

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2012 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
February 2011**

UNCLASSIFIED

Department of Defense
 FY 2012 President's Budget
 Exhibit M-1 FY 2012 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Feb 2011

		FY 2010	FY 2011	FY 2011	FY 2011	FY 2011	FY 2011	FY 2011	S
		(Base & OCO)	Base Request	OCO Request	Total Request	Annualized	Annualized	Annualized	e
			with CR Adj*	with CR Adj*	with CR Adj*	CR Base**	CR OCO**	CR Total**	c
<u>Military Personnel, Air Force</u>									
<u>Budget Activity 01: Pay And Allowances Of Officers</u>									
3500F	5 Basic Pay	4,902,320	4,687,593	188,334	4,875,927	4,527,463	234,797	4,762,260	U
3500F	10 Retired Pay Accrual	1,567,409	1,522,644	45,953	1,568,597	1,470,638	57,290	1,527,928	U
3500F	25 Basic Allowance For Housing	1,431,820	1,347,403	58,889	1,406,292	1,301,266	73,417	1,374,683	U
3500F	30 Basic Allowance For Subsistence	187,480	182,253	7,320	189,573	176,027	9,126	185,153	U
3500F	35 Incentive Pays	261,150	239,121		239,121	230,953		230,953	U
3500F	40 Special Pays	310,330	322,642	13,613	336,255	311,621	16,971	328,592	U
3500F	45 Allowances	137,497	128,157	5,760	133,917	123,683	7,181	130,864	U
3500F	50 Separation Pay	56,005	64,974		64,974	62,737		62,737	U
3500F	55 Social Security Tax	374,222	355,711	14,408	370,119	343,562	17,963	361,525	U
Total Budget Activity 01		9,228,233	8,850,498	334,277	9,184,775	8,547,950	416,745	8,964,695	
<u>Budget Activity 02: Pay And Allowances Of Enlisted</u>									
3500F	60 Basic Pay	8,840,822	8,540,083	472,896	9,012,979	8,244,525	589,562	8,834,087	U
3500F	65 Retired Pay Accrual	2,826,201	2,781,402	115,387	2,896,789	2,685,161	143,853	2,829,014	U
3500F	80 Basic Allowance For Housing	3,326,059	3,038,904	177,545	3,216,449	2,933,555	221,346	3,154,901	U
3500F	85 Incentive Pays	42,067	36,980		36,980	35,700		35,700	U
3500F	90 Special Pays	466,034	396,103	49,964	446,067	382,296	62,290	444,586	U
3500F	95 Allowances	590,262	570,857	16,254	587,111	550,962	20,264	571,226	U
3500F	100 Separation Pay	136,984	124,411		124,411	120,108		120,108	U
3500F	105 Social Security Tax	676,071	653,317	36,177	689,494	630,710	45,102	675,812	U
Total Budget Activity 02		16,904,500	16,142,057	868,223	17,010,280	15,583,017	1,082,417	16,665,434	
<u>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</u>									
3500F	110 Academy Cadets	73,661	75,383		75,383	72,749		72,749	U
Total Budget Activity 03		73,661	75,383		75,383	72,749		72,749	
<u>Budget Activity 04: Subsistence Of Enlisted Personnel</u>									
3500F	115 Basic Allowance For Subsistence	943,921	872,055	39,090	911,145	842,604	48,734	891,338	U
3500F	120 Subsistence-In-Kind	223,443	169,924	61,805	231,729	163,987	77,053	241,040	U
3500F	121 Family Subsistence Supplemental Allowance	33	37		37	36		36	U
Total Budget Activity 04		1,167,397	1,042,016	100,895	1,142,911	1,006,627	125,787	1,132,414	

* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

** Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

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<u>Military Personnel, Air Force</u>	FY 2012	FY 2012	FY 2012	S
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<u>Budget Activity 01: Pay And Allowances Of Officers</u>				
3500F 5 Basic Pay	4,836,070	209,858	5,045,928	U
3500F 10 Retired Pay Accrual	1,649,202	51,095	1,700,297	U
3500F 25 Basic Allowance For Housing	1,487,084	62,658	1,549,742	U
3500F 30 Basic Allowance For Subsistence	185,137	7,105	192,242	U
3500F 35 Incentive Pays	230,777		230,777	U
3500F 40 Special Pays	320,672	19,631	340,303	U
3500F 45 Allowances	125,585	9,952	135,537	U
3500F 50 Separation Pay	154,367		154,367	U
3500F 55 Social Security Tax	368,392	16,049	384,441	U
Total Budget Activity 01	9,357,286	376,348	9,733,634	
<u>Budget Activity 02: Pay And Allowances Of Enlisted</u>				
3500F 60 Basic Pay	8,610,579	425,491	9,036,070	U
3500F 65 Retired Pay Accrual	2,943,338	103,567	3,046,905	U
3500F 80 Basic Allowance For Housing	3,451,800	178,846	3,630,646	U
3500F 85 Incentive Pays	42,074		42,074	U
3500F 90 Special Pays	387,659	82,061	469,720	U
3500F 95 Allowances	554,120	29,422	583,542	U
3500F 100 Separation Pay	141,359		141,359	U
3500F 105 Social Security Tax	658,708	32,550	691,258	U
Total Budget Activity 02	16,789,637	851,937	17,641,574	
<u>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</u>				
3500F 110 Academy Cadets	74,316		74,316	U
Total Budget Activity 03	74,316		74,316	
<u>Budget Activity 04: Subsistence Of Enlisted Personnel</u>				
3500F 115 Basic Allowance For Subsistence	910,540	43,965	954,505	U
3500F 120 Subsistence-In-Kind	176,751	71,506	248,257	U
3500F 121 Family Subsistence Supplemental Allowance	34		34	U
Total Budget Activity 04	1,087,325	115,471	1,202,796	

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		FY 2010 (Base & OCO)	FY 2011 Base Request with CR Adj*	FY 2011 OCO Request with CR Adj*	FY 2011 Total Request with CR Adj*	FY 2011 Annualized CR Base**	FY 2011 Annualized CR OCO**	FY 2011 Annualized CR Total**	S e c
Military Personnel, Air Force									
<u>Budget Activity 05: Permanent Change Of Station Travel</u>									
3500F	125 Accession Travel	78,749	87,377		87,377	84,324		84,324	U
3500F	130 Training Travel	71,643	72,521		72,521	69,987		69,987	U
3500F	135 Operational Travel	279,925	296,604	5,957	302,561	286,300	7,427	293,727	U
3500F	140 Rotational Travel	517,332	505,198		505,198	487,547		487,547	U
3500F	145 Separation Travel	180,385	176,549		176,549	170,380		170,380	U
3500F	150 Travel Of Organized Units	23,286	23,561		23,561	22,738		22,738	U
3500F	155 Non-Temporary Storage	41,366	40,772		40,772	39,347		39,347	U
3500F	160 Temporary Lodging Expense	28,773	28,936		28,936	27,925		27,925	U
Total Budget Activity 05		1,221,459	1,231,518	5,957	1,237,475	1,188,548	7,427	1,195,975	
<u>Budget Activity 06: Other Military Personnel Costs</u>									
3500F	170 Apprehension Of Military Deserters	130	131		131	126		126	U
3500F	175 Interest On Uniformed Services Savings	3,149	2,179		2,179	2,103		2,103	U
3500F	180 Death Gratuities	18,000	19,900	2,000	21,900	19,205	2,493	21,698	U
3500F	185 Unemployment Benefits	83,126	49,143	27,978	77,121	47,426	34,880	82,306	U
3500F	190 Survivor Benefits	1,694	1,760		1,760	1,699		1,699	U
3500F	195 Education Benefits	481	484		484	467		467	U
3500F	200 Adoption Expenses	487	395		395	381		381	U
3500F	210 Transportation Subsidy	7,600	6,903		6,903	6,662		6,662	U
3500F	215 Partial Dislocation Allowance	1,955	1,578		1,578	1,523		1,523	U
3500F	216 SGLI Extra Hazard Payments	68,062		67,057	67,057		83,600	83,600	U
3500F	217 Reserve Officers Training Corps (ROTC)	43,190	45,571		45,571	43,979		43,979	U
3500F	218 Junior ROTC	14,779	16,185		16,185	15,620		15,620	U
3500F	221 Retroactive Stop Loss Payments	15,698							U
3500F	228 Preventive Health Allowance Demonstration Project								U
Total Budget Activity 06		258,351	144,229	97,035	241,264	139,191	120,973	260,164	
<u>Budget Activity 20: Undistributed</u>									
3500F	CR1 Adj to Match Continuing Resolution		-947,619	346,962	-600,657				U
Total Budget Activity 20			-947,619	346,962	-600,657				
Total Military Personnel, Air Force		28,853,601	26,538,082	1,753,349	28,291,431	26,538,082	1,753,349	28,291,431	
Less Reimbursables		417,563	363,946		363,946	363,946		363,946	
Total Direct - Military Personnel, Air Force		28,436,038	26,174,136	1,753,349	27,927,485	26,174,136	1,753,349	27,927,485	

* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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<u>Military Personnel, Air Force</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>S</u>
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>e</u>
				<u>c</u>
<u>Budget Activity 05: Permanent Change Of Station Travel</u>				
3500F 125 Accession Travel	79,929		79,929	U
3500F 130 Training Travel	73,677		73,677	U
3500F 135 Operational Travel	318,829	6,096	324,925	U
3500F 140 Rotational Travel	524,244		524,244	U
3500F 145 Separation Travel	157,173		157,173	U
3500F 150 Travel Of Organized Units	15,448		15,448	U
3500F 155 Non-Temporary Storage	39,968		39,968	U
3500F 160 Temporary Lodging Expense	29,707		29,707	U
Total Budget Activity 05	1,238,975	6,096	1,245,071	
<u>Budget Activity 06: Other Military Personnel Costs</u>				
3500F 170 Apprehension Of Military Deserters	134		134	U
3500F 175 Interest On Uniformed Services Savings	3,234		3,234	U
3500F 180 Death Gratuities	16,000	2,000	18,000	U
3500F 185 Unemployment Benefits	62,151	19,924	82,075	U
3500F 190 Survivor Benefits	1,574		1,574	U
3500F 195 Education Benefits	403		403	U
3500F 200 Adoption Expenses	520		520	U
3500F 210 Transportation Subsidy	7,520		7,520	U
3500F 215 Partial Dislocation Allowance	2,008		2,008	U
3500F 216 SGLI Extra Hazard Payments		64,577	64,577	U
3500F 217 Reserve Officers Training Corps (ROTC)	40,081		40,081	U
3500F 218 Junior ROTC	16,933		16,933	U
3500F 221 Retroactive Stop Loss Payments				U
3500F 228 Preventive Health Allowance Demonstration Project	1,125		1,125	U
Total Budget Activity 06	151,683	86,501	238,184	
<u>Budget Activity 20: Undistributed</u>				
3500F CR1 Adj to Match Continuing Resolution				U
Total Budget Activity 20				
Total Military Personnel, Air Force	28,699,222	1,436,353	30,135,575	
Less Reimbursables	394,790		394,790	
Total Direct - Military Personnel, Air Force	28,304,432	1,436,353	29,740,785	

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<u>Military Personnel, Air Force</u>	<u>FY 2010 (Base & OCO)</u>	<u>FY 2011 Base Request with CR Adj*</u>	<u>FY 2011 OCO Request with CR Adj*</u>	<u>FY 2011 Total Request with CR Adj*</u>	<u>FY 2011 Annualized CR Base**</u>	<u>FY 2011 Annualized CR OCO**</u>	<u>FY 2011 Annualized CR Total**</u>	<u>S e c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>								
1007F 300 Air Force	1,836,211	1,855,047		1,855,047	1,862,565		1,862,565	U
1007F CR1 Adj to Match Continuing Resolution		7,518		7,518				U
Total Active Air Force Military Personnel Costs	30,272,249	28,036,701	1,753,349	29,790,050	28,036,701	1,753,349	29,790,050	

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<u>Military Personnel, Air Force</u>		FY 2012	FY 2012	FY 2012	S
		<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>					
1007F	300 Air Force	1,837,589		1,837,589	U
1007F	CR1 Adj to Match Continuing Resolution				U
Total Active Air Force Military Personnel Costs		30,142,021	1,436,353	31,578,374	

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

	FY 2010 Actual	FY 2011 Estimate 2/	FY 2012 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,597,960	8,659,214	9,159,499
Pay and Allowances of Enlisted	15,709,476	16,000,235	16,624,523
Pay and Allowances of Cadets	73,661	75,383	74,316
Subsistence of Enlisted Personnel	1,003,247	1,012,863	1,057,180
Permanent Change of Station Travel	1,213,914	1,229,831	1,237,231
Other Military Personnel Programs	154,467	144,229	151,683
FY 2011 CR Adjustments		(947,619)	
TOTAL DIRECT PROGRAM	26,752,725	26,174,136	28,304,432
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	199,297	191,284	197,787
Pay and Allowances of Enlisted	186,192	141,822	165,114
Subsistence of Enlisted Personnel	30,353	29,153	30,145
Permanent Change of Station Travel	1,721	1,687	1,744
TOTAL REIMBURSABLE PROGRAM	417,563	363,946	394,790
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	8,797,257	8,850,498	9,357,286
Pay and Allowances of Enlisted Personnel	15,895,668	16,142,057	16,789,637
Pay and Allowances of Cadets	73,661	75,383	74,316
Subsistence of Enlisted Personnel	1,033,600	1,042,016	1,087,325
Permanent Change of Station Travel	1,215,635	1,231,518	1,238,975
Other Military Personnel Costs	154,467	144,229	151,683
FY 2011 CR Adjustments		(947,619)	
TOTAL BASELINE PROGRAM FUNDING	27,170,288	26,538,082	28,699,222
<u>OCO/Title IX Supplemental Funding -- FY 2010 (P.L. 111-118 & P.L 111-212) 1/</u>			
Pay and Allowances of Officers	430,976	0	0
Pay and Allowances of Enlisted Personnel	1,008,832	0	0
Subsistence of Enlisted Personnel	133,797	0	0
Permanent Change of Station Travel	5,824	0	0
Other Military Personnel Costs	103,884	0	0
TOTAL OCO/Title IX SUPPLEMENTAL PROGRAM FUNDING	1,683,313	0	0

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

	FY 2010 Actual	FY 2011 Estimate 2/	FY 2012 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	9,228,233	8,850,498	9,357,286
Pay and Allowances of Enlisted	16,904,500	16,142,057	16,789,637
Pay and Allowances of Cadets	73,661	75,383	74,316
Subsistence of Enlisted Personnel	1,167,397	1,042,016	1,087,325
Permanent Change of Station Travel	1,221,459	1,231,518	1,238,975
Other Military Personnel Programs	258,351	144,229	151,683
FY 2011 CR Adjustments		(947,619)	
TOTAL PROGRAM	28,853,601	26,538,082	28,699,222
Medicare-Eligible Retiree HFC., (AF)	1,836,211	1,862,565	1,837,589
TOTAL MILPERS PROGRAM COST	30,689,812	28,400,647	30,536,811

1/ FY 2010 OCO actual were modified to match the exact ranks of deployed members. This information was changed after the close of the Fiscal Year. Due to this, the numbers reported differ from the End of September 2010 Cost of War report. The exact ranks caused a need to revise the composite rate for the Officer and Enlisted base pay rates.

2/ Reflects the FY2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

SECTION 2

INTRODUCTORY STATEMENT

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



The mission of the United States Air Force is to deliver sovereign options for the defense of the United States of America and its global interest. Military operations support Operation Enduring Freedom, Operation Noble Eagle, Operation Iraqi Freedom/New Dawn and continued contribution to national and world-wide relief operations (e.g., Haitian earthquake, Pakistani floods). We ended FY2010 at an end strength of 334,196. The Air Force has programmed end strength of 332,200 for FY 2011. In order to achieve FY11 end strength levels, the Air Force has instituted an aggressive force management program that presents a challenge during execution given the current economic environment. The Air Force expects to end FY11 over end strength. The programmed end strength for FY 2012 is 332,800. As the Air Force works to sustain our military end strength, we must ensure we retain individuals with critical skills.

In support of the Secretary of Defense's efficiency initiative, the Air Force continues its efforts to reduce headquarters and administrative functions and support activities and re-invest the end strength to our Service Core Functions. The Air Force effort includes a 1,250 workyear reduction to our Reserve Component manday program that supports administrative and overhead activities. The FY 2012 active duty program repurposes more than 3,600 active duty positions from "tail" to "tooth" and increases specific combat capabilities such as Intelligence, Surveillance, and Reconnaissance (ISR), and building partnership capability.

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 2010, 2011 and 2012

The FY2010 end strength was 334,196 with 356,606 workyears. The FY 2010 workyear estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions. The FY 2000 National Defense Appropriations Act changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date was May 26 for FY 2010, May 25 for FY 2011 and May 30 for FY 2012. 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 2010 budget of \$28.9 billion included \$417.6 million in reimbursements.

The FY 2011 budget estimate is \$26.5 billion to include \$363.9 million in anticipated reimbursements.

The FY 2012 budget estimate is \$28.7 billion to include \$394.8 million in anticipated reimbursements.



Baseline Budget Rates

The Retired Pay Accrual normal cost percentage is 32.3% of basic pay for FY 2010, 32.7% for FY 2011 and 34.3% FY 2012. The pay raise for FY 2010 was 3.4%. The FY 2012 budget provides funding for a pay raise of 1.4% for FY 2011 and 1.6% for FY 2012, effective 1 January each year.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2012 Program Budget Review
 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 2010 Actual</u>	<u>FY 2011 Planned</u>	<u>FY 2012 Planned</u>
Average Strength (Work years)	356,606	337,858	337,799
End Strength	334,196	332,200	332,800
Authorized End Strength	331,700	332,200	

The FY 2010 actual strength was 334,196 with 356,606 workyears, including 16,427 workyears for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations.

Recruiting

	<u>FY 2010 Executed</u>	<u>FY 2011 Planned</u>	<u>FY 2012 Planned</u>
1. Numeric goals	28,490	31,750	28,706
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	99.0%	99.0%	99.0%
Actual	99.2%		
b. Cat I-IIIa*			
Goal	60.0%	77.0%	79.0%
Actual	79.0%		

Recruiting

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

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2012 Program Budget Review
(\$ in Thousands)

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

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

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SECTION 3

SUMMARY TABLES

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

	<u>FY 2010 Actual /1</u>		<u>FY 2011 Estimate /2</u>		<u>FY 2012 Estimate /2</u>	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	67,098	65,796	65,948	64,322	66,718	64,888
Enlisted	267,730	263,090	266,595	263,118	265,797	262,857
Cadets	4,443	4,558	4,537	4,000	4,372	4,000
Total Direct Program	339,271	333,444	337,080	331,440	336,887	331,745
<u>REIMBURSABLE PROGRAM</u>						
Officers	483	405	453	440	492	540
Enlisted	425	347	325	320	420	515
Cadets	0	0	0	0	0	0
Total Reimbursable Program	908	752	778	760	912	1,055
<u>TOTAL BASELINE PROGRAM</u>						
Officers	67,581	66,201	66,401	64,762	67,210	65,428
Enlisted	268,155	263,437	266,920	263,438	266,217	263,372
Cadets	4,443	4,558	4,537	4,000	4,372	4,000
Total Program	340,179	334,196	337,858	332,200	337,799	332,800
<u>OCO Supplemental</u>						
Officers	3,045	0	0	0	0	0
Enlisted	13,382	0	0	0	0	0
Supplemental Funded Strength	16,427	0	0	0	0	0
<u>* REVISED TOTAL PROGRAM</u>						
Officers	70,626	66,201	66,401	64,762	67,210	65,428
Enlisted	281,537	263,437	266,920	263,438	266,217	263,372
Cadets	4,443	4,558	4,537	4,000	4,372	4,000
Revised Total Program	356,606	334,196	337,858	332,200	337,799	332,800

/1 FY 2010 work years includes 3,045 officers and 13,382 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OEF/OIF

/2 Does not include any workyears in support of OEF/OND

The Air Force is required to document the number of Reserve and National Guard members who have performed operational support duty for the Air Force operational support duty for the Air Force for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days and thereby exceed the threshold).

