

**DEPARTMENT OF THE
AIR FORCE**

Fiscal Year (FY) 2016 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
February 2015**

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

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,972,716	8,631,006	8,880,431
Pay and Allowances of Enlisted	17,065,797	16,295,668	16,566,933
Pay and Allowances of Cadets	66,932	70,159	71,242
Subsistence of Enlisted Personnel	1,101,407	1,072,003	1,105,345
Permanent Change of Station Travel	1,201,535	1,191,003	1,232,565
Other Military Personnel Programs	118,864	116,623	112,806
TOTAL DIRECT PROGRAM	28,527,251	27,376,462	27,969,322
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	210,547	223,922	231,238
Pay and Allowances of Enlisted	182,064	179,559	183,555
Subsistence of Enlisted Personnel	32,236	33,296	34,232
Permanent Change of Station Travel	1,864	1,927	1,981
TOTAL REIMBURSABLE PROGRAM	426,711	438,704	451,006
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	9,183,263	8,854,928	9,111,669
Pay and Allowances of Enlisted Personnel	17,247,861	16,475,227	16,750,488
Pay and Allowances of Cadets	66,932	70,159	71,242
Subsistence of Enlisted Personnel	1,133,643	1,105,299	1,139,577
Permanent Change of Station Travel	1,203,399	1,192,930	1,234,546
Other Military Personnel Costs	118,864	116,623	112,806
TOTAL BASELINE PROGRAM FUNDING	28,953,962	27,815,166	28,420,328
<u>OCO Funding - FY 2014 P.L. 113-76, FY 2015 P.L. 113-235</u>			
Pay and Allowances of Officers	169,210	186,739	0
Pay and Allowances of Enlisted Personnel	430,728	394,349	0
Subsistence of Enlisted Personnel	107,165	111,671	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	33,235	35,575	0
TOTAL OCO FUNDING	740,338	728,334	0

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

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	9,352,473	9,041,667	9,111,669
Pay and Allowances of Enlisted	17,678,589	16,869,576	16,750,488
Pay and Allowances of Cadets	66,932	70,159	71,242
Subsistence of Enlisted Personnel	1,240,808	1,216,970	1,139,577
Permanent Change of Station Travel	1,203,399	1,192,930	1,234,546
Other Military Personnel Programs	152,099	152,198	112,806
TOTAL PROGRAM	29,694,300	28,543,500	28,420,328
LESS: FY 2015 Title IX P.L.113-235			
Pay and Allowances of Officers	0	(186,739)	0
Pay and Allowances of Enlisted Personnel	0	(394,349)	0
Subsistence of Enlisted Personnel	0	(111,671)	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	(35,575)	0
TOTAL PROGRAM	0	(728,334)	0
Revised Total Program			
Pay and Allowances of Officers	9,352,473	8,854,928	9,111,669
Pay and Allowances of Enlisted	17,678,589	16,475,227	16,750,488
Pay and Allowances of Cadets	66,932	70,159	71,242
Subsistence of Enlisted Personnel	1,240,808	1,105,299	1,139,577
Permanent Change of Station Travel	1,203,399	1,192,930	1,234,546
Other Military Personnel Programs	152,099	116,623	112,806
REVISED TOTAL PROGRAM	29,694,300	27,815,166	28,420,328
Medicare-Eligible Retiree HFC., (AF)	1,316,910	1,274,110	1,170,463
TOTAL MILPERS PROGRAM COST	31,011,210	29,089,276	29,590,791

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 work years. 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 retrospect, the FY 2015 President's Budget (PB) sought to reduce near-term capacity to improve readiness while sustaining key modernization efforts. The FY 2015 PB looked to achieve the desired ends through divestment of several weapons systems and forecasted an associated reduction of approximately 25,000 personnel dropping end strength (ES) totals from 327,600 in FY 2014 to 310,900 in FY 2015. Projected decreases in operational tempo did not materialize as critical support to combatant commanders remained high. With deferment of the planned divestment of both the A-10 and E-3 platforms, the end strength levels for FY 2015 increased by 2,080 with a new adjusted total of 312,980, consistent with higher-level top-lines.

For FY 2016, the Air Force will re-size the force to address key capability gaps in the nuclear enterprise, cyber, intelligence, surveillance and reconnaissance and force support while matching manpower to force structure decisions. As a result, the Air Force requests an end-strength of 317,000 active duty personnel. This represents an approximate 4,000 increase in Air Force active end-strength from FY 2015 authorized levels (312,980). Force structure increases include the addition of ~900 End Strength (ES) to enhance the critical nuclear force along with an increase of ~200 ES in cyber operations and warfare positions to counter growing worldwide cyber threats. Additional force structure enhancements strengthen the Air Force's ISR and C2 capabilities with the addition of ~400 ES for MQ-9 and ~600 ES for F-15 positions in support of our Allies and commitment to the European Reassurance Initiative. Finally, 1,900 ES were added to support the wing and institutional training and support activities that will enable the Air Force to transition and shape its workforce to meet current and future mission and skill requirements.

FISCAL YEARS 2014, 2015 and 2016

The end strength and work year 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 (FY2014 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 28 for FY 2014 and will be May 27 for FY 2015 and May 26 for FY 2016. 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 2014 actual of \$29.7 billion included \$426.7 million in reimbursements and \$740.3 million of OCO.

The FY 2015 budget estimate is \$27.8 billion to include \$438.7 million in anticipated reimbursements.

The FY 2016 budget request is \$28.4 billion to include \$451.0 million in anticipated reimbursements.

Baseline Budget Rates

The FY 2016 budget reflects a 1% pay raise in FY 2015 and a 1.3% pay raise in FY 2016, effective 1 January each year. It further reflects a 2.9% increase for subsistence in FY 2015 and a 3.4% increase for subsistence in FY 2016. The budget reflects a 1.9% increase for housing allowances in FY 2015 and a 1.5% increase for housing allowances in FY 2016. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage decreased from 32.4% in FY 2014 to 32.2% in FY 2015 and 31.4% in FY 2016.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2016 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 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY 2016 Planned</u>
Average Strength (Work years)	337,673	318,473	322,016
End Strength	316,332	315,279	317,000
Authorized End Strength	327,600	312,980	

The FY 2014 actuals include 6,295 work years 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 28 for FY 2014 and is May 27 for FY 2015 and May 26 for FY 2016.

Recruiting

	<u>FY 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY 2016 Planned</u>
1. Numeric goals	24,018	24,414	26,836
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	95.00%		

* The DoD has established a correlation between first term enlistment attrition and quality indicators such as HSDG and Category I-III A 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-III A are 99% and 85% respectively.

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2016 President's Budget
(\$ in Thousands)

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2016 BA 03</u>	<u>FY 2016 BA Assoc w/Metrics</u>	<u>Percent FY 2016 BA Assoc w/Metrics</u>
57	3400	\$3,301,000	\$79,690	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 312,980 in FY 2016.

Senate Armed Services Committee (SASC) Reporting Requirement

In the FY 2013 NDAA SASC Report (Report 112-173, sec. 401), 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 en-route training location to meet a Secretary of Defense approved operational requirement. Operational requirements include those recorded in Joint Capabilities Requirements Manager (JCRM) or Electronic-Joint Manpower and Personnel System (eJMPS) and contained in the annual Global Force Management Allocation Plan (GFMAP). Forces deployed in support of EXORDS, OPLANS or CONPLANS approved by the Secretary of Defense are also included.

Dwell Time

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

	Actual	Current Year Forecast	Budget Year Forecast
<i>Active</i>	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

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SECTION 3

SUMMARY TABLES

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

	FY 2014 Actual /1		FY 2015 Estimate		FY 2016 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	64,683	61,851	62,628	60,966	63,239	61,466
Enlisted	262,051	249,761	251,228	249,615	254,049	250,726
Cadets	3,791	3,879	3,784	3,879	3,910	4,000
Total Direct Program	330,525	315,491	317,640	314,460	321,198	316,192
<u>REIMBURSABLE PROGRAM</u>						
Officers	503	498	493	485	482	474
Enlisted	350	343	340	334	336	334
Cadets	0	0	0	0	0	0
Total Reimbursable Program	853	841	833	819	818	808
<u>TOTAL BASELINE PROGRAM</u>						
Officers	65,186	62,349	63,121	61,451	63,721	61,940
Enlisted	262,401	250,104	251,568	249,949	254,385	251,060
Cadets	3,791	3,879	3,784	3,879	3,910	4,000
Total Program	331,378	316,332	318,473	315,279	322,016	317,000

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

OCO Supplemental

Officers	1,080	0	0	0	0	0
Enlisted	5,215	0	0	0	0	0
Supplemental Funded Strength	6,295	0	0	0	0	0

REVISED TOTAL PROGRAM

Officers	66,266	62,349	63,121	61,451	63,721	61,940
Enlisted	267,616	250,104	251,568	249,949	254,385	251,060
Cadets	3,791	3,879	3,784	3,879	3,910	4,000
Revised Total Program	337,673	316,332	318,473	315,279	322,016	317,000

1/ FY 2014 work years includes 1,080 officers and 5,215 enlisted voluntary and involuntary Reserve Component active duty work years to support Operation Freedom's Sentinel (OFS).

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.

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
AF Reserve	1	14	6
AF Guard	2	25	8

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	11	0	11	0	10	0
O-9 Lieutenant General	44	0	45	0	45	0
O-8 Major General	96	1	101	1	100	1
O-7 Brigadier General	138	1	134	1	134	1
O-6 Colonel	3,318	27	3,265	26	3,299	25
O-5 Lieutenant Colonel	9,462	76	9,409	74	9,529	73
O-4 Major	13,584	108	13,090	103	13,393	102
O-3 Captain	21,974	176	22,090	175	22,166	170
O-2 1st Lieutenant	7,193	57	7,183	57	6,876	53
O-1 2nd Lieutenant	6,529	52	6,123	48	6,388	49
Officer Subtotal	62,349	498	61,451	485	61,940	474
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,508	3	2,490	3	2,497	3
E-8 Senior Master Sergeant	5,136	7	4,977	7	4,943	7
E-7 Master Sergeant	25,399	35	24,516	33	25,194	34
E-6 Technical Sergeant	38,582	53	39,617	53	39,417	52
E-5 Staff Sergeant	63,582	87	61,851	82	64,997	86
E-4 Senior Airman	57,402	79	59,212	79	53,760	72
E-3 Airman First Class	46,315	64	46,297	62	47,781	64
E-2 Airman	3,973	5	4,195	6	3,990	5
E-1 Airman Basic	7,207	10	6,794	9	8,481	11
Enlisted Subtotal	250,104	343	249,949	334	251,060	334
<u>Cadets</u>	3,879	0	3,879	0	4,000	0
TOTAL END STRENGTH	316,332	841	315,279	819	317,000	808

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 2014 Actual</u> 1/		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	12	0	11	0	11	0
O-9 Lieutenant General	44	0	43	0	44	0
O-8 Major General	100	1	102	1	107	1
O-7 Brigadier General	146	1	141	1	139	1
O-6 Colonel	3,723	28	3,416	27	3,402	26
O-5 Lieutenant Colonel	10,542	77	9,919	75	10,176	74
O-4 Major	14,903	109	13,779	106	13,918	103
O-3 Captain	22,579	177	21,996	176	22,474	173
O-2 1st Lieutenant	7,304	57	7,234	57	7,141	55
O-1 2nd Lieutenant	6,913	53	6,480	50	6,309	49
Officer Subtotal	66,266	503	63,121	493	63,721	482
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,723	3	2,502	3	2,547	3
E-8 Senior Master Sergeant	5,606	7	5,160	7	5,052	7
E-7 Master Sergeant	27,487	36	24,834	34	25,644	34
E-6 Technical Sergeant	42,364	55	39,815	53	40,428	53
E-5 Staff Sergeant	68,889	89	62,959	85	66,310	84
E-4 Senior Airman	58,856	77	59,018	79	52,972	76
E-3 Airman First Class	49,741	67	46,282	63	48,430	63
E-2 Airman	3,737	5	4,193	6	4,258	6
E-1 Airman Basic	8,213	11	6,805	10	8,744	10
Enlisted Subtotal	267,616	350	251,568	340	254,385	336
<u>Cadets</u>	3,791	0	3,784	0	3,910	0
TOTAL WORKYEARS	337,673	853	318,473	833	322,016	818

1/ Includes 1,080 officers and 5,215 enlisted voluntary and involuntary Reserve Component active duty work years in support of Operation Freedom's Sentinel (OFS).

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	64,806	261,976	3,912	330,694	62,349	250,104	3,879	316,332	61,451	249,949	3,879	315,279
October	64,412	261,579	3,904	329,895	61,924	248,996	3,869	314,789	61,887	249,902	3,988	315,777
November	64,154	261,629	3,891	329,674	61,649	248,613	3,861	314,123	62,047	250,349	3,982	316,378
December	64,105	261,848	3,864	329,817	61,736	248,302	3,860	313,898	62,027	250,942	3,978	316,947
January	64,078	262,118	3,860	330,056	61,534	248,159	3,858	313,551	62,309	251,235	3,963	317,507
February	64,066	262,265	3,841	330,172	61,445	246,976	3,841	312,262	62,639	251,571	3,917	318,127
March	64,070	262,189	3,833	330,092	61,447	247,363	3,833	312,643	62,703	251,660	3,905	318,268
April	63,857	262,303	3,819	329,979	61,281	247,479	3,819	312,579	62,452	252,071	3,896	318,419
May	64,856	261,449	2,815	329,120	61,307	247,695	2,815	311,817	62,246	251,780	3,025	317,051
June	64,934	259,886	3,970	328,790	61,745	248,288	3,970	314,003	62,190	251,254	4,128	317,572
July	64,500	259,334	3,905	327,739	61,752	248,753	3,905	314,410	62,079	251,291	4,121	317,491
August	63,630	255,778	3,892	323,300	61,578	249,573	3,892	315,043	62,226	251,474	4,072	317,772
September	62,349	250,104	3,879	316,332	61,451	249,949	3,879	315,279	61,940	251,060	4,000	317,000
Average End Strength	64,187	260,535	3,791	328,513	61,608	248,352	3,784	313,744	62,208	251,169	3,910	317,287

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

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength (non-12304b)	2,079	7,081	0	9,160	1,313	2,234	0	3,547	1,339	2,314	0	3,653
Dollars in Millions (non-12304b)	302	580	0	881	191	184	0	374	198	194	0	391
Average Strength (12304b)	0	0	0	0	200	982	0	1,182	174	902	0	1,076
Dollars in Millions (12304b)	0	0	0	0	29	81	0	110	26	75	0	101
Total Average Strength	66,266	267,616	3,791	337,673	63,121	251,568	3,784	318,473	63,721	254,385	3,910	322,016

Strength in the FY 2016 President's Budget Baseline Request:

End Strength	62,349	250,104	3,879	316,332	61,451	249,949	3,879	315,279	61,940	251,060	4,000	317,000
Average Strength	66,266	267,616	3,791	337,673	63,121	251,568	3,784	318,473	63,721	254,385	3,910	322,016

1/ Includes 1,080 officers and 5,215 enlisted voluntary and involuntary Reserve Component active duty work years in support of Operation Freedom's Sentinel (OFS).

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 FY16, 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 (72 MY, \$7.4M)

Provides combatant commands with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical airlift in support of enduring missions and exercises. Activated Airmen will be placed on orders for a period no longer than 365 days.

Theater Security Cooperation (843 MY, \$86.8M)

Provides CAF deterrence support for CENTCOM and PACOM. Activated Airmen will be placed on orders for a period no longer than 365 days.

SOCOM Mission Operations Support (61 MY, \$6.3M)

Provides Guard and Reserve support for SOF mission operations supporting PACOM, SOUTHCOM, and AFRICOM. Activated Airmen will be placed on orders for a period no longer than 365 days.

