

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2014 Budget Estimates



MILITARY PERSONNEL APPROPRIATION April 2013

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

	FY 2012 Actual	FY 2013 Estimate *	FY 2014 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,884,239	8,920,110	9,093,918
Pay and Allowances of Enlisted	16,488,927	16,493,498	16,852,486
Pay and Allowances of Cadets	71,935	70,369	69,612
Subsistence of Enlisted Personnel	1,056,874	1,123,812	1,102,115
Permanent Change of Station Travel	1,195,685	1,288,451	1,261,231
Other Military Personnel Programs	147,958	152,299	140,515
FY 2013 CR Adjustment		220,121	
TOTAL DIRECT PROGRAM	27,845,618	28,268,660	28,519,877
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	197,787	210,915	216,669
Pay and Allowances of Enlisted	165,114	173,220	175,940
Subsistence of Enlisted Personnel	30,145	31,175	32,237
Permanent Change of Station Travel	1,744	1,804	1,865
TOTAL REIMBURSABLE PROGRAM	394,790	417,114	426,711
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	9,082,026	9,131,025	9,310,587
Pay and Allowances of Enlisted Personnel	16,654,041	16,666,718	17,028,426
Pay and Allowances of Cadets	71,935	70,369	69,612
Subsistence of Enlisted Personnel	1,087,019	1,154,987	1,134,352
Permanent Change of Station Travel	1,197,429	1,290,255	1,263,096
Other Military Personnel Costs	147,958	152,299	140,515
FY 2013 CR Adjustment		220,121	
TOTAL BASELINE PROGRAM FUNDING	28,240,408	28,685,774	28,946,588
<u>OCO/Title IX Supplemental Funding - FY2012 P.L. 112-74</u>			
Pay and Allowances of Officers	345,811	401,488	0
Pay and Allowances of Enlisted Personnel	756,753	690,946	0
Subsistence of Enlisted Personnel	138,571	96,800	0
Permanent Change of Station Travel	5,270	5,243	0
Other Military Personnel Costs	108,343	92,306	0
TOTAL OCO/Title IX SUPPLEMENTAL PROGRAM FUNDING	1,354,748	1,286,783	0

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

	FY 2012 Actual	FY 2013 Estimate *	FY 2014 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	9,427,837	9,532,513	9,310,587
Pay and Allowances of Enlisted	17,410,794	17,357,664	17,028,426
Pay and Allowances of Cadets	71,935	70,369	69,612
Subsistence of Enlisted Personnel	1,225,590	1,251,787	1,134,352
Permanent Change of Station Travel	1,202,699	1,295,498	1,263,096
Other Military Personnel Programs	256,301	244,605	140,515
FY 2013 CR Adjustment	0	220,121	
TOTAL PROGRAM	29,595,156	29,972,557	28,946,588
 LESS: FY 2013 Title IX			
Pay and Allowances of Officers	0	(401,488)	0
Pay and Allowances of Enlisted Personnel	0	(690,946)	0
Subsistence of Enlisted Personnel	0	(96,800)	0
Permanent Change of Station Travel	0	(5,243)	0
Other Military Personnel Costs	0	(92,306)	0
TOTAL PROGRAM	0	(1,286,783)	0
 Revised Total Program			
Pay and Allowances of Officers	9,427,837	9,131,025	9,310,587
Pay and Allowances of Enlisted	17,410,794	16,666,718	17,028,426
Pay and Allowances of Cadets	71,935	70,369	69,612
Subsistence of Enlisted Personnel	1,225,590	1,154,987	1,134,352
Permanent Change of Station Travel	1,202,699	1,290,255	1,263,096
Other Military Personnel Programs	256,301	152,299	140,515
FY 2013 CR Adjustment		220,121	
REVISED TOTAL PROGRAM *	29,595,156	28,685,774	28,946,588
 Medicare-Eligible Retiree HFC., (AF)	1,839,603	1,441,808	1,217,958
TOTAL MILPERS PROGRAM COST	31,434,759	30,127,582	30,164,546

* Reflects the FY 2013 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 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, subsistence, PCS travel, and other related issues.



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. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

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. The Air Force's FY 2014 request represents our efforts to retain the required capabilities in our military workforce the Nation expects of its Airmen in an extremely challenging fiscal environment. We ended FY 2012 at end strength of 332,959 personnel and are well-positioned to meet FY 2013 authorized end strength of 328,900. This request supports the Air Force's programmed end strength of 327,600 for FY 2014. This represents a decrease of 1,300 personnel from FY 2013 planned end strength. In order to achieve projected FY 2013 end strength levels, the Air Force plans to continue similar proactive force management efforts that proved successful in FY 2011 and FY 2012. As the Air Force works to meet our military end strength, we must ensure we retain individuals with critical skills. Although smaller in size, we seek to ensure our remaining military manpower is more flexible, capable, and lethal. We are mindful the Joint Force depends on several core Air Force capabilities: establishing control of air, space, and cyberspace to enable the Joint fight; holding targets at risk around the world; providing responsive intelligence, surveillance, and reconnaissance (ISR); and rapidly transporting people and equipment across the globe; all carried out through an unmatched global command and control network.

FISCAL YEARS 2012, 2013 and 2014

The end strength and 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 (FY2012 actual only). 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 30 for FY 2012 and is May 29 for FY 2013 and May 28 for FY 2014. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.



Funding Levels

The FY 2012 budget of \$29.6 billion included \$394.8 million in reimbursements.

The FY 2013 budget estimate is \$28.5 billion to include \$417.1 million in anticipated reimbursements.

The FY 2014 budget request is \$28.9 billion to include \$426.7 million in anticipated reimbursements.

Baseline Budget Rates

The Retired Pay Accrual normal cost percentage is 34.3% of basic pay for FY 2012, 32.1% FY 2013 and 32.4% for FY 2014. The pay raise for FY 2012 was 1.6%. The FY 2014 budget provides funding for a pay raise of 1.7% for FY 2013 and 1.0% for FY 2014, effective 1 January each year.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2014 President's Budget
Performance Measures and Evaluation Summary

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.

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 2012 Actual</u>	<u>FY 2013 Planned *</u>	<u>FY 2014 Planned</u>
Average Strength (Work years)	347,368	336,095	332,056
End Strength	332,959	328,848	327,659
Authorized End Strength	332,800	328,900*	

The FY 2012 actuals, include 11,344 workyears for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations. 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 30 for FY 2012 and is May 29 for FY 2013 and May 28 for FY 2014.

* Reflects the FY13 President's Budget and does not include the additional authorizations provided in the FY2013 NDAA

Recruiting

	<u>FY 2012 Actual</u>	<u>FY 2013 Planned</u>	<u>FY 2014 Planned</u>
1. Numeric goals	29,037	30,350	26,790
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	90.00%	99.00%	90.00%
Actual	99.50%		
b. Cat I-IIIa*			
Goal	60.00%	98.00%	60.00%
Actual	98.30%		

*Test was updated 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 Benchmark: Minimum 90% HSDG; 60% Cat I-IIIa.

**Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2014 President's Budget
(\$ in Thousands)**

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2014 BA 03</u>	<u>FY 2014 BA Assoc w/Metrics</u>	<u>Percent FY 2014 BA Assoc w/Metrics</u>
57	3400	\$3,605,515	\$122,736	3.40%

The Air Force Operation and Maintenance appropriation, BA 03, includes the recruiting program. This metric represents the recruiting of Air Force personnel for total end strength of 327,600 in fiscal year 2014.

Senate Armed Services Committee (SASC) Reporting Requirement

In the FY 2013 NDAA Report 112-173, section 401, End strengths for active forces, the SASC directs a statement on dwell time and an assessment of whether the requested reductions in active duty end-strength are reversible within 1 year.

Dwell Time Assessment

Dwell time for the Active Component refers to the period of time between operational deployments described below, and for the Reserve Component the time between the release from involuntary duty pursuant to operational deployment described below and the reporting date for a subsequent tour, excluding any voluntary active duty performed between two periods of involuntary active duty. Current dwell time goals are 1:5 for the Reserve Components and 1:2 for the Active Components.

An operational deployment begins when the majority of a unit or detachment, or an individual not attached to a unit or detachment, departs homeport/station/base or departs from an enroute training location to meet a Secretary of Defense approved operational requirement. Operational requirements include those recorded in Joint Capabilities Requirements Manager (JCRM) or Electronic-Joint Manpower and Personnel System (eJMPS) and contained in the annual Global Force Management Allocation Plan (GFMAP). Forces deployed in support of EXORDS, OPLANS or CONPLANS approved by the Secretary of Defense are also included.

Dwell Time

(ratio of operationally deployed years to non-deployed years)

	Actual	Current Year Forecast	Budget Year Forecast
<i>Active</i>	90% of deployers achieved 1:2 dwell or better before their next deployment	Same percentage or better	Same percentage or better
<i>Guard</i>	93% achieved 1:5 mob-to-dwell or better	Same percentage or better	Same percentage or better
<i>Reserve</i>	88% achieved 1:5 mob-to-dwell or better	Same percentage or better	Same percentage or better

The following list identifies Active Component specialties with more than 20% of their deployed Airmen leaving home before achieving 1:2 deploy-to-dwell:

- 12R – Reconnaissance/Surveillance/Electronic Warfare Combat Systems Officer
- 13D – Combat Rescue
- 1A3 – Airborne Mission Systems
- 1A4 – Airborne Operations
- 1A8X1 – Airborne Cryptologic Language Analyst
- 1A8X2 – Airborne ISR Operator

1A9 – Special Missions Aviation
1C4 – Tactical Air Control Party (TACP)
1C5 – Command & Control Battle Management Ops
2A5X2 – Helicopter / Tilt rotor Aircraft Maintenance
2S0 – Materiel Management
2T0 – Traffic Management
2T1 – Vehicle Operations
2T3X0 – Vehicle Management
2T3X1 – Vehicle and Vehicular Equipment Maintenance
2T3X2 – Special Vehicle Maintenance
4M0 – Aerospace and Operational Physiology

The following list identifies Air National Guard specialties with more than 15% of their Airmen mobilized under USC 12302 before achieving 1:5 mob-to-dwell:

14N – Intelligence Officer
1C5 – Command & Control Battle Management Ops
1W0 – Weather
4N0 – Aerospace Medical Services

The following list identifies Reserve specialties with more than 15% of their Airmen mobilized under USC 12302 before achieving 1:5 mob-to-dwell:

11M – Mobility Pilot
2A5X1 – Airlift/Special Mission Aircraft Maintenance
2A5X3 – Mobility Air Forces Electronic Warfare Systems

End Strength Reduction Assessment

Active end strength reductions from FY 2012 to FY 2013 and from FY 2013 to FY 2014 are 3,340 and 1,860, respectively. Through the Air Force's deliberate use of increased accessions, the avoidance of voluntary separation programs, the authority to induce involuntary retention programs and, if demand assumption proves incorrect and additional active forces are needed, a more heavily activated Reserve component force is utilized, these reductions are reversible within one year.

SECTION 3

SUMMARY TABLES

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

	<u>FY 2012 Actual /1</u>		<u>FY 2013 Estimate /2 /3</u>		<u>FY 2014 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	65,184	64,593	66,146	64,439	65,799	64,176
Enlisted	265,905	263,577	265,223	259,669	261,493	258,616
Cadets	4,126	4,022	3,915	3,948	3,944	4,059
Total Direct Program	335,215	332,192	335,284	328,056	331,236	326,851
<u>REIMBURSABLE PROGRAM</u>						
Officers	463	427	477	461	506	501
Enlisted	346	340	334	331	314	307
Cadets	0	0	0	0	0	0
Total Reimbursable Program	809	767	811	792	820	808
<u>TOTAL BASELINE PROGRAM</u>						
Officers	65,647	65,020	66,623	64,900	66,305	64,677
Enlisted	266,251	263,917	265,557	260,000	261,807	258,923
Cadets	4,126	4,022	3,915	3,948	3,944	4,059
Total Program	336,024	332,959	336,095	328,848	332,056	327,659
<u>OCO Supplemental</u>						
Officers	2,316	0	0	0	0	0
Enlisted	9,028	0	0	0	0	0
Supplemental Funded Strength	11,344	0	0	0	0	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	67,963	65,020	66,623	64,900	66,305	64,677
Enlisted	275,279	263,917	265,557	260,000	261,807	258,923
Cadets	4,126	4,022	3,915	3,948	3,944	4,059
Revised Total Program	347,368	332,959	336,095	328,848	332,056	327,659

/1 FY 2012 work years includes 2,316 officers and 9,028 enlisted voluntary and involuntary Reserve Component active duty workyears in support OEF/OND.

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

/3 Reflects the FY 2013 President's Budget and does not include the additional authorizations provided with FY 2013 NDAA.

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.

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 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 2012 Actual	FY 2013 Estimate	FY 2014 Estimate
AF Reserve	78	492	300
AF Guard	135	105	75

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

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate *</u>		<u>FY 2014 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<u>Commissioned Officers</u>						
O-10 General	14	0	11	0	12	0
O-9 Lieutenant General	44	0	40	0	36	0
O-8 Major General	99	1	92	1	92	1
O-7 Brigadier General	147	1	147	1	136	1
O-6 Colonel	3,580	24	3,475	25	3,377	26
O-5 Lieutenant Colonel	10,039	66	10,002	71	9,818	76
O-4 Major	14,548	96	14,570	103	13,623	106
O-3 Captain	22,170	145	22,714	162	23,248	180
O-2 1st Lieutenant	7,472	49	7,310	52	7,351	57
O-1 2nd Lieutenant	6,907	45	6,539	46	6,984	54
Officer Subtotal	65,020	427	64,900	461	64,677	501
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,632	3	2,609	3	2,592	3
E-8 Senior Master Sergeant	5,047	7	5,221	7	5,168	6
E-7 Master Sergeant	26,437	34	25,511	32	25,859	31
E-6 Technical Sergeant	41,767	54	41,624	53	41,016	49
E-5 Staff Sergeant	67,718	87	69,590	89	68,324	80
E-4 Senior Airman	55,503	72	49,881	64	54,557	65
E-3 Airman First Class	50,827	65	50,382	64	50,162	59
E-2 Airman	4,269	5	5,743	7	4,034	5
E-1 Airman Basic	9,717	13	9,439	12	7,211	9
Enlisted Subtotal	263,917	340	260,000	331	258,923	307
<u>Cadets</u>	4,022	0	3,948	0	4,059	0
TOTAL END STRENGTH	332,959	767	328,848	792	327,659	808

1/ Includes 2,316 officers and 9,028 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

* Reflects the FY2013 President's Budget and does not include the additional authorizations provided in the FY2013 NDAA.

**AVERAGE STRENGTH (WORKYEARS) BY GRADE
(TOTAL PROGRAM)**

	<u>FY 2012 Actual 1/</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<u>Commissioned Officers</u>						
O-10 General	13	0	11	0	12	0
O-9 Lieutenant General	46	0	43	0	38	0
O-8 Major General	98	1	97	1	97	1
O-7 Brigadier General	151	1	153	1	145	1
O-6 Colonel	3,745	26	3,596	26	3,539	27
O-5 Lieutenant Colonel	11,251	71	10,531	73	10,406	77
O-4 Major	15,516	103	15,285	107	14,278	109
O-3 Captain	22,789	161	22,656	166	23,173	179
O-2 1st Lieutenant	7,620	52	7,392	54	7,504	58
O-1 2nd Lieutenant	6,734	48	6,859	49	7,113	54
Officer Subtotal	67,963	463	66,623	477	66,305	506
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,814	3	2,667	3	2,652	3
E-8 Senior Master Sergeant	5,460	7	5,328	7	5,362	6
E-7 Master Sergeant	28,305	34	26,057	33	26,493	32
E-6 Technical Sergeant	44,265	55	42,515	53	41,997	50
E-5 Staff Sergeant	72,007	91	71,079	90	68,183	82
E-4 Senior Airman	55,827	70	50,946	65	55,088	66
E-3 Airman First Class	52,053	67	51,461	63	50,338	61
E-2 Airman	4,645	6	5,864	8	4,053	5
E-1 Airman Basic	9,903	13	9,640	12	7,641	9
Enlisted Subtotal	275,279	346	265,557	334	261,807	314
<u>Cadets</u>	4,126	0	3,915	0	3,944	0
TOTAL WORKYEARS	347,368	809	336,095	811	332,056	820

1/ Includes 2,316 officers and 9,028 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2012 Actual				FY 2013 Estimate *				FY 2014 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	65,487	263,542	4,341	333,370	65,428	263,372	4,054	332,854	64,999	260,461	4,052	329,512
October	64,824	262,725	4,331	331,880	65,413	263,442	4,047	332,902	64,820	259,367	4,045	328,232
November	64,572	264,170	4,318	333,060	65,516	263,423	4,041	332,980	64,854	260,443	4,041	329,338
December	64,268	264,155	4,301	332,724	65,522	263,517	4,026	333,065	64,833	259,937	4,026	328,796
January	64,229	264,743	4,273	333,245	65,457	263,449	4,011	332,917	64,865	260,222	4,011	329,098
February	64,279	264,592	4,246	333,117	65,306	263,234	3,996	332,536	64,902	259,580	3,996	328,478
March	63,824	264,649	4,236	332,709	65,075	263,268	3,987	332,330	64,759	259,080	3,987	327,826
April	63,753	263,594	4,227	331,574	64,928	262,930	3,977	331,835	64,247	258,789	3,977	327,013
May	64,990	264,018	3,149	332,157	65,703	262,687	2,913	331,303	65,440	258,721	2,948	327,109
June	65,031	264,334	4,122	333,487	65,842	262,822	4,043	332,707	65,648	258,509	4,093	328,250
July	64,980	264,802	4,078	333,860	65,699	262,815	3,984	332,498	65,543	258,758	4,086	328,387
August	64,906	265,038	4,044	333,988	65,455	262,811	3,957	332,223	65,150	259,334	4,067	328,551
September	65,020	263,917	4,022	332,959	64,900	260,000	3,948	328,848	64,677	258,923	4,059	327,659
Average End Strength	64,577	264,212	4,126	332,915	65,423	263,007	3,915	332,345	64,992	259,370	3,944	328,306

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

	FY 2012 Actual				FY 2013 Estimate				FY 2014 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength	3,386	11,067	0	14,453	1,200	2,550	0	3,750	1,313	2,437	0	3,750
Dollars in Millions	527	1,133	0	1,660	188	200	0	388	194	178	0	372
Total Average Strength	67,963	275,279	4,126	347,368	66,623	265,557	3,915	336,095	66,305	261,807	3,944	332,056

Strength in the FY 2014 President's Budget Baseline Request:

End Strength	65,020	263,917	4,022	332,959	64,900	260,000	3,948	328,848	64,677	258,923	4,059	327,659
Average Strength	67,963	275,279	4,126	347,368	66,623	265,557	3,915	336,095	66,305	261,807	3,944	332,056

1/ Includes 2,316 officer and 9,028 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OND and OEF.

Note: The Air Force does not plan to order Selected Reserve to active duty for preplanned missions in support of Combatant Commands (12304b authority).

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.

* Reflects the FY13 President's Budget and does not include the additional authorizations provided in the FY2013 NDAA.