	FY 2010 Actual	FY 2011 Estimate	FY 2012 Estimate
AF Reserve	1,343	1,270	1,026
AF Guard	331	501	500

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

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

	FY 2010 Actual		FY 2011 Estimate		FY 2012 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	12	0	14	0	13	0
O-9 Lieutenant General	41	0	38	0	42	0
O-8 Major General	104	1	101	1	100	1
O-7 Brigadier General	158	1	146	1	157	1
O-6 Colonel	3,690	23	3,509	24	3,489	29
O-5 Lieutenant Colonel	10,290	63	9,899	67	9,969	82
O-4 Major	14,395	88	14,773	100	14,782	122
O-3 Captain	23,597	144	22,431	153	23,884	198
O-2 1st Lieutenant	7,109	43	7,203	49	6,874	57
O-1 2nd Lieutenant	6,805	42	6,648	45	6,118	50
Officer Subtotal	66,201	405	64,762	440	65,428	540
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,609	3	2,635	3	2,634	5
E-8 Senior Master Sergeant	5,208	7	5,286	6	5,269	10
E-7 Master Sergeant	26,445	35	26,341	32	26,350	52
E-6 Technical Sergeant	41,848	55	42,146	51	42,150	82
E-5 Staff Sergeant	70,172	93	71,123	87	71,128	139
E-4 Senior Airman	49,295	65	50,211	61	52,040	102
E-3 Airman First Class	52,462	69	48,152	58	48,362	95
E-2 Airman	6,225	8	7,003	9	7,042	14
E-1 Airman Basic	9,173	12	10,541	13	8,397	16
Enlisted Subtotal	263,437	347	263,438	320	263,372	515
<u>Cadets</u>	4,558	0	4,000	0	4,000	0
TOTAL END STRENGTH	334,196	752	332,200	760	332,800	1,055

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 2010 Actual /1</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	13	0	13	0
O-9 Lieutenant General	38	0	37	0	42	0
O-8 Major General	109	1	104	1	102	1
O-7 Brigadier General	166	1	152	1	160	1
O-6 Colonel	4,014	27	3,738	26	3,774	27
O-5 Lieutenant Colonel	11,764	75	10,480	70	10,826	75
O-4 Major	15,639	104	15,240	100	15,426	111
O-3 Captain	24,347	172	22,798	159	23,327	176
O-2 1st Lieutenant	7,357	53	7,352	51	7,085	53
O-1 2nd Lieutenant	7,179	50	6,487	45	6,455	48
Officer Subtotal	70,626	483	66,401	453	67,210	492
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,956	4	2,719	3	2,681	4
E-8 Senior Master Sergeant	6,123	9	5,467	7	5,390	8
E-7 Master Sergeant	29,272	43	26,776	32	26,722	42
E-6 Technical Sergeant	46,214	67	42,471	52	42,825	67
E-5 Staff Sergeant	74,419	112	70,899	88	71,704	113
E-4 Senior Airman	53,379	82	51,767	62	51,930	82
E-3 Airman First Class	51,840	81	48,989	59	48,606	77
E-2 Airman	6,826	11	7,119	9	7,662	12
E-1 Airman Basic	10,508	16	10,713	13	8,697	15
Enlisted Subtotal	281,537	425	266,920	325	266,217	420
<u>Cadets</u>	4,443	0	4,537	0	4,372	0
TOTAL WORKYEARS	356,606	908	337,858	778	337,799	912

/1 Includes 3,045 officers and 13,382 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2010 Actual				FY 2011 Estimate				FY 2012 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	65,496	263,351	4,561	333,408	65,054	262,646	4,538	332,238	66,177	263,438	4,525	334,140
October	65,424	263,136	4,553	333,113	64,783	263,437	4,560	332,780	66,494	263,151	4,514	334,159
November	65,482	264,027	4,545	334,054	64,607	263,804	4,551	332,962	66,574	263,681	4,505	334,760
December	65,515	264,644	4,512	334,671	64,344	263,889	4,524	332,757	66,564	263,991	4,479	335,034
January	65,539	265,154	4,492	335,185	64,491	263,979	4,499	332,969	66,174	264,054	4,454	334,682
February	65,441	265,577	4,472	335,490	64,306	263,827	4,489	332,622	66,018	263,876	4,437	334,331
March	65,349	266,137	4,464	335,950	64,246	263,657	4,479	332,382	64,984	264,091	4,427	333,502
April	65,354	266,437	4,454	336,245	64,087	263,245	4,464	331,796	64,907	263,711	4,419	333,037
May	66,493	266,329	3,436	336,258	64,525	263,110	4,428	332,063	65,892	263,676	3,290	332,858
June	66,794	266,061	4,650	337,505	66,000	263,116	4,656	333,772	66,243	263,715	4,535	334,493
July	66,569	264,855	4,607	336,031	65,900	263,472	4,693	334,065	66,170	263,160	4,479	333,809
August	66,447	265,297	4,573	336,317	65,621	263,459	4,559	333,639	66,132	263,676	4,443	334,251
September	66,201	263,437	4,558	334,196	64,762	263,438	4,551	332,751	65,428	263,372	4,437	333,237
Average End Strength	65,855	265,087	4,443	335,385	64,818	263,503	4,537	332,858	65,996	263,682	4,372	334,050

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

	FY 2010 Actual				FY 2011 Estimate				FY 2012 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength	4,771	16,449	0	21,220	1,583	3,417	0	5,000	1,214	2,536	0	3,750
Dollars in Millions	484	1,162	0	1,646	192	303	0	495	154	230	0	384
Total Average Strength	70,626	281,537	4,443	356,606	66,401	266,921	4,537	337,859	67,210	266,217	4,372	337,799

Strength in the FY 2012 President's Budget Baseline Request:

End Strength	66,201	263,437	4,558	334,196	64,762	263,438	4,551	332,751	65,428	263,372	4,437	333,237
Average Strength	70,626	281,537	4,443	356,606	66,401	266,921	4,537	337,859	67,210	266,217	4,372	337,799

1/ Includes 3,045 officer and 13,382 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

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

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Beginning Strength	65,496	65,054	66,177
Gains (By Source):			
Service Academies	995	1,044	1,084
ROTC	1,647	1,979	1,683
Health Professions Scholarships	387	60	400
Officer Training School	633	565	530
Other	941	1,142	549
Gain Adjustment	0	0	0
Total Gains	4,603	4,790	4,246
Losses (By Type):			
Voluntary Separation	1,542	2,531	1,695
Retirement	2,158	2,336	2,100
Involuntary	172	196	196
With Pay	92	166	166
Without Pay	80	30	30
VSI/SSB	0	0	0
Reduction in Force	0	0	0
Other	26	19	255
Loss Adjustment	0	0	749
Total Losses	3,898	5,082	4,995
TOTAL	66,201	64,762	65,428

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Beginning Strength	263,351	262,646	263,438
Gains (By Source):			
Non Prior Service Enlistments	28,360	31,500	28,026
Male	22,894	25,563	23,152
Female	5,466	5,937	4,874
Prior Service Enlistments	133	250	250
Reenlistments	36,834	38,104	38,104
Reserves	0	0	0
Officer Candidate Programs	182	250	250
Other	290	180	180
Gain Adjustments	0	0	0
Total Gains	65,799	70,284	66,810
Losses (By Type):			
ETS	10,320	10,698	10,153
Programmed Early Release	860	2,109	804
To Commissioned Officer	185	194	205
Reenlistments	36,834	38,104	38,104
Retirement	7,166	9,178	7,929
Attrition	10,348	9,209	9,681
Other	0	0	0
Loss Adjustments	0	0	0
Total Losses	65,713	69,492	66,876
TOTAL	263,437	263,438	263,372

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Beginning Strength	4,561	4,538	4,525
Gains:	1,315	1,348	1,311
Losses:	1,318	1,335	1,399
Graduates	1,001	1,011	1,084
Attrition	317	324	315
TOTAL	4,558	4,551	4,437

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 2010 Actual			FY 2011 Estimate *			FY 2012 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,902,320	8,840,822	13,743,142	4,687,593	8,540,083	13,227,676	4,836,070	8,610,579	13,446,649
2. Retired Pay Accruals	1,567,409	2,826,201	4,393,610	1,522,644	2,781,402	4,304,046	1,649,202	2,943,338	4,592,540
3. Basic Allowance for Housing	1,431,820	3,326,059	4,757,879	1,347,403	3,038,903	4,386,306	1,487,084	3,451,800	4,938,884
a. With Dependents - Domestic	962,843	1,962,928	2,925,771	922,532	1,828,765	2,751,297	1,021,248	2,068,750	3,089,998
b. Without Dependents - Domestic	313,372	740,360	1,053,732	284,569	655,563	940,132	310,690	752,103	1,062,793
c. Differential - Domestic	35	884	919	52	2,371	2,423	34	920	954
d. Partial - Domestic	195	4,976	5,171	257	6,186	6,443	196	4,979	5,175
e. With Dependents - Overseas	108,279	394,470	502,749	98,529	347,651	446,180	109,104	400,940	510,044
f. Without Dependents - Overseas	44,744	214,412	259,156	38,742	190,406	229,148	43,364	215,763	259,127
g. Moving-In Housing	2,352	8,029	10,381	2,722	7,961	10,683	2,448	8,345	10,793
4. Subsistence	187,480	1,167,397	1,354,877	182,253	1,042,016	1,224,269	185,137	1,087,325	1,272,462
a. Basic Allowance for Subsistence	187,480	943,921	1,131,401	182,253	872,055	1,054,308	185,137	910,540	1,095,677
1. Authorized to Mess Separately	187,480	1,066,542	1,254,022	182,253	992,706	1,174,959	185,137	1,035,875	1,221,012
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	(122,621)	(122,621)	0	(120,651)	(120,651)	0	(125,335)	(125,335)
b. Subsistence-In-Kind	0	223,443	223,443	0	169,924	169,924	0	176,751	176,751
1. Subsistence in Messes	0	205,914	205,914	0	152,136	152,136	0	159,925	159,925
2. Operational Rations	0	14,306	14,306	0	12,644	12,644	0	13,507	13,507
3. Augmentation Rations	0	3,223	3,223	0	5,144	5,144	0	3,319	3,319
c. Family Supplemental Subsistence Allowance	0	33	33	0	37	37	0	34	34
5. Incentive - Hazardous Duty - Aviation Career Pay	261,150	42,067	303,217	239,121	36,980	276,101	230,777	42,074	272,851
a. Flying Duty Pay	259,690	32,738	292,428	237,857	27,716	265,573	229,572	33,318	262,890
1. Aviation Career, Officers	151,816	0	151,816	138,621	0	138,621	146,436	0	146,436
2. Crew Members, Enlisted	0	2,530	2,530	0	2,874	2,874	0	2,573	2,573
3. Noncrew Member	0	292	292	0	272	272	0	425	425
4. Aviator Continuation Pay	106,361	0	106,361	97,058	0	97,058	81,752	0	81,752
5. Career Enlisted Flyer Pay	0	29,916	29,916	0	24,570	24,570	0	30,320	30,320
6. HDIP-Aviation	1,513	0	1,513	2,178	0	2,178	1,384	0	1,384
b. Parachute Jumping Pay	454	1,742	2,196	234	1,521	1,755	243	1,521	1,764
c. Demolition Pay	301	3,389	3,690	270	3,420	3,690	306	3,330	3,636
d. Other Pays	705	4,198	4,903	760	4,323	5,083	656	3,905	4,561

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2010 Actual			FY 2011 Estimate *			FY 2012 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	310,279	466,034	776,313	322,590	396,104	718,694	320,620	387,659	708,279
a. Medical Pay	171,688	0	171,688	179,983	0	179,983	174,440	0	174,440
b. Dental Pay	37,331	0	37,331	40,971	0	40,971	40,980	0	40,980
c. Optometrists Pay	1,238	0	1,238	1,630	0	1,630	1,200	0	1,200
d. Veterinarians Pay	107	0	107	211	0	211	107	0	107
e. Board Certified Pay Non-Physician	20,881	0	20,881	26,226	0	26,226	23,721	0	23,721
f. Nurses Pay	24,923	0	24,923	22,793	0	22,793	26,285	0	26,285
g. Sea and Foreign Duty, Total	0	229	229	0	219	219	0	231	231
1. Sea Duty	0	25	25	0	13	13	0	25	25
2. Overseas Extension Pay	0	204	204	0	206	206	0	206	206
h. Diving Duty Pay	297	1,871	2,168	365	1,835	2,200	369	1,871	2,240
i. Foreign Language Proficiency Pay	4,941	15,459	20,400	5,306	17,998	23,304	8,466	17,414	25,880
j. Hostile Fire Pay	20,620	106,839	127,459	5,500	37,935	43,435	3,699	27,934	31,633
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	8,948	45,328	54,276	1,808	10,860	12,668	1,808	10,848	12,656
m. Judge Advocate Continuation Pay	4,148	0	4,148	4,401	0	4,401	5,494	0	5,494
n. JAG Student Loan Repayment	217	0	217	2,058	0	2,058	3,949	0	3,949
o. Critical Skills Retention Bonus (CSRB)	10,660	2,700	13,360	27,656	2,400	30,056	25,292	3,450	28,742
p. Reenlistment Bonus	0	213,427	213,427	0	248,214	248,214	0	248,214	248,214
q. Special Duty Assignment Pay	0	38,950	38,950	0	36,889	36,889	0	36,889	36,889
r. Enlistment Bonus	0	12,924	12,924	0	14,518	14,518	0	14,518	14,518
s. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
t. Loan Repayment Program	0	7,315	7,315	0	9,487	9,487	0	6,013	6,013
u. Assignment Incentive Pay	2,380	16,764	19,144	3,465	15,749	19,214	2,920	16,081	19,001
v. Other Special Pay	1,900	4,228	6,128	217	0	217	1,890	4,196	6,086
7. Allowances	137,548	590,262	727,810	128,209	570,857	699,066	125,637	554,120	679,757
a. Uniform or Clothing Allowances	1,844	129,068	130,912	2,230	137,748	139,978	2,037	134,004	136,041
1. Initial Issue	1,788	42,723	44,511	2,173	47,471	49,644	1,981	43,550	45,531
1a. Military	1,504	40,532	42,036	1,916	45,474	47,390	1,698	41,320	43,018
1b. Civilian	284	2,191	2,475	257	1,997	2,254	283	2,230	2,513
2. Additional	56	0	56	57	0	57	56	0	56
3. Basic Maintenance	0	16,092	16,092	0	15,984	15,984	0	16,954	16,954
4. Standard Maintenance	0	66,326	66,326	0	69,973	69,973	0	69,404	69,404
5. Supplemental	0	3,927	3,927	0	4,320	4,320	0	4,096	4,096
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	117,899	385,796	503,695	114,817	394,491	509,308	113,156	369,413	482,569
1. Cost-of-Living	104,837	343,642	448,479	101,731	352,201	453,932	99,557	325,600	425,157
2. Temporary Lodging	13,062	42,154	55,216	13,086	42,290	55,376	13,599	43,813	57,412
c. Family Separation Allowance	15,700	74,040	89,740	7,620	35,928	43,548	8,283	49,311	57,594
1. On PCS, No Government Quarters	1,923	18,333	20,256	2,670	20,043	22,713	1,914	18,201	20,115
2. On TDY	13,777	55,707	69,484	4,950	15,885	20,835	6,369	31,110	37,479
d. Personal Money Allowance, General Officers	51	0	51	52	0	52	52	0	52
e. CONUS Cost of Living Allowance	2,054	1,330	3,384	3,490	2,662	6,152	2,109	1,364	3,473
f. Catastrophical Injured Aid Allowance	0	28	28	0	28	28	0	28	28

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2010 Actual			FY 2011 Estimate *			FY 2012 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	56,005	136,984	192,989	64,974	124,411	189,385	154,367	141,359	295,726
a. Terminal Leave Pay	16,436	32,775	49,211	26,659	39,112	65,771	21,834	38,683	60,517
b. Severance Pay, Disability	1,799	26,995	28,794	1,871	23,598	25,469	1,924	26,135	28,059
c. Severance Pay, Non-Promotion	3,748	0	3,748	3,819	0	3,819	3,878	0	3,878
d. Severance Pay, Involuntary Half (5%)	0	13,356	13,356	82	1,502	1,584	0	13,790	13,790
e. Severance Pay, Involuntary Full (10%)	3,660	2,940	6,600	4,815	2,718	7,533	55,308	2,578	57,886
f. VSI Trust Fund	23,408	6,992	30,400	22,638	6,762	29,400	22,176	6,624	28,800
g. Vol Separation Pay	1,975	0	1,975	0	0	0	44,303	0	44,303
h. Career Status Bonus (30k)	4,979	53,926	58,905	5,090	50,719	55,809	4,944	53,549	58,493
9. Social Security Tax Payment	374,222	676,071	1,050,293	355,711	653,317	1,009,028	368,392	658,708	1,027,100
10. Permanent Change of Station Travel	397,295	824,164	1,221,459	402,893	828,625	1,231,518	410,108	828,867	1,238,975
11. Other Military Personnel Costs	103,276	155,075	258,351	93,103	51,126	144,229	88,270	63,413	151,683
a. Apprehension of Deserters	17	113	130	5	126	131	18	116	134
b. USSD (MIA)	1,885	1,264	3,149	1,465	714	2,179	1,936	1,298	3,234
c. Death Gratuities	7,400	10,600	18,000	8,200	11,700	19,900	6,600	9,400	16,000
d. Unemployment Compensation	16,046	67,080	83,126	14,524	34,619	49,143	14,997	47,154	62,151
e. Allowance for Family Qtrs and Travel	313	1,381	1,694	684	1,076	1,760	292	1,282	1,574
f. Education Benefits	96	385	481	95	389	484	80	323	403
g. Adoption Reimbursement	331	156	487	238	157	395	354	166	520
h. Mass Transit	6,458	1,142	7,600	5,868	1,035	6,903	6,391	1,129	7,520
i. Partial Dislocation Allowance	332	1,623	1,955	268	1,310	1,578	341	1,667	2,008
j. Extra Hazard Reimb. for SGLI	5,749	48,042	53,791	0	0	0	0	0	0
k. ROTC	43,190	0	43,190	45,571	0	45,571	40,081	0	40,081
l. JROTC	14,779	0	14,779	16,185	0	16,185	16,933	0	16,933
m. Stop Loss Retroactive Pay	4,825	10,873	15,698	0	0	0	0	0	0
n. Preventive Health Allow Demonstration Project	0	0	0	0	0	0	247	878	1,125
o. T-SGLI	1,855	12,416	14,271	0	0	0	0	0	0
12. Cadets	73,661	0	73,661	75,383	0	75,383	74,316	0	74,316
Military Personnel Appropriation Total	9,802,465	19,051,136	28,853,601	9,421,877	18,063,824	27,485,701	9,929,980	18,769,242	28,699,222
13. Less Reimbursables:	199,857	217,706	417,563	191,836	172,110	363,946	198,364	196,426	394,790
Retired Pay Accrual	35,185	34,686	69,871	34,192	26,898	61,090	36,209	31,855	68,064
Other	164,672	183,020	347,692	157,644	145,212	302,856	162,155	164,571	326,726
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	9,602,608	18,833,430	28,436,038	9,230,041	17,891,714	27,121,755	9,731,616	18,572,816	28,304,432
FY 2011 CR Adjustments						(947,619)			
Revised FY 2011 Direct Program						26,174,136			

* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2011**

(Amount in Thousands)

	<u>FY 2011</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u>	<u>FY 2011 COLUMN</u>
	<u>PRESIDENT'S</u>			<u>REALIGNMENT/</u>		<u>ACTIONS</u>	<u>FY 2012 PRES</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>		<u>(Reprogram)</u>	<u>BUDGET *</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	4,583,080	0	4,583,080	0	4,583,080	0	4,583,080
Retired Pay Accrual	1,488,452	0	1,488,452	0	1,488,452	0	1,488,452
Incentive Pay	233,787	0	233,787	0	233,787	0	233,787
Special Pay	315,445	0	315,445	0	315,445	0	315,445
Basic Allowance for Housing	1,320,477	0	1,320,477	0	1,320,477	0	1,320,477
Basic Allowance for Subsistence	178,188	0	178,188	0	178,188	0	178,188
Station Allowances Overseas	114,703	0	114,703	0	114,703	0	114,703
CONUS COLA	3,490	0	3,490	0	3,490	0	3,490
Uniform Allowances	2,230	0	2,230	0	2,230	0	2,230
Family Separation Allowances	7,620	0	7,620	0	7,620	0	7,620
Separation Payments	64,030	0	64,030	0	64,030	0	64,030
Social Security Tax - Employer's Contribution	347,712	0	347,712	0	347,712	0	347,712
Reimbursables	191,284	0	191,284	0	191,284	0	191,284
TOTAL OBLIGATIONS OFFICERS	8,850,498	0	8,850,498	0	8,850,498	0	8,850,498
Less Reimbursables	(191,284)	0	(191,284)	0	(191,284)	0	(191,284)
TOTAL DIRECT OBLIGATIONS OFFICERS	8,659,214	0	8,659,214	0	8,659,214	0	8,659,214
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	8,459,155	0	8,459,155	0	8,459,155	0	8,459,155
Retired Pay Accrual	2,754,504	0	2,754,504	0	2,754,504	0	2,754,504
Incentive Pay	36,624	0	36,624	0	36,624	0	36,624
Special Pay	95,554	0	95,554	0	95,554	0	95,554
Special Duty Assignment Pay	36,889	0	36,889	0	36,889	0	36,889
Reenlistment Bonus	248,214	0	248,214	0	248,214	0	248,214
Enlistment Bonus	14,518	0	14,518	0	14,518	0	14,518
Basic Allowance for Housing	3,015,178	0	3,015,178	0	3,015,178	0	3,015,178
Station Allowances Overseas	393,061	0	393,061	0	393,061	0	393,061
CONUS COLA	2,662	0	2,662	0	2,662	0	2,662
Clothing Allowances	137,748	0	137,748	0	137,748	0	137,748
Family Separation Allowances	35,928	0	35,928	0	35,928	0	35,928
Catastrophical Injured Aid Allowance	28	0	28	0	28	0	28
Separation Payments	123,148	0	123,148	0	123,148	0	123,148
Social Security Tax - Employer's Contribution	647,024	0	647,024	0	647,024	0	647,024
Reimbursables	141,822	0	141,822	0	141,822	0	141,822
TOTAL OBLIGATIONS ENLISTED	16,142,057	0	16,142,057	0	16,142,057	0	16,142,057
Less Reimbursables	(141,822)	0	(141,822)	0	(141,822)	0	(141,822)
TOTAL DIRECT OBLIGATIONS ENLISTED	16,000,235	0	16,000,235	0	16,000,235	0	16,000,235
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	75,383	0	75,383	0	75,383	0	75,383

