

# **DEPARTMENT OF THE AIR FORCE**

**Fiscal Year (FY) 2015 Budget Estimates**



**MILITARY PERSONNEL APPROPRIATION  
March 2014**

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

	FY 2013 Actual	FY 2014 Estimate	FY 2015 Estimate
<b><u>Direct Program</u></b>			
Pay and Allowances of Officers	8,773,648	9,015,678	8,745,606
Pay and Allowances of Enlisted	16,550,794	16,992,159	16,624,717
Pay and Allowances of Cadets	67,505	69,612	70,159
Subsistence of Enlisted Personnel	1,079,980	1,079,115	1,067,818
Permanent Change of Station Travel	1,174,021	1,178,626	1,191,003
Other Military Personnel Programs	119,938	126,515	116,623
<b>TOTAL DIRECT PROGRAM</b>	<b>27,765,886</b>	<b>28,461,705</b>	<b>27,815,926</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	210,915	216,669	223,922
Pay and Allowances of Enlisted	173,220	175,940	179,559
Subsistence of Enlisted Personnel	31,175	32,237	33,296
Permanent Change of Station Travel	1,804	1,865	1,927
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>417,114</b>	<b>426,711</b>	<b>438,704</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	8,984,563	9,232,347	8,969,528
Pay and Allowances of Enlisted Personnel	16,724,014	17,168,099	16,804,276
Pay and Allowances of Cadets	67,505	69,612	70,159
Subsistence of Enlisted Personnel	1,111,155	1,111,352	1,101,114
Permanent Change of Station Travel	1,175,825	1,180,491	1,192,930
Other Military Personnel Costs	119,938	126,515	116,623
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>28,183,000</b>	<b>28,888,416</b>	<b>28,254,630</b>
<b><u>OCO Funding - FY2013 P.L. 112-239, FY2014 P.L. 113-76 *</u></b>			
Pay and Allowances of Officers	228,861	233,591	0
Pay and Allowances of Enlisted Personnel	470,317	453,711	0
Subsistence of Enlisted Personnel	113,480	96,679	0
Permanent Change of Station Travel	3,371	4,003	0
Other Military Personnel Costs	86,662	44,878	0
<b>TOTAL OCO FUNDING</b>	<b>902,691</b>	<b>832,862</b>	<b>0</b>

\* The FY2015 request for OCO funding will be submitted at a later date.

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

	FY 2013 Actual	FY 2014 Estimate	FY 2015 Estimate
<b><u>Total Program</u></b>			
Pay and Allowances of Officers	9,213,424	9,465,938	8,969,528
Pay and Allowances of Enlisted	17,194,331	17,621,810	16,804,276
Pay and Allowances of Cadets	67,505	69,612	70,159
Subsistence of Enlisted Personnel	1,224,635	1,208,031	1,101,114
Permanent Change of Station Travel	1,179,196	1,184,494	1,192,930
Other Military Personnel Programs	206,600	171,393	116,623
<b>TOTAL PROGRAM</b>	<b>29,085,691</b>	<b>29,721,278</b>	<b>28,254,630</b>
<b>LESS: FY 2014 Title IX (P.L.113-76)</b>			
Pay and Allowances of Officers	0	(233,591)	0
Pay and Allowances of Enlisted Personnel	0	(453,711)	0
Subsistence of Enlisted Personnel	0	(96,679)	0
Permanent Change of Station Travel	0	(4,003)	0
Other Military Personnel Costs	0	(44,878)	0
<b>TOTAL PROGRAM</b>	<b>0</b>	<b>(832,862)</b>	<b>0</b>
<b>Revised Total Program</b>			
Pay and Allowances of Officers	9,213,424	9,232,347	8,969,528
Pay and Allowances of Enlisted	17,194,331	17,168,099	16,804,276
Pay and Allowances of Cadets	67,505	69,612	70,159
Subsistence of Enlisted Personnel	1,224,635	1,111,352	1,101,114
Permanent Change of Station Travel	1,179,196	1,180,491	1,192,930
Other Military Personnel Programs	206,600	126,515	116,623
<b>REVISED TOTAL PROGRAM</b>	<b>29,085,691</b>	<b>28,888,416</b>	<b>28,254,630</b>
Medicare-Eligible Retiree HFC., (AF)	1,441,808	1,316,910	1,146,110
<b>TOTAL MILPERS PROGRAM COST</b>	<b>30,527,499</b>	<b>30,205,326</b>	<b>29,400,740</b>

**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 (NDAA) for Fiscal Year 2005 (Public Law (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.



In these fiscally challenging times, our biggest leadership challenge is making sure we recruit and retain the skilled and selfless Airmen who are needed to meet the Air Force's core mission requirements. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing military compensation that results in the needed recruitment and retention of high quality Airmen to meet the current and future needs of the Nation. Military compensation is, and must remain, highly competitive to sustain the recruitment and retention of Airmen committed to serve the Nation. However, in light of the significant reductions in overall defense spending, the Department must slow the rate of growth in military compensation in order to avoid even deeper reductions to force structure, readiness, and modernization efforts critical to support the warfighter and the national defense.

In FY14 and FY15, we will implement a number of force management programs designed to reduce the overall size of the force while maintaining our combat capability. The goal of these programs is to first make reductions through voluntary separations and retirements and then involuntary measures as needed to achieve the authorized end-strength. To meet current funding constraints significant reductions in FY14 and FY15 are planned. The budget request also includes the Department of Defense's proposed military compensation reforms. In FY13 we ended the year at an end strength of 330,694 personnel and are well-positioned to meet FY 2014 authorized end strength of 327,600 with a projected actual inventory of 322,173. This request further supports the Air Force's programmed end strength of 310,900 for FY 2015 which is a total reduction of 19,794 personnel from FY13 to FY15 and maintains the balance between having a ready force today and a modern force tomorrow.

## **FISCAL YEARS 2013, 2014 and 2015**

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 (FY2013 actual only). The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., 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 29 for FY 2013 and will be May 28 for FY 2014 and May 27 for FY 2015. 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 2013 actual of \$29.1 billion included \$417.1 million in reimbursements and \$902.7 million of OCO.

The FY 2014 enacted budget is \$29.7 billion to include \$426.7 million in anticipated reimbursements and \$832.9 million of OCO.

The FY 2015 budget request is \$28.3 billion to include \$438.7 million in anticipated reimbursements.

### **Baseline Budget Rates**

The FY15 budget requests a modest 1% pay raise in FY14 and FY15 from 1.7% in FY13 effective 1 January each year. It further implements a General Officer pay freeze, and provides for a 1.5% increase for subsistence in FY14 and 3.4% in FY15. The budget requests a 4.1% FY14 and 1.5% FY15 increase for housing allowances. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage increased from 32.1% of basic pay in FY 2013, to 32.4% for FY 2014 and decreased to 31.3% in FY 2015.

## **MILITARY PERSONNEL, AIR FORCE Fiscal Year (FY) 2015 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 2013 Actual</u>	<u>FY 2014 Planned</u>	<u>FY 2015 Planned</u>
<b>Average Strength (Work years)</b>	343,459	334,503	318,571
<b>End Strength</b>	330,694	322,173	310,900
<b>Authorized End Strength</b>	329,460	327,600	

The FY 2013 actuals include 7,209 workyears for Air Force Guard and Reserve on Active duty in support of the Overseas Contingency Operations. The FY 2000 NDAA changed the day on which the U.S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 U.S.C., 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 29 for FY 2013 and is May 28 for FY 2014 and May 27 for FY 2015.

**Recruiting**

	<u>FY 2013 Actual</u>	<u>FY 2014 Planned</u>	<u>FY 2015 Planned</u>
1. Numeric goals	26,275	25,150	25,150
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	90.00%	90.00%	90.00%
Actual	99.50%		
b. Cat I-IIIa*			
Goal	60.00%	60.00%	60.00%
Actual	97.70%		

\* The DoD has established a correlation between first term enlistment attrition and quality indicators such as HSDG and Category I-IIIa Armed Forces Qualification Test (AFQT) scores. DoD Benchmarks are: Minimum 90% HSDG; 60% Cat I-IIIa (AFQT score 50-99). AF 10 year average for HSDG and Cat I-IIIa are 99% and 85% respectively.

**Performance Metrics  
MILITARY PERSONNEL, AIR FORCE  
Fiscal Year (FY) 2015 President's Budget  
(\$ in Thousands)**

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2015 BA 03</u>	<u>FY 2015 BA Assoc w/Metrics</u>	<u>Percent FY 2015 BA Assoc w/Metrics</u>
57	3400	\$3,330,974	\$73,920	2.20%

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 310,900 in FY 2015.

**Senate Armed Services Committee (SASC) Reporting Requirement**

In the FY 2013 NDAA (H.R., 4310, Section 528), 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 (eJMAPS) 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>	92% of deployers achieved 1:2 dwell or better before their next deployment	Same percentage or better	Same percentage or better
<i>Guard</i>	81% achieved 1:5 mob-to-dwell or better	Same percentage or better	Same percentage or better
<i>Reserve</i>	90% 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:**

- 11S-Special Operations Pilot
- 12R-Rescue/Surv/Select Warfare Combat Systems Officer
- 12S-Special Operations Combat Systems Officer
- 1A3-Airborne Mission Systems
- 1A4-Airborne Operations
- 1C2-Combat Control
- 9S1-Technical Applications Specialist
- 1A8X1-Airborne Cryptologic Language Analyst
- 1A8X2-Airborne ISR Operator
- 2A3X0-Fighter/Remotely Piloted Aircraft Maintenance
- 3D0X4-Computer Systems Programming
- 3E4X0-Water and Fuel Systems Maintenance

**Within the Reserve Component, Airmen with mob-to-dwell ratios less than 1:5 include:**

- 2T2 - Air Transportation
- 3P0 - Security Forces

**End Strength Reduction Assessment**

Active end strength reductions from FY 2013 to FY 2014 are 8,521 and 11,273 from FY 2014 to FY 2015. 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.

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**SECTION 3**

**SUMMARY TABLES**

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

	<b>FY 2013 Actual /1</b>		<b>FY 2014 Estimate</b>		<b>FY 2015 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	65,122	64,302	65,602	62,382	62,312	59,822
Enlisted	266,453	261,623	264,212	254,944	251,510	246,262
Cadets	3,861	3,912	3,833	4,000	3,915	4,000
<b>Total Direct Program</b>	<b>335,436</b>	<b>329,837</b>	<b>333,647</b>	<b>321,326</b>	<b>317,737</b>	<b>310,084</b>
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	467	504	505	502	492	480
Enlisted	347	353	351	345	342	336
Cadets	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	<b>814</b>	<b>857</b>	<b>856</b>	<b>847</b>	<b>834</b>	<b>816</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	65,589	64,806	66,107	62,884	62,804	60,302
Enlisted	266,800	261,976	264,563	255,289	251,852	246,598
Cadets	3,861	3,912	3,833	4,000	3,915	4,000
<b>Total Program</b>	<b>336,250</b>	<b>330,694</b>	<b>334,503</b>	<b>322,173</b>	<b>318,571</b>	<b>310,900</b>
<b><u>OCO Supplemental</u></b>						
Officers	1,523	0	0	0	0	0
Enlisted	5,686	0	0	0	0	0
Supplemental Funded Strength	7,209	0	0	0	0	0
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	67,112	64,806	66,107	62,884	62,804	60,302
Enlisted	272,486	261,976	264,563	255,289	251,852	246,598
Cadets	3,861	3,912	3,833	4,000	3,915	4,000
<b>Revised Total Program</b>	<b>343,459</b>	<b>330,694</b>	<b>334,503</b>	<b>322,173</b>	<b>318,571</b>	<b>310,900</b>

1/ FY 2013 work years includes 1,523 officers and 5,686 enlisted voluntary and involuntary Reserve Component active duty workyears to support OEF.

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., 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 exceeds the threshold.

	<b>FY 2013 Actual</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>
<b>AF Reserve</b>	4	6	6
<b>AF Guard</b>	6	8	8

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

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<b><u>Commissioned Officers</u></b>						
O-10 General	12	0	12	0	13	0
O-9 Lieutenant General	45	0	45	0	45	0
O-8 Major General	101	1	101	1	101	1
O-7 Brigadier General	147	1	147	1	146	1
O-6 Colonel	3,601	28	3,387	27	3,398	27
O-5 Lieutenant Colonel	10,017	78	9,584	77	9,444	75
O-4 Major	14,042	109	13,795	110	12,145	97
O-3 Captain	22,748	177	22,137	177	21,416	171
O-2 1st Lieutenant	7,194	56	7,244	58	6,799	54
O-1 2nd Lieutenant	6,899	54	6,432	51	6,795	54
<b>Officer Subtotal</b>	<b>64,806</b>	<b>504</b>	<b>62,884</b>	<b>502</b>	<b>60,302</b>	<b>480</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,585	3	2,538	3	2,459	3
E-8 Senior Master Sergeant	5,136	7	5,146	7	4,971	7
E-7 Master Sergeant	26,741	36	25,390	34	25,505	35
E-6 Technical Sergeant	41,237	56	39,178	53	33,202	45
E-5 Staff Sergeant	67,671	91	66,681	91	64,304	88
E-4 Senior Airman	55,794	75	51,703	70	52,478	72
E-3 Airman First Class	51,285	69	50,383	68	48,796	66
E-2 Airman	3,490	5	4,623	6	5,147	7
E-1 Airman Basic	8,037	11	9,647	13	9,736	13
<b>Enlisted Subtotal</b>	<b>261,976</b>	<b>353</b>	<b>255,289</b>	<b>345</b>	<b>246,598</b>	<b>336</b>
<b><u>Cadets</u></b>	<b>3,912</b>	<b>0</b>	<b>4,000</b>	<b>0</b>	<b>4,000</b>	<b>0</b>
<b>TOTAL END STRENGTH</b>	<b>330,694</b>	<b>857</b>	<b>322,173</b>	<b>847</b>	<b>310,900</b>	<b>816</b>

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

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

	<u>FY 2013 Actual 1/</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<b><u>Commissioned Officers</u></b>						
O-10 General	12	0	13	0	13	0
O-9 Lieutenant General	44	0	45	0	44	0
O-8 Major General	101	1	102	1	103	1
O-7 Brigadier General	151	1	147	1	149	1
O-6 Colonel	3,763	26	3,687	28	3,479	27
O-5 Lieutenant Colonel	10,874	72	10,385	78	10,192	76
O-4 Major	15,237	103	14,788	110	13,421	104
O-3 Captain	22,461	161	22,586	177	21,652	174
O-2 1st Lieutenant	7,582	53	7,348	57	6,915	56
O-1 2nd Lieutenant	6,887	50	7,006	53	6,836	53
<b>Officer Subtotal</b>	<b>67,112</b>	<b>467</b>	<b>66,107</b>	<b>505</b>	<b>62,804</b>	<b>492</b>
<b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	2,736	3	2,605	3	2,553	3
E-8 Senior Master Sergeant	5,517	7	5,351	7	5,241	7
E-7 Master Sergeant	28,043	35	26,673	35	25,624	35
E-6 Technical Sergeant	43,815	55	41,409	55	36,498	49
E-5 Staff Sergeant	69,515	89	68,753	91	65,093	90
E-4 Senior Airman	57,583	74	55,515	73	52,889	71
E-3 Airman First Class	52,052	67	51,364	69	49,805	67
E-2 Airman	4,015	5	4,159	6	4,466	7
E-1 Airman Basic	9,210	12	8,734	12	9,683	13
<b>Enlisted Subtotal</b>	<b>272,486</b>	<b>347</b>	<b>264,563</b>	<b>351</b>	<b>251,852</b>	<b>342</b>
<b><u>Cadets</u></b>	<b>3,861</b>	<b>0</b>	<b>3,833</b>	<b>0</b>	<b>3,915</b>	<b>0</b>
<b>TOTAL WORKYEARS</b>	<b>343,459</b>	<b>814</b>	<b>334,503</b>	<b>856</b>	<b>318,571</b>	<b>834</b>

1/ Includes 1,523 officers and 5,686 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OEF.

**ACTIVE DUTY STRENGTHS BY MONTHS**

	<b>FY 2013 Actual</b>				<b>FY 2014 Estimate</b>				<b>FY 2015 Estimate</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
September	65,020	263,917	4,022	332,959	64,806	261,976	3,912	330,694	62,884	255,289	4,000	322,173
October	64,728	263,586	4,006	332,320	64,412	261,579	3,904	329,895	62,733	255,684	3,988	322,405
November	64,582	264,318	3,995	332,895	64,154	261,629	3,891	329,674	63,890	256,648	3,982	324,520
December	64,430	264,383	3,973	332,786	64,105	261,848	3,864	329,817	63,819	257,761	3,978	325,558
January	64,290	265,519	3,963	333,772	64,169	261,925	3,859	329,953	62,570	256,278	3,963	322,811
February	64,236	266,004	3,917	334,157	64,436	262,206	3,849	330,491	59,998	241,936	3,917	305,851
March	64,130	266,335	3,905	334,370	64,505	262,422	3,837	330,764	59,933	242,152	3,905	305,990
April	63,912	266,447	3,896	334,255	64,635	262,602	3,828	331,065	59,876	242,960	3,896	306,732
May	64,667	266,886	2,846	334,399	65,896	262,911	2,853	331,660	59,967	243,827	3,025	306,819
June	65,111	264,398	3,997	333,506	66,064	263,187	4,093	333,344	60,391	244,577	4,128	309,096
July	65,133	263,925	3,950	333,008	66,122	264,131	4,046	334,299	60,402	245,490	4,121	310,013
August	65,107	264,187	3,918	333,212	65,201	262,430	4,014	331,645	60,322	245,380	4,072	309,774
September	64,806	261,976	3,912	330,694	62,884	255,289	4,000	322,173	60,302	246,598	4,000	310,900
Average End Strength	64,603	264,911	3,861	333,375	64,795	262,125	3,833	330,753	61,291	248,636	3,915	313,842

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

	<b>FY 2013 Actual</b>				<b>FY 2014 Estimate</b>				<b>FY 2015 Estimate</b>			
	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Cadets</b>	<b>Total</b>
Average Strength (non-12304b)	2,509	7,575	0	10,084	1,312	2,438	0	3,750	1,313	2,234	0	3,547
Dollars in Millions (non-12304b)	377	790	0	1,167	190	171	0	361	194	164	0	358
Average Strength (12304b)	0	0	0	0	0	0	0	0	200	982	0	1,182
Dollars in Millions (12304b)	0	0	0	0	0	0	0	0	29	73	0	102
<b>Total Average Strength</b>	<b>67,112</b>	<b>272,486</b>	<b>3,861</b>	<b>343,459</b>	<b>66,107</b>	<b>264,563</b>	<b>3,833</b>	<b>334,503</b>	<b>62,804</b>	<b>251,852</b>	<b>3,915</b>	<b>318,571</b>

**Strength in the FY 2015 President's Budget Baseline Request:**

End Strength	64,806	261,976	3,912	330,694	62,884	255,289	4,000	322,173	60,302	246,598	4,000	310,900
Average Strength	67,112	272,486	3,861	343,459	66,107	264,563	3,833	334,503	62,804	251,852	3,915	318,571

1/ Includes 1,523 officers and 5,686 enlisted voluntary and involuntary Reserve Component active duty workyears in support of OEF.

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



## ACTIVE DUTY STRENGTHS BY MONTHS

### **12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands (Base)**

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY15, the Air Force plans to utilize 12304b in support of pre-planned combatant command enduring operations funded in the baseline. Identified operations/missions are:

#### **Rapid Global Mobility Operations in support of Combatant Commanders (58 MY, \$5.0M)**

Rapid Global Mobility provides AFRICOM, CENTCOM, EUCOM, NORTHCOM, PACOM, SOUTHCOM, and SOCOM with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical airlift in support of enduring operations (ONWARD LIBERTY, KFOR, UNMILOBS, JTF-BRAVO) and exercises. Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **Operation CORONET OAK (64 MY, \$5.5M)**

Coronet Oak provides the United States Southern Command with logistic and contingency support throughout Central and South America with C-130 airlift capability. Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **Operation Noble Eagle (90 MY, \$7.8M)**

Operation Noble Eagle (ONE) is the name given to the United States and Canadian military operations related to homeland security and support to federal, state, and local agencies. The operation began September 14, 2001, in response to the September 11 attacks. Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **Theater Security Cooperation (174 MY, \$15.0M)**

Provides deterrence support for defense of the Arabian Gulf, PACOM, and Counter Narcotrafficking in SOUTHCOM (Joint Task Force-BRAVO). Activated Airmen will be placed on orders for a period no longer than 365 days.

#### **PACOM Theater Security (F-16) (404 MY, \$34.8M)**

Provides deterrence support requested by PACOM for Reserve and Guard F-16 operations temporarily replacing active component resources removed from the AOR. Activated Airmen will be placed on orders for a period no longer than 240 days.

#### **PACOM Theater Security (A-10) (392 MY, \$33.7M)**

Provides deterrence support requested by PACOM for Reserve and Guard A-10 operations temporarily replacing active component resources removed from the AOR. Activated Airmen will be placed on orders for a period no longer than 365 days.