CYBERCOM Mission Operations Support (100 MY, \$10.3M)

Provides Guard and Reserve support for cyber mission operations supporting combatant commands. 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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Beginning Strength	64,806	62,349	61,451
Gains (By Source):			
Service Academies	985	857	985
ROTC	1,857	1,863	1,875
Health Professions Scholarships	500	500	500
Officer Training School	764	764	830
Other	126	126	126
Gain Adjustment	0	0	0
Total Gains	4,232	4,110	4,316
Losses (By Type):			
Voluntary Separation	2,504	2,330	2,117
Retirement	2,395	1,500	1,500
Involuntary	52	565	210
With Pay	21	534	179
Without Pay	31	31	31
VSI/SSB	1,017	257	0
TERA	493	151	0
Reduction in Force	0	0	0
Other	228	205	0
Loss Adjustment	0	0	0
Total Losses	6,689	5,008	3,827
TOTAL	62,349	61,451	61,940

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Beginning Strength	261,976	250,104	249,949
Gains (By Source):			
Non Prior Service Enlistments	24,018	23,814	27,000
Male	19,224	19,232	22,305
Female	4,794	4,582	4,695
Prior Service Enlistments	50	250	500
Reenlistments	37,315	32,169	30,259
Reserves	0	0	0
Officer Candidate Programs	366	425	430
Other	446	159	159
Gain Adjustments	0	0	0
Total Gains	62,195	56,817	58,348
Losses (By Type):			
ETS	8,394	7,923	8,229
Programmed Early Release	1,529	736	619
VSI/SSB	3,247	131	0
TERA	2,454	668	0
To Commissioned Officer	269	182	197
Reenlistments	37,315	32,169	30,259
Retirement	6,184	7,101	8,199
Attrition	12,136	8,062	9,734
Other	2,539	0	0
Loss Adjustments	0	0	0
Total Losses	74,067	56,972	57,237
TOTAL	250,104	249,949	251,060

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Beginning Strength	3,912	3,879	3,879
Gains:	1,215	1,205	1,205
Losses:	1,248	1,205	1,084
Graduates	849	835	785
Attrition	399	370	299
TOTAL	3,879	3,879	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 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,855,941	8,960,782	13,816,723	4,653,235	8,470,317	13,123,552	4,766,155	8,674,231	13,440,386
2. Retired Pay Accruals	1,565,005	2,888,748	4,453,753	1,486,415	2,714,455	4,200,870	1,486,126	2,712,354	4,198,480
3. Basic Allowance for Housing	1,486,073	3,667,708	5,153,781	1,443,019	3,519,620	4,962,639	1,515,936	3,634,327	5,150,263
a. With Dependents - Domestic	1,004,465	2,196,290	3,200,755	971,941	2,095,612	3,067,553	1,022,958	2,178,431	3,201,389
b. Without Dependents - Domestic	323,920	798,248	1,122,168	318,553	775,999	1,094,552	332,602	784,642	1,117,244
c. Differential - Domestic	31	732	763	30	718	748	30	737	767
d. Partial - Domestic	209	4,815	5,024	205	4,674	4,879	205	4,959	5,164
e. With Dependents - Overseas	111,540	428,093	539,633	107,109	410,503	517,612	112,887	427,759	540,646
f. Without Dependents - Overseas	44,276	232,071	276,347	43,561	224,784	268,345	45,593	230,269	275,862
g. Moving-In Housing	1,632	7,459	9,091	1,620	7,330	8,950	1,661	7,530	9,191
4. Subsistence	195,238	1,240,808	1,436,046	190,571	1,095,392	1,285,963	198,685	1,139,577	1,338,262
a. Basic Allowance for Subsistence	195,238	1,024,842	1,220,080	190,571	965,584	1,156,155	198,685	1,005,519	1,204,204
1. Authorized to Mess Separately	195,238	1,148,503	1,343,741	190,571	1,087,162	1,277,733	198,685	1,132,487	1,331,172
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	(123,661)	(123,661)	0	(121,578)	(121,578)	0	(126,968)	(126,968)
b. Subsistence-In-Kind	0	215,963	215,963	0	129,805	129,805	0	134,055	134,055
1. Subsistence in Messes	0	200,843	200,843	0	114,589	114,589	0	118,341	118,341
2. Operational Rations	0	10,666	10,666	0	10,649	10,649	0	10,997	10,997
3. Augmentation Rations	0	4,454	4,454	0	4,567	4,567	0	4,717	4,717
c. Family Supplemental Subsistence Allowance	0	3	3	0	3	3	0	3	3
5. Incentive - Hazardous Duty - Aviation Career Pay	208,643	38,645	247,288	211,157	38,877	250,034	235,054	36,123	271,177
a. Flying Duty Pay	207,431	29,597	237,028	209,911	29,612	239,523	233,795	26,652	260,447
1. Aviator Pay, Officers	142,563	0	142,563	142,180	0	142,180	141,154	0	141,154
2. Crew Members, Enlisted	0	2,490	2,490	0	2,502	2,502	0	2,499	2,499
3. Noncrew Member	0	263	263	0	266	266	0	310	310
4. Aviator Retention Pay	63,826	0	63,826	66,660	0	66,660	91,457	0	91,457
5. Career Enlisted Flyer Pay	0	26,844	26,844	0	26,844	26,844	0	23,843	23,843
6. HDIP-Aviation	1,042	0	1,042	1,071	0	1,071	1,184	0	1,184
b. Parachute Jumping Pay	189	1,071	1,260	207	1,098	1,305	214	1,125	1,339
c. Demolition Pay	306	3,828	4,134	306	3,928	4,234	306	4,027	4,333
d. Other Pays	717	4,149	4,866	733	4,239	4,972	739	4,319	5,058

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	305,378	337,029	642,407	291,142	277,422	568,564	351,779	298,000	649,779
a. Medical Pay	182,198	0	182,198	178,556	0	178,556	177,419	0	177,419
b. Dental Pay	43,243	0	43,243	41,134	0	41,134	42,291	0	42,291
c. Optometrists Pay	1,660	0	1,660	1,180	0	1,180	1,180	0	1,180
d. Veterinarians Pay	25	0	25	25	0	25	25	0	25
e. Board Certified Pay Non-Physician	18,704	0	18,704	19,360	0	19,360	19,483	0	19,483
f. Nurses Pay	24,122	0	24,122	21,933	0	21,933	23,458	0	23,458
g. Sea and Foreign Duty, Total	0	153	153	0	345	345	0	345	345
1. Sea Duty	0	0	0	0	139	139	0	139	139
2. Overseas Extension Pay	0	153	153	0	206	206	0	206	206
h. Diving Duty Pay	369	1,721	2,090	445	1,807	2,252	445	1,895	2,340
i. Foreign Language Proficiency Bonus	5,558	19,052	24,610	5,811	19,813	25,624	6,043	20,606	26,649
j. Hostile Fire Pay	9,046	38,819	47,865	1,563	6,464	8,027	1,563	6,464	8,027
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	4,595	21,980	26,575	1,090	4,800	5,890	1,090	4,800	5,890
m. Judge Advocate Continuation Pay	3,784	0	3,784	4,120	0	4,120	4,064	0	4,064
n. JAG Student Loan Repayment	4,064	0	4,064	5,490	0	5,490	5,490	0	5,490
o. Missile Officer Accession Bonus	0	0	0	0	0	0	0	0	0
p. Critical Skills Retention Bonus (CSRB)	6,400	2,400	8,800	6,415	2,850	9,265	6,160	2,400	8,560
q. Reenlistment Bonus	0	193,231	193,231	0	164,800	164,800	0	185,964	185,964
r. Special Duty Assignment Pay	0	39,149	39,149	0	55,637	55,637	0	55,637	55,637
s. Enlistment Bonus	0	9,481	9,481	0	10,703	10,703	0	10,602	10,602
t. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
u. Loan Repayment Program	0	4,563	4,563	0	5,000	5,000	0	5,000	5,000
v. Assignment Incentive Pay	1,232	6,331	7,563	3,642	5,103	8,745	3,590	4,187	7,777
w. Health Prof. Scholarship Program (HPSP)	350	0	350	350	0	350	350	0	350
x. Pay and Allowance Continuation Pay (PAC)	28	149	177	28	100	128	28	100	128
y. Other Special Pay	0	0	0	0	0	0	59,100	0	59,100
7. Allowances	143,958	637,779	781,737	131,282	582,154	713,436	136,438	604,915	741,353
a. Uniform or Clothing Allowances	2,565	124,961	127,526	2,493	118,182	120,675	2,589	125,934	128,523
1. Initial Issue	1,993	39,887	41,880	1,939	37,079	39,018	2,030	42,242	44,272
1a. Military	1,693	37,258	38,951	1,644	34,516	36,160	1,726	39,608	41,334
1b. Civilian	300	2,629	2,929	295	2,563	2,858	304	2,634	2,938
2. Additional	572	0	572	554	0	554	559	0	559
3. Basic Maintenance	0	14,864	14,864	0	14,080	14,080	0	14,464	14,464
4. Standard Maintenance	0	65,910	65,910	0	62,843	62,843	0	64,934	64,934
5. Supplemental	0	4,300	4,300	0	4,180	4,180	0	4,294	4,294
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	128,610	463,215	591,825	123,261	441,747	565,008	128,265	456,514	584,779
1. Cost-of-Living	113,344	413,526	526,870	108,109	392,919	501,028	112,724	406,348	519,072
2. Temporary Lodging	15,266	49,689	64,955	15,152	48,828	63,980	15,541	50,166	65,707
c. Family Separation Allowance	12,045	47,792	59,837	4,698	20,289	24,987	4,743	20,517	25,260
1. On PCS, No Government Quarters	1,891	14,273	16,164	1,830	13,683	15,513	1,848	13,836	15,684
2. On TDY	10,154	33,519	43,673	2,868	6,606	9,474	2,895	6,681	9,576
d. Personal Money Allowance	51	2	53	48	2	50	48	2	50
e. CONUS Cost of Living Allowance	493	634	1,127	482	614	1,096	493	628	1,121
f. Catastrophical Injured Aid Allowance	194	1,175	1,369	300	1,320	1,620	300	1,320	1,620

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	222,300	461,863	684,163	124,168	206,066	330,234	57,589	126,959	184,548
a. Terminal Leave Pay	36,514	55,167	91,681	27,063	36,156	63,219	22,128	39,400	61,528
b. Severance Pay, Disability	2,602	36,766	39,368	2,291	30,490	32,781	2,319	23,032	25,351
c. Severance Pay, Non-Promotion	1,917	0	1,917	1,936	0	1,936	1,960	0	1,960
d. Severance Pay, Involuntary Half (5%)	62	5,552	5,614	63	6,383	6,446	63	3,124	3,187
e. Severance Pay, Involuntary Full (10%)	11,248	36,090	47,338	33,891	60,925	94,816	11,500	27,279	38,779
f. VSI Trust Fund	20,328	6,072	26,400	17,864	5,336	23,200	18,942	5,658	24,600
g. Vol Separation Pay	97,677	175,344	273,021	24,683	6,838	31,521	0	0	0
h. Career Status Bonus (30k)	694	29,353	30,047	677	28,143	28,820	677	28,466	29,143
i. TERA	51,258	117,519	168,777	15,700	31,795	47,495	0	0	0
9. Social Security Tax Payment	369,937	686,035	1,055,972	354,550	647,979	1,002,529	363,907	663,579	1,027,486
10. Permanent Change of Station Travel	400,682	802,717	1,203,399	399,120	793,810	1,192,930	399,904	834,642	1,234,546
11. Other Military Personnel Costs	62,622	89,477	152,099	53,255	63,368	116,623	51,825	60,981	112,806
a. Apprehension of Deserters	2	15	17	2	16	18	2	16	18
b. USSD (MIA)	1,500	935	2,435	1,750	941	2,691	1,750	941	2,691
c. Death Gratuities	1,800	14,000	15,800	1,500	13,600	15,100	1,500	13,600	15,100
d. Unemployment Compensation	10,964	63,284	74,248	8,170	47,540	55,710	7,814	45,148	52,962
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	46	185	231	36	149	185	36	149	185
g. Adoption Reimbursement	189	116	305	189	116	305	189	116	305
h. Mass Transit	1,975	625	2,600	1,716	546	2,262	1,716	546	2,262
i. Partial Dislocation Allowance	91	443	534	103	460	563	104	465	569
j. Extra Hazard Reimb. for SGLI	0	6,719	6,719	0	0	0	0	0	0
k. ROTC	31,847	0	31,847	26,698	0	26,698	25,376	0	25,376
l. JROTC	13,736	0	13,736	13,091	0	13,091	13,338	0	13,338
m. T-SGLI	472	3,155	3,627	0	0	0	0	0	0
12. Cadets	66,932	0	66,932	67,792	0	67,792	71,242	0	71,242
<u>Military Personnel Appropriation Total</u>	9,882,709	19,811,591	29,694,300	9,405,706	18,409,460	27,815,166	9,634,640	18,785,688	28,420,328
13. Less Reimbursables:	(210,909)	(215,802)	(426,711)	(224,567)	(214,137)	(438,704)	(231,879)	(219,127)	(451,006)
Retired Pay Accrual	(37,247)	(33,368)	(70,615)	(39,317)	(32,788)	(72,105)	(39,632)	(32,873)	(72,505)
Other	(173,662)	(182,434)	(356,096)	(185,250)	(181,349)	(366,599)	(192,247)	(186,254)	(378,501)
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	9,671,800	19,595,789	29,267,589	9,181,139	18,195,323	27,376,462	9,402,761	18,566,561	27,969,322

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2015**

(Amount in Thousands)

	<u>FY 2015</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>FY 2015 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>ACTIONS /1</u>	<u>2016 PRES BUD</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>			
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	4,544,922	(12,509)	4,532,413	(1,266)	4,531,147	0	4,531,147
Retired Pay Accrual	1,411,491	3,056	1,414,547	24,566	1,439,113	7,985	1,447,098
Incentive Pay	206,763	0	206,763	(1,147)	205,616	0	205,616
Special Pay	288,955	0	288,955	(5,406)	283,549	0	283,549
Basic Allowance for Housing	1,354,696	2,847	1,357,543	38,852	1,396,395	12,627	1,409,022
Basic Allowance for Subsistence	185,281	380	185,661	(91)	185,570	0	185,570
Station Allowances Overseas	118,022	0	118,022	5,239	123,261	0	123,261
CONUS COLA	1,000	0	1,000	(531)	469	0	469
Uniform Allowances	2,182	0	2,182	311	2,493	0	2,493
Family Separation Allowances	4,398	0	4,398	300	4,698	0	4,698
Catastrophical Injured Aid Allowance	95	0	95	205	300	0	300
Separation Payments	281,681	(109,100)	172,581	(49,534)	123,047	0	123,047
Social Security Tax - Employer's Contribution	346,120	726	346,846	(1,637)	345,209	0	345,209
Reimbursables	223,922	0	223,922	0	223,922	0	223,922
TOTAL OBLIGATIONS OFFICERS	8,969,528	(114,600)	8,854,928	9,861	8,864,789	20,612	8,885,401
Less Reimbursables	(223,922)	0	(223,922)	0	(223,922)	0	(223,922)
TOTAL DIRECT OBLIGATIONS OFFICERS	8,745,606	(114,600)	8,631,006	9,861	8,640,867	20,612	8,661,479
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	8,303,452	38,040	8,341,492	27,005	8,368,497	0	8,368,497
Retired Pay Accrual	2,587,106	12,249	2,599,355	82,312	2,681,667	0	2,681,667
Incentive Pay	41,877	0	41,877	(3,467)	38,410	0	38,410
Special Pay	38,304	0	38,304	7,424	45,728	0	45,728
Special Duty Assignment Pay	36,889	0	36,889	18,748	55,637	0	55,637
Reenlistment Bonus	179,300	(14,500)	164,800	0	164,800	0	164,800
Enlistment Bonus	13,572	0	13,572	(2,869)	10,703	0	10,703
Basic Allowance for Housing	3,352,973	15,216	3,368,189	116,910	3,485,099	0	3,485,099
Station Allowances Overseas	418,257	0	418,257	23,490	441,747	0	441,747
CONUS COLA	899	0	899	(292)	607	0	607
Clothing Allowances	123,627	(2,984)	120,643	(2,461)	118,182	0	118,182
Family Separation Allowances	20,862	0	20,862	(573)	20,289	0	20,289
Catastrophical Injured Aid Allowance	708	0	708	612	1,320	0	1,320
Separation Payments	871,680	(379,980)	491,700	(278,906)	212,794	(8,338)	204,456
Social Security Tax - Employer's Contribution	635,211	2,910	638,121	2,068	640,189	0	640,189
Reimbursables	179,559	0	179,559	0	179,559	0	179,559
TOTAL OBLIGATIONS ENLISTED	16,804,276	(329,049)	16,475,227	(9,999)	16,465,228	(8,338)	16,456,890
Less Reimbursables	(179,559)	0	(179,559)	0	(179,559)	0	(179,559)
TOTAL DIRECT OBLIGATIONS ENLISTED	16,624,717	(329,049)	16,295,668	(9,999)	16,285,669	(8,338)	16,277,331

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2015**

(Amount in Thousands)

	<u>FY 2015 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415 ACTIONS /1</u>	<u>FY 2015 COLUMN FY 2016 PRES BUD</u>
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	70,159	0	70,159	0	70,159	(2,367)	67,792
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	930,469	4,185	934,654	0	934,654	(2,366)	932,288
Subsistence-In-Kind	137,346	0	137,346	0	137,346	(7,541)	129,805
Family Supplemental Subsistence Allowance	3	0	3	0	3	0	3
Reimbursables	33,296	0	33,296	0	33,296	0	33,296
TOTAL OBLIGATIONS SUBSISTENCE	1,101,114	4,185	1,105,299	0	1,105,299	(9,907)	1,095,392
Less Reimbursables	(33,296)	0	(33,296)	0	(33,296)	0	(33,296)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,067,818	4,185	1,072,003	0	1,072,003	(9,907)	1,062,096
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	87,932	0	87,932	(5,385)	82,547	0	82,547
Training Travel	92,459	0	92,459	(22,292)	70,167	0	70,167
Operational Travel	284,546	0	284,546	(13,828)	270,718	0	270,718
Rotational Travel	485,297	0	485,297	72,712	558,009	0	558,009
Separation Travel	181,583	0	181,583	(38,416)	143,167	0	143,167
Travel of Organized Units	6,556	0	6,556	2,208	8,764	0	8,764
Nontemporary Storage	22,369	0	22,369	902	23,271	0	23,271
Temporary Lodging Expense	30,261	0	30,261	4,099	34,360	0	34,360
Reimbursables	1,927	0	1,927	0	1,927	0	1,927
TOTAL OBLIGATIONS PCS	1,192,930	0	1,192,930	0	1,192,930	0	1,192,930
Less Reimbursables	(1,927)	0	(1,927)	0	(1,927)	0	(1,927)
TOTAL DIRECT OBLIGATIONS PCS	1,191,003	0	1,191,003	0	1,191,003	0	1,191,003

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2015**

(Amount in Thousands)

	<u>FY 2015</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u> <u>ACTIONS /1</u>	<u>FY 2015 COLUMN FY</u> <u>2016 PRES BUD</u>
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension Mil Deserters, Absentees, Prisoners	107	0	107	(89)	18	0	18
Interest on Uniformed Svcs Savings	3,073	0	3,073	(382)	2,691	0	2,691
Death Gratuities	16,500	0	16,500	(1,400)	15,100	0	15,100
Unemployment Compensation	48,842	0	48,842	6,868	55,710	0	55,710
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	189	0	189	(4)	185	0	185
Adoption Expenses	546	0	546	(241)	305	0	305
Mass Transit	2,018	0	2,018	244	2,262	0	2,262
Partial Dislocation Allowance	1,883	0	1,883	(1,320)	563	0	563
SROTC	27,669	0	27,669	(971)	26,698	0	26,698
JROTC	15,796	0	15,796	(2,705)	13,091	0	13,091
Extra Hazard Reimb. for SGLI	0	0	0	0	0	0	0
TSGLI	0	0	0	0	0	0	0
Stop Loss Retroactive Pay	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS OTHER	116,623	0	116,623	0	116,623	0	116,623
TOTAL DIRECT OBLIGATIONS	27,815,926	(439,464)	27,376,462	(138)	27,376,324	0	27,376,324