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2011**

(Amount in Thousands)

	<u>FY 2011</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>FY 2011 COLUMN</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>		<u>REALIGNMENT/</u>		<u>ACTIONS</u>	<u>FY 2012 PRES</u>
	<u>BUDGET</u>	<u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>(Reprogram)</u>	<u>BUDGET *</u>
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	842,902	0	842,902	0	842,902	0	842,902
Subsistence-In-Kind	169,924	0	169,924	0	169,924	0	169,924
Family Supplemental Subsistence Allowance	37	0	37	0	37	0	37
Reimbursables	29,153	0	29,153	0	29,153	0	29,153
TOTAL OBLIGATIONS SUBSISTENCE	1,042,016	0	1,042,016	0	1,042,016	0	1,042,016
Less Reimbursables	(29,153)	0	(29,153)	0	(29,153)	0	(29,153)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,012,863	0	1,012,863	0	1,012,863	0	1,012,863
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	87,377	0	87,377	0	87,377	0	87,377
Training Travel	72,521	0	72,521	0	72,521	0	72,521
Operational Travel	294,917	0	294,917	0	294,917	0	294,917
Rotational Travel	505,198	0	505,198	0	505,198	0	505,198
Separation Travel	176,549	0	176,549	0	176,549	0	176,549
Travel of Organized Units	23,561	0	23,561	0	23,561	0	23,561
Nontemporary Storage	40,772	0	40,772	0	40,772	0	40,772
Temporary Lodging Expense	28,936	0	28,936	0	28,936	0	28,936
Reimbursables	1,687	0	1,687	0	1,687	0	1,687
TOTAL OBLIGATIONS PCS	1,231,518	0	1,231,518	0	1,231,518	0	1,231,518
Less Reimbursables	(1,687)	0	(1,687)	0	(1,687)	0	(1,687)
TOTAL DIRECT OBLIGATIONS PCS	1,229,831	0	1,229,831	0	1,229,831	0	1,229,831

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2011**

(Amount in Thousands)

	<u>FY 2011</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u>	<u>FY 2011 COLUMN</u>
	<u>PRESIDENT'S</u>			<u>REALIGNMENT/</u>		<u>ACTIONS</u>	<u>FY 2012 PRES</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>		<u>(Reprogram)</u>	<u>BUDGET *</u>
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension Mil Deserters, Absentees, Prisoners	131	0	131	0	131	0	131
Interest on Uniformed Svcs Savings	2,179	0	2,179	0	2,179	0	2,179
Death Gratuities	19,900	0	19,900	0	19,900	0	19,900
Unemployment Compensation	49,143	0	49,143	0	49,143	0	49,143
Survivor Benefits	1,760	0	1,760	0	1,760	0	1,760
Education Benefits	484	0	484	0	484	0	484
Adoption Expenses	395	0	395	0	395	0	395
Mass Transit	6,903	0	6,903	0	6,903	0	6,903
Partial Dislocation Allowance	1,578	0	1,578	0	1,578	0	1,578
SROTC	45,571	0	45,571	0	45,571	0	45,571
JROTC	16,185	0	16,185	0	16,185	0	16,185
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0
TSGLI	0	0	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OTHER	144,229	0	144,229	0	144,229	0	144,229
TOTAL DIRECT OBLIGATIONS	27,121,755	0	27,121,755	0	27,121,755	0	27,121,755
FY 2011 CR Adjustments							(947,619)
Revised FY 2011 Direct Program							26,174,136

* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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 2011 DIRECT PROGRAM	8,659,214	16,000,235	75,383	1,012,863	1,229,831	144,229	27,121,755
Pricing Increase	221,571	515,110	1,736	3,092	29,179	999	771,687
Annualization (PI):	42,583	57,989	219	0	0	0	100,791
- Annualization 1 Jan 11 raise of 1.4% on Basic Pay	16,587	16,768	203	0	0	0	33,558
- Annualization of raise on RPA	24,388	39,939	0	0	0	0	64,327
- Annualization on FICA	1,608	1,282	16	0	0	0	2,906
Pay Raise (PI):	127,750	173,965	656	0	1,861	0	304,232
- 1 Jan 12 pay raise of 1.6% effect on Basic Pay	49,760	50,303	610	0	0	0	100,673
- 1 Jan 12 pay raise effect on RPA	73,165	119,815	0	0	0	0	192,980
- 1 Jan 12 pay raise effect on FICA	4,825	3,847	46	0	0	0	8,718
- 1 Jan 12 pay raise of 1.6% effect on DLA for PCS moves	0	0	0	0	1,861	0	1,861
Inflation Rate (PI):	655	0	0	3,092	15,406	0	19,153
- Annualization of 1 Jan 11 inflation rate of 0.4% BAS	164	0	0	773	0	0	937
- Increase for Inflation BAS	491	0	0	2,319	0	0	2,810
- Increase in rate for Land (HHG)	0	0	0	0	12,170	0	12,170
- Increase in rate for ITGBL (HHG)	0	0	0	0	3,205	0	3,205
- Increase in Port Handling charges	0	0	0	0	31	0	31
BAH Rates (PI):	49,429	169,683	0	0	0	0	219,112
- Housing Allowance rate 1 Jan 12 increase of 4.2%	49,429	169,683	0	0	0	0	219,112
Other (PI):	1,154	113,473	861	0	11,912	999	128,399
- Increase in RPA Rate Pricing	1,041	1,059	0	0	0	0	2,100
- Increase in Clothing Pricing	7	2,898	0	0	0	0	2,905
- Increase in TLA Pricing	0	584	0	0	0	0	584
- Increase in CONUS COLA Pricing	0	472	0	0	0	0	472
- Increase in Special Pay Pricing	0	371	0	0	0	0	371
- Increase in LSTL Pricing	0	1,084	0	0	0	0	1,084
- Increase in Separation Payments Pricing	106	2,435	0	0	0	0	2,541
- Increase in Selective Reenlistment Bonus Pricing	0	104,570	0	0	0	0	104,570
- Increase in Cadet Subsistence Pricing	0	0	861	0	0	0	861
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	4,827	0	4,827
- Increase in Total AMC Pricing	0	0	0	0	1,848	0	1,848
- Increase in Total Comm Air Pricing	0	0	0	0	786	0	786
- Increase in M Tons MSC Pricing	0	0	0	0	171	0	171
- Increase in S Tons AMC Pricing	0	0	0	0	1,384	0	1,384
- Increase in Trailer Allow Pricing	0	0	0	0	7	0	7
- Increase in Trans of POV Pricing	0	0	0	0	1,090	0	1,090
- Increase in NonTemp Storage Pricing	0	0	0	0	1,154	0	1,154
- Increase in Temp Lodging Pricing	0	0	0	0	645	0	645
- Increase in Apprehension Expense Pricing	0	0	0	0	0	118	118
- Increase in Survivor Benefits Pricing	0	0	0	0	0	328	328
- Increase in Adoption Expenses Pricing	0	0	0	0	0	54	54
- Increase in Mass Transportation Pricing	0	0	0	0	0	433	433
- Increase in Partial DLA Pricing	0	0	0	0	0	66	66

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	312,594	279,541	0	53,697	1,692	17,784	665,308
Strength (PGI):	211,540	236,676	0	0	1,193	1,977	451,386
- Increase in Base Pay Program	81,079	0	0	0	0	0	81,079
- Increase in FICA Program	6,171	0	0	0	0	0	6,171
- Increase in RPA Program	25,947	0	0	0	0	0	25,947
- Increase in BAS Program	2,252	0	0	0	0	0	2,252
- Increase in ACIP Program	7,815	0	0	0	0	0	7,815
- Increase in BAH Program	88,276	236,676	0	0	0	0	324,952
- Increase in Disloc Allow Program	0	0	0	0	1,193	0	1,193
- Increase in JROTC workyears	0	0	0	0	0	1,977	1,977
Other (PGI):	101,054	42,865	0	53,697	499	15,807	213,922
- Increase in Special Pay Program	5,529	0	0	0	0	0	5,529
- Increase in FSA Program	663	13,383	0	0	0	0	14,046
- Increase in Non-Fly Crew Member Program	0	153	0	0	0	0	153
- Increase in CEFI Pay Program	0	5,750	0	0	0	0	5,750
- Increase in Parachute Jumping Program	9	0	0	0	0	0	9
- Increase in Demolition Duty Program	36	0	0	0	0	0	36
- Increase in Other Incentive Pay Program	191	0	0	0	0	0	191
- Increase in COLA Program	1,657	7,888	0	0	0	0	9,545
- Increase in TLA Program	799	939	0	0	0	0	1,738
- Increase in Separation Payments Program	92,170	14,752	0	0	0	0	106,922
- Increase in Subsistence - BAS Enlisted Program	0	0	0	34,401	0	0	34,401
- Increase in SIK Total Program	0	0	0	19,296	0	0	19,296
- Increase in Trans of POV Program	0	0	0	0	373	0	373
- Increase in Temp Lodging Program	0	0	0	0	126	0	126
- Increase in Interest On Savings Program	0	0	0	0	0	1,055	1,055
- Increase in Unemployment Benefits Program	0	0	0	0	0	13,008	13,008
- Increase in Adoption Expenses Program	0	0	0	0	0	71	71
- Increase in Mass Transportation Program	0	0	0	0	0	184	184
- Increase in Partial DLA Program	0	0	0	0	0	364	364
- Increase in Preventative Health Care Program	0	0	0	0	0	1,125	1,125
Total Increases	534,165	794,651	1,736	56,789	30,871	18,783	1,436,995

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	(13,999)	(33,221)	0	(12,469)	0	(1,636)	(61,325)
Inflation Rate (PD):	0	0	0	(12,469)	0	0	(12,469)
- Decrease for Inflation for SIK	0	0	0	(12,469)	0	0	(12,469)
Other (PD):	(13,999)	(33,221)	0	0	0	(1,636)	(48,856)
- Decrease in COLA Pricing	(3,717)	(33,059)	0	0	0	0	(36,776)
- Decrease in TLA Pricing	(286)	0	0	0	0	0	(286)
- Decrease in MIHA Pricing	(23)	(162)	0	0	0	0	(185)
- Decrease in CONUS COLA Pricing	(618)	0	0	0	0	0	(618)
- Decrease in Special Pay Pricing	(7,304)	0	0	0	0	0	(7,304)
- Decrease in LSTL Pricing	(2,051)	0	0	0	0	0	(2,051)
- Decrease in ROTC Pricing	0	0	0	0	0	(407)	(407)
- Decrease in JROTC Pricing	0	0	0	0	0	(1,229)	(1,229)
Program Decrease	(19,881)	(137,142)	(2,803)	(3)	(23,471)	(9,693)	(192,993)
Strength (PGD):	(244)	(19,545)	(2,101)	0	(12,937)	(5,083)	(39,910)
- Decrease in Base Pay Program	0	(7,074)	(1,952)	0	0	0	(9,026)
- Decrease in FICA Program	0	(550)	(149)	0	0	0	(699)
- Decrease in RPA Program	0	(3,834)	0	0	0	0	(3,834)
- Decrease in Clothing Program	(244)	(8,087)	0	0	0	0	(8,331)
- Decrease in Land Ship Program	0	0	0	0	(10,221)	0	(10,221)
- Decrease in ITGBL Program	0	0	0	0	(2,692)	0	(2,692)
- Decrease in Port Handling Program	0	0	0	0	(24)	0	(24)
- Decrease in ROTC workyears	0	0	0	0	0	(5,083)	(5,083)
Other (PGD):	(19,637)	(117,597)	(702)	(3)	(10,534)	(4,610)	(153,083)
- Decrease in LSTL Program	(2,774)	(1,513)	0	0	0	0	(4,287)
- Decrease in Special Pay Program	0	(8,837)	0	0	0	0	(8,837)
- Decrease in Flying Duty Crew Program	0	(301)	0	0	0	0	(301)
- Decrease in ACP Program	(15,306)	0	0	0	0	0	(15,306)
- Decrease in HDIP Program	(794)	0	0	0	0	0	(794)
- Decrease in Demolition Duty Program	0	(90)	0	0	0	0	(90)
- Decrease in Other Incentive Pay Program	0	(516)	0	0	0	0	(516)
- Decrease in CONUS COLA Program	(763)	(1,770)	0	0	0	0	(2,533)
- Decrease in Selective Reenlistment Bonus Program	0	(104,570)	0	0	0	0	(104,570)
- Decrease in Cadet Subsistence Program	0	0	(702)	0	0	0	(702)
- Decrease in Family Subsist Sup Allow Program	0	0	0	(3)	0	0	(3)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(4,883)	0	(4,883)
- Decrease in Total AMC Program	0	0	0	0	(1,675)	0	(1,675)
- Decrease in Total Comm Air Program	0	0	0	0	(713)	0	(713)
- Decrease in M Tons MSC Program	0	0	0	0	(143)	0	(143)
- Decrease in S Tons AMC Program	0	0	0	0	(1,158)	0	(1,158)
- Decrease in Trailer Allow Program	0	0	0	0	(5)	0	(5)
- Decrease in NonTemp Storage Program	0	0	0	0	(1,958)	0	(1,958)
- Decrease in Apprehension Expense Program	0	0	0	0	0	(115)	(115)
- Decrease in Total Death Gratuities Program	0	0	0	0	0	(3,900)	(3,900)
- Decrease in Survivor Benefits Program	0	0	0	0	0	(595)	(595)
Total Decreases	(33,880)	(170,363)	(2,803)	(12,472)	(23,471)	(11,329)	(254,318)
FY 2012 DIRECT PROGRAM	9,159,499	16,624,523	74,316	1,057,180	1,237,231	151,683	28,304,432

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 2011 DIRECT PROGRAM	8,659,214
Pricing Increase	221,571
Annualization (PI):	43,074
Annualization 1 Jan 11 raise of 1.4% on Basic Pay	16,587
Annualization of raise on RPA	24,388
Annualization of raise on FICA	1,608
Annualization of 1 Jan 11 inflation rate of 0.4% BAS	491
Pay Raise (PI):	127,750
1 Jan 12 pay raise of 1.6% effect on Basic Pay	49,760
1 Jan 12 pay raise effect on RPA	73,165
1 Jan 12 pay raise effect on FICA	4,825
Inflation Rate (PI):	164
1 Jan 12 inflation rate of 3.4% effect on BAS	164
BAH Rates (PI):	49,429
1 Jan 12 inflation rate of 4.2% effect on BAH	49,429
Other (PI):	1,154
Increase in RPA Rate to 34.3%	1,041
Increase in Clothing Payments	7
Increase in Separation Payments	106

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

		<u>Amount</u>
Program Increase	312,594	
Strength (PGI):	211,540	
Increase change in WY/longevity for Basic Pay	81,079	
Increase on workyears/longevity for FICA	6,171	
Increase in workyears/longevity for RPA	25,947	
Increase in workyear for BAS	2,252	
Increase Aviation Continuation Pay Workyears	7,815	
Increase in workyears Housing Allowance	88,276	
Other (PGI):	101,054	
Increase in Special Pay Payments	5,529	
Increase in FSA Program	663	
Increase in Parachute Jumping Payments	9	
Increase in Demolition Duty Payments	36	
Increase in Other Incentive Pay Payments	191	
Increase in COLA Payments	1,657	
Increase in TLA Payments	799	
Increase in Separation Payments	92,170	
Total Increases		534,165
Pricing Decrease		(13,999)
BAH Rates (PI):	(23)	
Decrease in MIHA Payments	(23)	
Other (PI):	(13,976)	
Decrease in COLA Payments	(3,717)	
Decrease in TLA Payments	(286)	
Decrease in CONUS COLA Payments	(618)	
Decrease in Special Pay Payments	(7,304)	
Decrease in LSTL Payments	(2,051)	

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

		<u>Amount</u>
Program Decrease	(19,881)	
Strength (PGD):	(244)	
Decrease in workyears for Clothing Allowance	(244)	
Other (PGD):	(19,637)	
Decrease in LSTL Progam	(2,774)	
Decrease in ACP Payments	(15,306)	
Decrease in HDIP Payments	(794)	
Decrease in CONUS COLA Payments	(763)	
Total Decreases		(33,880)
FY 2012 DIRECT PROGRAM		9,159,499

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2012 Estimate 4,836,070
FY 2011 Estimate 4,687,593
FY 2010 Actual 4,902,320

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2010 funding requirements included a 3.4% pay raise. The projected budgets for FY 2011 provides for basic pay increase of 1.4% and 1.6% for FY 2012. 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 2010 beginning strength was 65,496 and ending with 66,201 using 70,626 workyears.
FY 2011 beginning strength will be 65,054 and ending with 64,762 using 66,401 workyears.
FY 2012 beginning strength will be 66,177 and ending with 65,428 using 67,210 workyears.

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

<u>Grade</u>	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	13	179,025	2,327	13	181,587	2,361	13	185,359	2,410
Lt General	38	178,168	6,770	37	181,587	6,719	42	184,367	7,743
Major General	109	156,128	17,018	104	160,654	16,708	102	161,559	16,479
Brig General	166	135,175	22,439	152	139,237	21,164	160	139,875	22,380
Colonel	4,014	113,029	453,699	3,738	115,447	431,541	3,774	116,962	441,414
Lt Colonel	11,764	91,449	1,075,810	10,480	93,313	977,915	10,826	94,631	1,024,478
Major	15,639	77,338	1,209,496	15,240	78,866	1,201,925	15,426	80,029	1,234,534
Captain	24,347	62,232	1,515,152	22,798	63,403	1,445,457	23,327	64,527	1,505,229
1st Lieutenant	7,357	47,899	352,396	7,352	48,814	358,880	7,085	49,594	351,372
2nd Lieutenant	7,179	34,436	247,213	6,487	34,673	224,923	6,455	35,636	230,031
TOTAL BASIC PAY	70,626		4,902,320	66,401		4,687,593	67,210		4,836,070

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2012 Estimate	1,649,202
FY 2011 Estimate	1,522,644
FY 2010 Actual	1,567,409

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.3% for FY 2010, 32.7% for FY 2011 and 34.3% for FY 2012. The part-time RPA rate is 24.5% for FY 2010, 24.4% for FY 2011 and 24.3% for FY 2012.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	65,855	22,447	1,478,240	64,818	23,028	1,492,660	65,996	24,637	1,625,948
Reserve Component									
Retired Pay Accrual - Part Time	4,771	18,690	89,169	1,583	18,941	29,984	1,214	19,155	23,254
Total Retired Pay Accrual	70,626	22,193	1,567,409	66,401	22,931	1,522,644	67,210	24,538	1,649,202

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2012 Estimate	230,777
FY 2011 Estimate	239,121
FY 2010 Actual	261,150

