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# DEPARTMENT OF THE AIR FORCE

## JUSTIFICATION OF FISCAL YEAR 1991 BUDGET ESTIMATES.

SUBMITTED TO CONGRESS JANUARY 1990

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Military Personnel, Air Force

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MILITARY PERSONNEL, AIR FORCE

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STATEMENT "A" per Mr. H. Fritsch  
 SAF/FABPC  
 TELECON 2/21/90 CG



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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(In Thousands of Dollars)

|                                    | FY 1989<br>Actual | FY 1990<br><u>Estimate</u> | FY 1991<br><u>Estimate</u> |
|------------------------------------|-------------------|----------------------------|----------------------------|
| <u>Direct Program</u>              |                   |                            |                            |
| Pay and Allowances of Officers     | 6,431,795         | 6,515,045                  | 6,571,280                  |
| Pay and Allowances of Enlisted     | 11,965,741        | 11,802,266                 | 11,712,410                 |
| Pay and Allowances of Cadets       | 35,703            | 36,871                     | 38,128                     |
| Subsistence of Enlisted Personnel  | 882,407           | 895,939                    | 838,734                    |
| Permanent Change of Station Travel | 814,570           | 741,468                    | 852,508                    |
| Other Military Personnel Programs  | 36,333            | 35,039                     | 34,040                     |
| <b>Total Direct Program</b>        | <b>20,166,549</b> | <b>20,026,628</b>          | <b>20,046,600</b>          |
| <u>Reimbursable Program</u>        |                   |                            |                            |
| Pay and Allowances of Officers     | 86,562            | 70,056                     | 78,912                     |
| Pay and Allowances of Enlisted     | 52,471            | 45,029                     | 50,695                     |
| Subsistence of Enlisted Personnel  | 54,980            | 55,272                     | 3,555                      |
| Permanent Change of Station Travel | 1,587             | 1,543                      | 1,738                      |
| <b>Total Reimbursable Program</b>  | <b>195,600</b>    | <b>171,900</b>             | <b>134,900</b>             |
| <u>Total Program</u>               |                   |                            |                            |
| Pay and Allowances of Officers     | 6,518,357         | 6,585,101                  | 6,650,192                  |
| Pay and Allowances of Enlisted     | 12,018,212        | 11,847,295                 | 11,763,105                 |
| Pay and Allowances of Cadets       | 35,703            | 36,871                     | 38,128                     |
| Subsistence of Enlisted Personnel  | 937,387           | 951,211                    | 841,789                    |
| Permanent Change of Station Travel | 816,157           | 743,011                    | 854,246                    |
| Other Military Personnel Programs  | 36,333            | 35,039                     | 34,040                     |
| <b>Total Obligations</b>           | <b>20,362,149</b> | <b>20,198,528</b>          | <b>20,181,500</b>          |

SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel, Air Force Appropriation provides financial resources to compensate active military personnel required to support the approved force structure. The Appropriation also includes funds for retired pay accrual, unemployment compensation and social security benefits for widows and orphans of military personnel. Addition of these entitlements were approved by Congress and enacted via Public Law.

The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets, Subsistence of Enlisted Personnel, Permanent Change of Station Travel, and other requirements of the military personnel program. Retired pay accrual is reflected under pay and allowances of Officers and Enlisted personnel as appropriate. Unemployment compensation and restored social security benefits are under Other Military Personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the numbers of officers, enlisted personnel and cadets, and reflects the planned execution of promotion and assignment policies. This management picture encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, subsistence, permanent change of station travel and other related requirements.

FISCAL YEAR 1989

The Fiscal Year 1989 column, Fiscal Year 1991 budget estimate reflects the Congressional appropriation of \$20,362,149 with an end strength of 570,880. The related workyears are 576,623.

FISCAL YEAR 1990

The Fiscal Year 1990 column, Fiscal Year 1991 President's Budget has been adjusted to reflect the following actions

(a) Fiscal Year 1990 End Strength and Associated Workyears. The current FY 1990 position reflects an end strength of 545,000 (a reduction of -22,900 end strengths from the FY 1990 Amended President's Budget) and 558,377 workyears. The reduction of 22,900 end strengths was driven by about \$600 million in MPA bills to pay (compared to the program supported in the FY 1990 Amended President's Budget). Most of these bills to pay related to the Congressional reduction (\$247M), the Gramm-Rudman-Hollings sequester (\$179M) and new entitlements/incentives authorized by Congress but not funded (\$120M). Since more than half of the Congressional end strength reductions were non-programmatic as far as the Air Force was concerned (primarily in troop strength reductions where we had already reduced more than half of the Congressional reduction) the Air Force was forced to apply about 10,000 of the 22,900 as non-programmatic reductions thus increasing undermanning by that magnitude during FY 1990.

(b) Fiscal Year 1990 Funding Level. The FY 1990 funding level reflects the Congressional appropriation of \$19,994,040 less the Section 9114, General Provision reduction and the Gramm-Rudman-Hollings sequester. Reimbursements for FY 1990 are estimated to be \$171.9 million. Fiscal Year 1990 also includes a reprogramming request for \$228.0 million which is awaiting approval from Congressional Committees.

(c) Retired Pay Accrual. The normal cost percentage for FY 1990 is 43.9% of basic pay.

(d) Pay Raise. The current FY 1990 estimate reflects the impact of the 1 January 1990 3.6% pay raise (+ \$473.0 millions).

(e) Aviator Continuation Pay. Aviator Continuation Pay is budgeted to cover anniversary payments for pilots who have accepted this bonus in previous years and as a retention incentive for the newly eligible candidates.

(f) Aviation Career Incentive Pay (ACIP). Aviation Career Incentive Pay rates are increased for selected years of aviation service as specified in the Aviation Career Improvement Act of 1989.

(g) Health Professional Pay. Special pays were increased for many critical skill areas in the professional medical field, as authorized in Public Law 101-189.

(h) Fair Pricing Legislation. Reimbursements decrease due to "Fair Pricing" Legislation which terminates reimbursement of Foreign Military Sales administrative salaries.

(i) Double Dislocation Allowance. Beginning in FY 1990 as each member changes permanent station, they are entitled to double dislocation allowance.

(j) Inflation. The economic assumption for inflation between FY 1989 and FY 1990 is 3.6%.

**FISCAL YEAR 1991**

The Fiscal Year 1991 Column, Fiscal Year 1991 President's Budget has been adjusted to reflect the following actions:

- (a) Fiscal Year 1991 End Strength and Associated Workyears. The Fiscal Year 1991 estimate is based on an end strength of 530,000 (a reduction of 36,800 end strength from the FY 1991 column of the FY 1990 Amended President's Budget) and associated manyears of \$40,917. Tracking from FY 1990 there is an end strength decrease of 15,000 (\$45,000 to \$30,000). This reflects the Air Force commitment to drawdown the force; in fact this reduction include Defense Management Review (DMR) manpower savings as discussed below. The Air Force believes the drawdown should be done in an orderly, planned fashion; however the funding levels for FY 1991 forced us to increase undermanning by an additional 7,000. This will improve in the outyears as the Air Force programmatically reduces force structure as long as the programmatic changes do not reduce the funding level.
- (b) Fiscal Year 1991 Estimated Funding Level. The fiscal year 1991 estimated funding is \$20,181,500 total obligation authority. Funding adjustments in our nonpay accounts were necessary to properly price the end strength.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1991 is 43.2%.
- (d) Pay Raise. The FY 1991 estimate reflects the 1 January 1991 pay raise of 3.5% (+ \$450.4 millions).
- (e) Inflation. The economic assumption for inflation between FY 1990 and FY 1991 is 3.5%.
- (f) Subsistence-in-Kind. Subsistence-in-kind items for active military personnel have been transferred from the Military Personnel Appropriation to Operation and Maintenance.
- (g) Defense Management Review Decisions. The Defense Management Review initiatives have created a savings in FY 1991 of \$2.7 million in the officer program and \$95.7 million in the enlisted program. The permanent change of station program was increased in the Defense Management Review by \$20.3 million. These actions created a combined savings in FY 1991 of \$128.1 million and an end strength reduction of 8,577 active military personnel. Additional detail is provided in respective sections.

**SECTION 3**  
**SUMMARY OF MILITARY PERSONNEL STRENGTHS**  
(In Thousands of Dollars)

|                                   | FY 1989 Actual |                | FY 1990 Estimate |                | FY 1991 Estimate |                |
|-----------------------------------|----------------|----------------|------------------|----------------|------------------|----------------|
|                                   | Work Years     | End Strengths  | Work Years       | End Strengths  | Work Years       | End Strengths  |
| <b>Direct Program</b>             |                |                |                  |                |                  |                |
| Officers                          | 103,379        | 102,989        | 102,570          | 100,036        | 99,873           | 98,504         |
| Enlisted                          | 466,034        | 461,985        | 449,674          | 439,695        | 434,955          | 426,251        |
| Cadets                            | 4,327          | 4,352          | 4,380            | 4,417          | 4,380            | 4,417          |
| <b>Total Direct Program</b>       | <b>573,740</b> | <b>569,326</b> | <b>556,624</b>   | <b>544,148</b> | <b>539,208</b>   | <b>529,172</b> |
| <b>Reimbursable Program</b>       |                |                |                  |                |                  |                |
| Officers                          | 1,224          | 708            | 418              | 254            | 411              | 250            |
| Enlisted                          | 1,659          | 846            | 1,335            | 598            | 1,298            | 578            |
| Cadets                            | 0              | 0              | 0                | 0              | 0                | 0              |
| <b>Total Reimbursable Program</b> | <b>2,883</b>   | <b>1,554</b>   | <b>1,753</b>     | <b>852</b>     | <b>1,709</b>     | <b>828</b>     |
| <b>Total Program</b>              |                |                |                  |                |                  |                |
| Officers                          | 104,603        | 103,697        | 102,988          | 100,290        | 100,284          | 98,754         |
| Enlisted                          | 467,693        | 462,831        | 451,009          | 440,293        | 436,253          | 426,829        |
| Cadets                            | 4,327          | 4,352          | 4,380            | 4,417          | 4,380            | 4,417          |
| <b>Total Program</b>              | <b>576,623</b> | <b>570,880</b> | <b>558,377</b>   | <b>545,000</b> | <b>540,917</b>   | <b>530,000</b> |

MILITARY PERSONNEL, AIR FORCE  
END STRENGTH BY GRADE  
(TOTAL PROGRAM)

|                              | FY 1989 |                   | FY 1990 |                   | FY 1991 |                   |
|------------------------------|---------|-------------------|---------|-------------------|---------|-------------------|
|                              | TOTAL   | REIMB<br>INCLUDED | TOTAL   | REIMB<br>INCLUDED | TOTAL   | REIMB<br>INCLUDED |
| <u>COMMISSIONED OFFICERS</u> |         |                   |         |                   |         |                   |
| 0-10 GENERAL                 | 13      | 0                 | 13      | 0                 | 13      | 0                 |
| 0-9 LT GENERAL               | 38      | 0                 | 38      | 0                 | 38      | 0                 |
| 0-8 MAJOR GENERAL            | 115     | 3                 | 115     | 3                 | 115     | 3                 |
| 0-7 BRIG GENERAL             | 167     | 1                 | 167     | 1                 | 167     | 1                 |
| 0-6 COLONEL                  | 5,304   | 55                | 5,064   | 23                | 5,040   | 23                |
| 0-5 LT COLONEL               | 12,415  | 139               | 12,497  | 50                | 12,525  | 50                |
| 0-4 MAJOR                    | 19,712  | 228               | 19,270  | 61                | 19,294  | 61                |
| 0-3 CAPTAIN                  | 43,254  | 249               | 43,750  | 83                | 42,807  | 79                |
| 0-2 1ST LIEUTENANT           | 12,755  | 29                | 12,059  | 29                | 12,653  | 29                |
| 0-1 2ND LIEUTENANT           | 9,924   | 4                 | 7,317   | 4                 | 6,102   | 4                 |
| TOTAL                        | 103,697 | 708               | 100,290 | 254               | 98,754  | 250               |
| <u>ENLISTED PERSONNEL</u>    |         |                   |         |                   |         |                   |
| E-9 CHIEF MASTER SERGEANT    | 4,626   | 7                 | 4,609   | 6                 | 4,268   | 6                 |
| E-8 SENIOR MASTER SERGEANT   | 9,231   | 37                | 9,217   | 33                | 8,538   | 33                |
| E-7 MASTER SERGEANT          | 39,218  | 107               | 38,700  | 80                | 38,591  | 80                |
| E-6 TECHNICAL SERGEANT       | 57,617  | 121               | 57,607  | 90                | 57,320  | 90                |
| E-5 STAFF SERGEANT           | 111,395 | 225               | 110,606 | 148               | 107,885 | 138               |
| E-4 SERGEANT                 | 130,893 | 210               | 123,484 | 144               | 120,552 | 134               |
| E-3 AIRMAN FIRST CLASS       | 67,480  | 139               | 69,407  | 97                | 66,921  | 97                |
| E-2 AIRMAN                   | 26,242  | 0                 | 16,604  | 0                 | 14,037  | 0                 |
| E-1 AIRMAN BASIC             | 16,129  | 0                 | 10,059  | 0                 | 8,717   | 0                 |
| TOTAL                        | 462,831 | 846               | 440,293 | 598               | 426,829 | 578               |
| <u>CADETS</u>                | 4,352   | 0                 | 4,417   | 0                 | 4,417   | 0                 |
| <u>TOTAL STRENGTH</u>        | 570,880 | 1,554             | 545,000 | 852               | 530,000 | 828               |



**MILITARY PERSONNEL, AIR FORCE  
AVERAGE STRENGTH BY GRADE  
TOTAL PROGRAM**

|                               | FY 1989 |                   | FY 1990 |                   | FY 1991 |                   |
|-------------------------------|---------|-------------------|---------|-------------------|---------|-------------------|
|                               | TOTAL   | REIMB<br>INCLUDED | TOTAL   | REIMB<br>INCLUDED | TOTAL   | REIMB<br>INCLUDED |
| <u>COMMISSIONED OFFICERS</u>  |         |                   |         |                   |         |                   |
| 0-10 GENERAL                  | 13      | 0                 | 13      | 0                 | 13      | 0                 |
| 0-9 LT GENERAL                | 38      | 0                 | 38      | 0                 | 38      | 0                 |
| 0-8 MAJOR GENERAL             | 116     | 3                 | 116     | 3                 | 116     | 3                 |
| 0-7 BRIG GENERAL              | 168     | 1                 | 168     | 1                 | 168     | 1                 |
| 0-6 COLONEL                   | 5,493   | 52                | 5,277   | 51                | 5,168   | 51                |
| 0-5 LT COLONEL                | 12,422  | 259               | 12,571  | 75                | 12,614  | 74                |
| 0-4 MAJOR                     | 19,965  | 428               | 19,705  | 126               | 19,444  | 123               |
| 0-3 CAPTAIN                   | 42,330  | 439               | 43,715  | 126               | 43,130  | 123               |
| 0-2 1ST LIEUTENANT            | 14,017  | 38                | 13,063  | 36                | 12,676  | 36                |
| 0-1 2ND LIEUTENANT            | 10,041  | 4                 | 8,322   | 0                 | 6,917   | 0                 |
| TOTAL                         | 104,603 | 1,224             | 102,988 | 418               | 100,284 | 411               |
| <u>ENLISTED PERSONNEL</u>     |         |                   |         |                   |         |                   |
| E-9 CHIEF MASTER SERGEANT     | 4,807   | 7                 | 4,669   | 7                 | 4,613   | 6                 |
| E-8 SENIOR MASTER SERGEANT    | 9,310   | 48                | 9,188   | 47                | 9,244   | 45                |
| E-7 MASTER SERGEANT           | 39,199  | 229               | 39,590  | 183               | 39,250  | 178               |
| E-6 TECHNICAL SERGEANT        | 58,720  | 241               | 57,787  | 194               | 57,778  | 189               |
| E-5 STAFF SERGEANT            | 111,376 | 415               | 111,591 | 330               | 105,801 | 321               |
| E-4 SERGEANT                  | 126,468 | 392               | 128,453 | 326               | 122,947 | 317               |
| E-3 AIRMAN FIRST CLASS        | 79,123  | 327               | 72,642  | 248               | 71,800  | 242               |
| E-2 AIRMAN                    | 23,989  | 0                 | 17,172  | 0                 | 17,562  | 0                 |
| E-1 AIRMAN BASIC              | 14,701  | 0                 | 9,917   | 0                 | 7,258   | 0                 |
| TOTAL                         | 467,693 | 1,659             | 451,009 | 1,335             | 436,253 | 1,298             |
| <u>CADETS</u>                 |         |                   |         |                   |         |                   |
|                               | 4,327   | 0                 | 4,380   | 0                 | 4,380   | 0                 |
| <u>TOTAL AVERAGE STRENGTH</u> | 576,623 | 2,883             | 558,377 | 1,753             | 540,917 | 1,709             |

MILITARY PERSONNEL, AIR FORCE  
ACTIVE DUTY STRENGTHS BY MONTH 1/  
(In Thousands)

|           | FY 1989 |       |        | FY 1990 |       |       | FY 1991 |       |       |       |        |       |
|-----------|---------|-------|--------|---------|-------|-------|---------|-------|-------|-------|--------|-------|
|           | OFF     | ENL   | CADETS | TOTAL   | OFF   | ENL   | CADETS  | TOTAL | OFF   | ENL   | CADETS | TOTAL |
| September | 105.1   | 466.9 | 4.5    | 576.5   | 103.7 | 462.8 | 4.4     | 570.9 | 100.3 | 440.3 | 4.4    | 545.0 |
| October   | 104.8   | 467.6 | 4.4    | 576.8   | 103.2 | 462.3 | 4.3     | 569.8 | 100.3 | 440.3 | 4.4    | 545.0 |
| November  | 104.7   | 468.3 | 4.4    | 577.4   | 103.0 | 461.0 | 4.3     | 568.3 | 100.2 | 440.1 | 4.4    | 544.7 |
| December  | 104.4   | 469.6 | 4.4    | 578.4   | 103.0 | 459.8 | 4.3     | 567.1 | 100.2 | 440.3 | 4.4    | 544.9 |
| January   | 104.7   | 470.1 | 4.4    | 579.2   | 102.9 | 452.6 | 4.3     | 559.8 | 100.3 | 439.2 | 4.4    | 543.9 |
| February  | 104.3   | 470.7 | 4.3    | 579.3   | 102.7 | 451.0 | 4.3     | 558.0 | 100.4 | 438.3 | 4.4    | 543.1 |
| March     | 104.3   | 457.0 | 4.3    | 575.6   | 102.6 | 449.2 | 4.3     | 556.1 | 100.4 | 437.3 | 4.4    | 542.1 |
| April     | 104.2   | 465.0 | 4.3    | 573.5   | 102.3 | 444.9 | 4.3     | 551.5 | 100.3 | 436.0 | 4.4    | 540.7 |
| May       | 105.1   | 464.4 | 3.3    | 572.8   | 103.0 | 443.9 | 3.3     | 550.2 | 101.1 | 434.5 | 3.4    | 539.0 |
| June      | 105.1   | 463.5 | 4.6    | 573.2   | 102.7 | 442.5 | 4.7     | 549.9 | 101.0 | 432.9 | 4.7    | 538.6 |
| July      | 104.6   | 462.9 | 4.4    | 571.9   | 102.1 | 441.9 | 4.6     | 548.6 | 100.5 | 431.2 | 4.6    | 536.3 |
| August    | 103.9   | 463.1 | 4.4    | 571.4   | 101.0 | 441.5 | 4.5     | 547.0 | 99.3  | 429.1 | 4.5    | 532.9 |
| September | 103.7   | 462.8 | 4.4    | 570.9   | 100.3 | 440.3 | 4.4     | 545.0 | 98.8  | 426.8 | 4.4    | 530.0 |
| Manyears  | 104.6   | 467.7 | 4.3    | 576.6   | 103.0 | 451.0 | 4.4     | 558.4 | 100.3 | 436.3 | 4.4    | 541.0 |

1/May Not Add Due To Rounding

**MILITARY PERSONNEL  
GAINS AND LOSSES BY SOURCE AND TYPE**

**Gains And Losses By Source And Type - Officers**

|                                       | ACTUAL<br>FY 1989 | PROJECTED<br>FY 1990 | PROJECTED<br>FY 1991 |
|---------------------------------------|-------------------|----------------------|----------------------|
| <b>Gains (By Source): 1/</b>          |                   |                      |                      |
| SERVICE ACADEMIES                     | 997               | 983                  | 942                  |
| ROTC 2/                               | 3,429             | 2,073                | 2,867                |
| SCHOLARSHIP                           | 1,709             | 1,206                | 1,246                |
| NON SCHOLARSHIP                       | 1,720             | 867                  | 1,621                |
| HEALTH PROFESSIONS SCHOLARSHIPS       | 387               | 375                  | 343                  |
| OFFICER TRAINING SCHOOL               | 1,138             | 600                  | 1,000                |
| (ABCP INCLUDED IN OTS TOTAL)          | 88                | 16                   | 66                   |
| LINE RECALL 3/                        | 43                | 50                   | 50                   |
| DIRECT APPOINTMENTS 4/                | 1,536             | 1,417                | 1,612                |
| GAIN ADJUSTMENTS                      | 0                 | 0                    | 0                    |
| <b>TOTAL GAINS</b>                    | <b>7,530</b>      | <b>5,498</b>         | <b>6,814</b>         |
| <b>LOSSES (BY TYPE):</b>              |                   |                      |                      |
| EXPIRATION OF CONTRACT/OBLIGATION     | 3,733             | 4,052                | 3,497                |
| RETIREMENT                            | 4,167             | 3,679                | 3,579                |
| DISABILITY                            | 146               | 150                  | 150                  |
| NONDISABILITY                         | 4,021             | 3,529                | 3,429                |
| INVOLUNTARY SEPARATION OF RESERVE OFF | 227               | 210                  | 326                  |
| INVOLUNTARY SEPARATION OF REGULAR OFF | 182               | 305                  | 313                  |
| REDUCTION IN FORCE                    | 0                 | 0                    | 0                    |
| ATTRITION                             | 650               | 659                  | 635                  |
| LOSS ADJUSTMENT                       | 0                 | 0                    | 0                    |
| <b>TOTAL LOSSES</b>                   | <b>8,959</b>      | <b>8,905</b>         | <b>8,350</b>         |

**NOTES:**

- 1/ Includes Accessions Only
- 2/ Includes ROTC Line, JAG, And Medical Officers
- 3/ Line Recall Only
- 4/ Includes All Chaplains, And All JAG And Medical Officers Not Accessed Through ROTC And HPSP Programs

**MILITARY PERSONNEL  
GAINS AND LOSSES BY SOURCE AND TYPE**  
(continued)

Gains And Losses By Source And Type - Enlisted

|                                      | ACTUAL<br>FY 1989 | PROJECTED<br>FY 1990 | PROJECTED<br>FY 1991 |
|--------------------------------------|-------------------|----------------------|----------------------|
| <b>Gains (By Source)</b>             |                   |                      |                      |
| NON PRIOR SERVICE ENLISTMENTS        | 43,451            | 36,000               | 36,000               |
| MALE                                 | 34,124            | 27,819               | 26,640               |
| FEMALE                               | 9,327             | 8,181                | 9,360                |
| PRIOR SERVICE ENLISTMENTS            | 341               | 350                  | 350                  |
| REENLISTMENTS                        | 57,699            | 62,894               | 59,609               |
| RESERVES                             | 131               | 110                  | 100                  |
| OFFICER CANDIDATE PROGRAMS           | 871               | 1,306                | 1,200                |
| RETURNED FROM DROPPED FROM THE ROLLS | 0                 | 0                    | 0                    |
| OTHER                                | 220               | 250                  | 250                  |
| GAIN ADJUSTMENTS                     | 1,143             | 165                  | 0                    |
| <b>TOTAL GAINS</b>                   | <b>103,856</b>    | <b>101,075</b>       | <b>97,509</b>        |
| <b>LOSSES (BY TYPE)</b>              |                   |                      |                      |
| ETS                                  | 9,988             | 17,706               | 18,427               |
| NORMAL EARLY RELEASE                 | 2,344             | 2,182                | 3,000                |
| PROGRAMMED EARLY RELEASE             | 5,249             | 11,000               | 0                    |
| TO COMMISSIONED OFFICER              | 1,151             | 600                  | 1,000                |
| REENLISTMENTS                        | 57,699            | 62,894               | 59,609               |
| RETIREMENT                           | 11,147            | 10,302               | 11,191               |
| DROPPED FROM ROLLS (DESERTERS)       | 50                | 50                   | 50                   |
| ATTRITION                            | 20,170            | 18,878               | 17,696               |
| OTHER                                | 0                 | 0                    | 0                    |
| LOSS ADJUSTMENTS                     | 83                | 1                    | 0                    |
| <b>TOTAL LOSSES</b>                  | <b>107,881</b>    | <b>123,613</b>       | <b>110,973</b>       |

Gains And Losses By Source And Type - Cadets

|                  |       |       |       |
|------------------|-------|-------|-------|
| <b>GAINS:</b>    | 1,392 | 1,557 | 1,453 |
| <b>LOSSES:</b>   | 1,504 | 1,492 | 1,453 |
| <b>ATTRITION</b> | 495   | 501   | 492   |
| <b>GRADUATES</b> | 1,009 | 991   | 961   |

