,948	0	3,957	0	3,948	0	3,946	0
TOTAL WORKYEARS	397,089	3,076	388,672	3,571	381,049	4,063	374,703	3,923

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

	FY 1996				FY 1997*				FY 1998				FY 1999			
	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total
September	78.4	317.9	4.0	400.3	76.4	308.6	4.0	389.0	74.5	302.6	4.0	381.1	72.7	294.8	4.0	371.5
October	78.0	316.6	4.0	398.6	76.1	307.2	4.0	387.3	74.5	301.9	4.0	380.4	72.8	294.9	4.0	371.7
November	77.9	315.4	4.0	397.3	75.8	305.9	4.0	385.7	74.5	301.3	4.0	379.8	72.9	295.1	4.0	372.0
December	77.6	314.8	4.0	396.4	75.3	305.1	4.0	384.4	74.3	300.7	4.0	379.0	72.6	295.3	4.0	371.9
January	77.5	313.8	3.9	395.2	75.2	304.9	3.9	384.0	74.2	300.2	3.9	378.3	72.6	295.3	3.9	371.8
February	77.2	313.6	3.9	394.7	75.0	304.4	3.9	383.3	74.2	299.6	3.9	377.7	72.6	295.2	3.9	371.7
March	76.8	312.8	3.9	393.5	74.6	304.3	3.9	382.8	74.0	299.0	3.9	376.9	72.3	295.2	3.9	371.4
April	76.6	312.3	3.9	392.8	74.4	304.3	3.9	382.6	73.4	298.4	3.9	375.7	72.1	295.2	3.9	371.2
May	77.2	311.8	2.9	391.9	75.2	304.0	3.0	382.2	74.4	297.9	2.9	375.2	73.3	295.1	2.9	371.3
June	77.8	310.7	4.1	392.6	75.5	303.5	4.2	383.2	74.7	297.4	4.1	376.2	73.9	295.2	4.2	373.3
July	77.5	310.7	4.1	392.3	75.9	303.6	4.1	383.6	74.5	296.6	4.1	375.2	73.9	294.9	4.1	372.9
August	77.2	309.5	4.0	390.7	75.7	303.3	4.0	383.0	73.7	295.9	4.0	373.6	73.5	295.0	4.0	372.5
September	76.4	308.6	4.0	389.0	74.5	302.6	4.0	381.1	72.7	294.8	4.0	371.5	72.2	294.6	4.0	370.8
Workyears	77.9	315.2	3.9	397.0	76.6	308.1	4.0	388.7	75.1	302.0	3.9	381.0	73.7	297.1	3.9	374.7

\*Actuals through Dec 96

**MPA MAN-DAY PROGRAM**

Workyears	0.8	2.2	3.0	0.7	2.2	2.9	0.7	2.2	2.9	0.6	1.9	2.5
\$	62.7	85.8	148.5	51.5	85.4	136.9	55.5	89.6	145.1	51.7	92.4	144.1

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

**OFFICERS**

	<b>FY 1996</b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
<b>BEGINNING STRENGTH</b>	<b>78,444</b>	<b>76,388</b>	<b>74,458</b>	<b>72,732</b>
<b>GAINS (BY SOURCE):</b>				
SERVICE ACADEMIES	909	779	915	972
ROTC	1,637	1,994	1,975	1,900
HEALTH PROFESSIONS SCHOLARSHIPS	456	464	492	492
OFFICER TRAINING SCHOOL	638	503	462	1,096
OTHER	1,133	1,149	1,117	1,036
GAIN ADJUSTMENT	0	0	0	0
<b>TOTAL GAINS</b>	<b>4,773</b>	<b>4,889</b>	<b>4,961</b>	<b>5,496</b>
<b>LOSSES (BY TYPE):</b>				
VOLUNTARY SEPARATION	2,190	2,755	2,637	2,035
RETIREMENT	2,804	2,584	2,267	2,134
INVOLUNTARY SEPARATION	508	581	502	700
WITH PAY	485	567	482	673
WITHOUT PAY	23	14	20	27
VSI/SSB	3	0	0	0
15 YR RETIREMENT	846	600*	1,000	850
REDUCTION IN FORCE	0	0	0	0
OTHER LOSSES	433	299	281	269
LOSS ADJUSTMENT	45	0	0	0
<b>TOTAL LOSSES</b>	<b>6,829</b>	<b>6,819</b>	<b>6,687</b>	<b>5,988</b>
<b>TOTAL</b>	<b>76,388</b>	<b>74,458</b>	<b>72,732</b>	<b>72,240</b>

\*Anticipate reprogramming for TERA in FY97

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

	<b>ENLISTED</b>			
	<b>FY 1996</b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>
	<b><u>Actual</u></b>	<b><u>Estimate</u></b>	<b><u>Estimate</u></b>	<b><u>Estimate</u></b>
<b>BEGINNING STRENGTH</b>	<b>317,938</b>	<b>308,608</b>	<b>302,629</b>	<b>294,845</b>
<b>GAINS (BY SOURCE):</b>				
NON PRIOR SERVICE ENLISTMENTS	30,700	30,200	30,000	34,100
MALE	22,699	22,380	22,500	25,575
FEMALE	8,001	7,820	7,500	8,525
PRIOR SERVICE ENLISTMENTS	207	350	350	350
REENLISTMENTS	50,096	45,932	46,142	46,015
RESERVES	0	82	100	100
OFFICER CANDIDATE PROGRAMS	452	313	447	904
OTHER	196	250	250	250
GAIN ADJUSTMENTS	810	1,287	346	335
<b>TOTAL GAINS</b>	<b>82,461</b>	<b>78,414</b>	<b>77,635</b>	<b>82,054</b>
<b>LOSSES (BY TYPE):</b>				
ETS	14,638	11,978	12,120	12,531
PROGRAMMED EARLY RELEASE	0	0	0	0
VSI/SSB	9	0	0	0
15-YR RETIREMENT(TERA)	1,032	0	2,800	0
TO COMMISSIONED OFFICER	699	508	462	1,096
REENLISTMENTS	50,096	45,932	46,142	46,015
RETIREMENT	8,786	10,058	10,340	9,599
ATTRITION	16,515	15,917	13,555	13,077
OTHER	0	0	0	0
LOSS ADJUSTMENTS	16	0	0	0
<b>TOTAL LOSSES</b>	<b>91,791</b>	<b>84,393</b>	<b>85,419</b>	<b>82,318</b>
<b>TOTAL</b>	<b>308,608</b>	<b>302,629</b>	<b>294,845</b>	<b>294,581</b>

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

**CADETS**

	<b>FY 1996 <u>Actual</u></b>	<b>FY 1997 <u>Estimate</u></b>	<b>FY 1998 <u>Estimate</u></b>	<b>FY 1999 <u>Estimate</u></b>
<b>BEGINNING STRENGTH</b>	4,027	4,005	4,000	4,000
<b>GAINS:</b>	1,248	1,154	1,276	1,346
<b>LOSSES:</b>	1,270	1,159	1,276	1,346
<b>GRADUATES ATTRITION</b>	913 357	791 368	929 347	991 355
<b>TOTAL</b>	4,005	4,000	4,000	4,000

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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. Basic Pay	3,243,370	5,713,874	8,957,044	3,270,540	5,708,228	8,978,768	3,304,787	5,778,468	9,083,255	3,328,849	5,834,138	9,162,987
2. Retired Pay Accrual	1,087,089	1,879,799	2,946,868	1,066,198	1,860,230	2,926,428	1,007,960	1,762,433	2,770,393	1,005,312	1,761,910	2,767,222
3. Basic Allowances for Quarters	457,901	801,958	1,259,857	462,738	791,557	1,254,295	465,989	788,238	1,254,227	468,100	784,054	1,252,154
a. With Dependents	341,878	611,757	953,633	347,388	600,217	947,603	349,558	595,421	944,979	350,090	589,003	939,093
b. Without Dependents	115,775	184,048	299,823	115,119	185,515	300,634	116,192	187,242	303,434	117,777	189,577	307,354
c. Partial (Includes Inadequate)	250	6,151	6,401	233	5,825	6,058	239	5,575	5,814	233	5,474	5,707
4. Variable Housing Allowance	111,142	184,853	295,995	110,528	187,203	297,731	112,549	187,270	299,819	114,665	188,425	303,090
5. Subsistence	139,970	688,475	828,445	140,621	772,693	913,314	139,882	778,983	918,845	138,685	780,114	918,779
a. Basic Allowance for Subsistence	139,970	688,475	828,445	140,621	674,815	815,436	139,882	678,096	817,978	138,685	677,795	816,480
1. Auth to Mess Separately	139,970	545,528	685,498	140,621	534,381	675,002	139,882	532,970	672,852	138,665	529,473	668,138
2. Leave Rations	N/A	69,834	69,834	N/A	68,607	68,607	N/A	68,424	68,424	N/A	67,975	67,975
3. Rations-in-Kind Not Avail	N/A	62,648	62,648	N/A	61,543	61,543	N/A	61,381	61,381	N/A	60,981	60,981
4. Augment for Separate Meals	N/A	10,467	10,467	N/A	10,284	10,284	N/A	10,255	10,255	N/A	10,189	10,189
5. Partial Basic Allowance for Subsistence	N/A	0	0	N/A	0	0	N/A	5,068	5,068	N/A	9,177	9,177
b. Subsistence-in-Kind	N/A	0	0	N/A	97,878	97,878	N/A	100,887	100,887	N/A	102,319	102,319
1. Subsistence in Messes	N/A	0	0	N/A	77,072	77,072	N/A	77,685	77,685	N/A	78,954	78,954
2. Special Rations	N/A	0	0	N/A	5,647	5,647	N/A	5,658	5,658	N/A	5,683	5,683
3. Operational Rations	N/A	0	0	N/A	13,724	13,724	N/A	16,081	16,081	N/A	16,186	16,186

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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
4. Augmentation Rations	N/A	0	0	N/A	1,435	1,435	N/A	1,465	1,465	N/A	1,496	1,496
5. Other Programs	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
6. Incentive Pay, Hazardous Duty, And Aviation Career	197,585	20,985	218,570	182,568	20,146	202,714	180,699	20,602	201,501	172,867	20,808	193,675
a. Flying Duty Pay	194,480	15,883	210,363	179,133	15,289	194,422	177,413	15,781	193,174	169,588	15,781	185,329
1. Aviation Career, Officers	146,651	N/A	146,651	143,584	N/A	143,584	134,831	N/A	134,831	125,886	N/A	125,886
2. Crew Members, Enlisted	N/A	15,618	15,618	N/A	15,047	15,047	N/A	15,517	15,517	N/A	15,517	15,517
3. Noncrew Member	119	265	384	119	242	361	132	244	376	132	244	376
6. Aviator Continuation Pay	47,710	N/A	47,710	35,450	N/A	35,450	42,450	N/A	42,450	43,570	N/A	43,570
c. Parachute Jumping Pay	139	1,615	1,754	119	1,458	1,577	119	1,458	1,577	123	1,458	1,581
d. Demolition Pay	48	1,142	1,190	54	1,113	1,167	53	1,129	1,182	54	1,135	1,189
e. Other Pays	2,918	2,345	5,263	3,262	2,286	5,548	3,114	2,454	5,568	3,122	2,454	5,576
7. Special Pays	170,590	72,575	243,165	182,515	74,844	257,359	181,078	74,085	255,161	179,219	74,887	254,106
a. Medical Pay (Physician)	145,218	N/A	145,218	149,978	N/A	149,978	149,978	N/A	149,978	149,978	N/A	149,978
b. Dental Pay	13,348	N/A	13,348	20,200	N/A	20,200	18,820	N/A	18,820	16,990	N/A	16,990
c. Optometrists Pay	240	N/A	240	240	N/A	240	240	N/A	240	240	N/A	240
d. Veterinarians Pay	6	N/A	6	5	N/A	5	4	N/A	4	2	N/A	2
e. Biomedical Science	408	N/A	408	582	N/A	582	771	N/A	771	813	N/A	813
f. Nurses Pay	4,386	N/A	4,386	5,447	N/A	5,447	6,152	N/A	6,152	6,157	N/A	6,157

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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
g. Nuclear Officer Incentive Pay	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
h. Nuclear Accession Bonus Pay	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
k. Sea & Foreign Duty, Total	N/A	5,192	5,192	N/A	4,010	4,010	N/A	3,475	3,475	N/A	3,440	3,440
1. Sea Duty	N/A	3	3	N/A	3	3	N/A	3	3	N/A	2	2
2. Duty at Certain Places	N/A	4,721	4,721	N/A	3,546	3,546	N/A	3,016	3,016	N/A	2,987	2,987
3. Overseas Extension Pay	N/A	468	468	N/A	461	461	N/A	456	456	N/A	451	451
l. Diving Duty Pay	90	1,153	1,243	85	1,095	1,180	85	1,077	1,162	85	1,057	1,142
m. Foreign Language Proficiency Pay	1,300	2,584	3,884	1,300	2,817	4,117	1,300	2,817	4,117	1,300	2,817	4,117
n. Reenlistment Bonus	N/A	26,068	26,068	N/A	32,016	32,016	N/A	32,863	32,863	N/A	33,433	33,433
1. Regular	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0
2. Selective	N/A	26,068	26,068	N/A	32,016	32,016	N/A	32,863	32,863	N/A	33,433	33,433
o. Special Duty Assignment Pay	N/A	13,896	13,896	N/A	15,628	15,628	N/A	16,157	16,157	N/A	16,630	16,630
p. Enlistment Bonus	N/A	610	610	N/A	1,663	1,663	N/A	1,660	1,660	N/A	1,657	1,657
q. Other Special Pay	5,594	23,072	28,666	4,678	17,615	22,293	3,726	16,036	19,762	3,654	15,853	19,507
8. Allowances	108,456	487,170	575,626	116,252	477,741	593,993	104,608	449,523	554,131	105,374	453,324	558,698
a. Uniform or Clothing Allowances	1,685	102,234	103,919	1,721	98,566	100,289	1,744	101,374	103,118	1,809	106,405	108,314
1. Initial Issue	1,206	28,260	29,466	1,232	27,444	28,676	1,248	30,221	31,469	1,359	35,145	36,504
A. Military	955	26,499	27,454	978	25,685	26,663	992	28,460	29,452	1,099	33,376	34,475
B. Civilian	253	1,761	2,014	254	1,759	2,013	256	1,761	2,017	260	1,769	2,029
2. Additional	477	N/A	477	489	N/A	489	496	N/A	496	550	N/A	550
3. Basic Maintenance	N/A	11,377	11,377	N/A	11,560	11,560	N/A	11,620	11,620	N/A	12,013	12,013

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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
4. Standard Maintenance	N/A	61,671	61,671	N/A	58,639	58,639	N/A	58,607	58,607	N/A	58,317	58,317
5. Supplemental Maintenance	N/A	928	928	N/A	925	925	N/A	928	928	N/A	930	930
b. Station Allowance Overseas	103,790	352,263	456,053	111,723	368,960	480,683	100,030	339,060	439,090	100,597	337,678	438,475
1. Cost-Of-Living	63,847	233,252	297,099	68,289	247,211	315,500	60,731	223,373	284,104	60,745	221,888	282,633
2. Housing (Incl Moving-In)	31,319	90,849	122,168	34,758	92,061	126,839	30,364	66,838	117,202	30,254	66,386	116,640
3. Temporary Lodging	8,624	28,162	36,786	8,676	29,688	38,344	8,935	28,849	37,784	9,596	29,604	39,202
c. Family Separation Allowance	2,384	12,291	14,675	2,205	9,833	12,038	2,228	8,708	10,936	2,253	8,659	10,912
1. PCS, No Govt. Qtrs	694	2,564	3,258	718	2,565	3,283	741	2,900	3,341	786	2,621	3,387
2. PCS CONUS, Dep Not Auth	390	4,379	4,769	384	4,300	4,684	384	4,120	4,504	384	4,070	4,454
3. TDY CONUS	1,300	5,348	6,648	1,103	2,968	4,071	1,103	1,988	3,091	1,103	1,968	3,071
d. CONUS Cost of Living Allowance	553	382	935	555	380	935	560	381	941	569	382	951
e. Personal Money Allowance, General & Flag	44	N/A	44	48	N/A	48	46	N/A	46	48	N/A	48
9. Separation Payments	168,926	153,505	342,431	86,708	73,600	160,308	152,604	147,676	300,280	157,692	69,454	227,146
a. Terminal Leave Payments	21,360	28,335	49,715	21,300	27,501	48,801	21,314	28,295	49,609	19,673	28,261	47,934
b. Severance Pay, Disability	1,172	6,647	7,819	1,124	6,126	7,252	1,156	6,642	7,798	1,180	6,347	7,537
c. Severance Pay, Non-Promotion	23,147	N/A	23,147	30,170	N/A	30,170	26,124	N/A	26,124	38,228	N/A	38,228
d. Severance Pay, Invol Half (5%)	150	3,334	3,484	62	4,392	4,454	64	4,515	4,579	66	4,650	4,716
e. Severance Pay, Invol Full (10%)	1,316	25,650	26,966	1,473	23,458	24,931	1,514	18,120	19,634	1,560	18,075	19,635
f. Severance Pay, VSI	0	0	0	0	0	0	0	0	0	0	0	0
g. Severance Pay, SSB	0	228	228	0	0	0	0	0	0	0	0	0
h. 15 Year Temporary Early Retirement	56,384	23,488	79,872	0	0	0	69,853	77,983	147,836	64,396	0	64,396
i. VSI Trust Fund	65,377	65,623	151,200	32,579	12,121	44,700	32,579	12,121	44,700	32,579	12,121	44,700
10. Social Security Tax Payments	267,925	509,944	797,899	266,156	502,944	781,100	267,734	505,441	783,175	269,616	509,500	799,116

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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
11. Permanent Change of Station Travel	274,584	548,573	823,157	275,660	545,406	821,066	295,534	577,996	873,530	299,708	582,785	882,493
12. Other Military Personnel Costs	2,060	65,650	67,710	2,076	63,829	65,905	1,504	61,605	63,109	1,504	62,951	64,455
a. Apprehension of Deserters	N/A	100	100	N/A	100	100	N/A	100	100	N/A	100	100
b. Interest on Uniformed Services Savings Deposits (MIA)	200	375	575	200	375	575	200	375	575	200	375	575
c. Death Gratuities	330	1,260	1,590	240	1,200	1,440	240	1,200	1,440	240	1,200	1,440
d. Unemployment Compensation	N/A	50,199	50,199	N/A	47,625	47,625	N/A	49,740	49,740	N/A	51,423	51,423
e. Survivor Benefits	N/A	5,846	5,846	N/A	5,115	5,115	N/A	4,970	4,970	N/A	4,833	4,833
f. Education Benefits	1,079	7,221	8,300	1,200	8,600	10,000	628	4,606	5,234	628	4,606	5,234
g. Adoption Expenses	336	464	800	336	464	800	336	464	800	336	464	800
h. Surviving Dependent Quarters Allowance	65	185	250	50	150	200	50	150	200	50	150	200
i. Civilian Community Corps	50	N/A	50	50	N/A	50	50	N/A	50	50	N/A	50
13. Cadets	35,518	N/A	35,518	35,792	N/A	35,792	35,868	N/A	35,868	36,021	N/A	36,021
Total Military Personnel Appropriation	6,285,096	11,107,159	17,392,255	6,220,380	11,076,421	17,296,801	6,270,794	11,132,500	17,403,284	6,297,592	11,122,350	17,419,942
14. Less Reimbursables:	108,788	83,202	191,990	115,490	127,880	243,350	98,403	138,335	236,738	97,431	138,191	235,622
(Retired Pay Accrual)	(16,102)	(12,128)	(28,230)	(17,205)	(7,822)	(25,027)	(13,294)	(8,934)	(22,228)	(13,282)	(8,721)	(22,013)
(Other)	(92,686)	(71,074)	(163,760)	(98,285)	(120,038)	(218,323)	(85,109)	(129,401)	(214,510)	(84,139)	(129,470)	(213,609)
Military Personnel Appropriation Total, Direct	6,176,308	11,023,957	17,200,265	6,104,890	10,948,541	17,053,451	6,172,391	10,994,165	17,166,556	6,200,161	10,984,159	17,184,320