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2010 Actual			FY 2011 Estimate			FY 2012 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	3,821	1,500	5,732	3,153	1,500	4,730	3,608	1,500	5,412
2 - 3	2,090	1,872	3,912	1,675	1,872	3,136	1,967	1,872	3,682
3 - 4	1,616	2,256	3,646	1,589	2,256	3,585	1,704	2,256	3,844
4 - 6	3,429	2,472	8,476	2,682	2,472	6,630	3,087	2,472	7,631
6 - 14	9,823	7,800	76,619	9,377	7,800	73,141	9,743	7,800	75,995
14 - 22	4,608	10,080	46,449	4,104	10,080	41,369	4,286	10,080	43,203
22 - 23	420	7,020	2,948	422	7,020	2,962	420	7,020	2,948
23 - 24	368	5,940	2,186	294	5,940	1,746	326	5,940	1,936
24 - 25	326	4,620	1,506	233	4,620	1,076	316	4,620	1,460
Above 25	102	3,000	306	70	3,000	210	97	3,000	291
B/G Less than 25	13	2,400	31	13	2,400	31	12	2,400	29
M/G Less than 25	2	2,400	5	2	2,400	5	2	2,400	5
Subtotal Flying Duty Crew	26,618		151,816	23,614		138,621	25,568		146,436
<u>HDIP-AVIATION</u>									
Flying Duty Crew	33	1,800	59	75	1,800	135	33	1,800	59
Flying Duty Non-Crew	70	1,800	126	400	1,800	720	60	1,800	108
Flying Duty Non-Rated	598	2,220	1,328	596	2,220	1,323	548	2,220	1,217
Subtotal HDIP-Aviation	701		1,513	1,071		2,178	641		1,384
<u>Aviator Continuation Pay</u>									
Pilots			92,766			83,976			72,695
Flight Officers			13,595			13,082			9,057
Subtotal Aviator Continuation Pay			106,361			97,058			81,752
Subtotal Flying Duty Pay			259,690			237,857			229,572
<u>Parachute Jumping</u>	252	1,800	454	130	1,800	234	135	1,800	243
<u>Parachute HALO</u>	184	2,700	497	203	2,700	548	175	2,700	473
<u>Demolition Duty</u>	167	1,800	301	150	1,800	270	170	1,800	306
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	10	1,800	18	15	1,800	27	9	1,800	16
Chemical Munitions Handler	1	1,800	2	2	1,800	4	1	1,800	2
Hazardous Bio Org	0	0	0	0	0	0	1	1,800	2
Pressure Chamber Observer	80	1,800	144	75	1,800	135	85	1,800	153
Thermal Stress Experiments	2	1,800	4	2	1,800	4	2	1,800	4
Toxic Fuel Handler	22	1,800	40	22	1,800	40	2	1,800	4
Toxic Pesticides Duty	0	0	0	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	115		208	117		212	101		183
TOTAL INCENTIVE PAY			261,150			239,121			230,777

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2012 Estimate	320,672
FY 2011 Estimate	322,642
FY 2010 Actual	310,330

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty are authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2008 National Defense Authorization Act (NDAA) (P.L. 110-181) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. New implementation of Title 37 U.S.C 335, allows accession, incentive pay, and retention bonus pay for other health professions to include professions not previously authorized, to include Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers.
 - (a) Medical Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
 - (b) Medical Board Certified Pay (BCP) - Monthly payment that varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
 - (c) Medical Additional Special Pay (ASP) - Lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.
 - (d) Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages of critical wartime specialties by closing civilian - military pay gap. Paid to officer entitled to VSP, who execute an agreement to remain on active duty for at least one year. Paid as annual bonus not to exceed \$75,000 (FY 2008 NDAA increased cap to \$75,000) as either a single year contract (ISP) or as a multi-year contract (MISP) in conjunction with MSP. Rates for each specialty are set by Health Affairs across all services.
 - (e) Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 08-014, this incentive pay addresses retention difficulties and shortages in the medical specialties for physicians who have completed initial residency and nearing completion of their service obligation. Additionally, this incentive is paid in four equal payments initially and on the anniversary dates of the agreement at 62.5% of the current pay plan's 4-yr MISP/MSP pay rate. Rates for each specialty are set by Health Affairs across all services.
 - (f) Multi-Year Special Pay (MSP) - Financial incentive to retain a sufficient number of qualified physicians to meet services health care requirements. Paid as an annual bonus not to exceed \$75,000 per each year (FY 2008 NDAA increased cap to \$75,000) for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services. MSP program replaced the Medical Officer Retention Bonus.
 - (g) Dental Additional Special Pay (ASP) - Lump sum annual payment for dental officers not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. The FY 2008 NDAA authorizes payments from to \$10,000 to \$15,000 depending on years of service.
 - (h) Dental Variable Special Pay (VSP) - Monthly payment authorized for all dentists based on years of creditable service. Total annual pay ranges from \$3,000 to \$12,000 except for O-7s and above who receive \$7,000 per year.
 - (i) Dental Board Certified Pay (BCP) - Monthly payment that varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 - \$6,000 depending upon of years of service.
 - (j) Dental Officer Accession Bonus (DOAB) - The FY 2008 NDAA allows for a single payment of up to \$200,000 payable for a written agreement to accept commission and remain on active duty or a minimum of four years. This is a one-time payment. Rates for each specialty are set by Health Affairs across all services. The Health Affairs cap among the services is currently at \$75,000 for a four-year written obligation.
 - (k) Dental Officer Multi-year Retention Bonus (DOMRB) - Financial incentive to retain a sufficient number of qualified dentists to meet services dental care requirements. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement. Rates for each specialty are set by Health Affairs across all services.
 - (l) Oral Maxillofacial Surgeons Incentive Special Pay (OMS-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 08-011, this incentive addresses retention difficulties and shortages for this specialty. Payment is made to those dentists whose specialty is in Oral Maxillofacial Surgery and who execute an agreement to remain on active duty for at least one year. This pay is a subcategory of Dental Special Pay. It is paid as an annual bonus not to exceed \$50,000 and currently paid at \$30,000. The rate for this specialty is set by Health Affairs across all services.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (m) General Dentist Accession Bonus: As authorized under Title 37 U.S.C. 335 of NDAA08; For FY12, these specialties may be paid an accession bonus not to exceed \$100,000 per year as an identified critically short wartime specialty. The rates for each specialty are set by Health Affairs across all services. The Secretary of the Military Department concerned may pay a Dental Officer Accession Bonus to an individual, who executes a written agreement to serve on active duty for a period of not less than 4 years.
- (n) General Dentist Incentive Pay: As authorized under Title 37 U.S.C. 335 of NDAA08, For FY12 these specialties may be paid a retention bonus not to exceed \$75,000 per year. The rates for each specialty are set by Health Affairs across all services.
- (o) General Dentist Retention Bonus: As authorized under Title 37 U.S.C. 335 of NDAA08; For FY12, these specialties may be paid a retention bonus not to exceed \$75,000 per year. The rates for each specialty is set by Health Affairs across all services.
- (p) Nurse Corps Incentive Pay (NC-ISP) - Public Law (P.L.) 110-181, paragraph (b)(2) of Section 302e of the FY 2008 NDAA authorized an ISP to all other qualified nurse specialists. This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service to meet the medical requirements of the service. Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement. Rates for registered nurses other than CRNA's are set by Health Affairs across all services and vary by number of years the contract is written. Current amounts per contract vary by number of years of the contract from \$5,000 for a single year to \$20,000 for a four-year contract.
- (q) Nurse Accession Bonus (NAB) - An accession bonus of up to \$30,000 for a four-year contract was authorized by the FY 2008 NDAA and refined by HA Policy 07-023 and extension letter for FY09. Currently offered at \$20,000 if taken in conjunction with Health Professions Loan Repayment Program (HPLRP) assistance. If no HPLRP was taken, the full \$30,000 lump sum bonus is offered for each qualified nurse accession.
- (r) Non-Physician Board Certification Pay (NP-BCP) - The FY 2008 NDAA amended section 302C (D(1)) of Title 37 U.S.C. and authorizes financial incentive to encourage BSC officer who are also healthcare providers to attain board certification, signifying highest level of professional competence. Annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000 for Non-Physician Health Care Providers. This category is for officers in the Biomedical Sciences Corps (AFSC 42X/43X) and Nurse Corps (AFSC 46X) only.
- (s) Optometrists and Veterinarians Duty Pay (ODP/VDP) - By legacy, special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Sec. 302a and 303 respectively. The FY 2001 NDAA corrected this reference to include officers in the Biomedical Sciences Corps who hold a degree in veterinary medicine. Optometry Duty Pay projected to morph in FY11 IAW Title 37 USC 335 which authorizes \$5,000 per year for incentive pays congruent with other biomedical Sciences Programs.
- (t) Health Professions Non-Physician Board Certification Pay (HP NP-BCP)- For FY 2009, as Health Professions Pay is implemented for Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers, the annual payment will be raised to \$6,000 as a flat rate paid monthly and not tied to number of years. These specialties will be removed from NP-BCP and tied to HP NP-BCP. This is a financial incentive to encourage BSC officer who are also healthcare providers to attain board certification, signifying highest level of professional competence. All future NP-BCP eligibles will convert to HP NP-BCP sometime in FY 2010.
- (u) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302j and continues under FY 2008 NDAA, allows for payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four years. The maximum bonus may not exceed \$30,000 paid in a single lump sum.
- (v) Pharmacy Officers Special Pay (POSP) - Authorized in FY 2008 NDAA under the provision of Chapter 5 of Title 37, United States Code, section 302i authorizes payment of \$15,000 per year for a two-year contract obligation per Health Affairs. The rates were raised to \$15,000 for FY 2009 for all eligible officer and do not vary based on years of service. POSP rate is standard across all services.
- (w) Optometrists Retention Bonus (ORB) - Authorizes up to a maximum of \$15,000 annual payment for a two-year contract obligation. Eligible officers have completed initial active duty service obligation for education and training and execute a 24-month active duty service commitment per Health Affairs policy memo. ORB rate is standard across all services.
- (x) Veterinary Officer Board Certified Pay - Financial incentive to encourage Public Health officers who are also veterinarians to attain board certification, signifying highest level of professional competence. Annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000.
- (y) Health Professions Incentive Special Pay (Physician Assistant, Psychologist, Social Workers, Public Health Officers) (IP) - Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335; these specialties may be paid an incentive pay at a maximum rate of \$15,000 per year. Rates for each specialty are set by Health Affairs across all services.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (z) Health Professions Retention Bonus (Physician Assistant, Psychologist, Social Workers, Public Health Officers) (RB) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335; these specialties may be paid a retention bonus not to exceed \$75,000 per year. Rates for each specialty are set by Health Affairs across all services.
 - (aa) Health Professions Accession Bonus (Psychologist, Public Health Officers) (AB) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335, these specialties may be paid an accession bonus not to exceed \$30,000 per year. Rates for each specialty are set by Health Affairs across all services.
 - (bb) Critical Skills Retention Bonus - A specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37, section 355. The rates vary from \$5,000 to \$30,000 as a single lump sum payment for a three-year contract obligation. Surgeons are paid \$75,000 per year for a single year contract obligation and \$150,000 per year for a two-year contract obligation.
 - (cc) Critical Wartime Skills Accession Bonus for Physicians and Dentists – Authorized by FY 2008 NDAA, single lump sum payment of an accession bonus not to exceed \$400,000 to fully qualified physicians or dentists in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than 4 consecutive years and are not eligible for multiple-year bonuses (MISP/MSP). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (2) Personal money allowances for certain general officers under provisions of Title 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
 - (3) Pararescue Diving Duty - Special pay to alleviate a critical manning shortage. The duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
 - (4) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for officers who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000.
 - (5) Hostile Fire Duty - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent.
 - (6) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. 305. The payment is based on member's designated locations. The FY 2008 NDAA included a provision increasing the maximum HDLP to \$1,500.
 - (7) Judge Advocate Continuation Pay - Authorized in the FY 2000 NDAA under the provisions of Title 37 U.S.C. 321 allows payment to eligible judge advocates that remain on active duty for a period of obligated service specified in the agreement. The amount paid to an officer under one or more agreements may not exceed \$60,000.
 - (8) Judge Advocate General's Corps Officer Student Loan Repayment Program – Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000.
 - (9) 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (11) Creech Assignment Incentive Pay – Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302(a); an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This incentive pay is paid at a monthly rate of \$300 for the first 36 months and \$750 per month for service beyond three years.
- (12) Assignment Incentive Pay RPA Pilot – Authorized by the Office of the Under Secretary of Defense (Personnel and Readiness) (OUSD(P&R)) on 27 November 2009 to the Secretary of the Air Force (SAF) to establish an incentive pay program under 37 U.S.C. 307a for operators of remotely piloted aircraft. Active duty Air Force officers with an 18XX rated Air Force Specialty Code (AFSC) assigned as RPA pilots performing RPA pilot duties are eligible. This incentive is paid monthly at a rate of \$125 to \$650 depending on the number of years service.
- (13) Critical Skill Retention Bonus (Public Affairs, Civil Engineering, Intelligence, Logistics Readiness, and Control & Recovery) - Authorized by the FY 2011 NDAA under the provisions of Title 37 U.S.C. 335, these specialties may be paid a retention bonus not to exceed \$30,000 per year. Rates for each specialty are set by the respective services.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Special Pay funding amount for Pharmacy Officers is estimate on the number of takers multiplied by the average rate of those rate amounts established by OSD. Optometry & Veterinary Special Pay funding amounts are estimates based on the number of expected takers multiplied by the statutory rate. Optometrist Retention Special Pay, Retention Bonuses and Critical Skills Retention Bonuses funding are all based on the number of eligible multiplied by the established rate. Details of the cost computation are provided in the following tables:

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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>
MD Additional Special Pay	2,705	15,000	40,575	2,710	15,000	40,650	2,710	15,000	40,650
MD Board Certification Pay	1,812	6,000	10,872	2,180	8,000	17,440	2,180	6,000	13,080
MD Early Career ISP	45	23,685	1,066	100	23,685	2,369	75	23,685	1,776
MD Incentive Special Pay	2,320	23,685	54,949	2,328	23,685	55,139	2,328	23,685	55,139
MD Multi-Year Special Pay	927	35,786	33,174	931	35,786	33,317	931	35,786	33,317
MD Variable Special Pay	3,513	8,000	28,104	3,515	8,000	28,120	3,515	8,000	28,120
CWSAB Medical	10	294,800	2,948	10	294,800	2,948	8	294,800	2,358
Physician Pay	11,332	15,151	171,688	11,774	15,286	179,983	11,747	14,850	174,440

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	5	75,000	375	4	75,000	300	4	75,000	300
Dental Additional Pay	720	12,000	8,640	720	12,000	8,640	700	12,000	8,400
Dental Board Certification Pay	263	6,000	1,578	263	6,000	1,578	263	6,000	1,578
Dental Multi-Year Special Pay	320	41,000	13,120	320	41,000	13,120	312	41,000	12,792
Dental Variable Pay	720	6,924	4,985	720	6,924	4,985	700	6,900	4,830
Oral Surgeon ISP	72	30,000	2,160	72	30,000	2,160	46	30,000	1,380
General Dentist Accession Bonus	5	37,500	188	5	37,500	188	8	37,500	300
General Dentist Incentive Pay	133	20,000	2,660	220	20,000	4,400	220	20,000	4,400
General Dentist Retention Bonus	121	25,000	3,025	200	25,000	5,000	220	25,000	5,500
CWSAB Dental	2	300,000	600	2	300,000	600	5	300,000	1,500
Dentist Pay	2,361	15,811	37,331	2,526	16,220	40,971	2,478	16,538	40,980
Cert RN Anesthetists	99	35,000	3,465	91	35,000	3,185	100	40,000	4,000
Nurse Accession Bonus	190	30,000	5,700	184	30,000	5,520	175	25,000	4,375
Nurse Board Certified	182	4,000	728	183	6,000	1,098	185	6,000	1,110
Nurse ISP	1,002	15,000	15,030	866	15,000	12,990	1,120	15,000	16,800
Nurse Pay	1,473	16,920	24,923	1,324	17,215	22,793	1,580	16,636	26,285
Diplomate Pay (Psychologist)	20	6,000	120	20	6,000	120	20	6,000	120
Board Certified Non-Physician Pay	1,153	6,000	6,918	1,178	6,000	7,068	1,198	6,000	7,188
Pharmacy Accession	45	30,000	1,350	45	30,000	1,350	45	30,000	1,350
Pharmacy Officers Special Pay	200	15,000	3,000	200	20,000	4,000	230	15,000	3,450
PHO Accession Bonus	40	10,000	400	35	10,000	350	20	10,000	200
PHO Incentive Pay	178	5,000	890	179	5,000	895	179	5,000	895
PHO Retention Pay	134	6,250	838	134	6,250	838	134	6,250	838
Physicians Assistant Accession Bonus	13	15,000	195	30	15,000	450	20	15,000	300
Physicians Assistant Incentive Pay	252	5,000	1,260	289	5,000	1,445	289	5,000	1,445
Physicians Assistant Retention Pay	199	15,000	2,985	219	15,000	3,285	219	15,000	3,285
Psychologist Accession Bonus	10	20,000	200	40	50,000	2,000	30	15,000	450
Psychologist Incentive Pay	170	5,000	850	170	5,000	850	170	5,000	850
Psychologist Retention Pay	120	15,000	1,800	120	15,000	1,800	105	15,000	1,575
Social Workers Accession Bonus	10	7,500	75	10	7,500	75	10	7,500	75
Social Workers Retention Pay	0	0	0	170	10,000	1,700	170	10,000	1,700
Optometrists	130	5,000	650	130	5,000	650	120	5,000	600
Optometry Retention	98	6,000	588	98	10,000	980	100	6,000	600
Vet Board Cert	0	0	0	26	4,000	104	0	0	0
Veterinarians	89	1,200	107	89	1,200	107	89	1,200	107
Biomedical Science Officer Pay	2,861	7,768	22,226	3,182	8,820	28,067	3,148	7,950	25,028

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Anniversary	0	0	0	0	0	0	6	150,000	900
Dentist CSRB Initial	0	0	0	0	0	0	6	150,000	900
Psychologist CSRB	0	0	0	5	30,000	150	0	0	0
Public Health CSRB	0	0	0	14	30,000	420	0	0	0
Surgeon CSRB Anniversary	15	150,000	2,250	30	150,000	4,500	10	150,000	1,500
Surgeon CSRB Initial	16	150,000	2,400	16	150,000	2,400	10	150,000	1,500
Medical CSRB Subtotal	31	150,000	4,650	65	114,923	7,470	32	150,000	4,800
Air Field Ops CSRB	0	0	0	16	10,000	160	0	0	0
Contracting CSRB	173	20,000	3,460	311	20,000	6,220	311	20,000	6,220
Public Affairs CSRB	0	0	0	66	10,000	660	66	10,000	660
Civil Engineering CSRB	0	0	0	148	10,000	1,480	148	10,000	1,480
Intel CSRB	0	0	0	734	8,500	6,239	750	8,500	6,375
Logistic Readiness CSRB	0	0	0	282	8,500	2,397	282	8,500	2,397
OSI (Cyber) CSRB	0	0	0	26	10,000	260	26	10,000	260
Control and Recover CSRB	102	25,000	2,550	113	24,513	2,770	127	24,409	3,100
Non-Medical CSRB Subtotal	275	21,855	6,010	1,696	11,902	20,186	1,710	11,984	20,492
Critical Skills Retention Bonus	306	34,837	10,660	1,761	15,705	27,656	1,742	14,519	25,292
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	13	2,200	29	13	2,200	29	13	2,200	29
Lt General	35	500	18	38	500	19	38	500	19
Pers Allowance - General Officer	49	1,022	51	52	992	52	52	992	52
Assignment Incentive Pay - Creech	453	4,111	1,862	602	4,896	2,947	497	4,111	2,043
Assignment Incentive Pay - Korea	144	3,600	518	144	3,600	518	144	3,600	518
Assignment Incentive Pay - RPA Pilot	0	0	0	0	0	0	232	1,547	359
Assignment Incentive Pay	597		2,380	746		3,465	873		2,920
Diving Duty	165	1,800	297	203	1,800	365	205	1,800	369
Foreign Language Proficiency Pay	1,065	4,639	4,941	1,339	3,963	5,306	1,825	4,639	8,466
Hardship Duty Location Pay	7,457	1,200	8,948	1,507	1,200	1,808	1,507	1,200	1,808
Hostile Fire Pay	7,637	2,700	20,620	2,037	2,700	5,500	1,370	2,700	3,699
JAG Bonus	148	28,030	4,148	157	28,030	4,401	196	28,030	5,494
JAG Student Loan Repayment	10	21,700	217	95	21,666	2,058	182	21,700	3,949
Other Special Pay	1,583	1,200	1,900	181	1,200	217	1,575	1,200	1,890
TOTAL SPECIAL PAY	37,044		310,330	26,884		322,642	28,480		320,672

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2012 Estimate	1,487,084
FY 2011 Estimate	1,347,403
FY 2010 Actual	1,431,820

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

BAH amounts in this submission reflect housing costs based on current rental market values resulting from the contractor data collection of actual housing costs rather than the previous member survey methodology. Also included in the BAH exhibit are the BAH inflation rates of 3.2% for FY 2010, 1.3% for FY 2011 and 3.3% for FY 2012, effective 1 January each year.