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

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Beginning Strength	65,487	65,428	64,999
Gains (By Source):			
Service Academies	1,054	1,026	980
ROTC	1,967	1,900	1,900
Health Professions Scholarships	500	480	500
Officer Training School	1,068	1,125	1,355
Other	83	190	170
Gain Adjustment	0	0	0
Total Gains	4,672	4,721	4,905
Losses (By Type):			
Voluntary Separation	1,981	2,425	2,412
Retirement	2,100	2,488	2,100
Involuntary	162	196	265
With Pay	96	166	234
Without Pay	66	30	31
VSI/SSB	80	0	91
TERA	0	0	340
Reduction in Force	436	0	0
Other	380	140	19
Loss Adjustment	0	0	0
Total Losses	5,139	5,249	5,227
TOTAL	65,020	64,900	64,677

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

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Beginning Strength	263,542	263,372	260,461
Gains (By Source):			
Non Prior Service Enlistments	28,757	30,100	26,540
Male	23,426	24,747	21,925
Female	5,331	5,353	4,615
Prior Service Enlistments	280	250	250
Reenlistments	34,229	37,226	37,226
Reserves	0	0	0
Officer Candidate Programs	180	180	180
Other	267	180	250
Gain Adjustments	0	0	0
Total Gains	63,713	67,936	64,446
Losses (By Type):			
ETS	10,668	11,956	8,866
Programmed Early Release	135	859	36
TERA	159	0	491
To Commissioned Officer	374	247	198
Reenlistments	34,229	37,226	37,226
Retirement	7,020	8,493	8,055
Attrition	9,758	12,527	10,180
Other	995	0	932
Loss Adjustments	0	0	0
Total Losses	63,338	71,308	65,984
TOTAL	263,917	260,000	258,923

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

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Beginning Strength	4,341	4,054	4,052
Gains:	1,066	1,209	1,204
Losses:	1,385	1,315	1,197
Graduates	1,054	1,026	909
Attrition	331	289	288
TOTAL	4,022	3,948	4,059

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 2012 Actual			FY 2013 Estimate *			FY 2014 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,934,927	8,952,896	13,887,823	4,879,598	8,715,826	13,595,424	4,896,132	8,764,297	13,660,429
2. Retired Pay Accruals	1,683,988	3,062,758	4,746,746	1,558,889	2,789,838	4,348,727	1,577,877	2,831,706	4,409,583
3. Basic Allowance for Housing	1,420,332	3,395,680	4,816,012	1,398,746	3,361,407	4,760,153	1,498,352	3,610,470	5,108,822
a. With Dependents - Domestic	956,957	1,996,131	2,953,088	938,484	1,962,887	2,901,371	1,007,595	2,163,540	3,171,135
b. Without Dependents - Domestic	308,266	741,856	1,050,122	298,303	729,785	1,028,088	325,264	754,574	1,079,838
c. Differential - Domestic	44	749	793	20	910	930	45	794	839
d. Partial - Domestic	185	4,930	5,115	176	5,212	5,388	205	5,052	5,257
e. With Dependents - Overseas	108,299	414,187	522,486	114,229	427,261	541,490	115,508	437,466	552,974
f. Without Dependents - Overseas	44,120	229,582	273,702	45,703	225,716	271,419	47,065	240,337	287,402
g. Moving-In Housing	2,461	8,245	10,706	1,831	9,636	11,467	2,670	8,707	11,377
4. Subsistence	192,452	1,225,590	1,418,042	196,731	1,154,987	1,351,718	197,950	1,134,352	1,332,302
a. Basic Allowance for Subsistence	192,452	974,985	1,167,437	196,731	1,008,796	1,205,527	197,950	977,880	1,175,830
1. Authorized to Mess Separately	192,452	1,099,960	1,292,412	196,731	1,113,269	1,310,000	197,950	1,107,556	1,305,506
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	(124,975)	(124,975)	0	(104,473)	(104,473)	0	(129,676)	(129,676)
b. Subsistence-In-Kind	0	250,571	250,571	0	146,157	146,157	0	156,439	156,439
1. Subsistence in Messes	0	233,936	233,936	0	134,600	134,600	0	140,464	140,464
2. Operational Rations	0	11,651	11,651	0	9,016	9,016	0	11,980	11,980
3. Augmentation Rations	0	4,984	4,984	0	2,541	2,541	0	3,995	3,995
c. Family Supplemental Subsistence Allowance	0	34	34	0	34	34	0	33	33
5. Incentive - Hazardous Duty - Aviation Career Pay	226,716	42,362	269,078	218,362	40,899	259,261	206,177	42,599	248,776
a. Flying Duty Pay	225,477	33,358	258,835	217,176	32,355	249,531	205,008	33,421	238,429
1. Aviator Pay, Officers	145,953	0	145,953	143,682	0	143,682	141,723	0	141,723
2. Crew Members, Enlisted	0	2,477	2,477	0	2,732	2,732	0	2,404	2,404
3. Noncrew Member	0	302	302	0	171	171	0	425	425
4. Aviator Retention Pay	78,499	0	78,499	72,200	0	72,200	62,229	0	62,229
5. Career Enlisted Flyer Pay	0	30,579	30,579	0	29,452	29,452	0	30,592	30,592
6. HDIP-Aviation	1,025	0	1,025	1,294	0	1,294	1,056	0	1,056
b. Parachute Jumping Pay	220	1,253	1,473	252	1,467	1,719	221	1,629	1,850
c. Demolition Pay	320	3,542	3,862	306	3,337	3,643	306	3,330	3,636
d. Other Pays	699	4,209	4,908	628	3,740	4,368	642	4,219	4,861

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2012 Actual			FY 2013 Estimate *			FY 2014 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	328,606	480,633	809,239	303,535	363,794	667,329	303,587	341,821	645,408
a. Medical Pay	169,798	0	169,798	174,739	0	174,739	169,507	0	169,507
b. Dental Pay	40,543	0	40,543	40,850	0	40,850	40,613	0	40,613
c. Optometrists Pay	1,266	0	1,266	1,600	0	1,600	1,600	0	1,600
d. Veterinarians Pay	50	0	50	0	0	0	50	0	50
e. Board Certified Pay Non-Physician	25,014	0	25,014	25,051	0	25,051	25,051	0	25,051
f. Nurses Pay	25,927	0	25,927	25,035	0	25,035	24,665	0	24,665
g. Sea and Foreign Duty, Total	0	345	345	0	345	345	0	345	345
1. Sea Duty	0	139	139	0	139	139	0	139	139
2. Overseas Extension Pay	0	206	206	0	206	206	0	206	206
h. Diving Duty Pay	333	1,802	2,135	369	2,223	2,592	445	2,322	2,767
i. Foreign Language Proficiency Bonus	8,897	20,144	29,041	7,782	21,748	29,530	9,137	21,510	30,647
j. Hostile Fire Pay	17,027	67,944	84,971	3,699	27,934	31,633	1,905	6,941	8,846
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	8,924	40,167	49,091	1,808	10,848	12,656	1,870	10,848	12,718
m. Judge Advocate Continuation Pay	3,504	0	3,504	4,317	0	4,317	3,476	0	3,476
n. JAG Student Loan Repayment	3,949	0	3,949	5,664	0	5,664	5,664	0	5,664
o. Critical Skills Retention Bonus (CSRB)	15,065	3,450	18,515	10,030	2,850	12,880	13,655	2,850	16,505
p. Reenlistment Bonus	0	270,318	270,318	0	232,000	232,000	0	232,000	232,000
q. Special Duty Assignment Pay	0	38,377	38,377	0	36,889	36,889	0	36,889	36,889
r. Enlistment Bonus	0	14,518	14,518	0	14,518	14,518	0	14,185	14,185
s. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
t. Loan Repayment Program	0	5,550	5,550	0	5,233	5,233	0	4,754	4,754
u. Assignment Incentive Pay	3,850	14,669	18,519	1,440	5,031	6,471	1,460	5,881	7,341
v. Other Special Pay	4,459	3,349	7,808	1,151	4,175	5,326	4,489	3,296	7,785
7. Allowances	148,664	640,653	789,317	142,148	590,662	732,810	134,708	590,403	725,111
a. Uniform or Clothing Allowances	2,355	127,456	129,811	2,428	131,206	133,634	2,493	125,740	128,233
1. Initial Issue	2,155	44,983	47,138	2,182	47,674	49,856	2,291	43,279	45,570
1a. Military	1,869	42,544	44,413	1,888	45,151	47,039	1,962	40,793	42,755
1b. Civilian	286	2,439	2,725	294	2,523	2,817	329	2,486	2,815
2. Additional	200	0	200	246	0	246	202	0	202
3. Basic Maintenance	0	15,071	15,071	0	15,453	15,453	0	15,223	15,223
4. Standard Maintenance	0	63,041	63,041	0	64,030	64,030	0	62,807	62,807
5. Supplemental	0	4,361	4,361	0	4,049	4,049	0	4,431	4,431
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	123,049	437,831	560,880	130,180	413,850	544,030	123,802	435,379	559,181
1. Cost-of-Living	108,386	395,711	504,097	111,620	363,269	474,889	107,896	390,894	498,790
2. Temporary Lodging	14,663	42,120	56,783	18,560	50,581	69,141	15,906	44,485	60,391
c. Family Separation Allowance	21,801	74,046	95,847	8,283	44,550	52,833	6,909	27,897	34,806
1. On PCS, No Government Quarters	2,169	13,665	15,834	1,998	13,677	15,675	2,190	13,437	15,627
2. On TDY	19,632	60,381	80,013	6,285	30,873	37,158	4,719	14,460	19,179
d. Personal Money Allowance, General Officers	51	0	51	48	0	48	47	0	47
e. CONUS Cost of Living Allowance	1,343	1,139	2,482	1,148	821	1,969	1,396	1,152	2,548
f. Catastrophical Injured Aid Allowance	65	181	246	61	235	296	61	235	296

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2012 Actual			FY 2013 Estimate *			FY 2014 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	117,328	150,915	268,243	61,644	137,532	199,176	122,844	176,663	299,507
a. Terminal Leave Pay	26,864	37,994	64,858	20,246	40,370	60,616	29,452	46,124	75,576
b. Severance Pay, Disability	2,200	37,374	39,574	1,837	29,704	31,541	2,263	35,607	37,870
c. Severance Pay, Non-Promotion	2,210	0	2,210	2,247	0	2,247	2,273	0	2,273
d. Severance Pay, Involuntary Half (5%)	0	10,805	10,805	0	11,221	11,221	0	11,459	11,459
e. Severance Pay, Involuntary Full (10%)	52,808	4,758	57,566	12,431	3,860	16,291	17,729	5,521	23,250
f. VSI Trust Fund	22,176	6,624	28,800	21,406	6,394	27,800	20,328	6,072	26,400
g. Vol Separation Pay	8,927	0	8,927	0	0	0	10,414	0	10,414
h. Career Status Bonus (30k)	2,143	46,333	48,476	3,477	45,983	49,460	2,160	45,553	47,713
i. TERA	0	7,027	7,027	0	0	0	38,225	26,327	64,552
9. Social Security Tax Payment	374,824	684,897	1,059,721	371,372	666,760	1,038,132	372,960	670,467	1,043,427
10. Permanent Change of Station Travel	401,954	800,745	1,202,699	416,591	873,664	1,290,255	429,209	833,887	1,263,096
11. Other Military Personnel Costs	86,137	170,164	256,301	75,150	77,149	152,299	65,870	74,645	140,515
a. Apprehension of Deserters	5	114	119	11	138	149	11	113	124
b. USSD (MIA)	2,148	1,158	3,306	1,647	867	2,514	2,235	1,205	3,440
c. Death Gratuities	3,300	15,200	18,500	4,800	11,200	16,000	3,000	13,500	16,500
d. Unemployment Compensation	17,805	91,061	108,866	9,735	61,948	71,683	8,522	57,040	65,562
e. Allowance for Family Qtrs and Travel	791	1,164	1,955	0	0	0	0	0	0
f. Education Benefits	68	272	340	67	273	340	42	167	209
g. Adoption Reimbursement	476	127	603	238	281	519	495	133	628
h. Mass Transit	5,198	918	6,116	4,524	802	5,326	5,015	885	5,900
i. Partial Dislocation Allowance	315	1,539	1,854	335	1,640	1,975	328	1,602	1,930
j. Extra Hazard Reimb. for SGLI	4,570	38,366	42,936	0	0	0	0	0	0
k. ROTC	33,096	0	33,096	37,228	0	37,228	29,849	0	29,849
l. JROTC	15,268	0	15,268	16,565	0	16,565	16,373	0	16,373
m. Stop Loss Retroactive Pay	47	252	299	0	0	0	0	0	0
n. Preventive Health Allow Demonstration Project	73	67	140	0	0	0	0	0	0
o. T-SGLI	2,977	19,926	22,903	0	0	0	0	0	0
12. Cadets	71,935	0	71,935	70,369	0	70,369	69,612	0	69,612
Military Personnel Appropriation Total	9,987,863	19,607,293	29,595,156	9,693,135	18,772,518	28,465,653	9,875,278	19,071,310	28,946,588
13. Less Reimbursables:	(198,370)	(196,420)	(394,790)	(211,497)	(205,617)	(417,114)	(217,303)	(209,408)	(426,711)
Retired Pay Accrual	(36,402)	(31,184)	(67,586)	(37,391)	(31,639)	(69,030)	(38,176)	(31,976)	(70,152)
Other	(161,968)	(165,236)	(327,204)	(174,106)	(173,978)	(348,084)	(179,127)	(177,432)	(356,559)
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	9,789,493	19,410,873	29,200,366	9,481,638	18,566,901	28,048,539	9,657,975	18,861,902	28,519,877
FY 2013 CR Adjustment						220,121			
Revised FY 2013 Direct Program						28,268,660			

* Reflects the FY 2013 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 2013*(Amount in Thousands)**

	<u>FY 2013*</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u> <u>ACTIONS</u> <u>(Reprogram)</u>	<u>FY 2013*</u> <u>COLUMN FY 2014</u> <u>PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	4,763,117	0	4,763,117	0	4,763,117	0	4,763,117
Retired Pay Accrual	1,521,498	0	1,521,498	0	1,521,498	0	1,521,498
Incentive Pay	213,101	0	213,101	0	213,101	0	213,101
Special Pay	296,269	0	296,269	0	296,269	0	296,269
Basic Allowance for Housing	1,368,949	0	1,368,949	0	1,368,949	0	1,368,949
Basic Allowance for Subsistence	191,991	0	191,991	0	191,991	0	191,991
Station Allowances Overseas	130,180	0	130,180	0	130,180	0	130,180
CONUS COLA	1,148	0	1,148	0	1,148	0	1,148
Uniform Allowances	2,370	0	2,370	0	2,370	0	2,370
Family Separation Allowances	8,283	0	8,283	0	8,283	0	8,283
Catastrophical Injured Aid Allowance	61	0	61	0	61	0	61
Separation Payments	60,682	0	60,682	0	60,682	0	60,682
Social Security Tax - Employer's Contribution	362,461	0	362,461	0	362,461	0	362,461
Reimbursables	210,915	0	210,915	0	210,915	0	210,915
TOTAL OBLIGATIONS OFFICERS	9,131,025	0	9,131,025	0	9,131,025	0	9,131,025
Less Reimbursables	(210,915)	0	(210,915)	0	(210,915)	0	(210,915)
TOTAL DIRECT OBLIGATIONS OFFICERS	8,920,110	0	8,920,110	0	8,920,110	0	8,920,110
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	8,617,261	0	8,617,261	0	8,617,261	0	8,617,261
Retired Pay Accrual	2,758,199	0	2,758,199	0	2,758,199	0	2,758,199
Incentive Pay	40,427	0	40,427	0	40,427	0	40,427
Special Pay	79,460	0	79,460	0	79,460	0	79,460
Special Duty Assignment Pay	36,889	0	36,889	0	36,889	0	36,889
Reenlistment Bonus	232,000	0	232,000	0	232,000	0	232,000
Enlistment Bonus	14,518	0	14,518	0	14,518	0	14,518
Basic Allowance for Housing	3,330,347	0	3,330,347	0	3,330,347	0	3,330,347
Station Allowances Overseas	413,850	0	413,850	0	413,850	0	413,850
CONUS COLA	821	0	821	0	821	0	821
Clothing Allowances	129,693	0	129,693	0	129,693	0	129,693
Family Separation Allowances	44,550	0	44,550	0	44,550	0	44,550
Catastrophical Injured Aid Allowance	235	0	235	0	235	0	235
Separation Payments	136,028	0	136,028	0	136,028	0	136,028
Social Security Tax - Employer's Contribution	659,220	0	659,220	0	659,220	0	659,220
Reimbursables	173,220	0	173,220	0	173,220	0	173,220
TOTAL OBLIGATIONS ENLISTED	16,666,718	0	16,666,718	0	16,666,718	0	16,666,718
Less Reimbursables	(173,220)	0	(173,220)	0	(173,220)	0	(173,220)
TOTAL DIRECT OBLIGATIONS ENLISTED	16,493,498	0	16,493,498	0	16,493,498	0	16,493,498
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	70,369	0	70,369	0	70,369	0	70,369
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	977,621	0	977,621	0	977,621	0	977,621
Subsistence-In-Kind	146,157	0	146,157	0	146,157	0	146,157
Family Supplemental Subsistence Allowance	34	0	34	0	34	0	34
Reimbursables	31,175	0	31,175	0	31,175	0	31,175

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2013*
(Amount in Thousands)

	<u>FY 2013*</u>	<u>CONGRESSIONAL</u>	<u>INTERNAL</u>	<u>PROPOSED DD 1415</u>	<u>FY 2013*</u>
	<u>PRESIDENT'S</u>	<u>ACTIONS</u>	<u>REALIGNMENT/</u>	<u>ACTIONS</u>	<u>COLUMN FY 2014</u>
	<u>BUDGET</u>		<u>REPROGRAMMING/</u>	<u>(Reprogram)</u>	<u>PRES BUD</u>
			<u>APPROPRIATION</u>	<u>SUBTOTAL</u>	
TOTAL OBLIGATIONS SUBSISTENCE	1,154,987	0	1,154,987	0	1,154,987
Less Reimbursables	(31,175)	0	(31,175)	0	(31,175)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,123,812	0	1,123,812	0	1,123,812
<u>PERMANENT CHANGE OF STATION TRAVEL</u>					
Accession Travel	87,255	0	87,255	0	87,255
Training Travel	75,236	0	75,236	0	75,236
Operational Travel	318,313	0	318,313	0	318,313
Rotational Travel	530,984	0	530,984	0	530,984
Separation Travel	187,760	0	187,760	0	187,760
Travel of Organized Units	15,779	0	15,779	0	15,779
Nontemporary Storage	42,843	0	42,843	0	42,843
Temporary Lodging Expense	30,281	0	30,281	0	30,281
Reimbursables	1,804	0	1,804	0	1,804
TOTAL OBLIGATIONS PCS	1,290,255	0	1,290,255	0	1,290,255
Less Reimbursables	(1,804)	0	(1,804)	0	(1,804)
TOTAL DIRECT OBLIGATIONS PCS	1,288,451	0	1,288,451	0	1,288,451
<u>OTHER MILITARY PERSONNEL COSTS</u>					
Apprehension Mil Deserters, Absentees, Prisoners	149	0	149	0	149
Interest on Uniformed Svcs Savings	2,514	0	2,514	0	2,514
Death Gratuities	16,000	0	16,000	0	16,000
Unemployment Compensation	71,683	0	71,683	0	71,683
Survivor Benefits	0	0	0	0	0
Education Benefits	340	0	340	0	340
Adoption Expenses	519	0	519	0	519
Mass Transit	5,326	0	5,326	0	5,326
Partial Dislocation Allowance	1,975	0	1,975	0	1,975
SROTC	37,228	0	37,228	0	37,228
JROTC	16,565	0	16,565	0	16,565
Extra Hazard Reimb. for SGLI	0	0	0	0	0
TSGLI	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OTHER	152,299	0	152,299	0	152,299
TOTAL DIRECT OBLIGATIONS	28,048,539	0	28,048,539	0	28,048,539
FY 2013 CR Adjustment					220,121
Revised FY 2013 Direct Program					28,268,660