1/ The FY 2105 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>
FY 2015 DIRECT PROGRAM	8,661,617	16,277,331	67,792	1,062,096	1,191,003	116,623	27,376,462
Pricing Increase	121,198	234,540	1,188	35,906	9,658	1,189	403,679
Annualization (PI):	21,409	36,238	156	7,914	0	0	65,717
- Annualization 1 Jan 15 raise of 1% on Basic Pay	14,221	25,941	145	0	0	0	40,307
- Annualization of raise on RPA	4,543	8,313	0	0	0	0	12,856
- Annualization on FICA	1,084	1,984	11	0	0	0	3,079
- Annualization 1 Jan 15 inflation rate of 2.9% on BAS	1,561	0	0	7,914	0	0	9,475
Pay Raise (PI):	59,539	108,713	467	0	1,321	0	170,040
- 1 Jan 16 pay raise of 1.3% effect on Basic Pay	42,661	77,821	434	0	0	0	120,916
- 1 Jan 16 pay raise effect on RPA	13,627	24,939	0	0	0	0	38,566
- 1 Jan 16 pay raise effect on FICA	3,251	5,953	33	0	0	0	9,237
- 1 Jan 16 pay raise of 1.3% effect on DLA for PCS moves	0	0	0	0	1,321	0	1,321
Inflation Rate (PI):	4,682	0	0	27,992	4,527	0	37,201
- 1 Jan 16 inflation rate of 3.4% effect on BAS	4,682	0	0	23,740	0	0	28,422
- Increase for Inflation for SIK	0	0	0	4,252	0	0	4,252
- Increase in rate for ITGBL (HHG)	0	0	0	0	4,527	0	4,527
BAH Rates (PI):	26,735	49,405	0	0	0	0	76,140
- Housing Allowance rate 1 Jan 16 increase of 1.5%	26,709	49,288	0	0	0	0	75,997
- Increase in MIHA Pricing	26	117	0	0	0	0	143
Other (PI):	8,833	40,184	565	0	3,810	1,189	54,581
- Increase in FICA Pricing	750	2	0	0	0	0	752
- Increase in Clothing Pricing	5	1,892	0	0	0	0	1,897
- Increase in Aviator Retention Pay Pricing	5,705	0	0	0	0	0	5,705
- Increase in COLA Pricing	1,325	4,812	0	0	0	0	6,137
- Increase in TLA Pricing	242	781	0	0	0	0	1,023
- Increase in CONUS COLA Pricing	6	8	0	0	0	0	14
- Increase in Special Pay Pricing	0	3	0	0	0	0	3
- Increase in LSTL Pricing	332	443	0	0	0	0	775
- Increase in Separation Payments Pricing	468	1,197	0	0	0	0	1,665
- Increase in Selective Reenlistment Bonus Pricing	0	31,046	0	0	0	0	31,046
- Increase in Cadet Subsistence Pricing	0	0	565	0	0	0	565
- Increase in Total Comm Air Pricing	0	0	0	0	3,432	0	3,432
- Increase in Trailer Allow Pricing	0	0	0	0	1	0	1
- Increase in Temp Lodging Pricing	0	0	0	0	377	0	377
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	892	892
- Increase in Partial DLA Pricing	0	0	0	0	0	7	7
- Increase in ROTC Pricing	0	0	0	0	0	81	81
- Increase in JROTC Pricing	0	0	0	0	0	209	209

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	202,110	218,040	2,263	7,345	33,052	38	462,848
Strength (PGI):	118,840	205,551	1,688	0	18,426	38	344,543
- Increase in Base Pay Program	51,923	97,288	1,568	0	0	0	150,779
- Increase in FICA Program	3,958	7,442	120	0	0	0	11,520
- Increase in RPA Program	17,113	31,010	0	0	0	0	48,123
- Increase in BAS Program	1,611	0	0	0	0	0	1,611
- Increase in Clothing Program	91	5,860	0	0	0	0	5,951
- Increase in BAH Program	44,144	63,951	0	0	0	0	108,095
- Increase in ITGBL Program	0	0	0	0	15,639	0	15,639
- Increase in Disloc Allow Program	0	0	0	0	2,787	0	2,787
- Increase in JROTC workyears	0	0	0	0	0	38	38
Other (PGI):	83,270	12,489	575	7,345	14,626	0	118,305
- Increase in LSTL Program	0	2,801	0	0	0	0	2,801
- Increase in Special Pay Program	60,571	0	0	0	0	0	60,571
- Increase in FSA Program	45	228	0	0	0	0	273
- Increase in Non-Fly Crew Member Program	0	44	0	0	0	0	44
- Increase in Aviator Retention Pay Program	19,092	0	0	0	0	0	19,092
- Increase in HDIP Program	113	0	0	0	0	0	113
- Increase in Parachute Jumping Program	7	27	0	0	0	0	34
- Increase in Demolition Duty Program	0	99	0	0	0	0	99
- Increase in Other Incentive Pay Program	0	111	0	0	0	0	111
- Increase in COLA Program	3,290	8,617	0	0	0	0	11,907
- Increase in TLA Program	147	557	0	0	0	0	704
- Increase in CONUS COLA Program	5	5	0	0	0	0	10
- Increase in Cadet Subsistence Program	0	0	575	0	0	0	575
- Increase in Subsistence - BAS Enlisted Program	0	0	0	7,345	0	0	7,345
- Increase in Total Comm Air Program	0	0	0	0	12,718	0	12,718
- Increase in Trailer Allow Program	0	0	0	0	1	0	1
- Increase in NonTemp Storage Program	0	0	0	0	984	0	984
- Increase in Temp Lodging Program	0	0	0	0	823	0	823
- Increase in POV Contracts	0	0	0	0	100	0	100
Total Increases	323,308	452,580	3,451	43,251	42,710	1,227	866,527

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	(35,932)	(66,448)	(1)	0	(648)	0	(103,029)
Other (PD):	(35,932)	(66,448)	(1)	0	(648)	0	(103,029)
- Decrease in RPA Pricing	(35,887)	(66,448)	0	0	0	0	(102,335)
- Decrease in FICA Pricing	0	0	(1)	0	0	0	(1)
- Decrease in Special Pay Pricing	(45)	0	0	0	0	0	(45)
- Decrease in NonTemp Storage Pricing	0	0	0	0	(648)	0	(648)
Program Decrease	(68,562)	(96,530)	0	(2)	(500)	(5,044)	(170,638)
Strength (PGD):	(1,026)	0	0	0	0	(1,403)	(2,429)
- Decrease in AP Program	(1,026)	0	0	0	0	0	(1,026)
- Decrease in ROTC workyears	0	0	0	0	0	(1,403)	(1,403)
Other (PGD):	(67,536)	(96,530)	0	(2)	(500)	(3,641)	(168,209)
- Decrease in LSTL Program	(5,267)	0	0	0	0	0	(5,267)
- Decrease in Special Pay Program	0	(485)	0	0	0	0	(485)
- Decrease in Flying Duty Crew Program	0	(3)	0	0	0	0	(3)
- Decrease in CEFI Pay Program	0	(3,001)	0	0	0	0	(3,001)
- Decrease in Other Incentive Pay Program	(274)	0	0	0	0	0	(274)
- Decrease in Separation Payments Program	(61,995)	(83,058)	0	0	0	0	(145,053)
- Decrease in Selective Reenlistment Bonus Program	0	(9,882)	0	0	0	0	(9,882)
- Decrease in Enlisted Bonus Program	0	(101)	0	0	0	0	(101)
- Decrease in SIK Total Program	0	0	0	(2)	0	0	(2)
- Decrease in Defense Personnel Property System (DPS)	0	0	0	0	(500)	0	(500)
- Decrease in Unemployment Benefits Program	0	0	0	0	0	(3,640)	(3,640)
- Decrease in Partial DLA Program	0	0	0	0	0	(1)	(1)
Total Decreases	(104,494)	(162,978)	(1)	(2)	(1,148)	(5,044)	(273,667)
FY 2016 DIRECT PROGRAM	8,880,431	16,566,933	71,242	1,105,345	1,232,565	112,806	27,969,322

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SECTION 4

**DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS**

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**PAY AND ALLOWANCES
OF OFFICERS**

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

	<u>Amount</u>
FY 2015 DIRECT PROGRAM	8,661,617
Pricing Increase	121,198
Annualization (PI):	21,409
Annualization 1 Jan 15 raise of 1% on Basic Pay	14,221
Annualization of raise on RPA	4,543
Annualization of raise on FICA	1,084
Annualization 1 Jan 15 inflation rate of 2.9% on BAS	1,561
Pay Raise (PI):	59,539
1 Jan 16 pay raise of 1.3% effect on Basic Pay	42,661
1 Jan 16 pay raise effect on RPA	13,627
1 Jan 16 pay raise effect on FICA	3,251
Inflation Rate (PI):	4,682
1 Jan 16 inflation rate of 3.4% effect on BAS	4,682
BAH Rates (PI):	26,735
1 Jan 16 inflation rate of 1.5% effect on BAH	26,709
Increase in MIHA Payments	26
Other (PI):	8,833
Increase in FICA Payments	750
Increase in Clothing Payments	5
Increase in Aviator Retention Pay Payments	5,705
Increase in COLA Payments	1,325
Increase in TLA Payments	242
Increase in CONUS COLA Payments	6
Increase in LSTL Payments	332
Increase in Separation Payments	468

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

		<u>Amount</u>
Program Increase	202,110	
Strength (PGI):	118,840	
Increase change in WY/longevity for Basic Pay	51,923	
Increase in workyears/longevity for FICA	3,958	
Increase in workyears/longevity for RPA	17,113	
Increase in workyear for BAS	1,611	
Increase in workyears for Clothing Allowance	91	
Increase in workyears Housing Allowance	44,144	
Other (PGI):	83,270	
Increase in Special Pay Payments	60,571	
Increase in FSA Program	45	
Increase in Aviator Retention Pay Payments	19,092	
Increase in HDIP Payments	113	
Increase in Parachute Jumping Payments	7	
Increase in COLA Payments	3,290	
Increase in TLA Payments	147	
Increase in CONUS COLA Payments	5	
Total Increases		323,308
Pricing Decrease	(35,932)	
Other (PI):	(35,932)	
Decrease in RPA Rate Payments	(35,887)	
Decrease in Special Pay Payments	(45)	

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

		<u>Amount</u>
Program Decrease	(68,562)	
Strength (PGD):	(1,026)	
Decrease Aviation Pay Workyears	(1,026)	
Other (PGD):	(67,536)	
Decrease in LSTL Program	(5,267)	
Decrease in Other Incentive Pay Payments	(274)	
Decrease in Separation Payments Payments	(61,995)	
Total Decreases		(104,494)
FY 2016 DIRECT PROGRAM		8,880,431

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2016 Estimate	4,766,155
FY 2015 Estimate	4,653,235
FY 2014 Actual	4,855,941

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 2014 funding requirements included a 1.0% pay raise. The budget for FY 2015 provides for a basic pay increase of 1.0% and 1.30% for FY 2016. Across-the-board pay raises are effective 1 January each year therefore the FY 2015 annualized rate is 1.0% and FY 2016 is 1.225%. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2014 beginning strength was 64,806 and ending with 62,349 using 66,266 workyears.
 FY 2015 beginning strength will be 62,349 and ending with 61,451 using 63,121 workyears.
 FY 2016 beginning strength will be 61,451 and ending with 61,940, using 63,721 workyears.

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

<u>Grade</u>	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	181,051	2,173	11	181,501	1,997	11	183,273	2,016
Lt General	44	181,051	7,966	43	181,501	7,805	44	183,273	8,064
Major General	100	166,560	16,656	102	166,980	17,032	107	168,607	18,041
Brig General	146	145,199	21,199	141	145,560	20,524	139	146,978	20,430
Colonel	3,723	120,455	448,454	3,416	121,660	415,589	3,402	123,150	418,956
Lt Colonel	10,542	97,409	1,026,883	9,919	98,383	975,860	10,176	99,588	1,013,408
Major	14,903	82,684	1,232,247	13,779	83,511	1,150,703	13,918	84,534	1,176,550
Captain	22,579	65,203	1,472,221	21,996	65,873	1,448,946	22,474	66,641	1,497,680
1st Lieutenant	7,304	51,214	374,068	7,234	51,733	374,236	7,141	52,365	373,938
2nd Lieutenant	6,913	36,753	254,074	6,480	37,121	240,543	6,309	37,577	237,072
TOTAL BASIC PAY	66,266		4,855,941	63,121		4,653,235	63,721		4,766,155

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2016 Estimate	1,486,126
FY 2015 Estimate	1,486,415
FY 2014 Actual	1,565,005

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 32.4% for FY 2014, 32.2% for FY 2015 and 31.4% for FY 2016. The part-time RPA rate is 24.5% for FY 2014, 22.5% for FY 2015 and 23.0% for FY 2016.

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	64,187	23,741	1,523,856	61,608	23,678	1,458,751	62,208	23,430	1,457,526
Reserve Component									
Retired Pay Accrual - Part Time	2,079	19,793	41,149	1,513	18,284	27,664	1,513	18,903	28,600
Total Retired Pay Accrual	66,266	23,617	1,565,005	63,121	23,549	1,486,415	63,721	23,322	1,486,126

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2016 Estimate	235,054
FY 2015 Estimate	211,157
FY 2014 Actual	208,643

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 rated 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.
- (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, or (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 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviator Pay</u>									
Yrs Svc Grade									
Less than 2	2,645	1,500	3,968	2,571	1,500	3,857	2,497	1,500	3,746
2 - 3	1,519	1,872	2,844	1,266	1,872	2,370	1,269	1,872	2,376
3 - 4	1,573	2,256	3,549	1,937	2,256	4,370	1,615	2,256	3,643
4 - 6	2,868	2,472	7,090	2,573	2,472	6,360	2,700	2,472	6,674
6 - 14	9,568	7,800	74,630	9,456	7,800	73,757	9,225	7,800	71,955
14 - 22	4,572	10,080	46,086	4,725	10,080	47,628	4,905	10,080	49,442
22 - 23	204	7,020	1,432	146	7,020	1,025	133	7,020	934
23 - 24	256	5,940	1,521	263	5,940	1,562	192	5,940	1,140
24 - 25	249	4,620	1,150	210	4,620	970	213	4,620	984
Above 25	84	3,000	252	80	3,000	240	73	3,000	219
B/G Less than 25	17	2,400	41	17	2,400	41	17	2,400	41
Subtotal Flying Duty Crew	23,555		142,563	23,244		142,180	22,839		141,154
<u>HDIP-AVIATION</u>									
Flying Duty Crew	19	2,160	41	19	2,160	41	19	2,160	41
Flying Duty Non-Crew	60	1,800	108	62	1,800	112	62	1,800	112
Flying Duty Non-Rated	394	2,266	893	405	2,266	918	455	2,266	1,031
Subtotal HDIP-Aviation	473		1,042	486		1,071	536		1,184
<u>Aviator Retention Pay</u>									
Pilots			63,826			66,660			91,457
Subtotal Aviator Retention Bonus			63,826			66,660			91,457
Subtotal Flying Duty Pay			207,431			209,911			233,795
<u>Parachute Jumping</u>	105	1,800	189	115	1,800	207	119	1,800	214
<u>Parachute HALO</u>	190	2,700	513	195	2,700	527	198	2,700	535
<u>Demolition Duty</u>	170	1,800	306	170	1,800	306	170	1,800	306
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	9	1,800	16	9	1,800	16	9	1,800	16
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Hazardous Bio Org	1	1,800	2	1	1,800	2	1	1,800	2
Pressure Chamber Observer	83	1,800	149	85	1,800	153	85	1,800	153
Thermal Stress Experiments	2	1,800	4	2	1,800	4	2	1,800	4
Toxic Fuel Handler	16	1,800	29	15	1,800	27	14	1,800	25
Toxic Pesticides Duty	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	113		204	114		206	113		204
TOTAL INCENTIVE PAY			208,643			211,157			235,054

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2016 Estimate	351,827
FY 2015 Estimate	291,190
FY 2014 Actual	305,429

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., Sections 301 through 355 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 bonus, incentive pay, board 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 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) - 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 have completed residency training and 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 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) Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Physicians - A single lump sum or 4-installment payments 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 one year. Payments are \$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 - 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) - 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. Refined by HA Policy 10-012.
- (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 (IP) - An eligible member who enters into an IP agreement will be paid a total annual payment of \$20,000. Contract can be entered into for a single year or in conjunction with RB. Rates for each specialty are set by Health Affairs across all services.
- (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) Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments 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 (DOMRB). 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 single or 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 - Title 37 U.S.C., Section 302C 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) - Authorized by Title 37 U.S.C., Section 302e. 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) - Title 37 U.S.C., Section 302c (d(1)) 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-BP. 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 - Title 37, U.S.C., Section 302j authorizes 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) - Title 37 U.S.C., Section 302i authorizes payment of \$15,000 per year for a two (2) year contract obligation per Health Affairs.
- (z) Health Professions Accession Bonus (Physician Assistant, Psychologist, Social Worker, AF Public Health Officers) (AB) - Title 37 U.S.C., Section 335 authorizes 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 Pay (Physician Assistant, Psychologist, AF Public Health Officers) (IP) - Title 37 U.S.C., Section 335 authorizes these specialties may be paid an incentive pay at a maximum rate of \$15,000 per year. Rates for each specialty are set by Health Affairs across all services.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (bb) Health Professions Retention Bonus (Physician Assistant, Psychologist, Social Workers, AF Public Health Officers) (RB) - Title 37 U.S.C., Section 335 authorizes 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 FY15 rate is \$6,000 per year for at least a two (2) year contract.
 - (ee) Veterinarians Duty Pay (VDP) - Special pay amount of \$100 per month has been authorized by Title 37 U.S.C., Section 303. VDP is not paid to AF veterinarians who receive HP NP-BCP, IP and/or RB.
 - (ff) Dentist 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 \$75,000 to \$100,000 as a single lump sum payment for a one (1) or two (2) year respective contract obligation.
- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., Section 355. 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) AFSOC Air Operations Flight Assignment Incentive Pay – Authorized by Title 37 U.S.C., Section 307a and the Secretary of the Air Force for personnel assigned to HQ AF Special Operations Command unit (PAS Code BP0VFX3H), assigned to UMD identified operator positions, and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
 - (b) Korea Assignment Incentive Pay - The FY 2005 NDAA Section 617 authorizes assignment incentive pay to personnel assigned to the Republic of Korea who volunteer to extend their service or tours of duty. Korea Assignment Incentive Pay (KAIP) is paid at a rate of \$300 per month.
 - (c) ICBM Field Operations Assignment Incentive Pay – An incentive paid to officers who deploy to the remote locations within the missile complex, often for days at a time (new in FY15).
 - (d) RPA Pilot Assignment Incentive Pay - Active duty Air Force officers with an 18XX rated Air Force Specialty Code (AFSC) assigned as Remotely Piloted Aircraft (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. Authorized by Title 37 U.S.C., Section 307a and the Secretary of the Air Force.
 - (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 and enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The 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 Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C., Section 2121(c)(2).
 - (9) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP; IDP cannot be received.
 - (10) Judge Advocate Continuation Pay - Authorized by 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 - 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.
- (13) Special Pay Realignment: The FY16 Estimate for Officers' Special Pay includes \$59.1M within the Special Pay Realignment line which will be realigned to support our Enlisted personnel. The Air Force requires this funding to support Enlisted special pay and incentives to fill key capability gaps in the nuclear enterprise, cyber, intelligence, surveillance and reconnaissance and force support: SDAP - \$10M (SOF pay equity with other Services; ISR) SRB - \$47M (Aircraft Maintenance, Nuclear Enterprise, ISR and Cyber). An additional \$2.1M will be required for Officer RPA CSRB.

