

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2017 Budget Estimates



**MILITARY PERSONNEL APPROPRIATION
February 2016**

**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
TABLE OF CONTENTS**

Page No.

SECTION 1 - Summary of Requirements by Budget Program	
1 Summary of Requirements by Budget Program - Active Forces	3
SECTION 2 - Introductory Statement	5
SECTION 3 - Summary Tables	11
1 Summary of Military Personnel Strength	12
2 Military Personnel by End Strength by Grade	13
3 Military Average Strength by Grade	14
4 Military Personnel Active Duty Strengths by Month	15
5 Gains and Losses by Source and Type	17
6 Summary of Entitlements by Subactivity	20
7 Analysis of Appropriation Changes	23
8 Schedule of Increases and Decreases	25
SECTION 4 - Detail of Military Personnel Entitlements	29
1 Pay and Allowances of Officers	31
2 Pay and Allowances of Enlisted	65
3 Pay and Allowances of Cadets	99
4 Subsistence of Enlisted Personnel	103
5 Permanent Change of Station Travel	109
6 Other Military Personnel Costs	127
SECTION 5 - Special Analysis	145
1 Schedule of Military Assigned Outside DoD	146
2 Reimbursable Programs	148
3 ROTC Strength	149
4 JROTC Strength	150
5 ROTC Programs	151
6 Monthly End Strength by Pay Grade	152

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

	FY 2015 Actual	FY 2016 Enacted	FY 2017 Estimate
<u>Direct Program</u>			
Pay and Allowances of Officers	8,517,863	8,653,907	8,862,351
Pay and Allowances of Enlisted Personnel	16,001,484	16,315,907	16,570,647
Pay and Allowances of Cadets	70,437	71,242	72,144
Subsistence of Enlisted Personnel	1,048,289	1,060,345	1,104,463
Permanent Change of Station Travel	1,173,921	1,232,565	1,209,149
Other Military Personnel Costs	119,942	112,806	125,861
TOTAL DIRECT PROGRAM	26,931,936	27,446,772	27,944,615
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	219,655	231,238	237,272
Pay and Allowances of Enlisted Personnel	183,828	183,555	187,604
Subsistence of Enlisted Personnel	33,296	34,232	35,193
Permanent Change of Station Travel	1,925	1,981	2,036
TOTAL REIMBURSABLE PROGRAM	438,704	451,006	462,105
<u>Total Baseline Program</u>			
Pay and Allowances of Officers	8,737,518	8,885,145	9,099,623
Pay and Allowances of Enlisted Personnel	16,185,312	16,499,462	16,758,251
Pay and Allowances of Cadets	70,437	71,242	72,144
Subsistence of Enlisted Personnel	1,081,585	1,094,577	1,139,656
Permanent Change of Station Travel	1,175,846	1,234,546	1,211,185
Other Military Personnel Costs	119,942	112,806	125,861
TOTAL BASELINE PROGRAM FUNDING	27,370,640	27,897,778	28,406,720
<u>OCO Funding - FY 2015 P.L. 113-235, FY 2016 P.L. 114-113</u>			
Pay and Allowances of Officers	168,727	190,057	0
Pay and Allowances of Enlisted Personnel	390,521	393,920	0
Subsistence of Enlisted Personnel	120,977	106,942	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	34,764	35,207	0
TOTAL OCO FUNDING	714,989	726,126	0

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

	FY 2015 Actual	FY 2016 Enacted	FY 2017 Estimate
<u>Total Program</u>			
Pay and Allowances of Officers	8,906,245	9,075,202	9,099,623
Pay and Allowances of Enlisted Personnel	16,575,833	16,893,382	16,758,251
Pay and Allowances of Cadets	70,437	71,242	72,144
Subsistence of Enlisted Personnel	1,202,562	1,201,519	1,139,656
Permanent Change of Station Travel	1,175,846	1,234,546	1,211,185
Other Military Personnel Costs	154,706	148,013	125,861
TOTAL PROGRAM	28,085,629	28,623,904	28,406,720
LESS: FY 2016 P.L. 114-113			
Pay and Allowances of Officers	0	(190,057)	0
Pay and Allowances of Enlisted Personnel	0	(393,920)	0
Subsistence of Enlisted Personnel	0	(106,942)	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	(35,207)	0
TOTAL PROGRAM	0	(726,126)	0
Revised Total Program			
Pay and Allowances of Officers	8,906,245	8,885,145	9,099,623
Pay and Allowances of Enlisted Personnel	16,575,833	16,499,462	16,758,251
Pay and Allowances of Cadets	70,437	71,242	72,144
Subsistence of Enlisted Personnel	1,202,562	1,094,577	1,139,656
Permanent Change of Station Travel	1,175,846	1,234,546	1,211,185
Other Military Personnel Costs	154,706	112,806	125,861
REVISED TOTAL PROGRAM	28,085,629	27,897,778	28,406,720
Medicare-Eligible Retiree HFC., (AF)	1,274,110	1,239,093	1,210,812
TOTAL MILPERS PROGRAM COST	29,359,739	29,136,871	29,617,532

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 affecting grade structure, promotions, gains and losses, subsistence, PCS travel, and other related issues.



In these fiscally challenging times, our biggest leadership challenge is making sure we recruit and retain the skilled and selfless Airmen needed to meet the Air Force's increasing core mission requirements. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing military compensation to recruit and retain high quality and experienced 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.

A combination of successful force management efforts in FY 2014 and planned accession reductions in FY 2015 put the Air Force on a glide slope to reach our FY 2015 President's Budget (PB) end strength targets. However, after considering the changing geopolitical situation (such as events surrounding the Islamic State of Iraq and Levant (ISIL), Crimea, and Ukraine), coupled with force structure rephasing (A-10, EC-130, and other weapons systems retained) and the identified need to reinvigorate the nuclear enterprise, we determined the FY 2015 PB levels were too low to maintain readiness and operations supporting EUCOM and CENTCOM. As such, the FY 2016 PB sought to stabilize the force at 317,000 to address key capability gaps in the nuclear enterprise, cyber, intelligence, surveillance and reconnaissance (ISR) and support career fields while matching manpower to force structure decisions. This represented an approximate 4,000 increase in Air Force active end strength from FY 2015 authorized levels (312,980).

While the FY 2017 budget request is fully funded at 317,000 end strength, the Air Force continues its concerted effort to "right the force" by stabilizing the force size and assessing critical capabilities that may necessitate future military manpower growth. By employing increased accession and expanded retention programs, the Air Force will preserve A-10 and EC-130 capabilities while continuing to build the F-35 force, increase maintenance capacity and retain critical experience to improve readiness. We will also invest in the student training pipeline and add technical training resources necessary to maintain end strength that will enable the Air Force to transition and shape its workforce to meet current and future mission and skill requirements.

In order to right-size the force, the Air Force will continue to employ a variety of monetary incentives to encourage the recruiting and retention of talented Airmen. Selective Reenlistment Bonuses (SRBs) will be offered to keep enlisted experience in specialties with low manning or poor retention and high replacement training costs, such as cyber, maintenance, nuclear, pararescue, and ISR. Critical Skills Retention Bonuses (CSRBs) will be offered to both officers and enlisted Airmen who reenlist or agree to continue serving on active duty for at least one additional year in specialties with current or projected manning shortages, skill imbalances, and high training or replacement costs, such as Remotely Piloted Aircraft (RPA), battlefield airmen, and intelligence. Special Duty Assignment Pay (SDAP) will be used to compensate members with duties which are extremely difficult and/or involve an unusual degree of responsibility in a military skill, such as basic military training instructors, combat controllers, cyber warfare operators, and explosive ordnance disposal personnel.

Ultimately the FY 2017 Military Personnel Appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

FISCAL YEARS 2015, 2016 and 2017

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 (OCO) missions (FY 2015 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 27 for FY 2015 and will be May 26 for FY 2016 and June 1 for FY 2017. 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 2015 actual of \$28.1 billion includes \$439 million in reimbursements and \$715 million of OCO.

The FY 2016 budget estimate is \$27.9 billion to include \$451 million in anticipated reimbursements.

The FY 2017 budget request is \$28.4 billion to include \$462 million in anticipated reimbursements.

Baseline Budget Rates

The FY 2017 budget reflects a 1.3% pay raise in FY 2016 and a 1.6% pay raise in FY 2017, effective 1 January each year. It implemented a General Officer pay freeze for 2016. It further reflects a 0.1% increase for subsistence in FY 2016 and a 3.4% increase for subsistence in FY 2017. The budget reflects a 2.9% increase for housing allowances in FY 2016 and a 3.2% increase for housing allowances in FY 2017. In addition, the full time Retired Pay Accrual (RPA) normal cost percentage decreased to 31.4% in FY 2016 and 29.5% in FY 2017.

Medicare-Eligible Retiree Health Care Fund

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.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2017 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 2015 Actual</u>	<u>FY 2016 Planned</u>	<u>FY 2017 Planned</u>
Average Strength (Work years)	322,593	319,309	321,839
End Strength	311,357	317,000	317,000
Authorized End Strength	312,980	320,715	

The FY 2015 actuals include 6,117 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 27 for FY 2015 and will be May 26 for FY 2016 and June 1 for 2017.

Recruiting

	<u>FY 2015 Actual</u>	<u>FY 2016 Planned</u>	<u>FY 2017 Planned</u>
1. Numeric goals	24,194	28,570	29,100
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-IIIa Armed Forces Qualification Test (AFQT) scores. DoD Benchmarks are: Minimum 90% HSDG; 60% Cat I-IIIa (AFQT score 50-99). AF 10 year average for HSDG and Cat I-IIIa are 99% and 85% respectively.

Performance Metrics
MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2017 President's Budget
(\$ in Thousands)

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 317,000 in FY 2017.

<u>Treasury Code</u>	<u>Appropriation Title</u>	<u>FY 2017 BA 03</u>	<u>FY 2017 BA Assoc w/Metrics</u>	<u>Percent FY 2017 BA Assoc w/Metrics</u>
57	3400	\$3,573,006	\$23,782	0.67%

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 1:4 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>	90% of deployers achieved 1:2 dwell or better before their next deployment	Same percentage or better	Same percentage or better
<i>Guard</i>	96% achieved 1:5 mob-to-dwell or better	Same percentage or better	Same percentage or better
<i>Reserve</i>	96% 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 2015 Actual /1		FY 2016 Estimate		FY 2017 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	63,013	60,513	62,925	61,208	63,352	61,538
Enlisted	254,905	245,985	251,642	250,979	253,772	250,683
Cadets	3,837	4,031	3,917	4,000	3,915	4,000
Total Direct Program	321,755	310,529	318,484	316,187	321,039	316,221
<u>REIMBURSABLE PROGRAM</u>						
Officers	497	491	488	482	474	462
Enlisted	341	337	337	331	326	317
Cadets	0	0	0	0	0	0
Total Reimbursable Program	838	828	825	813	800	779
<u>TOTAL BASELINE PROGRAM</u>						
Officers	63,510	61,004	63,413	61,690	63,826	62,000
Enlisted	255,246	246,322	251,979	251,310	254,098	251,000
Cadets	3,837	4,031	3,917	4,000	3,915	4,000
Total Program	322,593	311,357	319,309	317,000	321,839	317,000

1/ FY 2015 work years includes 1,114 officers and 5,003 enlisted voluntary and involuntary Reserve Component active duty work years to support Overseas Contingency Operations (OCO).

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 2015 Actual	FY 2016 Estimate	FY 2017 Estimate
AF Reserve	9	15	15
AF Guard	7	25	25

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

	FY 2015 Actual		FY 2016 Estimate		FY 2017 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	13	0	14	0	12	0
O-9 Lieutenant General	41	0	47	0	49	0
O-8 Major General	97	1	93	1	93	1
O-7 Brigadier General	145	1	137	1	137	1
O-6 Colonel	3,219	26	3,408	27	3,440	26
O-5 Lieutenant Colonel	9,372	75	9,574	75	9,807	73
O-4 Major	12,716	102	12,967	101	13,403	100
O-3 Captain	21,448	173	21,793	171	21,518	160
O-2 1st Lieutenant	7,429	60	6,975	54	6,857	51
O-1 2nd Lieutenant	6,524	53	6,682	52	6,684	50
Officer Subtotal	61,004	491	61,690	482	62,000	462
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,439	3	2,487	3	2,484	3
E-8 Senior Master Sergeant	4,915	7	5,013	7	5,007	6
E-7 Master Sergeant	23,818	33	24,299	32	24,270	31
E-6 Technical Sergeant	38,854	53	39,639	52	39,597	50
E-5 Staff Sergeant	59,951	82	62,754	83	62,673	80
E-4 Senior Airman	62,459	85	62,355	82	62,086	78
E-3 Airman First Class	41,173	56	41,819	55	41,954	53
E-2 Airman	4,757	7	4,828	6	4,823	6
E-1 Airman Basic	7,956	11	8,116	11	8,106	10
Enlisted Subtotal	246,322	337	251,310	331	251,000	317
<u>Cadets</u>	4,031	0	4,000	0	4,000	0
TOTAL END STRENGTH	311,357	828	317,000	813	317,000	779

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)**

	FY 2015 Actual 1/		FY 2016 Estimate		FY 2017 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>						
O-10 General	12	0	12	0	12	0
O-9 Lieutenant General	43	0	44	0	46	0
O-8 Major General	97	1	99	1	99	1
O-7 Brigadier General	144	1	141	1	141	1
O-6 Colonel	3,427	27	3,472	27	3,557	27
O-5 Lieutenant Colonel	10,215	76	10,058	75	10,438	74
O-4 Major	13,756	105	13,333	102	13,890	101
O-3 Captain	22,012	175	22,280	172	22,255	166
O-2 1st Lieutenant	7,290	59	7,379	57	7,128	53
O-1 2nd Lieutenant	6,514	53	6,595	53	6,260	51
Officer Subtotal	63,510	497	63,413	488	63,826	474
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,570	3	2,525	3	2,546	3
E-8 Senior Master Sergeant	5,323	7	5,163	7	5,205	7
E-7 Master Sergeant	25,279	34	24,637	33	24,844	32
E-6 Technical Sergeant	40,332	53	39,824	53	40,161	51
E-5 Staff Sergeant	63,337	85	62,284	83	63,246	82
E-4 Senior Airman	62,148	82	62,406	84	62,435	80
E-3 Airman First Class	44,183	60	42,243	56	42,906	54
E-2 Airman	4,503	6	4,664	7	4,703	6
E-1 Airman Basic	7,571	11	8,233	11	8,052	11
Enlisted Subtotal	255,246	341	251,979	337	254,098	326
<u>Cadets</u>	3,837	0	3,917	0	3,915	0
TOTAL WORKYEARS	322,593	838	319,309	825	321,839	800

1/ Includes 1,114 officers and 5,003 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

ACTIVE DUTY STRENGTHS BY MONTHS

	FY 2015 Actual				FY 2016 Estimate				FY 2017 Estimate			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	62,349	250,104	3,879	316,332	61,004	246,322	4,031	311,357	61,690	251,310	4,000	317,000
October	61,924	248,996	3,869	314,789	60,683	245,867	4,023	310,573	61,791	251,033	4,015	316,839
November	61,649	248,613	3,861	314,123	60,475	246,229	4,011	310,715	61,624	250,998	4,011	316,633
December	61,284	248,056	3,841	313,181	60,978	246,992	3,991	311,961	61,582	251,098	3,991	316,671
January	60,608	247,845	3,830	312,283	61,192	247,764	3,980	312,936	61,632	250,985	3,980	316,597
February	60,470	246,541	3,812	310,823	62,533	248,208	3,962	314,703	62,495	250,850	3,962	317,307
March	60,478	246,900	3,798	311,176	62,565	248,964	3,948	315,477	62,491	251,305	3,948	317,744
April	60,475	246,648	3,794	310,917	62,563	249,610	3,944	316,117	62,758	250,976	3,944	317,678
May	61,149	246,696	2,950	310,795	62,310	250,347	2,975	315,632	62,649	250,972	2,975	316,596
June	61,296	246,741	4,158	312,195	62,512	250,808	4,082	317,402	62,684	250,828	4,082	317,594
July	61,036	246,878	4,126	312,040	62,284	251,263	4,052	317,599	62,570	250,712	4,052	317,334
August	60,694	246,803	4,044	311,541	62,111	251,537	4,025	317,673	62,383	250,922	4,025	317,330
September	61,004	246,322	4,031	311,357	61,690	251,310	4,000	317,000	62,000	251,000	4,000	317,000
Average End Strength	61,062	247,411	3,837	312,310	61,796	248,867	3,917	314,580	62,209	250,986	3,915	317,110

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

	FY 2015 Actual 1 /				FY 2016 Estimate				FY 2017 Estimate 2 /			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
Average Strength (non-12304b)	2,446	7,826	0	10,272	1,452	2,202	0	3,654	1,435	2,239	0	3,674
Dollars in Millions (non-12304b)	354	651	0	1,006	214	186	0	400	216	194	0	410
Average Strength (12304b)	2	9	0	11	165	910	0	1,075	182	873	0	1,055
Dollars in Millions (12304b)	0	1	0	1	24	77	0	101	27	76	0	103
Total Average Strength	63,510	255,246	3,837	322,593	63,413	251,979	3,917	319,309	63,826	254,098	3,915	321,839

Strength in the FY 2017 President's Budget Baseline Request:

End Strength	61,004	246,322	4,031	311,357	61,690	251,310	4,000	317,000	62,000	251,000	4,000	317,000
Average Strength	63,510	255,246	3,837	322,593	63,413	251,979	3,917	319,309	63,826	254,098	3,915	321,839

1/ Includes 1,114 officers and 5,003 enlisted voluntary and involuntary Reserve Component active duty work years in support of Overseas Contingency Operations (OCO).

2/ In accordance with the National Commission on the Structure of the Air Force report, the FY 2017 President's Budget for Operation and Maintenance, Air Force appropriation includes funding to complement the Military Personnel, Air Force appropriation requirements for Active Duty for Operational Support (ADOS). These funds fully source the Air Reserve Component support to the Active Component in a voluntary (10 U.S.C. §12301(d)) or involuntary (10 U.S.C. §12304b) status.

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 FY 2017, 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 (334 MY, \$35M)

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 (632 MY, \$58M)

Provides Combat Air Forces (CAF) deterrence support for EUCOM and PACOM. Activated Airmen will be placed on orders for a period no longer than 365 days.

Agile Combat Support (27 MY, \$3M)

Provides Guard and Reserve Agile Combat Support for all Combatant Commanders. Activated Airmen will be placed on orders for a period no longer than 365 days.