* Reflects the FY 2013 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 2013 DIRECT PROGRAM	8,920,110	16,493,498	70,369	1,123,812	1,288,451	152,299	28,048,539
FY 2013 Projected Realignment	0	0	0	0	0	0	0
Pricing Increase	176,427	387,073	594	10,834	73,947	1,390	650,265
Annualization (PI):	27,039	42,871	149	2,709	0	0	72,768
- Annualization 1 Jan 13 raise of 1.7% on Basic Pay	20,827	32,716	138	0	0	0	53,681
- Annualization of raise on RPA	4,579	8,196	0	0	0	0	12,775
- Annualization on FICA	1,091	1,959	11	0	0	0	3,061
- Annualization 1 Jan 13 inflation rate of 1.1% on BAS	542	0	0	2,709	0	0	3,251
Pay Raise (PI):	79,491	128,612	444	0	5,372	0	213,919
- 1 Jan 14 pay raise of 1.0% effect on Basic Pay	62,482	98,149	413	0	0	0	161,044
- 1 Jan 14 pay raise effect on RPA	13,737	24,587	0	0	0	0	38,324
- 1 Jan 14 pay raise effect on FICA	3,272	5,876	31	0	0	0	9,179
- 1 Jan 14 pay raise of 1.0% effect on DLA for PCS moves	0	0	0	0	5,372	0	5,372
Inflation Rate (PI):	1,627	0	0	8,125	45,980	0	55,732
- 1 Jan 14 inflation rate of 3.4% effect on BAS	1,627	0	0	8,125	0	0	9,752
- Increase in rate for Land (HHG)	0	0	0	0	36,376	0	36,376
- Increase in rate for ITGBL (HHG)	0	0	0	0	9,581	0	9,581
- Increase in Port Handling charges	0	0	0	0	23	0	23
BAH Rates (PI):	32,945	140,407	0	0	0	0	173,352
- Housing Allowance rate 1 Jan 14 increase of 4.2%	32,945	140,407	0	0	0	0	173,352
Other (PI):	35,325	75,183	1	0	22,595	1,390	134,494
- Increase in RPA Pricing	22,141	35,654	0	0	0	0	57,795
- Increase in FICA Pricing	2,289	2,176	1	0	0	0	4,466
- Increase in Clothing Pricing	4	1,405	0	0	0	0	1,409
- Increase in COLA Pricing	0	26,873	0	0	0	0	26,873
- Increase in Special Pay Pricing	0	169	0	0	0	0	169
- Increase in LSTL Pricing	10,501	3,166	0	0	0	0	13,667
- Increase in Separation Payments Pricing	390	5,740	0	0	0	0	6,130
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	7,342	0	7,342
- Increase in Total AMC Pricing	0	0	0	0	2,886	0	2,886
- Increase in Total Comm Air Pricing	0	0	0	0	1,229	0	1,229
- Increase in M Tons MSC Pricing	0	0	0	0	510	0	510
- Increase in S Tons AMC Pricing	0	0	0	0	4,137	0	4,137
- Increase in Trailer Allow Pricing	0	0	0	0	7	0	7
- Increase in Trans of POV Pricing	0	0	0	0	2,576	0	2,576
- Increase in NonTemp Storage Pricing	0	0	0	0	2,163	0	2,163
- Increase in Temp Lodging Pricing	0	0	0	0	1,745	0	1,745
- Increase in Adoption Expenses Pricing	0	0	0	0	0	96	96
- Increase in Mass Transportation Pricing	0	0	0	0	0	889	889
- Increase in Partial DLA Pricing	0	0	0	0	0	39	39
- Increase in JROTC Pricing	0	0	0	0	0	366	366

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	120,693	168,615	1,169	28,011	0	1,466	319,954
Strength (PGI):	64,493	107,064	867	0	0	0	172,424
- Increase in Base Pay Program	0	0	840	0	0	0	840
- Increase in FICA Program	0	0	27	0	0	0	27
- Increase in Clothing Program	59	0	0	0	0	0	59
- Increase in BAH Program	64,434	107,064	0	0	0	0	171,498
Other (PGI):	56,200	61,551	302	28,011	0	1,466	147,530
- Increase in LSTL Program	0	2,588	0	0	0	0	2,588
- Increase in Special Pay Program	5,466	0	0	0	0	0	5,466
- Increase in Non-Fly Crew Member Program	0	254	0	0	0	0	254
- Increase in CEFI Pay Program	0	1,140	0	0	0	0	1,140
- Increase in Parachute Jumping Program	0	162	0	0	0	0	162
- Increase in Other Incentive Pay Program	312	466	0	0	0	0	778
- Increase in COLA Program	0	752	0	0	0	0	752
- Increase in CONUS COLA Program	324	449	0	0	0	0	773
- Increase in Separation Payments Program	50,098	27,200	0	0	0	0	77,298
- Increase in Selective Reenlistment Bonus Program	0	28,540	0	0	0	0	28,540
- Increase in Cadet Subsistence Program	0	0	302	0	0	0	302
- Increase in SIK Total Program	0	0	0	28,011	0	0	28,011
- Increase in Apprehension Expense Program	0	0	0	0	0	27	27
- Increase in Interest On Savings Program	0	0	0	0	0	926	926
- Increase in Total Death Gratuities Program	0	0	0	0	0	500	500
- Increase in Adoption Expenses Program	0	0	0	0	0	13	13
Total Increases	297,120	555,688	1,763	38,845	73,947	2,856	970,219

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	(7,148)	(29,767)	(2,520)	(17,729)	0	(5,751)	(62,915)
Inflation Rate (PD):	0	0	0	(17,729)	0	0	(17,729)
- Decrease for Inflation for SIK	0	0	0	(17,729)	0	0	(17,729)
Other (PD):	(7,148)	(29,767)	(2,520)	0	0	(5,751)	(45,186)
- Decrease in COLA Pricing	(833)	0	0	0	0	0	(833)
- Decrease in TLA Pricing	(765)	(561)	0	0	0	0	(1,326)
- Decrease in MIHA Pricing	(63)	(548)	0	0	0	0	(611)
- Decrease in CONUS COLA Pricing	(76)	(118)	0	0	0	0	(194)
- Decrease in Special Pay Pricing	(5,411)	0	0	0	0	0	(5,411)
- Decrease in Selective Reenlistment Bonus Pricing	0	(28,540)	0	0	0	0	(28,540)
- Decrease in Cadet Subsistence Pricing	0	0	(2,520)	0	0	0	(2,520)
- Decrease in Apprehension Expense Pricing	0	0	0	0	0	(52)	(52)
- Decrease in ROTC Pricing	0	0	0	0	0	(5,699)	(5,699)
Program Decrease	(116,164)	(166,933)	0	(42,813)	(101,167)	(8,889)	(435,966)
Strength (PGD):	(98,475)	(122,527)	0	0	(66,998)	(2,238)	(290,238)
- Decrease in Base Pay Program	(68,120)	(82,518)	0	0	0	0	(150,638)
- Decrease in FICA Program	(5,167)	(6,314)	0	0	0	0	(11,481)
- Decrease in RPA Program	(22,254)	(26,906)	0	0	0	0	(49,160)
- Decrease in BAS Program	(975)	0	0	0	0	0	(975)
- Decrease in Clothing Program	0	(6,789)	0	0	0	0	(6,789)
- Decrease in AP Program	(1,959)	0	0	0	0	0	(1,959)
- Decrease in Land Ship Program	0	0	0	0	(47,116)	0	(47,116)
- Decrease in ITGBL Program	0	0	0	0	(12,410)	0	(12,410)
- Decrease in Disloc Allow Program	0	0	0	0	(7,427)	0	(7,427)
- Decrease in Port Handling Program	0	0	0	0	(46)	0	(46)
- Decrease in ROTC workyears	0	0	0	0	0	(1,680)	(1,680)
- Decrease in JROTC workyears	0	0	0	0	0	(558)	(558)
Other (PGD):	(17,689)	(44,406)	0	(42,813)	(34,169)	(6,651)	(145,728)
- Decrease in LSTL Program	(1,295)	0	0	0	0	0	(1,295)
- Decrease in Special Pay Program	0	(21,550)	0	0	0	0	(21,550)
- Decrease in FSA Program	(1,374)	(16,653)	0	0	0	0	(18,027)
- Decrease in Flying Duty Crew Program	0	(328)	0	0	0	0	(328)
- Decrease in Aviator Retention Pay Program	(9,971)	0	0	0	0	0	(9,971)
- Decrease in HDIP Program	(238)	0	0	0	0	0	(238)
- Decrease in Parachute Jumping Program	(31)	0	0	0	0	0	(31)
- Decrease in Demolition Duty Program	0	(7)	0	0	0	0	(7)
- Decrease in COLA Program	(2,891)	0	0	0	0	0	(2,891)
- Decrease in TLA Program	(1,889)	(5,535)	0	0	0	0	(7,424)
- Decrease in Enlisted Bonus Program	0	(333)	0	0	0	0	(333)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(42,812)	0	0	(42,812)
- Decrease in Family Subsist Sup Allow Program	0	0	0	(1)	0	0	(1)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(10,988)	0	(10,988)
- Decrease in Total AMC Program	0	0	0	0	(4,239)	0	(4,239)
- Decrease in Total Comm Air Program	0	0	0	0	(1,805)	0	(1,805)
- Decrease in M Tons MSC Program	0	0	0	0	(660)	0	(660)
- Decrease in S Tons AMC Program	0	0	0	0	(5,354)	0	(5,354)
- Decrease in Trailer Allow Program	0	0	0	0	(15)	0	(15)
- Decrease in Trans of POV Program	0	0	0	0	(5,391)	0	(5,391)
- Decrease in NonTemp Storage Program	0	0	0	0	(3,874)	0	(3,874)
- Decrease in Temp Lodging Program	0	0	0	0	(1,843)	0	(1,843)

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>
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(6,121)	(6,121)
- Decrease in Survivor Benefits Program	0	0	0	0	0	(131)	(131)
- Decrease in Mass Transportation Program	0	0	0	0	0	(315)	(315)
- Decrease in Partial DLA Program	0	0	0	0	0	(84)	(84)
Total Decreases	(123,312)	(196,700)	(2,520)	(60,542)	(101,167)	(14,640)	(498,881)
FY 2014 DIRECT PROGRAM	9,093,918	16,852,486	69,612	1,102,115	1,261,231	140,515	28,519,877

SECTION 4

**DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS**

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**PAY AND ALLOWANCES
OF OFFICERS**

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

	<u>Amount</u>
FY 2013 DIRECT PROGRAM	8,920,110
Pricing Increase	176,427
Annualization (PI):	27,039
Annualization 1 Jan 13 raise of 1.7% on Basic Pay	20,827
Annualization of raise on RPA	4,579
Annualization of raise on FICA	1,091
Annualization 1 Jan 13 inflation rate of 1.1% on BAS	542
Pay Raise (PI):	79,491
1 Jan 14 pay raise of 1.0% effect on Basic Pay	62,482
1 Jan 14 pay raise effect on RPA	13,737
1 Jan 14 pay raise effect on FICA	3,272
Inflation Rate (PI):	1,627
1 Jan 14 inflation rate of 3.4% effect on BAS	1,627
BAH Rates (PI):	32,945
1 Jan 14 inflation rate of 4.2% effect on BAH	32,945
Other (PI):	35,325
Increase in RPA Payments	22,141
Increase in FICA Payments	2,289
Increase in Clothing Payments	4
Increase in LSTL Payments	10,501
Increase in Separation Payments	390

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

		<u>Amount</u>
Program Increase	120,693	
Strength (PGI):	64,493	
Increase in workyears for Clothing Allowance	59	
Increase in workyears Housing Allowance	64,434	
Other (PGI):	56,200	
Increase in Special Pay Payments	5,466	
Increase in Other Incentive Pay Payments	312	
Increase in CONUS COLA Payments	324	
Increase in Separation Payments	50,098	
Total Increases		297,120
Pricing Decrease		(7,148)
BAH Rates (PI):	(63)	
Decrease in MIHA Payments	(63)	
Other (PI):	(7,085)	
Decrease in COLA Payments	(833)	
Decrease in TLA Payments	(765)	
Decrease in CONUS COLA Payments	(76)	
Decrease in Special Pay Payments	(5,411)	
Program Decrease		(116,164)
Strength (PGD):	(98,475)	
Decrease change in WY/longevity for Basic Pay	(68,120)	
Decrease on workyears/longevity for FICA	(5,167)	
Decrease in workyears/longevity for RPA	(22,254)	
Decrease in workyear for BAS	(975)	
Decrease Aviation Pay Workyears	(1,959)	

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

		<u>Amount</u>
Other (PGD):	(17,689)	
Decrease in LSTL Program	(1,295)	
Decrease in FSA Program	(1,374)	
Decrease in Aviator Retention Pay Payments	(9,971)	
Decrease in HDIP Payments	(238)	
Decrease in Parachute Jumping Payments	(31)	
Decrease in COLA Payments	(2,891)	
Decrease in TLA Payments	(1,889)	
 Total Decreases		 (123,312)
 FY 2014 DIRECT PROGRAM		 9,093,918

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2014 Estimate	4,896,132
FY 2013 Estimate	4,879,598
FY 2012 Actual	4,934,927

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 2012 funding requirements included a 1.6% pay raise. The budget for FY 2013 provides for a basic pay increase of 1.7% and 1.0% for FY 2014. Across-the-board pay raises are effective 1 January each year therefore the annualized rate for FY 2013 is 1.675% and 1.175% for FY 2014. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2012 beginning strength was 65,487 and ending with 65,020 using 67,963 workyears.
FY 2013 beginning strength will be 65,428 and ending with 64,900 using 66,135 workyears.
FY 2014 beginning strength will be 64,999 and ending with 64,677 using 66,305 workyears.

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

<u>Grade</u>	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	179,700	2,336	11	180,375	1,984	12	181,955	2,183
Lt General	46	179,411	8,253	43	180,375	7,756	38	181,955	6,914
Major General	98	162,673	15,942	97	165,722	16,075	97	167,351	16,233
Brig General	151	141,152	21,314	153	143,601	21,971	145	145,207	21,055
Colonel	3,745	118,380	443,334	3,596	119,925	431,252	3,539	121,777	430,970
Lt Colonel	11,251	95,904	1,079,016	10,531	97,116	1,022,733	10,406	98,656	1,026,615
Major	15,516	81,523	1,264,917	15,285	82,261	1,257,357	14,278	83,863	1,197,393
Captain	22,789	64,623	1,472,701	22,656	65,920	1,493,490	23,173	66,521	1,541,486
1st Lieutenant	7,620	50,628	385,782	7,392	50,923	376,423	7,504	52,104	390,986
2nd Lieutenant	6,734	35,838	241,332	6,859	36,530	250,557	7,113	36,876	262,297
TOTAL BASIC PAY	67,963		4,934,927	66,623		4,879,598	66,305		4,896,132

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2014 Estimate	1,577,877
FY 2013 Estimate	1,558,889
FY 2012 Actual	1,683,988

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 591 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 34.3% for FY 2012, 32.1% for FY 2013 and 32.4% for FY 2014. The part-time RPA rate is 24.3% for FY 2012, 24.4% for FY 2013 and 24.5% FY 2014.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	64,577	25,059	1,618,227	65,423	23,466	1,535,240	64,992	23,874	1,551,615
Reserve Component									
Retired Pay Accrual - Part Time	3,386	19,422	65,761	1,200	19,708	23,649	1,313	20,002	26,262
Total Retired Pay Accrual	67,963	24,778	1,683,988	66,623	23,399	1,558,889	66,305	23,797	1,577,877

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2014 Estimate	206,177
FY 2013 Estimate	218,362
FY 2012 Actual	226,716

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) Aviator Pay (AP) - 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 in fixed monthly amounts ranging from \$150 to \$250 and non-crew members in fixed monthly amounts of \$150 only when performing such duties.
- (3) Aviator Retention Pay (ARP) - Financial incentive to compliment non-monetary initiatives to improve flight officer retention. The FY 2000 NDAA approved an enhancement to the ARP program, allowing payment through the grade of O-6 and through 25 years of service and bonus adjustment from \$12,000 to \$25,000 as an incentive to aviation career officers. 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. Participate as students or instructors in instructional training, including in the field or fleet provided that live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skill in the duties provided that live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided that live explosives are used. 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) Chemical Munitions – Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- (8) Dangerous Viruses/Bacteria Lab Duty (Hazardous Bio Org) - Duties in which members may be exposed to various hazardous viruses and/or bacteria. Paid at a monthly rate of \$150.
- (9) 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.
- (10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviator Pay</u>									
Yrs Svc Grade									
Less than 2	3,216	1,500	4,824	3,528	1,500	5,292	3,492	1,500	5,238
2 - 3	1,724	1,872	3,227	1,923	1,872	3,600	1,914	1,872	3,583
3 - 4	1,488	2,256	3,357	1,684	2,256	3,799	1,704	2,256	3,844
4 - 6	2,875	2,472	7,107	3,003	2,472	7,423	3,190	2,472	7,886
6 - 14	9,821	7,800	76,604	9,578	7,800	74,708	9,569	7,800	74,638
14 - 22	4,391	10,080	44,261	4,184	10,080	42,175	4,037	10,080	40,693
22 - 23	431	7,020	3,026	414	7,020	2,906	361	7,020	2,534
23 - 24	340	5,940	2,020	316	5,940	1,877	278	5,940	1,651
24 - 25	259	4,620	1,197	309	4,620	1,428	265	4,620	1,224
Above 25	98	3,000	294	146	3,000	438	132	3,000	396
B/G Less than 25	13	2,400	31	13	2,400	31	13	2,400	31
M/G Less than 25	2	2,472	5	2	2,472	5	2	2,472	5
Subtotal Flying Duty Crew	24,658		145,953	25,100		143,682	24,957		141,723
<u>HDIP-AVIATION</u>									
Flying Duty Crew	12	2,160	26	12	2,160	26	12	2,160	26
Flying Duty Non-Crew	60	1,800	108	60	1,800	108	62	1,800	112
Flying Duty Non-Rated	393	2,266	891	512	2,266	1,160	405	2,266	918
Subtotal HDIP-Aviation	465		1,025	584		1,294	479		1,056
<u>Aviator Retention Pay</u>									
Pilots			69,070			66,424			58,123
Flight Officers			9,429			5,776			4,106
Subtotal Aviator Retention Bonus			78,499			72,200			62,229
Subtotal Flying Duty Pay			225,477			217,176			205,008
<u>Parachute Jumping</u>	122	1,800	220	140	1,800	252	123	1,800	221
<u>Parachute HALO</u>	180	2,700	487	158	2,700	427	164	2,700	443
<u>Demolition Duty</u>	178	1,800	320	170	1,800	306	170	1,800	306
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	13	1,800	24	9	1,800	16	9	1,800	16
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Hazardous Bio Org	1	1,800	2	1	1,800	2	0	0	0
Pressure Chamber Observer	83	1,800	149	85	1,800	153	85	1,800	153
Thermal Stress Experiments	1	1,800	2	2	1,800	4	2	1,800	4
Toxic Fuel Handler	17	1,800	31	12	1,800	22	12	1,800	22
Toxic Pesticides Duty	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	117		212	111		201	110		199
TOTAL INCENTIVE PAY			226,716			218,362			206,177