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:

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
MD Additional Special Pay	2,710	15,000	40,650	3,000	15,000	45,000	3,000	15,000	45,000
MD Board Certification Pay	2,180	5,100	11,118	2,100	5,100	10,710	2,100	5,100	10,710
MD Early Commitment ISP	112	23,685	2,653	80	23,688	1,895	60	23,683	1,421
MD Incentive Special Pay	2,420	23,685	57,317	2,328	23,685	55,138	2,300	23,685	54,475
MD Multi-Year Special Pay	936	35,786	33,496	931	35,786	33,317	931	35,786	33,317
MD Variable Special Pay	3,515	8,000	28,120	3,325	8,000	26,600	3,325	8,000	26,600
CWSAB Medical	30	294,800	8,844	20	294,800	5,896	20	294,800	5,896
Physician Pay	11,903	15,307	182,198	11,784	15,152	178,556	11,736	15,118	177,419

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	2	75,000	150	1	75,000	75	1	75,000	75
Dental Additional Pay	700	12,000	8,400	700	12,000	8,400	700	12,000	8,400
Dental Board Certification Pay	400	5,100	2,040	375	5,100	1,913	375	5,100	1,913
Dental Multi-Year Special Pay	330	41,000	13,538	333	41,000	13,653	355	41,000	14,555
Dental Variable Pay	900	8,000	7,200	900	8,000	7,200	900	8,000	7,200
Oral Surgeon ISP	46	30,000	1,380	46	30,000	1,380	52	30,000	1,560
General Dentist Accession Bonus	16	37,500	600	1	37,500	38	3	37,500	113
General Dentist Incentive Pay	233	20,000	4,660	175	20,000	3,500	175	20,000	3,500
General Dentist Retention Bonus	199	25,000	4,975	175	25,000	4,375	175	25,000	4,375
CWSAB Dental	1	300,000	300	2	300,000	600	2	300,000	600
Dentist Pay	2,827	15,296	43,243	2,708	15,190	41,134	2,738	15,446	42,291
Cert RN Anesthetists	92	40,000	3,680	100	40,000	4,000	108	40,000	4,320
Nurse Accession Bonus	142	25,000	3,550	30	25,000	750	30	25,000	750
Nurse Board Certified	428	4,000	1,712	452	4,000	1,808	472	4,000	1,888
Nurse ISP	1,012	15,000	15,180	1,025	15,000	15,375	1,100	15,000	16,500
Nurse Pay	1,674	14,410	24,122	1,607	13,648	21,933	1,710	13,718	23,458
Diplomate Pay (Psychologist)	1	6,000	6	0	0	0	0	0	0
Board Certified Non-Physician Pay	1,198	5,000	5,990	1,198	5,000	5,990	1,198	5,000	5,990
Pharmacy Accession	5	30,000	150	1	30,000	30	1	30,000	30
Pharmacy Officers Special Pay	220	15,000	3,300	200	15,000	3,000	200	15,000	3,000
PHO Accession Bonus	5	10,000	50	10	10,000	100	10	10,000	100
PHO Incentive Pay	179	5,000	895	160	5,000	800	160	5,000	800
PHO Retention Pay	134	6,250	838	120	6,250	750	120	6,250	750
Physicians Assistant Accession Bonus	5	15,000	75	1	15,000	15	1	15,000	15
Physicians Assistant Incentive Pay	289	5,000	1,445	300	5,000	1,500	300	5,000	1,500
Physicians Assistant Retention Pay	220	15,000	3,300	210	15,000	3,150	210	15,000	3,150
Psychologist Accession Bonus	10	15,000	150	2	15,000	30	5	15,000	75
Psychologist Incentive Pay	171	5,000	855	175	5,000	875	180	5,000	900
Psychologist Retention Pay	105	15,000	1,575	105	15,000	1,575	110	15,000	1,650
Social Workers Accession Bonus	10	7,500	75	6	7,500	45	3	7,667	23
Social Workers Retention Pay	0	0	0	150	10,000	1,500	150	10,000	1,500
Optometrists	120	5,000	600	150	1,200	180	150	1,200	180
Optometry Retention	106	10,000	1,060	100	10,000	1,000	100	10,000	1,000
Veterinarians	21	1,200	25	21	1,190	25	21	1,190	25
Biomedical Science Officer Pay	2,799	7,284	20,389	2,909	7,069	20,565	2,919	7,087	20,688

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Anniversary	6	100,000	600	3	100,000	300	0	0	0
Dentist CSRB Initial	6	100,000	600	0	0	0	0	0	0
Medical CSRB Subtotal	12	100,000	1,200	3	100,000	300	0	0	0
Contracting CSRB	50	17,500	875	39	16,800	655	25	15,000	375
Intel CSRB	379	7,400	2,800	379	7,400	2,800	379	7,400	2,800
Special Tactics and Combat Rescue CSRB	66	23,100	1,525	113	23,500	2,660	126	23,700	2,985
Non-Medical CSRB Subtotal	495	10,505	5,200	531	11,516	6,115	530	11,623	6,160
Critical Skills Retention Bonus	507	12,623	6,400	534	12,013	6,415	530	11,623	6,160
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	11	2,200	24	10	2,200	22	10	2,200	22
Lt General	45	500	23	43	512	22	44	500	22
Pers Allowance - General Officer	57	895	51	54	889	48	55	873	48
AFSOC Air Ops Flight AIP	0	0	0	5	9,000	45	7	9,429	66
Korea AIP	134	3,600	484	72	3,600	259	15	3,600	54
ICBM Field Ops AIP	0	0	0	694	3,600	2,498	694	3,600	2,498
RPA Pilot AIP	356	2,100	748	400	2,100	840	463	2,100	972
Assignment Incentive Pay	490		1,232	1,171		3,642	1,179		3,590
Diving Duty	205	1,800	369	247	1,800	445	247	1,800	445
Foreign Language Proficiency Bonus	1,439	3,861	5,558	1,505	3,861	5,811	1,565	3,861	6,043
Hardship Duty Location Pay	3,829	1,200	4,595	908	1,200	1,090	908	1,200	1,090
Health Prof. Scholarship Program (HPSP)	186	1,880	350	186	1,880	350	186	1,880	350
Hostile Fire Pay	3,351	2,700	9,046	579	2,700	1,563	579	2,700	1,563
JAG Bonus	135	28,030	3,784	147	28,030	4,120	145	28,030	4,064
JAG Student Loan Repayment	187	21,700	4,064	253	21,700	5,490	253	21,700	5,490
Pay and Allowance Continuation (PAC)	22	1,260	28	22	1,260	28	22	1,260	28
Special Pay Realignment	0	0	0	0	0	0	0	0	59,100
TOTAL SPECIAL PAY	29,611		305,429	24,614		291,190	24,772		351,827

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

Contracting CSRB	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY 13 & Prior)	25	500	14	280										
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	25	375												
Anniversary Payments			25	375	25	375	25	375						
Current Year 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														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	25	375	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	25	500	39	655	25	375	25	375	0	0	0	0	0	0
Total	50	875	39	655	25	375	25	375	0	0	0	0	0	0

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

Intel CSRB	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	379	2,800												
Anniversary Payments			379	2,800	379	2,800	379	2,800						
Current Year 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														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	379	2,800	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	379	2,800	379	2,800	379	2,800	0	0	0	0	0	0
Total	379	2,800	379	2,800	379	2,800	379	2,800	0	0	0	0	0	0

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

Special Tactics and Combat Rescue CSRB	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY13 & Prior)	10	250	7	175	5	125								
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	56	1,275												
Anniversary Payments			56	1,275	56	1,275	56	1,275	25	500				
Current Year FY 2015														
Initial Payments														
Anniversary Payments			50	1,210	50	1,210	50	1,210	50	1,210	8	160		
Biennial Budget FY 2016														
Initial Payments														
Anniversary Payments					15	375	15	375	15	375	15	375		
Biennial Budget FY 2017														
Initial Payments														
Anniversary Payments							15	375	15	348	15	348	15	348
Biennial Budget FY 2018														
Initial Payments														
Anniversary Payments									20	464	20	464	20	464
Biennial Budget FY 2019														
Initial Payments														
Anniversary Payments											40	928	40	928
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments													30	696
Total														
Initial Payments	56	1,275	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	10	250	113	2,660	126	2,985	136	3,235	125	2,897	98	2,275	105	2,436
Total	66	1,525	113	2,660	126	2,985	136	3,235	125	2,897	98	2,275	105	2,436

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

AFSOC Air Ops Flight AIP	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments														
Anniversary Payments														
Current Year FY 2015														
Initial Payments			5	45										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					7	66								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							8	87						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									7	72				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											9	93		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													10	102
Anniversary Payments														
Total														
Initial Payments	0	0	5	45	7	66	8	87	7	72	9	93	10	102
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	5	45	7	66	8	87	7	72	9	93	10	102

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

Assignment Incentive Pay - Korea

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	134	484												
Anniversary Payments														
Current Year FY 2015														
Initial Payments			72	259										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					15	54								
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														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	134	484	72	259	15	54	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	134	484	72	259	15	54	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - RPA Pilot	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	356	748												
Anniversary Payments														
Current Year FY 2015														
Initial Payments			400	840										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					463	972								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							523	1,098						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									578	1,214				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											634	1,331		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													682	1,432
Anniversary Payments														
Total														
Initial Payments	356	748	400	840	463	972	523	1,098	578	1,214	634	1,331	682	1,432
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	356	748	400	840	463	972	523	1,098	578	1,214	634	1,331	682	1,432

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

ICBM Field Ops AIP	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments														
Anniversary Payments														
Current Year FY 2015														
Initial Payments			694	2,498										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					694	2,498								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							694	2,498						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									694	2,498				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											694	2,498		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													694	2,498
Anniversary Payments														
Total														
Initial Payments	0	0	694	2,498	694	2,498	694	2,498	694	2,498	694	2,498	694	2,498
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	694	2,498	694	2,498	694	2,498	694	2,498	694	2,498	694	2,498

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2016 Estimate	1,515,936
FY 2015 Estimate	1,443,019
FY 2014 Actual	1,486,073

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

Basic Allowance for Housing (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 Fiscal Year 2016 average inflation rate is 1.6%. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumptions are respectively, 1.9% and 1.5% on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached.

However, it should be noted that this 1.5% 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>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	8	30,820	247	7	31,591	221	7	32,096	225
Lt General	34	33,356	1,134	33	34,189	1,128	34	34,737	1,181
Major General	78	32,527	2,537	80	33,340	2,667	83	33,874	2,812
Brig General	117	32,143	3,760	113	32,947	3,723	111	33,474	3,716
Colonel	3,068	30,061	92,231	2,809	30,813	86,554	2,859	31,306	89,504
Lt Colonel	8,454	28,703	242,659	7,923	29,421	233,091	8,307	29,891	248,309
Major	11,493	25,501	293,086	10,603	26,139	277,147	10,949	26,557	290,770
Captain	12,993	21,905	284,610	12,640	22,452	283,796	13,203	22,811	301,180
1st Lieutenant	2,707	18,663	50,522	2,680	19,129	51,266	2,704	19,435	52,553
2nd Lieutenant	2,001	16,831	33,679	1,875	17,252	32,348	1,866	17,528	32,708
Subtotal with Dependents	40,953		1,004,465	38,763		971,941	40,123		1,022,958

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Amount		Workyears	Amount		Workyears	Amount	
Differential	11	31		11	30		11	30	
<u>Without Dependents - Full Allowance</u>									
	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	2	31,857	64	2	32,654	65	2	33,176	66
Major General	4	33,719	135	4	34,562	138	4	35,115	140
Brig General	4	24,878	100	4	25,499	102	4	25,907	104
Colonel	219	26,403	5,782	200	27,063	5,413	203	27,496	5,582
Lt Colonel	846	25,282	21,387	791	25,914	20,498	830	26,329	21,853
Major	1,957	22,862	44,741	1,803	23,434	42,252	1,862	23,809	44,332
Captain	6,922	19,409	134,345	6,730	19,894	133,885	7,030	20,212	142,091
1st Lieutenant	3,936	16,481	64,869	3,894	16,893	65,781	3,930	17,163	67,451
2nd Lieutenant	3,603	14,570	52,497	3,376	14,934	50,419	3,360	15,173	50,983
Subtotal w/o Dependents	17,493		323,920	16,804		318,553	17,225		332,602
<u>Without Dependents - Partial Allowance</u>									
	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	7	493	3	7	505	4	7	514	4
Lt Colonel	13	409	6	13	419	5	13	426	6
Major	31	332	10	29	340	10	30	345	10
Captain	120	277	33	118	284	34	120	289	35
1st Lieutenant	87	220	19	87	226	20	85	229	19
2nd Lieutenant	837	164	138	786	168	132	765	171	131
Subtotal Partial	1,095		209	1,040		205	1,020		205
TOTAL BAH - DOMESTIC			1,328,625			1,290,729			1,355,795

(Amount in Thousands)

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

Grade	FY 2014 Actual			FY 2015 Estimate			FY 2016 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	2	32,460	65	2	33,271	67	2	33,804	68
Colonel	144	50,047	7,203	135	49,737	6,715	137	50,533	6,923
Lt Colonel	546	46,328	25,291	531	46,003	24,428	557	46,739	26,034
Major	858	41,788	35,850	811	41,415	33,588	837	42,078	35,219
Captain	997	37,128	37,013	982	37,024	36,358	1,026	37,617	38,595
1st Lieutenant	124	34,396	4,261	124	34,173	4,237	124	34,720	4,305
2nd Lieutenant	55	33,815	1,857	51	33,644	1,716	51	34,182	1,743
Subtotal With Dependents	2,726		111,540	2,636		107,109	2,734		112,887

Without Dependents

Grade	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	14	36,627	516	13	35,850	466	13	36,424	474
Lt Colonel	73	39,290	2,872	71	39,148	2,780	75	39,774	2,983
Major	202	33,248	6,719	191	32,970	6,297	197	33,497	6,599
Captain	729	28,888	21,062	719	29,139	20,951	750	29,605	22,204
1st Lieutenant	292	27,217	7,950	291	27,938	8,130	294	28,385	8,345
2nd Lieutenant	189	27,285	5,157	178	27,738	4,937	177	28,182	4,988
Subtotal w/o Dependents	1,499		44,276	1,463		43,561	1,506		45,593
Moving-In Housing Allowance	1,827	893	1,632	1,769	916	1,620	1,786	930	1,661
TOTAL BAH - OVERSEAS			157,448			152,290			160,141
GRAND TOTAL BAH			1,486,073			1,443,019			1,515,936

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2016 Estimate 198,685
FY 2015 Estimate 190,571
FY 2014 Actual 195,238

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 1.5% for FY 2014, 2.9% for FY 2015 and 3.4% for FY 2016, effective 1 January each year. The annualized inflation rate for FY 2015 is 2.55% and 3.275% for FY 2016.