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(in Thousands of Dollars)

|   | FY89           |                 |              | FY90           |                 |              | FY91           |                 |              |
|---|----------------|-----------------|--------------|----------------|-----------------|--------------|----------------|-----------------|--------------|
|   | <u>OFFICER</u> | <u>ENLISTED</u> | <u>TOTAL</u> | <u>OFFICER</u> | <u>ENLISTED</u> | <u>TOTAL</u> | <u>OFFICER</u> | <u>ENLISTED</u> | <u>TOTAL</u> |
| 1. Basic Pay  | 3,392,330      | 6,538,668       | 9,930,998    | 3,479,768      | 6,635,655       | 10,115,423   | 3,539,898      | 6,637,255       | 10,197,153   |
| 2. Retired Pay Accrual                                | 1,698,839      | 3,282,411       | 4,981,250    | 1,527,618      | 2,913,052       | 4,440,670    | 1,529,236      | 2,875,934       | 4,405,170    |
| 3. Basic Allowances for Quarters                      | 464,875        | 899,756         | 1,364,629    | 476,309        | 917,604         | 1,393,913    | 471,862        | 895,666         | 1,367,528    |
| A. With Dependents                                    | 349,804        | 728,953         | 1,078,757    | 356,263        | 740,385         | 1,096,648    | 351,910        | 716,188         | 1,068,098    |
| B. Without Dependents                                 | 114,467        | 157,798         | 272,265      | 119,457        | 165,019         | 284,476      | 119,315        | 167,534         | 286,849      |
| C. Partial  | 453            | 11,113          | 11,566       | 443            | 10,141          | 10,584       | 485            | 9,813           | 10,298       |
| D. Inadequate   | 149            | 1,952           | 2,101        | 146            | 2,059           | 2,205        | 152            | 2,131           | 2,283        |
| 4. Variable Housing Allowance                         | 100,094        | 159,042         | 259,136      | 98,605         | 157,444         | 256,049      | 97,046         | 156,554         | 253,600      |
| 5. Subsistence  | 149,097        | 937,387         | 1,086,484    | 151,813        | 951,211         | 1,103,024    | 153,073        | 841,789         | 994,862      |
| A. Basic Allowance for Subsistence                    | 149,097        | 819,444         | 968,541      | 151,813        | 833,432         | 985,245      | 153,073        | 838,234         | 991,307      |
| 1. Auth to Mess Separately                            |                | 686,386         | 835,483      |                | 698,145         | 849,958      |                | 702,223         | 855,296      |
| 2. Leave Rations                                      |                | 73,512          | 73,512       |                | 74,773          | 74,773       |                | 75,208          | 75,208       |
| 3. Rations-In-Kind Not Avail                          |                | 59,191          | 59,191       |                | 60,159          | 60,159       |                | 60,448          | 60,448       |
| 4. Aug for Separate Meals                             |                | 355             | 355          |                | 355             | 355          |                | 355             | 355          |
| B. Subsistence-In-Kind                                |                | 117,943         | 117,943      |                | 117,779         | 117,779      |                | 3,555           | 3,555        |
| 1. Subsistence in Messes                              |                | 54,181          | 54,181       |                | 49,484          | 49,484       |                | 0               | 0            |
| 2. Special Rations                                    |                | 3,691           | 3,691        |                | 4,470           | 4,470        |                | 0               | 0            |
| 3. Operational Rations                                |                | 2,790           | 2,790        |                | 6,552           | 6,552        |                | 0               | 0            |
| 4. Augmentation                                       |                | 2,265           | 2,265        |                | 1,965           | 1,965        |                | 0               | 0            |
| 5. Other Programs                                     |                | 55,016          | 55,016       |                | 55,308          | 55,308       |                | 3,555           | 3,555        |
| 6. Incentive Pay, Hazardous Duty, and Aviation Career | 172,911        | 27,739          | 200,650      | 256,427        | 28,200          | 284,627      | 260,725        | 28,200          | 288,925      |
| A. Flying Duty Pay                                    | 172,202        | 22,711          | 194,913      | 255,637        | 23,128          | 278,765      | 259,935        | 23,128          | 283,063      |
| 1. Aviation Career, Officer                           | 137,945        |                 | 137,945      | 190,443        |                 | 190,443      | 194,441        |                 | 194,441      |
| 2. Crew Members, Enlisted                             |                | 21,182          | 21,182       |                | 21,478          | 21,478       |                | 21,478          | 21,478       |
| 3. Noncrew Member                                     | 210            | 1,529           | 1,739        | 165            | 1,650           | 1,815        | 165            | 1,650           | 1,815        |
| 4. AWACS Weapons Controller                           | 2,324          |                 | 2,324        | 2,506          |                 | 2,506        | 2,506          |                 | 2,506        |
| 5. Crew Members, Nonrated                             | 1,523          |                 | 1,523        | 1,523          |                 | 1,523        | 1,523          |                 | 1,523        |
| 6. Aviator Continuation Pay                           | 30,200         |                 | 30,200       | 61,000         |                 | 61,000       | 61,300         |                 | 61,300       |
| B. Parachute Jumping Pay                              | 258            | 1,392           | 1,650        | 291            | 1,426           | 1,717        | 291            | 1,426           | 1,717        |
| C. Demolition Pay                                     | 99             | 1,695           | 1,794        | 106            | 1,716           | 1,822        | 106            | 1,716           | 1,822        |
| D. Other Pays   | 304            | 753             | 1,037        | 301            | 742             | 1,043        | 301            | 742             | 1,043        |
| E. Toxic Fuels/Live Biological                        | 48             | 1,208           | 1,256        | 92             | 1,188           | 1,280        | 92             | 1,188           | 1,280        |



**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(in Thousands of Dollars)

|   | FY89                           |                                 | FY90                           |                                 | FY91                           |                                |
|---|--------------------------------|---------------------------------|--------------------------------|---------------------------------|--------------------------------|--------------------------------|
|   | OFFICER                        | TOTAL                           | OFFICER                        | TOTAL                           | OFFICER                        | TOTAL                          |
| 12. Other Mil Personnel Costs                         | 247                            | 36,086                          | 247                            | 34,792                          | 248                            | 33,792                         |
| A. Apprehension of Deserters                          |                                | 98                              |                                | 98                              |                                | 98                             |
| B. Interest on Uniformed Svc Savings Deposits (MIA)   | 22                             | 22                              | 22                             | 22                              | 23                             | 23                             |
| C. Death Gratuities                                   | 225                            | 1,413                           | 225                            | 1,194                           | 225                            | 1,194                          |
| D. Unemployment Compensation                          |                                | 22,000                          |                                | 24,500                          |                                | 23,500                         |
| E. Survivor Benefits                                  |                                | 11,800                          |                                | 8,000                           |                                | 7,000                          |
| F. Adoption Program                                   |                                | 1,000                           |                                | 1,000                           |                                | 2,000                          |
| 13. Cadets  | 35,703                         | 35,703                          | 36,871                         | 36,871                          | 38,128                         | 38,128                         |
| Total, All Military Personnel Appropriations Request  | 6,793,204                      | 13,568,945                      | 6,835,802                      | 13,362,726                      | 6,940,667                      | 13,240,833                     |
| 14. Less: Reimbursables (Retired Pay Accrual) (Other) | 87,054<br>(23,538)<br>(63,516) | 108,546<br>(14,114)<br>(94,432) | 70,503<br>(19,051)<br>(51,452) | 101,397<br>(12,112)<br>(89,285) | 79,433<br>(21,458)<br>(57,975) | 55,467<br>(13,644)<br>(41,823) |
| Total, Direct Military Personnel                      | 6,706,150                      | 13,460,399                      | 6,765,299                      | 13,261,329                      | 6,861,234                      | 13,185,366                     |
|   |                                | 20,166,549                      |                                | 20,026,628                      |                                | 20,046,600                     |
|   |                                | 20,362,149                      |                                | 20,198,528                      |                                | 20,181,500                     |
|   |                                | 195,600                         |                                | 171,900                         |                                | 134,900                        |
|   |                                | (37,652)                        |                                | (31,163)                        |                                | (35,102)                       |
|   |                                | (157,948)                       |                                | (140,737)                       |                                | (99,798)                       |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1990**

(In Thousands of Dollars)

|  | 1989/90 REVISED<br>PRESIDENT'S<br>BUDGET | CONGRESSIONAL<br>ACTION | AVAILABLE<br>APPROPRIATION | INTERNAL<br>REALIGNMENT/<br>REPROGRAMMING | SUBTOTAL  | OTHER PRICE/<br>PROGRAM<br>CHANGES | REVISED<br>FY 1990 COLUMN<br>FY 1991 REQUEST |
|--|--|-------------------------|----------------------------|---|-----------|------------------------------------|--|
| <b><u>PAY AND ALLOWANCES OF OFFICERS</u></b> |  |                         |                            |   |           |                                    |  |
| Basic Pay                                    | 3,511,216                                | (40,680)                | 3,470,536                  | 9,232                                     | 3,479,768 |                                    | 3,479,768                                    |
| Retired Pay Accrual                          | 1,541,424                                | (17,861)                | 1,523,563                  | 4,055                                     | 1,527,618 |                                    | 1,527,618                                    |
| Incentive Pay                                | 218,985                                  |                         | 218,985                    | (15,558)                                  | 203,427   | 53,000                             | 256,427                                      |
| Special Pay                                  | 104,842                                  |                         | 104,842                    | 1,698                                     | 106,540   | 30,400                             | 136,940                                      |
| Basic Allowance for Quarters                 | 474,945                                  | (5,069)                 | 469,876                    | 6,433                                     | 476,309   |                                    | 476,309                                      |
| Variable Housing Allowance                   | 106,891                                  | (1,143)                 | 105,748                    | (7,143)                                   | 98,605    |                                    | 98,605                                       |
| Basic Allowance for Subsistence              | 153,363                                  | (1,634)                 | 151,729                    | 84  | 151,813   |                                    | 151,813                                      |
| Station Allowances Overseas                  | 86,440                                   |                         | 86,440                     | (3,287)                                   | 83,153    |                                    | 83,153                                       |
| Uniform Allowances                           | 2,356                                    | (215)                   | 2,141                      |   | 2,141     |                                    | 2,141  |
| Family Separation Allowances                 | 2,413                                    |                         | 2,413                      | (277)                                     | 2,136     |                                    | 2,136  |
| Separation Payments                          | 42,423                                   |                         | 42,423                     | 5,271                                     | 47,694    |                                    | 47,694                                       |
| Social Security Tax-Employer's               |  |                         |                            |   |           |                                    |  |
| Contribution                                 | 321,670                                  | (2,803)                 | 318,867                    | 3,630                                     | 322,497   |                                    | 322,497                                      |
| Reimbursables                                | (2,718)                                  |                         | (82,718)                   | 12,662                                    | (70,056)  |                                    | (70,056)                                     |
| Total Obligations                            | 6,566,968                                | (69,405)                | 6,497,563                  | 4,138                                     | 6,501,701 | 83,400                             | 6,585,101                                    |
| Less Reimbursements                          | 82,718                                   |                         | 82,718                     | (12,662)                                  | 70,056    |                                    | 70,056                                       |
| Total Direct Obligations                     | 6,484,250                                | (69,405)                | 6,414,845                  | 16,800                                    | 6,431,645 | 83,400                             | 6,515,045                                    |



**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1990  
(In Thousands of Dollars)**

| <u>PAY AND ALLOWANCES OF ENLISTED</u>          | <u>FY90/91 REVISED<br/>PRESIDENT'S<br/>BUDGET</u> | <u>CONGRESSIONAL<br/>ACTION</u> | <u>AVAILABLE<br/>APPROPRIATION</u> | <u>INTERNAL<br/>REALIGNMENT/<br/>REPROGRAMMING</u> | <u>SUBTOTAL</u>   | <u>OTHER PRICE/<br/>PROGRAM<br/>CHANGES</u> | <u>REVISED<br/>FY 1990 COLUMN<br/>FY 1991 REQUEST</u> |
|--|---|---------------------------------|------------------------------------|--|-------------------|---|---|
| Basic Pay                                      | 6,670,793   | (85,958)                        | 6,584,835                          | 50,820   | 6,635,655         |   | 6,635,655   |
| Retired Pay Accrual                            | 2,928,479   | (37,736)                        | 2,890,743                          | 22,309   | 2,913,052         |   | 2,913,052   |
| Incentive Pay                                  | 28,166  |                                 | 28,166                             | 34   | 28,200            |   | 28,200  |
| Special Pay                                    | 11,153  | (144)                           | 11,009                             | (106)  | 10,903            |   | 10,903  |
| Special Duty Assignment Pay                    | 11,870  |                                 | 11,870                             | 4,247  | 16,117            |   | 16,117  |
| Reenlistment Bonus                             | 71,157  |                                 | 71,157                             | (13,400)   | 57,757            |   | 57,757  |
| Enlistment Bonus                               | 333   |                                 | 333                                |  | 333               |   | 333   |
| Basic Allowance for Quarters                   | 903,047   | (11,606)                        | 891,441                            | 26,163   | 917,604           |   | 917,604   |
| Station Allowances Overseas                    | 339,948   | (17,812)                        | 322,136                            | (7,159)  | 314,977           |   | 314,977   |
| Clothing Allowances                            | 111,479   | (1,436)                         | 110,043                            | (8,153)  | 101,890           |   | 101,890   |
| Family Separation Allowances                   | 13,262  |                                 | 13,262                             | 3  | 13,265            |   | 13,265  |
| Separation Payments                            | 59,911  | (772)                           | 59,139                             | 216  | 59,355            |   | 59,355  |
| Variable Housing Allowance                     | 174,204   | (2,245)                         | 171,959                            | (14,515)   | 157,444           |   | 157,444   |
| Social Security Tax-Employer's<br>Contribution | 625,473   | (8,060)                         | 617,413                            | 3,330  | 620,743           |   | 620,743   |
| Reimbursables                                  | (54,912)  |                                 | (54,912)                           | (9,883)  | (45,029)          |   | (45,029)  |
| <u>Total Obligations</u>                       | <u>11,949,275</u>                                 | <u>(165,769)</u>                | <u>11,783,506</u>                  | <u>63,789</u>                                      | <u>11,847,295</u> |   | <u>11,847,295</u>                                     |
| <u>Less Reimbursements</u>                     | <u>54,912</u>                                     |                                 | <u>54,912</u>                      | <u>(9,883)</u>                                     | <u>45,029</u>     |   | <u>45,029</u>   |
| <u>Total Direct Obligations</u>                | <u>11,894,363</u>                                 | <u>(165,769)</u>                | <u>11,728,594</u>                  | <u>73,672</u>                                      | <u>11,802,266</u> |   | <u>11,802,266</u>                                     |
| <u>PAY AND ALLOWANCES OF CADETS</u>            |   |                                 |                                    |  |                   |   |   |
| Academy Cadets                                 | 36,871  |                                 | 36,871                             |  | 36,871            |   | 36,871  |
| <u>Total Direct Obligations</u>                | <u>36,871</u>                                     |                                 | <u>36,871</u>                      |  | <u>36,871</u>     |   | <u>36,871</u>   |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1990  
(In Thousands of Dollars)**

|  | <u>FY 90/91 REVISED<br/>PRESIDENT'S<br/>BUDGET</u> | <u>CONGRESSIONAL<br/>ACTION</u> | <u>AVAILABLE<br/>APPROPRIATION</u> | <u>INTERNAL<br/>REALIGNMENT/<br/>REPROGRAMMING</u> | <u>SUBTOTAL</u> | <u>OTHER PRICE/<br/>PROGRAM<br/>CHANGES</u> | <u>REVISED<br/>FY 1990 COLUMN<br/>FY 1991 REQUEST</u> |
|--|--|---------------------------------|------------------------------------|--|-----------------|---|---|
| <b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>  |  |                                 |                                    |  |                 |   |   |
| Basic Allowance for Subsistence                  | 817,555  | (1,270)                         | 816,285                            | 17,147   | 833,432         |   | 833,432   |
| Subsistence in Kind                              | 137,881  |                                 | 137,881                            | (20,102)   | 117,779         |   | 117,779   |
| Reimbursables                                    | (58,227)   |                                 | (58,227)                           | 2,955  | (55,272)        |   | (55,272)  |
| Total Obligations                                | 955,436  |                                 | 954,166                            | (2,955)  | 951,211         |   | 951,211   |
| Less Reimbursements                              | 58,227   |                                 | 58,227                             | (2,955)  | 55,272          |   | 55,272  |
| Total Direct Obligations                         | 897,209  | (1,270)                         | 895,939                            | 0  | 895,939         |   | 895,939   |
| <b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b> |  |                                 |                                    |  |                 |   |   |
| Accession Travel                                 | 56,233   |                                 | 45,817                             | (5,123)  | 40,694          | 754   | 41,448  |
| Training Travel                                  | 42,647   |                                 | 42,647                             | (4,116)  | 38,531          | 5,454                                       | 43,985  |
| Operational Travel                               | 106,401  | (10,416)                        | 106,401                            | (34,784)   | 71,617          | 5,753                                       | 77,370  |
| Rotational Travel                                | 523,763  |                                 | 523,763                            | (125,815)  | 397,948         | 27,254                                      | 425,202   |
| Separation Travel                                | 98,527   |                                 | 98,527                             | 7,901  | 106,428         | 972   | 107,400   |
| Travel of Organized Units                        | 1,987  |                                 | 1,987                              | 2,849  | 4,836           | 413   | 5,249   |
| Nontemporary Storage                             | 25,457   |                                 | 25,457                             | (4,015)  | 21,442          |   | 21,442  |
| Temporary Lodging Expense                        | 19,396   |                                 | 19,396                             | 1,519  | 20,915          |   | 20,915  |
| Reimbursables                                    | (1,543)  |                                 | (1,543)                            |  | (1,543)         |   | (1,543)   |
| Total Obligations                                | 874,411  | (10,416)                        | 863,995                            | (161,584)  | 702,411         | 40,600 b/                                   | 743,011   |
| Less Reimbursements                              | 1,543  |                                 | 1,543                              |  | 1,543           |   | 1,543   |
| Total Direct Obligations                         | 872,868  | (10,416)                        | 862,452                            | (161,584)  | 700,868         | 40,600                                      | 741,468   |

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 1990  
(In Thousands of Dollars)**

|  | FY1990/91 REVISED<br>PRESIDENT'S<br>BUDGET | CONGRESSIONAL<br>ACTION | AVAILABLE<br>APPROPRIATION | INTERNAL<br>REALIGNMENT/<br>REPROGRAMMING | SUBTOTAL          | OTHER PRICE/<br>PROGRAM<br>CHANGES | REVISED<br>FY 1990 COLUMN<br>FY 1991 REQUEST |
|--|--|-------------------------|----------------------------|---|-------------------|------------------------------------|--|
| <b>OTHER MILITARY PERSONNEL COSTS</b>  |  |                         |                            |   |                   |                                    |  |
| Apprehension of Military Deserters,<br>Absentees and Escaped Military<br>Prisoners | 98<br>1,419                                |                         | 98<br>1,419                |   | 98<br>1,419       |                                    | 98<br>1,419                                  |
| Death Gratuities   | 22   |                         | 22                         |   | 22                |                                    | 22   |
| Interest on Uniform Svcs Savings   | 24,500                                     |                         | 24,500                     |   | 24,500            |                                    | 24,500                                       |
| Unemployment Benefits  | 12,500                                     |                         | 12,500                     | (4,500)                                   | 8,000             |                                    | 8,000  |
| Survivor Benefits  |  |                         |                            | 1,000                                     | 1,000             |                                    | 1,000  |
| Adoption   |  |                         |                            |   |                   |                                    |  |
| <b>Total Obligations</b>   | <b>38,539</b>                              |                         | <b>38,539</b>              | <b>(3,500)</b>                            | <b>35,039</b>     |                                    | <b>35,039</b>                                |
| <b>Less Reimbursements</b>   |  |                         |                            |   |                   |                                    |  |
| <b>Total Direct Obligations</b>  | <b>38,539</b>                              |                         | <b>38,539</b>              | <b>(3,500)</b>                            | <b>35,039</b>     |                                    | <b>35,039</b>                                |
| <b>Total Obligations</b>   | <b>20,421,500</b>                          |                         | <b>20,174,640</b>          | <b>(100,112)</b>                          | <b>20,074,528</b> | <b>124,000</b>                     | <b>20,198,528</b>                            |
| <b>Less Reimbursements</b>   | <b>197,400</b>                             | <b>(246,860)</b>        | <b>197,400</b>             | <b>(25,500)</b>                           | <b>171,900</b>    |                                    | <b>171,900</b>                               |
| <b>Direct Obligations</b>  | <b>20,224,100</b>                          | <b>(246,860)</b>        | <b>19,977,240</b>          | <b>(74,612)</b>                           | <b>19,902,628</b> | <b>124,000</b>                     | <b>20,026,628</b>                            |
| Adjustment to reflect<br>Current Estimate:   |  |                         |                            |   |                   |                                    |  |
| G-R-H Sequestration  |  |                         |                            | -178,612                                  |                   |                                    | -178,612                                     |
| Transfer   |  |                         |                            | 104,000                                   |                   | 124,000                            | 228,000                                      |

a/ OFFICERS: \$53,000 Aviation Career Incentive Pay; \$25,700 Physician Special Pay; \$4,700 Nurse Bonus.  
b/ PCS: \$40,900 Double DLA; \$2,900 Per Diem Equity; -\$3,200 IT/GBL Rate

MILITARY PERSONNEL - AIR FORCE  
 SCHEDULE OF INCREASES AND DECREASES  
 (In Thousands of Dollars)

Total Military Personnel Air Force Appropriation

\$20,026,628

FY 1990 Military Personnel Air Force (Direct Program)

|  |           |           |
|--|-----------|-----------|
| <u>Increases</u>   |           |           |
| Permanent Change of Station (PCS)  |           | \$112,550 |
| - Move/Program Change  | + 64,382  |           |
| - Inflation  | + 24,204  |           |
| - DMR Initiatives  | + 20,300  |           |
| - Payraise (Annualized FY90 3.6%, FY91 3.5%)                                       | + 2,637   |           |
| - Fuel   | + 1,027   |           |
| Basic Pay  |           | \$81,730  |
| - 1 Jan 91 3.5% Pay Raise  | + 260,829 |           |
| - Annualization of the 1 January 90 3.6% Pay Raise                                 | + 88,629  |           |
| - Workyear Decrease  | - 267,728 |           |
| Basic Allowance for Subsistence  |           | \$34,187  |
| - Annualization of the 1 January 90 3.6% Pay Raise and 1 January 90 3.5% Pay Raise | + 34,187  |           |
| Special Pays   |           | \$17,084  |
| - Increase in Medical Special Pays   |           | + 16,669  |
| Variable Special Pay   | 1,000     |           |
| Incentive Pay  | 13,714    |           |
| In Board Certified   | 340       |           |
| Additional Special Pay   | 1,615     |           |
| Other Special Pay  |           | + 415     |
| Incentive Pay  |           | \$4,298   |
| - Full Year of the Aviation Career Incentive Pay (ACIP) Rates Increase             | + 3,998   |           |
| - Increase in Aviator Continuation Pay (ACP)                                       | + 300     |           |
| Separation Pay   |           | \$3,570   |
| - Increase in Number of Involuntary Separation                                     | + 3,720   |           |
| - 1 Jan 90 3.5% Pay Raise  | + 834     |           |
| - Annualization of the 1 January 90 3.6% Pay Raise                                 | + 284     |           |
| - Increase in Disability Payments  | + 23      |           |
| - Decrease in the Number of Members Entitled to Receive LSTL                       | - 1,291   |           |
| Miscellaneous  |           | \$26,938  |
| - Uniform Allowance  | + 25,081  |           |
| - Cadet Program Miscellaneous  | + 1,257   |           |
| - Enlisted Bonus   | + 458     |           |
| - Family Separation Allowance (FSA)  | + 142     |           |

|  |           |
|--|-----------|
| Retired Pay Accrual  | \$1,618   |
| - 1 January 1991 3.5% Pay Raise  | + 39,116  |
| - Annualization of 1 January 90 Pay Raise  | + 13,291  |
| - Rate Reduction From 43.9% to 43.2%   | - 24,779  |
| - Work Year Reduction  | - 24,010  |
| Other Military Personnel Costs   | \$1,001   |
| - Adoption Reimbursement Program Reflects Anticipated Reimbursements to Active Duty Members in the Adoption of a Child Under 18 Yrs of Age | + 1,000   |
| - Interest on Uniform Savings Deposit Program  | + 1       |
| - Accumulation of Interest in the Deposit Base   |           |
| Total Increases  | \$282,976 |

**DEBIT BASES:**

|   |          |
|---|----------|
| Basic Allowance for Subsistence   | \$90,632 |
| - Basic Allowance for Subsistence (BAS) reduction of many years resulted in decreased dollar requirement                                | - 31,132 |
| - Substance-In-Kind (SIK) decrease due to transfer to Operation and Maintenance Appropriation   | - 59,500 |
| Overseas Station Allowances   | \$42,300 |
| - Temporary Lodging Allowance Reflects Inflationary Growth  | + 310    |
| - Decrease in Requirements in Cost of Living Allowances and Housing Allowances Overseas. Rates Were Computed Based on actual experience | - 42,610 |

|   |          |
|---|----------|
| Retired Pay Accrual                             | \$37,118 |
| - 1 Jan 91 3.5% Pay Raise                       | + 73,562 |
| - Annualization of 1 Jan 90 3.6% Pay Raise      | + 24,996 |
| - Rate Change From 43.9% (FY90) to 43.2% (FY91) | - 46,601 |
| - Workyear Decrease                             | - 89,075 |

|  |          |
|--|----------|
| Social Security (FICA)   | \$33,465 |
| - Rate Change, Full Year Impact of 7.65%   | + 2,836  |
| - Decrease of Workyears Offset by Payraise Effective 1 January 1991 and Annualization of FY 90 Pay Raise | - 2,101  |
| - Decrease in Wage Credit  | - 34,200 |

|   |          |
|---|----------|
| Basic Allowance For Quarters  | \$26,385 |
| - 1 January 91 3.5% Pay Raise   | + 34,980 |
| - Annualization of the 1 January 90 3.6% Pay Raise  | + 11,886 |
| - Decrease in End Strength and in Basic Pay Work Year and Increase of the Number of Military Family Housing Available | - 73,251 |

|   |          |
|---|----------|
| Reimbursables   | \$14,522 |
| - Increase in Reimbursables causes a decrease in Direct Dollars |          |

|   |         |              |
|---|---------|--------------|
| Separation Pay  |         | \$7,751      |
| - 1 Jan 91 3.5% Pay Raise   | + 1,320 |              |
| - Annualization of 1 Jan 90 3.6% Pay Raise  | + 449   |              |
| - Decreased Separations   | - 9,520 |              |
| Selective Reenlistment Bonus  |         | \$4,872      |
| - 225 additional initial payments   | + 866   |              |
| - 1 Jan 91 3.5% pay raise   | + 630   |              |
| - Annualization 1 Jan 90 3.6% pay raise   | + 214   |              |
| - 4,191 fewer anniversary/accelerated payments  | - 6,582 |              |
| Variable Housing Allowance  |         | \$2,449      |
| - Reflects 3.3% Adjustment for Housing Cost Growth and fewer payments   | - 890   |              |
| - Decrease Results From Decrease in End Strength and Basic Pay Work Year  | - 1,559 |              |
| Other Military Personnel Costs  |         | \$2,000      |
| - Survivor Benefits reflects Veteran Administration requirements  | - 1,000 |              |
| - Unemployment Compensation based on latest projections of unemployment rate and duration of payment from Department of Labor | - 1,000 |              |
| Permanent Change of Station (PCS)   |         | \$1,510      |
| - Reimbursement change  | - 195   |              |
| - Temporary Lodging Expense   | - 1,315 |              |
| Total Decreases   |         | \$263,004    |
| FY 1991 Military Personnel Air Force (Direct Program)   |         | \$20,046,600 |