CYBERCOM Mission Operations Support (62 MY, \$7M)

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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Beginning Strength	62,349	61,004	61,690
Gains (By Source):			
Service Academies	840	807	982
ROTC	2,099	1,727	1,872
Health Professions Scholarships	500	500	500
Officer Training School	858	1,228	1,329
Other	126	126	126
Gain Adjustment	0	0	0
Total Gains	4,423	4,388	4,809
Losses (By Type):			
Voluntary Separation	1,717	1,876	2,289
Retirement	2,690	1,614	2,000
Involuntary	645	210	210
With Pay	645	179	179
Without Pay	0	31	31
VSI/SSB	232	2	0
TERA	202	0	0
Reduction in Force	0	0	0
Other	282	0	0
Loss Adjustment	0	0	0
Total Losses	5,768	3,702	4,499
TOTAL	61,004	61,690	62,000

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

	<u>FY 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Beginning Strength	250,104	246,322	251,310
Gains (By Source):			
Non Prior Service Enlistments	23,944	30,418	25,000
Male	18,990	24,164	19,860
Female	4,954	6,254	5,140
Prior Service Enlistments	143	250	250
Reenlistments	38,376	36,730	37,721
Reserves	0	0	0
Officer Candidate Programs	239	400	400
Other	362	125	0
Gain Adjustments	0	0	0
Total Gains	63,064	67,923	63,371
Losses (By Type):			
ETS	7,134	7,384	8,306
Programmed Early Release	1,253	981	1,028
VSI/SSB	88	0	0
TERA	427	3	0
To Commissioned Officer	288	244	197
Reenlistments	38,376	36,730	37,721
Retirement	6,941	6,723	6,521
Attrition	10,998	9,957	9,158
Other	1,341	913	750
Loss Adjustments	0	0	0
Total Losses	66,846	62,935	63,681
TOTAL	246,322	251,310	251,000

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

	<u>FY 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Beginning Strength	3,879	4,031	4,000
Gains:	1,205	1,205	1,215
Losses:	1,053	1,236	1,215
Graduates	835	907	979
Attrition	218	329	236
TOTAL	4,031	4,000	4,000

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

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,708,133	8,624,245	13,332,378	4,744,203	8,603,227	13,347,430	4,886,786	8,811,898	13,698,684
2. Retired Pay Accruals	1,496,836	2,745,036	4,241,872	1,478,455	2,690,362	4,168,817	1,433,571	2,591,637	4,025,208
3. Basic Allowance for Housing	1,414,192	3,507,545	4,921,737	1,417,752	3,529,267	4,947,019	1,507,570	3,674,509	5,182,079
a. With Dependents - Domestic	958,232	2,134,792	3,093,024	954,622	2,132,090	3,086,712	1,024,936	2,232,396	3,257,332
b. Without Dependents - Domestic	319,920	791,970	1,111,890	322,623	794,088	1,116,711	337,341	830,182	1,167,523
c. Differential - Domestic	25	778	803	27	804	831	27	835	862
d. Partial - Domestic	198	4,597	4,795	207	4,709	4,916	206	4,892	5,098
e. With Dependents - Overseas	94,235	367,794	462,029	97,219	380,790	478,009	101,263	386,348	487,611
f. Without Dependents - Overseas	40,380	201,779	242,159	41,799	210,752	252,551	42,495	213,583	256,078
g. Moving-In Housing	1,202	5,835	7,037	1,255	6,034	7,289	1,302	6,273	7,575
4. Subsistence	191,652	1,202,562	1,394,214	192,954	1,097,376	1,290,330	199,210	1,139,656	1,338,866
a. Basic Allowance for Subsistence	191,652	981,863	1,173,515	192,954	968,694	1,161,648	199,210	1,007,662	1,206,872
1. Authorized to Mess Separately	191,652	1,100,308	1,291,960	192,954	1,090,913	1,283,867	199,210	1,132,016	1,331,226
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	(118,445)	(118,445)	0	(122,219)	(122,219)	0	(124,354)	(124,354)
b. Subsistence-In-Kind	0	220,691	220,691	0	128,674	128,674	0	131,986	131,986
1. Subsistence in Messes	0	206,903	206,903	0	115,835	115,835	0	118,818	118,818
2. Operational Rations	0	8,538	8,538	0	8,826	8,826	0	9,053	9,053
3. Augmentation Rations	0	5,250	5,250	0	4,013	4,013	0	4,115	4,115
c. Family Supplemental Subsistence Allowance	0	8	8	0	8	8	0	8	8
5. Incentive - Hazardous Duty - Aviation Career Pay	199,777	37,184	236,961	230,762	36,242	267,004	230,325	35,601	265,926
a. Flying Duty Pay	198,612	27,682	226,294	229,505	26,771	256,276	229,059	26,033	255,092
1. Aviator Pay, Officers	135,985	0	135,985	136,715	0	136,715	139,908	0	139,908
2. Crew Members, Enlisted	0	2,496	2,496	0	2,368	2,368	0	2,316	2,316
3. Noncrew Member	0	282	282	0	430	430	0	430	430
4. Aviator Retention Pay	61,343	0	61,343	91,198	0	91,198	87,559	0	87,559
5. Career Enlisted Flyer Pay	0	24,904	24,904	0	23,973	23,973	0	23,287	23,287
6. HDIP-Aviation	1,284	0	1,284	1,592	0	1,592	1,592	0	1,592
b. Parachute Jumping Pay	142	1,094	1,236	214	1,125	1,339	221	1,152	1,373
c. Demolition Pay	329	4,084	4,413	306	4,027	4,333	306	4,027	4,333
d. Other Pays	694	4,324	5,018	737	4,319	5,056	739	4,389	5,128

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	294,534	312,014	606,548	298,520	356,479	654,999	303,925	357,581	661,506
a. Medical Pay	178,435	0	178,435	179,760	0	179,760	180,368	0	180,368
b. Dental Pay	43,126	0	43,126	44,386	0	44,386	45,758	0	45,758
c. Optometrists Pay	1,180	0	1,180	1,074	0	1,074	1,204	0	1,204
d. Veterinarians Pay	35	0	35	24	0	24	25	0	25
e. Board Certified Pay Non-Physician	19,755	0	19,755	19,690	0	19,690	19,846	0	19,846
f. Nurses Pay	20,537	0	20,537	22,370	0	22,370	23,450	0	23,450
g. Sea and Foreign Duty, Total	0	108	108	0	345	345	0	345	345
1. Sea Duty	0	0	0	0	139	139	0	139	139
2. Overseas Extension Pay	0	108	108	0	206	206	0	206	206
h. Diving Duty Pay	396	1,899	2,295	396	1,899	2,295	396	1,899	2,295
i. Foreign Language Proficiency Bonus	6,166	21,481	27,647	6,415	21,529	27,944	6,807	22,694	29,501
j. Hostile Fire Pay	5,354	18,158	23,512	1,277	6,469	7,746	1,277	6,469	7,746
k. Responsibility Pay	0	0	0	0	0	0	0	0	0
l. Hardship Duty Pay	4,073	19,129	23,202	1,214	5,046	6,260	1,214	5,046	6,260
m. Judge Advocate Continuation Pay	3,226	0	3,226	3,911	0	3,911	3,911	0	3,911
n. JAG Student Loan Repayment	3,600	0	3,600	5,200	0	5,200	5,200	0	5,200
o. Missile Officer Accession Bonus	0	0	0	0	0	0	0	0	0
p. Critical Skills Retention Bonus (CSRB)	5,620	3,000	8,620	6,820	4,350	11,170	7,661	4,650	12,311
q. Reenlistment Bonus	0	179,300	179,300	0	226,300	226,300	0	226,080	226,080
r. Special Duty Assignment Pay	0	51,581	51,581	0	65,623	65,623	0	65,623	65,623
s. Enlistment Bonus	0	6,921	6,921	0	15,512	15,512	0	16,127	16,127
t. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
u. Loan Repayment Program	0	3,912	3,912	0	2,916	2,916	0	2,166	2,166
v. Assignment Incentive Pay	2,606	6,443	9,049	5,552	6,400	11,952	6,379	6,392	12,771
w. Personal Money Allowance	50	2	52	57	2	59	58	2	60
x. Health Prof. Scholarship Program (HPSP)	361	0	361	350	0	350	350	0	350
y. Pay and Allowance Continuation Pay (PAC)	14	80	94	24	88	112	21	88	109
z. Other Special Pay	0	0	0	0	0	0	0	0	0
7. Allowances	111,196	502,290	613,486	109,268	506,560	615,828	110,509	503,008	613,517
a. Uniform or Clothing Allowances	2,389	118,259	120,648	2,390	129,522	131,912	2,569	124,700	127,269
1. Initial Issue	2,082	37,583	39,665	2,078	46,759	48,837	2,255	39,741	41,996
1a. Military	1,769	34,699	36,468	1,755	43,807	45,562	1,924	36,711	38,635
1b. Civilian	313	2,884	3,197	323	2,952	3,275	331	3,030	3,361
2. Additional	307	0	307	312	0	312	314	0	314
3. Basic Maintenance	0	14,257	14,257	0	14,743	14,743	0	15,134	15,134
4. Standard Maintenance	0	63,081	63,081	0	64,615	64,615	0	66,330	66,330
5. Supplemental	0	3,338	3,338	0	3,405	3,405	0	3,495	3,495
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	97,589	338,403	435,992	101,608	354,162	455,770	102,631	355,243	457,874
1. Cost-of-Living	83,553	291,351	374,904	86,959	305,505	392,464	87,429	304,655	392,084
2. Temporary Lodging	14,036	47,052	61,088	14,649	48,657	63,306	15,202	50,588	65,790
c. Family Separation Allowance	10,757	43,832	54,589	4,800	21,069	25,869	4,833	21,246	26,079
1. On PCS, No Government Quarters	1,800	13,860	15,660	1,830	13,956	15,786	1,842	14,073	15,915
2. On TDY	8,957	29,972	38,929	2,970	7,113	10,083	2,991	7,173	10,164
e. CONUS Cost of Living Allowance	311	536	847	320	547	867	326	559	885
f. Catastrophical Injured Aid Allowance	150	1,260	1,410	150	1,260	1,410	150	1,260	1,410

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Separation Payments	131,277	187,765	319,042	52,562	109,430	161,992	54,540	109,908	164,448
a. Terminal Leave Pay	28,625	36,829	65,454	18,057	34,585	52,642	22,331	34,844	57,175
b. Severance Pay, Disability	2,854	30,490	33,344	2,889	31,086	33,975	3,022	31,831	34,853
c. Severance Pay, Non-Promotion	210	0	210	213	0	213	216	0	216
d. Severance Pay, Involuntary Half (5%)	223	4,654	4,877	226	4,219	4,445	229	4,283	4,512
e. Severance Pay, Involuntary Full (10%)	40,566	56,510	97,076	11,396	5,373	16,769	11,570	5,455	17,025
f. VSI Trust Fund	17,864	5,336	23,200	18,942	5,658	24,600	16,478	4,922	21,400
g. Vol Separation Pay	16,667	2,919	19,586	145	0	145	0	0	0
h. Career Status Bonus (30k)	677	28,143	28,820	694	28,331	29,025	694	28,573	29,267
i. TERA	23,591	22,884	46,475	0	178	178	0	0	0
9. Social Security Tax Payment	358,648	659,754	1,018,402	361,086	658,147	1,019,233	373,187	674,109	1,047,296
10. Permanent Change of Station Travel	379,979	795,867	1,175,846	397,458	835,572	1,233,030	399,682	811,503	1,211,185
11. Other Military Personnel Costs	64,179	90,527	154,706	63,198	57,933	121,131	65,739	60,122	125,861
a. Apprehension of Deserters	2	15	17	2	13	15	2	14	16
b. USSD (MIA)	1,209	809	2,018	1,615	1,076	2,691	1,615	1,076	2,691
c. Death Gratuities	2,100	14,700	16,800	1,800	14,200	16,000	1,800	14,200	16,000
d. Unemployment Compensation	15,946	63,781	79,727	10,208	40,825	51,033	10,688	42,743	53,431
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	37	148	185	16	63	79	16	63	79
g. Adoption Reimbursement	170	265	435	170	265	435	170	265	435
h. Mass Transit	1,877	591	2,468	3,080	970	4,050	3,681	1,160	4,841
i. Partial Dislocation Allowance	102	496	598	106	521	627	122	601	723
j. Extra Hazard Reimb. for SGLI	0	7,550	7,550	0	0	0	0	0	0
k. ROTC	25,689	0	25,689	29,255	0	29,255	29,445	0	29,445
l. JROTC	16,722	0	16,722	16,946	0	16,946	18,200	0	18,200
m. T-SGLI	325	2,172	2,497	0	0	0	0	0	0
12. Cadets	70,437	0	70,437	70,965	0	70,965	72,144	0	72,144
<u>Military Personnel Appropriation Total</u>	9,420,840	18,664,789	28,085,629	9,417,183	18,480,595	27,897,778	9,637,188	18,769,532	28,406,720
13. Less Reimbursables:	(220,295)	(218,409)	(438,704)	(231,877)	(219,129)	(451,006)	(237,944)	(224,161)	(462,105)
Retired Pay Accrual	(38,817)	(33,766)	(72,583)	(39,799)	(32,914)	(72,713)	(38,754)	(32,014)	(70,768)
Other	(181,478)	(184,643)	(366,121)	(192,078)	(186,215)	(378,293)	(199,190)	(192,147)	(391,337)
MILITARY PERSONNEL APPROPRIATION TOTAL-DIRECT	9,200,545	18,446,380	27,646,925	9,185,306	18,261,466	27,446,772	9,399,244	18,545,371	27,944,615

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2016**

(Amount in Thousands)

	<u>FY 2016</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u> <u>ACTIONS</u>	<u>FY 2016 COLUMN FY</u> <u>2017 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	4,639,952	(139,867)	4,500,085	117,376	4,617,461	0	4,617,461
Retired Pay Accrual	1,446,494	(10,000)	1,436,494	2,162	1,438,656	0	1,438,656
Incentive Pay	229,233	0	229,233	(4,636)	224,597	0	224,597
Special Pay	344,075	0	344,075	(53,530)	290,545	0	290,545
Basic Allowance for Housing	1,480,039	(42,565)	1,437,474	(54,543)	1,382,931	0	1,382,931
Basic Allowance for Subsistence	193,424	0	193,424	(5,625)	187,799	0	187,799
Station Allowances Overseas	128,265	(34,092)	94,173	7,435	101,608	0	101,608
CONUS COLA	480	0	480	(169)	311	0	311
Uniform Allowances	2,589	0	2,589	(199)	2,390	0	2,390
Family Separation Allowances	4,743	0	4,743	57	4,800	0	4,800
Catastrophical Injured Aid Allowance	300	0	300	(150)	150	0	150
Separation Payments	56,585	0	56,585	(4,899)	51,686	0	51,686
Social Security Tax - Employer's Contribution	354,252	0	354,252	(2,862)	351,390	0	351,390
Reimbursables	231,238	0	231,238	0	231,238	0	231,238
TOTAL OBLIGATIONS OFFICERS	9,111,669	(226,524)	8,885,145	417	8,885,562	0	8,885,562
Less Reimbursables	(231,238)	0	(231,238)	0	(231,238)	0	(231,238)
TOTAL DIRECT OBLIGATIONS OFFICERS	8,880,431	(226,524)	8,653,907	417	8,654,324	0	8,654,324
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	8,569,547	(18,205)	8,551,342	(52,929)	8,498,413	0	8,498,413
Retired Pay Accrual	2,679,481	(77,184)	2,602,297	55,151	2,657,448	0	2,657,448
Incentive Pay	35,687	0	35,687	113	35,800	0	35,800
Special Pay	45,246	0	45,246	3,200	48,446	0	48,446
Special Duty Assignment Pay	55,637	0	55,637	9,986	65,623	0	65,623
Reenlistment Bonus	185,964	0	185,964	40,336	226,300	0	226,300
Enlistment Bonus	10,602	0	10,602	4,910	15,512	0	15,512
Basic Allowance for Housing	3,598,455	(92,316)	3,506,139	(12,716)	3,493,423	0	3,493,423
Station Allowances Overseas	456,514	(63,321)	393,193	(39,031)	354,162	0	354,162
CONUS COLA	620	0	620	(80)	540	0	540
Clothing Allowances	125,934	0	125,934	3,588	129,522	0	129,522
Family Separation Allowances	20,517	0	20,517	552	21,069	0	21,069
Catastrophical Injured Aid Allowance	1,320	0	1,320	(60)	1,260	0	1,260
Separation Payments	125,839	0	125,839	(17,326)	108,513	0	108,513
Social Security Tax - Employer's Contribution	655,570	0	655,570	(5,442)	650,128	0	650,128
Reimbursables	183,555	0	183,555	0	183,555	0	183,555
TOTAL OBLIGATIONS ENLISTED	16,750,488	(251,026)	16,499,462	(9,748)	16,489,714	0	16,489,714
Less Reimbursables	(183,555)	0	(183,555)	0	(183,555)	0	(183,555)
TOTAL DIRECT OBLIGATIONS ENLISTED	16,566,933	(251,026)	16,315,907	(9,748)	16,306,159	0	16,306,159
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	71,242	0	71,242	(277)	70,965	0	70,965

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2016**

(Amount in Thousands)

	<u>FY 2016</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>	<u>FY 2016 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>REALIGNMENT/ REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>2017 PRES BUD</u>
	<u>BUDGET</u>	<u>ACTIONS</u>					
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	971,287	(45,000)	926,287	8,175	934,462	0	934,462
Subsistence-In-Kind	134,055	0	134,055	(5,381)	128,674	0	128,674
Family Supplemental Subsistence Allowance	3	0	3	5	8	0	8
Reimbursables	34,232	0	34,232	0	34,232	0	34,232
TOTAL OBLIGATIONS SUBSISTENCE	1,139,577	(45,000)	1,094,577	2,799	1,097,376	0	1,097,376
Less Reimbursables	(34,232)	0	(34,232)	0	(34,232)	0	(34,232)
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,105,345	(45,000)	1,060,345	2,799	1,063,144	0	1,063,144
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	94,021	0	94,021	7,666	101,687	0	101,687
Training Travel	71,403	0	71,403	(195)	71,208	0	71,208
Operational Travel	274,646	0	274,646	(1,643)	273,003	0	273,003
Rotational Travel	578,894	0	578,894	(1,668)	577,226	0	577,226
Separation Travel	145,515	0	145,515	(5,519)	139,996	0	139,996
Travel of Organized Units	8,919	0	8,919	126	9,045	0	9,045
Nontemporary Storage	23,607	0	23,607	(359)	23,248	0	23,248
Temporary Lodging Expense	35,560	0	35,560	76	35,636	0	35,636
Reimbursables	1,981	0	1,981	0	1,981	0	1,981
TOTAL OBLIGATIONS PCS	1,234,546	0	1,234,546	(1,516)	1,233,030	0	1,233,030
Less Reimbursables	(1,981)	0	(1,981)	0	(1,981)	0	(1,981)
TOTAL DIRECT OBLIGATIONS PCS	1,232,565	0	1,232,565	(1,516)	1,231,049	0	1,231,049
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension Mil Deserters, Absentees, Prisoners	18	0	18	(3)	15	0	15
Interest on Uniformed Svcs Savings	2,691	0	2,691	0	2,691	0	2,691
Death Gratuities	15,100	0	15,100	900	16,000	0	16,000
Unemployment Compensation	52,962	0	52,962	(1,929)	51,033	0	51,033
Survivor Benefits	0	0	0	0	0	0	0
Education Benefits	185	0	185	(106)	79	0	79
Adoption Expenses	305	0	305	130	435	0	435
Mass Transit	2,262	0	2,262	1,788	4,050	0	4,050
Partial Dislocation Allowance	569	0	569	58	627	0	627
SROTC	25,376	0	25,376	3,879	29,255	0	29,255
JROTC	13,338	0	13,338	3,608	16,946	0	16,946
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	112,806	0	112,806	8,325	121,131	0	121,131
TOTAL DIRECT OBLIGATIONS	27,969,322	(522,550)	27,446,772	0	27,446,772	0	27,446,772

