

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2009 Budget Estimate



FEBRUARY 2008

MILITARY PERSONNEL APPROPRIATION

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

	FY 2007 Actual	FY 2008 Estimate	FY 2009 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,000,918	7,815,517	8,229,049
Pay and Allowances of Enlisted	13,657,092	14,009,600	14,286,984
Pay and Allowances of Cadets	59,271	59,942	61,132
Subsistence of Enlisted Personnel	907,702	874,768	907,793
Permanent Change of Station Travel	1,307,957	1,305,048	1,635,143
Other Military Personnel Programs	122,527	130,039	151,342
TOTAL DIRECT PROGRAM	24,055,467	24,194,914	25,271,443
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	190,978	190,631	191,618
Pay and Allowances of Enlisted	97,070	97,152	97,124
Subsistence of Enlisted Personnel	29,580	28,769	28,756
Permanent Change of Station Travel	1,772	1,782	1,679
TOTAL REIMBURSABLE PROGRAM	319,400	318,334	319,177
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	8,191,896	8,006,148	8,420,667
Pay and Allowances of Enlisted Personnel	13,754,162	14,106,752	14,384,108
Pay and Allowances of Cadets and Midshipmen	59,271	59,942	61,132
Subsistence of Enlisted Personnel	937,282	903,537	936,549
Permanent Change of Station Travel	1,309,729	1,306,830	1,636,822
Other Military Personnel Costs	122,527	130,039	151,342
TOTAL BASELINE PROGRAM FUNDING	24,374,867	24,513,248	25,590,620
<u>GWOT/Title IX Supplemental Funding (P.L. 110-28, 109-289, 110-161)</u>			
Officer GWOT/Title IX Supplemental	308,973	0	0
Enlisted GWOT/Title IX Supplemental	853,129	38,037	0
Subsistence GWOT/Title IX Supplemental	101,272	0	0
PCS GWOT/Title IX Supplemental	5,500	0	0
Other GWOT/Title IX Supplemental	162,201	100,000	0
TOTAL GWOT/Title IX SUPPLEMENTAL PROGRAM FUNDING	1,431,075	138,037	0

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

	FY 2007 Actual	FY 2008 Estimate	FY 2009 Estimate
<u>BASELINE SUPPLEMENTAL (BAH) (P.L. 110-28)</u>			
Pay and Allowances of Officers	37,800	0	0
Pay and Allowances of Enlisted	101,500	0	0
TOTAL BASELINE SUPPLEMENTAL	139,300	0	0
TOTAL SUPPLEMENTAL PROGRAM FUNDING	1,570,375	138,037	0
<u>Total Program</u>			
Pay and Allowances of Officers	8,538,669	8,006,148	8,420,667
Pay and Allowances of Enlisted	14,708,791	14,144,789	14,384,108
Pay and Allowances of Cadets	59,271	59,942	61,132
Subsistence of Enlisted Personnel	1,038,554	903,537	936,549
Permanent Change of Station Travel	1,315,229	1,306,830	1,636,822
Other Military Personnel Programs	284,728	230,039	151,342
TOTAL PROGRAM	25,945,242	24,651,285	25,590,620
Medicare-Eligible Retiree HFC., (AF)	2,082,462	1,958,800	1,777,964
TOTAL MILPERS PROGRAM COST	28,027,704	26,610,085	27,368,584

SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel Air Force Appropriation provides financial resources to compensate active military personnel. The tables contain budget data for pay and allowances of officers, enlisted, cadets, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs. The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued cost, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they are shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority. Unemployment compensation, social security benefits to surviving family members excluded under previous eligibility rules, and miscellaneous entitlements are under other military personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is controlled by budget activity. It displays the inventory of officers, enlisted, and cadet personnel with associated workyears. This overview addresses programming actions that affect grade structure, promotions, gains and losses, flight status, subsistence, PCS travel and other related issues.



The mission of the United States Air Force is to deliver sovereign options for the defense of the United States of America and its global interest. Military operations support, Operations Enduring Freedom, Noble Eagle, and Iraqi Freedom and continued contribution to national and world-wide relief operations (e.g., Hurricane Katrina, Tsunami disaster). We ended FY 2007 with end strength of 333,495 that aligns with resources to enable the AF to transform into a more lethal, more agile, streamlined force with an increased emphasis on the warfighter. The Air Force has programmed end strength of 328,600 for FY 2008, and 316,600 for FY 2009.

As the Air Force works to reduce our military end strength, we must simultaneously ensure we retain individuals with critical skills. For enlisted personnel, the Selective Reenlistment Bonus (SRB) program remains the key. The Air Force budgeted \$144.8 million for FY 2007, \$128.5 million for FY 2008 and \$176.3 million for FY 2009 (this includes new and anniversary payments due to previous years reenlistees). We continue to reevaluate this program on a semi-annual basis to maximize its effectiveness.

President's Management Plan – Performance Metrics

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

FISCAL YEARS 2007, 2008 and 2009

Program Levels

The FY 2007 end strength was 333,495 with 358,576 workyears. The FY 2008 end strength is projected to be 328,600 with 335,492 workyears and the FY 2009 end strength is projected to be 316,600 with 328,013 workyears. The FY 2008 and FY 2009 workyear estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime missions. The FY 2000 National Defense Appropriations Act changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The last day of the academic year is May 29 for FY 2007, May 27 for FY 2008 and May 26 for FY 2009. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength will exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2007 budget estimate of \$25.9 billion included \$319.4 million in reimbursements. The FY 2008 budget estimate is \$24.6 billion to include \$318.3 million in anticipated reimbursements and the FY 2009 budget estimate is \$25.6 billion to include \$319.2 million in anticipated reimbursements.

Baseline Budget Rates

The Retired Pay Accrual normal cost percentage is 26.5% of basic pay for FY 2007, 29% for FY 2008 and 29.2% for FY 2009. The estimated pay raise is 3.5% for FY 2008. The FY 2009 budget provides funding for a 3.4% across-the board pay raise effective 1 January 2009.

The Permanent Change of Station (PCS) program increases by \$237.9 million between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.



The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriation. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007 - FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2008/FY 2009 military personnel (active), Air Force budget estimates, were reduced by \$81.2 million/\$83.2 million respectively as a result. In addition, the Service Components and Defense Financial and Accounting Service have been directed to work together to:

- Develop the lowest, achievable percentage level of unobligated/unexpended balance,
- Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balance,
- Add the necessary personnel resources to improve execution data collection, and

Closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5 year availability.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2009 President's Budget
 Performance Measures and Evaluation Summary

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

	<u>FY 2007 Actual</u>	<u>FY 2008 Planned</u>	<u>FY 2009 Planned</u>
Average Strength (Work years)	358,576	335,492	328,013
End Strength	333,495	328,600	316,600
Authorized End Strength	334,200		

The FY 2007 strength was 333,495 with 358,576 workyears including workyears for Air Force, Guard and Reserve on Active duty in support of the war effort.

Recruiting

1. Numeric goals	27,800	27,860	31,980
Actual	27,801		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Goal	99%	99%	99%
Actual	99%		
b. Cat I-IIIa*			
Goal	77%	77%	77%
Actual	79%		

Recruiting

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

In accordance with the President's Management Agenda, Budget and Performance Integration initiative, this program has been assessed using the Program Assessment Rating Tool (PART). Remarks regarding program performance and plans for performance improvement can be located at the Expectmore.gov website.

**Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2009 President's Budget
(\$ in Thousands)**

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2009 BA 03</u>	<u>FY 2009 BA Assoc w/Metrics</u>	<u>Percent FY 2009 BA Assoc w/Metrics</u>
3400	5773400	\$3,582,180	\$201,382	5.62%

Narrative:

The Air Force Operations and Maintenance appropriation, BA 03, funds the recruiting program. This metric represents the recruiting of Air Force personnel, for total end strength of 316,600 in fiscal year 2009.

Component Point of Contact: Diana Zablonki, SAF/FMBOP, (703) 695-0036, diana.zablonki@pentagon.af.mil

SECTION 3

SUMMARY TABLES

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

	FY 2007 Actual		FY 2008 Estimate		FY 2009 Estimate	
	<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>DIRECT BASELINE PROGRAM</u>						
Officers	69,702	65,249	66,001	64,381	64,532	60,777
Enlisted	271,451	262,855	264,152	259,072	258,147	250,759
Cadets	4,291	4,401	4,269	4,000	4,230	4,000
Total Direct Program	345,444	332,505	334,422	327,453	326,909	315,536
<u>REIMBURSABLE PROGRAM</u>						
Officers	585	473	521	568	564	564
Enlisted	698	517	549	579	540	500
Cadets	0	0	0	0	0	0
Total Reimbursable Program	1,283	990	1,070	1,147	1,104	1,064
<u>TOTAL BASELINE PROGRAM</u>						
Officers	70,287	65,722	66,522	64,949	65,096	61,341
Enlisted	272,149	263,372	264,701	259,651	258,687	251,259
Cadets	4,291	4,401	4,269	4,000	4,230	4,000
Total Program	346,727	333,495	335,492	328,600	328,013	316,600
<u>GWOT Supplemental -- FY 2007 (P.L. 109-289 DoD Appropriations Act, 2007 - Title IX and P.L. 110-28 FY 2007 Emergency Supplemental)</u>						
Officers	2,335	0	0	0	0	0
Enlisted	9,514	0	0	0	0	0
Supplemental Funded Strength	11,849	0	0	0	0	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	72,622	65,722	66,522	64,949	65,096	61,341
Enlisted	281,663	263,372	264,701	259,651	258,687	251,259
Cadets	4,291	4,401	4,269	4,000	4,230	4,000
Revised Total Program	358,576	333,495	335,492	328,600	328,013	316,600

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

	<u>FY 2007 Actual</u>		<u>FY 2008 Estimate</u>		<u>FY 2009 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	14	0	13	0	13	0
O-9 Lieutenant General	32	0	33	0	31	0
O-8 Major General	97	1	95	1	95	1
O-7 Brigadier General	143	1	143	1	143	1
O-6 Colonel	3,406	25	3,513	31	3,475	32
O-5 Lieutenant Colonel	9,940	72	10,107	88	9,623	88
O-4 Major	14,838	107	14,241	125	14,226	131
O-3 Captain	22,583	163	22,465	196	19,624	180
O-2 1st Lieutenant	7,656	55	7,317	64	7,067	65
O-1 2nd Lieutenant	7,013	50	7,022	61	7,044	65
Officer Subtotal	65,722	473	64,949	568	61,341	564
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,710	5	2,597	6	2,513	5
E-8 Senior Master Sergeant	5,193	10	5,193	12	5,026	10
E-7 Master Sergeant	26,338	52	25,965	58	25,136	50
E-6 Technical Sergeant	43,475	85	41,544	93	40,208	80
E-5 Staff Sergeant	69,251	136	70,106	156	67,831	135
E-4 Senior Airman	53,202	104	51,691	115	50,249	100
E-3 Airman First Class	46,745	92	42,675	95	36,593	73
E-2 Airman	6,365	12	10,118	23	12,515	25
E-1 Airman Basic	10,093	20	9,762	22	11,188	22
Enlisted Subtotal	263,372	517	259,651	579	251,259	500
<u>Cadets</u>	4,401	0	4,000	0	4,000	0
TOTAL END STRENGTH	333,495	990	328,600	1,147	316,600	1,064

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

**WORKYEARS BY GRADE
(TOTAL PROGRAM)**

	<u>FY 2007 Actual</u> 1/		<u>FY 2008 Estimate</u>		<u>FY 2009 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	15	0	13	0
O-9 Lieutenant General	36	0	33	0	32	0
O-8 Major General	100	1	97	1	97	1
O-7 Brigadier General	156	1	150	1	149	1
O-6 Colonel	3,808	30	3,583	28	3,640	31
O-5 Lieutenant Colonel	11,322	92	10,594	80	10,374	88
O-4 Major	16,775	136	14,954	116	14,883	128
O-3 Captain	24,477	183	22,565	179	21,601	188
O-2 1st Lieutenant	8,580	75	7,675	60	7,375	64
O-1 2nd Lieutenant	7,355	67	6,856	56	6,932	63
Officer Subtotal	72,622	585	66,522	521	65,096	564
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,977	7	2,737	6	2,622	5
E-8 Senior Master Sergeant	6,098	15	5,379	11	5,292	11
E-7 Master Sergeant	29,754	72	26,740	55	26,087	54
E-6 Technical Sergeant	47,940	120	43,630	89	41,942	86
E-5 Staff Sergeant	73,770	184	70,743	146	69,707	146
E-4 Senior Airman	59,676	139	52,637	110	52,117	108
E-3 Airman First Class	43,529	121	44,823	93	39,489	84
E-2 Airman	8,154	19	8,055	18	10,556	24
E-1 Airman Basic	9,765	21	9,957	21	10,875	22
Enlisted Subtotal	281,663	698	264,701	549	258,687	540
<u>Cadets</u>	4,291	0	4,269	0	4,230	0
TOTAL WORKYEARS	358,576	1,283	335,492	1,070	328,013	1,104

1/ Includes 2,355 officers and 9,514 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF and OEF.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2007 Actual				FY 2008 Estimate /1				FY 2009 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	70,539	273,990	4,424	348,953	65,722	263,372	4,401	333,495	64,949	259,651	4,375	328,975
October	69,913	273,030	4,409	347,352	65,410	262,860	4,393	332,663	64,463	258,907	4,365	327,735
November	69,499	271,957	4,394	345,850	65,174	261,793	4,385	331,352	64,199	257,717	4,356	326,272
December	69,192	271,472	4,360	345,024	64,980	261,418	4,360	330,758	63,982	257,063	4,331	325,376
January	69,284	271,006	4,341	344,631	64,590	261,813	4,320	330,723	64,104	256,758	4,292	325,154
February	68,892	270,410	4,315	343,617	64,397	261,329	4,310	330,036	63,853	256,073	4,282	324,208
March	68,675	269,105	4,308	342,088	64,290	260,899	4,301	329,490	63,729	255,238	4,273	323,240
April	68,373	268,252	4,296	340,921	64,118	260,978	4,286	329,382	63,496	254,130	4,257	321,883
May	69,107	267,725	3,283	340,115	65,290	260,659	3,235	329,184	64,746	253,675	3,171	321,592
June	69,242	266,839	4,515	340,596	65,692	260,445	4,468	330,605	62,714	252,959	4,415	320,088
July	68,568	265,859	4,446	338,873	65,575	260,384	4,395	330,354	62,524	252,096	4,341	318,961
August	67,959	264,938	4,415	337,312	65,406	260,325	4,388	330,119	62,214	252,168	4,330	318,712
September	65,722	263,372	4,401	333,495	64,949	259,651	4,375	328,975	61,341	251,259	4,317	316,917
Average End Strength	68,903	269,108	4,291	342,302	65,022	261,201	4,269	330,492	63,596	255,187	4,230	323,013

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

	FY 2007 Actual /2				FY 2008 Estimate /3				FY 2009 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
MAN-DAY Workyears	3,719	12,555	0	16,274	1,500	3,500	0	5,000	1,500	3,500	0	5,000
\$M	424	726	0	1,150	177	209	0	386	183	216	0	399
Total Average Strength	72,622	281,663	4,291	358,576	66,522	264,701	4,269	335,492	65,096	258,687	4,230	328,013

1/ Includes actuals through Nov 2007

2/ Includes 2,355 officers and 9,514 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OIF and OEF.

3/ Does not include any workyears in support of GWOT

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

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

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Beginning Strength	70,539	65,722	64,949
Gains (By Source):			
Service Academies	970	1,007	1,044
ROTC	1,917	2,054	2,044
Health Professions Scholarships	52	90	60
Officer Training School	546	354	555
Other	802	1,062	937
Gain Adjustment	0	0	0
Total Gains	4,287	4,567	4,640
Losses (By Type):			
Voluntary Separation	5,259	1,695	5,047
Retirement	3,603	3,086	2,652
Involuntary	222	220	530
With Pay	158	185	489
Without Pay	64	35	41
Reduction in Force	0	289	0
Other	20	50	19
Loss Adjustment	0	0	0
Total Losses	9,104	5,340	8,248
TOTAL	65,722	64,949	61,341

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

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Beginning Strength	273,990	263,372	259,651
Gains (By Source):			
Non Prior Service Enlistments	27,760	27,760	31,780
Male	21,235	21,098	24,153
Female	6,525	6,662	7,627
Prior Service Enlistments	41	100	200
Reenlistments	35,712	36,766	34,390
Reserves	0	0	0
Officer Candidate Programs	208	222	290
Other	192	180	180
Gain Adjustments	218	0	0
Total Gains	64,131	65,028	66,840
Losses (By Type):			
ETS	13,748	13,019	10,563
Programmed Early Release	1,065	728	845
To Commissioned Officer	228	300	400
Reenlistments	35,712	36,766	34,390
Retirement	10,412	9,199	8,528
Attrition	13,584	8,737	11,249
Other	0	0	9,257
Loss Adjustments	0	0	0
Total Losses	74,749	68,749	75,232
TOTAL	263,372	259,651	251,259

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

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Beginning Strength	4,424	4,401	4,375
Gains:	1,304	1,306	1,306
Losses:	1,327	1,332	1,364
Graduates	970	1,007	1,044
Attrition	357	325	320
TOTAL	4,401	4,375	4,317

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

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,606,441	8,168,456	12,774,897	4,360,359	7,844,002	12,204,361	4,418,967	7,914,059	12,333,026
2. Retired Pay Accruals	1,220,707	2,164,642	3,385,349	1,264,505	2,274,760	3,539,265	1,290,338	2,310,905	3,601,243
3. Basic Allowance for Housing	1,191,890	2,651,509	3,843,399	1,126,883	2,546,576	3,673,459	1,160,384	2,550,817	3,711,201
a. With Dependents - Domestic	811,174	1,628,915	2,440,089	801,956	1,664,907	2,466,863	822,734	1,644,864	2,467,598
b. Without Dependents - Domestic	249,720	555,912	805,632	214,264	479,094	693,358	222,750	488,362	711,112
c. Differential - Domestic	189	1,137	1,326	181	1,114	1,295	190	1,149	1,339
d. Partial - Domestic	231	4,712	4,943	211	4,690	4,901	209	4,575	4,784
e. With Dependents - Overseas	90,839	277,646	368,485	75,808	237,580	313,388	78,894	246,138	325,032
f. Without Dependents - Overseas	37,682	176,064	213,746	32,555	152,116	184,671	33,648	158,475	192,123
g. Moving-In Housing	2,055	7,123	9,178	1,908	7,075	8,983	1,959	7,254	9,213
4. Subsistence	166,822	1,038,554	1,205,376	159,856	903,537	1,063,393	162,425	936,549	1,098,974
a. Basic Allowance for Subsistence	166,822	826,126	992,948	159,856	763,413	923,269	162,425	791,663	954,088
1. Authorized to Mess Separately	166,822	935,193	1,102,015	159,856	868,823	1,028,679	162,425	897,558	1,059,983
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(109,067)	(109,067)	0	(105,410)	(105,410)	0	(105,895)	(105,895)
b. Subsistence-In-Kind	0	212,406	212,406	0	140,101	140,101	0	144,862	144,862
1. Subsistence in Messes	0	197,798	197,798	0	124,747	124,747	0	128,988	128,988
2. Operational Rations	0	10,831	10,831	0	11,384	11,384	0	11,771	11,771
3. Augmentation Rations	0	3,777	3,777	0	3,970	3,970	0	4,103	4,103
c. Family Supplemental Subsistence Allowance	0	22	22	0	23	23	0	24	24
5. Incentive - Hazardous Duty - Aviation Career Pay	302,428	34,476	336,904	294,049	35,386	329,435	269,520	35,116	304,636
a. Flying Duty Pay	301,293	26,311	327,604	292,791	26,863	319,654	268,290	26,624	294,914
1. Aviation Career, Officers	146,892	0	146,892	141,516	0	141,516	139,411	0	139,411
2. Crew Members, Enlisted	0	2,314	2,314	0	2,407	2,407	0	2,279	2,279
3. Noncrew Member	0	184	184	0	270	270	0	270	270
4. Aviator Continuation Pay	153,108	0	153,108	149,650	0	149,650	127,300	0	127,300
5. Career Enlisted Flyer Pay	0	23,813	23,813	0	24,186	24,186	0	24,075	24,075
6. HDIP-Aviation	1,293	0	1,293	1,625	0	1,625	1,579	0	1,579
b. Parachute Jumping Pay	218	1,038	1,256	315	1,080	1,395	234	1,080	1,314
c. Demolition Pay	218	2,902	3,120	234	3,060	3,294	252	3,069	3,321
d. Other Pays	699	4,225	4,924	709	4,383	5,092	744	4,343	5,087

