

DEPARTMENT OF THE AIR FORCE

AD-A265 282



FY 1994 BUDGET ESTIMATES
SUBMITTED TO CONGRESS APRIL 1993

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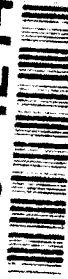


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Military Personnel, Air Force

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MILITARY PERSONNEL, AIR FORCE

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Accession For	
NTIS	CR&I
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Unannounced	
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By <i>per call</i>	
Distribution	
Availability Codes	
Dist	Avail and/or Special
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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAMS

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

	FY 1992 <u>Actual</u>	FY 1993 <u>Estimate</u>	FY 1994 <u>Estimate</u>
<u>Direct Program</u>			
Pay and Allowances of Officers	6,387,525	6,132,448	5,359,090
Pay and Allowances of Enlisted	11,143,271	10,425,313	8,631,229
Pay and Allowances of Cadets	36,823	39,493	36,038
Subsistence of Enlisted Personnel	799,375	771,351	710,688
Permanent Change of Station Travel	946,434	1,206,399	812,507
Other Military Personnel Programs	91,072	103,211	80,080
TOTAL DIRECT PROGRAM	19,404,500	18,478,215	15,629,630
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	355,210	364,725	628,418
Pay and Allowances of Enlisted	855,375	688,423	1,757,102
Permanent Change of Station Travel	2,415	56,052	104,113
TOTAL REIMBURSABLE PROGRAM	1,213,000	1,289,200	2,489,633
<u>Total Program</u>			
Pay and Allowances of Officers	6,742,735	6,497,173	5,987,508
Pay and Allowances of Enlisted	11,998,646	11,293,736	10,388,331
Pay and Allowances of Cadets	36,823	39,493	36,038
Subsistence of Enlisted Personnel	799,375	771,351	710,688
Permanent Change of Station Travel	946,849	1,012,451	816,620
Other Military Personnel Programs	91,072	113,211	80,080
TOTAL OBLIGATIONS	20,817,500	19,767,415	18,119,263

SECTION 2

INTRODUCTORY STATEMENT

SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force, 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. 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 Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and 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 inventory of officers, enlisted personnel and cadets and shows the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, basic allowance for subsistence, permanent change of station travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 19,200 in programmed end strength from 444,900 to 425,700 between FY 1993 and FY 1994 in the FY 1994 President's Budget. While most of the reduction is attributable to force structure drawdown, Congressionally approved base closures, fewer support organizations, and management improvements, we continue to bring our military end strength to its lowest level in more than 40 years.

Significant use of the authorized voluntary separation incentive and the special separation benefit (VS/SSB) programs as well as the newly authorized 15 year retirement program are reflected in the budget estimate in order to avoid involuntary separations and to shape the force while achieving force reductions. Budget estimates include the total funding requirements for SSB in FY 1992 thru FY 1994 and 15 year retirement in FY 1993 and FY 1994. For VSI, specific amounts are identified for initial payments as well as all annuity payments which are funded in the VSI Trust Fund.

Current law requires that the budget request include amounts for military retirement accrual consistent with the most recent Board of Actuaries assumptions. This budget reflects the Board of Actuaries approved economic assumption changes effective in FY 1993 and FY 1994.

FISCAL YEAR 1992

The Fiscal Year 1992 column, FY 1994 President's Budget reflects the total Congressional appropriation of \$20,617,500 with an end strength of 470,315 and 496,936 workyears. The appropriated amount includes the FY 1992 Omnibus Reprogramming (\$141.7 million) and the FY 1992 Supplemental (\$313.5 million).

FISCAL YEAR 1993

The Fiscal Year 1993 column, FY 1994 President's Budget reflects the following actions:

- (a) Fiscal Year 1993 End Strength and Associated Workyears. The FY 1993 end strength is 444,900 with 455,351 workyears.
- (b) Fiscal Year 1993 Funding Level. The FY 1993 funding level is \$19,767,415. Reimbursements are estimated to be \$1,289,200. As a result of program changes (primarily understrength) during FY 1993, we are identifying \$102,948 as a source for required reprogramming actions.

- (c) Retired Pay Accrual. The normal cost percentage for FY 1993 is 38.4% of basic pay.
- (d) Pay Raise. The FY 1993 pay raise is 3.7% with the annualization of the FY 1992 4.2% pay raise.
- (e) Inflation. The economic assumption for inflation for FY 1993 is 2.4%.

FISCAL YEAR 1994

The Fiscal Year 1994 column, FY 1994 President's Budget reflects the following actions:

- (a) Fiscal Year 1994 End Strength and Associated Workyears. The FY 1994 end strength is projected to be 425,700 with 437,818 workyears.
- (b) Fiscal Year 1994 Funding Level. The FY 1994 budget request is \$18,119,263. Reimbursements are estimated to be \$2,489,633. The large increase in reimbursements is attributed to Air Mobility Command becoming part of the Defense Business Operations Fund (DBOF).
- (c) Retired Pay Accrual. The normal cost percentage for FY 1994 is 36% of basic pay.
- (d) Pay Raise. No FY 1994 pay raise.
- (e) Inflation. The economic assumption for inflation for FY 1994 is 2.4%.

SECTION 3

SUMMARY TABLES

SECTION 3
SUMMARY OF MILITARY PERSONNEL STRENGTHS

	<u>FY 1992 Actual</u>		<u>FY 1993 Estimate</u>		<u>FY 1994 Estimate</u>	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>Direct Program</u>						
Officers	90,011	86,061	81,810	79,826	74,039	71,589
Enlisted	371,062	348,858	338,998	331,274	300,904	293,075
Cadets	4,265	4,255	4,173	4,200	4,114	4,100
Total Direct Program	465,338	439,174	424,981	415,300	379,057	368,764
<u>Reimbursable Program</u>						
Officers	4,623	4,315	4,282	4,250	9,314	9,287
Enlisted	26,975	26,826	26,088	25,350	49,447	47,849
Cadets	0	0	0	0	0	0
Total Reimbursable Program	31,598	31,141	30,370	29,600	58,761	56,936
<u>Total Program</u>						
Officers	94,634	90,376	86,092	84,076	83,353	80,876
Enlisted	398,037	375,684	365,086	356,624	350,351	340,724
Cadets	4,265	4,255	4,173	4,200	4,114	4,100
TOTAL PROGRAM	496,936	470,315	455,351	444,900	437,818	425,700

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

	FY 1992		FY 1993		FY 1994	
	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	11	0	11	0	10	0
0-9 LT GENERAL	33	0	34	0	33	0
0-8 MAJOR GENERAL	110	0	103	0	99	0
0-7 BRIG GENERAL	154	0	150	1	144	3
0-6 COLONEL	4,588	61	4,408	60	4,268	131
0-5 LT COLONEL	11,699	344	11,130	339	10,848	740
0-4 MAJOR	17,600	608	16,835	600	16,345	1,310
0-3 CAPTAIN	40,417	1,948	36,911	1,917	34,833	4,191
0-2 1ST LIEUTENANT	8,965	1,353	8,736	1,333	8,559	2,912
0-1 2ND LIEUTENANT	6,789	0	5,758	0	5,736	0
TOTAL	90,376	4,315	84,076	4,250	80,876	9,287
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	3,943	199	3,607	188	3,407	353
E-8 SENIOR MASTER SERGEANT	7,879	467	7,215	441	6,814	829
E-7 MASTER SERGEANT	37,649	2,245	36,847	2,122	35,180	3,988
E-6 TECHNICAL SERGEANT	55,638	3,461	52,300	3,270	50,400	6,147
E-5 STAFF SERGEANT	86,582	6,892	81,805	6,512	71,400	12,241
E-4 SERGEANT	103,549	7,698	98,825	7,275	91,500	13,675
E-3 AIRMAN FIRST CLASS	47,894	5,864	48,271	5,542	47,860	10,416
E-2 AIRMAN	18,684	0	17,554	0	19,794	0
E-1 AIRMAN BASIC	13,866	0	12,200	0	14,369	0
TOTAL	375,684	26,828	356,624	25,350	340,724	47,649
CADETS	4,255	0	4,200	0	4,100	0
TOTAL END STRENGTH	470,315	31,141	444,900	29,600	425,700	56,936

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

	FY 1992		FY 1993		FY 1994	
	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED
<u>COMMISSIONED OFFICERS</u>						
O-10 GENERAL	11	0	11	0	11	0
O-9 LT GENERAL	35	0	35	0	34	0
O-8 MAJOR GENERAL	111	0	109	0	104	0
O-7 BRIG GENERAL	160	0	153	1	148	3
O-6 COLONEL	5,079	65	4,577	60	4,529	131
O-5 LT COLONEL	12,147	368	11,612	341	10,823	742
O-4 MAJOR	18,189	652	17,139	604	16,859	1,314
O-3 CAPTAIN	42,060	2,088	37,328	1,933	36,311	4,203
O-2 1ST LIEUTENANT	10,081	1,450	9,045	1,343	8,684	2,921
O-1 2ND LIEUTENANT	6,761	0	6,083	0	5,870	0
TOTAL	94,634	4,623	86,092	4,282	83,353	9,314

	FY 1992		FY 1993		FY 1994	
	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED	TOTAL	REMB INCLUDED
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	4,135	200	3,888	193	3,644	368
E-8 SENIOR MASTER SERGEANT	8,066	469	7,760	454	7,225	860
E-7 MASTER SERGEANT	37,949	2,258	37,398	2,184	36,411	4,139
E-6 TECHNICAL SERGEANT	55,703	3,480	53,969	3,365	51,350	6,379
E-5 STAFF SERGEANT	99,975	6,929	83,986	6,702	82,433	12,703
E-4 SERGEANT	108,014	7,742	100,538	7,487	94,880	14,191
E-3 AIRMAN FIRST CLASS	54,219	5,897	46,742	5,703	41,124	10,809
E-2 AIRMAN	17,839	0	18,702	0	19,799	0
E-1 AIRMAN BASIC	12,117	0	12,093	0	13,485	0
TOTAL	398,037	26,975	365,086	26,088	350,351	49,447
<u>CADETS</u>						
	4,265	0	4,173	0	4,114	0
TOTAL WORKYEARS	498,936	31,598	455,351	30,370	437,818	58,761

MILITARY PERSONNEL, AIR FORCE
ACTIVE DUTY STRENGTHS BY MONTHS
(IN THOUSANDS)

	FY 1992				FY 1993				FY 1994			
	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>
September	96.6	409.4	4.4	510.4	90.4	375.7	4.3	470.4	84.1	356.6	4.1	444.8
October	96.0	405.3	4.4	505.7	89.6	372.5	4.2	466.3	82.9	355.9	4.2	443.0
November	95.6	403.4	4.4	503.4	89.2	370.0	4.2	463.4	82.8	355.2	4.2	442.2
December	95.3	402.3	4.4	502.0	88.5	366.5	4.2	459.2	82.8	354.5	4.1	441.4
January	94.9	401.2	4.3	500.4	85.3	362.9	4.2	452.4	82.2	353.9	4.1	440.2
February	94.8	400.2	4.3	499.3	84.2	362.1	4.2	450.5	82.2	353.4	4.1	439.7
March	94.3	399.5	4.3	498.1	84.2	361.9	4.1	450.2	82.2	349.0	4.1	435.3
April	94.3	398.4	4.3	497.0	84.1	361.5	4.1	449.7	82.2	347.8	4.0	434.0
May	95.1	397.8	3.2	496.1	84.0	360.8	3.1	447.9	82.2	346.5	3.0	431.7
June	94.8	391.2	4.4	490.4	84.6	360.0	4.4	449.0	82.8	345.3	4.3	432.4
July	94.0	386.2	4.4	484.6	84.5	358.5	4.3	447.3	82.5	343.8	4.2	430.5
August	92.8	380.8	4.3	477.9	84.2	357.9	4.2	446.3	82.2	342.4	4.1	428.7
September	90.4	375.7	4.3	470.4	84.1	356.6	4.2	444.9	80.9	340.7	4.1	425.7
Workyears	94.6	398.0	4.3	496.9	86.1	365.1	4.2	455.4	83.4	350.4	4.1	437.8

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

OFFICERS

	<u>Actual FY 1992</u>	<u>Projected FY 1993</u>	<u>Projected FY 1994</u>
BEGINNING STRENGTH	96,599	90,376	84,076
GAINS (BY SOURCE):			
SERVICE ACADEMIES	1,045	955	984
ROTC	1,930	2,256	1,792
HEALTH PROFESSIONS SCHOLARSHIPS	430	399	419
OFFICER TRAINING SCHOOL	348	351	720
OTHER*	1,103	914	960
TOTAL GAINS	4,856	4,875	4,875
LOSSES (BY TYPE):			
VOLUNTARY SEPARATIONS	3,405	2,228	1,917
RETIREMENT	4,467	4,100	4,357
INVOLUNTARY SEPARATION	510	143	465
WITH PAY	457	96	430
WITHOUT PAY	53	47	35
VSI/SSB	2,220	2,821	203
15 YEAR RETIREMENT	0	39	797
REDUCTION IN FORCE	2	1,551	0
OTHER**	395	293	336
LOSS ADJUSTMENT	80	0	0
TOTAL LOSSES	11,079	11,175	8,075
TOTAL	90,376	84,076	80,876

* Other gains include Reserve Recall, Direct Appointments, and Surgeon General Enlisted Commissioning.

** Other losses include deaths, pregnancies, and miscellaneous attrition.

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

ENLISTED

	<u>Actual</u> <u>FY 1992</u>	<u>Projected</u> <u>FY 1993</u>	<u>Projected</u> <u>FY 1994</u>
BEGINNING STRENGTH	409,425	375,684	356,624
GAINS (BY SOURCE):			
NON PRIOR SERVICE ENLISTMENTS			
MALE	35,100	31,500	30,000
FEMALE	27,480	24,742	23,700
PRIOR SERVICE ENLISTMENTS	7,620	6,758	6,300
REENLISTMENTS	97	78	50
RESERVES	70,215	56,587	53,457
OFFICER CANDIDATE PROGRAMS	47	77	100
OTHER	198	212	579
GAIN ADJUSTMENTS	183	250	250
	1,152	672	1,200
TOTAL GAINS	108,992	89,376	85,630
LOSSES (BY TYPE):			
ETS	20,771	15,231	16,880
VS/SSB	14,365	9,245	300
15 YEAR RETIREMENT	0	0	4,200
TO COMMISSIONED OFFICER	472	394	720
REENLISTMENTS	70,215	56,587	53,457
RETIREMENT	13,310	11,793	10,543
ATTRITION	21,597	15,182	15,430
LOSS ADJUSTMENTS	3	4	0
TOTAL LOSSES	140,733	108,436	101,530
TOTAL	375,684	356,624	340,724

CADETS

BEGINNING STRENGTH	4,408	4,255	4,200
GAINS:	1,231	1,365	1,308
LOSSES:			
ATTRITION	318	459	411
GRADUATES	1,066	961	997
TOTAL	4,255	4,200	4,100

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (In Thousands of Dollars)