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

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<b>Beginning Strength</b>	65,020	64,806	62,884
<b>Gains (By Source):</b>			
Service Academies	1,015	985	857
ROTC	1,665	1,949	1,863
Health Professions Scholarships	500	500	500
Officer Training School	751	764	764
Other	126	126	126
Gain Adjustment	0	0	0
<b>Total Gains</b>	4,057	4,324	4,110
<b>Losses (By Type):</b>			
Voluntary Separation	2,030	2,014	1,157
Retirement	2,100	2,100	1,800
Involuntary	141	210	3,098
With Pay	110	179	3,067
Without Pay	31	31	31
VSI/SSB	0	1,137	0
TERA	0	560	0
Reduction in Force	0	0	0
Other	0	225	637
Loss Adjustment	0	0	0
<b>Total Losses</b>	4,271	6,246	6,692
<b>TOTAL</b>	64,806	62,884	60,302

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

	<u><b>FY 2013 Actual</b></u>	<u><b>FY 2014 Estimate</b></u>	<u><b>FY 2015 Estimate</b></u>
<b>Beginning Strength</b>	263,917	261,976	255,289
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	26,023	24,900	24,900
Male	20,994	20,570	20,570
Female	5,029	4,330	4,330
Prior Service Enlistments	253	250	250
Reenlistments	32,063	31,189	30,259
Reserves	0	0	0
Officer Candidate Programs	296	400	400
Other	239	0	0
Gain Adjustments	0	0	0
<b>Total Gains</b>	<b>58,874</b>	<b>56,739</b>	<b>55,809</b>
<b>Losses (By Type):</b>			
ETS	7,406	7,634	4,817
Programmed Early Release	1,345	1,100	718
VSI/SSB	0	2,928	0
TERA	0	2,500	4,200
To Commissioned Officer	421	250	183
Reenlistments	32,063	31,189	30,259
Retirement	7,187	5,263	7,404
Attrition	9,492	6,822	4,862
Other	2,901	5,740	12,057
Loss Adjustments	0	0	0
<b>Total Losses</b>	<b>60,815</b>	<b>63,426</b>	<b>64,500</b>
<b>TOTAL</b>	<b>261,976</b>	<b>255,289</b>	<b>246,598</b>

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

	<b><u>FY 2013 Actual</u></b>	<b><u>FY 2014 Estimate</u></b>	<b><u>FY 2015 Estimate</u></b>
<b>Beginning Strength</b>	4,022	3,912	4,000
<b>Gains:</b>	1,181	1,215	1,215
<b>Losses:</b>	1,291	1,127	1,215
Graduates	1,013	849	952
Attrition	278	278	263
<b>TOTAL</b>	3,912	4,000	4,000

Note: USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., 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 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,905,856	8,985,771	13,891,627	4,870,279	8,798,725	13,669,004	4,668,266	8,406,084	13,074,350
2. Retired Pay Accruals	1,561,402	2,869,598	4,431,000	1,569,539	2,842,887	4,412,426	1,450,107	2,619,233	4,069,340
3. Basic Allowance for Housing	1,446,018	3,472,092	4,918,110	1,460,182	3,573,802	5,033,984	1,387,295	3,386,412	4,773,707
a. With Dependents - Domestic	976,222	2,046,781	3,023,003	985,952	2,125,885	3,111,837	936,667	2,016,571	2,953,238
b. Without Dependents - Domestic	314,395	770,980	1,085,375	311,865	760,144	1,072,009	296,837	721,932	1,018,769
c. Differential - Domestic	30	915	945	32	941	973	32	904	936
d. Partial - Domestic	224	4,860	5,084	236	5,008	5,244	231	5,053	5,284
e. With Dependents - Overseas	108,681	409,284	517,965	113,021	428,057	541,078	106,826	402,130	508,956
f. Without Dependents - Overseas	44,329	230,631	274,960	46,839	244,864	291,703	44,533	231,169	275,702
g. Moving-In Housing	2,137	8,641	10,778	2,237	8,903	11,140	2,169	8,653	10,822
4. Subsistence	194,935	1,224,635	1,419,570	194,616	1,117,026	1,311,642	190,311	1,101,114	1,291,425
a. Basic Allowance for Subsistence	194,935	1,001,966	1,196,901	194,616	983,581	1,178,197	190,311	963,765	1,154,076
1. Authorized to Mess Separately	194,935	1,130,816	1,325,751	194,616	1,113,139	1,307,755	190,311	1,090,705	1,281,016
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	(128,850)	(128,850)	0	(129,558)	(129,558)	0	(126,940)	(126,940)
b. Subsistence-In-Kind	0	222,666	222,666	0	133,442	133,442	0	137,346	137,346
1. Subsistence in Messes	0	207,395	207,395	0	118,143	118,143	0	121,599	121,599
2. Operational Rations	0	11,664	11,664	0	11,641	11,641	0	11,981	11,981
3. Augmentation Rations	0	3,607	3,607	0	3,658	3,658	0	3,766	3,766
c. Family Supplemental Subsistence Allowance	0	3	3	0	3	3	0	3	3
5. Incentive - Hazardous Duty - Aviation Career Pay	217,851	40,167	258,018	209,595	42,385	251,980	212,376	42,395	254,771
a. Flying Duty Pay	216,664	30,733	247,397	208,421	33,443	241,864	211,202	33,458	244,660
1. Aviator Pay, Officers	144,868	0	144,868	143,570	0	143,570	143,517	0	143,517
2. Crew Members, Enlisted	0	2,420	2,420	0	2,424	2,424	0	2,441	2,441
3. Noncrew Member	0	423	423	0	427	427	0	425	425
4. Aviator Retention Pay	70,776	0	70,776	63,826	0	63,826	66,660	0	66,660
5. Career Enlisted Flyer Pay	0	27,890	27,890	0	30,592	30,592	0	30,592	30,592
6. HDIP-Aviation	1,020	0	1,020	1,025	0	1,025	1,025	0	1,025
b. Parachute Jumping Pay	187	1,613	1,800	189	1,593	1,782	189	1,593	1,782
c. Demolition Pay	315	3,677	3,992	306	3,337	3,643	306	3,330	3,636
d. Other Pays	685	4,144	4,829	679	4,012	4,691	679	4,014	4,693

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

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	322,006	394,189	716,195	301,141	270,265	571,406	296,747	268,536	565,283
a. Medical Pay	193,937	0	193,937	179,824	0	179,824	178,391	0	178,391
b. Dental Pay	46,250	0	46,250	47,598	0	47,598	46,903	0	46,903
c. Optometrists Pay	1,236	0	1,236	1,195	0	1,195	1,203	0	1,203
d. Veterinarians Pay	65	0	65	25	0	25	24	0	24
e. Board Certified Pay Non-Physician	23,085	0	23,085	22,916	0	22,916	22,196	0	22,196
f. Nurses Pay	15,229	0	15,229	14,169	0	14,169	13,870	0	13,870
g. Sea and Foreign Duty, Total	0	345	345	0	345	345	0	332	332
1. Sea Duty	0	139	139	0	139	139	0	134	134
2. Overseas Extension Pay	0	206	206	0	206	206	0	198	198
h. Diving Duty Pay	769	2,299	3,068	769	2,317	3,086	733	2,241	2,974
i. Foreign Language Proficiency Bonus	7,971	18,858	26,829	7,572	17,019	24,591	7,433	16,968	24,401
j. Hostile Fire Pay	12,019	49,101	61,120	1,906	1,677	3,583	1,812	1,620	3,432
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	5,217	24,105	29,322	1,870	3,726	5,596	1,776	3,599	5,375
m. Judge Advocate Continuation Pay	4,092	0	4,092	4,681	0	4,681	4,148	0	4,148
n. JAG Student Loan Repayment	5,251	0	5,251	5,577	0	5,577	5,273	0	5,273
o. Critical Skills Retention Bonus (CSRB)	4,940	2,400	7,340	10,936	3,450	14,386	10,716	2,850	13,566
p. Reenlistment Bonus	0	232,515	232,515	0	179,300	179,300	0	179,300	179,300
q. Special Duty Assignment Pay	0	39,152	39,152	0	36,889	36,889	0	36,889	36,889
r. Enlistment Bonus	0	13,693	13,693	0	13,520	13,520	0	13,572	13,572
s. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
t. Loan Repayment Program	0	4,806	4,806	0	5,635	5,635	0	4,665	4,665
u. Assignment Incentive Pay	1,573	6,801	8,374	1,734	6,287	8,021	1,918	6,404	8,322
v. Health Prof. Scholarship Program (HPSP)	350	0	350	350	0	350	333	0	333
w. Pay and Allowance Continuation Pay (PAC)	22	114	136	19	100	119	18	96	114
7. Allowances	135,623	593,138	728,761	132,202	585,658	717,860	125,776	564,366	690,142
a. Uniform or Clothing Allowances	2,171	124,866	127,037	2,292	125,742	128,034	2,182	123,627	125,809
1. Initial Issue	1,867	42,475	44,342	1,986	41,528	43,514	1,891	42,096	43,987
1a. Military	1,618	39,663	41,281	1,730	38,686	40,416	1,644	39,344	40,988
1b. Civilian	249	2,812	3,061	256	2,842	3,098	247	2,752	2,999
2. Additional	304	0	304	306	0	306	291	0	291
3. Basic Maintenance	0	14,445	14,445	0	14,757	14,757	0	14,286	14,286
4. Standard Maintenance	0	64,029	64,029	0	65,515	65,515	0	63,428	63,428
5. Supplemental	0	3,917	3,917	0	3,942	3,942	0	3,817	3,817
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	118,621	414,221	532,842	123,802	435,379	559,181	118,022	418,257	536,279
1. Cost-of-Living	103,008	362,635	465,643	107,460	382,230	489,690	102,170	366,600	468,770
2. Temporary Lodging	15,613	51,586	67,199	16,342	53,149	69,491	15,852	51,657	67,509
c. Family Separation Allowance	13,636	52,398	66,034	4,890	22,881	27,771	4,398	20,862	25,260
1. On PCS, No Government Quarters	1,950	12,579	14,529	1,965	12,438	14,403	1,767	11,340	13,107
2. On TDY	11,686	39,819	51,505	2,925	10,443	13,368	2,631	9,522	12,153
d. Personal Money Allowance	50	2	52	53	2	55	52	2	54
e. CONUS Cost of Living Allowance	1,050	943	1,993	1,070	946	2,016	1,027	910	1,937
f. Catastrophical Injured Aid Allowance	95	708	803	95	708	803	95	708	803

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

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	56,615	151,965	208,580	259,331	526,540	785,871	283,092	874,187	1,157,279
a. Terminal Leave Pay	20,501	41,422	61,923	28,647	47,603	76,250	27,284	51,671	78,955
b. Severance Pay, Disability	2,327	37,060	39,387	2,287	33,619	35,906	2,310	33,956	36,266
c. Severance Pay, Non-Promotion	2,284	0	2,284	2,311	0	2,311	2,296	0	2,296
d. Severance Pay, Involuntary Half (5%)	0	14,120	14,120	0	74,293	74,293	0	13,520	13,520
e. Severance Pay, Involuntary Full (10%)	8,237	11,555	19,792	13,561	14,222	27,783	231,565	410,010	641,575
f. VSI Trust Fund	21,406	6,394	27,800	20,328	6,072	26,400	17,864	5,336	23,200
g. Vol Separation Pay	0	0	0	108,760	120,727	229,487	0	0	0
h. Career Status Bonus (30k)	1,860	41,414	43,274	1,877	41,064	42,941	1,773	39,101	40,874
i. TERA	0	0	0	81,560	188,940	270,500	0	320,593	320,593
9. Social Security Tax Payment	373,118	687,411	1,060,529	370,507	673,102	1,043,609	355,558	643,063	998,621
10. Permanent Change of Station Travel	404,760	774,436	1,179,196	454,977	725,514	1,180,491	446,582	746,348	1,192,930
11. Other Military Personnel Costs	75,885	130,715	206,600	60,263	60,795	121,058	58,185	58,438	116,623
a. Apprehension of Deserters	9	94	103	9	95	104	10	97	107
b. USSD (MLA)	1,924	1,053	2,977	1,953	1,069	3,022	1,986	1,087	3,073
c. Death Gratuities	3,300	14,400	17,700	2,700	13,800	16,500	2,700	13,800	16,500
d. Unemployment Compensation	13,086	67,800	80,886	8,338	43,202	51,540	7,902	40,940	48,842
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	42	168	210	46	185	231	38	151	189
g. Adoption Reimbursement	231	315	546	231	315	546	231	315	546
h. Mass Transit	2,536	802	3,338	1,873	592	2,465	1,533	485	2,018
i. Partial Dislocation Allowance	304	1,484	1,788	315	1,537	1,852	320	1,563	1,883
j. Extra Hazard Reimb. for SGLI	3,275	29,881	33,156	0	0	0	0	0	0
k. ROTC	33,841	0	33,841	29,140	0	29,140	27,669	0	27,669
l. JROTC	15,138	0	15,138	15,658	0	15,658	15,796	0	15,796
m. T-SGLI	2,199	14,718	16,917	0	0	0	0	0	0
12. Cadets	67,505	0	67,505	67,721	0	67,721	70,159	0	70,159
<b><u>Military Personnel Appropriation Total</u></b>	<b>9,761,574</b>	<b>19,324,117</b>	<b>29,085,691</b>	<b>9,950,353</b>	<b>19,216,699</b>	<b>29,167,052</b>	<b>9,544,454</b>	<b>18,710,176</b>	<b>28,254,630</b>
13. Less Reimbursables:	(212,719)	(204,395)	(417,114)	(217,388)	(209,323)	(426,711)	(224,643)	(214,061)	(438,704)
Retired Pay Accrual	(37,494)	(32,210)	(69,704)	(38,533)	(32,333)	(70,866)	(38,616)	(32,127)	(70,743)
Other	(175,225)	(172,185)	(347,410)	(178,855)	(176,990)	(355,845)	(186,027)	(181,934)	(367,961)
<b>MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT</b>	<b>9,548,855</b>	<b>19,119,722</b>	<b>28,668,577</b>	<b>9,732,965</b>	<b>19,007,376</b>	<b>28,740,341</b>	<b>9,319,811</b>	<b>18,496,115</b>	<b>27,815,926</b>
<b>Shortfall Adjustment</b>				<b>135,045</b>	<b>143,591</b>	<b>278,636</b>			
<b>Funded Level</b>				<b>9,597,920</b>	<b>18,863,785</b>	<b>28,461,705</b>			

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL - AIR FORCE  
FY 2014  
(Amount in Thousands)**

	<u>FY 2014</u>			<u>INTERNAL</u>		<u>PROJECTED</u>	<u>FY 2014 COLUMN</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>SHORTFALL/(ASSET)*</u>	<u>FY 2015 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>	<u>BUDGET</u>	<u>ACTIONS</u>					
Basic Pay	4,778,306	(89,428)	4,688,878	0	4,688,878	62,487	4,751,365
Retired Pay Accrual	1,539,701	(2,700)	1,537,001	(5,988)	1,531,013	0	1,531,013
Incentive Pay	201,214	0	201,214	3,263	204,477	0	204,477
Special Pay	296,324	(2,100)	294,224	(385)	293,839	0	293,839
Basic Allowance for Housing	1,466,265	(119,701)	1,346,564	9,368	1,355,932	72,558	1,428,490
Basic Allowance for Subsistence	193,185	0	193,185	(3,321)	189,864	0	189,864
Station Allowances Overseas	123,802	0	123,802	0	123,802	0	123,802
CONUS COLA	1,396	0	1,396	(352)	1,044	0	1,044
Uniform Allowances	2,433	0	2,433	(141)	2,292	0	2,292
Family Separation Allowances	6,909	0	6,909	(2,019)	4,890	0	4,890
Catastrophical Injured Aid Allowance	61	0	61	34	95	0	95
Separation Payments	120,376	135,689	256,065	2,077	258,142	0	258,142
Social Security Tax - Employer's Contribution	363,946	0	363,946	(2,536)	361,410	0	361,410
Reimbursables	216,669	0	216,669	0	216,669	0	216,669
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>9,310,587</b>	<b>(78,240)</b>	<b>9,232,347</b>	<b>0</b>	<b>9,232,347</b>	<b>135,045</b>	<b>9,367,392</b>
Less Reimbursables	(216,669)	0	(216,669)	0	(216,669)	0	(216,669)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>9,093,918</b>	<b>(78,240)</b>	<b>9,015,678</b>	<b>0</b>	<b>9,015,678</b>	<b>135,045</b>	<b>9,150,723</b>
 <b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>							
Basic Pay	8,665,608	(59,192)	8,606,416	10,096	8,616,512	82,431	8,698,943
Retired Pay Accrual	2,799,730	0	2,799,730	10,824	2,810,554	0	2,810,554
Incentive Pay	42,114	0	42,114	(210)	41,904	0	41,904
Special Pay	58,079	0	58,079	(17,981)	40,098	0	40,098
Special Duty Assignment Pay	36,889	0	36,889	0	36,889	0	36,889
Reenlistment Bonus	232,000	(52,700)	179,300	0	179,300	0	179,300
Enlistment Bonus	14,185	0	14,185	(665)	13,520	0	13,520
Basic Allowance for Housing	3,577,270	(36,587)	3,540,683	386	3,541,069	0	3,541,069
Station Allowances Overseas	435,379	0	435,379	0	435,379	0	435,379
CONUS COLA	1,152	0	1,152	(217)	935	0	935
Clothing Allowances	124,309	0	124,309	1,433	125,742	0	125,742
Family Separation Allowances	27,897	0	27,897	(5,016)	22,881	0	22,881
Catastrophical Injured Aid Allowance	235	0	235	473	708	0	708
Separation Payments	174,722	288,152	462,874	0	462,874	61,160	524,034
Social Security Tax - Employer's Contribution	662,917	0	662,917	2,551	665,468	0	665,468
Reimbursables	175,940	0	175,940	0	175,940	0	175,940
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>17,028,426</b>	<b>139,673</b>	<b>17,168,099</b>	<b>1,674</b>	<b>17,169,773</b>	<b>143,591</b>	<b>17,313,364</b>
Less Reimbursables	(175,940)	0	(175,940)	0	(175,940)	0	(175,940)
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>16,852,486</b>	<b>139,673</b>	<b>16,992,159</b>	<b>1,674</b>	<b>16,993,833</b>	<b>143,591</b>	<b>17,137,424</b>
 <b><u>PAY AND ALLOWANCES OF CADETS</u></b>							
Academy Cadets	69,612	0	69,612	(1,891)	67,721	0	67,721



**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL - AIR FORCE  
FY 2014**

(Amount in Thousands)

	<u>FY 2014</u>			<u>INTERNAL</u>		<u>PROJECTED</u>	<u>FY 2014 COLUMN</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>SHORTFALL/(ASSET)*</u>	<u>FY 2015 PRES BUD</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>			
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>							
Basic Allowance for Subsistence	945,643	0	945,643	5,701	951,344	0	951,344
Subsistence-In-Kind	156,439	(23,000)	133,439	3	133,442	0	133,442
Family Supplemental Subsistence Allowance	33	0	33	(30)	3	0	3
Reimbursables	32,237	0	32,237	0	32,237	0	32,237
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	<b>1,134,352</b>	<b>(23,000)</b>	<b>1,111,352</b>	<b>5,674</b>	<b>1,117,026</b>	<b>0</b>	<b>1,117,026</b>
Less Reimbursables	(32,237)	0	(32,237)	0	(32,237)	0	(32,237)
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	<b>1,102,115</b>	<b>(23,000)</b>	<b>1,079,115</b>	<b>5,674</b>	<b>1,084,789</b>	<b>0</b>	<b>1,084,789</b>
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>							
Accession Travel	86,485	0	86,485	1,076	87,561	0	87,561
Training Travel	79,127	(9,000)	70,127	22,916	93,043	0	93,043
Operational Travel	325,439	(32,730)	292,709	3,319	296,028	0	296,028
Rotational Travel	512,982	(51,298)	461,684	13,800	475,484	0	475,484
Separation Travel	169,760	28,423	198,183	(30,411)	167,772	0	167,772
Travel of Organized Units	16,123	0	16,123	(9,667)	6,456	0	6,456
Nontemporary Storage	41,132	(18,000)	23,132	(1,390)	21,742	0	21,742
Temporary Lodging Expense	30,183	0	30,183	357	30,540	0	30,540
Reimbursables	1,865	0	1,865	0	1,865	0	1,865
<b>TOTAL OBLIGATIONS PCS</b>	<b>1,263,096</b>	<b>(82,605)</b>	<b>1,180,491</b>	<b>0</b>	<b>1,180,491</b>	<b>0</b>	<b>1,180,491</b>
Less Reimbursables	(1,865)	0	(1,865)	0	(1,865)	0	(1,865)
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	<b>1,261,231</b>	<b>(82,605)</b>	<b>1,178,626</b>	<b>0</b>	<b>1,178,626</b>	<b>0</b>	<b>1,178,626</b>
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>							
Apprehension Mil Deserters, Absentees, Prisoners	124	0	124	(20)	104	0	104
Interest on Uniformed Svcs Savings	3,440	0	3,440	(418)	3,022	0	3,022
Death Gratuities	16,500	0	16,500	0	16,500	0	16,500
Unemployment Compensation	65,562	(14,000)	51,562	(22)	51,540	0	51,540
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	209	0	209	22	231	0	231
Adoption Expenses	628	0	628	(82)	546	0	546
Mass Transit	5,900	0	5,900	(3,435)	2,465	0	2,465
Partial Dislocation Allowance	1,930	0	1,930	(78)	1,852	0	1,852
SROTC	29,849	0	29,849	(709)	29,140	0	29,140
JROTC	16,373	0	16,373	(715)	15,658	0	15,658
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0
TSGLI	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	<b>140,515</b>	<b>(14,000)</b>	<b>126,515</b>	<b>(5,457)</b>	<b>121,058</b>	<b>0</b>	<b>121,058</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>28,519,877</b>	<b>(58,172)</b>	<b>28,461,705</b>	<b>0</b>	<b>28,461,705</b>	<b>278,636</b>	<b>28,740,341</b>

The FY 2014 estimates reflect current projections based on the most recent level of execution. However, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