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

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	230,419	310,259	540,678	203,818	188,336	392,154	280,803	293,186	573,989
a. Medical Pay	146,833	0	146,833	146,825	0	146,825	167,611	0	167,611
b. Dental Pay	30,521	0	30,521	35,055	0	35,055	39,870	0	39,870
c. Optometrists Pay	714	0	714	871	0	871	871	0	871
d. Veterinarians Pay	215	0	215	215	0	215	215	0	215
e. Board Certified Pay Non-Physician	4,777	0	4,777	5,085	0	5,085	9,871	0	9,871
f. Nurses Pay	7,902	0	7,902	8,104	0	8,104	22,554	0	22,554
g. Sea and Foreign Duty, Total	0	417	417	0	406	406	0	405	405
1. Sea Duty	0	17	17	0	26	26	0	25	25
2. Overseas Extension Pay	0	400	400	0	380	380	0	380	380
h. Diving Duty Pay	290	1,275	1,565	328	1,660	1,988	329	1,826	2,155
i. Foreign Language Proficiency Pay	4,550	15,927	20,477	0	0	0	5,081	16,761	21,842
j. Hostile Fire Pay	20,044	66,368	86,412	0	0	0	6,670	31,855	38,525
k. Responsibility Pay	1,559	0	1,559	0	0	0	0	0	0
l. Hardship Duty Pay	4,456	33,530	37,986	0	0	0	1,541	7,588	9,129
m. Judge Advocate Continuation Pay	4,376	0	4,376	4,345	0	4,345	3,700	0	3,700
n. Reenlistment Bonus	0	144,761	144,761	0	128,497	128,497	0	176,333	176,333
o. Special Duty Assignment Pay	0	33,090	33,090	0	32,603	32,603	0	32,603	32,603
p. Enlistment Bonus	0	5,873	5,873	0	12,986	12,986	0	12,986	12,986
q. Other Special Pay	4,182	9,018	13,200	2,990	12,184	15,174	22,490	12,829	35,319
7. Allowances	155,330	608,914	764,244	113,589	516,180	629,769	110,393	529,092	639,485
a. Uniform or Clothing Allowances	2,345	132,077	134,422	2,404	140,140	142,544	2,421	146,304	148,725
1. Initial Issue	2,109	40,093	42,202	2,188	39,324	41,512	2,209	45,825	48,034
1a. Military	1,715	38,136	39,851	1,827	37,470	39,297	1,856	44,003	45,859
1b. Civilian	394	1,957	2,351	361	1,854	2,215	353	1,822	2,175
2. Additional	236	0	236	216	0	216	212	0	212
3. Basic Maintenance	0	15,176	15,176	0	17,300	17,300	0	17,246	17,246
4. Standard Maintenance	0	71,859	71,859	0	81,952	81,952	0	81,692	81,692
5. Supplemental	0	1,649	1,649	0	1,564	1,564	0	1,541	1,541
6. New Uniform Up Front Purchase	0	3,300	3,300	0	0	0	0	0	0
b. Station Allowance Overseas	131,813	413,476	545,289	97,272	337,937	435,209	94,187	345,355	439,542
1. Cost-of-Living	121,731	383,456	505,187	87,535	308,228	395,763	84,173	314,841	399,014
2. Temporary Lodging	10,082	30,020	40,102	9,737	29,709	39,446	10,014	30,514	40,528
c. Family Separation Allowance	15,563	57,371	72,934	8,607	32,295	40,902	8,421	31,563	39,984
1. On PCS, No Government Quarters	2,430	15,141	17,571	2,226	14,229	16,455	2,178	13,908	16,086
2. On TDY	13,133	42,230	55,363	6,381	18,066	24,447	6,243	17,655	23,898
d. Personal Money Allowance, General Officers	52	0	52	54	0	54	49	0	49
e. CONUS Cost of Living Allowance	5,557	5,990	11,547	5,252	5,808	11,060	5,315	5,870	11,185

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

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	314,514	145,649	460,163	151,413	139,483	290,896	391,502	145,507	537,009
a. Terminal Leave Pay	25,120	29,813	54,933	16,749	25,657	42,406	22,468	32,277	54,745
b. Severance Pay, Disability	1,855	24,081	25,936	1,759	25,791	27,550	1,659	26,675	28,334
c. Severance Pay, Non-Promotion	6,251	0	6,251	7,793	0	7,793	7,893	0	7,893
d. Severance Pay, Involuntary Half (5%)	49	12,005	12,054	76	12,585	12,661	78	13,016	13,094
e. Severance Pay, Involuntary Full (10%)	6,908	972	7,880	17,489	1,056	18,545	19,389	1,092	20,481
f. VSI Trust Fund	26,026	7,774	33,800	25,641	7,659	33,300	24,255	7,245	31,500
g. Vol Separation Pay	244,108	0	244,108	78,076	0	78,076	312,000	0	312,000
h. Career Status Bonus (30k)	4,197	71,004	75,201	3,830	66,735	70,565	3,760	65,202	68,962
9. Social Security Tax Payment	350,118	624,886	975,004	331,676	600,066	931,742	336,335	605,426	941,761
10. Permanent Change of Station Travel	419,918	895,311	1,315,229	435,645	871,185	1,306,830	524,730	1,112,092	1,636,822
11. Other Military Personnel Costs	85,990	198,738	284,728	81,296	148,743	230,039	73,326	78,016	151,342
a. Apprehension of Deserters	11	74	85	26	61	87	26	63	89
b. USSD (MIA)	1,022	672	1,694	715	706	1,421	573	745	1,318
c. Death Gratuities	3,300	20,600	23,900	2,500	17,000	19,500	2,500	17,000	19,500
d. Unemployment Compensation	0	62,419	62,419	0	39,129	39,129	0	55,317	55,317
e. Allowance for Family Qtrs and Travel	631	1,679	2,310	289	868	1,157	296	888	1,184
f. Education Benefits	38	144	182	93	393	486	93	393	486
g. Adoption Reimbursement	424	160	584	478	119	597	489	122	611
h. Mass Transit	3,316	1,422	4,738	3,396	1,455	4,851	3,476	1,490	4,966
i. Partial Dislocation Allowance	413	2,793	3,206	301	2,012	2,313	299	1,998	2,297
j. Extra Hazard Reimb. for SGLI	16,492	106,464	122,956	13,000	87,000	100,000	0	0	0
k. ROTC	39,015	0	39,015	39,810	0	39,810	44,552	0	44,552
l. JROTC	20,983	0	20,983	20,688	0	20,688	21,022	0	21,022
m. T-SGLI	345	2,311	2,656	0	0	0	0	0	0
12. Cadets	59,271	0	59,271	59,942	0	59,942	61,132	0	61,132
Military Personnel Appropriation Total	9,103,848	16,841,394	25,945,242	8,583,031	16,068,254	24,651,285	9,079,855	16,510,765	25,590,620
13. Less Reimbursables:	191,544	127,856	319,400	191,225	127,109	318,334	192,156	127,021	319,177
Retired Pay Accrual	30,033	45,061	75,094	30,919	45,287	76,206	30,874	45,313	76,187
Other	161,511	82,795	244,306	160,306	81,822	242,128	161,282	81,708	242,990
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	8,912,304	16,713,538	25,625,842	8,391,806	15,941,145	24,332,951	8,887,699	16,383,744	25,271,443

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2008
(Amount in Thousands)**

	<u>FY 2008 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>GWOT & TITLE IX</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415 ACTIONS</u>	<u>FY 2009 COLUMN FY2009 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>								
Basic Pay	4,155,125	(14,159)	0	4,140,966	106,420	4,247,386	0	4,247,386
Retired Pay Accrual	1,204,987	4,917	0	1,209,904	23,681	1,233,585	0	1,233,585
Incentive Pay	293,725	0	0	293,725	324	294,049	0	294,049
Special Pay	214,947	(12,595)	0	202,352	1,520	203,872	0	203,872
Basic Allowance for Housing	1,080,766	0	0	1,080,766	17,910	1,098,676	0	1,098,676
Basic Allowance for Subsistence	152,293	0	0	152,293	3,421	155,714	0	155,714
Station Allowances Overseas	107,577	0	0	107,577	(12,792)	94,785	0	94,785
CONUS COLA	4,814	0	0	4,814	438	5,252	0	5,252
Uniform Allowances	2,113	0	0	2,113	291	2,404	0	2,404
Family Separation Allowances	5,004	0	0	5,004	3,603	8,607	0	8,607
Separation Payments	301,284	0	0	301,284	(153,130)	148,154	0	148,154
Social Security Tax - Employer's Contribution	316,477	1,187	0	317,664	5,369	323,033	0	323,033
Reimbursables	190,631	0	0	190,631	0	190,631	0	190,631
TOTAL OBLIGATIONS OFFICERS	8,029,743	(20,650)	0	8,009,093	(2,945)	8,006,148	0	8,006,148
Less Reimbursables	(190,631)	0	0	(190,631)	0	(190,631)	0	(190,631)
TOTAL DIRECT OBLIGATIONS OFFICERS	7,839,112	(20,650)	0	7,818,462	(2,945)	7,815,517	0	7,815,517
<u>PAY AND ALLOWANCES OF ENLISTED</u>								
Basic Pay	7,755,625	30,731	0	7,786,356	688	7,787,044	0	7,787,044
Retired Pay Accrual	2,249,133	8,973	0	2,258,106	136	2,258,242	0	2,258,242
Incentive Pay	36,224	0	0	36,224	(838)	35,386	0	35,386
Special Pay	70,982	(56,845)	0	14,137	113	14,250	0	14,250
Special Duty Assignment Pay	29,476	0	0	29,476	3,127	32,603	0	32,603
Reenlistment Bonus	121,035	0	0	121,035	7,123	128,158	0	128,158
Enlistment Bonus	12,886	0	0	12,886	100	12,986	0	12,986
Basic Allowance for Housing	2,512,724	0	38,037	2,550,761	(19,859)	2,530,902	0	2,530,902
Station Allowances Overseas	351,390	0	0	351,390	(15,802)	335,588	0	335,588
CONUS COLA	4,609	0	0	4,609	1,199	5,808	0	5,808
Clothing Allowances	128,620	0	0	128,620	11,520	140,140	0	140,140
Family Separation Allowances	32,919	0	0	32,919	(624)	32,295	0	32,295
Separation Payments	122,517	0	0	122,517	16,009	138,526	0	138,526
Social Security Tax - Employer's Contribution	593,305	2,351	0	595,656	53	595,709	0	595,709
Reimbursables	97,152	0	0	97,152	0	97,152	0	97,152
TOTAL OBLIGATIONS ENLISTED	14,118,597	(14,790)	38,037	14,141,844	2,945	14,144,789	0	14,144,789
Less Reimbursables	(97,152)	0	0	(97,152)	0	(97,152)	0	(97,152)
TOTAL DIRECT OBLIGATIONS ENLISTED	14,021,445	(14,790)	38,037	14,044,692	2,945	14,047,637	0	14,047,637
<u>PAY AND ALLOWANCES OF CADETS</u>								
Academy Cadets	59,942	0	0	59,942	0	59,942	0	59,942

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2008
(Amount in Thousands)**

	<u>FY 2008 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>GWOT & TITLE IX</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415 ACTIONS</u>	<u>FY 2009 COLUMN FY2009 PRES BUD</u>
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>								
Basic Allowance for Subsistence	736,602	0	0	736,602	26,811	763,413	0	763,413
Subsistence-In-Kind	138,023	0	0	138,023	(26,691)	111,332	0	111,332
Family Supplemental Subsistence Allowance	143	0	0	143	(120)	23	0	23
Reimbursables	28,769	0	0	28,769	0	28,769	0	28,769
TOTAL OBLIGATIONS SUBSISTENCE	903,537	0	0	903,537	0	903,537	0	903,537
Less Reimbursables	(28,769)	0	0	(28,769)	0	(28,769)	0	(28,769)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	874,768	0	0	874,768	0	874,768	0	874,768
<u>PERMANENT CHANGE OF STATION TRAVEL</u>								
Accession Travel	89,590	0	0	89,590	(14,778)	74,812	0	74,812
Training Travel	119,306	0	0	119,306	(52,513)	66,793	0	66,793
Operational Travel	245,023	100,000	0	345,023	16,019	361,042	0	361,042
Rotational Travel	441,113	32,000	0	473,113	44,221	517,334	0	517,334
Separation Travel	159,254	0	0	159,254	5,671	164,925	0	164,925
Travel of Organized Units	35,046	0	0	35,046	9,351	44,397	0	44,397
Nontemporary Storage	33,386	0	0	33,386	8,478	41,864	0	41,864
Temporary Lodging Expense	50,330	0	0	50,330	(16,449)	33,881	0	33,881
Reimbursables	1,782	0	0	1,782	0	1,782	0	1,782
TOTAL OBLIGATIONS PCS	1,174,830	132,000	0	1,306,830	0	1,306,830	0	1,306,830
Less Reimbursables	(1,782)	0	0	(1,782)	0	(1,782)	0	(1,782)
TOTAL DIRECT OBLIGATIONS PCS	1,173,048	132,000	0	1,305,048	0	1,305,048	0	1,305,048
<u>OTHER MILITARY PERSONNEL COSTS</u>								
Apprehension Mil Deserters, Absentees, Prisoners	81	0	0	81	6	87	0	87
Interest on Uniformed Svcs Savings	1,724	0	0	1,724	(303)	1,421	0	1,421
Death Gratuities	24,200	0	0	24,200	(4,700)	19,500	0	19,500
Unemployment Compensation	24,369	0	0	24,369	14,760	39,129	0	39,129
Survivor Benefits	1,539	0	0	1,539	(382)	1,157	0	1,157
Education Benefits	180	0	0	180	306	486	0	486
Adoption Expenses	584	0	0	584	13	597	0	597
Mass Transit	4,851	0	0	4,851	0	4,851	0	4,851
Partial Dislocation Allowance	2,169	0	0	2,169	144	2,313	0	2,313
SROTC	46,754	0	0	46,754	(6,944)	39,810	0	39,810
JROTC	22,588	1,000	0	23,588	(2,900)	20,688	0	20,688
Extra Hazard Reimb. for SGLI	0	0	100,000	100,000	0	100,000	0	100,000
TSGLI	0	0	0	0	0	0	0	0
Reimbursables	0	0	0	0	0	0	0	0
TOTAL OBLIGATIONS OTHER	129,039	1,000	100,000	230,039	0	230,039	0	230,039
Less Reimbursables	0	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OTHER	129,039	1,000	100,000	230,039	0	230,039	0	230,039
TOTAL DIRECT OBLIGATIONS	24,415,688	97,560	138,037	24,332,951	0	24,332,951	0	24,332,951

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2008 DIRECT PROGRAM	7,815,517	14,047,637	59,942	874,768	1,305,048	230,039	24,332,951
Pricing Increase	307,681	532,014	1,754	56,259	36,634	657	934,999
Annualization (PI):	51,069	91,808	349	0	0	0	143,226
- Annualized 1 Jan 08 pay raise of 3.2% Base Pay	37,339	67,184	324	0	0	0	104,847
- Annualization of 1 Jan 08 raise of 3.2% on RPA	10,829	19,484	0	0	0	0	30,313
- Annualization of 1 Jan 08 3.2% on FICA	2,901	5,140	25	0	0	0	8,066
Pay Raise (PI):	153,204	275,422	1,045	0	1,928	0	431,599
- 1 Jan 09 pay raise of 3.4% effect on Basic Pay	112,016	201,553	971	0	0	0	314,540
- 1 Jan 09 pay raise of 3.4% effect on RPA	32,485	58,450	0	0	0	0	90,935
- 1 Jan 09 pay raise of 3.4% effect on FICA	8,703	15,419	74	0	0	0	24,196
- 1 Jan 09 pay raise of 3.4% effect on DLA for PCS moves	0	0	0	0	1,928	0	1,928
Inflation Rate (PI):	6,127	0	0	56,259	26,311	0	88,697
- 1 Jan 08 inflation rate of 3.4% effect on BAS	1,532	0	0	11,491	0	0	13,023
- Increase for Inflation BAS	4,595	0	0	34,473	0	0	39,068
- Increase for Inflation for SIK	0	0	0	10,295	0	0	10,295
- Increase in rate for Land (HHG)	0	0	0	0	20,810	0	20,810
- Increase in rate for ITGBL (HHG)	0	0	0	0	5,481	0	5,481
- Increase in Port Handling charges	0	0	0	0	20	0	20
BAH Rates (PI):	68,712	131,116	0	0	0	0	199,828
- Housing Allowance rate increase of 4.9%	68,618	130,769	0	0	0	0	199,387
- Increase in MIHA Pricing	94	347	0	0	0	0	441
Other (PI):	28,569	33,668	360	0	8,395	657	71,649
- Increase in RPA Rate Pricing	9,019	16,224	0	0	0	0	25,243
- Increase in Clothing Pricing	0	2,755	0	0	0	0	2,755
- Increase in COLA Pricing	2,997	10,557	0	0	0	0	13,554
- Increase in TLA Pricing	479	1,461	0	0	0	0	1,940
- Increase in CONUS COLA Pricing	180	199	0	0	0	0	379
- Increase in Special Pay Pricing	15,320	242	0	0	0	0	15,562
- Increase in LSTL Pricing	574	880	0	0	0	0	1,454
- Increase in Separation Payments Pricing	0	1,350	0	0	0	0	1,350
- Increase in Cadet Subsistence Pricing	0	0	360	0	0	0	360
- Increase in M Tons MSC Pricing	0	0	0	0	292	0	292
- Increase in S Tons AMC Pricing	0	0	0	0	2,367	0	2,367
- Increase in Trailer Allow Pricing	0	0	0	0	4	0	4
- Increase in Trans of POV Pricing	0	0	0	0	2,415	0	2,415
- Increase in NonTemp Storage Pricing	0	0	0	0	3,109	0	3,109
- Increase in Temp Lodging Pricing	0	0	0	0	208	0	208
- Increase in Mass Transportation Pricing	0	0	0	0	0	111	111
- Increase in ROTC Pricing	0	0	0	0	0	329	329
- Increase in JROTC Pricing	0	0	0	0	0	217	217