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	66,266	2,946	195,238	63,121	3,019	190,571	63,721	3,118	198,685

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2016 Estimate	128,265
FY 2015 Estimate	123,261
FY 2014 Actual	128,610

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	3	16,548	50	3	15,874	48	3	16,068	48
Lt. General	9	13,609	122	8	13,354	107	8	13,517	108
Major General	12	15,294	184	12	14,334	172	13	14,510	189
Brig. General	26	17,742	461	26	17,450	454	26	17,664	459
Colonel	567	16,362	9,277	530	15,968	8,463	537	16,164	8,680
Lt Colonel	1,505	16,002	24,083	1,466	15,643	22,933	1,529	15,835	24,212
Major	2,311	13,968	32,280	2,183	13,632	29,758	2,241	13,799	30,923
Captain	3,299	10,980	36,222	3,252	10,967	35,666	3,376	11,102	37,480
1st Lieutenant	819	8,913	7,299	818	9,005	7,366	821	9,116	7,484
2nd Lieutenant	427	7,882	3,366	401	7,835	3,142	396	7,931	3,141
Subtotal Cost of Living	8,978		113,344	8,699		108,109	8,950		112,724
<u>Temporary Lodging Allowance</u>	11,915	1,281	15,266	11,537	1,313	15,152	11,647	1,334	15,541
TOTAL STATION ALLOWANCES-OVERSEAS			128,610			123,261			128,265

(Amount in Thousands)

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

FY 2016 Estimate 493
FY 2015 Estimate 482
FY 2014 Actual 493

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	523	943	493	506	953	482	511	965	493

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2016 Estimate 2,589
FY 2015 Estimate 2,493
FY 2014 Actual 2,565

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:

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,232	400	1,693	4,110	400	1,644	4,316	400	1,726
Additional Allowances	2,860	200	572	2,769	200	554	2,796	200	559
Civilian Clothing	455	660	300	440	671	295	446	682	304
TOTAL CLOTHING ALLOWANCES	7,547		2,565	7,319		2,493	7,558		2,589

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2016 Estimate 4,743
FY 2015 Estimate 4,698
FY 2014 Actual 12,045

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	630	3,002	1,891	610	3,000	1,830	616	3,000	1,848
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	3,385	3,000	10,154	956	3,000	2,868	965	3,000	2,895
TOTAL FAMILY SEPARATION ALLOWANCE	4,015		12,045	1,566		4,698	1,581		4,743

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2016 Estimate	300
FY 2015 Estimate	300
FY 2014 Actual	194

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	194	300	300

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2016 Estimate	57,589
FY 2015 Estimate	124,168
FY 2014 Actual	222,300

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 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
General	2	9,225	18	2	9,317	19	2	9,431	19
Lt General	6	25,345	152	5	25,598	128	5	25,912	130
Major General	8	17,690	142	10	17,867	179	10	18,086	181
Brig General	13	7,128	93	9	7,199	65	9	7,287	66
Colonel	996	10,062	10,022	691	10,163	7,022	614	10,287	6,315
Lt Colonel	1,507	6,333	9,545	1,141	6,396	7,298	956	6,475	6,189
Major	2,144	5,104	10,947	1,598	5,155	8,238	1,237	5,218	6,454
Captain	1,819	2,895	5,267	1,312	2,924	3,836	864	2,960	2,557
1st Lieutenant	131	2,095	275	110	2,116	233	85	2,142	182
2nd Lieutenant	37	1,422	53	31	1,436	45	24	1,454	35
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	6,663		36,514	4,909		27,063	3,806		22,128
Separation Pay									
Fail Promotion/Unfit	61	31,426	1,917	61	31,740	1,936	61	32,129	1,960
Disability	39	66,718	2,602	34	67,385	2,291	34	68,211	2,319
Invol-Half Pay 5%	2	31,000	62	2	31,310	63	2	31,694	63
Invol-Full Pay 10%	179	62,838	11,248	534	63,466	33,891	179	64,244	11,500
TERA	493	103,972	51,258	151	103,972	15,700	0	0	0
VSP	1,017	96,044	97,677	257	96,044	24,683	0	0	0
VSI Trust Fund			20,328			17,864			18,942
Career Status Bonus	40	17,350	694	39	17,350	677	39	17,350	677
Subtotal Separation Pay	1,831		185,786	1,078		97,105	315		35,461
TOTAL SEPARATION PAYMENTS	8,494		222,300	5,987		124,168	4,121		57,589

(Amount in Thousands)

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

FY 2016 Estimate	363,907
FY 2015 Estimate	354,550
FY 2014 Actual	369,937

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 2014 - 7.65% on first \$117,000 and 1.45% on the remainder
- Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
- Calendar Year 2016 - 7.65% on first \$123,600 and 1.45% on the remainder

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	4,855,941	7.65%	369,937	4,653,235	7.65%	354,550	4,766,155	7.65%	363,907

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**PAY AND ALLOWANCES
OF ENLISTED**

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

Amount

FY 2015 DIRECT PROGRAM		16,277,331
Pricing Increase		234,540
Annualization (PI):	36,238	
Annualization 1 Jan 15 raise of 1% on Basic Pay	25,941	
Annualization of raise on RPA	8,313	
Annualization of raise on FICA	1,984	
Pay Raise (PI):	108,713	
1 Jan 16 pay raise of 1.3% effect on Basic Pay	77,821	
1 Jan 16 pay raise effect on RPA	24,939	
1 Jan 16 pay raise effect on FICA	5,953	
BAH Rates (PI):	49,405	
1 Jan 16 inflation rate of 1.5% effect on BAH	49,288	
Increase in MIHA Payments	117	
Other (PI):	40,184	
Increase in FICA Payments	2	
Increase in Clothing Payments	1,892	
Increase in COLA Payments	4,812	
Increase in TLA Payments	781	
Increase in CONUS COLA Payments	8	
Increase in Special Pay Payments	3	
Increase in LSTL Payments	443	
Increase in Separation Payments	1,197	
Increase in Selective Reenlistment Bonus Payments	31,046	
Program Increase		218,040

**ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES**

(Amount in Thousands)

Strength (PGD):	205,551	
Increase change in WY/longevity for Basic Pay	97,288	
Increase on workyears/longevity for FICA	7,442	
Increase in workyears/longevity for RPA	31,010	
Increase in workyears for Clothing Allowance	5,860	
Increase in workyears Housing Allowance	63,951	
Other (PGD):	12,489	
Increase in LSTL Program	2,801	
Increase in FSA Program	228	
Increase in Non-Fly Crew Member Workyears	44	
Increase in Parachute Jumping Workyears	27	
Increase in Demolition Duty Workyears	99	
Increase in Other Incentive Pay Workyears	111	
Increase in COLA Workyears	8,617	
Increase in TLA Workyears	557	
Increase in CONUS COLA Workyears	5	
Total Increases		452,580
Pricing Decrease		(66,448)
Other (PI):	(66,448)	
Decrease in RPA Rate Payments	(66,448)	
Program Decrease		(96,530)
Other (PGD):	(96,530)	
Decrease in Special Pay Payments	(485)	
Decrease in Flying Duty Crew Workyears	(3)	
Decrease in CEFIP Workyears	(3,001)	
Decrease in Separation Payments	(83,058)	
Decrease in Selective Reenlistment Bonus Workyears	(9,882)	
Decrease in Enlisted Bonus Workyears	(101)	
Total Decreases		(162,978)
FY 2016 DIRECT PROGRAM		16,566,933

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2016 Estimate	8,674,231
FY 2015 Estimate	8,470,317
FY 2014 Actual	8,960,782

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 2014 funding requirements included a 1.0% pay raise. The budget for FY 2015 provides for a basic pay increase of 1.0% and 1.3% for FY 2016. Across-the-board pay raises are effective 1 January each year therefore the FY 2015 annualized rate is 1.0% and FY 2016 is 1.2%. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2014 beginning strength was 261,976 and ending with 250,104 using 267,616 workyears.

FY 2015 beginning strength will be 250,104 and ending with 249,949 using 251,568 workyears.

FY 2016 beginning strength will be 249,949 ending with 251,060 using 254,385 workyears.

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,723	75,161	204,663	2,502	75,912	189,933	2,547	76,842	195,717
Senior Master Sergeant	5,606	59,430	333,164	5,160	60,024	309,725	5,052	60,760	306,957
Master Sergeant	27,487	51,191	1,407,089	24,834	51,703	1,283,992	25,644	52,336	1,342,114
Technical Sergeant	42,364	42,137	1,785,072	39,815	42,558	1,694,443	40,428	43,079	1,741,607
Staff Sergeant	68,889	33,871	2,333,322	62,959	34,209	2,153,793	66,310	34,629	2,296,218
Senior Airman	58,856	26,879	1,581,983	59,018	27,148	1,602,199	52,972	27,480	1,455,681
Airman First Class	49,741	21,997	1,094,148	46,282	22,217	1,028,242	48,430	22,489	1,089,144
Airman	3,737	20,549	76,792	4,193	20,755	87,024	4,258	21,009	89,456
Airman Basic	8,213	17,600	144,549	6,805	17,776	120,966	8,744	17,994	157,337
TOTAL BASIC PAY	267,616		8,960,782	251,568		8,470,317	254,385		8,674,231

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2016 Estimate 2,712,354
FY 2015 Estimate 2,714,455
FY 2014 Actual 2,888,748

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 32.4% for FY 2014, 32.2% for FY 2015 and 31.4% for FY 2016. The part-time RPA rate is 24.5% for FY 2014, 22.5% for FY 2015 and 23.0% FY 2016.

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Active Component									
Retired Pay Accrual - Full Time	260,535	10,813	2,817,226	248,352	10,809	2,684,332	251,169	10,675	2,681,265
Reserve Component									
Retired Pay Accrual - Part Time	7,081	10,101	71,522	3,216	9,367	30,123	3,216	9,667	31,089
Total Retired Pay Accrual	267,616	10,794	2,888,748	251,568	10,790	2,714,455	254,385	10,662	2,712,354

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2016 Estimate	36,123
FY 2015 Estimate	38,877
FY 2014 Actual	38,645

PART I - PURPOSE AND SCOPE

The purpose of Hazardous Duty Incentive Pay (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. The amount is paid at a monthly rate of \$150.
- 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 enlisted members 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 to \$300 per month.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Flying Duty Crew Members

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	12	2,880	35	12	2,880	35	12	2,880	35
Senior Master Sergeant	33	2,880	95	33	2,880	95	33	2,880	95
Master Sergeant	149	2,880	429	149	2,880	429	149	2,880	429
Technical Sergeant	239	2,580	617	243	2,580	627	241	2,580	622
Staff Sergeant	349	2,280	795	347	2,280	791	348	2,280	793
Senior Airman	225	1,980	445	227	1,980	449	227	1,980	449
Airman First Class	41	1,800	74	42	1,800	76	42	1,800	76
Subtotal Flying Duty Crew	1,048		2,490	1,053		2,502	1,052		2,499
<u>Flying Duty Non-Crew Members</u>	146	1,800	263	148	1,800	266	172	1,800	310

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Career Enlisted Flyer Incentive Pay</u>									
Years of Service									
Less than 4 Yrs Avn Svc	3,926	1,800	7,067	3,926	1,800	7,067	3,487	1,800	6,277
More than 4 Yrs Avn Svc	2,270	2,700	6,129	2,270	2,700	6,129	2,016	2,700	5,443
More than 8 Yrs Avn Svc	1,958	4,200	8,224	1,958	4,200	8,224	1,739	4,200	7,304
More than 14 Yrs Avn Svc	1,130	4,800	5,424	1,130	4,800	5,424	1,004	4,800	4,819
Subtotal Career Enlisted Flyer Incentive Pay	9,284		26,844	9,284		26,844	8,246		23,843
Subtotal Flying Duty Pay	10,478		29,597	10,485		29,612	9,470		26,652
<u>Parachute Jumping</u>	595	1,800	1,071	610	1,800	1,098	625	1,800	1,125
<u>Parachute HALO</u>	1,097	2,700	2,962	1,150	2,700	3,105	1,175	2,700	3,173
<u>Demolition</u>	2,127	1,800	3,828	2,182	1,800	3,928	2,237	1,800	4,027
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	34	1,800	61	45	1,800	81	46	1,800	83
Chemical Munitions Handler	16	1,800	29	21	1,800	38	26	1,800	47
Pressure Chamber Observer	203	1,800	365	177	1,800	319	177	1,800	319
Thermal Stress Experiments	2	1,800	4	2	1,800	4	3	1,800	5
Toxic Fuel Handler	397	1,800	715	375	1,800	675	375	1,800	675
Toxic Pesticides Duty	7	1,800	13	7	1,800	13	7	1,800	13
Weapons Control Crew	0	0	0	2	1,800	4	2	1,800	4
Subtotal Other Incentive Duty Pay	659		1,187	629		1,134	636		1,146
TOTAL INCENTIVE PAY	14,956		38,645	15,056		38,877	14,143		36,123

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2016 Estimate	45,799
FY 2015 Estimate	46,284
FY 2014 Actual	95,170

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) 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. 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.
- (3) 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.
- (4) 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.
- (5) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: Subjected to hostile fire or explosion of a hostile mine, or on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other Service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP; IDP cannot be received.
- (6) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C., 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.
- (7) Critical Skills Retention Bonus - Authorized under 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.
- (8) Assignment Incentive Pay:
 - a. AFSOC Air Operations Flight Assignment Incentive Pay - Incentive pay for personnel assigned to HQ AF Special Operations Command unit (PAS Code BP0VFX3H) and assigned to UMD identified operator positions and have successfully completed the unit's required initial training course. Paid at \$750/month for personnel who have a post-training cumulative unit assignment time of less than 36 months; and \$1000/month for personnel who have a post-training cumulative unit assignment time of 36 months or more.
 - b. Korea Assignment Incentive Pay (KAIP) - 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. KAIP is paid at a rate of \$300 per month.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- c. RPA Sensor Ops Incentive Pay – Incentive Pay authorized under Title 37 U.S.C., Section 307a and implemented IAW DoD FMR Volume 7A, Chapter 22, Paragraph 2205. Paid at the same rate as CEFIP and cannot be paid concurrently with CEFIP.
- d. 724th STG Operator Assignment Incentive Pay - Incentive pay for trained special operations forces and certified Federal Aviation Administration air traffic controllers for their willingness to be the first deployed into combat areas by air, land or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields. Paid at a rate of \$750 per month for personnel with a cumulative assignment time of less than 48 months; and \$1,000 per month for personnel with a cumulative assignment time of 48 months or more. Formally Combat Controller Assignment Incentive Pay (CCAIP).
- (9) 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.
- (10) 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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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
Sea and Foreign Duty-Total									
Sea Duty	0	0	0	33	4,200	139	33	4,200	139
Overseas Tour Extension Pay	77	2,000	153	103	2,000	206	103	2,000	206
Subtotal Sea and Foreign Duty-Total	77		153	136		345	136		345
Diving Duty Basic	70	1,320	92	68	1,320	90	65	1,320	86
Diving Duty Pararescue	905	1,800	1,629	954	1,800	1,717	1,005	1,800	1,809
Foreign Language Proficiency Bonus	5,093	3,741	19,052	5,296	3,741	19,813	5,508	3,741	20,606
Hostile Fire Pay	14,377	2,700	38,819	2,394	2,700	6,464	2,394	2,700	6,464
Hardship Duty Location Pay	18,317	1,200	21,980	4,000	1,200	4,800	4,000	1,200	4,800
Critical Skills Retention Bonus	16	150,000	2,400	19	150,000	2,850	16	150,000	2,400

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	0	0	0	7	9,000	63	18	9,667	174
Korea AIP	857	3,600	3,085	400	3,600	1,440	100	3,600	360
RPA Sensor Ops AIP	1,040	2,100	2,184	1,047	2,100	2,199	1,068	2,100	2,243
724th STG Operator AIP	98	10,837	1,062	129	10,860	1,401	130	10,846	1,410
Subtotal Assignment Incentive Pay	1,995		6,331	1,583		5,103	1,316		4,187
College Loan Payback Program	1,521	3,000	4,563	1,500	3,333	5,000	1,500	3,333	5,000
Pay and Allowance Continuation (PAC)	118	1,263	149	79	1,266	100	79	1,266	100
Other Special Pay	0	0	0	0	0	0	0	0	0
TOTAL SPECIAL PAY	42,490		95,170	16,030		46,284	16,020		45,799

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

Critical Skills Retention Bonus	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	16	2,400												
Anniversary Payments														
Current Year 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									23	3,450				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											23	3,450		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													19	2,850
Anniversary Payments														
Total														
Initial Payments	16	2,400	19	2,850	16	2,400	20	3,000	23	3,450	23	3,450	19	2,850
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	16	2,400	19	2,850	16	2,400	20	3,000	23	3,450	23	3,450	19	2,850

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

AFSOC Air Ops Flight AIP	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments														
Anniversary Payments														
Current Year FY 2015														
Initial Payments			7	63										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					18	174								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							22	219						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									24	246				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											24	234		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													24	228
Anniversary Payments														
Total														
Initial Payments	0	0	7	63	18	174	22	219	24	246	24	234	24	228
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	7	63	18	174	22	219	24	246	24	234	24	228

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

Assignment Incentive Pay - Korea	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	857	3,085												
Anniversary Payments														
Current Year FY 2015														
Initial Payments			400	1,440										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					100	360								
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														
Biennial Budget FY 2020														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	857	3,085	400	1,440	100	360	0	0	0	0	0	0	0	0
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	857	3,085	400	1,440	100	360	0	0	0	0	0	0	0	0

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

Assignment Incentive Pay - RPA Sensor Ops	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	1,040	2,184												
Anniversary Payments														
Current Year FY 2015														
Initial Payments			1,047	2,199										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					1,068	2,243								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							1,084	2,276						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									1,116	2,344				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											1,119	2,350		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													1,119	2,350
Anniversary Payments														
Total														
Initial Payments	1,040	2,184	1,047	2,199	1,068	2,243	1,084	2,276	1,116	2,344	1,119	2,350	1,119	2,350
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,040	2,184	1,047	2,199	1,068	2,243	1,084	2,276	1,116	2,344	1,119	2,350	1,119	2,350

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

724th STG Operator AIP	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>	
	Number	Amount												
Prior Obligations (FY13 & Prior)														
Accelerated Payments														
Prior Year FY 2014														
Initial Payments	98	1,062												
Anniversary Payments														
Current Year FY 2015														
Initial Payments			129	1,401										
Anniversary Payments														
Biennial Budget FY 2016														
Initial Payments					130	1,410								
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments							130	1,410						
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments									130	1,413				
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments											131	1,425		
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments													131	1,425
Anniversary Payments														
Total														
Initial Payments	98	1,062	129	1,401	130	1,410	130	1,410	130	1,413	131	1,425	131	1,425
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	98	1,062	129	1,401	130	1,410	130	1,410	130	1,413	131	1,425	131	1,425

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2016 Estimate 55,637
FY 2015 Estimate 55,637
FY 2014 Actual 39,149

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, enlisted AFSCs critical to the Nuclear Enterprise, 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 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	1,804	9,744	1,610	8,694	1,610	8,694
SD-5 (\$375)	2,989	13,452	3,397	15,287	3,397	15,287
SD-4 (\$300)	959	3,453	1,007	3,625	1,007	3,625
SD-3 (\$225)	2,417	6,527	4,770	12,879	4,770	12,879
SD-2 (\$150)	3,018	5,433	7,024	12,643	7,024	12,643
SD-1 (\$75)	600	540	2,788	2,509	2,788	2,509
TOTAL SPECIAL DUTY ASSIGNMENT PAY	11,787	39,149	20,596	55,637	20,596	55,637

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2016 Estimate	185,964
FY 2015 Estimate	164,800
FY 2014 Actual	193,231

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 20 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:

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>
Initial Payments	2,883	18,949	54,630	3,624	19,023	68,939	5,299	19,030	100,839
Anniversary Payments	27,259	5,073	138,286	25,192	3,805	95,861	22,063	3,858	85,125
Accelerated Payments	23	13,696	315	0	0	0	0	0	0
TOTAL	30,165		193,231	28,816		164,800	27,362		185,964

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount												
Prior Obligations (FY13 & Prior)	27,259	138,286	22,395	82,750	15,838	55,469	7,407	34,329	1,424	13,229				
Accelerated Payments	23	315												
Prior Year FY 2014														
Initial Payments	2,883	54,630												
Anniversary Payments			2,797	13,111	2,710	13,111	2,691	10,926	1,426	8,741	528	6,556		
Current Year 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	664	8,273
Biennial Budget FY 2016														
Initial Payments					5,299	100,839								
Anniversary Payments							4,801	22,602	4,652	22,602	4,619	18,835	2,448	15,068
Biennial Budget FY 2017														
Initial Payments							4,987	94,898						
Anniversary Payments									4,837	22,776	4,688	22,776	4,655	18,980
Biennial Budget FY 2018														
Initial Payments									5,158	98,164				
Anniversary Payments											5,003	23,559	4,848	23,559
Biennial Budget FY 2019														
Initial Payments											5,073	96,544		
Anniversary Payments													4,921	23,171
Biennial Budget FY 2020														
Initial Payments													47,422	90,249
Anniversary Payments														
Total														
Initial Payments	2,883	54,630	3,624	68,939	5,299	100,839	4,987	94,898	5,158	98,164	5,073	96,544	47,422	90,249
Anniversary Payments	27,282	138,601	25,192	95,861	22,063	85,125	18,305	84,402	15,721	81,136	16,631	82,756	17,536	89,051
Total SRB	30,165	193,231	28,816	164,800	27,362	185,964	23,292	179,300	20,879	179,300	21,704	179,300	64,958	179,300

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2016 Estimate	10,602
FY 2015 Estimate	10,703
FY 2014 Actual	9,481

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 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 \$50,000 for a minimum two-year period.