**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>
<b>FY 2014 DIRECT PROGRAM</b>	<b>9,150,723</b>	<b>17,137,424</b>	<b>67,721</b>	<b>1,084,789</b>	<b>1,178,626</b>	<b>121,058</b>	<b>28,740,341</b>
<b>FY 2014 Adjustment/Realignment</b>	<b>(135,045)</b>	<b>(143,591)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(278,636)</b>
<b>Pricing Increase</b>	<b>104,640</b>	<b>165,050</b>	<b>989</b>	<b>32,728</b>	<b>11,430</b>	<b>411</b>	<b>315,248</b>
<b>Annualization (PI):</b>	<b>18,326</b>	<b>30,787</b>	<b>128</b>	<b>7,206</b>	<b>0</b>	<b>0</b>	<b>56,447</b>
- Annualization 1 Jan 14 raise of 1% on Basic Pay	12,084	21,997	119	0	0	0	34,200
- Annualization of raise on RPA	3,895	7,107	0	0	0	0	11,002
- Annualization on FICA	921	1,683	9	0	0	0	2,613
- Annualization 1 Jan 14 inflation rate of 1.5% on BAS	1,426	0	0	7,206	0	0	8,632
<b>Pay Raise (PI):</b>	<b>50,696</b>	<b>92,360</b>	<b>382</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>143,438</b>
- 1 Jan 15 pay raise of 1.0% effect on Basic Pay	36,252	65,990	355	0	0	0	102,597
- 1 Jan 15 pay raise effect on RPA	11,683	21,322	0	0	0	0	33,005
- 1 Jan 15 pay raise effect on FICA	2,761	5,048	27	0	0	0	7,836
<b>Inflation Rate (PI):</b>	<b>4,277</b>	<b>0</b>	<b>0</b>	<b>25,522</b>	<b>6,625</b>	<b>0</b>	<b>36,424</b>
- 1 Jan 15 inflation rate of 3.4% effect on BAS	4,277	0	0	21,619	0	0	25,896
- Increase for Inflation for SIK	0	0	0	3,903	0	0	3,903
- Increase in rate for Land (HHG)	0	0	0	0	5,244	0	5,244
- Increase in rate for ITGBL (HHG)	0	0	0	0	1,381	0	1,381
<b>BAH Rates (PI):</b>	<b>29,147</b>	<b>28,596</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57,743</b>
- Housing Allowance rate 1 Jan 15 increase of 1.5%	29,100	28,409	0	0	0	0	57,509
- Increase in MIHA Pricing	47	187	0	0	0	0	234
<b>Other (PI):</b>	<b>2,194</b>	<b>13,307</b>	<b>479</b>	<b>0</b>	<b>4,805</b>	<b>411</b>	<b>21,196</b>
- Increase in FICA Pricing	476	0	0	0	0	0	476
- Increase in Clothing Pricing	4	2,137	0	0	0	0	2,141
- Increase in COLA Pricing	1,073	3,821	0	0	0	0	4,894
- Increase in TLA Pricing	343	1,116	0	0	0	0	1,459
- Increase in CONUS COLA Pricing	11	9	0	0	0	0	20
- Increase in LSTL Pricing	287	475	0	0	0	0	762
- Increase in Separation Payments Pricing	0	5,749	0	0	0	0	5,749
- Increase in Cadet Subsistence Pricing	0	0	479	0	0	0	479
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	2,178	0	2,178
- Increase in Total AMC Pricing	0	0	0	0	908	0	908
- Increase in Total Comm Air Pricing	0	0	0	0	387	0	387
- Increase in M Tons MSC Pricing	0	0	0	0	74	0	74
- Increase in S Tons AMC Pricing	0	0	0	0	596	0	596
- Increase in Trans of POV Pricing	0	0	0	0	1	0	1
- Increase in NonTemp Storage Pricing	0	0	0	0	452	0	452
- Increase in Temp Lodging Pricing	0	0	0	0	209	0	209
- Increase in Apprehension Expense Pricing	0	0	0	0	0	2	2
- Increase in Partial DLA Pricing	0	0	0	0	0	31	31
- Increase in ROTC Pricing	0	0	0	0	0	112	112
- Increase in JROTC Pricing	0	0	0	0	0	266	266

**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>
<b>Program Increase</b>	<b>27,736</b>	<b>353,174</b>	<b>1,449</b>	<b>1</b>	<b>3,421</b>	<b>52</b>	<b>385,833</b>
<b>Strength (PGI):</b>	<b>0</b>	<b>0</b>	<b>1,085</b>	<b>0</b>	<b>1,596</b>	<b>0</b>	<b>2,681</b>
- Increase in Base Pay Program	0	0	1,008	0	0	0	1,008
- Increase in FICA Program	0	0	77	0	0	0	77
- Increase in Land Ship Program	0	0	0	0	1,263	0	1,263
- Increase in ITGBL Program	0	0	0	0	333	0	333
<b>Other (PGI):</b>	<b>27,736</b>	<b>353,174</b>	<b>364</b>	<b>1</b>	<b>1,825</b>	<b>52</b>	<b>383,152</b>
- Increase in LSTL Program	0	3,593	0	0	0	0	3,593
- Increase in Flying Duty Crew Program	0	17	0	0	0	0	17
- Increase in Aviator Retention Pay Program	2,834	0	0	0	0	0	2,834
- Increase in Separation Payments Program	24,902	337,829	0	0	0	0	362,731
- Increase in Selective Reenlistment Bonus Program	0	11,683	0	0	0	0	11,683
- Increase in Enlisted Bonus Program	0	52	0	0	0	0	52
- Increase in Cadet Subsistence Program	0	0	364	0	0	0	364
- Increase in SIK Total Program	0	0	0	1	0	0	1
- Increase in Total Mile-Per Diem Program	0	0	0	0	954	0	954
- Increase in Total AMC Program	0	0	0	0	232	0	232
- Increase in Total Comm Air Program	0	0	0	0	98	0	98
- Increase in M Tons MSC Program	0	0	0	0	18	0	18
- Increase in S Tons AMC Program	0	0	0	0	149	0	149
- Increase in NonTemp Storage Program	0	0	0	0	175	0	175
- Increase in Defense Personnel Property System (DPS)	0	0	0	0	200	0	200
- Increase in Apprehension Expense Program	0	0	0	0	0	1	1
- Increase in Interest On Savings Program	0	0	0	0	0	51	51
<b>Total Increases</b>	<b>132,376</b>	<b>518,224</b>	<b>2,438</b>	<b>32,729</b>	<b>14,851</b>	<b>463</b>	<b>701,081</b>

**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>
<b>Pricing Decrease</b>	(57,264)	(114,175)	0	0	(303)	(446)	(172,188)
<b>Pay Raise (PI):</b>	0	0	0	0	(303)	0	(303)
- 1 Jan 15 pay raise of 1.0% effect on DLA for PCS moves	0	0	0	0	(303)	0	(303)
<b>Other (PD):</b>	(57,264)	(114,175)	0	0	0	(446)	(171,885)
- Decrease in RPA Pricing	(57,264)	(102,490)	0	0	0	0	(159,754)
- Decrease in FICA Pricing	0	(2)	0	0	0	0	(2)
- Decrease in Selective Reenlistment Bonus Pricing	0	(11,683)	0	0	0	0	(11,683)
- Decrease in Mass Transportation Pricing	0	0	0	0	0	(446)	(446)
<b>Program Decrease</b>	(480,229)	(916,756)	0	(49,700)	(2,171)	(4,452)	(1,453,308)
<b>Strength (PGD):</b>	(465,457)	(890,795)	0	0	(1,683)	(1,711)	(1,359,646)
- Decrease in Base Pay Program	(254,787)	(483,478)	0	0	0	0	(738,265)
- Decrease in FICA Program	(19,447)	(36,986)	0	0	0	0	(56,433)
- Decrease in RPA Program	(77,829)	(149,387)	0	0	0	0	(227,216)
- Decrease in BAS Program	(10,286)	0	0	0	0	0	(10,286)
- Decrease in Clothing Program	(114)	(4,252)	0	0	0	0	(4,366)
- Decrease in AP Program	(53)	0	0	0	0	0	(53)
- Decrease in BAH Program	(102,941)	(216,692)	0	0	0	0	(319,633)
- Decrease in Disloc Allow Program	0	0	0	0	(1,683)	0	(1,683)
- Decrease in ROTC workyears	0	0	0	0	0	(1,583)	(1,583)
- Decrease in JROTC workyears	0	0	0	0	0	(128)	(128)
<b>Other (PGD):</b>	(14,772)	(25,961)	0	(49,700)	(488)	(2,741)	(93,662)
- Decrease in LSTL Program	(1,650)	0	0	0	0	0	(1,650)
- Decrease in Special Pay Program	(4,884)	(1,794)	0	0	0	0	(6,678)
- Decrease in FSA Program	(492)	(2,019)	0	0	0	0	(2,511)
- Decrease in Non-Fly Crew Member Program	0	(2)	0	0	0	0	(2)
- Decrease in Demolition Duty Program	0	(7)	0	0	0	0	(7)
- Decrease in Other Incentive Pay Program	(495)	(35)	0	0	0	0	(530)
- Decrease in COLA Program	(6,363)	(19,451)	0	0	0	0	(25,814)
- Decrease in TLA Program	(833)	(2,608)	0	0	0	0	(3,441)
- Decrease in CONUS COLA Program	(55)	(45)	0	0	0	0	(100)
- Decrease in Subsistence - BAS Enlisted Program	0	0	0	(49,700)	0	0	(49,700)
- Decrease in Temp Lodging Program	0	0	0	0	(488)	0	(488)
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(2,698)	(2,698)
- Decrease in Education Benefits Program	0	0	0	0	0	(42)	(42)
- Decrease in Mass Transportation Program	0	0	0	0	0	(1)	(1)
<b>Total Decreases</b>	(537,493)	(1,030,931)	0	(49,700)	(2,474)	(4,898)	(1,625,496)
<b>FY 2015 DIRECT PROGRAM</b>	<b>8,745,606</b>	<b>16,624,717</b>	<b>70,159</b>	<b>1,067,818</b>	<b>1,191,003</b>	<b>116,623</b>	<b>27,815,926</b>

**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>
<b>FY 2014 DIRECT PROGRAM</b>	<b>9,150,723</b>
<b>FY 2014 Shortfall Adjustment</b>	<b>(135,045)</b>
<b>Pricing Increase</b>	<b>104,640</b>
<b>Annualization (PI):</b>	<b>18,326</b>
Annualization 1 Jan 14 raise of 1% on Basic Pay	12,084
Annualization of raise on RPA	3,895
Annualization of raise on FICA	921
Annualization 1 Jan 14 inflation rate of 1.5% on BAS	1,426
<b>Pay Raise (PI):</b>	<b>50,696</b>
1 Jan 15 pay raise of 1.0% effect on Basic Pay	36,252
1 Jan 15 pay raise effect on RPA	11,683
1 Jan 15 pay raise effect on FICA	2,761
<b>Inflation Rate (PI):</b>	<b>4,277</b>
1 Jan 15 inflation rate of 3.4% effect on BAS	4,277
<b>BAH Rates (PI):</b>	<b>29,147</b>
1 Jan 15 inflation rate of 1.5% effect on BAH	29,100
Increase in MIHA Payments	47
<b>Other (PI):</b>	<b>2,194</b>
Increase in FICA Payments	476
Increase in Clothing Payments	4
Increase in COLA Payments	1,073
Increase in TLA Payments	343
Increase in CONUS COLA Payments	11
Increase in LSTL Payments	287



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

		<u>Amount</u>
<b>Program Increase</b>	<b>27,736</b>	
<b>Other (PGI):</b>	<b>27,736</b>	
Increase in Aviator Retention Pay Payments	2,834	
Increase in Separation Payments	24,902	
<b>Total Increases</b>		<b>132,376</b>
<b>Pricing Decrease</b>	<b>(57,264)</b>	
<b>Other (PI):</b>	<b>(57,264)</b>	
Decrease in RPA Rate Payments	(57,264)	
<b>Program Decrease</b>	<b>(480,229)</b>	
<b>Strength (PGD):</b>	<b>(465,457)</b>	
Decrease change in WY/longevity for Basic Pay	(254,787)	
Decrease on workyears/longevity for FICA	(19,447)	
Decrease in workyears/longevity for RPA	(77,829)	
Decrease in workyear for BAS	(10,286)	
Decrease in workyears for Clothing Allowance	(114)	
Decrease Aviation Pay Workyears	(53)	
Decrease in workyears Housing Allowance	(102,941)	

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

		<u>Amount</u>
<b>Other (PGD):</b>	<b>(14,772)</b>	
Decrease in LSTL Program	(1,650)	
Decrease in Special Pay Payments	(4,884)	
Decrease in FSA Program	(492)	
Decrease in Other Incentive Pay Payments	(495)	
Decrease in COLA Payments	(6,363)	
Decrease in TLA Payments	(833)	
Decrease in CONUS COLA Payments	(55)	
<b>Total Decreases</b>		<b>(537,493)</b>
<b>FY 2015 DIRECT PROGRAM</b>		<b>8,745,606</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 2015 Estimate	4,668,266
FY 2014 Estimate	4,807,792
FY 2013 Actual	4,905,856

**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., Sections 201, 203 and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

FY 2013 funding requirements included a 1.7% pay raise. The budget for FY 2014 provides for a basic pay increase of 1.0% and 1.0% for FY 2015. Across-the-board pay raises are effective 1 January each year therefore the FY 2014 annualized rate is 1.175% and FY 2015 is 1.0%. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2013 beginning strength was 65,020 and ending with 64,806 using 67,112 workyears.  
 FY 2014 beginning strength will be 64,806 and ending with 62,884 using 66,107 workyears.  
 FY 2015 beginning strength will be 62,884 and ending with 60,302 using 62,804 workyears.

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

<u>Grade</u>	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	12	179,700	2,156	13	181,051	2,354	13	181,500	2,360
Lt General	44	179,700	7,907	45	181,051	8,147	44	181,500	7,986
Major General	101	165,406	16,706	102	167,353	17,070	103	167,767	17,280
Brig General	151	143,530	21,673	147	145,211	21,346	149	145,577	21,691
Colonel	3,763	119,493	449,651	3,687	120,897	445,746	3,479	122,105	424,805
Lt Colonel	10,874	96,674	1,051,237	10,385	97,810	1,015,760	10,192	98,788	1,006,851
Major	15,237	82,194	1,252,396	14,788	83,160	1,229,773	13,421	83,992	1,127,254
Captain	22,461	65,316	1,467,053	22,586	66,112	1,493,199	21,652	66,771	1,445,730
1st Lieutenant	7,582	51,103	387,460	7,348	51,712	379,982	6,915	52,227	361,147
2nd Lieutenant	6,887	36,245	249,617	7,006	36,669	256,902	6,836	37,034	253,162
<b>TOTAL BASIC PAY</b>	67,112		4,905,856	66,107		4,870,279	62,804		4,668,266
<b>Shortfall Adjustment</b>				848	73,673	62,487			
<b>Funded Level</b>				65,259	73,672	4,807,792			

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2015 Estimate 1,450,107  
FY 2014 Estimate 1,569,539  
FY 2013 Actual 1,561,402

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. Effective FY 2008, P.L. 109-364, Title V, Section 591 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 Department of Defense Retirement Board of Actuaries. The full-time RPA is 32.10% for FY 2013, 32.4% for FY 2014 and 31.3% for FY 2015. The part-time RPA rate is 24.4% for FY 2013, 24.5% for FY 2014 and 22.4% FY 2015.

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	64,603	23,371	1,509,849	64,795	23,820	1,543,395	61,291	23,205	1,422,264
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	2,509	20,547	51,553	1,312	19,927	26,144	1,513	18,402	27,843
<b>Total Retired Pay Accrual</b>	<b>67,112</b>	<b>23,266</b>	<b>1,561,402</b>	<b>66,107</b>	<b>23,742</b>	<b>1,569,539</b>	<b>62,804</b>	<b>23,089</b>	<b>1,450,107</b>

(Amount in Thousands)

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

FY 2015 Estimate	212,376
FY 2014 Estimate	209,595
FY 2013 Actual	217,851

**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., Section 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 NDAA, modified in Section. 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 encourage officers to enter into and remain on 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 live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided 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 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Aviator Pay</u></b>									
<b>Yrs Svc Grade</b>									
Less than 2	2,862	1,500	4,293	2,829	1,500	4,244	2,999	1,500	4,499
2 - 3	1,597	1,872	2,990	1,464	1,872	2,741	1,403	1,872	2,626
3 - 4	1,478	2,256	3,334	1,461	2,256	3,296	1,459	2,256	3,292
4 - 6	2,878	2,472	7,114	2,608	2,472	6,447	2,402	2,472	5,938
6 - 14	9,588	7,800	74,786	9,563	7,800	74,591	9,355	7,800	72,969
14 - 22	4,630	10,080	46,670	4,622	10,080	46,590	4,836	10,080	48,747
22 - 23	329	7,020	2,310	329	7,020	2,310	329	7,020	2,310
23 - 24	325	5,940	1,931	321	5,940	1,907	320	5,940	1,901
24 - 25	246	4,620	1,137	226	4,620	1,044	193	4,620	892
Above 25	88	3,000	264	122	3,000	366	103	3,000	309
B/G Less than 25	14	2,400	34	12	2,400	29	12	2,400	29
M/G Less than 25	2	2,472	5	2	2,472	5	2	2,472	5
<b>Subtotal Flying Duty Crew</b>	<b>24,037</b>		<b>144,868</b>	<b>23,559</b>		<b>143,570</b>	<b>23,413</b>		<b>143,517</b>
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Crew	6	2,160	13	6	2,160	13	6	2,160	13
Flying Duty Non-Crew	62	1,800	112	62	1,800	112	62	1,800	112
Flying Duty Non-Rated	395	2,266	895	397	2,266	900	397	2,266	900
<b>Subtotal HDIP-Aviation</b>	<b>463</b>		<b>1,020</b>	<b>465</b>		<b>1,025</b>	<b>465</b>		<b>1,025</b>
<b><u>Aviator Retention Pay</u></b>									
Pilots			70,776			63,826			66,660
<b>Subtotal Aviator Retention Bonus</b>			<b>70,776</b>			<b>63,826</b>			<b>66,660</b>
<b>Subtotal Flying Duty Pay</b>			<b>216,664</b>			<b>208,421</b>			<b>211,202</b>
<b><u>Parachute Jumping</u></b>	<b>104</b>	<b>1,800</b>	<b>187</b>	<b>105</b>	<b>1,800</b>	<b>189</b>	<b>105</b>	<b>1,800</b>	<b>189</b>
<b><u>Parachute HALO</u></b>	<b>182</b>	<b>2,700</b>	<b>491</b>	<b>177</b>	<b>2,700</b>	<b>478</b>	<b>177</b>	<b>2,700</b>	<b>478</b>
<b><u>Demolition Duty</u></b>	<b>175</b>	<b>1,800</b>	<b>315</b>	<b>170</b>	<b>1,800</b>	<b>306</b>	<b>170</b>	<b>1,800</b>	<b>306</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	7	1,800	13	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	0	0	0	1	1,800	2	1	1,800	2
Pressure Chamber Observer	85	1,800	153	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	13	1,800	24	12	1,800	22	12	1,800	22
Toxic Pesticides Duty	0	0	0	1	1,800	2	1	1,800	2
<b>Subtotal Other Incentive Duty Pay</b>	<b>107</b>		<b>194</b>	<b>111</b>		<b>201</b>	<b>111</b>		<b>201</b>
<b>TOTAL INCENTIVE PAY</b>			<b>217,851</b>			<b>209,595</b>			<b>212,376</b>

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 2015 Estimate	296,799
FY 2014 Estimate	301,194
FY 2013 Actual	322,056

**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., Sections 301 through 355 of the FY 2013 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 Section 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 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 four (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 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 (OMF-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. OMF who enter a Dental Officer Multi-year Retention Bonus (DOMRB) agreement for two (2), three (3) or four (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 four (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 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 four (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 alone or in conjunction with Health Professions Loan Repayment Program (HPLRP).
- (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 range from \$2,000 - \$5,000 depending upon years of creditable service. HA policy indicates which nursing specialties are eligible for board certified pay.
- (u) Nurse Corps Incentive Pay (NC-ISP) - 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 range from \$2,000 - \$5,000 depending upon years of creditable service as a Non-Physician Health Care Provider. This category is for officers who select Biomedical Sciences Corps specialties (AFSC 42X/43X) as dictated by HA policy.
- (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 which 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 (4) 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., Section 302i authorizes payment of \$15,000 per year for a two (2) year contract obligation per Health Affairs.



(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (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., Section 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.
  - (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., Section 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., Section 335; these specialties may be paid a retention bonus not to exceed \$75,000 per year. Rates for each specialty are set by HA across all services.
  - (cc) Optometrists Duty Pay (ODP) - Special pay amount of \$100 per month is authorized by Title 37 U.S.C., Section 302a. Optometry Duty Pay is projected to morph into Consolidated Special Pay (CSP) by FY17 IAW Title 37 U.S.C., Section 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. The FY14 rate is \$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., Section 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., Section 355. The rates vary from \$5,000 to \$30,000 as a single lump sum payment for a three (3) year contract obligation.
- (2) Critical Skill Retention Bonus - Authorized by the FY 2011 NDAA under the provisions of Title 37 U.S.C., Section 355, CSRB 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., Section 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) 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) Assignment Incentive Pay RPA Pilot - Authorized by the Office of the Under Secretary of Defense (Personnel and Readiness) (OUSDP&R) on 27 November 2009 to the Secretary of the Air Force (SAF) to establish an incentive pay program under Title 37 U.S.C., Section 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., Section 353(b)(1) 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., Section 305. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
  - (8) Health Prof. Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C., Section 2121(c)(2).
  - (9) 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. However, 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 receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.
  - (10) Judge Advocate Continuation Pay - Authorized in the FY 2000 NDAA under the provisions of Title 37 U.S.C., Section 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.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

- (11) 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 \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.
- (12) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for members deployed in a combat operation or combat zone.