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1997  
(In Thousands of Dollars)**

	<u>FY97 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PAY INCREASE COSTS</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY97 COLUMN FY98/99 REQUEST</u>
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>								
Basic Pay	3,281,501	(5,510)	3,275,991	(5,451)	3,270,540			3,270,540
Retired Pay Accrual	1,069,769		1,069,769	(3,573)	1,066,196			1,066,196
Incentive Pay	182,573		182,573	(5)	182,568			182,568
Special Pay	173,612	3,700	177,312	5,251	182,563			182,563
Basic Allowance for Quarters	452,848	5,400	458,248	4,490	462,738			462,738
Variable Housing Allowance	105,396	2,500	107,896	2,632	110,528			110,528
Basic Allowance for Subsistence	141,109		141,109	(488)	140,621			140,621
Station Allowances Overseas	107,754		107,754	3,969	111,723			111,723
CONUS COLA	1,849		1,849	(1,294)	555			555
Uniform Allowances	1,718		1,718	3	1,721			1,721
Family Separation Allowances	3,399		3,399	(1,194)	2,205			2,205
Separation Payments	92,800		92,800	(6,092)	86,708			86,708
Social Security Tax - Employer's Contribution	286,404		286,404	1,752	288,156		49,000	135,708 288,156
<b>Total Obligations</b>	<b>5,900,732</b>	<b>6,090</b>	<b>5,906,822</b>	<b>0</b>	<b>5,906,822</b>	<b>0</b>	<b>49,000</b>	<b>5,955,822</b>
<b>Less Anticipated Reprogramming</b>				<b>0</b>			<b>(49,000)</b>	<b>(49,000)</b>
<b>Less Reimbursements</b>	<b>113,747</b>	<b>0</b>	<b>113,747</b>	<b>0</b>	<b>113,747</b>	<b>0</b>	<b>0</b>	<b>113,747</b>
<b>Total Direct Obligations</b>	<b>5,786,985</b>	<b>6,090</b>	<b>5,793,075</b>	<b>0</b>	<b>5,793,075</b>	<b>0</b>	<b>0</b>	<b>5,793,075</b>

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

**FY 1997**

**(In Thousands of Dollars)**

	<u>FY97 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PAY INCREASE COSTS</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY97 COLUMN FY98/99 REQUEST</u>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>								
Basic Pay	5,706,830	(4,629)	5,702,201	4,027	5,706,228			5,706,228
Retired Pay Accrual	1,860,427		1,860,427	(197)	1,860,230			1,860,230
Incentive Pay	20,959		20,959	(813)	20,146			20,146
Special Pay	29,574		29,574	(4,037)	25,537			25,537
Special Duty Assignment Pay	15,627		15,627	1	15,628			15,628
Reenlistment Bonus	32,853		32,853	(837)	32,016			32,016
Enlistment Bonus	1,663		1,663	0	1,663			1,663
Basic Allowance for Quarters	790,908	9,300	800,208	(8,651)	791,557			791,557
Variable Housing Allowance	174,655	5,100	179,755	7,448	187,203			187,203
Station Allowances Overseas	370,284		370,284	(1,224)	369,060			369,060
CONUS COLA	518		518	(138)	380			380
Clothing Allowances	101,784		101,784	(3,216)	98,568			98,568
Family Separation Allowances	14,187		14,187	(4,354)	9,833			9,833
Separation Payments	65,762		65,762	7,838	73,600			73,600
Social Security Tax - Employer's Contribution	498,691		498,691	4,153	502,844			502,844
<b>Total Obligations</b>	<b>9,684,722</b>	<b>9,771</b>	<b>9,694,493</b>	<b>0</b>	<b>9,694,493</b>	<b>0</b>	<b>0</b>	<b>9,694,493</b>
<b>Less Reimbursements</b>	<b>92,976</b>	<b>0</b>	<b>92,976</b>	<b>0</b>	<b>92,976</b>	<b>0</b>	<b>0</b>	<b>92,976</b>
<b>Total Direct Obligations</b>	<b>9,591,746</b>	<b>9,771</b>	<b>9,601,517</b>	<b>0</b>	<b>9,601,517</b>	<b>0</b>	<b>0</b>	<b>9,601,517</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>								
Academy Cadets	35,792	0	35,792	0	35,792	0	0	35,792
<b>Total Direct Obligations</b>	<b>35,792</b>	<b>0</b>	<b>35,792</b>	<b>0</b>	<b>35,792</b>	<b>0</b>	<b>0</b>	<b>35,792</b>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1997  
(In Thousands of Dollars)**

	FY97 PRESIDENT'S <u>BUDGET</u>	CONGRESSIONAL <u>ACTIONS</u>	AVAILABLE <u>APPROPRIATION</u>	INTERNAL REALIGNMENT/ <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	PAY INCREASE <u>COSTS</u>	OTHER PRICE/ PROGRAM <u>CHANGES</u>	REVISED FY97 COLUMN FY98/99 <u>REQUEST</u>
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>								
Basic Allowance for Subsistence	675,259	(700)	674,559	256	674,815			674,815
Subsistence-In-Kind	98,134		98,134	(256)	97,878			97,878
<b>Total Obligations</b>	<b>773,393</b>	<b>(700)</b>	<b>772,693</b>	<b>0</b>	<b>772,693</b>	<b>0</b>	<b>0</b>	<b>772,693</b>
Less Reimbursements	34,003	0	34,003	0	34,003	0	0	34,003
<b>Total Direct Obligations</b>	<b>739,390</b>	<b>(700)</b>	<b>738,690</b>	<b>0</b>	<b>738,690</b>	<b>0</b>	<b>0</b>	<b>738,690</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>								
Accession Travel	47,980		47,980	(943)	47,037			47,037
Training Travel	42,225	1,370	43,595	1,481	45,076			45,076
Operational Travel	142,746	(12,062)	130,684	3,007	133,691			133,691
Rotational Travel	417,233	5,152	422,385	(6,426)	415,959			415,959
Separation Travel	99,405		99,405	541	99,946			99,946
Organized Units Travel	27,080	680	27,760	(4,046)	23,714			23,714
Nontemporary Storage	21,726		21,726	172	21,898			21,898
Temporary Lodging Expense	27,339		27,339	3,219	30,558			30,558
VSI/SSB/15 Yr Retirement	222		222	2,995	3,217			3,217
<b>Total Obligations</b>	<b>825,956</b>	<b>(4,860)</b>	<b>821,096</b>	<b>0</b>	<b>821,096</b>	<b>0</b>	<b>0</b>	<b>821,096</b>
Less Reimbursements	2,624	0	2,624	0	2,624	0	0	2,624
<b>Total Direct Obligations</b>	<b>823,332</b>	<b>(4,860)</b>	<b>818,472</b>	<b>0</b>	<b>818,472</b>	<b>0</b>	<b>0</b>	<b>818,472</b>

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

**FY 1997**

**(In Thousands of Dollars)**

	<u>FY97 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PAY INCREASE COSTS</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY97 COLUMN FY98/99 REQUEST</u>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>								
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	100		100	0	100			100
Death Gratuities	1,440		1,440	0	1,440			1,440
Interest on Uniformed Service Savings Deposit	575		575	0	575			575
Unemployment Benefits	47,625		47,625	0	47,625			47,625
Survivor Benefits	5,115		5,115	0	5,115			5,115
Adoption	800		800	0	800			800
Education Assistance Program	10,000		10,000	0	10,000			10,000
Allow for Quarters to Surviving Dependents	200		200	0	200			200
Civilian Community Corps	50		50	0	50			50
<b>Total Direct Obligations</b>	<b>65,905</b>	<b>0</b>	<b>65,905</b>	<b>0</b>	<b>65,905</b>	<b>0</b>	<b>0</b>	<b>65,905</b>
<b>Total Direct Obligations</b>	<b>17,043,150</b>	<b>10,301</b>	<b>17,053,451</b>	<b>0</b>	<b>17,053,451</b>	<b>0</b>	<b>0</b>	<b>17,053,451</b>
Amounts Applied to Finance Increased Costs	0	0	0	0	0	0	0	0
Supplemental Requests/Transfers	0	0	0	0	0	0	0	0

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

**FY 1997 Military Personnel, Air Force Program**

FY 1997 Direct Program Request..... 17,053,451

Increases:

Separations .....		139,972
- 1 Jan 98 2.8 percent pay raise	3,242	
- Annualization of 1 Jan 97 3.0 percent pay raise	1,075	
- Increase in disability	514	
- Decrease in LAST payments	-688	
- Decrease in involuntary separations	-5,215	
- Increase in early retirement payments	77,983	
- 15 year retirement	69,853	
- Effect of changes in grade and longevity	-4,891	
- Involuntary Separations and Disability payments	-1,901	
Basic Pay .....		106,425
- 1 Jan 98 2.8 percent pay raise	228,682	
- Annualization of 1 Jan 97 3.0 percent pay raise	65,888	
- Decrease in workyears	-188,145	
DLA increase from 2 months BAQ to 2 and a half .....		26,100
Inflation.....		18,006
Program/Move Changes.....		15,309
- Increase in number of training and TERA separation moves.		
Entitlement Change .....		7,600
- Round-trip travel for POV pick-up and vehicle storage in lieu of transportation		
Reimbursements.....		6,612
- Decrease in reimbursement workyears causes	6,612	

increase in direct program		
Subsistence-In-Kind (SIK) .....		2,989
- Reductions in Subsistence in Mess	-169	
- Increase in Rations	3,158	
Clothing Allowance .....		2,829
- Increase in initial issue clothing payments	2,775	
- Increase in replacement/supplemental item payments	54	
Basic Allowance for Subsistence (BAS) .....		2,684
- 1 Jan 1998 1.0 percent BAS raise	7,880	
- Annualization of 1 Jan 1997 3.0 percent pay raise	5,898	
- Decrease in BAS Payments	-16,160	
- Start-up of BAS Partial (Realignment between BA 1 & 4)	5,066	
1 Jan 98 2.8 percent DLA increase .....		2,176
Unemployment Compensation.....		2,115
- Reflect higher separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.		
Variable Housing Allowance.....		2,088
- Increase in rates	12,111	
- Decrease in workyears	-10,023	
Social Security (FICA) .....		1,371
- 1 Jan 98 2.8 percent pay raise	18,005	
- Annualization of 1 Jan 97 3.0 percent pay raise	5,242	
- Decrease in Wage Credit amount	-6,930	
- Decrease in workyears	-14,946	
Selective Reenlistment Bonus (SRB).....		847

- Decrease in number of initial payments	-147	
- Increase in SRB rates due to FY 98 payraise	994	
Special Duty Assignment Pay.....		529
- Decrease in workyears/rates	529	
CONUS COLA.....		6
- Increase in workyears/rates	6	
Total Increases.....		337,658

Decreases:

Enlisted Bonus.....		-3
- Decrease in payments/rates	-3	
Basic Allowance for Quarters .....		-68
- 1 Jan 98 2.8 percent pay raise	30,989	
- Annualization of 1 Jan 97 3.0 percent pay raise	11,803	
- Decrease in workyears	-42,860	
Survivor Benefits.....		-145
- Increased payments based on latest Veterans Administration projected number of recipients.		
Family Separation Allowance .....		-1,102
- 1 Jan 98 2.8 percent pay raise	257	
- Annualization of 1 Jan 97 3.0 percent pay raise	61	
- Decrease in contingency support	-1,420	
Incentive Pay.....		-1,213
- Increase in workyears/rates	1,157	

- Decrease in contingency support	-2,370	
Special Pay.....		-3,573
- Decrease in workyears primarily as a result of contingency support	-3,573	
Montgomery GI Bill.....		-4,766
- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.		
Program/Move Changes.....		-16,757
- Decrease in number of accession, operational, rotational, unit and normal separation moves.		
Overseas Station Allowance.....		-40,893
- Decrease in workyears	-5,276	
- Reduction associated with more favorable currency exchange rates	-35,617	
Retired Pay Accrual .....		-156,033
- 1 Jan 98 2.8 percent pay raise	68,448	
- Annualization of 1 Jan 97 3.0 percent pay raise	19,758	
- Decrease in RPA rate to 30.5 percent down 2.1 percent	-138,264	
- Decrease in workyears	-105,975	
Total Decreases.....		-224,553
FY 1998 Military Personnel, Air Force Direct Program.....		17,166,556

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

**FY 1998 Military Personnel, Air Force Program**

FY 1998 Direct Program Request..... 17,166,556

Increases:

Basic Pay .....		79,718
- 1 Jan 99 3.0 percent pay raise	247,357	
- Annualization of 1 Jan 98 2.8 percent pay raise	62,149	
- Decrease in workyears	-229,788	
Inflation.....		19,188
Program/Move Changes.....		10,114
- Increase in number of accession, training, and rotational.		
Social Security (FICA) .....		6,139
- 1 Jan 99 3.0 percent pay raise	19,468	
- Annualization of 1 Jan 98 2.8 percent pay raise	4,941	
- Decrease in workyears	-18,270	
Clothing Allowance .....		5,196
- Increase in initial issue clothing payments	4,916	
- Increase in replacement/supplemental item payments	280	
Variable Housing Allowance.....		3,271
- Decrease in workyears	-8,496	
- Increase in rates	11,767	
1 Jan 99 3.0 percent DLA increase .....		2,226

Unemployment Compensation.....		1,683
- Reflect higher separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.		
Subsistence-In-Kind (SIK) .....		1,452
- Increase in Subsistence in Mess	503	
- Increase in Rations	949	
Reimbursements.....		1,086
- Decrease in reimbursements causes increase in direct program requirements	1,086	
Selective Reenlistment Bonus (SRB).....		570
- Decrease in number of initial payments	-424	
- Increase in SRB rates due to FY99 payraise	994	
Special Duty Assignment Pay.....		473
- Increase in workyears/rates	473	
CONUS COLA.....		10
- Increase in workyears/rates	10	
Total Increases.....		131,126
<u>Decreases:</u>		
Enlistment Bonus.....		-3
- Decrease in workyears/rates	-3	
Family Separation Allowance .....		-24
- 1 Jan 99 3.0 percent pay raise	279	
- Annualization of 1 Jan 98 2.8 percent pay raise	58	
- Decrease in workyears	-361	

Survivor Benefits.....		-337
- Decreased payments based on latest Veterans Administration projected number of recipients.		
Overseas Station Allowance.....		-815
- Increase in rates	325	
- Decrease in workyears	-1,140	
Basic Allowance for Subsistence (BAS).....		-1,349
- 1 Jan 99 1.0 percent BAS raise	7,841	
- Annualization of 1 Jan 98 1.0 percent BAS raise	1,985	
- Decrease in workyears	-15,286	
- Increase in Partial rate (Realignment between BA 1 & 4)	4,111	
Basic Allowance for Quarters .....		-2,073
- 1 Jan 99 3.0 percent pay raise	33,304	
- Annualization of 1 Jan 98 4.6 percent BAQ raise	8,404	
- Decrease in workyears	-43,781	
Speical Pay .....		-2,095
- Decrease in payments/rates	-2,095	
Retired Pay Accrual .....		-3,171
- 1 Jan 99 3.0 percent pay raise	61,994	
- Annualization of 1 Jan 98 2.8 percent pay raise	14,916	
- Decrease in RPA rate to 30.2 percent, down .3 percent	-23,645	
- Decrease in workyears	-56,436	
Incentive Pay.....		-7,826
- Decrease in workyears/rates, primarily Officer ACIP	-7,826	
Program/Move Changes.....		-22,535
- Decrease in number of operational, unit and TERA/normal separation moves.		

Separations .....		-73,134
- 1 Jan 99 3.0 percent pay raise	3,582	
- Increase in involuntary separation	90	
- Annualization of 1 Jan 98 2.8 percent pay raise	1,039	
- Decrease in disability rate	-295	
- Decrease in LSTL payments	-3,327	
- Decrease in early retirement payments	-77,983	
- Involuntary Separations and Disability	346	
- Effect of changes in grade and longevity	-3,315	
- 15 year retirement (TERA)	6,729	
Total Decreases.....		-113,362
FY 1999 Military Personnel, Air Force Direct Program.....		17,184,320

**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 1997 Direct Program ..... \$5,793,075

Increases:

Separation Pay.....		65,896
- 15 year retirement	69,853	
- 1 Jan 96 2.8 percent pay raise	2,469	
- Annualization of 1 Jan 97 3.0 percent pay raise	874	
- Decrease in lump sum terminal leave payments	-508	
- Involuntary Separations	-1,901	
- Effect of changes in grade and longevity	-4,891	
Basic Pay.....		34,247
- 1 Jan 96 2.8 percent pay raise	67,973	
- Annualization of 1 Jan 97 3.0 percent pay raise	24,095	
- Decrease in workyears	-57,821	
Reimbursements.....		16,245
- Decrease in reimbursement workyears causes increase in direct program	16,245	
Basic Allowance for Quarters.....		3,251
- 1 Jan 96 2.8 percent pay raise	9,584	
- Annualization of 1 Jan 97 4.6 percent increase and Quality of Life Adjustment	3,398	
- Decrease in workyears	-9,731	
Variable Housing Allowance.....		2,021
- Increase in rates and new Locality Floor entitlement	4,815	
- Decrease in workyears	-2,794	
Family Separation Allowance.....		23
- Increase due to pay raise	23	
Clothing Allowance.....		23
- Increase in payments	23	

CONUS COLA.....		5	
Total Increases.....			121,711
<b>Decreases:</b>			
Social Security (FICA).....		-422	
- 1 Jan 98 2.8 percent pay raise	5,918		
- Annualization of 1 Jan 97 3.0 percent pay raise	2,098		
- Wage Credit decrease	-3,200		
- Decrease in workyears	-5,238		
Basic Allowance for Subsistence.....		-739	
- 1 Jan 98 1 percent increase	1,041		
- Annualization of 1 Jan 97 3.0 percent pay raise	1,034		
- Decrease in workyears	-2,814		
Special Pay.....		-1,441	
Incentive Pay.....		-1,869	
- Decrease in requirements attributable to contingencies	-1,869		
Overseas Station Allowance.....		-11,693	
- Decrease in workyears	-941		
- Decrease in rates	-10,752		
Retired Pay Accrual.....		-58,236	
- 1 Jan 98 2.8 percent pay raise	20,732		
- Annualization of 1 Jan 97 3.0 percent pay raise	7,349		
- Decrease in workyears	-16,916		
- Decrease in Retired Pay Accrual rate to 30.5 percent	-69,401		
Total Decreases.....			-74,400
FY 1998 Direct Program.....			\$5,840,386

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

**1. Pay and Allowances of Officers**

FY 1998 Direct Program ..... \$5,840,386

Increases:

Basic Pay.....		24,062
- 1 Jan 99 3.0 percent pay raise	73,251	
- Annualization of 1 Jan 98 2.8 percent pay raise	22,631	
- Decrease in workyears	-71,820	
Separation Pay.....		5,088
- 15 year retirement	6,729	
- 1 Jan 99 3.0 percent pay raise	2,753	
- Annualization of 1 Jan 98 2.8 percent pay raise	851	
- Involuntary Separations and Disability	346	
- Decrease in lump sum terminal leave payments	-2,276	
- Effect of changes in grade and longevity	-3,315	
Variable Housing Allowance.....		2,116
- Increase in rates	4,912	
- Decrease in workyears	-2,796	
Social Security (FICA).....		1,882
- 1 Jan 99 3.0 percent pay raise	6,373	
- Annualization of 1 Jan 98 2.8 percent pay raise	1,969	
- Decrease in workyears	-6,460	
Reimbursements.....		921
- Decrease in reimbursement workyears causes increase in direct program	921	
Overseas Station Allowance.....		567
- Increase in requirements	567	

Basic Allowance for Quarters.....		2,111	
- 1 Jan 99 3.0 percent pay raise	10,300		
- Annualization of 1 Jan 98 2.8 percent pay raise	3,182		
- Decrease in workyears	-11,371		
Clothing Allowance.....		165	
- Increase in payments	165		
Family Separation Allowance.....		25	
CONUS COLA.....		9	
Total Increases.....			36,946
<u>Decreases:</u>			
Retired Pay Accrual.....		-2,648	
- 1 Jan 99 3.0 percent pay raise	10,300		
- Annualization of 1 Jan 98 2.8 percent pay raise	3,182		
- Decrease in workyears	-6,143		
- Decrease in Retired Pay Accrual rate to 30.2 percent	-9,987		
Basic Allowance for Subsistence.....		-1,217	
- 1 Jan 99 1.0 percent increase	1,032		
- Annualization of 1 Jan 98 1 percent increase	343		
- Decrease in workyears	-2,592		
Special Pay.....		-1,857	
Incentive Pay.....		-7,832	
- Decrease in workyears	-7,832		
Total Decreases.....			-13,554
FY 1999 Direct Program.....			\$5,863,778

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 1996 Actual	\$3,243,370
FY 1997 Estimate	\$3,270,540
FY 1998 Estimate	\$3,304,787
FY 1999 Estimate	\$3,328,849

**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) and the Temporary Early Retirement Authority (TERA).

Officer accessions for FY 1996 through FY 1999 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 2.4 percent in FY 1996, 3.0 percent in FY 1997, 2.8 percent in FY 1998, and 3.0 percent in FY 1999.