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 2016 DIRECT PROGRAM	8,654,324	16,306,159	70,965	1,063,144	1,231,049	121,131	27,446,772
Pricing Increase	160,009	297,696	1,217	28,311	27,011	2,153	516,397
Annualization (PI):	26,290	45,567	204	6,250	0	0	78,311
- Annualization 1 Jan 16 raise of 1.3% on Basic Pay	18,049	32,800	189	0	0	0	51,038
- Annualization of raise on RPA	5,625	10,257	0	0	0	0	15,882
- Annualization on FICA	1,374	2,510	15	0	0	0	3,899
- Annualization 1 Jan 16 inflation rate of 0.1% on BAS	1,242	0	0	6,250	0	0	7,492
Pay Raise (PI):	75,142	136,697	608	0	1,914	0	214,361
- 1 Jan 17 pay raise of 1.6% effect on Basic Pay	54,146	98,399	565	0	0	0	153,110
- 1 Jan 17 pay raise effect on RPA	16,873	30,770	0	0	0	0	47,643
- 1 Jan 17 pay raise effect on FICA	4,123	7,528	43	0	0	0	11,694
- 1 Jan 17 pay raise of 1.6% effect on DLA for PCS moves	0	0	0	0	1,914	0	1,914
Inflation Rate (PI):	3,725	0	0	22,061	13,929	0	39,715
- 1 Jan 17 inflation rate of 3.4% effect on BAS	3,725	0	0	18,749	0	0	22,474
- Increase for Inflation for SIK	0	0	0	3,312	0	0	3,312
- Increase in rate for Land (HHG)	0	0	0	0	11,025	0	11,025
- Increase in rate for ITGBL (HHG)	0	0	0	0	2,904	0	2,904
BAH Rates (PI):	48,350	95,829	0	0	0	0	144,179
- Housing Allowance rate 1 Jan 17 increase of 3.2%	48,311	95,642	0	0	0	0	143,953
- Increase in MIHA Pricing	39	187	0	0	0	0	226
Other (PI):	6,502	19,603	405	0	11,168	2,153	39,831
- Increase in FICA Pricing	1,226	0	0	0	0	0	1,226
- Increase in Clothing Pricing	6	2,331	0	0	0	0	2,337
- Increase in Aviator Retention Pay Pricing	4,237	0	0	0	0	0	4,237
- Increase in TLA Pricing	454	1,509	0	0	0	0	1,963
- Increase in CONUS COLA Pricing	5	8	0	0	0	0	13
- Increase in Special Pay Pricing	76	535	0	0	0	0	611
- Increase in LSTL Pricing	274	528	0	0	0	0	802
- Increase in Separation Payments Pricing	224	620	0	0	0	0	844
- Increase in Selective Reenlistment Bonus Pricing	0	14,072	0	0	0	0	14,072
- Increase in Cadet Subsistence Pricing	0	0	405	0	0	0	405
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	4,737	0	4,737
- Increase in Total AMC Pricing	0	0	0	0	1,804	0	1,804
- Increase in Total Comm Air Pricing	0	0	0	0	768	0	768
- Increase in M Tons MSC Pricing	0	0	0	0	155	0	155
- Increase in S Tons AMC Pricing	0	0	0	0	1,254	0	1,254
- Increase in NonTemp Storage Pricing	0	0	0	0	1,740	0	1,740
- Increase in Temp Lodging Pricing	0	0	0	0	710	0	710
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	919	919
- Increase in Mass Transportation Pricing	0	0	0	0	0	792	792
- Increase in Partial DLA Pricing	0	0	0	0	0	10	10
- Increase in ROTC Pricing	0	0	0	0	0	115	115
- Increase in JROTC Pricing	0	0	0	0	0	317	317

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	147,591	155,906	0	13,008	243	2,578	319,326
Strength (PGI):	136,789	151,568	0	0	0	1,012	289,369
- Increase in Base Pay Program	65,769	73,771	0	0	0	0	139,540
- Increase in FICA Program	5,024	5,645	0	0	0	0	10,669
- Increase in RPA Program	21,628	23,669	0	0	0	0	45,297
- Increase in BAS Program	1,089	0	0	0	0	0	1,089
- Increase in Clothing Program	173	0	0	0	0	0	173
- Increase in AP Program	3,193	0	0	0	0	0	3,193
- Increase in BAH Program	39,913	48,483	0	0	0	0	88,396
- Increase in ROTC workyears	0	0	0	0	0	75	75
- Increase in JROTC workyears	0	0	0	0	0	937	937
Other (PGI):	10,802	4,338	0	13,008	243	1,566	29,957
- Increase in LSTL Program	4,000	0	0	0	0	0	4,000
- Increase in Special Pay Program	5,134	157	0	0	0	0	5,291
- Increase in FSA Program	33	177	0	0	0	0	210
- Increase in Parachute Jumping Program	7	27	0	0	0	0	34
- Increase in Other Incentive Pay Program	0	74	0	0	0	0	74
- Increase in COLA Program	1,528	2,862	0	0	0	0	4,390
- Increase in TLA Program	99	422	0	0	0	0	521
- Increase in CONUS COLA Program	1	4	0	0	0	0	5
- Increase in Enlisted Bonus Program	0	615	0	0	0	0	615
- Increase in Subsistence - BAS Enlisted Program	0	0	0	13,008	0	0	13,008
- Increase in Defense Personnel Property System (DPS)	0	0	0	0	77	0	77
- Increase in POV Contracts	0	0	0	0	166	0	166
- Increase in Apprehension Expense Program	0	0	0	0	0	1	1
- Increase in Unemployment Benefits Program	0	0	0	0	0	1,479	1,479
- Increase in Partial DLA Program	0	0	0	0	0	86	86
Total Increases	307,600	453,602	1,217	41,319	27,254	4,731	835,723

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	(89,023)	(166,237)	(1)	0	0	0	(255,261)
Other (PD):	(89,023)	(166,237)	(1)	0	0	0	(255,261)
- Decrease in RPA Pricing	(87,965)	(162,521)	0	0	0	0	(250,486)
- Decrease in FICA Pricing	0	(4)	(1)	0	0	0	(5)
- Decrease in COLA Pricing	(1,058)	(3,712)	0	0	0	0	(4,770)
Program Decrease	(10,550)	(22,877)	(37)	0	(49,154)	(1)	(82,619)
Strength (PGD):	0	(7,153)	(27)	0	(26,317)	0	(33,497)
- Decrease in Base Pay Program	0	0	(25)	0	0	0	(25)
- Decrease in FICA Program	0	0	(2)	0	0	0	(2)
- Decrease in Clothing Program	0	(7,153)	0	0	0	0	(7,153)
- Decrease in Land Ship Program	0	0	0	0	(15,951)	0	(15,951)
- Decrease in ITGBL Program	0	0	0	0	(4,201)	0	(4,201)
- Decrease in Disloc Allow Program	0	0	0	0	(6,166)	0	(6,166)
Other (PGD):	(10,550)	(15,724)	(10)	0	(22,837)	(1)	(49,122)
- Decrease in LSTL Program	0	(269)	0	0	0	0	(269)
- Decrease in Flying Duty Crew Program	0	(52)	0	0	0	0	(52)
- Decrease in Aviator Retention Pay Program	(7,876)	0	0	0	0	0	(7,876)
- Decrease in CEFI Pay Program	0	(686)	0	0	0	0	(686)
- Decrease in Other Incentive Pay Program	(25)	0	0	0	0	0	(25)
- Decrease in Separation Payments Program	(2,649)	(425)	0	0	0	0	(3,074)
- Decrease in Selective Reenlistment Bonus Program	0	(14,292)	0	0	0	0	(14,292)
- Decrease in Cadet Subsistence Program	0	0	(10)	0	0	0	(10)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(11,761)	0	(11,761)
- Decrease in Total AMC Program	0	0	0	0	(4,258)	0	(4,258)
- Decrease in Total Comm Air Program	0	0	0	0	(1,813)	0	(1,813)
- Decrease in M Tons MSC Program	0	0	0	0	(224)	0	(224)
- Decrease in S Tons AMC Program	0	0	0	0	(1,810)	0	(1,810)
- Decrease in Trailer Allow Program	0	0	0	0	(1)	0	(1)
- Decrease in NonTemp Storage Program	0	0	0	0	(1,324)	0	(1,324)
- Decrease in Temp Lodging Program	0	0	0	0	(1,645)	0	(1,645)
- Decrease in Mass Transportation Program	0	0	0	0	0	(1)	(1)
Total Decreases	(99,573)	(189,114)	(38)	0	(49,154)	(1)	(337,880)
FY 2017 DIRECT PROGRAM	8,862,351	16,570,647	72,144	1,104,463	1,209,149	125,861	27,944,615

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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 2016 DIRECT PROGRAM	8,654,324
Pricing Increase	160,009
Annualization (PI):	26,290
Annualization 1 Jan 16 raise of 1.3% on Basic Pay	18,049
Annualization of raise on RPA	5,625
Annualization of raise on FICA	1,374
Annualization 1 Jan 16 inflation rate of 0.1% on BAS	1,242
Pay Raise (PI):	75,142
1 Jan 17 pay raise of 1.6% effect on Basic Pay	54,146
1 Jan 17 pay raise effect on RPA	16,873
1 Jan 17 pay raise effect on FICA	4,123
Inflation Rate (PI):	3,725
1 Jan 17 inflation rate of 3.4% effect on BAS	3,725
BAH Rates (PI):	48,350
1 Jan 17 inflation rate of 3.2% effect on BAH	48,311
Increase in MIHA Payments	39
Other (PI):	6,502
Increase in FICA Payments	1,226
Increase in Clothing Payments	6
Increase in Aviator Retention Pay Payments	4,237
Increase in TLA Payments	454
Increase in CONUS COLA Payments	5
Increase in Special Pay Payments	76
Increase in LSTL Payments	274
Increase in Separation Payments	224

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

		<u>Amount</u>
Program Increase	147,591	
Strength (PGI):	136,789	
Increase change in WY/longevity for Basic Pay	65,769	
Increase in workyears/longevity for FICA	5,024	
Increase in workyears/longevity for RPA	21,628	
Increase in workyear for BAS	1,089	
Increase in workyears for Clothing Allowance	173	
Increase Aviation Pay Workyears	3,193	
Increase in workyears Housing Allowance	39,913	
Other (PGI):	10,802	
Increase in LSTL Program	4,000	
Increase in Special Pay Payments	5,134	
Increase in FSA Program	33	
Increase in Parachute Jumping Payments	7	
Increase in COLA Payments	1,528	
Increase in TLA Payments	99	
Increase in CONUS COLA Payments	1	
Total Increases		307,600
Pricing Decrease	(89,023)	
Other (PI):	(89,023)	
Decrease in RPA Rate Payments	(87,965)	
Decrease in COLA Payments	(1,058)	

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

		<u>Amount</u>
Program Decrease	(10,550)	
Other (PGD):	(10,550)	
Decrease in Aviator Retention Pay Payments	(7,876)	
Decrease in Other Incentive Pay Payments	(25)	
Decrease in Separation Payments	(2,649)	
Total Decreases		(99,573)
FY 2017 DIRECT PROGRAM		8,862,351

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2017 Estimate	4,886,786
FY 2016 Estimate	4,744,203
FY 2015 Actual	4,708,133

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

Funding requirements include a basic pay increase of 1.0% in 2015, 1.3% in 2016, and 1.6% in 2017, effective January 1 each year. The annualized pay raise is 1.225% for FY 2016 and 1.525% for FY 2017. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2015 beginning strength was 62,349 and end strength was 61,004 using 63,510 workyears.
 FY 2016 beginning strength was 61,004 and end strength will be 61,690 using 63,413 workyears.
 FY 2017 beginning strength will be 61,690 and end strength will be 62,000 using 63,826 workyears.

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

Grade	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	12	181,500	2,178	12	181,500	2,178	12	183,678	2,204
Lt General	43	181,484	7,804	44	181,484	7,985	46	183,661	8,448
Major General	97	166,732	16,173	99	166,737	16,507	99	168,737	16,705
Brig General	144	145,569	20,962	141	145,567	20,525	141	147,312	20,771
Colonel	3,427	122,094	418,417	3,472	123,590	429,104	3,557	125,475	446,313
Lt Colonel	10,215	98,961	1,010,889	10,058	100,174	1,007,546	10,438	101,701	1,061,557
Major	13,756	83,784	1,152,530	13,333	84,810	1,130,773	13,890	86,103	1,195,977
Captain	22,012	66,260	1,458,510	22,280	67,079	1,494,518	22,255	68,102	1,515,617
1st Lieutenant	7,290	51,869	378,124	7,379	52,413	386,758	7,128	53,303	379,946
2nd Lieutenant	6,514	37,235	242,546	6,595	37,651	248,309	6,260	38,219	239,248
TOTAL BASIC PAY	63,510		4,708,133	63,413		4,744,203	63,826		4,886,786

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2017 Estimate 1,433,571
FY 2016 Estimate 1,478,455
FY 2015 Actual 1,496,836

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 32.2% for FY 2015, 31.4% for FY 2016 and 29.5% for FY 2017. The part-time RPA rate is 22.5% for FY 2015, 23.0% for FY 2016 and 23.6% for FY 2017.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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	61,062	23,776	1,451,795	61,796	23,427	1,447,717	62,209	22,528	1,401,453
Reserve Component									
Retired Pay Accrual - Part Time	2,448	18,399	45,041	1,617	19,009	30,738	1,617	19,863	32,118
Total Retired Pay Accrual	63,510	23,569	1,496,836	63,413	23,315	1,478,455	63,826	22,461	1,433,571

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 2017 Estimate	230,325
FY 2016 Estimate	230,762
FY 2015 Actual	199,777

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. The FY 2016 NDAA contained a provision for including RPA pilots, qualified solely on unmanned platforms; however, at this time, the Air Force is working with OSD to craft policy allowing full transition to these new authorities.
- (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. The FY 2016 NDAA contained a provision for including RPA pilots, qualified solely on unmanned platforms; however, at this time, the Air Force is working with OSD to craft policy allowing full transition to these new authorities.
- (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) 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.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviator Pay</u>									
Yrs Svc Grade									
Less than 2	2,451	1,500	3,677	2,272	1,500	3,408	2,442	1,500	3,663
2 - 3	1,270	1,872	2,377	1,136	1,872	2,127	1,221	1,872	2,286
3 - 4	1,484	2,256	3,348	1,136	2,256	2,563	1,221	2,256	2,755
4 - 6	2,947	2,472	7,285	2,710	2,472	6,699	2,294	2,472	5,671
6 - 14	9,051	7,800	70,598	8,782	7,800	68,500	8,968	7,800	69,950
14 - 22	4,530	10,080	45,662	4,982	10,080	50,219	5,192	10,080	52,335
22 - 23	198	7,020	1,390	176	7,020	1,236	216	7,020	1,516
23 - 24	123	5,940	731	156	5,940	927	146	5,940	867
24 - 25	151	4,620	698	168	4,620	776	131	4,620	605
Above 25	65	3,000	195	77	3,000	231	77	3,000	231
B/G Less than 25	10	2,400	24	12	2,400	29	12	2,400	29
Subtotal Flying Duty Crew	22,280		135,985	21,607		136,715	21,920		139,908
<u>HDIP-AVIATION</u>									
Flying Duty Crew	18	2,160	39	18	2,160	39	18	2,160	39
Flying Duty Non-Crew	46	1,800	83	47	1,800	85	47	1,800	85
Flying Duty Non-Rated	513	2,266	1,162	648	2,266	1,468	648	2,266	1,468
Subtotal HDIP-Aviation	577		1,284	713		1,592	713		1,592
<u>Aviator Retention Pay</u>									
Pilots			61,343			91,198			87,559
Subtotal Aviator Retention Bonus			61,343			91,198			87,559
Subtotal Flying Duty Pay			198,612			229,505			229,059
<u>Parachute Jumping</u>	79	1,800	142	119	1,800	214	123	1,800	221
<u>Parachute HALO</u>	198	2,700	535	198	2,700	535	200	2,700	540
<u>Demolition Duty</u>	183	1,800	329	170	1,800	306	170	1,800	306
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	6	1,800	11	10	1,800	18	10	1,800	18
Chemical Munitions Handler	1	1,800	2	1	1,800	2	1	1,800	2
Pressure Chamber Observer	67	1,800	121	85	1,800	153	85	1,800	153
Thermal Stress Experiments	1	1,800	2	2	1,800	4	2	1,800	4
Toxic Fuel Handler	13	1,800	23	14	1,800	25	12	1,800	22
Subtotal Other Incentive Duty Pay	88		159	112		202	110		199
TOTAL INCENTIVE PAY			199,777			230,762			230,325

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 2017 Estimate	303,925
FY 2016 Estimate	298,520
FY 2015 Actual	294,534