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	339,149	113,766	0	1	295,353	20,765	769,034
Strength (PGI):	17	3,409	0	0	193,097	4,530	201,053
- Increase in Clothing Program	17	3,409	0	0	0	0	3,426
- Increase in Land Ship Program	0	0	0	0	137,160	0	137,160
- Increase in ITGBL Program	0	0	0	0	36,124	0	36,124
- Increase in Disloc Allow Program	0	0	0	0	19,674	0	19,674
- Increase in Port Handling Program	0	0	0	0	139	0	139
- Increase in ROTC workyears	0	0	0	0	0	4,413	4,413
- Increase in JROTC workyears	0	0	0	0	0	117	117
Other (PGI):	339,132	110,357	0	1	102,256	16,235	567,981
- Increase in LSTL Program	5,145	5,740	0	0	0	0	10,885
- Increase in Special Pay Program	61,660	56,772	0	0	0	0	118,432
- Increase in Demolition Duty Program	18	9	0	0	0	0	27
- Increase in Other Incentive Pay Program	35	0	0	0	0	0	35
- Increase in Separation Payments Program	272,274	0	0	0	0	0	272,274
- Increase in Selective Reenlistment Bonus Program	0	47,836	0	0	0	0	47,836
- Increase in Family Subsist Sup Allow Program	0	0	0	1	0	0	1
- Increase in Total Mile-Per Diem Program	0	0	0	0	32,003	0	32,003
- Increase in Total AMC Program	0	0	0	0	12,426	0	12,426
- Increase in Total Comm Air Program	0	0	0	0	5,289	0	5,289
- Increase in M Tons MSC Program	0	0	0	0	1,923	0	1,923
- Increase in S Tons AMC Program	0	0	0	0	15,597	0	15,597
- Increase in Trailer Allow Program	0	0	0	0	47	0	47
- Increase in Trans of POV Program	0	0	0	0	17,446	0	17,446
- Increase in NonTemp Storage Program	0	0	0	0	12,175	0	12,175
- Increase in Temp Lodging Program	0	0	0	0	5,350	0	5,350
- Increase in Apprehension Expense Program	0	0	0	0	0	2	2
- Increase in Unemployment Benefits Program	0	0	0	0	0	16,188	16,188
- Increase in Survivor Benefits Program	0	0	0	0	0	27	27
- Increase in Adoption Expenses Program	0	0	0	0	0	14	14
- Increase in Mass Transportation Program	0	0	0	0	0	4	4
Total Reimbursements Increases	987	0	0	0	0	0	987
- Increase in Reimbursements	987	0	0	0	0	0	987
Total Increases	645,843	645,780	1,754	56,260	331,987	21,422	1,703,046

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	(37,904)	0	0	0	(1,995)	0	(39,899)
Other (PI):	(37,904)	0	0	0	(1,995)	0	(39,899)
- Decrease in Separation Payments Pricing	(37,904)	0	0	0	0	0	(37,904)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	0	(1,395)	0	(1,395)
- Decrease in Total AMC Pricing	0	0	0	0	(421)	0	(421)
- Decrease in Total Comm Air Pricing	0	0	0	0	(179)	0	(179)
Program Decrease	(194,407)	(406,461)	(564)	(23,248)	0	(100,119)	(724,799)
Strength (PGI):	(165,048)	(398,712)	(462)	0	0	0	(564,222)
- Decrease in Base Pay Program	(90,748)	(198,680)	(429)	0	0	0	(289,857)
- Decrease in FICA Program	(6,945)	(15,199)	(33)	0	0	0	(22,177)
- Decrease in RPA Program	(26,499)	(58,013)	0	0	0	0	(84,512)
- Decrease in BAS Program	(3,558)	0	0	0	0	0	(3,558)
- Decrease in ACIP Program	(2,105)	0	0	0	0	0	(2,105)
- Decrease in BAH Program	(35,193)	(126,820)	0	0	0	0	(162,013)
Other (PGI):	(29,359)	(7,749)	(102)	(23,248)	0	(100,119)	(160,577)
- Decrease in FSA Program	(186)	(732)	0	0	0	0	(918)
- Decrease in Flying Duty Crew Program	0	(128)	0	0	0	0	(128)
- Decrease in ACP Program	(22,350)	0	0	0	0	0	(22,350)
- Decrease in CEFI Pay Program	0	(111)	0	0	0	0	(111)
- Decrease in HDIP Program	(46)	0	0	0	0	0	(46)
- Decrease in Parachute Jumping Program	(81)	0	0	0	0	0	(81)
- Decrease in Other Incentive Pay Program	0	(40)	0	0	0	0	(40)
- Decrease in COLA Program	(6,359)	(3,944)	0	0	0	0	(10,303)
- Decrease in TLA Program	(220)	(711)	0	0	0	0	(931)
- Decrease in CONUS COLA Program	(117)	(137)	0	0	0	0	(254)
- Decrease in Separation Payments Program	0	(1,946)	0	0	0	0	(1,946)
- Decrease in Cadet Subsistence Program	0	0	(102)	0	0	0	(102)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(17,714)	0	0	(17,714)
- Decrease in SIK Total Program	0	0	0	(5,534)	0	0	(5,534)
- Decrease in Interest On Savings Program	0	0	0	0	0	(103)	(103)
- Decrease in SGLI Program	0	0	0	0	0	(100,000)	(100,000)
- Decrease in Partial DLA Program	0	0	0	0	0	(16)	(16)
Total Reimbursements Decreases	0	(28)	0	(13)	(103)	0	(144)
- Decrease in Reimbursements	0	(28)	0	(13)	(103)	0	(144)
Total Decreases	(232,311)	(406,433)	(564)	(23,235)	(1,892)	(100,119)	(764,554)
FY 2009 DIRECT PROGRAM	8,229,049	14,286,984	61,132	907,793	1,635,143	151,342	25,271,443

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

PAY AND ALLOWANCES OF OFFICERS

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

	<u>Amount</u>
FY 2008 DIRECT PROGRAM	7,815,517
Pricing Increase	307,681
Annualization (PI):	51,069
Annualization of 1 Jan 08 raise of 3.5% on Basic Pay	37,339
Annualization of 1 Jan 08 raise of 3.5% on RPA	10,829
Annualization of 1 Jan 08 raise of 3.5% on FICA	2,901
Pay Raise (PI):	153,204
1 Jan 09 pay raise of 3.4% effect on Basic Pay	112,016
1 Jan 09 pay raise of 3.4% effect on RPA	32,485
1 Jan 09 pay raise of 3.4% effect on FICA	8,703
Inflation Rate (PI):	6,127
1 Jan 09 inflation rate of 3.4% effect on BAS	1,532
Annualization of 1 Jan 08 inflation rate of 5.2% BAS	4,595
BAH Rates (PI):	68,712
Increase in BAH rate of 4.9%	68,618
Increase in MIHA Payments	94
Other (PI):	28,569
Increase in RPA Rate to 29.2%	9,019
Increase in COLA Payments	2,997
Increase in TLA Payments	479
Increase in CONUS COLA Payments	180
Increase in Special Pay Payments	15,320
Increase in LSTL Payments	574

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

		<u>Amount</u>
Program Increase	339,149	
Strength (PGI):	17	
Increase in workyears for Clothing Allowance	17	
Other (PGI):	339,132	
Increase in LSTL Progam	5,145	
Increase in Special Pay Payments	61,660	
Increase in Demolition Duty Payments	18	
Increase in Other Incentive Pay Payments	35	
Increase in Separation Payments	272,274	
Total Increases		646,830

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

		<u>Amount</u>
Pricing Decrease	(37,904)	
Other (PI):	(37,904)	
Decrease in Separation Payments	(37,904)	
Program Decrease	(195,394)	
Strength (PGI):	(166,035)	
Decrease change in WY/longevity for Basic Pay	(91,660)	
Decrease on workyears/longevity for FICA	(7,020)	
Decrease in workyears/longevity for RPA	(26,499)	
Decrease in workyear for BAS	(3,558)	
Decrease Aviation Continuation Pay Workyears	(2,105)	
Decrease in workyears Housing Allowance	(35,193)	
Other (PGI):	(29,359)	
Decrease in FSA Program	(186)	
Decrease in ACP Payments	(22,350)	
Decrease in HDIP Payments	(46)	
Decrease in Parachute Jumping Payments	(81)	
Decrease in COLA Payments	(6,359)	
Decrease in TLA Payments	(220)	
Decrease in CONUS COLA Payments	(117)	
Total Decreases		(233,298)
FY 2009 DIRECT PROGRAM		8,229,049

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2009 Estimate 4,418,967
FY 2008 Estimate 4,360,359
FY 2007 Actual 4,606,441

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2007 funding requirements included a 2.2% pay raise. The projected budgets for FY 2008 and FY 2009 provide for basic pay increases of 3.5% and 3.4% respectively. Across-the-board pay raises are effective 1 January each year. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2007 beginning strength was 70,539 and ended with 65,722 using 72,622 workyears.
FY 2008 beginning strength will be 65,722 and ending with 64,949 using 66,522 workyears.
FY 2009 beginning strength will be 64,949 and ending with 61,341 using 65,096 workyears.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	13	167,301	2,175	15	171,150	2,567	13	175,350	2,280
Lt General	36	155,111	5,584	33	160,939	5,311	32	166,875	5,340
Major General	100	139,750	13,975	97	144,175	13,985	97	149,124	14,465
Brig General	156	123,942	19,335	150	127,880	19,182	149	132,262	19,707
Colonel	3,808	104,154	396,620	3,583	107,461	385,033	3,640	111,142	404,557
Lt Colonel	11,322	84,416	955,758	10,594	87,096	922,692	10,374	90,079	934,482
Major	16,775	71,176	1,193,974	14,954	73,435	1,098,151	14,883	75,951	1,130,375
Captain	24,477	57,485	1,407,068	22,565	59,357	1,339,401	21,601	61,375	1,325,768
1st Lieutenant	8,580	44,490	381,724	7,675	45,937	352,563	7,375	47,509	350,379
2nd Lieutenant	7,355	31,302	230,228	6,856	32,304	221,474	6,932	33,412	231,614
TOTAL BASIC PAY	72,622		4,606,441	66,522		4,360,359	65,096		4,418,967

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2009 Estimate 1,290,338
FY 2008 Estimate 1,264,505
FY 2007 Actual 1,220,707

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, under the provisions of Title 10 U.S.C. 1466. Retired Pay Accrual amounts are approved rates based on the latest economic assumptions, such as, interest, rates, salary and cost-of-living adjustments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries.
- b) The approved percentages are 26.5 percent for FY 2007, 29.0 percent for FY 2008 and 29.2 percent for FY 2009.

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

	<u>FY 2007 Actual</u>		<u>FY 2008 Estimate</u>		<u>FY 2009 Estimate</u>	
	Basic Pay	Amount	Basic Pay	Amount	Basic Pay	Amount
Retired Pay Accrual	4,606,441	1,220,707	4,360,359	1,264,505	4,418,967	1,290,338

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2009 Estimate	269,520
FY 2008 Estimate	294,049
FY 2007 Actual	302,428

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Career Incentive Pay</u>									
<u>Yrs Svc Grade</u>									
Less than 2	3,106	1,500	4,659	3,904	1,500	5,856	3,913	1,500	5,870
2 - 3	1,456	1,872	2,726	1,668	1,872	3,122	1,861	1,872	3,484
3 - 4	1,584	2,256	3,574	1,696	2,256	3,826	1,525	2,256	3,440
4 - 6	2,990	2,472	7,391	3,275	2,472	8,096	3,243	2,472	8,017
6 - 14	7,628	7,800	59,498	8,664	7,800	67,579	8,631	7,800	67,322
14 - 22	6,235	10,080	62,849	4,599	10,080	46,358	4,416	10,080	44,513
22 - 23	376	7,020	2,640	388	7,020	2,724	374	7,020	2,625
23 - 24	348	5,940	2,067	355	5,940	2,109	374	5,940	2,222
24 - 25	253	4,620	1,169	325	4,620	1,502	340	4,620	1,571
Above 25	103	3,000	309	101	3,000	303	102	3,000	306
B/G Less than 25	4	2,400	10	15	2,400	36	15	2,400	36
M/G Less than 25	0	2,400	0	2	2,400	5	2	2,400	5
Subtotal Flying Duty Crew	24,083		146,892	24,992		141,516	24,796		139,411
<u>HDIP-AVIATION</u>									
Flying Duty Crew	138	1,800	248	127	1,800	229	124	1,800	223
Flying Duty Non-Crew	38	1,800	68	60	1,800	108	60	1,800	108
Flying Duty Non-Rated	440	2,220	977	580	2,220	1,288	562	2,220	1,248
Subtotal HDIP-Aviation	616		1,293	767		1,625	746		1,579
<u>Aviator Continuation Pay</u>									
Pilots			122,844			120,070			110,990
Flight Officers			30,264			29,580			16,310
Subtotal Aviator Continuation Pay			153,108			149,650			127,300
Subtotal Flying Duty Pay			301,293			292,791			268,290
<u>Parachute Jumping</u>	121	1,800	218	175	1,800	315	130	1,800	234
<u>Demolition Duty</u>	121	1,800	218	130	1,800	234	140	1,800	252
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	27	1,800	49	20	1,800	36	18	1,800	32
Chemical Munitions Handler	0	1,800	0	1	1,800	2	1	1,800	2
Hazardous Bio Org	0	1,800	0	1	1,800	2	1	1,800	2
Parachute HALO	157	2,700	424	175	2,700	473	200	2,700	540
Polar Region Flight Ops Duty	0	1,800	0	0	1,800	0	0	1,800	0
Pressure Chamber Observer	115	1,800	207	75	1,800	135	75	1,800	135
Thermal Stress Experiments	3	1,800	5	3	1,800	5	2	1,800	4
Toxic Fuel Handler	8	1,800	14	30	1,800	54	15	1,800	27
Toxic Pesticides Duty	0	1,800	0	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	310		699	306		709	313		744
TOTAL INCENTIVE PAY			302,428			294,049			269,520

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2009 Estimate	280,852
FY 2008 Estimate	203,872
FY 2007 Actual	230,471

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty such as physicians, dentists, veterinarians and optometrists as authorized under provisions of Title 37 U.S.C. 301d-e, 302, 302a-j, 303, and 303a-b; the FY 2003 National Defense Authorization Act (NDAA) (P.L. 107-314); Subtitle B, section 612 & 615; the Office of the Assistant Secretary of Defense (OASD) FY 2006 Medical & Dental Officer Special Pay Plan - Action Memorandum, dated 29 Aug 05; DoD Instruction 6000.13, "Medical Manpower & Personnel"; OASD(HA) letters entitled "Policy for Implementation of Special Pay for Pharmacy Officers" & "Policy for Implementation of the Pharmacy Officer Accession", dated 29 Jan 01; OASD(HA) letter entitled "Policy for Implementation of Retention Special Pay for Optometry Officers" dated 12 Jul 01; and ASD(HA) letter entitled "Policy for Implementing Payments of the Nurse Officer Accession Bonus & Incentive Special Pay for Nurse Anesthetists for FY 2006", dated 23 Sep 05.
 - (a) Medical Variable Special Pay - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
 - (b) Medical Board Certified Pay - Monthly payment that varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
 - (c) Medical Additional Special Pay - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.
 - (d) Medical Incentive Special Pay - Financial incentive to address retention difficulties and shortages of critical wartime specialties by closing civilian - military pay gap. Paid to officer entitled to VSP, who execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$50,000 FY 2003 NDAA increased cap to \$50,000.
 - (e) Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$50,000 (FY 2003 NDAA increased cap) for acceptance of a multi-year agreement. MSP program replaced the Medical Officer Retention Bonus.
 - (f) Dental Additional Special Pay - Lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty at least one year. The FY 1998 NDAA increased payments from to \$4,000 to \$15,000 depending on years of service.
 - (g) Dental Variable Special Pay - Monthly payment authorized for all dentists based on years of creditable service. Total annual pay ranges from \$3,000 to \$12,000 except for O-7s and above who receive \$1,000 per year.
 - (h) Dental Board Certified Pay - Monthly payment that varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 - \$6,000 depending upon of years of service.
 - (i) Dental Accession Bonus - Subcategory of Dental Special Pay that was authorized in the FY 1997 NDAA. The FY 2007 NDAA changed the payment from \$30,000 to \$200,000 and allows for a new payment category of up to \$200,000 payable for a written agreement to accept commission and remain on active duty or a minimum of four years. This is a one-time payment. Additionally, the FY07 NDAA authorized an Accession Bonus of up to \$400,000 for new dental officers in a critical wartime specialty. The Health Affairs cap among the services is currently at \$75,000.
 - (j) Dental Multi-year Special Pay (MSP) - The Health Affairs Policy 07-018, in conjunction with FY 1998 and FY 2003 NDAA (increased cap) authorized payments from \$25,000 to \$50,000 per year for dentists with more than eight years in service who accept long-term contracts to remain on active duty. This is known as the Dental Officer Multi-year Retention Bonus.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (k) Oral Maxillofacial Surgeons Incentive Special Pay (ISP) - Subcategory of Dental Special Pay was authorized in the FY 2006 NDAA and refined by HA Policy 07-018. This incentive addresses retention difficulties and shortages in the Oral Maxillofacial Surgery Specialty by closing civilian-military pay gap. Paid to a Dental whose specialty is in Oral Maxillofacial Surgery and who executes an agreement to remain on active duty for at least one year. It is paid as an annual bonus not to exceed \$50,000 and currently paid at \$30,000.
 - (l) Nurse Anesthetist Incentive Pay - Public Law (P.L.) 103-337, Section 612, the FY 1995 Authorization Act authorized an ISP to all Certified Registered Nurse Anesthetists. FY 2003 NDAA increased the cap up to \$50,000 payable for minimum 12-month active duty service agreement.
 - (m) Nurse Accession Bonus - An accession bonus of up to \$30,000 that has been authorized by the FY 2003 NDAA
 - (n) Nurse Board Certification Pay - The FY 1996 NDAA amended section 302C(D(1)) of Title 37 U.S.C. and authorized payments ranging from \$2,000 to \$5,000 for Board Certified Pay for Non-Physician Health Care Providers.
 - (o) Optometrists and Veterinarians - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Sec. 302a and 303 respectively. The FY 2001 NDAA corrected this reference to include officers in the Biomedical Sciences Corps who hold a degree in veterinary medicine.
 - (p) Biomedical Sciences Corps (BSC) Officers Board Certification Pay - Authorized by P.L. 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 for Non-Physician Health Care Providers and critical in nature.
 - (q) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302j allows for payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four years. The maximum bonus may not exceed \$30,000.
 - (r) Pharmacy Officers Special Pay - Authorized in the FY 2001 & FY 2003 NDAA under the provision of Chapter 5 of Title 37, United States Code, section 302i allows the Secretary of the military department concerned to pay eligible pharmacy officers, in the grade of O-6 and below, who are on active duty under a call or order for a period of at least one year. The rates vary from \$3,000 to \$15,000 per year, based upon years of creditable service and whether or not the officer is undergoing pharmacy internship training.
 - (s) Optometrists Retention Special Pay - FY 2003 NDAA authorized up to \$15,000 annual payable to officers drawing Optometrist Regular Special Pay who have completed initial active duty service obligation for education and training and execute a minimum 12-month active duty service commitment.
 - (t) Veterinary Corps Officer Board Certified Pay - Financial incentive to encourage veterinary officers to attain board certification, signifying highest level of professional competence. Payment ranges from \$2,000 to \$5,000 per year depending on years of creditable service.
 - (u) Critical Skills Retention Bonus (Nurse) - Subject to availability of funds, a specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37. Nurses may receive \$15K for 3 year ADO.
 - (v) Critical Skills Retention Bonus (Psychologist) - Subject to availability of funds, a specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37. Psychologists authorized \$30K for 3 year ADO.
 - (w) Critical Skills Retention Bonus (Public Health Officer) Subject to availability of funds, a specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37. Public Health Officers are authorized \$30K for 3 year ADO.
 - (x) Critical Wartime Skills Accession Bonus for Physicians and Dentists - Physician or dentist designated by regulations as a critically short wartime specialty and who executes a written agreement to remain on active duty for not less than 4 consecutive years may be paid an amount determined by the Secretary concerned, not to exceed \$400K.
- (2) Personal money allowances for certain general officers under provisions of Title 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty - Special pay to alleviate a critical manning shortage. The duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (4) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for officers who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000.
- (5) Hostile Fire Duty - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent.
- (6) Judge Advocate Continuation Pay - Authorized in the FY 2000 NDAA under the provisions of Title 37 U.S.C. 321 allows payment to eligible judge advocates that remain on active duty for a period of obligated service specified in the agreement. The amount paid to an officer under one or more agreements may not exceed \$60,000.
- (7) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Special pay funding amount for Pharmacy Officers is estimate on the number of takers multiplied by the average rate of those rate amounts established by OSD. Optometry & Veterinary Special Pay funding amounts are estimates based on the number of expected takers multiplied by the statutory rate. Optometrist Retention Special Pay is based on the number of eligible multiplied by the established rate.