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2014 Estimate 303,634

FY 2013 Estimate 303,583

FY 2012 Actual 328,657

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2012 National Defense Authorization Act (NDAA) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. 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 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.
 - (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 creditable service.
 - (c) Early Career Incentive Special Pay (Subcategory of Medical Officers Incentive Special Pay) (EC-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 10-009, 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.
 - (d) Medical Incentive Special Pay (ISP/MISP) - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to officers 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) 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.
 - (f) 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.
 - (g) Critical Wartime Skills Accession Bonus (CWSAB) for Physicians – 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.
 - (h) Dental Officer Accession Bonus (DOAB) - 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.
 - (i) 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 creditable service.
 - (j) 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 creditable service.
 - (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) 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (m) Oral Maxillofacial Surgeons Incentive Special Pay (OMS-ISP) - Authorized by FY 2008 NDAA and refined by HA Policy 10-012, 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. The rate for this specialty is set by Health Affairs across all services. Oral Maxillofacial Surgeons who enter into a one year agreement will be paid an ISP of \$30,000. OMS who enter a Dental Officer Multi-year Retention Bonus (DOMRB) agreement for 2- 3-, or 4- years shall be paid an annual ISP of \$50,000 during the contracted period.
- (n) General Dentist Accession Bonus: The Secretary of the Military Department concerned may pay a Dental Officer Accession Bonus to an individual not to exceed \$100,000, who executes a written agreement to serve on active duty for a period of not less than 4 years.
- (o) General Dentist Incentive Pay (ISP): An eligible member who enters into a one year agreement will be paid an ISP of \$20,000.
- (p) General Dentist Retention Bonus (RB): These specialties may be paid a retention bonus not to exceed \$75,000 per year. The rate for each specialty is set by Health Affairs across all services.
- (q) Critical Wartime Skills Accession Bonus (CWSAB) for 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 a specialty designated by Health Affairs as a critically short wartime specialty. The new accession 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.
- (r) Certified Registered Nurse Anesthetists Incentive Special Pay (CRNA-ISP) - Paid as an annual bonus not to exceed \$50,000 per each year for acceptance of a multi-year agreement.
- (s) Nurse Accession Bonus (NAB) - An accession bonus of up to \$30,000 for a four-year contract. Currently offered at \$20,000 if taken in conjunction with Health Professions Loan Repayment Program (HPLRP) assistance. If no HPLRP is taken, the full \$30,000 lump sum bonus may be offered.
- (t) Nurse Board Certified Pay - The FY 2008 NDAA amended section 302C (d(1)) of Title 37 U.S.C. and authorizes financial incentive to encourage NC officers who are also healthcare providers to attain board certification, signifying the 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.
- (u) 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 from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs 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.
- (v) 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 officers who are also healthcare providers to attain board certification, signifying the 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.
- (w) Health Professions Non-Physician Board Certification Pay (HP NP-BCP) - In FY 2009, Health Professions Pay was implemented for Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers. The annual payment was raised to a flat rate of \$6,000 paid monthly and not tied to creditable years of service. These specialties have been removed from NP-BCP and tied to HP NP-BCP. This is a financial incentive to encourage BSC officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. All NP-BCP eligibles will be converted to HP NP-BCP no later than FY 2017.
- (x) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Section 302j; allows for payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four years. The maximum bonus may not exceed \$30,000 paid in a single lump sum.
- (y) Pharmacy Officers Special Pay (POSP) - Authorized in FY 2008 NDAA under the provision of Chapter 5 of Title 37 U.S.C.302i authorizes payment of \$15,000 per year for a two-year contract obligation per Health Affairs.
- (z) Health Professions Accession Bonus (Physician Assistant, Psychologist, Social Worker, Public Health Officers) (AB) – Authorized by FY 2008 NDAA under the provisions of Title 37 U.S.C. 335, these specialties may be paid an accession bonus not to exceed \$30,000 per year. Rates for each specialty are set by Health Affairs across all services.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (aa) 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.
 - (bb) 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.
 - (cc) Optometrists Duty Pay (ODP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C. 302a. Optometry Duty Pay is projected to morph into Consolidated Special Pay (CSP) by FY17 IAW Title 37 U.S.C. 335.
 - (dd) Optometrists Retention Bonus (ORB) – Authorizes up to \$15,000 annual payment for any 12-month period. Eligible officers must have completed initial active duty service obligation for education and training. FY14 rate will be \$6,000 per year.
 - (ee) Veterinarians Duty Pay (VDP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C.303.
 - (ff) Dentist and Surgeon Critical Skills Retention Bonus - A specialty specifically designated as a critical skill in the AF and meeting the requirements outlined in Title 37 U.S.C. 355. The rates vary from \$5,000 to \$30,000 as a single lump sum payment for a three-year contract obligation. Oral Maxillofacial Surgeons may be paid \$75,000 per year for a single year contract obligation and \$100,000 per year for a two-year contract obligation.
- (2) Critical Skill Retention Bonus - Authorized by the FY 2011 NDAA under the provisions of Title 37 U.S.C. 355, 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.
 - (3) 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.
 - (4) Assignment Incentive Pay:
 - (a) Creech Assignment Incentive Pay – Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. Sec. 307(a); an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This entitlement was paid at a monthly rate of \$300 a month for members on station 36 months or less and \$750 a month thereafter. Effective 1 April to 30 Sep 2012, this incentive pay was paid at a monthly rate of \$300.
 - (b) 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.
 - (c) 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 of service.
 - (5) 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.
 - (6) Foreign Language Proficiency Bonus (FLPB) - 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 monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages.
 - (7) 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. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1500.
 - (8) 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. Members eligible for Imminent Danger Pay (IDP) were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Effective 1 Jan 2012, service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (9) 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.
- (10) 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.
- (11) Other Special Pay – Pay and Allowance Continuation (PAC) pay for Wounded Warriors during period of hospitalization authorized under 37 U.S.C. 328.

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 expected number of takers. 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 A1 and the Air Force Medical Service.

Special Pay funding amount for Pharmacy Officers is an estimate of 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 estimated takers multiplied by the established rate. Details of the cost computation are provided in the following tables:

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	2,710	15,000	40,650	2,710	15,000	40,650	2,710	15,000	40,650
MD Board Certification Pay	2,180	3,600	7,848	2,180	6,000	13,080	2,180	3,600	7,848
MD Early Committment ISP	75	23,685	1,776	100	23,685	2,369	100	23,685	2,369
MD Incentive Special Pay	2,328	23,685	55,139	2,328	23,685	55,139	2,328	23,685	55,139
MD Multi-Year Special Pay	931	35,786	33,317	931	35,786	33,317	931	35,786	33,317
MD Variable Special Pay	3,515	8,000	28,120	3,515	8,000	28,120	3,515	8,000	28,120
CWSAB Medical	10	294,800	2,948	7	294,800	2,064	7	294,800	2,064
Physician Pay	11,749	14,452	169,798	11,771	14,845	174,739	11,771	14,400	169,507

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	4	75,000	300	4	75,000	300	4	75,000	300
Dental Additional Pay	700	12,000	8,400	700	12,000	8,400	700	12,000	8,400
Dental Board Certification Pay	264	5,100	1,346	263	6,000	1,578	263	5,100	1,341
Dental Multi-Year Special Pay	312	41,000	12,792	312	41,000	12,792	312	41,000	12,792
Dental Variable Pay	700	8,000	5,600	700	8,000	5,600	700	8,000	5,600
Oral Surgeon ISP	46	30,000	1,380	46	30,000	1,380	46	30,000	1,380
General Dentist Accession Bonus	8	37,500	300	8	37,500	300	8	37,500	300
General Dentist Incentive Pay	256	20,000	5,125	220	20,000	4,400	220	20,000	4,400
General Dentist Retention Bonus	200	25,000	5,000	220	25,000	5,500	220	25,000	5,500
CWSAB Dental	1	300,000	300	2	300,000	600	2	300,000	600
Dentist Pay	2,491	16,274	40,543	2,475	16,505	40,850	2,475	16,409	40,613
Cert RN Anesthetists	108	40,000	4,320	100	40,000	4,000	100	40,000	4,000
Nurse Accession Bonus	175	25,000	4,375	125	25,000	3,125	125	25,000	3,125
Nurse Board Certified	183	4,000	732	185	6,000	1,110	185	4,000	740
Nurse ISP	1,100	15,000	16,500	1,120	15,000	16,800	1,120	15,000	16,800
Nurse Pay	1,566	16,556	25,927	1,530	16,363	25,035	1,530	16,121	24,665
Board Certified Non-Physician Pay	1,198	6,000	7,188	1,198	6,000	7,188	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	250	15,000	3,750	230	20,000	4,600	230	20,000	4,600
PHO Accession Bonus	105	10,000	1,053	35	10,000	350	35	10,000	350
PHO Incentive Pay	179	5,000	895	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	20	15,000	300	30	15,000	450	30	15,000	450
Physicians Assistant Incentive Pay	289	5,000	1,445	289	5,000	1,445	289	5,000	1,445
Physicians Assistant Retention Pay	219	15,000	3,285	219	15,000	3,285	219	15,000	3,285
Psychologist Accession Bonus	30	20,000	600	30	15,000	450	30	15,000	450
Psychologist Incentive Pay	170	5,000	850	170	5,000	850	170	5,000	850
Psychologist Retention Pay	105	15,000	1,575	105	15,000	1,575	105	15,000	1,575
Social Workers Accession Bonus	25	7,500	185	10	7,500	75	10	7,500	75
Social Workers Retention Pay	170	10,000	1,700	170	10,000	1,700	170	10,000	1,700
Optometrists	126	5,000	630	120	5,000	600	120	5,000	600
Optometry Retention	106	6,000	636	100	10,000	1,000	100	10,000	1,000
Veterinarians	42	1,200	50	0	0	0	42	1,200	50
Biomedical Science Officer Pay	3,213	8,195	26,330	3,064	8,698	26,651	3,106	8,597	26,701

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Anniversary	0	0	0	6	150,000	900	6	150,000	900
Dentist CSRB Initial	6	150,000	900	6	150,000	900	6	150,000	900
Surgeon CSRB Anniversary	17	150,000	2,550	10	150,000	1,500	10	150,000	1,500
Surgeon CSRB Initial	17	150,000	2,550	10	150,000	1,500	10	150,000	1,500
Medical CSRB Subtotal	40	150,000	6,000	32	150,000	4,800	32	150,000	4,800
Contracting CSRB	307	20,000	6,140	152	20,000	3,040	289	20,000	5,780
Special Tactics and Combat Rescue CSRB	117	25,000	2,925	102	21,500	2,190	123	25,000	3,075
Non-Medical CSRB Subtotal	424	21,380	9,065	254	20,591	5,230	412	21,493	8,855
Critical Skills Retention Bonus	464	32,468	15,065	286	35,080	10,030	444	30,755	13,655
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	11	2,200	24	10	2,200	22	11	2,200	24
Lt General	46	500	23	43	500	22	38	500	19
Pers Allowance - General Officer	58	883	51	54	880	48	50	944	47
Assignment Incentive Pay - Creech	723	4,111	2,971	0	0	0	0	0	0
Assignment Incentive Pay - Korea	144	3,600	518	144	3,600	518	144	3,600	518
Assignment Incentive Pay - RPA Pilot	124	2,911	361	379	2,433	922	446	2,112	942
Assignment Incentive Pay	991		3,850	523		1,440	590		1,460
Diving Duty	185	1,800	333	205	1,800	369	247	1,800	445
Foreign Language Proficiency Bonus	1,818	4,894	8,897	1,604	4,850	7,782	1,867	4,894	9,137
Hardship Duty Location Pay	7,437	1,200	8,924	1,507	1,200	1,808	1,558	1,200	1,870
Hostile Fire Pay	6,307	2,700	17,027	1,370	2,700	3,699	706	2,700	1,905
JAG Bonus	125	28,030	3,504	154	28,030	4,317	124	28,030	3,476
JAG Student Loan Repayment	182	21,700	3,949	261	21,700	5,664	261	21,700	5,664
Other Special Pay	3,716	1,200	4,459	959	1,200	1,151	3,741	1,200	4,489
TOTAL SPECIAL PAY	40,302		328,657	25,763		303,583	28,470		303,634

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Contracting CSRB	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)	307	6,140	78	1,560	30	600								
Accelerated Payments														
Prior Year FY 2012														
Initial Payments														
Anniversary Payments														
Current Year FY 2013														
Initial Payments			74	1,480										
Anniversary Payments					215	4,300	215	4,300	215	4,300				
Biennial Budget FY 2014														
Initial Payments					44	880								
Anniversary Payments							44	880	44	880	44	880		
Biennial Budget FY 2015														
Initial Payments							44	880						
Anniversary Payments									44	880	44	880	44	880
Biennial Budget FY 2016														
Initial Payments									44	880				
Anniversary Payments											44	880	44	880
Biennial Budget FY 2017														
Initial Payments											215	4,300		
Anniversary Payments													215	4,300
Biennial Budget FY 2018														
Initial Payments													44	880
Anniversary Payments														
Total														
Initial Payments	0	0	74	1,480	44	880	44	880	44	880	215	4,300	44	880
Anniversary Payments	307	6,140	78	1,560	245	4,900	259	5,180	303	6,060	132	2,640	303	6,060
Total	307	6,140	152	3,040	289	5,780	303	6,060	347	6,940	347	6,940	347	6,940

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

Special Tactics and Combat Rescue CSRB	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)	112	2,800	30	750	10	250								
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	5	125												
Anniversary Payments					4	100	4	100						
Current Year FY 2013														
Initial Payments			72	1,440										
Anniversary Payments					96	2,400	96	2,400	96	2,400				
Biennial Budget FY 2014														
Initial Payments					13	325								
Anniversary Payments							13	325	13	325	13	325		
Biennial Budget FY 2015														
Initial Payments							13	325						
Anniversary Payments									13	325	13	325	13	325
Biennial Budget FY 2016														
Initial Payments									13	325				
Anniversary Payments											13	325	13	325
Biennial Budget FY 2017														
Initial Payments											96	2,400		
Anniversary Payments													96	2,400
Biennial Budget FY 2018														
Initial Payments													13	325
Anniversary Payments														
Total														
Initial Payments	5	125	72	1,440	13	325	13	325	13	325	96	2,400	13	325
Anniversary Payments	112	2,800	30	750	110	2,750	113	2,825	122	3,050	39	975	122	3,050
Total	117	2,925	102	2,190	123	3,075	126	3,150	135	3,375	135	3,375	135	3,375

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AIP - Korea (Officer)	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	144	518												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			144	518										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					144	518								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							144	518						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									144	518				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											144	518		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													144	518
Anniversary Payments														
Total														
Initial Payments	144	518	144	518	144	518	144	518	144	518	144	518	144	518
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	144	518	144	518	144	518	144	518	144	518	144	518	144	518

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AIP - RPA Sensor Ops (Officer)	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	124	361												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			379	922										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					446	942								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							603	1,309						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									729	1,696				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											856	2,351		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													983	3,485
Anniversary Payments														
Total														
Initial Payments	124	361	379	922	446	942	603	1,309	729	1,696	856	2,351	983	3,485
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	124	361	379	922	446	942	603	1,309	729	1,696	856	2,351	983	3,485

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2014 Estimate	1,498,352
FY 2013 Estimate	1,398,746
FY 2012 Actual	1,420,332

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 (for domestic BAH) and 475 for OHA.

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 3.3% for FY 2012, 3.3% for FY 2013 and 4.2% for FY 2014, effective 1 January each year. The annualized inflation rate for FY 2013 is 3.3% and 4.0% in FY 2014.

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

With Dependents

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	9	28,619	258	8	29,439	236	9	30,738	277
Lt General	38	32,974	1,253	36	34,166	1,230	31	35,416	1,098
Major General	82	31,364	2,572	74	32,676	2,418	81	33,687	2,729
Brig General	126	30,504	3,843	136	30,604	4,150	121	32,763	3,971
Colonel	3,089	28,590	88,314	2,744	29,626	81,290	3,013	30,707	92,510
Lt Colonel	8,618	27,274	235,046	7,722	28,316	218,647	8,028	29,294	235,176
Major	11,619	24,132	280,392	10,862	25,393	275,827	10,876	25,919	281,900
Captain	13,053	20,546	268,187	12,700	21,732	276,005	13,692	22,068	302,147
1st Lieutenant	2,854	17,473	49,867	2,642	18,487	48,849	2,927	18,767	54,931
2nd Lieutenant	1,762	15,451	27,225	1,814	16,444	29,832	1,980	16,595	32,856
Subtotal with Dependents	41,250		956,957	38,738		938,484	40,758		1,007,595

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
Differential	19	44	8	20	18	45

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

**Without Dependents -
Full Allowance**

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	2	30,914	62	1	29,435	29	2	33,204	66
Major General	3	34,329	103	2	34,772	70	3	36,871	111
Brig General	4	25,887	104	3	29,658	89	4	27,804	111
Colonel	217	26,951	5,849	201	26,991	5,417	203	28,947	5,874
Lt Colonel	885	24,270	21,479	776	24,720	19,175	797	26,068	20,774
Major	2,033	21,850	44,421	1,939	22,471	43,576	1,839	23,468	43,156
Captain	6,649	18,442	122,621	6,214	18,940	117,695	6,675	19,808	132,216
1st Lieutenant	3,879	15,628	60,621	3,725	15,919	59,302	3,778	16,785	63,414
2nd Lieutenant	3,817	13,887	53,006	3,677	14,401	52,950	3,992	14,915	59,542
Subtotal w/o Dependents	17,489		308,266	16,538		298,303	17,293		325,264

**Without Dependents -
Partial Allowance**

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	7	480	3	6	523	3	6	515	3
Lt Colonel	18	400	7	19	434	8	17	429	7
Major	41	322	13	36	352	13	39	346	13
Captain	136	276	38	115	293	34	142	297	42
1st Lieutenant	114	214	24	95	234	22	115	230	26
2nd Lieutenant	628	159	100	550	174	96	669	171	114
Subtotal Partial	944		185	821		176	988		205

TOTAL BAH - DOMESTIC

1,265,452

1,236,983

1,333,109

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS**With Dependents**

Grade	FY 2012 Actual			FY 2013 Estimate			FY 2014 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	1	34,637	35	0	0	0	1	37,711	38
Brig General	1	42,094	42	0	0	0	1	45,212	45
Colonel	159	45,817	7,285	145	49,493	7,198	151	49,625	7,492
Lt Colonel	600	41,857	25,114	574	44,791	25,710	591	45,115	26,662
Major	855	38,235	32,691	893	40,335	36,019	817	41,210	33,668
Captain	1,062	34,981	37,150	1,077	36,436	39,250	1,101	37,289	41,054
1st Lieutenant	146	31,955	4,665	132	33,035	4,356	146	34,212	4,994
2nd Lieutenant	43	30,623	1,317	50	33,644	1,696	47	33,083	1,555
Subtotal With Dependents	2,867		108,299	2,871		114,229	2,855		115,508

Without Dependents

Grade	FY 2012 Actual			FY 2013 Estimate			FY 2014 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	1	46,461	46	0	0	0	1	50,070	50
Brig General	0	0	0	1	51,225	51	0	0	0
Colonel	14	36,462	510	16	35,018	543	13	39,660	515
Lt Colonel	80	33,990	2,719	81	34,827	2,836	76	37,070	2,816
Major	202	31,012	6,265	218	31,777	6,933	194	33,186	6,437
Captain	749	28,949	21,684	785	29,246	22,969	778	30,267	23,547
1st Lieutenant	301	27,403	8,248	275	27,470	7,564	301	28,390	8,544
2nd Lieutenant	166	27,997	4,648	170	28,326	4,807	177	29,132	5,156
Subtotal w/o Dependents	1,513		44,120	1,546		45,703	1,540		47,065
Moving-In Housing Allowance	2,683	917	2,461	1,795	1,020	1,831	2,710	985	2,670
TOTAL BAH - OVERSEAS			154,880			161,763			165,243
GRAND TOTAL BAH			1,420,332			1,398,746			1,498,352

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2014 Estimate 197,950
FY 2013 Estimate 196,731
FY 2012 Actual 192,452

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 NDAA 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 BAS inflation rates of 7.2% for FY 2012, 1.1% for FY 2013 and 3.4% for FY 2014, effective 1 January each year. The annualized inflation rate for FY 2013 is 2.625% and 2.825% for FY 2014.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
BAS	67,963	2,832	192,452	66,623	2,953	196,731	66,305	2,985	197,950

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2014 Estimate	123,802
FY 2013 Estimate	130,180
FY 2012 Actual	123,049

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. 475.

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	2	13,330	27	2	14,481	29	2	13,942	28
Lt. General	10	12,551	126	10	13,569	136	8	12,866	103
Major General	17	12,257	208	14	13,651	191	16	12,832	205
Brig. General	21	17,574	369	21	18,224	383	20	17,659	353
Colonel	602	14,691	8,844	587	16,285	9,559	576	14,930	8,600
Lt Colonel	1,626	14,382	23,385	1,623	15,258	24,764	1,613	14,571	23,503
Major	2,302	12,663	29,150	2,522	12,917	32,576	2,217	12,768	28,306
Captain	3,395	10,607	36,011	3,500	10,052	35,183	3,545	10,332	36,626
1st Lieutenant	883	8,555	7,554	801	7,760	6,216	888	8,262	7,336
2nd Lieutenant	375	7,231	2,712	379	6,814	2,583	400	7,091	2,836
Subtotal Cost of Living	9,233		108,386	9,459		111,620	9,285		107,896
<u>Temporary Lodging Allowance</u>	12,282	1,194	14,663	13,878	1,337	18,560	12,405	1,282	15,906
TOTAL STATION ALLOWANCES-OVERSEAS			123,049			130,180			123,802

(Amount in Thousands)

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

FY 2014 Estimate 1,396
FY 2013 Estimate 1,148
FY 2012 Actual 1,343

PART I - PURPOSE AND SCOPE

Authorization for this allowance is under the provisions of Title 37 U.S.C. 403b and as prescribed in the Joint Federal Travel Regulation, Chapter 8. In Title 37 U.S.C. 403b, 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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	1,587	846	1,343	1,232	932	1,148	1,603	871	1,396

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2014 Estimate 2,493
FY 2013 Estimate 2,428
FY 2012 Actual 2,355

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,672	400	1,869	4,721	400	1,888	4,905	400	1,962
Additional Allowances	1,000	200	200	1,229	200	246	1,010	200	202
Civilian Clothing	448	639	286	452	650	294	499	659	329
TOTAL CLOTHING ALLOWANCES	6,120		2,355	6,402		2,428	6,414		2,493

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2014 Estimate	6,909
FY 2013 Estimate	8,283
FY 2012 Actual	21,801

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>PCS CONUS or Overseas with dependents not authorized</u>	723	3,000	2,169	666	3,000	1,998	730	3,000	2,190
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	6,544	3,000	19,632	2,095	3,000	6,285	1,573	3,000	4,719
TOTAL FAMILY SEPARATION ALLOWANCE	7,267		21,801	2,761		8,283	2,303		6,909

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2014 Estimate	61
FY 2013 Estimate	61
FY 2012 Actual	65

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C. 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “catastrophic injury or illness” means a permanent, severely disabling injury, disorder, or illness that the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree that the member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to a member under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized by Title 38 section 1114(r)(2) or sub-paragraph (C) section 1720G(a)(3) for veterans in need of aid and attendance.