**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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	2,836	15,000	42,540	2,710	15,000	40,650	2,705	15,000	40,575
MD Board Certification Pay	2,180	3,600	7,848	2,180	3,600	7,848	2,110	3,600	7,596
MD Early Committment ISP	112	23,685	2,653	100	23,685	2,369	58	23,685	1,374
MD Incentive Special Pay	2,640	23,685	62,528	2,426	23,685	57,460	2,330	23,685	55,185
MD Multi-Year Special Pay	1,157	35,786	41,404	965	35,786	34,533	1,059	35,786	37,896
MD Variable Special Pay	3,515	8,000	28,120	3,515	8,000	28,120	3,402	8,000	27,216
CWSAB Medical	30	294,800	8,844	30	294,800	8,844	29	294,800	8,549
<b>Physician Pay</b>	<b>12,470</b>	<b>15,552</b>	<b>193,937</b>	<b>11,926</b>	<b>15,078</b>	<b>179,824</b>	<b>11,693</b>	<b>15,256</b>	<b>178,391</b>

(Amount in Thousands)

## PROJECT: SPECIAL PAY - OFFICERS

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	2	75,000	150	2	75,000	150	2	75,000	150
Dental Additional Pay	700	12,000	8,400	700	12,000	8,400	774	12,000	9,288
Dental Board Certification Pay	400	5,100	2,040	400	5,100	2,040	387	5,100	1,974
Dental Multi-Year Special Pay	405	41,000	16,605	408	41,000	16,728	395	41,000	16,195
Dental Variable Pay	900	8,000	7,200	900	8,000	7,200	871	8,000	6,968
Oral Surgeon ISP	46	30,000	1,380	46	30,000	1,380	50	30,000	1,500
General Dentist Accession Bonus	8	37,500	300	8	37,500	300	3	37,500	113
General Dentist Incentive Pay	230	20,000	4,600	235	20,000	4,700	252	20,000	5,040
General Dentist Retention Bonus	199	25,000	4,975	196	25,000	4,900	203	25,000	5,075
CWSAB Dental	2	300,000	600	6	300,000	1,800	2	300,000	600
<b>Dentist Pay</b>	<b>2,892</b>	<b>15,992</b>	<b>46,250</b>	<b>2,901</b>	<b>16,407</b>	<b>47,598</b>	<b>2,939</b>	<b>15,959</b>	<b>46,903</b>
Cert RN Anesthetists	195	40,000	7,800	176	40,000	7,040	170	40,000	6,800
Nurse Accession Bonus	142	25,000	3,550	130	25,000	3,250	126	25,000	3,150
Nurse Board Certified	426	4,000	1,704	426	4,000	1,704	455	4,000	1,820
Nurse ISP	145	15,000	2,175	145	15,000	2,175	140	15,000	2,100
<b>Nurse Pay</b>	<b>908</b>	<b>16,772</b>	<b>15,229</b>	<b>877</b>	<b>16,156</b>	<b>14,169</b>	<b>891</b>	<b>15,567</b>	<b>13,870</b>
Board Certified Non-Physician Pay	1,609	5,000	8,045	1,609	5,000	8,045	1,557	5,000	7,785
Pharmacy Accession	27	30,000	810	15	30,000	450	15	30,000	450
Pharmacy Officers Special Pay	220	15,000	3,300	220	15,000	3,300	214	15,000	3,210
PHO Accession Bonus	52	10,000	519	28	10,000	280	27	10,000	270
PHO Incentive Pay	179	5,000	895	179	5,000	895	174	5,000	870
PHO Retention Pay	134	6,250	838	134	6,250	838	130	6,250	813
Physicians Assistant Accession Bonus	67	14,910	999	36	15,000	540	35	15,000	525
Physicians Assistant Incentive Pay	289	5,000	1,445	289	5,000	1,445	281	5,000	1,405
Physicians Assistant Retention Pay	220	15,000	3,300	219	15,000	3,285	203	15,000	3,045
Psychologist Accession Bonus	23	14,826	341	18	15,000	270	17	15,000	255
Psychologist Incentive Pay	171	5,000	855	171	5,000	855	174	5,000	870
Psychologist Retention Pay	105	15,000	1,575	105	15,000	1,575	106	15,000	1,590
Social Workers Accession Bonus	21	7,500	158	13	7,500	98	13	7,500	98
Social Workers Retention Pay	1	5,000	5	104	10,000	1,040	101	10,000	1,010
Optometrists	120	5,000	600	119	5,000	595	117	5,000	585
Optometry Retention	106	6,000	636	100	6,000	600	103	6,000	618
Veterinarians	54	1,200	65	21	1,200	25	20	1,200	24
<b>Biomedical Science Officer Pay</b>	<b>3,398</b>	<b>7,177</b>	<b>24,386</b>	<b>3,380</b>	<b>7,141</b>	<b>24,136</b>	<b>3,287</b>	<b>7,126</b>	<b>23,423</b>

(Amount in Thousands)

## PROJECT: SPECIAL PAY - OFFICERS

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Anniversary	6	100,000	600	6	100,000	600	2	100,000	200
Dentist CSRB Initial	6	100,000	600	6	100,000	600	0	0	0
Surgeon CSRB Anniversary	3	133,333	400	0	0	0	0	0	0
<b>Medical CSRB Subtotal</b>	<b>15</b>	<b>106,667</b>	<b>1,600</b>	<b>12</b>	<b>100,000</b>	<b>1,200</b>	<b>2</b>	<b>100,000</b>	<b>200</b>
Contracting CSRB	132	20,000	2,640	152	20,000	3,040	186	20,000	3,720
Intel CSRB	0	0	0	676	8,500	5,746	676	8,500	5,746
Special Tactics and Combat Rescue CSRB	28	25,000	700	38	25,000	950	42	25,000	1,050
<b>Non-Medical CSRB Subtotal</b>	<b>160</b>	<b>20,875</b>	<b>3,340</b>	<b>866</b>	<b>11,242</b>	<b>9,736</b>	<b>904</b>	<b>11,633</b>	<b>10,516</b>
<b>Critical Skills Retention Bonus</b>	<b>175</b>	<b>28,229</b>	<b>4,940</b>	<b>878</b>	<b>12,456</b>	<b>10,936</b>	<b>906</b>	<b>11,828</b>	<b>10,716</b>
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	11	2,200	24	12	2,200	26	12	2,200	26
Lt General	44	500	22	45	500	23	44	500	22
<b>Pers Allowance - General Officer</b>	<b>56</b>	<b>896</b>	<b>50</b>	<b>58</b>	<b>912</b>	<b>53</b>	<b>57</b>	<b>919</b>	<b>52</b>
Assignment Incentive Pay - Korea	136	3,600	490	144	3,600	518	144	3,600	518
Assignment Incentive Pay - RPA Pilot	338	3,204	1,083	398	3,055	1,216	463	3,024	1,400
<b>Assignment Incentive Pay</b>	<b>474</b>		<b>1,573</b>	<b>542</b>		<b>1,734</b>	<b>607</b>		<b>1,918</b>
Diving Duty	427	1,800	769	427	1,800	769	407	1,800	733
Foreign Language Proficiency Bonus	2,078	3,836	7,971	1,974	3,836	7,572	1,938	3,836	7,433
Hardship Duty Location Pay	4,347	1,200	5,217	1,558	1,200	1,870	1,480	1,200	1,776
Health Prof. Scholarship Program (HPSP)	186	1,880	350	186	1,880	350	177	1,880	333
Hostile Fire Pay	4,451	2,700	12,019	706	2,700	1,906	671	2,700	1,812
JAG Bonus	146	28,030	4,092	167	28,030	4,681	148	28,030	4,148
JAG Student Loan Repayment	242	21,700	5,251	257	21,700	5,577	243	21,700	5,273
Pay and Allowance Continuation (PAC)	17	1,260	22	15	1,260	19	14	1,260	18
<b>TOTAL SPECIAL PAY</b>	<b>32,268</b>		<b>322,056</b>	<b>25,852</b>		<b>301,194</b>	<b>25,458</b>		<b>296,799</b>

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

Contracting CSRB	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)	41	820	26	520										
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	91	1,820												
Anniversary Payments			91	1,820	91	1,820	91	1,820						
Current Year FY 2014														
Initial Payments			35	700										
Anniversary Payments					35	700	35	700	35	700				
Biennial Budget FY 2015														
Initial Payments					60	1,200								
Anniversary Payments							60	1,200	60	1,200	60	1,200		
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	91	1,820	35	700	60	1,200	0	0	0	0	0	0	0	0
Anniversary Payments	41	820	117	2,340	126	2,520	186	3,720	95	1,900	60	1,200	0	0
<b>Total</b>	132	2,640	152	3,040	186	3,720	186	3,720	95	1,900	60	1,200	0	0

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

Intel CSRB	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)					676	5,746	660	5,610	561	4,769				
Accelerated Payments														
Prior Year FY 2013														
Initial Payments			676	5,746										
Anniversary Payments														
Current Year FY 2014														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	0	0	676	5,746	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	676	5,746	660	5,610	561	4,769	0	0	0	0
<b>Total</b>	0	0	676	5,746	676	5,746	660	5,610	561	4,769	0	0	0	0

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

Special Tactics and Combat Rescue CSRB	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)	25	625	15	375	3	75								
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	3	75												
Anniversary Payments			3	75	3	75	3	75						
Current Year FY 2014														
Initial Payments														
Anniversary Payments			20	500	20	500	20	500	20	500				
Biennial Budget FY 2015														
Initial Payments														
Anniversary Payments					16	400	16	400	16	400	16	400		
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments							12	300	12	300	12	300	12	300
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments														
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments														
Anniversary Payments														
<b>Total</b>														
Initial Payments	3	75	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	25	625	38	950	42	1,050	51	1,275	48	1,200	28	700	12	300
<b>Total</b>	<b>28</b>	<b>700</b>	<b>38</b>	<b>950</b>	<b>42</b>	<b>1,050</b>	<b>51</b>	<b>1,275</b>	<b>48</b>	<b>1,200</b>	<b>28</b>	<b>700</b>	<b>12</b>	<b>300</b>

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

AIP - Korea (Officer)	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	136	490												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2019														
Initial Payments													144	518
Anniversary Payments														
Total														
Initial Payments	136	490	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
<b>Total</b>	<b>136</b>	<b>490</b>	<b>144</b>	<b>518</b>	<b>144</b>	<b>518</b>	<b>144</b>	<b>518</b>	<b>144</b>	<b>518</b>	<b>144</b>	<b>518</b>	<b>144</b>	<b>518</b>



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

AIP - RPA Sensor Ops (Officer)

	<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>		<b>FY 2019</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	338	1,083												
Anniversary Payments														
Current Year FY 2014														
Initial Payments			398	1,216										
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments					463	1,400								
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments							523	1,601						
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments									578	1,948				
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments											634	2,620		
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments													682	2,930
Anniversary Payments														
<b>Total</b>														
Initial Payments	338	1,083	398	1,216	463	1,400	523	1,601	578	1,948	634	2,620	682	2,930
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	338	1,083	398	1,216	463	1,400	523	1,601	578	1,948	634	2,620	682	2,930

(Amount in Thousands)

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

FY 2015 Estimate	1,387,295
FY 2014 Estimate	1,387,624
FY 2013 Actual	1,446,018

**PART I - PURPOSE AND SCOPE**

In the FY 1998 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., Sections 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 2013, 4.1% for FY 2014 and 1.5% for FY 2015, effective 1 January each year. The annualized inflation rate for FY 2014 is 3.9% and 2.1% in FY 2015.

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average - reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rates to 1.5 percent per year on-average over a period of several years until the 5 percent out-of-pocket threshold is reached.

However, it should be noted that this 1.5 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

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

**With Dependents**

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	9	29,665	267	10	30,822	308	10	31,469	315
Lt General	33	33,669	1,111	34	34,982	1,189	33	35,717	1,179
Major General	79	32,874	2,597	80	34,156	2,732	81	34,873	2,825
Brig General	119	31,967	3,804	123	33,213	4,080	134	33,911	4,547
Colonel	3,054	29,571	90,308	2,980	30,724	91,541	2,762	31,369	86,648
Lt Colonel	8,492	28,273	240,093	7,956	29,376	233,705	7,651	29,992	229,483
Major	11,593	24,793	287,425	11,090	25,760	285,680	9,878	26,301	259,806
Captain	12,800	21,048	269,411	12,896	21,869	282,026	12,129	22,328	270,806
1st Lieutenant	2,852	17,879	50,992	2,791	18,577	51,852	2,580	18,967	48,940
2nd Lieutenant	1,885	16,029	30,214	1,972	16,654	32,839	1,889	17,004	32,118
<b>Subtotal with Dependents</b>	<b>40,916</b>		<b>976,222</b>	<b>39,932</b>		<b>985,952</b>	<b>37,147</b>		<b>936,667</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Amount		Workyears	Amount		Workyears	Amount	
Differential	11	30		12	32		12	32	
<b><u>Without Dependents - Full Allowance</u></b>									
Grade	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	3	32,329	97	3	33,590	101	3	34,295	103
Major General	4	31,727	127	4	32,965	132	4	33,657	135
Brig General	3	26,902	81	3	27,951	84	3	28,538	86
Colonel	203	26,580	5,395	192	27,616	5,302	178	28,196	5,020
Lt Colonel	893	24,649	22,011	816	25,610	20,899	783	26,148	20,476
Major	1,968	22,184	43,658	1,836	23,049	42,319	1,630	23,533	38,361
Captain	6,744	18,713	126,198	6,529	19,442	126,940	6,125	19,851	121,586
1st Lieutenant	3,932	16,009	62,945	3,669	16,633	61,027	3,380	16,982	57,401
2nd Lieutenant	3,880	13,887	53,883	3,816	14,429	55,061	3,643	14,732	53,669
<b>Subtotal w/o Dependents</b>	<b>17,630</b>		<b>314,395</b>	<b>16,868</b>		<b>311,865</b>	<b>15,749</b>		<b>296,837</b>
<b><u>Without Dependents - Partial Allowance</u></b>									
Grade	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	9	512	5	9	532	5	8	543	4
Lt Colonel	20	422	8	20	439	9	20	448	9
Major	36	342	12	36	355	13	32	363	12
Captain	154	284	44	157	295	46	151	301	45
1st Lieutenant	115	226	26	112	235	26	105	240	25
2nd Lieutenant	765	169	129	781	175	137	762	179	136
<b>Subtotal Partial</b>	<b>1,099</b>		<b>224</b>	<b>1,115</b>		<b>236</b>	<b>1,078</b>		<b>231</b>
<b>TOTAL BAH - DOMESTIC</b>			<b>1,290,871</b>			<b>1,298,085</b>			<b>1,233,767</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

<u>Grade</u>	FY 2013 Actual			FY 2014 Estimate			FY 2015 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	35,606	36	1	37,923	38	1	38,719	39
Brig General	1	39,482	39	1	41,062	41	1	41,924	42
Colonel	147	47,724	7,015	143	50,717	7,253	132	51,782	6,836
Lt Colonel	561	43,905	24,631	544	46,748	25,432	523	47,729	24,963
Major	877	39,405	34,559	846	42,009	35,540	751	42,891	32,212
Captain	1,003	35,618	35,724	992	38,213	37,908	930	39,015	36,285
1st Lieutenant	152	32,672	4,966	142	35,030	4,975	131	35,766	4,686
2nd Lieutenant	51	33,549	1,711	51	35,946	1,834	48	36,701	1,763
<b>Subtotal With Dependents</b>	<b>2,793</b>		<b>108,681</b>	<b>2,720</b>		<b>113,021</b>	<b>2,517</b>		<b>106,826</b>

Without Dependents

<u>Grade</u>	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	15	35,745	536	15	38,478	577	13	39,286	512
Lt Colonel	78	38,589	3,010	76	42,044	3,196	74	42,927	3,178
Major	192	32,615	6,263	186	35,117	6,533	165	35,855	5,917
Captain	744	29,165	21,699	736	31,587	23,249	690	32,250	22,254
1st Lieutenant	294	27,532	8,094	277	29,812	8,259	255	30,438	7,763
2nd Lieutenant	165	28,651	4,727	162	31,013	5,025	155	31,664	4,909
<b>Subtotal w/o Dependents</b>	<b>1,488</b>		<b>44,329</b>	<b>1,452</b>		<b>46,839</b>	<b>1,352</b>		<b>44,533</b>
<b>Moving-In Housing Allowance</b>	<b>2,321</b>	<b>921</b>	<b>2,137</b>	<b>2,338</b>	<b>957</b>	<b>2,237</b>	<b>2,221</b>	<b>977</b>	<b>2,169</b>
<b>TOTAL BAH - OVERSEAS</b>			<b>155,147</b>			<b>162,097</b>			<b>153,528</b>
<b>GRAND TOTAL BAH</b>			<b>1,446,018</b>			<b>1,460,182</b>			<b>1,387,295</b>
<b>Shortfall Adjustment</b>						<b>72,558</b>			
<b>Funded Level</b>						<b>1,387,624</b>			

(Amount in Thousands)

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

FY 2015 Estimate	190,311
FY 2014 Estimate	194,616
FY 2013 Actual	194,935

**PART I - PURPOSE AND SCOPE**

Funds provide monthly subsistence allowance under the provisions of Title 37 U.S.C., Section 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 1.1% for FY 2013, 1.5% for FY 2014 and 3.4% for FY 2015, effective 1 January each year. The annualized inflation rate for FY 2014 is 1.4% and 2.925% for FY 2015.

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	67,112	2,905	194,935	66,107	2,944	194,616	62,804	3,030	190,311

(Amount in Thousands)

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

FY 2015 Estimate 118,022  
FY 2014 Estimate 123,802  
FY 2013 Actual 118,621

**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 Federal Travel Regulation (JFTR) and authorized under the provisions of Title 37 U.S.C., Section 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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>
<b><u>Grade</u></b>									
General	2	14,903	30	2	15,345	31	2	15,498	31
Lt. General	9	11,358	102	10	12,373	124	10	12,497	125
Major General	16	12,798	205	17	13,398	228	17	13,532	230
Brig. General	23	16,654	383	23	17,468	402	23	17,642	406
Colonel	588	14,885	8,752	578	15,805	9,142	544	15,963	8,684
Lt Colonel	1,556	14,430	22,453	1,527	15,446	23,588	1,437	15,601	22,418
Major	2,312	12,407	28,684	2,175	13,308	28,944	2,047	13,441	27,513
Captain	3,315	9,852	32,659	3,264	10,785	35,205	3,071	10,893	33,454
1st Lieutenant	872	7,974	6,954	827	8,689	7,188	778	8,776	6,828
2nd Lieutenant	403	6,913	2,786	350	7,443	2,608	330	7,518	2,481
<b>Subtotal Cost of Living</b>	9,096		103,008	8,773		107,460	8,259		102,170
<b><u>Temporary Lodging Allowance</u></b>	12,098	1,291	15,613	12,188	1,341	16,342	11,579	1,369	15,852
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			118,621			123,802			118,022

(Amount in Thousands)

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

FY 2015 Estimate 1,027  
FY 2014 Estimate 1,070  
FY 2013 Actual 1,050

**PART I - PURPOSE AND SCOPE**

Authorization for this allowance is under the provisions of Title 37 U.S.C., Section 403b and as prescribed in the JFTR, Chapter 8. In Title 37 U.S.C., Section 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	1,500	700	1,050	1,511	708	1,070	1,436	715	1,027

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2015 Estimate 2,182  
FY 2014 Estimate 2,292  
FY 2013 Actual 2,171

**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., Sections 415 and 416. In the FY 1988-1989 NDAA, Congress approved the payment of Civilian Clothing Allowance for Air Force officers. Officers assigned to 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 per the provisions of Title 37 U.S.C., Section 419. Replacement allowance for Wounded Warriors is under the provisions of Title 10 U.S.C., Section 1047.

**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. The Air Force allows a Wounded Warrior clothing allowance not to exceed \$250 for each Air Force Medical Evacuee.