	FY 92			FY 93			FY 94		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. Basic Pay	3,526,612	6,454,100	9,980,712	3,371,492	6,203,204	9,574,696	3,244,158	5,984,850	9,228,908
2. Retired Pay Accrual	1,505,863	2,755,901	4,261,764	1,227,223	2,257,966	3,485,189	1,167,897	2,154,475	3,322,372
3. Basic Allowance for Quarters	477,501	872,295	1,349,796	463,739	864,798	1,328,537	450,644	834,626	1,285,270
A. With Dependents	364,352	728,324	1,093,676	347,533	707,802	1,055,335	338,575	683,575	1,022,150
B. Without Dependents	112,760	133,562	246,322	115,853	147,682	263,535	111,728	142,304	254,033
C. Partial	368	8,048	8,416	332	7,762	8,094	319	7,250	7,569
D. Inadequate	21	1,361	1,382	21	1,552	1,573	21	1,497	1,518
4. Variable Housing Allowance	106,338	169,930	276,268	104,509	167,119	271,628	101,306	160,361	261,667
5. Basic Allowance for Subsistence	151,263	799,375	950,638	142,722	771,351	914,073	139,424	710,896	850,110
A. Auth to Mess Separately	151,263	698,554	820,817	142,722	646,115	788,837	139,424	595,288	734,712
B. Leave Rations	N/A	71,710	71,710	N/A	69,199	69,199	N/A	63,757	63,757
C. Rations - In - Kind Not Avail	N/A	57,653	57,653	N/A	55,623	55,623	N/A	51,246	51,246
D. Aug for Separate Meals	N/A	458	458	N/A	414	414	N/A	395	395
6. Incentive Pay, Hazardous Duty, and Aviation Career	245,266	24,649	269,915	244,115	23,660	267,775	213,419	23,262	236,681
A. Flying Duty Pay	244,493	19,606	264,099	243,310	18,794	262,104	212,755	18,413	231,168
1. Aviation Career Officer	168,989	N/A	168,989	166,322	N/A	166,322	154,460	N/A	154,460
2. Crew Members, Enlisted	N/A	18,440	18,440	N/A	17,734	17,734	N/A	17,617	17,617
3. Noncrew Member	86	1,166	1,252	99	1,060	1,159	99	796	895
4. AWACS Weapons Controller	2,360	N/A	2,360	2,310	N/A	2,310	2,310	N/A	2,310
5. Crew Members, Nonrated	1,328	N/A	1,328	1,279	N/A	1,279	1,279	N/A	1,279
6. Aviator Continuation Pay	73,730	N/A	73,730	73,300	N/A	73,300	54,607	N/A	54,607
B. Parachute Jumping Pay	266	1,687	1,953	279	1,635	1,914	234	1,624	1,858
C. Demolition Pay	81	1,568	1,649	73	1,501	1,574	75	1,501	1,576
D. Other Pays	378	772	1,150	408	776	1,184	316	770	1,086
E. Toxic Fuels/Live Biological	48	1,016	1,064	45	954	999	39	954	993
7. Special Pays	150,343	84,634	234,977	163,092	82,333	245,425	158,695	81,068	239,763
A. Physicians	128,113	N/A	128,113	140,410	N/A	140,410	136,434	N/A	136,434
B. Dentists	14,588	N/A	14,588	12,965	N/A	12,965	12,263	N/A	12,263

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	FY 92			FY 93			FY 94		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
C. Optometrists	246	N/A	246	245	N/A	245	240	N/A	240
D. Veterinarians	13	N/A	13	11	N/A	11	10	N/A	10
E. Sea and Foreign Duty, Total	N/A	5,332	5,332	N/A	5,335	5,335	N/A	4,621	4,621
1. Sea Duty	N/A	5	5	N/A	4	4	N/A	4	4
2. Duty at Certain Places	N/A	5,327	5,327	N/A	5,331	5,331	N/A	4,617	4,617
F. Diving Duty Pay/Hostile Fire	4,013	22,175	26,188	4,943	23,741	28,684	3,389	21,348	24,737
G. Selective Reenlistment Bonus	N/A	38,749	38,749	N/A	35,779	35,779	N/A	37,360	37,360
H. Special Duty Assignment Pay	N/A	14,063	14,063	N/A	12,111	12,111	N/A	12,471	12,471
I. Enlistment Bonus	N/A	903	903	N/A	1,192	1,192	N/A	1,356	1,356
J. Overseas Extension Pay	N/A	1,207	1,207	N/A	1,222	1,222	N/A	979	979
K. Nurses Bonus	2,764	N/A	2,764	3,553	N/A	3,553	3,340	N/A	3,340
L. Foreign Language Pro Pay	606	2,205	2,811	945	2,953	3,898	999	2,953	3,952
8. Allowances	118,940	553,908	670,848	124,847	627,557	752,404	99,567	444,052	543,619
A. Uniform or Clothing Allowances	1,771	122,113	123,884	1,747	119,871	121,618	1,747	105,895	107,642
1. Initial Issue	1,265	31,273	32,538	1,259	27,216	28,475	1,259	24,507	25,766
a. Military	971	29,202	30,173	975	24,517	25,492	975	22,021	22,996
b. Civilian	314	2,071	2,385	284	2,699	2,983	284	2,486	2,770
2. Additional	486	N/A	486	488	N/A	488	488	N/A	488
3. Basic Maintenance	N/A	15,486	15,486	N/A	13,407	13,407	N/A	13,288	13,288
4. Standard Maintenance	N/A	73,929	73,929	N/A	77,439	77,439	N/A	66,305	66,305
5. Supplemental	N/A	1,425	1,425	N/A	1,809	1,809	N/A	1,795	1,795
B. Station Allowance Overseas	112,664	417,548	530,232	120,682	493,275	613,957	95,618	325,371	420,989
1. Cost-of-Living	66,054	261,849	327,903	73,993	314,250	388,243	57,716	213,258	270,974
2. Housing	32,893	103,301	136,194	30,865	106,677	137,542	24,881	79,756	104,637
3. Temporary Lodging	12,275	44,762	57,037	14,457	64,850	79,307	11,798	25,220	37,018
4. Moving-In Housing Allowance	1,462	7,638	9,098	1,367	7,486	8,853	1,223	7,137	8,360
C. Family Separation Allowance	2,436	14,247	16,683	2,370	14,411	16,781	2,156	12,766	14,942
1. On PCS, No Gov't Quarters	702	2,974	3,676	688	3,179	3,867	670	2,845	3,515
2. On PCS, Dependents Not Auth	542	5,390	5,932	523	5,368	5,911	482	4,903	5,385
3. On TDY	1,192	5,883	7,075	1,159	5,844	7,003	1,004	5,038	6,042
D. General and Flag Off. Personal	49	N/A	49	46	N/A	46	46	N/A	46

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	FY 92			FY 93			FY 94		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
9. Separation Payments	149,202	502,247	651,449	354,949	510,523	865,472	123,805	178,591	303,396
A. Terminal Leave Payments	44,770	48,916	93,686	41,747	49,309	91,056	27,394	47,396	74,790
B. Severance Pay, Disability	701	9,245	9,946	814	6,517	9,331	1,019	8,009	9,028
C. Severance Pay, Non-Promotion/Unfitness	21,243	N/A	21,243	4,902	N/A	4,902	20,300	N/A	20,300
D. Severance Pay, Invol. Hail (5%)	274	5,310	5,584	8	5,905	5,913	19	5,905	5,924
E. Severance Pay, Invol. Full (10%)	126	24,049	24,175	28,515	12,412	40,927	1,549	9,852	11,401
F. Severance Pay, VSI	12,666	6,841	19,507	18,443	6,671	25,314	N/A	N/A	N/A
G. Severance Pay, SSB	68,422	407,886	477,308	73,520	221,209	294,729	6,784	10,082	16,866
H. VSI Trust Fund	N/A	N/A	N/A	185,100	206,300	391,400	30,900	11,500	42,400
I. 15 Year Retirement	N/A	N/A	N/A	1,900	N/A	1,900	33,840	86,847	120,687
10. Social Security Tax Payments	313,407	560,962	874,369	300,485	556,576	857,061	288,593	526,226	814,819
11. PCS Travel	266,693	682,156	948,849	334,447	728,004	1,062,451	271,386	645,234	916,620
12. Other MI Personnel Costs	475	90,597	91,072	455	102,756	103,211	455	79,625	80,080
A. Apprehension of Deserters	N/A	98	98	N/A	101	101	N/A	103	103
B. Unemployment Benefits	N/A	74,511	74,511	N/A	87,829	87,829	N/A	64,695	64,695
C. Interest on USSDP (MIA)	25	N/A	25	35	N/A	35	35	N/A	35
D. Death Gratuities	450	2,388	2,838	420	2,226	2,646	420	2,226	2,646
E. Survivor Benefits	N/A	11,600	11,600	N/A	11,600	11,600	N/A	11,600	11,600
F. Adoption Program	N/A	2,000	2,000	N/A	1,000	1,000	N/A	1,000	1,000
G. Volunteer Education Assist. Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	1
13. Cadets	36,823	N/A	36,823	39,493	N/A	39,493	36,036	N/A	36,036
Total All Military Personnel Appropriations Request	7,046,726	13,570,774	20,617,500	6,971,568	12,893,847	19,767,415	6,295,387	11,823,876	18,119,263
14. Less Reimbursables	355,890	857,110	1,213,000	378,797	910,403	1,289,200	654,555	1,835,078	2,489,633
(Retired Pay Accrual) (Other)	(98,365) (257,525)	(236,900) (820,210)	(335,265) (877,735)	(97,742) (281,055)	(234,917) (675,486)	(332,657) (956,541)	(138,023) (516,532)	(396,955) (1,448,123)	(524,978) (1,964,655)
TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST	6,690,836	12,713,664	19,404,500	6,492,771	11,983,444	18,478,215	5,640,832	9,988,798	15,629,630

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1993
(In Thousands of Dollars)

	FY 1993 COLUMN FY 93 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1993 COLUMN FY 1994 REQUEST
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	3,394,979	(20,000)	3,374,979	(3,487)	3,371,492		3,371,492
Retired Pay Accrual	1,432,681	(120,955)	1,311,726	(34,355)	1,277,371	(50,148)	1,227,223
Incentive Pay	233,635		233,635	10,480	244,115		244,115
Special Pay	148,532		148,532	14,608	163,140		163,140
Basic Allowance for Quarters	454,644		454,644	9,095	463,739		463,739
Variable Housing Allowance	101,396		101,396	3,113	104,509		104,509
Basic Allowance for Subsistence	145,952	(1,000)	144,952	(2,230)	142,722		142,722
Station Allowances Overseas	114,967		114,967	5,715	120,682		120,682
Uniform Allowances	2,096		2,096	(349)	1,747		1,747
Family Separation Allowances	2,353		2,353	17	2,370		2,370
Separation Payments	256,611	98,338	354,949		354,949		354,949
Social Security Tax - Employer's							
Contribution	300,444		300,444	41	300,485		300,485
Reimbursables	(362,077)		(362,077)	(2,648)	(364,725)		(364,725)
Total Obligations	6,588,290	(43,617)	6,544,673	2,648	6,547,321	(50,148)	6,497,173
Less Reimbursements	(362,077)	0	(362,077)	(2,648)	(364,725)	0	(364,725)
TOTAL DIRECT OBLIGATIONS	6,226,213	(43,617)	6,182,596	0	6,182,596	(50,148)	6,132,448

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1993
(In Thousands of Dollars)

	FY 1993 COLUMN FY 93 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1993 COLUMN FY 1994 REQUEST
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	6,231,508	(12,500)	6,219,008	(15,804)	6,203,204		6,203,204
Retired Pay Accrual	2,629,697	(174,458)	2,455,239	(169,473)	2,285,766	(27,800)	2,257,966
Incentive Pay	26,864		26,864	(3,204)	23,660		23,660
Special Pay	19,364		19,364	13,887	33,251		33,251
Special Duty Assignment Pay	11,696		11,696	415	12,111		12,111
Reenlistment Bonus	37,308		37,308	(1,529)	35,779		35,779
Enlistment Bonus	1,192		1,192		1,192		1,192
Basic Allowance for Quarters	840,725		840,725	24,073	864,798		864,798
Station Allowances Overseas	397,206		397,206	96,069	493,275		493,275
Clothing Allowance	135,875		135,875	(16,004)	119,871		119,871
Family Separation Allowances	12,419		12,419	1,992	14,411		14,411
Separation Payments	427,988	82,535	510,523		510,523		510,523
Variable Housing Allowance	149,000		149,000	18,119	167,119		167,119
Social Security Tax - Employer's							
Contribution	558,699	(420)	558,279	(1,703)	556,576		556,576
Reimburseables	(921,585)		(921,585)	53,162	(868,423)		(868,423)
Total Obligations	11,479,541	(104,843)	11,374,698	(53,162)	11,321,536	(27,800)	11,293,736
Less Reimbursements	(921,585)	0	(921,585)	53,162	(868,423)	0	(868,423)
TOTAL DIRECT OBLIGATIONS	10,557,956	(104,843)	10,453,113	0	10,453,113	(27,800)	10,425,313
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	39,493		39,493		39,493		39,493
TOTAL DIRECT OBLIGATIONS	39,493	0	39,493	0	39,493	0	39,493

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1993
(In Thousands of Dollars)

	FY 1993 COLUMN FY 93 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1993 COLUMN FY 1994 REQUEST
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	797,228	(877)	796,351		796,351	(25,000)	771,351
TOTAL DIRECT OBLIGATIONS	797,228	(877)	796,351	0	796,351	(25,000)	771,351
<u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	48,683	(9,000)	39,683	(669)	39,014		39,014
Training Travel	36,667		36,667	2,878	39,545		39,545
Operational Travel	145,836		145,836	30,372	176,208		176,208
Rotational Travel	502,814	(4,100)	498,714	2,035	500,749		500,749
Separation Travel	146,249		146,249	16,862	163,111		163,111
Travel of Organized Units	33,609	(8,000)	25,609	(203)	25,406		25,406
Nontemporary Storage	25,191		25,191	(2,052)	23,139		23,139
Temporary Lodging Expense	20,188	15,600	35,788	1,291	37,079		37,079
Hurricane Andrew Supplemental	0	58,200	58,200		58,200		58,200
Reimbursables	(5,538)		(5,538)	(50,514)	(56,052)		(56,052)
Total Obligations	959,237	52,700	1,011,937	50,514	1,062,451	0	1,062,451
Less Reimbursements	(5,538)	0	(5,538)	(50,514)	(56,052)	0	(56,052)
TOTAL DIRECT OBLIGATIONS	953,699	52,700	1,006,399	0	1,006,399	0	1,006,399

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1993
(In Thousands of Dollars)

	FY 1993 COLUMN FY 93 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1993 COLUMN FY 1994 REQUEST
OTHER MILITARY PERSONNEL COSTS							
Apprehension of Military Deserters,							
Absentees and Escaped Military							
Prisoners	98		98	3	101		101
Death Gratuities	2,838		2,838	(192)	2,646		2,646
Interest on Uniform Svcs Savings	24		24	11	35		35
Unemployment Benefits	56,651	30,000	86,651	1,178	87,829		87,829
Survivor Benefits	11,600		11,600		11,600		11,600
Adoption	2,000		2,000	(1,000)	1,000		1,000
TOTAL DIRECT OBLIGATIONS	73,211	30,000	103,211	0	103,211	0	103,211
TOTAL OBLIGATIONS	19,937,000	(66,637)	19,870,363	0	19,870,363	(102,948)	19,767,415
LESS REIMBURSEMENTS	(1,289,200)	0	(1,289,200)	0	(1,289,200)	0	(1,289,200)
DIRECT OBLIGATIONS	18,647,800	(66,637)*	18,581,163	0	18,581,163	(102,948)**	18,478,215

* Includes a reduction of \$124,837 for Congressional action and an increase of \$58,200 supplemental for Hurricane Andrew

** \$102,948 to be used as a reprogramming source for the following items: (1) \$100,000 for Defense Health Program, (2) \$2,800 for Defense Information Technology Services Organization, and (3) \$148 for the National Foreign Intelligence Program

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(in Thousands of Dollars)

Total Military Personnel, Air Force Appropriation

FY 1993 Military Personnel, Air Force Appropriated	18,522,963
Supplemental for Hurricane Andrew (Homestead AFB Evacuation)	58,200
Anticipated Reprogramming	(102,948)
FY 1993 Direct Program	18,478,215

Increases:

Total Increases..... 0

Decreases:

Special Pay.....		(7,749)
- Decrease in workyears	(7,749)	
Clothing Allowance.....		(13,976)
- Decrease in workyears	(4,176)	
- New uniform cost (only one year)	(9,800)	
Social Security.....		(45,439)
- Annualization of 1 Jan 93 3.7% pay raise	7,449	
- Wage credit reduction	(12,437)	
- Decrease in workyears	(40,451)	
Basic Allowance for Quarters.....		(43,267)
- Annualization of 1 Jan 93 3.7% pay raise	11,780	
- Decrease in workyears	(55,047)	
Basic Allowance for Subsistence.....		(63,836)
- Annualization of 1 Jan 93 3.7% pay raise	7,734	
- Rate increase for Cadets	229	
- Decrease in workyears	(71,799)	
Miscellaneous.....		(63,920)
- Selective Reenlistment Bonus (SRB)	1,581	
- Special Duty Assignment Pay	360	
- Enlistment Bonus	164	
- Apprehension of Deserters	2	
- Volunteer Education Assistance Program	1	
- Family Separation Allowance	(1,839)	
- Variable Housing Allowance	(9,961)	
- Unemployment Compensation	(23,134)	
- Incentive Pay	(31,094)	

Permanent Change of Station (PCS).....		(145,831)
- Projected inflation	11,544	
- Industrial rate increase	5,884	
- Annualization of 1 Jan 93 3.7% pay raise	668	
- Nontemporary storage	(550)	
- Temporary Lodging Expense	(18,566)	
- Program/Move changes	(144,811)	
Retired Pay Accrual.....		(162,817)
- Annualization of 1 Jan 93 3.7% pay raise	30,450	
- Decrease in rate as directed by OSD	(13,401)	
- Decrease in workyears	(179,868)	
Overseas Station Allowances.....		(192,968)
- Decrease in rates	(89,618)	
- Decrease in workyears	(103,350)	
Basic Pay.....		(346,273)
- Annualization of 1 Jan 93 3.7% pay raise	84,584	
- Decrease in workyears	(430,857)	
Separation Pay.....		(582,076)
- 15 year retirement	118,858	
- Increase in involuntary separations	12,957	
- Annualization of 1 Jan 93 3.7% pay raise	1,897	
- Decrease in LSTL payments	(16,510)	
- Decrease in voluntary separations - VSI	(25,382)	
- Decrease disability payments	(27,529)	
- Decrease in voluntary separations - SSB	(277,144)	
- Decrease VSI Trust Fund	(349,223)	
Reimbursables.....		(1,200,433)
- Increase in reimbursables is a decrease in direct		
Total Decreases.....		(2,848,585)
FY 1994 Military Personnel, Air Force Direct Program		15,629,630

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

PAY & ALLOWANCES OF OFFICERS

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

1. Pay and Allowances of Officers

FY 1993 Military Personnel Air Force Appropriated	6,182,596
Anticipated Reprogramming	(50,148)
FY 1993 Direct Program	6,132,448

Decreases:

Family Separation Allowance.....	(214)
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— Decrease in requirements	(214)
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Variable Housing Allowance.....	(3,203)
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— Decrease in workyears	(3,203)
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Basic Allowance for Subsistence.....	(3,298)
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— 1 Jan 93 3.7% pay raise	1,273
— Decrease in workyears	(4,571)

Special Pay.....	(4,399)
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— Decrease in workyears	(4,399)
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Social Security (FICA).....	(11,892)
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— 1 Jan 93 3.7% pay raise	2,626
— Increase in Wage Credit	1,194
— Decrease in workyears	(15,712)

Basic Allowance for Quarters.....	(13,095)
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— 1 Jan 93 3.7% pay raise	4,130
— Decrease in workyears	(17,225)

Overseas Station Allowances.....	(25,064)
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— Decrease in rates	(11,281)
— Decrease in workyears	(13,783)

Incentive Pay.....		(30,696)
- Decrease in workyears	(30,696)	
Retired Pay Accrual.....		(59,326)
- 1 Jan 93 3.7% pay raise	10,704	
- Decrease in workyears	(70,030)	
Basic Pay.....		(127,334)
- 1 Jan 93 3.7% pay raise	29,733	
- Decrease in workyears	(157,067)	
Separation Pay.....		(231,144)
- 15 year retirement	32,011	
- Increase in number of involuntary Separations	15,531	
- 1 Jan 93 3.7% pay raise	251	
- Decrease in LSTL payments	(14,163)	
- Decrease Voluntary Separations (VSI)	(18,473)	
- Decrease Disability payments	(27,019)	
- Decrease Voluntary Separations (SSB)	(64,859)	
- Decrease VSI Trust Fund	(154,423)	
Reimbursements.....		(263,693)
- Increase causes decrease in direct program	(263,693)	
Total Decreases.....		(773,358)
FY 1994 Direct Program.....		5,359,090

(Amount in Thousands)

PROJECT: BASIC PAY -- OFFICERS

FY 1992	Actual	\$3,528,612
FY 1993	Estimate	\$3,371,492
FY 1994	Estimate	\$3,244,158

PART I -- PURPOSE AND SCOPE

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

PART II -- JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses in FY 1994 through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and 15 Year Early Retirement. In addition to the VSI/SSB loss programs, the Air Force will offer eligible officers 15 Year Early Retirement to minimize additional loss requirements (such as Selective Early Retirement Boards and VSI/SSB), as directed by the FY 1993 Defense Authorization Act.

Officer accessions for FY 1994 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Medical personnel strengths have been increased above programmatic requirements in order to comply with Congressional direction prohibiting reduction in medical personnel below FY 1989 levels.

(Amount in Thousands)

BASIC PAY - OFFICERS

<u>Grade</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 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	11	103,925	1,143	11	104,800	1,153	11	108,198	1,190
Lt. General	35	92,672	3,244	35	96,212	3,367	34	97,078	3,301
Maj General	111	83,964	9,320	109	87,173	9,502	104	87,959	9,148
Brig General	160	74,109	11,857	153	76,936	11,771	148	77,627	11,489
Colonel	5,079	61,205	310,860	4,577	64,199	293,839	4,529	64,602	292,582
Lt. Colonel	12,147	50,111	608,698	11,612	52,388	608,329	10,823	52,247	565,469
Major	18,189	41,543	755,628	17,139	43,137	739,325	16,859	43,345	730,753
Captain	42,060	34,113	1,434,793	37,328	35,928	1,341,046	36,311	35,445	1,287,043
1st Lieutenant	10,081	26,081	262,923	9,045	28,950	243,763	8,684	28,152	228,581
2nd Lieutenant	6,761	18,954	128,148	6,063	19,628	119,397	5,870	19,864	116,602
TOTAL BASIC PAY	94,634		\$3,526,612	86,092		\$3,371,492	83,353		\$3,244,158

NOTE: Numbers may not add due to rounding.

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 1992	Actual	\$1,505,863
FY 1993	Estimate	\$1,227,223
FY 1994	Estimate	\$1,167,897

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 42.7% for FY 1992, 36.4% for FY 1993, and 36% for FY 1994.
- (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 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
94,634	15,912	\$1,505,863	86,092	14,255	\$1,227,223	83,353	14,011	\$1,167,897

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 1992	Actual	\$245,266
FY 1993	Estimate	\$244,115
FY 1994	Estimate	\$213,419

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 1988.
- (2) Aviation 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 non-crew 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. 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. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$165.
- (6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$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.
- (9) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at the 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. Workyear decreases reflect the projected force drawdown.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

Yrs Svc Grade	New Monthly Rate	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
		Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
2	125	2,632	1,500	3,948	1,960	1,500	2,940	1,903	1,500	2,855
2-3	156	2,008	1,872	3,759	1,768	1,872	3,310	1,654	1,872	3,098
3-4	188	1,974	2,256	4,453	1,982	2,256	4,471	1,823	2,256	4,113
4-6	206	3,585	2,472	8,862	3,558	2,472	8,795	3,273	2,472	8,081
6-18	650	13,833	7,800	107,897	14,025	7,800	109,395	13,054	7,800	101,899
18-20	585	2,804	7,020	19,684	3,186	7,020	22,366	2,931	7,020	20,576
20-22	495	1,884	5,940	11,191	1,550	5,940	9,207	1,428	5,940	8,470
22-24	385	1,069	4,620	5,031	880	4,620	4,066	810	4,620	3,742
24-25	385	327	4,620	1,511	263	4,620	1,215	242	4,620	1,118
25 & over	250	209	3,000	627	176	3,000	528	158	3,000	474
B/G under 25	200	11	2,400	26	12	2,400	29	11	2,400	26
Subtotal Flying Duty Crew		30,356		\$166,989	28,360		\$166,322	27,295		\$154,460
Flying Duty Non-Crew		65	1,320	\$86	75	1,320	\$99	75	1,320	\$99
Flying Duty Non-Rated		598	2,220	\$1,328	576	2,220	\$1,278	576	2,220	\$1,279
AWACS Wpns Contr		701	3,368	\$2,360	705	3,276	\$2,310	705	3,276	\$2,310
Aviation Continuation Pay				\$73,730			\$73,300			\$54,607
Subtotal Flying Duty Pay				\$244,493			\$243,310			\$212,755

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Parachute Jumping	107	1,320	141	112	1,320	148	93	1,320	123
Parachute HALO	63	1,980	125	66	1,980	131	56	1,980	111
Demolition Duty	61	1,320	81	55	1,320	73	57	1,320	75
Press Chmbr Observer	251	1,320	331	275	1,320	363	210	1,320	277
Accel/Decel Subject	35	1,320	46	33	1,320	44	29	1,320	38
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	34	1,320	45	32	1,320	42	27	1,320	36
L-Hazard Bio Org	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay			\$773			\$805			\$664
TOTAL INCENTIVE PAY			\$245,266			\$244,115			\$213,419

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 1992	Actual	\$150,392
FY 1993	Estimate	\$163,140
FY 1994	Estimate	\$158,741

PART 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; the FY 91 National Defense Authorization Act (P.L. 101-510); OASD FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92, and DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."
- 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 \$7,000 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 can receive up to \$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. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.
- e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.
- 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 at 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 ISP 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-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 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. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.
- (5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has 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. The ISP and MSP rates are based on the projected specialties needed. 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. Beginning in FY 1991, IAW The National Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP (and replaced MORB) are paid over a multi-year period. 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 people programmed in each specialty.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY -- OFFICERS

Medical Pay

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<u>Physicians Pay</u>									
Variable Special	4,236	7,917	33,536	4,224	8,000	33,792	4,168	8,000	33,344
Board Certified Pay	2,215	3,364	7,451	2,534	3,500	8,869	2,501	3,500	8,754
Additional Special Pay	3,513	15,000	52,695	3,379	15,000	50,685	3,334	15,000	50,010
Incentive Special Pay	1,303	15,615	20,346	2,618	13,400	35,081	2,584	13,400	34,626
Medical Retention Bonus	1,327	10,614	14,085	90	11,700	1,053			0
Multi-Year Special Pay			0	1,051	10,400	10,930	1,125	10,400	11,700
Subtotal Physicians Pay			\$128,113			\$140,410			\$138,434
<u>Nurses Bonus</u>									
Nurses Accession Bonus	312	5,300	1,654	425	5,000	2,125	386	5,000	1,930
Incentive Special Pay	179	6,200	1,110	238	6,000	1,428	235	6,000	1,410
Subtotal Nurses Bonus			\$2,764			\$3,553			\$3,340
<u>Dentist Pay</u>									
Dental Additional	1,041	8,004	8,332	1,057	6,999	7,398	1,001	6,999	7,006
Dental Variable Pay	1,420	3,583	5,088	1,310	3,626	4,750	1,241	3,626	4,500
Board Certif Dental	287	3,458	992	185	3,270	605	175	3,274	573
Dentist Save Pay	114	1,544	176	141	1,642	232	128	1,593	204
Subtotal Dentist Pay			\$14,588			\$12,985			\$12,283

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<u>Optometrists</u>	205	1,200	\$246	204	1,200	\$245	200	1,200	\$240
<u>Veterinarians</u>	10	1,252	\$13	9	1,200	\$11	8	1,250	\$10
Subtotal Medical Pay			\$145,724			\$157,204			\$154,307
<u>Personal Allowance - General Officer</u>									
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Senior Member of Staff									
Committee - United Nations	1	2,700	3	1	2,700	3	1	2,700	3
General	11	2,200	24	11	2,200	24	10	2,200	22
Lt. General	36	500	18	33	500	17	33	500	17
Subtotal Personal Allowance*			\$49			\$48			\$46
<u>Hostile Fire</u>	2,187	1,800	\$3,937	2,895	1,800	\$4,851	1,835	1,800	\$3,303
<u>Diving Duty</u>	42	1,800	\$76	51	1,800	\$92	48	1,800	\$86
<u>Linguist</u>	561	1,080	\$606	875	1,080	\$945	925	1,080	\$999
TOTAL SPECIAL PAY			\$150,392			\$163,140			\$158,741

*Special Pay Total Includes General Officer Allowances.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS

FY 1992	Actual	\$477,501
FY 1993	Estimate	\$463,739
FY 1994	Estimate	\$450,644

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 (BAQ) is determined by multiplying the number of eligible 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. (Pay raise adjustments: FY 1992 -4.2%, FY 1993 -3.7% and no raise in FY 1994)

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)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

With Dependents

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
General	74	10074.48	746	61	10,462.68	638	59	10,555.20	623
Colonel	3,112	9,080.64	28,259	2,815	9,424.92	26,531	2,806	9,507.60	26,678
Lt Colonel	9,082	8,746.68	79,262	8,616	9,081.72	78,248	8,176	9,162.00	74,909
Major	12,093	7,712.04	93,262	11,363	8,009.76	91,015	11,004	8,018.40	88,234
Captain	21,865	6,491.52	140,639	19,709	6,629.04	130,652	18,899	6,752.16	127,609
1st Lieutenant	2,592	5,564.40	14,423	2,451	5,657.28	13,866	2,346	5,739.00	13,464
2nd Lieutenant	1,533	5,062.80	7,761	1,302	5,055.72	6,583	1,376	5,129.04	7,058
Subtotal with Dependents	50,131		\$364,352	46,317		\$347,533	44,666		\$338,575

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS -- OFFICERS

Without Dependents -- Full Allowance

<u>Grade</u>	<u>FY 1992 Actual</u>		<u>FY 1993 Estimate</u>		<u>FY 1994 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>
General	2	8,190.12 16	2	8,503.32 17	2	8,578.80 17
Colonel	198	7,512.24 1,487	197	7,801.44 1,537	196	7,869.60 1,542
Lt Colonel	874	7,236.12 6,324	836	7,512.24 6,280	793	7,578.00 6,009
Major	2,439	6,702.72 16,348	2,514	6,960.72 18,195	2,531	7,023.60 17,777
Captain	10,474	5,373.24 56,279	10,452	5,580.12 58,323	9,661	5,694.00 55,010
1st Lieutenant	4,627	4,263.00 19,725	4,594	4,427.16 20,338	4,310	4,533.36 19,539
2nd Lieutenant	3,486	3,609.00 12,581	2,996	3,725.88 11,163	3,102	3,815.28 11,835
Subtotal without Dependents	22,100	\$112,760	21,691	\$115,853	20,595	\$111,729

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Grade	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Workyears	Statutory Rate	Workyears	Statutory Rate	Workyears	Statutory Rate
Colonel	6	475.20	5	475.20	5	475.20
Lt. Colonel	39	397.32	35	396.00	33	396.00
Major	99	320.40	86	320.40	83	320.40
Captain	463	266.40	448	266.40	430	266.40
1st Lieutenant	302	212.40	271	212.40	260	212.40
2nd Lieutenant	827	158.40	700	158.40	675	158.40
Subtotal without Dependents (partial)	1,736	\$368	1,545	\$332	1,486	\$319

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing

<u>Grade</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 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>
Major	1	5,728.92	6	1	5,949.48	6	1	6,058.80	6
Captain	3	4,872.96	15	3	5,069.52	15	3	5,140.20	15
1st Lieutenant	0	4,077.24	0	0	4,234.20	0	0	4,391.16	0
2nd Lieutenant	0	3,833.04	0	0	3,980.64	0	0	4,074.00	0
Subtotal Inadequate Family Housing	4		\$21	4		\$21	4		\$21
TOTAL BASIC ALLOWANCE FOR QUARTERS			\$477,501			\$463,739			\$450,844

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS

FY 1992	Actual	\$106,338
FY 1993	Estimate	\$104,509
FY 1994	Estimate	\$101,306

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, whether member has dependents, 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

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS).