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Special Monthly Compensation	65	61	61

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

PART I - PURPOSE AND SCOPE

FY 2014 Estimate 122,844

FY 2013 Estimate 61,644

FY 2012 Actual 117,328

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) Temporary Early Retirement Authorization (TERA) – FY2012 NDAA, Public Law 112-81, Division A, Title V, section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 to less than 20 years of service.
- (5) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C. 1175. The FY 2007 NDAA increased the authorized payment to an amount not greater than four times their salary. 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 multiplied 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

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
General	5	8,080	40	5	9,436	47	5	8,311	42
Lt General	19	15,294	291	20	5,467	109	15	15,733	236
Major General	21	19,836	417	30	11,813	354	26	20,405	531
Brig General	10	18,252	183	15	14,605	219	14	18,776	263
Colonel	528	13,310	7,028	702	9,884	6,939	535	13,692	7,325
Lt Colonel	802	7,824	6,274	910	5,883	5,354	840	8,049	6,761
Major	1,113	6,184	6,883	955	3,342	3,191	1,165	6,362	7,411
Captain	1,241	4,342	5,388	1,350	2,792	3,769	1,450	4,466	6,476
1st Lieutenant	79	2,917	230	110	1,922	211	84	3,001	252
2nd Lieutenant	84	1,542	130	80	664	53	98	1,586	155
Subtotal Lump Sum Terminal Leave	3,902		26,864	4,177		20,246	4,232		29,452
Separation Pay									
Fail Promotion/Unfit	60	36,833	2,210	60	37,446	2,247	60	37,890	2,273
Disability	34	64,706	2,200	31	59,260	1,837	34	66,563	2,263
Invol-Full Pay 10%	717	73,651	52,808	166	74,885	12,431	234	75,765	17,729
TERA	0	0	0	0	0	0	340	112,428	38,225
VSP	80	111,588	8,927	0	0	0	91	114,440	10,414
VSI Trust Fund			22,176			21,406			20,328
Career Status Bonus	123	17,423	2,143	199	17,470	3,477	124	17,423	2,160
Subtotal Separation Pay	1,014		90,464	456		41,398	883		93,392
TOTAL SEPARATION PAYMENTS	4,916		117,328	4,633		61,644	5,115		122,844

(Amount in Thousands)

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

FY 2014 Estimate	372,960
FY 2013 Estimate	371,372
FY 2012 Actual	374,824

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 2012 - 7.65% on first \$110,100 and 1.45% on the remainder
- Calendar Year 2013 - 7.65% on first \$113,700 and 1.45% on the remainder
- Calendar Year 2014 - 7.65% on first \$117,900 and 1.45% on the remainder

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	4,934,927	7.65%	374,824	4,879,598	7.65%	371,372	4,896,132	7.65%	372,960

**PAY AND ALLOWANCES
OF ENLISTED**

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

		<u>Amount</u>
FY 2013 DIRECT PROGRAM		16,493,498
Pricing Increase	387,073	
Annualization (PI):	42,871	
Annualization 1 Jan 13 raise of 1.7% on Basic Pay	32,716	
Annualization of raise on RPA	8,196	
Annualization of raise on FICA	1,959	
Pay Raise (PI):	128,612	
1 Jan 14 pay raise of 1.0% effect on Basic Pay	98,149	
1 Jan 14 pay raise effect on RPA	24,587	
1 Jan 14 pay raise effect on FICA	5,876	
BAH Rates (PI):	140,407	
1 Jan 14 inflation rate of 4.2% effect on BAH	140,407	
Other (PI):	75,183	
Increase in RPA Payments	35,654	
Increase in FICA Payments	2,176	
Increase in Clothing Payments	1,405	
Increase in COLA Payments	26,873	
Increase in Special Pay Payments	169	
Increase in LSTL Payments	3,166	
Increase in Separation Payments	5,740	
Program Increase	168,615	
Strength (PGI):	107,064	
Increase in workyears Housing Allowance	107,064	

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

		<u>Amount</u>
Other (PGI):	61,551	
Increase in LSTL Program	2,588	
Increase in Non-Fly Crew Member Workyears	254	
Increase in CEFI Pay Workyears	1,140	
Increase in Parachute Jumping Workyears	162	
Increase in Other Incentive Pay Workyears	466	
Increase in COLA Workyears	752	
Increase in CONUS COLA Workyears	449	
Increase in Separation Workyears	27,200	
Increase in Selective Reenlistment Bonus Workyears	28,540	
Total Increases		555,688
Pricing Decrease		(29,767)
BAH Rates (PI):	(548)	
Decrease in MIHA Payments	(548)	
Other (PI):	(29,219)	
Decrease in TLA Payments	(561)	
Decrease in CONUS COLA Payments	(118)	
Decrease in Selective Reenlistment Bonus Payments	(28,540)	
Program Decrease		(166,933)
Strength (PGD):	(122,527)	
Decrease change in WY/longevity for Basic Pay	(82,518)	
Decrease on workyears/longevity for FICA	(6,314)	
Decrease in workyears/longevity for RPA	(26,906)	
Decrease in workyears for Clothing Allowance	(6,789)	
Other (PGD):	(44,406)	
Decrease in Special Pay Payments	(21,550)	
Decrease in FSA Program	(16,653)	
Decrease in Flying Duty Crew Workyears	(328)	
Decrease in Demolition Duty Workyears	(7)	

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

		<u>Amount</u>
Decrease in TLA Workyears	(5,535)	
Decrease in Enlisted Bonus Workyears	(333)	
Total Decreases		(196,700)
FY 2014 DIRECT PROGRAM		16,852,486

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2014 Estimate	8,764,297
FY 2013 Estimate	8,715,826
FY 2012 Actual	8,952,896

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

FY 2012 funding requirements included a 1.6% pay raise. The budget for FY 2013 provides for basic pay increase of 1.7% and 1.0% for FY 2014. Across-the-board pay raises are effective 1 January each year therefore the annualized rate for FY 2013 is 1.675% and 1.175% for FY 2014. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2012 beginning strength was 263,542 and ending with 263,917 using 275,279 workyears.
 FY 2013 beginning strength will be 263,372 and ending with 260,000 using 265,557 workyears.
 FY 2014 beginning strength will be 260,461 and ending with 258,923 using 261,807 workyears.

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

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,814	73,321	206,325	2,667	74,139	197,729	2,652	75,425	200,027
Senior Master Sergeant	5,460	58,524	319,542	5,328	59,946	319,392	5,362	60,204	322,812
Master Sergeant	28,305	49,847	1,410,914	26,057	50,769	1,322,879	26,493	51,277	1,358,488
Technical Sergeant	44,265	40,931	1,811,820	42,515	41,524	1,765,378	41,997	42,106	1,768,318
Staff Sergeant	72,007	32,893	2,368,525	71,079	33,282	2,365,641	68,183	33,837	2,307,102
Senior Airman	55,827	26,102	1,457,192	50,946	26,393	1,344,609	55,088	26,851	1,479,166
Airman First Class	52,053	21,453	1,116,716	51,461	21,678	1,115,587	50,338	22,069	1,110,914
Airman	4,645	19,950	92,668	5,864	20,153	118,178	4,053	20,522	83,177
Airman Basic	9,903	17,085	169,194	9,640	17,265	166,433	7,641	17,575	134,293
TOTAL BASIC PAY	275,279		8,952,896	265,557		8,715,826	261,807		8,764,297

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2014 Estimate 2,831,706

FY 2013 Estimate 2,789,838

FY 2012 Actual 3,062,758

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 (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 34.3% for FY 2012, 32.1% for FY 2013 and 32.4% for FY 2014. The part-time RPA rate is 24.3% for FY 2012, 24.4% for FY 2013 and 24.5% for FY 2014.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	264,212	11,185	2,955,133	263,007	10,512	2,764,677	259,370	10,823	2,807,125
Reserve Component									
Retired Pay Accrual - Part Time	11,067	9,725	107,625	2,550	9,867	25,161	2,437	10,086	24,581
Total Retired Pay Accrual	275,279	11,126	3,062,758	265,557	10,506	2,789,838	261,807	10,816	2,831,706

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2014 Estimate	42,599
FY 2013 Estimate	40,899
FY 2012 Actual	42,362

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>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	12	2,880	35	12	2,880	35	12	2,880	35
Senior Master Sergeant	29	2,880	84	32	2,880	92	31	2,880	89
Master Sergeant	137	2,880	395	136	2,880	392	132	2,880	380
Technical Sergeant	235	2,580	606	270	2,580	697	227	2,580	586
Staff Sergeant	351	2,280	800	373	2,280	850	339	2,280	773
Senior Airman	228	1,980	451	273	1,980	541	220	1,980	436
Airman First Class	43	1,800	77	51	1,800	92	42	1,800	76
Airman	11	1,800	20	12	1,800	22	11	1,800	20
Airman Basic	5	1,800	9	6	1,800	11	5	1,800	9
Subtotal Flying Duty Crew	1,051		2,477	1,165		2,732	1,019		2,404
<u>Flying Duty Non-Crew Members</u>	168	1,800	302	95	1,800	171	236	1,800	425

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	3,650	1,800	6,570	4,172	1,800	7,510	3,650	1,800	6,570
More than 4 Yrs Avn Svc	2,345	2,700	6,332	2,430	2,700	6,561	2,350	2,700	6,345
More than 8 Yrs Avn Svc	1,850	4,200	7,770	1,996	4,200	8,383	1,850	4,200	7,770
More than 14 Yrs Avn Svc	2,064	4,800	9,907	1,458	4,800	6,998	2,064	4,800	9,907
Subtotal Career Enlisted Flyer Incentive Pay	9,909		30,579	10,056		29,452	9,914		30,592
Subtotal Flying Duty Pay	11,128		33,358	11,316		32,355	11,169		33,421
<u>Parachute Jumping</u>	696	1,800	1,253	815	1,800	1,467	905	1,800	1,629
<u>Parachute HALO</u>	1,013	2,700	2,735	858	2,700	2,317	1,035	2,700	2,795
<u>Demolition</u>	1,968	1,800	3,542	1,854	1,800	3,337	1,850	1,800	3,330
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	47	1,800	85	45	1,800	81	46	1,800	83
Chemical Munitions Handler	47	1,800	85	46	1,800	83	46	1,800	83
Pressure Chamber Observer	197	1,800	355	177	1,800	319	177	1,800	319
Thermal Stress Experiments	5	1,800	9	5	1,800	9	5	1,800	9
Toxic Fuel Handler	507	1,800	913	503	1,800	905	502	1,800	904
Toxic Pesticides Duty	12	1,800	22	12	1,800	22	12	1,800	22
Weapons Control Crew	3	1,800	5	2	2,000	4	2	2,000	4
Subtotal Other Incentive Duty Pay	818		1,474	790		1,423	790		1,424
TOTAL INCENTIVE PAY	15,623		42,362	15,633		40,899	15,749		42,599

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2014 Estimate	58,747
FY 2013 Estimate	80,387
FY 2012 Actual	157,420

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 U.S.C. 705 and 37 U.S.C. 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 Bonus (FLPB) - 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 Bonus to \$1,000 per month.
- (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. Members eligible for imminent danger pay (IDP) were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Effective 1 Jan 2012, service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.
- (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) Assignment Incentive Pay:
 - (a) 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.
 - (b) Creech Assignment Incentive Pay - Authorized in the FY 2003 NDAA under the provision of Chapter 5 of Title 37, U.S.C. 307a; an assignment incentive pay is authorized for personnel assigned to Creech Air Force Base, Nevada. This entitlement was paid at a monthly rate of \$300 a month for members on station 36 months or less and \$750 a month there after. Effective 1 April to 30 Sep 2012, this incentive pay was paid at a monthly rate of \$300.
 - (c) Assignment Incentive Pay - RPA Sensor Ops - Incentive Pay authorized under 37 U.S.C. 307a and implemented IAW DoDFMR 7A, Para 2205.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (d) 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.
- (9) 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.
- (10) Other Special Pay – Pay and Allowance Continuation (PAC) pay for Wounded Warriors during period of hospitalization authorized under 37 U.S.C. 328.

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Sea and Foreign Duty-Total									
Sea Duty	33	4,200	139	33	4,200	139	33	4,200	139
Overseas Tour Extension Pay	103	2,000	206	103	2,000	206	103	2,000	206
Subtotal Sea and Foreign Duty-Total	136		345	136		345	136		345
Diving Duty Basic	133	1,320	175	27	1,320	36	85	1,320	112
Diving Duty Pararescue	904	1,800	1,627	1,215	1,800	2,187	1,228	1,800	2,210
Foreign Language Proficiency Bonus	4,442	4,535	20,144	4,833	4,500	21,748	4,743	4,535	21,510
Hostile Fire Pay	25,165	2,700	67,944	10,346	2,700	27,934	2,571	2,700	6,941
Hardship Duty Location Pay	33,473	1,200	40,167	9,040	1,200	10,848	9,040	1,200	10,848
Critical Skills Retention Bonus	23	150,000	3,450	19	150,000	2,850	19	150,000	2,850
Assignment Incentive Pay									
Assignment Incentive Pay - Korea	833	3,600	2,999	799	3,600	2,876	799	3,600	2,876
Assignment Incentive Pay - Creech	1,720	4,918	8,459	0	0	0	0	0	0
Assignment Incentive Pay - RPA Sensor Ops	976	2,100	2,050	529	2,100	1,111	908	2,100	1,907
Combat Controller AIP	129	9,000	1,161	116	9,000	1,044	122	9,000	1,098
Subtotal Assignment Incentive Pay	3,658		14,669	1,444		5,031	1,829		5,881
College Loan Payback Program	1,200	4,625	5,550	1,300	4,025	5,233	1,181	4,025	4,754
Other Special Pay	2,791	1,200	3,349	3,479	1,200	4,175	2,747	1,200	3,296
TOTAL SPECIAL PAY	71,924		157,420	31,839		80,387	23,579		58,747

**MILITARY PERSONNEL, ACTIVE FORCES
CRITICAL SKILLS RETENTION BONUS
(Amount in Thousands)**

CSR (Enlisted)	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	23	3,450												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			19	2,850										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					19	2,850								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							16	2,400						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									20	3,000				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											18	2,700		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													21	3,150
Anniversary Payments														
Total														
Initial Payments	23	3,450	19	2,850	19	2,850	16	2,400	20	3,000	18	2,700	21	3,150
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	23	3,450	19	2,850	19	2,850	16	2,400	20	3,000	18	2,700	21	3,150

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AIP - Korea (Enlisted)	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	799	2,876												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			799	2,876										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					799	2,876								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							799	2,876						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									799	2,876				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											799	2,876		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													799	2,876
Anniversary Payments														
Total														
Initial Payments	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AIP - RPA Sensor Ops (Enlisted)

	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	976	2,050												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			529	1,111										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					908	1,907								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							922	1,936						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									951	1,997				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											953	2,001		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													953	2,001
Anniversary Payments														
Total														
Initial Payments	976	2,050	529	1,111	908	1,907	922	1,936	951	1,997	953	2,001	953	2,001
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	976	2,050	529	1,111	908	1,907	922	1,936	951	1,997	953	2,001	953	2,001

**MILITARY PERSONNEL, ACTIVE FORCES
ASSIGNMENT INCENTIVE PAY
(Amount in Thousands)**

AIP - Combat Controller (Enlisted)	<u>FY 2012</u>		<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)														
Accelerated Payments														
Prior Year FY 2012														
Initial Payments	109	981												
Anniversary Payments														
Current Year FY 2013														
Initial Payments			116	1,044										
Anniversary Payments														
Biennial Budget FY 2014														
Initial Payments					122	1,098								
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments							122	1,098						
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments									122	1,098				
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments											122	1,098		
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments													122	1,098
Anniversary Payments														
Total														
Initial Payments	109	981	116	1,044	122	1,098	122	1,098	122	1,098	122	1,098	122	1,098
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	109	981	116	1,044	122	1,098	122	1,098	122	1,098	122	1,098	122	1,098

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2014 Estimate	36,889
FY 2013 Estimate	36,889
FY 2012 Actual	38,377

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, 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 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
SD-6 (\$450)	1,931	10,427	1,955	10,557	1,955	10,557
SD-5 (\$375)	2,652	11,935	1,892	8,514	1,892	8,514
SD-4 (\$300)	1,221	4,397	1,539	5,540	1,539	5,540
SD-3 (\$225)	2,240	6,048	2,279	6,153	2,279	6,153
SD-2 (\$150)	2,778	5,000	3,208	5,774	3,208	5,774
SD-1 (\$75)	633	570	390	351	390	351
TOTAL SPECIAL DUTY ASSIGNMENT PAY	11,455	38,377	11,263	36,889	11,263	36,889

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2014 Estimate	232,000
FY 2013 Estimate	232,000
FY 2012 Actual	270,318

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:

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	7,776	18,279	142,141	9,743	13,240	129,000	5,275	19,716	104,000
Anniversary Payments	28,728	4,367	125,456	17,809	5,631	100,279	26,212	4,779	125,279
Accelerated Payments	500	5,442	2,721	500	5,442	2,721	500	5,442	2,721
TOTAL	37,004		270,318	28,052		232,000	31,987		232,000

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY11 & Prior)	28,728	125,456	2,242	10,442	13,268	45,004	5,374	20,728						
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 2012														
Initial Payments	7,776	142,141												
Anniversary Payments			7,120	43,161	7,775	16,035	7,270	9,870	3,577	5,337	3,577	2,337		
Current Year FY 2013														
Initial Payments			9,743	129,000										
Anniversary Payments			8,447	46,676	5,169	64,240	4,664	31,604	4,783	10,031	4,283	8,031	3,675	6,890
Biennial Budget FY 2014														
Initial Payments					5,275	104,000								
Anniversary Payments							3,335	51,077	2,834	20,263	2,375	17,223	2,018	15,500
Biennial Budget FY 2015														
Initial Payments							5,475	116,000						
Anniversary Payments									5,475	77,648	5,037	32,488	4,281	28,019
Biennial Budget FY 2016														
Initial Payments									5,225	116,000				
Anniversary Payments											5,223	81,200	2,474	32,480
Biennial Budget FY 2017														
Initial Payments											4,879	88,000		
Anniversary Payments													4,877	30,390
Biennial Budget FY 2018														
Initial Payments													5,225	116,000
Anniversary Payments														
Total														
Initial Payments	7,776	142,141	9,743	129,000	5,275	104,000	5,475	116,000	5,225	116,000	4,879	88,000	5,225	116,000
Anniversary Payments	29,228	128,177	18,309	103,000	26,712	128,000	21,143	116,000	17,169	116,000	20,995	144,000	17,825	116,000
Total SRB	37,004	270,318	28,052	232,000	31,987	232,000	26,618	232,000	22,394	232,000	25,874	232,000	23,050	232,000

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2014 Estimate	14,185
FY 2013 Estimate	14,518
FY 2012 Actual	14,518

PART I - PURPOSE AND SCOPE

An Initial Enlistment Bonus (IEB) 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 IEB program was implemented in Oct 98 to: (1) improve our ability to sustain our critical/technical skills by incentivizing initial enlistment for 6-years instead of four; (2) position the Air Force 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 United States Air Force; and (4) with anticipated improved retention through the first 6-years, reduce our non-prior service goal. The maximum bonus authorized by law is \$40,000.