**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

| <u>Pay and Allowances of Officers</u>   | <u>Amount</u> |
|---|---------------|
| 1. <u>FY 1990 Direct Program</u>  | \$6,515,045   |
| <u>Increases:</u>   |               |
| <u>Basic Pay</u>  | 60,130        |
| - Annualization of the 1 Jan 90 3.6% Pay Raise  | + 30,767      |
| - 1 Jan 91 3.5% Pay Raise   | + 90,546      |
| - Decrease in Workyears   | - 61,183      |
| <u>Special Pay</u>  | 16,964        |
| - Increase in Medical Special Pays  | + 16,669      |
| - Variable Special Pay (+1,000), Incentive Pay (+13,714),<br>in Board Certified (+340), Additional Special Pay (+1,615) |               |
| - Other Special Pays  | + 295         |
| <u>Incentive Pay</u>  | 4,298         |
| - Full year of the Aviation Career Incentive<br>Pay (ACIP) rates increase   | + 3,998       |
| - Increase in Aviator Continuation Pay (ACP)  | + 300         |
| <u>Separation Pay</u>   | 3,570         |
| - Annualization of 1 Jan 90 3.6% Pay Raise  | + 284         |
| - 1 Jan 90 3.5% Pay Raise   | + 834         |
| - Increase in number of involuntary separation  | + 3,720       |
| - Increase in disability payments   | + 23          |
| - Decrease in the number of members entitled to receive LSTL  | -1,291        |
| <u>Retired Pay Accrual</u>  | 1,618         |
| - Annualization of 1 Jan 90 Pay Raise   | + 13,291      |
| - 1 Jan 91 3.5% Pay Raise   | + 39,116      |
| - Decrease in Workyears   | - 26,010      |
| - Rate Reduction from 43.9% to 43.2%  | - 24,779      |
| <u>Basic Allowance for Subsistence</u>  | 1,260         |
| - Annualization of the 1 Jan 90 3.6% Pay Raise  | + 1,330       |
| - 1 Jan 91 3.5% Pay Raise   | + 3,915       |
| - Decrease in Workyears   | -3,985        |

Miscellaneous ----- 403  
 - Uniform Allowances + 396  
 - Family Separation Allowance (FSA) + 7  
 Total Increases ----- 88,243

Decreases

Social Security (FICA) ----- 12,471

- Decrease in Wage Credit - 11,742
- Decrease of Workyears offset by pay raise effective 1 January 1991 and annualization of FY 1990 Pay Raise - 729

Reimbursable ----- 8,856

- Increase in Reimbursables causes a decrease in direct dollars

Overseas Station Allowance ----- 4,675

- Computations are based on actual experience - 4,985
- Temporary lodging reflects inflationary growth 310

Basic Allowance for Quarters ----- 4,447

- Annualization of the 1 Jan 90 3.6% pay raise 4,101
- 1 Jan 91 3.5% pay raise 12,070
- Decrease in end strengths and in basic pay work years and increase on the number of military family housing available - 20,618

Variable Housing Allowances ----- 1,559

- Decrease results from decrease in end strengths and basic pay work years

Total Decreases ----- 32,008

FY 1991 Direct Program ----- \$6,571,280

The approved AF Defense Management Report Decisions (DMRD) have created a savings of \$52,667 and an end strength reduction of 1,431 in the Officer program for FY 1991. These savings resulted from the following initiatives: Streamlining Contract Management (\$15,423), Civilianization of Military Spaces in Support Functions (\$18,614), AF DMR Proposals on Acquisition and Management (\$5,319), Streamlining OSD Defense Agencies (\$1,000), AF Proposals Phase II (\$1,782), and the DMR Operational Efficiencies Proposals (\$10,529).



(In Thousands of Dollars)

**PROJECT: Basic Pay Officers**

|  | FY 1989 | Actual   |              |
|--|---------|----------|--------------|
|  | FY 1990 | Estimate | \$ 3,392,330 |
|  | FY 1991 | Estimate | 3,479,768    |
|  |         |          | 3,539,898    |

**PAKI I - PURPOSE AND SCOPE**

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

**PAKI II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 1989 program of 104,603 workyears is based on a beginning strength of 105,126 and an end strength of 103,697. The FY 1990 program of 102,988 workyears is based on a beginning strength of 103,697 and ending strength of 100,290. The FY 1991 program of 100,284 workyears is based on a beginning strength of 100,290 and end strength of 98,754. Costs are determined on the basis of grade distribution and projected longevity. The average rates used are derived from the latest longevity experience adjusted by planned gains and losses for each respective year.

The estimated increase in FY 1990 over FY 1989 totals \$87,438. This is attributed to the annualization of the 4.1% pay raise effective 1 January 1989 and the 3.6% pay raise effective 1 January 1990. The estimated increase in FY 1991 is \$60,130. The increase is driven by the 3.5% pay raise programmed for 1991 and the annualization of the 1990 pay raise.

The program reflects a decrease in workyears in FY 1990 the decrease is 1,615 workyears, and in FY 1991 workyears decrease 2,704.

(Amount in Thousands of Dollars)

Basic Pay Officers

| <u>Grade</u>   | <u>FY 1989 Actual</u> |                     |               | <u>FY 1990 Estimate</u> |                     |               | <u>FY 1991 Estimate</u> |                     |               |
|----------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
|                | <u>Workyears</u>      | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Average Rate</u> | <u>Amount</u> |
| General        | 13                    | 75,500              | 982           | 13                      | 77,524              | 1,008         | 13                      | 78,200              | 1,017         |
| Lt. General    | 38                    | 75,500              | 2,869         | 38                      | 77,524              | 2,946         | 38                      | 78,200              | 2,971         |
| Maj General    | 116                   | 75,500              | 8,758         | 116                     | 77,524              | 8,993         | 116                     | 78,200              | 9,071         |
| Brig General   | 168                   | 66,546              | 11,180        | 168                     | 68,409              | 11,493        | 168                     | 69,012              | 11,594        |
| Colonel        | 5,493                 | 54,151              | 297,451       | 5,277                   | 56,353              | 297,375       | 5,168                   | 58,529              | 302,478       |
| Lt Colonel     | 12,422                | 44,594              | 553,947       | 12,571                  | 46,297              | 581,999       | 12,614                  | 48,046              | 606,052       |
| Major          | 19,965                | 36,794              | 734,592       | 19,705                  | 38,085              | 750,465       | 19,444                  | 39,631              | 770,585       |
| Captain        | 42,330                | 30,321              | 1,283,488     | 43,715                  | 31,397              | 1,372,520     | 43,130                  | 32,559              | 1,404,270     |
| 1st Lieutenant | 14,017                | 23,523              | 329,722       | 13,063                  | 23,622              | 308,574       | 12,676                  | 24,063              | 305,023       |
| 2nd Lieutenant | 10,041                | 16,865              | 169,341       | 8,322                   | 17,351              | 144,395       | 6,917                   | 18,337              | 126,837       |
| Total          | 104,603               |                     | 3,392,330     | 102,988                 |                     | 3,479,768     | 100,284                 |                     | 3,539,898     |

(In Thousands of Dollars)

PROJECT: Retired Pay Accrual - Officers

|         |                  |             |
|---------|------------------|-------------|
| FY 1989 | Actual           | \$1,698,839 |
| FY 1990 | Estimate         | 1,527,618   |
| FY 1991 | Amended Estimate | 1,529,236   |

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 USC, as amended.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

| FY 1989 Actual |              |             | FY 1990 Estimate |              |             | FY 1991 Estimate |              |             |
|----------------|--------------|-------------|------------------|--------------|-------------|------------------|--------------|-------------|
| Workyears      | Average Rate | Amount      | Workyears        | Average Rate | Amount      | Workyears        | Average Rate | Amount      |
| 104,603        | \$16,240.82  | \$1,698,839 | 102,988          | \$14,832.97  | \$1,527,618 | 100,284          | \$15,249.05  | \$1,529,236 |

(In Thousands of Dollars)

PROJECT: Incentive Pay for Hazardous Duty

|         |          |            |
|---------|----------|------------|
| FY 1989 | Actual   | \$ 172,911 |
| FY 1990 | Estimate | 256,427    |
| FY 1991 | Estimate | 260,725    |

### 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 provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - 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 \$650. Effective FY 1990 the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviator Continuation Pay (ACP) - The ACP Program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-crew member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performances of hazardous duty required by orders. It is paid to non-rated crew members and noncrew members (e.g. gunnery instructors, aerial photo personnel, flight nurse) only when performing such duties in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties and at the same time AWACS missions have been increasing. As a result the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps. Payable at \$110 per month.
- (6) Experimental Stress - An unusually high level of physiological or other stress, specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, and (b) duty as a human acceleration/deceleration test subject. It is paid under specified conditions in a monthly amount of \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.

### PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per man-year.

(Amount in Thousands of Dollars)

Flying Duty Crew

| YRS SVC<br>Grade          | Monthly Rate | FY 1989 Actual |              |           | FY 1990 Estimate |              |           | FY 1991 Estimate |              |           |
|---------------------------|--------------|----------------|--------------|-----------|------------------|--------------|-----------|------------------|--------------|-----------|
|                           |              | Workyears      | Average Rate | Amount    | Workyears        | Average Rate | Amount    | Workyears        | Average Rate | Amount    |
| 2                         | \$125        | 4,199          | 1,500        | 6,299     | 4,205            | 1,500        | 6,308     | 4,002            | 1,500        | 6,003     |
| 2-3                       | 156          | 2,250          | 1,872        | 4,212     | 1,991            | 1,872        | 3,727     | 2,228            | 1,872        | 4,171     |
| 3-4                       | 188          | 2,471          | 2,256        | 5,575     | 2,215            | 2,256        | 4,997     | 1,955            | 2,256        | 4,410     |
| 4-6                       | 206          | 4,764          | 2,472        | 11,777    | 4,927            | 2,472        | 12,180    | 4,615            | 2,472        | 11,408    |
| 6-18                      | 400/650      | 17,607         | 4,800        | 84,514    | 17,352           | 7,302        | 126,704   | 16,271           | 7,800        | 126,914   |
| 18-20                     | 370/585      | 2,640          | 4,440        | 11,722    | 2,829            | 6,594        | 18,654    | 3,242            | 7,020        | 22,759    |
| 20-22                     | 340/495      | 1,476          | 4,080        | 6,022     | 1,600            | 5,631        | 9,010     | 1,602            | 5,940        | 9,516     |
| 22-24                     | 310/385      | 1,050          | 3,720        | 3,906     | 1,065            | 4,470        | 4,868     | 1,116            | 4,620        | 5,156     |
| 24-25                     | 280          | 320            | 3,360        | 1,075     | 344              | 3,360        | 1,156     | 390              | 3,360        | 1,310     |
| 25 & over                 | 250          | 930            | 3,000        | 2,790     | 923              | 3,000        | 2,769     | 913              | 3,000        | 2,759     |
| B/G under 25              | 200          | 22             | 2,400        | 53        | 29               | 2,400        | 70        | 23               | 2,400        | 55        |
| M/G under 25              | 206          | 0              | 2,472        | 0         | 0                | 2,472        | 0         | 0                | 2,472        | 0         |
| Subtotal                  |              | 37,729         |              | 137,945   | 37,504           |              | 190,443   | 36,357           |              | 194,441   |
| Flying Duty Non-Crew      |              | 159            | 1,320        | 210       | 125              | 1,320        | 165       | 125              | 1,320        | 165       |
| Flying Duty Non-Rated     |              | 705            | 2,160        | 1,523     | 705              | 2,160        | 1,523     | 705              | 2,160        | 1,523     |
| AWACS WPNS Contr          |              | 742            | 3,132        | 2,324     | 800              | 3,132        | 2,506     | 800              | 3,132        | 2,506     |
| Aviation Continuation Pay |              |                |              | 30,200    |                  |              | 61,000    |                  |              | 61,300    |
| Total Flying Duty Pay     |              |                |              | \$172,202 |                  |              | \$255,637 |                  |              | \$259,935 |

(Amount in Thousands of Dollars)

Other Incentive Duty Pay

|                        | FY 1989 Actual   |                       |               | FY 1990 Estimate |                       |               | FY 1991 Estimate |                       |               |
|------------------------|------------------|-----------------------|---------------|------------------|-----------------------|---------------|------------------|-----------------------|---------------|
|                        | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Parachute Jumping      | 108              | 1,320                 | 143           | 130              | 1,320                 | 172           | 130              | 1,320                 | 172           |
| Parachute Halo         | 58               | 1,980                 | 115           | 60               | 1,980                 | 119           | 60               | 1,980                 | 119           |
| Detachment Duty        | 75               | 1,320                 | 99            | 80               | 1,320                 | 106           | 80               | 1,320                 | 106           |
| Press CHMR Observer    | 208              | 1,320                 | 275           | 200              | 1,320                 | 264           | 200              | 1,320                 | 264           |
| Acc/Decel Subject      | 18               | 1,320                 | 24            | 25               | 1,320                 | 33            | 25               | 1,320                 | 33            |
| Thermal Stress Subject | 4                | 1,320                 | 5             | 3                | 1,320                 | 4             | 3                | 1,320                 | 4             |
| Toxic Fuel Handlers    | 36               | 1,320                 | 48            | 70               | 1,320                 | 92            | 70               | 1,320                 | 92            |
| L/Hazard Bio Org       | 0                | 1,320                 | 0             | 0                | 1,320                 | 0             | 0                | 1,320                 | 0             |
| Subtotal               | 507              |                       | 709           | 568              |                       | 790           | 568              |                       | 790           |
| Total Incentive Pay    |                  |                       | 172,911       |                  |                       | 256,427       |                  |                       | 260,725       |

(in Thousands of Dollars)

**PROJECT: Special Pay of Officers**

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$99,082 |
| FY 1990 | Estimate | 136,940  |
| FY 1991 | Estimate | 153,904  |

**PAK I - PURPOSE AND SCOPE**

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b and 303, as amended by the National Defense Act in fiscal years 1990 and 1991 section 702.

- a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$7,000 to \$12,000 except for O-7s and above who receive \$1,000 per year and interns who receive \$1,200 per year.
- b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
- c. Medical Additional Special - A lump sum annual payment for physicians not in internship for initial residency training who execute an agreement to remain on active duty for at least one year. Officers will receive \$15,000 per year.
- d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year.
- e. Medical Officer Retention Bonus (MORB) - Starting 1 January 1989, to be paid to Medical Corps officers, below the grade of O-7, with at least eight years creditable service who will have completed any active duty service commitment for medical education or training before October 1, 1991 and who are fully qualified in a designated specialty. MORB contracts will be payable in equal annual installments.
- f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for O-7s and above who receive \$1,000 per year.
- g. Dental Board Certified - A monthly payment which 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 \$2,000 - \$4,000 depending upon years of service.
- h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for a least one year. Payments are \$6,000, \$8,000 or \$10,000.
- i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
- j. Nurse Anesthetist Incentive Pay - The FY 1990 Authorization Act authorizes an Incentive Pay up to \$6,000 to all Certified Registered Nurse Anesthetists.
- k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.
- l. Optometrists and Veterinarians - Receive a special pay amount of \$100 per month.

- (2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10, 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 \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (4) Hostile Fire Duty. A monthly pay at the rate of \$110 per month.
- (5) Foreign Language Proficiency Pay (Lanquist). 37 U.S. C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has a critical need for that language. The pay shall not exceed \$100 a month.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable special pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board certified pay and special incentive pay are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. Physicians Incentive Special Pay (ISP) reflects the release of the 6% budget limitation and the lifting of the \$8,000 individual payment cap for critically needed war time specialities as result of P.L. 100-180. Additional special pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate based on longevity. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number of people programmed in each specialty.

Further details on these increases and decreases may be found on the Schedule of Increases and Decreases for the officer program.

Details of the computation are shown in the following tables.



(Amount in Thousands of Dollars)

Special Pay, Physicians

|                                | FY 1989 Actual |              |          | FY 1990 Estimate |              |           | FY 1991 Estimate |              |           |
|--------------------------------|----------------|--------------|----------|------------------|--------------|-----------|------------------|--------------|-----------|
|                                | No. Pymts      | Average Rate | Amount   | No. Pymts        | Average Rate | Amount    | No. Pymts        | Average Rate | Amount    |
| <u>Physicians Pay</u>          |                |              |          |                  |              |           |                  |              |           |
| Variable Special               | 4,158          | 6,736        | 28,008   | 4,042            | 7,769        | 31,402    | 4,152            | 7,804        | 32,402    |
| Board Certified Pay            | 2,050          | 2,621        | 5,373    | 2,098            | 3,385        | 7,102     | 2,190            | 3,398        | 7,442     |
| Additional Special Pay         | 3,294          | 9,431        | 31,066   | 3,341            | 14,521       | 48,515    | 3,342            | 15,000       | 50,130    |
| Incentive Special Pay          | 990            | 10,328       | 10,225   | 1,157            | 11,051       | 12,786    | 2,109            | 12,565       | 26,500    |
| Medical Retention Bonus (MORB) | 1,077          | 9,229        | 9,940    | 1,500            | 11,500       | 17,250    | 1,500            | 11,500       | 17,250    |
| <u>Nurses Bonus</u>            |                |              |          |                  |              |           |                  |              |           |
| Nurses Accession Bonus         | 0              | 0            | 0        | 600              | 5,000        | 3,000     | 600              | 5,000        | 3,000     |
| Nurses Special Pay             | 0              | 0            | 0        | 290              | 6,000        | 1,740     | 290              | 6,000        | 1,740     |
| Sub-total Medical Pay          |                |              | \$84,612 |                  |              | \$121,795 |                  |              | \$138,464 |

(Amount in Thousands of Dollars)

|  | FY 1989 Actual |              |        | FY 1990 Estimate |              |         | FY 1991 Estimate |              |         |
|--|----------------|--------------|--------|------------------|--------------|---------|------------------|--------------|---------|
|  | No. Paymts     | Average Rate | Amount | No. Paymts       | Average Rate | Amount  | No. Paymts       | Average Rate | Amount  |
| <u>Dentist Pay</u>   |                |              |        |                  |              |         |                  |              |         |
| Dental Additional  | 1,116          | 6,986        | 7,796  | 1,140            | 6,986        | 7,964   | 1,161            | 6,990        | 8,115   |
| Dental Variable Pay  | 1,466          | 3,209        | 4,704  | 1,475            | 3,209        | 4,733   | 1,477            | 3,210        | 4,741   |
| Board Certif Dental  | 222            | 3,234        | 718    | 230              | 3,235        | 744     | 238              | 3,244        | 772     |
| Dentist Save Pay   |                |              | 0      |                  |              | 0       |                  |              | 0       |
| Total  |                |              | 13,218 |                  |              | 13,441  |                  |              | 13,628  |
| <u>Ophthalmologists</u>  | 202            | 1,200        | 242    | 204              | 1,200        | 245     | 205              | 1,200        | 246     |
| <u>Veterinarians</u>   | 22             | 1,200        | 26     | 13               | 1,200        | 16      | 11               | 1,200        | 13      |
| Total Medical Pay  |                |              | 98,098 |                  |              | 135,497 |                  |              | 152,351 |
| <u>Personal Allowance-<br/>General Officers<br/>Chief of Staff</u> | 1              | 4,000        | 4      | 1                | 4,000        | 4       | 1                | 4,000        | 4       |
| <u>Senior Member of<br/>Staff Committee<br/>United Nations</u>     | 1              | 2,700        | 3      | 1                | 2,700        | 3       | 1                | 2,700        | 3       |
| General  | 12             | 2,200        | 26     | 12               | 2,200        | 26      | 12               | 2,200        | 26      |
| Lt General   | 38             | 500          | 19     | 37               | 500          | 19      | 37               | 500          | 19      |
| Subtotal   | 52             |              | 52     | 51               |              | 52      | 51               |              | 52      |
| Hostile Fire   | 50             | 1,320        | 66     | 60               | 1,320        | 79      | 60               | 1,320        | 79      |
| Diving Duty  | 265            | 1,800        | 477    | 480              | 1,800        | 864     | 480              | 1,800        | 864     |
| Language   | 360            | 1,080        | 389    | 415              | 1,080        | 448     | 517              | 1,080        | 558     |
| Total  |                |              | 99,082 |                  |              | 136,940 |                  |              | 153,904 |

(In Thousands of Dollars)

PROJECT: Basic Allowance for Quarters - Officers

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$464,873 |
| FY 1990 | Estimate | 476,309   |
| FY 1991 | Estimate | 471,862   |

**PART I - PURPOSE AND SCOPE**

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for quarters is determined by multiplying the number of eligible personnel by the statutory rates to which each grade is entitled. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing the rate is payable with the dependent rate less the current experienced average charge of the fair rental value of the housing unit. This charge is limited to 75% of the BAQ rate.

BAQ manyears in all years reflect a decrease in the BAQ with dependents, and without dependents categories. The program reflects the decrease in the end strength for all years. Dollar increases in FY 1990 are driven by the annualization of the 7% targeted pay raise effective 1 January 1989 and the 3.6% pay raise programmed for January 1990. In FY 1991 the pay raise of 3.5% programmed for 1 January 1991 and the annualization of the FY 1990 pay raise causes the dollar requirements to increase.

(Amount in Thousands of Dollars)

Basic Allowance for Quarters With Dependents

| Grade                    | FY 1989 Actual |              |         | FY 1990 Estimate |              |         | FY 1991 Estimate |              |         |
|--------------------------|----------------|--------------|---------|------------------|--------------|---------|------------------|--------------|---------|
|                          | Workyears      | Average Rate | Amount  | Workyears        | Average Rate | Amount  | Workyears        | Average Rate | Amount  |
| General                  | 74             | 8,936.16     | 661     | 73               | 9,298.44     | 679     | 73               | 9,628.44     | 703     |
| Colonel                  | 3,440          | 8,064.00     | 27,740  | 3,462            | 8,377.80     | 29,004  | 3,253            | 8,675.16     | 28,220  |
| Lt Colonel               | 9,474          | 7,686.96     | 72,826  | 9,386            | 8,070.96     | 75,754  | 9,029            | 8,357.40     | 75,459  |
| Major                    | 13,614         | 6,839.16     | 93,108  | 13,412           | 7,120.80     | 95,504  | 12,999           | 7,373.52     | 95,848  |
| Captain                  | 21,941         | 5,749.32     | 126,146 | 22,094           | 5,939.40     | 131,225 | 20,955           | 6,102.48     | 127,877 |
| 1st Lieutenant           | 3,989          | 4,958.16     | 19,778  | 3,439            | 5,070.72     | 17,438  | 3,052            | 5,219.04     | 15,929  |
| 2nd Lieutenant           | 2,140          | 4,460.40     | 9,545   | 1,433            | 4,647.00     | 6,659   | 1,649            | 4,775.16     | 7,874   |
| Subtotal with Dependents | 54,672         |              | 349,804 | 53,299           |              | 356,263 | 51,010           |              | 351,910 |

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents-Full Allowance

| <u>Grade</u>                | <u>FY 1989 Actual</u> |                     |               | <u>FY 1990 Estimate</u> |                     |               | <u>FY 1991 Estimate</u> |                     |               |
|-----------------------------|-----------------------|---------------------|---------------|-------------------------|---------------------|---------------|-------------------------|---------------------|---------------|
|                             | <u>Workyears</u>      | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Average Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Average Rate</u> | <u>Amount</u> |
| General                     | 4                     | 7,262.40            | 29            | 5                       | 7,557.12            | 38            | 5                       | 7,825.20            | 39            |
| Colonel                     | 192                   | 6,663.60            | 1,279         | 197                     | 6,932.28            | 1,366         | 190                     | 7,178.28            | 1,364         |
| Lt Colonel                  | 757                   | 6,387.36            | 4,835         | 827                     | 6,677.16            | 5,522         | 834                     | 6,914.04            | 5,766         |
| Major                       | 2,364                 | 5,904.96            | 13,959        | 2,385                   | 6,189.12            | 14,761        | 2,317                   | 6,408.72            | 14,849        |
| Captain                     | 11,025                | 4,786.92            | 52,776        | 11,640                  | 5,020.20            | 58,435        | 11,479                  | 5,137.68            | 58,975        |
| 1st Lieutenant              | 6,311                 | 3,837.48            | 24,218        | 5,997                   | 3,974.28            | 23,834        | 6,192                   | 4,094.52            | 25,353        |
| 2nd Lieutenant              | 5,372                 | 3,233.64            | 17,371        | 4,643                   | 3,338.52            | 15,501        | 3,747                   | 3,461.04            | 12,969        |
| Subtotal without Dependents | 26,025                |                     | 114,467       | 25,694                  |                     | 119,457       | 24,764                  |                     | 119,315       |

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents-Partial Allowance

| <u>Grade</u>                          | FY 1989 Actual   |                     |               | FY 1990 Estimate |                     |               | FY 1991 Estimate |                     |               |
|---------------------------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
|                                       | <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> |
| Colonel                               | 6                | 476.28              | 3             | 6                | 476.28              | 3             | 12               | 476.28              | 6             |
| Lt Colonel                            | 24               | 396.00              | 10            | 24               | 396.00              | 10            | 24               | 396.00              | 10            |
| Major                                 | 94               | 320.40              | 30            | 133              | 320.40              | 43            | 172              | 320.40              | 55            |
| Captain                               | 569              | 266.40              | 152           | 504              | 266.40              | 134           | 597              | 266.40              | 159           |
| 1st Lieutenant                        | 474              | 212.40              | 101           | 463              | 212.40              | 98            | 463              | 212.40              | 98            |
| 2nd Lieutenant                        | 994              | 158.40              | 157           | 977              | 158.40              | 155           | 993              | 158.40              | 157           |
| Subtotal without Dependents (Partial) | 2,161            |                     | 453           | 2,107            |                     | 443           | 2,261            |                     | 485           |

(Amount in Thousands of Dollars)

Inadequate Family Housing

| Grade                              | FY 1989 Actual |              |           | FY 1990 Estimate |              |           | FY 1991 Estimate |              |           |
|------------------------------------|----------------|--------------|-----------|------------------|--------------|-----------|------------------|--------------|-----------|
|                                    | Workyears      | Average Rate | Amount    | Workyears        | Average Rate | Amount    | Workyears        | Average Rate | Amount    |
| Lt Colonel                         | 0              | 1,721.76     | 0         | 0                | 2,123.16     | 0         | 0                | 2,180.52     | 0         |
| Major                              | 2              | 2,272.44     | 5         | 4                | 2,524.08     | 10        | 4                | 2,592.24     | 10        |
| Captain                            | 48             | 1,886.40     | 91        | 45               | 1,985.76     | 89        | 45               | 2,037.84     | 92        |
| 1st Lieutenant                     | 24             | 1,619.76     | 39        | 16               | 1,705.08     | 27        | 16               | 1,811.64     | 29        |
| 2nd Lieutenant                     | 12             | 1,166.64     | 14        | 15               | 1,343.76     | 20        | 15               | 1,380.00     | 21        |
| Subtotal Inadequate Family Housing | 86             |              | 149       | 80               |              | 146       | 80               |              | 152       |
| Total BAQ                          |                |              | \$464,873 |                  |              | \$476,309 |                  |              | \$471,862 |

(In Thousands of Dollars)

PROJECT: Variable Housing Allowance - Officers

|  | FY 1989 | Actual   |           |
|--|---------|----------|-----------|
|  | FY 1990 | Estimate | \$100,094 |
|  | FY 1991 | Estimate | 98,605    |
|  |         |          | \$97,046  |

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowances are developed by multiplying the number of eligible officers by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The FY 1990 includes a housing cost growth of 3.6% and for FY 1991 the housing cost growth is 3.3%.