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

<u>Grade</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 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	76	3,172.80	241	73	2,886.20	218	63	3,057.84	193
Colonel	3,271	2,381.04	7,788	2,953	2,343.96	6,922	2,840	2,400.24	6,817
Lt. Colonel	9,412	2,098.80	19,754	9,028	2,292.12	20,893	8,425	2,347.08	19,774
Major	13,667	1,816.56	24,827	12,928	1,991.52	25,748	12,368	2,039.28	25,222
Captain	29,989	1,451.64	43,533	26,708	1,555.32	41,539	25,349	1,592.64	40,372
1st Lieutenant	7,332	827.28	6,066	6,673	858.84	5,731	6,051	879.48	5,322
2nd Lieutenant	5,004	825.12	4,129	4,473	818.16	3,660	4,304	837.84	3,606
TOTAL VARIABLE HOUSING ALLOWANCE	68,751		\$108,338	62,836		\$104,509	59,400		\$101,308

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 1992	Actual	\$151,263
FY 1993	Estimate	\$142,722
FY 1994	Estimate	\$139,424

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 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 rate increase in FY 1993 over FY 1992 is a direct result of the 3.7% pay raise effective 1 January 1993 and annualization of the 4.2% FY 1992 pay raise. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

FY 1992 Actual			FY 1993 Estimate			FY 1994 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>
94,634	1,598.40	\$151,263	86,092	1,657.79	\$142,722	83,353	1,672.69	\$139,424

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 1992	Actual	\$112,684
FY 1993	Estimate	\$120,682
FY 1994	Estimate	\$95,618

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 Regulation 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. An Overseas Housing Allowance (OHA) 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 Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The numbers of personnel entitled to an overseas station allowance are based on historical data adjusted for known changes of each type of allowance.

The workyears for Cost of Living Allowance, Housing Allowance, Moving In Allowance and Temporary Lodging are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	49	7,423.12	364	50	8,214.88	411	45	7,507.09	338
Colonel	738	7,193.00	5,308	687	7,654.00	5,258	621	7,325.00	4,549
Lt. Colonel	1,659	6,638.00	11,012	1,628	7,472.00	12,164	1,510	6,745.00	10,185
Major	2,609	5,654.00	14,751	2,586	6,786.00	17,549	2,338	5,711.00	13,352
Captain	5,988	5,078.00	30,407	5,874	5,943.00	33,721	4,987	5,057.00	25,270
1st Lieutenant	895	4,052.00	3,627	857	4,357.00	4,170	865	3,947.00	3,414
2nd Lieutenant	175	3,345.00	585	189	3,620.00	720	181	3,360.00	608
Subtotal Cost of Living	12,113		\$68,054	11,781		\$73,993	10,557		\$57,716

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS -- OFFICERS

Housing Allowance

<u>Grade</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 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	2	4,882.00	10	2	8,318.00	17	2	3,875.00	8
Colonel	187	10,495.00	1,963	177	10,750.00	1,903	152	10,008.00	1,521
Lt. Colonel	690	6,969.00	4,809	628	7,108.00	4,484	540	7,109.00	3,839
Major	1,139	6,075.00	6,919	1,056	6,284.00	6,636	909	6,088.00	5,534
Captain	2,993	5,459.50	16,341	2,898	5,841.50	15,221	2,197	5,388.25	11,838
1st Lieutenant	479	5,052.00	2,420	422	5,227.00	2,208	363	4,990.00	1,811
2nd Lieutenant	83	5,196.00	431	75	5,568.00	418	60	5,508.00	330
Subtotal Housing Allowance	5573		\$32,893	5058		\$30,865	4223		\$24,881

<u>Moving-In Housing Allowance</u>	<u>Average Rate</u>			<u>Average Rate</u>			<u>Average Rate</u>		
	<u>No. Pymts</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Amount</u>	<u>No. Pymts</u>
	2,548	573.93	\$1,462	2,281	599.16	\$1,367	2,057	594.37	\$1,223
<u>Temporary Lodging Allowance</u>	22,483	545.86	\$12,275	24,263	595.83	\$14,457	21,936	537.86	\$11,798
TOTAL STATION ALLOWANCE, OVERSEAS			\$112,694			\$120,682			\$95,618

NOTE: Numbers may not add due to rounding.

(Amount in Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

FY 1992	Actual	\$1,771
FY 1993	Estimate	\$1,747
FY 1994	Estimate	\$1,747

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 National Defense Authorization Act authorized the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The number of payments for FY 1983 and FY 1994 are based on the number of accessions programmed.

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,856	200	971	4,875	200	975	4,875	200	975
Additional Allowances	4,856	100	486	4,875	100	488	4,875	100	488
Civilian Clothing	398	790	314	351	808	284	344	827	284
TOTAL UNIFORM ALLOWANCES			\$1,771			\$1,747			\$1,747

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 1992	Actual	\$2,436
FY 1993	Estimate	\$2,370
FY 1994	Estimate	\$2,156

PART I - PURPOSE AND SCOPE

Funds provide two types of family separation allowance (FSA I & II) 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:

- (1) Members are entitled to FSA I when 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.
- (2) FSA II is payable 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)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	10	7,512.24	75	8	7,801.44	62	9	7,869.60	71
Lt Colonel	19	7,236.12	137	19	7,512.24	143	18	7,578.00	136
Major	29	6,702.72	194	28	6,960.72	195	27	7,023.60	190
Captain	52	5,373.24	279	48	5,590.12	268	44	5,694.00	251
1st Lieutenant	3	4,263.00	13	3	4,427.16	13	3	4,533.36	14
2nd Lieutenant	1	3,609.00	4	2	3,725.68	7	2	3,815.28	8
Subtotal	114		\$702	108		\$688	103		\$670

PCS CONUS or Overseas with dependents not authorized

602	900.00	\$542	581	900.00	\$523	536	900.00	\$482
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TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station

1,324	900.00	\$1,192	1,288	900.00	\$1,159	1,115	900.00	\$1,004
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TOTAL FAMILY SEPARATION ALLOWANCE

		\$2,436			\$2,370			\$2,156
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(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICER

FY 1992	Actual	\$149,202
FY 1993	Estimate	\$354,949
FY 1994	Estimate	\$123,805

PART I - PURPOSE AND SCOPE

Funds provide:

- (1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.
- (2) Severance pay to officers who are involuntarily 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; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump Sum Terminal Leave 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 to the September 1, 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days. The FY 1992 program includes Lump Sum Terminal Leave payments for the remaining Reserve Forces mobilized in FY 1991 during Operation Desert Shield/Desert Storm.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months times years of service times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the Voluntary Separations Incentive Program (VSI), and the second is the Special Separation Benefit Program (SSB). VSI is calculated as follows: annual basic pay x 2.5% x years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay x 15% x years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. The Air Force will offer early retirement to about 40 officers in FY 1993 and 800 in FY 1994. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5% x the years of service x basic pay x reduction factor. For members who leave under early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement benefit terminates on 1 October 1995.

(Amount in Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	No.	Pymt	Rate	No.	Pymt	Rate	No.	Pymt	Rate
		Days	Amount		Days	Amount		Days	Amount
General	65	40.9	13,239.30	49	60	15,481.43	30	56.5	12,929.40
Colonel	1181	37.3	9,524.69	809	52.2	7,381.69	573	45.6	7,016.58
Lt Colonel	1412	30.1	6,561.94	1361	38.7	4,841.27	985	36.7	4,445.72
Major	1915	25.9	4,230.76	1850	37.1	3,786.37	1337	30.6	3,396.37
Captain	5062	27.8	2,829.81	6404	33.4	3,205.36	4627	29.7	2,915.36
1st Lieutenant	661	17.1	1,316.42	463	21.3	1,669.05	334	21.3	1,550.81
2nd Lieutenant	124	14	795.07	79	19.2	1,209.26	57	19.2	1,009.26
Subtotal Lump Sum Terminal Leave			\$44,770			\$41,747			\$27,394

Separation Pay

Full Promotion/Unit	420	50,578.00	21,243	95	51,600.00	4,902	400	50,751.00	20,300
Disability	22	31,863.00	701	20	40,711.00	814	25	40,771.00	1,019
Severance Pay, Non Disability									
Invol - Half Pay 5%	7	38,182.00	274	1	8,177.00	8	1	18,713.00	19
Invol - Full Pay 10%	2	63,044.00	126	1126	25,324.00	28,515	29	53,426.00	1,549
SSB	1255	55,316.00	69,422	1178	62,411.00	73,520	90	97,600.00	8,784
VSI *	1131	11,199.00	12,666	1603	11,505.00	18,443	0	0.00	0
VSI Trust Fund **				40		185,100	110		30,900
15 Year Retirement				39		1,900	797		33,840
Subtotal Separation Pay			\$104,432			\$313,202			\$96,411
TOTAL SEPARATION PAYMENTS			\$149,202			\$354,949			\$123,805

* VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

** VSI recipients after 31 December 1992 - Payments made from the Military Personnel Appropriation to the VSI Fund. Funding represents present value cost for recipients.

(Amount in Thousands)

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

FY 1992	Actual	\$313,407
FY 1993	Estimate	\$300,485
FY 1994	Estimate	\$288,593

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, and 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 1 January 1990, the tax rate was 7.65% on \$51,300 taxable income. In 1992, the taxable income ceiling increased to \$55,500. The taxable income ceiling for FYs 1993, and 1994 is \$57,900 and \$61,000 respectively. 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 due to the increase in maximum wages taxed as a result of the 3.7% pay raise in FY 1993; with no pay raise for FY 1994.

Funding for FY 1992, FY 1993, and FY 1994 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). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below:

	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Workyears	Average Rate Amount	Workyears	Average Rate Amount	Workyears	Average Rate Amount
Officers	94,634	2,849.40	86,092	2,968.35	83,353	3,054.90
Wage Credit		269,912		259,716		246,630
		43,495		40,769		41,963
TOTAL SOCIAL SECURITY TAX		\$313,407		\$300,485		\$288,593

NOTE: Numbers may not add due to rounding.

PAY & ALLOWANCES OF ENLISTED

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

2. Pay and Allowances of Enlisted

FY 1993 Military Personnel Air Force Appropriated.....	10,453,113
Anticipated Reprogramming.....	(27,800)
FY 1993 Direct Program.....	10,425,313

Increases:

Selective Reenlistment Bonus (SRB).....	1,581
— Increase number of payments.....	1,581
Special Duty Assignment Pay.....	360
Enlisted Bonus.....	164
Total Increases	2,105

Decreases:

Incentive Pay for Hazardous Duty.....	(398)
Family Separation Allowance.....	(1,625)
— Decrease in requirements.....	(1,625)
Special Pay.....	(3,350)
— Decrease in number of workyears.....	(3,350)
Variable Housing Allowance.....	(6,758)
— Decrease in number of workyears.....	(6,758)
Clothing Allowance.....	(13,976)
— Decrease in workyears.....	(4,176)
— New uniform cost only one year.....	(9,800)
Basic Allowance for Quarters.....	(30,172)
— 1 Jan 93 3.7% pay raise.....	7,650
— Decrease in workyears.....	(37,822)

Social Security (FICA).....		(30,350)
- 1 Jan 93 3.7% pay raise	4,823	
- Decrease in Wage Credit	(13,631)	
- Decrease in workyears	(21,542)	
Retired Pay Accrual.....		(103,491)
- 1 Jan 93 3.7% pay raise	19,746	
- Decrease in rate as directed by DoD	(13,401)	
- Decrease in workyears	(109,836)	
Overseas Station Allowance.....		(167,904)
- Decrease in rate	(78,337)	
- Decrease in workyears	(89,567)	
Basic Pay.....		(218,554)
- 1 Jan 93 3.7% pay raise	54,851	
- Decrease work years	(273,405)	
Separation.....		(330,932)
- 15 yr retirement	66,847	
- 1 Jan 93 3.7% pay raise	1,646	
- Decrease disability payments	(510)	
- Decrease voluntary LSTL	(2,347)	
- Decrease involuntary separations	(2,574)	
- Decrease voluntary separations (VSI)	(6,909)	
- Decrease VSI Trust Fund	(194,800)	
- Decrease voluntary separations (SSB)	(212,285)	
Reimbursements.....		(888,679)
- Increase causes decrease in direct program	(888,679)	
Total Decreases.....		(1,796,189)
FY 1994 Military Personnel, Air Force Direct Program.....		8,631,229

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 1992	Actual	\$6,454,100
FY 1993	Estimate	\$6,203,204
FY 1994	Estimate	\$5,984,650

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

FY 1992 began with 409,425 and ended at 375,684 using 338,037 workyears. Included in the FY 1992 program was the implementation of the Voluntary Separation Incentive (VSI)/ Special Separation Benefits (SSB) programs. The VSI/SSB programs spanned two fiscal years (82/83) and enlisted personnel opting to separate with the VSI/SSB were allowed to set their separation date. More airmen selected a separation date in FY 1992 causing the FY 1992 end strength to be lower than originally programmed.

FY 1993 beginning strength will be 375,684 and ending with 356,624 using 365,066 workyears. Continuation of High Year Tenure changes and reenlistment controls implemented in FY 1992 and the remaining separations for the VSI/SSB programs implemented in FY 1992 will result in the FY 1993 end strength being 4108 under the authorized level of 360,730.

FY 1994 beginning strength will be 356,624 and ending with 340,724 using 350,351 workyears. The Air Force will use both the VSI/SSB program and 15 year retirement program to meet the programmed end strength.