Medical Pay

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Physicians Pay</u>									
Variable Special Pay	3,529	8,000	28,232	3,374	8,000	26,992	3,374	8,000	26,992
Physician Board Certification	2,183	3,600	7,859	2,099	3,600	7,556	2,099	3,600	7,556
Additional Special Pay	2,750	15,000	41,250	2,806	15,000	42,090	2,806	15,000	42,090
Incentive Special Pay	2,372	20,378	48,337	2,218	20,676	45,859	2,356	23,685	55,802
Multi-Year Special Pay	1,067	19,740	21,063	890	27,236	24,240	915	33,315	30,483
Diplomate Pay	20	4,610	92	21	4,200	88	21	4,200	88
Critical Wartime Skills Accession Bonus - MC	0	0	0	0	0	0	40	115,000	4,600
Subtotal Physicians Pay	11,921		146,833	11,408		146,825	11,611		167,611
<u>Veterinarians</u>	89	1,200	107	89	1,200	107	89	1,200	107
<u>Vet Board Certification</u>	27	4,000	108	27	4,000	108	27	4,000	108
Subtotal Medical Pay	12,037		147,048	11,524		147,040	11,727		167,826

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Dentist Pay</u>									
Dental Additional Pay	842	9,148	7,703	915	12,000	10,980	975	12,000	11,700
Dental Variable Pay	958	6,918	6,627	915	6,924	6,335	975	6,924	6,751
Board Certified Pay	279	5,036	1,405	263	5,137	1,351	263	5,137	1,351
Dental Accession Bonus	21	60,000	1,260	20	60,000	1,200	44	75,000	3,300
Multi-Year Special Pay	353	34,281	12,101	355	37,969	13,479	348	41,000	14,268
Oral Surgeon ISP	57	25,000	1,425	57	30,000	1,710	50	50,000	2,500
Subtotal Dentist Pay	2,510		30,521	2,525		35,055	2,655		39,870
<u>Optometrists</u>	142	1,200	170	143	1,200	172	143	1,200	172
<u>Optometry Retention</u>	96	5,665	544	119	5,874	699	119	5,874	699
<u>Pharmacy Accession</u>	10	30,000	300	20	30,000	600	30	30,000	900
<u>Pharmacy Officers Special Pay</u>	228	7,793	1,777	254	7,114	1,807	254	7,114	1,807
<u>Public Health Officer Accession Bonus</u>	0	0	0	0	0	0	38	60,000	2,280
<u>Psychologist Accession Bonus</u>	0	0	0	0	0	0	40	60,000	2,400
<u>Nurses Bonus</u>									
Nurses Accession Bonus	125	25,000	3,125	144	25,000	3,600	185	30,000	5,550
Nurse ISP	0	0	0	0	0	0	1,000	12,500	12,500
Certified Registered Nurse Anesthetists	140	34,121	4,777	132	34,121	4,504	132	34,121	4,504
Subtotal Nurses Bonus	265		7,902	276		8,104	1,317		22,554
<u>Board Certified Non-Physician Health Care Provider</u>	1,028	2,626	2,700	1,010	2,651	2,678	943	2,635	2,484
<u>Personal Allowance - General Officer</u>									
Chairman, JCS	0	0	0	0	0	0	0	0	0
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Sr Member of UN	0	0	0	0	0	0	0	0	0
General	13	2,200	29	15	2,200	33	13	2,200	29
Lieutenant General	37	500	19	33	500	17	32	500	16
Subtotal Personal Allowance	51		52	49		54	46		49
<u>Hostile Fire Pay*</u>	7,383	2,700	20,044	0	0	0	2,470	2,700	6,670

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 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>Diving Duty</u>	161	1,800	290	182	1,800	328	183	1,800	329
<u>Foreign Language Proficiency Pay*</u>	1,148	3,963	4,550	0	0	0	1,282	3,963	5,081
<u>JAG Bonus</u>	176	24,865	4,376	155	28,030	4,345	132	28,030	3,700
<u>Critical Skills Retention Bonus</u>									
Nurse CSRB	132	15,000	1,980	68	15,000	1,020	100	15,000	1,500
Psychologist CSRB	30	30,000	900	29	30,000	870	23	30,000	690
Public Health CSRB	15	30,000	450	11	30,000	330	11	30,000	330
Surgeon CSRB	0	0	0	0	0	0	86	150,000	12,900
Dentist CSRB	0	0	0	0	0	0	180	20,000	3,600
Non-Medical CSRB	0	0	0	0	0	0	183	15,027	2,750
Subtotal Critical Skills Retention Bonus	177		3,330	108		2,220	583		21,770
<u>Commander Responsibility Pay</u>	1,299	1,200	1,559	0	0	0	0	0	0
<u>Hardship Duty Location Pay*</u>	4,387	1,016	4,456	0	0	0	1,517	1,016	1,541
<u>Assignment Incentive Pay - Korea</u>	154	3,600	554	139	3,600	500	126	3,600	454
<u>Other Special Pay</u>	248	1,200	298	227	1,200	270	222	1,200	266
TOTAL SPECIAL PAY	31,500		230,471	16,731		203,872	23,827		280,852

*Hardship Duty Pay, Foreign Language Proficiency Pay and Hostile Fire Pay have been decreased because consideration of FY 2008 funding was deferred to the GWOT supplemental appropriations.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2009 Estimate	1,160,384
FY 2008 Estimate	1,142,110
FY 2007 Actual	1,191,890

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. Also included in the BAH exhibit are the revised BAH inflation rates of 5.7 for FY08 and 4.9 percent for FY09.

The computation of requirements is provided in the following tables:

With Dependents

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
General	3	23,333	73	9	27,606	248	8	30,375	243
Lt General	10	28,698	299	24	29,003	696	25	30,680	767
Major General	48	28,565	1,371	72	29,793	2,145	74	30,919	2,288
Brig General	79	28,355	2,248	116	28,694	3,329	120	29,742	3,569
Colonel	2,528	24,676	62,388	2,636	26,127	68,871	2,668	27,262	72,734
Lt Colonel	8,075	23,436	189,252	7,570	24,865	188,227	7,256	26,046	188,990
Major	11,493	20,946	240,733	10,340	22,366	231,269	10,054	23,443	235,692
Captain	13,601	17,981	244,559	12,575	19,149	240,803	11,892	20,075	238,735
1st Lieutenant	3,144	15,226	47,864	2,918	16,330	47,651	2,803	17,139	48,040
2nd Lieutenant	1,579	14,176	22,386	2,042	14,348	29,298	2,111	15,005	31,676
Subtotal with Dependents	40,561		811,174	38,302		812,538	37,011		822,734
	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
Differential			Amount			Amount			Amount
			189			183			190

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

Without Dependents -
Full Allowance

<u>Grade</u>	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	4	25,903	115	4	27,380	110	4	28,722	115
Colonel	204	21,429	4,367	173	22,652	3,919	176	23,762	4,182
Lt Colonel	852	19,853	16,909	720	20,985	15,109	705	22,014	15,520
Major	2,224	18,035	40,107	1,790	19,063	34,123	1,782	19,997	35,635
Captain	6,255	15,090	94,389	5,179	15,950	82,607	4,966	16,732	83,091
1st Lieutenant	3,976	12,500	49,696	3,197	13,212	42,239	3,073	13,859	42,590
2nd Lieutenant	3,995	11,049	44,137	3,360	11,679	39,241	3,397	12,251	41,617
Subtotal w/o Dependents	17,509		249,720	14,423		217,348	14,103		222,750

Without Dependents -
Partial Allowance

<u>Grade</u>	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	9	481	4	9	475	4	9	475	4
Lt Colonel	24	400	10	22	396	9	22	396	9
Major	45	324	15	40	320	13	40	320	13
Captain	195	269	52	179	266	48	172	266	46
1st Lieutenant	160	215	34	142	212	30	137	212	29
2nd Lieutenant	723	160	116	674	158	107	681	158	108
Subtotal Partial	1,156		231	1,066		210	1,061		209
TOTAL BAH - DOMESTIC			1,061,314			1,030,280			1,045,883

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

<u>Grade</u>	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	138	38,056	5,252	130	34,931	4,541	132	36,642	4,837
Lt Colonel	607	34,221	20,772	568	31,536	17,912	556	33,081	18,393
Major	888	30,892	27,432	792	28,461	22,541	788	29,856	23,527
Captain	1,118	27,999	31,302	1,025	26,169	26,824	983	27,452	26,985
1st Lieutenant	190	26,173	4,973	169	24,336	4,113	162	25,528	4,136
2nd Lieutenant	44	25,177	1,108	41	23,612	968	41	24,769	1,016
Subtotal With Dependents	2,985		90,839	2,725		76,899	2,662		78,894

Without Dependents

<u>Grade</u>	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	21	29,591	621	20	27,678	554	20	29,034	581
Lt Colonel	71	27,319	1,940	67	24,721	1,656	65	25,933	1,686
Major	223	25,804	5,754	199	23,527	4,682	198	24,680	4,887
Captain	860	22,421	19,282	788	20,933	16,495	756	21,958	16,601
1st Lieutenant	318	21,256	6,759	284	22,799	6,475	273	23,916	6,529
2nd Lieutenant	151	22,026	3,326	140	22,582	3,161	142	23,689	3,364
Subtotal w/o Dependents	1,644		37,682	1,498		33,023	1,454		33,648
Moving-In Housing Allowance	2,299	894	2,055	2,106	906	1,908	2,061	951	1,959
TOTAL BAH - OVERSEAS			130,576			111,830			114,501
GRAND TOTAL BAH			1,191,890			1,142,110			1,160,384
Less Estimated Amount to be Reprogrammed During Execution - Based on revised inflation (4.2% to 5.7%)						(15,227)			
Revised Total Basic Allowance for Housing						1,126,883			

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2009 Estimate 162,425
FY 2008 Estimate 159,856
FY 2007 Actual 166,822

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed officer workyears. The FY 2001 National Defense Authorization Act eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include the adjusted inflation rates of 5.2% for FY08 and 3.4% for FY09 and the outyears.

Details of the computation are provided in the following table:

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
BAS	72,622	2,297	166,822	66,522	2,403	159,856	65,096	2,495	162,425

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2009 Estimate 94,187
FY 2008 Estimate 97,272
FY 2007 Actual 131,813

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation and authorized under the provisions of Title 37 U.S.C. 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

Cost of Living

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	2	13,584	27	2	10,672	21	2	11,037	22
Lt. General	7	12,645	89	7	9,896	69	6	10,235	61
Major General	13	14,054	183	14	10,651	149	13	11,016	143
Brig. General	24	16,272	391	22	12,545	276	20	12,975	259
Colonel	574	15,832	9,088	525	12,347	6,482	488	12,770	6,232
Lt Colonel	1,628	15,256	24,836	1,521	11,801	17,950	1,414	12,206	17,259
Major	2,527	13,371	33,789	2,324	10,301	23,940	2,161	10,654	23,023
Captain	3,918	10,742	42,087	3,721	8,409	31,292	3,461	8,697	30,102
1st Lieutenant	1,018	8,475	8,628	825	6,529	5,387	767	6,753	5,179
2nd Lieutenant	388	6,735	2,613	370	5,322	1,969	344	5,504	1,893
Subtotal Cost of Living	10,099		121,731	9,331		87,535	8,676		84,173
<u>Temporary Lodging Allowance</u>	10,891	926	10,082	9,977	976	9,737	9,763	1,026	10,014
TOTAL STATION ALLOWANCES-OVERSEAS			131,813			97,272			94,187

(Amount in Thousands)

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

FY 2009 Estimate 5,315
FY 2008 Estimate 5,252
FY 2007 Actual 5,557

PART I - PURPOSE AND SCOPE

In the FY 1995 National Defense Authorization Act (NDAA), Congress approved a Cost of Living Allowance (COLA) payment to service members assigned to high cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108 percent of the national cost of living average.

Details of the computations are shown below:

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	4,891	1,136	5,557	4,480	1,172	5,252	4,384	1,212	5,315

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2009 Estimate	2,421
FY 2008 Estimate	2,404
FY 2007 Actual	2,345

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of Title 37 U.S.C. 415 and 416. In the FY 1988-1989 NDAA, Congress approved the payment of Civilian Clothing Allowance for Air Force officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200 regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The FY 2001 NDAA, approved an increase to the one-time initial uniform allowance paid to officers from \$200 to \$400, and the one-time additional uniform allowance paid to officers from \$100 to \$200. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed. Furthermore, this entitlement covers civilian clothing allowances when authorized.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
Initial Allowances	4,288	400	1,715	4,567	400	1,827	4,640	400	1,856
Additional Allowances	1,181	200	236	1,081	200	216	1,058	200	212
Civilian Clothing	736	535	394	674	535	361	660	535	353
TOTAL CLOTHING ALLOWANCES	6,205		2,345	6,322		2,404	6,358		2,421

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2009 Estimate 8,421
FY 2008 Estimate 8,607
FY 2007 Actual 15,563

PART I - PURPOSE AND SCOPE

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

FSA is payable when a member with dependents makes a permanent change of station move, or member is on temporary duty away from permanent duty station for thirty consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The FY 2005 NDAA made the monthly rate of \$250 permanent.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	810	3,000	2,430	742	3,000	2,226	726	3,000	2,178
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	4,378	3,000	13,133	2,127	3,000	6,381	2,081	3,000	6,243
TOTAL FAMILY SEPARATION ALLOWANCE	5,188		15,563	2,869		8,607	2,807		8,421

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2009 Estimate 391,502
FY 2008 Estimate 151,413
FY 2007 Actual 314,514

PART I - PURPOSE AND SCOPE

Funds provide for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months multiplied by years of service multiplies by a specific percent based on the separation criteria.

Lump Sum Terminal Leave Payments

	<u>FY 2007 Actual</u>				<u>FY 2008 Estimate</u>				<u>FY 2009 Estimate</u>			
	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
<u>Grade</u>												
General	0	0	0	0	0	0	0	0	0	0	0	0
Lt General	20	17	7,050	141	7	17	7,286	51	5	17	7,600	38
Major General	34	16	6,265	213	17	16	6,471	110	10	16	6,700	67
Brig General	14	21	7,143	100	11	21	7,364	81	9	21	7,667	69
Colonel	698	31	8,742	6,102	389	31	9,021	3,509	536	31	9,328	5,000
Lt Colonel	1,113	26	5,969	6,643	822	26	6,158	5,062	920	26	6,368	5,859
Major	1,322	23	4,460	5,896	1,042	23	4,602	4,795	1,248	23	4,759	5,939
Captain	1,961	18	2,711	5,317	987	18	2,797	2,761	830	18	2,893	2,401
1st Lieutenant	450	11	1,300	585	215	11	1,340	288	1,777	11	1,387	2,465
2nd Lieutenant	106	14	1,160	123	77	14	1,195	92	511	14	1,233	630
Subtotal Lump Sum Terminal Leave	5,718	177		25,120	3,567	177		16,749	5,846	177		22,468

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

	FY 2007 Actual				FY 2008 Estimate				FY 2009 Estimate			
	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
Separation Pay												
Fail Promotion/Unfit	120		52,092	6,251	145		53,746	7,793	142		55,586	7,893
Disability	37		50,146	1,855	34		51,738	1,759	31		53,510	1,659
Invol-Half Pay 5%	2		24,500	49	3		25,278	76	3		26,144	78
Invol-Full Pay 10%	119		58,052	6,908	292		59,895	17,489	313		61,946	19,389
VSP	2,618		93,242	244,108	282		276,865	78,076	2,242		139,161	312,000
VSI Trust Fund	0		0	26,026	0		0	25,641	0		0	24,255
Career Status Bonus	240		17,489	4,197	219		17,489	3,830	215		17,489	3,760
Subtotal Separation Pay	3,136			289,394	975			134,664	2,946			369,034
TOTAL SEPARATION PAYMENTS	8,854			314,514	4,542			151,413	8,792			391,502

(Amount in Thousands)

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

FY 2009 Estimate	336,335
FY 2008 Estimate	331,676
FY 2007 Actual	350,118

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. Public Law 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, set by statute, is 6.2 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 for Social Security is as follows:

- Calendar Year 2007 - 7.65% on first \$97,500 and 1.45% on the remainder
- Calendar Year 2008 - 7.65% on first \$102,300 and 1.45% on the remainder
- Calendar Year 2009 - 7.65% on first \$106,800 and 1.45% on the remainder

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>
Social Security	4,606,442	7.65%	350,118	4,360,360	7.65%	331,676	4,418,967	7.65%	336,335

PAY AND ALLOWANCES OF ENLISTED

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

Amount

FY 2008 DIRECT PROGRAM

14,047,637

Pricing Increase

532,042

Annualization (PI):

91,808

Annualization 1 Jan 08 raise of 3.5% on Basic Pay	67,184
Annualization of 1 Jan 08 raise of 3.5% on RPA	19,484
Annualization of 1 Jan 08 raise of 3.5% on FICA	5,140

Pay Raise (PI):

275,450

1 Jan 09 pay raise of 3.4% effect on Basic Pay	201,553
1 Jan 09 pay raise of 3.4% effect on RPA	58,478
1 Jan 09 pay raise of 3.4% effect on FICA	15,419

BAH Rates (PI):

131,116

Increase in BAH rate of 4.9%	130,769
Increase in MIHA Payments	347

Other (PI):

33,668

Increase in RPA Rate to 29.2%	16,224
Increase in Clothing Payments	2,755
Increase in COLA Payments	10,557
Increase in TLA Payments	1,461
Increase in CONUS COLA Payments	199
Increase in Special Pay Payments	242
Increase in LSTL Payments	880
Increase in Separation Payments	1,350

Program Increase

113,766

Strength (PGI):

3,409

Increase in workyears for Clothing Allowance	3,409
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ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>Amount</u>
Other (PGI):	110,357	
Increase in LSTL Program	5,740	
Increase in Special Pay Payments	56,772	
Increase in Demolition Duty Workyears	9	
Increase in Selective Reenlistment Bonus Workyears	47,836	
Total Increases		645,808
Pricing Decrease		0
Program Decrease		(406,461)
Strength (PGI):	(398,712)	
Decrease change in WY/longevity for Basic Pay	(198,680)	
Decrease on workyears/longevity for FICA	(15,199)	
Decrease in workyears/longevity for RPA	(58,013)	
Decrease in workyears Housing Allowance	(126,820)	
Other (PGI):	(7,749)	
Decrease in FSA Program	(732)	
Decrease in Flying Duty Crew Workyears	(128)	
Decrease in CEFIP Workyears	(111)	
Decrease in Other Incentive Pay Workyears	(40)	
Decrease in COLA Workyears	(3,944)	
Decrease in TLA Workyears	(711)	
Decrease in CONUS COLA Workyears	(137)	
Decrease in Separation Payments	(1,946)	
Total Decreases		(406,461)
FY 2009 DIRECT PROGRAM		14,286,984

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2009 Estimate 7,914,059
FY 2008 Estimate 7,844,002
FY 2007 Actual 8,168,456

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2007 funding requirements included a 2.2% pay raise. The projected budgets for FY 2008 and FY 2009 provide for basic pay increases of 3.5% and 3.4% respectively. Across-the-board pay raises are effective 1 January each year. The budget also includes funding for additional increases for mid-grade senior enlisted personnel effective 1 April 2007.