(Amount in Thousands)

BASIC PAY - OFFICERS

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	11	108,202	1,190	12	108,202	1,298	11	108,202	1,190	11	108,202	1,190
Lt. General	38	103,613	3,730	38	106,583	4,050	39	108,202	4,220	39	108,202	4,220
Maj General	89	93,879	8,355	87	96,571	8,402	85	99,322	8,442	87	102,253	8,896
Brig General	142	82,821	11,781	140	85,226	11,932	140	87,654	12,272	140	90,241	12,634
Colonel	4,129	69,592	287,345	4,108	71,754	294,765	4,059	73,658	298,978	4,013	76,305	306,212
Lt Colonel	10,745	56,283	604,761	10,652	57,971	617,507	10,720	59,589	638,794	10,812	61,323	663,024
Major	18,058	46,142	740,948	16,659	47,392	789,503	16,826	48,534	816,833	16,711	49,893	833,762
Captain	32,019	37,822	1,211,023	30,303	38,829	1,170,575	28,224	39,998	1,128,904	26,698	41,133	1,098,169
1st Lieutenant	7,339	29,266	214,783	7,571	29,384	222,315	7,850	30,349	238,240	7,316	30,470	222,919
2nd Lieutenant	7,365	21,653	159,474	7,002	21,450	150,193	7,098	22,135	157,114	7,835	22,696	177,823
TOTAL BASIC PAY	77,933		\$3,243,370	76,572		\$3,270,540	75,052		\$3,304,787	73,662		\$3,328,849

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 1996 Actual	\$1,067,069
FY 1997 Estimate	\$1,066,196
FY 1998 Estimate	\$1,007,960
FY 1999 Estimate	\$1,005,312

**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 32.9 percent for FY 1996, 32.6 percent for FY 1997, 30.5 percent for FY 1998, and 30.2 percent in FY 1999.

(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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>									
77,933	13,692.13	\$1,067,069	76,572	13,924.10	\$1,066,196	75,052	13,430.16	\$1,007,960	73,662	13,647.63	\$1,005,312

(Amount in Thousands)

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

FY 1998 Actual	\$197,585
FY 1997 Estimate	\$182,568
FY 1998 Estimate	\$180,699
FY 1999 Estimate	\$172,867

**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. Deviations in Aviation Continuation Pay from FY 1997 to FY 1998 and beyond are a function of the following: (1) projected take rates in FY 1997 and FY 1998 are reduced. (2) small pool of eligible pilots in FY 1997 due to the extension in the UPT ADSC from 7 to 8 years in June 1997; eligible population more than doubles in FY 1998.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Aviation Career Incentive Pay

Yrs Svc Grade	Monthly Rate	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
		Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
2	125	1,382	1,500	2,073	1,631	1,500	2,447	2,196	1,500	3,294	2,200	1,500	3,300
2-3	156	552	1,872	1,033	984	1,872	1,842	975	1,872	1,825	1,148	1,872	2,149
3-4	188	777	2,256	1,753	625	2,256	1,410	976	2,256	2,202	972	2,256	2,193
4-6	206	2,736	2,472	6,763	1,096	2,472	2,709	1,136	2,472	2,808	1,584	2,472	3,916
6-18	650	14,409	7,800	112,390	14,683	7,800	114,371	13,610	7,800	106,158	12,139	7,800	94,684
18-20	585	1,279	7,020	8,979	1,265	7,020	8,880	1,198	7,020	8,410	1,369	7,020	9,610
20-22	495	1,175	5,940	6,980	963	5,940	5,720	815	5,940	4,841	782	5,940	4,645
22-24	385	887	4,620	4,088	888	4,620	4,103	711	4,620	3,285	704	4,620	3,252
24-25	385	326	4,620	1,506	288	4,620	1,321	270	4,620	1,247	272	4,620	1,257
25 & over	250	350	3,000	1,050	245	3,000	735	244	3,000	732	278	3,000	834
B/G under 25	200	11	2,400	26	11	2,400	26	12	2,400	29	11	2,400	26
Subtotal Flying Duty Crew		23,884		\$146,651	22,657		\$143,584	22,143		\$134,831	21,459		\$125,866
<u>Aviation Continuation Pay</u>				\$47,710			\$35,450			\$42,450			\$43,570
Subtotal Flying Duty Pay				\$194,361			\$179,014			\$177,281			\$169,436

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>									
Flying Duty Non-Crew	90	1,320	\$119	90	1,320	\$119	100	1,320	\$132	100	1,320	\$132
Flying Duty Non-Rated	230	2,220	\$511	230	2,220	\$511	230	2,220	\$511	230	2,220	\$511
AWACS Wpns Contr	547	3,384	\$1,851	650	3,384	\$2,200	610	3,384	\$2,064	610	3,384	\$2,064
Parachute Jumping	105	1,320	139	90	1,320	119	90	1,320	119	93	1,320	123
Parachute HALO	80	1,980	158	80	1,980	158	80	1,980	158	82	1,980	162
Demolition Duty	38	1,320	48	41	1,320	54	40	1,320	53	41	1,320	54
Press Chmbr Observer	235	1,320	310	235	1,320	310	225	1,320	297	225	1,320	297
Accel/Decel Subject	29	1,320	38	25	1,320	33	26	1,320	34	27	1,320	36
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	35	1,320	46	35	1,320	46	35	1,320	46	36	1,320	48
L/Hazard Bio Org	2	1,320	3	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay			\$3,224			\$3,554			\$3,418			\$3,431
<b>TOTAL INCENTIVE PAY</b>			<b>\$187,585</b>			<b>\$182,588</b>			<b>\$180,699</b>			<b>\$172,867</b>

(Amount In Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 1996 Actual	\$170,634
FY 1997 Estimate	\$182,563
FY 1998 Estimate	\$181,122
FY 1999 Estimate	\$179,265

**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 \$6,000 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 \$3,000 to \$7,000 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 \$2,500 - \$6,000 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 \$4,000, \$6,000, \$8,000 or \$10,000 depending on years of service.
- i. Dental Accession Bonus - This is a subcategory of Dental Special Pay which was authorized in the FY 1997 National Defense Authorization Act which allows for a new payment category of \$30,000. This is a one time payment on the members entry.

- 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. The Services are seeking an amendment to section 12301 Title 10, U.S.C. to authorize the Secretary to order a member of the Reserve component to active duty, with their consent, to complete a medical evaluation or treatment deemed necessary by the Dept of Defense. The costs associated with this initiative is included starting in FY 1997. The enhancements to Health Professions Loan Repayment Program, would amend section 16302(c)(2) and (3) of Title 10, U.S.C., to change the repayment amounts from \$3,000 (per year) and \$20,000 (total) to \$7,500 and \$50,000 respectively. This is anticipated to help the Services in their recruitment of physicians.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Number Payments	Average Rate	Amount									
Physicians Pay												
Variable Special	4,124	8,000	32,992	4,190	8,000	33,520	4,190	8,000	33,520	4,190	8,000	33,520
Board Certified Pay	2,700	3,110	8,397	2,514	3,190	8,020	2,514	3,190	8,020	2,514	3,190	8,020
Additional Special Pay	3,311	15,000	49,665	3,240	15,000	48,600	3,240	15,000	48,600	3,240	15,000	48,600
Incentive Special Pay	2,974	16,100	47,881	2,725	17,240	46,979	2,725	17,240	46,979	2,725	17,240	46,979
Multi-Year Special Pay	680	9,240	6,283	1,295	9,930	12,859	1,295	9,930	12,859	1,295	9,930	12,859
Subtotal Physicians Pay			\$145,218			\$149,978			\$149,978			\$149,978

Nurses Bonus

Nurses Accession Bonus	349	5,000	1,745	412	5,000	2,060	487	5,000	2,435	488	5,000	2,440
Incentive Special Pay	162	15,000	2,430	187	15,000	2,805	209	15,000	3,135	209	15,000	3,135
Nurse Board Certification *	194	3,000	211	194	3,000	582	194	3,000	582	194	3,000	582
Subtotal Nurses Bonus			\$4,388			\$5,447			\$6,152			\$6,157

Dentist Pay

Dental Additional	1,061	7,600	8,064	1,137	7,270	8,266	1,137	7,270	8,266	1,137	7,270	8,266
Dental Variable Pay	1,179	3,560	4,197	1,179	4,680	5,518	1,179	4,680	5,518	1,179	4,680	5,518
Board Certif Dental	354	3,070	1,087	307	4,190	1,286	307	4,190	1,286	307	4,190	1,286
Dental Special Pay	0	30,000	0	171	30,000	5,130	125	30,000	3,750	64	30,000	1,920
Subtotal Dentist Pay			\$13,348			\$20,200			\$18,820			\$16,990

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Number Payments	Average Rate	Amount									
<u>Optometrists</u>	200	1,200	\$240	200	1,200	\$240	200	1,200	\$240	200	1,200	\$240
<u>Veterinarians</u>	5	1,200	\$6	4	1,200	\$5	3	1,200	\$4	2	1,200	\$2
<u>Biomedical Science</u>	136	3,000	\$408	194	3,000	\$582	257	3,000	\$771	271	3,000	\$813
Subtotal Medical Pay			\$163,806			\$176,452			\$175,965			\$174,180
<u>Personal Allowance - General Officer</u>												
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4	1	4,000	4
Senior Member of Staff												
Committee - United Nations	0	2,700	0	0	2,700	0	0	2,700	0	0	2,700	0
General	10	2,200	22	11	2,200	24	10	2,200	22	10	2,200	22
Lt. General	36	500	18	39	500	20	40	500	20	39	500	20
Subtotal Personal Allowance**			\$44			\$48			\$48			\$46
<u>Hostile Fire</u>	3,108	1,800	\$5,594	2,599	1,800	\$4,678	2,070	1,800	\$3,726	2,030	1,800	\$3,654
<u>Diving Duty</u>	50	1,800	\$90	47	1,800	\$85	47	1,800	\$85	47	1,800	\$85
<u>Linguist</u>	1,204	1,080	\$1,300	1,204	1,080	\$1,300	1,204	1,080	\$1,300	1,204	1,080	\$1,300
TOTAL SPECIAL PAY			\$170,634			\$182,563			\$181,122			\$179,265

\* 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 1996 Actual	\$457,901
FY 1997 Estimate	\$462,738
FY 1998 Estimate	\$465,989
FY 1999 Estimate	\$468,100

**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: 2.4 percent for FY 1996, 3.0 percent for FY 1997, 2.8 percent for FY 1998, 3.0 percent for FY 1999. As a Quality of Life Initiative, the BAQ rates for With and Without Dependents have been increased to 5.2 percent for FY 1998 and 4.6 percent for FY 1997. This reduced the BAQ gap which causes members to absorb 19.4 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 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
General	61	11,646.00	710	60	12,047.79	723	59	12,437.53	734	60	12,804.57	768
Colonel	2,568	10,486.80	26,930	2,555	10,848.59	27,718	2,525	11,189.55	28,279	2,496	11,530.05	28,779
Lt. Colonel	7,699	10,108.80	77,828	7,632	10,457.55	79,812	7,681	10,795.85	82,923	7,747	11,114.44	86,104
Major	10,355	8,910.00	92,263	10,742	9,217.40	99,013	10,851	9,515.58	103,254	10,776	9,796.38	105,566
Captain	16,320	7,450.05	121,585	15,346	7,707.10	118,273	14,200	7,956.42	112,981	13,508	8,191.22	110,647
1st Lieutenant	1,994	6,461.14	12,864	1,957	6,684.11	13,081	1,932	6,900.28	13,331	1,488	7,104.34	10,571
2nd Lieutenant	1,633	5,925.42	9,676	1,430	6,129.78	8,766	1,273	6,327.97	8,056	1,175	6,514.59	7,655
Subtotal with Dependents	40,630		\$341,876	39,722		\$347,386	38,521		\$349,558	37,250		\$350,090

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Full Allowance

<u>Grade</u>	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
General	4	9,460.80	38	4	9,787.20	39	3	10,103.81	30	4	10,401.98	42
Colonel	208	8,679.60	1,805	207	8,979.05	1,859	204	9,269.52	1,891	202	9,543.08	1,928
Lt. Colonel	1,029	8,359.20	8,602	928	8,647.59	8,008	934	8,927.34	8,338	939	9,190.79	8,630
Major	2,299	7,747.20	17,811	2,298	8,014.48	18,417	2,304	8,273.75	19,063	2,304	8,517.91	19,625
Captain	8,490	6,234.34	52,930	7,977	6,449.45	51,447	7,431	6,658.08	49,476	7,028	6,854.56	48,174
1st Lieutenant	3,514	4,954.32	17,409	3,213	5,125.36	16,468	3,333	5,291.02	17,635	3,106	5,447.06	16,919
2nd Lieutenant	4,106	4,184.03	17,180	4,382	4,328.46	18,881	4,422	4,468.32	19,759	4,882	4,600.44	22,459
Subtotal without Dependents	19,650		\$115,775	18,987		\$115,119	18,631		\$116,192	18,465		\$117,777

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Partial Allowance

<u>Grade</u>	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Colonel	5	475.20	2	5	475.20	2	5	475.20	2	5	475.20	2
Lt. Colonel	19	396.00	8	19	396.00	8	17	396.00	7	20	396.00	8
Major	51	320.40	16	53	320.40	17	70	320.40	22	54	320.40	17
Captain	392	266.40	104	371	215.27	80	344	266.40	92	327	266.40	87
1st Lieutenant	211	212.40	45	218	158.92	35	226	212.40	48	210	212.40	45
2nd Lieutenant	443	158.40	70	421	217.31	91	428	158.40	68	470	158.40	74
Subtotal without Dependents (partial)	1,121		\$245	1,087		\$233	1,090		\$239	1,086		\$233

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Major	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0
Captain	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0
1st Lieutenant	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0
2nd Lieutenant	1	4,954.44	5	0	5,192.00	0	0	5,359.96	0	0	5,518.13	0
Subtotal Inadequate Family Housing	1		\$5	0		\$0	0		\$0	0		\$0
TOTAL BASIC ALLOWANCE FOR QUARTERS			\$457,901			\$462,738			\$465,989			\$468,100

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS**

FY 1996 Actual	\$111,142
FY 1997 Estimate	\$110,528
FY 1998 Estimate	\$112,549
FY 1999 Estimate	\$114,665

**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, 2.1 percent in FY 1997-1999 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 protects a servicemember against unexpected lowering of VHA rates while stationed in a particular area. This program started 1 Jan. 1996. VHA locality floor, enacted in FY 1997, (37 USC, 403a), provides a housing allowance floor for members at 85% of Housing and Urban Development Fair Market Rents (FMR). This program will affect approximately 18,250 AF members.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	61	3,632.21	222	61	3,719.75	227	60	3,839.70	230	61	3,891.25	237
Colonel	2,636	2,715.60	7,158	2,629	2,758.44	7,252	2,598	2,861.40	7,434	2,569	2,971.56	7,634
Lt. Colonel	8,200	2,546.04	20,878	8,056	2,586.12	20,834	8,119	2,685.38	21,802	8,197	2,791.92	22,885
Major	11,898	2,387.48	27,695	12,109	2,404.80	29,120	12,258	2,501.76	30,662	12,173	2,602.92	31,685
Captain	22,680	1,858.20	42,144	21,245	1,891.08	40,176	19,589	1,975.08	38,690	18,513	2,063.64	38,204
1st Lieutenant	5,168	1,290.38	6,668	4,861	1,310.84	6,371	4,964	1,386.24	6,861	4,300	1,462.32	6,288
2nd Lieutenant	5,642	1,130.64	6,379	5,702	1,148.40	6,548	5,612	1,220.52	6,850	5,979	1,283.24	7,732
TOTAL VARIABLE HOUSING ALLOWANCE	58,083		\$111,142	54,683		\$110,528	53,198		\$112,549	51,792		\$114,665
TOTAL HOUSING ALLOWANCE			\$111,142			\$110,528			\$112,549			\$114,665

(Amount in Thousands)

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

FY 1996 Actual	\$139,970
FY 1997 Estimate	\$140,621
FY 1998 Estimate	\$139,882
FY 1999 Estimate	\$138,665

**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 FY 1997 rate increase is a direct result of the annualization of the pay raise. Partial basic allowance for subsistence is proposed for implementation in FY 1998 as a cost neutral effort to provide all eligible personnel with a basic allowance for subsistence (BAS) payment. The proposal limits the growth of BAS to 1% per year in order to allow the department to make partial BAS payment with the remaining pay raise resources to members receiving subsistence-in-kind (SIK) payments. Projected increases in cost growth will allow the U.S. Department of Agriculture (USDA) food index to catch-up with the BAS payment in approximately six years at which time all enlisted personnel will be entitled to a BAS payment.

Details of the computation are provided in the following table:

FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>									
77,933	1,798.03	\$139,970	76,572	1,836.45	\$140,621	75,052	1,863.80	\$139,882	73,662	1,882.43	\$138,665

(Amount in Thousands)

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

FY 1996 Actual	\$103,790
FY 1997 Estimate	\$111,723
FY 1998 Estimate	\$100,030
FY 1999 Estimate	\$100,597

**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 1996 are from actuals. The FY 1997 rates are based on the 1 January 1996 rate of exchange and the FY 1998 and 1999 are based on those of 1 December 1996.