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

With Dependents

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	10	26,400	264	11	26,818	295	10	27,600	276
Lt General	33	31,939	1,054	32	32,219	1,031	37	33,459	1,238
Major General	83	29,795	2,473	80	30,175	2,414	77	31,208	2,403
Brig General	135	28,289	3,819	124	29,048	3,602	156	28,526	4,450
Colonel	3,172	27,228	86,366	2,932	27,677	81,148	3,238	28,283	91,579
Lt Colonel	8,820	26,084	230,058	7,626	26,697	203,590	9,011	27,200	245,100
Major	11,481	23,482	269,595	10,952	24,147	264,463	11,907	24,514	291,890
Captain	14,370	20,189	290,116	13,908	20,685	287,683	14,320	21,090	302,009
1st Lieutenant	2,776	17,210	47,776	2,720	17,670	48,062	2,762	17,944	49,562
2nd Lieutenant	2,021	15,498	31,322	1,924	15,719	30,244	2,053	15,948	32,741
Subtotal with Dependents	42,901		962,843	40,309		922,532	43,571		1,021,248

	<u>FY 2010 Actual</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
Differential	19	35	20	52	18	34

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS**Without Dependents -
Full Allowance**

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	3	23,667	71	1	19,000	19	2	25,000	50
Brig General	4	31,000	124	6	29,500	177	2	32,500	65
Colonel	222	25,775	5,722	199	26,352	5,244	185	26,984	4,992
Lt Colonel	893	24,347	21,742	786	24,763	19,464	715	25,490	18,225
Major	2,057	22,385	46,045	1,942	22,568	43,827	2,014	23,435	47,198
Captain	6,572	18,775	123,388	5,875	18,850	110,744	6,390	19,656	125,602
1st Lieutenant	3,827	15,590	59,663	3,550	15,638	55,514	3,736	16,322	60,978
2nd Lieutenant	3,935	14,388	56,617	3,466	14,305	49,580	3,557	15,063	53,580
Subtotal w/o Dependents	17,513		313,372	15,825		284,569	16,601		310,690

**Without Dependents -
Partial Allowance**

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	10	508	5	5	608	3	10	531	5
Lt Colonel	26	423	11	18	506	9	26	443	12
Major	45	342	15	47	410	19	47	358	17
Captain	150	285	43	175	340	60	151	298	45
1st Lieutenant	91	226	21	143	271	39	91	237	22
2nd Lieutenant	592	169	100	626	203	127	535	177	95
Subtotal Partial	914		195	1,014		257	860		196
TOTAL BAH - DOMESTIC			1,276,445			1,207,410			1,332,168

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

<u>Grade</u>	FY 2010 Actual			FY 2011 Estimate			FY 2012 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	167	45,407	7,583	148	41,318	6,115	168	44,643	7,500
Lt Colonel	573	41,026	23,508	536	38,121	20,433	593	40,546	24,044
Major	876	36,887	32,313	837	34,639	28,993	916	36,652	33,573
Captain	1,159	34,101	39,523	1,185	31,739	37,611	1,159	33,609	38,953
1st Lieutenant	115	31,130	3,580	139	29,590	4,113	113	30,345	3,429
2nd Lieutenant	57	31,088	1,772	43	29,395	1,264	52	30,865	1,605
Subtotal With Dependents	2,947		108,279	2,888		98,529	3,001		109,104

Without Dependents

<u>Grade</u>	FY 2010 Actual			FY 2011 Estimate			FY 2012 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	14	35,000	490	11	32,091	353	15	34,133	512
Lt Colonel	85	32,659	2,776	75	29,173	2,188	88	32,250	2,838
Major	220	29,823	6,561	212	26,976	5,719	235	29,566	6,948
Captain	830	27,818	23,089	803	25,296	20,313	826	26,982	22,287
1st Lieutenant	261	26,475	6,910	261	23,778	6,206	257	25,272	6,495
2nd Lieutenant	182	27,022	4,918	162	24,463	3,963	165	25,964	4,284
Subtotal w/o Dependents	1,592		44,744	1,524		38,742	1,586		43,364
Moving-In Housing Allowance	2,265	1,038	2,352	2,482	1,097	2,722	2,252	1,087	2,448
TOTAL BAH - OVERSEAS			155,375			139,993			154,916
GRAND TOTAL BAH			1,431,820			1,347,403			1,487,084

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2012 Estimate	185,137
FY 2011 Estimate	182,253
FY 2010 Actual	187,480

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 annualized inflation rates of 0.0% for FY 2010, 0.3% for FY 2011 and 2.65% for FY 2012.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
BAS	70,626	2,655	187,480	66,401	2,745	182,253	67,210	2,755	185,137

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2012 Estimate 113,156
FY 2011 Estimate 114,817
FY 2010 Actual 117,899

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Cost of Living

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	2	12,576	25	2	12,791	26	2	11,434	23
Lt. General	8	11,694	94	6	11,687	70	6	11,186	67
Major General	17	11,553	196	15	11,853	178	15	10,442	157
Brig. General	26	14,641	381	24	13,117	315	24	13,404	322
Colonel	624	14,762	9,211	565	14,065	7,947	575	13,766	7,915
Lt Colonel	1,624	13,662	22,187	1,645	12,990	21,368	1,673	12,603	21,084
Major	2,434	11,838	28,813	2,490	11,248	28,006	2,532	11,047	27,970
Captain	3,689	9,721	35,860	3,920	9,333	36,587	3,987	8,813	35,136
1st Lieutenant	704	7,745	5,452	720	7,313	5,266	720	6,938	4,995
2nd Lieutenant	399	6,560	2,618	321	6,130	1,968	321	5,881	1,888
Subtotal Cost of Living	9,527		104,837	9,708		101,731	9,855		99,557
<u>Temporary Lodging Allowance</u>	11,469	1,139	13,062	10,735	1,219	13,086	11,405	1,192	13,599
TOTAL STATION ALLOWANCES-OVERSEAS			117,899			114,817			113,156

(Amount in Thousands)

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

FY 2012 Estimate 2,109
FY 2011 Estimate 3,490
FY 2010 Actual 2,054

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
CONUS COLA	1,385	1,483	2,054	1,871	1,865	3,490	1,374	1,535	2,109

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2012 Estimate 2,037
FY 2011 Estimate 2,230
FY 2010 Actual 1,844

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	3,760	400	1,504	4,790	400	1,916	4,246	400	1,698
Additional Allowances	280	200	56	283	200	57	278	200	56
Civilian Clothing	531	535	284	480	535	257	515	550	283
TOTAL CLOTHING ALLOWANCES	4,571		1,844	5,553		2,230	5,039		2,037

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2012 Estimate 8,283
FY 2011 Estimate 7,620
FY 2010 Actual 15,700

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	641	3,000	1,923	890	3,000	2,670	638	3,000	1,914
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	4,592	3,000	13,777	1,650	3,000	4,950	2,123	3,000	6,369
TOTAL FAMILY SEPARATION ALLOWANCE	5,233		15,700	2,540		7,620	2,761		8,283

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2012 Estimate	154,367
FY 2011 Estimate	64,974
FY 2010 Actual	56,005

PART I - PURPOSE AND SCOPE

Funds provide for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
		Average			Average			Average	
<u>Grade</u>	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
General	12	8,776	105	6	10,181	61	5	9,081	45
Lt General	10	13,369	134	40	11,606	464	40	13,835	553
Major General	23	12,130	279	30	15,492	465	30	12,552	377
Brig General	9	7,430	67	20	12,505	250	20	7,688	154
Colonel	449	10,744	4,824	509	11,617	5,913	420	11,118	4,670
Lt Colonel	671	6,707	4,500	1,050	6,992	7,342	890	6,940	6,176
Major	707	5,207	3,682	1,184	6,226	7,372	1,100	5,389	5,927
Captain	803	3,136	2,518	1,104	3,880	4,283	1,040	3,245	3,375
1st Lieutenant	112	2,336	262	111	2,843	316	110	2,418	266
2nd Lieutenant	36	1,811	65	156	1,234	193	155	1,874	291
Subtotal Lump Sum Terminal Leave	2,832		16,436	4,210		26,659	3,810		21,834
<u>Separation Pay</u>									
Fail Promotion/Unfit	60	62,467	3,748	60	63,656	3,819	60	64,640	3,878
Disability	30	59,967	1,799	31	60,365	1,871	31	62,053	1,924
Invol-Half Pay 5%	0	0	0	3	27,428	82	0	0	0
Invol-Full Pay 10%	58	63,103	3,660	75	64,195	4,815	847	65,299	55,308
VSP	15	131,667	1,975	0	0	0	397	111,593	44,303
VSI Trust Fund			23,408			22,638			22,176
Career Status Bonus	285	17,470	4,979	291	17,492	5,090	283	17,470	4,944
Subtotal Separation Pay	448		39,569	460		38,315	1,618		132,533
TOTAL SEPARATION PAYMENTS	3,280		56,005	4,670		64,974	5,428		154,367

(Amount in Thousands)

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

FY 2012 Estimate	368,392
FY 2011 Estimate	355,711
FY 2010 Actual	374,222

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Calendar Year 2010 - 7.65% on first \$106,800 and 1.45% on the remainder
Calendar Year 2011 - 7.65% on first \$106,800 and 1.45% on the remainder
Calendar Year 2012 - 7.65% on first \$106,800 and 1.45% on the remainder

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	4,902,320	7.65%	374,222	4,687,593	7.65%	355,711	4,836,070	7.65%	368,392

**PAY AND ALLOWANCES
OF ENLISTED**

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

		<u>Amount</u>
FY 2011 DIRECT PROGRAM		16,000,235
Pricing Increase	515,110	
Annualization (PI):	57,989	
Annualization 1 Jan 11 raise of 1.4% on Basic Pay	16,768	
Annualization of raise on RPA	39,939	
Annualization of raise on FICA	1,282	
Pay Raise (PI):	173,965	
1 Jan 12 pay raise of 1.6% effect on Basic Pay	50,303	
1 Jan 12 pay raise effect on RPA	119,815	
1 Jan 12 pay raise effect on FICA	3,847	
BAH Rates (PI):	169,683	
1 Jan 12 inflation rate of 4.2% effect on BAH	169,683	
Other (PI):	113,473	
Increase in RPA Rate to 34.3%	1,059	
Increase in Clothing Payments	2,898	
Increase in TLA Payments	584	
Increase in CONUS COLA Payments	472	
Increase in Special Pay Payments	371	
Increase in LSTL Payments	1,084	
Increase in Separation Payments	2,435	
Increase in Selective Reenlistment Bonus Payments	104,570	
Program Increase	279,541	
Strength (PGI):	236,676	
Increase in workyears Housing Allowance	236,676	

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

			<u>Amount</u>
Other (PGI):	42,865		
Increase in FSA Program	13,383		
Increase in Non-Fly Crew Member Workyears	153		
Increase in CEFI Pay Workyears	5,750		
Increase in COLA Workyears	7,888		
Increase in TLA Workyears	939		
Increase in Separation Workyears	14,752		
 Total Increases			 794,651
 Pricing Decrease		 (33,221)	
 BAH Rates (PI):	 (162)		
Decrease in MIHA Payments	(162)		
 Other (PI):	 (33,059)		
Decrease in COLA Payments	(33,059)		

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

		<u>Amount</u>
Program Decrease	(137,142)	
Strength (PGD):	(19,545)	
Decrease change in WY/longevity for Basic Pay	(7,074)	
Decrease on workyears/longevity for FICA	(550)	
Decrease in workyears/longevity for RPA	(3,834)	
Decrease in workyears for Clothing Allowance	(8,087)	
Other (PGD):	(117,597)	
Decrease in LSTL Progam	(1,513)	
Decrease in Special Pay Payments	(8,837)	
Decrease in Flying Duty Crew Workyears	(301)	
Decrease in Demolition Duty Workyears	(90)	
Decrease in Other Incentive Pay Workyears	(516)	
Decrease in CONUS COLA Workyears	(1,770)	
Decrease in Selective Reenlistment Bonus Workyears	(104,570)	
Total Decreases		(170,363)
FY 2012 DIRECT PROGRAM		16,624,523

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2012 Estimate	8,610,579
FY 2011 Estimate	8,540,083
FY 2010 Actual	8,840,822

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected budgets for FY 2011 provides for basic pay increase of 1.4% and 1.6% for FY 2012. 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 2010 beginning strength was 263,351 and ending with 263,437 using 281,537 workyears.
 FY 2011 beginning strength will be 262,646 and ending with 263,438 using 266,920 workyears.
 FY 2012 beginning strength will be 263,438 and ending with 263,372 using 266,217 workyears.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	2,956	70,160	207,392	2,719	72,291	196,560	2,681	72,601	194,643
Senior Master Sergeant	6,123	56,957	348,750	5,467	58,494	319,788	5,390	58,939	317,682
Master Sergeant	29,272	48,404	1,416,884	26,776	49,755	1,332,241	26,722	50,088	1,338,458
Technical Sergeant	46,214	39,402	1,820,932	42,471	40,444	1,717,700	42,825	40,773	1,746,110
Staff Sergeant	74,419	31,573	2,349,617	70,899	32,353	2,293,828	71,704	32,671	2,342,668
Senior Airman	53,379	25,002	1,334,559	51,767	25,667	1,328,688	51,930	25,872	1,343,508
Airman First Class	51,840	20,451	1,060,197	48,989	21,021	1,029,799	48,606	21,163	1,028,645
Airman	6,826	19,111	130,450	7,119	19,727	140,434	7,662	19,776	151,520
Airman Basic	10,508	16,372	172,041	10,713	16,900	181,045	8,697	16,942	147,345
TOTAL BASIC PAY	281,537		8,840,822	266,920		8,540,083	266,217		8,610,579

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2012 Estimate 2,943,338
FY 2011 Estimate 2,781,402
FY 2010 Actual 2,826,201

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component soldiers who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- b) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.3% for FY 2010, 32.7% for FY 2011 and 34.3% for FY 2012. The part-time RPA rate is 24.5% for FY 2010, 24.4% for FY 2011 and 24.3% for FY 2012.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	265,088	10,074	2,670,465	263,503	10,430	2,748,459	263,681	11,070	2,918,818
Reserve Component									
Retired Pay Accrual - Part Time	16,449	9,468	155,736	3,417	9,641	32,943	2,536	9,669	24,520
Total Retired Pay Accrual	281,537	10,038	2,826,201	266,920	10,420	2,781,402	266,217	11,056	2,943,338

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2012 Estimate	42,074
FY 2011 Estimate	36,980
FY 2010 Actual	42,067

PART I - PURPOSE AND SCOPE

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

Funds provide payment to enlisted personnel under provisions of Title 37 U.S.C. 301a, 301b, and 301c as follows:

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. Depending on rank the amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers." They are required to perform critical in-flight duties (such as maintenance) that cannot be performed by an assigned crew member. This amount was increased from \$110 to \$150 in the FY 1998 NDAA.
- 3) Career Enlisted Flyer Incentive Pay (CEFIP) - Incentive pay to compensate career enlisted aircrew members is based on years of aviation service rather than solely on rank. The CEFIP rates: \$150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service \$225, over 8 years aviation service \$350 and \$400 for over 14 years of aviation service.
- 4) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight. Members who perform this duty are entitled to pay at the monthly rate of \$150. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- 5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Demolition is paid under specified conditions at a monthly rate of \$150.
- 6) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Paid at a monthly rate of \$150.
- 7) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150.
- 8) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms. Paid at a monthly rate of \$150.
- 9) Other hazardous duty required by order and authorized under the provisions of Title 37 U.S.C. 301 such as Chemical Munitions Handler and Weapons Control Crew.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

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

Flying Duty Crew Members

<u>Grade</u>	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	11	2,880	32	11	2,880	32	11	2,880	32
Senior Master Sergeant	28	2,880	81	30	2,880	86	30	2,880	86
Master Sergeant	134	2,880	386	142	2,880	409	139	2,880	400
Technical Sergeant	234	2,580	604	135	2,580	348	239	2,580	617
Staff Sergeant	388	2,280	885	248	2,280	565	393	2,280	896
Senior Airman	242	1,980	479	414	1,980	820	242	1,980	479
Airman First Class	26	1,800	47	263	1,800	473	26	1,800	47
Airman	6	1,800	11	52	1,800	94	6	1,800	11
Airman Basic	3	1,800	5	26	1,800	47	3	1,800	5
Subtotal Flying Duty Crew	1,072		2,530	1,321		2,874	1,089		2,573
<u>Flying Duty Non-Crew Members</u>	162	1,800	292	151	1,800	272	236	1,800	425

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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>Career Enlisted Flyer Incentive Pay</u>									
Years of Service									
Less than 4 Yrs Avn Svc	4,336	1,800	7,805	3,648	1,800	6,566	4,343	1,800	7,817
More than 4 Yrs Avn Svc	2,519	2,700	6,801	2,081	2,700	5,619	2,529	2,700	6,828
More than 8 Yrs Avn Svc	2,002	4,200	8,408	1,662	4,200	6,980	2,067	4,200	8,681
More than 14 Yrs Avn Svc	1,438	4,800	6,902	1,126	4,800	5,405	1,457	4,800	6,994
Subtotal Career Enlisted Flyer Incentive Pay	10,295		29,916	8,517		24,570	10,396		30,320
Subtotal Flying Duty Pay	11,529		32,738	9,989		27,716	11,721		33,318
<u>Parachute Jumping</u>	968	1,800	1,742	845	1,800	1,521	845	1,800	1,521
<u>Parachute HALO</u>	958	2,700	2,587	860	2,700	2,322	858	2,700	2,317
<u>Demolition</u>	1,883	1,800	3,389	1,900	1,800	3,420	1,850	1,800	3,330
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	47	1,800	85	38	1,800	68	50	1,800	90
Chemical Munitions Handler	64	1,800	115	64	1,800	115	60	1,800	108
Hazardous Bio Org	0	0	0	75	1,800	135	0	0	0
Pressure Chamber Observer	213	1,800	383	300	1,800	540	210	1,800	378
Thermal Stress Experiments	4	1,800	7	10	1,800	18	5	1,800	9
Toxic Fuel Handler	543	1,800	977	600	1,800	1,080	535	1,800	963
Toxic Pesticides Duty	22	1,800	40	25	1,800	45	20	1,800	36
Weapons Control Crew	2	1,800	4	0	0	0	2	2,000	4
Subtotal Other Incentive Duty Pay	895		1,611	1,112		2,001	882		1,588
TOTAL INCENTIVE PAY	16,233		42,067	14,706		36,980	16,156		42,074

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2012 Estimate	88,038
FY 2011 Estimate	96,483
FY 2010 Actual	200,733

PART I - PURPOSE AND SCOPE

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

- (1) Sea Duty Pay - Authorized to enlisted members under the provisions of Title 37 U.S.C. 305a who:(a) permanently or temporarily assigned to a ship; (b) serve as a member of the crew of a two crewed submarine; (c) serve as a member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period that the ship is away from its homeport.
- (2) Overseas Tour Extension Incentive Pay (OTEIP) - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. The OTEIP rate effective 1 Oct 98 pays members a \$2000 lump sum authorized under the provisions of 10 USC 705 and 37 USC 314.
- (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. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in a combat environment and deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from either surface vessel, parachute or helicopter drop.
- (4) Foreign Language Proficiency Pay (FLPP) - Authorized in Title 37 U.S.C. 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The FY 2005 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay to \$1,000 per month.
- (5) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made monthly rate of \$225 permanent.
- (6) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. 305. The payment is based on member's designated locations. The FY 2006 NDAA included a provision increasing the maximum HDLP to \$750.
- (7) Critical Skills Retention Bonus - Authorized in the FY 2001 NDAA under the provisions of Title 37 U.S.C. 355 allows the payment of a retention bonus to enlisted personnel serving on active duty and qualified in a designated critical military skill.
- (8) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
- (9) Creech Assignment Incentive Pay - Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 302(a); an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This incentive pay is paid at a monthly rate of \$300 for the first 36 months and \$750 per month for service beyond three years.
- (10) Assignment Incentive Pay - RPA Sensor Ops - Incentive Pay authorized under 37 USC 307a and implemented IAW DoDFMR 7A, Para 2205.
- (11) 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.
- (12) College Loan Repayment Program - Authorized by Public Law 99-145, Section 2171 this recruiting initiative is designed to attract the college bound/post college dropout population. Maximum amount per recruit will not exceed \$10K.
- (13) Other Special Pay - Pay and Allowance Continuation (PAC) pay for Wounded Warriors during period of hospitalization authorized under 37 USC Para 372.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the cost computation are provided below.