FY 2007 beginning strength was 273,990 and ended with 263,372 using 281,633 workyears.
FY 2008 beginning strength will be 263,372 and ending with 259,651 using 264,701 workyears.
FY 2009 beginning strength will be 259,651 and ending with 251,259 using 258,687 workyears.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	2,977	64,006	190,546	2,737	66,038	180,747	2,622	68,301	179,084
Senior Master Sergeant	6,098	52,496	320,123	5,379	54,163	291,342	5,292	56,019	296,451
Master Sergeant	29,754	44,218	1,315,658	26,740	45,622	1,219,926	26,087	47,185	1,230,909
Technical Sergeant	47,940	35,949	1,723,373	43,630	37,090	1,618,234	41,942	38,361	1,608,920
Staff Sergeant	73,770	28,768	2,122,187	70,743	29,681	2,099,722	69,707	30,698	2,139,858
Senior Airman	59,676	23,165	1,382,382	52,637	23,900	1,258,039	52,117	24,719	1,288,286
Airman First Class	43,529	18,903	822,848	44,823	19,504	874,212	39,489	20,172	796,564
Airman	8,154	17,636	143,804	8,055	18,196	146,568	10,556	18,819	198,656
Airman Basic	9,765	15,109	147,535	9,957	15,588	155,212	10,875	16,122	175,331
TOTAL BASIC PAY	281,663		8,168,456	264,701		7,844,002	258,687		7,914,059

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2009 Estimate 2,310,905
FY 2008 Estimate 2,274,760
FY 2007 Actual 2,164,642

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under the provisions of Title 10 U.S.C. 1466. Retired Pay Accrual amounts are approved rates based on the latest economic assumptions, such as interest, rates, salary and cost-of-living adjustments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries.
- b) The approved percentages are 26.5 percent for FY 2007, 29.0 percent for FY 2008 and 29.2 percent for FY 2009.

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

	<u>FY 2007 Actual</u>		<u>FY 2008 Estimate</u>		<u>FY 2009 Estimate</u>	
	<u>Basic Pay</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Amount</u>
Retired Pay Accrual	8,168,456	2,164,642	7,844,002	2,274,760	7,914,059	2,310,905

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2009 Estimate 35,116
FY 2008 Estimate 35,386
FY 2007 Actual 34,476

PART I - PURPOSE AND SCOPE

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

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

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. Depending on rank the amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers." They are required to perform critical in-flight duties (such as maintenance) that cannot be performed by an assigned crew member. This amount was increased from \$110 to \$150 in the FY 1998 NDAA.
- 3) Career Enlisted Flyer Incentive Pay (CEFIP) - Incentive pay to compensate career enlisted aircrew members is based on years of aviation service rather than solely on rank. The CEFIP rates: \$150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service \$225, over 8 years aviation service \$350 and \$400 for over 14 years of aviation service. Effective FY 2001, Airborne Linguists, RC-135 Airborne Maintenance personnel and flight mechanics were converted to aviator AFSC's and are authorized CEFIP which decreased the flying crew members receiving incentive pay for hazardous duty.
- 4) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- 5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Demolition is paid under specified conditions at a monthly rate of \$150.
- 6) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Paid at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

- 7) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 8) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms. Paid at a monthly rate of \$150.
- 9) Other hazardous duty required by order and authorized under the provisions of Title 37 U.S.C. 301.

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

Flying Duty Crew Members

<u>Grade</u>	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	8	2,880	23	8	2,880	23	9	2,880	26
Senior Master Sergeant	33	2,880	95	35	2,880	101	30	2,880	86
Master Sergeant	113	2,880	325	120	2,880	346	115	2,880	331
Technical Sergeant	187	2,580	482	200	2,580	516	190	2,580	490
Staff Sergeant	315	2,280	718	320	2,280	730	300	2,280	684
Senior Airman	282	1,980	558	290	1,980	574	280	1,980	554
Airman First Class	40	1,800	72	41	1,800	74	40	1,800	72
Airman	14	1,800	25	15	1,800	27	13	1,800	23
Airman Basic	9	1,800	16	9	1,800	16	7	1,800	13
Subtotal Flying Duty Crew	1,001		2,314	1,038		2,407	984		2,279
<u>Flying Duty Non-Crew Members</u>	102	1,800	184	150	1,800	270	150	1,800	270

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Career Enlisted Flyer Incentive Pay

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Years of Service									
Less than 4 Yrs Avn Svc	3,687	1,800	6,637	3,710	1,800	6,678	3,700	1,800	6,660
More than 4 Yrs Avn Svc	1,580	2,700	4,266	1,590	2,700	4,293	1,550	2,700	4,185
More than 8 Yrs Avn Svc	1,740	4,200	7,308	1,775	4,200	7,455	1,750	4,200	7,350
More than 14 Yrs Avn Svc	1,167	4,800	5,602	1,200	4,800	5,760	1,225	4,800	5,880
Career Enlisted Flyer Incentive Pay	8,174		23,813	8,275		24,186	8,225		24,075
Subtotal Flying Duty Pay	9,277		26,311	9,463		26,863	9,359		26,624
<u>Parachute Jumping</u>	578	1,800	1,038	600	1,800	1,080	600	1,800	1,080
<u>Demolition</u>	1,612	1,800	2,902	1,700	1,800	3,060	1,705	1,800	3,069
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	35	1,800	63	25	1,800	45	30	1,800	54
Chemical Munitions Handler	51	1,800	92	50	1,800	90	53	1,792	95
Hazardous Bio Org	84	1,800	151	100	1,800	180	75	1,800	135
Parachute HALO	803	2,700	2,168	830	2,700	2,241	850	2,700	2,295
Pressure Chamber Observer	317	1,800	571	330	1,800	594	315	1,800	567
Thermal Stress Experiments	7	1,800	13	10	1,800	18	10	1,800	18
Toxic Fuel Handler	616	1,800	1,109	650	1,800	1,170	625	1,800	1,125
Toxic Pesticides Duty	32	1,800	58	25	1,800	45	30	1,800	54
Subtotal Other Incentive Duty Pay	1,945		4,225	2,020		4,383	1,988		4,343
TOTAL INCENTIVE PAY	13,412		34,476	13,783		35,386	13,652		35,116

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2009 Estimate	71,264
FY 2008 Estimate	14,250
FY 2007 Actual	126,535

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of Title 37 U.S.C. 305 and 305a; for duty subject to hostile fire under the provisions of Title 37 U.S.C. 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of Title 37 U.S.C. 314.

- (1) Sea Duty Pay - Authorized to enlisted members under the provisions of Title 37 U.S.C. 305a who:(a) permanently or temporarily assigned to a ship; (b) serve as a member of the crew of a two crewed submarine; (c) serve as a member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period that the ship is away from its homeport.
- (2) Overseas Tour Extension Incentive Pay (OTEIP) - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. The OTEIP rate changed effective 1 Oct 98 paying members a \$2000 lump sum instead of the previous \$80 per month.
- (3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of Title 37 U.S.C. 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$340/month for enlisted personnel, the amounts paid by the Air Force is either \$110 or \$150 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields: diving duty pararescue and diving duty basic. Changes in the DoD Pay Manual have authorized members to receive pay when they start training. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in a combat environment and deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from either surface vessel, parachute or helicopter drop.
- (4) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000 per month.
- (5) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent.
- (6) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. 305. The payment is based on member's designated locations. The FY 2006 NDAA included a provision increasing the maximum HDLP to \$750.
- (7) Critical Skills Retention Bonus - Authorized in the FY 2001 NDAA under the provisions of Title 37 U.S.C. 323 allows the payment of a retention bonus to enlisted personnel serving on active duty and qualified in a designated critical military skill. The Budget reflects new payments for FY07-FY09.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (8) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
- (9) Combat Controller Assignment Incentive Pay - Incentive pay for trained special operations forces and certified Federal Aviation Administration air traffic controllers for their willingness to be the first deployed into combat areas by air, land or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields. Combat Controller Assignment Incentive Pay (CCAIP) is paid at a rate of \$750 per month.
- (10) College Loan Repayment Program - Authorized by Public Law 99-145, Section 2171 this recruiting initiative is designed to attract the college bound/post college drop out population. Maximum amount per recruit will not exceed \$10K.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory or average rates to the average numbers of personnel programmed to be eligible. These areas support the national defense mission.

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Sea and Foreign Duty-Total</u>									
<u>Sea Duty</u>	23	739	17	34	765	26	33	758	25
<u>Overseas Tour Extension Pay</u>	200	2,000	400	190	2,000	380	190	2,000	380
<u>Subtotal Sea and Foreign Duty-Total</u>	223		417	224		406	223		405
<u>Diving Duty Basic</u>	20	1,320	26	20	1,320	26	20	1,320	26
<u>Diving Duty Pararescue</u>	694	1,800	1,249	908	1,800	1,634	1,000	1,800	1,800
<u>Foreign Language Proficiency Pay*</u>	4,268	3,732	15,927	0	0	0	4,158	4,031	16,761
<u>Hostile Fire Pay*</u>	24,581	2,700	66,368	0	0	0	11,798	2,700	31,855
<u>Hardship Duty Location Pay*</u>	28,609	1,172	33,530	0	0	0	6,474	1,172	7,588
<u>Other Special Pay</u>									
Critical Skills Retention Bonus - New	20	50,850	1,017	18	150,000	2,700	17	150,000	2,550
Critical Skills Retention Bonus - Anniversary	0	0	0	0	0	0	0	0	0
Total Critical Skills Retention Bonus	20		1,017	18		2,700	17		2,550
Assignment Incentive Pay - Korea	886	3,600	3,190	839	3,600	3,020	839	3,600	3,020
Combat Controller AIP	11	9,000	99	25	9,000	225	15	9,000	135
<u>Subtotal Other Special Pay</u>	917		4,306	882		5,945	871		5,705

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>College Loan Payback Program</u>	1,407	3,349	4,712	1,610	3,875	6,239	1,770	4,025	7,124
TOTAL SPECIAL PAY	60,719		126,535	3,644		14,250	26,314		71,264

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2009 Estimate 32,603
FY 2008 Estimate 32,603
FY 2007 Actual 33,090

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2007 Actual</u>		<u>FY 2008 Estimate</u>		<u>FY 2009 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-7 (\$350)	0	0	0	0	0	0
SD-6 (\$450)	1,871	10,103	1,845	9,963	1,845	9,963
SD-5 (\$375)	1,672	7,524	1,648	7,416	1,648	7,416
SD-4 (\$300)	1,095	3,942	1,079	3,884	1,079	3,884
SD-3 (\$225)	2,090	5,647	2,070	5,589	2,070	5,589
SD-2 (\$150)	3,069	5,524	3,000	5,400	3,000	5,400
SD-1 (\$75)	389	350	390	351	390	351
TOTAL SPECIAL DUTY ASSIGNMENT PAY	10,186	33,090	10,032	32,603	10,032	32,603

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2009 Estimate	176,333
FY 2008 Estimate	128,497
FY 2007 Actual	144,761

PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 U.S.C. 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. An SRB is a retention tool used to address reenlistment problems between 17 months to 14 years of total active federal military service. The bonus amount is calculated by taking the member's base pay multiplied by the number of years and months of reenlistment multiplied by the SRB multiple. The Air Force pays SRBs under the installment program by paying 50 percent upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises. The FY06 NDAA increased the maximum payment to \$90,000 and increased the number of years from 16 to 24.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective Reenlistment Bonus (SRB) requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistment of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

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

For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining members from overage skills into shortage skills; and returning previously qualified specialists to shortage skills.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	2,520	18,569	46,794	2,857	16,348	46,706	7,535	14,386	108,400
Anniversary Payments	30,066	3,184	95,742	22,865	3,458	79,070	16,732	3,897	65,212
Accelerated Payments	373	5,965	2,225	500	5,442	2,721	500	5,442	2,721
TOTAL	32,959		144,761	26,222		128,497	24,767		176,333

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY06 & Prior)	30,066	95,742	20,370	65,172	11,463	38,201	4,599	15,521	1,428	5,303	0	0	0	0
Accelerated Payments	373	2,225	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721
Prior Year FY2007														
Initial Payments	2,520	46,794		0		0		0		0		0		0
Anniversary Payments		0	2,495	13,898	2,440	13,139	2,245	11,671	1,574	7,889	1,397	6,227		0
Current Year FY2008														
Initial Payments		0	2,857	46,706		0		0		0		0		0
Anniversary Payments		0			2,828	13,872	2,766	13,114	2,545	11,649	1,784	7,874	1,584	6,216
Biennial Budget FY2009														
Initial Payments		0		0	7,535	108,400		0		0		0		0
Anniversary Payments		0		0		0	7,460	32,284	7,296	30,521	6,712	27,111	4,705	18,326
Biennial Budget FY2010														
Initial Payments		0		0		0	7,633	112,100		0		0		0
Anniversary Payments		0		0		0		0	7,557	33,302	7,390	31,484	6,799	27,966
Biennial Budget FY2011														
Initial Payments		0		0		0		0	7,727	116,000		0		0
Anniversary Payments		0		0		0		0		0	7,650	34,454	7,481	32,573
Biennial Budget FY2012														
Initial Payments		0		0		0		0		0	7,830	120,000		0
Anniversary Payments		0		0		0		0		0		0	7,752	35,629
Biennial Budget FY2013														
Initial Payments		0		0		0		0		0		0	7,920	124,200
Anniversary Payments		0		0		0		0		0		0		0
Total														
Initial Payments	2,520	46,794	2,857	46,706	7,535	108,400	7,633	112,100	7,727	116,000	7,830	120,000	7,920	124,200
Anniversary Payments	30,439	97,967	23,365	81,791	17,231	67,933	17,570	75,311	20,900	91,385	25,433	109,871	28,821	123,431
Total SRB	32,959	144,761	26,222	128,497	24,766	176,333	25,203	187,411	28,627	207,385	33,263	229,871	36,741	247,631

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2009 Estimate	12,986
FY 2008 Estimate	12,986
FY 2007 Actual	5,873

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
1	0	1,000	0	0	1,000	0	0	1,000	0
2	0	2,000	0	0	2,000	0	0	2,000	0
3	49	3,000	147	51	3,000	153	51	3,000	153
4	29	4,000	116	420	4,000	1,680	420	4,000	1,680
5	0	5,000	0	0	5,000	0	0	5,000	0
6	87	6,000	522	115	6,000	690	115	6,000	690
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	49	10,000	490	100	10,000	1,000	100	10,000	1,000
12	65	12,000	780	155	12,000	1,860	155	12,000	1,860
Residual:									
1	0	1,000	0	0	1,000	0	0	1,000	0
2	0	2,000	0	0	2,000	0	0	2,000	0
3	201	3,000	603	351	3,000	1,053	351	3,000	1,053
4	9	4,000	36	0	4,000	0	0	4,000	0
5 *	7	5,000	35	20	5,000	100	20	5,000	100
6	38	6,000	228	125	6,000	750	125	6,000	750
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	24	10,000	240	150	10,000	1,500	150	10,000	1,500
12	223	12,000	2,676	350	12,000	4,200	350	12,000	4,200
New Payments	279		2,055	841		5,383	841		5,383
Residual	502		3,818	996		7,603	996		7,603
TOTAL	781		5,873	1,837		12,986	1,837		12,986

* National Call to Service included in residual payments.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2009 Estimate	2,550,817
FY 2008 Estimate	2,580,361
FY 2007 Actual	2,651,509

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. The BAH exhibit includes the revised BAH inflation rates of 5.7 percent for FY08 and 4.9 percent for FY09.

The computation of requirements is provided in the following tables:

With Dependents

<u>Grade</u>	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	1,992	18,363	36,579	1,895	19,681	37,296	1,699	20,653	35,090
Senior Master Sergeant	4,003	17,238	69,006	3,580	18,359	65,725	3,259	19,268	62,793
Master Sergeant	19,866	16,114	320,120	18,104	17,131	310,144	16,418	17,985	295,275
Technical Sergeant	29,023	15,185	440,733	27,070	16,194	438,372	24,409	17,029	415,650
Staff Sergeant	33,635	13,270	446,325	34,162	14,140	483,058	32,115	14,845	476,742
Senior Airman	17,029	12,047	205,151	16,275	12,846	209,074	15,685	13,527	212,165
Airman First Class	7,410	11,951	88,550	8,919	12,802	114,179	8,283	13,533	112,093
Airman	945	11,937	11,286	1,143	12,703	14,520	1,443	13,383	19,311
Airman Basic	949	11,770	11,166	1,114	12,532	13,961	1,190	13,231	15,745
Subtotal with Dependents	114,853		1,628,915	112,262		1,686,330	104,501		1,644,864
	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
Differential			Amount			Amount			Amount
			1,137			1,129			1,149

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -
Full Allowance

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	210	14,864	3,116	173	15,713	2,718	162	16,543	2,680
Senior Master Sergeant	447	14,631	6,534	353	15,464	5,459	338	16,290	5,506
Master Sergeant	2,766	12,787	35,366	2,225	13,516	30,074	2,118	14,230	30,140
Technical Sergeant	6,438	11,426	73,566	5,243	12,078	63,323	4,918	12,715	62,530
Staff Sergeant	19,412	10,505	203,910	16,651	11,103	184,882	16,011	11,688	187,142
Senior Airman	21,689	9,203	199,608	17,143	9,728	166,761	16,564	10,240	169,618
Airman First Class	3,357	9,083	30,487	3,076	9,600	29,530	2,644	10,108	26,725
Airman	296	9,039	2,677	260	9,554	2,484	333	10,057	3,349
Airman Basic	75	8,634	648	66	9,123	602	70	9,600	672
Subtotal without Dependents (Full)	54,689		555,912	45,190		485,833	43,158		488,362

Without Dependents -
Partial Allowance

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	5	224	1	4	223	1	4	223	1
Senior Master Sergeant	4	184	1	4	184	1	4	184	1
Master Sergeant	73	144	11	66	144	10	64	144	9
Technical Sergeant	297	119	35	270	119	32	260	119	31
Staff Sergeant	1,330	105	139	1,276	104	133	1,257	104	131
Senior Airman	7,537	98	735	6,648	97	646	6,582	97	640
Airman First Class	28,334	94	2,655	29,176	94	2,731	25,704	94	2,406
Airman	6,225	87	540	6,150	86	531	8,059	86	696
Airman Basic	7,161	83	595	7,302	83	605	7,976	83	660
Subtotal without Dependents (Partial)	50,966		4,712	50,896		4,689	49,910		4,575
TOTAL BAH - DOMESTIC			2,190,676			2,177,981			2,138,950

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	168	28,140	4,728	155	26,166	4,056	148	27,449	4,062
Senior Master Sergeant	434	26,392	11,454	383	24,593	9,419	377	25,798	9,726
Master Sergeant	2,033	25,842	52,536	1,827	24,247	44,299	1,782	25,435	45,325
Technical Sergeant	3,093	25,483	78,817	2,815	23,848	67,133	2,706	25,017	67,696
Staff Sergeant	3,652	23,597	86,176	3,502	22,278	78,019	3,450	23,370	80,627
Senior Airman	1,511	22,036	33,296	1,333	20,854	27,799	1,319	21,876	28,855
Airman First Class	443	21,979	9,737	456	20,652	9,417	402	21,664	8,709
Airman	38	21,602	821	38	20,725	788	49	21,740	1,065
Airman Basic	4	20,190	81	4	17,390	70	4	18,242	73
Subtotal with Dependents	11,376		277,646	10,513		240,999	10,237		246,138

Without Dependents

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	34	22,704	772	31	21,402	663	30	22,451	674
Senior Master Sergeant	64	21,744	1,392	57	20,199	1,151	56	21,188	1,187
Master Sergeant	487	21,144	10,297	438	19,792	8,669	427	20,762	8,865
Technical Sergeant	1,266	20,665	26,162	1,152	19,536	22,505	1,107	20,493	22,686
Staff Sergeant	4,104	19,587	80,386	3,936	18,634	73,344	3,878	19,547	75,804
Senior Airman	2,777	18,272	50,742	2,449	17,056	41,769	2,425	17,891	43,387
Airman First Class	350	17,057	5,970	361	16,242	5,863	318	17,038	5,418
Airman	19	16,503	314	19	15,489	294	25	16,248	406
Airman Basic	2	14,264	29	3	15,358	46	3	16,110	48
Subtotal without Dependents	9,103		176,064	8,446		154,306	8,269		158,475
Moving-In Housing Allowance	9,862	722	7,123	9,268	763	7,075	9,058	801	7,254
TOTAL BAH - OVERSEAS			460,833			402,379			411,867
GRAND TOTAL BAH			2,651,509			2,580,361			2,550,817
Less Estimated Amount to be Reprogrammed During Execution - Based on revised inflation (4.2% to 5.7%)						(33,785)			
Revised Total Basic Allowance for Housing						2,546,576			

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2009 Estimate 345,355
FY 2008 Estimate 337,937
FY 2007 Actual 413,476

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation and authorized under the provisions of Title 37 U.S.C. 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

Cost of Living

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	615	10,917	6,714	628	8,944	5,617	620	9,250	5,735
Senior Master Sergeant	1,342	10,276	13,790	1,317	8,285	10,911	1,301	8,569	11,148
Master Sergeant	6,311	9,418	59,438	6,175	7,602	46,945	6,098	7,863	47,947
Technical Sergeant	10,290	8,093	83,273	10,096	6,588	66,511	9,972	6,813	67,944
Staff Sergeant	16,985	6,616	112,367	17,053	5,364	91,464	16,842	5,547	93,426
Senior Airman	12,901	5,090	65,665	12,491	4,081	50,977	12,337	4,221	52,072
Airman First Class	9,666	3,844	37,156	10,365	3,136	32,502	10,237	3,243	33,200
Airman	1,355	3,393	4,597	1,025	2,718	2,786	1,012	2,810	2,844
Airman Basic	149	3,060	456	215	2,395	515	212	2,476	525
Subtotal Cost of Living	59,614		383,456	59,365		308,228	58,631		314,841
<u>Temporary Lodging Allowance</u>	42,097	713	30,020	39,562	751	29,709	38,663	789	30,514
TOTAL STATION ALLOWANCES-OVERSEAS			413,476			337,937			345,355

(Amount in Thousands)

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

FY 2009 Estimate	5,870
FY 2008 Estimate	5,808
FY 2007 Actual	5,990

PART I - PURPOSE AND SCOPE

In the FY 1995 National Defense Authorization Act (NDAA), Congress approved the payment of a Cost of Living Allowance (COLA) to service members assigned to high cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108 percent of the national cost of living average.