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

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	4,057	399	1,618	4,324	400	1,730	4,110	400	1,644
Additional Allowances	1,520	200	304	1,531	200	306	1,455	200	291
Civilian Clothing	385	647	249	388	660	256	368	671	247
<b>TOTAL CLOTHING ALLOWANCES</b>	<b>5,962</b>		<b>2,171</b>	<b>6,243</b>		<b>2,292</b>	<b>5,933</b>		<b>2,182</b>



(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2015 Estimate	4,398
FY 2014 Estimate	4,890
FY 2013 Actual	13,636

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C., Section 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 their permanent duty station for thirty consecutive days or more either in CONUS or overseas, and the travel of the dependents to the member's duty station is not authorized, and the 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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>	650	3,000	1,950	655	3,000	1,965	589	3,000	1,767
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	3,895	3,000	11,686	975	3,000	2,925	877	3,000	2,631
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	4,545		13,636	1,630		4,890	1,466		4,398

(Amount in Thousands)

**PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED**

FY 2015 Estimate	95
FY 2014 Estimate	95
FY 2013 Actual	95

**PART I – PURPOSE AND SCOPE**

Under the provisions of Title 37 U.S.C., Section 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 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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
	Amount	Amount	Amount
<b>Special Monthly Compensation</b>	95	95	95

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2015 Estimate 283,092

FY 2014 Estimate 259,331

FY 2013 Actual 56,615

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 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., Section 1212.
- (3) Non-disability Severance Pay - Payments to members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 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, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years 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., Section 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 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 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
General	2	35,993	72	2	36,416	73	2	36,780	74
Lt General	6	37,080	222	6	37,515	225	6	37,890	227
Major General	12	30,961	372	12	31,325	376	12	31,638	380
Brig General	11	20,914	230	11	21,159	233	11	21,371	235
Colonel	354	11,644	4,122	520	11,781	6,126	356	11,899	4,236
Lt Colonel	678	7,869	5,335	886	7,961	7,054	592	8,041	4,760
Major	1,160	5,778	6,703	1,749	5,846	10,224	1,553	5,904	9,169
Captain	1,200	2,364	2,837	1,536	2,392	3,674	2,230	2,416	5,387
1st Lieutenant	79	6,738	532	84	6,817	573	396	6,885	2,726
2nd Lieutenant	82	931	76	95	942	89	95	951	90
<b>Subtotal Lump Sum Terminal Leave</b>	<b>3,584</b>		<b>20,501</b>	<b>4,901</b>		<b>28,647</b>	<b>5,253</b>		<b>27,284</b>
<u>Separation Pay</u>									
Fail Promotion/Unfit	61	37,443	2,284	61	37,883	2,311	60	38,261	2,296
Disability	35	66,486	2,327	34	67,267	2,287	34	67,940	2,310
Invol-Full Pay 10%	110	74,882	8,237	179	75,762	13,561	3,067	75,502	231,565
TERA	0	0	0	560	145,643	81,560	0	0	0
VSP	0	0	0	1,137	95,655	108,760	0	0	0
VSI Trust Fund			21,406			20,328			17,864
Career Status Bonus	107	17,383	1,860	108	17,383	1,877	102	17,383	1,773
<b>Subtotal Separation Pay</b>	<b>313</b>		<b>36,114</b>	<b>2,079</b>		<b>230,684</b>	<b>3,263</b>		<b>255,808</b>
<b>TOTAL SEPARATION PAYMENTS</b>	<b>3,897</b>		<b>56,615</b>	<b>6,980</b>		<b>259,331</b>	<b>8,516</b>		<b>283,092</b>

(Amount in Thousands)

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

FY 2015 Estimate	355,558
FY 2014 Estimate	370,507
FY 2013 Actual	373,118

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, 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 2013 - 7.65% on first \$113,700 and 1.45% on the remainder
- Calendar Year 2014 - 7.65% on first \$115,500 and 1.45% on the remainder
- Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	4,905,856	7.65%	373,118	4,870,279	7.65%	370,507	4,668,266	7.65%	355,558

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**PAY AND ALLOWANCES  
OF ENLISTED**

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

		<u>Amount</u>
<b>FY 2014 DIRECT PROGRAM</b>		<b>17,137,424</b>
<b>FY 2014 Shortfall Adjustment</b>		<b>(143,591)</b>
<b>Pricing Increase</b>	<b>165,050</b>	
<b>Annualization (PI):</b>	<b>30,787</b>	
Annualization 1 Jan 14 raise of 1% on Basic Pay	21,997	
Annualization of raise on RPA	7,107	
Annualization of raise on FICA	1,683	
<b>Pay Raise (PI):</b>	<b>92,360</b>	
1 Jan 15 pay raise of 1.0% effect on Basic Pay	65,990	
1 Jan 15 pay raise effect on RPA	21,322	
1 Jan 15 pay raise effect on FICA	5,048	
<b>BAH Rates (PI):</b>	<b>28,596</b>	
1 Jan 15 inflation rate of 1.5% effect on BAH	28,409	
Increase in MIHA Payments	187	
<b>Other (PI):</b>	<b>13,307</b>	
Increase in Clothing Payments	2,137	
Increase in COLA Payments	3,821	
Increase in TLA Payments	1,116	
Increase in CONUS COLA Payments	9	
Increase in LSTL Payments	475	
Increase in Separation Payments	5,749	



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

		<u>Amount</u>
<b>Program Increase</b>	<b>353,174</b>	
<b>Other (PGI):</b>	<b>353,174</b>	
Increase in LSTL Program	3,593	
Increase in Flying Duty Crew Workyears	17	
Increase in Separation Workyears	337,829	
Increase in Selective Reenlistment Bonus Workyears	11,683	
Increase in Enlisted Bonus Workyears	52	
<b>Total Increases</b>		<b>518,224</b>
<b>Pricing Decrease</b>	<b>(114,175)</b>	
<b>Other (PI):</b>	<b>(114,175)</b>	
Decrease in RPA Rate Payments	(102,490)	
Decrease in FICA Payments	(2)	
Decrease in Selective Reenlistment Bonus Payments	(11,683)	
<b>Program Decrease</b>	<b>(916,756)</b>	
<b>Strength (PGD):</b>	<b>(890,795)</b>	
Decrease change in WY/longevity for Basic Pay	(483,478)	
Decrease on workyears/longevity for FICA	(36,986)	
Decrease in workyears/longevity for RPA	(149,387)	
Decrease in workyears for Clothing Allowance	(4,252)	
Decrease in workyears Housing Allowance	(216,692)	

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

		<u>Amount</u>
<b>Other (PGD):</b>	<b>(25,961)</b>	
Decrease in Special Pay Payments	(1,794)	
Decrease in FSA Program	(2,019)	
Decrease in Non-Fly Crew Member Workyears	(2)	
Decrease in Demolition Duty Workyears	(7)	
Decrease in Other Incentive Pay Workyears	(35)	
Decrease in COLA Workyears	(19,451)	
Decrease in TLA Workyears	(2,608)	
Decrease in CONUS COLA Workyears	(45)	
 <b>Total Decreases</b>		 <b>(1,030,931)</b>
 <b>FY 2015 DIRECT PROGRAM</b>		 <b>16,624,717</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2015 Estimate	8,406,084
FY 2014 Estimate	8,716,294
FY 2013 Actual	8,985,771

**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., Sections 201, 203 and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

FY 2013 funding requirements included a 1.7% pay raise. The budget for FY 2014 provides for a basic pay increase of 1.0% and 1.0% for FY 2015. Across-the-board pay raises are effective 1 January each year therefore the FY 2014 annualized rate is 1.175% and FY 2015 is 1.0%. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

FY 2013 beginning strength was 263,917 ending with 261,976 using 272,486 workyears.

FY 2014 beginning strength will be 261,976 and ending with 255,289 using 264,563 workyears.

FY 2015 beginning strength will be 255,289 and ending with 246,598 using 251,852 workyears.

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

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Average Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	2,736	74,300	203,284	2,605	75,173	195,825	2,553	75,925	193,836
Senior Master Sergeant	5,517	58,801	324,406	5,351	59,492	318,342	5,241	60,087	314,916
Master Sergeant	28,043	50,511	1,416,488	26,673	51,105	1,363,119	25,624	51,616	1,322,605
Technical Sergeant	43,815	41,512	1,818,834	41,409	41,999	1,739,155	36,498	42,419	1,548,225
Staff Sergeant	69,515	33,387	2,320,875	68,753	33,779	2,322,406	65,093	34,117	2,220,762
Senior Airman	57,583	26,560	1,529,423	55,515	26,872	1,491,822	52,889	27,141	1,435,468
Airman First Class	52,052	21,738	1,131,488	51,364	21,993	1,129,652	49,805	22,213	1,106,318
Airman	4,015	20,245	81,284	4,159	20,483	85,189	4,466	20,688	92,392
Airman Basic	9,210	17,339	159,689	8,734	17,542	153,215	9,683	17,718	171,562
<b>TOTAL BASIC PAY</b>	<b>272,486</b>		<b>8,985,771</b>	<b>264,563</b>		<b>8,798,725</b>	<b>251,852</b>		<b>8,406,084</b>
<b>Shortfall Adjustment</b>				<b>2,479</b>	<b>33,258</b>	<b>82,431</b>			
<b>Funded Level</b>				<b>262,084</b>	<b>33,258</b>	<b>8,716,294</b>			

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2015 Estimate 2,619,233  
FY 2014 Estimate 2,842,887  
FY 2013 Actual 2,869,598

**PART I - PURPOSE AND SCOPE**

Funds requested provide for the Department of Defense’s contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. Effective FY 2008, P.L. 109-364, Title V, Section 591 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 Department of Defense Retirement Board of Actuaries. The full-time RPA is 32.1% for FY 2013, 32.4% for FY 2014 and 31.3% for FY 2015. The part-time RPA rate is 24.4% for FY 2013, 24.5% for FY 2014 and 22.4% FY 2015.

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

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	264,911	10,550	2,794,691	262,125	10,752	2,818,388	248,636	10,414	2,589,350
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	7,575	9,889	74,907	2,438	10,049	24,499	3,216	9,292	29,883
<b>Total Retired Pay Accrual</b>	<b>272,486</b>	<b>10,531</b>	<b>2,869,598</b>	<b>264,563</b>	<b>10,746</b>	<b>2,842,887</b>	<b>251,852</b>	<b>10,400</b>	<b>2,619,233</b>

(Amount in Thousands)

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

FY 2015 Estimate	42,395
FY 2014 Estimate	42,385
FY 2013 Actual	40,167

**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., Section 301 as follows:

- 1) Flying Duty Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. The amounts range from \$150 to \$240 per month.
- 2) Flying Duty Non-Crew Member - Fully qualified in non aircrew specialties and required to perform duties in-flight and on an occasional basis. Enlisted personnel non-crew members are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. 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 encourage officers to enter into and remain on 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 live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided 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 Handler - Duties in which members handle chemical munitions or components of such munitions. Paid at a monthly rate of \$150.
- 8) Toxic Fuel Handler - 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.
- 9) Toxic Pesticides - Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150.
- 10) Weapons Control Crew - Duties in which a member has frequent and regular participation in aerial flight duties and who is serving as an air weapons controller crew member aboard an airborne warning and control system aircraft. Paid at a monthly rate of \$150.

(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**

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	12	2,880	35	13	2,880	37	13	2,880	37
Senior Master Sergeant	28	2,880	81	31	2,880	89	31	2,880	89
Master Sergeant	143	2,880	412	141	2,880	406	141	2,880	406
Technical Sergeant	230	2,580	593	230	2,580	593	234	2,580	604
Staff Sergeant	334	2,280	762	334	2,280	762	336	2,280	766
Senior Airman	219	1,980	434	219	1,980	434	219	1,980	434
Airman First Class	41	1,800	74	41	1,800	74	42	1,800	76
Airman	11	1,800	20	11	1,800	20	11	1,800	20
Airman Basic	5	1,800	9	5	1,800	9	5	1,800	9
<b>Subtotal Flying Duty Crew</b>	1,023		2,420	1,025		2,424	1,032		2,441
<b><u>Flying Duty Non-Crew Members</u></b>	235	1,800	423	237	1,800	427	236	1,800	425

(Amount in Thousands)

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

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Career Enlisted Flyer Incentive Pay</u></b>									
Years of Service									
Less than 4 Yrs Avn Svc	3,489	1,800	6,280	3,650	1,800	6,570	3,650	1,800	6,570
More than 4 Yrs Avn Svc	2,204	2,700	5,951	2,350	2,700	6,345	2,350	2,700	6,345
More than 8 Yrs Avn Svc	1,743	4,200	7,321	1,850	4,200	7,770	1,850	4,200	7,770
More than 14 Yrs Avn Svc	1,737	4,800	8,338	2,064	4,800	9,907	2,064	4,800	9,907
<b>Subtotal Career Enlisted Flyer Incentive Pay</b>	<b>9,173</b>		<b>27,890</b>	<b>9,914</b>		<b>30,592</b>	<b>9,914</b>		<b>30,592</b>
<b>Subtotal Flying Duty Pay</b>	<b>10,431</b>		<b>30,733</b>	<b>11,176</b>		<b>33,443</b>	<b>11,182</b>		<b>33,458</b>
<b><u>Parachute Jumping</u></b>	<b>896</b>	<b>1,800</b>	<b>1,613</b>	<b>885</b>	<b>1,800</b>	<b>1,593</b>	<b>885</b>	<b>1,800</b>	<b>1,593</b>
<b><u>Parachute HALO</u></b>	<b>1,057</b>	<b>2,700</b>	<b>2,854</b>	<b>1,044</b>	<b>2,700</b>	<b>2,819</b>	<b>1,044</b>	<b>2,700</b>	<b>2,819</b>
<b><u>Demolition</u></b>	<b>2,043</b>	<b>1,800</b>	<b>3,677</b>	<b>1,854</b>	<b>1,800</b>	<b>3,337</b>	<b>1,850</b>	<b>1,800</b>	<b>3,330</b>
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	40	1,800	72	45	1,800	81	46	1,800	83
Chemical Munitions Handler	44	1,800	79	46	1,800	83	46	1,800	83
Hazardous Bio Org	1	1,800	2	0	0	0	0	0	0
Pressure Chamber Observer	201	1,800	362	177	1,800	319	177	1,800	319
Thermal Stress Experiments	2	1,800	4	5	1,800	9	5	1,800	9
Toxic Fuel Handler	416	1,800	749	375	1,800	675	375	1,800	675
Toxic Pesticides Duty	11	1,800	20	12	1,800	22	12	1,800	22
Weapons Control Crew	1	1,800	2	2	1,800	4	2	1,800	4
<b>Subtotal Other Incentive Duty Pay</b>	<b>716</b>		<b>1,290</b>	<b>662</b>		<b>1,193</b>	<b>663</b>		<b>1,195</b>
<b>TOTAL INCENTIVE PAY</b>	<b>15,143</b>		<b>40,167</b>	<b>15,621</b>		<b>42,385</b>	<b>15,624</b>		<b>42,395</b>

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

FY 2015 Estimate	38,777
FY 2014 Estimate	40,558
FY 2013 Actual	108,831

**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., Sections 305 and 305a; for duty subject to hostile fire under the provisions of Title 37 U.S.C., Section 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of Title 37 U.S.C., Section 314.

- (1) Personal Money Allowance for the Chief Master Sergeant of the Air Force (CMSAF) - Authorized for enlisted members serving as the senior most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67 per month).
- (2) Sea Duty Pay - Authorized to enlisted members under the provisions of Title 37 U.S.C., Section 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.
- (3) 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 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. A financial incentive for extending tours overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. Effective 1 Oct 98, the rate payable is \$80/month or a \$2,000 lump sum authorized under the provisions of 10 U.S.C., Section 705 and 37 U.S.C., Section 314.
- (4) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of Title 37 U.S.C., Section 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 are 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 and 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 and off-load areas ashore. They enter water from either surface vessel, parachute or helicopter drop.
- (5) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for officers and enlisted 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.
- (6) 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. However, 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 receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.
- (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., Section 305. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$1,500.
- (8) Critical Skills Retention Bonus - Authorized in the FY 2001 NDAA under the provisions of Title 37 U.S.C., Section 355 allows the payment of a retention bonus to enlisted personnel serving on active duty and qualified in a designated critical military skill.
- (9) 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) Assignment Incentive Pay – RPA Sensor Ops – Incentive Pay authorized under Title 37 U.S.C., Section 307a and implemented IAW DoD FMR Volume 7A, Chapter 22, Paragraph 2205.



(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (c) Combat Controller Assignment Incentive Pay (CCAIP) - 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. CCAIP is paid at a rate of \$750 per month.
- (10) College Loan Repayment Program - Authorized by Title 10 U.S.C., Section 2171 and P.L. 99-145, Title VI, Section 671 is a recruiting initiative designed to attract the college bound/post college dropout population. Enlisted members must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$10,000.
- (11) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C., Section 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for members deployed in a combat operation or combat zone.

**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.

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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>
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
<b>Sea and Foreign Duty-Total</b>									
Sea Duty	33	4,200	139	33	4,200	139	32	4,200	134
Overseas Tour Extension Pay	103	2,000	206	103	2,000	206	99	2,000	198
<b>Subtotal Sea and Foreign Duty-Total</b>	136		345	136		345	131		332
Diving Duty Basic	85	1,320	112	85	1,320	112	80	1,320	106
Diving Duty Pararescue	1,215	1,800	2,187	1,225	1,800	2,205	1,186	1,800	2,135
Foreign Language Proficiency Bonus	5,276	3,574	18,858	4,762	3,574	17,019	4,748	3,574	16,968
Hostile Fire Pay	18,186	2,700	49,101	621	2,700	1,677	600	2,700	1,620
Hardship Duty Location Pay	20,088	1,200	24,105	3,105	1,200	3,726	2,999	1,200	3,599
Critical Skills Retention Bonus	16	150,000	2,400	23	150,000	3,450	19	150,000	2,850

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Assignment Incentive Pay</b>									
Assignment Incentive Pay - Korea	857	3,600	3,085	799	3,600	2,876	799	3,600	2,876
Assignment Incentive Pay - RPA Sensor Ops	1,122	2,100	2,357	1,127	2,100	2,367	1,157	2,100	2,430
Combat Controller AIP	151	9,000	1,359	116	9,000	1,044	122	9,000	1,098
<b>Subtotal Assignment Incentive Pay</b>	<b>2,130</b>		<b>6,801</b>	<b>2,042</b>		<b>6,287</b>	<b>2,078</b>		<b>6,404</b>
College Loan Payback Program	1,194	4,025	4,806	1,400	4,025	5,635	1,159	4,025	4,665
Pay and Allowance Continuation (PAC)	90	1,267	114	79	1,266	100	76	1,263	96
Other Special Pay	0	0	0	0	0	0	0	0	0
<b>TOTAL SPECIAL PAY</b>	<b>48,416</b>		<b>108,831</b>	<b>13,479</b>		<b>40,558</b>	<b>13,077</b>		<b>38,777</b>

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

CSR (Enlisted)	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	16	2,400												
Anniversary Payments														
Current Year FY 2014														
Initial Payments			23	3,450										
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments					19	2,850								
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments							16	2,400						
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments									20	3,000				
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments											18	2,700		
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments														21
Anniversary Payments														3,150
Total														
Initial Payments	16	2,400	23	3,450	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
<b>Total</b>	<b>16</b>	<b>2,400</b>	<b>23</b>	<b>3,450</b>	<b>19</b>	<b>2,850</b>	<b>16</b>	<b>2,400</b>	<b>20</b>	<b>3,000</b>	<b>18</b>	<b>2,700</b>	<b>21</b>	<b>3,150</b>

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

AIP - Korea (Enlisted)	<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>		<b>FY 2019</b>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	857	3,085												
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2019														
Initial Payments													799	2,876
Anniversary Payments														
<b>Total</b>														
Initial Payments	857	3,085	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
<b>Total</b>	857	3,085	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)	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	1,122	2,357												
Anniversary Payments														
Current Year FY 2014														
Initial Payments			1,127	2,367										
Anniversary Payments														
Biennial Budget FY 2015														
Initial Payments					1,157	2,430								
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments							1,184	2,486						
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments									1,238	2,599				
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments											1,242	2,608		
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments													1,242	2,608
Anniversary Payments														
<b>Total</b>														
Initial Payments	1,122	2,357	1,127	2,367	1,157	2,430	1,184	2,486	1,238	2,599	1,242	2,608	1,242	2,608
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1,122	2,357	1,127	2,367	1,157	2,430	1,184	2,486	1,238	2,599	1,242	2,608	1,242	2,608

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

AIP - Combat Controller (Enlisted)	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 12 & Prior)														
Accelerated Payments														
Prior Year FY 2013														
Initial Payments	151	1,359												
Anniversary Payments														
Current Year FY 2014														
Initial Payments			116	1,044										
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														
Biennial Budget FY 2019														
Initial Payments													122	1,098
Anniversary Payments														
<b>Total</b>														
Initial Payments	151	1,359	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
<b>Total</b>	151	1,359	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 2015 Estimate	36,889
FY 2014 Estimate	36,889
FY 2013 Actual	39,152

**PART I - PURPOSE AND SCOPE**

Special Duty Assignment Pay (SDAP) is authorized by Title 37 U.S.C., Section 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 in a military skill.

**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 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
SD-6 (\$450)	1,866	10,076	1,955	10,557	1,955	10,557
SD-5 (\$375)	2,984	13,428	1,892	8,514	1,892	8,514
SD-4 (\$300)	963	3,467	1,539	5,540	1,539	5,540
SD-3 (\$225)	2,403	6,488	2,279	6,153	2,279	6,153
SD-2 (\$150)	2,815	5,067	3,208	5,774	3,208	5,774
SD-1 (\$75)	696	626	390	351	390	351
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	11,727	39,152	11,263	36,889	11,263	36,889

(Amount in Thousands)

**PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED**

FY 2015 Estimate	179,300
FY 2014 Estimate	179,300
FY 2013 Actual	232,515

**PART I - PURPOSE AND SCOPE**

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 U.S.C., Section 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 multiplying the member's base pay 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. 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.