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 2014 IEB authorization when they enlisted, but not receive their bonus payment until FY 2016 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, Pararescue and EOD, and Cyber Systems Security careers.

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
771	1,500	1,157	0	1,500	0	0	1,500	0
16	2,000	32	0	2,000	0	0	2,000	0
7	3,000	21	0	3,000	0	0	3,000	0
0	4,000	0	0	4,000	0	0	4,000	0
0	5,000	0	0	5,000	0	0	5,000	0
0	6,000	0	0	6,000	0	0	6,000	0
61	7,000	427	175	7,000	1,225	175	7,000	1,225
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
5	10,000	50	0	10,000	0	0	10,000	0
336	11,000	3,696	406	11,000	4,466	406	11,000	4,466
0	12,000	0	0	12,000	0	0	12,000	0
92	13,000	1,196	111	13,000	1,443	115	13,000	1,495
177	14,000	2,478	169	14,000	2,366	169	14,000	2,366
9	15,000	135	70	15,000	1,050	70	15,000	1,050
0	16,000	0	0	16,000	0	0	16,000	0
17	17,000	289	9	17,000	153	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
Total	1,491	9,481	940		10,703	935		10,602

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2016 Estimate	3,634,327
FY 2015 Estimate	3,519,620
FY 2014 Actual	3,667,708

PART I - PURPOSE AND SCOPE

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Housing (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 Fiscal Year 2016 average inflation rate is 1.6%. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumptions are respectively, 1.9% and 1.5% on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached.

However, it should be noted that this 1.5% 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>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Grade</u>									
Chief Master Sergeant	2,129	22,770	48,482	1,949	23,339	45,485	2,005	23,712	47,543
Senior Master Sergeant	4,184	21,228	88,824	3,829	21,759	83,312	3,788	22,107	83,741
Master Sergeant	20,452	19,860	406,181	18,452	20,356	375,615	19,255	20,682	398,235
Technical Sergeant	28,970	18,733	542,688	27,187	19,201	522,013	27,895	19,508	544,179
Staff Sergeant	38,510	16,365	630,238	35,240	16,775	591,134	37,505	17,043	639,196
Senior Airman	20,808	14,649	304,831	20,848	15,016	313,046	18,909	15,256	288,475
Airman First Class	10,818	14,636	158,341	9,925	15,002	148,898	10,386	15,242	158,307
Airman	512	14,644	7,499	557	15,010	8,361	566	15,250	8,632
Airman Basic	626	14,706	9,206	514	15,074	7,748	661	15,315	10,123
Subtotal with Dependents	127,009		2,196,290	118,501		2,095,612	120,970		2,178,431

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Amount		Workyears	Amount		Workyears	Amount	
Differential	229	732		218	718		220	737	
<u>Without Dependents - Full Allowance</u>									
	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	207	20,595	4,267	190	21,110	4,009	194	21,447	4,161
Senior Master Sergeant	534	18,923	10,107	488	19,396	9,463	483	19,706	9,518
Master Sergeant	3,086	16,860	52,033	2,779	17,282	48,023	2,899	17,558	50,901
Technical Sergeant	6,608	15,704	103,772	6,190	16,096	99,633	6,351	16,354	103,862
Staff Sergeant	19,504	14,110	275,213	17,829	14,463	257,862	18,975	14,695	278,830
Senior Airman	24,153	12,073	291,611	24,169	12,375	299,094	21,921	12,573	275,617
Airman First Class	4,863	11,873	57,741	4,464	12,170	54,328	4,671	12,365	57,757
Airman	186	11,804	2,196	204	12,099	2,468	207	12,292	2,544
Airman Basic	121	10,812	1,308	101	11,082	1,119	129	11,259	1,452
Subtotal without Dependents (Full)	59,262		798,248	56,414		775,999	55,830		784,642
<u>Without Dependents - Partial Allowance</u>									
	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	4	233	1	4	238	1	4	242	1
Senior Master Sergeant	9	190	2	9	194	2	9	197	2
Master Sergeant	94	150	14	88	154	14	91	156	14
Technical Sergeant	238	124	29	231	127	29	234	129	30
Staff Sergeant	1,248	109	137	1,160	112	130	1,222	113	139
Senior Airman	6,686	101	677	6,828	104	708	6,128	105	646
Airman First Class	32,766	97	3,187	30,681	100	3,059	32,105	101	3,253
Airman	2,801	90	252	3,164	92	292	3,213	94	301
Airman Basic	5,997	86	516	4,973	88	439	6,390	90	573
Subtotal without Dependents (Partial)	49,843		4,815	47,138		4,674	49,396		4,959
TOTAL BAH - DOMESTIC			3,000,085			2,877,003			2,968,769

(Amount in Thousands)

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	178	37,621	6,697	172	37,467	6,442	177	38,067	6,738
Senior Master Sergeant	468	35,388	16,561	456	35,116	16,012	451	35,678	16,091
Master Sergeant	2,205	35,182	77,577	2,071	35,052	72,591	2,161	35,612	76,958
Technical Sergeant	3,488	34,382	119,922	3,396	34,503	117,172	3,484	35,055	122,133
Staff Sergeant	4,353	32,127	139,848	4,064	32,182	130,788	4,326	32,697	141,449
Senior Airman	1,667	30,538	50,906	1,709	30,469	52,070	1,551	30,956	48,013
Airman First Class	536	30,320	16,252	502	30,034	15,077	525	30,515	16,020
Airman	10	27,878	279	11	27,470	302	11	27,909	307
Airman Basic	2	25,301	51	2	24,452	49	2	24,844	50
Subtotal with Dependents	12,907		428,093	12,383		410,503	12,688		427,759

Without Dependents

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	30	30,456	916	29	30,752	892	30	31,244	937
Senior Master Sergeant	73	29,354	2,145	71	29,219	2,075	71	29,687	2,108
Master Sergeant	480	29,122	13,981	451	29,073	13,111	470	29,538	13,883
Technical Sergeant	1,320	28,208	37,237	1,285	28,159	36,184	1,319	28,610	37,736
Staff Sergeant	3,894	26,720	104,051	3,635	26,986	98,094	3,869	27,418	106,080
Senior Airman	2,689	24,857	66,841	2,758	24,668	68,033	2,502	25,062	62,706
Airman First Class	292	22,629	6,608	273	22,386	6,111	286	22,744	6,505
Airman	7	23,602	165	8	23,016	184	8	23,384	187
Airman Basic	5	25,329	127	4	25,090	100	5	25,491	127
Subtotal without Dependents	8,790		232,071	8,514		224,784	8,560		230,269
Moving-In Housing Allowance	10,175	733	7,459	9,755	751	7,330	9,864	763	7,530
TOTAL BAH - OVERSEAS			667,623			642,617			665,558
GRAND TOTAL BAH			3,667,708			3,519,620			3,634,327

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2016 Estimate	456,514
FY 2015 Estimate	441,747
FY 2014 Actual	463,215

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

<u>Grade</u>	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	563	12,194	6,865	542	12,114	6,566	559	12,263	6,855
Senior Master Sergeant	1,242	11,304	14,040	1,206	11,114	13,404	1,196	11,251	13,456
Master Sergeant	5,797	10,393	60,247	5,420	10,284	55,739	5,670	10,410	59,024
Technical Sergeant	9,492	9,145	86,803	9,202	9,089	83,635	9,464	9,200	87,069
Staff Sergeant	15,940	7,678	122,389	14,819	7,614	112,837	15,811	7,708	121,865
Senior Airman	12,308	6,087	74,913	12,570	5,980	75,173	11,429	6,054	69,187
Airman First Class	9,849	4,681	46,099	9,222	4,689	43,242	9,775	4,746	46,396
Airman	462	3,998	1,847	521	3,942	2,054	537	3,991	2,143
Airman Basic	82	3,939	323	68	3,956	269	88	4,011	353
Subtotal Cost of Living	55,735		413,526	53,570		392,919	54,529		406,348
<u>Temporary Lodging Allowance</u>	52,837	940	49,689	50,655	964	48,828	51,223	979	50,166
TOTAL STATION ALLOWANCES-OVERSEAS			463,215			441,747			456,514

(Amount in Thousands)

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

FY 2016 Estimate	628
FY 2015 Estimate	614
FY 2014 Actual	634

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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	1,071	592	634	1,027	598	614	1,038	605	628

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2016 Estimate	125,934
FY 2015 Estimate	118,182
FY 2014 Actual	124,961

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	19,224	1,491	28,661	19,232	1,394	26,816	22,305	1,417	31,598
Civilian Life (Female)	4,794	1,700	8,151	4,582	1,622	7,434	4,695	1,648	7,739
Officer Tng School (Male)	216	362	78	202	369	74	199	375	75
Officer Tng School (Female)	55	362	20	48	369	18	51	375	19
AF Academy Prep (Male)	304	950	289	145	967	140	143	983	141
AF Academy Prep (Female)	62	950	59	35	967	34	37	983	36
Subtotal Military Clothing	24,655		37,258	24,244		34,516	27,430		39,608
<u>Civilian Clothing</u>									
Initial	683	989	676	655	1,006	659	662	1,022	677
Continuing	2,935	330	968	2,814	335	944	2,846	341	970
TDY	1,991	495	985	1,909	503	960	1,931	511	987
Subtotal Civilian Clothing	5,609		2,629	5,378		2,563	5,439		2,634
TOTAL INITIAL ALLOWANCES	30,264		39,887	29,622		37,079	32,869		42,242
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	49,604	245	12,143	47,556	241	11,471	48,088	245	11,784
Airmen (Female)	10,954	248	2,721	10,502	248	2,609	10,619	252	2,680
Subtotal	60,558		14,864	58,058		14,080	58,707		14,464
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	152,706	349	53,325	146,439	347	50,778	149,128	352	52,538
Airmen (Female)	35,672	353	12,585	34,199	353	12,065	34,582	358	12,396
Subtotal	188,378		65,910	180,638		62,843	183,710		64,934
<u>Supplemental Maint. Allow.</u>	14,581	295	4,300	13,979	299	4,180	14,135	304	4,294
TOTAL CLOTHING ALLOWANCE			124,961			118,182			125,934

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2016 Estimate 20,517
FY 2015 Estimate 20,289
FY 2014 Actual 47,792

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 monthly rate is \$250 and is prorated to \$8.33 per day after 30 days.

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
PCS CONUS or Overseas with dependents not authorized	4,758	3,000	14,273	4,561	3,000	13,683	4,612	3,000	13,836
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	11,173	3,000	33,519	2,202	3,000	6,606	2,227	3,000	6,681
TOTAL FAMILY SEPARATION ALLOWANCE	15,931		47,792	6,763		20,289	6,839		20,517

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2016 Estimate	1,320
FY 2015 Estimate	1,320
FY 2014 Actual	1,175

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Special Monthly Compensation	1,175	1,320	1,320

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2016 Estimate	126,959
FY 2015 Estimate	206,066
FY 2014 Actual	461,863

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 authorized payment amount cannot be greater than four times the full amount of separation pay for a member of the same pay grade and years of service who is involuntarily separated under Section 1175.
- (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 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
Chief Master Sergeant	409	2,875	1,176	266	2,906	773	286	2,941	841
Senior Master Sergeant	778	2,334	1,816	505	2,356	1,190	543	2,387	1,296
Master Sergeant	4,488	1,987	8,918	2,912	2,007	5,844	3,136	2,032	6,371
Technical Sergeant	4,350	1,975	8,592	2,822	1,995	5,629	3,038	2,019	6,134
Staff Sergeant	9,070	1,658	15,040	5,886	1,675	9,857	6,337	1,695	10,742
Senior Airman	9,945	1,195	11,886	6,454	1,207	7,790	6,948	1,222	8,489
Airman First Class	3,442	1,315	4,527	2,234	1,328	2,967	2,405	1,344	3,233
Airman	1,278	1,345	1,719	830	1,359	1,128	893	1,375	1,228
Airman Basic	2,176	686	1,493	1,412	693	978	1,520	701	1,066
Subtotal LSTL	35,936		55,167	23,321		36,156	25,106		39,400
Separation Pay									
Disability	816	45,056	36,766	670	45,507	30,490	500	46,064	23,032
Invol-Half Pay 5%	318	17,459	5,552	362	17,634	6,383	175	17,850	3,124
Invol-Full Pay 10%	913	39,529	36,090	1,526	39,924	60,925	675	40,413	27,279
TERA	2,469	47,598	117,519	668	47,598	31,795	0	0	0
VSP	3,247	54,002	175,344	131	54,002	6,838	0	0	0
VSI Trust Fund			6,072			5,336			5,658
Subtotal Separation Pay	7,763		377,343	3,357		141,767	1,350		59,093
Career Status Bonus	1,092	26,880	29,353	1,047	26,880	28,143	1,059	26,880	28,466
TOTAL SEPARATION PAYMENTS	44,791		461,863	27,725		206,066	27,515		126,959

(Amount in Thousands)

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

FY 2016 Estimate	663,579
FY 2015 Estimate	647,979
FY 2014 Actual	686,035

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 2014 - 7.65% on first \$117,000 and 1.45% on the remainder
 Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
 Calendar Year 2016 - 7.65% on first \$123,600 and 1.45% on the remainder

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	8,960,782	7.65%	686,035	8,470,317	7.65%	647,979	8,674,231	7.65%	663,579

**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2015 DIRECT PROGRAM		67,792
Pricing Increase	1,188	
Annualization (PI):	156	
Annualization 1 Jan 15 raise of 1% on Basic Pay	145	
Annualization of raise on FICA	11	
Pay Raise (PI):	467	
1 Jan 16 pay raise of 1.3% effect on Basic Pay	434	
1 Jan 16 pay raise effect on FICA	33	
Other (PI):	565	
Subsistence Rate Increase	565	
Program Increase	2,263	
Strength (PGI):	2,263	
Increase in workyears for Basic Pay	1,568	
Increase in workyears Subsistence	120	
Increase in workyears FICA	575	
Total Increases:		3,451
Pricing Decrease		(1)
Other (PD):	(1)	
Decrease in Other FICA Payments	(1)	
Program Decrease		0
Total Decreases:		(1)
FY 2016 DIRECT PROGRAM		71,242

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2016 Estimate	71,242
FY 2015 Estimate	67,792
FY 2014 Actual	66,932

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 2014 funding requirements included a 1.00% pay raise. The budget for FY 2015 provides a basic pay increase of 1.00% and 1.30% for FY 2016, effective 1 January each year. The annualized pay rate is 1.00% for FY 2015 and 1.225% for FY 2016. 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 2014 - \$11.85
 Calendar Year 2015 - \$12.20
 Calendar Year 2016 - \$12.60

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	3,850	12,159	46,812	3,843	12,293	47,243	3,969	12,444	49,390
<u>Subsistence</u>	3,850	4,307	16,582	3,843	4,421	16,990	3,969	4,568	18,130
<u>Social Security Tax (Employer’s Contribution)</u>	3,791		3,538	3,784		3,559	3,910		3,722
TOTAL ACADEMY CADETS			66,932			67,792			71,242

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2015 DIRECT PROGRAM		1,062,096
Pricing Increase		35,906
Annualization 1 Jan 15 inflation rate of 2.9% on BAS	7,914	
1 Jan 16 inflation rate of 3.4% effect on BAS	23,740	
Increase in SIK - Subsist In Mess Total Pricing	3,753	
Increase in SIK - Operational Pricing	349	
Increase in SIK - Augmentation Rations Pricing	150	
Program Increase		7,345
Increase in Subsistence - BAS Enlisted Program	7,345	
Total Increases		43,251
Pricing Decrease		0
Program Decrease		(2)
Decrease in SIK - Subsist In Mess Total Program	(1)	
Decrease in SIK - Operational Program	(1)	
Total Decreases		(2)
FY 2016 DIRECT PROGRAM		1,105,345

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2016 Estimate	1,005,519
FY 2015 Estimate	965,584
FY 2014 Actual	1,024,842

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 in accordance with 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 January. 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 1.5% for FY 2014, 2.9% for FY 2015, and 3.4% for FY 2016, effective 1 January each year. The annualized BAS inflation rate is 2.6% for FY 2015 and 3.3% for FY 2016.