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 (Consolidated Special Pay – CSP); Retention Bonus (CSP); Incentive Pay (CSP), and Board Certified Pay (CSP) for other health professions to include professions not previously authorized: all Dentists, Nurses, Physician Assistants, Clinical Psychologists, Clinical Social Workers, and AF Public Health Officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses will transition to the four (4) new pay categories beginning in FY 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions officers will transition in FY 2018.
 - (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 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 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 personnel eligible for NP-BCP 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 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (bb) 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 FY 2017 IAW Title 37 U.S.C., Section 335.
 - (cc) 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 FY 2015 rate is \$6,000 per year for at least a two (2) year contract.
 - (dd) 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.
- (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 (AIP):
 - 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 BPOVFX3H), 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 AIP - 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. Intercontinental Ballistic Missile (ICBM) AIP – An incentive paid to Nuclear and Missile Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who deploy to remote locations within the missile complex, often for days at a time and is paid at a rate of \$300 per month.
 - d. RPA Pilot AIP - 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) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. 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 on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) received training, in accordance with regulations prescribed by the Secretary of the Military Department concerned, designed to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (10) Judge Advocate General’s Corps Officer Student Loan Repayment Program - Authorized in FY 2010 pursuant to Title 10 U.S.C §2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$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.
- (11) 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay funding amount is based on average statutory rates and the number of physicians and dentists programmed per year. Board Certification funding amount for physicians, dentists, nurse, biomedical sciences corps, psychologists, and veterinarians are based on estimated number of said professionals who would qualify to receive the entitlement. The Incentive Special Pay (ISP) and Multi-Year Special Pay (MSP) funding amounts are estimates based on the expected number of takers. The Additional Special Pay funding amounts for Medical and Dental Officers are based on estimated number of eligible physicians and dentists multiplied by the entitlement rate. Accession Bonus funding amounts are derived from assessing recruiting requirements, expected number of takers, recruiting requirements and the accession rates as determined by A1 and the Air Force Medical Service.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
MD Additional Special Pay	2,990	15,000	44,850	3,000	15,000	45,000	3,000	15,000	45,000
MD Board Certification Pay	2,122	5,100	10,822	2,125	5,100	10,838	2,100	5,100	10,710
MD Early Commitment ISP	79	23,685	1,871	80	23,688	1,895	60	23,683	1,421
MD Incentive Special Pay	2,323	23,685	55,020	2,350	23,685	55,660	2,300	23,685	54,476
MD Multi-Year Special Pay	930	35,786	33,281	930	35,786	33,281	931	35,786	33,317
MD Variable Special Pay	3,300	8,000	26,400	3,325	8,000	26,600	3,325	8,000	26,600
CWSAB Medical	21	294,800	6,191	22	294,818	6,486	30	294,800	8,844
Physician Pay	11,765	15,167	178,435	11,832	15,193	179,760	11,746	15,356	180,368

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dental Accession Bonus	0	0	0	1	75,000	75	2	75,000	150
Dental Additional Pay	520	12,000	6,240	600	12,000	7,200	800	12,000	9,600
Dental Board Certification Pay	291	5,100	1,484	375	5,100	1,913	300	5,100	1,530
Dental Multi-Year Special Pay	327	41,000	13,407	350	41,000	14,350	355	41,000	14,555
Dental Variable Pay	955	8,000	7,640	900	8,000	7,200	900	8,000	7,200
Oral Surgeon ISP	47	30,000	1,410	52	30,000	1,560	52	30,000	1,560
General Dentist Accession Bonus	0	0	0	3	37,500	113	3	37,500	113
General Dentist Incentive Pay	401	20,000	8,020	350	20,000	7,000	260	20,000	5,200
General Dentist Retention Bonus	173	25,000	4,325	175	25,000	4,375	210	25,000	5,250
CWSAB Dental	2	300,000	600	2	300,000	600	2	300,000	600
Dentist Pay	2,716	15,878	43,126	2,808	15,807	44,386	2,884	15,866	45,758
Cert RN Anesthetists	98	40,000	3,920	108	40,000	4,320	108	40,000	4,320
Nurse Accession Bonus	61	25,000	1,525	30	25,000	750	30	25,000	750
Nurse Board Certified	188	4,000	752	200	4,000	800	470	4,000	1,880
Nurse ISP	956	15,000	14,340	1,100	15,000	16,500	1,100	15,000	16,500
Nurse Pay	1,303	15,761	20,537	1,438	15,556	22,370	1,708	13,730	23,450
Board Certified Non-Physician Pay	1,200	5,000	6,000	1,200	5,000	6,000	1,198	5,000	5,990
Pharmacy Accession	1	30,000	30	1	30,000	30	1	30,000	30
Pharmacy Officers Special Pay	220	15,000	3,300	200	15,000	3,000	221	15,000	3,315
PHO Accession Bonus	10	10,000	100	10	10,000	100	1	10,000	10
PHO Incentive Pay	150	5,000	750	150	5,000	750	180	5,000	900
PHO Retention Pay	120	6,250	750	120	6,250	750	134	6,254	838
Physicians Assistant Accession Bonus	1	15,000	15	1	15,000	15	1	15,000	15
Physicians Assistant Incentive Pay	300	5,000	1,500	300	5,000	1,500	290	5,000	1,450
Physicians Assistant Retention Pay	210	15,000	3,150	210	15,000	3,150	210	15,000	3,150
Psychologist Accession Bonus	2	15,000	30	5	15,000	75	5	15,000	75
Psychologist Incentive Pay	142	5,000	710	180	5,000	900	180	5,000	900
Psychologist Retention Pay	125	15,000	1,875	125	15,000	1,875	110	15,000	1,650
Social Workers Accession Bonus	6	7,500	45	6	7,500	45	3	7,667	23
Social Workers Retention Pay	150	10,000	1,500	150	10,000	1,500	150	10,000	1,500
Optometrists	150	1,200	180	145	1,200	174	120	1,200	144
Optometry Retention	100	10,000	1,000	90	10,000	900	106	10,000	1,060
Veterinarians	29	1,200	35	20	1,200	24	21	1,190	25
Biomedical Science Officer Pay	2,916	7,191	20,970	2,913	7,136	20,788	2,931	7,190	21,075

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Dentist CSRB Initial	3	100,000	300	3	100,000	300	3	100,000	300
Medical CSRB Subtotal	3	100,000	300	3	100,000	300	3	100,000	300
Contracting CSRB	31	16,800	520	25	15,000	375	25	15,000	375
Intel CSRB	376	7,400	2,800	453	7,500	3,379	529	7,500	3,954
RPA CSRB	0	0	0	7	67,571	473	15	39,933	599
Special Tactics and Combat Rescue CSRB	89	22,500	2,000	101	22,700	2,293	106	23,000	2,433
Non-Medical CSRB Subtotal	496	10,726	5,320	586	11,126	6,520	675	10,905	7,361
Critical Skills Retention Bonus	499	11,263	5,620	589	11,579	6,820	678	11,299	7,661
Chairman, JCS	0	0	0	1	4,000	4	1	4,000	4
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Sr Member of UN	0	0	0	1	3,000	3	1	3,000	3
General	11	2,200	24	11	2,182	24	11	2,182	24
Lt General	43	500	22	44	500	22	46	500	23
Pers Allowance - General Officer	55	909	50	58	983	57	60	967	58
AFSOC Air Ops Flight AIP	0	0	0	4	9,000	36	7	9,429	66
Korea AIP	161	3,600	578	112	3,600	403	112	3,600	403
ICBM Field Ops AIP	0	0	0	694	3,600	2,498	694	3,600	2,498
RPA Pilot AIP	677	2,996	2,028	955	2,738	2,615	1,225	2,785	3,412
Assignment Incentive Pay	838		2,606	1,765		5,552	2,038		6,379
Diving Duty	220	1,800	396	220	1,800	396	220	1,800	396
Foreign Language Proficiency Bonus	1,597	3,861	6,166	1,629	3,938	6,415	1,678	4,056	6,807
Hardship Duty Location Pay	3,395	1,200	4,073	1,012	1,200	1,214	1,012	1,200	1,214
Health Prof. Scholarship Program (HPSP)	192	1,880	361	186	1,880	350	186	1,880	350
Hostile Fire Pay	1,983	2,700	5,354	473	2,700	1,277	473	2,700	1,277
JAG Bonus	113	28,550	3,226	137	28,550	3,911	137	28,550	3,911
JAG Student Loan Repayment	166	21,667	3,600	240	21,667	5,200	240	21,667	5,200
Pay and Allowance Continuation (PAC)	11	1,260	14	19	1,260	24	17	1,260	21
TOTAL SPECIAL PAY	27,769		294,534	25,319		298,520	26,008		303,925

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

Contracting CSRB	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)	31	520	25	375	25	375								
Accelerated Payments														
Prior Year FY 2015														
Initial Payments														
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2021														
Initial Payments														
Anniversary Payments														
Total														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	31	520	25	375	25	375	0	0	0	0	0	0	0	0
Total	31	520	25	375	25	375	0	0	0	0	0	0	0	0

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

Intel CSRB	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)	325	2,421	310	2,316	295	2,213								
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	51	379												
Anniversary Payments			51	379	50	373	48	360						
Current Year FY 2016														
Initial Payments			92	684										
Anniversary Payments					92	684	90	672	86	645				
Biennial Budget FY 2017														
Initial Payments					92	684								
Anniversary Payments							92	684	90	672	86	645		
Biennial Budget FY 2018														
Initial Payments							92	684						
Anniversary Payments									92	684	92	684	90	672
Biennial Budget FY 2019														
Initial Payments									92	684				
Anniversary Payments											92	684	90	672
Biennial Budget FY 2020														
Initial Payments											92	684		
Anniversary Payments													92	684
Biennial Budget FY 2021														
Initial Payments													92	684
Anniversary Payments														
Total														
Initial Payments	51	379	92	684	92	684	92	684	92	684	92	684	92	684
Anniversary Payments	325	2,421	361	2,695	437	3,270	230	1,716	268	2,001	270	2,013	272	2,028
Total	376	2,800	453	3,379	529	3,954	322	2,400	360	2,685	362	2,697	364	2,712

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

RPA CSRB	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments														
Anniversary Payments														
Current Year FY 2016														
Initial Payments			7	473										
Anniversary Payments					7	59	7	59	7	59	7	59	7	59
Biennial Budget FY 2017														
Initial Payments					8	540								
Anniversary Payments							8	68	8	68	8	68	8	68
Biennial Budget FY 2018														
Initial Payments							34	2,295						
Anniversary Payments									34	287	34	287	34	287
Biennial Budget FY 2019														
Initial Payments									61	4,118				
Anniversary Payments											61	515	61	515
Biennial Budget FY 2020														
Initial Payments											60	4,050		
Anniversary Payments													60	506
Biennial Budget FY 2021														
Initial Payments													150	10,125
Anniversary Payments														
Total														
Initial Payments	0	0	7	473	8	540	34	2,295	61	4,118	60	4,050	150	10,125
Anniversary Payments	0	0	0	0	7	59	15	127	49	414	110	929	170	1,435
Total	0	0	7	473	15	599	49	2,422	110	4,532	170	4,979	320	11,560

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

Special Tactics and Combat Rescue CSRB	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)	39	790	36	708	26	473	7	140						
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	50	1,210												
Anniversary Payments			50	1,210	50	1,210	50	1,210	8	160				
Current Year FY 2016														
Initial Payments			15	375										
Anniversary Payments					15	375	15	375	15	375				
Biennial Budget FY 2017														
Initial Payments					15	375								
Anniversary Payments							15	348	15	348	15	348		
Biennial Budget FY 2018														
Initial Payments							20	464						
Anniversary Payments									20	464	20	464	20	464
Biennial Budget FY 2019														
Initial Payments									40	928				
Anniversary Payments											40	928	40	928
Biennial Budget FY 2020														
Initial Payments											30	696		
Anniversary Payments													30	696
Biennial Budget FY 2021														
Initial Payments													30	696
Anniversary Payments														
Total														
Initial Payments	50	1,210	15	375	15	375	20	464	40	928	30	696	30	696
Anniversary Payments	39	790	86	1,918	91	2,058	87	2,073	58	1,347	75	1,740	90	2,088
Total	89	2,000	101	2,293	106	2,433	107	2,537	98	2,275	105	2,436	120	2,784

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

AFSOC Air Ops Flight AIP	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY14 & Prior)																
Accelerated Payments																
Prior Year FY 2015																
Initial Payments																
Anniversary Payments																
Current Year FY 2016																
Initial Payments			4	36												
Anniversary Payments																
Biennial Budget FY 2017																
Initial Payments					7	66										
Anniversary Payments																
Biennial Budget FY 2018																
Initial Payments							8	87								
Anniversary Payments																
Biennial Budget FY 2019																
Initial Payments									7	72						
Anniversary Payments																
Biennial Budget FY 2020																
Initial Payments											9	93				
Anniversary Payments																
Biennial Budget FY 2021																
Initial Payments													10	102		
Anniversary Payments																
Total																
Initial Payments	0	0	4	36	7	66	8	87	7	72	9	93	10	102	10	105
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	4	36	7	66	8	87	7	72	9	93	10	102	10	105

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

Assignment Incentive Pay - Korea	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	161	578												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			112	403										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					112	403								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							112	403						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									112	403				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											112	403		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													112	403
Anniversary Payments														
Total														
Initial Payments	161	578	112	403	112	403	112	403	112	403	112	403	112	403
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	161	578	112	403	112	403	112	403	112	403	112	403	112	403

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

Assignment Incentive Pay - ICBM Field Operations	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments														
Anniversary Payments														
Current Year 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														
Biennial Budget FY 2021														
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

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

Assignment Incentive Pay - RPA Pilot	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	677	2,028												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			955	2,615										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					1,225	3,412								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							1,489	4,462						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									1,748	5,523				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											2,000	6,405		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													2,135	7,342
Anniversary Payments														
Total														
Initial Payments	677	2,028	955	2,615	1,225	3,412	1,489	4,462	1,748	5,523	2,000	6,405	2,135	7,342
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	677	2,028	955	2,615	1,225	3,412	1,489	4,462	1,748	5,523	2,000	6,405	2,135	7,342

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2017 Estimate	1,507,570
FY 2016 Estimate	1,417,752
FY 2015 Actual	1,414,192

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

The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 3.1 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 2.9 percent and 3.2 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2017 budget reflects this authority by incorporating a 2 percent out-of-pocket rate comprised of 1 percent as authorized in the 2015 NDAA and the additional 1 percent authorized in the 2016 NDAA. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. However, it should be noted that the 3.1 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

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

With Dependents

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate *</u>			<u>FY 2017 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	31,753	254	8	32,610	261	8	33,621	269
Lt General	35	33,389	1,169	36	34,291	1,234	37	35,354	1,308
Major General	78	32,482	2,535	79	33,360	2,635	79	34,394	2,717
Brig General	115	32,033	3,688	112	32,898	3,685	112	33,918	3,799
Colonel	2,816	29,782	83,945	2,787	30,586	85,244	2,918	31,534	92,018
Lt Colonel	8,170	28,522	233,383	7,841	29,293	229,683	8,321	30,201	251,298
Major	10,465	25,581	267,956	9,909	26,271	260,323	10,555	27,086	285,890
Captain	12,680	22,165	281,169	12,559	22,764	285,889	12,824	23,469	300,969
1st Lieutenant	2,807	19,062	53,523	2,784	19,576	54,501	2,749	20,183	55,484
2nd Lieutenant	1,776	17,233	30,610	1,761	17,698	31,167	1,709	18,247	31,184
Subtotal with Dependents	38,950		958,232	37,876		954,622	39,312		1,024,936

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate *</u>			<u>FY 2017 Estimate</u>		
	<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>		<u>Workyears</u>	<u>Amount</u>	
<u>Differential</u>	10	25		10	27		10	27	
<u>Without Dependents - Full Allowance</u>									
	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate *</u>			<u>FY 2017 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	0	0	0	0	0	0	0	0	0
Lt General	2	27,094	54	2	27,825	56	2	28,688	57
Major General	4	30,082	120	4	30,895	124	4	31,852	127
Brig General	5	26,821	134	5	27,545	138	5	28,399	142
Colonel	197	26,396	5,209	195	27,109	5,286	204	27,949	5,702
Lt Colonel	788	25,842	20,399	754	26,540	20,011	801	27,363	21,918
Major	1,743	23,262	40,602	1,648	23,890	39,371	1,757	24,631	43,276
Captain	6,701	19,987	134,028	6,631	20,527	136,114	6,773	21,163	143,339
1st Lieutenant	3,877	16,973	65,830	3,843	17,432	66,990	3,796	17,972	68,222
2nd Lieutenant	3,541	15,119	53,544	3,512	15,527	54,533	3,408	16,009	54,558
Subtotal w/o Dependents	16,858		319,920	16,594		322,623	16,750		337,341
<u>Without Dependents - Partial Allowance</u>									
	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate *</u>			<u>FY 2017 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	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	8	512	4	9	526	5	9	542	5
Lt Colonel	12	427	5	12	438	5	12	452	5
Major	26	343	9	25	352	9	27	363	10
Captain	101	284	29	103	291	30	103	300	31
1st Lieutenant	67	227	15	68	233	16	66	241	16
2nd Lieutenant	799	171	136	810	175	142	769	181	139
Subtotal Partial	1,013		198	1,027		207	986		206
TOTAL BAH - DOMESTIC			1,278,375			1,277,479			1,362,510

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents

Grade	FY 2015 Actual			FY 2016 Estimate *			FY 2017 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	1	28,000	28	1	29,000	29	1	29,000	29
Colonel	127	43,535	5,529	129	45,698	5,895	135	45,644	6,162
Lt Colonel	534	40,661	21,713	535	42,432	22,701	567	42,381	24,030
Major	809	36,764	29,742	788	38,109	30,030	839	38,067	31,938
Captain	956	33,014	31,561	960	34,076	32,713	980	34,036	33,355
1st Lieutenant	145	30,559	4,431	145	31,469	4,563	143	31,434	4,495
2nd Lieutenant	40	30,775	1,231	40	32,200	1,288	39	32,154	1,254
Subtotal With Dependents	2,612		94,235	2,598		97,219	2,704		101,263

Without Dependents

Grade	FY 2015 Actual			FY 2016 Estimate *			FY 2017 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	13	34,385	447	14	36,500	511	14	36,429	510
Lt Colonel	62	35,161	2,180	62	36,855	2,285	66	36,803	2,429
Major	190	29,605	5,625	185	30,838	5,705	197	30,797	6,067
Captain	752	26,547	19,963	755	27,440	20,717	772	27,408	21,159
1st Lieutenant	305	24,928	7,603	304	25,888	7,870	300	25,860	7,758
2nd Lieutenant	179	25,486	4,562	177	26,616	4,711	172	26,581	4,572
Subtotal w/o Dependents	1,501		40,380	1,497		41,799	1,521		42,495
Moving-In Housing Allowance	1,679	716	1,202	1,707	735	1,255	1,718	758	1,302
TOTAL BAH - OVERSEAS			135,817			140,273			145,060
GRAND TOTAL BAH			1,414,192			1,417,752			1,507,570

* FY 2016 estimates do not include approximately \$29 million associated with funding that will be transferred for basic allowance for housing pursuant to Section 8117 of Public Law 114-113.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2017 Estimate	199,210
FY 2016 Estimate	192,954
FY 2015 Actual	191,652

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 inflation rates of 2.9% for 2015, 0.1% for 2016 and 3.4% for 2017, effective January 1 each year. The annualized inflation rate is 0.8% for FY 2016 and 2.6% for FY 2017.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
BAS	63,510	3,018	191,652	63,413	3,043	192,954	63,826	3,121	199,210