(Amount in Thousands)

BASIC PAY - ENLISTED

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	4,135	33,838	139,920	3,898	35,592	138,382	3,644	35,885	130,765
Senior Master Sergeant	8,086	27,789	224,702	7,760	29,422	228,315	7,225	29,459	212,841
Master Sergeant	37,949	23,653	897,608	37,398	24,733	924,965	36,411	24,922	907,435
Technical Sergeant	55,703	20,136	1,121,636	53,869	20,963	1,131,352	51,350	21,147	1,085,898
Staff Sergeant	99,975	16,870	1,686,578	83,996	17,640	1,481,689	82,433	17,667	1,456,344
Sergeant	108,014	13,750	1,485,192	100,538	14,340	1,441,715	94,880	14,421	1,368,264
Alman First Class	54,219	11,190	606,711	46,742	11,654	544,731	41,124	11,765	483,824
Alman	17,839	10,461	186,614	18,702	10,859	203,085	19,799	10,958	216,957
Alman Basic	12,117	8,677	105,139	12,093	9,011	108,970	13,485	9,071	122,322
TOTAL BASIC PAY	398,037		\$6,454,100	365,086		\$6,203,204	350,351		\$5,984,650

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 1992	Actual	\$2,755,901
FY 1993	Estimate	\$2,257,966
FY 1994	Estimate	\$2,154,475

PART I - PURPOSE AND SCOPE

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 percentage of basic pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 42.7% for FY 1992, 36.4% for FY 1993, and 36.0% for FY 1994.
- (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 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
398,037	6,923.73	\$2,755,901	365,066	6,184.75	\$2,257,966	350,351	6,149.47	\$2,154,475

Note: Number may not add due to rounding.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 1992	Actual	\$24,849
FY 1993	Estimate	\$23,660
FY 1994	Estimate	\$23,262

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 payment to enlisted personnel under provisions of 37 U.S.C. 301 as follows:

- (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 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.
- (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 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 man-year.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	179	2,400	430	169	2,400	406	169	2,400	406
Senior Master Sergeant	388	2,400	931	369	2,400	886	369	2,400	886
Master Sergeant	1,848	2,400	3,955	1,615	2,400	3,876	1,613	2,400	3,871
Technical Sergeant	2,048	2,100	4,301	1,924	2,100	4,040	1,916	2,100	4,024
Staff Sergeant	2,685	1,800	4,833	2,602	1,800	4,684	2,588	1,800	4,658
Sergeant	1,955	1,500	2,933	1,956	1,500	2,934	1,956	1,500	2,934
Airman First Class	666	1,320	879	622	1,320	821	572	1,320	755
Airman	126	1,320	166	62	1,320	82	59	1,320	78
Airman Basic	9	1,320	12	4	1,320	5	4	1,320	5
Subtotal Flying Duty Crew	9,704		\$18,440	9,323		\$17,734	9,246		\$17,617
<u>Non-Crew Members</u>	883	1,320	\$1,166	803	1,320	\$1,060	603	1,320	\$796
Subtotal Flying Duty Pay	10,587		\$19,606	10,126		\$18,794	9,849		\$18,413
<u>Other Incentive Duty Pay</u>									
Parachute Jumping	908	1,858	1,687	878	1,862	1,635	872	1,862	1,624
High and Low-pressure chamber inside observer, human acceleration/Je-celeration experimental observer & test subject in thermal stress experiments	585	1,320	772	588	1,320	776	583	1,320	770
Demolition Duty	1,188	1,320	1,568	1,137	1,320	1,501	1,137	1,320	1,501
Toxic Fuel Handlers	714	1,320	942	670	1,320	884	670	1,320	884
L/Hazard Bio Org	56	1,320	74	53	1,320	70	53	1,320	70
Subtotal Other Incentive Duty Pay	3,451		\$5,043	3,326		\$4,666	3,315		\$4,649
TOTAL INCENTIVE PAY	14,038		\$24,649	13,452		\$23,660	13,164		\$23,262

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(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 1992	Actual	\$30,919
FY 1993	Estimate	\$33,251
FY 1994	Estimate	\$29,901

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 U.S.C. 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. Changes in DoD Pay Manual have authorized members to receive pay when they start training. This policy change was to equalize pay among the services and as a result the requirement increases in FY93. 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) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers.
- (5) 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. These areas are sensitive to initiatives such as Desert Storm/Desert Shield in FY 1992 and Restore Hope in FY 1993 which increased the requirement.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - ENLISTED

Duty at Certain Places

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	178	270	48	176	270	48	155	270	42
Senior Master Sergeant	509	270	137	504	270	136	442	270	119
Master Sergeant	2,432	270	657	2,405	270	649	2,110	270	570
Technical Sergeant	3,863	240	951	4,028	240	966	3,398	240	816
Staff Sergeant	7,778	192	1,493	7,749	192	1,488	6,778	192	1,301
Sergeant	9,629	156	1,502	9,541	156	1,488	8,334	156	1,300
Airman First Class	3,716	108	401	3,678	108	397	3,226	108	348
Airman	1,276	96	122	1,487	96	143	1,116	96	107
Airman Basic	169	96	16	168	96	16	146	96	14
Subtotal Duty at Certain Places	29,650		\$5,327	29,734		\$5,331	25,705		\$4,617
<u>Diving Duty - Basic Scuba</u>	10	1,320	\$13	11	1,320	\$15	11	1,320	\$15
<u>Diving Duty - Pararescue</u>	576	1,800	\$1,037	576	1,800	\$1,037	564	1,800	\$1,015
<u>Overseas Extension</u>	1,257	960	\$1,207	1,273	960	\$1,222	1,020	960	\$979
<u>Sea Duty</u>	6	660	\$5	6	660	\$4	6	660	\$4
<u>Hostile Fire</u>	11,736	1,800	\$21,125	12,605	1,800	\$22,689	11,288	1,800	\$20,318
<u>Foreign Lang Pro Pay</u>	2,042	1,080	\$2,205	2,734	1,080	\$2,953	2,734	1,080	\$2,953
TOTAL SPECIAL PAY	45,279		\$30,919	46,939		\$33,251	41,328		\$28,901

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 1982	Actual	\$14,063
FY 1983	Estimate	\$12,111
FY 1984	Estimate	\$12,471

PART I - PURPOSE AND SCOPE

Special duty assignment pay is authorized by U.S.C. 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of this submission, the Air Force has limited such designations to only 16 specific duties.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, parachuting instructors, defense couriers, members of two joint operational commands, members of two special governmental agencies, and a classified Air Force project. These are demanding and arduous duties which require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic rejustification, with changes as may be indicated by the review. This program is dynamic, i.e. duties may be added or deleted during the year.

	FY 1982 Actual		FY 1983 Estimate		FY 1984 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-5 (\$275)	2,226	7,346	2,495	8,234	2,557	8,436
SD-4 (\$220)	175	462	184	486	188	496
SD-3 (\$165)	2,853	5,849	1,407	2,786	1,442	2,855
SD-2 (\$110)	334	441	367	484	423	556
SD-1 (\$55)	250	165	184	121	186	124
TOTAL SPECIAL DUTY ASSIGNMENT PAY	5,838	\$14,063	4,637	\$12,111	4,796	\$12,471

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS

FY 1982	Actual	\$38,749
FY 1983	Estimate	\$35,779
FY 1984	Estimate	\$37,360

PART I -- PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by U.S.C. 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to ten months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service (not to exceed six years) not to exceed a total of \$45,000. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II -- JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top to bottom review of all skills twice each year.

While the overall drawdown of the force is a contributing factor to the lower totals for FY 1982, we note that the need for the bonus is not directly tied to overall strength levels, but rather to needs in specific skills. Thus, no matter how large or rapid the drawdown, there will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FYs 1982-1985, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force.

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 chronic critical shortage skills; retaining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills: voluntary and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
Initial Payments	4,597	3,794	17,441	3,462	4,849	16,787	3,862	4,972	19,202
Anniversary Payments	34,321	607	20,833	26,642	711	18,942	21,550	824	17,758
Accelerated Payments	1,593	298	475	18	2,778	50	1,250	320	400
TOTAL	40,511		\$38,749	30,122		\$35,779	26,662		\$37,360

Numbers may not add due to rounding

REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
 (Amount in Thousands)

<u>Outyear Impact</u>	<u>FY 1992</u>		<u>FY 1993</u>		<u>FY 1994</u>		<u>FY 1995</u>		<u>FY 1996</u>		<u>FY 1997</u>		<u>FY 1998</u>		<u>FY 1999</u>		
	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	<u>Number</u>	<u>Amt</u>	
Prior Obl	34,321	20,828	22,603	15,402	14,072	10,138	7,944	6,056	2,899	2,435							
Accel Pmts	1,593	474	18	50	1,250	400	1,250	400									
Prior Yr (FY 92)	4,597	17,441	4,039	3,549	4,039	3,549	3,990	3,490	2,946	2,656	2,641	2,374					
Current Yr (FY 93)			3,462	16,787	3,439	4,072	3,377	4,029	3,279	3,987	2,341	2,441	1,559	2,258			
Budget Yr (FY 94)					3,862	19,201	3,835	4,659	3,767	4,608	3,658	4,560	2,612	2,792	1,739	2,583	
Budget Yr (FY 95)							3,461	17,590	3,438	4,267	3,377	4,221	3,278	4,178	2,341	2,557	
Annual Payments	35,914	\$21,302	26,660	\$19,001	22,800	\$18,159	20,396	\$16,634	16,329	\$17,953	12,017	\$13,596	7,449	\$9,228	4,080	\$5,140	
TOTAL SRB	40,511	\$38,743	30,122	\$35,788	26,662	\$37,360	23,857	\$36,224	16,329	\$17,953	12,017	\$13,596	7,449	\$9,228	4,080	\$5,140	

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 1992	Actual	\$903
FY 1993	Estimate	\$1,192
FY 1994	Estimate	\$1,356

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 U.S.C. 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000; however the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force pays the bonus to only two skills; however, two additional skills will be added effective 1 April 1993 with first payments in FY94.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An enlistment bonus is currently paid to crypto-linguists, and explosive ordinance disposal personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties. The FY94 estimate includes the addition of two skills, pararescue/recovery and combat controllers.

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	0	1,000	0	0	1,000	0	0	1,000	0
Residual	31	1,000	31	32	1,000	32	51	1,000	51
	32	2,000	64	0	0	0	115	3,000	345
	202	4,000	808	290	4,000	1,160	240	4,000	960
TOTAL	265		\$903	322		\$1,192	406		\$1,356

PROJECT: BASIC ALLOWANCE FOR QUARTERS -- ENLISTED

FY 1992	Actual	\$872,295
FY 1993	Estimate	\$864,798
FY 1994	Estimate	\$834,626

PART I -- PURPOSE AND SCOPE

Funds provide payment of basic allowance 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. Section 2830.

PART II -- JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible 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. (Pay rate adjustments: FY 1992--4.2%, FY 1993--3.7%, and no payraise in FY 1994) Base Closures and the Overseas Drawdown has necessitated an increase in this requirement as existing housing may not be aligned with the population shifts.

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)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

With Dependents

<u>Grade</u>	<u>FY 1992 Actual</u>		<u>FY 1993 Estimate</u>		<u>FY 1994 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	2,711	6,534.60 17,715	2,659	6,796.68 18,072	2,498	6,858.00 17,118
Senior Master Sergeant	4,992	6,022.32 30,083	4,860	6,263.88 30,442	4,521	6,321.60 28,590
Master Sergeant	21,770	5,595.48 121,814	21,609	5,820.00 125,764	21,038	5,871.60 123,527
Technical Sergeant	29,288	5,172.12 151,481	27,956	5,379.60 150,392	28,599	5,426.80 144,401
Staff Sergeant	42,924	4,649.28 199,566	36,437	4,835.76 176,201	35,759	4,878.00 174,432
Sergeant	35,761	4,044.48 144,635	32,504	4,206.84 136,739	30,875	4,244.40 130,197
Airman First Class	12,521	3,763.56 47,124	13,431	3,914.52 52,576	12,139	3,808.80 46,235
Airman	3,145	3,582.12 11,268	3,454	3,725.76 12,869	3,657	3,758.40 13,744
Airman Basic	1,580	3,582.12 5,660	1,274	3,725.76 4,747	1,421	3,758.40 5,341
Subtotal with Dependents	154,692	\$729,324	144,184	\$707,802	138,305	\$683,575

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Full Allowance

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	231	4,958.76	1,145	177	5,157.72	913	168	5,205.60	864
Senior Master Sergeant	494	4,556.76	2,251	452	4,739.52	2,142	421	4,780.80	2,013
Master Sergeant	2,990	3,888.00	11,625	3,022	4,044.00	12,221	2,942	4,078.80	12,000
Technical Sergeant	6,329	3,518.04	22,266	6,233	3,659.16	22,808	5,931	3,693.60	21,907
Staff Sergeant	12,833	3,244.20	41,633	11,835	3,274.28	39,835	11,614	3,399.60	39,483
Sergeant	14,836	2,824.44	41,903	16,529	2,937.72	48,558	15,598	2,950.80	46,027
Alman First Class	4,107	2,771.04	11,381	5,221	2,882.28	15,048	4,594	2,908.80	13,363
Alman	556	2,255.28	1,254	1,268	2,345.76	2,974	1,343	2,365.20	3,176
Alman Basic	52	2,002.68	104	1,480	2,083.08	3,083	1,651	2,102.40	3,471
Subtotal without Dependents	42,428		\$133,562	46,217		\$147,682	44,260		\$142,304

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	6	220.56	1	5	229.44	1	5	223.20	1
Senior Master Sergeant	30	181.44	5	29	188.84	5	27	183.60	5
Master Sergeant	226	142.32	32	232	147.96	34	226	144.00	33
Technical Sergeant	754	117.36	88	729	122.04	89	693	118.80	82
Staff Sergeant	5,413	103.20	559	4,544	107.28	487	4,460	104.40	466
Sergeant	26,988	96.00	2,591	25,295	99.84	2,525	23,872	97.20	2,320
Airman First Class	31,545	92.52	2,919	27,405	96.24	2,637	24,111	93.60	2,257
Airman	13,106	85.32	1,118	13,750	88.80	1,221	14,556	86.40	1,258
Airman Basic	8,979	81.84	735	8,967	85.08	763	10,000	82.80	828
Subtotal without Dependents (partial)	87,047		\$8,048	80,956		\$7,762	77,950		\$7,250

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Inadequate Family Housing

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	0	0.00	0	0	2691.12	0	0	2710.68	0
Senior Master Sergeant	1	1,553.04	2	1	2210.16	2	1	2150.52	2
Master Sergeant	17	1,403.88	24	19	2016.48	38	18	1962.00	35
Technical Sergeant	83	1,345.32	112	82	1909.44	157	78	1857.84	145
Staff Sergeant	236	1,202.28	284	166	1710.48	284	163	1664.28	271
Sergeant	578	1,090.44	630	535	1536.48	822	505	1494.96	755
Airman First Class	290	986.76	286	261	765.12	200	230	1030.32	237
Airman	15	1,121.28	17	27	1539.00	42	29	1497.48	43
Airman Basic	6	1,066.32	6	5	1486.08	7	6	1446.00	9
Subtotal Inadequate Family Housing	1226		\$1,361	1,096		\$1,552	1,030		\$1,497
TOTAL BASIC ALLOWANCE FOR QUARTERS	285,393		\$872,295	272,453		\$864,798	261,545		\$834,626

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE -- ENLISTED

FY 1992	Actual	\$169,930
FY 1993	Estimate	\$167,119
FY 1994	Estimate	\$160,361

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, whether member has dependents, 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

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 personnel 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 3.3% in FY 1993, and no increase in rates in FY 1994 as there is no increase in BAQ rates or pay rates. Base Closure and the Overseas Drawdown has resulted in an increase in this requirement.

Dollar impacts 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)

VARIABLE HOUSING ALLOWANCE - ENLISTED

Grade	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Workyears	Average Rate	Workyears	Average Rate	Workyears	Average Rate
Chief Master Sergeant	2,668	1,560.12	2,586	1,629.60	2,424	1,629.60
Senior Master Sergeant	4,858	1,557.72	4,812	1,635.12	4,480	1,635.12
Master Sergeant	21,916	1,364.88	21,858	1,432.32	21,286	1,432.32
Technical Sergeant	31,504	1,116.84	29,791	1,185.12	28,355	1,185.12
Staff Sergeant	48,682	947.40	41,132	1,020.96	40,371	1,020.96
Sergeant	44,072	790.44	41,822	843.96	39,513	843.96
Airman First Class	15,262	607.68	12,095	637.68	10,641	637.68
Airman	3,465	583.32	4,070	580.56	4,291	580.56
Airman Basic	2,016	422.28	2,336	452.64	2,547	452.64
TOTAL	174,443	\$169,830	160,502	\$167,119	153,908	\$160,361

(Amount in Thousands)

PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED

FY 1992	Actual	\$417,548
FY 1993	Estimate	\$493,275
FY 1994	Estimate	\$325,371

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. An Overseas Housing Allowance (OHA) 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 Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotels) costs for military members PCS'ing in or out of an overseas location. There has been a recent increase in the number of days that a member is receiving this entitlement which has resulted from the rapid drawdown of the forces overseas, created primarily from the Army's drawdown. The numbers of personnel entitled to an overseas station allowance are based on historical data adjusted for known changes of each type of allowance.