The workyears for Cost of Living, Housing, Moving In and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year. Beginning in FY 1997 the Military Personnel Appropriation rejoins the Foreign Currency Fluctuation Defense Account.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living

<u>Grade</u>	<u>FY 1998 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	50	8,000.72	400	50	8,923.90	446						
Colonel	570	8,760.00	4,993	565	9,499.00	5,387	49	8,405.51	412	48	8,391.06	403
Lt. Colonel	1,440	7,771.00	11,190	1,426	8,352.00	11,910	555	8,625.00	4,787	550	8,625.00	4,744
Major	2,331	6,758.00	15,753	2,309	7,313.00	16,866	1,403	7,512.00	10,539	1,413	7,512.00	10,614
Captain	4,699	5,770.00	27,113	4,654	6,240.00	29,041	2,306	6,462.00	14,901	2,325	6,462.00	15,024
1st Lieutenant	778	4,381.00	3,408	771	4,682.00	3,610	4,652	5,583.00	25,972	4,635	5,583.00	25,877
2nd Lieutenant	279	3,549.00	990	276	3,727.00	1,029	758	4,185.00	3,172	751	4,185.00	3,143
							272	3,485.00	948	270	3,485.00	941
Subtotal Cost of Living	10,147		\$83,847	10,051		\$88,289	9,995		\$60,731	9,992		\$60,745

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Housing Allowance

<u>Grade</u>	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	4	3,987.00	16	4	3,325.50	13	4	8,438.25	34	4	8,438.25	34
Colonel	140	11,951.00	1,673	139	13,289.00	1,847	136	11,853.00	1,612	135	11,853.00	1,600
Lt. Colonel	528	8,087.00	4,270	523	8,973.00	4,693	514	8,374.00	4,304	510	8,374.00	4,271
Major	958	7,122.00	6,809	947	8,310.00	7,870	931	8,811.00	6,341	923	8,811.00	6,287
Captain	2,130	6,528.37	13,905	2,110	7,271.00	15,342	2,075	6,599.00	13,693	2,056	6,599.00	13,568
1st Lieutenant	342	6,472.00	2,213	339	7,203.00	2,442	333	6,068.00	2,020	330	6,068.00	2,002
2nd Lieutenant	97	6,977.00	677	96	8,283.00	795	94	6,004.00	564	94	6,004.00	564
Subtotal Housing Allowance	4197		\$29,562	4158		\$33,002	4087		\$28,568	4052		\$28,326

	<u>Average</u>			<u>Average</u>			<u>Average</u>			<u>Average</u>		
	<u>No. Pymts</u>	<u>Rate</u>	<u>Amount</u>									
<u>Moving-In</u>												
<u>Housing Allowance</u>	2,424	724.77	\$1,757	2,389	741.32	\$1,756	2,350	764.09	\$1,796	2,336	825.38	\$1,928
<u>Temporary</u>												
<u>Lodging Allowance</u>	19,339	445.93	\$8,624	19,154	452.95	\$8,676	19,021	469.74	\$8,935	18,900	507.83	\$9,598
TOTAL STATION ALLOWANCE, OVERSEAS			\$103,790			\$111,723			\$100,030			\$100,597

Note: Numbers may not add due to rounding.

(Amount in Thousands)

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

FY 1996 Actual	\$553
FY 1997 Estimate	\$555
FY 1998 Estimate	\$560
FY 1999 Estimate	\$569

**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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>									
Officers	1,502	368.16	553	1,473	376.44	555	1,443	388.00	560	1,422	400.05	569
TOTAL CONUS COLA			\$553			\$555			\$560			\$569

(Amount in Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

FY 1996 Actual	\$1,685
FY 1997 Estimate	\$1,721
FY 1998 Estimate	\$1,744
FY 1999 Estimate	\$1,909

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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Initial Allowances	4,773	200.00	955	4,889	200.00	978	4,961	200.00	992	5,496	200.00	1,099
Additional Allowances	4,773	100.00	477	4,889	100.00	489	4,961	100.00	496	5,496	100.00	550
Civilian Clothing	239	1,057.18	253	235	1,060.79	254	230	1,113.98	256	226	1,149.00	260
<b>TOTAL UNIFORM ALLOWANCES</b>			<b>\$1,685</b>			<b>\$1,721</b>			<b>\$1,744</b>			<b>\$1,909</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 1996 Actual	\$2,384
FY 1997 Estimate	\$2,205
FY 1998 Estimate	\$2,228
FY 1999 Estimate	\$2,253

**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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	5	8,679.80	43	5	8,979.05	45	5	9,269.52	46	5	9,543.08	48
Lt Colonel	25	8,359.20	209	25	8,647.59	216	25	8,927.34	223	25	9,190.79	230
Major	30	7,747.20	232	30	8,014.48	240	30	8,273.75	248	30	8,517.91	258
Captain	30	6,210.00	186	30	6,424.25	193	30	6,632.07	199	30	6,827.78	205
1st Lieutenant	4	4,924.80	20	4	5,094.71	20	4	5,259.52	21	4	5,414.73	22
2nd Lieutenant	1	4,147.20	4	1	4,290.26	4	1	4,429.07	4	1	4,559.77	5
Subtotal	85		\$694	85		\$716	85		\$741	85		\$766
<u>PCS CONUS or Overseas with dependents not authorized</u>	433	900.00	\$390	427	900.00	\$384	427	900.00	\$384	427	900.00	\$384
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	1,444	900.00	\$1,300	1,225	900.00	\$1,103	1,225	900.00	\$1,103	1,225	900.00	\$1,103
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>			<b>\$2,384</b>			<b>\$2,205</b>			<b>\$2,228</b>			<b>\$2,253</b>

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICER**

FY 1996 Actual	\$188,926
FY 1997 Estimate	\$86,708
FY 1998 Estimate	\$152,604
FY 1999 Estimate	\$157,692

**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 through FYs 1997, 1998, or 1999.

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 1996 Actual				FY 1997 Estimate				FY 1998 Estimate				FY 1999 Estimate			
	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
General	111	43.7	4,660.96	517	157	43.8	4,758.62	747	126	43.8	4,935.53	622	141	43.8	5,111.74	721
Colonel	1,356	30.2	3,128.73	4,240	1,261	30.2	3,197.08	4,032	1,258	30.2	3,288.16	4,137	1,087	30.2	3,385.31	3,680
Lt. Colonel	2,596	21.0	2,216.92	5,755	2,217	21.0	2,266.80	5,025	2,106	21.0	2,331.38	4,910	1,971	21.0	2,400.28	4,731
Major	1,795	22.4	2,679.25	4,809	1,615	22.4	2,739.53	4,424	1,662	22.4	2,817.58	4,683	1,366	22.4	2,900.82	3,963
Captain	2,530	23.2	2,274.04	5,753	2,895	23.2	2,325.21	6,731	2,726	23.2	2,391.45	6,519	2,490	23.2	2,462.10	6,131
1st Lieutenant	214	20.0	1,293.82	277	240	20.0	1,322.93	318	305	20.0	1,360.62	415	301	20.0	1,400.82	422
2nd Lieutenant	50	14.2	585.30	29	38	14.2	598.47	23	46	14.2	615.52	28	40	14.2	633.71	25
Subtotal Lump Sum Terminal Leave			\$21,380				\$21,300				\$21,314				\$19,673	

Separation Pay

Fail Promotion/Unfit	440		52,607.00	23,147	539		55,974.00	30,170	454		57,541.00	26,124	645		59,268.00	38,228
Disability	36		32,556.00	1,172	25		44,967.00	1,124	25		46,226.00	1,156	25		47,613.00	1,190
Severance Pay, Non Disability																
Invol-Half Pay 5%	9		16,667.00	150	3		20,639.00	62	3		21,217.00	64	3		21,853.00	66
Invol-Full Pay 10%	36		36,556.00	1,316	25		58,925.00	1,473	25		60,575.00	1,514	25		62,392.00	1,560
SSB	0		0.00	0	0		0.00	0	0		0.00	0	0		0.00	0
VSI *	3		0.00	0			0	0	0		0	0	0		0	0
VSI Trust Fund **				85,377				32,579				32,579				32,579
15 Year Retirement	846		56,384		600		49,000		1,000		69,853		850		64,396	
Subtotal Separation Pay			\$167,546				\$114,408				\$131,290				\$138,019	
TOTAL SEPARATION PAYMENTS			\$188,926				\$135,708				\$152,604				\$157,692	
Less Anticipated Reprogramming ***			\$0				\$49,000				\$0				\$0	
TOTAL SEPARATION PAYMENTS			\$188,926				\$86,708				\$152,604				\$157,692	

\*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.

\*\*\*Based on the estimated FY96 overstrength, we will separate approximately 600 officers by means of the 15 Year Retirement Program at an estimated cost of \$49M which will be included in a reprogramming action.

(Amount in Thousands)

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

FY 1996 Actual	\$287,925
FY 1997 Estimate	\$288,156
FY 1998 Estimate	\$287,734
FY 1999 Estimate	\$289,616

**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 1996 - 7.65% on First \$62,700
- Calendar Year 1997 - 7.65% on First \$65,400
- Calendar Year 1998 - 7.85% on First \$68,700
- Calendar Year 1999 - 7.65% on First \$71,400

Funding for FY 1995, FY 1996, FY 1997 and FY 1998 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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	77,933	3,149.80	245,473	76,572	3,230.61	247,374	75,052	3,333.05	250,152	73,662	3,421.49	252,034
Wage Credit			42,452			40,782			37,582			37,582
<b>TOTAL SOCIAL SECURITY TAX</b>			<b>\$287,925</b>			<b>\$288,156</b>			<b>\$287,734</b>			<b>\$289,616</b>

PAY & ALLOWANCES OF ENLISTED

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

**2. Pay and Allowances of Enlisted**

FY 1997 Direct Program Request..... **\$9,601,517**

Increases:

Variable Housing Allowance.....		67
- Increase in rates	7,296	
- Decrease in workyears	(7,229)	
Special Duty Assignment Pay.....		529
- Decrease in workyears/rates	529	
Social Security (FICA) .....		1,797
- 1 Jan 98 2.8% pay raise	12,087	
- Annualization of 1 Jan 97 3.0 % pay raise	3,144	
- Decrease in Wage Credit amount	(3,730)	
- Decrease in workyears	(9,704)	
Basic Pay .....		72,240
- 1 Jan 98 2.8% pay raise	160,709	
- Annualization of 1 Jan 97 3.0 % pay raise	41,793	
- Decrease in workyears	(130,262)	

Separations .....		74,076
- 1 Jan 98 2.8% pay raise	773	
- Annualization of 1 Jan 97 3.0 % pay raise	201	
- Increase in disability	514	
- Decrease in LSTL payments	(180)	
- Decrease in involuntary separations	(5,215)	
- Increase in early retirement payments	77,983	
Selective Reenlistment Bonus (SRB).....		847
- Decrease in number of initial payments	(147)	
- Increase in SRB rates due to FY98 payraise	994	
Clothing Allowance .....		2,806
- Increase in initial issue clothing payments	2,775	
- Increase in replacement/supplemental item payments	31	
Incentive Pay.....		656
- Increase in workyears/rates	1,157	
- Decrease in contingency support	(501)	
CONUS COLA.....		1
- Increase in workyears/rates	1	

Total Increases..... 153,019

Decreases:

Family Separation Allowance ..... (1,125)

- 1 Jan 98 2.8% pay raise 234
- Annualization of 1 Jan 97 3.0 % pay raise 61
- Decrease in workyears (1,420)

Special Pay..... (2,132)

- Decrease in workyears primarily as a result of reduction for contingency support (2,132)

Retired Pay Accrual ..... (97,797)

- 1 Jan 98 2.8% pay raise 47,716
- Annualization of 1 Jan 97 3.0 % pay raise 12,409
- Decrease in RPA rate to 30.5%, down 2.1% (121,348)
- Decrease in workyears (36,574)

Overseas Station Allowance..... (29,200)

- Decrease in workyears (4,335)
- Decrease in rates (24,865)

Reimbursements..... (10,105)

- Increase in reimbursements causes (10,105)

decrease in direct program requirements

Basic Allowance for Quarters .....		(3,319)
- 1 Jan 98 2.8% pay raise	21,405	
- Annualization of 1 Jan 97 4.6 % BAQ raise	8,405	
- Decrease in workyears	(33,129)	
Enlisted Bonus.....		(3)
- Decrease in payments/rates	(3)	
Total Decreases.....		(143,681)
FY 1998 Military Personnel, Air Force Direct Program.....		\$9,610,855

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

**2. Pay and Allowances of Enlisted**

FY 1998 Direct Program Request..... **\$9,610,855**

Increases:

Variable Housing Allowance..... **1,155**

- Decrease in workyears **(5,700)**
- Increase in rates **6,855**

Special Duty Assignment Pay..... **473**

- Increase in workyears/rates **473**

Social Security (FICA) ..... **4,259**

- 1 Jan 99 3.0% pay raise **13,095**
- Annualization of 1 Jan 98 2.8 % pay raise **2,972**
- Decrease in workyears **(11,808)**

Reimbursements..... **878**

- Decrease in reimbursements causes **878**  
increase in direct program requirements

Basic Pay .....		55,670
- 1 Jan 99 3.0% pay raise	174,106	
- Annualization of 1 Jan 98 2.8 % pay raise	39,518	
- Decrease in workyears	(157,954)	
Selective Reenlistment Bonus (SRB).....		570
- Decrease in number of initial payments	(424)	
- Increase in SRB rates due to FY99 payraise	994	
Clothing Allowance .....		5,031
- Increase in initial issue clothing payments	4,916	
- Increase in replacement/supplemental item payments	115	
CONUS COLA.....		1
- Increase in workyears/rates	1	
Incentive Pay.....		6
- Increase in workyears/rates	6	
Total Increases.....		68,043

Decreases:

Special Pay.....		(238)
- Decrease in payments/rates	(238)	
Retired Pay Accrual .....		(523)
- 1 Jan 99 3.0% pay raise	51,694	
- Annualization of 1 Jan 98 2.8 % pay raise	11,734	
- Decrease in RPA rate to 30.2%, down .3%	(17,502)	
- Decrease in workyears	(46,449)	
Overseas Station Allowance.....		(1,382)
-Increase in rates	325	
-Decrease in workyears	(1,707)	
Basic Allowance for Quarters .....		(4,184)
- 1 Jan 99 3.0% pay raise	23,004	
- Annualization of 1 Jan 98 2.8 % pay raise	5,222	
- Decrease in workyears	(32,410)	
Separations .....		(78,222)
- 1 Jan 99 3.0% pay raise	829	
- Increase in involuntary separation	90	
- Annualization of 1 Jan 98 2.8 % pay raise	188	
- Decrease in disability rate	(295)	

- Decrease in LSTL payments	(1,051)	
- Decrease in early retirement payments	(77,983)	
Family Separation Allowance .....		(49)
- 1 Jan 99 3.0% pay raise	254	
- Annualization of 1 Jan 98 2.8 % pay raise	58	
- Decrease in workyears	(361)	
Enlistment Bonus.....		(3)
- Decrease in workyears/rates	(3)	
Total Decreases.....		(84,601)
FY 1999 Military Personnel, Air Force Direct Program.....		\$9,594,297

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 1996 Actual	\$5,713,674
FY 1997 Estimate	\$5,706,228
FY 1998 Estimate	\$5,778,468
FY 1999 Estimate	\$5,834,138

**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 1996 beginning strength was 317,938 with an ending strength of 308,608 resulting in the utilization of 315,208 workyears.

FY 1997 beginning strength will be 308,608 and ending with 302,629 using 308,143 workyears.

FY 1998 beginning strength will be 302,629 and ending with 294,845 using 302,049 workyears.

FY 1999 beginning strength will be 294,845 and ending with 294,581 using 297,095 workyears.

Funding requirements include annualized pay raises of 2.4 percent in FY 1996, 3.0 percent in FY1997, 2.8 percent in FY 1998, and 3.0 percent in FY 1999.

(Amount in Thousands)

**BASIC PAY - ENLISTED**

<u>Grade</u>	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	3,191	38,241	122,029	3,067	39,209	120,254	3,050	40,359	123,094	3,017	41,658	125,681
Senior Master Sergeant	6,396	31,491	201,413	6,180	32,279	199,486	6,108	33,299	203,393	6,047	34,285	207,324
Master Sergeant	32,995	26,596	877,519	31,092	27,309	849,097	29,444	28,175	829,597	27,653	28,971	801,132
Technical Sergeant	40,983	22,746	932,203	38,413	23,364	897,471	38,201	24,059	919,065	40,428	24,695	998,351
Staff Sergeant	78,369	18,990	1,488,243	79,097	19,539	1,545,478	77,167	20,257	1,563,190	73,079	20,841	1,523,047
Sergeant	80,540	15,279	1,230,540	77,354	15,647	1,210,360	76,272	16,237	1,238,429	74,163	16,693	1,238,009
Airman First Class	43,123	12,483	538,317	41,910	12,802	536,513	41,037	13,338	547,364	41,942	13,737	576,171
Airman	18,152	11,698	212,338	18,532	12,033	222,999	18,258	12,376	225,961	18,253	12,741	232,565
Airman Basic	11,459	9,693	111,071	12,498	9,967	124,570	12,512	10,261	128,375	12,513	10,538	131,858
<b>TOTAL BASIC PAY</b>	<b>315,208</b>		<b>\$5,713,674</b>	<b>308,143</b>		<b>\$5,706,228</b>	<b>302,049</b>		<b>\$5,778,468</b>	<b>297,095</b>		<b>\$5,834,138</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 1996 Actual	\$1,879,799
FY 1997 Estimate	\$1,860,230
FY 1998 Estimate	\$1,762,433
FY 1999 Estimate	\$1,761,910

**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 32.9 for FY 1996, 32.6 for FY 1997, 30.5 for FY 1998, and 30.2 for FY99 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 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
Average			Average			Average			Average		
<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
315,208	5963.68	\$1,879,799	308,143	6036.90	\$1,860,230	302,049	5834.92	\$1,762,433	297,095	5930.46	\$1,761,910

(Amount in Thousands)

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

FY 1996 Actual	\$20,985
FY 1997 Estimate	\$20,146
FY 1998 Estimate	\$20,802
FY 1999 Estimate	\$20,808

**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.

**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.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	101	2,400	242	101	2,400	242	104	2,400	250	104	2,400	250
Senior Master Sergeant	264	2,400	634	261	2,400	626	269	2,400	646	269	2,400	646
Master Sergeant	1,359	2,400	3,262	1,347	2,400	3,233	1,389	2,400	3,334	1,389	2,400	3,334
Technical Sergeant	1,680	2,100	3,528	1,475	2,100	3,098	1,521	2,100	3,194	1,521	2,100	3,194
Staff Sergeant	2,453	1,800	4,415	2,423	1,800	4,361	2,499	1,800	4,498	2,499	1,800	4,498
Sergeant	1,835	1,500	2,753	1,826	1,500	2,739	1,882	1,500	2,823	1,882	1,500	2,823
Airman First Class	457	1,320	603	434	1,320	573	448	1,320	591	448	1,320	591
Airman	127	1,320	168	123	1,320	162	127	1,320	168	127	1,320	168
Airman Basic	10	1,320	13	10	1,320	13	10	1,320	13	10	1,320	13
Subtotal Flying Duty Crew	8,286		\$15,618	8,000		\$15,047	8,249		\$15,517	8,249		\$15,517
<u>Non-Crew Members</u>	201	1,320	265	183	1,322	242	185	1,318	244	185	1,318	244
Subtotal Flying Duty Pay	8,487		\$15,883	8,183		\$15,289	8,434		\$15,761	8,434		\$15,761
<u>Other Incentive Pay</u>												
Pera Jumping (Reg/HALO)	997	1,619	1,615	900	1,620	1,458	900	1,620	1,458	900	1,620	1,458
Experimental Stress	541	1,320	714	450	1,320	594	500	1,320	660	500	1,320	660
Demolition Duty	865	1,320	1,142	843	1,320	1,113	855	1,320	1,129	860	1,320	1,135
Toxic Fuel Handlers	777	1,320	1,026	700	1,320	924	770	1,320	1,016	770	1,320	1,016
L/Hazard Bio Org	60	1,320	79	52	1,320	69	60	1,320	79	60	1,320	79
AWACS Wpns Contr	233	2,256	526	310	2,256	699	310	2,256	699	310	2,256	699
Subtotal Other Incentive P	3,473		\$5,102	3,255		\$4,857	3,395		\$5,041	3,400		\$5,047
TOTAL INCENTIVE PAY	11,960		\$20,985	11,438		\$20,146	11,829		\$20,802	11,834		\$20,808