Details of the computation are shown below:

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	14,265	420	5,990	13,406	433	5,808	13,101	448	5,870

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2009 Estimate	146,304
FY 2008 Estimate	140,140
FY 2007 Actual	132,077

PART I - PURPOSE AND SCOPE

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

- (1) Initial clothing allowances upon initial enlistment.
- (2) Civilian clothing allowances when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most enlisted members in the Service.
- (6) One time costs to the Defense Supply Center Philadelphia (DSCP) for FY 2007 initial inventories and residual costs for the new Airmen's Battle Dress Uniform (ABU).

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The computation of requirements is provided in the following table:

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	21,274	1,312	27,914	21,098	1,293	27,277	24,353	1,319	32,116
Civilian Life (Female)	6,527	1,534	10,012	6,662	1,499	9,988	7,627	1,529	11,663
Officer Tng School (Male)	183	295	54	178	295	53	232	295	68
Officer Tng School (Female)	25	295	7	44	295	13	58	295	17
AF Academy Prep (Male)	142	775	110	133	775	103	133	775	103
AF Academy Prep (Female)	50	776	39	47	776	36	47	776	36
Subtotal Military Clothing	28,201		38,136	28,162		37,470	32,450		44,003
<u>Civilian Clothing</u>									
Initial	637	881	561	599	903	541	585	921	539
Continuing	2,694	287	774	2,532	287	728	2,474	287	711
TDY	1,441	432	622	1,355	432	585	1,324	432	572
Subtotal Civilian Clothing	4,772		1,957	4,486		1,854	4,383		1,822
TOTAL INITIAL ALLOWANCES	32,973		40,093	32,648		39,324	36,833		45,825
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	44,793	259	11,610	42,096	317	13,336	41,139	323	13,294
Airmen (Female)	12,081	295	3,566	11,353	349	3,964	11,096	356	3,952
Subtotal	56,874		15,176	53,449		17,300	52,235		17,246
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	150,601	371	55,843	141,532	454	64,199	138,316	463	63,995
Airmen (Female)	38,025	421	16,016	35,735	497	17,753	34,923	507	17,697
Subtotal	188,626		71,859	177,267		81,952	173,239		81,692
<u>Supplemental Maint. Allow.</u>	6,199	266	1,649	5,826	268	1,564	5,694	271	1,541
<u>New Uniform Up Front Purchase</u>			3,300			0			0
TOTAL CLOTHING ALLOWANCE			132,077			140,140			146,304

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2009 Estimate 31,563
FY 2008 Estimate 32,295
FY 2007 Actual 57,371

PART I - PURPOSE AND SCOPE

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

FSA is payable when a member with dependents makes a permanent change of station (PCS) move, or member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The FY 2005 NDAA set the monthly rate at \$250.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>PCS CONUS or Overseas with dependents not authorized</u>	5,047	3,000	15,141	4,743	3,000	14,229	4,636	3,000	13,908
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	14,077	3,000	42,230	6,022	3,000	18,066	5,885	3,000	17,655
TOTAL FAMILY SEPARATION ALLOWANCE	19,124		57,371	10,765		32,295	10,521		31,563

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2009 Estimate	145,507
FY 2008 Estimate	139,483
FY 2007 Actual	145,649

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of month's times years of service times a specific percent based on the separation criteria.

Leave Payments

Grade	FY 2007 Actual				FY 2008 Estimate				FY 2009 Estimate			
	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
Chief Master Sergeant	228	13	2,246	512	214	13	2,318	496	199	13	2,397	477
Senior Master Sergeant	544	11	1,632	888	494	11	1,684	832	459	11	1,743	800
Master Sergeant	3,435	12	1,404	4,822	3,120	12	1,448	4,519	2,895	12	1,498	4,337
Technical Sergeant	2,683	16	1,605	4,306	2,471	16	1,656	4,091	2,457	16	1,713	4,208
Staff Sergeant	6,074	16	1,253	7,608	4,838	16	1,292	6,252	6,497	16	1,337	8,684
Senior Airman	7,999	14	875	6,996	6,274	14	902	5,661	8,777	14	933	8,191
Airman First Class	2,658	18	937	2,490	2,070	18	967	2,001	2,935	18	1,000	2,934
Airman	1,125	19	907	1,020	899	19	935	841	1,274	19	967	1,232
Airman Basic	2,180	13	537	1,171	1,739	13	554	964	2,467	13	573	1,414
Subtotal LSTL	26,926			29,813	22,119			25,657	27,960			32,277

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

	FY 2007 Actual				FY 2008 Estimate				FY 2009 Estimate			
	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
<u>Separation Pay</u>												
Disability	867	0	27,775	24,081	900	0	28,657	25,791	900	0	29,639	26,675
Invol-Half Pay 5%	762	0	15,755	12,005	770	0	16,344	12,585	770	0	16,904	13,016
Invol-Full Pay 10%	38	0	25,579	972	40	0	26,400	1,056	40	0	27,300	1,092
VSI Trust Fund				7,774				7,659				7,245
Subtotal Separation Pay	1,667			44,832	1,710			47,091	1,710			48,028
Career Status Bonus	2,594	0	27,372	71,004	2,438	0	27,373	66,735	2,382	0	27,373	65,202
TOTAL SEPARATION PAYMENTS	31,187			145,649	26,267			139,483	32,052			145,507

(Amount in Thousands)

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

FY 2009 Estimate 605,426
FY 2008 Estimate 600,066
FY 2007 Actual 624,886

PART I - PURPOSE AND SCOPE

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. Public Law 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, set by statute, is 6.2 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 for Social Security is as follows:

Calendar Year 2007 - 7.65% on first \$97,500 and 1.45% on the remainder
Calendar Year 2008 - 7.65% on first \$102,300 and 1.45% on the remainder
Calendar Year 2009 - 7.65% on first \$106,800 and 1.45% on the remainder

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>	<u>Basic Pay</u>	<u>Rate</u>	<u>Amount</u>
Social Security	8,168,456	7.65%	624,886	7,844,002	7.65%	600,066	7,914,059	7.65%	605,426

PAY AND ALLOWANCES OF CADETS

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

		<u>AMOUNT</u>
FY 2008 DIRECT PROGRAM		59,942
Pricing Increase	1,754	
Annualization (PI):	349	
Annualization 1 Jan 08 raise of 3.5% on Basic Pay	324	
Annualization of 1 Jan 08 raise of 3.5% on FICA	25	
Pay Raise (PI):	1,045	
1 Jan 09 pay raise of 3.4% effect on Basic Pay	971	
1 Jan 09 pay raise of 3.4% effect on FICA	74	
Other (PI):	360	
Subsistence Rate Increase (\$6.95-\$7.20 per day)	360	
Program Increase	0	
Total Increases:		1,754
Pricing Decrease	0	
Program Decrease	(564)	
Strength (PGI):	(564)	
Decrease in workyears for Basic Pay	(429)	
Decrease in workyears Subsistence	(33)	
Decrease in workyears FICA	(102)	
Total Decreases:		(564)
FY 2009 DIRECT PROGRAM		61,132

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2009 Estimate	61,132
FY 2008 Estimate	59,942
FY 2007 Actual	59,271

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The FY 2000 National Defense Authorization Act (NDAA) (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. Daily subsistence rates are \$6.60 for FY 2007, \$6.95 for FY 2008 and \$7.20 for FY 2009. The FY01 NDAA (Sec. 612) approved linking cadet pay to 35 percent of the basic pay of a second lieutenant with less than two years of service effective 1 Oct 2001. Additionally, the budget includes pay raises of 2.2%, 3.5% and 3.4% for FY 2007, FY 2008 and FY 2009 respectively.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,291	10,594	45,457	4,269	10,680	45,595	4,230	10,984	46,461
<u>Subsistence</u>	4,291	2,409	10,337	4,269	2,544	10,859	4,230	2,628	11,117
<u>Social Security Tax (Employer's Contribution)</u>	4,291		3,477	4,269		3,488	4,230		3,554
TOTAL ACADEMY CADETS			59,271			59,942			61,132

SUBSISTENCE OF ENLISTED PERSONNEL

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

		<u>AMOUNT</u>
FY 2008 DIRECT PROGRAM		874,768
Pricing Increase		56,272
1 Jan 09 inflation rate of 3.4% effect on BAS	11,491	
Annualization of 1 Jan 08 inflation rate of 5.2% BAS	34,486	
Increase in SIK - Subsist In Mess Total Pricing	8,464	
Increase in SIK - Operational Pricing	1,572	
Increase in SIK - Augmentation Rations Pricing	259	
Program Increase		1
Increase in Family Subsist Sup Allow Program	1	
 Program Decrease		 (23,248)
Decrease in Subsistence - BAS Enlisted Program	(17,714)	
Decrease in SIK - Subsist In Mess Total Program	(4,223)	
Decrease in SIK - Operational Program	(1,185)	
Decrease in SIK - Augmentation Rations Program	(126)	
 Total Decreases		 (23,248)
 FY 2009 DIRECT PROGRAM		 907,793

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2009 Estimate 791,663
FY 2008 Estimate 763,413
FY 2007 Actual 826,126

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

All enlisted members, except those in basic training, will receive Basic Allowance for Subsistence (BAS). All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. The discounted meal rate is determined annually by the OSD Comptroller and is effective the first of each October. Charges at the discounted meal rate are deducted directly from the member's pay account leaving a residual amount of BAS in the member's pay.

The monthly BAS rate is computed by the proceeding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include the adjusted inflation rates of 5.2% for FY08 and 3.4% for FY09.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 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>When Authorized to Mess Separately</u>	280,356	3,336	935,193	248,981	3,490	868,823	247,721	3,623	897,558
<u>When Rations-In-Kind Not Available</u>	0	0	0	0	0	0	0	0	0
<u>Augmentation of Commuted Rations Allowance</u>	0	0	0	0	0	0	0	0	0
<u>Less Collections</u>			(109,067)			(105,410)			(105,895)
GRAND TOTAL	242,127		826,126	213,054		763,413	212,610		791,663

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2009 Estimate 144,862

FY 2008 Estimate 140,101

FY 2007 Actual 212,406

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include the adjusted inflation rates of 5.2% for 2008 and 3.4% for 2009. Other SIK elements are computed at the contract rate per unit.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	3,771	2,994	11,291	3,771	3,150	11,878	3,771	3,257	12,282
Members Taking Meals in Mess	61,687	3,023	186,507	35,631	3,168	112,869	35,631	3,275	116,706
Subtotal Subsistence-In-Mess	65,458		197,798	39,402		124,747	39,402		128,988
<u>Operational Rations</u>									
Meals Ready to Eat	120,740	87	10,497	120,632	91	11,033	120,632	95	11,408
Unitized Group Rations	1,220	274	334	1,220	288	351	1,220	298	363
Subtotal Operational Rations	121,960		10,831	121,852		11,384	121,852		11,771
<u>Augmentation Rations</u>									
Augmentation Rations	227,164	5	1,159	227,164	5	1,220	227,164	6	1,261
Other - Messing	270,707	10	2,618	270,111	10	2,750	270,111	11	2,842
Subtotal Augmentation Rations/Other	497,871		3,777	497,275		3,970	497,275		4,103
GRAND TOTAL SIK	685,289		212,406	658,529		140,101	658,529		144,862

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2009 Estimate 24
FY 2008 Estimate 23
FY 2007 Actual 22

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Effective 1 May 2001, eligible members can receive a monthly entitlement that will be paid in an amount equal to the total dollars required to bring that member's household income to 130 percent of the poverty line, not to exceed \$500 per month. FSSA is a non-taxable supplemental subsistence allowance. FY 2006 NDAA Section 708 made FSSA authorization permanent.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Family Subsist Sup Allow	22	23	24

PERMANENT CHANGE OF STATION TRAVEL

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

		<u>AMOUNT</u>
FY 2008 DIRECT PROGRAM		1,305,048
Pricing Increase		36,634
Pay Raise (PI):	1,928	
1 Jan 08 Pay Raise of 3.5% effect on DLA for PCS moves	1,928	
Inflation Rate (PI):	26,311	
Increase in rate of Land	20,810	
Increase in rate of ITGBL (HHG)	5,481	
Increase in Port Handling rate	20	
Other (PGI):	8,395	
Increase in M Tons MSC Pricing	292	
Increase in S Tons AMC Pricing	2,367	
Increase in Trailer Allow Pricing	4	
Increase in Trans of POV Pricing	2,415	
Increase in NonTemp Storage Pricing	3,109	
Increase in Temp Lodging Pricing	208	

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

		<u>AMOUNT</u>
*Program Increase	295,456	
Strength (PGI):	193,097	
Increase in DLA Program	19,674	
Increase in strength of Land	137,160	
Increase in strength of ITGBL (HHG)	36,124	
Increase in Port Handling strength	139	
Other (PGI):	102,359	
Increase in Mile-Per Diem Program	32,106	
Increase in AMC Program	12,426	
Increase in Comm Air Program	5,289	
Increase in M Tons MSC Program	1,923	
Increase in S Tons AMC Program	15,597	
Increase in Trailer Allow Program	47	
Increase in Trans of POV Program	17,446	
Increase in NonTemp Storage Program	12,175	
Increase in Temp Lodging Program	5,350	
Total Increases		332,090
Pricing Decrease	(1,995)	
Other (PGI):	(1,995)	
Decrease in Mile-Per Diem Pricing	(1,395)	
Decrease in AMC Pricing	(421)	
Decrease in Comm Air Pricing	(179)	
Program Decrease	0	
Total Decreases		(1,995)
FY 2009 DIRECT PROGRAM		1,635,143

*Includes 25,238 moves and \$237.9 million for one-time obligation policy change.

PART I - PURPOSE AND SCOPE

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

To fix long-standing property movement problems, such as excessive loss or damage to servicemembers' property and poor quality of service from moving companies, effective March 1, 2008 DOD is replacing its current program with Families First, a program that promises to offer servicemembers a full value replacement claims process and quality of service. Beginning October 1, 2008 OSD directed PCS Obligation Policy change will become effective.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. Effective 1 January of each year, the average percentage pay raise increase is 2.2% for FY 2007, 3.5% for FY 2008 and 3.4% for 2009.

The Permanent Change of Station (PCS) program increases by \$237.9 million between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

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

	FY 2007 Actual		FY 2008 Estimate		FY 2009 Estimate**	
	Number	Amount*	Number	Amount*	Number	Amount*
Accession Travel /1	34,010	70,797	34,135	74,812	41,486	93,470
Training Travel	10,184	62,750	10,174	66,793	11,266	76,778
Operational Travel between Duty Stations	25,373	348,232	24,843	362,824	28,181	430,836
Rotational Travel To and From Overseas	47,341	541,329	42,117	517,334	52,314	652,314
Separation Travel /1	48,500	192,204	38,629	164,925	59,158	263,842
Travel of Organized Units	1,604	21,388	3,112	44,397	1,549	22,995
Nontemporary Storage * /1	0	44,260	0	41,864	0	57,148
Temporary Lodging Expense * /1	0	34,269	0	33,881	0	39,439
TOTAL OBLIGATIONS	167,012	1,315,229	153,010	1,306,830	193,954	1,636,822
Less Reimbursements	0	1,772	0	1,782	0	1,679
TOTAL DIRECT PROGRAM	167,012	1,313,457	153,010	1,305,048	193,954	1,635,143

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

**Includes 25,238 moves and \$237.9 million for one-time obligation policy change.

1/ The FY 2009 justification book does not match the FY 2009 M-1 exhibit by M-1 line item within Budget Activity (BA) 5.