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2017 Estimate	102,631
FY 2016 Estimate	101,608
FY 2015 Actual	97,589

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation (JTR) 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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Grade</u>									
General	3	12,667	38	3	13,667	41	3	13,333	40
Lt. General	9	10,556	95	9	11,444	103	9	11,222	101
Major General	12	11,000	132	12	11,500	138	12	11,417	137
Brig. General	28	13,964	391	28	14,750	413	28	14,571	408
Colonel	523	12,289	6,427	542	13,000	7,046	556	12,842	7,140
Lt Colonel	1,470	12,265	18,030	1,504	12,265	18,447	1,561	12,116	18,913
Major	2,176	10,766	23,427	2,161	11,346	24,518	2,252	11,207	25,239
Captain	3,266	8,269	27,008	3,347	8,269	27,678	3,343	8,169	27,309
1st Lieutenant	850	6,713	5,706	864	7,060	6,100	835	6,974	5,823
2nd Lieutenant	384	5,987	2,299	390	6,346	2,475	370	6,268	2,319
Subtotal Cost of Living	8,721		83,553	8,860		86,959	8,969		87,429
<u>Temporary Lodging Allowance</u>	12,962	1,083	14,036	13,173	1,112	14,649	13,259	1,147	15,202
TOTAL STATION ALLOWANCES-OVERSEAS			97,589			101,608			102,631

(Amount in Thousands)

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

FY 2017 Estimate 326
FY 2016 Estimate 320
FY 2015 Actual 311

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 JTR, 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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	330	942	311	335	955	320	337	967	326

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2017 Estimate	2,569
FY 2016 Estimate	2,390
FY 2015 Actual	2,389

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:

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,423	400	1,769	4,388	400	1,755	4,809	400	1,924
Additional Allowances	1,535	200	307	1,560	200	312	1,570	200	314
Civilian Clothing	467	671	313	474	682	323	477	694	331
TOTAL CLOTHING ALLOWANCES	6,425		2,389	6,422		2,390	6,856		2,569

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2017 Estimate	4,833
FY 2016 Estimate	4,800
FY 2015 Actual	10,757

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>PCS CONUS or Overseas with dependents not authorized</u>	600	3,000	1,800	610	3,000	1,830	614	3,000	1,842
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	2,985	3,000	8,957	990	3,000	2,970	997	3,000	2,991
TOTAL FAMILY SEPARATION ALLOWANCE	3,585		10,757	1,600		4,800	1,611		4,833

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2017 Estimate 150
FY 2016 Estimate 150
FY 2015 Actual 150

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 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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Special Monthly Compensation	150	150	150

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2017 Estimate	54,540
FY 2016 Estimate	52,562
FY 2015 Actual	131,277

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) Involuntary Separation Pay - Payments to officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) – FY 2012 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 the full amount of separation pay a member of the same pay grade and years of service that is involuntarily separated under Title 10 USC 1174.
- (6) Voluntary Separation Incentive (VSI) Trust Fund - Payments made 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 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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
General	3	24,000	72	1	24,294	24	1	24,664	25
Lt General	15	25,200	378	5	25,509	128	5	25,898	129
Major General	10	12,300	123	5	12,451	62	5	12,641	63
Brig General	15	13,867	208	9	14,037	126	9	14,251	128
Colonel	558	12,435	6,939	335	12,588	4,217	415	12,780	5,304
Lt Colonel	879	6,435	5,656	533	6,513	3,472	658	6,613	4,351
Major	1,532	5,984	9,168	973	6,058	5,894	1,186	6,150	7,294
Captain	1,374	4,159	5,715	923	4,210	3,886	1,108	4,275	4,736
1st Lieutenant	103	3,136	323	69	3,174	219	83	3,223	267
2nd Lieutenant	41	1,049	43	27	1,062	29	32	1,078	34
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	4,530		28,625	2,880		18,057	3,502		22,331
Separation Pay									
Fail Promotion/Unfit	7	30,000	210	7	30,368	213	7	30,831	216
Disability	33	86,485	2,854	33	87,544	2,889	34	88,879	3,022
Invol-Half Pay 5%	8	27,875	223	8	28,216	226	8	28,647	229
Invol-Full Pay 10%	645	62,893	40,566	179	63,663	11,396	179	64,634	11,570
TERA	202	116,787	23,591	0	0	0	0	0	0
VSP	232	71,841	16,667	2	72,500	145	0	0	0
VSI Trust Fund			17,864			18,942			16,478
Career Status Bonus	39	17,359	677	40	17,359	694	40	17,359	694
Subtotal Separation Pay	1,166		102,652	269		34,505	268		32,209
TOTAL SEPARATION PAYMENTS	5,696		131,277	3,149		52,562	3,770		54,540

(Amount in Thousands)

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

FY 2017 Estimate	373,187
FY 2016 Estimate	361,086
FY 2015 Actual	358,648

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 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
- Calendar Year 2016 - 7.65% on first \$118,500 and 1.45% on the remainder
- Calendar Year 2017 - 7.65% on first \$126,300 and 1.45% on the remainder

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	4,708,133	7.65%	358,648	4,744,203	7.65%	361,086	4,886,786	7.65%	373,187

**PAY AND ALLOWANCES
OF ENLISTED**

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

	<u>Amount</u>
FY 2016 DIRECT PROGRAM	16,306,159
Pricing Increase	297,696
Annualization (PI):	45,567
Annualization 1 Jan 16 raise of 1.3% on Basic Pay	32,800
Annualization of raise on RPA	10,257
Annualization of raise on FICA	2,510
Pay Raise (PI):	136,697
1 Jan 17 pay raise of 1.6% effect on Basic Pay	98,399
1 Jan 17 pay raise effect on RPA	30,770
1 Jan 17 pay raise effect on FICA	7,528
BAH Rates (PI):	95,829
1 Jan 17 inflation rate of 3.2% effect on BAH	95,642
Increase in MIHA Payments	187
Other (PI):	19,603
Increase in Clothing Payments	2,331
Increase in TLA Payments	1,509
Increase in CONUS COLA Payments	8
Increase in Special Pay Payments	535
Increase in LSTL Payments	528
Increase in Separation Payments	620
Increase in Selective Reenlistment Bonus Payments	14,072
Program Increase	155,906

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

Strength (PGI):	151,568	
Increase change in WY/longevity for Basic Pay	73,771	
Increase on workyears/longevity for FICA	5,645	
Increase in workyears/longevity for RPA	23,669	
Increase in workyears Housing Allowance	48,483	
Other (PGI):	4,338	
Increase in Special Pay Payments	157	
Increase in FSA Program	177	
Increase in Parachute Jumping Workyears	27	
Increase in Other Incentive Pay Workyears	74	
Increase in COLA Workyears	2,862	
Increase in TLA Workyears	422	
Increase in CONUS COLA Workyears	4	
Increase in Enlisted Bonus Workyears	615	
Total Increases		453,602
Pricing Decrease		(166,237)
Other (PI):	(166,237)	
Decrease in RPA Rate Payments	(162,521)	
Decrease in FICA Payments	(4)	
Decrease in COLA Payments	(3,712)	
Program Decrease		(22,877)
Strength (PGD):	(7,153)	
Decrease in workyears for Clothing Allowance	(7,153)	
Other (PGD):	(15,724)	
Decrease in LSTL Program	(269)	
Decrease in Flying Duty Crew Workyears	(52)	
Decrease in CEFIP Workyears	(686)	
Decrease in Separation Payments	(425)	
Decrease in Selective Reenlistment Bonus Workyears	(14,292)	
Total Decreases		(189,114)
FY 2017 DIRECT PROGRAM		16,570,647

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2017 Estimate	8,811,898
FY 2016 Estimate	8,603,227
FY 2015 Actual	8,624,245

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

Funding requirements include a basic pay increase of 1.0% in 2015, 1.3% in 2016, and 1.6% in 2017, effective January 1 each year. The annualized pay raise is 1.225% for FY 2016 and 1.525% for FY 2017. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2015 beginning strength was 250,104 and end strength was 246,322 using 255,246 workyears.
 FY 2016 beginning strength was 246,322 and end strength will be 251,310 using 251,979 workyears.
 FY 2017 beginning strength will be 251,310 and end strength will be 251,000 using 254,098 workyears.

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,570	75,661	194,448	2,525	76,587	193,383	2,546	77,755	197,965
Senior Master Sergeant	5,323	60,076	319,787	5,163	60,813	313,975	5,205	61,740	321,356
Master Sergeant	25,279	51,751	1,308,205	24,637	52,385	1,290,600	24,844	53,183	1,321,290
Technical Sergeant	40,332	42,710	1,722,585	39,824	43,233	1,721,724	40,161	43,893	1,762,772
Staff Sergeant	63,337	34,326	2,174,095	62,284	34,746	2,164,139	63,246	35,276	2,231,078
Senior Airman	62,148	27,232	1,692,411	62,406	27,566	1,720,254	62,435	27,986	1,747,300
Airman First Class	44,183	22,276	984,209	42,243	22,549	952,522	42,906	22,893	982,226
Airman	4,503	20,797	93,648	4,664	21,052	98,185	4,703	21,373	100,515
Airman Basic	7,571	17,812	134,857	8,233	18,030	148,445	8,052	18,306	147,396
TOTAL BASIC PAY	255,246		8,624,245	251,979		8,603,227	254,098		8,811,898

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2017 Estimate 2,591,637
FY 2016 Estimate 2,690,362
FY 2015 Actual 2,745,036

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 32.2% for FY 2015 31.4% for FY 2016 and 29.5% for FY 2017. The part-time RPA rate is 22.5% for FY 2015, 23.0% for FY 2016 and 23.6% FY 2017.

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	247,411	10,797	2,671,361	248,867	10,689	2,660,102	250,986	10,200	2,560,135
Reserve Component									
Retired Pay Accrual - Part Time	7,835	9,403	73,675	3,112	9,724	30,260	3,112	10,123	31,502
Total Retired Pay Accrual	255,246	10,754	2,745,036	251,979	10,677	2,690,362	254,098	10,199	2,591,637

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 2017 Estimate	35,601
FY 2016 Estimate	36,242
FY 2015 Actual	37,184

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.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Flying Duty Crew Members

<u>Grade</u>	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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	12	2,880	35	12	2,880	35	12	2,880	35
Senior Master Sergeant	32	2,880	92	32	2,880	92	32	2,880	92
Master Sergeant	148	2,880	426	133	2,880	383	130	2,880	374
Technical Sergeant	242	2,580	624	233	2,580	601	225	2,580	581
Staff Sergeant	349	2,280	796	351	2,280	800	348	2,280	793
Senior Airman	226	1,980	447	179	1,980	354	175	1,980	347
Airman First Class	42	1,800	76	57	1,800	103	52	1,800	94
Subtotal Flying Duty Crew	1,051		2,496	997		2,368	974		2,316
<u>Flying Duty Non-Crew Members</u>	157	1,800	282	239	1,800	430	239	1,800	430

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Career Enlisted Flyer Incentive Pay</u>									
Years of Service									
Less than 4 Yrs Avn Svc	3,614	1,800	6,505	3,479	1,800	6,262	3,379	1,800	6,082
More than 4 Yrs Avn Svc	1,959	2,700	5,289	1,886	2,700	5,092	1,832	2,700	4,946
More than 8 Yrs Avn Svc	1,960	4,200	8,233	1,887	4,200	7,925	1,833	4,200	7,699
More than 14 Yrs Avn Svc	1,016	4,800	4,877	978	4,800	4,694	950	4,800	4,560
Subtotal Career Enlisted Flyer Incentive Pay	8,549		24,904	8,230		23,973	7,994		23,287
Subtotal Flying Duty Pay	9,757		27,682	9,466		26,771	9,207		26,033
<u>Parachute Jumping</u>	608	1,800	1,094	625	1,800	1,125	640	1,800	1,152
<u>Parachute HALO</u>	1,194	2,700	3,223	1,175	2,700	3,173	1,200	2,700	3,240
<u>Demolition</u>	2,269	1,800	4,084	2,237	1,800	4,027	2,237	1,800	4,027
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	23	1,800	41	50	1,800	90	50	1,800	90
Chemical Munitions Handler	10	1,800	18	26	1,800	47	30	1,800	54
Pressure Chamber Observer	168	1,800	302	175	1,800	315	172	1,800	310
Thermal Stress Experiments	2	1,800	4	2	1,800	4	3	1,800	5
Toxic Fuel Handler	403	1,800	725	375	1,800	675	375	1,800	675
Toxic Pesticides Duty	5	1,800	9	7	1,800	13	7	1,800	13
Weapons Control Crew	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	612		1,101	636		1,146	638		1,149
TOTAL INCENTIVE PAY	14,440		37,184	14,139		36,242	13,922		35,601

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2017 Estimate	49,751
FY 2016 Estimate	49,044
FY 2015 Actual	74,212

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 resulting 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 categories: Diving duty pararescue and diving duty basic. Diving duty pararescue includes operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. They are open and/or closed circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. Diving duty basic is limited to non-tactical diving requirements and does not require training, qualification or use of closed circuit diving equipment. Basic diving operations are primarily, conducted to support training safety requirements or other non-tactical operations.
- (4) 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 on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) received training, in accordance with regulations prescribed by the Secretary of the Military Department concerned, designed to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a 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.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- 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.
 - 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.

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
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	54	2,000	108	103	2,000	206	103	2,000	206
Subtotal Sea and Foreign Duty-Total	54		108	136		345	136		345
Diving Duty Basic	49	1,320	65	49	1,320	65	49	1,320	65
Diving Duty Pararescue	1,019	1,800	1,834	1,019	1,800	1,834	1,019	1,800	1,834
Foreign Language Proficiency Bonus	5,742	3,741	21,481	5,755	3,741	21,529	5,920	3,833	22,694
Hostile Fire Pay	6,725	2,700	18,158	2,396	2,700	6,469	2,396	2,700	6,469
Hardship Duty Location Pay	15,941	1,200	19,129	4,205	1,200	5,046	4,205	1,200	5,046
Critical Skills Retention Bonus	20	150,000	3,000	29	150,000	4,350	31	150,000	4,650

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	7	9,857	69	10	9,600	96	10	9,900	99
Korea AIP	829	3,600	2,984	799	3,600	2,876	799	3,600	2,876
RPA Sensor Ops AIP	1,047	1,920	2,010	1,068	1,918	2,048	1,062	1,918	2,037
724th STG Operator AIP	127	10,866	1,380	127	10,866	1,380	127	10,866	1,380
Subtotal Assignment Incentive Pay	2,010		6,443	2,004		6,400	1,998		6,392
College Loan Payback Program	1,174	3,332	3,912	875	3,333	2,916	650	3,332	2,166
Pay and Allowance Continuation (PAC)	63	1,270	80	70	1,257	88	70	1,257	88
Other Special Pay	0	0	0	0	0	0	0	0	0
TOTAL SPECIAL PAY	32,798		74,212	16,539		49,044	16,475		49,751

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

Critical Skills Retention Bonus	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	20	3,000												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			29	4,350										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					31	4,650								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							35	5,250						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									43	6,450				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											57	8,550		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													57	8,550
Anniversary Payments														
Total														
Initial Payments	20	3,000	29	4,350	31	4,650	35	5,250	43	6,450	57	8,550	57	8,550
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	20	3,000	29	4,350	31	4,650	35	5,250	43	6,450	57	8,550	57	8,550

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

AFSOC Air Ops Flight AIP	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	7	69												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			10	96										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					10	99								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							12	138						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									12	138				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											16	180		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													16	180
Anniversary Payments														
Total														
Initial Payments	7	69	10	96	10	99	12	138	12	138	16	180	16	180
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	7	69	10	96	10	99	12	138	12	138	16	180	16	180

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

Assignment Incentive Pay - Korea	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	829	2,984												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			799	2,876										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					799	2,876								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							799	2,876						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									799	2,876				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											799	2,876		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													799	2,876
Anniversary Payments														
Total														
Initial Payments	829	2,984	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	829	2,984	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876	799	2,876

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

Assignment Incentive Pay - RPA Sensor Ops	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	1,047	2,010												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			1,068	2,048										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					1,062	2,037								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							1,058	2,029						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									1,044	2,002				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											1,028	1,970		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													1,028	1,970
Anniversary Payments														
Total														
Initial Payments	1,047	2,010	1,068	2,048	1,062	2,037	1,058	2,029	1,044	2,002	1,028	1,970	1,028	1,970
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,047	2,010	1,068	2,048	1,062	2,037	1,058	2,029	1,044	2,002	1,028	1,970	1,028	1,970

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

724th STG Operator AIP	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)														
Accelerated Payments														
Prior Year FY 2015														
Initial Payments	127	1,380												
Anniversary Payments														
Current Year FY 2016														
Initial Payments			127	1,380										
Anniversary Payments														
Biennial Budget FY 2017														
Initial Payments					127	1,380								
Anniversary Payments														
Biennial Budget FY 2018														
Initial Payments							128	1,392						
Anniversary Payments														
Biennial Budget FY 2019														
Initial Payments									128	1,392				
Anniversary Payments														
Biennial Budget FY 2020														
Initial Payments											130	1,413		
Anniversary Payments														
Biennial Budget FY 2021														
Initial Payments													130	1,413
Anniversary Payments														
Total														
Initial Payments	127	1,380	127	1,380	127	1,380	128	1,392	128	1,392	130	1,413	130	1,413
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	127	1,380	127	1,380	127	1,380	128	1,392	128	1,392	130	1,413	130	1,413

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2017 Estimate 65,623
FY 2016 Estimate 65,623
FY 2015 Actual 51,581

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 2015 Actual</u>		<u>FY 2016 Estimate</u>		<u>FY 2017 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	1,801	9,728	2,426	13,100	2,426	13,100
SD-5 (\$375)	3,175	14,289	3,685	16,583	3,685	16,583
SD-4 (\$300)	851	3,065	1,638	5,897	1,638	5,897
SD-3 (\$225)	4,390	11,854	4,986	13,462	4,986	13,462
SD-2 (\$150)	5,806	10,451	7,233	13,019	7,233	13,019
SD-1 (\$75)	2,438	2,194	3,958	3,562	3,958	3,562
TOTAL SPECIAL DUTY ASSIGNMENT PAY	18,461	51,581	23,926	65,623	23,926	65,623

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2017 Estimate	226,080
FY 2016 Estimate	226,300
FY 2015 Actual	179,300

PART I - PURPOSE AND SCOPE

A Selective Retention Bonus (SRB) is authorized by Title 37 U.S.C., Section 331 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 as well as retain vital experience necessary to meet current and emerging missions. 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 - 100% upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date (if applicable). Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective Retention 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 as well as retaining essential experience required to meet current and emerging missions is the intent of the SRB. 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. These bonuses as well as the required funding are critical to the Air Force's current growth plan in order to address key gaps in nuclear, maintenance, cyber, intelligence, remotely piloted aircraft, and support.