Dollar impact associated with these changes are summarized in the schedule of Increases and Decreases.

The computation of requirements is provided in the following table:



(Amount in Thousands of Dollars)

Variable Housing Allowance

| Grade          | FY 1989 Actual |              |           | FY 1990 Estimate |              |          | FY 1991 Estimate |              |          |
|----------------|----------------|--------------|-----------|------------------|--------------|----------|------------------|--------------|----------|
|                | Workyears      | Average Rate | Amount    | Workyears        | Average Rate | Amount   | Workyears        | Average Rate | Amount   |
| General        | 74             | 3,344.52     | 247       | 73               | 3,434.88     | 251      | 73               | 3,514.80     | 257      |
| Colonel        | 3,315          | 1,847.76     | 6,125     | 3,323            | 1,895.16     | 6,298    | 3,183            | 1,939.20     | 6,172    |
| Lt Colonel     | 9,065          | 1,911.60     | 17,329    | 8,970            | 1,963.20     | 17,610   | 8,704            | 2,008.80     | 17,485   |
| Major          | 13,700         | 1,668.24     | 22,855    | 13,555           | 1,713.24     | 23,223   | 13,258           | 1,753.08     | 23,242   |
| Captain        | 27,103         | 1,385.69     | 37,556    | 27,150           | 1,433.52     | 38,920   | 26,749           | 1,466.88     | 39,238   |
| 1st Lieutenant | 8,518          | 905.88       | 7,716     | 7,788            | 930.36       | 7,246    | 7,088            | 950.64       | 6,738    |
| 2nd Lieutenant | 6,422          | 836.28       | 5,371     | 5,888            | 858.84       | 5,057    | 4,523            | 865.44       | 3,914    |
| Subtotal       | 68,197         |              | 97,199    | 66,747           |              | 98,605   | 63,578           |              | 97,046   |
| Payback        |                |              | \$2,895   |                  |              |          |                  |              |          |
| Total          | 68,197         |              | \$100,094 | 66,747           |              | \$98,605 | 63,578           |              | \$97,046 |

(In Thousands of Dollars)

PROJECT: Basic Allowance For Subsistence  
 FY 1989 Actual Estimate \$149,097  
 FY 1990 Estimate 151,813  
 FY 1991 Amended Estimate \$153,073

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 USC 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The increase in FY 1990 over FY 1989 is a direct result of the 3.6% pay raise effective 1 January 1990 and annualization of the 4.1% FY 1989 pay raise. Increases in FY 1991 over the previous year is driven by the 3.5% pay raise programmed and annualization of 1 January 1990 3.6% pay raise. Requirements are adjusted downward as a result of the decrease in workyears.

Details of the computation are provided in the following table:

|              | FY 1989 Actual   |                       | FY 1990 Estimate |                       | FY 1991 Estimate |                       |
|--------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|
|              | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Workyears</u> | <u>Statutory Rate</u> |
| Officers     | 104,603          | 1,425.37              | 102,988          | 1,474.08              | 100,284          | 1,526.40              |
|              |                  | 149,097               |                  | 151,813               |                  | 153,073               |
| <b>Total</b> |                  | <b>149,097</b>        |                  | <b>151,813</b>        |                  | <b>153,073</b>        |

(In Thousands of Dollars)

|  |         |          |           |
|--|---------|----------|-----------|
|  | FY 1989 | Actual   | \$ 82,687 |
|  | FY 1990 | Estimate | 83,153    |
|  | FY 1991 | Estimate | 78,478    |

PROJECT: Station Allowances, Overseas

**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 Joint Travel Regulations and authorized under the provisions of 37 U.S.C. 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. A Station Housing Allowance consists of the difference between the Basic Allowance for Quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. The numbers entitled to an overseas station allowance are based on historical data adjusted for known changes of each type of allowance.

The numbers for COLA and Housing Allowances are based on FY 1989 experience adjusted downward to reflect the decreases in authorized overseas strengths in FYs 1990 and 1991 respectively. Housing is adjusted downward to reflect the transition of Alaska and Hawaii to VHA. The rates reflect the foreign rates effective November 1989. COLA rates are adjusted upwards and housing rates are decreased to reflect the 1 January 1990 pay raise and the programmed pay raise for FY 1991.

Temporary Lodging Allowances (TLA) rates are increased for inflation of 4.2% in FY 1990 and 4.0% in FY 1991.

(Amount in Thousands of Dollars)

Cost of Living

|                         | FY 1989 Actual   |                     |               | FY 1990 Estimate |                     |               | FY 1991 Estimate |                     |               |
|-------------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
|                         | <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                 | 50               | 4,517               | 226           | 54               | 4,639               | 251           | 49               | 4,629               | 227           |
| Colonel                 | 773              | 4,197               | 3,244         | 808              | 4,311               | 3,483         | 767              | 4,284               | 3,286         |
| Lt Colonel              | 1,763            | 3,807               | 6,712         | 1,828            | 4,074               | 7,447         | 1,734            | 3,829               | 6,639         |
| Major                   | 3,069            | 3,228               | 9,907         | 3,179            | 3,315               | 10,538        | 3,044            | 3,308               | 10,070        |
| Captain                 | 6,705            | 2,800               | 18,774        | 6,732            | 2,876               | 19,361        | 6,848            | 2,800               | 19,174        |
| 1st Lieutenant          | 1,588            | 2,299               | 3,651         | 1,629            | 2,238               | 3,646         | 1,344            | 2,310               | 3,105         |
| 2nd Lieutenant          | 293              | 1,743               | 511           | 321              | 1,790               | 575           | 256              | 1,779               | 455           |
| Subtotal Cost of Living | 14,241           |                     | 43,025        | 14,551           |                     | 45,301        | 14,042           |                     | 42,956        |

(Amount in Thousands of Dollars)

Housing Allowance

| Grade                          | FY 1989 Actual |              |         | FY 1990 Estimate |              |         | FY 1991 Estimate |              |         |
|--------------------------------|----------------|--------------|---------|------------------|--------------|---------|------------------|--------------|---------|
|                                | Workyears      | Average Rate | Amount  | Workyears        | Average Rate | Amount  | Workyears        | Average Rate | Amount  |
| General                        | 2              | 1,457        | 3       | 2                | 1,269        | 3       | 1                | 1,229        | 1       |
| Colonel                        | 208            | 6,315        | 1,314   | 214              | 6,456        | 1,382   | 207              | 6,236        | 1,291   |
| Lt Colonel                     | 874            | 4,379        | 3,827   | 911              | 4,053        | 3,692   | 830              | 3,915        | 3,249   |
| Major                          | 1,615          | 4,032        | 6,512   | 1,673            | 3,663        | 6,128   | 1,551            | 3,538        | 5,487   |
| Captain                        | 3,907          | 3,669        | 14,335  | 3,927            | 3,314        | 13,014  | 3,893            | 3,171        | 12,345  |
| 1st Lieutenant                 | 946            | 3,316        | 3,137   | 981              | 2,959        | 2,903   | 813              | 2,832        | 2,302   |
| 2nd Lieutenant                 | 185            | 3,714        | 687     | 204              | 3,482        | 710     | 155              | 3,335        | 517     |
| Subtotal<br>Housing Allowance  | 7,737          |              | 29,815  | 7,912            |              | 27,832  | 7,450            |              | 25,192  |
| Temporary<br>Lodging Allowance | 22,428         | 439          | 9,847   | 22,049           | 454          | 10,020  | 22,049           | 469          | 10,330  |
| Total Overseas Allowance       |                |              | 982,687 |                  |              | 983,153 |                  |              | 978,478 |



(In Thousands of Dollars)

|  |         |          |          |
|--|---------|----------|----------|
|  | FY 1989 | Actual   | \$ 2,064 |
|  | FY 1990 | Estimate | 2,136    |
|  | FY 1991 | Estimate | 2,143    |

**PROJECT: Family Separation Allowances - Officers**

**PART I - PURPOSE AND SCOPE**

Funds provide family separation allowance (FSA) payments, under the provision of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas and / or
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for thirty days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

**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 tables.

(Amount in Thousands of Dollars)

PCS Overseas With Dependents not Authorized and Maintain Two Homes

|   | FY 1989 Actual |                |        | FY 1990 Estimate |                |        | FY 1991 Estimate |                |        |
|---|----------------|----------------|--------|------------------|----------------|--------|------------------|----------------|--------|
|   | Workyears      | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount |
| Colonel   | 15             | 6,663.60       | 100    | 15               | 6,932.28       | 104    | 15               | 7,178.28       | 108    |
| Lt Colonel  | 32             | 6,387.36       | 204    | 32               | 6,677.16       | 214    | 32               | 6,914.04       | 221    |
| Major   | 35             | 5,904.96       | 207    | 35               | 6,189.12       | 217    | 35               | 6,408.72       | 224    |
| Captain   | 64             | 4,786.92       | 306    | 64               | 5,020.20       | 321    | 63               | 5,137.68       | 324    |
| 1st Lieutenant  | 11             | 3,837.48       | 42     | 11               | 3,974.28       | 44     | 11               | 4,094.52       | 45     |
| 2nd Lieutenant  | 2              | 3,233.64       | 6      | 2                | 3,338.52       | 7      | 1                | 3,461.04       | 3      |
| Total   | 159            |                | 865    | 159              |                | 907    | 157              |                | 925    |
| PCS CONUS or overseas with dependents not authorized                                      | 698            | 720.00         | 503    | 714              | 720.00         | 514    | 707              | 720.00         | 509    |
| TDY CONUS or overseas for more than 30 days with dependents not residing near TDY station | 967            | 720.00         | 696    | 993              | 720.00         | 715    | 985              | 720.00         | 709    |
| Total Family Separation Allowance   | 1,824          |                | 2,064  | 1,866            |                | 2,136  | 1,849            |                | 2,143  |



(In Thousands of Dollars)

|                              | FY 1989 | Actual   | \$46,204 |
|------------------------------|---------|----------|----------|
| PROJECT: Separation Payments | FY 1990 | Estimate | 47,694   |
|                              | FY 1991 | Estimate | 51,264   |

PART I - PURPOSE AND SCOPE

Funds provide:

- (1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge, or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.
- (2) Severance pay to officers who are involuntary discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a), disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, to include the lowering of the to September 1, 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days. Severance pay for promotion passovers is 10% of the product of (a) years of active service, and (b) 12 times the monthly basic pay to which the member was entitled at the time of discharge or release from active duty. The maximum amount payable is \$30,000.

A member separated for a physical disability is entitled to severance pay. To compute this pay the number of active years of service, (a maximum of 12 years) is multiplied by the sum of two months of basic pay at the grade in which the member is serving at the time of the disability. In the case of disability found during an examination for promotion, the severance pay is based on the grade to which member would have been promoted.

Detailed cost computations are provided in the following table:

(Amount in Thousands of Dollars)

Lump Sum Terminal Leave Payments

|                           | FY 1989 Actual |                 |                | FY 1990 Estimate |                 |                | FY 1991 Estimate |                 |                |
|---------------------------|----------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|
|                           | Number         | Average<br>Days | Rate<br>Amount | Number           | Average<br>Days | Rate<br>Amount | Number           | Average<br>Days | Rate<br>Amount |
| <u>Grade</u>              |                |                 |                |                  |                 |                |                  |                 |                |
| General                   | 53             | 60.0            | \$13,530 \$717 | 45               | 60.0            | \$14,714 \$662 | 59               | 60.0            | \$15,136 \$893 |
| Colonel                   | 961            | 45.5            | 9,065 8,711    | 751              | 51.5            | 9,315 6,996    | 775              | 47.0            | 9,581 7,425    |
| Lt Colonel                | 1,712          | 41.4            | 6,252 10,703   | 1,420            | 42.9            | 6,477 9,198    | 1,400            | 39.1            | 6,661 9,326    |
| Major                     | 1,494          | 38.1            | 4,156 6,208    | 1,390            | 36.3            | 4,533 6,301    | 1,253            | 30.2            | 4,662 5,841    |
| Captain                   | 3,401          | 22.8            | 2,093 7,118    | 4,097            | 23.4            | 2,131 8,731    | 3,808            | 22.3            | 2,192 8,346    |
| 1st Lieutenant            | 497            | 16.9            | 1,380 686      | 538              | 19.7            | 1,442 776      | 461              | 20.9            | 1,484 684      |
| 2nd Lieutenant            | 197            | 12.1            | 597 118        | 193              | 9.2             | 610 118        | 150              | 10.7            | 627 94         |
| Subtotal                  | 8,315          |                 | 34,261         | 8,434            |                 | 32,782         | 7,906            |                 | 32,609         |
| <u>Separation Pay</u>     |                |                 |                |                  |                 |                |                  |                 |                |
| Fail Promotion/Unfit.     | 379            |                 | 29,559 11,203  | 465              |                 | 30,000 13,950  | 589              |                 | 30,000 17,670  |
| Disability                | 35             |                 | 23,421 820     | 40               |                 | 24,054 962     | 40               |                 | 24,631 985     |
| Total Separation Payments |                |                 | \$46,284       |                  |                 | \$47,694       |                  |                 | \$51,264       |

(In Thousands of Dollars)

PROJECT: Social Security Tax - Employer's Contribution

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$294,219 |
| FY 1990 | Estimate | 322,497   |
| FY 1991 | Estimate | \$310,026 |

**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 26 U.S.C. 3101, 3111.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Social Security costs are based on the percentage rate 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. Effective January 1, 1989, the tax rate was 7.51% on \$48,000 taxable income. In 1990 the tax rate increases to 7.65% on \$1,000 taxable income and in FY 1991 increases to \$4,300. The FICA computations are based on base pay and the percentage rate set by law for a given calendar year. The increase in requirements is the result of the full year impact of the 1 January 1989 tax rate and the increase in maximum wages taxed. The overall 4.3% pay raise in FY 1989 and the programmed 3.6% and 3.5% pay raises in FY 1990 and FY 1991 respectively have an impact in the Social Security requirements.

Funding for FY 1989, FY 1990 and FY 1991 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances.) The decision was made to transfer this requirement to the Military Personnel Appropriation from the Department of Human Services.

Details of the computations are shown below:

|             | FY 1989 Actual |              | FY 1990 Estimate |              | FY 1991 Estimate |              |
|-------------|----------------|--------------|------------------|--------------|------------------|--------------|
|             | Number         | Average Rate | Number           | Average Rate | Number           | Average Rate |
| Officers    | 104,603        | \$2,437.07   | 102,988          | \$2,555.67   | 100,284          | \$2,617.51   |
| Wage Credit |                | 39,294       |                  |              |                  | 47,552       |
| Total       |                | 294,219      |                  | 322,497      |                  | 310,026      |

**Program Adjustment**

Adjustment to Officer Program to be consistent with final reported obligations

+ \$ 13,000

**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

|    |  |           |               |
|----|--|-----------|---------------|
| 2. | <u>Pay and Allowances of Enlisted</u>  |           | <u>Amount</u> |
|    | FY 1990 Direct Program   |           | \$11,802,266  |
|    | <u>Increases</u>   |           |               |
|    | Basic Pay  | 21,600    |               |
|    | - Annualization of 1 Jan 90 3.6% Pay Raise                                       | + 57,862  |               |
|    | - 1 Jan 91 3.5% Pay Raise  | + 170,283 |               |
|    | - Workyear Decrease  | - 206,545 |               |
|    | Uniform Allowances   | 24,685    |               |
|    | - Includes 3.3% inflation, DoD approved clothing costs, and changes in eligibles |           |               |
|    | Enlistment Bonus   | 458       |               |
|    | Family Separation Allowance  | 135       |               |
|    | Special Pays   | 120       |               |
|    | Total Increases  | 46,998    |               |

Decreases

|   |          |
|---|----------|
| Social Security (FICA)  | - 20,994 |
| - Annualization of 1 Jan 90 3.6% pay raise                            | + 5,213  |
| - 1 Jan 91 3.5% Pay Raise   | + 15,341 |
| - Rate change: Full year impact of 7.65%                              | + 2,836  |
| - Workyear Decrease   | - 21,926 |
| - Wage Credit Decrease  | - 22,458 |
| Selective Reenlistment Bonus  | - 4,872  |
| - 225 additional initial payments                                     | + 866    |
| - 4,191 fewer anniversary/accelerated payments                        | - 6,582  |
| - Annualization 1 Jan 90 3.6% pay raise                               | + 214    |
| - 1 Jan 91 3.5% pay raise   | + 630    |
| Retired Pay Accrual   | 37,118   |
| - Annualization of 1 Jan 90 3.6% Pay Raise                            | + 24,996 |
| - 1 Jan 91 3.5% Pay Raise   | + 73,562 |
| - Workyear Decrease   | - 89,075 |
| - Rate Change from 43.9% (FY90) to 43.2% (FY91)                       | - 46,601 |
| Basic Allowance for Quarters  | - 21,938 |
| - Annualization of 1 Jan 90 3.6% Pay Raise                            | + 7,785  |
| - 1 Jan 91 3.5% Pay Raise   | + 22,910 |
| - Resulting from Workyear Decrease, and Changes in Housing Units      | - 52,633 |
| Variable Housing Allowances   | - 890    |
| - Reflects 3.3% adjustment for housing cost growth and fewer payments |          |
| Overseas Station Allowances   | - 37,625 |
| - Based on rates effective Nov 89, and actual experience              |          |
| Separation Pay  | - 7,751  |
| - Annualization of 1 Jan 90 3.6% Pay Raise                            | + 449    |
| - 1 Jan 91 3.5% Pay Raise   | + 1,320  |
| - Decreased Separations   | - 9,520  |
| Reimbursables   | - 5,666  |
| - Change includes adjustment for "Fair Pricing" legislation           |          |

The approved AF Defense Management Report Decisions have created a savings of \$95,668 and end strength reduction of 7,146 in the Enlisted program for FY91. These savings resulted from the following initiatives as Streamlining Contract Management (\$870), Civilianization of Military Spaces in Support Functions (\$38,953), AF DMR proposals on acquisition and management (\$21,981), AF DMR Proposals Phase II (\$8,118), and the AF DMR Operational Efficiencies Proposals (\$25,746).

Total Decreases 136,854  
FY 1991 Direct Program \$11,712,410

(In Thousands of Dollars)

|         |          |             |
|---------|----------|-------------|
| FY 1989 | Actual   | \$6,538,668 |
| FY 1990 | Estimate | 6,635,655   |
| FY 1991 | Estimate | \$6,657,255 |

PROJECT: Basic Pay of Enlisted

**PART I - PURPOSE AND SCOPE**

Funds provide basic compensation to enlisted personnel on active duty, including length of service increments, under provision of 37 U.S.C. 201, 203 and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 1990 program is based on a beginning enlisted strength of 462,831 and an end strength of 440,293 with 451,009 workyears. During the budget review cycle in Mar 89, the AF was required to reduce its Military Personnel Appropriation by approximately \$87M. In order to stay within these reduced dollars in FY 1990, the Air Force had to implement an early release program in FY 1990 which separate in January 1990 approximately 6,000 personnel from one to eight months early. Congressional reductions and approval of additional entitlements contained in the Appropriations Bill, and the four month sequestration forced the AF to cut the MPA by an additional \$373M. In addition to the early release already in effect, several other programs were implemented to meet this additional shortfall. Two of these were a second voluntary early release of 5,000 airmen and a reduction of 18,000 non-prior service accessions. Since these actions affected only the lower grades (E-1 through E-4), the top five grade percentage increased to 50.13% of the total projected enlisted end strength, but remains 48% of the enlisted portion of the Authorization Act end strength of 460,857.

The FY 1991 program is based on a beginning enlisted strength of 440,293 and an ending strength of 426,829 with 436,253 workyears. As in FY 1990 the Air Force was constrained by dollars available. In order to stay within these limits the accession level was held at 36,000 (the same as FY 1990), thereby, forcing the AF into a significant unit undermanning condition.

(Amount in Thousands of Dollars)

Basic Pay of Enlisted

| Grade                  | FY 1989 Actual |              |           | FY 1990 Estimate |              |           | FY 1991 Estimate |              |           |
|------------------------|----------------|--------------|-----------|------------------|--------------|-----------|------------------|--------------|-----------|
|                        | Workyears      | Average Rate | Amount    | Workyears        | Average Rate | Amount    | Workyears        | Average Rate | Amount    |
| Chief Master Sergeant  | 4,807          | 30,203       | 145,186   | 4,669            | 31,308       | 146,177   | 4,613            | 32,381       | 149,374   |
| Senior Master Sergeant | 9,310          | 24,908       | 231,893   | 9,188            | 25,855       | 237,556   | 9,244            | 26,729       | 247,083   |
| Master Sergeant        | 39,199         | 21,089       | 826,668   | 39,590           | 21,893       | 866,744   | 39,250           | 22,602       | 887,129   |
| Technical Sergeant     | 58,720         | 17,748       | 1,042,163 | 57,787           | 18,430       | 1,065,014 | 57,778           | 19,073       | 1,102,000 |
| Staff Sergeant         | 111,376        | 14,667       | 1,633,551 | 111,591          | 15,261       | 1,702,990 | 105,801          | 15,812       | 1,672,924 |
| Sergeant               | 126,468        | 12,124       | 1,533,298 | 128,453          | 12,608       | 1,619,536 | 122,947          | 12,980       | 1,595,851 |
| Airman First Class     | 79,123         | 9,974        | 789,173   | 72,642           | 10,354       | 752,135   | 71,800           | 10,687       | 767,327   |
| Airman                 | 23,989         | 9,311        | 223,362   | 17,172           | 9,657        | 165,830   | 17,562           | 9,989        | 175,427   |
| Airman Basic           | 14,701         | 7,712        | 113,374   | 9,917            | 8,034        | 79,673    | 7,258            | 8,286        | 60,140    |
| Total                  | 467,693        |              | 6,538,668 | 451,009          |              | 6,635,655 | 436,253          |              | 6,657,255 |

(In Thousands of Dollars)

PART I - PURPOSE AND SCOPE

|  |                  |             |
|--|------------------|-------------|
| PROJECT: Retired Pay Actual - Enlisted | FY 1989 Actual   | \$3,282,411 |
|  | FY 1990 Estimate | 2,913,052   |
|  | FY 1991 Estimate | 2,875,934   |

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, under provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be a specified percent of basic pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budget estimates are derived as a product of:

(a) An accrual percentage of 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991, (b) The total amount of basic pay expected to be paid during the fiscal year to enlisted members of the armed forces (Note: Base Pay adjusted for pay raises).

The computation of fund requirements is shown in the following table:

| FY 1989 Actual |            |             | FY 1990 Estimate |            |             | FY 1991 Estimate |            |             |
|----------------|------------|-------------|------------------|------------|-------------|------------------|------------|-------------|
| Workyears      | Rate       | Amount      | Workyears        | Rate       | Amount      | Workyears        | Rate       | Amount      |
| 467,693        | \$7,018.30 | \$3,282,411 | 451,009          | \$6,458.96 | \$2,913,052 | 436,253          | \$6,592.35 | \$2,875,934 |



(In Thousands of Dollars)

**PROJECT: Incentive Pay for Hazardous Duty**

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$27,729 |
| FY 1990 | Estimate | 28,200   |
| FY 1991 | Estimate | \$28,200 |

**PART I - PURPOSE AND SCOPE**

The purpose of incentive pay for hazardous duty 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 pay to enlisted personnel, under provisions of 37 U.S.C. 301, for the following types of duty:

- (1) 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.
- (2) Non-crew member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) Parachute jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight.
- (4) 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.
- (5) Experimental stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject.
- (6) Toxic fuel handler - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous biological organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 U.S.C. 301.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Incentive duty pay is computed on the basis of the average number of enlisted personnel 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 manyear.