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

	FY 2007 Actual		FY 2008 Estimate		FY 2009 Estimate**	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	122,832	102,972	112,534	97,973	142,647	122,293
AMC	32,108	33,522	29,416	31,895	37,288	39,812
Commercial Air	12,072	14,281	11,060	13,588	14,019	16,961
<u>Travel of Family Members</u>						
Mileage and Per Diem	74,632	32,030	70,358	30,770	84,455	37,058
AMC	35,517	20,822	33,482	20,003	40,191	24,091
Commercial Air	12,640	8,850	11,916	8,502	14,304	10,240
<u>Transportation of Household Goods</u>						
M Tons - MSC	36,223	8,325	33,693	8,445	41,109	10,659
S Tons - AMC	11,122	67,525	10,345	68,496	12,622	86,460
Land Shipment, CONUS & Overseas	58,836	593,791	54,726	602,336	66,772	760,306
ITGBL	23,313	156,389	21,684	158,639	26,457	200,244
Dislocation Allowance	66,867	121,429	64,020	119,295	74,410	140,897
Trailer Allowance	221	243	205	228	247	279
Transportation of POVs	24,538	76,053	22,049	70,509	27,324	90,370
Port Handling Charges		469		405		564
Nontemporary Storage		44,260		41,864		57,148
Temporary Lodging Expense		34,269		33,881		39,439
TOTAL OBLIGATIONS		1,315,229		1,306,830		1,636,822
Less Reimbursements		1,772		1,782		1,679
TOTAL DIRECT PROGRAM		1,313,457		1,305,048		1,635,143

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

** Includes 25,238 moves and \$237.9 million for one-time obligation policy change.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2009 Estimate	101,285
FY 2008 Estimate	81,574
FY 2007 Actual	77,230

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Average rates are based upon statistical data, ratios, and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

Officer Accession Travel

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	4,287	355	1,520	4,567	361	1,650	5,026	369	1,852
(2) Family Member Travel	1,584	253	400	1,688	257	435	1,858	263	488
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	2,285	5,014	11,458	2,434	5,416	13,182	2,679	5,687	15,251
(5) Dislocation Allowance	1,115	1,754	1,956	1,188	1,787	2,123	1,307	1,823	2,383
(6) Trailer Allowance	14	571	8	15	582	9	17	594	10
(7) Global POV	125	3,097	387	133	3,195	425	147	3,305	486
(8) Port Handling (HHGS)			0			0			0
(9) Nontemporary Storage			641			730			790
(10) Temporary Lodging Expense			1,547			1,662			1,750
Subtotal Officer Accession Travel			17,917			20,216			23,010

Enlisted Accession Travel

(1) Member Travel	28,419	927	26,351	28,262	945	26,704	35,154	964	33,880
(2) Family Member Travel	6,534	215	1,406	6,497	219	1,425	8,082	224	1,808
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	4,035	4,645	18,743	4,013	5,017	20,133	4,992	5,268	26,314
(5) Dislocation Allowance	3,689	1,509	5,568	3,668	1,538	5,642	4,563	1,569	7,159
(6) Trailer Allowance	11	1,248	14	11	1,272	14	14	1,297	18
(7) Global POV	804	3,101	2,493	800	3,200	2,560	995	3,309	3,293
(8) Port Handling (HHGS)			3			3			4
(9) Nontemporary Storage			1,945			2,065			2,531
(10) Temporary Lodging Expense			2,300			2,305			2,744
Subtotal Enlisted Accession Travel			58,823			60,851			77,751

Cadet Accession Travel

	1,304	376	490	1,306	388	507	1,306	401	524
TOTAL ACCESSION TRAVEL			77,230			81,574			101,285

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2009 Estimate	81,188
FY 2008 Estimate	70,672
FY 2007 Actual	66,480

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

Officer Training Travel

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	6,237	526	3,281	6,252	536	3,351	6,882	547	3,762
(2) Family Member Travel	6,475	263	1,706	6,490	268	1,742	7,144	274	1,956
(3) Trans of Household Goods	7,565	5,279	39,932	7,584	5,701	43,237	8,348	5,986	49,975
(4) Dislocation Allowance	4,610	1,985	9,152	4,621	2,023	9,348	5,086	2,063	10,495
(5) Port Handling (HHGS)			1			1			1
(6) Nontemporary Storage			875			948			1,096
(7) Temporary Lodging Expense			2,199			2,246			2,521
Subtotal Officer Training Travel			57,146			60,873			69,806
<u>Enlisted Training Travel</u>									
(1) Member Travel	3,947	443	1,750	3,922	452	1,772	4,384	461	2,021
(2) Family Member Travel	1,303	246	321	1,295	251	325	1,447	256	370
(3) Trans of Household Goods	1,141	4,771	5,443	1,133	5,153	5,838	1,267	5,410	6,855
(4) Dislocation Allowance	798	1,449	1,156	793	1,476	1,171	886	1,506	1,334
(5) Port Handling (HHGS)			8			8			9
(6) Nontemporary Storage			346			371			435
(7) Temporary Lodging Expense			310			314			358
Subtotal Enlisted Training Travel			9,334			9,799			11,382
TOTAL TRAINING TRAVEL			66,480			70,672			81,188

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2009 Estimate 448,035
FY 2008 Estimate 377,515
FY 2007 Actual 362,856

PART I - PURPOSE AND SCOPE

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

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

Officer Operational Travel

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	9,049	1,019	9,216	8,615	1,038	8,941	10,958	1,059	11,600
(2) Family Member Travel	16,725	396	6,626	15,923	404	6,429	20,254	412	8,341
(3) Trans of Household Goods	12,071	7,993	96,424	11,492	8,633	99,213	14,618	9,065	132,510
(4) Dislocation Allowance	7,771	2,473	19,215	7,399	2,520	18,643	9,411	2,570	24,186
(5) Trailer Allowance	3	1,028	3	3	1,048	3	3	1,068	3
(6) Nontemporary Storage			950			977			1,305
(7) Temporary Lodging Expense			4,834			4,689			6,084
Subtotal Officer Operational Travel			137,268			138,895			184,029

Enlisted Operational Travel

(1) Member Travel	16,324	954	15,568	16,228	972	15,770	17,223	991	17,072
(2) Family Member Travel	24,475	622	15,223	24,331	634	15,421	25,822	646	16,693
(3) Trans of Household Goods	25,106	6,577	165,132	24,959	7,104	177,307	26,489	7,459	197,594
(4) Dislocation Allowance	12,698	1,639	20,816	12,624	1,670	21,088	13,398	1,704	22,828
(5) Trailer Allowance	10	914	9	10	931	9	10	950	9
(6) Nontemporary Storage			1,147			1,232			1,373
(7) Temporary Lodging Expense			7,693			7,793			8,437
Subtotal Enlisted Operational Travel			225,588			238,620			264,006

TOTAL OPERATIONAL TRAVEL 362,856 377,515 448,035

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2009 Estimate	695,808
FY 2008 Estimate	551,851
FY 2007 Actual	577,460

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

Officer Rotational Travel

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	8,009	1,937	15,516	7,964	1,974	15,721	8,506	2,014	17,127
(2) Family Member Travel	10,325	604	6,234	10,267	615	6,317	10,966	628	6,882
(3) Pet Quarantine	55	550	30	55	550	30	59	550	32
(4) Trans of Household Goods	8,313	12,304	102,344	8,267	13,289	109,851	8,829	13,954	123,198
(5) Dislocation Allowance	7,181	2,305	16,550	7,141	2,348	16,770	7,626	2,395	18,267
(6) Trailer Allowance	74	982	73	74	1,001	74	79	1,021	81
(7) Global POV	5,847	3,099	18,121	5,814	3,198	18,591	6,209	3,307	20,534
(8) Port Handling (HHGS)			2			2			3
(9) Nontemporary Storage			7,528			8,085			9,068
(10) Temporary Lodging Expenses			2,986			3,025			3,296
Subtotal Officer Rotational Travel			169,384			178,466			198,488

Enlisted Rotational Travel

(1) Member Travel	39,332	1,460	57,440	34,153	1,488	50,824	43,808	1,518	66,496
(2) Family Member Travel	34,431	648	22,301	29,898	660	19,733	38,350	673	25,817
(3) Pet Quarantine	503	550	277	437	550	240	561	550	309
(4) Trans of Household Goods	37,365	5,559	207,737	32,445	6,004	194,835	41,618	6,305	262,402
(5) Dislocation Allowance	27,749	1,618	44,888	24,095	1,648	39,718	30,907	1,681	51,965
(6) Trailer Allowance	75	1,442	108	65	1,469	96	83	1,499	124
(7) Global POV	15,926	3,099	49,360	13,829	3,198	44,221	17,738	3,307	58,664
(8) Port Handling (HHGS)			348			311			413
(9) Nontemporary Storage			13,979			13,110			17,657
(10) Temporary Lodging Expenses			11,638			10,297			13,473
Subtotal Enlisted Rotational Travel			408,076			373,385			497,320
TOTAL ROTATIONAL TRAVEL			577,460			551,851			695,808

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2009 Estimate	286,601
FY 2008 Estimate	179,002
FY 2007 Actual	208,937

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

Officer Separation Travel

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	9,104	185	1,688	5,480	189	1,033	10,006	193	1,928
(2) Family Member Travel	2,946	414	1,221	1,773	422	748	3,238	431	1,395
(3) Trans of Household Goods	3,948	6,927	27,348	2,377	7,482	17,784	4,340	7,856	34,108
(4) Trailer Allowance	11	800	9	7	815	6	12	831	10
(5) Global POV	367	3,102	1,138	221	3,200	707	403	3,310	1,334
(6) Port Handling (HHGS)			49			30			57
(7) Nontemporary Storage			4,626			3,026			5,720
Subtotal Officer Separation Travel			36,079			23,334			44,552

Enlisted Separation Travel

(1) Member Travel	39,037	413	16,140	32,792	421	13,815	48,827	430	20,982
(2) Family Member Travel	15,607	308	4,809	13,110	314	4,115	19,521	320	6,251
(3) Trans of Household Goods	24,667	5,471	134,945	20,721	5,909	122,432	30,854	6,204	191,401
(4) Trailer Allowance	23	812	19	20	827	17	29	844	24
(5) Global POV	1,452	3,100	4,501	1,220	3,198	3,902	1,816	3,308	6,006
(6) Port Handling (HHGS)			58			50			77
(7) Nontemporary Storage			12,107			11,051			17,039
Subtotal Enlisted Separation Travel			172,579			155,382			241,780

Cadet Separation Travel

	359	776	279	357	801	286	325	828	269
TOTAL SEPARATION TRAVEL			208,937			179,002			286,601

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2009 Estimate	23,905
FY 2008 Estimate	46,216
FY 2007 Actual	22,266

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 CONUS and OCONUS locations in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available in the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves increase as more force structure actions occur (e.g. base closure, unit realignments, public announcements, and internal Air Force restructure).

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

Officer Unit Travel

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	95	1,019	97	864	1,038	897	257	1,059	272
(2) Family Member Travel	122	396	48	1,114	404	450	331	412	136
(3) Trans of Household Goods	118	7,993	943	1,072	8,633	9,254	319	9,065	2,892
(4) Dislocation Allowance	82	2,473	203	742	2,520	1,870	221	2,570	568
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	1	3,108	3	9	3,207	29	3	3,317	10
(7) Nontemporary Storage			10			98			31
(8) Temporary Lodging Expense			51			470			143
Subtotal Officer Unit Travel			1,355			13,068			4,052

Enlisted Unit Travel

(1) Member Travel	1,509	954	1,439	2,248	972	2,185	1,292	991	1,281
(2) Family Member Travel	2,262	622	1,407	3,370	634	2,136	1,937	646	1,252
(3) Trans of Household Goods	2,322	6,577	15,273	3,460	7,104	24,580	1,988	7,459	14,829
(4) Dislocation Allowance	1,174	1,639	1,925	1,749	1,670	2,922	1,005	1,704	1,712
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	16	3,108	50	23	3,207	74	13	3,317	43
(7) Nontemporary Storage			106			171			103
(8) Temporary Lodging Expense			711			1,080			633
Subtotal Enlisted Unit Travel			20,911			33,148			19,853
TOTAL UNIT TRAVEL			22,266			46,216			23,905

OTHER MILITARY PERSONNEL COSTS

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

		<u>AMOUNT</u>
FY 2008 DIRECT PROGRAM		230,039
Pricing Increase		657
Increase in Mass Transportation Pricing	111	
Increase in ROTC Pricing	329	
Increase in JROTC Pricing	217	
Program Increase		20,765
Strength (PGI):	4,530	
Increase in ROTC workyears	4,413	
Increase in JROTC workyears	117	
Other (PGI):	16,235	
Increase in Apprehension Expense Program	2	
Increase in Unemployment Benefits Program	16,188	
Increase in Survivor Benefits Program	27	
Increase in Adoption Expenses Program	14	
Increase in Mass Transportation Program	4	
Total Increases		21,422
Program Decrease		(100,119)
Other (PGD):	(100,119)	
Decrease in Interest On Savings Program	(103)	
Decrease in SGLI Program	(100,000)	
Decrease in partial DLA moves	(16)	
Total Decreases		(100,119)
FY 2009 DIRECT PROGRAM		151,342

(Amount in Thousands)

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

FY 2009 Estimate 89
FY 2008 Estimate 87
FY 2007 Actual 85

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	85	87	89

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2009 Estimate 1,318
FY 2008 Estimate 1,421
FY 2007 Actual 1,694

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds pay interest on savings accounts for members deployed in support of contingency operations.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Interest on Uniformed Services Savings Deposit	1,694	1,421	1,318

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2009 Estimate 19,500
FY 2008 Estimate 19,500
FY 2007 Actual 23,900

PART I - PURPOSE AND SCOPE

Death Gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry into active duty in the military service. The benefits are covered under provisions of Title 10 U.S.C. 1475-78 as amended by H.R. 1281, dated March 22, 1991.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The non-combat rates was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	33	100,000	3,300	25	100,000	2,500	25	100,000	2,500
Enlisted	206	100,000	20,600	170	100,000	17,000	170	100,000	17,000
TOTAL	239		23,900	195		19,500	195		19,500

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2009 Estimate 55,317
FY 2008 Estimate 39,129
FY 2007 Actual 62,419

PART I - PURPOSE AND SCOPE

The funds are for payments of unemployment benefits to eligible ex-active duty service members and demobilized Guard and Reserve personnel as prescribed in Section 8521(a), Paragraph 1 of Title 5, U.S.C. Generally, eligibility is defined as at least 365 days of continuous active service in the Armed Forces whereupon the individual is discharged under honorable conditions or demobilized. Active duty personnel must complete a first full-term of active service or be discharged before a first-term is completed under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude. Additionally, eligibility is subject to numerous applicable state laws.

The Department of Labor is the Executive Agency, as administered by individual states, for the Federal Government's share of applicable unemployment compensation. Currently, benefits are payable up to 26 weeks with no waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor factors derived from projected economic assumptions and Department of Defense historical experience.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Unemployment Compensation	62,419	39,129	55,317

(Amount in Thousands)

PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL

FY 2009 Estimate	1,184
FY 2008 Estimate	1,157
FY 2007 Actual	2,310

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, quarters allowance is paid to eligible family members of military members who die in the line of duty. Eligibility is limited to (a) family members who did not occupy government quarters on the date of the military member's death, or (b) family members who occupied government quarters on a rental basis on the date of the military member's death, (c) family members who vacated government quarters within 90 days of the military member's death. Quarters allowance is paid at the rate paid to the member prior to death. Payments terminate 90 days after the member dies. Additionally, FY06 NDAA, HR 1815, sec 1525, authorized travel to hospital and per diem for family of members not seriously injured (NSI) in combat zone, the FY06 NDAA also provides travel, transportation and per diem for family of members held captive and repatriated to site inside or outside the United States.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Historical data are used to estimate quarters allowance requirements.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Allowance for Family Qtrs and Travel	2,310	1,157	1,184

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2009 Estimate 0
FY 2008 Estimate 100,000
FY 2007 Actual 125,612

PART I - PURPOSE AND SCOPE

Section 1969 of Title 38, United States Code, provides that there will be an annual assessment for the costs of the extra hazards of duty when actual mortality exceeds peacetime mortality. Each year the Department of Veterans Affairs actuaries perform a study of peacetime mortality, based upon the most recent three years of servicemember claim experience. This mortality study is used to determine the expected number of deaths under peacetime conditions. The expected number is then compared to the actual number of death to determine whether an extra hazard reimbursement is due to the Servicemembers' Group Life Insurance program. Due to world events, annual reimbursement payments for Extra Hazard Reimbursement for Servicemembers' Group Life Insurance were required starting in FY 2004 for the first time since the Vietnam era. Additionally, during FY 2006, the Military Departments were required to make payments to the Department of Veterans Affairs for the retroactive and future costs associated with enacted Traumatic Injury Protection coverage under the Servicemembers' Group Life Insurance (T-SGLI) program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments that will be required from the military services. The total amount of the reimbursement due the servicemembers' Group Life Insurance (SGLI) from the Air Force for fiscal year 2008 is \$101.9M. The Air Force received \$100M from the GWOT Supplemental Bridge funding.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Extra Hazard Reimb. for SGLI	112,800	100,000	0
Premiums-SGLI	10,156	0	0
Traumatic Injury-SGLI	2,656	0	0
Total	125,612	100,000	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2009 Estimate	486
FY 2008 Estimate	486
FY 2007 Actual	182

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Education Benefits	182	486	486

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2009 Estimate	611
FY 2008 Estimate	597
FY 2007 Actual	584

PART I - PURPOSE AND SCOPE

The FY 1988/1989 National Defense Authorization Act (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program to reimburse Armed Forces members for qualifying child adoption expenses. The program is now administered under the provisions of Title 10 U.S.C. 1052.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required to pay qualifying expenses incurred by active duty members in the adoption of a child under the age of 18 years. Qualifying expenses include agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Expenses for Adoptions	584	597	611

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2009 Estimate 4,966
FY 2008 Estimate 4,851
FY 2007 Actual 4,738

PART I - PURPOSE AND SCOPE

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program that offers qualified Federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law (Title 26 U.S.C. 132 (f) (2)). The program is designed to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the number of CONUS Air Force personnel who took advantage of this mode of transportation in FY 2006. The current maximum monthly subsidy allowed is \$110 per participant, beginning January 2008 the subsidy will increase to \$115. Budget rate includes 4.95 percent administrative fee.

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	2,512	1,320	3,316	2,488	1,365	3,396	2,489	1,396	3,476
Enlisted	1,077	1,320	1,422	1,066	1,365	1,455	1,067	1,396	1,490
TOTAL	3,589		4,738	3,554		4,851	3,556		4,966

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2009 Estimate	2,297
FY 2008 Estimate	2,313
FY 2007 Actual	3,206

PART I - PURPOSE AND SCOPE

Title 37, United States Code, Section 407, as amended by the FY 2002 National Defense Authorization Act, authorized a partial dislocation allowance payment to service members who are ordered, for the convenience of the Government, to move into or out of military family housing.

PART II - JUSTIFICATION OF FUNDS REQUESTED

A \$596.45 allowance was directed by Joint Federal Travel Regulation (JFTR), effective 1 January 2007. This allowance is for service members who are ordered for government convenience to move into or out of Military Family Housing.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Partial Dislocation Allowance	3,206	2,313	2,297

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2009 Estimate 12,039
FY 2008 Estimate 11,875
FY 2007 Actual 11,267

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Senior Reserve Officer Training Corps cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances and subsistence-in-kind.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	5,441	6,821	7,036
Uniforms	4,104	3,419	3,431
Pay & Allowances	1,138	1,098	1,060
Subsistence-In-Kind	584	537	512
TOTAL Requirement	11,267	11,875	12,039

TOTAL Requirement

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

Institutional Program:

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

Subsistence Allowance: An allowance of \$350 for AS 300 and \$400 for AS 400 per month for students enrolled in Aeronautical Science AS 300 and AS 400 courses under the provision of Title 37 U.S.C. 2091. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

Subsistence Allowance: An allowance of \$350 for AS 300 and \$400 for AS 400 per month for students enrolled in Aeronautical Science AS 300 and AS 400 courses under the provision of Title 37 U.S.C. 2091. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.
(Amount in Thousands)

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

Subsistence:

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	7,175	350	2,511	6,489	450	2,920	6,399	450	2,880
Fourth Year (AS400)	7,326	400	2,930	7,801	500	3,901	8,312	500	4,156

Uniforms:

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

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

Uniforms, Issue-in-Kind:	3,089	327	1,010	2,733	326	891	2,539	334	847
Uniforms, Commutation in Lieu:	5,809	517	3,006	4,620	529	2,446	4,622	542	2,504

Subsistence-In-Kind:

Travel for Medical and Other Exams: Subsistence-in-kind for cadets traveling to and from their installation for medical exams and other exams. Costs for contract meals are provided at MEPs facilities. Reimbursement for meals is provided to nonscholarship students that are furnished government transportation. Rates vary by location. Rates shown are average rates.

Subsistence-In-Kind for Medical or Other Examiner	4,524	12	54	3,821	12	47	3,599	13	45
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Base Visit Program:

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

Base Visit Program: Subsistence-In-Kind	2,792	12	34	2,399	12	29	2,130	13	27
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(Amount in Thousands)

Summer Field Training:

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

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

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

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

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

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	1,140	897	1,023	988	924	913	911	955	870
Subsistence of Summer Field Training:	1,141	402	459	966	412	398	890	421	375
Uniforms, Issue-in-Kind:	61	475	29	51	490	25	48	500	24
Uniforms, Commutation in Lieu:	223	229	51	191	230	44	178	236	42

(Amount in Thousands)

Senior ROTC - Nonscholarship Program (Continued)

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

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

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

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

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

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

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Professional Development Training Program:	193	596	115	300	617	185	298	638	190
Subsistence for Professional Development Training Program:	217	171	37	363	174	63	365	178	65

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2009 Estimate 32,513
FY 2008 Estimate 27,935
FY 2007 Actual 27,748

PART I - PURPOSE AND SCOPE

Scholarship Program provides for the military personnel cost of students enrolled in the Air Force ROTC Scholarship Program authorized by P.L. 88-647 as amended. The estimate includes funds for subsistence allowance, uniforms and pay and allowances and subsistence while attending summer training and professional development training. The maximum number of scholarships authorized for the Air Force is 9,500.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Reserve Officer Training Corps Scholarship cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances and subsistence-in-kind.