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Sea and Foreign Duty-Total									
Sea Duty	33	750	25	17	750	13	33	750	25
Overseas Tour Extension Pay	102	2,000	204	103	2,000	206	103	2,000	206
Subtotal Sea and Foreign Duty-Total	135		229	120		219	136		231
Diving Duty Basic	20	1,320	26	20	1,320	26	20	1,320	26
Diving Duty Pararescue	1,025	1,800	1,845	1,005	1,800	1,809	1,025	1,800	1,845
Foreign Language Proficiency Pay	3,835	4,031	15,459	4,465	4,031	17,998	4,320	4,031	17,414
Hostile Fire Pay	39,570	2,700	106,839	14,050	2,700	37,935	10,346	2,700	27,934
Hardship Duty Location Pay	37,774	1,200	45,328	9,050	1,200	10,860	9,040	1,200	10,848
Critical Skills Retention Bonus	18	150,000	2,700	16	150,000	2,400	23	150,000	3,450
Assignment Incentive Pay									
Assignment Incentive Pay - Korea	909	3,600	3,272	803	3,600	2,891	799	3,600	2,876
Assignment Incentive Pay - Creech	2,544	4,918	12,511	2,413	4,896	11,814	2,400	4,918	11,803
Assignment Incentive Pay - RPA Sensor Ops	0	0	0	0	0	0	232	1,543	358
Combat Controller AIP	109	9,000	981	116	9,000	1,044	116	9,000	1,044
Subtotal Assignment Incentive Pay	3,562		16,764	3,332		15,749	3,547		16,081
College Loan Payback Program	1,752	4,175	7,315	2,120	4,475	9,487	1,300	4,625	6,013
Other Special Pay	3,523	1,200	4,228	0	0	0	3,497	1,200	4,196
TOTAL SPECIAL PAY	91,214		200,733	34,178		96,483	33,254		88,038

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2012 Estimate 36,889
FY 2011 Estimate 36,889
FY 2010 Actual 38,950

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

	<u>FY 2010 Actual</u>		<u>FY 2011 Estimate</u>		<u>FY 2012 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	2,102	11,351	1,955	10,557	1,955	10,557
SD-5 (\$375)	2,400	10,800	1,892	8,514	1,892	8,514
SD-4 (\$300)	1,268	4,565	1,539	5,540	1,539	5,540
SD-3 (\$225)	2,315	6,251	2,279	6,153	2,279	6,153
SD-2 (\$150)	3,024	5,443	3,208	5,774	3,208	5,774
SD-1 (\$75)	600	540	390	351	390	351
TOTAL SPECIAL DUTY ASSIGNMENT PAY	11,709	38,950	11,263	36,889	11,263	36,889

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2012 Estimate	248,214
FY 2011 Estimate	248,214
FY 2010 Actual	213,427

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	8,713	14,978	130,500	10,064	14,502	145,948	10,064	14,502	145,948
Anniversary Payments	20,980	3,823	80,206	25,494	3,905	99,545	25,208	3,949	99,545
Accelerated Payments	500	5,442	2,721	500	5,442	2,721	500	5,442	2,721
TOTAL	30,193		213,427	36,058		248,214	35,772		248,214

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY09 & Prior)	20,980	80,206	4,793	22,325	4,793	22,325	2,033	8,496	350	1,357				
Accelerated Payments	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721
Prior Year FY 2010														
Initial Payments	8,713	130,500												
Anniversary Payments			12,254	39,684	11,968	39,684	10,851	40,015	6,047	20,150	1,206	3,831		
Current Year FY 2011														
Initial Payments														
Anniversary Payments			8,447	37,536	8,447	37,536	8,373	33,491	7,414	33,770	4,132	17,005	824	3,233
Biennial Budget FY 2012														
Initial Payments			10,064	145,948	10,064	145,948								
Anniversary Payments							9,000	38,826	8,921	34,642	7,900	34,931	4,403	17,590
Biennial Budget FY 2013														
Initial Payments							10,675	150,955						
Anniversary Payments									9,547	40,158	9,463	35,831	8,380	36,129
Biennial Budget FY 2014														
Initial Payments									10,753	157,241				
Anniversary Payments											9,616	41,830	9,532	37,323
Biennial Budget FY 2015														
Initial Payments											10,414	157,439		
Anniversary Payments													9,313	41,883
Biennial Budget FY 2016														
Initial Payments													10,058	157,227
Anniversary Payments														
Total														
Initial Payments	8,713	130,500	10,064	145,948	10,064	145,948	10,675	150,955	10,753	157,241	10,414	157,439	10,058	157,227
Anniversary Payments	21,480	82,927	25,994	102,266	25,708	102,266	30,757	123,549	32,779	132,798	32,817	136,149	32,952	138,879
Total SRB	30,193	213,427	36,058	248,214	35,772	248,214	41,432	274,504	43,532	290,039	43,231	293,588	43,010	296,106

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2012 Estimate	14,518
FY 2011 Estimate	14,518
FY 2010 Actual	12,924

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
New Payments									
1	0	1,000	0	0	1,000	0	0	1,000	0
1.5	0	1,500	0	0	1,500	0	0	1,500	0
2	1,623	2,000	3,246	1,869	2,000	3,738	1,869	2,000	3,738
3	0	3,000	0	0	3,000	0	0	3,000	0
4	0	4,000	0	0	4,000	0	0	4,000	0
5	0	5,000	0	0	5,000	0	0	5,000	0
6	0	6,000	0	0	6,000	0	0	6,000	0
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	14	10,000	140	20	10,000	200	20	10,000	200
11	0	11,000	0	0	11,000	0	0	11,000	0
12	6	12,000	72	10	12,000	120	10	12,000	120
13	0	13,000	0	0	13,000	0	0	13,000	0
Residual:									
1	0	1,000	0	0	1,000	0	0	1,000	0
1.5	1,188	1,500	1,782	0	1,500	0	0	1,500	0
2	15	2,000	30	1,425	2,000	2,850	1,425	2,000	2,850
3	240	3,000	720	240	3,000	720	240	3,000	720
4	0	4,000	0	0	4,000	0	0	4,000	0
5 *	135	5,000	675	135	5,000	675	135	5,000	675
6	12	6,000	72	15	6,000	90	15	6,000	90
7	0	7,000	0	0	7,000	0	0	7,000	0
8	0	8,000	0	0	8,000	0	0	8,000	0
9	0	9,000	0	0	9,000	0	0	9,000	0
10	69	10,000	690	69	10,000	690	69	10,000	690
11	0	11,000	0	0	11,000	0	0	11,000	0
12	353	12,000	4,236	350	12,000	4,200	350	12,000	4,200
13	97	13,000	1,261	95	13,000	1,235	95	13,000	1,235
New Payments	1,643		3,458	1,899		4,058	1,899		4,058
Residual	2,109		9,466	2,329		10,460	2,329		10,460
TOTAL	3,752		12,924	4,228		14,518	4,228		14,518

* National Call to Service included in residual payments.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2012 Estimate 3,451,800
FY 2011 Estimate 3,038,903
FY 2010 Actual 3,326,059

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 3.2% for FY 2010, 0.7% for FY 2011 and 4.2% for FY 2012, effective 1 January each year.

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

With Dependents

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,186	20,264	44,297	1,911	20,473	39,124	2,095	21,182	44,376
Senior Master Sergeant	4,300	18,850	81,053	3,660	19,174	70,178	4,002	19,705	78,860
Master Sergeant	20,915	17,753	371,307	18,281	18,108	331,035	20,283	18,591	377,085
Technical Sergeant	29,741	16,937	503,736	26,575	17,234	457,981	29,273	17,726	518,884
Staff Sergeant	38,523	14,478	557,725	35,853	14,759	529,166	39,888	15,133	603,645
Senior Airman	17,216	13,160	226,555	16,840	13,396	225,597	18,267	13,710	250,433
Airman First Class	11,366	13,163	149,612	10,812	13,424	145,135	11,857	13,646	161,801
Airman	1,016	13,216	13,427	1,120	13,260	14,851	1,366	13,709	18,727
Airman Basic	1,164	13,072	15,216	1,177	13,337	15,698	1,095	13,643	14,939
Subtotal with Dependents	126,427		1,962,928	116,229		1,828,765	128,126		2,068,750

	FY 2010 Actual		FY 2011 Estimate		FY 2012 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
Differential	330	884	835	2,371	327	920

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -
Full Allowance

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	198	18,848	3,732	194	19,716	3,825	149	19,738	2,941
Senior Master Sergeant	485	18,045	8,752	383	19,021	7,285	348	18,897	6,576
Master Sergeant	2,904	16,109	46,781	2,476	16,957	41,986	2,459	16,866	41,473
Technical Sergeant	6,505	15,024	97,730	5,551	15,838	87,917	5,910	15,729	92,959
Staff Sergeant	19,594	13,301	260,613	17,216	14,013	241,253	19,474	13,925	271,177
Senior Airman	21,411	11,393	243,945	18,068	12,054	217,789	21,629	11,928	257,998
Airman First Class	6,602	11,125	73,447	4,503	11,748	52,901	6,271	11,647	73,041
Airman	345	11,099	3,829	189	11,519	2,177	395	11,623	4,591
Airman Basic	138	11,094	1,531	37	11,622	430	116	11,612	1,347
Subtotal without Dependents (Full)	58,182		740,360	48,617		655,563	56,751		752,103

Without Dependents -
Partial Allowance

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	9	238	2	8	292	2	9	249	2
Senior Master Sergeant	6	197	1	6	240	1	6	206	1
Master Sergeant	66	153	10	81	188	15	65	161	10
Technical Sergeant	221	127	28	214	155	33	222	133	30
Staff Sergeant	1,264	112	142	1,204	137	165	1,285	117	151
Senior Airman	5,182	104	541	6,259	127	797	5,240	109	573
Airman First Class	30,526	100	3,062	29,912	122	3,660	28,857	105	3,031
Airman	5,191	93	482	5,559	113	629	5,835	97	567
Airman Basic	7,962	89	708	8,151	108	884	6,591	93	614
Subtotal without Dependents (Partial)	50,427		4,976	51,394		6,186	48,110		4,979
TOTAL BAH - DOMESTIC			2,709,148			2,492,885			2,826,752

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

Grade	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	173	34,722	6,007	162	32,809	5,329	175	34,517	6,041
Senior Master Sergeant	449	31,777	14,268	422	30,249	12,757	455	31,506	14,336
Master Sergeant	2,181	31,645	69,018	2,047	30,331	62,090	2,206	31,674	69,873
Technical Sergeant	3,592	31,274	112,336	3,170	29,619	93,892	3,681	31,029	114,218
Staff Sergeant	4,687	29,321	137,427	4,333	27,538	119,328	4,853	29,040	140,931
Senior Airman	1,439	28,014	40,312	1,547	25,991	40,199	1,482	27,644	40,970
Airman First Class	516	27,731	14,309	522	25,624	13,366	497	27,533	13,685
Airman	25	27,210	680	25	24,691	623	29	26,887	781
Airman Basic	4	28,270	113	3	22,201	67	4	26,301	105
Subtotal with Dependents	13,066		394,470	12,231		347,651	13,382		400,940

Without Dependents

Grade	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	16	30,444	487	18	25,813	469	16	27,354	439
Senior Master Sergeant	71	26,446	1,878	70	23,954	1,668	72	26,020	1,874
Master Sergeant	462	26,036	12,029	439	24,040	10,551	467	25,863	12,079
Technical Sergeant	1,401	25,957	36,365	1,257	23,510	29,556	1,436	25,344	36,395
Staff Sergeant	4,202	24,568	103,234	4,015	22,406	89,972	4,350	23,954	104,201
Senior Airman	2,334	22,783	53,175	2,405	21,313	51,262	2,404	22,498	54,085
Airman First Class	342	20,455	6,996	342	19,575	6,695	329	19,637	6,462
Airman	9	19,629	177	10	19,813	200	10	18,234	183
Airman Basic	3	23,700	71	2	16,145	33	2	22,343	45
Subtotal without Dependents	8,840		214,412	8,558		190,406	9,086		215,763
Moving-In Housing Allowance	10,236	784	8,029	9,497	838	7,961	10,162	821	8,345
TOTAL BAH - OVERSEAS			616,911			546,018			625,048
GRAND TOTAL BAH			3,326,059			3,038,903			3,451,800

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2012 Estimate	369,413
FY 2011 Estimate	394,491
FY 2010 Actual	385,796

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

Cost of Living

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	601	10,293	6,186	590	10,163	5,996	598	9,378	5,608
Senior Master Sergeant	1,275	9,380	11,959	1,199	9,290	11,139	1,216	8,486	10,319
Master Sergeant	6,097	8,732	53,236	5,842	8,719	50,937	5,925	7,987	47,321
Technical Sergeant	10,195	7,597	77,451	9,787	7,585	74,235	10,001	6,919	69,200
Staff Sergeant	17,233	6,200	106,851	17,161	6,307	108,233	17,535	5,624	98,618
Senior Airman	10,824	4,602	49,816	13,490	4,792	64,645	13,784	4,248	58,552
Airman First Class	9,692	3,594	34,835	9,850	3,407	33,558	10,065	3,224	32,449
Airman	901	3,229	2,909	1,029	2,994	3,081	1,043	2,912	3,037
Airman Basic	115	3,470	399	167	2,257	377	170	2,918	496
<u>Subtotal Cost of Living</u>	56,933		343,642	59,115		352,201	60,337		325,600
<u>Temporary Lodging Allowance</u>	50,420	836	42,154	48,983	863	42,290	50,055	875	43,813
TOTAL STATION ALLOWANCES-OVERSEAS			385,796			394,491			369,413

(Amount in Thousands)

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

FY 2012 Estimate 1,364
FY 2011 Estimate 2,662
FY 2010 Actual 1,330

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	2,030	655	1,330	4,622	576	2,662	2,012	678	1,364

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2012 Estimate	134,004
FY 2011 Estimate	137,748
FY 2010 Actual	129,068

PART I - PURPOSE AND SCOPE

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	22,894	1,379	31,580	25,563	1,395	35,649	23,152	1,426	33,006
Civilian Life (Female)	5,466	1,597	8,728	5,937	1,614	9,584	4,874	1,655	8,068
Officer Tng School (Male)	142	340	48	195	337	66	195	340	66
Officer Tng School (Female)	40	340	14	55	337	19	55	340	19
AF Academy Prep (Male)	105	894	94	105	867	91	105	894	94
AF Academy Prep (Female)	76	895	68	75	868	65	75	895	67
Subtotal Military Clothing	28,723		40,532	31,930		45,474	28,456		41,320
<u>Civilian Clothing</u>									
Initial	643	930	598	619	940	582	638	954	609
Continuing	2,899	310	899	2,511	313	787	2,878	318	915
TDY	1,492	465	694	1,335	470	628	1,481	477	706
Subtotal Civilian Clothing	5,034		2,191	4,465		1,997	4,997		2,230
TOTAL INITIAL ALLOWANCES	33,757		42,723	36,395		47,471	33,453		43,550
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	46,678	266	12,435	45,306	269	12,202	47,379	277	13,144
Airmen (Female)	12,239	299	3,657	12,518	302	3,782	12,427	307	3,810
Subtotal	58,917		16,092	57,824		15,984	59,806		16,954
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	134,180	382	51,204	143,016	386	55,176	136,218	394	53,703
Airmen (Female)	35,299	428	15,122	34,165	433	14,797	35,844	438	15,701
Subtotal	169,479		66,326	177,181		69,973	172,062		69,404
<u>Supplemental Maint. Allow.</u>	14,515	271	3,927	15,646	276	4,320	14,738	278	4,096
TOTAL CLOTHING ALLOWANCE			129,068			137,748			134,004

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2012 Estimate	49,311
FY 2011 Estimate	35,928
FY 2010 Actual	74,040

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 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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>
PCS CONUS or Overseas with dependents not authorized	6,111	3,000	18,333	6,681	3,000	20,043	6,067	3,000	18,201
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	18,569	3,000	55,707	5,295	3,000	15,885	10,370	3,000	31,110
TOTAL FAMILY SEPARATION ALLOWANCE	24,680		74,040	11,976		35,928	16,437		49,311

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

(Amount in Thousands)

FY 2012 Estimate	28
FY 2011 Estimate	28
FY 2010 Actual	28

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 USC 439 enlisted members with permanent, a severely disabling injury, disorder, or disease that compromises the ability to carry out the activities of daily living to such a degree that the member requires personal or mechanical assistance to leave home or bed.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,800 per month multiplied by the average length (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Special Monthly Compensation	28	28	28

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2012 Estimate	141,359
FY 2011 Estimate	124,411
FY 2010 Actual	136,984

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Severance pays are determined by multiplying a member's basic pay rate for a specified number of month's times years of service times a specific percent based on the separation criteria. The FY 2000 NDAA provided for a \$30,000 Career Status Bonus as a one-time lump sum bonus.

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal
Leave Payments

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
Chief Master Sergeant	284	2,930	832	305	2,895	883	319	3,031	967
Senior Master Sergeant	498	2,227	1,109	555	2,638	1,464	558	2,305	1,286
Master Sergeant	2,624	2,149	5,639	3,172	2,024	6,420	2,956	2,224	6,573
Technical Sergeant	1,791	2,342	4,194	2,417	2,489	6,016	2,162	2,423	5,239
Staff Sergeant	4,451	1,822	8,108	5,326	1,745	9,296	5,105	1,885	9,622
Senior Airman	5,386	1,217	6,553	6,169	1,283	7,912	6,114	1,259	7,697
Airman First Class	2,751	1,248	3,434	2,749	1,274	3,502	2,757	1,292	3,561
Airman	1,129	1,252	1,414	1,533	1,337	2,050	1,537	1,296	1,992
Airman Basic	1,666	896	1,492	1,877	836	1,569	1,884	927	1,746
Subtotal LSTL	20,580		32,775	24,103		39,112	23,392		38,683
Separation Pay									
Disability	962	28,061	26,995	900	26,220	23,598	900	29,039	26,135
Invol-Half Pay 5%	902	14,807	13,356	100	15,020	1,502	900	15,322	13,790
Invol-Full Pay 10%	118	24,915	2,940	100	27,180	2,718	100	25,780	2,578
VSI Trust Fund			6,992			6,762			6,624
Subtotal Separation Pay	1,982		50,283	1,100		34,580	1,900		49,127
Career Status Bonus	2,005	26,896	53,926	1,886	26,892	50,719	1,991	26,896	53,549
TOTAL SEPARATION PAYMENTS	24,567		136,984	27,089		124,411	27,283		141,359

(Amount in Thousands)

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

FY 2012 Estimate	658,708
FY 2011 Estimate	653,317
FY 2010 Actual	676,071

PART I - PURPOSE AND SCOPE

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

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

Calendar Year 2010 - 7.65% on first \$106,800 and 1.45% on the remainder
 Calendar Year 2011 - 7.65% on first \$106,800 and 1.45% on the remainder
 Calendar Year 2012 - 7.65% on first \$106,800 and 1.45% on the remainder

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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	8,840,822	7.65%	676,071	8,540,083	7.65%	653,317	8,610,579	7.65%	658,708

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2011 DIRECT PROGRAM		75,383
Pricing Increase	1,736	
Annualization (PI):	219	
Annualization 1 Jan 11 raise of 1.4% on Basic Pay	203	
Annualization of raise on FICA	16	
Pay Raise (PI):	656	
1 Jan 12 pay raise of 1.6% effect on Basic Pay	610	
1 Jan 12 pay raise effect on FICA	46	
Other (PI):	861	
Subsistence Rate Increase (\$10.80-\$11.15 per day)	861	
Program Increase	0	
Total Increases:		1,736
Pricing Decrease	0	
Program Decrease	(2,803)	
Strength (PGI):	(2,803)	
Decrease in workyears for Basic Pay	(1,952)	
Decrease in workyears Subsistence	(702)	
Decrease in workyears FICA	(149)	
Total Decreases:		(2,803)
FY 2012 DIRECT PROGRAM		74,316

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2012 Estimate	74,316
FY 2011 Estimate	75,383
FY 2010 Actual	73,661

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 verses the end of the fiscal year. The FY 2001 NDAA (Sec. 612) approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service effective 1 Oct 01. FY 2010 funding requirements included a 3.4% pay raise. The projected budgets for FY 2011 provides for basic pay increase of 1.4% and 1.6% for FY 2012.

The provisions of DoD FMR 7000.14-R stipulate that the daily amount of subsistence shall be prescribed by the Secretary of Defense for each Military Department that operates a Service Academy dining hall in support of cadets or midshipmen. Starting 1 Oct 08, OSD approved the cadet/midshipmen daily ration rate at the equivalence of the Enlisted Basic Allowance for Subsistence rate. The daily subsistence rates by calendar year are provided in the following table:

Calendar Year 2010 - \$ 10.80
 Calendar Year 2011 - \$10.80
 Calendar Year 2012 - \$11.20

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,443	11,437	50,813	4,537	11,654	52,874	4,372	11,833	51,735
<u>Subsistence</u>	4,443	4,268	18,961	4,537	4,070	18,464	4,372	4,260	18,623
<u>Social Security Tax (Employer's Contribution)</u>	4,443		3,887	4,537		4,045	4,372		3,958
TOTAL ACADEMY CADETS			73,661			75,383			74,316

**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2011 DIRECT PROGRAM		1,012,863
Pricing Increase		4,302
1 Jan 12 inflation rate of 3.4% effect on BAS	773	
Annualization of 1 Jan 11 inflation rate of 0.4% BAS	2,319	
Increase in SIK - Augmentation Rations Pricing	1,210	
Program Increase		56,732
Increase in Subsistence - BAS Enlisted Program	34,401	
Increase in SIK - Subsist In Mess Total Program	21,354	
Increase in SIK - Operational Program	977	
Total Increases		61,034
Pricing Decrease		(13,679)
Decrease in SIK - Subsist In Mess Total Pricing	(13,565)	
Decrease in SIK - Operational Pricing	(114)	
Program Decrease		(3,038)
Decrease in SIK - Augmentation Rations Program	(3,035)	
Decrease in Family Subsist Sup Allow Program	(3)	
Total Decreases		(16,717)
FY 2012 DIRECT PROGRAM		1,057,180

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2012 Estimate	910,540
FY 2011 Estimate	872,055
FY 2010 Actual	943,921

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 and others IAW 37 USC 402, 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 0.0% for FY 2010, 0.4% for FY 2011 and 3.4% for FY 2012, effective 1 January each year.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	274,426	3,886	1,066,542	249,077	3,986	992,706	258,977	4,000	1,035,875
When Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(122,621)			(120,651)			(125,335)
GRAND TOTAL			943,921			872,055			910,540

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2012 Estimate	34
FY 2011 Estimate	37
FY 2010 Actual	33

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Effective 1 May 2001, eligible members can receive a monthly entitlement that will be paid in an amount equal to the total dollars required to bring that member's household income to 130% of the poverty line, not to exceed \$1100 per month. FSSA is a non-taxable supplemental subsistence allowance. FY 2006 NDAA Section 708 made FSSA authorization permanent.