The computation of fund requirements is provided in the following tables:

(Amount in Thousands of Dollars)

Flying Duty Crew Members

|  | FY 1989 Actual |              |        | FY 1990 Estimate |              |        | FY 1991 Estimate |              |        |
|--|----------------|--------------|--------|------------------|--------------|--------|------------------|--------------|--------|
|  | Workyears      | Average Rate | Amount | Workyears        | Average Rate | Amount | Workyears        | Average Rate | Amount |

Grade

|                        |        |       |        |        |       |        |        |       |        |
|------------------------|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Chief Master Sergeant  | 236    | 2,400 | 566    | 261    | 2,400 | 626    | 261    | 2,400 | 626    |
| Senior Master Sergeant | 487    | 2,400 | 1,169  | 526    | 2,400 | 1,262  | 526    | 2,400 | 1,262  |
| Master Sergeant        | 1,767  | 2,400 | 4,241  | 1,758  | 2,400 | 4,219  | 1,758  | 2,400 | 4,219  |
| Technical Sergeant     | 2,344  | 2,100 | 4,922  | 2,369  | 2,100 | 4,975  | 2,369  | 2,100 | 4,975  |
| Staff Sergeant         | 3,326  | 1,800 | 5,987  | 3,507  | 1,800 | 6,313  | 3,507  | 1,800 | 6,313  |
| Sergeant               | 1,978  | 1,500 | 2,967  | 1,794  | 1,500 | 2,691  | 1,794  | 1,500 | 2,691  |
| Airman First Class     | 765    | 1,320 | 1,010  | 902    | 1,320 | 1,191  | 902    | 1,320 | 1,191  |
| Airman                 | 220    | 1,320 | 290    | 139    | 1,320 | 183    | 139    | 1,320 | 183    |
| Airman Basic           | 23     | 1,320 | 30     | 14     | 1,320 | 18     | 14     | 1,320 | 18     |
| Subtotal               | 11,146 |       | 21,182 | 11,270 |       | 21,478 | 11,270 |       | 21,478 |

Non-Fly Crew Members

|  |        |       |        |        |       |        |        |       |        |
|--|--------|-------|--------|--------|-------|--------|--------|-------|--------|
|  | 1,158  | 1,320 | 1,529  | 1,250  | 1,320 | 1,650  | 1,250  | 1,320 | 1,650  |
|  | 12,304 |       | 22,711 | 12,520 |       | 23,128 | 12,520 |       | 23,128 |

Total Flying Duty Pay

Other Incentive Duty Pay

|   |       |       |       |       |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Parachute Jumping   | 859   | 1,620 | 1,392 | 880   | 1,620 | 1,426 | 880   | 1,620 | 1,426 |
| High and Low-pressure chamber inside observer, human accel/occel experimental observer & test subject in thermal stress experiments | 555   | 1,320 | 733   | 562   | 1,320 | 742   | 562   | 1,320 | 742   |
| Demolition Duty   | 1,284 | 1,320 | 1,695 | 1,300 | 1,320 | 1,716 | 1,300 | 1,320 | 1,716 |
| Toxic Fuel Handlers   | 816   | 1,320 | 1,077 | 800   | 1,320 | 1,056 | 800   | 1,320 | 1,056 |
| Hazardous Bio Org   | 99    | 1,320 | 131   | 100   | 1,320 | 132   | 100   | 1,320 | 132   |
| Subtotal  | 3,613 |       | 5,028 | 3,642 |       | 5,072 | 3,642 |       | 5,072 |

Total Incentive Pay

|  |        |  |        |        |  |        |        |  |        |
|--|--------|--|--------|--------|--|--------|--------|--|--------|
|  | 15,917 |  | 27,759 | 16,162 |  | 28,200 | 16,162 |  | 28,200 |
|--|--------|--|--------|--------|--|--------|--------|--|--------|

(In Thousands of Dollars)

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$10,293 |
| FY 1990 | Estimate | 10,903   |
| FY 1991 | Estimate | \$11,023 |

**PROJECT: Special Pay of Enlisted**

**PART I - PURPOSE AND SCOPE**

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

- (1) Duty at certain places - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.
- (2) Overseas duty extension pay - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the U. S. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve PCS funds.
- (3) Diving duty pay - Authorized for enlisted members of the Air Force under the provisions of 37 U.S.C. 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$300/month for enlisted personnel, the amounts paid by the Air Force are \$150 or \$100 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields, pararescue and diving duty basic. Pararescue divers conduct day/night underwater rescue operations, recover space vehicles, detect and treat decompression sickness, diving accidents/injuries, infiltrate and exfiltrate for land rescue in combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.
- (4) Foreign Language Proficiency Pay - Authorized in 37 U.S.C. 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay shall not exceed \$100 a month.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible.

Details of the computation are shown in the following table:



**PROJECT: Special Duty Assignment Pay**

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$11,079 |
| FY 1990 | Estimate | 16,117   |
| FY 1991 | Estimate | \$16,117 |

**PART I - PURPOSE AND SCOPE**

Title 37, United States Code authorizes payment of SDAP as an incentive to induce enlisted members to qualify for and serve in designated special duty assignments involving the performance of extremely demanding duties or duties demanding an unusual degree of responsibility. Currently, five skills, three units, and one duty location receive SDAP.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment pay is authorized. The large increase is due to the addition of personnel at Tanopah Test Range, Nevada, home of the stealth fighter (F117A).

(Amount in Thousands of Dollars)

|  | FY 1989 Actual |                 | FY 1990 Estimate |                 | FY 1991 Estimate |                 |
|--|----------------|-----------------|------------------|-----------------|------------------|-----------------|
|  | Workyears      | Amount          | Workyears        | Amount          | Workyears        | Amount          |
| <b><u>SPECIAL DUTY ASSIGNMENT PAY (SDAP)</u></b> |                |                 |                  |                 |                  |                 |
| SD-5 (\$275)                                     | 2,453          | \$8,095         | 2,589            | \$8,544         | 2,589            | \$8,544         |
| SD-4 (\$220)                                     | 197            | 520             | 225              | 594             | 225              | 594             |
| SD-3 (\$165)                                     | 1,053          | 2,085           | 3,339            | 6,611           | 3,339            | 6,611           |
| SD-2 (\$110)                                     | 255            | 337             | 234              | 309             | 234              | 309             |
| SD-1 (\$55)                                      | 63             | 42              | 89               | 59              | 89               | 59              |
| <b>Total SDAP</b>                                | <b>4,021</b>   | <b>\$11,079</b> | <b>6,476</b>     | <b>\$16,117</b> | <b>6,476</b>     | <b>\$16,117</b> |

(In Thousands of Dollars)

|         |          |         |
|---------|----------|---------|
| FY 1989 | Actual   | \$9,114 |
| FY 1990 | Estimate | 57,757  |
| FY 1991 | Estimate | \$2,885 |

PROJECT: Selective Reenlistment Bonus

### PAK I - PURPOSE AND SCOPE

Funds provide selective reenlistment bonuses (SRBs) authorized under the provisions of 37 U.S.C. 308. Enlisted members designated as having critical military skills and who have completed at least twenty-one months of continuous active duty (other than reservists on active duty for training) but not more than fourteen years of active duty, may be paid bonuses. The bonus is the lesser of \$30,000 or the product of up to six months of the basic pay, to which the member was entitled at the time of discharge or release, and the number of years of additional obligated service (not to exceed six years). The SRB replaced the Variable Reenlistment Bonus and Regular Reenlistment Bonus on June 1, 1974. The Air Force has chosen to place a maximum ceiling of \$20,000 for any given selective reenlistment bonus and capped the maximum bonus level at 3. The FY 1988 DOD Authorization Act changed the SRB pay methodology. Effective 1 October 1987, SRBs must be paid either in a lump sum amount upon reenlistment or in installments with a minimum of 50% in the initial installment. The Air Force has elected to pay SRBs under the installment program paying 50% up front and the remaining in equal annual payments.

### PAK II - JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels and year group shortages in critical skills. SRBs are targeted at individuals in critical skills characterized by retention levels insufficient to sustain the career force at an adequate level. To ensure we are spending money wisely and obtaining maximum readiness impact, the Air Force performs a top to bottom review of all skills twice each year.

The SRB continues to attract more reenlistments in critical military skills with inadequate retention, eliminates NCO shortages, improves experience levels and ensures adequate retention to sustain the career force.

Funding for the forgiveness of the obligated service provision authorized by the Uniformed Services Pay Act of 1981 has been included in the new payment budget line for each FY. This allows the Air Force to forgive up to 24 months of an unserved extension of enlistment in computing SRB entitlements for first-term airmen who agree to retrain into and recelist in SRB skills. The provision was implemented in FY 1986 and included 12 months with an expansion to 23 months in FY 1988.

Accelerated payments are installment payments made in advance of the normal anniversary dates when enlisted members can document unique and unusual hardships not common to their contemporaries.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. 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 CCS skills; recruiting fully qualified prior service personnel; focusing retraining into shortage skills; returning previously qualified specialists to shortage skills; and permitting selected numbers of members in shortage skills to remain on active duty beyond their high year of tenure. The following actions are aimed at reducing overage skills: restricting fully qualified prior service personnel from enlisting in overage skills; voluntary and involuntary retraining out of overage skills into shortage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands of Dollars)

Selective Reenlistment Bonus (SRB)

|   | FY 1989 Actual |              |         | FY 1990 Estimate |              |         | FY 1991 Estimate |              |         |
|---|----------------|--------------|---------|------------------|--------------|---------|------------------|--------------|---------|
|   | No. Pymts      | Average Rate | Amount  | No. Pymts        | Average Rate | Amount  | No. Pymts        | Average Rate | Amount  |
| Initial Payments                              | 7,196          | 2,587        | 18,616  | 8,248            | 2,778        | 22,914  | 8,473            | 2,906        | 24,624  |
| Extension Forgiveness                         | (600)          | (1,900)      | (1,140) | (600)            | (1,987)      | (1,192) | (600)            | (2,077)      | (1,246) |
| Cases (Cost Included in<br>Init Pmts) Non Add |                |              |         |                  |              |         |                  |              |         |
| Anniversary Payments                          | 64,614         | 626          | 40,418  | 58,240           | 593          | 34,536  | 46,895           | 596          | 27,928  |
| Accelerated Payments                          | 26             | 3,077        | 80      | 95               | 3,231        | 307     | 95               | 3,505        | 333     |
| <b>TOTAL</b>                                  | 71,836         |              | 59,114  | 66,583           |              | 57,757  | 55,463           |              | 52,885  |

**REENLISTMENT BONUS OUTYEAR IMPACT  
MILITARY PERSONNEL, AIR FORCE  
(in Thousands of Dollars)**

|                       | FY 1989 |        | FY 1990 |        | FY 1991 |        | FY 1992 |        | FY 1993 |        | FY 1994 |        | FY 1995 |        | FY 1996 |        |
|-----------------------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
|                       | Number  | Amount | Number  | Amount | Number  | Amount | Number  | Amount | Number  | Amount | Number  | Amount | Number  | Amount | Number  | Amount |
| Prior Obl             | 64,640  | 40,498 | 44,351  | 30,001 | 31,920  | 17,881 | 19,400  | 10,800 | 8,252   | 4,681  |         |        |         |        |         |        |
| Accel Points          | 26      | 80     | 95      | 307    | 95      | 333    | 95      | 333    |         |        |         |        |         |        |         |        |
| Prior Yr<br>(FY 89)   | 7,196   | 18,616 | 6,912   | 4,535  | 6,783   | 4,488  | 6,545   | 4,408  | 4,767   | 2,782  | 3,817   | 2,591  |         |        |         |        |
| Current Yr<br>(FY 90) |         |        | 8,248   | 22,914 | 8,192   | 5,559  | 8,046   | 5,499  | 7,813   | 5,442  | 5,578   | 3,332  | 3,714   | 3,082  |         |        |
| Budget Yr<br>(FY 91)  |         |        |         |        | 8,473   | 24,624 | 8,398   | 5,961  | 8,248   | 5,897  | 8,009   | 5,835  | 5,718   | 3,572  | 3,807   | 3,305  |
| Budget Yr<br>(FY 92)  |         |        |         |        |         |        | 7,825   | 24,049 | 7,773   | 5,835  | 7,634   | 5,772  | 7,414   | 5,712  | 5,293   | 3,497  |
| Ann Points            | 64,614  | 40,418 | 51,358  | 34,843 | 46,990  | 28,261 | 42,484  | 27,001 | 36,853  | 24,637 | 25,038  | 17,530 | 16,846  | 12,366 | 9,100   | 6,802  |
| Total SRB             | 71,836  | 59,114 | 66,583  | 57,757 | 55,463  | 52,885 | 50,309  | 51,050 | 36,853  | 24,637 | 25,038  | 17,530 | 16,846  | 12,366 | 9,100   | 6,802  |



(In Thousands of Dollars)

**PROJECT: Enlistment Bonus**

FY 1989 Actual Estimate  
 FY 1990 Estimate  
 FY 1991 Estimate

438  
 333  
 791

**PART I - PURPOSE AND SCOPE**

Pays provide an enlistment bonus (incentive) of not more than \$8,000 to personnel who enlist for a period of at least four years in a designated critical skill in accordance with the provisions of 37 U.S.C. 308a and 308f.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The bonus is used to avoid a recruiting shortfall in designated skills by requiring a longer enlistment of qualifying personnel. It provides an incentive to complete training and thereby reduces training attrition. The estimate is based on the number of enlistees required and programmed to enter the designated specialties and complete training, multiplied by the enlistment bonus rate approved by the Office of the Secretary of Defense.

Growth in the program between FY 1990 and FY 1991 is due to the way enlistment bonuses are paid. The enlistment bonus is paid after completion of technical training and arrival at first duty assignment. Therefore, for skills with a long training pipeline current year funding pays for enlistment bonuses that were conducted in prior FYs. The growth in the FY 1991 program is due to an increased number of crypto linguists (average 22 month training period) who are programmed to enter in FY 1989 becoming eligible for their bonuses in FY 1991 and an increase of the Bonus for Crypto Linguists from 2,000 to 4,000 in FY 1990. The smaller budget in FY 1989/90 reflects the reduced number of programmed enlistments in FY 1987/88. This action was taken to meet budget restrictions during execution of each FY's budget.

Cost computations are provided by the following tables.

|              | FY 1989 Actual |              |            | FY 1990 Estimate |              |            | FY 1991 Estimate |              |            |
|--------------|----------------|--------------|------------|------------------|--------------|------------|------------------|--------------|------------|
|              | No. Pymts      | Average Rate | Amount     | No. Pymts        | Average Rate | Amount     | No. Pymts        | Average Rate | Amount     |
| New Payments | 6              | 1,000        | 6          | 11               | 1,000        | 11         | 12               | 1,000        | 12         |
| Residual     | 42             | 1,000        | 42         | 36               | 1,000        | 36         | 41               | 1,000        | 41         |
| New Payments | 0              | 1,500        | 0          | 0                | 1,500        | 0          | 0                | 1,500        | 0          |
|              | 195            | 2,000        | 390        | 143              | 2,000        | 286        | 169              | 2,000        | 338        |
|              | 0              | 2,500        | 0          | 0                | 2,500        | 0          | 0                | 2,500        | 0          |
|              | 0              | 4,000        | 0          | 0                | 4,000        | 0          | 100              | 4,000        | 400        |
| <b>TOTAL</b> | <b>243</b>     |              | <b>438</b> | <b>190</b>       |              | <b>333</b> | <b>322</b>       |              | <b>791</b> |

(In Thousands of Dollars)

|         |          |        |           |
|---------|----------|--------|-----------|
|         |          | Actual | \$899,756 |
| FY 1989 | Estimate |        | 917,604   |
| FY 1990 | Estimate |        | \$895,666 |

PROJECT: Basic Allowance for Quarters - Enlisted

PAKI I - PURPOSE AND SCOPE

Funds requested provide payment of basic allowances for quarters authorized under provisions of 37 U.S.C. Section 403, with or without dependents; and to enlisted personnel occupying inadequate family housing under the provisions of 10 U.S.C. 2830.

PAKI II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible enlisted personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor manyears and the projected number of these manyears that will reside in government housing. For inadequate housing the rate payable is the with-dependent rate less the current experienced average rate charge of the fair rental value of the housing unit. This charge is limited to 75% of the BAQ rate. (Pay raise adjustments FY 1989 7%(Average), FY 1990 3.6%, FY 1991 3.5%).

Dollar amounts associated with the above adjustments to BAQ program costs are summarized in the Schedule of Increases and Decreases.

The computation of fund requirements is provided by the following tables:

Amount in Thousands of Dollars)

Basic Allowance for Quarters with Dependents

| <u>Grade</u>             | FY 1989 Actual   |                       | FY 1990 Estimate |                       | FY 1991 Estimate |                       |               |
|--------------------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|---------------|
|                          | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Workyears</u> | <u>Statutory Rate</u> | <u>Amount</u> |
| Chief Master Sergeant    | 3,194            | 5,809.56              | 3,105            | 6,044.88              | 3,027            | 6,258.00              | 18,943        |
| Senior Master Sergeant   | 5,725            | 5,368.56              | 5,647            | 5,571.72              | 5,638            | 5,768.04              | 32,520        |
| Master Sergeant          | 22,143           | 4,991.40              | 22,671           | 5,179.80              | 22,082           | 5,362.32              | 118,411       |
| Technical Sergeant       | 30,063           | 4,588.20              | 29,332           | 4,780.44              | 28,791           | 4,948.92              | 142,484       |
| Staff Sergeant           | 46,005           | 4,114.80              | 46,358           | 4,299.84              | 40,621           | 4,451.40              | 180,820       |
| Sergeant                 | 41,960           | 3,574.80              | 41,712           | 3,741.60              | 37,623           | 3,873.48              | 145,732       |
| Airman First Class       | 21,617           | 3,315.60              | 18,570           | 3,479.04              | 18,109           | 3,601.68              | 65,223        |
| Airman                   | 4,454            | 3,194.16              | 2,733            | 3,312.72              | 2,799            | 3,429.48              | 9,599         |
| Airman Basic             | 1,879            | 3,194.16              | 1,038            | 3,312.72              | 716              | 3,429.48              | 2,456         |
| Subtotal with Dependents | 177,040          |                       | 171,166          |                       | 159,406          |                       | 716,188       |
|                          |                  | 728,953               |                  | 740,385               |                  |                       |               |

(Amount in Thousands of Dollars)

Basic Allowances for Quarters without Dependents-Full Allowance

| <u>Grade</u>                | <u>FY 1989 Actual</u> |                       |               | <u>FY 1990 Estimate</u> |                       |               | <u>FY 1991 Estimate</u> |                       |               |
|-----------------------------|-----------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|-------------------------|-----------------------|---------------|
|                             | <u>Workyears</u>      | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Statutory Rate</u> | <u>Amount</u> | <u>Workyears</u>        | <u>Statutory Rate</u> | <u>Amount</u> |
| Chief Master Sergeant       | 176                   | 4,371.36              | 769           | 144                     | 4,584.48              | 660           | 142                     | 4,746.12              | 674           |
| Senior Master Sergeant      | 406                   | 4,026.60              | 1,635         | 392                     | 4,214.76              | 1,652         | 403                     | 4,363.32              | 1,758         |
| Master Sergeant             | 2,570                 | 3,437.16              | 8,834         | 2,561                   | 3,597.36              | 9,213         | 2,573                   | 3,724.20              | 9,582         |
| Technical Sergeant          | 5,968                 | 3,095.16              | 18,472        | 5,922                   | 3,253.56              | 19,268        | 6,071                   | 3,368.16              | 20,448        |
| Staff Sergeant              | 17,607                | 2,856.60              | 50,296        | 17,560                  | 3,002.16              | 52,718        | 17,028                  | 3,107.88              | 52,921        |
| Sergeant                    | 23,055                | 2,485.80              | 57,310        | 23,678                  | 2,613.96              | 61,893        | 22,914                  | 2,706.00              | 62,005        |
| Airman First Class          | 7,665                 | 2,433.60              | 18,654        | 7,122                   | 2,565.84              | 18,274        | 7,057                   | 2,656.32              | 18,746        |
| Airman                      | 810                   | 1,998.00              | 1,618         | 592                     | 2,085.24              | 1,234         | 611                     | 2,158.68              | 1,319         |
| Airman Basic                | 84                    | 1,785.60              | 150           | 58                      | 1,852.32              | 107           | 42                      | 1,917.60              | 81            |
| Subtotal without Dependents | 58,341                |                       | 157,738       | 58,029                  |                       | 165,019       | 56,841                  |                       | 167,534       |

(Amount in Thousands of Dollars)

Basic Allowance for Quarters without Dependents-Partial Allowance

| Grade                               | FY 1989 Actual |                |        | FY 1990 Estimate |                |        | FY 1991 Estimate |                |        |
|-------------------------------------|----------------|----------------|--------|------------------|----------------|--------|------------------|----------------|--------|
|                                     | Workyears      | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount |
| Chief Master Sergeant               | 7              | 223.20         | 2      | 5                | 223.20         | 1      | 5                | 223.20         | 1      |
| Senior Master Sergeant              | 23             | 183.60         | 4      | 21               | 183.60         | 4      | 21               | 183.60         | 4      |
| Master Sergeant                     | 370            | 144.00         | 53     | 369              | 144.00         | 53     | 370              | 144.00         | 53     |
| Technical Sergeant                  | 1,078          | 118.80         | 128    | 1,070            | 118.80         | 127    | 1,096            | 118.80         | 130    |
| Staff Sergeant                      | 6,784          | 104.40         | 708    | 6,766            | 104.40         | 706    | 6,562            | 104.40         | 685    |
| Sergeant                            | 33,603         | 97.20          | 3,266  | 34,511           | 97.20          | 3,354  | 33,396           | 97.20          | 3,246  |
| Airman First Class                  | 46,376         | 93.60          | 4,341  | 43,076           | 93.60          | 4,032  | 42,700           | 93.60          | 3,997  |
| Airman                              | 18,165         | 86.40          | 1,569  | 13,266           | 86.40          | 1,146  | 13,568           | 86.40          | 1,172  |
| Airman Basic                        | 12,588         | 82.80          | 1,042  | 8,669            | 82.80          | 718    | 6,345            | 82.80          | 525    |
| Subtotal without Dependents Partial | 118,994        |                | 11,113 | 107,753          |                | 10,141 | 104,063          |                | 9,813  |

(Amount in Thousands of Dollars)

Basic Allowance for Quarters without Dependents-Inadequate

| Grade                  | FY 1989 Actual |                |        | FY 1990 Estimate |                |        | FY 1991 Estimate |                |        |
|------------------------|----------------|----------------|--------|------------------|----------------|--------|------------------|----------------|--------|
|                        | Workyears      | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount | Workyears        | Statutory Rate | Amount |
| Chief Master Sergeant  | 0              | 1,585.56       | 0      | 0                | 1,628.28       | 0      | 0                | 1,685.73       | 0      |
| Senior Master Sergeant | 4              | 1,384.56       | 6      | 4                | 1,439.76       | 6      | 4                | 1,490.52       | 6      |
| Master Sergeant        | 24             | 1,271.40       | 31     | 24               | 1,337.40       | 32     | 24               | 1,384.56       | 33     |
| Technical Sergeant     | 83             | 1,252.20       | 104    | 83               | 1,307.40       | 109    | 83               | 1,353.48       | 112    |
| Staff Sergeant         | 363            | 1,162.80       | 422    | 363              | 1,224.96       | 445    | 363              | 1,268.16       | 460    |
| Sergeant               | 998            | 970.80         | 969    | 998              | 1,025.52       | 1,023  | 998              | 1,061.64       | 1,060  |
| Airman First Class     | 448            | 879.60         | 394    | 448              | 932.88         | 418    | 448              | 965.76         | 433    |
| Airman                 | 27             | 842.16         | 23     | 27               | 870.12         | 23     | 27               | 900.84         | 24     |
| Airman Basic           | 4              | 794.16         | 3      | 4                | 844.08         | 3      | 4                | 873.84         | 3      |
| Subtotal Inadequate    | 1,951          |                | 1,952  | 1,951            |                | 2,059  | 1,951            |                | 2,131  |

(In Thousands of Dollars)

PROJECT: Variable Housing Allowance - Enlisted

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$199,042 |
| FY 1990 | Estimate | 157,444   |
| FY 1991 | Estimate | \$156,554 |

PART I - PURPOSE AND SCOPE

Funds required provide payment of Variable Housing Allowance (VHA) authorized under provisions of 37 U.S.C. 403a. A member entitled to BAQ under 37 U.S.C., Section 403 is entitled to a VHA under this subsection whenever assigned to duty in an area of the U.S. (including Alaska or Hawaii) which is considered a high cost housing area. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA payment if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full with dependent rate and the full without dependent rate, adjusted for approved inflation.

Variable housing allowances are developed by multiplying the number of eligible enlisted by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The entitlement includes a housing cost growth of 3.6% in FY90 and 3.3% in FY91.

Dollar impacts associated with these changes are summarized in the Schedule of Increases and Decreases

The computation of requirements is provided by the following table(s):

(Amount in Thousands of Dollars)

Variable Housing Allowance

|                                  | FY 1989 Actual |                |         | FY 1990 Estimate |                |         | FY 1991 Estimate |                |         |
|----------------------------------|----------------|----------------|---------|------------------|----------------|---------|------------------|----------------|---------|
|                                  | Workyears      | Statutory Rate | Amount  | Workyears        | Statutory Rate | Amount  | Workyears        | Statutory Rate | Amount  |
| <u>Grade</u>                     |                |                |         |                  |                |         |                  |                |         |
| Chief Master Sergeant            | 2,870          | 1,473.74       | 4,229   | 2,799            | 1,581.24       | 4,426   | 2,730            | 1,634.64       | 4,463   |
| Senior Master Sergeant           | 4,995          | 1,372.14       | 6,853   | 4,961            | 1,475.88       | 7,322   | 4,929            | 1,525.68       | 7,520   |
| Master Sergeant                  | 19,767         | 1,258.23       | 24,872  | 19,894           | 1,342.32       | 26,704  | 19,474           | 1,387.56       | 27,022  |
| Technical Sergeant               | 27,143         | 1,078.29       | 29,268  | 26,939           | 1,130.28       | 30,449  | 26,595           | 1,168.44       | 31,075  |
| Staff Sergeant                   | 44,387         | 913.41         | 40,544  | 45,006           | 925.68         | 41,661  | 42,133           | 956.88         | 40,316  |
| Sergeant                         | 43,018         | 752.22         | 32,359  | 44,405           | 734.16         | 32,600  | 41,966           | 759.00         | 31,852  |
| Airman First Class               | 19,456         | 671.40         | 13,063  | 18,125           | 661.44         | 11,989  | 17,689           | 683.76         | 12,095  |
| Airman                           | 3,390          | 691.71         | 2,345   | 2,557            | 654.72         | 1,674   | 2,582            | 676.80         | 1,748   |
| Airman Basic                     | 1,554          | 627.66         | 975     | 1,086            | 570.24         | 619     | 785              | 589.56         | 463     |
| Enlisted Payback                 |                |                | \$4,534 |                  |                |         |                  |                |         |
| Total Variable Housing Allowance | 166,578        |                | 159,042 | 165,772          |                | 157,444 | 158,884          |                | 156,554 |



(In Thousands of Dollars)

|  |         |          |           |
|--|---------|----------|-----------|
|  | FY 1989 | Actual   | \$319,404 |
|  | FY 1990 | Estimate | 314,977   |
|  | FY 1991 | Estimate | \$277,352 |

PROJECT: Station Allowances Overseas

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The baseline used to compute Cost of Living and Overseas Housing Allowances (COLA and OHA) is based on the November 1989 rate of exchange/expenditure. The computation of requirements assumes the US dollar's value against other currencies remains level, in the absence of a foreign currency fluctuation account for the MPA.