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

FY 1996 Actual	\$32,001
FY 1997 Estimate	\$25,537
FY 1998 Estimate	\$23,405
FY 1999 Estimate	\$23,167

**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

**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 Southwest Asia and Bosnia contingencies.

(Amount in Thousands)

**SPECIAL PAY - ENLISTED**

**Duty at Certain Places**

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	155	270	42	120	270	32	103	270	28	100	270	27
Senior Master Sergeant	397	270	107	298	270	80	253	270	68	251	270	68
Master Sergeant	2,294	270	619	1,742	270	470	1,482	270	400	1,468	270	396
Technical Sergeant	3,241	240	778	2,369	240	569	2,014	240	483	1,995	240	479
Staff Sergeant	6,976	192	1,339	5,271	192	1,012	4,482	192	861	4,438	192	852
Sergeant	8,814	156	1,375	6,542	156	1,021	5,562	156	868	5,510	156	860
Airman First Class	3,047	108	329	2,356	108	254	2,003	108	216	1,984	108	214
Airman	1,257	96	121	1,031	96	99	877	96	84	869	96	83
Airman Basic	118	96	11	96	96	9	82	96	8	81	96	8
Subtotal Duty at Certain Pla	26,299		\$4,721	19,825		\$3,546	16,858		\$3,016	16,696		\$2,987
<u>Divine Duty-Basic Scuba</u>	11	1,320	\$15	11	1,320	\$15	11	1,320	\$15	10	1,320	\$13
<u>Divine Duty-Pararescue</u>	632	1,800	\$1,138	600	1,800	\$1,080	590	1,800	\$1,062	580	1,800	\$1,044
<u>Overseas Extension</u>	487	960	\$468	480	960	\$461	475	960	\$456	470	960	\$451
<u>Sea Duty</u>	4	660	\$3	4	660	\$3	4	660	\$3	3	660	\$2
<u>Hostile Fire</u>	12,818	1,800	\$23,072	9,786	1,800	\$17,615	8,909	1,800	\$16,036	8,807	1,800	\$15,853
<u>Foreign Lang Pro Pay</u>	2,735	945	\$2,584	3,255	866	\$2,817	3,255	866	\$2,817	3,255	866	\$2,817
<b>TOTAL SPECIAL PAY</b>	<b>42,986</b>		<b>\$32,001</b>	<b>33,961</b>		<b>\$25,537</b>	<b>30,102</b>		<b>\$23,405</b>	<b>29,821</b>		<b>\$23,167</b>

(Amount in Thousands)

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

FY 1996 Actual	\$13,896
FY 1997 Estimate	\$15,628
FY 1998 Estimate	\$16,157
FY 1999 Estimate	\$16,630

**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 22 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, pararescue personnel, tactical air command and control personnel, parachuting instructors, 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 1996 Actual</u>		<u>FY 1997 Estimate</u>		<u>FY 1998 Estimate</u>		<u>FY 1999 Estimate</u>	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
SD-6 (\$375)	780	3,510	1,355	6,098	1,600	7,200	1,723	7,754
SD-5 (\$275)	1,214	4,006	1,360	4,488	1,308	4,316	1,300	4,290
SD-4 (\$220)	466	1,230	390	1,030	316	834	316	834
SD-3 (\$165)	1,486	2,942	1,505	2,980	1,456	2,883	1,434	2,839
SD-2 (\$110)	1,561	2,061	670	884	585	772	579	764
SD-1 (\$55)	222	147	224	148	231	152	226	149
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>5,729</b>	<b>\$13,896</b>	<b>5,504</b>	<b>\$15,628</b>	<b>5,496</b>	<b>\$16,157</b>	<b>5,578</b>	<b>\$16,630</b>

(Amount in Thousands)

**PROJECT: SELECTIVE REENLISTMENT BONUS**

FY 1996 Actual	\$26,068
FY 1997 Estimate	\$32,016
FY 1998 Estimate	\$32,863
FY 1999 Estimate	\$33,433

**PART I - PURPOSE AND SCOPE**

A Selective Reenlistment Bonus (SRB) is authorized by 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

**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. 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.

While the overall force is drawing down, the need for bonuses is not directly tied to the overall strength levels, but rather to needs in specific skills. Thus, no matter how large or rapid the drawdown, 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 and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force. The increase in FY96 to FY97 is required to support bonus increases for Crypto Linguists and the addition of a Zone A and B Bonus for the Air Traffic Control career field.

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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
Initial Payments	3,604	3,793	13,671	4,483	3,920	17,572	4,147	4,042	16,760	3,845	4,167	16,022
Anniversary Payments	12,925	931	12,033	14,321	959	13,734	15,542	989	15,371	16,343	1,019	16,656
Accelerated Payments	162	2,245	364	300	2,368	710	300	2,441	732	300	2,517	755
TOTAL	16,691		\$26,068	19,104		\$32,016	19,989		\$32,863	20,488		\$33,433

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

Outyear Impact	FY 1996		FY 1997		FY 1998		FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	Number	Amount	Number	Amount												
Prior Obl	12,925	12,033	10,556	4,542	7,782	3,162	6,136	2,333	2,662	1,933						
Accel Payments	162	364	300	710	300	732	300	755	300	778	300	792	300	812	300	710
Prior Yr (FY 96)	3,604	13,671	3,765	9,191	3,542	5,689	3,335	3,676	3,136	3,563	2,950	2,459				
Current Yr (FY 97)			4,483	17,573	4,218	6,515	3,469	3,422	3,734	2,941	3,513	1,861	3,306	1,371		
Budget Yr (FY 98)					4,147	16,765	3,403	7,225	3,672	6,295	3,455	4,717	3,251	4,349	3,059	3,499
Budget Yr (FY 99)							3,845	16,022	3,618	6,945	3,404	4,680	3,203	4,520	3,013	4,420
Annual Payments	13,087	\$12,397	14,621	\$14,443	15,842	\$16,098	16,643	\$17,411	17,122	\$22,455	13,622	\$14,509	10,060	\$11,052	6,372	\$8,629
TOTAL SRB	16,691	\$26,068	19,104	\$32,016	19,989	\$32,863	20,488	\$33,433	17,122	\$22,455	13,622	\$14,509	10,060	\$11,052	6,372	\$8,629

**PROJECT: ENLISTMENT BONUS**

FY 1996 Actual	\$610
FY 1997 Estimate	\$1,663
FY 1998 Estimate	\$1,660
FY 1999 Estimate	\$1,657

**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 \$6,000 and requires recipients to enlist for a six year term. The Air Force currently pays the bonus to four skill areas.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

An enlistment bonus is currently paid to crypto-linguists, and explosive ordinance disposal, combat contro 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. Enlistment bonus skill requirements were not met early in FY96 and added emphasis was applied to get these skills late in FY96. Payments for FY96 targeted skills is not made until completion of training which will occur in FY97. The FY98 estimate includes the breakout of personnel receiving the new \$6,000 increment approved for Combat Control and Pararescue personnel.

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	0	1,000	0	0	1,000	0	0	1,000	0	0	1,000	0
Residual:	7	1,000	7	114	1,000	114	3	1,000	3	2	1,000	2
	17	3,000	51	99	3,000	297	25	3,000	75	59	3,000	177
	138	4,000	552	313	4,000	1,252	265	4,000	1,060	209	4,000	836
	0	6,000	0	0	6,000	0	87	6,000	522	107	6,000	642
<b>TOTAL</b>	<b>162</b>		<b>\$610</b>	<b>526</b>		<b>\$1,663</b>	<b>380</b>		<b>\$1,660</b>	<b>377</b>		<b>\$1,657</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED**

FY 1996 Actual	\$801,956
FY 1997 Estimate	\$791,557
FY 1998 Estimate	\$788,238
FY 1999 Estimate	\$784,054

**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. BAQ rates are adjusted to basic pay to include pay raise adjustments of 2.4 percent in FY 1996, 3.0 in FY 1997, 2.8 in FY 1998, and 3.0 percent in FY 1999. As part of the Quality of Life Proposal, BAQ rates increased for With and Without Dependents to 5.2% in FY96 (1.8% above the pay raise amount) and 4.6% in FY97 (1.6% above the pay raise amount).

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

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

With Dependents

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	2,111	7,318.80	15,450	2,040	7,571.30	15,445	1,990	7,827.71	15,577	1,929	8,062.54	15,553
Senior Master Sergeant	4,077	6,705.84	27,340	3,962	6,937.19	27,485	3,842	7,172.13	27,555	3,726	7,387.29	27,525
Master Sergeant	19,403	6,170.64	119,729	18,094	6,383.53	115,504	16,814	6,599.72	110,968	15,499	6,797.71	105,358
Technical Sergeant	21,474	5,669.40	121,745	19,720	5,864.99	115,658	19,243	6,063.82	116,682	19,949	6,245.53	124,592
Staff Sergeant	33,567	5,038.68	169,133	32,683	5,212.51	170,361	31,360	5,389.04	169,000	29,016	5,550.72	161,060
Sergeant	24,418	4,400.28	107,446	22,776	4,552.09	103,678	22,036	4,706.25	103,707	20,989	4,847.44	101,743
Airman First Class	8,532	4,135.56	35,285	8,209	4,278.24	35,120	7,886	4,423.13	34,881	7,896	4,555.82	35,973
Airman	2,691	3,987.72	10,731	2,751	4,125.30	11,349	2,659	4,265.01	11,341	2,604	4,392.96	11,439
Airman Basic	1,245	3,934.44	4,898	1,380	4,070.18	5,617	1,357	4,208.02	5,710	1,329	4,334.26	5,760
Subtotal with Dependents	117,518		\$611,757	111,615		\$600,217	107,187		\$595,421	102,937		\$589,003

(Amount in Thousands)

**BASIC ALLOWANCE FOR QUARTERS - ENLISTED**

Without Dependents - Full Allowance

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	271	5,673.12	1,537	174	5,868.84	1,021	173	6,067.60	1,050	172	6,249.63	1,075
Senior Master Sergeant	613	5,208.44	3,192	457	5,386.06	2,461	452	5,568.47	2,517	448	5,735.52	2,570
Master Sergeant	3,766	4,444.20	16,737	2,771	4,597.52	12,740	2,630	4,753.23	12,501	2,472	4,895.82	12,102
Technical Sergeant	5,677	4,024.08	22,845	4,488	4,162.91	18,683	4,502	4,303.89	19,376	4,779	4,433.01	21,185
Staff Sergeant	14,393	3,712.68	53,437	14,112	3,840.77	54,201	13,806	3,970.84	54,821	13,034	4,089.97	53,309
Sergeant	18,550	3,227.76	59,875	20,442	3,339.12	68,258	20,228	3,452.20	69,831	19,681	3,555.77	69,981
Airman First Class	7,621	3,166.80	24,134	7,857	3,276.05	25,740	7,289	3,387.00	24,688	7,689	3,488.61	26,824
Airman	846	2,572.92	2,177	857	2,661.69	2,281	844	2,751.83	2,323	844	2,834.38	2,392
Airman Basic	50	2,289.00	114	55	2,367.97	130	55	2,448.17	135	55	2,521.61	139
<b>Subtotal without Dependents</b>	<b>51,787</b>		<b>\$184,048</b>	<b>51,213</b>		<b>\$185,515</b>	<b>49,979</b>		<b>\$187,242</b>	<b>49,174</b>		<b>\$189,577</b>

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	11	223.20	2	6	223.20	1	6	223.20	1	5	223.20	1
Senior Master Sergeant	11	183.60	2	6	183.60	1	6	183.60	1	6	183.60	1
Master Sergeant	136	144.00	20	58	144.00	8	49	144.00	7	44	144.00	6
Technical Sergeant	306	118.80	36	122	118.80	14	82	118.80	10	72	118.80	9
Staff Sergeant	2,517	104.40	263	1,075	104.40	112	1,010	104.40	105	997	104.40	104
Sergeant	15,270	97.20	1,484	12,866	97.20	1,231	12,416	97.20	1,207	12,061	97.20	1,172
Airman First Class	20,724	93.60	1,940	21,270	93.60	1,991	21,232	93.60	1,987	21,461	93.60	2,009
Airman	12,853	86.40	1,110	14,247	86.40	1,231	14,036	86.40	1,213	14,032	86.40	1,212
Airman Basic	8,141	82.80	674	10,971	82.80	908	10,983	82.80	909	10,984	82.80	909
Subtotal without Dependents (partial)	59,969		\$5,531	60,421		\$5,497	59,820		\$5,440	59,662		\$5,423

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Inadequate Family Housing

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	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	0	0.00	0
Senior Master Sergeant	0	2,116.44	0	0	2,189.46	0	0	2,263.61	0	0	2,331.51	0
Master Sergeant	13	2,030.64	26	6	2,100.70	13	2	2,171.84	4	1	2,237.00	2
Technical Sergeant	19	1,974.12	38	9	2,042.23	18	3	2,111.39	6	1	2,174.73	2
Staff Sergeant	81	2,002.20	162	41	2,071.28	85	18	2,141.42	39	6	2,205.67	13
Sergeant	208	1,458.96	303	110	1,509.29	166	45	1,560.41	70	16	1,607.22	26
Airman First Class	66	1,309.68	86	31	1,354.86	42	10	1,400.75	14	3	1,442.77	4
Airman	3	1,280.64	4	2	1,324.82	3	1	1,369.69	1	2	1,410.78	3
Airman Basic	1	1,249.80	1	1	1,292.92	1	1	1,336.70	1	1	1,376.81	1
Subtotal Inadequate Family Housing	391		\$620	200		\$328	80		\$135	30		\$51
TOTAL BASIC ALLOWANCE FOR QUARTERS	229,665		\$801,956	223,449		\$791,557	217,066		\$788,238	211,803		\$784,054

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED**

FY 1996 Actual	\$184,853
FY 1997 Estimate	\$187,203
FY 1998 Estimate	\$187,270
FY 1999 Estimate	\$188,425

**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 location 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. Variable housing allowances is computed by multiplying the number eligible by the percentage experienced during FY1996.

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 protects a service member against unexpected lowering of VHA rates while stationed in a particular area. This program started 1 Jan. 1996. VHA locality floor, enacted in FY 1997 (37 USC, 403a), provides a housing allowance floor for members at 85% of housing and Urban Development Fair Market Rents (FMR). This program will affect approximately 18,250 AF members.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	2,193	2,142.60	4,699	2,039	2,297.26	4,684	1,987	2,394.75	4,758	1,925	2,496.39	4,806
Senior Master Sergeant	4,277	1,977.36	8,457	4,011	2,120.09	8,504	3,884	2,210.07	8,584	3,764	2,303.86	8,672
Master Sergeant	21,006	1,794.12	37,687	18,824	1,923.62	36,210	17,414	2,005.26	34,920	15,956	2,090.37	33,354
Technical Sergeant	24,000	1,451.40	34,834	21,076	1,556.16	32,798	20,612	1,622.21	33,437	21,605	1,691.06	36,535
Staff Sergeant	42,376	1,190.64	50,455	41,226	1,276.58	52,828	39,612	1,330.76	52,714	36,642	1,387.24	50,831
Sergeant	38,608	937.68	36,202	38,786	1,005.36	38,994	37,800	1,048.03	39,616	36,598	1,092.51	39,984
Airman First Class	15,205	668.40	10,163	15,042	716.65	10,780	14,190	747.06	10,601	14,799	778.77	11,525
Airman	3,286	627.36	2,062	3,357	672.64	2,258	3,257	701.19	2,284	3,216	730.95	2,351
Airman Basic	1,274	230.52	294	1,405	247.16	347	1,382	257.65	356	1,367	268.58	367
TOTAL	152,225		\$184,853	145,766		\$187,203	140,138		\$187,270	135,872		\$188,425

(Amount in Thousands)

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

FY 1996 Actual	\$352,263
FY 1997 Estimate	\$368,960
FY 1998 Estimate	\$339,060
FY 1999 Estimate	\$337,878

**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

**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 and OHA rates for FY 1996 reflect the most recent experience; COLA and OHA for FY1997 reflect the foreign currency rates in effect as of 1 January 1996; and FY 1998/99 reflect the rates in effect as of 1 December 1996. OHA consist of the defference 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. Beginning in FY 1997 Military Personnel rejoins the Foreign Currency Fluctuation Defense Account.

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

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	613	5,767	3,529	612	6,071	3,715	608	5,606	3,408	604	5,606	3,386
Senior Master Sergeant	1,353	5,403	7,310	1,351	5,860	7,917	1,342	5,111	6,859	1,334	5,111	6,818
Master Sergeant	6,735	5,019	33,803	6,727	5,324	35,815	6,683	4,818	32,199	6,638	4,818	31,982
Technical Sergeant	9,309	4,448	41,406	9,298	4,737	44,045	9,236	4,276	39,493	9,175	4,276	39,232
Staff Sergeant	17,961	3,875	69,599	17,940	4,120	73,913	17,821	3,763	67,060	17,702	3,763	66,613
Sergeant	19,432	2,899	56,333	19,410	3,054	59,278	19,281	2,785	53,698	19,152	2,785	53,338
Airman First Class	6,868	2,279	15,652	6,860	2,409	16,526	6,814	2,224	15,154	6,769	2,224	15,054
Airman	2,831	1,817	5,144	2,828	1,941	5,489	2,809	1,784	5,011	2,790	1,784	4,977
Airman Basic	330	1,443	476	330	1,555	513	327	1,502	491	325	1,502	488
Total Cost of Living	65,432		\$233,252	65,356		\$247,211	64,921		\$223,373	64,489		\$221,888

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Housing Allowance

Grade	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	170	6,543	1,112	170	6,629	1,127	189	6,452	1,090	168	6,452	1,084
Senior Master Sergeant	405	5,371	2,175	405	5,339	2,182	402	5,056	2,033	399	5,056	2,017
Master Sergeant	2,042	5,012	10,235	2,040	5,040	10,282	2,026	4,976	10,081	2,013	4,976	10,017
Technical Sergeant	3,152	5,024	15,836	3,148	5,061	15,932	3,127	4,905	15,338	3,107	4,905	15,240
Staff Sergeant	5,633	4,838	27,252	5,627	4,893	27,533	5,589	4,694	26,235	5,552	4,694	26,061
Sergeant	4,584	4,891	21,504	4,579	4,834	22,135	4,548	4,382	19,929	4,518	4,382	19,798
Airman First Class	1,024	5,237	5,363	1,023	5,630	5,759	1,016	4,910	4,989	1,009	4,910	4,954
Airman	241	5,747	1,385	241	5,953	1,435	239	5,736	1,371	238	5,736	1,365
Airman Basic	14	4,593	64	14	5,205	73	14	5,559	78	14	5,559	78
Subtotal Housing Allowance	17,265		\$84,926	17,247		\$86,438	17,130		\$81,144	17,018		\$80,614
		Average			Average			Average			Average	
	No. Pymts	Rate	Amount	No. Pymts	Rate	Amount	No. Pymts	Rate	Amount	No. Pymts	Rate	Amount
<u>Temporary Lodging Allowance</u>	64,004	440	\$28,162	64,636	459	\$29,668	61,908	466	\$28,849	62,193	476	\$29,604
<u>Moving-In Housing Allowance</u>	9,781	606	\$5,923	9,770	578	\$5,643	9,705	587	\$5,694	9,640	599	\$5,772
TOTAL STATION ALLOWANCES, OVERSEAS			\$352,283			\$368,960			\$339,060			\$337,878