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible that some contracted bonuses may have delayed payments exceeding two years. So an Airman may have been contracted under the FY13 IEB authorization when they enlisted, but not receive their bonus payment until FY 2015 when they complete their training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for the most hard to fill skills, typically these consist of our Battlefield Airmen careers such as Combat Control and Pararescue

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	3,444	1,500	5,166
3,294	2,000	6,588	3,294	2,000	6,588	0	2,000	0
240	3,000	720	240	3,000	720	0	3,000	0
0	4,000	0	0	4,000	0	0	4,000	0
135	5,000	675	135	5,000	675	0	5,000	0
15	6,000	90	15	6,000	90	0	6,000	0
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
89	10,000	890	89	10,000	890	0	10,000	0
0	11,000	0	0	11,000	0	0	11,000	0
360	12,000	4,320	360	12,000	4,320	350	12,000	4,200
95	13,000	1,235	95	13,000	1,235	0	13,000	0
0	14,000	0	0	14,000	0	37	14,000	518
0	15,000	0	0	15,000	0	195	15,000	2,925
0	16,000	0	0	16,000	0	86	16,000	1,376
Total Enlistment Bonus	4,228	14,518	4,228		14,518	4,112		14,185

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2014 Estimate	3,610,470
FY 2013 Estimate	3,361,407
FY 2012 Actual	3,395,680

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), 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 for Domestic BAH and Title 37 U.S.C. 475 for OHA.

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 3.3% for FY 2012, 3.3% for FY 2013 and 4.2% for FY 2014, effective 1 January each year. The BAH annualized inflation rate for FY 2013 is 3.3% and 4.0% in FY 2014.

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

With Dependents

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	2,129	21,287	45,321	1,935	22,468	43,485	2,160	22,864	49,376
Senior Master Sergeant	3,862	19,855	76,679	3,708	20,734	76,878	4,104	21,325	87,508
Master Sergeant	20,336	18,552	377,269	18,481	19,459	359,626	19,710	19,926	392,736
Technical Sergeant	28,747	17,619	506,480	26,991	18,533	500,223	28,697	18,923	543,044
Staff Sergeant	37,440	15,029	562,700	36,079	15,802	570,141	36,699	16,142	592,409
Senior Airman	18,506	13,627	252,187	16,116	14,351	231,277	21,091	14,637	308,706
Airman First Class	11,380	13,653	155,369	10,918	14,391	157,127	11,580	14,664	169,808
Airman	650	13,345	8,674	797	14,301	11,393	682	14,333	9,770
Airman Basic	841	13,616	11,452	894	14,247	12,737	696	14,625	10,183
Subtotal with Dependents	123,891		1,996,131	115,919		1,962,887	125,419		2,163,540

	<u>FY 2012 Actual</u>		<u>FY 2013 Estimate</u>		<u>FY 2014 Estimate</u>	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
Differential	273	749	319	910	270	794

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

Without Dependents -
Full Allowance

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	207	19,104	3,954	178	19,638	3,496	192	20,519	3,938
Senior Master Sergeant	457	17,928	8,193	433	18,572	8,043	434	19,255	8,355
Master Sergeant	3,076	16,002	49,223	2,632	16,757	44,109	2,835	17,188	48,725
Technical Sergeant	6,752	15,004	101,309	6,096	15,772	96,143	6,305	16,115	101,606
Staff Sergeant	20,138	13,246	266,741	19,221	13,907	267,311	18,879	14,227	268,583
Senior Airman	21,698	11,364	246,566	19,865	11,907	236,540	21,092	12,205	257,432
Airman First Class	5,782	10,750	62,157	6,105	11,399	69,586	5,424	11,546	62,626
Airman	214	10,735	2,297	276	11,367	3,137	185	11,530	2,133
Airman Basic	132	10,730	1,416	125	11,361	1,420	102	11,525	1,176
Subtotal without Dependents (Full)	58,456		741,856	54,931		729,785	55,448		754,574

Without Dependents -
Partial Allowance

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	9	235	2	6	254	2	9	252	2
Senior Master Sergeant	11	193	2	11	209	2	12	208	2
Master Sergeant	80	152	12	60	164	10	79	163	13
Technical Sergeant	293	125	37	251	135	34	292	134	39
Staff Sergeant	1,328	110	146	1,358	119	161	1,297	118	153
Senior Airman	6,383	102	653	5,507	111	610	6,513	110	715
Airman First Class	32,106	98	3,153	30,868	106	3,286	31,536	105	3,326
Airman	3,402	91	309	4,387	98	432	2,980	98	291
Airman Basic	7,075	87	616	7,170	94	675	5,464	94	511
Subtotal without Dependents (Partial)	50,687		4,930	49,618		5,212	48,182		5,052
TOTAL BAH - DOMESTIC			2,743,666			2,698,794			2,923,960

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	163	34,694	5,655	164	36,632	6,008	162	37,340	6,048
Senior Master Sergeant	475	32,240	15,314	454	34,091	15,479	512	34,663	17,747
Master Sergeant	2,335	32,820	76,634	2,160	34,091	73,645	2,307	35,055	80,871
Technical Sergeant	3,536	32,656	115,472	3,612	33,527	121,114	3,526	34,594	121,977
Staff Sergeant	4,512	30,559	137,881	4,684	31,476	147,422	4,416	32,341	142,818
Senior Airman	1,576	28,696	45,225	1,495	29,641	44,318	1,612	30,557	49,258
Airman First Class	608	28,570	17,371	614	29,780	18,287	597	30,420	18,161
Airman	20	27,951	559	29	29,095	844	17	29,668	504
Airman Basic	3	25,479	76	5	28,718	144	3	27,459	82
Subtotal with Dependents	13,228		414,187	13,217		427,261	13,152		437,466

Without Dependents

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	20	31,293	626	19	28,717	546	20	31,981	639
Senior Master Sergeant	74	28,246	2,090	67	26,359	1,766	80	29,788	2,382
Master Sergeant	488	27,495	13,417	464	26,510	12,302	483	29,110	14,059
Technical Sergeant	1,438	27,466	39,496	1,399	26,779	37,469	1,434	28,661	41,098
Staff Sergeant	4,229	26,129	110,498	4,224	25,773	108,853	4,139	27,245	112,768
Senior Airman	2,463	22,972	56,579	2,339	24,141	56,473	2,517	24,726	62,236
Airman First Class	304	21,733	6,607	364	21,791	7,933	300	22,983	6,895
Airman	11	22,557	248	13	22,219	289	10	23,729	237
Airman Basic	1	21,013	21	4	21,260	85	1	22,757	23
Subtotal without Dependents	9,028		229,582	8,893		225,716	8,984		240,337
Moving-In Housing Allowance	10,890	757	8,245	11,176	862	9,636	10,708	813	8,707
TOTAL BAH - OVERSEAS			652,014			662,613			686,510
GRAND TOTAL BAH			3,395,680			3,361,407			3,610,470

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2014 Estimate 435,379
FY 2013 Estimate 413,850
FY 2012 Actual 437,831

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. 475.

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	589	11,463	6,752	606	11,025	6,681	594	11,268	6,693
Senior Master Sergeant	1,250	10,386	12,983	1,238	9,887	12,240	1,363	10,347	14,103
Master Sergeant	6,227	9,579	59,650	5,957	9,037	53,834	6,227	9,491	59,101
Technical Sergeant	10,115	8,543	86,408	10,207	7,858	80,203	10,208	8,376	85,504
Staff Sergeant	16,877	7,107	119,952	17,485	6,413	112,134	16,717	6,958	116,313
Senior Airman	11,512	5,442	62,646	11,367	4,916	55,880	11,912	5,370	63,966
Airman First Class	10,009	4,443	44,468	9,830	3,967	38,995	9,967	4,295	42,809
Airman	629	4,008	2,521	805	3,537	2,847	558	3,858	2,153
Airman Basic	86	3,849	331	121	3,760	455	68	3,706	252
Subtotal Cost of Living	57,294		395,711	57,616		363,269	57,614		390,894
<u>Temporary Lodging Allowance</u>	48,374	871	42,120	53,486	946	50,581	47,567	935	44,485
TOTAL STATION ALLOWANCES-OVERSEAS			437,831			413,850			435,379

(Amount in Thousands)

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

FY 2014 Estimate 1,152
FY 2013 Estimate 821
FY 2012 Actual 1,139

PART I - PURPOSE AND SCOPE

In 37 U.S.C. 403b, 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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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	2,128	535	1,139	1,276	643	821	2,092	551	1,152

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2014 Estimate	125,740
FY 2013 Estimate	131,206
FY 2012 Actual	127,456

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	23,426	1,428	33,463	24,747	1,453	35,947	21,925	1,492	32,709
Civilian Life (Female)	5,331	1,643	8,761	5,353	1,671	8,946	4,615	1,699	7,841
Officer Tng School (Male)	367	349	128	175	357	62	145	363	53
Officer Tng School (Female)	76	349	27	75	357	27	53	363	19
AF Academy Prep (Male)	100	917	92	100	937	94	100	954	95
AF Academy Prep (Female)	80	917	73	80	937	75	80	954	76
Subtotal Military Clothing	29,380		42,544	30,530		45,151	26,918		40,793
<u>Civilian Clothing</u>									
Initial	794	954	757	808	970	784	780	989	771
Continuing	2,855	318	908	2,659	323	860	2,808	330	926
TDY	1,623	477	774	1,811	485	879	1,596	495	789
Subtotal Civilian Clothing	5,272		2,439	5,278		2,523	5,184		2,486
TOTAL INITIAL ALLOWANCES	34,652		44,983	35,808		47,674	32,102		43,279
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	52,083	230	12,000	51,408	234	12,046	51,214	242	12,399
Airmen (Female)	11,686	263	3,071	12,746	267	3,407	11,491	246	2,824
Subtotal	63,769		15,071	64,154		15,453	62,705		15,223
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	150,257	331	49,765	149,581	337	50,383	146,900	345	50,656
Airmen (Female)	35,459	374	13,276	35,842	381	13,647	34,868	348	12,151
Subtotal	185,716		63,041	185,423		64,030	181,768		62,807
<u>Supplemental Maint. Allow.</u>	15,265	286	4,361	13,936	291	4,049	15,010	295	4,431
TOTAL CLOTHING ALLOWANCE			127,456			131,206			125,740

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2014 Estimate 27,897
FY 2013 Estimate 44,550
FY 2012 Actual 74,046

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:

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
PCS CONUS or Overseas with dependents not authorized	4,555	3,000	13,665	4,559	3,000	13,677	4,479	3,000	13,437
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	20,127	3,000	60,381	10,291	3,000	30,873	4,820	3,000	14,460
TOTAL FAMILY SEPARATION ALLOWANCE	24,682		74,046	14,850		44,550	9,299		27,897

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2014 Estimate	235
FY 2013 Estimate	235
FY 2012 Actual	181

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C. 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “catastrophic injury or illness” means a permanent, severely disabling injury, disorder, or illness that the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree that the member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to a member under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized Title 38 section 1114(r)(2) or sub-paragraph (C) section 1720G(a) for veterans in need of aid and attendance.

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	181	235	235

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2014 Estimate	176,663
FY 2013 Estimate	137,532
FY 2012 Actual	150,915

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) Temporary Early Retirement Authorization (TERA) – FY 2012 NDAA, Public Law 112-81, Division A, Title V, section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 to less than 20 years of service.
- (5) Voluntary Separation Pay (VSP) - Payment to members who voluntarily separate from active duty during eligible periods under the provisions of Title 10 U.S.C. 1175. The FY 2007 NDAA increased the authorized payment to an amount not greater than four times their salary.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - To cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (7) 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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
Chief Master Sergeant	252	3,329	839	344	2,834	975	297	3,424	1,017
Senior Master Sergeant	844	3,101	2,617	586	2,536	1,486	901	3,190	2,874
Master Sergeant	2,488	2,254	5,607	3,809	2,372	9,034	3,284	2,319	7,614
Technical Sergeant	1,774	2,626	4,659	2,026	2,438	4,940	2,011	2,702	5,434
Staff Sergeant	4,269	2,149	9,175	4,196	2,081	8,730	4,874	2,211	10,774
Senior Airman	4,979	1,588	7,905	4,814	1,539	7,408	5,623	1,633	9,184
Airman First Class	2,549	1,648	4,202	2,739	1,433	3,924	3,282	1,696	5,565
Airman	947	1,621	1,535	1,321	1,481	1,957	1,064	1,667	1,774
Airman Basic	1,288	1,130	1,455	1,892	1,013	1,916	1,625	1,162	1,888
Subtotal LSTL	19,390		37,994	21,727		40,370	22,961		46,124
Separation Pay									
Disability	972	38,451	37,374	882	33,678	29,704	900	39,563	35,607
Invol-Half Pay 5%	679	15,913	10,805	715	15,694	11,221	700	16,370	11,459
Invol-Full Pay 10%	172	27,663	4,758	138	27,971	3,860	194	28,459	5,521
TERA	159	44,195	7,027	0	0	0	491	53,619	26,327
VSI Trust Fund			6,624			6,394			6,072
Subtotal Separation Pay	1,982		66,588	1,735		51,179	2,285		84,986
Career Status Bonus	1,723	26,891	46,333	1,710	26,891	45,983	1,694	26,891	45,553
TOTAL SEPARATION PAYMENTS	23,095		150,915	25,172		137,532	26,940		176,663

(Amount in Thousands)

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

FY 2014 Estimate	670,467
FY 2013 Estimate	666,760
FY 2012 Actual	684,897

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 2012 - 7.65% on first \$110,100 and 1.45% on the remainder
 Calendar Year 2013 - 7.65% on first \$113,700 and 1.45% on the remainder
 Calendar Year 2014 - 7.65% on first \$117,900 and 1.45% on the remainder

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	8,952,896	7.65%	684,897	8,715,826	7.65%	666,760	8,764,297	7.65%	670,467

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2013 DIRECT PROGRAM		70,369
Pricing Increase	594	
Annualization (PI):	149	
Annualization 1 Jan 13 raise of 1.7% on Basic Pay	138	
Annualization of raise on FICA	11	
Pay Raise (PI):	444	
1 Jan 14 pay raise of 1.0% effect on Basic Pay	413	
1 Jan 14 pay raise effect on FICA	31	
Other (PI):	1	
Increase in Other FICA Payments	1	
Program Increase	1,169	
Strength (PGI):	1,169	
Increase in workyears for Basic Pay	840	
Increase in workyears Subsistence	302	
Increase in workyears FICA	27	
Total Increases:		1,763
Pricing Decrease		(2,520)
Other (PD):	(2,520)	
Subsistence Rate Decrease	(2,520)	
Program Decrease		0
Total Decreases:		(2,520)
FY 2014 DIRECT PROGRAM		69,612

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2014 Estimate	69,612
FY 2013 Estimate	70,369
FY 2012 Actual	71,935

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) 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. FY 2012 funding requirements included a 1.6% pay raise. The budget for FY 2013 provides a basic pay increase of 1.7% and 1.0% for FY 2014, effective 1 January each year. The annualized pay rate is 1.675% for FY 2013 and 1.175% for FY 2014. Rates may vary due to advance pay indebtedness write-offs authorized by Title 10 U.S.C 9350.

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 2012 - \$11.55
 Calendar Year 2013 - \$11.70
 Calendar Year 2014 - \$12.10

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,166	11,963	49,837	3,915	12,031	47,103	3,984	12,172	48,494
<u>Subsistence</u>	4,166	4,400	18,331	3,915	5,022	19,663	3,984	4,379	17,445
<u>Social Security Tax (Employer's Contribution)</u>	4,126		3,767	3,915		3,603	3,944		3,673
TOTAL ACADEMY CADETS			71,935			70,369			69,612

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2013 DIRECT PROGRAM		1,123,812
Pricing Increase		11,103
Annualization 1 Jan 13 inflation rate of 1.1% on BAS	2,709	
1 Jan 14 inflation rate of 3.4% effect on BAS	8,125	
Increase in SIK - Operational Pricing	269	
Program Increase		28,011
Increase in SIK - Subsist In Mess Total Program	23,793	
Increase in SIK - Operational Program	2,695	
Increase in SIK - Augmentation Rations Program	1,523	
Total Increases		39,114
Pricing Decrease		(17,998)
Decrease in SIK - Subsist In Mess Total Pricing	(17,929)	
Decrease in SIK - Augmentation Rations Pricing	(69)	
Program Decrease		(42,813)
Decrease in Subsistence - BAS Enlisted Program	(42,812)	
Decrease in Family Subsist Sup Allow Program	(1)	
Total Decreases		(60,811)
FY 2014 DIRECT PROGRAM		1,102,115

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2014 Estimate	977,880
FY 2013 Estimate	1,008,796
FY 2012 Actual	974,985

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 U.S.C. 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 7.2% for FY 2012, 1.1% for FY 2013 and 3.4% for FY 2014, effective 1 January each year. The annualized BAS inflation rate is 2.625% for FY 2013 and 2.825% for FY 2014.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
When Authorized to Mess Separately	267,558	4,111	1,099,960	259,628	4,288	1,113,269	255,488	4,335	1,107,556
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			(124,975)			(104,473)			(129,676)
GRAND TOTAL			974,985			1,008,796			977,880

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2014 Estimate	33
FY 2013 Estimate	34
FY 2012 Actual	34

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Effective 1 May 2001, eligible members can receive a monthly entitlement that will be paid in an amount equal to the total dollars required to bring that member's household income to 130% 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 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Family Subsist Sup Allow	34	34	33

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2014 Estimate	156,439
FY 2013 Estimate	146,157
FY 2012 Actual	250,571

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 7.2% for FY 2012, 1.1% for FY 2013 and 3.4% for FY 2014, effective 1 January each year. The annualized BAS inflation rate is 2.6% for FY 2013 and 2.8% for FY 2014. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	5,740	3,747	21,509	5,504	4,130	22,734	5,901	3,954	23,333
Members Taking Meals in Mess			212,427			111,866			117,131
Subtotal Subsistence-In-Mess			233,936			134,600			140,464
<u>Operational Rations</u>									
Meals Ready to Eat	118,599	92	10,911	88,342	96	8,437	115,354	97	11,199
Unitized Group Rations	1,809	409	740	1,640	353	579	1,809	432	781
Subtotal Operational Rations	120,408		11,651	89,982		9,016	117,163		11,980
<u>Augmentation Rations</u>									
Augmentation Rations	124,590	12	1,498	113,538	11	1,272	124,590	13	1,580
Other - Messing	490,265	7	3,486	137,630	9	1,269	321,948	8	2,415
Subtotal Augmentation Rations/Other	614,855		4,984	251,168		2,541	446,538		3,995
GRAND TOTAL SIK	741,003		250,571	346,654		146,157	569,602		156,439
GRAND TOTAL Enlisted Subsistence			1,225,590			1,154,987			1,134,352

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**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2013 DIRECT PROGRAM

1,288,451

Pricing Increase

73,947

Annualization (PI):

1,343

Annualization 1 Jan 13 raise of 1.7% effect on DLA for PCS moves

1,343

Pay Raise (PI):

4,029

1 Jan 14 pay raise of 1.0% effect on DLA for PCS moves

4,029

Inflation Rate (PI):

45,980

Increase in rate of Land

36,376

Increase in rate of ITGBL (HHG)

9,581

Increase in Port Handling rate

23

Other (PI):

22,595

Increase in Mile-Per Diem Pricing

7,342

Increase in AMC Pricing

2,886

Increase in Comm Air Pricing

1,229

Increase in M Tons MSC Pricing

510

Increase in S Tons AMC Pricing

4,137

Increase in Trailer Allow Pricing

7

Increase in Trans of POV Pricing

2,576

Increase in NonTemp Storage Pricing

2,163

Increase in Temp Lodging Pricing

1,745

Program Increase

0

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

		<u>AMOUNT</u>
Total Increases		73,947
Pricing Decrease	0	
Program Decrease	(101,167)	
Strength (PGD):	(66,998)	
Decrease in DLA Program	(7,427)	
Decrease in strength of Land	(47,116)	
Decrease in strength of ITGBL (HHG)	(12,410)	
Decrease in Port Handling strength	(46)	
Other (PGD):	(34,169)	
Decrease in Mile-Per Diem Program	(10,988)	
Decrease in AMC Program	(4,239)	
Decrease in Comm Air Program	(1,805)	
Decrease in M Tons MSC Program	(660)	
Decrease in S Tons AMC Program	(5,354)	
Decrease in Trailer Allow Program	(15)	
Decrease in Trans of POV Program	(5,391)	
Decrease in NonTemp Storage Program	(3,874)	
Decrease in Temp Lodging Program	(1,843)	
Total Decreases		(101,167)
FY 2014 DIRECT PROGRAM		1,261,231

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. It also includes personnel property movement overhead (contracting, program management, and associated information technology system support) for the Defense Personnel Property System (DPS). Effective 1 January of each year, the average percentage pay raise increase (DLA) is 1.6% for FY 2012, 1.7% for FY 2013 and 1.0% for FY 2014. The annualized pay raise rate for FY 2013 is 1.675% and 1.175% for FY 2014. The Non-Pay inflation rate is 1.9% for FY 2012, 2.1% for FY 2013 and 1.9% for FY 2014.