Dollar amounts associated with the above adjustments are summarized in the Schedule of Increases and Decreases.

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

(Amount in Thousands of Dollars)

Cost of Living

| <u>Grade</u>           | FY 1989 Actual   |                     |               | FY 1990 Estimate |                     |               | FY 1991 Estimate |                     |               |
|------------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
|                        | <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> |
| Chief Master Sergeant  | 1,045            | 2,715               | 2,837         | 1,032            | 2,746               | 2,834         | 961              | 2,593               | 2,492         |
| Senior Master Sergeant | 2,145            | 2,607               | 5,592         | 2,139            | 2,659               | 5,688         | 2,009            | 2,511               | 5,044         |
| Master Sergeant        | 8,668            | 2,461               | 21,332        | 8,665            | 2,456               | 21,281        | 8,203            | 2,319               | 19,022        |
| Technical Sergeant     | 12,604           | 2,177               | 27,439        | 12,521           | 2,221               | 27,809        | 12,195           | 2,097               | 25,573        |
| Staff Sergeant         | 24,836           | 1,882               | 46,741        | 25,121           | 1,903               | 47,805        | 23,552           | 1,797               | 42,323        |
| Sergeant               | 28,284           | 1,448               | 40,955        | 28,217           | 1,453               | 40,999        | 26,388           | 1,372               | 36,204        |
| Airman First Class     | 17,359           | 1,096               | 19,025        | 16,386           | 1,082               | 17,730        | 17,046           | 1,022               | 17,421        |
| Airman                 | 5,345            | 925                 | 4,944         | 5,448            | 930                 | 5,067         | 3,160            | 878                 | 2,774         |
| Airman Basic           | 616              | 771                 | 475           | 683              | 756                 | 516           | 277              | 714                 | 197           |
| Total Cost of living   | 100,902          |                     | 169,340       | 100,212          |                     | 169,729       | 93,750           |                     | 151,050       |

(Amount in Thousands of Dollars)

Housing Allowance

| <u>Grade</u>                | FY 1989 Actual   |                     |               | FY 1990 Estimate |                     |               | FY 1991 Estimate |                     |               |
|-----------------------------|------------------|---------------------|---------------|------------------|---------------------|---------------|------------------|---------------------|---------------|
|                             | <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> |
| Chief Master Sergeant       | 388              | 3,360               | 1,304         | 363              | 3,243               | 1,177         | 340              | 2,858               | 971           |
| Senior Master Sergeant      | 852              | 3,252               | 2,771         | 792              | 3,104               | 2,458         | 774              | 2,736               | 2,119         |
| Master Sergeant             | 3,699            | 2,971               | 10,990        | 3,515            | 2,887               | 10,148        | 3,433            | 2,545               | 8,737         |
| Technical Sergeant          | 5,827            | 2,858               | 16,654        | 5,584            | 2,788               | 15,568        | 5,527            | 2,457               | 13,580        |
| Staff Sergeant              | 11,827           | 2,713               | 32,087        | 11,312           | 2,714               | 30,701        | 10,603           | 2,393               | 25,372        |
| Sergeant                    | 12,615           | 2,648               | 33,405        | 12,061           | 2,700               | 32,565        | 10,762           | 2,380               | 25,613        |
| Airman First Class          | 5,612            | 2,870               | 16,106        | 5,041            | 2,881               | 14,523        | 5,185            | 2,540               | 13,171        |
| Airman                      | 856              | 3,147               | 2,694         | 828              | 3,330               | 2,757         | 513              | 2,935               | 1,504         |
| Airman Basic                | 48               | 3,162               | 152           | 62               | 3,322               | 206           | 25               | 2,928               | 72            |
| Subtotal Housing Allowance  | 41,724           |                     | 116,163       | 39,558           |                     | 110,103       | 37,161           |                     | 91,139        |
| Temporary Lodging Allowance | 84,122           |                     | 33,901        | 84,892           |                     | 35,145        | 81,964           |                     | 35,163        |
| Total                       |                  |                     | \$319,404     |                  |                     | \$314,977     |                  |                     | \$277,352     |

(In Thousands of Dollars)

**PROJECT: Clothing Allowances**

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$96,472  |
| FY 1990 | Estimate | 101,890   |
| FY 1991 | Estimate | \$126,575 |

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. Included are:

- (1) Initial clothing allowance upon enlistment and civilian clothing allowance when authorized.
- (2) 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 and the standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty. Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.
- (3) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each Fiscal Year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on FY 1989 experience.

Details of the cost computation are provided in the following tables

(Amount in Thousands of Dollars)

Clothing-Initial Allowance

|   | FY 1989 Actual |              |          | FY 1990 Estimate |              |          | FY 1991 Estimate |              |          |
|---|----------------|--------------|----------|------------------|--------------|----------|------------------|--------------|----------|
|   | Number         | Average Rate | Amount   | Number           | Average Rate | Amount   | Number           | Average Rate | Amount   |
| Military Clothing                       | 34,124         | \$600.45     | \$20,490 | 27,819           | \$687.55     | \$19,127 | 26,640           | \$861.39     | \$22,948 |
| Civilian Life (Male)                    | 9,327          | 682.79       | 6,368    | 8,181            | 760.13       | 6,219    | 9,360            | 959.53       | 8,981    |
| Civilian Life (Female)                  | 766            | 486.54       | 373      | 1,149            | 502.60       | 577      | 1,056            | 606.88       | 641      |
| Officer Training School (M)             | 105            | 618.83       | 65       | 157              | 639.30       | 100      | 144              | 771.95       | 111      |
| Officer Training School (F)             | 189            | 457.93       | 87       | 215              | 473.04       | 102      | 215              | 571.20       | 123      |
| AF Academy Prep (Male)                  | 31             | 573.07       | 18       | 35               | 591.98       | 21       | 35               | 714.82       | 25       |
| AF Academy Prep (Female)                |                |              | 27,401   |                  |              | 26,146   |                  |              | 32,829   |
| Subtotal                                |                |              | 2,199    |                  |              | 2,138    |                  |              | 1,803    |
| Less: Basic Military Training Attrition |                |              | 25,202   |                  |              | 24,008   |                  |              | 31,026   |
| Total                                   |                |              | \$686    |                  |              | \$710    |                  |              | \$850    |
| Civilian                                | 900            | \$762.00     | 686      | 900              | \$789.43     | 710      | 887              | \$957.86     | 850      |
| Winter & Summer                         | 301            | 374.00       | 113      | 301              | 387.46       | 117      | 298              | 470.13       | 140      |
| Winter or Summer                        | 343            | 324.00       | 111      | 343              | 335.66       | 115      | 341              | 407.28       | 139      |
| TDY                                     | 333            | 452.00       | 151      | 333              | 468.27       | 156      | 331              | 568.18       | 188      |
| Special Continuing Dual                 | 15             | 231.00       | 3        | 15               | 239.32       | 4        | 15               | 290.37       | 4        |
| Special Continuing Single               | 1,892          |              | 1,064    | 1,892            |              | 1,102    | 1,872            |              | 1,321    |
| Total                                   |                |              | 26,266   |                  |              | 25,110   |                  |              | 32,347   |

Clothing-Maintenance Allowance

|                                    | Workyears | Average Rate | Amount | Workyears | Average Rate | Amount  | Workyears | Average Rate | Amount  |
|------------------------------------|-----------|--------------|--------|-----------|--------------|---------|-----------|--------------|---------|
| Military Clothing                  | 100,133   | 111.60       | 11,175 | 75,385    | 126.00       | 9,499   | 77,026    | 156.46       | 12,051  |
| Airmen(Male)                       | 20,288    | 129.60       | 2,629  | 16,548    | 144.00       | 2,383   | 16,908    | 202.97       | 3,432   |
| Airmen(Female)                     |           |              |        |           |              |         |           |              |         |
| Standard Maintenance Allowance     |           |              |        |           |              |         |           |              |         |
| Military Clothing (37th Month)     | 302,730   | 158.40       | 47,952 | 310,118   | 180.00       | 55,821  | 297,114   | 224.11       | 66,587  |
| Airmen(Male)                       | 39,545    | 187.20       | 7,403  | 39,114    | 205.20       | 8,026   | 37,474    | 291.77       | 10,934  |
| Airmen(Female)                     | 462,696   |              | 69,159 | 441,165   |              | 75,729  | 428,572   |              | 93,004  |
| Subtotal, Maintenance Allowance    |           |              | 1,047  |           |              | 1,051   |           |              | 1,224   |
| Supplemental Maintenance Allowance | 9,882     | 106.00       | 1,047  | 9,550     | 110.00       | 1,051   | 9,224     | 132.73       | 1,224   |
| TOTAL Clothing Allowance           |           |              | 96,472 |           |              | 101,890 |           |              | 124,575 |

(In Thousands of Dollars)

|  | FY 1989 | Actual   |          |
|--|---------|----------|----------|
|  | FY 1990 | Estimate | \$13,045 |
|  | FY 1991 | Estimate | 13,265   |
|  |         |          | \$13,400 |

PROJECT: Family Separation Allowances - Enlisted

**PART I - PURPOSE AND SCOPE**

Funds provide Family Separation Allowance (FSA) payments, under the provisions of 37 U.S.C. 427, to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member is required to maintain two homes, one in CONUS for his family and one overseas and/or
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for thirty days or more either in CONUS or overseas, and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

**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 tables:

(Amount in Thousands of Dollars)

PCS overrears with dependents not authorized and maintains two homes

| Grade  | FY 1989 Actual |                |          | FY 1990 Estimate |                |          | FY 1991 Estimate |                |          |
|--|----------------|----------------|----------|------------------|----------------|----------|------------------|----------------|----------|
|  | Manyyears      | Statutory Rate | Amount   | Manyyears        | Statutory Rate | Amount   | Manyyears        | Statutory Rate | Amount   |
| Chief Master Sergeant  | 26             | 4,371.36       | 114      | 26               | 4,584.48       | 119      | 25               | 4,746.12       | 119      |
| Senior Master Sergeant   | 67             | 4,026.60       | 270      | 67               | 4,214.76       | 282      | 66               | 4,363.32       | 288      |
| Master Sergeant  | 312            | 3,437.16       | 1,072    | 312              | 3,597.36       | 1,122    | 311              | 3,724.20       | 1,158    |
| Technical Sergeant   | 359            | 3,095.16       | 1,111    | 359              | 3,253.56       | 1,168    | 357              | 3,368.16       | 1,202    |
| Staff Sergeant   | 435            | 2,856.60       | 1,243    | 435              | 3,002.16       | 1,306    | 433              | 3,107.88       | 1,346    |
| Sergeant   | 217            | 2,485.80       | 539      | 217              | 2,613.96       | 567      | 216              | 2,706.00       | 584      |
| Airman First Class   | 30             | 2,433.60       | 73       | 30               | 2,565.84       | 77       | 29               | 2,656.32       | 77       |
| Airman   | 15             | 1,998.00       | 30       | 15               | 2,085.24       | 31       | 15               | 2,158.68       | 32       |
| Airman Basic   | 2              | 1,785.60       | 4        | 2                | 1,852.32       | 4        | 2                | 1,917.60       | 4        |
| Total  | 1,463          |                | 4,456    | 1,463            |                | 4,676    | 1,454            |                | 4,810    |
| PCS CONUS or overrears with dependents not authorized                                      | 8,249          | 720.00         | 5,939    | 8,249            | 720.00         | 5,939    | 8,249            | 720.00         | 5,939    |
| TDY CONUS or overrears for more than 30 days with dependents not residing near TDY station | 3,680          | 720.00         | 2,650    | 3,680            | 720.00         | 2,650    | 3,682            | 720.00         | 2,651    |
| Total Family Separation Allowance  |                |                | \$13,045 |                  |                | \$13,265 |                  |                | \$13,400 |

(In Thousands of Dollars)

|  |         |          |          |
|--|---------|----------|----------|
|  | FY 1989 | Actual   | \$48,318 |
|  | FY 1990 | Estimate | 59,355   |
|  | FY 1991 | Estimate | \$51,604 |

PROJECT: Separation Payments - Enlisted

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 37 U.S.C. 501; and
- (2) Severance pay to members separated for physical disability under provisions of 10 U.S.C. 1212; and
- (3) Donations for discharge under certain conditions under the provisions of 10 U.S.C. 1048.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Lump Sum Terminal Leave (LSTL) is accrued leave paid to a member upon retirement or separation. Members re-enlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$70 per day to all members for subsistence. For leave accumulated after September 1, 1976, to include lowering of the leave balance earned as of September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than twelve.

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



(Amount in Thousands of Dollars)

Lump Sum Terminal Leave Payments

| Grade                      | FY 1989 Actual |              |      | FY 1990 Estimate |        |              | FY 1991 Estimate |        |        |              |      |        |
|----------------------------|----------------|--------------|------|------------------|--------|--------------|------------------|--------|--------|--------------|------|--------|
|                            | Number         | Average Rate | Days | Amount           | Number | Average Rate | Days             | Amount | Number | Average Rate | Days | Amount |
| Chief Master Sergeant      | 779            | 962.99       | 11.9 | 750              | 762    | 988.99       | 11.9             | 754    | 761    | 1,023.86     | 11.9 | 779    |
| Senior Master Sergeant     | 1,561          | 873.64       | 12.9 | 1,364            | 1,700  | 897.23       | 12.9             | 1,525  | 1,679  | 928.88       | 12.9 | 1,560  |
| Master Sergeant            | 5,622          | 935.76       | 16.2 | 5,261            | 4,814  | 961.03       | 16.2             | 4,626  | 4,868  | 994.92       | 16.2 | 4,844  |
| Technical Sergeant         | 5,726          | 1,070.41     | 21.9 | 6,129            | 4,982  | 1,099.31     | 21.9             | 5,477  | 5,178  | 1,138.07     | 21.9 | 5,893  |
| Staff Sergeant             | 10,124         | 994.12       | 24.1 | 10,064           | 17,107 | 1,020.96     | 24.1             | 17,465 | 10,513 | 1,056.97     | 24.1 | 11,112 |
| Sergeant                   | 19,847         | 686.27       | 20.4 | 13,620           | 24,762 | 704.80       | 20.4             | 17,452 | 20,060 | 729.66       | 20.4 | 14,637 |
| Airman First Class         | 5,045          | 516.17       | 17.2 | 2,604            | 5,941  | 530.10       | 17.2             | 3,149  | 4,862  | 548.80       | 17.2 | 2,668  |
| Airman                     | 2,079          | 415.86       | 16.0 | 865              | 3,853  | 427.09       | 16.0             | 1,646  | 5,430  | 442.16       | 16.0 | 2,401  |
| Airmen Basic               | 3,624          | 235.89       | 9.7  | 855              | 1,521  | 242.25       | 9.7              | 368    | 2,501  | 250.80       | 9.7  | 627    |
| Subtotal                   | 54,407         |              |      | 41,512           | 65,442 |              |                  | 52,462 | 55,854 |              |      | 44,521 |
| Severance Pay (Disability) | 576            | 11,817       |      | 6,806            | 568    | 12,136       |                  | 6,893  | 565    | 12,536       |      | 7,083  |
| Total Separation Payments  | 54,983         |              |      | 48,318           | 66,010 |              |                  | 59,355 | 56,419 |              |      | 51,604 |

(In Thousands of Dollars)

PROJECT: Social Security Tax - Employer's Contribution

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$665,433 |
| FY 1990 | Estimate | 620,743   |
| FY 1991 | Estimate | \$599,749 |

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Social Security costs are computed by determining the average numbers of personnel paid by grade and longevity pay step, computing the total amount paid in each pay step, and applying the proper FICA rate within the total annual limit on taxable income for a calendar year, adjusted for approved pay raises.

P.L. 92-216 and P.L. 98-21, dated 20 April 1983, establishes the tax rate while the maximum taxable income, CY 89 7.51%, CY 90 7.65%, CY 91 7.65%. The FICA computations are based on basic pay and the percentage rate set by law for a given calendar year.

The computations of FICA requirements are based on basic pay and are provided by the following table:

|   | FY 1989 Actual |              |                  | FY 1990 Estimate |              |                  | FY 1991 Estimate |              |                  |
|---|----------------|--------------|------------------|------------------|--------------|------------------|------------------|--------------|------------------|
|   | Workyears      | Average Rate | Amount           | Workyears        | Average Rate | Amount           | Workyears        | Average Rate | Amount           |
| Enlisted  | 467,693        | 1,041        | 486,977          | 451,009          | 1,114        | 502,287          | 436,233          | 1,155        | 503,751          |
| Wage Credit   |                |              | 78,706           |                  |              | 118,706          |                  |              | 96,248           |
| Less: Fines & Forfeitures   |                |              | 250              |                  |              | 250              |                  |              | 250              |
| <b>Total</b>  |                |              | <b>\$665,433</b> |                  |              | <b>\$620,743</b> |                  |              | <b>\$599,749</b> |
| <b>Program Adjustment</b>   |                |              |                  |                  |              |                  |                  |              |                  |
| Adjustment to Enlisted Program to be consistent with final reported obligations |                |              | - 13,000         |                  |              |                  |                  |              |                  |

**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

| <u>3. Pay and Allowances of Credits</u>   | <u>Amount</u> |
|---|---------------|
| FY 1990 Direct Program                    | \$36,871      |
| <b>Increases</b>                          |               |
| Pay Raise effective 1 January 1990        | 896           |
| Annualization of 1 January 1990 Pay raise | 307           |
| FICA rate change                          | 41            |
| Operational rationis                      | 13            |
| <b>Total Increases</b>                    | <b>1,257</b>  |
| FY 1991 Direct Program                    | \$38,128      |

(In Thousands of Dollars)

PROJECT: Academy Cadets

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$ 35,703 |
| FY 1990 | Estimate | 36,871    |
| FY 1991 | Estimate | \$ 38,128 |

**PART I - PURPOSE AND SCOPE**

The funds requested are (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 37 USC 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by applying statutory rates to the projected manyears. The FY 1990 and FY 1991 programs are based on a beginning and end strength of 4,417 and workyears of 4,380. The operational rations program funds required in specialized summer programs: basic cadet training field exercises, survival training for upper classes and the cadet flying program. The FY 1989 4.3% overall pay raise and the programmed 3.6% and 3.5% pay raises in FY 1990 and FY 1991, respectively, have been included in the requirements.

|   | FY 1989 Actual |              |          | FY 1990 Estimate |              |          | FY 1991 Estimate |              |          |
|---|----------------|--------------|----------|------------------|--------------|----------|------------------|--------------|----------|
|   | Workyears      | Average Rate | Amount   | Workyears        | Average Rate | Amount   | Workyears        | Average Rate | Amount   |
| Basic Pay                                     | 4,327          | \$6,322.16   | \$27,356 | 4,380            | \$6,469.86   | \$28,338 | 4,380            | \$6,698.16   | \$29,338 |
| Subsistence                                   |                |              |          |                  |              |          |                  |              |          |
| a) Subsistence Allowance                      |                | 1,387.00     | 6,002    |                  | 1,387.00     | 6,075    |                  | 1,387.00     | 6,075    |
| b) Operational Rations                        | 329            | 880.27       | 290      | 329              | 911.08       | 300      | 333              | 939.32       | 313      |
| Subsistence TOTAL                             |                |              | \$6,292  |                  |              | \$6,375  |                  |              | \$6,388  |
| Social Security Tax - Employer's Contribution |                |              | \$2,055  |                  |              | \$2,158  |                  |              | \$2,402  |
| Total Academy Cadets                          |                |              | \$35,703 |                  |              | \$36,871 |                  |              | \$38,128 |

**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

|   |  |           |
|---|--|-----------|
| 4 | <u>Subsistence of Estimated Personnel</u>  | Amount    |
|   | FY 1990 Direct Program   | \$895,939 |
|   | <u>Increases</u>   |           |
|   | Basic Allowance for Subsistence (BAS)  |           |
|   | - The increased BAS requirement is due to the annualization of 1 January 1990 pay raise (3.6%) plus a 3.5% pay raise effective 1 January 1991. | + 28,942  |
|   | <u>Total Increases</u>   | + 28,942  |
|   | <u>Decreases</u>   |           |
|   | Basic Allowance for Subsistence (BAS)  |           |
|   | - Reduction of BAS manyears resulted in decreased dollar requirements  | - 27,147  |
|   | Subsistence-In-Kind (SIK)  |           |
|   | - SIK requirements decreased due to transfer to Operation and Maintenance Appropriation.   | - 59,500  |
|   | <u>Total Decreases</u>   | - 86,647  |
|   | FY 1991 Direct Program   | \$838,234 |

(In Thousands of Dollars)

FY 1989 Actual \$819,444  
 FY 1990 Estimate 833,432  
 FY 1991 Estimate \$838,234

PROJECT: Basic Allowance for Subsistence

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-In-Kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253-84Th. Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 84% of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

BAS rates are predicated on the same percentages increase as the pay raise for military personnel. An overall 4.1% pay raise, effective 1 January 1989, has been included in the FY 1989 rates making authorized to Mess Separately and Leave Rations daily rate \$5.64 and Rations-In-Kind not available \$6.38. FY 1990 and FY 1991 rates are based on the FY 1989 annualized overall pay raise of 4.1%, the FY 1990 pay raise of 3.6% and the FY 1991 pay raise 3.5%, each effective 1 January.

The FY 1990 requirements increased as a result of pay raise (+ \$30,184) offset by decreased manyears (-\$16,196).

SUMMARY OF PROJECT REQUIREMENTS

|  | FY 1989<br>Actual | FY 1990<br>Estimate | FY 1991<br>Estimate |
|--|-------------------|---------------------|---------------------|
| (a) When authorized to mess separately         | \$ 686,386        | \$ 698,145          | \$ 702,223          |
| (b) Leave rations                              | 73,512            | 74,773              | 75,208              |
| (c) When rations in kind not available         | 59,191            | 60,159              | 60,448              |
| (d) Augmentation of commuted rations allowance | 355               | 355                 | 355                 |
| Total Basic Allowance for Subsistence          | \$ 819,444        | \$ 833,432          | \$ 838,234          |

(Amount in Thousands of Dollars)

Basic Allowance for Subsistence

|  | FY 1989 Estimate |                         | FY 1990 Estimate |                         | FY 1991 Estimate |                         |
|--|------------------|-------------------------|------------------|-------------------------|------------------|-------------------------|
|  | No. Pymts        | Average Rate<br>Amount  | No. Pymts        | Average Rate<br>Amount  | No. Pymts        | Average Rate<br>Amount  |
| (a) When authorized to mess separately                                       | 333,155          | \$2,060.26<br>\$686,386 | 326,567          | \$2,137.83<br>\$698,145 | 317,105          | \$2,214.48<br>\$702,223 |
| (b) Leave rations  | 35,681           | 2,060.26<br>73,512      | 34,976           | 2,137.83<br>74,773      | 33,962           | 2,214.48<br>75,208      |
| (c) When rations in kind not available                                       | 25,430           | 2,327.60<br>59,191      | 24,927           | 2,413.39<br>60,159      | 24,205           | 2,497.34<br>60,448      |
| (d) Augmentation of commuted rations<br>allowance for meals taken separately |                  | 355                     |                  | 355                     |                  | 355                     |
| <b>Total Basic Allowance for Subsistence</b>                                 | <b>394,266</b>   | <b>\$819,444</b>        | <b>386,470</b>   | <b>\$833,432</b>        | <b>375,272</b>   | <b>\$838,234</b>        |

(In Thousands of Dollars)

PROJECT: Subsistence-in-Kind

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$117,943 |
| FY 1990 | Estimate | 117,779   |
| FY 1991 | Estimate | \$3,555   |

PAKI I - PURPOSE AND SCOPE

Funds provide for subsistence-in-kind furnished active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also include (1) special rations; (2) operational rations; (3) augmentation rations; (4) testing of new food items; and (5) the 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 establishment of a government mess facility are prohibitive.

PAKI II - JUSTIFICATION OF FUNDS REQUESTED

The SIK program transferred from Military Personnel Appropriation to Operation and Maintenance Appropriation in FY 1991.

The requirement is based on the number of rations to be furnished enlisted personnel entitled to be subsisted at government expense. The total average enlisted strength is based on the USAF military personnel program, and the distribution of personnel by category is projected based upon actual experience.

The daily ration rates for FY 1989 were \$3.84 in CONUS and \$4.19 Overseas. FY 1990 program contains inflation over FY 1989 which results in ration rates of \$3.97 CONUS/\$4.31 Overseas.

The total SIK requirement increased in FY 1990 due to increased rates (+ \$1,832), and increased costs for special and operational rations (+ \$4,853). Increase are offset by many year reduction (-\$7,141), and decreased augmentation rations (-\$367).

The FY 1991 SIK program transfers to the Operation and Maintenance Appropriation.