Maintaining skilled manning in line with requirements is the intent of the SRB. 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 and as retention continues to be a top priority, expanded monetary inducements are required to keep 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:

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Average Rate</b>	<b>Amount</b>
Initial Payments	7,776	11,310	87,950	3,644	14,913	54,342	3,624	19,023	68,939
Anniversary Payments	28,127	5,084	143,008	27,620	4,426	122,237	29,854	3,606	107,640
Accelerated Payments	500	3,114	1,557	500	5,442	2,721	500	5,442	2,721
<b>TOTAL</b>	<b>36,403</b>		<b>232,515</b>	<b>31,764</b>		<b>179,300</b>	<b>33,978</b>		<b>179,300</b>



(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY12 & Prior)	28,127	143,008	20,077	101,129	19,010	73,490	8,580	35,227	3,561	17,594				
Accelerated Payments	500	1,557	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721
Prior Year FY 2013														
Initial Payments	7,776	87,950												
Anniversary Payments			7,543	21,108	7,309	21,108	7,258	17,590	3,846	14,072	1,424	10,554		
Current Year FY 2014														
Initial Payments			3,644	54,342										
Anniversary Payments					3,535	13,042	3,425	13,042	3,401	10,868	1,802	8,695	667	6,521
Biennial Budget FY 2015														
Initial Payments					3,624	68,939								
Anniversary Payments							3,515	16,545	3,406	16,545	3,382	13,788	1,793	11,030
Biennial Budget FY 2016														
Initial Payments							4,949	94,175						
Anniversary Payments									4,801	22,602	4,652	22,602	4,619	18,835
Biennial Budget FY 2017														
Initial Payments									4,987	94,898				
Anniversary Payments											4,837	22,776	4,688	22,776
Biennial Budget FY 2018														
Initial Payments											5,158	98,164		
Anniversary Payments													5,003	23,559
Biennial Budget FY 2019														
Initial Payments													4,932	93,858
Anniversary Payments														
Total														
Initial Payments	7,776	87,950	3,644	54,342	3,624	68,939	4,949	94,175	4,987	94,898	5,158	98,164	4,932	93,858
Anniversary Payments	28,627	144,565	28,120	124,958	30,354	110,361	23,278	85,125	19,515	84,402	16,597	81,136	17,270	85,442
<b>Total SRB</b>	<b>36,403</b>	<b>232,515</b>	<b>31,764</b>	<b>179,300</b>	<b>33,978</b>	<b>179,300</b>	<b>28,227</b>	<b>179,300</b>	<b>24,502</b>	<b>179,300</b>	<b>21,755</b>	<b>179,300</b>	<b>22,202</b>	<b>179,300</b>

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2015 Estimate	13,572
FY 2014 Estimate	13,520
FY 2013 Actual	13,693

**PART I - PURPOSE AND SCOPE**

An Initial Enlistment Bonus (IEB) is authorized by Title 37 U.S.C., Section 331 and DOD Instruction 1304.31, Enclosure 3, 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 six 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. For example, an Airman may have been contracted under the FY 2013 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

<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
1	1,000	1	0	1,000	0	0	1,000	0
1,570	1,500	2,356	2,796	1,500	4,195	2,796	1,500	4,195
1,310	2,000	2,620	0	2,000	0	0	2,000	0
22	3,000	66	0	3,000	0	0	3,000	0
2	4,000	8	0	4,000	0	0	4,000	0
6	5,000	30	0	5,000	0	0	5,000	0
0	6,000	0	0	6,000	0	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
3	10,000	30	0	10,000	0	0	10,000	0
30	11,000	330	406	11,000	4,466	406	11,000	4,466
2	12,000	24	0	12,000	0	0	12,000	0
70	13,000	910	111	13,000	1,443	115	13,000	1,495
425	14,000	5,950	169	14,000	2,366	169	14,000	2,366
64	15,000	960	70	15,000	1,050	70	15,000	1,050
0	16,000	0	0	16,000	0	0	16,000	0
24	17,000	408	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
<b>Total Enlistment Bonus</b>	<b>3,529</b>	<b>13,693</b>	<b>3,552</b>	<b>13,520</b>	<b>3,556</b>	<b>3,556</b>	<b>13,572</b>	<b>13,572</b>

(Amount in Thousands)

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

FY 2015 Estimate	3,386,412
FY 2014 Estimate	3,573,802
FY 2013 Actual	3,472,092

**PART I - PURPOSE AND SCOPE**

In the FY 1998 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., Section 403 for Domestic BAH and Title 37 U.S.C., Section 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 2013, 4.1% for FY 2014 and 1.5% for FY 2015, effective 1 January each year. The BAH annualized inflation rate for FY 2014 is 3.9% and 2.1% in FY 2015.

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average - reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rates to 1.5 percent per year on-average over a period of several years until the 5 percent out-of-pocket threshold is reached.

However, it should be noted that this 1.5 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

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

**With Dependents**

<u>Grade</u>	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	2,095	21,880	45,838	2,016	22,733	45,824	1,949	23,211	45,235
Senior Master Sergeant	4,022	20,373	81,938	3,944	21,167	83,473	3,805	21,612	82,225
Master Sergeant	20,373	19,020	387,504	19,755	19,762	390,407	18,711	20,177	377,547
Technical Sergeant	28,870	18,020	520,248	28,085	18,723	525,846	24,536	19,116	469,035
Staff Sergeant	36,765	15,538	571,249	37,847	16,144	610,987	35,395	16,483	583,414
Senior Airman	19,421	14,049	272,852	19,657	14,597	286,931	18,504	14,904	275,780
Airman First Class	10,961	13,622	149,312	11,447	14,153	162,013	11,125	14,450	160,766
Airman	546	13,560	7,404	670	14,089	9,445	712	14,385	10,248
Airman Basic	773	13,500	10,436	781	14,027	10,959	860	14,321	12,321
<b>Subtotal with Dependents</b>	<b>123,826</b>		<b>2,046,781</b>	<b>124,202</b>		<b>2,125,885</b>	<b>115,597</b>		<b>2,016,571</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2013 Actual		FY 2014 Estimate		FY 2015 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
Differential	320	915	317	941	299	904

Without Dependents - Full Allowance

Grade	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	216	19,608	4,235	201	20,373	4,095	194	20,801	4,036
Senior Master Sergeant	496	18,149	9,002	466	18,857	8,786	449	19,253	8,646
Master Sergeant	3,170	16,155	51,213	2,942	16,785	49,382	2,780	17,138	47,645
Technical Sergeant	6,977	15,052	105,021	6,431	15,639	100,576	5,576	15,968	89,038
Staff Sergeant	19,804	13,415	265,668	19,159	13,938	267,038	17,841	14,231	253,891
Senior Airman	23,277	11,495	267,574	21,901	11,944	261,576	20,521	12,194	250,240
Airman First Class	5,841	11,105	64,863	5,648	11,538	65,166	5,477	11,780	64,520
Airman	190	11,089	2,107	195	11,522	2,247	210	11,764	2,470
Airman Basic	117	11,084	1,297	111	11,516	1,278	123	11,758	1,446
<b>Subtotal without Dependents (Full)</b>	<b>60,088</b>		<b>770,980</b>	<b>57,054</b>		<b>760,144</b>	<b>53,171</b>		<b>721,932</b>

Without Dependents - Partial Allowance

Grade	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	6	231	1	5	240	1	5	245	1
Senior Master Sergeant	13	190	2	13	197	3	13	201	3
Master Sergeant	87	149	13	86	155	13	82	158	13
Technical Sergeant	262	123	32	255	128	33	225	130	29
Staff Sergeant	1,199	108	129	1,210	112	135	1,146	114	131
Senior Airman	6,155	101	619	6,056	104	632	5,770	107	615
Airman First Class	33,334	97	3,217	33,207	100	3,330	32,199	102	3,297
Airman	3,002	89	268	3,119	93	290	3,349	95	318
Airman Basic	6,762	86	579	6,416	89	571	7,113	91	646
<b>Subtotal without Dependents (Partial)</b>	<b>50,820</b>		<b>4,860</b>	<b>50,367</b>		<b>5,008</b>	<b>49,902</b>		<b>5,053</b>
<b>TOTAL BAH - DOMESTIC</b>			<b>2,823,536</b>			<b>2,891,978</b>			<b>2,744,460</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	178	35,689	6,353	173	38,131	6,597	166	38,932	6,463
Senior Master Sergeant	457	32,874	15,024	461	35,171	16,214	444	35,909	15,944
Master Sergeant	2,272	33,286	75,627	2,198	35,604	78,258	2,077	36,352	75,503
Technical Sergeant	3,526	32,713	115,347	3,379	35,115	118,653	2,930	35,852	105,047
Staff Sergeant	4,366	30,448	132,938	4,335	32,640	141,494	4,036	33,325	134,501
Senior Airman	1,603	28,895	46,317	1,551	31,019	48,110	1,454	31,670	46,049
Airman First Class	600	28,693	17,216	595	30,655	18,240	577	31,299	18,060
Airman	14	28,735	402	14	30,396	426	16	31,034	497
Airman Basic	2	30,199	60	2	32,463	65	2	33,145	66
<b>Subtotal with Dependents</b>	13,018		409,284	12,708		428,057	11,702		402,130

Without Dependents

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	25	30,758	769	25	34,204	855	23	34,922	803
Senior Master Sergeant	81	28,481	2,307	82	31,102	2,550	79	31,755	2,509
Master Sergeant	496	27,684	13,731	479	30,167	14,450	453	30,801	13,953
Technical Sergeant	1,416	27,058	38,315	1,357	29,303	39,764	1,175	29,918	35,154
Staff Sergeant	4,133	25,766	106,489	4,102	27,952	114,657	3,820	28,539	109,017
Senior Airman	2,586	23,452	60,647	2,503	25,392	63,555	2,345	25,925	60,793
Airman First Class	374	21,444	8,020	374	23,050	8,621	362	23,534	8,519
Airman	9	22,782	205	10	24,884	249	10	25,406	254
Airman Basic	6	24,593	148	6	27,191	163	6	27,762	167
<b>Subtotal without Dependents</b>	9,126		230,631	8,938		244,864	8,273		231,169
<b>Moving-In Housing Allowance</b>	11,425	756	8,641	11,329	786	8,903	10,785	802	8,653
<b>TOTAL BAH - OVERSEAS</b>			648,556			681,824			641,952
<b>GRAND TOTAL BAH</b>			3,472,092			3,573,802			3,386,412

(Amount in Thousands)

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

FY 2015 Estimate 418,257  
FY 2014 Estimate 435,379  
FY 2013 Actual 414,221

**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., Section 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 bi-weekly 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**

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
Chief Master Sergeant	573	10,768	6,170	562	11,619	6,530	528	11,739	6,198
Senior Master Sergeant	1,250	9,818	12,272	1,205	10,645	12,827	1,132	10,750	12,169
Master Sergeant	6,030	9,010	54,332	5,834	9,794	57,139	5,504	9,892	54,444
Technical Sergeant	9,813	7,963	78,137	9,321	8,700	81,095	8,920	8,788	78,385
Staff Sergeant	16,254	6,628	107,732	15,568	7,265	113,094	14,807	7,337	108,641
Senior Airman	11,678	5,192	60,630	11,705	5,668	66,349	11,119	5,725	63,655
Airman First Class	10,273	4,020	41,299	9,701	4,421	42,888	9,112	4,465	40,688
Airman	484	3,607	1,746	481	3,944	1,897	521	3,981	2,074
Airman Basic	91	3,484	317	108	3,806	411	90	3,844	346
<b>Subtotal Cost of Living</b>	56,446		362,635	54,485		382,230	51,733		366,600
<b><u>Temporary Lodging Allowance</u></b>	53,919	957	51,586	53,467	994	53,149	50,898	1,015	51,657
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			414,221			435,379			418,257

(Amount in Thousands)

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

FY 2015 Estimate	910
FY 2014 Estimate	946
FY 2013 Actual	943

**PART I - PURPOSE AND SCOPE**

In Title 37 U.S.C., Section 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 DoD QOL 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	2,046	461	943	2,029	466	946	1,932	471	910



(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2015 Estimate	123,627
FY 2014 Estimate	125,742
FY 2013 Actual	124,866

**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., Section 418. This program includes:

- (1) Initial clothing allowances upon initial enlistment.
- (2) Civilian clothing allowances when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty.
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most enlisted members in the Service.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C., Section 1047 the Air Force allows clothing allowance not to exceed \$250 for each Air Force Medical Evacuee.

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 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	20,994	1,464	30,736	20,570	1,491	30,668	20,570	1,516	31,190
Civilian Life (Female)	5,029	1,667	8,385	4,330	1,700	7,362	4,330	1,729	7,487
Officer Tng School (Male)	606	355	215	617	362	223	617	368	227
Officer Tng School (Female)	144	355	51	147	362	53	147	368	54
AF Academy Prep (Male)	240	932	224	324	950	308	324	966	313
AF Academy Prep (Female)	56	932	52	76	950	72	76	966	73
<b>Subtotal Military Clothing</b>	<b>27,069</b>		<b>39,663</b>	<b>26,064</b>		<b>38,686</b>	<b>26,064</b>		<b>39,344</b>
<b><u>Civilian Clothing</u></b>									
Initial	876	971	850	868	989	859	827	1,006	832
Continuing	3,082	324	997	3,056	330	1,008	2,909	335	976
TDY	1,989	485	965	1,972	495	975	1,877	503	944
<b>Subtotal Civilian Clothing</b>	<b>5,947</b>		<b>2,812</b>	<b>5,896</b>		<b>2,842</b>	<b>5,613</b>		<b>2,752</b>
<b>TOTAL INITIAL ALLOWANCES</b>	<b>33,016</b>		<b>42,475</b>	<b>31,960</b>		<b>41,528</b>	<b>31,677</b>		<b>42,096</b>
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Airmen (Male)	49,760	238	11,823	49,343	245	12,079	46,972	249	11,694
Airmen (Female)	10,871	241	2,622	10,780	248	2,678	10,262	253	2,592
<b>Subtotal</b>	<b>60,631</b>		<b>14,445</b>	<b>60,123</b>		<b>14,757</b>	<b>57,234</b>		<b>14,286</b>
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Airmen (Male)	152,361	338	51,559	151,084	349	52,759	143,825	355	51,078
Airmen (Female)	36,462	342	12,470	36,156	353	12,756	34,419	359	12,350
<b>Subtotal</b>	<b>188,823</b>		<b>64,029</b>	<b>187,240</b>		<b>65,515</b>	<b>178,244</b>		<b>63,428</b>
<b><u>Supplemental Maint. Allow.</u></b>	<b>13,481</b>	<b>291</b>	<b>3,917</b>	<b>13,368</b>	<b>295</b>	<b>3,942</b>	<b>12,726</b>	<b>300</b>	<b>3,817</b>
<b>TOTAL CLOTHING ALLOWANCE</b>			<b>124,866</b>			<b>125,742</b>			<b>123,627</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2015 Estimate	20,862
FY 2014 Estimate	22,881
FY 2013 Actual	52,398

**PART I - PURPOSE AND SCOPE**

Under the provision of Title 37 U.S.C., Section 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:

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
PCS CONUS or Overseas with dependents not authorized	4,193	3,000	12,579	4,146	3,000	12,438	3,780	3,000	11,340
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	13,273	3,000	39,819	3,481	3,000	10,443	3,174	3,000	9,522
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	17,466		52,398	7,627		22,881	6,954		20,862

(Amount in Thousands)

**PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED**

FY 2015 Estimate	708
FY 2014 Estimate	708
FY 2013 Actual	708

**PART I – PURPOSE AND SCOPE**

Under the provisions of Title 37 U.S.C., Section 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 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 U.S.C., Section 1114(r)(2) or sub-paragraph (C) Section 1720G(a)(3) for veterans in need of aid and attendance.

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
<b>Special Monthly Compensation</b>	708	708	708

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2015 Estimate	874,187
FY 2014 Estimate	465,380
FY 2013 Actual	151,965

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for:

- (1) Lump Sum Terminal Leave - Payments to enlisted members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to enlisted members 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., Section 1212.
- (3) Non-disability Severance Pay - Payments to members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 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, P.L. 112-81, Division A, Title V, Section 504(b) authorized the Service Secretaries to pursue early retirement for eligible Service members with 15 years 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., Section 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 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 month's times years of service times 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 - ENLISTED

Lump Sum Terminal  
Leave Payments

	FY 2013 Actual			FY 2014 Estimate			FY 2015 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	277	3,935	1,090	350	3,980	1,393	550	4,020	2,211
Senior Master Sergeant	528	3,134	1,655	715	3,172	2,268	883	3,203	2,828
Master Sergeant	2,394	2,552	6,109	2,415	2,582	6,235	3,110	2,608	8,110
Technical Sergeant	2,102	2,892	6,080	1,822	2,926	5,332	1,777	2,956	5,252
Staff Sergeant	4,185	2,280	9,540	5,697	2,306	13,139	5,571	2,329	12,977
Senior Airman	5,637	1,683	9,487	6,371	1,703	10,849	6,078	1,720	10,454
Airman First Class	2,715	1,662	4,513	3,191	1,682	5,366	3,997	1,699	6,789
Airman	915	1,670	1,528	976	1,690	1,649	976	1,706	1,665
Airman Basic	1,415	1,004	1,420	1,351	1,016	1,372	1,351	1,025	1,385
<b>Subtotal LSTL</b>	20,168		41,422	22,888		47,603	24,293		51,671
<b>Separation Pay</b>									
Disability	948	39,093	37,060	850	39,552	33,619	850	39,948	33,956
Invol-Half Pay 5%	873	16,174	14,120	4,540	16,364	74,293	818	16,528	13,520
Invol-Full Pay 10%	411	28,114	11,555	500	28,444	14,222	12,057	34,006	410,010
TERA	0	0	0	2,500	75,576	188,940	4,200	76,332	320,593
VSP	0	0	0	2,928	41,232	120,727	0	0	0
VSI Trust Fund			6,394			6,072			5,336
<b>Subtotal Separation Pay</b>	2,232		69,129	11,318		437,873	17,925		783,415
Career Status Bonus	1,540	26,892	41,414	1,527	26,892	41,064	1,454	26,892	39,101
<b>TOTAL SEPARATION PAYMENTS</b>	23,940		151,965	35,733		526,540	43,672		874,187
<b>Shortfall Adjustment</b>						61,160			
<b>Funded Level</b>						465,380			

(Amount in Thousands)

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

FY 2015 Estimate	643,063
FY 2014 Estimate	673,102
FY 2013 Actual	687,411

**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., Sections 3101 and 3111.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate, 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 2013 - 7.65% on first \$113,700 and 1.45% on the remainder  
 Calendar Year 2014 - 7.65% on first \$115,500 and 1.45% on the remainder  
 Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder

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

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	8,985,771	7.65%	687,411	8,798,725	7.65%	673,102	8,406,084	7.65%	643,063

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**PAY AND ALLOWANCES  
OF CADETS**

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

		<u>AMOUNT</u>
<b>FY 2014 DIRECT PROGRAM</b>		<b>67,721</b>
<b>Pricing Increase</b>	<b>989</b>	
<b>Annualization (PI):</b>	<b>128</b>	
Annualization 1 Jan 14 raise of 1% on Basic Pay	119	
Annualization of raise on FICA	9	
<b>Pay Raise (PI):</b>	<b>382</b>	
1 Jan 15 pay raise of 1.0% effect on Basic Pay	355	
1 Jan 15 pay raise effect on FICA	27	
<b>Other (PI):</b>	<b>479</b>	
Subsistence Rate Increase	479	
<b>Program Increase</b>	<b>1,449</b>	
<b>Strength (PGI):</b>	<b>1,449</b>	
Increase in workyears for Basic Pay	1,008	
Increase in workyears Subsistence	364	
Increase in workyears FICA	77	
<b>Total Increases:</b>		<b>2,438</b>
<b>Pricing Decrease</b>	<b>0</b>	
<b>Program Decrease</b>	<b>0</b>	
<b>Total Decreases:</b>		<b>0</b>
<b>FY 2015 DIRECT PROGRAM</b>		<b>70,159</b>

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

FY 2015 Estimate	70,159
FY 2014 Estimate	67,721
FY 2013 Actual	67,505

**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 versus 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 2013 funding requirements included a 1.7% pay raise. The budget for FY 2014 provides a basic pay increase of 1.00% and 1.00% for FY 2015, effective 1 January each year. The annualized pay rate is 1.175% for FY 2014 and 1.00% for FY 2015. 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 2013 - \$11.70  
 Calendar Year 2014 - \$11.85  
 Calendar Year 2015 - \$12.25

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Basic Pay</u></b>	3,920	12,040	47,196	3,892	12,171	47,371	3,974	12,293	48,853
<b><u>Subsistence</u></b>	3,920	4,274	16,753	3,892	4,312	16,781	3,974	4,435	17,624
<b><u>Social Security Tax (Employer's Contribution)</u></b>	3,861		3,556	3,833		3,569	3,915		3,682
<b>TOTAL ACADEMY CADETS</b>			67,505			67,721			70,159

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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
<b>FY 2014 DIRECT PROGRAM</b>		<b>1,084,789</b>
<b>Pricing Increase</b>		<b>32,728</b>
Annualization 1 Jan 14 inflation rate of 1.5% on BAS	7,206	
1 Jan 15 inflation rate of 3.4% effect on BAS	21,619	
Increase in SIK - Subsist In Mess Total Pricing	3,455	
Increase in SIK - Operational Pricing	340	
Increase in SIK - Augmentation Rations Pricing	108	
<b>Program Increase</b>		<b>1</b>
Increase in SIK - Subsist In Mess Total Program	1	
<b>Total Increases</b>		<b>32,729</b>
<b>Pricing Decrease</b>		<b>0</b>
<b>Program Decrease</b>		<b>(49,700)</b>
Decrease in Subsistence - BAS Enlisted Program	(49,700)	
<b>Total Decreases</b>		<b>(49,700)</b>
<b>FY 2015 DIRECT PROGRAM</b>		<b>1,067,818</b>

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2015 Estimate	963,765
FY 2014 Estimate	983,581
FY 2013 Actual	1,001,966

**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., Section 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 Title 37 U.S.C., Section 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 preceding 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 1.1% for FY 2013, 1.5% for FY 2014, and 3.4% for FY 2015, effective 1 January each year. The annualized BAS inflation rate is 1.4% for FY 2014 and 2.925% for FY 2015.