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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	3,624	19,023	68,939	6,542	21,580	141,175	6,987	17,947	125,398
Anniversary Payments	30,535	3,525	107,640	22,778	3,618	82,404	20,560	4,765	97,961
Accelerated Payments	500	5,442	2,721	500	5,442	2,721	500	5,442	2,721
TOTAL	34,659		179,300	29,820		226,300	28,047		226,080

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY 14 & Prior)	30,535	107,640	19,263	65,859	10,808	47,534	3,226	37,249	667	27,251				
Accelerated Payments	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721	500	2,721		
Prior 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		
Current Year FY 2016														
Initial Payments			6,542	141,175										
Anniversary Payments					6,346	33,882	6,149	22,602	6,106	18,835	3,236	15,068	1,198	11,301
Biennial Budget FY 2017														
Initial Payments					6,987	125,398								
Anniversary Payments							6,777	40,776	6,568	37,096	6,521	18,980	3,456	15,184
Biennial Budget FY 2018														
Initial Payments							6,558	109,164						
Anniversary Payments									6,361	28,499	6,164	23,759	6,121	19,633
Biennial Budget FY 2019														
Initial Payments									5,932	100,858				
Anniversary Payments											5,754	22,526	5,576	22,726
Biennial Budget FY 2020														
Initial Payments											5,773	134,894		
Anniversary Payments													5,600	23,915
Biennial Budget FY 2021														
Initial Payments													5,276	135,894
Anniversary Payments														
Total														
Initial Payments	3,624	68,939	6,542	141,175	6,987	125,398	6,558	109,164	5,932	100,858	5,773	134,894	5,276	135,894
Anniversary Payments	31,035	110,361	23,278	85,125	21,060	100,682	20,034	117,136	21,995	125,432	22,839	91,327	21,951	92,759
Total SRB	34,659	179,300	29,820	226,300	28,047	226,080	26,592	226,300	27,927	226,290	28,612	226,221	27,227	228,653

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2017 Estimate	16,127
FY 2016 Estimate	15,512
FY 2015 Actual	6,921

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 some contracted bonuses may have delayed payments exceeding two years. For example, an Airman may have been contracted under the FY 2015 IEB authorization when they enlisted, but not receive their bonus payment until FY 2017 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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
10	1,500	15	0	1,500	0	0	1,500	0
12	2,000	24	0	2,000	0	0	2,000	0
3	3,000	9	225	3,000	675	300	3,000	900
0	4,000	0	0	4,000	0	0	4,000	0
0	5,000	0	735	5,000	3,675	735	5,000	3,675
0	6,000	0	0	6,000	0	0	6,000	0
71	7,000	497	74	7,000	518	74	7,000	518
0	8,000	0	77	8,000	616	77	8,000	616
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	300	10,000	3,000	300	10,000	3,000
373	11,000	4,103	373	11,000	4,103	373	11,000	4,103
6	12,000	72	0	12,000	0	0	12,000	0
28	13,000	364	83	13,000	1,079	83	13,000	1,079
16	14,000	224	74	14,000	1,036	74	14,000	1,036
27	15,000	405	54	15,000	810	80	15,000	1,200
0	16,000	0	0	16,000	0	0	16,000	0
34	17,000	578	0	17,000	0	0	17,000	0
35	18,000	630	0	18,000	0	0	18,000	0
Total	615	6,921	1,995		15,512	2,096		16,127

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2017 Estimate	3,674,509
FY 2016 Estimate	3,529,267
FY 2015 Actual	3,507,545

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

The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 3.1 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 2.9 percent and 3.2 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2017 budget reflects this authority by incorporating a 2 percent out-of-pocket rate comprised of 1 percent as authorized in the 2015 NDAA and the additional 1 percent authorized in the 2016 NDAA. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. However, it should be noted that the 3.1 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

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

With Dependents

<u>Grade</u>	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate *</u>			<u>FY 2017 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	2,057	23,026	47,373	2,002	23,648	47,343	2,034	24,381	49,591
Senior Master Sergeant	4,036	21,547	87,029	3,872	22,129	85,684	3,929	22,815	89,641
Master Sergeant	19,027	20,150	383,606	18,367	20,694	380,083	18,642	21,335	397,731
Technical Sergeant	28,007	19,037	533,456	27,382	19,551	535,337	27,792	20,157	560,196
Staff Sergeant	35,597	16,879	601,076	34,704	17,335	601,584	35,467	17,872	633,870
Senior Airman	21,425	15,032	322,256	21,242	15,438	327,925	21,389	15,916	340,431
Airman First Class	9,431	15,088	142,413	8,749	15,496	135,571	8,886	15,976	141,962
Airman	580	14,843	8,612	571	15,243	8,704	575	15,716	9,037
Airman Basic	584	15,360	8,972	625	15,775	9,859	611	16,264	9,937
Subtotal with Dependents	120,744		2,134,792	117,514		2,132,090	119,325		2,232,396

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2015 Actual			FY 2016 Estimate *			FY 2017 Estimate		
	Workyears	Amount		Workyears	Amount		Workyears	Amount	
<u>Differential</u>	227	778		228	804		230	835	
<u>Without Dependents - Full Allowance</u>									
	FY 2015 Actual			FY 2016 Estimate *			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	197	20,976	4,133	192	21,543	4,136	194	22,211	4,309
Senior Master Sergeant	505	19,614	9,908	483	20,143	9,729	490	20,768	10,176
Master Sergeant	2,800	17,695	49,573	2,698	18,173	49,030	2,738	18,736	51,300
Technical Sergeant	6,191	16,366	101,392	6,041	16,808	101,537	6,131	17,329	106,244
Staff Sergeant	17,581	14,832	260,866	17,115	15,232	260,695	17,493	15,704	274,713
Senior Airman	25,060	12,552	314,746	24,794	12,891	319,614	24,967	13,290	331,821
Airman First Class	3,907	12,301	48,086	3,633	12,633	45,895	3,690	13,025	48,061
Airman	170	12,055	2,050	170	12,380	2,105	172	12,764	2,195
Airman Basic	103	11,814	1,217	111	12,133	1,347	109	12,509	1,363
Subtotal without Dependents (Full)	56,514		791,970	55,237		794,088	55,984		830,182
<u>Without Dependents - Partial Allowance</u>									
	FY 2015 Actual			FY 2016 Estimate *			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	5	225	1	5	231	1	5	238	1
Senior Master Sergeant	8	191	2	8	196	2	8	202	2
Master Sergeant	84	150	13	84	154	13	84	158	13
Technical Sergeant	206	123	25	209	127	26	210	131	27
Staff Sergeant	1,252	112	141	1,253	115	145	1,272	119	151
Senior Airman	7,645	101	773	7,861	104	817	7,865	107	842
Airman First Class	29,425	97	2,857	28,487	100	2,841	28,934	103	2,975
Airman	3,502	90	315	3,661	92	338	3,691	95	351
Airman Basic	5,475	86	470	5,962	88	526	5,831	91	530
Subtotal without Dependents (Partial)	47,602		4,597	47,530		4,709	47,900		4,892
TOTAL BAH - DOMESTIC			2,932,137			2,931,691			3,068,305

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

	FY 2015 Actual			FY 2016 Estimate *			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	176	33,375	5,874	176	34,835	6,131	179	34,782	6,226
Senior Master Sergeant	435	31,837	13,849	433	32,995	14,287	439	32,945	14,463
Master Sergeant	2,120	31,709	67,224	2,107	32,826	69,165	2,138	32,780	70,083
Technical Sergeant	3,400	30,899	105,057	3,422	31,954	109,346	3,473	31,908	110,818
Staff Sergeant	3,952	29,143	115,174	3,933	30,094	118,361	4,020	30,052	120,808
Senior Airman	1,753	27,396	48,025	1,792	28,350	50,804	1,805	28,311	51,101
Airman First Class	445	27,375	12,182	431	28,485	12,277	437	28,444	12,430
Airman	14	26,214	367	14	26,929	377	14	26,857	376
Airman Basic	2	21,000	42	2	21,000	42	2	21,500	43
Subtotal with Dependents	12,297		367,794	12,310		380,790	12,507		386,348

Without Dependents

	FY 2015 Actual			FY 2016 Estimate *			FY 2017 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	27	25,407	686	27	26,852	725	28	26,821	751
Senior Master Sergeant	76	24,513	1,863	76	25,579	1,944	77	25,532	1,966
Master Sergeant	447	24,922	11,140	443	25,923	11,484	450	25,887	11,649
Technical Sergeant	1,275	24,940	31,798	1,284	25,858	33,202	1,303	25,822	33,646
Staff Sergeant	3,388	23,891	80,942	3,371	24,854	83,782	3,444	24,818	85,474
Senior Airman	3,174	22,330	70,876	3,245	23,145	75,105	3,268	23,112	75,531
Airman First Class	216	19,602	4,234	209	20,388	4,261	212	20,358	4,316
Airman	10	19,900	199	10	20,700	207	10	20,800	208
Airman Basic	2	20,500	41	2	21,000	42	2	21,000	42
Subtotal without Dependents	8,615		201,779	8,667		210,752	8,794		213,583
Moving-In Housing Allowance	9,201	634	5,835	9,264	651	6,034	9,342	671	6,273
TOTAL BAH - OVERSEAS			575,408			597,576			606,204
GRAND TOTAL BAH			3,507,545			3,529,267			3,674,509

*FY 2016 estimates do not include approximately \$35 million associated with funding that will be transferred for basic allowance for housing pursuant to Section 8117 of Public Law 114-113.

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2017 Estimate 355,243
FY 2016 Estimate 354,162
FY 2015 Actual 338,403

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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	556	8,928	4,964	559	9,462	5,289	563	9,346	5,262
Senior Master Sergeant	1,210	8,236	9,965	1,211	8,723	10,563	1,221	8,617	10,521
Master Sergeant	5,545	7,526	41,734	5,544	8,003	44,366	5,590	7,905	44,190
Technical Sergeant	9,191	6,612	60,768	9,305	7,039	65,502	9,383	6,954	65,248
Staff Sergeant	14,917	5,575	83,164	14,928	5,900	88,069	15,159	5,828	88,344
Senior Airman	13,128	4,477	58,772	13,496	4,477	60,420	13,503	4,422	59,716
Airman First Class	8,883	3,343	29,699	8,601	3,343	28,756	8,736	3,303	28,852
Airman	732	2,854	2,089	765	3,039	2,325	771	3,001	2,314
Airman Basic	72	2,722	196	78	2,756	215	76	2,737	208
Subtotal Cost of Living	54,234		291,351	54,487		305,505	55,002		304,655
<u>Temporary Lodging Allowance</u>	57,716	815	47,052	58,116	837	48,657	58,605	863	50,588
TOTAL STATION ALLOWANCES-OVERSEAS			338,403			354,162			355,243

(Amount in Thousands)

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

FY 2017 Estimate 559
FY 2016 Estimate 547
FY 2015 Actual 536

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	781	686	536	787	695	547	793	705	559

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2017 Estimate	124,700
FY 2016 Estimate	129,522
FY 2015 Actual	118,259

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 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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	18,990	1,394	26,478	24,164	1,389	33,568	19,860	1,414	28,086
Civilian Life (Female)	4,954	1,622	8,038	6,254	1,598	9,993	5,140	1,627	8,361
Officer Tng School (Male)	58	369	21	180	373	67	165	380	63
Officer Tng School (Female)	20	369	7	60	373	22	55	380	21
AF Academy Prep (Male)	108	967	104	108	980	106	135	997	135
AF Academy Prep (Female)	53	967	51	52	980	51	45	997	45
Subtotal Military Clothing	24,183		34,699	30,818		43,807	25,400		36,711
<u>Civilian Clothing</u>									
Initial	747	1,006	752	753	1,022	770	759	1,041	790
Continuing	2,815	335	944	2,834	341	966	2,858	347	992
TDY	2,361	503	1,188	2,378	511	1,216	2,398	520	1,248
Subtotal Civilian Clothing	5,923		2,884	5,965		2,952	6,015		3,030
TOTAL INITIAL ALLOWANCES	30,106		37,583	36,783		46,759	31,415		39,741
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	47,923	241	11,559	48,255	248	11,987	48,661	253	12,305
Airmen (Female)	10,862	248	2,698	10,937	252	2,756	11,029	257	2,829
Subtotal	58,785		14,257	59,192		14,743	59,690		15,134
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	147,570	347	51,170	148,458	353	52,376	149,706	359	53,767
Airmen (Female)	33,761	353	11,911	33,996	360	12,239	34,281	366	12,563
Subtotal	181,331		63,081	182,454		64,615	183,987		66,330
<u>Supplemental Maint. Allow.</u>	11,725	285	3,338	11,807	288	3,405	11,906	294	3,495
TOTAL CLOTHING ALLOWANCE			118,259			129,522			124,700

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2017 Estimate 21,246
FY 2016 Estimate 21,069
FY 2015 Actual 43,832

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
PCS CONUS or Overseas with dependents not authorized	4,620	3,000	13,860	4,652	3,000	13,956	4,691	3,000	14,073
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	9,990	3,000	29,972	2,371	3,000	7,113	2,391	3,000	7,173
TOTAL FAMILY SEPARATION ALLOWANCE	14,610		43,832	7,023		21,069	7,082		21,246

(Amount in Thousands)

PROJECT: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

FY 2017 Estimate	1,260
FY 2016 Estimate	1,260
FY 2015 Actual	1,260

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 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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
	Amount	Amount	Amount
Special Monthly Compensation	1,260	1,260	1,260

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2017 Estimate	109,908
FY 2016 Estimate	109,430
FY 2015 Actual	187,765

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

- (1) Lump Sum Terminal Leave - Payments to 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 to 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) Involuntary Separation Pay - Payments to members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Temporary Early Retirement Authorization (TERA) – FY 2012 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 1174.
- (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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Grade									
Chief Master Sergeant	329	3,295	1,084	319	3,335	1,064	311	3,386	1,053
Senior Master Sergeant	645	2,544	1,641	624	2,575	1,607	609	2,614	1,592
Master Sergeant	2,954	2,192	6,474	2,853	2,218	6,329	2,786	2,252	6,275
Technical Sergeant	2,120	2,380	5,045	2,001	2,409	4,820	1,987	2,445	4,859
Staff Sergeant	5,189	1,802	9,350	4,732	1,824	8,631	4,736	1,852	8,770
Senior Airman	6,003	1,336	8,023	5,440	1,353	7,360	5,431	1,373	7,459
Airman First Class	1,919	1,598	3,066	1,737	1,617	2,809	1,733	1,642	2,845
Airman	731	1,606	1,174	661	1,626	1,075	660	1,650	1,089
Airman Basic	1,206	806	972	1,091	816	890	1,089	828	902
Subtotal LSTL	21,096		36,829	19,458		34,585	19,342		34,844
Separation Pay									
Disability	694	43,934	30,490	699	44,472	31,086	705	45,150	31,831
Invol-Half Pay 5%	268	17,366	4,654	240	17,578	4,219	240	17,846	4,283
Invol-Full Pay 10%	1,416	39,908	56,510	133	40,397	5,373	133	41,013	5,455
TERA	427	53,593	22,884	3	59,333	178	0	0	0
VSP	88	33,170	2,919	0	0	0	0	0	0
VSI Trust Fund			5,336			5,658			4,922
Subtotal Separation Pay	2,893		122,793	1,075		46,514	1,078		46,491
Career Status Bonus	1,047	26,880	28,143	1,054	26,880	28,331	1,063	26,880	28,573
TOTAL SEPARATION PAYMENTS	25,036		187,765	21,587		109,430	21,483		109,908

(Amount in Thousands)

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

FY 2017 Estimate	674,109
FY 2016 Estimate	658,147
FY 2015 Actual	659,754

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 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
- Calendar Year 2016 - 7.65% on first \$118,500 and 1.45% on the remainder
- Calendar Year 2017 - 7.65% on first \$126,300 and 1.45% on the remainder

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	8,624,245	7.65%	659,754	8,603,227	7.65%	658,147	8,811,898	7.65%	674,109

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**PAY AND ALLOWANCES
OF CADETS**

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

		<u>AMOUNT</u>
FY 2016 DIRECT PROGRAM		70,965
Pricing Increase	1,217	
Annualization (PI):	204	
Annualization 1 Jan 16 raise of 1.3% on Basic Pay	189	
Annualization of raise on FICA	15	
Pay Raise (PI):	608	
1 Jan 17 pay raise of 1.6% effect on Basic Pay	565	
1 Jan 17 pay raise effect on FICA	43	
Other (PI):	405	
Subsistence Rate Increase	405	
Program Increase	0	
Total Increases:		1,217
Pricing Decrease	(1)	
Other (PD):	(1)	
Decrease in Other FICA Payments	(1)	
Program Decrease	(37)	
Strength (PGI):	(37)	
Decrease in workyears for Basic Pay	(25)	
Decrease in workyears Subsistence	(2)	
Decrease in workyears FICA	(10)	
Total Decreases:		(38)
FY 2017 DIRECT PROGRAM		72,144

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2017 Estimate	72,144
FY 2016 Estimate	70,965
FY 2015 Actual	70,437

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 2015 funding requirements included a 1.0% pay raise. The budget for FY 2016 provides a basic pay increase of 1.3% and 1.6% for FY 2017, effective 1 January each year. The annualized pay raise is 1.225% for FY 2016 and 1.525% for FY 2017. 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 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 2015 - \$12.20
 Calendar Year 2016 - \$12.25
 Calendar Year 2017 - \$12.65

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	3,893	12,294	47,859	3,973	12,444	49,441	3,971	12,634	50,170
<u>Subsistence</u>	3,893	4,873	18,970	3,973	4,479	17,795	3,971	4,581	18,190
<u>Social Security Tax (Employer's Contribution)</u>	3,837		3,608	3,917		3,729	3,915		3,784
TOTAL ACADEMY CADETS			70,437			70,965			72,144

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**SUBSISTENCE OF
ENLISTED PERSONNEL**

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

		<u>AMOUNT</u>
FY 2016 DIRECT PROGRAM		1,063,144
Pricing Increase		28,311
Annualization 1 Jan 16 inflation rate of 0.1% on BAS	6,250	
1 Jan 17 inflation rate of 3.4% effect on BAS	18,749	
Increase in SIK - Subsist In Mess Total Pricing	2,983	
Increase in SIK - Operational Pricing	227	
Increase in SIK - Augmentation Rations Pricing	102	
Program Increase		13,008
Increase in Subsistence - BAS Enlisted Program	13,008	
Total Increases		41,319
Pricing Decrease		0
Program Decrease		0
Total Decreases		0
FY 2017 DIRECT PROGRAM		1,104,463

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2017 Estimate	1,007,662
FY 2016 Estimate	968,694
FY 2015 Actual	981,863

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 inflation rates of 2.9% for 2015, 0.1% for 2016, and 3.4% for 2017, effective January 1 each year. The annualized inflation rate is 0.8% for FY 2016 and 2.6% for FY 2017.