Details of the fund computations are provided on the following tables:

SUMMARY OF PROJECT REQUIREMENTS

|                           | FY 1989       | FY 1990         | FY 1991         |
|---------------------------|---------------|-----------------|-----------------|
| Subsistence-in-messes     | <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| Special rations           | \$ 54,181     | \$ 49,484       | \$-0-           |
| Operational rations       | 3,691         | 4,470           | -0-             |
| Augmentation rations      | 2,790         | 6,552           | -0-             |
| Other programs            | 2,265         | 1,965           | -0-             |
|                           | 55,016        | 55,308          | 3,555           |
| Total subsistence-in-kind | \$117,943     | \$117,779       | \$3,555         |



Personnel Statistics

|  | <u>FY 1989 Actual</u> | <u>FY 1990 Estimate</u> | <u>FY 1991 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
|  | 467,694               | 451,009                 | 436,253                 |
|  | 394,266               | 386,470                 | 375,272                 |
|  | 1,789                 | 2,103                   | 0                       |
|  | 688                   | 688                     | 0                       |
|  | 396,743               | 389,261                 | 375,272                 |
|  | 70,951                | 61,748                  |                         |
|  | 1,766                 | 1,766                   | 0                       |
|  | (1,220)               | (1,220)                 | 0                       |
|  | 71,497                | 62,294                  | 0                       |

Distribution of Total Entitled to be Substituted in Messes

| <u>Gross Number</u> | <u>Percent Absent</u> | <u>Net Number</u> | <u>Gross Number</u> | <u>Percent Absent</u> | <u>Net Number</u> | <u>Gross Number</u> | <u>Percent Absent</u> | <u>Net Number</u> |
|---------------------|-----------------------|-------------------|---------------------|-----------------------|-------------------|---------------------|-----------------------|-------------------|
| 38,186              | 49.6%                 | 19,246            | 28,261              | 49.0%                 | 14,413            |                     |                       |                   |
| 1,173               | 0                     | 1,173             | 1,173               | 0                     | 1,173             |                     |                       |                   |
| 31,545              | 48.9%                 | 16,119            | 32,267              | 49.0%                 | 16,456            |                     |                       |                   |
| 593                 | 0                     | 593               | 593                 | 0                     | 593               |                     |                       |                   |
| 71,497              | 0                     | 37,131            | 62,294              | 0                     | 32,635            |                     |                       |                   |

(Amount in Thousands of Dollars)

|   | FY 1989 Actual |       |          | FY 1990 Estimate |        |        | FY 1991 Estimate |          |        |       |        |   |     |
|---|----------------|-------|----------|------------------|--------|--------|------------------|----------|--------|-------|--------|---|-----|
|   | Number         | Rate  |          | Number           | Rate   |        | Number           | Rate     |        |       |        |   |     |
|   |                | Daily | Annual   |                  | Daily  | Annual |                  | Daily    | Annual | Daily | Annual |   |     |
| (2) Subsistence-in-Kind (Cont'd)            |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (a) Subsistence in Messes                   |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (1) CONUS                                   |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| Air Force                                   | 19,246         | 3.84  | 1,401.60 | \$26,975         | 14,413 | 3.97   | 1,449.05         | \$20,885 | 0      | 0     | 0.00   | 0 | \$0 |
| Others                                      | 1,173          | 3.84  | 1,401.60 | 1,644            | 1,173  | 3.97   | 1,449.05         | 1,700    | 0      | 0     | 0.00   | 0 | 0   |
| (2) Overseas                                |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| Air Force                                   | 16,119         | 4.19  | 1,529.35 | \$24,652         | 16,456 | 4.31   | 1,573.15         | \$25,888 | 0      | 0     | 0.00   | 0 | \$0 |
| Others                                      | 593            | 4.19  | 1,529.35 | 907              | 593    | 4.31   | 1,573.15         | 933      | 0      | 0     | 0.00   | 0 | 0   |
| Total SIK                                   | 37,131         |       |          | 54,178           | 32,635 |        |                  | 49,406   | 0      | 0     |        |   | 0   |
| (b) Special Rations                         |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (1) CONUS                                   | 1,279          |       | 1,916.25 | 2,451            | 1,535  |        | 1,981.95         | 3,042    | 0      | 0     | 0.00   | 0 | 0   |
| (2) Overseas                                | 510            |       | 2,430.90 | 1,240            | 568    |        | 2,514.85         | 1,428    | 0      | 0     | 0.00   | 0 | 0   |
| Total Special Rations                       | 1,789          |       |          | \$3,691          | 2,103  |        |                  | \$4,470  | 0      | 0     | 0      | 0 | \$0 |
| (c) Operational Rations                     |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (1) Meals, Ready-to-eat (cases)             |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (2) B Rations (meals)                       |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (3) Trry Packs (meals)                      |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (4) Food Packs (each General Purpose)       |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (5) Cold Weather Rations (cases)            |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| (6) Rotation of Operational Rations (meals) |                |       |          |                  |        |        |                  |          |        |       |        |   |     |
| Total Operational Rations                   |                |       |          | \$2,793          |        |        |                  | \$6,630  |        |       |        |   | \$0 |



**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

|    |   |          |             |
|----|---|----------|-------------|
| 5. | <u>Permanent Change of Station Travel</u>   |          | \$741,468   |
|    | FY 1990 Direct Program  |          |             |
|    | <u>Increases</u>  |          |             |
|    | Move/Program Changes  | + 64,382 |             |
|    | Inflation   | + 24,204 |             |
|    | Industrial Fund Activities  | 5,432    |             |
|    | Commercial Air Passengers   | 1,046    |             |
|    | Trailer Allowances  | 102      |             |
|    | ICC Household Goods   | 12,683   |             |
|    | International Household Goods   | 4,574    |             |
|    | Nontemporary Storage  | 367      |             |
|    | DMR Initiative  | + 20,300 |             |
|    | The PCS program has increased in cost as a result of the Defense Management Report Decision initiatives. As a result, \$20,300 identified in the AF DMR Acquisition and Management Proposal is added to the FY 1991 Budget. |          |             |
|    | Payraise (Annualized FY 1990 3.6%; FY 1991 3.5%)  | + 2,637  |             |
|    | Fuel  | + 1,027  |             |
|    | Total Increases   |          | + \$112,550 |
|    | <u>Decreases</u>  |          |             |
|    | Temporary Lodging Expense   | - 1,315  |             |
|    | Reimbursement Change  | - 195    |             |
|    | Total Decreases   |          | - \$1,510   |
|    | FY 1991 Direct Program  |          | \$852,508   |

## PURPOSE AND SCOPE

For expenses incident to permanent change of station travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Military Airlift Command (MAC) and Military Sealift Command (MSC)); per diem allowances; actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents and 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 permanent change of station 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. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exception is the cost of contract commercial storage of household goods on a non-temporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

## POLICY AND/OR PRICE CHANGES

### 1. Policy Changes

In FY 1988 the Air Force took extreme measures to reduce operational and rotational PCS move requirements to help offset a funding shortfall in other areas in the Military Personnel Appropriation. We maintained a CONUS manning floor of 85%--No CONUS to CONUS operational move will be made until the gaining unit manning drops below 85 percent; and a 90% Overseas manning floor--No CONUS to overseas rotational move will be made until the unit manning drops below 90 percent. These were established as temporary measures for FY 1988 as they create manning gaps and skill level imbalances.

In FY 1989, the Air Force, still confronted by severe budget constraints, continued application of the 85% CONUS manning floor and the 90% Overseas manning floor. Increased household good weight allowances are included in rates beginning 1 July 1989.

In FY 1990 the Air Force faced serious shortfalls within the MPA. Among other things the solution involved increased early release offers and an overall realignment of the PCS program. The impact was increased separation moves, decreased operational/rotational moves and reduced manning floor to 80% in the CONUS and 85% Overseas. Short tour manning floors were also lowered to 90%. Compounding the problem were the new entitlement of double dislocation allowance and equitable per diem for enlisted members which were authorized but not funded by Congress.

Continuation of these actions in FY 1991 will seriously jeopardize Air Force ability to meet global commitments and provide equitable treatment for our people. In order to correct both skill and manning level imbalances the Air Force must return to a "normal" number of operational/rotational moves. At the same time separation moves will decrease assuming the Air Force will not be forced to offer extensive early releases again. The total number of moves will not change significantly between FY 1990 and FY 1991 because of the Cost variance between separation moves (much cheaper) and operational/rotational moves.

### 2. Price Changes

FY 1990 and FY 1991 international household goods shipments, land shipments, commercial air travel and trailer movements increased by 3.6% and 4.0%, respectively; non-temporary storage increased by 1.8% and 1.65% respectively. FY 1990 and FY 1991 industrial fund rate adjustments are included. Funding estimates are included for increased household goods weight allowances, beginning 1 July 1989.

FY 1989, FY 1990 and FY 1991 pay raise (BAQ) amounts are 7%, 3.6% and 3.5%, respectively and are effective 1 January each year.

(Amount in Thousands of Dollars)

**PERMANENT CHANGE OF STATION TRAVEL  
SUMMARY OF PROJECT REQUIREMENT MOVES**

|  | FY 1989 Actual |         | FY 1990 Estimate |         | FY 1991 Estimate |         |
|--|----------------|---------|------------------|---------|------------------|---------|
|  | Number         | Amount  | Number           | Amount  | Number           | Amount  |
| Accession Travel                         | 55,079         | 49,402  | 45,236           | 41,448  | 46,167           | 45,910  |
| Training Travel                          | 15,804         | 41,676  | 13,974           | 43,985  | 17,881           | 55,380  |
| Operational Travel Between Duty Stations | 22,450         | 105,820 | 14,395           | 77,370  | 19,305           | 110,312 |
| Rotational Travel To and From Overseas   | 85,581         | 482,902 | 67,657           | 425,202 | 76,370           | 500,234 |
| Separation Travel                        | 59,636         | 87,708  | 70,125           | 107,400 | 60,206           | 96,643  |
| Travel of Organized Units                | 644            | 2,658   | 1,069            | 5,249   | 730              | 3,869   |
| Nontemporary Storage                     |                | 24,623  |                  | 21,442  |                  | 22,298  |
| Temporary Lodging Expense                |                | 21,368  |                  | 20,915  |                  | 19,600  |
| Total Obligations                        | 239,194        | 816,157 | 212,456          | 743,011 | 220,659          | 854,246 |
| Less Reimbursements                      |                | (1,587) |                  | (1,543) |                  | (1,738) |
| Total Direct Program                     |                | 814,570 |                  | 741,468 |                  | 852,508 |

(Amount in Thousands of Dollars)

**SUMMARY OF REQUIREMENTS BY TYPES OF COSTS**

|                                       | FY 1989 Actual |         | FY 1990 Estimate |         | FY 1991 Estimate |         |
|---------------------------------------|----------------|---------|------------------|---------|------------------|---------|
|                                       | Number         | Amount  | Number           | Amount  | Number           | Amount  |
| Travel of Military Member             |                |         |                  |         |                  |         |
| Mileage and Per Diem                  | 239,194        | 103,927 | 212,456          | 87,804  | 220,659          | 95,273  |
| MAC                                   | 79,010         | 32,917  | 63,476           | 27,204  | 70,462           | 31,463  |
| Commercial Air                        | 26,610         | 13,478  | 23,083           | 12,112  | 23,620           | 12,873  |
| Travel of Dependents (family)         |                |         |                  |         |                  |         |
| Mileage and Per Diem                  | 141,871        | 48,213  | 126,010          | 40,060  | 131,655          | 44,407  |
| MAC                                   | 76,187         | 29,974  | 61,065           | 24,809  | 68,171           | 28,734  |
| Commercial Air                        | 27,092         | 13,720  | 22,070           | 11,579  | 24,348           | 13,271  |
| Transportation of Household Goods     |                |         |                  |         |                  |         |
| M Tons - MSC                          | 81,782         | 457,667 | 67,411           | 408,809 | 73,656           | 477,651 |
| S Tons - MAC                          | 25,099         | 6,812   | 20,774           | 5,320   | 22,629           | 6,356   |
| Other Shipments                       |                | 38,328  |                  | 33,272  |                  | 36,783  |
| (a) Land Shipment, CONUS and Overseas |                |         |                  |         |                  |         |
| (b) ITGBL                             | 93,904         | 300,478 | 76,740           | 270,452 | 85,652           | 320,277 |
| Dislocation Allowance                 | 53,154         | 112,049 | 43,294           | 99,765  | 47,170           | 112,235 |
| Trailer Allowance                     | 97,221         | 37,984  | 75,073           | 61,393  | 88,371           | 77,433  |
| Transportation of POVs                | 1,504          | 2,565   | 1,231            | 2,126   | 1,376            | 2,496   |
| Port Handling Charges                 | 26,102         | 24,653  | 21,191           | 20,826  | 23,411           | 23,356  |
| Nontemporary Storage                  |                | 5,068   |                  | 3,932   |                  | 5,391   |
| Temporary Lodging Expense             |                | 24,623  |                  | 21,442  |                  | 22,298  |
| Temporary Lodging Expense             |                | 21,368  |                  | 20,915  |                  | 19,600  |
| Total Obligations                     |                | 816,157 |                  | 743,011 |                  | 854,246 |
| Less: Reimburse                       |                | (1,587) |                  | (1,543) |                  | (1,738) |
| Total Direct Program                  |                | 814,570 |                  | 741,468 |                  | 852,508 |

(In Thousands of Dollars)

|  |  |  |  |          |
|--|--|--|--|----------|
|  |  |  |  |          |
|  |  |  |  | \$49,993 |
|  |  |  |  | 41,913   |
|  |  |  |  | \$46,421 |

PROJECT: Accession Travel

**PART I - PURPOSE AND SCOPE**

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies, Reserve, ROTC, and National Guard officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Training School).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration.

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy Cadets upon entry into the Academy and (2) 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 PCS movements of members entering on active duty. The PCS requirements for accession travel are based upon 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 and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include Academy Graduates, Air Force Reserve Officer Training Corps (ROTC), Medical Officers, Reserve Officers and Officer Training School (OTS) graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and Officer Training School (OTS).

Changes between FY 1989, FY 1990 and FY 1991 reflect timing and quantity of accessions associated with manyear and strength adjustments contained in the appropriation.

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

The number of moves and the associated fiscal year requirements are shown in the tables on the following pages. The above fiscal year total dollars include nontemporary storage.



(Amount in Thousands of Dollars)

Officer Accession Travel

|                                       | FY 1989 Actual |            |          | FY 1990 Estimate |            |          | FY 1991 Estimate |            |          |
|---------------------------------------|----------------|------------|----------|------------------|------------|----------|------------------|------------|----------|
|                                       | Number         | Rate       | Amount   | Number           | Rate       | Amount   | Number           | Rate       | Amount   |
| (1) Member Travel                     | 7,530          | \$410.49   | \$3,091  | 5,498            | \$412.33   | \$2,267  | 6,814            | \$414.44   | \$2,824  |
| (2) Dependent Travel                  | 3,178          | \$386.72   | 1,229    | 2,321            | \$388.19   | 901      | 2,876            | \$389.43   | 1,120    |
| (3) Transportation of Household Goods |                |            |          |                  |            |          |                  |            |          |
| (a) Land & ITGBL                      | 5,495          | \$1,827.48 | 10,042   | 4,012            | \$2,125.12 | 8,526    | 4,972            | \$2,281.38 | 11,343   |
| (b) Overseas                          |                |            | 204      |                  |            | 159      |                  |            | 206      |
| (4) Dislocation Allowance             | 540            | \$346.30   | 187      | 267              | \$722.85   | 193      | 444              | \$779.28   | 346      |
| (5) Trailer Allowance                 | 27             | \$1,145.29 | 31       | 19               | \$1,210.53 | 23       | 24               | \$1,225.68 | 29       |
| (6) POV                               |                |            |          |                  |            |          |                  |            |          |
| (a) MSC                               | 293            | \$635.35   | 186      | 214              | \$663.55   | 142      | 265              | \$671.45   | 178      |
| (b) Port Handling                     | 293            | \$114.07   | 33       | 214              | \$107.48   | 23       | 265              | \$135.05   | 36       |
| (7) Port Handling (HHGs)(M Tons)      | 603            | \$19.79    | 12       | 440              | \$18.18    | 8        | 546              | \$23.42    | 13       |
| Subtotal                              | 7,530          |            | \$15,015 | 5,498            |            | \$12,242 | 6,814            |            | \$16,095 |

(Amount in Thousands of Dollars)

Enlisted Accession Travel

|                                       | FY 1989 Actual |            | FY 1990 Estimate |            | FY 1991 Estimate |            |
|---------------------------------------|----------------|------------|------------------|------------|------------------|------------|
|                                       | Number         | Rate       | Number           | Rate       | Number           | Rate       |
| (1) Member Travel                     | 46,157         | \$487.71   | 38,181           | \$497.39   | 37,900           | \$503.30   |
| (2) Dependent Travel                  | 8,124          | \$175.53   | 6,720            | \$178.42   | 6,671            | \$179.58   |
| (3) Transportation of Household Goods |                |            |                  |            |                  |            |
| (a) Land & ITGIBL                     | 5,587          | \$1,666.19 | 4,622            | \$1,722.85 | 4,588            | \$1,846.99 |
| (b) Overseas                          |                | 476        |                  | 419        |                  | 438        |
| (4) Trailer Allowance                 | 21             | \$1,352.53 | 18               | \$1,388.89 | 18               | \$1,447.46 |
| (5) POV                               |                |            |                  |            |                  |            |
| (a) MSC                               | 501            | \$622.48   | 414              | \$649.76   | 411              | \$657.85   |
| (b) Port Handling                     | 501            | \$97.46    | 414              | \$91.79    | 411              | \$115.38   |
| (6) Port Handling (HHGs)(M Tons)      | 1,000          | \$20.39    | 828              | \$19.32    | 821              | \$24.14    |
| Subtotal                              | 46,157         | \$34,131   | 38,181           | \$28,920   | 37,900           | \$29,548   |
| Cadet Accession Travel                |                |            |                  |            |                  |            |
| (1) Member Travel                     | 1,392          | \$183.55   | 1,557            | \$183.55   | 1,453            | 183.55     |
| (e) Mileage and Per Diem              |                | 256        |                  | 286        |                  | 267        |
| Total Accession Travel                | 55,079         | \$49,402   | 45,236           | \$41,488   | 46,167           | \$45,910   |

(In Thousands of Dollars)

PROJECT: Training Travel

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$42,497 |
| FY 1990 | Estimate | 45,346   |
| FY 1991 | Estimate | \$56,262 |

**PART I - PURPOSE AND SCOPE**

Funds provide for the CONUS 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, of 20 weeks duration or more; and (2) officer and enlisted school graduates and civilians from school to their next permanent CONUS duty station (excludes Academy graduates, OTS graduates, flying training graduates, ROTC graduates and others chargeable as accession travel); and (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 which 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.

The FY 1990 to 1991 increase is a result of additional training required due to force structure changes. Without additional training, skill imbalances will worsen. Inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required. The number of moves and fiscal year requirements are shown on the following page. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Training Travel

|                                       | FY 1989 Actual |            | FY 1990 Estimate |            | FY 1991 Estimate |            |
|---------------------------------------|----------------|------------|------------------|------------|------------------|------------|
|                                       | Number         | Rate       | Number           | Rate       | Number           | Rate       |
| (1) Member Travel                     | 7,407          | \$440.66   | 6,494            | \$453.80   | 7,703            | \$436.58   |
| (a) Mileage and Per Diem              |                | 3,264      |                  | 2,947      |                  | 3,363      |
| (2) Dependent Travel                  | 4,670          | \$446.25   | 4,176            | \$451.87   | 4,821            | \$444.31   |
| (b) Mileage (family)                  |                | 2,084      |                  | 1,887      |                  | 2,142      |
| (3) Transportation of Household Goods | 7,407          | \$2,829.22 | 6,494            | \$3,206.34 | 7,703            | \$3,278.85 |
| (4) Dislocation Allowance             | 6,654          | \$429.22   | 5,831            | \$925.91   | 6,918            | \$954.03   |
| (5) Trailer Allowance                 | 30             | \$1,366.67 | 21               | \$1,428.57 | 33               | \$1,424.24 |
| Subtotal                              | 7,407          |            | 6,494            |            | 7,703            |            |
|                                       |                | \$29,201   |                  | \$31,085   |                  | \$37,409   |

(Amount in Thousands of Dollars)

Enlisted Training Travel

|                                       | FY 1989 Actual |            |          | FY 1990 Estimate |            |          | FY 1991 Estimate |            |          |
|---------------------------------------|----------------|------------|----------|------------------|------------|----------|------------------|------------|----------|
|                                       | Number         | Rate       | Amount   | Number           | Rate       | Amount   | Number           | Rate       | Amount   |
| (1) Member Travel                     | 8,397          | \$309.28   | 2,597    | 7,480            | \$312.97   | 2,341    | 10,178           | \$315.78   | 3,214    |
| (a) Mileage and Per Diem              |                |            |          |                  |            |          |                  |            |          |
| (2) Dependent Travel                  | 3,512          | \$304.67   | 1,070    | 3,155            | \$317.91   | 1,003    | 4,208            | \$298.72   | 1,257    |
| (b) Mileage (family)                  |                |            |          |                  |            |          |                  |            |          |
| (3) Transportation of Household Goods | 2,600          | \$2,870.00 | 7,462    | 2,348            | \$3,017.46 | 7,085    | 3,092            | \$3,208.60 | 9,921    |
| (4) Dislocation Allowance             | 3,949          | \$328.69   | 1,298    | 3,550            | \$683.66   | 2,427    | 4,727            | \$744.02   | 3,517    |
| (5) Trailer Allowance                 | 25             | \$1,920.00 | 48       | 22               | \$2,000.00 | 44       | 30               | \$2,066.67 | 62       |
| Subtotal                              | 8,397          |            | 12,475   | 7,480            |            | 12,900   | 10,178           |            | 17,971   |
| Total Training Travel                 | 15,804         |            | \$41,676 | 13,974           |            | \$43,985 | 17,881           |            | \$55,380 |

(In Thousands of Dollars)

PROJECT: Operational Travel Between Duty Stations

|         |          |           |
|---------|----------|-----------|
| FY 1989 | Actual   | \$107,134 |
| FY 1990 | Estimate | 78,231    |
| FY 1991 | Estimate | \$111,431 |

### PART I - PURPOSE AND SCOPE

Funds provide for the 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; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

### PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Air Force operational PCS funding has been suppressed since FY 1986, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure in FY 1990 is the further decrease of manning floors to 80% CONUS and 85% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total operational moves decline by 35% between FY 1989 and FY 1990, and increase by 30% between FY 1990 and FY 1991. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Payraise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted operational moves and associated numbers for each element of expense (e.g. military member, dependent, household goods, etc.) times the average rate results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown on the following page. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

|                                       | FY 1989 Actual |            |           | FY 1990 Estimate |            |          | FY 1991 Estimate |            |           |
|---------------------------------------|----------------|------------|-----------|------------------|------------|----------|------------------|------------|-----------|
|                                       | Number         | Rate       | Amount    | Number           | Rate       | Amount   | Number           | Rate       | Amount    |
| <u>Operational Travel</u>             |                |            |           |                  |            |          |                  |            |           |
| <u>Officer Operational Travel</u>     |                |            |           |                  |            |          |                  |            |           |
| (1) Member Travel                     | 9,858          | \$597.54   | 5,891     | 6,259            | \$597.54   | 3,740    | 8,386            | \$597.54   | 5,011     |
| (a) Mileage and Per Diem              |                |            |           |                  |            |          |                  |            |           |
| (2) Dependent Travel                  | 8,344          | \$495.29   | 4,133     | 5,298            | \$495.29   | 2,624    | 7,098            | \$495.29   | 3,516     |
| (b) Mileage (family)                  |                |            |           |                  |            |          |                  |            |           |
| (3) Transportation of Household Goods | 9,858          | \$4,635.76 | 45,699    | 6,259            | \$4,932.15 | 30,870   | 8,386            | \$5,303.83 | 44,478    |
| (4) Dislocation Allowance             | 9,158          | \$518.34   | 4,747     | 5,815            | \$1,082.72 | 6,286    | 7,791            | \$1,164.81 | 9,075     |
| (5) Trailer Allowance                 | 99             | \$1,270.08 | 126       | 63               | \$1,315.80 | 83       | 84               | \$1,359.22 | 114       |
| Subtotal                              | 9,858          |            | 60,596    | 6,259            |            | 43,613   | 8,386            |            | 62,194    |
| <u>Enlisted Operational Travel</u>    |                |            |           |                  |            |          |                  |            |           |
| (1) Member Travel                     | 12,592         | \$414.71   | 5,222     | 8,136            | \$420.85   | 3,424    | 10,919           | \$422.20   | 4,610     |
| (a) Mileage and Per Diem              |                |            |           |                  |            |          |                  |            |           |
| (2) Dependent Travel                  | 10,244         | \$346.90   | 3,554     | 6,619            | \$352.05   | 2,330    | 8,883            | \$353.20   | 3,137     |
| (b) Mileage (family)                  |                |            |           |                  |            |          |                  |            |           |
| (3) Transportation of Household Goods | 12,592         | \$2,556.84 | 32,196    | 8,136            | \$2,830.21 | 23,027   | 10,919           | \$3,043.50 | 33,232    |
| (4) Dislocation Allowance             | 11,192         | \$279.57   | 3,129     | 7,232            | \$584.07   | 4,224    | 9,705            | \$628.34   | 6,098     |
| (5) Trailer Allowance                 | 605            | \$1,856.78 | 1,123     | 391              | \$1,923.62 | 752      | 524              | \$1,987.10 | 1,041     |
| Subtotal                              | 12,592         |            | 45,224    | 8,136            |            | 33,757   | 10,919           |            | 48,118    |
| Total Operational Travel              | 22,450         |            | \$105,820 | 14,395           |            | \$77,370 | 19,305           |            | \$110,312 |

(In Thousands of Dollars)

|         |          |           |
|---------|----------|-----------|
|         | Actual   | \$499,327 |
| FY 1989 | Estimate | 438,381   |
| FY 1990 | Estimate | \$514,702 |
| FY 1991 |          |           |

PROJECT: Rotational Travel to and from Overseas

### PART I - PURPOSE AND SCOPE

Funds to provide for the 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 duration; (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; and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing or captured when transoceanic travel is involved.

### PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for rotational travel cover PCS of officers and enlisted personnel to and from overseas duty assignments in accordance with policies approved by the Office of the Secretary of Defense for overseas tours. Rotational moves are determined by (1) overseas strength by the various prescribed accompanied and unaccompanied tour lengths (e.g., 36 months, 24 months, 12 months, etc.); (2) average months actually served by tour length; and (3) subtraction of overseas accession/separation moves. The estimates have been significantly reduced by implementation of Air Force PCS initiatives (e.g., homebased program, allowing dependents to remain in base housing, increasing sequential assignments and voluntary overseas tour extension programs, etc.). The only method of adjusting this move category without an adjustment in overseas strengths is to require personnel to serve longer than the prescribed tour length. In the case of the Air Force such an adjustment might severely damage morale without producing an overall reduction in overseas moves. This is because Air Force personnel, primarily as a result of Air Force PCS initiatives, are already averaging tour lengths much longer than prescribed. The cost estimates associated with this move category are based on the longer than prescribed tour length experience.

Like operational moves, Air Force rotational PCS funding has been suppressed since FY 1986, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure in FY 1990 is the further decrease of manning floors to 80% CONUS and 85% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total rotational moves decline by 21% between FY 1989 and FY 1990, and increase by 13% between FY 1990 and FY 1991. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational move costs. The number of officer and enlisted rotational moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated funding required. The number of moves and fiscal year requirements are shown on the following pages. The above fiscal year total dollars include nontemporary storage.