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
	Amount	Amount	Amount
Subsistence Allowance	20,190	20,445	20,040
Uniforms	4,235	3,879	3,732
Pay & Allowances	2,390	2,612	2,713
Subsistence-In-Kind	933	999	1,028
Foreign Language Incentive Program	0	0	5,000
TOTAL Requirement	27,748	27,935	32,513

(Amount in Thousands)

Institutional Program

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

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in PL 88-647, 13 October 1964, as amended and paragraph 80401 of the DOD pay Manual, Officer Course (POC). This public law was amended by PL 106-398, Section 612, for a tiered stipend beginning in FY02. In FY03, the stipend increased for AS300 to \$350 and for AS400 to \$400. Rates shown are average rates.

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

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
First Year (AS100)	8,034	250	2,009	6,990	300	2,097	7,211	300	2,163
Second Year (AS200)	11,781	300	3,534	9,599	350	3,360	7,816	350	2,736
Third Year (AS300)	14,807	350	5,182	11,422	450	5,140	11,513	450	5,181
Fourth Year (AS400)	23,662	400	9,465	19,695	500	9,848	19,920	500	9,960
Totals			20,190			20,445			20,040

Uniforms

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

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

Uniforms, Issue-in-Kind:	3,819	327	1,248	3,364	326	1,097	3,400	334	1,134
Uniforms, Commutation in Lieu:	4,409	517	2,281	4,068	529	2,154	3,605	542	1,953

(Amount in Thousands)

Base Visit Program

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	1,580	12	19	1,335	12	16	1,389	12	17

Summer Field Training

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

Pay and Allowances: Basic pay and government's social security contribution for members attending summer field training programs. PL 106-398, Section 612, change the pay for a cadet to 35 percent of a second lieutenant (01). Rate shown is an average rate.

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

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

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	1,630	897	1,462	1,403	924	1,296	1,409	955	1,346
Subsistence of Summer Field Training:	1,628	402	654	1,370	412	564	1,377	421	580
Uniforms, Issue-in-Kind:	532	472	251	457	492	225	458	504	231
Uniforms, Commutation in Lieu:	1,934	228	441	1,667	229	381	1,671	234	391

(Amount in Thousands)

Professional Development Training Program

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

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

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

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

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

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Professional Development Training Program:	1,553	598	928	2,137	616	1,316	2,147	637	1,367
Subsistence for Professional Development Training Program:	1,527	170	260	2,404	174	419	2,416	178	431
Uniforms, Issue-in-Kind:	59	237	14	93	237	22	95	242	23

(Amount in Thousands)

Foreign Language Incentive Program

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	0	0	0	0	0	0	23,471	213	5,000

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2009 Estimate	21,022
FY 2008 Estimate	20,688
FY 2007 Actual	20,983

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms for students enrolled in the Junior ROTC program at secondary education institutions. The dollar rate for uniforms is a composite of complete issues for new members and partial replacements for other members.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses are incurred for Junior Reserve Officer Training Corps members as follows:

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	99,110	173	17,146	94,539	180	17,017	93,005	181	16,834
Subsistence-In-Kind:	132,312	29	3,837	122,377	30	3,671	135,081	31	4,188
			20,983			20,688			21,022

SECTION 5
SPECIAL ANALYSIS

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

Assigned Outside DoD:

	FY 2007 Actual			FY 2008 Estimate			FY 2009 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	17	7	24	17	7	24	17	7	24
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	4	6	10	4	6	10	4	6	10
Department of State (DOS)	20	1	21	20	1	21	20	1	21
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	0	0	0	0	0	0	0	0	0
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration (DEA)	0	8	8	0	8	8	0	8	8
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	4	0	4	4	0	4	4	0	4
Central Intelligence Agency (CIA)	9	2	11	9	2	11	9	2	11
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	2	0	2	2	0	2	2	0	2
US Military Observer Group (USMOG), Washington	0	0	0	0	0	0	0	0	0
Department of Health & Human Services (DHHS)	1	0	1	1	0	1	1	0	1
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for International Sec Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	2	0	2	2	0	2	2	0	2
Office Dir of National Intel (ODNI)	0	0	0	0	0	0	0	0	0
Subtotal Non-Reimbursable Personnel	74	27	101	74	27	101	74	27	101

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 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>
Reimbursable Personnel:									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	14	2	16	14	2	16	14	2	16
Department of Transportation	10	2	12	10	2	12	10	2	12
National Aeronautics Space Administration (NASA)	4	0	4	4	0	4	4	0	4
Space & Missile Support, Vice Cmdr (CV)	0	0	0	0	0	0	0	0	0
White House Office (WHO)	0	0	0	0	0	0	0	0	0
Department of Energy (DOE)	1	0	1	1	0	1	1	0	1
Department of State (DOS)	6	0	6	6	0	6	6	0	6
Office Dir of National Intel (ODNI)	0	0	0	0	0	0	0	0	0
Subtotal Reimbursable Personnel	37	4	41	37	4	41	37	4	41

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

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions:									
NASA	31	0	31	31	0	31	31	0	31
Foreign Military Sales	147	206	353	147	215	362	147	206	353
Training Cases	50	4	54	58	13	71	58	4	62
Subtotal Non-DoD Functions	178	206	384	178	215	393	178	206	384

	<u>FY 2007 Actual</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	90	31	121	88	28	116	88	28	116
Surface Deployment & Distribution Command (SDDC)	0	0	0	0	0	0	0	0	0
Defense Courier Service (DCS)	8	100	108	8	100	108	8	100	108
Defense Commissary Agency (DECA)	1	0	1	1	0	1	1	0	1
Defense Finance & Accounting Service (DFAS)	4	64	68	4	64	68	4	64	68
Defense Information Systems Agency (DISA)	14	31	45	15	31	46	15	31	46
Defense Logistics Agency (DLA)	122	26	148	122	26	148	122	26	148
Depot Maintenance Activity Group (DMAG)	79	137	216	79	122	201	79	122	201
Supply Management Activity Group (SMAG)	43	18	61	43	18	61	43	18	61
Subtotal Working Capital Fund	361	407	768	360	389	749	360	389	749
Total - Reimbursable	576	617	1,193	575	608	1,183	575	599	1,174
Total - Nonreimbursable	74	27	101	74	27	101	74	27	101
Grand Total	650	644	1,294	649	635	1,284	649	626	1,275

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

	<u>FY 2007 Actual</u>	<u>FY 2008 Estimate</u>	<u>FY 2009 Estimate</u>
Subsistence	33,565	32,911	33,123
Strength Related:			
Officer - Basic Pay	113,314	112,974	119,018
Other Pay and Allowances	43,651	42,596	37,009
Enlisted - Basic Pay	58,439	56,960	61,165
Other Pay and Allowances	23,145	23,674	19,753
Retired Pay Accrual	45,514	47,437	47,430
PCS Travel	1,772	1,782	1,679
Strength Related Subtotal	285,835	285,423	286,054
TOTAL PROGRAM	319,400	318,334	319,177

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

	AY 06-07 (FY07)			AY 07-08 (FY08)			AY 08-09 (FY09)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	3,528	3,199	2,870	3,261	3,066	2,870	3,216	3,076	2,935
Second Year	2,628	2,226	1,823	2,425	2,124	1,823	2,476	2,194	1,911
Total Basic	6,156	5,425	4,693	5,686	5,190	4,693	5,692	5,269	4,846
Third Year	789	761	733	748	741	733	822	791	759
Fourth Year	524	522	520	665	593	520	703	696	689
Total Advanced	1,313	1,283	1,253	1,413	1,333	1,253	1,525	1,487	1,448
Extended Active	32	16	0	39	25	10	35	38	40
Total Non-Scholarship	7,501	6,724	5,946	7,138	6,547	5,956	7,252	6,793	6,334
<u>Senior ROTC - Scholarship</u>									
First Year	673	795	916	739	828	916	784	853	921
Second Year	1,090	1,182	1,274	1,032	1,153	1,274	951	906	861
Total Basic	1,763	1,977	2,190	1,771	1,981	2,190	1,735	1,759	1,782
Third Year	1,515	1,493	1,471	1,502	1,487	1,471	1,529	1,501	1,473
Fourth Year	1,615	1,549	1,483	1,429	1,456	1,483	1,412	1,387	1,362
Total Advanced	3,130	3,042	2,954	2,931	2,943	2,954	2,941	2,888	2,835
Extended Active	413	370	327	361	344	327	427	418	408
Total Scholarship	5,306	5,389	5,471	5,063	5,267	5,471	5,103	5,064	5,025
<u>Total Enrollment</u>									
First Year	4,201	3,994	3,786	4,000	3,893	3,786	4,000	3,928	3,856
Second Year	3,718	3,408	3,097	3,457	3,277	3,097	3,427	3,100	2,772
Total Basic	7,919	7,401	6,883	7,457	7,170	6,883	7,427	7,028	6,628
Third Year	2,304	2,254	2,204	2,250	2,227	2,204	2,351	2,292	2,232
Fourth Year	2,139	2,071	2,003	2,094	2,049	2,003	2,115	2,083	2,051
Total Advanced	4,443	4,325	4,207	4,344	4,276	4,207	4,466	4,375	4,283
Extended Active	445	386	327	400	369	337	462	455	448
Total ROTC Enrollment	12,807	12,112	11,417	12,201	11,814	11,427	12,355	11,857	11,359
Complete, Commissioned			2,006			1,945			1,950
Comp, Com Defr (No Adl Ent)	179	132	85	153	119	85	183	179	174
(Cum Proj in Defr Status)									
Complete, 5 Year Deg Ent	445	386	327	400	369	337	462	455	448
Number of ROTC Detach	144		144	144		144	144		144
Number of ROTC Operating Locations	1		1	1		1	1		1

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

	AY 06-07 Sep 2007	AY 07-08 Sep 2008	AY 08-09 Sep 2009
1st Year Cadet (Freshmen)	56,998	57,510	57,780
2nd Year Cadet (Sophomores)	27,482	27,690	27,820
3rd Year Cadet (Juniors)	13,904	13,845	13,910
4th Year Cadet (Seniors)	7,031	7,455	7,490
Total	105,415	106,500	107,000
Number of Junior ROTC Detachments	869	879	879

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

	<u>End FY 2007 Actual</u>	<u>End FY 2008 Estimate</u>	<u>End FY 2009 Estimate</u>
Senior ROTC			
Schools	144	144	144
Civilian Personnel (End Strength)	26	26	26
Military Personnel (End Strength) 1/	919	919	919
 Junior ROTC			
Schools	869	879	879
Civilian Personnel (End Strength)	13	13	13
Military Personnel (End Strength) 1/	15	15	15

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

1/ Includes those assigned to Management Headquarters.

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

FY 2007 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	12	12	13	13	13	13	13	13	14
O-9 Lieutenant General	38	38	38	37	37	36	36	36	36	35	35	32
O-8 Major General	92	93	92	90	90	90	93	94	98	96	99	97
O-7 Brigadier General	141	142	144	142	140	140	142	140	141	146	144	143
O-6 Colonel	3,520	3,511	3,522	3,489	3,491	3,514	3,575	3,630	3,641	3,619	3,599	3,406
O-5 Lt Colonel	10,163	10,159	10,226	10,227	10,214	10,231	10,240	10,317	10,331	10,316	10,268	9,940
O-4 Major	15,754	15,695	15,650	15,635	15,626	15,630	15,595	15,604	15,459	15,205	15,069	14,838
O-3 Captain	23,781	23,589	23,645	23,514	23,454	23,150	23,096	24,605	24,440	24,091	23,744	22,583
O-2 1st Lieutenant	8,772	8,672	8,694	8,717	8,581	8,567	8,321	6,456	8,355	8,241	8,014	7,656
O-1 2nd Lieutenant	7,640	7,588	7,169	7,421	7,247	7,304	7,262	8,212	6,728	6,806	6,974	7,013
Total Officers	69,913	69,499	69,192	69,284	68,892	68,675	68,373	69,107	69,242	68,568	67,959	65,722
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,676	2,677	2,721	2,710	2,713	2,719	2,722	2,738	2,730	2,731	2,719	2,710
E-8 Senior Master Sergeant	5,458	5,442	5,404	5,397	5,389	5,432	5,410	5,393	5,369	5,339	5,276	5,193
E-7 Master Sergeant	28,102	27,906	27,831	27,692	27,481	27,362	27,266	27,259	27,156	27,171	26,948	26,338
E-6 Technical Sergeant	44,894	44,877	44,937	44,873	44,824	44,750	44,745	44,664	44,483	44,106	43,821	43,475
E-5 Staff Sergeant	71,056	70,914	70,801	70,544	70,536	70,117	70,070	70,027	69,995	69,927	69,451	69,251
E-4 Senior Airman	59,223	59,154	59,056	58,899	58,703	58,147	57,307	56,515	55,692	54,935	54,110	53,202
E-3 Airman First Class	40,836	40,933	41,441	41,962	42,352	43,229	43,971	44,568	45,439	45,927	46,343	46,745
E-2 Airman	9,954	9,574	9,084	8,778	8,624	8,149	7,846	7,409	7,017	6,572	6,458	6,365
E-1 Airman Basic	10,831	10,480	10,197	10,151	9,788	9,200	8,915	9,152	8,958	9,151	9,812	10,093
Total Enlisted	273,030	271,957	271,472	271,006	270,410	269,105	268,252	267,725	266,839	265,859	264,938	263,372
<u>Cadets</u>	4,409	4,394	4,360	4,341	4,315	4,308	4,296	3,283	4,515	4,446	4,415	4,401
Total End Strength	347,352	345,850	345,024	344,631	343,617	342,088	340,921	340,115	340,596	338,873	337,312	333,495

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

FY 2008 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	15	14	15	16	16	16	15	15	15	14	14	13
O-9 Lieutenant General	31	35	35	30	32	34	33	33	33	34	33	33
O-8 Major General	95	99	98	96	93	91	93	93	95	93	95	95
O-7 Brigadier General	146	148	148	145	145	145	145	144	144	145	144	143
O-6 Colonel	3,385	3,393	3,416	3,431	3,456	3,487	3,525	3,580	3,597	3,582	3,556	3,513
O-5 Lt Colonel	9,928	9,935	9,988	10,035	10,068	10,125	10,199	10,293	10,307	10,261	10,190	10,107
O-4 Major	14,723	14,657	14,642	14,548	14,513	14,491	14,493	14,569	14,374	14,277	14,275	14,241
O-3 Captain	22,418	22,171	22,140	21,910	21,728	21,602	21,484	22,621	22,818	22,725	22,630	22,465
O-2 1st Lieutenant	7,565	7,591	7,698	7,629	7,649	7,582	7,465	7,705	7,530	7,462	7,395	7,317
O-1 2nd Lieutenant	7,104	7,131	6,800	6,750	6,697	6,717	6,666	6,237	6,779	6,982	7,074	7,021
Total Officers	65,410	65,174	64,980	64,590	64,397	64,290	64,118	65,290	65,692	65,575	65,406	64,948
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,688	2,689	2,701	2,693	2,688	2,683	2,668	2,663	2,641	2,631	2,617	2,597
E-8 Senior Master Sergeant	5,148	5,138	5,161	5,161	5,184	5,208	5,221	5,239	5,245	5,247	5,215	5,193
E-7 Master Sergeant	26,112	26,058	26,094	26,107	26,137	26,170	26,194	26,282	26,274	26,116	25,913	25,965
E-6 Technical Sergeant	43,209	43,135	43,040	42,923	42,872	42,735	42,655	42,524	42,368	42,338	42,003	41,544
E-5 Staff Sergeant	69,288	69,246	69,386	69,498	69,718	69,874	70,045	70,094	70,062	70,135	69,642	70,106
E-4 Senior Airman	52,330	51,645	52,042	52,121	52,025	51,939	51,955	51,891	51,849	51,837	51,825	51,691
E-3 Airman First Class	47,348	47,650	46,150	45,941	44,567	43,829	43,724	43,470	43,424	43,152	43,435	42,675
E-2 Airman	6,397	6,287	6,761	7,271	8,359	8,574	8,646	8,665	8,736	9,036	9,685	10,118
E-1 Airman Basic	10,340	9,945	10,083	10,098	9,779	9,887	9,870	9,831	9,846	9,892	9,990	9,763
Total Enlisted	262,860	261,793	261,418	261,813	261,329	260,899	260,978	260,659	260,445	260,384	260,325	259,652
<u>Cadets</u>	4,393	4,385	4,360	4,320	4,310	4,301	4,286	3,235	4,468	4,395	4,388	4,375
Total End Strength	332,663	331,352	330,758	330,723	330,036	329,490	329,382	329,184	330,605	330,354	330,119	328,975

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

FY 2009 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	13	13	13	13	13	13	13	14	14	14	13
O-9 Lieutenant General	32	32	32	31	32	33	33	33	32	32	32	31
O-8 Major General	95	95	96	98	96	96	94	94	95	95	95	95
O-7 Brigadier General	143	143	143	144	145	145	145	144	144	144	144	143
O-6 Colonel	3,470	3,485	3,516	3,494	3,508	3,537	3,575	3,628	3,648	3,614	3,586	3,475
O-5 Lt Colonel	10,002	9,959	9,939	9,907	9,867	9,851	9,862	9,913	9,909	9,855	9,783	9,623
O-4 Major	14,229	14,292	14,383	14,460	14,533	14,629	14,701	14,853	14,331	14,295	14,302	14,226
O-3 Captain	22,119	21,934	21,947	21,757	21,455	21,311	21,137	22,229	20,257	20,079	19,940	19,624
O-2 1st Lieutenant	7,332	7,314	7,298	7,329	7,298	7,294	7,255	7,254	7,241	7,202	7,151	7,067
O-1 2nd Lieutenant	7,028	6,932	6,615	6,871	6,906	6,820	6,681	6,585	7,043	7,194	7,167	7,044
Total Officers	64,463	64,199	63,982	64,104	63,853	63,729	63,496	64,746	62,714	62,524	62,214	61,341
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,582	2,571	2,570	2,566	2,562	2,552	2,552	2,546	2,532	2,526	2,522	2,513
E-8 Senior Master Sergeant	5,182	5,171	5,151	5,136	5,102	5,122	5,095	5,087	5,073	5,057	5,034	5,026
E-7 Master Sergeant	25,647	25,670	25,752	25,750	25,323	25,650	25,484	25,372	25,177	25,255	25,146	25,136
E-6 Technical Sergeant	41,571	41,426	41,550	41,514	41,145	41,242	41,068	40,419	40,567	40,320	40,358	40,208
E-5 Staff Sergeant	69,351	69,619	68,909	69,035	68,895	68,603	68,580	68,454	68,252	67,682	67,881	67,831
E-4 Senior Airman	54,398	53,174	51,914	51,694	51,586	50,843	50,871	50,741	50,589	50,470	50,410	50,249
E-3 Airman First Class	43,359	42,210	40,545	38,861	39,209	39,208	38,859	38,580	38,381	37,765	36,776	36,593
E-2 Airman	7,577	7,996	10,012	10,620	11,070	10,733	10,946	11,025	11,057	11,736	12,583	12,515
E-1 Airman Basic	9,240	9,880	10,660	11,582	11,181	11,285	10,675	11,451	11,331	11,285	11,458	11,188
Total Enlisted	258,907	257,717	257,063	256,758	256,073	255,238	254,130	253,675	252,959	252,096	252,168	251,259
<u>Cadets</u>	4,365	4,356	4,331	4,292	4,282	4,273	4,257	3,171	4,415	4,341	4,330	4,317
Total End Strength	327,735	326,272	325,376	325,154	324,208	323,240	321,883	321,592	320,088	318,961	318,712	316,917