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

FY 1996 Actual	\$382
FY 1997 Estimate	\$380
FY 1998 Estimate	\$381
FY 1999 Estimate	\$382

**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.

Details of the computation are shown below:

	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
CONUS COLA - Enlisted	1,093	349.44	\$382	1,065	357.13	\$380	1,044	365.34	\$381	1,023	373.38	\$382

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 1996 Actual	\$102,234
FY 1997 Estimate	\$98,568
FY 1998 Estimate	\$101,374
FY 1999 Estimate	\$106,405

**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

**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

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
<b>Military Clothing</b>												
Civilian Life (M)	22,875	829.61	18,977	22,730	820.94	18,660	22,850	924.96	21,135	25,925	944.39	24,483
Civilian Life (F)	8,032	1,044.43	8,389	7,820	1,002.98	7,843	7,500	1,110.83	8,331	8,525	1,134.15	9,669
Officer Training Sq (M)	371	713.71	265	446	709.79	317	399	724.70	289	977	739.91	723
Officer Training Sq (F)	81	917.08	74	62	901.83	56	63	920.77	58	119	940.10	112
AF Academy Prep (M)	163	731.76	119	200	761.49	152	200	777.48	155	200	793.81	159
AF Academy Prep (F)	33	958.18	32	50	978.48	49	50	999.03	50	50	1,020.01	51
Subtotal			27,856			27,077			30,018			35,197
Less Basic Military Training Attrition			(1,357)			(1,392)			(1,558)			(1,821)
Subtotal Military Clothing			\$26,499			\$25,685			\$28,460			\$33,376
<b>Civilian Clothing</b>												
Winter and Summer (W+S)	1,101	995.43	1,096	1,077	1,016.33	1,095	1,057	1,037.68	1,096	1,039	1,059.47	1,101
Winter or Summer (W/S)	85	583.08	50	83	595.32	49	82	607.83	50	80	620.59	50
TDY	999	387.38	387	977	395.51	387	959	403.82	387	943	412.30	389
Special Continuing W+S	402	563.05	226	393	574.87	226	386	586.95	226	379	599.27	227
Special Continuing W/S	6	327.38	2	6	334.25	2	6	341.27	2	6	348.44	2
Subtotal Civilian Clothing			\$1,761			\$1,759			\$1,761			\$1,769
Total Initial Issue			\$28,260			\$27,444			\$30,221			\$35,145

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Maintenance Allowance

	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Military Clothing</u>												
Airmen (M)	48,401	172.80	8,364	48,537	180.00	8,737	47,783	183.78	8,782	48,384	187.64	9,079
Airmen (F)	13,721	219.60	3,013	13,760	205.20	2,823	13,546	209.51	2,838	13,716	213.91	2,934
<u>Standard Maintenance Allowance Military Clothing (37th Month)</u>												
Airmen (M)	205,205	248.40	50,973	199,052	247.44	49,254	194,854	252.64	49,227	189,899	257.94	48,983
Airmen (F)	34,158	313.20	10,698	33,134	283.25	9,385	32,435	289.20	9,380	31,610	295.27	9,334
Subtotal			\$73,048			\$70,199			\$70,227			\$70,330
<u>Supplemental Maintenance Allowance</u>	6,746	137.23	\$926	6,599	140.11	\$925	6,473	143.05	\$926	6,364	146.06	\$930
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>\$102,234</b>			<b>\$98,568</b>			<b>\$101,374</b>			<b>\$106,405</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 1996 Actual	\$12,291
FY 1997 Estimate	\$9,833
FY 1998 Estimate	\$8,708
FY 1999 Estimate	\$8,659

**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 Southwest Asia and Bosnia contingencies which 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 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	12	5,673.12	68	11	5,868.84	65	10	6,067.60	61	9	6,249.63	56
Senior Master Sergeant	38	5,206.44	198	35	5,386.06	189	34	5,568.47	189	33	5,735.52	189
Master Sergeant	140	4,444.20	622	139	4,597.52	639	136	4,753.23	646	133	4,895.82	651
Technical Sergeant	174	4,024.08	700	171	4,162.91	712	169	4,303.89	727	167	4,433.01	740
Staff Sergeant	190	3,712.68	705	183	3,840.77	703	181	3,970.84	719	178	4,089.97	728
Sergeant	73	3,227.76	236	68	3,339.12	227	66	3,452.20	228	64	3,555.77	228
Airman First Class	8	3,166.80	25	6	3,276.05	20	6	3,387.00	20	5	3,488.61	17
Airman	3	2,572.92	8	3	2,661.69	8	3	2,751.83	8	3	2,834.38	9
Airman Basic	1	2,289.00	2	1	2,367.97	2	1	2,448.17	2	1	2,521.61	3
Subtotal	639		\$2,564	617		\$2,565	606		\$2,600	593		\$2,621
<u>PCS CONUS or Overseas with dependents not authorized</u>	4,866	900.00	\$4,379	4,778	900.00	\$4,300	4,578	900.00	\$4,120	4,522	900.00	\$4,070
<u>IDY CONUS or Overseas for more than 30 days with dependents not residing near IDY station</u>	5,942	900.00	\$5,348	3,298	900.00	\$2,968	2,209	900.00	\$1,988	2,187	900.00	\$1,968
TOTAL FAMILY SEPARATION ALLOWANCE			\$12,291			\$9,833			\$8,708			\$8,659

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 1996 Actual	\$153,505
FY 1997 Estimate	\$73,600
FY 1998 Estimate	\$147,676
FY 1999 Estimate	\$69,454

**PART I - PURPOSE AND SCOPE**

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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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 future requirements for VSI and SSB in FY 1997, FY 1998 or FY1999.

(Amount in Thousands)

## SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal Leave Payments

Grade	FY 1996 Actual				FY 1997 Estimate				FY 1998 Estimate				FY 1999 Estimate			
	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
Chief Master Sergeant	447	13.5	1,072.22	479	415	13.5	1,104.39	459	422	13.5	1,135.31	479	405	13.5	1,169.37	474
Senior Master Sergea	851	11.8	1,034.85	881	791	11.8	1,065.90	843	803	11.8	1,095.74	879	771	11.8	1,128.61	871
Master Sergeant	4,325	10.9	985.05	4,280	4,018	10.9	1,014.60	4,077	4,079	10.9	1,043.01	4,254	3,920	10.9	1,074.30	4,211
Technical Sergeant	3,572	13.9	1,151.72	4,114	3,318	13.9	1,186.27	3,937	3,369	13.9	1,219.49	4,108	3,238	13.9	1,256.07	4,067
Staff Sergeant	6,257	17.6	1,086.05	6,795	5,813	17.6	1,118.63	6,502	5,901	17.6	1,149.95	6,786	5,671	17.6	1,184.45	6,717
Sergeant	18,374	9.6	469.91	8,634	17,868	9.6	484.01	8,648	17,329	9.6	497.56	8,622	17,141	9.6	512.49	8,785
Airman First Class	3,211	15.2	541.16	1,738	2,983	15.2	557.39	1,663	3,028	15.2	573.00	1,735	2,910	15.2	590.19	1,718
Airman	1,543	16.0	543.88	839	1,433	16.0	560.20	803	1,455	16.0	575.88	838	1,399	16.0	593.16	830
Airman Basic	1,203	17.3	494.69	595	1,118	17.3	509.53	569	1,135	17.3	523.80	594	1,090	17.3	539.51	588
Subtotal LSTL	39,783		\$28,335		37,757		\$27,601		37,519		\$28,295		36,546		\$28,261	

Separation Pay

Disability	521		12,768	6,647	466		13,150	6,128	490		13,555	6,642	454		13,980	6,347
Severance Pay, Non Disability																
Invol-Half Pay 5%	425		7,844	3,334	500		8,783	4,392	500		9,029	4,515	500		9,300	4,650
Invol-Full Pay 10%	1,728		14,844	25,650	1,436		16,336	23,458	1,079		16,793	18,120	1,045		17,297	18,075
SSB	8			228												
VSI *																
VSI Trust Fund **	1			65,823				12,121				12,121				12,121
15 Year Retirement	1,033		22,738	23,488					2,800		27,851	77,983				
Subtotal Separation Pay			\$125,170				\$46,099				\$119,381				\$41,193	
TOTAL SEPARATION PAYMENTS			\$153,505				\$73,600				\$147,676				\$69,454	

\* 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 recipients.

(Amount in Thousands)

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

FY 1996 Actual            \$509,944  
FY 1997 Estimate        \$502,944  
FY 1998 Estimate        \$505,441  
FY 1999 Estimate        \$509,500

**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 rates 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 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate 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 1996 - 7.65% on first \$62,700
- Calendar Year 1997 - 7.65% on first \$65,400
- Calendar Year 1998 - 7.65% on first \$68,700
- Calendar Year 1999 - 7.65% on first \$71,400

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Enlisted	315,208	1,386.69	437,096	308,143	1,416.64	436,526	302,049	1,463.51	442,053	297,095	1,502.25	446,312
Wage Credit			72,848			66,418			63,388			63,188
<b>TOTAL SOCIAL SECURITY TAX</b>			<b>\$509,944</b>			<b>\$502,944</b>			<b>\$505,441</b>			<b>\$509,500</b>

# PAY & ALLOWANCES OF CADETS

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

**3. Pay and Allowances of Cadets**

FY 1997 Direct Program .....		35,792
 <u>Increases:</u>		
Subsistence.....		142
- Rate increase (\$4.88 to \$5.03 per day)	159	
- Decrease in workyears	-17	
 Total Increases.....		 142
 <u>Decreases:</u>		
Social Security (FICA).....		-4
Basic Pay.....		-62
- Decrease in workyears	-62	
 Total Decreases.....		 -66
 FY 1998 Direct Program.....		 35,868

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

**3. Pay and Allowances of Cadets**

FY 1998 Direct Program .....		35,868
<u>Increases:</u>		
Subsistence.....		169
- Increase in rate (\$5.03 to \$5.14 per day)	173	
- Decrease in workyears	-4	
Total Increases.....		169
<u>Decreases:</u>		
Basic Pay.....		-14
- Decrease in workyears	-14	
Social Security (FICA).....		-2
Total Decreases.....		-16
FY 1999 Direct Program.....		36,021

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

FY 1996 Actual	\$35,495
FY 1997 Estimate	\$35,792
FY 1998 Estimate	\$35,868
FY 1999 Estimate	\$36,021

**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 ration 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 1998 program is based on a beginning strength of 4,000 and end strength of 4,000. The cadet end strength is 4,000 for FY 1997, 4,000 for FY 1998, and 4000 for FY 1999. Subsistence rates are: \$4.88 per day for FY 1996, \$5.03 per day for FY 1997, \$5.14 per day for FY 1998, and \$5.26 per day for FY 1999.

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	3,948	6,696.87	\$26,439	3,957	6,696.87	\$26,500	3,948	6,696.48	\$26,438	3,946	6,696.48	\$26,424
<u>Subsistence</u>	3,948	1,781.20	7,032	3,957	1,835.95	7,265	3,948	1,876.10	7,407	3,946	1,919.90	7,576
<u>Social Security Tax (Employer's Contribution)</u>			\$2,024			\$2,027			\$2,023			\$2,021
<b>TOTAL ACADEMY CADETS</b>			<b>\$35,495</b>			<b>\$35,792</b>			<b>\$35,868</b>			<b>\$36,021</b>

**SUBSISTENCE OF ENLISTED PERSONNEL**

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

**4. Subsistence of Enlisted Personnel**

FY 1997 Direct Program.....		\$738,690
 <u>Increases:</u>		
Basic Allowance for Subsistence (BAS).....	16,610	
- 1 Jan 1998 1.0% BAS raise	6,680	
- Annualization of 1 Jan 1997 3.0% pay raise	4,864	
- Start-up of BAS Partial (Realignment from BA 1 and 4)	5,066	
Subsistence-In-Kind (SIK) .....	2,989	
- Reductions in Subsistence in Mess	(169)	
- Increase in Rations	3,158	
Total Increases.....		19,599
 <u>Decreases:</u>		
Basic Allowance for Subsistence (BAS).....	(13,329)	
- Reduction of BAS payments (3,140) resulted in decreased requirements.	(13,329)	
Reimbursements.....	(782)	
- Increase in reimbursements causes decrease in direct program	(782)	
Total Decreases.....		-14,111
 FY 1998 Direct Program.....		 \$744,178

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

**4. Subsistence of Enlisted Personnel**

FY 1998 Direct Program.....		<b>\$744,178</b>
<u>Increases:</u>		
Basic Allowance for Subsistence (BAS).....	12,389	
- 1 Jan 1999 1.0% BAS raise	6,636	
- Annualization of 1 Jan 1998 1.0% BAS raise	1,642	
- Increase Partial BAS rate (Realigned from BA 1 and 4)	4,111	
Subsistence-In-Kind (SIK) .....	1,452	
- Increase in Subsistence in Mess	503	
- Increase in Rations	949	
Total Increases.....		13,841
<u>Decreases:</u>		
Basic Allowance for Subsistence (BAS).....		(12,690)
- Reduction of BAS payments (4,060) resulted in decreased requirements.	(12,690)	
Reimbursements.....		(765)
- Increase in reimbursements causes decrease in direct program	(765)	
Total Decreases.....		(13,455)
FY 1999 Direct Program.....		<b>\$744,584</b>

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 1996 Estimate	\$688,475
FY 1997 Estimate	\$674,815
FY 1998 Estimate	\$678,096
FY 1999 Estimate	\$677,795

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 rate increase assumptions: 2.4 percent effective 1 Jan 1996; 3.0 percent effective 1 Jan 1997; 1.0 percent effective 1 Jan 1998; and, 1.0 percent effective 1 Jan 1999.

Starting in FY 1998, BAS reform is initiated by authorizing a Partial BAS payment. The Partial BAS proposal is a cost neutral effort to provide all eligible enlisted personnel with a BAS payment. The proposal limits the growth of BAS to one percent per year in order to allow the Department to make a Partial BAS payment with the remaining 1.8% pay raise resources to members receiving subsistence-in-kind (SIK) payments. Projected cost growth will allow the U.S. Department of Agriculture (USDA) food plans to catch-up with the BAS payment in approximately six years at which time all enlisted personnel will be entitled to a BAS payment.

	FY 1996 Estimate			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Payments	Rate	Amount									
<u>When Authorized to Mess Separately</u>	208,819	\$2,612.43	\$545,526	200,542	\$2,664.68	\$534,381	198,032	\$2,691.33	\$532,970	194,785	\$2,718.24	\$529,473
<u>Leave Rations</u>	27,254	\$2,562.34	\$69,834	26,250	\$2,613.59	\$68,607	25,921	\$2,639.72	\$68,424	25,496	\$2,666.12	\$67,975
<u>When Rations-In-Kind Not Available</u>	21,006	\$2,982.39	\$62,648	20,231	\$3,042.03	\$61,543	19,978	\$3,072.45	\$61,381	19,651	\$3,103.18	\$60,981
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>	3,942	\$2,655.25	\$10,467	3,797	\$2,708.36	\$10,284	3,749	\$2,735.44	\$10,255	3,688	\$2,762.79	\$10,189
<u>Partial BAS</u>							51,420	\$98.52	\$5,066	51,051	\$179.76	\$9,177
<b>TOTAL</b>	<b>261,021</b>		<b>\$688,475</b>	<b>250,820</b>		<b>\$674,815</b>	<b>299,100</b>		<b>\$678,096</b>	<b>294,671</b>		<b>\$677,795</b>

**PROJECT: SUBSISTENCE-IN-KIND**

FY 1996 Estimate       \$ -  
FY 1997 Estimate       \$ 97,878  
FY 1998 Estimate       \$ 100,867  
FY 1999 Estimate       \$ 102,319

**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 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>FY96</u>	<u>FY97</u>	<u>FY98</u>	<u>FY99</u>
Average Enlisted Strength	315,208	308,143	302,049	297,096
Members Receiving Basic Allowance for Subsistence	281,021	250,820	247,680	243,820
Total Enlisted Eligible to be Subsisted	54,187	57,323	54,369	53,476
Total Enlisted Electing to be Subsisted	20,916	21,527	21,000	20,796
Others to be Subsisted	1,344	1,315	1,290	1,268
Total to be Subsisted	22,260	22,842	22,290	22,064

(Amount in Thousands)

COST DATA

(a) Subsistence in Mess

	FY 1996 Estimate			Number	FY 1997 Estimate			Number	FY 1998 Estimate			Number	FY 1999 Estimate				
	Number	Daily Rate	Annual Rate		Amount	Number	Daily Rate		Annual Rate	Amount	Number		Daily Rate	Annual Rate	Amount	Number	Daily Rate
Conus																	
Air Force				16,759	\$ 4.97	\$ 1,815.79	\$ 30,431	16,380	\$ 5.08	\$ 1,853.92	\$ 30,367	16,212	\$ 5.19	\$ 1,894.70	\$ 30,717		
Others				1,131	\$ 4.97	\$ 1,815.79	\$ 2,054	1,109	\$ 5.08	\$ 1,853.92	\$ 2,057	1,091	\$ 5.19	\$ 1,894.70	\$ 2,067		
Overseas																	
Air Force				4,768	\$ 5.86	\$ 2,137.58	\$ 10,192	4,620	\$ 5.98	\$ 2,182.47	\$ 10,083	4,584	\$ 6.11	\$ 2,230.48	\$ 10,225		
Others				184	\$ 5.86	\$ 2,137.58	\$ 393	181	\$ 5.98	\$ 2,182.47	\$ 394	177	\$ 6.11	\$ 2,230.48	\$ 396		
Total				22,842			\$ 43,070	22,290			\$ 42,901	22,064			\$ 43,404		

(b) Special Rations

	FY 1996 Actual			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Meals	Rate	Amount	Meals	Rate	Amount	Meals	Rate	Amount	Meals	Rate	Amount
CONUS				1,840,953	\$2.07	\$3,811	1,805,938	\$2.11	\$3,817	1,775,605	\$2.16	\$3,835
Overseas				668,089	\$2.75	\$1,836	655,382	\$2.81	\$1,839	644,374	\$2.87	\$1,848
Total - Special Rations				2,509,042		\$ 5,647	2,461,320		\$ 5,656	2,419,980		\$ 5,683

(c) Operational Rations

	FY 1996 Estimate			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Meals Ready to Eat-Cases				122,616	\$60.24	\$7,387	157,901	\$61.51	\$9,712	156,134	\$62.80	\$9,805
Cold Weather Ration-Cases				1,073	\$82.81	\$89	1,073	\$84.55	\$91	1,073	\$86.32	\$93
B Rations (Meals)						\$8,188			\$6,198			\$6,227
Misc (Tray Pack/Food Packets)						\$60			\$60			\$60
Total - Operational Rations						\$13,724			\$16,061			\$16,186

(Amount in Thousands)

(d) Augmentation Rations	FY 1996 Estimate			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Weighted Rations	Rate	Amount	Weighted Rations	Rate	Amount	Weighted Rations	Rate	Amount	Weighted Rations	Rate	Amount
Supplemental				145,865	\$5.75	\$839	145,865	\$5.87	\$856	145,865	\$5.99	\$874
Missle Crew				41,418	\$6.24	\$258	41,418	\$6.37	\$264	41,418	\$6.50	\$269
Combat Alert				217,752	\$1.55	\$338	217,752	\$1.58	\$345	217,752	\$1.62	\$352
Total - Augmentation Rations						\$1,435			\$1,465			\$1,496
SIK Direct		\$ -			\$ 63,875			\$ 66,082			\$ 66,769	
SIK Reimbursements					\$ 34,003			\$ 34,785			\$ 35,550	
TOTAL SIK REQUIREMENTS		\$ -			\$ 97,878			\$ 100,867			\$ 102,319	