(Amount in Thousands of Dollars)

Officer Rotational Travel

|                                       | FY 1989 Actual |            |           | FY 1990 Estimate |            |          | FY 1991 Estimate |            |           |
|---------------------------------------|----------------|------------|-----------|------------------|------------|----------|------------------|------------|-----------|
|                                       | Number         | Rate       | Amount    | Number           | Rate       | Amount   | Number           | Rate       | Amount    |
| (1) Member Travel                     | 11,630         | \$1,208.51 | \$14,055  | 9,001            | \$1,226.09 | \$11,036 | 10,353           | \$1,246.11 | \$12,901  |
| (2) Dependent Travel                  | 8,911          | \$1,855.12 | 16,531    | 6,897            | \$1,882.99 | 12,987   | 7,932            | \$1,915.03 | 15,190    |
| (3) Transportation of Household Goods |                |            |           |                  |            |          |                  |            |           |
| (a) Land & ITGBL                      | 14,471         | \$3,365.49 | 48,702    | 11,200           | \$3,587.05 | 40,175   | 12,882           | \$3,801.43 | 48,970    |
| (b) Overseas                          |                |            | 10,412    |                  |            | 8,585    |                  |            | 10,340    |
| (4) Dislocation Allowance             | 10,464         | \$477.92   | 5,001     | 8,099            | \$998.27   | 8,085    | 9,314            | \$1,073.76 | 10,001    |
| (5) Trailer Allowance                 | 141            | \$2,292.32 | 323       | 109              | \$2,376.15 | 259      | 125              | \$2,453.21 | 307       |
| (6) POV                               |                |            |           |                  |            |          |                  |            |           |
| (a) MSC                               | 4,885          | \$1,217.94 | 5,950     | 3,780            | \$1,273.28 | 4,813    | 4,348            | \$1,287.15 | 5,597     |
| (b) Port Handling (M Tons)            | 4,885          | \$197.14   | 963       | 3,780            | \$187.57   | 709      | 4,348            | \$233.39   | 1,015     |
| (7) Port Handling (HHGS) (M Tons)     | 18,470         | \$31.77    | 587       | 14,294           | \$30.22    | 432      | 16,442           | \$37.61    | 618       |
| Subtotal                              | 11,630         |            | \$102,524 | 9,001            |            | \$87,081 | 10,353           |            | \$104,939 |

(Amount in Thousands of Dollars)

Enlisted Rotational Travel

|                                       | FY 1989 Actual |            |           | FY 1990 Estimate |            |           | FY 1991 Estimate |            |           |
|---------------------------------------|----------------|------------|-----------|------------------|------------|-----------|------------------|------------|-----------|
|                                       | Number         | Rate       | Amount    | Number           | Rate       | Amount    | Number           | Rate       | Amount    |
| (1) Member Travel                     | 73,951         | \$1,054.01 | \$77,945  | 58,656           | \$1,077.59 | \$63,207  | 66,017           | \$1,096.04 | \$72,357  |
| (2) Dependent Travel                  | 52,775         | \$1,004.00 | 52,986    | 41,859           | \$1,031.25 | 43,167    | 47,113           | \$1,057.52 | 49,823    |
| (3) Transportation of Household Goods |                |            |           |                  |            |           |                  |            |           |
| (a) Land & ITGBL                      | 72,276         | \$2,447.08 | 176,865   | 57,328           | \$2,691.76 | 154,313   | 63,619           | \$2,840.38 | 180,702   |
| (b) Overseas                          |                |            | 31,899    |                  |            | 26,885    |                  |            | 31,812    |
| (4) Dislocation Allowance             | 54,773         | \$375.90   | 20,589    | 43,443           | \$785.28   | 34,115    | 48,896           | \$844.73   | 41,304    |
| (5) Trailer Allowance                 | 172            | \$1,711.50 | 294       | 136              | \$1,772.06 | 241       | 153              | \$1,831.62 | 280       |
| (6) POV                               |                |            |           |                  |            |           |                  |            |           |
| (a) MSC                               | 18,791         | \$895.30   | 16,824    | 14,904           | \$935.86   | 13,948    | 16,775           | \$946.17   | 15,872    |
| (b) Port Handling (M Tons)            | 18,791         | \$112.51   | 2,114     | 14,904           | \$107.02   | 1,595     | 16,775           | \$133.20   | 2,234     |
| (7) Port Handling (HHGS) (M Tons)     | 53,200         | \$16.21    | 862       | 42,197           | \$15.40    | 650       | 47,493           | \$19.19    | 911       |
| Subtotal                              | 73,951         |            | \$380,378 | 58,656           |            | \$338,121 | 66,017           |            | \$395,295 |
| Total Rotational Travel               | 85,581         |            | 482,902   | 67,657           |            | 425,202   | 76,370           |            | 500,234   |

(In Thousands of Dollars)

PROJECT: Separation Travel

|  | FY 1989 | Actual   |           |
|--|---------|----------|-----------|
|  | FY 1990 | Estimate | \$ 93,096 |
|  | FY 1991 | Estimate | 113,547   |
|  |         |          | \$101,846 |

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) officers and enlisted personnel upon release 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; and (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 the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc.

Total estimated separation moves increase by 10,489 between FY 1989 and FY 1990, and decline by 9,819 between FY 1990 and FY 1991, reflecting forecasted Air Force personnel changes. Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the Permanent Change of Station detail section.

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

The number of moves and fiscal year requirements are shown on the following pages. The above fiscal year total dollars include nontemporary storage.

(Amount in Thousands of Dollars)

Officer Separation Travel

|                                       | FY 1989 Actual |            |          | FY 1990 Estimate |            |          | FY 1991 Estimate |            |          |
|---------------------------------------|----------------|------------|----------|------------------|------------|----------|------------------|------------|----------|
|                                       | Number         | Rate       | Amount   | Number           | Rate       | Amount   | Number           | Rate       | Amount   |
| (1) Member Travel                     | 8,959          | \$214.42   | \$1,921  | 8,905            | \$215.38   | \$1,918  | 8,350            | \$216.53   | \$1,808  |
| (2) Dependent Travel                  | 7,217          | \$371.35   | 2,680    | 7,162            | \$373.50   | 2,675    | 6,718            | \$376.00   | 2,526    |
| (3) Transportation of Household Goods |                |            |          |                  |            |          |                  |            |          |
| (a) Land & ITGBL                      | 4,966          | \$3,284.13 | 16,309   | 4,937            | \$3,544.06 | 17,497   | 4,629            | \$3,791.96 | 17,553   |
| (b) Overseas                          |                |            | 657      |                  |            | 677      |                  |            | 673      |
| (4) Trailer Allowance                 | 35             | \$1,799.74 | 63       | 34               | \$1,852.94 | 63       | 32               | \$1,926.06 | 62       |
| (5) POV                               |                |            |          |                  |            |          |                  |            |          |
| (a) MSC                               | 501            | \$903.58   | 453      | 498              | \$943.78   | 470      | 467              | \$954.92   | 446      |
| (b) Port Handling (M Tons)            | 501            | \$164.21   | 82       | 498              | \$156.63   | 78       | 467              | \$194.40   | 91       |
| (6) Port Handling (HHGS) (M Tons)     | 3,255          | \$27.87    | 91       | 3,236            | \$26.58    | 86       | 3,034            | \$32.99    | 100      |
| Subtotal                              | 8,959          |            | \$22,256 | 8,905            |            | \$23,464 | 8,350            |            | \$23,259 |

(Amount in Thousands of Dollars)

Enlisted Separation Travel

|                                       | FY 1989 Actual |            |          | FY 1990 Estimate |            |           | FY 1991 Estimate |            |          |
|---------------------------------------|----------------|------------|----------|------------------|------------|-----------|------------------|------------|----------|
|                                       | Number         | Rate       | Amount   | Number           | Rate       | Amount    | Number           | Rate       | Amount   |
| (1) Member Travel                     | 50,182         | \$258.28   | \$12,961 | 60,719           | \$265.60   | \$16,127  | 51,364           | \$263.10   | \$13,514 |
| (2) Dependent Travel                  | 34,455         | \$175.74   | 6,055    | 41,056           | \$180.17   | 7,397     | 34,821           | \$181.21   | 6,310    |
| (3) Transportation of Household Goods |                |            |          |                  |            |           |                  |            |          |
| (a) Land & ITGIBL                     | 11,162         | \$3,851.37 | 42,989   | 13,629           | \$4,118.57 | 56,132    | 11,302           | \$4,404.18 | 49,776   |
| (b) Overseas                          |                |            | 1,492    |                  |            | 1,906     |                  |            | 1,670    |
| (4) Trailer Allowance                 | 342            | \$1,393.23 | 476      | 408              | \$1,443.63 | 589       | 346              | \$1,491.02 | 516      |
| (5) POV                               |                |            |          |                  |            |           |                  |            |          |
| (a) MSC                               | 1,131          | \$820.52   | 928      | 1,381            | \$857.35   | 1,184     | 1,145            | \$867.14   | 993      |
| (b) Port Handling (M Tons)            | 1,131          | \$122.21   | 138      | 1,381            | \$116.58   | 161       | 1,145            | \$144.68   | 166      |
| (6) Port Handling (HHGS) (M Tons)     | 5,254          | \$22.31    | 117      | 6,416            | \$21.20    | 136       | 5,320            | \$26.32    | 140      |
| Subtotal                              | 50,182         |            | \$65,156 | 60,719           |            | \$83,632  | 50,810           |            | \$73,085 |
| <u>Cadet Separation</u>               |                |            |          |                  |            |           |                  |            |          |
| (1) Member Travel                     | 495            | \$97.01    | 296      | 501              | \$65.90    | 304       | 492              | \$67.88    | 299      |
| (a) Mileage and Per Diem              |                |            |          |                  |            |           |                  |            |          |
| Total Separation Travel               | 59,636         |            | \$87,708 | 70,125           |            | \$107,400 | 60,206           |            | \$96,643 |

(In Thousands of Dollars)

|         |          |         |
|---------|----------|---------|
| FY 1989 | Actual   | \$2,742 |
| FY 1990 | Estimate | 5,414   |
| FY 1991 | Estimate | \$3,984 |

PROJECT: Travel of Organized Units

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; and (2) officer and enlisted fillers and 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 both within the CONUS and overseas in accordance with published Air Force programs. The estimates are based on point-to-point moves. These moves are required as a result of changes in 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 and factual planning data available. Air Force planned unit move PCS requirements are developed from the Air Force Program - Bases, Units and Priorities (PD) and are the moves actually programmed for the operating and budget years at applicable rates and prices. Anticipated moves are tracked throughout the operating and budget years since operational requirements dictate changes to the initial schedule.

Estimated unit moves have increased significantly between FY 1989 and FY 1990, and decrease between FY 1990 and FY 1991. These estimates are based on the number of moves required to support specific unit move requirements such as Panama, Comiso, and the second level maintenance directive for SAC. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

The average rates are based upon statistical data, ratios and percentages 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 results in the estimated fund requirements.

The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands of Dollars)

Officer Unit Move Travel

|                                       | FY 1989 Actual |            |         | FY 1990 Estimate |            |         | FY 1991 Estimate |            |         |
|---------------------------------------|----------------|------------|---------|------------------|------------|---------|------------------|------------|---------|
|                                       | Number         | Rate       | Amount  | Number           | Rate       | Amount  | Number           | Rate       | Amount  |
| (1) Member Travel                     | 169            | \$597.63   | \$101   | 345              | \$597.10   | \$206   | 253              | \$596.84   | \$151   |
| (2) Dependent Travel                  | 143            | \$461.54   | 66      | 292              | \$458.90   | 134     | 214              | \$457.94   | 98      |
| (3) Transportation of Household Goods |                |            |         |                  |            |         |                  |            |         |
| (a) Land & ITGBL                      | 169            | \$4,633.14 | 783     | 345              | \$4,947.83 | 1,707   | 253              | \$5,320.16 | 1,346   |
| (b) Overseas                          |                |            | 0       |                  |            | 0       |                  |            | 0       |
| (4) Dislocation Allowance             | 167            | \$514.97   | 86      | 341              | \$1,067.45 | 364     | 250              | \$1,148.00 | 287     |
| Subtotal                              | 169            |            | \$1,036 | 345              |            | \$2,411 | 253              |            | \$1,882 |

(Amount in Thousands of Dollars)

Enlisted Unit Move Travel

|  | FY 1989 Actual |            |           | FY 1990 Estimate |            |           | FY 1991 Estimate |            |           |
|--|----------------|------------|-----------|------------------|------------|-----------|------------------|------------|-----------|
|  | Number         | Rate       | Amount    | Number           | Rate       | Amount    | Number           | Rate       | Amount    |
| (1) Member Travel  | 475            | \$444.21   | \$211     | 724              | \$450.28   | \$326     | 477              | \$450.73   | \$215     |
| (2) Dependent Travel                                       | 298            | \$312.08   | 93        | 455              | \$316.48   | 144       | 300              | \$316.67   | 95        |
| (3) Transportation of Household Goods<br>(a) Land & ITGIBL | 475            | \$2,557.89 | 1,215     | 724              | \$2,846.69 | 2,061     | 477              | \$3,060.80 | 1,460     |
| (b) Overseas   |                |            | 0         |                  |            | 0         |                  |            | 0         |
| (4) Dislocation Allowance                                  | 324            | \$280.86   | 91        | 495              | \$585.86   | 290       | 326              | \$628.83   | 205       |
| (5) Trailer Allowance                                      | 7              | \$1,659.98 | 12        | 10               | \$1,719.74 | 17        | 7                | \$1,776.49 | 12        |
| Subtotal   | 475            |            | \$1,622   | 724              |            | \$2,838   | 477              |            | \$1,987   |
| Total Unit Move Travel                                     | 644            |            | \$2,658   | 1,069            |            | 5,249     | 730              |            | 3,869     |
| <b>ECSTOTALS</b>   |                |            |           |                  |            |           |                  |            |           |
| Temporary Lodging Expense                                  |                |            | 21,368    |                  |            | 20,915    |                  |            | 19,600    |
| Nontemporary Storage                                       |                |            | 24,623    |                  |            | 21,442    |                  |            | 22,298    |
| Total Obligations  | 239,194        |            | 816,157   | 213,010          |            | 743,011   | 220,105          |            | 854,246   |
| Less: Reimbursements                                       |                |            | (1,587)   |                  |            | (1,543)   |                  |            | (1,738)   |
| Total Direct Obligations                                   |                |            | \$814,570 |                  |            | \$741,468 |                  |            | \$852,508 |



**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousand of Dollars)

|   | <u>Amount</u> |
|---|---------------|
| 6. <u>Other Military Personnel Costs</u>  |               |
| FY 1990 Direct Program  | \$35,039      |
| <u>Increases</u>  |               |
| Adoption Reimbursement Program  | + 1,000       |
| - Increase reflects anticipated reimbursements to active duty members in the adoption of a child under 18 years of age. |               |
| Interest on Uniform Service Savings Deposit Program   | + 1           |
| - Increase due to accumulation of interest in the deposit base.   |               |
| Total Increases   | + 1,001       |
| <u>Decreases</u>  |               |
| Survivor Benefits   | - 1,000       |
| - Decrease reflects lower Veterans Administration requirements.   |               |
| Unemployment Compensation   | - 1,000       |
| - Decrease based on latest projections of unemployment rate and duration of payment from Department of Labor.           |               |
| Total Decreases   | - 2,000       |
| FY 1991 Direct Program  | \$34,040      |

(In Thousands of Dollars)

FY 1989 Actual Estimate  
 FY 1990 Estimate  
 FY 1991 Estimate

**PROJECT: Apprehension of Air Force Deserters,  
 Absentees, and Escaped Military Deserters**

**PART I - PURPOSE AND SCOPE**

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guardspayment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on factors developed from current experience. The following table provides the details of the estimate:

|   | FY 1989 Actual |      |        | FY 1990 Estimate |      |        | FY 1991 Estimate |      |        |
|---|----------------|------|--------|------------------|------|--------|------------------|------|--------|
|   | Number         | Rate | Amount | Number           | Rate | Amount | Number           | Rate | Amount |
| Travel and other expenses incident to the apprehension and delivery of deserters, absentees and prisoners |                |      | \$98   |                  |      | \$98   |                  |      | \$98   |

(In Thousands of Dollars)

**PROJECT:** Interest on Uniformed Service Savings Deposit Program

FY 1989 Actual Estimate \$22  
 FY 1990 Estimate 22  
 FY 1991 Estimate \$23

**PART I - PURPOSE AND SCOPE**

The funds are for payment of interest at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the uniformed services under the provisions of PL 8-538, approved August 14, 1966. This program has been phased out for all members other than for those continued in a MIA status.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funding required covers interest on the only remaining Air Force account.

The following table provides details of the computation:

|          | FY 1989 Actual |                          |        | FY 1990 Estimate |                          |        | FY 1991 Estimate |                          |        |
|----------|----------------|--------------------------|--------|------------------|--------------------------|--------|------------------|--------------------------|--------|
|          | Number         | Average Interest Payment | Amount | Number           | Average Interest Payment | Amount | Number           | Average Interest Payment | Amount |
| Officers | 1              | \$ 21,501                | \$ 22  | 1                | \$ 22,189                | \$ 22  | 1                | \$ 22,877                | \$ 23  |
| Officers | 1              |                          | \$ 22  | 1                |                          | \$ 22  | 1                |                          | \$ 23  |

(In Thousands of Dollars)

FY 1989 Actual Estimate  
 FY 1990 Estimate  
 FY 1991 Estimate

\$1,413  
 1,419  
 \$1,419

PROJECT: Death Gratuities

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 USC 1475-78.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed manyears of personnel and the statutory gratuity amount. Details of the computation are provided in the following table:

|         | FY 1989 Actual |         | FY 1990 Estimate |         | FY 1991 Estimate |         |
|---------|----------------|---------|------------------|---------|------------------|---------|
|         | Number         | Rate    | Number           | Rate    | Number           | Rate    |
| Officer | 75             | \$3,000 | 75               | \$3,000 | 75               | \$3,000 |
| Airmen  | 396            | 3,000   | 398              | 3,000   | 398              | 3,000   |
| Total   | 471            |         | 473              |         | 473              |         |
|         |                | \$225   |                  | \$225   |                  | \$225   |
|         |                | 1,188   |                  | 1,194   |                  | 1,194   |
|         |                | \$1,413 |                  | \$1,419 |                  | \$1,419 |

(In Thousands of Dollars)

PROJECT: Unemployment Benefits Paid to Ex-Service Members

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$22,000 |
| FY 1990 | Estimate | \$24,500 |
| FY 1991 | Estimate | \$23,500 |

**PART I - PURPOSE AND SCOPE**

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces where upon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY84 the Department of Labor (DOL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984 (October 1, 1983), the Department of Defense (DoD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DoD into a Treasury account entitled "Federal Employees Compensation Account."

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on Department of Labor and Department of Defense historical experience.

|                             | FY 1989 Actual |          | FY 1990 Estimate |          | FY 1991 Estimate |          |
|-----------------------------|----------------|----------|------------------|----------|------------------|----------|
|                             | Actual Number  | Avg Rate | Actual Number    | Avg Rate | Actual Number    | Avg Rate |
| Unemployment Benefits Costs |                | \$22,000 |                  | \$24,500 |                  | \$23,500 |

(In Thousands of Dollars)

PROJECT: Survivor Benefits

|         |          |          |
|---------|----------|----------|
| FY 1989 | Actual   | \$11,800 |
| FY 1990 | Estimate | 8,000    |
| FY 1991 | Estimate | \$7,000  |

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of Military Personnel, Air Force. These benefits were withdrawn under Public Law 97-35 which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat, 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

|                   | FY 1989 Actual |          | FY 1990 Estimate |         | FY 1991 Estimate |         |
|-------------------|----------------|----------|------------------|---------|------------------|---------|
|                   | Number         | Rate     | Number           | Rate    | Number           | Rate    |
| Survivor Benefits |                | \$11,800 |                  | \$8,000 |                  | \$7,000 |



**SECTION 5  
DEPARTMENT OF THE AIR FORCE  
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)**

|                                      | <u>FY 1989 Actual</u> |            | <u>FY 1990 Estimate*</u> |            | <u>FY 1991 Estimate*</u> |            |
|--------------------------------------|-----------------------|------------|--------------------------|------------|--------------------------|------------|
|                                      | Officers              | Total      | Officers                 | Enlisted   | Officers                 | Enlisted   |
| <b>ASSIGNED OUTSIDE DOD</b>          |                       |            |                          |            |                          |            |
| <u>Nonreimbursable Personnel:</u>    |                       |            |                          |            |                          |            |
| Exec Office of the President         | 9                     | 12         | 9                        | 3          | 9                        | 12         |
| Vice President's Office              | 4                     | 9          | 4                        | 5          | 4                        | 9          |
| State Department                     | 3                     | 3          | 3                        | 0          | 3                        | 3          |
| Dept of Transportation               | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| Arms Cntrl and Disarm't Agency       | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| Energy Department                    | 12                    | 13         | 12                       | 1          | 12                       | 13         |
| Department of Justice                | 2                     | 3          | 2                        | 1          | 2                        | 3          |
| Nat'l -Oceanic & Atm Admin           | 6                     | 6          | 6                        | 0          | 6                        | 6          |
| U.N. Truce Supervision Agency        | 6                     | 6          | 6                        | 0          | 6                        | 6          |
| Environmental Protect'n Agency       | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| Selective Service System             | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| Constitution Bicentennial Commission | 2                     | 2          | 2                        | 0          | 2                        | 2          |
| Miscellaneous                        | 3                     | 3          | 3                        | 0          | 3                        | 3          |
| <b>Subtotal - Nonreimb Program</b>   | <b>51</b>             | <b>61</b>  | <b>51</b>                | <b>10</b>  | <b>51</b>                | <b>61</b>  |
| <u>Reimbursable Personnel:</u>       |                       |            |                          |            |                          |            |
| Exec Office of the President         | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| Central Intelligence Agency          | 20                    | 20         | 20                       | 0          | 20                       | 20         |
| State Department                     | 3                     | 3          | 3                        | 0          | 3                        | 3          |
| Arms Cntrl and Disarm't Agency       | 10                    | 10         | 10                       | 0          | 10                       | 10         |
| Dept of Transportation               | 18                    | 19         | 18                       | 1          | 18                       | 19         |
| NASA                                 | 27                    | 29         | 27                       | 2          | 27                       | 29         |
| Classified Activities                | 59                    | 167        | 58                       | 108        | 58                       | 166        |
| Selective Service System             | 5                     | 5          | 5                        | 0          | 5                        | 5          |
| Dept of Agriculture                  | 1                     | 1          | 1                        | 0          | 1                        | 1          |
| <b>Subtotal - Reimbursable Prog</b>  | <b>144</b>            | <b>255</b> | <b>143</b>               | <b>111</b> | <b>143</b>               | <b>254</b> |
| <b>Total Outside DOD</b>             | <b>195</b>            | <b>316</b> | <b>194</b>               | <b>121</b> | <b>194</b>               | <b>315</b> |



MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

ASSIGNED TO DOD ACTIVITIES IN  
SUPPORT OF NON-DOD FUNCTIONS:

Reimbursable Personnel

NASA

Foreign Military Sales\*

Security Assistance Program\*

Total - Other Activities

Total Reimbursable

Total Nonreimbursable

Grand Total

|                              | FY 1989 Actual |          | Total | FY 1990 Estimate* |          | Total | FY 1991 Estimate* |          | Total |
|------------------------------|----------------|----------|-------|-------------------|----------|-------|-------------------|----------|-------|
|                              | Officers       | Enlisted |       | Officers          | Enlisted |       | Officers          | Enlisted |       |
| NASA                         | 4              | 17       | 21    | 4                 | 17       | 21    | 4                 | 17       | 21    |
| Foreign Military Sales*      | 429            | 679      | 1108  | 107               | 470      | 577   | 103               | 450      | 553   |
| Security Assistance Program* | 131            | 39       | 170   | 0                 | 0        | 0     | 0                 | 0        | 0     |
| Total - Other Activities     | 564            | 735      | 1299  | 111               | 487      | 598   | 107               | 467      | 574   |
| Total Reimbursable           | 708            | 846      | 1554  | 254               | 598      | 852   | 250               | 578      | 828   |
| Total Nonreimbursable        | 51             | 10       | 61    | 51                | 10       | 61    | 51                | 10       | 61    |
| Grand Total                  | 759            | 856      | 1615  | 305               | 608      | 913   | 301               | 588      | 889   |

\* Adjustments made for Fair Pricing Legislation

**REIMBURSABLE PROGRAM  
DEPARTMENT OF THE AIR FORCE  
(in Thousands of Dollars)**

|   | FY 1989<br><u>Actual</u> | FY 1990**<br><u>Estimate</u> | FY 1991**<br><u>Estimate</u> |
|---|--------------------------|------------------------------|------------------------------|
| <u>Subsistence</u>                            |                          |                              |                              |
| Reserve and National Guard                    | \$4,213                  | \$4,364                      | \$ -0-                       |
| Individual                                    | 44,082                   | 43,982                       | -0-                          |
| Other   | 6,685                    | 6,926                        | 3,555                        |
| Subtotal                                      | 54,980                   | 55,272                       | 3,555                        |
| <u>Medical</u>                                | 5,869                    | 6,080                        | 6,293                        |
| <u>Foreign Military Sales* (Non-Strength)</u> | 23,700                   | 3,319                        | 3,435                        |
| <u>Other Non-Strength</u>                     |                          |                              |                              |
| Surcharge, Misc.                              | 5,055                    | 677                          | 701                          |
| <u>Strength Related</u>                       |                          |                              |                              |
| Officer                                       | 39,697                   | 34,392                       | 38,982                       |
| --Basic Pay                                   | 11,890                   | 13,955                       | 15,721                       |
| --Other Pay and Allowances                    | 10,532                   | 17,959                       | 20,880                       |
| Enlisted                                      | 4,638                    | 7,540                        | 8,493                        |
| --Basic Pay                                   | 37,652                   | 31,163                       | 35,102                       |
| --Other Pay and Allowances                    | 1,587                    | 1,543                        | 1,728                        |
| Retired Pay Accrual (Officers & Enlisted)     |                          |                              |                              |
| PCS Travel                                    |                          |                              |                              |
| Subtotal                                      | 105,996                  | 106,552                      | 120,916                      |
| <u>Total Program</u>                          | \$195,600                | \$171,900                    | \$134,900                    |

\* Excludes TAFTS and other programs for which end strength is specifically programmed.  
These are included in the strength related entry.

\*\* Adjustments made for Pair Pricing Legislation.