The workyears for Cost of Living Allowance, Housing Allowance, Moving In Allowance and Temporary Lodging are based on authorized overseas strengths for each fiscal year. The rates reflect the foreign rates as directed in the 9 Feb 93, FY 1994/FY 1995 Defense Budget Guidance Memorandum.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Cost of Living

<u>Grade</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 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>
Chief Master Sergeant	879	4,921	4,326	882	5,843	4,977	770	4,815	3,708
Senior Master Sergeant	1,745	4,897	8,196	1,925	5,133	9,881	1,578	4,380	6,912
Master Sergeant	7,770	4,350	33,800	8,747	4,771	41,732	6,857	4,071	27,915
Technical Sergeant	11,842	3,935	45,811	13,571	4,259	57,799	10,300	3,625	37,338
Staff Sergeant	21,919	3,436	75,314	23,488	3,684	86,530	19,208	3,144	60,384
Sergeant	23,925	2,676	64,023	26,265	2,878	81,347	21,082	2,456	51,728
Airman First Class	12,126	1,973	23,925	11,283	2,167	24,676	10,620	1,866	19,817
Airman	3,490	1,659	5,790	3,417	1,867	6,380	3,058	1,593	4,871
Airman Basic	511	1,299	664	607	1,529	928	448	1,305	585
Total Cost of Living	84,007		\$261,849	92,185		\$314,250	73,899		\$213,258

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

<u>Grade</u>	<u>FY 1982 Actual</u>			<u>FY 1983 Estimate</u>			<u>FY 1984 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>
Chief Master Sergeant	261	5,237	1,367	255	6,129	1,563	224	5,230	1,172
Senior Master Sergeant	559	4,437	2,480	501	5,198	2,604	439	4,435	1,947
Master Sergeant	2,671	4,190	11,191	2,484	4,869	12,095	2,176	4,155	9,041
Technical Sergeant	4,379	4,099	17,950	4,223	4,662	19,886	3,700	3,978	14,719
Staff Sergeant	7,955	3,933	31,287	6,581	4,515	29,713	5,766	3,853	22,216
Sergeant	6,761	3,939	26,632	6,181	4,678	28,915	5,415	3,982	21,617
Airman First Class	2,559	4,116	10,538	1,965	4,939	9,804	1,739	4,215	7,330
Airman	406	4,269	1,742	410	5,161	2,116	359	4,404	1,581
Airman Basic	30	3,807	114	31	5,784	179	27	4,935	133
Subtotal Housing Allowance	25,583		\$103,301	22,651		\$106,677	19,845		\$79,756
Temporary Housing Allowance									
	96,678	463	\$44,762	97,665	664	\$64,850	49,067	514	\$25,220
Moving-In Lodging Allowance									
	15,956	479	\$7,636	14,565	515	\$7,498	13,536	527	\$7,137
TOTAL STATION ALLOWANCES, OVERSEAS			\$417,546			\$493,275			\$325,371

NOTE: Numbers may not add due to rounding

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE -- ENLISTED

FY 1992	Actual	\$122,113
FY 1993	Estimate	\$119,871
FY 1994	Estimate	\$105,895

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 experience. In FY 1995 the Air Force will have a new service uniform. Defense Management Report Decision 903 requires that dollars be sent to DLA to pay for the initial stock for this item. Program Budget Decision 730 directed Air Force to program \$9.8M dollars in FY 1993 to pay for the initial buy.

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (M)	27,480	798.65	21,947	24,742	830.85	20,557	23,700	850.79	20,164
Civilian Life (F)	7,620	920.76	7,016	6,758	921.91	6,230	6,300	944.04	5,947
Officer Training Sq (M)	149	604.90	90	168	693.65	117	458	710.30	325
Officer Training Sq (F)	39	783.79	31	44	868.36	38	115	889.20	102
AF Academy Prep (M)	161	629.10	101	220	737.20	162	220	754.89	166
AF Academy Prep (F)	22	778.79	17	30	848.06	25	30	868.41	26
Subtotal			29,202			27,129			26,730
Less Basic Military Training Attrition			0			(2,612)			(4,709)
Subtotal Military Clothing			\$29,202			\$24,517			\$22,021
<u>Civilian Clothing</u>									
Winter and Summer	1,499	890.09	1,334	1,436	1,123.00	1,613	1,282	1,149.95	1,474
Winter or Summer	318	428.20	136	395	726.00	287	325	743.42	242
TDY	1,231	335.94	414	1,357	414.00	562	1,280	423.94	543
Special Continuing Dual	385	459.72	177	408	561.50	228	382	574.98	220
Special Continuing Single	25	408.64	10	25	363.00	9	18	371.71	7
Subtotal Civilian Clothing			\$2,071			\$2,699			\$2,486
Total Initial Issue			\$31,273			\$27,216			\$24,507

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (M)	70,195	165.80	11,824	69,236	162.00	11,216	67,013	165.89	11,117
Airmen (F)	20,239	190.80	3,862	11,932	183.60	2,191	11,549	188.01	2,171
<u>Standard Maintenance Allowance Military Clothing (37th Month)</u>									
Airmen (M)	267,274	234.00	62,542	242,182	234.00	56,671	231,836	239.62	55,553
Airmen (F)	42,175	270.00	11,387	41,736	262.80	10,968	39,953	269.11	10,752
DLA New Uniform	0	0.00	0	1,000	9,800.00	9,800	0	0.00	0
Subtotal			\$89,415			\$90,846			\$79,593
<u>Supplemental Maintenance Allowance</u>	7,927	179.72	\$1,425	8,237	219.58	\$1,809	7,985	224.85	\$1,795
TOTAL CLOTHING ALLOWANCE			\$122,113			\$119,871			\$105,895

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 1992	Actual	\$14,247
FY 1993	Estimate	\$14,411
FY 1994	Estimate	\$12,786

PART I - PURPOSE AND SCOPE

Funds provide Family Separation Allowance (FSA) payments, under the provision 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 maintains two homes, one in CONUS for his family and one overseas.
- (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. There were increased requirements in this area due to Desert Storm/Desert Shield in FY 1992 and Restore Hope in FY 1993.

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

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	23	4,958.76	114	23	5,157.72	119	21	5,205.60	109
Senior Master Sergeant	40	4,556.76	182	40	4,739.52	190	36	4,780.80	172
Master Sergeant	182	3,888.00	708	190	4,044.00	768	164	4,078.80	669
Technical Sergeant	204	3,518.04	718	214	3,659.16	783	187	3,683.60	691
Staff Sergeant	291	3,244.20	944	293	3,374.28	989	266	3,399.60	904
Sergeant	95	2,824.44	268	98	2,937.72	288	89	2,950.80	263
Airman First Class	9	2,771.04	25	9	2,882.28	26	8	2,908.80	23
Airman	5	2,255.26	11	5	2,345.76	12	5	2,365.20	12
Airman Basic	2	2,002.88	4	2	2,083.08	4	1	2,102.40	2
Subtotal	851		\$2,974	874		\$3,179	777		\$2,845

PCS CONUS or Overseas with dependents not authorized

5,989	900.00	\$5,390	5,987	900.00	\$5,388	5,448	900.00	\$4,903
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TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station

6,537	900.00	\$5,883	6,493	900.00	\$5,844	5,598	900.00	\$5,038
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TOTAL FAMILY SEPARATION ALLOWANCE

		\$14,247			\$14,411			\$12,786
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PROJECT: SEPARATION PAYMENTS -- ENLISTED

FY 1992 Actual	\$502,247
FY 1993 Estimate	\$510,523
FY 1994 Estimate	\$179,591

PART I -- PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 10 U.S.C. 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 U.S.C. 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 U.S.C. 1048.
- (4) Separation Pay for discharge under provisions of 10 U.S.C. 1174 as amended.
- (5) Voluntary Separation Incentive and Special Separation Benefits programs under the provision of U.S.C. 1775 and 1174a.
- (6) 15 Year Retirement under provisions of 10 U.S.C. 8911, 8914 as amended.

PART II -- JUSTIFICATION OF FUNDS REQUESTED

LSTL is accrued leave paid to a member upon retirement or separation. Members reenlisting 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 of service, but not more than twelve. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to Enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows: 12 x months base pay x years service x 10%.

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs to employ during the force drawdown. The programs apply to both officer and enlisted members who have more than 6 and less than 20 years of service. The first is the Voluntary Separations Incentive Program (VSI), and the second is the Special Separation Benefit Program (SSB). VSI is calculated as follows: annual basic pay x 2.5% x years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay x 15% x years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15 - 20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. The Air Force will offer early retirement to about 4,200 enlisted members in FY 1994. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent x the years of service x basic pay x reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement benefit terminates on 1 October 1995.

(Amount in Thousands)

SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal Leave Payments

Grade	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate					
	No. Pymt	Days	Statutory Rate Amount	No. Pymt	Days	Statutory Rate Amount	No. Pymt	Days	Statutory Rate Amount			
Chief Master Sergeant	632	12.0	1,101.88	696	472	18.4	1,358.95	438	18.4	1,371.59	601	
Senior Master Sergeant	1,308	16.7	1,028.35	1,345	1,082	18.5	1,056.89	1,215	17.2	1,155.18	1,404	
Master Sergeant	5,970	15.3	1,025.82	6,124	4,614	19.2	1,265.15	5,460	19.2	1,276.82	6,972	
Technical Sergeant	6,610	20.3	739.43	4,888	5,281	20.7	1,171.79	6,006	20.7	1,182.69	7,103	
Staff Sergeant	18,482	18.5	889.00	16,430	16,506	20.9	991.34	14,429	20.9	1,000.56	14,437	
Sergeant	22,330	17.3	666.29	14,878	19,097	21.4	821.74	16,465	21.4	829.38	13,656	
Airman First Class	5,904	15.9	522.49	3,085	4,340	16.3	536.99	4,025	22.0	541.98	2,181	
Airman	1,892	15.2	450.56	852	1,391	15.2	463.08	1,290	13.6	467.37	603	
Airman Basic	2,830	8.3	218.50	618	2,066	8.3	224.58	1,935	15.3	226.65	439	
Subtotal LSTL	65,958		\$48,916	54,869			\$49,309	51,263			\$47,396	
<u>Separation Pay</u>												
Disability	673		13,737	9,245	586		14,534	8,517	546		14,669	8,009
Severance Pay, Non Disability												
Invol - Half Pay 5%	746		7,118	5,310	800		7,381	5,905	800		7,381	5,905
Invol - Full Pay 10%	1,706		14,097	24,049	849		14,619	12,412	674		14,619	9,852
SSB	13,750			407,886	7,492		221,209		270			10,082
VSI *	1,187			6,841	1,151		6,871		0		0	0
VSI Trust Fund **					18		206,300		30			11,500
15 Year Retirement									4,200			86,847
Subtotal Separation Pay				\$453,331			\$461,214				\$132,195	
TOTAL SEPARATION PAYMENTS				\$502,247			\$510,523				\$179,591	

* VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

** VSI recipients after 31 December 1992 - Payments made from the Military Personnel Appropriation to the VSI Fund. Funding represents present value cost for VSI recipients.

(Amount in Thousands)

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

FY 1992	Estimate	\$580,982
FY 1993	Estimate	\$556,576
FY 1994	Estimate	\$526,228

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 28 U.S.C. 3101, and 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.

Details of the computations are shown below:

	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Workyears	Average Rate Amount	Workyears	Average Rate Amount	Workyears	Average Rate Amount
Enlisted	398,037	1,240.43	493,739	365,086	1,299.82	474,545
Wage Credit			87,243		82,031	68,400
TOTAL SOCIAL SECURITY TAX		\$580,982		\$556,576		\$526,228

Note: Numbers may not add due to rounding

PAY & ALLOWANCES OF CADETS

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

3. Pay and Allowances of Cadets			
FY 1993 Military Personnel Air Force Appropriated			\$39,493
<u>Increases:</u>			
Subsistence		127	
- Rate increase (\$4.60 to \$4.75 per day)	229		
- Workyear Decrease	(102)		
Total Increases			127
<u>Decreases:</u>			
Basic Pay		(385)	
Social Security (FICA), Employers Share		(3,197)	
Total Decreases			(3,582)
FY 1994 Cadet Direct Program			\$36,038

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 1992	Actual	\$36,823
FY 1993	Estimate	\$39,493
FY 1994	Estimate	\$36,038

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 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance 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 1992 program is based on a beginning strength of 4,408 and end strength of 4,300. The cadet end strength is 4,200 for FY 1993, and 4,100 for FY 1994. The operational rations program funds are required for specialized summer programs, basic cadet training field exercises, survival training for upper classes and the cadet flying program. Since operational rations are being eliminated for FY 1993, the subsistence rate for FY 1993 increases to \$4.80 per day from \$3.96 per day in FY 1992. The subsistence rate is \$4.75 per day for FY 1994. There are no programmed pay raises included in the requirements.

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,265	6,526.80	\$27,837	4,173	6,526.80	\$27,236	4,114	6,526.80	\$26,851
<u>Subsistence</u>									
Subsistence Allowance	4,265	1,445.40	6,165	4,173	1,679.00	7,006	4,114	1,733.75	7,133
Operational Rations	390	977.79	381	0	0.00	0	0	0.00	0
Subtotal Subsistence			\$6,546			\$7,006			\$7,133
<u>Social Security Tax</u> (Employer's Contribution)			\$2,440			\$5,251			\$2,054
TOTAL ACADEMY CADETS			\$36,823			\$39,493			\$36,038

SUBSISTENCE OF ENLISTED PERSONNEL

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

4. Subsistence of Enlisted Personnel

FY 1993 Military Personnel Air Force Appropriated.....	\$796,351
Anticipated Reprogramming.....	(25,000)
FY 1993 Direct Program.....	\$771,351

Increases:

Basic Allowance for Subsistence (BAS).....	6,461
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— Annualization of the 1 January 1993 pay raise.

Total Increases.....

6,461

Decreases:

Basic Allowance for Subsistence (BAS).....	(67,126)
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— Reduction of BAS payments (-27,673) resulted in decreased dollar requirements.

Total Decreases.....

(67,126)

FY 1994 Direct Program.....

\$710,686

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED

FY 1992	Actual	\$799,375
FY 1993	Estimate	\$771,351
FY 1994	Estimate	\$710,886

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. 253-84 Th. 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 indicated that approximately 83% 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 percentage increase as the pay rates for military personnel. A 3.7% pay raise, effective 1 January 1993, has been included in all the FY 1993 rates making Authorized to Mess Separately and Leave Rations daily rate \$6.59 and Rations-In-Kind Not Available \$7.43. The FY 1994 rates do not include a pay raise and are \$6.65 for Authorized to Mess Separately and Leave Rations, and \$7.50 for Rations-In-Kind Not Available.

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
<u>When Authorized to Mess Separately</u>	288,335	\$2,322.14	\$669,554	288,636	\$2,405.17	\$646,115	245,252	\$2,427.25	\$595,288
<u>Leave Rations</u>	30,881	\$2,322.14	\$71,710	28,771	\$2,405.17	\$69,199	28,287	\$2,427.25	\$63,757
<u>When Rations-In-Kind Not Available</u>	22,009	\$2,619.50	\$57,653	20,505	\$2,712.66	\$55,623	18,720	\$2,737.50	\$51,246
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>			\$458			\$414			\$395
TOTAL	341,225		\$799,375	317,912		\$771,351	290,239		\$710,886

PERMANENT CHANGE OF STATION TRAVEL

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

5. Permanent Change of Station Travel

FY 1993 Military Personnel, Air Force Appropriated.....	348,199
Supplemental for Hurricane Andrew (Homestead AFB Evacuation).....	58,200
FY 1993 Direct Program.....	1,006,399

Increases:

Inflation.....	12,064
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Household Goods, Land	8,253
Household Goods, International	2,590
Commercial Air Passengers	625
Nontemporary Storage	520
Trailer Allowances	76

Industrial Rate Increase.....	5,884
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MSC HHGs/POVs	1,931
MAC Passenger	1,535
Port Handling	1,342
MAC Cargo	1,076

Pay Raise (FY 1993 3.7%; FY 1994 0%).....	688
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Total Increases.....

18,616

Decreases:

Nontemporary Storage.....	(1,070)
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Temporary Lodging Expense.....	(18,566)
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Reimbursements.....	(48,061)
(Due to increase which caused decrease to direct dollars)	

Program/Move Changes.....	(144,811)
(Due to decreases in Training, Operational, Rotational, and Separation move categories)	

Total Decreases.....