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

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b>When Authorized to Mess Separately</b>	268,236	4,216	1,130,816	260,398	4,275	1,113,139	247,887	4,400	1,090,705
<b>When Rations-In-Kind Not Available</b>	0	0	0	0	0	0	0	0	0
<b>Augmentation of Commuted Rations Allowance</b>	0	0	0	0	0	0	0	0	0
<b>Less Collections</b>			(128,850)			(129,558)			(126,940)
<b>GRAND TOTAL</b>			1,001,966			983,581			963,765

(Amount in Thousands)

**PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)**

FY 2015 Estimate 3  
FY 2014 Estimate 3  
FY 2013 Actual 3

**PART I - PURPOSE AND SCOPE**

Family Subsistence Supplemental Allowance (FSSA) was authorized in the FY 2001 NDAA. Under the provision of Title 37 U.S.C., Section 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 \$1,100 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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Family Subsist Sup Allow	3	3	3



(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2015 Estimate	137,346
FY 2014 Estimate	133,442
FY 2013 Actual	222,666

**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 1.1% for FY 2013, 1.5% for FY 2014 and 3.4% for FY 2015, effective 1 January each year. The annualized BAS inflation rate is 1.4% for FY 2014 and 2.925% for FY 2015. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<b><u>Subsistence in Mess</u></b>									
Trainee/Non-Pay Status	5,724	3,743	21,424	5,724	3,795	21,724	5,724	3,906	22,359
Members Taking Meals in Mess			185,971			96,419			99,240
<b>Subtotal Subsistence-In-Mess</b>			207,395			118,143			121,599
<b><u>Operational Rations</u></b>									
Meals Ready to Eat	120,504	92	11,030	118,500	93	10,998	118,500	96	11,319
Unitized Group Rations	1,953	325	634	1,953	329	643	1,953	339	662
<b>Subtotal Operational Rations</b>	122,457		11,664	120,453		11,641	120,453		11,981
<b><u>Augmentation Rations</u></b>									
Augmentation Rations	11,544	19	214	11,544	19	217	11,544	19	223
Other - Messing	341,662	10	3,393	341,662	10	3,441	341,662	10	3,543
<b>Subtotal Augmentation Rations/Other</b>	353,206		3,607	353,206		3,658	353,206		3,766
<b>GRAND TOTAL SIK</b>	481,387		222,666	479,383		133,442	479,383		137,346
<b>GRAND TOTAL Enlisted Subsistence</b>			1,224,635			1,117,026			1,101,114

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**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

**FY 2014 DIRECT PROGRAM**

**1,178,626**

**Pricing Increase**

**11,430**

**Inflation Rate (PI):**

**6,625**

Increase in rate of Land

5,244

Increase in rate of ITGBL (HHG)

1,381

**Other (PI):**

**4,805**

Increase in Mile-Per Diem Pricing

2,178

Increase in AMC Pricing

908

Increase in Comm Air Pricing

387

Increase in M Tons MSC Pricing

74

Increase in S Tons AMC Pricing

596

Increase in Trans of POV Pricing

1

Increase in NonTemp Storage Pricing

452

Increase in Temp Lodging Pricing

209

**Program Increase**

**3,421**

**Strength (PGI):**

**1,596**

Increase in strength of Land

1,263

Increase in strength of ITGBL (HHG)

333

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

		<u>AMOUNT</u>
<b>Other (PGI):</b>	<b>1,825</b>	
Increase in Mile-Per Diem Program	954	
Increase in AMC Program	232	
Increase in Comm Air Program	98	
Increase in M Tons MSC Program	18	
Increase in S Tons AMC Program	149	
Increase in NonTemp Storage Program	175	
Increase in Defense Personnel Property System (DPS) Program	200	
<b>Total Increases</b>		<b>14,851</b>
<b>Pricing Decrease</b>		<b>(76)</b>
<b>Annualization (PD):</b>	<b>(76)</b>	
Annualization 1 Jan 14 raise of 1% effect on DLA for PCS moves	(76)	
<b>Pay Raise (PD):</b>	<b>(227)</b>	
1 Jan 15 pay raise of 1.0% effect on DLA for PCS moves	(227)	
<b>Program Decrease</b>		<b>(2,171)</b>
<b>Strength (PGD):</b>	<b>(1,683)</b>	
Decrease in DLA Program	(1,683)	
<b>Other (PGD):</b>	<b>(488)</b>	
Decrease in Temp Lodging Program	(488)	
<b>Total Decreases</b>		<b>(2,247)</b>
<b>FY 2015 DIRECT PROGRAM</b>		<b>1,191,230</b>

## **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; personally procured movement of household goods; 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) and the upfront cost of the privately owned vehicle (POV) contract. Effective 1 January of each year, the average percentage pay raise increase (DLA) is 1.7% for FY 2013 and 1.0% for both FY 2014 and FY 2015. The annualized pay raise rate for FY 2014 is 1.175% and 1.0% for FY 2015. The Non-Pay inflation rate is 1.5% for both FY 2013 and FY 2014 and 1.7% for FY 2015.

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

	<b>FY 2013 Actual</b>		<b>FY 2014 Estimate</b>		<b>FY 2015 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
Accession Travel	32,049	89,060	31,089	87,561	30,875	87,932
Training Travel	8,950	67,853	9,700	93,043	9,150	92,459
Operational Travel between Duty Stations	19,400	278,390	19,300	267,793	18,389	256,173
Rotational Travel To and From Overseas	36,260	504,349	36,500	475,484	36,816	485,297
Separation Travel	33,301	164,407	38,761	167,772	41,196	181,583
Travel of Organized Units	915	8,375	1,000	6,456	1,000	6,556
Nontemporary Storage *		21,281		21,742		22,369
Temporary Lodging Expense *		30,631		30,540		30,261
Defense Personnel Property System		14,850		13,700		13,900
POV Contracts		0		16,400		16,400
<b>TOTAL OBLIGATIONS</b>	<b>130,875</b>	<b>1,179,196</b>	<b>136,350</b>	<b>1,180,491</b>	<b>137,426</b>	<b>1,192,930</b>
<b>Less Reimbursements</b>		<b>1,804</b>		<b>1,865</b>		<b>1,927</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>130,875</b>	<b>1,177,392</b>	<b>136,350</b>	<b>1,178,626</b>	<b>137,426</b>	<b>1,191,003</b>

\*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)

	<b>FY 2013 Actual</b>		<b>FY 2014 Estimate</b>		<b>FY 2015 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	96,255	156,779	100,281	150,185	101,073	152,946
AMC	25,161	51,039	26,213	48,892	26,420	49,791
Commercial Air	9,460	21,744	9,855	20,829	9,933	21,212
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	57,661	32,800	58,952	31,856	58,510	32,227
AMC	27,440	21,323	28,055	20,709	27,844	20,950
Commercial Air	9,766	9,063	9,984	8,803	9,909	8,905
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	27,565	7,035	28,497	7,007	28,571	7,099
S Tons - AMC	8,464	57,064	8,750	56,835	8,773	57,579
Land Shipment, CONUS & Overseas	44,773	501,802	46,287	499,788	46,406	506,336
ITGBL	17,741	132,161	18,341	131,631	18,388	133,356
Dislocation Allowance	52,287	121,581	52,603	121,533	51,877	119,557
Trailer Allowance	172	11	176	10	178	10
Transportation of POVs	18,907	29	19,170	27	19,328	28
Port Handling Charges		4		4		4
Nontemporary Storage*		21,281		21,742		22,369
Temporary Lodging Expense*		30,631		30,540		30,261
Defense Personnel Property System		14,850		13,700		13,900
POV Contracts		0		16,400		16,400
<b>TOTAL OBLIGATIONS</b>		1,179,196		1,180,491		1,192,930
<b>Less Reimbursements</b>		1,804		1,865		1,927
<b>TOTAL DIRECT PROGRAM</b>		1,177,392		1,178,626		1,191,003

\*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 2015 Estimate	90,882
FY 2014 Estimate	90,527
FY 2013 Actual	91,952

**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.

Rates are based upon statistical analysis 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**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Accession Travel</u></b>									
Member Travel	4,057	748	3,036	4,324	812	3,511	4,110	826	3,394
Family Member Travel	1,499	385	577	1,598	417	667	1,519	424	645
Trans of Household Goods	2,171	5,657	12,280	2,305	6,140	14,153	2,191	6,244	13,681
Dislocation Allowance	1,055	2,090	2,204	1,125	2,263	2,546	1,069	2,285	2,443
Nontemporary Storage			113			130			126
Temporary Lodging Expenses			1,032			1,195			1,155
<b>Subtotal Officer Accession Travel</b>			19,242			22,202			21,444
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	26,811	1,478	39,619	25,550	1,457	37,225	25,550	1,482	37,858
Family Member Travel	6,051	376	2,267	5,874	371	2,177	5,874	377	2,214
Trans of Household Goods	3,817	5,531	21,113	3,628	5,453	19,783	3,628	5,546	20,120
Dislocation Allowance	3,480	2,179	7,581	3,316	2,141	7,099	3,316	2,162	7,170
Nontemporary Storage			119			112			114
Temporary Lodging Expenses			1,628			1,529			1,555
<b>Subtotal Enlisted Accession Travel</b>			72,327			67,925			69,031
<b><u>Cadet Accession Travel</u></b>	1,181	324	383	1,215	329	400	1,215	335	407
<b>TOTAL ACCESSION TRAVEL</b>			91,952			90,527			90,882

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2015 Estimate	97,790
FY 2014 Estimate	98,452
FY 2013 Actual	71,848

**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.

Rates are based upon statistical analysis derived 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**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Training Travel</u></b>									
Member Travel	5,050	697	3,522	5,200	970	5,045	5,246	987	5,176
Family Member Travel	5,242	363	1,902	5,398	505	2,726	5,446	514	2,797
Trans of Household Goods	6,126	5,767	35,329	6,308	8,024	50,617	6,363	8,161	51,927
Dislocation Allowance	3,732	2,765	10,320	3,843	3,835	14,737	3,877	3,873	15,016
Nontemporary Storage			278			399			409
Temporary Lodging Expenses			2,442			3,498			3,588
<b>Subtotal Officer Training Travel</b>			<b>53,793</b>			<b>77,022</b>			<b>78,913</b>
<b><u>Enlisted Training Travel</u></b>									
Member Travel	3,900	648	2,529	4,500	667	3,001	3,904	678	2,648
Family Member Travel	1,287	668	859	1,485	687	1,019	1,289	698	900
Trans of Household Goods	1,127	9,087	10,240	1,301	9,353	12,168	1,128	9,512	10,729
Dislocation Allowance	789	3,996	3,152	910	4,098	3,730	789	4,139	3,266
Nontemporary Storage			315			373			329
Temporary Lodging Expenses			960			1,139			1,005
<b>Subtotal Enlisted Training Travel</b>			<b>18,055</b>			<b>21,430</b>			<b>18,877</b>
<b>TOTAL TRAINING TRAVEL</b>			<b>71,848</b>			<b>98,452</b>			<b>97,790</b>

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2015 Estimate	300,600
FY 2014 Estimate	312,587
FY 2013 Actual	308,636

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Rates are based upon statistical analysis derived from actual PCS operational move costs. The number of officer and enlisted operational 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 in the following table:

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Operational Travel</u></b>									
Member Travel	7,500	1,246	9,343	7,800	1,280	9,981	7,009	1,301	9,121
Family Member Travel	13,862	411	5,695	14,417	422	6,084	12,955	429	5,560
Trans of Household Goods	10,009	9,305	93,134	10,405	9,558	99,454	9,350	9,721	90,876
Dislocation Allowance	6,441	3,681	23,710	6,699	3,769	25,250	6,019	3,807	22,914
Nontemporary Storage			1,232			1,314			1,201
Temporary Lodging Expenses			5,464			5,835			5,332
<b>Subtotal Officer Operational Travel</b>			138,578			147,918			135,004
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	11,900	2,136	25,418	11,500	1,918	22,054	11,380	1,950	22,195
Family Member Travel	17,842	438	7,806	17,242	393	6,773	17,062	400	6,817
Trans of Household Goods	18,309	4,921	90,094	17,687	4,418	78,140	17,502	4,493	78,643
Dislocation Allowance	9,257	2,505	23,189	8,946	2,242	20,056	8,853	2,264	20,046
Trailer Allowance	7	150	1	7	183	1	7	183	1
Nontemporary Storage			1,069			925			931
Temporary Lodging Expenses			7,631			6,620			6,663
<b>Subtotal Enlisted Operational Travel</b>			155,208			134,569			135,296
Defense Personnel Property System (DPS)			14,850			13,700			13,900
POV Contracts			0			16,400			16,400
<b>TOTAL OPERATIONAL TRAVEL *</b>			308,636			312,587			300,600

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

FY 2015 Estimate	507,248
FY 2014 Estimate	497,049
FY 2013 Actual	527,205

**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**

The estimate for rotational travel covers PCS requirements for reassignment of officer and enlisted personnel between duty stations outside the CONUS where transoceanic travel is involved. Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. Rotational moves play an integral role in establishing proper balance across all Air Force installations around the globe and are directly impacted by overseas strength requirements and the length of overseas tours for Airmen and their families.

Rates are based upon statistical analysis 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**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Rotational Travel</u></b>									
Member Travel	6,450	3,902	25,165	6,400	3,732	23,884	6,228	3,795	23,637
Family Member Travel	8,315	1,253	10,420	8,251	1,199	9,890	8,029	1,219	9,788
Pet Quarantine	45	257	12	44	249	11	43	254	11
Trans of Household Goods	6,696	13,092	87,659	6,643	12,521	83,180	6,465	12,734	82,327
Dislocation Allowance	5,783	2,773	16,036	5,738	2,644	15,170	5,584	2,670	14,910
Trailer Allowance	60	127	8	60	117	7	58	119	7
Global POV	4,709	1	3	4,672	1	3	4,546	1	3
Port Handling (HHGS)			4			4			4
Nontemporary Storage			5,362			5,087			5,035
Temporary Lodging Expenses			2,741			2,601			2,574
<b>Subtotal Officer Rotational Travel</b>			<b>147,410</b>			<b>139,837</b>			<b>138,296</b>
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	29,810	3,431	102,291	30,100	3,197	96,241	30,588	3,252	99,464
Family Member Travel	26,096	1,082	28,232	26,350	1,008	26,562	26,777	1,025	27,452
Pet Quarantine	382	73	28	385	67	26	392	68	27
Trans of Household Goods	28,322	7,086	200,687	28,595	6,603	188,802	29,059	6,715	195,127
Dislocation Allowance	21,031	1,606	33,778	21,236	1,492	31,680	21,580	1,507	32,515
Global POV	12,070	2	26	12,187	2	24	12,385	2	25
Nontemporary Storage			6,505			6,116			6,321
Temporary Lodging Expenses			8,248			7,761			8,021
<b>Subtotal Enlisted Rotational Travel</b>			<b>379,795</b>			<b>357,212</b>			<b>368,952</b>
<b>TOTAL ROTATIONAL TRAVEL</b>			<b>527,205</b>			<b>497,049</b>			<b>507,248</b>



(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2015 Estimate	189,419
FY 2014 Estimate	174,992
FY 2013 Actual	170,606

**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.

Rates are based upon statistical analysis 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**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Separation Travel</u></b>									
Member Travel	4,271	846	3,614	6,246	840	5,245	6,692	854	5,715
Family Member Travel	1,485	996	1,479	2,021	988	1,997	2,166	1,005	2,176
Trans of Household Goods	1,908	15,783	30,106	2,709	15,664	42,433	2,902	15,930	46,229
Nontemporary Storage			2,876			4,174			4,548
<b>Subtotal Officer Separation Travel</b>			38,075			53,849			58,668
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	28,752	483	13,891	32,237	395	12,732	34,241	401	13,743
Family Member Travel	11,834	304	3,602	12,888	249	3,206	13,680	253	3,461
Trans of Household Goods	18,214	6,128	111,618	20,371	5,010	102,061	21,621	5,095	110,165
Trailer Allowance	17	117	2	19	100	2	21	100	2
Nontemporary Storage			3,323			3,046			3,288
<b>Subtotal Enlisted Separation Travel</b>			132,436			121,047			130,659
<b><u>Cadet Separation Travel</u></b>	278	341	95	278	346	96	263	352	92
<b>TOTAL SEPARATION TRAVEL</b>			170,606			174,992			189,419

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2015 Estimate	6,991
FY 2014 Estimate	6,884
FY 2013 Actual	8,949

**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 within CONUS and within OCONUS locations when no transoceanic travel is involved. The PCS requirements for organized unit travel are 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).

Rates are based upon statistical analysis derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates 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**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	90	631	57	150	500	75	150	509	76
Family Member Travel	116	352	41	193	279	54	193	284	55
Trans of Household Goods	115	7,484	863	186	5,957	1,108	186	6,058	1,127
Dislocation Allowance	77	2,985	230	129	2,385	308	129	2,409	311
Nontemporary Storage			14			16			16
Temporary Lodging Expenses			39			52			53
<b>Subtotal Officer Unit Travel</b>			1,244			1,613			1,638
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	825	725	598	850	489	416	850	498	423
Family Member Travel	1,237	248	306	1,274	167	213	1,274	170	217
Trans of Household Goods	1,301	3,765	4,899	1,308	2,542	3,325	1,308	2,585	3,381
Dislocation Allowance	642	2,151	1,381	661	1,447	957	661	1,462	966
Nontemporary Storage			75			50			51
Temporary Lodging Expenses			446			310			315
<b>Subtotal Enlisted Unit Travel</b>			7,705			5,271			5,353
<b>TOTAL UNIT TRAVEL</b>			8,949			6,884			6,991

**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
<b>FY 2014 DIRECT PROGRAM</b>		<b>121,058</b>
<b>Pricing Increase</b>		<b>411</b>
Increase in Apprehension Expense Pricing	2	
Increase in Partial DLA Pricing	31	
Increase in ROTC Pricing	112	
Increase in JROTC Pricing	266	
<b>Program Increase</b>		<b>52</b>
<b>Other (PGI):</b>	<b>52</b>	
Increase in Apprehension Expense Program	1	
Increase in Interest On Savings Program	51	
<b>Total Increases</b>		<b>463</b>
<b>Pricing Decrease</b>		<b>(446)</b>
Decrease in Mass Transportation Pricing	(446)	
<b>Program Decrease</b>		<b>(4,452)</b>
<b>Strength (PGD):</b>	<b>(1,711)</b>	
Decrease in ROTC workyears	(1,583)	
Decrease in JROTC workyears	(128)	
<b>Other (PGD):</b>	<b>(2,741)</b>	
Decrease in Unemployment Benefits Program	(2,698)	
Decrease in Education Benefits Program	(42)	
Decrease in Mass Transportation Program	(1)	
<b>Total Decreases</b>		<b>(4,898)</b>
<b>FY 2015 DIRECT PROGRAM</b>		<b>116,623</b>

(Amount in Thousands)

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

FY 2015 Estimate 107  
FY 2014 Estimate 104  
FY 2013 Actual 103

**PART I - PURPOSE AND SCOPE**

Funds provide for expenses associated with the apprehension of military deserters, absentees, escaped military prisoners, and for their delivery into the control of the Department of Defense. Expenses are authorized by Title 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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	21	4,905	103	21	4,978	104	21	5,063	107

(Amount in Thousands)

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

FY 2015 Estimate 3,073  
FY 2014 Estimate 3,022  
FY 2013 Actual 2,977

**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 P.L. 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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,977	3,022	3,073



(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 2015 Estimate 16,500  
FY 2014 Estimate 16,500  
FY 2013 Actual 17,700

**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., Section 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 FY14 and FY15, projections only include non-combat related death gratuity payments; combat related payments are included in the OCO request. Details of the cost computation are provided in the following table:

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officer	33	100,000	3,300	27	100,000	2,700	27	100,000	2,700
Enlisted	144	100,000	14,400	138	100,000	13,800	138	100,000	13,800
<b>TOTAL</b>	177		17,700	165		16,500	165		16,500

(Amount in Thousands)

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

FY 2015 Estimate 48,842  
FY 2014 Estimate 51,540  
FY 2013 Actual 80,886

**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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Unemployment Compensation	80,886	51,540	48,842

(Amount in Thousands)

**PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE**

FY 2015 Estimate 0  
FY 2014 Estimate 0  
FY 2013 Actual 50,073

**PART I - PURPOSE AND SCOPE**

Section 1969 of Title 38 U.S.C. 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 FY2013 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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Extra Hazard Reimb. for SGLI	25,194	0	0
Premiums-SGLI	7,962	0	0
Traumatic Injury-SGLI	16,917	0	0
<b>Total</b>	<b>50,073</b>	<b>0</b>	<b>0</b>

(Amount in Thousands)

**PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)**

FY 2015 Estimate	189
FY 2014 Estimate	231
FY 2013 Actual	210

**PART I - PURPOSE AND SCOPE**

P.L. 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 NDAA 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 Force Educational Assistance Program, known as the Montgomery GI Bill, became effective under Title 38 U.S.C., Chapter 30 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 for 50 percent of the supplemental salary for cadre members who are receiving military retirement pay.

P.L. 110-252 section 5003 authorized educational assistance for members of the armed forces who serve after September 11, 2011. Subsection 3313 further states the Secretary shall pay to each individual entitled to educational assistance who is pursuing a program of education, to meet the expenses of such individual's subsistence, tuition, fees, and other educational costs.

**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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Education Benefits	210	231	189

(Amount in Thousands)

**PROJECT: ADOPTION EXPENSES**

FY 2015 Estimate 546  
FY 2014 Estimate 546  
FY 2013 Actual 546

**PART I - PURPOSE AND SCOPE**

The FY 1988/1989 NDAA (P.L. 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., Section 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 biological mother and newborn child to be adopted, placement fees, temporary foster care and other expenses approved by OSD (FM&P).

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Expenses for Adoptions	260	2,100	546	260	2,100	546	260	2,100	546

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2015 Estimate	2,018
FY 2014 Estimate	2,465
FY 2013 Actual	3,338

**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 Title 5 U.S.C., Section 7905 through P.L. 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. Per IRS Memorandum (IRM) 1.32.15.3, the monthly limitation regarding the aggregate fringe benefit exclusion for transit passes and transportation in a commuter highway vehicle for calendar year (taxable year) 2014 reduced to \$130 from \$245 in calendar year 2013. The FY 2013 \$2,580 annualized rate includes \$125/month from calendar year 2012 and \$245/month from calendar year 2013. The FY 2014 \$1,905 annualized rate includes \$245/month from calendar year 2013 and \$130/month from calendar year 2014. FY 2015 assumes the \$130/month rate for the entire fiscal year. Details of the cost computation are provided in the following table:

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	983	2,580	2,536	983	1,905	1,873	983	1,560	1,533
Enlisted	311	2,580	802	311	1,905	592	311	1,560	485
<b>TOTAL</b>	<b>1,294</b>		<b>3,338</b>	<b>1,294</b>		<b>2,465</b>	<b>1,294</b>		<b>2,018</b>

(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2015 Estimate	1,883
FY 2014 Estimate	1,852
FY 2013 Actual	1,788

**PART I - PURPOSE AND SCOPE**

Title 37 U.S.C., Section 407, as amended by the FY 2002 NDAA, 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**

An allowance was directed by the Joint Federal Travel Regulation, effective calendar year 2011. This allowance was increased to \$694.89 effective calendar year 2013. Effective 1 January 2013, this allowance has increased to \$694.89. The FY14 and FY15 estimates reflect annualized inflation factors of 1.175% and 1.0% 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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Partial Dislocation Allowance	1,788	1,852	1,883

(Amount in Thousands)

**PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM**

FY 2015 Estimate 10,592  
FY 2014 Estimate 12,148  
FY 2013 Actual 15,174

**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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	10,737	7,578	6,155
Uniforms	2,766	2,810	2,725
Pay & Allowances	1,095	1,132	1,095
Subsistence-In-Kind	428	444	433
Foreign Language Incentive Program	148	184	184
<b>TOTAL Requirement</b>	<b>15,174</b>	<b>12,148</b>	<b>10,592</b>

**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 DoDFMR 7000.14-R, Vol 7A, Chap 59, 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., Section 209. 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:**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	11,177	450	5,030	7,429	350	2,600	7,333	350	2,567
Fourth Year (AS400)	11,413	500	5,707	12,445	400	4,978	8,970	400	3,588

**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:	7,630	277	2,110	7,620	281	2,139	7,187	286	2,052
Uniforms, Commutation in Lieu:	507	897	455	507	911	462	507	926	470

**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:	1,581	11	18	1,641	12	19	1,598	12	19
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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 Title 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. P.L. 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.