PERMANENT CHANGE  
OF STATION TRAVEL

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

**5. Permanent Change of Station Travel**

FY 1997 Direct Program.....		\$818,472
<b><u>Increases:</u></b>		
DLA increase from 2 months BAQ to 2 and a half months BAQ (Effective 1 JAN 97)	26,100	
Entitlement changes.....	7,600	
Round-Trip Travel for POV pick-up and Vehicle Storage in Lieu of Transportation.		
Inflation.....	18,006	
Program/Move Changes.....	15,309	
Increase in number of training, unit, operational, and TERA separation moves.		
1 JAN 98 2.8 % DLA increase .....	2,176	
Reimbursements.....	1,254	
Reduction in moves to support agencies		
Total Increases.....		\$70,445
<b><u>Decreases:</u></b>		
Program/Move Changes.....	-16,757	
Decrease in number of accession, rotational, and normal separation moves.		
Total Decreases.....		-\$16,757
FY 1998 Direct Program.....		\$872,160

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

**5. Permanent Change of Station Travel**

FY 1998 Direct Program.....		<b>\$872,160</b>
<b><u>Increases:</u></b>		
Inflation.....	19,188	
Program/Move Changes.....	10,114	
Increase in number of accession, training, normal separation moves and moves.		
1 JAN 99 3.0 % DLA increase .....	2,226	
Reimbursements.....	52	
Reduction in moves to support agencies		
Total Increases.....		<b>\$31,580</b>
<b><u>Decreases:</u></b>		
Program/Move Changes.....	-22,535	
Decrease in number of operational, unit ,rotational and TERA.		
Total Decreases.....		<b>-\$22,535</b>
FY 1999 Direct Program.....		<b>\$881,205</b>

## 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 Air Force has reduced its planned moves by 20 percent from FY 95 through FY 97 as compared to an endstrength reduction of 5 percent. This Air Force commitment to force stability has been further reflected in a reduction in our budget request. Likewise the Air Force has implemented other cost saving initiatives to improve not only the quality of life of the member and their families, but also to increase stability and reduce turbulence through voluntary means by including the in-place consecutive overseas tour incentive program and the overseas tours extension program in the military permanent change of station (PCS) budget authority. The FY 98 and FY 99 increase in training moves are directly attributable increases in undergraduate flying training requirements. The increases in PCS dollars in FY 98 and FY 99 are primarily related to FY 97 Legislative initiatives focused on improving the military members and their families quality of life. These initiatives improve on the current situation where the government only reimburses members 65 cents for every dollar spent during a PCS move. The improvements are: (1) increasing DLA from two months to two and one-half months BAQ; (2) providing the storage, at government expense, of privately owned motor vehicle of a service member or a family member when the member is ordered to a duty station overseas and the transportation of that motor vehicle is prohibited by the United States government or the government of the overseas location; and (3) authorizes military members round-trip travel allowances in conjunction with picking up and delivering their vehicles to/from an ocean port when transported at government expense on a PCS move. The Department also proposes an FY 98 Legislative initiative, Overseas Tour Extension Incentive Program (OTEIP), that would pay up to \$2,000 per year for enlisted members at remote sites and in critical skills to extend overseas. This saves two-for-one in PCS costs—overseas return move plus a backfill move. The FY 98/99 budget reflects a \$1.2M savings in FY 98 and \$4.9M savings in FY 99 for this initiative.

### 2. Price Changes:

Inflation rate adjustments are included in FY 96 through FY 99. FY 96 pay raise of 2.4 percent, FY 97 pay raise of 3.0 percent, and FY 98 pay raise of 2.8 percent, and FY 99 pay raise of 3.0 percent are effective 1 January each year. Pay Raises impact the dislocation allowance entitlement. Which is computed at 2 months BAQ for FY 96; 2.5 months BAQ for FY 97-99.

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

Travel of Military Member

	<u>FY 1996 Actuals</u>		<u>FY 1997 Estimate</u>		<u>FY 1998 Estimate</u>		<u>FY 1999 Estimate</u>	
	<u>Number</u>	<u>Amount *</u>	<u>Number</u>	<u>Amount *</u>	<u>Number</u>	<u>Amount *</u>	<u>Number</u>	<u>Amount *</u>
Accession Travel	38,230	\$ 45,514	38,526	\$ 47,037	37,729	\$ 47,332	42,881	\$ 54,692
Training Travel	8,973	41,819	9,574	45,076	10,343	52,693	10,426	54,684
Operational Travel Between Duty Stations	23,108	148,704	19,638	133,691	19,470	138,880	19,271	140,244
Rotational Travel To and From Overseas	48,201	399,743	47,953	415,959	47,795	432,367	47,813	441,838
Separation Travel	47,036	101,539	45,049	99,946	42,511	96,186	41,796	95,856
Travel of Organized Units	5,404	27,523	4,204	23,714	6,063	34,906	5,611	33,183
Nontemporary Storage *		20,638		21,898		28,217		28,552
Temporary Lodging Expense *		30,147		30,558		28,794		28,693
TERA	1,882	7,531	600	3,217	3,800	14,156	850	4,750
TOTAL OBLIGATIONS	172,834	\$823,157	165,544	\$821,096	167,711	\$873,530	168,648	\$882,493
LESS REIMBURSEMENTS		(3,200)		(2,624)		(1,370)		(1,288)
TOTAL DIRECT PROGRAM		\$819,957		\$818,472		\$872,160		\$881,205

\* 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 1996 Actuals</u>		<u>FY 1997 Estimate</u>		<u>FY 1998 Estimate</u>		<u>FY 1999 Estimate</u>	
	<u>Number</u>	<u>Amount</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	125,730	82,725	121,311	82,378	120,551	85,204	123,410	88,875
AMC	32,866	26,931	31,711	26,818	31,512	27,738	32,259	28,933
Commercial Air	12,356	11,473	11,922	11,425	11,847	11,817	12,128	12,326
<u>Travel of Family Members (Family)</u>								
Mileage and Per Diem	67,944	44,687	64,744	44,452	64,207	45,184	64,238	46,109
AMC	32,333	29,050	30,811	28,897	30,555	29,373	30,570	29,975
Commercial Air	11,508	12,348	10,966	12,283	10,875	12,485	10,880	12,741
<u>Transportation of Household Goods</u>								
- M Tons - MSC	32,754	4,645	31,257	4,538	31,498	4,680	31,684	4,766
- S Tons - AMC	10,057	37,678	9,597	36,807	9,671	37,959	9,728	38,657
- Land Shipment, CONUS & Overseas	53,201	331,325	50,769	323,665	51,160	333,797	51,462	339,934
- ITGBL	21,080	87,263	20,116	85,245	20,271	87,914	20,391	89,530
<u>Dislocation Allowance</u>	68,294	67,849	64,447	79,916	66,202	96,889	65,813	98,668
<u>Trailer Allowance</u>	1,416	2,815	1,262	2,565	1,260	2,618	1,245	2,641
<u>Transportation of POVs</u>	15,237	21,742	15,141	22,059	14,997	22,297	15,049	22,831
<u>Port Handling Charges</u>		4,313		4,376		4,409		4,511
<u>Nontemporary Storage</u>		20,638		21,898		28,217		28,552
<u>Temporary Lodging Expense</u>		30,147		30,558		28,794		28,693
<u>TERA</u>	1,882	7,531	600	3,217	3,800	14,156	850	4,750
TOTAL OBLIGATIONS		\$823,158		\$821,097		\$873,530		\$882,493
LESS REIMBURSEMENTS		(3,200)		(2,624)		(1,370)		(1,288)
TOTAL DIRECT PROGRAM		\$819,957		\$818,472		\$872,159		\$881,204

(Amount In Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 1996 Actuals	\$47,371
FY 1997 Estimate	\$48,961
FY 1998 Estimate	\$49,429
FY 1999 Estimate	\$56,829

**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 academies but fail to pass the entrance physical examinations and are required to return home.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for accession travel cover the PCS movement of members entering 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 1996 and FY 1999 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 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	4,773	481.19 \$	2,297	4,889	491.29 \$	2,402	4,961	504.74 \$	2,504	5,496	515.10 \$	2,831
(2) Family Member Travel	2,015	433.31 \$	873	2,064	442.41	913	2,094	451.70	946	2,320	461.18	1,070
(3) Trans of Household Goods												
(a) Land & ITGBL	3,482	2,851.85 \$	9,931	3,567	2,911.74	10,386	3,620	2,972.88	10,760	4,010	3,035.31	12,171
(b) Overseas	301	792.64 \$	238	308	809.29	249	313	826.28	258	346	843.63	292
(4) Trailer Allowance	18	1,487.68 \$	27	18	1,518.92	27	18	1,550.82	28	18	1,583.39	29
(5) POV												
(a) MSC	186	962.94 \$	179	190	983.16	187	193	1,003.81	194	214	1,024.89	219
(b) Port Handling (M Tons)	186	162.29 \$	30	190	165.70	32	193	169.18	33	214	172.73	37
(6) Port Handling (HHGS)	382	28.80 \$	11	391	29.41	12	397	30.03	12	440	30.66	13
(7) Non-Temporary Storage		\$	300			311			362			364
Subtotal Officer Accession Travel			\$13,886			\$14,519			\$15,097			\$17,026

(Amount in Thousands)

ACCESSION TRAVEL

Enlisted Accession Travel

	FY 1996 Actuals			FY 1997 Estimate			FY 1998 Estimate			FY 1999 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	32,209	610.23	\$ 19,655	32,483	623.04	\$ 20,238	31,492	637.08	\$ 20,063	36,039	650.32	\$ 23,437
(2) Family Member Travel	5,669	225.82	\$ 1,280	5,717	230.56	1,318	5,543	235.40	1,305	6,343	240.35	1,524
(3) Trans of Household Goods												
(a) Land & ITGBL	3,897	2,414.40	\$ 9,410	3,930	2,465.10	9,689	3,811	2,516.87	9,591	4,361	2,569.73	11,206
(b) Overseas	4,912	121.90	\$ 599	4,954	124.46	617	4,803	127.07	610	5,496	129.74	713
(4) Trailer Allowance	16	1,863.78	\$ 30	16	1,902.92	31	16	1,942.89	31	18	1,983.69	36
(5) POV												
(a) MSC	351	985.97	\$ 346	354	1,006.68	356	343	1,027.82	353	393	1,049.40	412
(b) Port Handling (M Tons)	351	144.90	\$ 51	354	147.94	52	343	151.05	52	393	154.22	61
(6) Port Handling (HHGS)	699	29.97	\$ 21	705	30.60	22	683	31.24	21	782	31.90	25
(7) Non-Temporary Storage			1,558			1,613			1,735			1,774
Subtotal Enlisted Accession Travel			\$32,949			\$33,936			\$33,760			\$39,187
<u>Cadet Accession Travel</u>	1,248	429.84	\$ 536	1,154	438.86	\$ 506	1,276	448.08	\$ 572	1,346	457.49	\$ 616
TOTAL ACCESSION TRAVEL			\$47,371			\$48,961			\$49,429			\$56,829
Accession Moves												
Officer	4,773			4,889			4,961			5,496		
Enlisted	32,209			32,483			31,492			36,039		
Cadets	1,248			1,154			1,276			1,346		
TOTAL ACCESSION MOVES	38,230			38,526			37,729			42,881		

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 1996 Actuals	\$46,646
FY 1997 Estimate	\$50,046
FY 1998 Estimate	\$57,798
FY 1999 Estimate	\$59,864

**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 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	5,574	493.53	\$ 2,751	5,524	503.89	\$ 2,783	6,293	514.47	\$ 3,238	6,376	525.28	\$ 3,349
(2) Family Member Travel	3,822	492.66	\$ 1,883	3,788	503.01	1,905	4,315	513.57	2,216	4,372	524.35	2,292
(3) Trans of Household Goods	5,574	4,451.09	\$ 24,810	5,524	4,544.56	25,104	6,293	4,639.99	29,199	6,376	4,737.43	30,206
(4) Dislocation Allowance	5,180	1,133.65	\$ 5,873	5,134	1,378.65	7,078	5,849	1,594.54	9,326	5,926	1,676.38	9,934
(5) Trailer Allowance	16	1,726.68	\$ 28	16	1,762.94	28	18	1,799.96	33	18	1,837.76	34
(6) Non-Temporary Storage			504			520			533			546
(7) Temporary Lodging Expense			2,376			2,453			2,514			2,575
Subtotal Officer Training Travel			\$38,224			\$39,872			\$47,059			\$48,937

Enlisted Training Travel

(1) Member Travel	3,399	343.19	\$ 1,167	4,050	350.40	\$ 1,419	4,050	357.75	1,449	4,050	365.27	1,479
(2) Family Member Travel	1,348	282.89	\$ 381	1,607	288.83	464	1,607	294.89	474	1,607	301.09	484
(3) Trans of Household Goods	963	3,745.93	\$ 3,608	1,148	3,824.59	4,390	1,148	3,904.91	4,482	1,148	3,986.91	4,576
(4) Dislocation Allowance	1,509	857.40	\$ 1,294	1,798	1,042.71	1,875	1,798	1,249.03	2,246	1,798	1,278.50	2,299
(5) Trailer Allowance	10	2,360.16	\$ 24	12	2,409.72	29	12	2,460.33	30	12	2,511.99	31
(6) Non-Temporary Storage			116			119			123			123
(7) Temporary Lodging Expense			1,831			1,878			1,936			1,936
Subtotal Enlisted Training Travel			\$8,421			\$10,174			\$10,740			\$10,928

TOTAL TRAINING TRAVEL \$46,646 \$50,046 \$57,798 \$59,864

Training Moves

Officer	5,574	5,524	6,293	6,376
Enlisted	3,399	4,050	4,050	4,050
TOTAL TRAINING MOVES	8,973	9,574	10,343	10,426

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 1996 Actuals	\$163,035
FY 1997 Estimate	\$146,863
FY 1998 Estimate	\$150,056
FY 1998 Estimate	\$151,420

**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. FY 1997 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

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	10,466	642.33	\$ 6,723	9,125	655.82	\$ 5,984	9,086	669.60	\$ 6,084	9,047	683.66	\$ 6,185
(2) Family Member Travel	8,858	532.39	\$ 4,716	7,722	543.57	4,198	7,689	554.98	4,268	7,657	566.64	4,339
(3) Trans of Household Goods	10,466	6,229.30	\$ 65,198	9,125	6,360.12	58,036	9,086	6,493.68	59,002	9,047	6,630.05	59,983
(4) Dislocation Allowance	9,722	1,309.16	\$ 12,728	8,476	1,502.91	12,739	8,440	1,772.75	14,962	8,404	1,754.91	14,748
(5) Trailer Allowance	105	1,572.72	\$ 165	91	1,605.74	147	91	1,639.47	149	90	1,673.89	151
(6) Non-Temporary Storage			686			690			693			693
(7) Temporary Lodging Expense			4,017			3,947			3,940			3,940
Subtotal Officer Operational Travel			\$94,233			\$85,741			\$89,097			\$90,039

Enlisted Operational Travel

(1) Member Travel	12,642	460.51	\$ 5,822	10,513	470.18	\$ 4,943	10,384	480.05	\$ 4,985	10,224	490.14	\$ 5,011
(2) Family Member Travel	10,284	397.90	\$ 4,092	8,552	406.26	3,474	8,447	414.79	3,504	8,317	423.50	3,522
(3) Trans of Household Goods	12,642	3,229.72	\$ 40,828	10,513	3,297.54	34,667	10,384	3,366.79	34,961	10,224	3,437.49	35,145
(4) Dislocation Allowance	11,236	638.07	\$ 7,169	9,344	902.19	8,430	9,229	1,071.05	9,885	9,087	1,108.50	10,073
(5) Trailer Allowance	607	2,081.47	\$ 1,263	505	2,125.18	1,072	498	2,169.81	1,082	491	2,215.38	1,087
(6) Non-Temporary Storage			1,135			1,030			796			796
(7) Temporary Lodging Expense			8,493			7,504			5,746			5,746
Subtotal Enlisted Operational Travel			\$68,802			\$61,121			\$60,959			\$61,381

TOTAL OPERATIONAL TRAVEL \$163,035 \$146,863 \$150,056 \$151,420

Operational Moves

Officer	10,466	9,125	9,086	9,047
Enlisted	12,642	10,513	10,384	10,224
TOTAL OPERATIONAL MOV	23,108	19,638	19,470	19,271

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS**

FY 1996 Actuals	\$422,425
FY 1997 Estimate	\$440,701
FY 1998 Estimate	\$462,375
FY 1999 Estimate	\$470,952

**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 (including hospitalized or imprisoned), missing or captured when transoceanic travel is involved.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength and base closures decline, we are seeing an increase to the FY 1997 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

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	7,246	1,437.96	\$ 10,419	7,221	1,468.15	\$ 10,602	7,196	1,569.90	\$ 11,297	7,167	1,601.65	\$ 11,479
(2) Family Member Travel	5,552	2,376.37	\$ 13,193	5,533	2,426.27	13,424	5,514	2,477.22	13,658	5,491	2,529.24	13,889
(3) Trans of Household Goods												
(a) Land & ITGBL	9,016	4,683.66	\$ 42,229	8,985	4,782.01	42,967	8,954	4,882.44	43,717	8,918	4,984.97	44,455
(b) Overseas			\$ 9,913			10,907			10,885			10,885
(4) Dislocation Allowance	6,519	1,291.66	\$ 8,421	6,497	1,570.64	10,204	6,474	1,876.05	12,146	6,448	1,918.22	12,369
(5) Trailer Allowance	88	3,048.60	\$ 267	87	3,112.62	272	87	3,177.98	277	87	3,244.72	281
(6) POV												
(a) MSC	3,043	1,894.35	\$ 5,765	3,033	1,934.14	5,866	3,022	1,974.75	5,968	3,010	2,016.22	6,069
(b) Port Handling (M Tons)	3,043	289.60	\$ 881	3,033	295.68	897	3,022	301.89	912	3,010	308.23	928
(7) Port Handling (HHGS)	11,507	46.71	\$ 537	11,468	47.69	547	11,428	48.69	556	11,382	49.71	566
(8) Non-Temporary Storage			4,286			4,755			6,316			6,365
(9) Temporary Lodging Expenses			1,566			1,658			1,617			1,617
Subtotal Officer Rotational Travel			\$97,478			\$102,098			\$107,351			\$108,904

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

Enlisted Rotational Travel

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	40,955	1,329.36	\$ 54,444	40,732	1,357.27	\$ 55,284	40,699	1,415.47	\$ 57,608	40,646	1,444.60	\$ 58,717
(2) Family Member Travel	29,225	1,557.72	\$ 45,525	29,066	1,590.44	46,228	29,043	1,623.83	47,161	29,005	1,657.94	48,088
(3) Trans of Household Goods												
(a) Land & ITGBL	39,468	3,345.99	\$ 132,061	39,253	3,416.25	134,100	39,222	3,487.99	136,805	39,171	3,561.24	139,496
(b) Overseas			\$ 30,287			31,805			32,191			32,900
(4) Dislocation Allowance	30,331	971.93	\$ 29,480	30,166	1,202.84	36,285	30,142	1,437.94	43,342	30,102	1,477.52	44,477
(5) Trailer Allowance	94	2,176.58	\$ 205	94	2,222.29	208	94	2,268.95	212	93	2,316.60	217
(6) POV												
(a) MSC	10,407	1,326.70	\$ 13,807	10,350	1,354.56	14,020	10,342	1,383.01	14,303	10,328	1,412.05	14,584
(b) Port Handling (M Tons)	10,407	157.54	\$ 1,639	10,350	160.85	1,665	10,342	164.23	1,698	10,328	167.67	1,732
(7) Port Handling (HHGS)	29,463	22.71	\$ 669	29,303	23.18	679	29,279	23.67	693	29,241	24.17	707
(8) Non-Temporary Storage			6,954			7,374			11,144			11,264
(9) Temporary Lodging Expenses			9,876			10,954			9,867			9,867
Subtotal Enlisted Rotational Travel			\$324,946			\$338,602			\$355,024			\$362,048
TOTAL ROTATIONAL TRAVEL			\$422,425			\$440,701			\$462,375			\$470,952
Rotational Moves												
Officer	7,246			7,221			7,196			7,167		
Enlisted	40,955			40,732			40,699			40,646		
TOTAL ROTATIONAL MOVE	48,201			47,953			47,895			47,813		