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	268,671	4,275	1,148,503	247,988	4,384	1,087,162	250,128	4,528	1,132,487
When Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
Augmentation of Commuted Rations Allowance	0	0	0	0	0	0	0	0	0
Less Collections			(123,661)			(121,578)			(126,968)
GRAND TOTAL			1,024,842			965,584			1,005,519

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2016 Estimate 3
FY 2015 Estimate 3
FY 2014 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 Supplemental Nutrition Assistance Program (SNAP).

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Family Subsist Sup Allow	3	3	3

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2016 Estimate	134,055
FY 2015 Estimate	129,805
FY 2014 Actual	215,963

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 1.5% for FY 2014, 2.9% for FY 2015 and 3.4% for FY 2016, effective 1 January each year. The annualized BAS inflation rate is 2.6% for FY 2015 and 3.3% for FY 2016. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Annual Rate</u>	<u>Amount</u>
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	4,722	3,951	18,655	4,722	4,052	19,132	4,722	4,184	19,758
Members Taking Meals in Mess			182,188			95,457			98,583
Subtotal Subsistence-In-Mess			200,843			114,589			118,341
<u>Operational Rations</u>									
Meals Ready to Eat	97,730	100	9,790	94,914	103	9,750	94,914	106	10,069
Unitized Group Rations	2,782	315	876	2,782	323	899	2,782	334	928
Subtotal Operational Rations	100,512		10,666	97,696		10,649	97,696		10,997
<u>Augmentation Rations</u>									
Augmentation Rations	14,982	17	258	14,982	18	264	14,982	18	273
Other - Messing	266,442	16	4,196	266,442	16	4,303	266,442	17	4,444
Subtotal Augmentation Rations/Other	281,424		4,454	281,424		4,567	281,424		4,717
GRAND TOTAL SIK	386,658		215,963	383,842		129,805	383,842		134,055
GRAND TOTAL Enlisted Subsistence			1,240,808			1,095,392			1,139,577

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**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2015 DIRECT PROGRAM

1,191,003

Pricing Increase

9,658

Annualization (PI):

330

Annualization 1 Jan 15 raise of 1% effect on DLA for PCS moves

330

Pay Raise (PI):

991

1 Jan 16 pay raise of 1.3% effect on DLA for PCS moves

991

Inflation Rate (PI):

4,527

Increase in rate of ITGBL (HHG)

4,527

Other (PI):

3,810

Increase in Comm Air Pricing

3,432

Increase in Trailer Allow Pricing

1

Increase in Temp Lodging Pricing

377

Program Increase

33,052

Strength (PGI):

18,426

Increase in DLA Program

2,787

Increase in strength of ITGBL (HHG)

15,639

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

		<u>AMOUNT</u>
Other (PGI):	14,626	
Increase in Comm Air Program	12,718	
Increase in Trailer Allow Program	1	
Increase in NonTemp Storage Program	984	
Increase in Temp Lodging Program	823	
Increase in POV Contracts Program	100	
Total Increases		42,710
Pricing Decrease		(648)
Other (PD):	(648)	
Decrease in NonTemp Storage Pricing	(648)	
Program Decrease		(500)
Other (PGD):	(500)	
Decrease in Defense Personnel Property System (DPS) Program	(500)	
Total Decreases		(1,148)
FY 2016 DIRECT PROGRAM		1,232,565

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 1.0% for FY 2014, 1.0% for FY 2015, and 1.3% for FY 2016. The annualized pay raise rate is 1.0% for FY 2015 and 1.225% for FY 2016. The Non-Pay inflation rate is 1.5% for FY 2014, 1.4% for FY 2015, and 1.6% for FY 2016.

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

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
Accession Travel	30,327	82,341	29,963	82,547	33,610	94,021
Training Travel	9,000	66,778	9,420	70,167	9,441	71,403
Operational Travel between Duty Stations	19,300	242,288	19,920	253,145	19,956	257,527
Rotational Travel To and From Overseas	35,529	522,688	37,495	558,009	38,296	578,894
Separation Travel	43,840	203,205	30,181	143,167	31,104	145,515
Travel of Organized Units	1,000	8,631	1,000	8,764	1,000	8,919
Nontemporary Storage *		26,186		23,271		23,607
Temporary Lodging Expense *		32,667		34,360		35,560
Defense Personnel Property System		10,415		11,600		11,100
POV Contracts		8,200		7,900		8,000
TOTAL OBLIGATIONS	138,996	1,203,399	127,979	1,192,930	133,407	1,234,546
Less Reimbursements		1,864		1,927		1,981
TOTAL DIRECT PROGRAM	138,996	1,201,535	127,979	1,191,003	133,407	1,232,565

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

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

	FY 2014 Actual		FY 2015 Estimate		FY 2016 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	0	0	0	0	0	0
AMC	0	0	0	0	0	0
Commercial Air	138,996	260,833	127,979	265,523	133,407	279,651
<u>Travel of Family Members</u>						
Mileage and Per Diem	0	0	0	0	0	0
AMC	0	0	0	0	0	0
Commercial Air	97,521	57,342	95,115	57,620	97,300	59,642
<u>Transportation of Household Goods</u>						
M Tons - MSC	0	0	0	0	0	0
S Tons - AMC	0	0	0	0	0	0
Land Shipment, CONUS & Overseas	0	0	0	0	0	0
ITGBL	103,438	682,620	98,205	661,662	100,517	681,873
Dislocation Allowance	51,575	125,054	53,579	130,911	54,712	135,028
Trailer Allowance	177	79	173	80	176	82
Transportation of POVs	18,881	1	19,222	1	19,727	1
Port Handling Charges		2		2		2
Nontemporary Storage*		26,186		23,271		23,607
Temporary Lodging Expense*		32,667		34,360		35,560
Defense Personnel Property System		10,415		11,600		11,100
POV Contracts		8,200		7,900		8,000
TOTAL OBLIGATIONS		1,203,399		1,192,930		1,234,546
Less Reimbursements		1,864		1,927		1,981
TOTAL DIRECT PROGRAM		1,201,535		1,191,003		1,232,565

*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 2016 Estimate	97,752
FY 2015 Estimate	85,871
FY 2014 Actual	85,674

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	4,232	745	3,153	4,110	756	3,105	4,316	768	3,313
Family Member Travel	1,564	432	675	1,519	438	665	1,595	445	709
Trans of Household Goods	2,256	5,615	12,668	2,191	5,694	12,560	2,300	5,785	13,488
Dislocation Allowance	1,101	2,245	2,472	1,069	2,267	2,424	1,123	2,295	2,577
Nontemporary Storage			165			163			173
Temporary Lodging Expenses			1,149			1,132			1,208
Subtotal Officer Accession Travel			20,282			20,049			21,468
<u>Enlisted Accession Travel</u>									
Member Travel	24,880	1,389	34,571	24,648	1,409	34,728	28,089	1,431	40,209
Family Member Travel	5,720	340	1,944	5,667	345	1,953	6,458	350	2,262
Trans of Household Goods	3,533	5,442	19,198	3,500	5,519	19,445	3,989	5,607	22,672
Dislocation Allowance	3,229	2,250	7,266	3,199	2,273	7,271	3,646	2,301	8,388
Nontemporary Storage			316			318			368
Temporary Lodging Expenses			1,703			1,711			1,982
Subtotal Enlisted Accession Travel			64,998			65,426			75,881
<u>Cadet Accession Travel</u>	1,215	324	394	1,205	329	396	1,205	334	403
TOTAL ACCESSION TRAVEL			85,674			85,871			97,752

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2016 Estimate	75,647
FY 2015 Estimate	74,335
FY 2014 Actual	70,734

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	5,100	749	3,819	5,211	759	3,957	5,223	771	4,029
Family Member Travel	5,294	376	1,991	5,410	381	2,063	5,422	388	2,101
Trans of Household Goods	6,186	5,347	33,077	6,321	5,422	34,285	6,335	5,509	34,912
Dislocation Allowance	3,769	2,780	10,477	3,851	2,808	10,812	3,860	2,842	10,971
Nontemporary Storage			331			342			349
Temporary Lodging Expenses			2,425			2,513			2,559
Subtotal Officer Training Travel			52,120			53,972			54,921
<u>Enlisted Training Travel</u>									
Member Travel	3,900	646	2,519	4,209	655	2,757	4,218	666	2,807
Family Member Travel	1,287	691	889	1,389	701	973	1,392	712	991
Trans of Household Goods	1,127	9,449	10,647	1,216	9,581	11,660	1,219	9,735	11,879
Dislocation Allowance	789	4,258	3,359	851	4,300	3,660	853	4,353	3,713
Nontemporary Storage			124			136			138
Temporary Lodging Expenses			1,076			1,177			1,198
Subtotal Enlisted Training Travel			18,614			20,363			20,726
TOTAL TRAINING TRAVEL			70,734			74,335			75,647

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2016 Estimate	291,607
FY 2015 Estimate	287,363
FY 2014 Actual	274,962

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 on the following page.

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	7,800	728	5,680	7,968	738	5,884	7,982	750	5,988
Family Member Travel	14,417	331	4,767	14,727	335	4,937	14,753	341	5,025
Trans of Household Goods - old	0	0	(2)	0	0	0	0	0	0
Trans of Household Goods	10,405	7,808	81,238	10,629	7,917	84,151	10,648	8,044	85,719
Dislocation Allowance	6,699	3,217	21,549	6,843	3,249	22,232	6,855	3,289	22,544
Nontemporary Storage			267			277			282
Temporary Lodging Expenses			5,211			5,398			5,494
Subtotal Officer Operational Travel			118,710			122,879			125,052
<u>Enlisted Operational Travel</u>									
Member Travel	11,500	417	4,798	11,952	423	5,057	11,974	430	5,147
Family Member Travel	17,242	344	5,930	17,920	349	6,250	17,953	354	6,361
Trans of Household Goods - old	0	0	(1)	0	0	0	0	0	0
Trans of Household Goods	17,687	5,325	94,183	18,382	5,400	99,290	18,416	5,486	101,039
Dislocation Allowance	8,946	2,699	24,143	9,297	2,726	25,341	9,315	2,759	25,701
Trailer Allowance	7	367	3	7	372	3	7	378	3
Nontemporary Storage			235			248			252
Temporary Lodging Expenses			8,346			8,795			8,952
Subtotal Enlisted Operational Travel			137,637			144,984			147,455
Defense Personnel Property System (DPS)			10,415			11,600			11,100
POV Contracts			8,200			7,900			8,000
TOTAL OPERATIONAL TRAVEL			274,962			287,363			291,607

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2016 Estimate	605,641
FY 2015 Estimate	583,725
FY 2014 Actual	546,751

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	6,209	4,922	30,559	6,416	4,991	32,020	6,553	5,071	33,227
Family Member Travel	8,005	1,038	8,310	8,272	1,053	8,708	8,448	1,070	9,035
Pet Quarantine	43	436	19	44	442	19	45	449	20
Trans of Household Goods - old	0	0	2	0	0	0	0	0	0
Trans of Household Goods	6,445	12,169	78,435	6,660	12,339	82,178	6,802	12,537	85,745
Dislocation Allowance	5,567	2,973	16,553	5,753	3,003	17,277	5,875	3,040	17,859
Trailer Allowance	58	1,073	62	60	1,088	65	61	1,106	67
Global POV	4,533	0	1	4,684	0	1	4,784	0	1
Nontemporary Storage			5,011			5,267			5,482
Temporary Lodging Expenses			2,834			2,969			3,082
Subtotal Officer Rotational Travel			141,786			148,504			154,518
<u>Enlisted Rotational Travel</u>									
Member Travel	29,320	4,981	146,039	31,079	5,051	156,968	31,743	5,131	162,886
Family Member Travel	25,667	929	23,836	27,207	942	25,620	27,788	957	26,586
Pet Quarantine	375	101	38	398	102	41	406	104	42
Trans of Household Goods - old	0	0	2	0	0	0	0	0	0
Trans of Household Goods	27,854	6,513	181,399	29,525	6,604	195,038	30,156	6,709	201,993
Dislocation Allowance	20,685	1,809	37,424	21,926	1,827	40,065	22,395	1,850	41,424
Trailer Allowance	56	121	7	59	123	7	60	125	7
Port Handling (HHGS)			2			2			2
Nontemporary Storage			6,785			7,312			7,603
Temporary Lodging Expenses			9,433			10,168			10,580
Subtotal Enlisted Rotational Travel			404,965			435,221			451,123
TOTAL ROTATIONAL TRAVEL			546,751			583,725			605,641

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2016 Estimate	154,431
FY 2015 Estimate	152,331
FY 2014 Actual	216,114

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	6,689	645	4,314	5,008	654	3,275	3,827	664	2,543
Family Member Travel	2,165	960	2,078	1,621	973	1,578	1,238	989	1,224
Trans of Household Goods - old	0	0	(24)	0	0	0	0	0	0
Trans of Household Goods	2,901	15,824	46,714	2,172	16,046	34,977	1,660	16,303	27,259
Nontemporary Storage			4,877			3,684			2,860
Subtotal Officer Separation Travel			57,959			43,514			33,886
<u>Enlisted Separation Travel</u>									
Member Travel	36,752	656	24,118	24,803	665	16,505	26,978	676	18,239
Family Member Travel	14,693	443	6,511	9,916	449	4,456	10,786	457	4,924
Trans of Household Goods - old	0	0	(24)	0	0	0	0	0	0
Trans of Household Goods	23,132	5,156	119,375	15,673	5,228	82,243	17,047	5,312	91,216
Trailer Allowance	22	317	7	15	321	5	16	326	5
Nontemporary Storage			8,032			5,480			6,056
Subtotal Enlisted Separation Travel			158,019			108,689			120,440
<u>Cadet Separation Travel</u>	399	341	136	370	345	128	299	351	105
TOTAL SEPARATION TRAVEL			216,114			152,331			154,431

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2016 Estimate	9,468
FY 2015 Estimate	9,305
FY 2014 Actual	9,164

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	150	591	89	150	599	90	150	609	91
Family Member Travel	193	341	66	193	346	67	193	352	68
Trans of Household Goods	186	6,636	1,234	186	6,729	1,256	186	6,836	1,281
Dislocation Allowance	129	2,930	378	129	2,959	382	129	2,995	386
Nontemporary Storage			2			2			2
Temporary Lodging Expenses			80			81			83
Subtotal Officer Unit Travel			1,849			1,878			1,911
<u>Enlisted Unit Travel</u>									
Member Travel	850	758	644	850	769	653	850	781	664
Family Member Travel	1,274	271	345	1,274	275	350	1,274	279	356
Trans of Household Goods - old	0	0	1	0	0	0	0	0	0
Trans of Household Goods	1,308	3,396	4,441	1,308	3,443	4,519	1,308	3,498	4,608
Dislocation Allowance	661	2,167	1,433	661	2,189	1,447	661	2,216	1,465
Nontemporary Storage			41			42			42
Temporary Lodging Expenses			410			416			422

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2015 DIRECT PROGRAM		116,623
Pricing Increase		1,189
Increase in Unemployment Benefits Pricing	892	
Increase in Partial DLA Pricing	7	
Increase in ROTC Pricing	81	
Increase in JROTC Pricing	209	
Program Increase		38
Strength (PGI):	38	
Increase in JROTC workyears	38	
Total Increases		1,227
Program Decrease		(5,044)
Strength (PGD):	(1,403)	
Decrease in ROTC workyears	(1,403)	
Other (PGD):	(3,641)	
Decrease in Unemployment Benefits Program	(3,640)	
Decrease in partial DLA moves	(1)	
Total Decreases		(5,044)
FY 2016 DIRECT PROGRAM		112,806

(Amount in Thousands)

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

FY 2016 Estimate 18
FY 2015 Estimate 18
FY 2014 Actual 17

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	21	810	17	21	821	18	21	834	18

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2016 Estimate	2,691
FY 2015 Estimate	2,691
FY 2014 Actual	2,435

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,435	2,691	2,691

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2016 Estimate	15,100
FY 2015 Estimate	15,100
FY 2014 Actual	15,800

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 FY15 and FY16, 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:

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	18	100,000	1,800	15	100,000	1,500	15	100,000	1,500
Enlisted	140	100,000	14,000	136	100,000	13,600	136	100,000	13,600
TOTAL	158		15,800	151		15,100	151		15,100

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2016 Estimate	52,962
FY 2015 Estimate	55,710
FY 2014 Actual	74,248

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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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>
Unemployment Compensation	19,670	3,775	74,248	14,557	3,827	55,710	13,619	3,889	52,962

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2016 Estimate 0
FY 2015 Estimate 0
FY 2014 Actual 10,346

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 FY2014 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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	6,719	0	0
Traumatic Injury-SGLI	3,627	0	0
Total	10,346	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2016 Estimate	185
FY 2015 Estimate	185
FY 2014 Actual	231

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Education Benefits	231	185	185

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2016 Estimate 305
FY 2015 Estimate 305
FY 2014 Actual 305

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).