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	1,064	1,029	1,095	1,087	1,041	1,132	1,041	1,052	1,095
Subsistence of Summer Field Training:	1,064	385	410	1,087	391	425	1,041	398	414
Uniforms, Issue-in-Kind:	989	203	201	1,012	206	209	966	210	203

**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.

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Foreign Language Incentive Program	251	590	148	332	554	184	332	554	184

(Amount in Thousands)

**PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM**

FY 2015 Estimate 17,077  
FY 2014 Estimate 16,992  
FY 2013 Actual 18,667

**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 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	15,026	13,305	13,450
Uniforms	1,415	1,483	1,479
Pay & Allowances	1,269	1,312	1,269
Subsistence-In-Kind	484	502	489
Foreign Language Incentive Program	473	390	390
<b>TOTAL Requirement</b>	<b>18,667</b>	<b>16,992</b>	<b>17,077</b>

(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 P.L. 88-647, 13 October 1964, as amended and DoDFMR 7000.14R, Volume 7A, Chap 59. This public law was amended by P.L. 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 DoDFMR 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY2014, 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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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)	8,158	300	2,447	7,300	250	1,825	7,300	250	1,825
Second Year (AS200)	8,563	350	2,997	9,303	300	2,791	9,303	300	2,791
Third Year (AS300)	8,093	450	3,642	9,453	350	3,309	9,338	350	3,268
Fourth Year (AS400)	11,879	500	5,940	13,451	400	5,380	13,916	400	5,566
<b>Totals</b>			15,026			13,305			13,450

**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 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 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:	3,784	277	1,047	3,932	281	1,104	3,870	286	1,105
Uniforms, Commutation in Lieu:	147	897	132	147	911	134	147	926	136

**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:	810	11	9	810	12	10	810	12	10
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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. P.L. 106-398, Section 612, changes the pay for a cadet/midshipman to 35 percent of a second lieutenant/ensign's (O1) basic pay with less than two years of service. Rate shown is an average rate.

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

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

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Pay and Allowances of Reserve Officer Candidates:	1,236	1,027	1,269	1,263	1,039	1,312	1,209	1,050	1,269
Subsistence of Summer Field Training:	1,236	384	475	1,263	390	492	1,209	396	479
Uniforms, Issue-in-Kind:	1,161	203	236	1,188	206	245	1,134	210	238

**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.

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Foreign Language Incentive Program	833	568	473	707	552	390	707	552	390

(Amount in Thousands)

**PROJECT: JUNIOR ROTC**

FY 2015 Estimate 15,796  
FY 2014 Estimate 15,658  
FY 2013 Actual 15,138

**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.

	<b><u>FY 2013 Actual</u></b>			<b><u>FY 2014 Estimate</u></b>			<b><u>FY 2015 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Uniforms, Issue-in-Kind:	88,329	157	13,875	89,449	159	14,262	88,812	162	14,401
Subsistence-In-Kind:	52,030	24	1,263	56,668	25	1,396	55,659	25	1,395
			<b>15,138</b>			<b>15,658</b>			<b>15,796</b>

**SECTION 5**

**SPECIAL ANALYSIS**

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

**Assigned Outside DoD:**

	<b>FY 2013 Actual</b>			<b>FY 2014 Estimate</b>			<b>FY 2015 Estimate</b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
Exec Office of the President, White House (WHMO)	20	9	29	20	9	29	20	9	29
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	2	6	8	2	6	8	2	6	8
Department of State (DOS)	19	1	20	19	1	20	19	1	20
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	8	2	10	8	2	10	8	2	10
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)	8	1	9	8	1	9	8	1	9
Office Dir of National Intel (ODNI)	2	0	2	2	0	2	2	0	2
<b>Subtotal Non-Reimbursable Personnel</b>	<b>79</b>	<b>28</b>	<b>107</b>	<b>79</b>	<b>28</b>	<b>107</b>	<b>79</b>	<b>28</b>	<b>107</b>



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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<b>Reimbursable Personnel:</b>									
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	3	12	9	3	12
Department of Transportation	10	1	11	10	1	11	10	1	11
National Aeronautics Space Administration (NASA)	2	0	2	2	0	2	2	0	2
Department of Energy (DOE)	1	0	1	1	0	1	1	0	1
Office Dir of National Intel (ODNI)	3	0	3	3	0	3	3	0	3
<b>Subtotal Reimbursable Personnel</b>	<b>27</b>	<b>4</b>	<b>31</b>	<b>27</b>	<b>4</b>	<b>31</b>	<b>27</b>	<b>4</b>	<b>31</b>
<b>in Support Non DoD Functions:</b>									
NASA	31	0	31	31	0	31	31	0	31
Foreign Military Sales	111	63	174	109	55	164	88	46	134
Training Cases (Included in Foreign Military Sales)	23	3	26	23	3	26	23	3	26
<b>Subtotal Non-DoD Functions</b>	<b>142</b>	<b>63</b>	<b>205</b>	<b>140</b>	<b>55</b>	<b>195</b>	<b>119</b>	<b>46</b>	<b>165</b>

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

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
	<b>FY 2013 Actual</b>	<b>FY 2013 Actual</b>	<b>FY 2013 Actual</b>	<b>FY 2014 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>FY 2015 Estimate</b>	<b>FY 2015 Estimate</b>
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Assigned to DoD Activities in Support of</b>									
<b>DoD Functions: Working Capital Fund (WCF)</b>									
HQ US Transportation Command (TRANSCOM)	91	29	120	91	29	120	90	29	119
Military Traffic Management Command (MTMC)	2	0	2	2	0	2	2	0	2
Defense Courier Service (DCS)	3	92	95	3	92	95	3	92	95
Defense Information Systems Agency (DISA)	3	15	18	3	15	18	3	15	18
Defense Logistics Agency (DLA)	127	34	161	127	34	161	127	34	161
Depot Maintenance Activity Group (DMAG)	68	100	168	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	41	16	57	41	16	57	41	16	57
<b>Subtotal Working Capital Fund</b>	<b>335</b>	<b>286</b>	<b>621</b>	<b>335</b>	<b>286</b>	<b>621</b>	<b>334</b>	<b>286</b>	<b>620</b>
<b>Total - Reimbursable</b>	<b>504</b>	<b>353</b>	<b>857</b>	<b>502</b>	<b>345</b>	<b>847</b>	<b>480</b>	<b>336</b>	<b>816</b>
<b>Total - Nonreimbursable</b>	<b>79</b>	<b>28</b>	<b>107</b>	<b>79</b>	<b>28</b>	<b>107</b>	<b>79</b>	<b>28</b>	<b>107</b>
<b>Grand Total</b>	<b>583</b>	<b>381</b>	<b>964</b>	<b>581</b>	<b>373</b>	<b>954</b>	<b>559</b>	<b>364</b>	<b>923</b>

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

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<b>Subsistence</b>	35,711	36,989	38,326
<b>Strength Related:</b>			
Officer - Basic Pay	116,779	118,906	123,344
Other Pay and Allowances	52,106	54,478	56,932
Enlisted - Basic Pay	100,330	99,782	102,632
Other Pay and Allowances	40,680	43,825	44,800
Retired Pay Accrual	69,704	70,866	70,743
PCS Travel	1,804	1,865	1,927
<b>Strength Related Subtotal</b>	381,403	389,722	400,378
<b>TOTAL PROGRAM</b>	417,114	426,711	438,704

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

	AY 12-13 (FY13)			AY 13-14 (FY14)			AY 14-15 (FY15)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<b><u>Senior ROTC - Non-Scholarship</u></b>									
(Excluding Scholarship)									
First Year	4,301	3,958	3,614	4,400	4,070	3,740	4,400	4,070	3,740
Second Year	3,137	2,401	1,665	3,200	2,473	1,745	3,200	2,473	1,745
Total Basic	7,438	6,359	5,279	7,600	6,543	5,485	7,600	6,543	5,485
Third Year	1,474	1,457	1,439	924	911	897	880	867	853
Fourth Year	953	948	942	1,357	1,337	1,316	859	844	829
Total Advanced	2,427	2,404	2,381	2,281	2,247	2,213	1,739	1,711	1,682
Extended Active	29	31	32	0	0	0	0	0	0
<b>Total Non-Scholarship</b>	<b>9,894</b>	<b>8,793</b>	<b>7,692</b>	<b>9,881</b>	<b>8,790</b>	<b>7,698</b>	<b>9,339</b>	<b>8,253</b>	<b>7,167</b>
<b><u>Senior ROTC - Scholarship</u></b>									
First Year	869	1,022	1,175	800	883	965	800	883	965
Second Year	882	1,060	1,238	940	1,135	1,330	940	1,135	1,330
Total Basic	1,751	2,082	2,413	1,740	2,018	2,295	1,740	2,018	2,295
Third Year	1,070	1,022	974	1,176	1,159	1,141	1,120	1,104	1,087
Fourth Year	1,003	962	920	983	977	971	1,094	1,078	1,061
Total Advanced	2,073	1,984	1,894	2,159	2,136	2,112	2,214	2,181	2,148
Extended Active	312	259	205	355	285	215	355	285	215
<b>Total Scholarship</b>	<b>4,136</b>	<b>4,324</b>	<b>4,512</b>	<b>4,254</b>	<b>4,438</b>	<b>4,622</b>	<b>4,309</b>	<b>4,484</b>	<b>4,658</b>
<b><u>Total Enrollment</u></b>									
First Year	5,170	4,980	4,789	5,200	4,953	4,705	5,200	4,953	4,705
Second Year	4,019	3,461	2,903	4,140	3,608	3,075	4,140	3,608	3,075
Total Basic	9,189	8,441	7,692	9,340	8,560	7,780	9,340	8,560	7,780
Third Year	2,544	2,479	2,413	2,100	2,069	2,038	2,000	1,970	1,940
Fourth Year	1,956	1,909	1,862	2,340	2,314	2,287	1,953	1,922	1,890
Total Advanced	4,500	4,388	4,275	4,440	4,383	4,325	3,953	3,892	3,830
Extended Active	341	289	237	355	285	215	355	285	215
<b>Total ROTC Enrollment</b>	<b>14,030</b>	<b>13,117</b>	<b>12,204</b>	<b>14,135</b>	<b>13,228</b>	<b>12,320</b>	<b>13,648</b>	<b>12,737</b>	<b>11,825</b>
Complete.Commissioned			1,852			1,889			1,800
Comp,Com Defr (No Adl Ent)	134	103	72	116	191	265	116	191	265
(Cum Proj in Defr Status)									
Complete, 5 Year Deg Ent	341	289	237	355	285	215	355	285	215
Number of ROTC Detach	145		145	145		145	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**

	<b>AY 12-13 Sep 2013</b>	<b>AY 13-14 Sep 2014</b>	<b>AY 14-15 Sep 2015</b>
1st Year Cadet (Freshmen)	65,340	65,945	65,945
2nd Year Cadet (Sophomores)	31,460	31,751	31,751
3rd Year Cadet (Juniors)	15,730	15,876	15,876
4th Year Cadet (Seniors)	8,470	8,548	8,548
<b>Total</b>	<b>121,000</b>	<b>122,120</b>	<b>122,120</b>
Number of Junior ROTC Detachments	867	870	870

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

	<b><u>End FY 2013 Actual</u></b>	<b><u>End FY 2014 Estimate</u></b>	<b><u>End FY 2015 Estimate</u></b>
<b>Senior ROTC</b>			
Schools	145	145	145
Civilian Personnel (End Strength)	58	58	58
Military Personnel (End Strength) 1/	926	926	926
 <b>Junior ROTC</b>			
Schools	867	870	870
Civilian Personnel (End Strength)	26	26	26
Military Personnel (End Strength) 1/	15	15	15

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

1/ Includes those assigned to Management Headquarters.

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

**FY 2013 Actual**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	12	13	13	11	11	11	11	11	11	11	12	12
O-9 Lieutenant General	44	43	44	45	44	44	44	45	46	44	46	45
O-8 Major General	97	97	97	96	96	95	97	96	95	100	105	101
O-7 Brigadier General	146	147	146	144	144	143	142	142	146	146	146	147
O-6 Colonel	3,552	3,547	3,552	3,555	3,579	3,608	3,636	3,691	3,708	3,675	3,648	3,601
O-5 Lt Colonel	9,943	9,933	9,951	9,978	9,980	10,021	10,062	10,132	10,154	10,127	10,093	10,017
O-4 Major	14,650	14,832	14,721	14,683	14,620	14,544	14,481	14,524	14,461	14,279	14,174	14,042
O-3 Captain	21,661	21,340	21,340	21,316	21,255	21,176	21,086	22,201	22,631	22,752	22,811	22,748
O-2 1st Lieutenant	7,572	7,518	7,491	7,540	7,554	7,499	7,444	7,511	7,316	7,371	7,190	7,194
O-1 2nd Lieutenant	7,051	7,112	7,075	6,922	6,953	6,989	6,909	6,314	6,543	6,628	6,882	6,899
Total Officers	64,728	64,582	64,430	64,290	64,236	64,130	63,912	64,667	65,111	65,133	65,107	64,806
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,615	2,596	2,594	2,595	2,593	2,600	2,600	2,605	2,605	2,604	2,599	2,585
E-8 Senior Master Sergeant	5,051	5,043	5,057	5,043	5,054	5,058	5,151	5,205	5,200	5,217	5,197	5,136
E-7 Master Sergeant	26,416	26,476	26,579	26,624	26,711	26,840	26,894	27,012	27,158	27,259	27,037	26,741
E-6 Technical Sergeant	41,859	41,980	42,130	42,181	42,195	42,227	42,264	42,185	42,026	41,954	41,935	41,237
E-5 Staff Sergeant	67,693	67,637	67,584	67,591	67,843	67,394	67,704	67,969	67,559	67,701	67,942	67,671
E-4 Senior Airman	55,581	55,804	55,667	55,686	56,162	56,464	56,323	56,615	56,035	56,251	56,209	55,794
E-3 Airman First Class	50,914	51,072	51,267	51,593	51,285	51,837	52,122	51,887	51,572	51,177	51,401	51,285
E-2 Airman	4,116	4,126	3,991	4,125	4,232	4,129	4,056	4,055	3,745	3,760	3,724	3,490
E-1 Airman Basic	9,341	9,584	9,514	10,081	9,929	9,786	9,333	9,353	8,498	8,002	8,143	8,037
Total Enlisted	263,586	264,318	264,383	265,519	266,004	266,335	266,447	266,886	264,398	263,925	264,187	261,976
<u>Cadets</u>	4,006	3,995	3,973	3,963	3,917	3,905	3,896	2,846	3,997	3,950	3,918	3,912
Total End Strength	332,320	332,895	332,786	333,772	334,157	334,370	334,255	334,399	333,506	333,008	333,212	330,694

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

**FY 2014 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	13	13	12	13	13	13	13	13	13	13	13	12
O-9 Lieutenant General	44	44	45	45	44	44	44	45	46	44	46	45
O-8 Major General	94	97	97	100	101	101	101	101	101	101	101	101
O-7 Brigadier General	143	142	141	144	144	143	142	142	146	146	146	147
O-6 Colonel	3,596	3,581	3,572	3,582	3,606	3,635	3,663	3,718	3,735	3,568	3,540	3,387
O-5 Lt Colonel	9,920	9,890	9,905	9,939	9,942	9,983	10,024	10,094	10,116	10,002	9,730	9,584
O-4 Major	14,152	14,362	14,568	14,530	14,520	14,457	14,521	14,580	14,562	14,538	14,262	13,795
O-3 Captain	22,246	21,789	21,496	21,515	21,559	21,657	21,713	22,992	23,202	23,302	23,208	22,137
O-2 1st Lieutenant	7,304	7,370	7,280	7,342	7,354	7,299	7,244	7,321	7,181	7,236	7,161	7,244
O-1 2nd Lieutenant	6,900	6,866	6,989	6,959	7,153	7,173	7,170	6,890	6,962	7,172	6,994	6,432
Total Officers	64,412	64,154	64,105	64,169	64,436	64,505	64,635	65,896	66,064	66,122	65,201	62,884
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,580	2,575	2,562	2,545	2,544	2,545	2,539	2,536	2,531	2,534	2,539	2,538
E-8 Senior Master Sergeant	5,141	5,167	5,195	5,221	5,259	5,260	5,259	5,254	5,244	5,240	5,209	5,146
E-7 Master Sergeant	26,550	26,378	26,319	26,263	26,245	26,338	26,367	26,365	26,277	26,208	25,493	25,390
E-6 Technical Sergeant	41,193	40,977	40,985	40,979	41,028	41,012	40,970	40,898	40,898	40,966	39,538	39,178
E-5 Staff Sergeant	67,705	67,900	67,821	68,027	68,291	68,470	68,568	68,602	68,547	68,662	68,689	66,681
E-4 Senior Airman	55,940	56,564	56,559	55,501	54,752	54,389	54,404	54,549	54,495	54,658	54,641	51,703
E-3 Airman First Class	51,191	50,686	50,570	51,076	51,796	51,671	51,207	51,035	51,359	51,670	51,507	50,383
E-2 Airman	3,479	3,343	3,405	4,082	4,191	4,081	4,254	4,509	4,457	4,775	5,149	4,623
E-1 Airman Basic	7,800	8,039	8,432	8,231	8,100	8,656	9,034	9,163	9,379	9,418	9,665	9,647
Total Enlisted	261,579	261,629	261,848	261,925	262,206	262,422	262,602	262,911	263,187	264,131	262,430	255,289
<u>Cadets</u>	3,904	3,891	3,864	3,859	3,849	3,837	3,828	2,853	4,093	4,046	4,014	4,000
Total End Strength	329,895	329,674	329,817	329,953	330,491	330,764	331,065	331,660	333,344	334,299	331,645	322,173



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

**FY 2015 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	13	14	14	13	13	13	13	13	13	13	13	13
O-9 Lieutenant General	44	44	44	44	43	44	44	45	45	45	45	45
O-8 Major General	94	98	101	102	103	101	101	103	104	103	101	101
O-7 Brigadier General	147	147	146	144	144	143	143	142	142	146	146	146
O-6 Colonel	3,398	3,457	3,420	3,387	3,365	3,354	3,362	3,365	3,382	3,386	3,392	3,398
O-5 Lt Colonel	9,498	9,889	9,818	9,795	9,772	9,742	9,710	9,698	9,643	9,610	9,528	9,444
O-4 Major	13,567	14,093	13,896	13,851	12,838	12,653	12,513	12,442	12,401	12,345	12,308	12,145
O-3 Captain	22,038	22,361	22,551	21,685	20,216	20,376	20,492	20,674	20,914	21,081	21,141	21,416
O-2 1st Lieutenant	7,152	6,869	6,916	6,716	6,702	6,715	6,709	6,702	6,832	6,819	6,825	6,799
O-1 2nd Lieutenant	6,782	6,918	6,913	6,833	6,802	6,792	6,789	6,783	6,915	6,854	6,823	6,795
Total Officers	62,733	63,890	63,819	62,570	59,998	59,933	59,876	59,967	60,391	60,402	60,322	60,302
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,527	2,528	2,444	2,459	2,464	2,474	2,479	2,474	2,469	2,466	2,462	2,459
E-8 Senior Master Sergeant	5,075	5,110	5,124	4,928	4,992	5,048	5,084	5,129	5,097	5,066	5,039	4,971
E-7 Master Sergeant	25,601	25,927	26,188	22,872	23,442	23,977	24,536	25,089	25,646	26,196	25,698	25,505
E-6 Technical Sergeant	38,811	38,884	38,732	38,865	34,378	34,196	34,062	33,916	33,769	33,567	33,063	33,202
E-5 Staff Sergeant	66,207	66,436	66,682	67,281	62,298	62,208	62,719	62,976	63,238	63,469	63,435	64,304
E-4 Senior Airman	54,100	54,292	54,644	55,077	50,398	51,006	50,979	50,834	50,566	50,753	52,030	52,478
E-3 Airman First Class	50,015	50,102	50,377	50,764	50,265	49,779	49,023	49,223	49,116	48,511	48,558	48,796
E-2 Airman	4,254	4,123	4,287	4,290	4,093	4,009	4,099	4,196	4,734	5,152	5,288	5,147
E-1 Airman Basic	9,094	9,246	9,283	9,742	9,606	9,455	9,979	9,990	9,942	10,310	9,807	9,736
Total Enlisted	255,684	256,648	257,761	256,278	241,936	242,152	242,960	243,827	244,577	245,490	245,380	246,598
<u>Cadets</u>	3,988	3,982	3,978	3,963	3,917	3,905	3,896	3,025	4,128	4,121	4,072	4,000
Total End Strength	322,405	324,520	325,558	322,811	305,851	305,990	306,732	306,819	309,096	310,013	309,774	310,900