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 1996 Actuals	\$113,723
FY 1997 Estimate	\$108,057
FY 1998 Estimate	\$116,013
FY 1999 Estimate	\$106,407

**PART I - PURPOSE AND SCOPE**

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes 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 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	5,980	243.07	\$1,454	6,219	248.17	\$ 1,543	5,687	260.42	\$ 1,481	5,138	266.45	\$ 1,369
(2) Family Member Travel	4,812	464.58	\$2,235	5,004	474.34	2,373	4,576	484.30	2,216	4,134	494.47	2,044
(3) Trans of Household Goods												
(a) Land & ITGBL	3,315	4,565.45	\$15,133	3,447	4,661.32	16,068	3,152	4,759.21	15,002	2,848	4,859.15	13,839
(b) Overseas	1,042	638.91	\$666	1,084	652.32	707	991	666.02	660	896	680.01	609
(4) Trailer Allowance	23	2,250.76	\$51	24	2,298.03	54	22	2,346.29	51	20	2,395.56	47
(5) POV												
(a) MSC	335	1,317.16	\$441	348	1,344.82	468	318	1,373.06	437	288	1,401.89	403
(b) Port Handling (M Tons)	335	227.57	\$76	348	232.35	81	318	237.23	76	288	242.21	70
(6) Port Handling (HHGS)	2,173	38.20	\$83	2,260	39.00	88	2,067	39.82	82	1,867	40.66	76
(7) Non-Temporary Storage			1,771			2,357			2,454			2,509
Subtotal Officer Separation Travel			\$21,910			\$23,742			\$22,460			\$20,966

(Amount in Thousands)

SEPARATION TRAVEL

Enlisted Separation Travel

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	40,699	318.33	\$12,956	38,462	325.02	\$ 12,501	36,477	334.85	\$ 12,214	36,303	341.44	\$ 12,395
(2) Family Member Travel	36,731	290.72	\$10,678	34,712	296.83	10,303	32,920	303.06	9,977	32,763	309.42	10,138
(3) Trans of Household Goods												
(a) Land & ITGBL	9,051	5,836.35	\$52,827	8,554	5,958.91	50,972	8,112	6,084.05	49,357	8,074	6,211.81	50,153
(b) Overseas	7,558	341.43	\$2,580	7,142	348.60	2,490	6,774	355.93	2,411	6,741	363.40	2,450
(4) Trailer Allowance	366	1,654.14	\$606	346	1,688.88	585	328	1,724.35	566	327	1,760.56	575
(5) POV												
(a) MSC	916	1,314.99	\$1,204	865	1,342.61	1,162	821	1,370.80	1,125	817	1,399.59	1,143
(b) Port Handling (M Tons)	916	184.89	\$169	865	188.77	163	821	192.73	158	817	196.78	161
(6) Port Handling (HHGS)	4,261	33.92	\$145	4,027	34.63	139	3,819	35.35	135	3,801	36.10	137
(7) Non-Temporary Storage			2,883			2,537			3,217			3,292
Subtotal Enlisted Separation Travel			\$84,049			\$80,853			\$79,161			\$80,444

(Amount in Thousands)

SEPARATION TRAVEL

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Cadet Separation Travel</u>	357	654.73	\$234	368	668.48	\$ 246	347	682.52	\$ 237	355	696.85	\$ 247
SUBTOTAL SEPARATION TRAVEL			\$106,192			\$104,840			\$101,857			\$101,657
TERA												
Officer	849	5,250.63	\$4,458	600	5,360.89	\$ 3,217	1,000	5,473.47	\$ 5,473	850	5,588.41	\$ 4,750
Enlisted	1,033	2,974.77	\$3,073	0	3,037.24	-	2,800	3,101.02	\$ 8,683	0	3,166.14	\$ -
Subtotal TERA	1,882		\$7,531	600		\$3,217	3,800		\$14,156	850		\$4,750
TOTAL SEPARATION TRAVEL			\$113,723			\$108,057			\$116,013			\$106,407
Separation Moves												
Officer	6,829			6,819			6,687			5,988		
Enlisted	41,732			38,462			39,277			36,303		
Cadets	357			368			347			355		
TOTAL SEPARATION MOVE	48,918			45,649			46,311			42,646		

(Amount in Thousands)

**PROJECT: ORGANIZED UNITS TRAVEL**

FY 1996 Actuals	\$29,957
FY 1997 Estimate	\$26,468
FY 1998 Estimate	\$37,859
FY 1999 Estimate	\$37,020

**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.



**OTHER MILITARY PERSONNEL COSTS**

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

**6. Other Military Personnel Costs**

FY 1997 Direct Program.....		\$65,905
<u>Increases:</u>		
Unemployment Compensation.....	2,115	
- Reflect higher separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.		
Survivor Benefits.....	-145	
- Increased payments based on latest Veterans Administration projected number of recipients.		
Total Increases.....		1,970
<u>Decreases:</u>		
Montgomery GI Bill.....	-4766	
- Decrease based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.		
Total Decreases.....		-4,766
FY 1998 Direct Program.....		<b>\$63,109</b>

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

**6. Other Military Personnel Costs**

FY 1998 Direct Program..... \$63,109

Increases:

Unemployment Compensation..... 1,683

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

Total Increases..... 1,683

Decreases:

Survivor Benefits..... -337

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

Total Decreases..... -337

FY 1999 Direct Program..... \$64,455

(Amount in Thousands)

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

<b>FY 1996 Actuals</b>	<b>\$100</b>
<b>FY 1997 Estimate</b>	<b>\$100</b>
<b>FY 1998 Estimate</b>	<b>\$100</b>
<b>FY 1999 Estimate</b>	<b>\$100</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
<b>Travel and Other Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners</b>	<b>\$100</b>	<b>\$100</b>	<b>\$100</b>	<b>\$100</b>

(Amount in Thousands)

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

**FY 1996 Actuals**            **\$575**  
**FY 1997 Estimate**        **\$575**  
**FY 1998 Estimate**        **\$575**  
**FY 1999 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 one remaining Vietnam account, and for those members in support of contingency operations.

	<u>FY 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
	<u>Number</u>	<u>Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Payment</u>	<u>Amount</u>
Officer	800	\$250	\$200	800	\$250	\$200	800	\$250	\$200	800	\$250	\$200
Enlisted	1,500	250	\$375	1,500	250	\$375	1,500	250	\$375	1,500	250	\$375
<b>TOTAL</b>	<b>2,300</b>	<b>\$250</b>	<b>\$575</b>	<b>2,300</b>	<b>\$250</b>	<b>\$575</b>	<b>2,300</b>	<b>\$250</b>	<b>\$575</b>	<b>2,300</b>	<b>\$250</b>	<b>\$575</b>

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

<b>FY 1996 Actuals</b>	<b>\$1,590</b>
<b>FY 1997 Estimate</b>	<b>\$1,440</b>
<b>FY 1998 Estimate</b>	<b>\$1,440</b>
<b>FY 1999 Estimate</b>	<b>\$1,440</b>

**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 1996 Actuals</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	55	\$6,000	\$330	40	\$6,000	\$240	40	\$6,000	\$240	40	\$6,000	\$240
Enlisted	210	6,000	1,260	200	6,000	1,200	200	6,000	1,200	200	6,000	1,200
<b>TOTAL</b>	<b>265</b>	<b>\$6,000</b>	<b>\$1,590</b>	<b>240</b>	<b>\$6,000</b>	<b>\$1,440</b>	<b>240</b>	<b>\$6,000</b>	<b>\$1,440</b>	<b>240</b>	<b>\$6,000</b>	<b>\$1,440</b>

(Amount in Thousands)

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

<b>FY 1996 Actuals</b>	<b>\$50,199</b>
<b>FY 1997 Estimate</b>	<b>\$47,375</b>
<b>FY 1998 Estimate</b>	<b>\$49,693</b>
<b>FY 1999 Estimate</b>	<b>\$51,387</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
\$50,199	\$47,375	\$49,693	\$51,387

(Amount in Thousands)

**PROJECT: SURVIVOR BENEFITS**

<b>FY 1996 Actuals</b>	<b>\$5,846</b>
<b>FY 1997 Estimate</b>	<b>\$5,365</b>
<b>FY 1998 Estimate</b>	<b>\$5,017</b>
<b>FY 1999 Estimate</b>	<b>\$4,669</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
\$5,846	\$5,365	\$5,017	\$4,669

(Amount in Thousands)

**PROJECT: ADOPTION REIMBURSEMENT PROGRAM**

<b>FY 1996 Actuals</b>	<b>\$800</b>
<b>FY 1997 Estimate</b>	<b>\$800</b>
<b>FY 1998 Estimate</b>	<b>\$800</b>
<b>FY 1999 Estimate</b>	<b>\$800</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
Officer	\$336	\$336	\$336	\$336
Enlisted	464	464	464	464
<b>TOTAL</b>	<b>\$800</b>	<b>\$800</b>	<b>\$800</b>	<b>\$800</b>

(Amount in Thousands)

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

<b>FY 1996 Actuals</b>	<b>\$8,300</b>
<b>FY 1997 Estimate</b>	<b>\$10,000</b>
<b>FY 1998 Estimate</b>	<b>\$5,234</b>
<b>FY 1999 Estimate</b>	<b>\$5,234</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
Officer	\$1,079	\$1,200	\$628	\$628
Enlisted	7,221	8,800	4,606	4,606
<b>TOTAL</b>	<b>\$8,300</b>	<b>\$10,000</b>	<b>\$5,234</b>	<b>\$5,234</b>

(Amount in Thousands)

**PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS**

<b>FY 1996 Actuals</b>	<b>\$250</b>
<b>FY 1997 Estimate</b>	<b>\$200</b>
<b>FY 1998 Estimate</b>	<b>\$200</b>
<b>FY 1999 Estimate</b>	<b>\$200</b>

**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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
Officer	\$65	\$50	\$50	\$50
Enlisted	185	150	150	150
<b>TOTAL</b>	<b>\$250</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>

(Amount in Thousands)

PROJECT: CIVILIAN COMMUNITY CORPS

FY 1996 Actuals	\$50
FY 1997 Estimate	\$50
FY 1998 Estimate	\$50
FY 1999 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 1996 Actuals</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
Officer	\$50	\$50	\$50	\$50
Enlisted	0	0	0	0
<b>TOTAL</b>	<b>\$50</b>	<b>\$50</b>	<b>\$50</b>	<b>\$50</b>

**SECTION 5**  
**SPECIAL ANALYSIS**

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

ASSIGNED OUTSIDE DOD:	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 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>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<b><u>Nonreimbursable Personnel:</u></b>												
Exec Office of the President/ONDCP/White House	9	13	22	9	13	22	9	13	22	9	13	22
Vice President's Office	4	6	10	4	6	10	4	6	10	4	6	10
State Department	18	0	18	18	0	18	18	0	18	18	0	18
Energy Department	11	0	11	9	0	9	9	0	9	9	0	9
National Oceanic & Atmospheric Administration	2	0	2	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Agency	1	0	1	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration	2	8	10	2	7	9	2	7	9	2	7	9
Immigration & Naturalization Service	2	2	4	0	0	0	0	0	0	0	0	0
US Coast Guard	1	0	1	1	0	1	1	0	1	1	0	1
US Customs Service	1	0	1	1	0	1	1	0	1	1	0	1
National Security Council	3	0	3	2	0	2	2	0	2	2	0	2
Central Intelligence Agency	7	3	10	6	3	9	6	3	9	6	3	9
UN Iraq/Kuwait Observation Mission	2	0	2	2	0	2	2	0	2	2	0	2
UN Mission for Referendum in W Sahara (MINUR)	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	1	0	1	0	1	1	0	1	1	0	1	1
United Nations, NY & USMOG - Washington	2	0	2	2	0	2	2	0	2	2	0	2
<b>SUBTOTAL - Nonreimbursable Personnel</b>	<b>66</b>	<b>32</b>	<b>98</b>	<b>56</b>	<b>30</b>	<b>86</b>	<b>56</b>	<b>30</b>	<b>86</b>	<b>56</b>	<b>30</b>	<b>86</b>
<b><u>Reimbursable Personnel:</u></b>												
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1	1	0	1
National Security Council	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	11	1	12	10	1	11	10	1	11	10	1	11
Arms Control & Disarmament Agency	15	0	15	12	0	12	12	0	12	12	0	12
Department of Transportation (FAA)	15	1	16	14	1	15	14	1	15	14	1	15
NASA	2	0	2	3	0	3	3	0	3	3	0	3
<b>SUBTOTAL - Reimbursable Personnel</b>	<b>44</b>	<b>2</b>	<b>46</b>	<b>40</b>	<b>2</b>	<b>42</b>	<b>40</b>	<b>2</b>	<b>42</b>	<b>40</b>	<b>2</b>	<b>42</b>
<b>TOTAL OUTSIDE DOD</b>	<b>110</b>	<b>34</b>	<b>144</b>	<b>96</b>	<b>32</b>	<b>128</b>	<b>96</b>	<b>32</b>	<b>128</b>	<b>96</b>	<b>32</b>	<b>128</b>

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

	<u>FY 1996 Actual</u>			<u>FY 1997 Estimate</u>			<u>FY 1998 Estimate</u>			<u>FY 1999 Estimate</u>		
<b><u>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS:</u></b>	<b><u>Officers</u></b>	<b><u>Enlisted</u></b>	<b><u>Total</u></b>	<b><u>Officers</u></b>	<b><u>Enlisted</u></b>	<b><u>Total</u></b>	<b><u>Officers</u></b>	<b><u>Enlisted</u></b>	<b><u>Total</u></b>	<b><u>Officers</u></b>	<b><u>Enlisted</u></b>	<b><u>Total</u></b>
NASA	2	10	12	2	10	12	2	10	12	2	10	12
Foreign Military Sales	412	531	943	322	720	1042	290	678	968	261	602	863
<b>SUBTOTAL - Non-DOD Functions</b>	<b>414</b>	<b>541</b>	<b>955</b>	<b>324</b>	<b>730</b>	<b>1054</b>	<b>292</b>	<b>688</b>	<b>980</b>	<b>263</b>	<b>612</b>	<b>875</b>
<b><u>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS:</u></b>												
<b>DEFENSE WORKING CAPITAL FUND (DWCF):</b>												
Central Design Activities (CDA)	0	0	0	246	838	1084	246	831	1077	248	826	1074
HQ US Transportation Command (TRANSCOM)	95	45	140	95	45	140	95	45	140	95	45	140
Military Traffic Management Command (MTMC)	27	0	27	27	0	27	17	0	17	10	0	10
Defense Courier Service (DCS)	13	124	137	12	104	116	12	104	116	12	104	116
Defense Commissary Agency (DeCa)	5	2	7	5	2	7	1	1	2	1	1	2
Defense Finance & Accounting Service (DFAS)	47	827	874	39	902	941	39	878	917	39	853	892
Defense Information Systems Agency (DISA)	30	113	143	10	83	93	10	83	93	10	82	92
Defense Logistics Agency (DLA)	166	44	210	125	31	156	118	31	149	112	30	142
Depot Maintenance Business Area (DMBA)	142	269	411	142	260	402	142	280	402	142	260	402
Joint Logistics Systems Center (JLSC)	6	3	9	6	3	9	6	3	9	6	3	9
Supply Management Business Area (SMBA)	43	11	54	36	22	58	35	18	53	34	18	52
<b>SUBTOTAL - DWCF</b>	<b>574</b>	<b>1436</b>	<b>2012</b>	<b>743</b>	<b>2290</b>	<b>3033</b>	<b>721</b>	<b>2254</b>	<b>2975</b>	<b>709</b>	<b>2222</b>	<b>2931</b>
<b><u>TOTAL REIMBURSABLE PROGRAM</u></b>												
<b>TOTAL - Reimbursable</b>	<b>1032</b>	<b>1981</b>	<b>3013</b>	<b>1107</b>	<b>3022</b>	<b>4129</b>	<b>1053</b>	<b>2944</b>	<b>3997</b>	<b>1012</b>	<b>2836</b>	<b>3848</b>
<b>TOTAL - Nonreimbursable</b>	<b>66</b>	<b>32</b>	<b>98</b>	<b>56</b>	<b>30</b>	<b>86</b>	<b>58</b>	<b>30</b>	<b>88</b>	<b>56</b>	<b>30</b>	<b>86</b>
<b>GRANDTOTAL</b>	<b>1098</b>	<b>2013</b>	<b>3111</b>	<b>1163</b>	<b>3052</b>	<b>4215</b>	<b>1109</b>	<b>2974</b>	<b>4083</b>	<b>1068</b>	<b>2866</b>	<b>3934</b>

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

	<u>FY 1996 Actual</u>	<u>FY 1997 Estimate</u>	<u>FY 1998 Estimate</u>	<u>FY 1999 Estimate</u>
<b><u>SUBSISTENCE</u></b>	0	34,003	34,785	35,550
 <b><u>NON-STRENGTH RELATED:</u></b>				
MEDICAL	3,402	3,423	3,449	3,467
FOREIGN MILITARY SALES	3,980	3,985	4,015	4,036
OTHER NON-STRENGTH Training Cases	26,382	26,547	26,746	26,887
SUBTOTAL	33,744	67,958	68,995	69,940
 <b><u>STRENGTH RELATED:</u></b>				
OFFICER - Basic Pay	48,942	52,777	43,587	44,012
- Other Pay and Allowances	23,140	24,953	25,116	20,236
ENLISTED - Basic Pay	36,864	23,994	29,292	28,879
- Other Pay and Allowances	17,870	46,017	46,150	49,254
RETIRED PAY ACCRUAL	28,230	25,027	22,228	22,013
PCS TRAVEL	3,200	2,624	1,370	1,288
SUBTOTAL	158,246	175,392	167,743	165,682
<b>TOTAL PROGRAM</b>	<b>191,990</b>	<b>243,350</b>	<b>236,738</b>	<b>235,622</b>

**COMBATING TERRORISM FUNDING SUMMARY**

**MILITARY PERSONNEL APPROPRIATION's  
(Dollars in Millions)**

**AIR FORCE**

<b><u>BUDGET ACTIVITY</u></b>	<b><u>FY 1996</u></b>	<b><u>FY 1997</u></b>	<b><u>FY 1998</u></b>	<b><u>FY 1999</u></b>
<b>1 - Pay and Allowances of Officers</b>	486.7	472.6	473.4	467.3
<b>2 - Pay and Allowances of Enlisted</b>	851.0	842.6	855.3	855.5
<b>4 - Subsistence of Enlisted Personnel</b>	59.8	67.2	68.6	68.8
<b>5 - Permanent Change of Station Travel</b>	69.9	69.5	74.7	75.3
<b>6 - Other Military Personnel Programs</b>	5.8	5.6	5.5	5.6
<b>TOTAL COMPONENT</b>	<b>1,473.1</b>	<b>1,457.5</b>	<b>1,477.3</b>	<b>1,472.5</b>