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	145	2,103	305	145	2,103	305	145	2,103	305

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2016 Estimate	2,262
FY 2015 Estimate	2,262
FY 2014 Actual	2,600

PART I - PURPOSE AND SCOPE

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program that offers qualified federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law. E.O. 13150 was codified at 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 2014 \$1,905 annualized rate includes \$245/month from calendar year 2013 and \$130/month from calendar year 2014. The rate for FY 2015 and FY 2016 is \$130/month for each fiscal year. Details of the cost computation are provided in the following table:

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	1,037	1,905	1,975	1,100	1,560	1,716	1,100	1,560	1,716
Enlisted	328	1,905	625	350	1,560	546	350	1,560	546
TOTAL	1,365		2,600	1,450		2,262	1,450		2,262

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2016 Estimate	569
FY 2015 Estimate	563
FY 2014 Actual	534

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 2014, this allowance has increased to \$701.84. The FY 2015 and FY 2016 estimates reflect annualized inflation factors of 1.0% for both years. 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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Partial Dislocation Allowance	534	563	569

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2016 Estimate	9,430
FY 2015 Estimate	10,911
FY 2014 Actual	14,209

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
	Amount	Amount	Amount
Subsistence Allowance	10,436	7,578	6,155
Uniforms	2,923	2,765	2,701
Pay & Allowances	100	50	51
Subsistence-In-Kind	428	392	397
Foreign Language Incentive Program	322	126	126
TOTAL Requirement	14,209	10,911	9,430

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:

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	10,864	450	4,889	7,429	350	2,600	7,333	350	2,567
Fourth Year (AS400)	11,093	500	5,547	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:	7,408	277	2,049	7,670	280	2,151	7,289	285	2,077
Uniforms, Commutation in Lieu:	900	897	808	507	910	461	507	924	469

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 (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. Rate shown is an average rate.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	84	1,024	86	34	1,029	35	34	1,059	36
Subsistence of Summer Field Training:	1,064	385	410	742	391	290	742	396	294
Uniforms, Issue-in-Kind:	325	203	66	742	206	153	742	209	155

Foreign Language Incentive Program

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	378	852	322	170	741	126	170	741	126

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2016 Estimate 15,946
FY 2015 Estimate 15,787
FY 2014 Actual 17,638

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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	14,605	13,305	13,450
Uniforms	1,328	1,424	1,429
Pay & Allowances	216	221	224
Subsistence-In-Kind	484	447	453
Foreign Language Incentive Program	1,005	390	390
TOTAL Requirement	17,638	15,787	15,946

(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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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)	7,927	300	2,378	7,300	250	1,825	7,300	250	1,825
Second Year (AS200)	8,323	350	2,913	9,303	300	2,791	9,303	300	2,791
Third Year (AS300)	7,867	450	3,540	9,453	350	3,309	9,338	350	3,268
Fourth Year (AS400)	11,548	500	5,774	13,451	400	5,380	13,916	400	5,566
Totals			14,605			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 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 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:	3,673	277	1,016	3,932	280	1,103	3,870	285	1,103
Uniforms, Commutation in Lieu:	261	897	234	147	910	134	147	924	136

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

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.

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	810	11	9	810	12	10	810	12	10

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 (01) basic pay with less than two years of service. Rate shown is an average rate.

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

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	97	1,031	100	100	1,040	104	100	1,050	105
Subsistence of Summer Field Training:	1,236	384	475	908	390	354	908	395	359
Uniforms, Issue-in-Kind:	384	203	78	908	206	187	908	209	190

Foreign Language Incentive Program

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

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	1,285	782	1,005	707	552	390	707	552	390

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2016 Estimate 13,338
FY 2015 Estimate 13,091
FY 2014 Actual 13,736

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms and subsistence-in-kind (meals) for students enrolled in the Junior ROTC program at secondary education institutions. The dollar rate for uniforms is a composite of complete issues for new members and partial replacements for other members. The estimate for subsistence-in-kind covers the cost of meals for students participating in curriculum in action trips, summer leadership schools and Science, Technology, Engineering and Math (STEM) camps.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data and adjusted for military personnel non-pay inflation.

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	79,403	157	12,473	75,373	159	12,005	75,352	162	12,194
Subsistence-In-Kind:	52,030	24	1,263	44,122	25	1,086	45,750	25	1,144
			13,736			13,091			13,338

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	22	11	33	22	11	33	22	11	33
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	7	7	0	7	7	0	7	7
National Security Council (NSC)	5	0	5	5	0	5	5	0	5
Central Intelligence Agency (CIA)	8	1	9	8	1	9	8	1	9
Law Enforcement SP (LESP)	0	3	3	0	3	3	0	3	3
Joint Center for Internation Sec Forces Assist	1	0	1	1	0	1	1	0	1
Domestic Nuclear Detection Office (DNDO)	6	1	7	6	1	7	6	1	7
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	78	30	108	78	30	108	78	30	108
Reimbursable Personnel:									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	9	4	13	9	4	13	9	4	13
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
Subtotal Reimbursable Personnel	27	5	32	27	5	32	27	5	32

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2014 Actual			FY 2015 Estimate			FY 2016 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
In Support Non DoD Functions:									
NASA	31	0	31	31	0	31	31	0	31
Foreign Military Sales	115	53	168	103	47	150	92	47	139
Training Cases (Included in Foreign Military Sales)	23	3	26	23	3	26	23	3	26
Subtotal Non-DoD Functions	146	53	199	134	47	181	123	47	170
Assigned to DoD Activities in Support of									
DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	93	29	122	92	28	120	92	28	120
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	13	16	3	13	16
Defense Logistics Agency (DLA)	115	35	150	115	35	150	115	35	150
Depot Maintenance Activity Group (DMAG)	68	98	166	68	98	166	68	98	166
Supply Management Activity Group (SMAG)	41	16	57	41	16	57	41	16	57
Subtotal Working Capital Fund	325	285	610	324	282	606	324	282	606
Total - Reimbursable	498	343	841	485	334	819	474	334	808
Total - Nonreimbursable	78	30	108	78	30	108	78	30	108
Grand Total	576	373	949	563	364	927	552	364	916

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
Subsistence	36,829	38,297	39,493
Strength Related:			
Officer - Basic Pay	114,931	122,088	126,203
Other Pay and Allowances	53,776	57,516	60,142
Enlisted - Basic Pay	102,975	101,820	104,684
Other Pay and Allowances	45,721	44,951	45,998
Retired Pay Accrual	70,615	72,105	72,505
PCS Travel	1,864	1,927	1,981
Strength Related Subtotal	389,882	400,407	411,513
TOTAL PROGRAM	426,711	438,704	451,006

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

	AY 13-14 (FY14)			AY 14-15 (FY15)			AY 15-16 (FY16)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	4,036	3,814	3,591	4,400	4,070	3,740	4,400	4,070	3,740
Second Year	3,364	2,847	2,329	3,200	2,473	1,745	3,200	2,473	1,745
Total Basic	7,400	6,660	5,920	7,600	6,543	5,485	7,600	6,543	5,485
Third Year	1,119	1,133	1,146	880	867	853	880	867	853
Fourth Year	1,228	1,262	1,295	859	844	829	818	806	794
Total Advanced	2,347	2,394	2,441	1,739	1,711	1,682	1,698	1,673	1,647
Extended Active	28	25	21	0	0	0	0	0	0
Total Non-Scholarship	9,775	9,079	8,382	9,339	8,253	7,167	9,298	8,215	7,132
<u>Senior ROTC - Scholarship</u>									
First Year	857	806	755	800	883	965	800	883	965
Second Year	1,034	991	947	940	1,135	1,330	940	1,135	1,330
Total Basic	1,891	1,797	1,702	1,740	2,018	2,295	1,740	2,018	2,295
Third Year	1,124	1,098	1,072	1,120	1,104	1,087	1,120	1,104	1,087
Fourth Year	970	955	940	1,094	1,078	1,061	1,042	1,027	1,011
Total Advanced	2,094	2,053	2,012	2,214	2,181	2,148	2,162	2,130	2,098
Extended Active	270	225	179	355	285	215	355	285	215
Total Scholarship	4,255	4,074	3,893	4,309	4,484	4,658	4,257	4,433	4,608
<u>Total Enrollment</u>									
First Year	4,893	4,620	4,346	5,200	4,953	4,705	5,200	4,953	4,705
Second Year	4,398	3,837	3,276	4,140	3,608	3,075	4,140	3,608	3,075
Total Basic	9,291	8,457	7,622	9,340	8,560	7,780	9,340	8,560	7,780
Third Year	2,243	2,231	2,218	2,000	1,970	1,940	2,000	1,970	1,940
Fourth Year	2,198	2,217	2,235	1,953	1,922	1,890	1,860	1,833	1,805
Total Advanced	4,441	4,447	4,453	3,953	3,892	3,830	3,860	3,803	3,745
Extended Active	298	249	200	355	285	215	355	285	215
Total ROTC Enrollment	14,030	13,153	12,275	13,648	12,737	11,825	13,555	12,648	11,740
Complete.Commissioned			1,626			1,540			1,400
Comp,Com Defr (No Adl Ent)	135	104	72	116	191	265	116	191	265
(Cum Proj in Defr Status)									
Complete, 5 Year Deg Ent	136	187	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**

	AY 13-14	AY 14-15	AY 15-16
	Sep 2014	Sep 2014	Sep 2014
1st Year Cadet (Freshmen)	65,340	64,395	65,132
2nd Year Cadet (Sophomores)	31,460	31,005	31,361
3rd Year Cadet (Juniors)	15,730	15,503	15,679
4th Year Cadet (Seniors)	8,470	8,347	8,442
Total	121,000	119,250	120,614
Number of Junior ROTC Detachments	867	870	870

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

	<u>End FY 2014 Actual</u>	<u>End FY 2015 Estimate</u>	<u>End FY 2016 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	58	58	58
Military Personnel (End Strength) 1/	926	926	926
 Junior ROTC			
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 2014 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	13	13	12	11	11	11	11	12	12	11	12	11
O-9 Lieutenant General	44	44	45	45	44	44	41	43	46	46	45	44
O-8 Major General	94	97	97	97	98	94	94	99	92	94	97	96
O-7 Brigadier General	143	142	141	141	141	142	141	139	140	140	139	138
O-6 Colonel	3,596	3,581	3,572	3,564	3,589	3,619	3,644	3,699	3,710	3,557	3,496	3,318
O-5 Lt Colonel	9,920	9,890	9,905	9,908	9,914	9,928	9,932	9,988	9,956	9,840	9,659	9,462
O-4 Major	14,152	14,362	14,568	14,504	14,456	14,433	14,434	14,507	14,442	14,259	13,900	13,584
O-3 Captain	22,246	21,789	21,496	21,586	21,634	21,466	21,333	22,396	22,605	22,766	22,708	21,974
O-2 1st Lieutenant	7,304	7,370	7,280	7,113	7,002	7,033	7,066	7,111	7,150	7,269	7,309	7,193
O-1 2nd Lieutenant	6,900	6,866	6,989	7,109	7,177	7,300	7,161	6,862	6,781	6,518	6,265	6,529
Total Officers	64,412	64,154	64,105	64,078	64,066	64,070	63,857	64,856	64,934	64,500	63,630	62,349
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,580	2,575	2,562	2,560	2,557	2,566	2,566	2,560	2,547	2,542	2,528	2,508
E-8 Senior Master Sergeant	5,141	5,167	5,195	5,231	5,259	5,295	5,275	5,289	5,284	5,243	5,197	5,136
E-7 Master Sergeant	26,550	26,378	26,319	26,282	26,249	26,309	26,325	26,320	26,302	26,148	25,482	25,399
E-6 Technical Sergeant	41,193	40,977	40,985	40,995	40,920	40,871	40,810	40,710	40,585	40,603	39,172	38,582
E-5 Staff Sergeant	67,705	67,900	67,821	67,672	67,822	67,740	67,695	67,606	67,160	66,792	66,005	63,582
E-4 Senior Airman	55,940	56,564	56,559	57,038	57,260	57,713	57,822	58,166	58,269	58,532	58,268	57,402
E-3 Airman First Class	51,191	50,686	50,570	49,964	49,644	49,486	49,252	48,585	48,109	47,612	47,457	46,315
E-2 Airman	3,479	3,343	3,405	3,635	3,624	3,526	3,813	3,871	3,899	4,023	4,112	3,973
E-1 Airman Basic	7,800	8,039	8,432	8,741	8,930	8,683	8,745	8,342	7,731	7,839	7,557	7,207
Total Enlisted	261,579	261,629	261,848	262,118	262,265	262,189	262,303	261,449	259,886	259,334	255,778	250,104
<u>Cadets</u>	3,904	3,891	3,864	3,860	3,841	3,833	3,819	2,815	3,970	3,905	3,892	3,879
Total End Strength	329,895	329,674	329,817	330,056	330,172	330,092	329,979	329,120	328,790	327,739	323,300	316,332

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

FY 2015 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	13	11	11	11	11	11	11	11	11	11
O-9 Lieutenant General	43	43	43	43	41	41	41	42	43	43	43	45
O-8 Major General	96	95	99	100	101	100	102	103	102	102	101	101
O-7 Brigadier General	137	139	139	140	139	138	134	134	136	136	133	134
O-6 Colonel	3,319	3,301	3,259	3,278	3,303	3,333	3,358	3,413	3,424	3,349	3,274	3,265
O-5 Lt Colonel	9,344	9,333	9,342	9,334	9,376	9,427	9,479	9,474	9,498	9,475	9,422	9,409
O-4 Major	13,459	13,410	13,497	13,433	13,385	13,362	13,363	13,206	13,277	13,226	13,226	13,090
O-3 Captain	21,749	21,518	21,672	21,453	21,321	21,209	21,115	21,465	21,815	22,015	22,065	22,090
O-2 1st Lieutenant	7,260	7,217	7,138	7,141	7,140	7,154	7,094	7,116	7,081	7,103	7,178	7,183
O-1 2nd Lieutenant	6,505	6,581	6,534	6,601	6,628	6,672	6,584	6,343	6,358	6,292	6,125	6,123
Total Officers	61,924	61,649	61,736	61,534	61,445	61,447	61,281	61,307	61,745	61,752	61,578	61,451
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,483	2,461	2,446	2,399	2,400	2,405	2,410	2,408	2,408	2,410	2,411	2,490
E-8 Senior Master Sergeant	5,078	5,060	5,015	4,970	4,935	4,924	4,930	4,938	4,948	4,958	4,968	4,977
E-7 Master Sergeant	25,072	24,943	24,443	24,270	23,750	23,811	23,839	23,923	24,012	23,856	24,270	24,516
E-6 Technical Sergeant	38,517	38,541	38,573	38,660	38,780	38,910	39,331	39,400	39,425	39,527	39,474	39,617
E-5 Staff Sergeant	63,181	62,897	62,701	62,468	61,936	61,763	61,706	61,648	61,715	62,156	61,921	61,851
E-4 Senior Airman	57,690	58,183	57,940	58,067	57,948	58,334	58,193	58,399	58,749	59,279	59,225	59,212
E-3 Airman First Class	46,045	45,330	46,242	46,344	46,249	46,241	46,122	46,049	46,091	45,716	46,311	46,297
E-2 Airman	4,173	4,235	4,190	4,200	4,191	4,190	4,180	4,173	4,177	4,143	4,197	4,195
E-1 Airman Basic	6,757	6,963	6,752	6,781	6,787	6,785	6,768	6,757	6,763	6,708	6,796	6,794
Total Enlisted	248,996	248,613	248,302	248,159	246,976	247,363	247,479	247,695	248,288	248,753	249,573	249,949
<u>Cadets</u>	3,869	3,861	3,860	3,858	3,841	3,833	3,819	2,815	3,970	3,905	3,892	3,879
Total End Strength	314,789	314,123	313,898	313,551	312,262	312,643	312,579	311,817	314,003	314,410	315,043	315,279

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

FY 2016 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	11	11	11	11	11	11	11	11	10
O-9 Lieutenant General	44	44	44	44	42	42	42	43	44	45	45	45
O-8 Major General	101	102	105	106	107	105	107	108	107	105	103	100
O-7 Brigadier General	135	136	137	138	137	136	133	133	135	135	135	134
O-6 Colonel	3,280	3,295	3,298	3,314	3,325	3,348	3,355	3,341	3,298	3,299	3,302	3,299
O-5 Lt Colonel	9,475	9,578	9,582	9,689	9,789	9,799	9,798	9,778	9,768	9,701	9,601	9,529
O-4 Major	13,229	13,258	13,297	13,356	13,443	13,529	13,688	13,732	13,743	13,655	13,671	13,393
O-3 Captain	22,191	22,201	22,212	22,225	22,325	22,215	21,950	21,848	21,858	21,891	22,122	22,166
O-2 1st Lieutenant	7,228	7,237	7,105	7,106	7,105	7,119	7,059	6,989	6,918	6,934	6,869	6,876
O-1 2nd Lieutenant	6,192	6,184	6,235	6,320	6,355	6,399	6,309	6,263	6,308	6,303	6,367	6,388
Total Officers	61,887	62,047	62,027	62,309	62,639	62,703	62,452	62,246	62,190	62,079	62,226	61,940
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,464	2,453	2,460	2,457	2,457	2,465	2,479	2,482	2,486	2,487	2,493	2,497
E-8 Senior Master Sergeant	4,878	4,870	4,885	4,788	4,801	4,811	4,856	4,878	4,904	4,918	4,940	4,943
E-7 Master Sergeant	25,012	24,990	25,098	25,086	25,141	25,214	24,991	25,032	25,163	25,195	25,081	25,194
E-6 Technical Sergeant	39,638	39,597	39,753	39,746	39,735	39,674	39,791	39,649	39,601	39,542	39,358	39,417
E-5 Staff Sergeant	66,103	66,010	66,052	65,874	66,103	65,377	65,754	65,730	65,617	65,597	65,395	64,997
E-4 Senior Airman	49,962	50,217	50,434	50,715	51,133	52,705	52,773	53,128	53,110	53,418	53,682	53,760
E-3 Airman First Class	49,045	48,913	48,942	48,728	48,489	48,063	48,283	47,879	47,899	47,682	47,852	47,781
E-2 Airman	4,347	4,329	4,242	4,322	4,379	4,249	4,212	4,287	4,142	4,149	4,160	3,990
E-1 Airman Basic	8,453	8,970	9,076	9,519	9,333	9,102	8,932	8,715	8,332	8,303	8,513	8,481
Total Enlisted	249,902	250,349	250,942	251,235	251,571	251,660	252,071	251,780	251,254	251,291	251,474	251,060
<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	315,777	316,378	316,947	317,507	318,127	318,268	318,419	317,051	317,572	317,491	317,772	317,000