(212,508)

FY 1994 Direct Program.....	812,507
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PURPOSE AND SCOPE

For expenses incident to permanent change of station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowances in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Air Mobility Command (AMC) 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 nontemporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. 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 nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

POLICY AND/OR PRICE CHANGES

1. Policy Changes:

Starting in FY1992 thru FY1994, the Air Force is posturing itself for significant manpower reductions. In line with the Congressional direction and the Secretary of Defense's plan for the future we are "...reviewing our needs for forces through the mid-1990's and in light of declining defense budgets, we continue to identify locations ... where we can reduce our forces. As we draw down the overall size of the force, it is essential that we correspondingly reduce the installations where the force is based, both in the United States and Overseas...". Due to the dynamics of this process, while many appropriations may see an immediate savings, there will be increased PCS moves and associated upfront cost before any savings will be realized. In addition, there is the added cost to change the tour lengths as a result of increased turbulence in foreign countries where our military personnel are based.

In FY1993 and FY1994 to achieve the continuing Air Force goal of Global Reach - Global Power it is essential to move our people to meet the objectives of strong combat capability and peacetime effectiveness. In these years the PCS program is structured to achieve manning for composite wings, the merging of major commands, base closures, force structure actions including support of overseas drawdowns and tour length changes. The Voluntary Separation Incentive and Special Separation Benefits (VSI/SSB) Program and the 15 Year Retirement Program will impact the accession, separation, and operational and rotational (backfill of essential positions left vacant) move categories.

PCS actions to reduce personnel turbulence:

As the Air Force moves to strengthen its capability and simultaneously decrease the size of its force, actions being implemented to reduce personnel turbulence and increase tour lengths are reflected in all PCS move categories. FY1993 and FY1994 will face additional strains on both operational and rotational travel due to mandatory force structure actions, (e.g., Defense Management Reviews and base closures and realignments) and force structure actions driven by force-wide strength reductions, as well as increased requirements to fill vacancies resulting from VSI/SSB and 15 year retirement separations. To further minimize PCS costs and reduce personnel turbulence the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close and realign bases overseas, fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing CONUS operational moves. We feel the cumulative effect of these actions will work to reduce personnel turbulence while identifying the additional resources necessary to maintain mission responsiveness to the Air Force PCS program.

Unaccompanied Tours in Europe:

The Air Force does not believe that changing overseas tours in Europe to an unaccompanied tour status is a viable option. Balancing aircraft and capabilities between CONUS and overseas bases to permit six-month rotations would require a massive beddown and reorganization of the Tactical Force, while only increasing military PCS, BAC, and VHA costs. Refresher training courses, which are already above maximum capacity, would have to expand to prepare crews for TDY location missions. In addition, the total number of aircraft available would decrease due to the increased frequency of rotations, which would cause more maintenance downtime for aircraft due to increased use. Approximately 50 percent of the Tactical Aircraft are currently overseas, implementing a European unaccompanied tour policy would mean personnel associated with the Tactical Force would spend half of their careers overseas in an unaccompanied status. Overall, the average number of unaccompanied tours would increase causing additional family separation time, as well as impacting upon recruiting and retention programs and career decisions. A recent "Quality of Life" survey listed family separations as the number one factor affecting negative career decisions.

POLICY AND/OR PRICE CHANGES (CON'T)

2. Policy Changes:

FY 1992, FY 1993, and FY 1994 industrial fund and inflation rate adjustments are included.

FY 1992, FY 1993, and FY 1994 pay raise amounts are 4.2%, 3.7%, and 0% respectively and are effective 1 January each year. These impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COSTS

	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	42,991	41,089	39,029	39,014	38,356	40,969
Training Travel	12,930	39,008	13,145	39,545	9,005	26,937
Operational Travel Between Duty Stations	24,921	143,181	29,662	176,208	25,560	164,971
Rotational Travel To and From Overseas	67,410	456,118	68,116	500,749	61,602	492,693
Separation Travel	64,832	110,390	51,230	93,538	51,062	99,767
Travel of Organized Units	4,392	20,612	5,322	25,406	6,517	33,967
Nontemporary Storage		21,934		23,139		22,589
Temporary Lodging Expense		19,561		37,079		18,513
VS/SSB/15 Year Retirement		96,956		69,573		16,214
Hurricane Andrew (Homestead AFB Evacuation)				58,200		
TOTAL OBLIGATIONS	217,476	\$948,849	207,204	\$1,062,451	192,102	\$916,620
LESS REIMBURSEMENTS		(\$2,415)		(\$56,052)		(\$104,113)
TOTAL DIRECT PROGRAM		\$946,434		\$1,006,399		\$812,507

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COSTS

	FY 1992 Actual		FY 1993 Estimate		FY 1994 Estimate	
	Number	Amount	Number	Amount	Number	Amount
<u>Travel of Military Member</u>						
Mileage and Per Diem	217,476	91,933	207,204	91,114	192,102	86,272
MAC	62,945	29,168	62,303	31,099	57,037	30,909
Commercial Air	22,250	12,624	21,022	12,369	19,554	12,157
<u>Travel of Dependents (Family)</u>						
Mileage and Per Diem	144,199	44,627	137,087	45,976	128,332	48,131
MAC	60,652	26,610	60,704	28,554	64,647	33,052
Commercial Air	21,806	12,373	22,131	13,022	24,177	15,032
<u>Transportation of Household Goods</u>						
- M Tons - MSC	66,438	5,847	67,252	6,165	59,910	6,443
- S Tons - MAC	20,488	35,924	20,551	46,250	18,407	44,852
- Lanco Shipment, CONUS & Overseas	86,721	340,387	89,953	367,527	81,213	358,844
- ITGBL	42,320	107,429	42,199	114,009	38,649	112,597
	85,275	73,968	90,549	82,042	80,695	72,899
<u>Dislocation Allowance</u>	1,730	3,247	1,803	3,583	1,598	3,310
<u>Trailer Allowance</u>	20,938	21,231	21,127	27,339	18,979	28,813
<u>Transportation of POVs</u>						
Port Handling Charges		5,030		5,411		5,993
Nontemporary Storage		21,934		23,139		22,589
Temporary Lodging Expense		19,561		37,079		18,513
VSI/SSB/15 Year Retirement		96,956		69,573		16,214
Hurricane Andrew (Homestead AFB Evacuation)				58,200		
TOTAL OBLIGATIONS		\$948,849		\$1,062,451		\$916,620
LESS REIMBURSEMENTS		(\$2,415)		(\$56,052)		(\$104,113)
TOTAL DIRECT PROGRAM		\$946,434		\$1,006,399		\$812,507

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 1992	Actual	\$41,518
FY 1993	Estimate	\$39,439
FY 1994	Estimate	\$41,434

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, Air Force Reserve (AFRES), Reserve Officer Training (ROTC), and Air National Guard (ANG) 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 (OTS).)

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 the PCS movement 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, ROTC, Medical Officers, Judge Advocate General Officers, Chaplains, Reserve Officers and OTS graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1993 and FY 1994 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise 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 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 (members are not entitled to temporary lodging expenses).

(Amount in Thousands)

ACCESSION TRAVEL

Officer Accession Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	4,856	417.01	2,025	4,875	419.49	2,045	4,875	435.08	2,121
(2) Dependent Travel	2,050	390.73	801	2,058	393.59	810	2,106	396.01	834
(3) Trans of Household Goods									
(a) Land & ITGBL	3,544	2,376.98	8,424	3,557	2,467.53	8,777	3,557	2,667.42	9,488
(b) Overseas			154			188			209
(4) Trailer Allowance	17	1,275.93	22	17	1,323.14	22	17	1,398.24	24
(5) POV									
(a) MSC	189	684.67	129	190	859.94	163	190	1,021.84	194
(b) Port Handling (M Tons)	189	140.72	27	190	145.93	28	190	184.52	35
(6) Port Handling (H-HGS)	389	24.40	9	390	25.31	10	390	32.01	12
(7) Non-Temporary Storage			243			253			279
Subtotal Officer Accession Travel			\$11,834			\$12,296			\$13,196

(Amount in Thousands)

ACCESSION TRAVEL

Enlisted Accession Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	36,777	508.52	18,702	32,789	514.17	16,859	32,173	535.32	17,223
(2) Dependent Travel	6,473	180.29	1,167	5,771	181.25	1,046	5,985	197.16	1,180
(3) Trans of Household Goods									
(a) Land & ITGBL	4,452	1,926.33	8,576	3,969	2,001.01	7,942	3,895	2,163.29	8,426
(b) Overseas			442			487			523
(4) Trailer Allowance	17	1,506.81	26	15	1,562.56	23	15	1,651.24	25
(5) POV									
(a) MSC	399	670.80	268	356	842.52	300	349	1,001.28	349
(b) Port Handling (M Tons)	399	120.23	48	356	124.67	44	349	157.63	55
(6) Port Handling (MHGS)	797	25.15	20	711	26.08	19	697	32.97	23
(7) Non - Temporary Storage			186			172			186
Subtotal Enlisted Accession Travel			\$29,435			\$26,892			\$27,990

Cadet Accession Travel

	1,358	183.55	\$249	1,365	183.55	\$251	1,308	189.61	\$248
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TOTAL ACCESSION TRAVEL

			\$41,518			\$39,439			\$41,434
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Accession Moves

Officer	4,856	4,875
Enlisted	36,777	32,173
Cadets	1,358	1,308
TOTAL ACCESSION MOVES	42,991	38,356

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 1992	Actual	\$42,947
FY 1993	Estimate	\$46,085
FY 1994	Estimate	\$29,679

PART I - PURPOSE AND SCOPE

Funds to provide for the 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.
- (2) Officers and enlisted school graduates and eliminees 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.
- (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 increase in FY1993 thru FY1994 are attributable to force structure realignments (e.g., Weapons Controller conversions from officer to enlisted positions).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

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

(Amount in Thousands)

TRAINING TRAVEL

Officer Training Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	4,669	472.69	2,207	4,139	478.38	1,980	2,315	492.44	1,140
(2) Dependent Travel	3,020	457.62	1,382	2,774	462.87	1,284	1,582	477.24	755
(3) Trans of Household Goods	4,669	3,671.66	17,143	4,139	4,002.90	16,568	2,315	4,330.89	10,026
(4) Dislocation Allowance	4,130	1,045.52	4,318	3,725	1,100.67	4,100	2,116	1,093.10	2,313
(5) Trailer Allowance	10	1,500.00	15	7	1,571.43	11	5	1,800.00	9
(6) Non-Temporary Storage			398			366			226
(7) Temporary Lodging Expense			1,202			1,874			597
Subtotal Officer Training Travel			\$26,665			\$26,183			\$15,066

Enlisted Training Travel

(1) Member Travel	8,261	319.45	2,639	9,006	319.45	2,877	6,690	328.85	2,200
(2) Dependent Travel	3,273	254.51	833	3,565	253.86	905	2,880	282.29	813
(3) Trans of Household Goods	2,335	3,254.39	7,599	2,543	3,372.79	8,577	1,930	3,676.17	7,095
(4) Dislocation Allowance	3,665	768.35	2,816	3,991	797.04	3,181	3,203	792.07	2,537
(5) Trailer Allowance	26	2,153.85	56	28	2,214.29	62	21	2,333.33	49
(6) Non-Temporary Storage			211			239			196
(7) Temporary Lodging Expense			2,128			4,061			1,723
Subtotal Enlisted Training Travel			\$16,282			\$19,902			\$14,613
TOTAL TRAINING TRAVEL			\$42,947			\$46,085			\$29,679

Training Moves

Officer	4,669	4,139	2,315
Enlisted	8,261	9,006	6,690
TOTAL TRAINING MOVES	12,930	13,145	9,005

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 1992	Actual	\$151,087
FY 1993	Estimate	\$191,420
FY 1994	Estimate	\$173,315

PART I - PURPOSE AND SCOPE

Funds to 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.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1993 and FY1994 will face additional strains on operational travel due to mandated force structure actions, e.g., Defense Management Review, base closures and force structure driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). Further operational requirements increased to fill vacancies resulting from VSI/SSB, RIFS, and early retirements. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we draw down our overseas strengths we will experience increases in our overseas operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under 'Price Changes' and 'Policy Changes' respectively, at the beginning of the PCS 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 moves and associated numbers for each element of expense (e.g., military member, dependent, household goods, etc.) times the average rate results in estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

(Amount in Thousands)

OPERATIONAL TRAVEL

Officer Operational Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	9,694	597.59	5,793	11,664	597.57	6,970	10,890	617.26	6,722
(2) Dependent Travel	8,205	495.31	4,064	9,872	495.34	4,890	9,217	511.66	4,716
(3) Trans of Household Goods	9,694	5,521.25	53,523	11,664	5,725.65	66,784	10,890	6,189.72	67,406
(4) Dislocation Allowance	9,006	1,171.66	10,552	10,835	1,214.40	13,158	10,117	1,214.29	12,285
(5) Trailer Allowance	97	1,414.95	137	117	1,467.30	172	109	1,550.58	169
(6) Non - Temporary Storage			667			832			857
(7) Temporary Lodging Expense			2,497			5,260			2,805
Subtotal Officer Operational Travel			\$77,233			\$98,066			\$94,960

Enlisted Operational Travel

(1) Member Travel	15,227	422.21	6,429	17,998	422.21	7,599	14,670	436.13	6,398
(2) Dependent Travel	12,367	353.19	4,375	14,641	353.19	5,171	11,934	421.82	5,034
(3) Trans of Household Goods	15,227	3,168.25	48,243	17,998	3,285.48	59,132	14,670	3,551.81	52,105
(4) Dislocation Allowance	13,533	632.01	8,553	15,996	655.10	10,479	13,038	655.01	8,540
(5) Trailer Allowance	731	2,068.57	1,512	864	2,145.11	1,853	704	2,266.87	1,596
(6) Non - Temporary Storage			620			1,004			904
(7) Temporary Lodging Expense			3,922			8,116			3,778
Subtotal Enlisted Operational Travel			\$73,854			\$93,354			\$78,355
TOTAL OPERATIONAL TRAVEL			\$151,087			\$191,420			\$173,315

Operational Moves

Officer	9,694	10,890
Enlisted	15,227	14,670
TOTAL OPERATIONAL MOVES	24,921	25,560

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS

FY 1992	Actual	\$477,989
FY 1993	Estimate	\$530,819
FY 1994	Estimate	\$514,604

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 the overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned) missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength draws down, and base closures slow down we are also seeing an increase to the FY1993 and FY1994 rotational requirements, due to VSI/SSB, RIFs, and early retirements. Also, the Air Force's continuum of major restructuring in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

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

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

<u>Officer Rotational Travel</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	8,884	1,269.14	11,275	11,057	1,302.34	14,400	8,487	1,374.81	11,668
(2) Dependent Travel	6,807	1,951.37	13,283	8,472	2,001.30	16,955	6,503	2,111.33	13,730
(3) Trans of Household Goods									
(a) Land & ITGBL	11,054	3,991.50	44,122	13,758	4,175.61	57,448	10,580	4,514.02	47,668
(b) Overseas			9,218			14,050			11,874
(4) Dislocation Allowance	7,993	1,080.07	8,633	9,948	1,119.52	11,137	7,636	1,119.57	8,549
(5) Trailer Allowance	107	2,553.79	273	134	2,648.28	355	103	2,798.59	288
(6) POV									
(a) MSC	3,731	1,312.49	4,897	4,644	1,648.48	7,656	3,565	1,958.63	6,983
(b) Port Handling (M Tons)	3,731	243.19	907	4,644	252.19	1,171	3,565	318.86	1,137
(7) Port Handling (HHGS)	14,109	39.19	553	17,560	40.64	714	13,478	51.38	693
(8) Non - Temporary Storage			4,890			6,311			5,347
(9) Temporary Lodging Expenses			1,144			2,495			1,092
Subtotal Officer Rotational Travel			\$99,195			\$132,692			\$109,029

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

<u>Enlisted Rotational Travel</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	58,526	1,115.18	65,267	57,059	1,145.11	65,339	53,115	1,210.58	64,300
(2) Dependent Travel	41,767	1,086.65	45,386	40,720	1,128.13	45,978	38,436	1,446.17	55,585
(3) Trans of Household Goods									
(a) Land & ITGBL	56,400	2,990.44	168,661	54,986	3,136.80	172,480	51,912	3,381.10	176,039
(b) Overseas			29,239			35,078			35,903
(4) Dislocation Allowance	43,348	849.68	36,832	42,261	880.69	37,219	39,871	880.79	35,118
(5) Trailer Allowance	136	1,906.72	259	132	1,977.26	261	123	2,089.49	257
(6) POV									
(a) MSC	14,871	964.79	14,347	14,499	1,211.78	17,570	13,487	1,440.55	19,443
(b) Port Handling (M Tons)	14,871	138.79	2,064	14,499	143.93	2,087	13,487	181.98	2,458
(7) Port Handling (HHGS)	42,104	20.00	842	41,048	20.74	851	38,211	26.22	1,002
(8) Non - Temporary Storage			8,300			8,391			8,832
(9) Temporary Lodging Expenses			7,537			12,873			6,840
Subtotal Enlisted Rotational Travel			\$378,794			\$398,127			\$405,575
TOTAL ROTATIONAL TRAVEL			\$477,989			\$530,819			\$514,604
Rotational Moves									
Officer	8,884			11,057			8,487		
Enlisted	58,526			57,059			53,115		
TOTAL ROTATIONAL MOVES	67,410			68,116			61,602		

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 1992	Actual	\$213,191
FY 1993	Estimate	\$168,249
FY 1994	Estimate	\$121,270

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.
- (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 increased as a result of force management actions required to meet reduced force structure, and separations needed to meet force shaping requirements contained in this budget.