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Family Subsist Sup Allow	33	37	34

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2012 Estimate 176,751
FY 2011 Estimate 169,924
FY 2010 Actual 223,443

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 0.0% for FY 2010, 0.4% for FY 2011 and 3.4% for FY 2012. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	6,020	3,253	19,582	6,112	3,428	20,949	6,020	3,473	20,905
Members Taking Meals in Mess			186,332			131,187			139,020
Subtotal Subsistence-In-Mess			205,914			152,136			159,925
<u>Operational Rations</u>									
Meals Ready to Eat	159,299	87	13,821	136,958	90	12,310	145,606	89	13,007
Unitized Group Rations	1,838	264	485	1,085	308	334	1,838	272	500
Subtotal Operational Rations	161,137		14,306	138,043		12,644	147,444		13,507
<u>Augmentation Rations</u>									
Augmentation Rations	108,691	8	887	109,435	9	1,012	108,691	8	913
Other - Messing	137,599	17	2,336	310,898	13	4,132	137,616	17	2,406
Subtotal Augmentation Rations/Other	246,290		3,223	420,333		5,144	246,307		3,319
GRAND TOTAL SIK	471,857		223,443	600,216		169,924	442,098		176,751
GRAND TOTAL Enlisted Subsistence			1,167,397			1,042,016			1,087,325

**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2011 DIRECT PROGRAM

1,229,831

Pricing Increase

29,179

Pay Raise (PI):

1,861

1 Jan 12 pay raise of 1.6% effect on DLA for PCS moves

1,861

Inflation Rate (PI):

15,406

Increase in rate of Land

12,170

Increase in rate of ITGBL (HHG)

3,205

Increase in Port Handling rate

31

Other (PI):

11,912

Increase in Mile-Per Diem Pricing

4,827

Increase in AMC Pricing

1,848

Increase in Comm Air Pricing

786

Increase in M Tons MSC Pricing

171

Increase in S Tons AMC Pricing

1,384

Increase in Trailer Allow Pricing

7

Increase in Trans of POV Pricing

1,090

Increase in NonTemp Storage Pricing

1,154

Increase in Temp Lodging Pricing

645

Program Increase

1,692

Strength (PGI):

1,193

Increase in DLA Program

1,193

Other (PGI):

499

Increase in Trans of POV Program

373

Increase in Temp Lodging Program

126

Total Increases

30,871

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

		<u>AMOUNT</u>
Pricing Decrease	0	
Program Decrease	(23,471)	
Strength (PGD):	(12,937)	
Decrease in strength of Land	(10,221)	
Decrease in strength of ITGBL (HHG)	(2,692)	
Decrease in Port Handling strength	(24)	
Other (PGD):	(10,534)	
Decrease in Mile-Per Diem Program	(4,883)	
Decrease in AMC Program	(1,675)	
Decrease in Comm Air Program	(713)	
Decrease in M Tons MSC Program	(143)	
Decrease in S Tons AMC Program	(1,158)	
Decrease in Trailer Allow Program	(5)	
Decrease in NonTemp Storage Program	(1,958)	
Total Decreases		(23,471)
FY 2012 DIRECT PROGRAM		1,237,231

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances. Effective 1 January of each year, the average percentage pay raise increase is 3.4% for FY 2010, 1.4% for FY 2011 and 1.6% for FY 2012.

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

	FY 2010 Actual		FY 2011 Estimate		FY 2012 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
Accession Travel	34,406	78,749	37,888	87,377	34,263	79,929
Training Travel	10,729	71,643	10,729	72,521	10,729	73,677
Operational Travel between Duty Stations	18,700	279,925	18,915	296,604	20,028	318,829
Rotational Travel To and From Overseas	40,965	517,332	39,387	505,198	40,317	524,244
Separation Travel	39,983	180,385	38,743	176,549	34,032	157,173
Travel of Organized Units	1,549	23,286	1,549	23,561	1,000	15,448
Nontemporary Storage *		41,366		40,772		39,968
Temporary Lodging Expense *		28,773		28,936		29,707
TOTAL OBLIGATIONS	146,332	1,221,459	147,211	1,231,518	140,369	1,238,975
Less Reimbursements		1,721		1,687		1,744
TOTAL DIRECT PROGRAM	146,332	1,219,738	147,211	1,229,831	140,369	1,237,231

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

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

	FY 2010 Actual		FY 2011 Estimate		FY 2012 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	107,623	94,010	108,269	95,429	103,237	94,784
AMC	28,132	30,605	28,301	31,067	26,986	30,856
Commercial Air	10,577	13,038	10,640	13,235	10,146	13,146
<u>Travel of Family Members</u>						
Mileage and Per Diem	62,728	27,485	62,257	27,410	61,679	28,000
AMC	29,851	17,868	29,628	17,819	29,352	18,202
Commercial Air	10,624	7,595	10,544	7,574	10,446	7,737
<u>Transportation of Household Goods</u>						
M Tons - MSC	30,105	7,833	30,062	7,921	29,531	7,949
S Tons - AMC	9,244	63,538	9,230	64,250	9,067	64,476
Land Shipment, CONUS & Overseas	48,899	558,737	48,828	564,993	47,966	566,981
ITGBL	19,375	147,156	19,347	148,804	19,006	149,328
Dislocation Allowance	56,958	113,329	56,472	114,483	57,055	117,545
Trailer Allowance	190	217	188	216	184	218
Transportation of POVs	21,239	69,490	20,619	68,203	20,730	69,666
Port Handling Charges		419		406		413
Nontemporary Storage*		41,366		40,772		39,968
Temporary Lodging Expense*		28,773		28,936		29,707
TOTAL OBLIGATIONS		1,221,459		1,231,518		1,238,975
Less Reimbursements		1,721		1,687		1,744
TOTAL DIRECT PROGRAM		1,219,738		1,229,831		1,237,231

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2012 Estimate	84,299
FY 2011 Estimate	92,164
FY 2010 Actual	83,065

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

Officer Accession Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	4,603	370	1,700	4,790	374	1,790	4,246	380	1,612
(2) Family Member Travel	1,687	263	441	1,770	266	471	1,569	271	425
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	2,442	5,738	14,006	2,553	5,801	14,813	2,263	5,894	13,338
(5) Dislocation Allowance	1,187	1,921	2,277	1,246	1,957	2,439	1,104	1,988	2,194
(6) Trailer Allowance	15	595	9	16	602	10	14	612	9
(7) Global POV	133	3,269	435	140	3,305	463	124	3,358	416
(8) Port Handling (HHGS)			0			0			0
(9) Nontemporary Storage			475			504			454
(10) Temporary Lodging Expense			1,035			1,108			998
Subtotal Officer Accession Travel			20,378			21,598			19,446

Enlisted Accession Travel

(1) Member Travel	28,490	967	27,542	31,750	977	31,031	28,706	993	28,505
(2) Family Member Travel	6,550	224	1,470	7,299	227	1,656	6,600	230	1,521
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	4,060	5,315	21,580	4,509	5,374	24,235	4,076	5,460	22,254
(5) Dislocation Allowance	3,698	1,653	6,112	4,121	1,684	6,941	3,726	1,710	6,373
(6) Trailer Allowance	11	1,301	14	13	1,316	17	11	1,337	15
(7) Global POV	806	3,274	2,639	899	3,310	2,975	812	3,363	2,730
(8) Port Handling (HHGS)			3			3			3
(9) Nontemporary Storage			1,356			1,528			1,404
(10) Temporary Lodging Expense			1,450			1,647			1,514
Subtotal Enlisted Accession Travel			62,166			70,033			64,319

Cadet Accession Travel

	1,313	397	521	1,348	395	533	1,311	407	534
TOTAL ACCESSION TRAVEL			83,065			92,164			84,299

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2012 Estimate	77,887
FY 2011 Estimate	76,666
FY 2010 Actual	75,743

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

Officer Training Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,200	548	3,400	6,200	554	3,437	6,200	563	3,492
(2) Family Member Travel	6,436	275	1,768	6,436	278	1,787	6,436	282	1,816
(3) Trans of Household Goods	7,521	6,040	45,427	7,521	6,107	45,927	7,521	6,204	46,662
(4) Dislocation Allowance	4,582	2,174	9,961	4,582	2,215	10,150	4,582	2,250	10,307
(5) Port Handling (HHGS)			1			1			1
(6) Nontemporary Storage			996			1,007			1,023
(7) Temporary Lodging Expense			2,279			2,304			2,340
Subtotal Officer Training Travel			63,832			64,613			65,641

Enlisted Training Travel

(1) Member Travel	4,529	462	2,094	4,529	467	2,117	4,529	475	2,151
(2) Family Member Travel	1,495	257	384	1,495	260	388	1,495	264	394
(3) Trans of Household Goods	1,309	5,459	7,146	1,309	5,519	7,224	1,309	5,607	7,340
(4) Dislocation Allowance	916	1,587	1,453	916	1,617	1,481	916	1,642	1,504
(5) Port Handling (HHGS)			9			9			10
(6) Nontemporary Storage			454			459			466
(7) Temporary Lodging Expense			371			375			381
Subtotal Enlisted Training Travel			11,911			12,053			12,246

TOTAL TRAINING TRAVEL

75,743 76,666 77,887

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

FY 2012 Estimate 331,430
FY 2011 Estimate 308,331
FY 2010 Actual 291,406

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Officer Operational Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	7,488	1,062	7,951	7,461	1,074	8,010	7,743	1,091	8,445
(2) Family Member Travel	13,840	413	5,717	13,790	418	5,759	14,311	424	6,072
(3) Trans of Household Goods	9,542	9,146	87,272	9,953	9,247	92,035	10,329	9,395	97,037
(4) Dislocation Allowance	6,431	2,708	17,412	6,408	2,759	17,680	6,650	2,802	18,632
(5) Trailer Allowance	2	1,072	2	2	1,084	2	2	1,101	2
(6) Nontemporary Storage			900			906			956
(7) Temporary Lodging Expense			4,170			4,201			4,430
Subtotal Officer Operational Travel			123,424			128,593			135,574

Enlisted Operational Travel

(1) Member Travel	11,212	994	11,148	11,454	1,005	11,514	12,285	1,021	12,547
(2) Family Member Travel	16,810	648	10,901	17,173	656	11,259	18,419	666	12,269
(3) Trans of Household Goods	16,457	7,526	123,859	17,616	7,609	134,040	18,894	7,731	146,066
(4) Dislocation Allowance	8,722	1,795	15,656	8,910	1,829	16,298	9,557	1,857	17,752
(5) Trailer Allowance	7	953	7	7	963	7	7	979	7
(6) Nontemporary Storage			902			931			1,015
(7) Temporary Lodging Expense			5,509			5,689			6,200
Subtotal Enlisted Operational Travel			167,982			179,738			195,856
TOTAL OPERATIONAL TRAVEL			291,406			308,331			331,430

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2012 Estimate	559,043
FY 2011 Estimate	538,731
FY 2010 Actual	551,703

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

Officer Rotational Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,774	2,020	13,682	6,675	2,042	13,630	6,736	2,075	13,975
(2) Family Member Travel	8,733	629	5,497	8,605	636	5,476	8,684	647	5,615
(3) Pet Quarantine	47	563	26	46	569	26	46	578	27
(4) Trans of Household Goods	7,031	14,079	98,986	6,929	14,234	98,620	6,992	14,461	101,116
(5) Dislocation Allowance	6,074	2,524	15,328	5,985	2,572	15,391	6,039	2,611	15,770
(6) Trailer Allowance	63	1,024	64	62	1,035	64	63	1,052	66
(7) Global POV	4,945	3,272	16,178	4,873	3,308	16,118	4,917	3,361	16,524
(8) Port Handling (HHGS)			2			2			2
(9) Nontemporary Storage			7,286			7,259			7,442
(10) Temporary Lodging Expenses			2,633			2,623			2,689
Subtotal Officer Rotational Travel			159,682			159,209			163,226

Enlisted Rotational Travel

(1) Member Travel	34,191	1,523	52,058	32,712	1,539	50,354	33,581	1,564	52,519
(2) Family Member Travel	29,931	675	20,211	28,636	683	19,550	29,397	694	20,390
(3) Pet Quarantine	438	563	246	419	569	238	430	578	249
(4) Trans of Household Goods	32,481	6,361	206,616	31,076	6,431	199,861	31,902	6,534	208,452
(5) Dislocation Allowance	24,122	1,771	42,728	23,078	1,805	41,655	23,691	1,833	43,424
(6) Trailer Allowance	65	1,503	98	62	1,520	94	64	1,544	99
(7) Global POV	13,844	3,272	45,293	13,245	3,308	43,810	13,597	3,361	45,694
(8) Port Handling (HHGS)			319			309			322
(9) Nontemporary Storage			13,904			13,449			14,027
(10) Temporary Lodging Expenses			10,548			10,202			10,641
Subtotal Enlisted Rotational Travel			392,021			379,522			395,817
TOTAL ROTATIONAL TRAVEL			551,703			538,731			559,043

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2012 Estimate	170,265
FY 2011 Estimate	191,142
FY 2010 Actual	195,343

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

Officer Separation Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,616	193	1,085	5,287	195	1,033	4,995	199	992
(2) Family Member Travel	1,817	432	785	1,711	437	747	1,616	444	717
(3) Trans of Household Goods	2,436	7,926	19,309	2,293	8,014	18,375	2,166	8,142	17,635
(4) Trailer Allowance	7	834	6	6	843	5	6	856	5
(5) Global POV	226	3,274	740	213	3,310	705	201	3,363	676
(6) Port Handling (HHGS)			32			30			29
(7) Nontemporary Storage			3,178			3,024			2,903
Subtotal Officer Separation Travel			25,135			23,919			22,957

Enlisted Separation Travel

(1) Member Travel	34,107	431	14,701	33,132	436	14,439	28,722	443	12,717
(2) Family Member Travel	13,636	321	4,380	13,246	325	4,302	11,483	330	3,789
(3) Trans of Household Goods	21,552	6,260	134,912	20,936	6,329	132,497	18,149	6,430	116,698
(4) Trailer Allowance	20	846	17	20	855	17	17	869	15
(5) Global POV	1,269	3,272	4,152	1,233	3,308	4,079	1,068	3,361	3,589
(6) Port Handling (HHGS)			53			52			46
(7) Nontemporary Storage			11,780			11,569			10,189
Subtotal Enlisted Separation Travel			169,995			166,955			147,043

Cadet Separation Travel

	260	819	213	324	828	268	315	841	265
TOTAL SEPARATION TRAVEL			195,343			191,142			170,265

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2012 Estimate	16,051
FY 2011 Estimate	24,484
FY 2010 Actual	24,199

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units from both CONUS and OCONUS locations in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

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

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

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

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

Officer Unit Travel

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	257	1,062	273	257	1,074	276	150	1,091	164
(2) Family Member Travel	331	413	137	331	418	138	193	424	82
(3) Trans of Household Goods	319	9,146	2,918	319	9,247	2,950	186	9,395	1,747
(4) Dislocation Allowance	221	2,708	598	221	2,759	610	129	2,802	361
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	3	3,281	10	3	3,317	10	2	3,370	7
(7) Nontemporary Storage			31			31			19
(8) Temporary Lodging Expense			143			145			85
Subtotal Officer Unit Travel			4,110			4,160			2,465

Enlisted Unit Travel

(1) Member Travel	1,292	994	1,285	1,292	1,005	1,299	850	1,021	868
(2) Family Member Travel	1,937	648	1,256	1,937	656	1,270	1,274	666	849
(3) Trans of Household Goods	1,988	7,526	14,962	1,988	7,609	15,127	1,308	7,731	10,112
(4) Dislocation Allowance	1,005	1,795	1,804	1,005	1,829	1,838	661	1,857	1,228
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	13	3,281	43	13	3,317	43	9	3,370	30
(7) Nontemporary Storage			104			105			70
(8) Temporary Lodging Expense			635			642			429
Subtotal Enlisted Unit Travel			20,089			20,324			13,586
TOTAL UNIT TRAVEL			24,199			24,484			16,051

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2011 DIRECT PROGRAM		144,229
Pricing Increase		999
Increase in Apprehension Expense Pricing	118	
Increase in Survivor Benefits Pricing	328	
Increase in Adoption Expenses Pricing	54	
Increase in Mass Transportation Pricing	433	
Increase in Partial DLA Pricing	66	
Program Increase		17,784
Strength (PGI):	1,977	
Increase in JROTC workyears	1,977	
Other (PGI):	15,807	
Increase in Interest On Savings Program	1,055	
Increase in Unemployment Benefits Program	13,008	
Increase in Adoption Expenses Program	71	
Increase in Mass Transportation Program	184	
Increase in partial DLA moves	364	
Increase in Preventative Health Care Program	1,125	
Total Increases		18,783
Pricing Decrease		(1,636)
Decrease in ROTC Pricing	(407)	
Decrease in JROTC Pricing	(1,229)	
Program Decrease		(9,693)
Strength (PGD):	(5,083)	
Decrease in ROTC workyears	(5,083)	
Other (PGD):	(4,610)	
Decrease in Apprehension Expense Program	(115)	
Decrease in Total Death Gratuities Program	(3,900)	
Decrease in Survivor Benefits Program	(595)	
Total Decreases		(11,329)
FY 2012 DIRECT PROGRAM		151,683

(Amount in Thousands)

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

FY 2012 Estimate	134
FY 2011 Estimate	131
FY 2010 Actual	130

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 and adjusted for military personnel non-pay Inflation.

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	130	131	134

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2012 Estimate 3,234
FY 2011 Estimate 2,179
FY 2010 Actual 3,149

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Interest on Uniformed Services Savings Deposit	3,149	2,179	3,234

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2012 Estimate	16,000
FY 2011 Estimate	19,900
FY 2010 Actual	18,000

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The rate was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13. Details of the cost computation are provided in the following table:

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	74	100,000	7,400	82	100,000	8,200	66	100,000	6,600
Enlisted	106	100,000	10,600	117	100,000	11,700	94	100,000	9,400
TOTAL	180		18,000	199		19,900	160		16,000

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2012 Estimate 62,151
FY 2011 Estimate 49,143
FY 2010 Actual 83,126

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 economic assumptions, Department of Defense historical experience and force management initiatives to meet authorized end strength.

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Unemployment Compensation	83,126	49,143	62,151

(Amount in Thousands)

PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL

FY 2012 Estimate	1,574
FY 2011 Estimate	1,760
FY 2010 Actual	1,694

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, quarters allowance is paid to eligible family members of military members who die in the line of duty. Eligibility is limited to (a) family members who did not occupy government quarters on the date of the military member's death, or (b) family members who occupied government quarters on a rental basis on the date of the military member's death, (c) family members who vacated government quarters within 90 days of the military member's death. Quarters allowance is paid at the rate paid to the member prior to death. BAH, or OHA continuation, is authorized for the surviving spouse of a military member who dies while on active duty for up to 365 days.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Historical data is used to estimate quarters allowance requirements.

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Allowance for Family Qtrs and Travel	1,694	1,760	1,574

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2012 Estimate 0
FY 2011 Estimate 0
FY 2010 Actual 68,062

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments that will be required from the military services.

Details of the cost are provided in the following table:

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Extra Hazard Reimb. for SGLI	44,220	0	0
Premiums-SGLI	9,571	0	0
Traumatic Injury-SGLI	14,271	0	0
Total	68,062	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2012 Estimate	403
FY 2011 Estimate	484
FY 2010 Actual	481

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 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Education Benefits	481	484	403

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2012 Estimate	520
FY 2011 Estimate	395
FY 2010 Actual	487

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 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Expenses for Adoptions	487	395	520

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2012 Estimate 7,520
FY 2011 Estimate 6,903
FY 2010 Actual 7,600

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.. E.O 13150 was codified at 5 U.S.C. 7905 through Public Law 109-59, Title III, Section 3409 (a) in August 2005. The program is designed to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on a historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. The current maximum monthly subsidy allowed increased from \$120 to \$230 effective 2 Mar 09 per participant. Budget rate includes distribution and mailing costs plus 6.25% administrative fee. Details of the cost computation are provided in the following table:

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	3,234	1,997	6,458	3,315	1,770	5,868	3,398	1,881	6,391
Enlisted	572	1,997	1,142	585	1,770	1,035	600	1,881	1,129
TOTAL	3,806		7,600	3,900		6,903	3,998		7,520

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2012 Estimate	2,008
FY 2011 Estimate	1,578
FY 2010 Actual	1,955

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 provided by the United States.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Partial Dislocation Allowance	1,955	1,578	2,008

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2012 Estimate 11,890
FY 2011 Estimate 12,167
FY 2010 Actual 12,475

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	7,122	6,359	7,116
Uniforms	3,458	3,163	3,091
Pay & Allowances	1,005	789	910
Subsistence-In-Kind	410	347	363
Foreign Language Incentive Program	480	1,509	410
TOTAL Requirement	12,475	12,167	11,890

Total Requirement

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

Institutional Program:

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

Subsistence Allowance:

An allowance of \$450 for AS 300 and \$500 for AS 400 per month for students enrolled in Aeronautical Science AS 300 and AS 400 courses under the provision of Title 37 U.S.C. 2091. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

(Amount in Thousands)

Subsistence:

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	6,592	450	2,967	5,098	450	2,294	7,330	450	3,299
Fourth Year (AS400)	8,310	500	4,155	8,129	500	4,065	7,633	500	3,817

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. Military school uniform commutation will continue.