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
When Authorized to Mess Separately	250,986	4,384	1,100,308	246,904	4,418	1,090,913	249,774	4,532	1,132,016
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			(118,445)			(122,219)			(124,354)
GRAND TOTAL			981,863			968,694			1,007,662

(Amount in Thousands)

PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)

FY 2017 Estimate 8
FY 2016 Estimate 8
FY 2015 Actual 8

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 in an amount equal to the total dollars required to bring the 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. Section 602 of the FY 2016 National Defense Authorization Act (P.L. 114-92) eliminates program eligibility of CONUS members effective October 1, 2016.

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

	<u>FY 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Family Subsist Sup Allow	8	8	8

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY 2017 Estimate	131,986
FY 2016 Estimate	128,674
FY 2015 Actual	220,691

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 2.9% for FY 2015, 0.1% for FY 2016 and 3.4% for FY 2017, effective 1 January each year. The annualized BAS inflation rate is 0.8% for FY 2016 and 2.6% for FY 2017. Other SIK elements are computed at the contract rate per unit.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	4,734	4,058	19,212	4,797	4,191	20,106	4,797	4,299	20,624
Members Taking Meals in Mess			187,691			95,729			98,194
Subtotal Subsistence-In-Mess			206,903			115,835			118,818
<u>Operational Rations</u>									
Meals Ready to Eat	81,215	100	8,115	80,855	103	8,344	80,855	106	8,559
Unitized Group Rations	1,400	302	423	1,544	312	482	1,544	320	494
Subtotal Operational Rations	82,615		8,538	82,399		8,826	82,399		9,053
<u>Augmentation Rations</u>									
Augmentation Rations	11,418	17	194	11,438	18	201	11,438	18	206
Other - Messing	370,403	14	5,056	270,362	14	3,812	270,362	14	3,909
Subtotal Augmentation Rations/Other	381,821		5,250	281,800		4,013	281,800		4,115
GRAND TOTAL SIK	469,170		220,691	368,996		128,674	368,996		131,986
GRAND TOTAL Enlisted Subsistence			1,202,562			1,097,376			1,139,656

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**PERMANENT CHANGE
OF
STATION TRAVEL**

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

AMOUNT

FY 2016 DIRECT PROGRAM

1,231,049

Pricing Increase

27,011

Annualization (PI):

479

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

479

Pay Raise (PI):

1,435

1 Jan 17 pay raise of 1.6% effect on DLA for PCS moves

1,435

Inflation Rate (PI):

13,929

Increase in rate of Land

11,025

Increase in rate of ITGBL (HHG)

2,904

Other (PI):

11,168

Increase in Mile-Per Diem Pricing

4,737

Increase in AMC Pricing

1,804

Increase in Comm Air Pricing

768

Increase in M Tons MSC Pricing

155

Increase in S Tons AMC Pricing

1,254

Increase in NonTemp Storage Pricing

1,740

Increase in Temp Lodging Pricing

710

Program Increase

243

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

		<u>AMOUNT</u>
Other (PGI):	243	
Increase in Defense Personnel Property System (DPS) Program	77	
Increase in POV Contracts Program	166	
Total Increases		27,254
Pricing Decrease		0
Program Decrease		(49,154)
Strength (PGD):	(26,317)	
Decrease in DLA Program	(6,166)	
Decrease in strength of Land	(15,951)	
Decrease in strength of ITGBL (HHG)	(4,201)	
Other (PGD):	(22,837)	
Decrease in Mile-Per Diem Program	(11,761)	
Decrease in AMC Program	(4,258)	
Decrease in Comm Air Program	(1,813)	
Decrease in M Tons MSC Program	(224)	
Decrease in S Tons AMC Program	(1,810)	
Decrease in Trailer Allow Program	(1)	
Decrease in NonTemp Storage Program	(1,324)	
Decrease in Temp Lodging Program	(1,645)	
Total Decreases		(49,154)
FY 2017 DIRECT PROGRAM		1,209,149

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 2015, 1.3% for FY 2016, and 1.6% for FY 2017. The annualized pay raise rate is 1.225% for FY 2016 and 1.525% for FY 2017. The Non-Pay inflation rate is 1.1% for FY 2015, 1.3% for FY 2016, and 1.8% for FY 2017.

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

	FY 2015 Actual		FY 2016 Estimate		FY 2017 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	30,316	87,066	36,786	105,689	31,674	94,531
Training Travel	6,234	52,959	9,441	75,439	9,200	75,432
Operational Travel between Duty Stations	20,269	289,181	19,956	289,920	18,900	280,086
Rotational Travel To and From Overseas	36,338	563,490	38,296	603,768	37,050	594,108
Separation Travel	34,456	174,238	30,236	148,620	30,695	157,265
Travel of Organized Units	944	8,912	1,000	9,594	1,000	9,763
TOTAL OBLIGATIONS	128,557	1,175,846	135,715	1,233,030	128,519	1,211,185
Less Reimbursements		1,925		1,981		2,036
TOTAL DIRECT PROGRAM	128,557	1,173,921	135,715	1,231,049	128,519	1,209,149

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

	FY 2015 Actual		FY 2016 Estimate		FY 2017 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	94,550	177,905	99,814	192,942	94,522	186,435
AMC	24,715	57,916	26,091	62,811	24,708	60,693
Commercial Air	9,292	24,674	9,809	26,759	9,289	25,857
<u>Travel of Family Members</u>						
Mileage and Per Diem	57,284	29,367	59,725	31,013	57,243	30,496
AMC	27,261	19,091	28,423	20,161	27,241	19,825
Commercial Air	9,702	8,115	10,115	8,569	9,695	8,427
<u>Transportation of Household Goods</u>						
M Tons - MSC	27,518	6,627	28,096	6,829	27,198	6,760
S Tons - AMC	8,449	53,750	8,627	55,392	8,351	54,836
Land Shipment, CONUS & Overseas	44,696	472,660	45,634	487,104	44,176	482,214
ITGBL	17,710	124,486	18,082	128,290	17,504	127,002
Dislocation Allowance	51,750	125,344	55,151	136,039	52,690	131,797
Trailer Allowance	173	76	176	82	173	81
Transportation of POVs	18,784	1	19,782	1	19,073	1
Port Handling Charges		2		2		2
Nontemporary Storage*		24,205		23,248		23,664
Temporary Lodging Expense*	39,515	33,124	42,213	35,636	40,302	34,701
Defense Personnel Property System		10,554		10,035		10,112
POV Contracts		7,950		8,116		8,282
TOTAL OBLIGATIONS		1,175,846		1,233,030		1,211,185
Less Reimbursements		1,925		1,981		2,036
TOTAL DIRECT PROGRAM		1,173,921		1,231,049		1,209,149

*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 2017 Estimate	94,531
FY 2016 Estimate	105,689
FY 2015 Actual	87,066

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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	4,423	756	3,342	4,388	765	3,358	4,809	779	3,747
Family Member Travel	1,635	438	716	1,622	443	719	1,777	451	802
Trans of Household Goods	2,357	5,694	13,421	2,339	5,768	13,491	2,563	5,871	15,049
Dislocation Allowance	1,150	2,267	2,607	1,141	2,295	2,619	1,251	2,330	2,915
Nontemporary Storage			177			176			196
Temporary Lodging Expenses	1,842	661	1,218	1,827	670	1,224	2,002	682	1,366
Subtotal Officer Accession Travel			21,481			21,587			24,075
<u>Enlisted Accession Travel</u>									
Member Travel	24,688	1,404	34,670	31,193	1,423	44,375	25,650	1,448	37,146
Family Member Travel	5,676	344	1,950	7,614	348	2,650	6,261	354	2,218
Trans of Household Goods	3,493	5,519	19,281	4,429	5,590	24,759	3,642	5,691	20,726
Dislocation Allowance	3,205	2,265	7,259	4,063	2,293	9,315	3,341	2,328	7,776
Nontemporary Storage			321			408			341
Temporary Lodging Expenses	3,249	526	1,708	4,120	533	2,194	3,389	542	1,837
Subtotal Enlisted Accession Travel			65,189			83,701			70,044
<u>Cadet Accession Travel</u>	1,205	329	396	1,205	333	401	1,215	339	412
TOTAL ACCESSION TRAVEL			87,066			105,689			94,531

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2017 Estimate	75,432
FY 2016 Estimate	75,439
FY 2015 Actual	52,959

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	4,144	759	3,147	5,223	769	4,017	5,200	783	4,072
Family Member Travel	4,302	381	1,641	5,422	386	2,095	5,398	393	2,123
Trans of Household Goods	5,025	5,422	27,244	6,335	5,492	34,794	6,308	5,591	35,270
Dislocation Allowance	3,063	2,808	8,600	3,860	2,842	10,971	3,843	2,885	11,089
Nontemporary Storage			274			348			352
Temporary Lodging Expenses	2,449	816	1,998	3,087	827	2,551	3,073	841	2,586
Subtotal Officer Training Travel			42,904			54,776			55,492
<u>Enlisted Training Travel</u>									
Member Travel	2,090	655	1,369	4,218	664	2,799	4,000	676	2,702
Family Member Travel	690	701	483	1,392	710	988	1,320	722	954
Trans of Household Goods	598	9,581	5,731	1,219	9,706	11,831	1,156	9,880	11,422
Dislocation Allowance	423	4,300	1,819	853	4,353	3,713	809	4,419	3,575
Nontemporary Storage			68			138			133
Temporary Lodging Expenses	352	335	585	709	340	1,194	673	346	1,154
Subtotal Enlisted Training Travel			10,055			20,663			19,940
TOTAL TRAINING TRAVEL			52,959			75,439			75,432

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2017 Estimate	280,086
FY 2016 Estimate	289,920
FY 2015 Actual	289,181

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	7,591	738	5,605	7,982	748	5,971	7,500	761	5,711
Family Member Travel	14,030	335	4,704	14,753	340	5,010	13,862	346	4,792
Trans of Household Goods	10,124	7,917	80,156	10,648	8,020	85,397	10,005	8,164	81,685
Dislocation Allowance	6,519	3,249	21,180	6,855	3,289	22,544	6,441	3,339	21,506
Nontemporary Storage			266			281			269
Temporary Lodging Expenses	5,133	1,002	5,143	5,397	1,015	5,478	5,072	1,033	5,240
Subtotal Officer Operational Travel			117,054			124,681			119,203
<u>Enlisted Operational Travel</u>									
Member Travel	12,678	423	5,364	11,974	429	5,132	11,400	436	4,974
Family Member Travel	19,008	349	6,629	17,953	353	6,342	17,092	360	6,147
Trans of Household Goods	19,473	5,400	105,150	18,416	5,470	100,733	17,533	5,568	97,629
Dislocation Allowance	9,862	2,726	26,881	9,315	2,759	25,701	8,868	2,801	24,841
Trailer Allowance	8	372	3	7	377	3	7	383	3
Nontemporary Storage			267			251			244
Temporary Lodging Expenses	7,963	1,172	9,329	7,521	1,187	8,926	7,160	1,208	8,651
Subtotal Enlisted Operational Travel			153,623			147,088			142,489
Defense Personnel Property System (DPS)			10,554			10,035			10,112
POV Contracts			7,950			8,116			8,282
TOTAL OPERATIONAL TRAVEL			289,181			289,920			280,086

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2017 Estimate	594,108
FY 2016 Estimate	603,768
FY 2015 Actual	563,490

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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	5,973	4,991	29,810	6,553	5,056	33,129	6,300	5,147	32,424
Family Member Travel	7,700	1,053	8,105	8,448	1,066	9,008	8,122	1,086	8,817
Pet Quarantine	41	442	18	45	448	20	43	456	20
Trans of Household Goods	6,200	12,339	76,502	6,802	12,500	85,022	6,539	12,725	83,206
Dislocation Allowance	5,355	3,003	16,082	5,875	3,040	17,859	5,649	3,086	17,434
Trailer Allowance	56	1,088	61	61	1,102	67	59	1,122	66
Global POV	4,360	0	1	4,784	0	1	4,599	0	1
Nontemporary Storage			4,930			5,432			5,316
Temporary Lodging Expenses	3,423	808	2,765	3,755	818	3,073	3,610	833	3,007
Subtotal Officer Rotational Travel			138,274			153,611			150,291
<u>Enlisted Rotational Travel</u>									
Member Travel	30,365	5,051	153,361	31,743	5,116	162,405	30,750	5,208	160,157
Family Member Travel	26,582	942	25,031	27,788	954	26,507	26,919	971	26,141
Pet Quarantine	389	102	40	406	104	42	394	105	42
Trans of Household Goods	28,847	6,604	190,500	30,156	6,690	201,733	29,213	6,810	198,942
Dislocation Allowance	21,423	1,827	39,146	22,395	1,850	41,424	21,694	1,878	40,739
Trailer Allowance	58	123	7	60	124	7	58	127	7
Port Handling (HHGS)			2			2			2
Nontemporary Storage			7,223			7,547			7,442
Temporary Lodging Expenses	14,502	683	9,906	15,160	692	10,490	14,686	704	10,345
Subtotal Enlisted Rotational Travel			425,216			450,157			443,817
TOTAL ROTATIONAL TRAVEL			563,490			603,768			594,108

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2017 Estimate	157,265
FY 2016 Estimate	148,620
FY 2015 Actual	174,238

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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	5,768	654	3,772	3,702	663	2,453	4,499	674	3,034
Family Member Travel	1,867	973	1,817	1,198	986	1,181	1,456	1,004	1,462
Trans of Household Goods	2,502	16,046	40,147	1,606	16,254	26,105	1,951	16,547	32,283
Nontemporary Storage			4,280			2,759			3,413
Subtotal Officer Separation Travel			50,016			32,498			40,192
<u>Enlisted Separation Travel</u>									
Member Travel	28,470	664	18,891	26,205	672	17,614	25,960	684	17,764
Family Member Travel	11,382	448	5,100	10,616	454	4,819	10,515	462	4,859
Trans of Household Goods	17,939	5,228	93,793	16,559	5,296	87,704	16,404	5,392	88,447
Trailer Allowance	17	321	5	16	325	5	16	331	5
Nontemporary Storage			6,358			5,865			5,914
Subtotal Enlisted Separation Travel			124,147			116,007			116,989
<u>Cadet Separation Travel</u>	218	345	75	329	350	115	236	356	84
TOTAL SEPARATION TRAVEL			174,238			148,620			157,265

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2017 Estimate	9,763
FY 2016 Estimate	9,594
FY 2015 Actual	8,912

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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	195	599	117	200	607	121	200	618	124
Family Member Travel	251	346	87	258	351	90	258	357	92
Trans of Household Goods	233	6,729	1,570	248	6,816	1,690	248	6,939	1,721
Dislocation Allowance	167	2,959	494	172	2,995	515	172	3,041	523
Nontemporary Storage			3			3			3
Temporary Lodging Expenses	132	804	106	135	814	110	135	829	112
Subtotal Officer Unit Travel			2,377			2,529			2,575
<u>Enlisted Unit Travel</u>									
Member Travel	749	769	576	800	779	623	800	793	634
Family Member Travel	1,123	275	309	1,199	279	334	1,199	284	340
Trans of Household Goods	1,153	3,443	3,970	1,231	3,488	4,294	1,231	3,551	4,371
Dislocation Allowance	583	2,189	1,276	622	2,216	1,378	622	2,250	1,399
Nontemporary Storage			38			40			41
Temporary Lodging Expenses	470	778	366	502	788	396	502	803	403
Subtotal Enlisted Unit Travel			6,535			7,065			7,188
TOTAL UNIT TRAVEL			8,912			9,594			9,763

**OTHER MILITARY
PERSONNEL COSTS**

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

		<u>AMOUNT</u>
FY 2016 DIRECT PROGRAM		121,131
Pricing Increase		2,153
Increase in Unemployment Benefits Pricing	919	
Increase in Mass Transportation Pricing	792	
Increase in Partial DLA Pricing	10	
Increase in ROTC Pricing	115	
Increase in JROTC Pricing	317	
Program Increase		2,578
Strength (PGI):	1,012	
Increase in ROTC workyears	75	
Increase in JROTC workyears	937	
Other (PGI):	1,566	
Increase in Apprehension Expense Program	1	
Increase in Unemployment Benefits Program	1,479	
Increase in partial DLA moves	86	
Total Increases		4,731
Program Decrease		(1)
Other (PGD):	(1)	
Decrease in Mass Transportation Program	(1)	
Total Decreases		(1)
FY 2017 DIRECT PROGRAM		125,861

(Amount in Thousands)

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

FY 2017 Estimate 16
FY 2016 Estimate 15
FY 2015 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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	23	739	17	20	749	15	20	763	16

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2017 Estimate 2,691
FY 2016 Estimate 2,691
FY 2015 Actual 2,018

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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Interest on Uniformed Services Savings Deposit	2,018	2,691	2,691

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2017 Estimate	16,000
FY 2016 Estimate	16,000
FY 2015 Actual	16,800

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 FY 2016 and FY 2017, 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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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>
Officer	21	100,000	2,100	18	100,000	1,800	18	100,000	1,800
Enlisted	147	100,000	14,700	142	100,000	14,200	142	100,000	14,200
TOTAL	168		16,800	160		16,000	160		16,000

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2017 Estimate	53,431
FY 2016 Estimate	51,033
FY 2015 Actual	79,727

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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	4,053	79,727	12,429	4,106	51,033	12,783	4,180	53,431

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2017 Estimate 0
FY 2016 Estimate 0
FY 2015 Actual 10,047

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 service member 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 required from the military services. The FY 2015 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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	7,550	0	0
Traumatic Injury-SGLI	2,497	0	0
Total	10,047	0	0

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2017 Estimate 79
FY 2016 Estimate 79
FY 2015 Actual 185

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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Education Benefits	185	79	79

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2017 Estimate 435
FY 2016 Estimate 435
FY 2015 Actual 435

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	207	2,101	435	207	2,101	435	207	2,101	435

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2017 Estimate	4,841
FY 2016 Estimate	4,050
FY 2015 Actual	2,468

PART I - PURPOSE AND SCOPE

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program offering 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 the historical number of Air Force military personnel assigned to the National Capital Region (NCR) who took advantage of this mode of transportation. During FY 2015, the monthly maximum fringe benefit exclusion level allowed by law was \$130. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but are subject to publication of revisions to the IRS Code each year. FY 2017 caps the monthly rate at \$255 until the IRS Code is modified to raise the monthly rate. Based on these monthly rates, the annual rate is \$1,560 for FY 2015, \$2,560 for FY 2016, and \$3,060 for FY 2017.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	1,203	1,560	1,877	1,203	2,560	3,080	1,203	3,060	3,681
Enlisted	379	1,560	591	379	2,560	970	379	3,060	1,160
TOTAL	1,582		2,468	1,582		4,050	1,582		4,841

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2017 Estimate	723
FY 2016 Estimate	627
FY 2015 Actual	598

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 Travel Regulation, effective calendar year 2011. This allowance increased to \$701.84 effective calendar year 2014. Effective 1 January 2015, this allowance increased to \$708.86. The estimates reflect annualized inflation factors of 1.225% for FY 2016 and 1.525% for FY 2017. 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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Partial Dislocation Allowance	598	627	723

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2017 Estimate	12,252
FY 2016 Estimate	12,149
FY 2015 Actual	10,945

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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
	Amount	Amount	Amount
Subsistence Allowance	8,151	8,726	8,726
Uniforms	2,263	2,731	2,799
Pay & Allowances	74	107	109
Subsistence-In-Kind	407	585	618
Foreign Language Incentive Program	50	0	0
TOTAL Requirement	10,945	12,149	12,252

Total Requirement

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

Institutional Program:

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

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Vol 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. An allowance of \$350 for AS 300 and \$400 for AS 400 per month for contracted cadets enrolled in Aerospace Studies AS 300 and AS 400 courses under the provision of Title 37 U.S.C., Section 209. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

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

Subsistence:

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Third Year (AS300)	9,860	350	3,451	10,360	350	3,626	10,360	350	3,626
Fourth Year (AS400)	11,750	400	4,700	12,750	400	5,100	12,750	400	5,100

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:	6,140	280	1,722	7,289	284	2,071	7,321	289	2,117
Uniforms, Commutation in Lieu:	439	910	399	507	922	467	507	938	476

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:	1,523	12	18	1,598	13	20	1,588	13	20
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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, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

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

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	25	1,040	26	34	1,059	36	34	1,059	36
Subsistence of Summer Field Training:	872	390	340	923	393	363	968	404	391
Uniforms, Issue-in-Kind:	688	206	142	923	209	193	968	213	206

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. The Foreign Language Incentive bonus was terminated beginning in FY 2016.