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

	FY 2012 Actual		FY 2013 Estimate		FY 2014 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
Accession Travel	35,222	87,267	36,280	87,255	33,329	86,485
Training Travel	8,874	70,213	10,729	75,236	9,800	79,127
Operational Travel between Duty Stations	19,316	315,239	19,690	320,117	19,300	327,304
Rotational Travel To and From Overseas	36,430	484,493	40,044	530,984	37,098	512,982
Separation Travel	34,579	164,589	39,620	187,760	34,273	169,760
Travel of Organized Units	853	13,210	1,000	15,779	1,000	16,123
Nontemporary Storage *		39,156		42,843		41,132
Temporary Lodging Expense *		28,532		30,281		30,183
TOTAL OBLIGATIONS	135,274	1,202,699	147,363	1,290,255	134,800	1,263,096
Less Reimbursements		1,744		1,804		1,865
TOTAL DIRECT PROGRAM	135,274	1,200,955	147,363	1,288,451	134,800	1,261,231

*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 2012 Actual		FY 2013 Estimate		FY 2014 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	99,490	92,663	108,381	99,194	99,141	96,059
AMC	26,006	30,166	28,331	32,292	25,915	31,272
Commercial Air	9,778	12,852	10,651	13,757	9,743	13,323
<u>Travel of Family Members</u>						
Mileage and Per Diem	58,129	26,908	62,852	28,819	58,634	28,309
AMC	27,663	17,492	29,911	18,735	27,903	18,403
Commercial Air	9,845	7,435	10,645	7,963	9,930	7,822
<u>Transportation of Household Goods</u>						
M Tons - MSC	27,873	7,758	30,434	8,315	28,158	8,165
S Tons - AMC	8,558	62,926	9,344	67,447	8,646	66,231
Land Shipment, CONUS & Overseas	45,273	553,351	49,431	593,110	45,735	582,412
ITGBL	17,939	145,738	19,587	156,209	18,122	153,392
Dislocation Allowance	52,753	111,847	56,901	119,003	53,507	116,956
Trailer Allowance	175	209	189	226	177	218
Transportation of POVs	19,086	65,282	20,854	71,628	19,339	68,813
Port Handling Charges		385		430		407
Nontemporary Storage*		39,156		42,843		41,132
Temporary Lodging Expense*		28,532		30,281		30,183
TOTAL OBLIGATIONS		1,202,699		1,290,255		1,263,096
Less Reimbursements		1,744		1,804		1,865
TOTAL DIRECT PROGRAM		1,200,955		1,288,451		1,261,231

*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 2014 Estimate	91,353
FY 2013 Estimate	92,057
FY 2012 Actual	92,074

PART I - PURPOSE AND SCOPE

These funds are for initial PCS movements of active duty Air Force commissioned officers, to include Reserve Component 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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	4,672	410	1,917	4,721	388	1,832	4,905	427	2,094
(2) Family Member Travel	1,727	292	505	1,745	277	483	1,813	304	552
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	2,500	6,366	15,915	2,516	6,024	15,155	2,614	6,623	17,313
(5) Dislocation Allowance	1,215	2,138	2,598	1,228	2,021	2,482	1,276	2,200	2,807
(6) Trailer Allowance	15	667	10	16	625	10	16	694	11
(7) Global POV	136	3,625	493	138	3,432	474	143	3,771	539
(8) Port Handling (HHGS)			0			0			0
(9) Nontemporary Storage			540			516			590
(10) Temporary Lodging Expense			1,176			1,134			1,296
Subtotal Officer Accession Travel			23,154			22,086			25,202

Enlisted Accession Travel

(1) Member Travel	29,484	1,029	30,332	30,350	1,015	30,801	27,220	1,070	29,134
(2) Family Member Travel	6,778	239	1,619	6,977	236	1,644	6,258	249	1,555
(3) Pet Quarantine	0	0	0	0	0	0	0	0	0
(4) Trans of Household Goods	4,201	5,657	23,767	4,310	5,580	24,049	3,865	5,886	22,749
(5) Dislocation Allowance	3,827	1,764	6,749	3,939	1,739	6,850	3,533	1,814	6,409
(6) Trailer Allowance	12	1,333	16	12	1,366	16	11	1,387	15
(7) Global POV	834	3,484	2,906	859	3,437	2,952	770	3,625	2,791
(8) Port Handling (HHGS)			3			3			3
(9) Nontemporary Storage			1,494			1,517			1,435
(10) Temporary Lodging Expense			1,597			1,635			1,547
Subtotal Enlisted Accession Travel			68,483			69,467			65,638

Cadet Accession Travel

	1,066	410	437	1,209	417	504	1,204	426	513
TOTAL ACCESSION TRAVEL			92,074			92,057			91,353

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2014 Estimate	83,729
FY 2013 Estimate	79,538
FY 2012 Actual	74,274

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 those eliminated 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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,044	636	3,209	6,200	576	3,569	5,400	662	3,574
(2) Family Member Travel	5,236	319	1,668	6,436	288	1,856	5,606	331	1,858
(3) Trans of Household Goods	6,118	7,008	42,878	7,521	6,341	47,689	6,550	7,291	47,758
(4) Dislocation Allowance	3,728	2,529	9,427	4,582	2,287	10,480	3,991	2,601	10,381
(5) Port Handling (HHGS)			1			1			1
(6) Nontemporary Storage			940			1,045			1,047
(7) Temporary Lodging Expense			2,152			2,392			2,397
Subtotal Officer Training Travel			60,275			67,032			67,016
<u>Enlisted Training Travel</u>									
(1) Member Travel	3,830	643	2,461	4,529	485	2,198	4,400	669	2,942
(2) Family Member Travel	1,264	357	451	1,495	270	403	1,452	371	539
(3) Trans of Household Goods	1,107	7,585	8,397	1,309	5,731	7,501	1,272	7,891	10,038
(4) Dislocation Allowance	774	2,210	1,710	916	1,669	1,529	890	2,273	2,023
(5) Port Handling (HHGS)			11			10			13
(6) Nontemporary Storage			533			476			637
(7) Temporary Lodging Expense			436			389			521
Subtotal Enlisted Training Travel			13,999			12,506			16,713
TOTAL TRAINING TRAVEL			74,274			79,538			83,729

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

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

FY 2014 Estimate 340,259
FY 2013 Estimate 332,775
FY 2012 Actual 327,698

- (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 (e.g., manning floor, minimum CONUS tour lengths, do-it-yourself move program, and maximum use of low-cost moves, etc.).

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

Officer Operational Travel

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	7,392	1,117	8,255	7,589	1,115	8,460	7,400	1,162	8,598
(2) Family Member Travel	13,663	434	5,935	14,027	434	6,083	13,677	452	6,181
(3) Trans of Household Goods	9,861	9,620	94,860	10,124	9,601	97,203	9,872	10,008	98,800
(4) Dislocation Allowance	6,348	2,855	18,121	6,517	2,849	18,565	6,355	2,937	18,662
(5) Trailer Allowance	2	1,033	2	2	1,125	2	2	1,075	2
(6) Nontemporary Storage			934			957			973
(7) Temporary Lodging Expense			4,329			4,437			4,510
Subtotal Officer Operational Travel			132,436			135,707			137,726

Enlisted Operational Travel

(1) Member Travel	11,924	1,049	12,514	12,101	1,044	12,631	11,900	1,092	12,993
(2) Family Member Travel	17,878	684	12,237	18,143	681	12,351	17,842	712	12,706
(3) Trans of Household Goods	18,339	7,944	145,689	18,611	7,901	147,038	18,302	8,265	151,268
(4) Dislocation Allowance	9,276	1,899	17,619	9,413	1,889	17,777	9,257	1,954	18,087
(5) Trailer Allowance	7	1,017	7	7	1,000	7	7	1,058	7
(6) Nontemporary Storage			1,012			1,022			1,051
(7) Temporary Lodging Expense			6,184			6,242			6,421

Subtotal Enlisted Operational Travel 195,262 197,068 202,533

TOTAL OPERATIONAL TRAVEL 327,698 332,775 340,259

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2014 Estimate	547,095
FY 2013 Estimate	566,254
FY 2012 Actual	516,670

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,358	2,169	13,788	6,619	2,120	14,034	6,500	2,256	14,666
(2) Family Member Travel	8,197	676	5,540	8,533	661	5,639	8,380	703	5,893
(3) Pet Quarantine	44	594	26	46	591	27	45	618	28
(4) Trans of Household Goods	6,600	15,118	99,771	6,871	14,780	101,540	6,747	15,729	106,109
(5) Dislocation Allowance	5,701	2,717	15,487	5,935	2,655	15,758	5,828	2,794	16,286
(6) Trailer Allowance	59	1,095	65	62	1,075	67	60	1,139	68
(7) Global POV	4,641	3,513	16,304	4,832	3,435	16,596	4,745	3,655	17,342
(8) Port Handling (HHGS)			2			2			2
(9) Nontemporary Storage			7,343			7,474			7,810
(10) Temporary Lodging Expenses			2,654			2,701			2,823
Subtotal Officer Rotational Travel			160,980			163,838			171,027
<u>Enlisted Rotational Travel</u>									
(1) Member Travel	30,072	1,570	47,220	33,425	1,598	53,425	30,598	1,634	49,987
(2) Family Member Travel	26,325	696	18,333	29,260	709	20,742	26,785	725	19,407
(3) Pet Quarantine	385	580	223	428	591	253	392	603	236
(4) Trans of Household Goods	28,568	6,560	187,420	31,754	6,678	212,042	29,068	6,825	198,401
(5) Dislocation Allowance	21,216	1,831	38,853	23,581	1,864	43,947	21,587	1,884	40,667
(6) Trailer Allowance	57	1,547	88	64	1,578	101	58	1,610	93
(7) Global POV	12,176	3,374	41,083	13,534	3,435	46,484	12,389	3,510	43,490
(8) Port Handling (HHGS)			290			327			307
(9) Nontemporary Storage			12,612			14,270			13,351
(10) Temporary Lodging Expenses			9,568			10,825			10,129
Subtotal Enlisted Rotational Travel			355,690			402,416			376,068
TOTAL ROTATIONAL TRAVEL			516,670			566,254			547,095

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2014 Estimate	183,907
FY 2013 Estimate	203,235
FY 2012 Actual	178,265

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,139	198	1,016	5,249	203	1,065	5,227	206	1,075
(2) Family Member Travel	1,663	441	734	1,699	454	771	1,691	459	777
(3) Trans of Household Goods	2,229	8,105	18,066	2,276	8,321	18,939	2,267	8,432	19,116
(4) Trailer Allowance	6	833	5	6	875	5	6	867	5
(5) Global POV	207	3,348	693	212	3,437	729	211	3,483	735
(6) Port Handling (HHGS)			30			31			32
(7) Nontemporary Storage			2,974			3,118			3,147
Subtotal Officer Separation Travel			23,518			24,658			24,887
<u>Enlisted Separation Travel</u>									
(1) Member Travel	29,109	459	13,357	34,082	453	15,422	28,758	477	13,729
(2) Family Member Travel	11,638	342	3,980	13,626	337	4,595	11,497	356	4,091
(3) Trans of Household Goods	18,394	6,664	122,575	21,536	6,572	141,525	18,172	6,933	125,988
(4) Trailer Allowance	17	941	16	20	888	18	17	979	17
(5) Global POV	1,083	3,484	3,773	1,268	3,435	4,355	1,070	3,625	3,878
(6) Port Handling (HHGS)			48			56			49
(7) Nontemporary Storage			10,702			12,357			11,000
Subtotal Enlisted Separation Travel			154,451			178,328			158,752
<u>Cadet Separation Travel</u>	331	894	296	289	860	249	288	930	268
TOTAL SEPARATION TRAVEL			178,265			203,235			183,907

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2014 Estimate	16,753
FY 2013 Estimate	16,396
FY 2012 Actual	13,718

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	52	1,105	57	150	1,115	167	150	1,149	172
(2) Family Member Travel	67	436	29	193	434	84	193	454	88
(3) Trans of Household Goods	65	9,426	607	186	9,601	1,786	186	9,806	1,824
(4) Dislocation Allowance	45	2,799	126	129	2,849	367	129	2,879	371
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	1	3,023	3	2	3,444	7	2	3,145	6
(7) Nontemporary Storage			6			19			18
(8) Temporary Lodging Expense			30			87			91
Subtotal Officer Unit Travel			858			2,517			2,570

Enlisted Unit Travel

(1) Member Travel	801	1,026	822	850	1,044	887	850	1,068	908
(2) Family Member Travel	1,201	669	804	1,274	681	867	1,274	697	887
(3) Trans of Household Goods	1,233	7,769	9,578	1,308	7,901	10,335	1,308	8,082	10,572
(4) Dislocation Allowance	623	1,857	1,157	661	1,889	1,248	661	1,911	1,263
(5) Trailer Allowance	0	0	0	0	0	0	0	0	0
(6) Global POV	8	3,376	27	9	3,444	31	9	3,512	32
(7) Nontemporary Storage			66			72			73
(8) Temporary Lodging Expense			406			439			448
Subtotal Enlisted Unit Travel			12,860			13,879			14,183
TOTAL UNIT TRAVEL			13,718			16,396			16,753

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**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2013 DIRECT PROGRAM		152,299
Pricing Increase		1,390
Increase in Adoption Expenses Pricing	96	
Increase in Mass Transportation Pricing	889	
Increase in Partial DLA Pricing	39	
Increase in JROTC Pricing	366	
Program Increase		1,466
Other (PGI):	1,466	
Increase in Apprehension Expense Program	27	
Increase in Interest On Savings Program	926	
Increase in Total Death Gratuities Program	500	
Increase in Adoption Expenses Program	13	
Total Increases		2,856
Pricing Decrease		(5,751)
Decrease in Apprehension Expense Pricing	(52)	
Decrease in ROTC Pricing	(5,699)	
Program Decrease		(8,889)
Strength (PGD):	(2,238)	
Decrease in ROTC workyears	(1,680)	
Decrease in JROTC workyears	(558)	
Other (PGD):	(6,651)	
Decrease in Unemployment Benefits Program	(6,121)	
Decrease in Survivor Benefits Program	(131)	
Decrease in Mass Transportation Program	(315)	
Decrease in partial DLA moves	(84)	
Total Decreases		(14,640)
FY 2014 DIRECT PROGRAM		140,515

(Amount in Thousands)

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

FY 2014 Estimate 124
FY 2013 Estimate 149
FY 2012 Actual 119

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. Expenses are authorized by 10 USC section 956 “Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards”. 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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	33	3,606	119	26	5,735	149	33	3,752	124

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2014 Estimate 3,440
FY 2013 Estimate 2,514
FY 2012 Actual 3,306

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

Cost projections are based on factors developed from historical data and troop levels.

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Interest on Uniformed Services Savings Deposit	3,306	2,514	3,440

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2014 Estimate 16,500
FY 2013 Estimate 16,000
FY 2012 Actual 18,500

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. For FY13 and FY14, projections only include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations (OCO) request. Details of the cost computation are provided in the following table:

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	33	100,000	3,300	48	100,000	4,800	30	100,000	3,000
Enlisted	152	100,000	15,200	112	100,000	11,200	135	100,000	13,500
TOTAL	185		18,500	160		16,000	165		16,500

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2014 Estimate 65,562

FY 2013 Estimate 71,683

FY 2012 Actual 108,866

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 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Unemployment Compensation	108,866	71,683	65,562

(Amount in Thousands)

PROJECT: ALLOWANCE FOR FAMILY QUARTERS AND TRAVEL

FY 2014 Estimate	0
FY 2013 Estimate	0
FY 2012 Actual	1,955

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. This allowance will be paid from Budget Activities (BA) 01 and 02 effective FY13.

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Allowance for Family Qtrs and Travel	1,955	0	0

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2014 Estimate 0
FY 2013 Estimate 0
FY 2012 Actual 65,839

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. The FY2012 column reflects actual payments made to the VA. There are no base cost projections associated with this program, as funds are requested in the OCO submission.

Details of the cost are provided in the following table:

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Extra Hazard Reimb. for SGLI	35,152	0	0
Premiums-SGLI	7,784	0	0
Traumatic Injury-SGLI	22,903	0	0
Total	65,839	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2014 Estimate	209
FY 2013 Estimate	340
FY 2012 Actual	340

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 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Education Benefits	340	340	209

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2014 Estimate 628
FY 2013 Estimate 519
FY 2012 Actual 603

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	241	2,502	603	246	2,110	519	251	2,502	628

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2014 Estimate 5,900
FY 2013 Estimate 5,326
FY 2012 Actual 6,116

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. . For tax year 2013, the monthly limitation regarding the aggregate fringe benefit exclusion amount for transit passes and transportation in a commuter highway vehicle is \$245, up from \$240 for tax year 2012 (the legislation provided a retroactive increase from the \$125 limit that had been in place). Washington Headquarters Services discontinued the 6.25% administrative fee effective FY 2013. Details of the cost computation are provided in the following table:

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	2,696	1,928	5,198	2,838	1,594	4,524	2,696	1,860	5,015
Enlisted	476	1,928	918	503	1,594	802	476	1,860	885
TOTAL	3,172		6,116	3,341		5,326	3,172		5,900

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2014 Estimate 1,930
FY 2013 Estimate 1,975
FY 2012 Actual 1,854

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 \$672.51 allowance was directed by the Joint Federal Travel Regulation, effective calendar year 2011. This allowance was increased to \$683.27 effective calendar year 2012. The FY13 and FY14 estimates reflect annualized inflation factors of 1.675% and 1.175% respectively. 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 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Partial Dislocation Allowance	1,854	1,975	1,930

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2014 Estimate	12,533
FY 2013 Estimate	12,517
FY 2012 Actual	13,987

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 and field 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, subsistence-in-kind and Foreign Language Incentive Program. Details of the cost computation are provided in the following tables:

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
	Amount	Amount	Amount
Subsistence Allowance	9,391	6,902	7,184
Uniforms	2,323	3,766	3,139
Pay & Allowances	1,455	1,132	1,387
Subsistence-In-Kind	547	444	531
Foreign Language Incentive Program	271	273	292
TOTAL Requirement	13,987	12,517	12,533

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.

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD Reg 7000.14-R, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. An allowance of \$350 for AS 300 and \$400 for AS 400 per month for contracted cadets enrolled in Aerospace Studies AS 300 and AS 400 courses under the provision of Title 37 U.S.C. 2091. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

Subsistence:

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	9,434	450	4,245	7,110	450	3,200	8,641	350	3,024
Fourth Year (AS400)	10,291	500	5,146	7,404	500	3,702	10,399	400	4,160

Uniforms:

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

Uniforms, Commutation in Lieu of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing items.

Uniforms, Issue-in-Kind:	5,600	270	1,515	8,791	337	2,963	8,404	281	2,365
Uniforms, Commutation in Lieu:	619	874	541	791	730	577	572	910	520

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. Non-scholarship cadets receive government furnished meals while attending the medical flight screening program. Rates shown are average rates.

Subsistence-In-Kind for Medical or Other Examinations:	1,558	12	18	1,589	11	18	1,484	12	18
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(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

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.

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	1,451	1,003	1,455	1,110	1,020	1,132	1,344	1,032	1,387
Subsistence of Summer Field Training:	1,440	367	529	1,110	384	426	1,344	382	513
Uniforms, Issue-in-Kind:	1,417	188	267	1,040	218	226	1,296	196	254

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 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	332	816	271	450	607	273	356	820	292

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2014 Estimate 17,316
FY 2013 Estimate 24,711
FY 2012 Actual 19,109

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 field 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, Foreign Language Incentive Program and subsistence-in-kind. Details of the cost computation are provided in the following tables:

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	16,000	20,155	13,527
Uniforms	1,021	1,995	1,486
Pay & Allowances	1,143	1,462	1,268
Subsistence-In-Kind	427	561	481
Foreign Language Incentive Program	518	538	554
TOTAL Requirement	19,109	24,711	17,316

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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 DoD Financial Management Regulation (FMR), DoD 7000.14R, Volume 7A, Chap 59. This public law was amended by PL 106-398, Section 612, for a tiered stipend beginning in FY 2002. The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD Reg 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY 2014, the stipend rates changes as follows: AS100 to \$250.00, AS200 to \$300.00, AS300 to \$350.00 and for AS400 to \$400.00 Rates shown are average rates.