Uniforms, Issue-in-Kind:	7,573	307	2,328	8,947	233	2,085	6,012	340	2,042
Uniforms, Commutation in Lieu:	1,293	799	1,033	1,399	695	973	1,211	792	959

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 non-scholarship students that are furnished government transportation. Rates vary by location. Rates shown are average rates.

Subsistence-In-Kind for Medical or Other Examinations:	680	10	7	4,215	12	51	1,003	11	11
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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	1,262	11	14	2,375	12	29	0	0	0
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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's (01) basic pay with less than two years of service. 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.

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	909	983	894	537	1,231	661	894	1,018	910
Subsistence of Summer Field Training:	909	383	348	537	430	231	894	394	352
Uniforms, Issue-in-Kind:	225	382	86	244	389	95	230	391	90
Uniforms, Commutation in Lieu:	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

Senior ROTC - Nonscholarship Program (Continued)

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

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

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign (01) basic pay with less than two years of service. 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.

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Professional Development Training Program:	180	617	111	180	711	128	0	0	0
Subsistence for Professional Development Training Program:	181	227	41	138	261	36	0	0	0
Uniforms, Issue-in-Kind:	37	297	11	33	303	10	0	0	0

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. Rates vary by foreign language. Rates shown are average rates.

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	536	896	480	759	1,988	1,509	486	844	410

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2012 Estimate 28,191
FY 2011 Estimate 33,404
FY 2010 Actual 30,715

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	22,497	24,040	21,561
Uniforms	4,056	3,759	3,678
Pay & Allowances	2,468	3,372	1,588
Subsistence-In-Kind	952	1,136	630
Foreign Language Incentive Program	742	1,097	734
TOTAL Requirement	30,715	33,404	28,191

(Amount in Thousands)

Institutional Program

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

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in PL 88-647, 13 October 1964, as amended and paragraph 80401 of the DOD pay Manual, Officer Course (POC). This public law was amended by PL 106-398, Section 612, for a tiered stipend beginning in FY 2002. In FY 2008, the stipend increased as follows: AS100 to \$300.00, AS200 to \$350.00, AS300 to \$450 and for AS400 to \$500. Rates shown are average rates.

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

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
First Year (AS100)	9,412	300	2,824	10,641	300	3,192	8,196	300	2,459
Second Year (AS200)	12,290	350	4,301	11,438	350	4,003	12,448	350	4,357
Third Year (AS300)	13,610	450	6,124	14,175	450	6,379	12,409	450	5,584
Fourth Year (AS400)	18,496	500	9,248	20,931	500	10,466	18,321	500	9,161
Totals			22,497			24,040			21,561

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. Military school uniform commutation will continue.

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	9,671	307	2,973	11,426	233	2,663	7,682	340	2,609
Uniforms, Commutation in Lieu:	353	799	282	327	694	227	330	791	261

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. Scholarship cadets receive government furnished meals while attending the medical flight screening program. Rate shown is an average rate.

Subsistence-In-Kind for Medical or Other Examinations:	582	10	6	0	0	0	1,410	11	16
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(Amount in Thousands)

Base Visit Program

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

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-In-Kind	777	12	9	1,456	12	18	0	0	0

Summer Field Training

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

Pay and Allowances: Basic pay and government's social security contribution for members attending summer field training programs. PL 106-398, Section 612, changes the pay for a cadet/midshipman to 35 percent of a second lieutenant/ensign's (O1) basic pay with less than two years of service. 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.

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay and Allowances of Reserve Officer Candidates:	1,586	984	1,560	1,903	1,231	2,343	1,560	1,018	1,588
Subsistence of Summer Field Training:	1,587	383	608	1,903	430	819	1,560	394	614
Uniforms, Issue-in-Kind:	2,041	384	784	2,196	388	853	2,070	390	808
Uniforms, Commutation in Lieu:	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

Professional Development Training Program

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

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

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (O1) basic pay with less than two years of service. 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.

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Professional Development Training Program:	1,470	618	908	1,451	709	1,029	0	0	0
Subsistence for Professional Development Training Program:	1,467	224	329	1,154	259	299	0	0	0
Uniforms, Issue-in-Kind:	59	288	17	55	291	16	0	0	0

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. Rates vary by foreign language. Rates shown are average rates.

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	956	776	742	551	1,991	1,097	988	743	734

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2012 Estimate 16,933
FY 2011 Estimate 16,185
FY 2010 Actual 14,779

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms and subsistence-in-kind (meals) 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. The estimate for subsistence-in-kind covers the cost of meals for students participating in curriculum in action trips, summer leadership schools and honor camps.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Increase represents increased number of participating schools and students. Details of the cost computation are provided in the following table. Rate shown is an average rate.

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	77,590	166	12,909	76,603	174	13,329	84,626	171	14,477
Subsistence-In-Kind:	92,515	20	1,870	89,530	32	2,856	118,214	21	2,456
			14,779			16,185			16,933

(Amount in Thousands)

PROJECT: STOP LOSS RETROACTIVE PAY

FY 2012
FY 2011
FY 2010 15,698

PART I – PURPOSE AND SCOPE

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001, and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 or 12305 of title 10, United States Code, or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a member of the uniformed services in time of war or of national emergency declared by Congress or the President.

PART II – JUSTIFICATION OF FUNDS REQUESTED

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. . These funds are available for obligation until expended.

The Air Force share of the \$534.4 million for this program is \$114.4 million. As of September 30, 2010 \$15.7 million was obligated and recorded as an Overseas Contingency Operation (OCO) obligation.

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Stop Loss Retroactive Pay, Officer	358	13,478	4,825						
Stop Loss Retroactive Pay, Enlisted	3,850	2,824	10,873						
TOTAL			15,698						

(Amount in Thousands)

PROJECT: HEALTH ALLOWANCE DEMONSTRATION PROJECT

FY 2012 1,125
FY 2011
FY 2010

PART I – PURPOSE AND SCOPE

Section 714 of the Duncan Hunter National Defense Authorization Act (NDAA) for FY 2009 directs the Secretary of Defense to conduct a demonstration project, beginning on January 1, 2009 to December 31, 2011, to evaluate the efficiency of providing an annual preventive health services allowance to increase the use of preventive health services by members of the Armed Forces and their dependents.

PART II – JUSTIFICATION OF FUNDS REQUESTED

Members eligible to participate must be serving on Active Duty for more than 30 days and meet the medical and dental readiness requirements for their armed force; half of the participants shall have dependents and half shall be without dependents. The demonstration limits participation to 1,500 Active Duty members from each Service and provides for an allowance of \$500 for personnel without dependents and \$1,000 for personnel with dependents.

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer (with dependents)	0	0	0	0	0	0	165	1,000	165
Officer (without dependents)	0	0	0	0	0	0	165	500	82
Subtotal Officer	0		0	0		0	330		247
Enlisted (with dependents)	0	0	0	0	0	0	585	1,000	585
Enlisted (without dependents)	0	0	0	0	0	0	585	500	293
Subtotal Enlisted	0		0	0		0	1,170		878
Total (with dependents)	0	0	0	0	0	0	750	1,000	750
Total (without dependents)	0	0	0	0	0	0	750	500	375
Grand Total	0		0	0		0	1,500		1,125

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	17	8	25	17	8	25	17	8	25
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	4	6	10	4	6	10	4	6	10
Department of State (DOS)	20	1	21	20	1	21	22	1	23
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	0	0	0	0	0	0	0	0	0
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	0	0	0	0	0	0	0	0	0
Drug Enforcement Administration (DEA)	0	7	7	0	7	7	0	7	7
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	3	0	3	3	0	3	3	0	3
Central Intelligence Agency (CIA)	8	2	10	8	2	10	2	7	9
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	1	0	1
US Military Observer Group (USMOG), Washington	0	0	0	0	0	0	0	0	0
Department of Health & Human Services (DHHS)	1	0	1	1	0	1	1	0	1
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for Internation Sec Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	2	0	2	2	0	2	2	0	2
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	73	27	100	73	27	100	68	32	100

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	9	1	10	9	1	10	9	2	11
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)	0	0	0	0	0	0	0	0	0
Dept of Homeland Security (DHS)	0	0	0	0	0	0	0	0	0
Department of State (DOS)	6	0	6	6	0	6	6	0	6
Office Dir of National Intel (ODNI)	5	1	6	5	1	6	3	0	3
Subtotal Reimbursable Personnel	36	4	40	36	4	40	34	4	38
Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions:									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	83	53	136	71	37	108	122	193	315
Training Cases (Included in Foreign Military Sales)	41	1	42	45	3	48	58	3	61
Subtotal Non-DoD Functions	113	53	166	101	37	138	152	193	345

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	<u>FY 2010 Actual</u>			<u>FY 2011 Estimate</u>			<u>FY 2012 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)	62	21	83	61	19	80	87	24	111
Surface Deployment & Distribution Command (SDDC)	0	0	0	0	0	0	0	0	0
Defense Courier Service (DCS)	4	97	101	3	92	95	8	98	106
Defense Commissary Agency (DECA)	0	0	0	1	1	2	0	0	0
Defense Finance & Accounting Service (DFAS)	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency (DISA)	3	12	15	3	15	18	15	31	46
Defense Logistics Agency (DLA)	88	32	120	124	34	158	123	26	149
Depot Maintenance Activity Group (DMAG)	59	115	174	68	102	170	79	122	201
Supply Management Activity Group (SMAG)	40	13	53	41	16	57	42	17	59
Subtotal Working Capital Fund	256	290	546	303	279	582	354	318	672
Total - Reimbursable	405	347	752	440	320	760	540	515	1,055
Total - Nonreimbursable	73	27	100	73	27	100	68	32	100
Grand Total	478	374	852	513	347	860	608	547	1,155

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

	<u>FY 2010 Actual</u>	<u>FY 2011 Estimate</u>	<u>FY 2012 Estimate</u>
Subsistence	34,726	33,218	34,187
Strength Related:			
Officer - Basic Pay	108,937	104,513	105,564
Other Pay and Allowances	50,802	48,514	51,972
Enlisted - Basic Pay	107,387	80,928	91,427
Other Pay and Allowances	44,119	33,996	41,832
Retired Pay Accrual	69,871	61,090	68,064
PCS Travel	1,721	1,687	1,744
Strength Related Subtotal	382,837	330,728	360,603
TOTAL PROGRAM	417,563	363,946	394,790

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

	AY 09-10 (FY10)			AY 10-11 (FY11)			AY 11-12 (FY12)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,624	4,369	4,113	4,365	4,147	3,928	4,888	4,644	4,400
Second Year	3,295	2,802	2,308	3,246	3,084	2,922	3,833	3,603	3,373
Total Basic	7,919	7,170	6,421	7,611	7,231	6,850	8,721	8,247	7,773
Third Year	813	786	758	665	649	632	864	830	795
Fourth Year	743	696	648	601	586	571	699	671	643
Total Advanced	1,556	1,481	1,406	1,266	1,235	1,203	1,563	1,501	1,438
Extended Active	41	36	31	176	110	43	0	0	0
Total Non-Scholarship	9,516	8,687	7,858	9,053	8,575	8,096	10,284	9,748	9,211
<u>Senior ROTC - Scholarship</u>									
First Year	978	1,106	1,233	1,265	1,202	1,138	965	926	887
Second Year	1,255	1,390	1,525	1,360	1,292	1,224	1,466	1,407	1,348
Total Basic	2,233	2,496	2,758	2,625	2,494	2,362	2,431	2,333	2,235
Third Year	1,613	1,588	1,562	1,650	1,609	1,568	1,442	1,406	1,370
Fourth Year	1,520	1,466	1,412	1,523	1,485	1,447	1,479	1,442	1,405
Total Advanced	3,133	3,054	2,974	3,173	3,094	3,015	2,921	2,848	2,775
Extended Active	293	251	208	339	335	331	261	226	190
Total Scholarship	5,659	5,800	5,940	6,137	5,923	5,708	5,613	5,407	5,200
<u>Total Enrollment</u>									
First Year	5,602	5,474	5,346	5,630	5,348	5,066	5,853	5,570	5,287
Second Year	4,550	4,192	3,833	4,606	4,376	4,146	5,299	5,010	4,721
Total Basic	10,152	9,666	9,179	10,236	9,724	9,212	11,152	10,580	10,008
Third Year	2,426	2,373	2,320	2,315	2,258	2,200	2,306	2,236	2,165
Fourth Year	2,263	2,162	2,060	2,124	2,071	2,018	2,178	2,113	2,048
Total Advanced	4,689	4,535	4,380	4,439	4,329	4,218	4,484	4,349	4,213
Extended Active	334	287	239	515	445	374	261	226	190
Total ROTC Enrollment	15,175	14,487	13,798	15,190	14,497	13,804	15,897	15,154	14,411
Complete, Commissioned			1,855			1,979			1,864
Comp, Com Defr (No Adl Ent)	179	141	103	12	24	36	158	137	115
(Cum Proj in Defr Status)									
Complete, 5 Year Deg Ent	334	287	239	515	445	374	261	226	190
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 09-10 Sep 2010	AY 10-11 Sep 2011	AY 11-12 Sep 2012
1st Year Cadet (Freshmen)	56,566	57,120	61,863
2nd Year Cadet (Sophomores)	27,729	28,000	30,325
3rd Year Cadet (Juniors)	16,637	16,800	18,195
4th Year Cadet (Seniors)	9,982	10,080	10,917
Total	110,914	112,000	121,300
Number of Junior ROTC Detachments	884	894	897

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

	<u>End FY 2010 Actual</u>	<u>End FY 2011 Estimate</u>	<u>End FY 2012 Estimate</u>
Senior ROTC			
Schools	144	144	144
Civilian Personnel (End Strength)	26	26	29
Military Personnel (End Strength) 1/	919	919	919
 Junior ROTC			
Schools	884	894	897
Civilian Personnel (End Strength)	14	14	22
Military Personnel (End Strength) 1/	14	14	14

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

1/ Includes those assigned to Management Headquarters.

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

FY 2010 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	14	14	14	13	13	13	13	13	13	12	12	12
O-9 Lieutenant General	37	36	38	37	37	36	37	37	38	39	39	41
O-8 Major General	101	103	106	105	103	100	102	103	101	104	107	104
O-7 Brigadier General	155	155	154	151	150	149	149	157	157	155	158	158
O-6 Colonel	3,653	3,649	3,659	3,670	3,704	3,742	3,772	3,814	3,817	3,778	3,744	3,690
O-5 Lt Colonel	10,023	10,047	10,097	10,121	10,125	10,065	10,157	10,244	10,280	10,302	10,314	10,290
O-4 Major	14,056	14,131	14,193	14,236	14,266	14,279	14,322	14,466	14,471	14,397	14,396	14,395
O-3 Captain	23,088	22,904	22,989	22,804	22,641	22,387	22,221	23,855	23,864	23,895	23,728	23,597
O-2 1st Lieutenant	7,256	7,251	6,993	7,107	7,126	7,264	7,243	6,892	6,944	6,809	7,116	7,109
O-1 2nd Lieutenant	7,041	7,192	7,272	7,295	7,276	7,314	7,338	6,912	7,109	7,078	6,833	6,805
Total Officers	65,424	65,482	65,515	65,539	65,441	65,349	65,354	66,493	66,794	66,569	66,447	66,201
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,617	2,614	2,635	2,625	2,627	2,629	2,636	2,643	2,646	2,643	2,643	2,609
E-8 Senior Master Sergeant	5,160	5,173	5,209	5,224	5,263	5,312	5,296	5,291	5,293	5,270	5,252	5,208
E-7 Master Sergeant	25,933	25,878	25,882	25,906	25,942	26,117	26,346	26,558	26,801	27,058	26,800	26,445
E-6 Technical Sergeant	41,594	41,662	41,712	41,758	41,761	41,746	41,743	41,703	41,651	41,630	41,820	41,848
E-5 Staff Sergeant	68,845	69,000	69,090	69,140	69,376	69,644	69,926	70,097	70,235	70,222	70,452	70,172
E-4 Senior Airman	51,792	51,609	51,635	51,626	51,655	51,424	50,758	50,451	50,219	49,631	49,422	49,295
E-3 Airman First Class	49,349	49,815	50,112	50,714	51,118	51,645	52,507	52,539	52,679	52,454	52,671	52,462
E-2 Airman	7,281	7,132	6,996	6,909	6,896	6,834	6,599	6,694	6,728	6,472	6,438	6,225
E-1 Airman Basic	10,565	11,144	11,373	11,252	10,939	10,786	10,626	10,353	9,809	9,475	9,799	9,173
Total Enlisted	263,136	264,027	264,644	265,154	265,577	266,137	266,437	266,329	266,061	264,855	265,297	263,437
<u>Cadets</u>	4,553	4,545	4,512	4,492	4,472	4,464	4,454	3,436	4,650	4,607	4,573	4,558
Total End Strength	333,113	334,054	334,671	335,185	335,490	335,950	336,245	336,258	337,505	336,031	336,317	334,196

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

FY 2011 Estimate

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

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

FY 2012 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	13	13	13	13	13	13	13	13	13	13	13
O-9 Lieutenant General	42	42	42	42	42	42	42	42	42	42	42	42
O-8 Major General	100	100	100	100	100	100	100	100	100	100	100	100
O-7 Brigadier General	157	157	157	157	157	157	157	157	157	157	157	157
O-6 Colonel	3,771	3,752	3,745	3,718	3,713	3,720	3,721	3,752	3,606	3,572	3,546	3,489
O-5 Lt Colonel	10,513	10,527	10,552	10,447	10,437	10,366	10,403	10,478	10,479	10,469	10,461	9,969
O-4 Major	15,358	15,342	15,337	15,053	15,036	14,929	14,944	15,040	15,003	14,920	14,900	14,782
O-3 Captain	22,689	22,640	22,745	22,824	22,750	22,226	22,163	23,369	23,765	23,866	23,883	23,884
O-2 1st Lieutenant	7,253	7,232	7,249	7,183	7,173	6,865	6,798	6,895	6,837	6,820	6,875	6,874
O-1 2nd Lieutenant	6,598	6,769	6,624	6,637	6,597	6,566	6,566	6,046	6,241	6,211	6,155	6,118
Total Officers	66,494	66,574	66,564	66,174	66,018	64,984	64,907	65,892	66,243	66,170	66,132	65,428
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,619	2,628	2,633	2,631	2,621	2,615	2,634	2,628	2,630	2,628	2,639	2,634
E-8 Senior Master Sergeant	5,252	5,243	5,230	5,203	5,181	5,266	5,284	5,292	5,285	5,280	5,273	5,269
E-7 Master Sergeant	26,190	26,160	26,217	26,240	26,392	26,509	26,146	26,135	26,237	26,269	26,391	26,350
E-6 Technical Sergeant	42,107	42,228	42,042	41,990	42,007	42,000	42,299	42,227	42,190	42,139	42,180	42,150
E-5 Staff Sergeant	71,103	70,889	71,294	70,935	70,697	70,679	71,091	71,137	70,934	70,778	70,925	71,128
E-4 Senior Airman	51,166	51,337	50,915	51,329	51,035	51,298	52,030	51,969	51,912	51,783	51,800	52,040
E-3 Airman First Class	49,121	48,749	48,504	48,408	48,920	48,563	48,477	48,057	48,230	48,309	48,683	48,362
E-2 Airman	7,016	7,511	7,905	8,287	8,147	8,257	7,692	7,627	7,689	7,474	7,277	7,042
E-1 Airman Basic	8,577	8,936	9,251	9,031	8,876	8,904	8,058	8,604	8,608	8,500	8,508	8,397
Total Enlisted	263,151	263,681	263,991	264,054	263,876	264,091	263,711	263,676	263,715	263,160	263,676	263,372
<u>Cadets</u>												
	4,514	4,505	4,479	4,454	4,437	4,427	4,419	3,290	4,535	4,479	4,443	4,437
Total End Strength	334,159	334,760	335,034	334,682	334,331	333,502	333,037	332,858	334,493	333,809	334,251	333,237