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	72	694	50	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2017 Estimate 17,193
FY 2016 Estimate 17,106
FY 2015 Actual 14,744

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 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Subsistence Allowance	12,632	14,402	14,402
Uniforms	886	1,470	1,508
Pay & Allowances	373	411	418
Subsistence-In-Kind	574	736	778
Foreign Language Incentive Program	279	87	87
TOTAL Requirement	14,744	17,106	17,193

(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 DoD FMR 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 DoD FMR 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY 2014, the stipend rates changes as follows: AS100 to \$250.00, AS200 to \$300.00, AS300 to \$350.00 and for AS400 to \$400.00 Rates shown are average rates.

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

	<u>FY 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 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)	6,980	250	1,745	6,980	250	1,745	6,980	250	1,745
Second Year (AS200)	8,950	300	2,685	9,950	300	2,985	9,950	300	2,985
Third Year (AS300)	8,360	350	2,926	9,360	350	3,276	9,360	350	3,276
Fourth Year (AS400)	13,190	400	5,276	15,990	400	6,396	15,990	400	6,396
Totals			12,632			14,402			14,402

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Uniforms, Issue-in-Kind:	2,230	280	625	3,870	284	1,100	3,870	289	1,119
Uniforms, Commutation in Lieu:	132	910	120	147	922	135	147	938	138

(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 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	788	13	10	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, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (O1) basic pay with less than two years of service. Rate shown is an average rate.

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

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

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	88	1,034	91	100	1,050	105	100	1,070	107
Subsistence of Summer Field Training:	1,065	390	415	1,127	392	442	1,182	403	476
Uniforms, Issue-in-Kind:	685	206	141	1,127	209	235	1,182	213	251

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. The Foreign Language Incentive bonus was terminated beginning in FY 2016.

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	465	600	279	29	3,000	87	29	3,000	87

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2017 Estimate 18,200
FY 2016 Estimate 16,946
FY 2015 Actual 16,722

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 2015 Actual</u>			<u>FY 2016 Estimate</u>			<u>FY 2017 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	90,987	167	15,171	91,141	169	15,395	95,983	172	16,504
Subsistence-In-Kind:	56,595	27	1,551	56,135	28	1,551	59,839	28	1,696
			16,722			16,946			18,200

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2015 Actual			FY 2016 Estimate			FY 2017 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)	9	1	10	9	0	9	9	0	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)	5	0	5	5	0	5	5	0	5
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	78	29	107	78	28	106	78	28	106
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	11	4	15	11	5	16	11	5	16
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
Dept of Homeland Security (DHS)	2	0	2	2	0	2	2	0	2
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Reimbursable Personnel	29	5	34	29	6	35	29	6	35

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2015 Actual			FY 2016 Estimate			FY 2017 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
In Support Non DoD Functions:									
NASA	30	0	30	30	0	30	30	0	30
Foreign Military Sales	110	47	157	101	51	152	81	37	118
Training Cases (Included in Foreign Military Sales)	23	3	26	23	3	26	23	3	26
Subtotal Non-DoD Functions	140	47	187	131	51	182	111	37	148
Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	93	30	123	93	30	123	93	30	123
Defense Courier Service (DCS)	3	90	93	3	90	93	3	90	93
Defense Information Systems Agency (DISA)	3	13	16	3	13	16	3	13	16
Defense Logistics Agency (DLA)	114	38	152	114	38	152	114	38	152
Depot Maintenance Activity Group (DMAG)	68	98	166	68	87	155	68	87	155
Supply Management Activity Group (SMAG)	41	16	57	41	16	57	41	16	57
Subtotal Working Capital Fund	322	285	607	322	274	596	322	274	596
Total - Reimbursable	491	337	828	482	331	813	462	317	779
Total - Nonreimbursable	78	29	107	78	28	106	78	28	106
Grand Total	569	366	935	560	359	919	540	345	885

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

	<u>FY 2015 Actual</u>	<u>FY 2016 Estimate</u>	<u>FY 2017 Estimate</u>
Subsistence	38,125	39,387	40,548
Strength Related:			
Officer - Basic Pay	120,544	126,742	131,361
Other Pay and Allowances	55,465	59,542	61,802
Enlisted - Basic Pay	104,856	104,814	108,515
Other Pay and Allowances	45,206	45,827	47,075
Retired Pay Accrual	72,583	72,713	70,768
PCS Travel	1,925	1,981	2,036
Strength Related Subtotal	400,579	411,619	421,557
TOTAL PROGRAM	438,704	451,006	462,105

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

	AY 14-15 (FY15)			AY 15-16 (FY16)			AY 16-17 (FY17)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	3,394	3,030	2,666	4,752	4,242	3,732	4,752	4,242	3,732
Second Year	3,107	2,363	1,619	4,350	3,309	2,267	4,350	3,309	2,267
Total Basic	6,501	5,393	4,285	9,102	7,551	5,999	9,102	7,551	5,999
Third Year	1,036	932	827	1,036	1,014	992	1,036	1,014	992
Fourth Year	1,079	963	847	1,079	1,064	1,049	1,079	1,064	1,049
Total Advanced	2,115	1,895	1,674	2,115	2,078	2,041	2,115	2,078	2,041
Extended Active	196	241	286	235	289	343	235	289	343
Total Non-Scholarship	8,812	7,529	6,245	11,452	9,918	8,383	11,452	9,918	8,383
<u>Senior ROTC - Scholarship</u>									
First Year	582	731	879	698	833	967	698	833	967
Second Year	796	982	1,167	995	1,140	1,284	995	1,140	1,284
Total Basic	1,378	1,712	2,046	1,693	1,972	2,251	1,693	1,972	2,251
Third Year	851	843	835	936	928	919	936	928	919
Fourth Year	1,125	1,069	1,013	1,238	1,176	1,114	1,238	1,176	1,114
Total Advanced	1,976	1,912	1,848	2,174	2,104	2,033	2,174	2,104	2,033
Extended Active	361	317	273	469	385	300	469	385	300
Total Scholarship	3,715	3,941	4,167	4,336	4,460	4,584	4,336	4,460	4,584
<u>Total Enrollment</u>									
First Year	3,976	3,761	3,545	5,450	5,075	4,699	5,450	5,075	4,699
Second Year	3,903	3,345	2,786	5,345	4,448	3,551	5,345	4,448	3,551
Total Basic	7,879	7,105	6,331	10,795	9,523	8,250	10,795	9,523	8,250
Third Year	1,887	1,775	1,662	1,972	1,942	1,911	1,972	1,942	1,911
Fourth Year	2,204	2,032	1,860	2,317	2,240	2,163	2,317	2,240	2,163
Total Advanced	4,091	3,807	3,522	4,289	4,182	4,074	4,289	4,182	4,074
Extended Active	557	558	559	704	674	643	704	674	643
Total ROTC Enrollment	12,527	11,470	10,412	15,788	14,378	12,967	15,788	14,378	12,967
Complete Commissioned			1,604			1,400			1,400
Comp, Com Defr (No Adl Ent) (Cum Proj in Defr Status)	95	97	99	114	117	119	114	117	119
Complete, 5 Year Deg Ent	439	435	431	483	479	474	483	479	474
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 14-15 Sep 2015	AY 15-16 Sep 2015	AY 16-17 Sep 2015
1st Year Cadet (Freshmen)	65,732	68,587	71,941
2nd Year Cadet (Sophomores)	31,361	31,531	33,612
3rd Year Cadet (Juniors)	15,679	15,765	16,805
4th Year Cadet (Seniors)	8,442	8,489	9,049
Total	121,214	124,372	131,407
Number of Junior ROTC Detachments	870	878	933

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

	<u>End FY 2015 Actual</u>	<u>End FY 2016 Estimate</u>	<u>End FY 2017 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	22	22	22
Military Personnel (End Strength) 1/	929	929	929
 Junior ROTC			
Schools	875	875	875
Civilian Personnel (End Strength)	25	25	25
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 2015 Actual

	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	12	11	13	13
O-9 Lieutenant General	43	43	43	42	41	41	41	43	47	48	44	41
O-8 Major General	96	95	93	92	92	95	95	92	94	94	99	97
O-7 Brigadier General	137	139	138	135	134	138	138	138	139	140	144	145
O-6 Colonel	3,319	3,301	3,229	3,175	3,190	3,222	3,251	3,295	3,309	3,284	3,248	3,219
O-5 Lt Colonel	9,344	9,333	9,348	9,346	9,364	9,396	9,454	9,567	9,546	9,503	9,442	9,372
O-4 Major	13,459	13,410	13,231	12,945	12,913	12,887	12,872	12,769	12,785	12,688	12,698	12,716
O-3 Captain	21,749	21,518	21,406	21,082	20,988	20,782	20,682	21,727	21,773	21,833	21,558	21,448
O-2 1st Lieutenant	7,260	7,217	7,230	7,147	7,153	7,297	7,170	7,089	7,274	7,184	7,371	7,429
O-1 2nd Lieutenant	6,505	6,581	6,554	6,633	6,584	6,609	6,761	6,418	6,317	6,251	6,077	6,524
Total Officers	61,924	61,649	61,284	60,608	60,470	60,478	60,475	61,149	61,296	61,036	60,694	61,004
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,483	2,461	2,446	2,402	2,408	2,425	2,437	2,433	2,445	2,450	2,449	2,439
E-8 Senior Master Sergeant	5,078	5,060	5,032	4,993	4,952	4,947	4,960	4,972	4,978	4,986	4,957	4,915
E-7 Master Sergeant	25,072	24,943	24,441	24,259	23,733	23,756	23,727	23,744	23,744	23,707	23,797	23,818
E-6 Technical Sergeant	38,517	38,541	38,674	38,760	38,503	38,591	38,650	38,669	38,696	38,682	38,785	38,854
E-5 Staff Sergeant	63,181	62,897	62,587	62,191	61,730	61,456	61,252	61,039	60,770	60,663	60,158	59,951
E-4 Senior Airman	57,690	58,183	58,842	59,276	59,762	60,494	60,505	61,000	61,257	61,865	62,236	62,459
E-3 Airman First Class	46,045	45,330	44,501	44,000	43,593	43,172	43,029	42,498	42,208	41,746	41,707	41,173
E-2 Airman	4,173	4,235	4,352	4,593	4,504	4,488	4,412	4,500	4,561	4,593	4,625	4,757
E-1 Airman Basic	6,757	6,963	7,181	7,371	7,356	7,571	7,676	7,841	8,082	8,186	8,089	7,956
Total Enlisted	248,996	248,613	248,056	247,845	246,541	246,900	246,648	246,696	246,741	246,878	246,803	246,322
<u>Cadets</u>	3,869	3,861	3,841	3,830	3,812	3,798	3,794	2,950	4,158	4,126	4,044	4,031
Total End Strength	314,789	314,123	313,181	312,283	310,823	311,176	310,917	310,795	312,195	312,040	311,541	311,357

**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	12	12	12	12	12	12	12	12	14
O-9 Lieutenant General	40	41	45	44	44	44	44	45	46	47	48	47
O-8 Major General	96	94	98	99	99	98	100	100	100	98	95	93
O-7 Brigadier General	140	138	139	140	138	138	136	137	138	138	138	137
O-6 Colonel	3,198	3,211	3,375	3,357	3,389	3,423	3,447	3,470	3,494	3,454	3,437	3,408
O-5 Lt Colonel	9,301	9,309	9,422	9,428	9,460	9,511	9,568	9,687	9,673	9,662	9,650	9,574
O-4 Major	12,690	12,744	12,664	12,726	12,724	12,736	12,826	13,015	13,093	13,021	13,021	12,967
O-3 Captain	21,331	21,132	21,340	21,457	22,761	22,628	22,352	21,930	22,069	22,147	21,990	21,793
O-2 1st Lieutenant	7,420	7,385	7,398	7,345	7,351	7,395	7,308	7,219	7,244	7,114	7,169	6,975
O-1 2nd Lieutenant	6,455	6,409	6,485	6,584	6,555	6,580	6,770	6,695	6,643	6,591	6,551	6,682
Total Officers	60,683	60,475	60,978	61,192	62,533	62,565	62,563	62,310	62,512	62,284	62,111	61,690
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,418	2,403	2,434	2,401	2,423	2,445	2,465	2,468	2,484	2,492	2,494	2,487
E-8 Senior Master Sergeant	4,865	4,844	5,009	4,991	4,984	4,988	5,018	5,044	5,059	5,073	5,051	5,013
E-7 Master Sergeant	23,880	24,023	24,335	24,251	23,892	23,954	24,010	24,094	24,134	24,127	24,252	24,299
E-6 Technical Sergeant	38,977	39,082	38,507	38,747	38,762	38,913	38,957	39,240	39,332	39,368	39,527	39,639
E-5 Staff Sergeant	59,855	59,716	60,615	60,924	61,483	61,649	62,829	62,662	62,877	62,499	62,530	62,754
E-4 Senior Airman	62,143	61,990	61,527	60,503	60,829	61,320	61,537	62,012	62,319	62,331	62,327	62,355
E-3 Airman First Class	41,211	41,042	41,897	42,485	42,493	42,532	42,600	42,351	42,109	42,223	42,219	41,819
E-2 Airman	4,843	5,020	4,319	4,570	4,505	4,499	4,427	4,520	4,588	4,820	4,894	4,828
E-1 Airman Basic	7,675	8,109	8,349	8,892	8,837	8,664	7,767	7,956	7,906	8,330	8,243	8,116
Total Enlisted	245,867	246,229	246,992	247,764	248,208	248,964	249,610	250,347	250,808	251,263	251,537	251,310
<u>Cadets</u>	4,023	4,011	3,991	3,980	3,962	3,948	3,944	2,975	4,082	4,052	4,025	4,000
Total End Strength	310,573	310,715	311,961	312,936	314,703	315,477	316,117	315,632	317,402	317,599	317,673	317,000

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

FY 2017 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	12	12	12	12	12	12	12	12	12	12	12	12
O-9 Lieutenant General	47	46	45	44	44	44	44	45	46	47	48	49
O-8 Major General	94	96	98	99	99	98	100	100	100	98	95	93
O-7 Brigadier General	138	138	139	140	138	138	136	137	138	138	138	137
O-6 Colonel	3,431	3,431	3,439	3,429	3,435	3,488	3,511	3,531	3,534	3,490	3,451	3,440
O-5 Lt Colonel	9,757	9,795	9,851	9,870	9,884	9,919	9,955	10,056	10,030	10,003	9,891	9,807
O-4 Major	13,255	13,305	13,271	13,322	13,339	13,367	13,430	13,598	13,654	13,561	13,502	13,403
O-3 Captain	21,684	21,549	21,451	21,472	22,593	22,457	22,205	21,792	21,851	21,959	21,784	21,518
O-2 1st Lieutenant	7,192	7,197	7,240	7,217	6,913	6,945	7,030	7,063	7,010	6,902	6,917	6,857
O-1 2nd Lieutenant	6,181	6,055	6,036	6,027	6,038	6,023	6,335	6,315	6,309	6,360	6,545	6,684
Total Officers	61,791	61,624	61,582	61,632	62,495	62,491	62,758	62,649	62,684	62,570	62,383	62,000
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,468	2,449	2,475	2,432	2,449	2,467	2,479	2,475	2,485	2,487	2,488	2,484
E-8 Senior Master Sergeant	4,967	4,937	5,093	5,055	5,038	5,034	5,046	5,057	5,060	5,062	5,039	5,007
E-7 Master Sergeant	24,381	24,488	24,740	24,566	24,147	24,179	24,142	24,155	24,136	24,075	24,193	24,270
E-6 Technical Sergeant	39,801	39,841	39,153	39,253	39,179	39,283	39,176	39,341	39,342	39,287	39,434	39,597
E-5 Staff Sergeant	62,112	61,872	61,623	62,215	62,732	62,228	62,214	63,036	63,078	63,358	63,372	62,673
E-4 Senior Airman	62,448	62,190	62,328	62,289	61,477	61,897	61,874	61,167	61,325	61,194	61,175	62,086
E-3 Airman First Class	42,076	41,836	42,807	42,552	43,354	43,940	43,783	43,233	42,906	42,127	42,115	41,954
E-2 Airman	4,944	5,117	4,391	4,629	4,553	4,541	4,452	4,532	4,589	4,810	4,883	4,823
E-1 Airman Basic	7,836	8,268	8,488	7,994	7,921	7,736	7,810	7,976	7,907	8,312	8,223	8,106
Total Enlisted	251,033	250,998	251,098	250,985	250,850	251,305	250,976	250,972	250,828	250,712	250,922	251,000
<u>Cadets</u>	4,015	4,011	3,991	3,980	3,962	3,948	3,944	2,975	4,082	4,052	4,025	4,000
Total End Strength	316,839	316,633	316,671	316,597	317,307	317,744	317,678	316,596	317,594	317,334	317,330	317,000