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

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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>
First Year (AS100)	5,132	300	1,540	5,489	300	1,647	6,838	250	1,710
Second Year (AS200)	7,535	350	2,637	12,625	350	4,419	9,371	300	2,811
Third Year (AS300)	8,817	450	3,968	12,037	450	5,417	9,829	350	3,440
Fourth Year (AS400)	15,710	500	7,855	17,344	500	8,672	13,916	400	5,566
Totals			16,000			20,155			13,527

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 of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing issue items.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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>
Uniforms, Issue-in-Kind:	2,671	270	722	4,734	337	1,596	4,152	281	1,168
Uniforms, Commutation in Lieu:	121	874	106	171	730	125	112	910	102

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:	1,039	12	12	990	11	11	990	12	12
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(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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 (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 and issues for summer field training. Rate shown is an average rate.

	<u>FY 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 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:	1,122	1,019	1,143	1,415	1,033	1,462	1,210	1,048	1,268
Subsistence of Summer Field Training:	1,114	373	415	1,415	389	550	1,210	388	469
Uniforms, Issue-in-Kind:	1,025	188	193	1,260	218	274	1,104	196	216

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Foreign Language Incentive Program	645	803	518	995	541	538	689	804	554

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2014 Estimate 16,373
FY 2013 Estimate 16,565
FY 2012 Actual 15,268

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 Science, Technology, Engineering and Math (STEM) camps.

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 2012 Actual</u>			<u>FY 2013 Estimate</u>			<u>FY 2014 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	89,325	155	13,839	90,749	158	14,307	92,099	161	14,845
Subsistence-In-Kind:	66,697	21	1,429	103,300	22	2,258	68,516	22	1,528
			15,268			16,565			16,373

(Amount in Thousands)

PROJECT: STOP LOSS RETROACTIVE PAY

FY 2014 Estimate
FY 2013 Estimate
FY 2012 Actual 299

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. The program would have expired on October 21, 2010; however, the deadline was extended several times under the Continuing Resolutions in FY 2011. Public Law 112-10, of April 15, 2011, extended the claim submission deadline until October 21, 2011. At this time, no new claims can be submitted for consideration. These funds are available for obligation until expended on claims received prior to the deadline, but not yet processed for payment.

The Air Force share of the \$534.4 million for this program is \$108.2 million. As of September 30, 2012 total obligations of \$29.9 million have been recorded with \$240 thousand being recognized in FY12 recorded as Overseas Contingency Operation (OCO) obligations.

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Stop Loss Retroactive Pay, Officer	16	2,938	47						
Stop Loss Retroactive Pay, Enlisted	84	3,000	252						
TOTAL			299						

(Amount in Thousands)

PROJECT: PREVENTIVE HEALTH ALLOWANCE DEMONSTRATION PROJECT

FY 2014 Estimate

FY 2013 Estimate

FY 2012 Actual

140

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

This demonstration project is authorized from January 1, 2009 through December 31, 2011, to evaluate the efficacy 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. This pilot was implemented beginning on January 1, 2011 and ended on December 31, 2011. Members eligible to participate served on Active Duty for more than 30 days and met 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 members from each service and provides for an allowance of \$500 for personnel without dependents and \$1,000 for personnel with dependents. Members selected for the demonstration will be monitored until the end of calendar year 2011. Those who comply with the requirements of the preventive health screening will receive payment in FY 2012 after compliance has been certified by the TRICARE Management Activity. The amount added for each service is \$1.125 million (750 @ \$1,000 + 750 @ \$500)

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer (with dependents)	60	1,000	60						
Officer (without dependents)	26	500	13						
Subtotal Officer	86		73						
Enlisted (with dependents)	57	1,000	57						
Enlisted (without dependents)	20	500	10						
Subtotal Enlisted	77		67						
Total (with dependents)	117	1,000	117						
Total (without dependents)	46	500	23						
Grand Total	163		140						

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SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	19	9	28	17	9	26	19	9	28
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)	22	1	23	21	1	22	21	1	22
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	6	6	0	6	6	0	6	6
US Customs Service (USCS)	0	0	0	0	0	0	0	0	0
National Security Council (NSC)	6	0	6	3	0	3	6	0	6
Central Intelligence Agency (CIA)	7	2	9	7	2	9	7	2	9
National Science & Technology Council (NSTC)	0	0	0	0	0	0	0	0	0
UN Iraq/Kuwait Observation Mission (UNIKOM)	0	0	0	1	0	1	0	0	0
US Military Observer Group (USMOG), Washington	1	0	1	1	0	1	1	0	1
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)	6	0	6	2	0	2	6	1	7
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	2	0	2
Subtotal Non-Reimbursable Personnel	82	27	109	73	27	100	82	28	110

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2012 Actual			FY 2013 Estimate			FY 2014 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	3	12	9	2	11	9	3	12
Department of Transportation	10	1	11	10	1	11	10	1	11
National Aeronautics Space Administration (NASA)	2	0	2	4	0	4	3	0	3
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)	0	0	0	0	0	0	0	0	0
Office Dir of National Intel (ODNI)	3	0	3	3	0	3	3	0	3
Subtotal Reimbursable Personnel	26	4	30	28	3	31	27	4	31
Total Outside DoD Assigned to DoD Activities in Support Non DoD Functions:									
NASA	31	0	31	30	0	30	30	0	30
Foreign Military Sales	84	47	131	71	40	111	111	38	149
Training Cases (Included in Foreign Military Sales)	21	2	23	23	3	26	23	3	26
Subtotal Non-DoD Functions	115	47	162	101	40	141	141	38	179

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2012 Actual			FY 2013 Estimate			FY 2014 Estimate		
	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)	92	33	125	88	29	117	85	24	109
Surface Deployment & Distribution Command (SDDC)	0	0	0	0	0	0	0	0	0
Defense Courier Service (DCS)	3	93	96	3	92	95	8	98	106
Defense Commissary Agency (DECA)	0	0	0	0	0	0	0	0	0
Defense Finance & Accounting Service (DFAS)	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency (DISA)	3	14	17	3	15	18	8	5	13
Defense Logistics Agency (DLA)	93	40	133	127	34	161	123	25	148
Depot Maintenance Activity Group (DMAG)	53	93	146	68	102	170	68	96	164
Supply Management Activity Group (SMAG)	41	16	57	41	16	57	41	17	58
Subtotal Working Capital Fund	286	289	575	332	288	620	333	265	598
Total - Reimbursable	427	340	767	461	331	792	501	307	808
Total - Nonreimbursable	82	27	109	73	27	100	82	28	110
Grand Total	509	367	876	534	358	892	583	335	918

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

	<u>FY 2012 Actual</u>	<u>FY 2013 Estimate</u>	<u>FY 2014 Estimate</u>
Subsistence	34,093	35,915	37,002
Strength Related:			
Officer - Basic Pay	106,138	116,481	117,826
Other Pay and Allowances	51,299	52,303	55,902
Enlisted - Basic Pay	90,910	98,565	98,689
Other Pay and Allowances	43,020	43,016	45,275
Retired Pay Accrual	67,586	69,030	70,152
PCS Travel	1,744	1,804	1,865
Strength Related Subtotal	360,697	381,199	389,709
TOTAL PROGRAM	394,790	417,114	426,711

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

	AY 11-12 (FY12)			AY 12-13 (FY13)			AY 13-14 (FY14)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,504	4,093	3,681	5,248	4,918	4,588	4,216	4,005	3,794
Second Year	3,468	2,693	1,918	3,766	3,540	3,314	3,012	2,988	2,963
Total Basic	7,972	6,786	5,599	9,014	8,458	7,902	7,228	6,993	6,757
Third Year	1,139	1,119	1,098	864	830	795	1,037	1,022	1,007
Fourth Year	866	865	864	699	671	643	979	961	942
Total Advanced	2,005	1,984	1,962	1,563	1,501	1,438	2,016	1,983	1,949
Extended Active	37	36	35	0	0	0	0	0	0
Total Non-Scholarship	10,014	8,805	7,596	10,577	9,959	9,340	9,244	8,975	8,706
<u>Senior ROTC - Scholarship</u>									
First Year	453	603	753	605	649	692	700	814	928
Second Year	654	882	1,110	1,533	1,472	1,410	1,050	1,104	1,157
Total Basic	1,107	1,485	1,863	2,138	2,120	2,102	1,750	1,918	2,085
Third Year	1,012	978	943	1,442	1,406	1,370	1,183	1,162	1,140
Fourth Year	1,317	1,279	1,241	1,439	1,403	1,367	1,100	1,073	1,045
Total Advanced	2,329	2,257	2,184	2,881	2,809	2,737	2,283	2,234	2,185
Extended Active	239	209	178	261	226	190	306	265	223
Total Scholarship	3,675	3,950	4,225	5,280	5,155	5,029	4,339	4,416	4,493
<u>Total Enrollment</u>									
First Year	4,957	4,696	4,434	5,853	5,567	5,280	4,916	4,819	4,722
Second Year	4,122	3,575	3,028	5,299	5,012	4,724	4,062	4,091	4,120
Total Basic	9,079	8,271	7,462	11,152	10,578	10,004	8,978	8,910	8,842
Third Year	2,151	2,096	2,041	2,306	2,236	2,165	2,220	2,184	2,147
Fourth Year	2,183	2,144	2,105	2,138	2,074	2,010	2,079	2,033	1,987
Total Advanced	4,334	4,240	4,146	4,444	4,310	4,175	4,299	4,217	4,134
Extended Active	276	245	213	261	226	190	306	265	223
Total ROTC Enrollment	13,689	12,755	11,821	15,857	15,113	14,369	13,583	13,391	13,199
Complete.Commissioned			1,951			1,880			2,080
Comp,Com Defr (No Adl Ent)	157	111	65	158	137	115	113	98	82
(Cum Proj in Defr Status)									
Complete, 5 Year Deg Ent	276	245	213	261	226	190	306	265	223
Number of ROTC Detach	144		145	144		144	145		145
Number of ROTC Operating Locations	1		1	1		1	1		1

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

	AY 11-12 Sep 2012	AY 12-13 Sep 2013	AY 13-14 Sep 2014
1st Year Cadet (Freshmen)	64,316	65,340	66,069
2nd Year Cadet (Sophomores)	30,967	31,460	31,811
3rd Year Cadet (Juniors)	15,483	15,730	15,906
4th Year Cadet (Seniors)	8,337	8,470	8,565
Total	119,103	121,000	122,351
Number of Junior ROTC Detachments	878	878	877

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

	<u>End FY 2012 Actual</u>	<u>End FY 2013 Estimate</u>	<u>End FY 2014 Estimate</u>
Senior ROTC			
Schools	145	144	145
Civilian Personnel (End Strength)	58	29	58
Military Personnel (End Strength) 1/	926	923	926
 Junior ROTC			
Schools	878	878	877
Civilian Personnel (End Strength)	26	22	26
Military Personnel (End Strength) 1/	15	13	15

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

1/ Includes those assigned to Management Headquarters.

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

FY 2012 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	13	12	12	12	12	12	12	13	13	14	14
O-9 Lieutenant General	45	46	47	48	47	46	46	47	44	46	46	44
O-8 Major General	99	103	100	95	96	96	97	99	100	97	99	99
O-7 Brigadier General	156	156	155	150	149	148	148	148	150	151	149	147
O-6 Colonel	3,535	3,537	3,577	3,613	3,661	3,712	3,757	3,787	3,711	3,686	3,662	3,580
O-5 Lt Colonel	9,876	9,944	10,028	10,050	10,099	10,156	10,221	10,300	10,192	10,143	10,086	10,039
O-4 Major	14,441	14,482	14,366	14,385	14,412	14,405	14,469	14,620	14,622	14,529	14,527	14,548
O-3 Captain	22,613	22,297	22,021	21,846	21,675	21,162	20,919	22,050	22,115	22,121	22,304	22,170
O-2 1st Lieutenant	7,346	7,297	7,383	7,391	7,498	7,413	7,376	7,370	7,374	7,586	7,501	7,472
O-1 2nd Lieutenant	6,700	6,697	6,579	6,639	6,630	6,674	6,708	6,557	6,710	6,608	6,518	6,907
Total Officers	64,824	64,572	64,268	64,229	64,279	63,824	63,753	64,990	65,031	64,980	64,906	65,020
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,586	2,574	2,590	2,596	2,606	2,617	2,631	2,639	2,646	2,645	2,645	2,632
E-8 Senior Master Sergeant	5,132	5,124	5,094	4,674	4,639	4,617	4,675	4,754	4,831	4,918	5,003	5,047
E-7 Master Sergeant	25,975	26,168	26,346	26,484	26,586	26,721	26,755	26,788	26,853	26,841	26,671	26,437
E-6 Technical Sergeant	41,689	41,839	41,994	42,080	42,019	41,914	41,741	41,576	41,368	41,128	41,423	41,767
E-5 Staff Sergeant	69,786	69,606	69,386	69,127	69,289	69,396	69,385	69,345	69,241	69,174	68,391	67,718
E-4 Senior Airman	51,695	52,136	52,543	53,074	53,556	53,882	53,517	54,241	54,530	55,038	55,691	55,503
E-3 Airman First Class	51,341	51,208	51,110	51,010	50,760	51,062	50,872	50,789	51,341	51,185	51,212	50,827
E-2 Airman	4,730	4,850	4,687	4,788	4,892	4,664	4,436	4,490	4,418	4,487	4,489	4,269
E-1 Airman Basic	9,791	10,665	10,405	10,910	10,245	9,776	9,582	9,396	9,106	9,386	9,513	9,717
Total Enlisted	262,725	264,170	264,155	264,743	264,592	264,649	263,594	264,018	264,334	264,802	265,038	263,917
<u>Cadets</u>	4,331	4,318	4,301	4,273	4,246	4,236	4,227	3,149	4,122	4,078	4,044	4,022
Total End Strength	331,880	333,060	332,724	333,245	333,117	332,709	331,574	332,157	333,487	333,860	333,988	332,959

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

FY 2013 Estimate *

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	11	11	11	11	11	11	11	11	11	11
O-9 Lieutenant General	45	45	44	44	44	44	43	43	42	41	40	40
O-8 Major General	94	94	94	96	97	97	97	96	94	92	92	92
O-7 Brigadier General	151	151	152	152	149	149	150	150	149	146	148	147
O-6 Colonel	3,542	3,548	3,549	3,530	3,535	3,487	3,501	3,530	3,510	3,532	3,515	3,475
O-5 Lt Colonel	10,024	10,048	10,099	10,114	10,139	10,138	10,176	10,265	10,264	10,180	10,085	10,002
O-4 Major	14,919	14,980	15,000	15,027	15,003	14,987	14,974	15,064	15,017	14,867	14,765	14,570
O-3 Captain	22,341	22,210	22,273	22,130	21,973	21,804	21,667	22,758	22,727	22,875	22,886	22,714
O-2 1st Lieutenant	7,303	7,294	7,346	7,328	7,326	7,338	7,260	7,413	7,335	7,319	7,344	7,310
O-1 2nd Lieutenant	6,982	7,134	6,954	7,025	7,029	7,020	7,049	6,373	6,693	6,636	6,569	6,539
Total Officers	65,413	65,516	65,522	65,457	65,306	65,075	64,928	65,703	65,842	65,699	65,455	64,900
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,640	2,639	2,639	2,642	2,648	2,664	2,682	2,670	2,643	2,628	2,615	2,609
E-8 Senior Master Sergeant	5,345	5,323	5,272	5,258	5,255	5,263	5,306	5,312	5,303	5,295	5,250	5,221
E-7 Master Sergeant	25,942	25,799	25,799	25,747	25,880	26,066	26,223	26,329	26,486	26,663	26,311	25,511
E-6 Technical Sergeant	41,609	41,535	41,472	41,439	41,395	41,399	41,497	41,435	41,360	41,314	41,583	41,624
E-5 Staff Sergeant	68,871	68,789	68,934	69,108	69,479	69,889	70,341	70,444	70,593	70,746	70,788	69,590
E-4 Senior Airman	51,811	51,451	51,725	51,662	51,367	51,109	50,633	50,467	50,439	50,325	50,208	49,881
E-3 Airman First Class	49,367	49,663	49,604	49,543	49,262	49,015	48,557	48,398	48,370	48,262	48,412	50,382
E-2 Airman	7,288	7,114	7,214	7,205	7,164	7,130	7,062	7,037	7,037	7,017	7,044	5,743
E-1 Airman Basic	10,569	11,110	10,858	10,845	10,784	10,733	10,629	10,595	10,591	10,565	10,600	9,439
Total Enlisted	263,442	263,423	263,517	263,449	263,234	263,268	262,930	262,687	262,822	262,815	262,811	260,000
<u>Cadets</u>	4,047	4,041	4,026	4,011	3,996	3,987	3,977	2,913	4,043	3,984	3,957	3,948
Total End Strength	332,902	332,980	333,065	332,917	332,536	332,330	331,835	331,303	332,707	332,498	332,223	328,848

* Reflects the FY2013 President's Budget and does not include the additional authorizations provided in the FY2013 NDAA.

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

FY 2014 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	12	12	12	12	12	12	12	12	12
O-9 Lieutenant General	38	38	38	38	38	38	38	38	38	38	38	36
O-8 Major General	95	95	95	95	95	95	95	95	95	95	94	92
O-7 Brigadier General	143	143	143	143	143	143	143	142	140	139	137	136
O-6 Colonel	3,424	3,429	3,434	3,438	3,454	3,473	3,494	3,527	3,512	3,478	3,449	3,377
O-5 Lt Colonel	9,860	9,935	9,968	9,974	9,989	9,978	10,006	10,086	10,068	9,981	9,906	9,818
O-4 Major	14,044	13,986	13,985	13,985	13,937	13,890	13,852	13,919	13,894	13,751	13,683	13,623
O-3 Captain	22,653	22,534	22,578	22,613	22,485	22,387	22,207	23,245	23,514	23,490	23,402	23,248
O-2 1st Lieutenant	7,576	7,561	7,590	7,523	7,515	7,495	7,159	7,365	7,309	7,290	7,346	7,351
O-1 2nd Lieutenant	6,975	7,121	6,990	7,044	7,234	7,248	7,241	7,011	7,066	7,269	7,083	6,984
Total Officers	64,820	64,854	64,833	64,865	64,902	64,759	64,247	65,440	65,648	65,543	65,150	64,677
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,601	2,598	2,592	2,595	2,593	2,589	2,601	2,586	2,585	2,589	2,590	2,592
E-8 Senior Master Sergeant	5,177	4,959	5,448	5,194	4,916	5,171	5,165	5,423	5,676	5,424	5,078	5,168
E-7 Master Sergeant	25,944	26,037	26,073	26,059	26,072	26,156	26,325	26,194	26,060	26,085	26,114	25,859
E-6 Technical Sergeant	41,420	41,284	42,288	41,554	41,968	41,388	41,393	41,246	41,158	40,988	41,112	41,016
E-5 Staff Sergeant	68,084	66,516	67,972	67,525	67,616	67,228	67,150	67,138	67,249	67,609	67,932	68,324
E-4 Senior Airman	54,587	54,879	54,757	54,807	54,695	54,590	54,527	54,517	54,472	54,526	54,654	54,557
E-3 Airman First Class	50,234	50,456	49,522	50,412	50,191	50,192	50,134	50,125	50,084	50,073	50,249	50,162
E-2 Airman	4,099	4,058	4,049	4,054	4,044	4,036	4,031	4,031	4,028	4,032	4,041	4,034
E-1 Airman Basic	7,221	9,656	7,236	8,022	7,485	7,730	7,463	7,461	7,197	7,432	7,564	7,211
Total Enlisted	259,367	260,443	259,937	260,222	259,580	259,080	258,789	258,721	258,509	258,758	259,334	258,923
<u>Cadets</u>	4,045	4,041	4,026	4,011	3,996	3,987	3,977	2,948	4,093	4,086	4,067	4,059
Total End Strength	328,232	329,338	328,796	329,098	328,478	327,826	327,013	327,109	328,250	328,387	328,551	327,659