Pay raise and inflation factors are explained in the 'Price Changes' section at the beginning of the PCS detail section.

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

The number of moves and fiscal year requirements are shown on the following pages (dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses).

(Amount in Thousands)

SEPARATION TRAVEL

Officer Separation Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	8,859	217.86	1,930	8,315	219.12	1,822	7,078	227.32	1,609
(2) Dependent Travel	7,125	378.81	2,699	6,690	382.66	2,560	5,929	444.76	2,637
(3) Trans of Household Goods									
(a) Land & ITGBL	4,911	3,959.28	19,444	4,610	4,118.00	18,984	3,924	4,451.83	17,469
(b) Overseas			739			823			782
(4) Trailer Allowance	34	2,005.03	68	32	2,079.21	67	28	2,197.22	62
(5) POV									
(a) MSC	496	973.72	483	465	1,222.99	569	396	1,452.48	575
(b) Port Handling (M Tons)	496	202.56	100	465	210.06	98	396	265.60	105
(6) Port Handling (MHGS)	3,219	34.38	111	3,021	35.65	108	2,572	45.08	116
(7) Non - Temporary Storage			2,556			2,488			2,338
Subtotal Officer Separation Travel			\$28,130			\$27,519			\$25,683

(Amount in Thousands)

SEPARATION TRAVEL

Enlisted Separation Travel

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	55,581	268.31	14,913	43,188	270.93	11,701	43,573	281.87	12,282
(2) Dependent Travel	50,221	172.18	8,647	39,067	173.88	6,793	39,478	238.72	9,424
(3) Trans of Household Goods									
(a) Land & ITGBL	12,363	4,599.85	56,868	9,606	4,786.28	45,977	9,692	5,174.27	50,149
(b) Overseas			1,919			1,789			2,004
(4) Trailer Allowance	499	1,552.15	775	388	1,609.58	625	392	1,700.94	667
(5) POV									
(a) MSC	1,252	884.21	1,107	973	1,110.57	1,081	982	1,292.76	1,269
(b) Port Handling (M Tons)	1,252	150.76	189	973	156.33	152	982	197.66	194
(6) Port Handling (MHGS)	5,820	27.52	160	4,522	28.54	129	4,562	36.08	165
(7) Non - Temporary Storage			3,289			2,650			2,951
Subtotal Enlisted Separation Travel			\$87,867			\$70,897			\$79,105

SEPARATION TRAVEL

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Cadet Separation Travel</u>	392	607.88	\$238	427	607.88	\$260	411	627.94	\$258
SUB - TOTAL SEPARATION TRAVEL			\$116,235			\$98,676			\$105,056
VS/SSB/15 YEAR RETIREMENT									
Officer			\$18,850			\$24,284			\$5,032
Enlisted			\$78,106			\$45,289			\$11,182
Subtotal VS/SSB/15 YEAR RETIREMENT			\$96,956			\$69,573			\$16,214
TOTAL SEPARATION TRAVEL			\$213,191			\$168,249			\$121,270
Separation Moves									
Officer	8,859			8,315			7,078		
Enlisted	55,581			43,188			43,573		
Cadets	392			427			411		
TOTAL SEPARATION MOVES	64,832			51,930			51,062		

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 1992	Actual	\$22,117
FY 1993	Estimate	\$28,239
FY 1994	Estimate	\$36,318

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units from both the CONUS and overseas in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DoD regulation definition of a unit move and on historical Program Change Request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves will increase as more drawdown actions occur (e.g. Defense Managements Reviews, base closures, and force structure changes).

Pay raise and inflation factors are described under 'Price Changes' at the beginning of the PCS 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)

TRAVEL OF ORGANIZED UNITS

<u>Officer Unit Travel</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	517	597.68	309	524	597.33	313	867	617.07	535
(2) Dependent Travel	438	458.90	201	444	459.46	204	734	474.11	348
(3) Trans of Household Goods									
(a) Land & ITGBL	517	5,539.65	2,864	524	5,746.18	3,011	867	6,211.07	5,385
(b) Overseas									
(4) Dislocation Allowance	511	1,156.56	591	518	1,198.84	621	857	1,199.53	1,028
(5) Non-Temporary Storage			201			211			385
(6) Temporary Lodging Allowance			133			236			223
Subtotal Officer Unit Travel			\$4,299			\$4,596			\$7,904

(Amount in Thousands)

TRAVEL OF ORGANIZED UNITS

<u>Enlisted Unit Travel</u>	<u>FY 1992 Actual</u>			<u>FY 1993 Estimate</u>			<u>FY 1994 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	3,875	451.35	1,749	4,798	451.44	2,166	5,650	466.19	2,634
(2) Dependent Travel	2,433	317.30	772	3,013	317.29	956	3,548	326.66	1,159
(3) Trans of Household Goods									
(a) Land & ITGBL	3,875	3,186.84	12,349	4,798	3,304.71	15,856	5,650	3,572.57	20,185
(b) Overseas									
(4) Dislocation Allowance	2,645	632.51	1,673	3,275	655.57	2,147	3,857	655.69	2,529
(5) Trailer Allowance	56	1,849.33	104	69	1,917.75	132	81	2,026.60	164
(6) Non - Temporary Storage			173			222			288
(7) Temporary Lodging Allowance			998			2,164			1,455
Subtotal Enlisted Unit Travel			\$17,818			\$23,643			\$28,414
TOTAL UNIT TRAVEL			\$22,117			\$28,239			\$36,318
Unit Travel Moves									
Officer	517			524			867		
Enlisted	3,875			4,798			5,650		
TOTAL UNIT TRAVEL MOVES	4,392			5,322			6,517		

OTHER MILITARY PERSONNEL COSTS

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

6. Other Military Personnel Costs		
FY 1993 Direct Program.....		\$103,211
<u>Increases:</u>		
Apprehension of Air Force Deserters, Absentees, and Escaped Military Deserters.....	2	
- Rate increase.....		
Montgomery GI Bill.....	1	
- Allows Service members who are involuntary separated to enroll in the Montgomery GI Bill, authorized by Public Law 101 - 510 dated November 1990.....		
Total Increases.....	3	
<u>Decreases:</u>		
Unemployment Compensation.....		(23,134)
- Reduction of payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.....		
Total Decreases.....		(23,134)
FY 1994 Direct Program.....		\$80,080

(Amount in Thousands)

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

FY 1992	Actual	\$98
FY 1993	Estimate	\$101
FY 1994	Estimate	\$103

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 guards; payment 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.

	<u>FY 1992 Actual</u>	<u>FY 1993 Estimate</u>	<u>FY 1994 Estimate</u>
Travel and Other Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	\$98	\$101	\$103

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM

FY 1992	Actual	\$25
FY 1993	Estimate	\$35
FY 1994	Estimate	\$35

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 P.L. 8-538, approved August 14, 1966. The program had been phased out for all members except for those continued in MIA status.

PART II -- JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on the only remaining Vietnam MIA account. The following table provides details of the computation.

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Avg Int Payment	Amount	Number	Avg Int Payment	Amount	Number	Avg Int Payment	Amount
Vietnam	1	24,888	\$25	1	34,575	\$35	1	34,575	\$35

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 1992	Actual	\$2,838
FY 1993	Estimate	\$2,646
FY 1994	Estimate	\$2,646

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	75	6,000	\$450	70	6,000	\$420	70	6,000	\$420
Airman	398	6,000	\$2,388	371	6,000	\$2,226	371	6,000	\$2,226
TOTAL DEATH GRATUITIES			\$2,838			\$2,646			\$2,646

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 1992	Actual	\$74,511
FY 1993	Estimate	\$87,829
FY 1994	Estimate	\$64,695

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 FY 1984 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, 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." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

<u>FY 1992 Actual</u>	<u>FY 1993 Estimate</u>	<u>FY 1994 Estimate</u>
\$74,511	\$87,829	\$64,695

(Amount in Thousands)

PROJECT: SURVIVOR BENEFITS

FY 1992	Actual	\$11,600
FY 1993	Estimate	\$11,600
FY 1994	Estimate	\$11,600

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. 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.

<u>FY 1992 Actual</u>	<u>FY 1993 Estimate</u>	<u>FY 1994 Estimate</u>
\$11,600	\$11,600	\$11,600

(Amount in Thousands)

PROJECT: ADOPTION REIMBURSEMENT PROGRAM

FY 1992	Actual	\$2,000
FY 1993	Estimate	\$1,000
FY 1994	Estimate	\$1,000

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100 - 180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

<u>FY 1992 Actual</u>	<u>FY 1993 Estimate</u>	<u>FY 1994 Estimate</u>
\$2,000	\$1,000	\$1,000

(Amount in Thousands)

PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)

	FY 1992	Actual	
	FY 1993	Estimate	\$0
	FY 1994	Estimate	\$1

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving VSI/SSB entered the Service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP.

The Services are now required to make additional contributions to the DOD Educational Benefits Fund. Payments into the fund for involuntary separatees will be required in October 1993 and October 1994; payment for VSI/SSB recipients will be required in October 1994.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the Montgomery GI Bill:

	FY 1992 Actual	FY 1993 Estimate	FY 1994 Estimate
	\$0	\$0	\$1

SECTION 5

SPECIAL ANALYSIS

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

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ASSIGNED OUTSIDE DOD</u>									
<u>Nonreimbursable Personnel:</u>									
Exec Office of the President	7	9	16	7	10	17	7	10	17
Vice President's Office	3	4	7	3	4	7	3	4	7
State Department	12	0	12	11	0	11	11	0	11
Energy Department	9	0	9	9	0	9	9	0	9
Department of Justice	1	0	1	1	0	1	1	0	1
Natl - Oceanic & Atm Admin	6	0	6	6	0	6	6	0	6
U.N. Truce Supervision Agency	6	0	6	3	0	3	3	0	3
Department of Transportation	1	0	1	1	0	1	1	0	1
Constitution Bicentennial Commission	1	0	1	0	0	0	0	0	0
Drug Enforcement Administration	3	10	13	2	6	8	8	8	16
Immigration & Naturalization Svc	11	9	20	2	4	6	7	5	12
US Coast Guard	5	1	6	4	1	5	3	2	5
US Customs Svc	9	18	27	3	13	16	5	13	18
National Security Council	0	0	0	0	0	0	2	0	2
Off National Drug Council Policy	0	0	0	2	0	2	3	0	3
Central Intelligence Agency	0	0	0	2	0	2	4	0	4
UN Iraq/Kuwait Observation Mission	0	0	0	2	0	2	2	0	2
United Nations - NY	0	0	0	2	0	2	3	0	3
UN Mission for Referendum in Western Sahara (MINURSO)	0	0	0	5	0	5	5	0	5
Senate	0	0	0	1	0	1	0	0	0
Department of Interior	0	0	0	1	12	13	1	12	13
SUBTOTAL - Nonreimbursable Personnel	74	51	125	67	50	117	84	54	138
<u>Reimbursable Personnel:</u>									
National Space Council	2	1	3	1	1	2	1	0	1
Central Intelligence Agency	17	2	19	8	1	9	8	1	9
State Department	2	0	2	1	0	1	1	0	1
Arms Cntrl and Disarm't Agency	13	0	13	10	0	10	12	0	12
Dept of Transportation	24	1	25	21	1	22	23	1	24
NASA	31	0	31	31	0	31	31	0	31
Selective Service System	7	0	7	7	0	7	7	0	7
Office of Science & Technology Policy	0	0	0	1	0	1	0	0	0
Department of Interior	0	0	0	27	9	36	27	9	36
SUBTOTAL - Reimbursable Personnel	96	4	100	107	12	119	110	11	121
TOTAL OUTSIDE DOD	170	55	225	174	62	236	194	65	259

	FY 1992 Actual			FY 1993 Estimate			FY 1994 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS:</u>									
NASA	3	16	19	2	13	15	2	13	15
Foreign Military Sales	326	464	790	369	648	1,017	364	647	1,011
SUBTOTAL - Non-DOD Functions	329	480	809	371	661	1,032	366	660	1,026
<u>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS:</u>									
Defense Business Operations Fund (DBOF)									
Depot Maintenance Industrial Fund (DMIF)	188	146	334	188	142	330	188	142	330
Airlift Transportation (DBOF-T)	2,971	24,742	27,713	2,825	21,781	24,606	2,901	22,209	25,110
Air Force Stock Fund (AFSF)	457	92	549	438	89	527	384	89	473
Defense Logistics Agency (DLA)	154	53	207	151	53	204	538	110	648
Defense Commissary Agency (DeCa)	51	1,035	1,086	46	917	963	40	786	826
Defense Finance & Accounting Service (DFAS)	39	184	223	71	1,532	1,603	59	1,228	1,287
Military Traffic Management Command (MTMC)	21	2	23	21	5	26	21	5	26
Defense Information Systems Agency (DISA)	9	20	29	32	124	156	31	123	154
Defense Printing Service (DPS)	0	68	68	0	34	34	0	0	0
Air Mobility Command (AMC)	0	0	0	0	0	0	4,649	22,286	26,935
SUBTOTAL - DBOF	3,890	26,342	30,232	3,772	24,677	28,449	8,811	46,978	55,789
TOTAL REIMBURSABLE PROGRAM									
TOTAL - Reimbursable	4,315	26,826	31,141	4,250	25,350	29,600	9,287	47,649	56,936
TOTAL - Nonreimbursable	74	51	125	67	50	117	84	54	138
GRAND TOTAL	4,389	26,877	31,266	4,317	25,400	29,717	9,371	47,703	57,074

REIMBURSABLE PROGRAM
DEPARTMENT OF THE AIR FORCE

	<u>FY 1992 Actual</u>	<u>FY 1993 Estimate</u>	<u>FY 1994 Estimate</u>
MEDICAL (Officers & Enlisted)	6,230	6,461	6,764
FOREIGN MILITARY SALES (NON-STRENGTH) (Officers & Enlisted)	22,239	23,239	24,146
OTHER NON-STRENGTH (Officers & Enlisted)			
Surcharge, Misc.	3,806	3,947	4,132
STRENGTH RELATED			
Officer	194,465	202,535	400,610
-- Basic Pay	59,910	53,291	64,853
-- Other Pay and Allowances	431,203	493,958	1,022,620
Enlisted	157,467	117,058	337,417
-- Basic Pay	335,265	332,659	524,978
-- Other Pay and Allowances	2,415	56,052	104,113
Retired Pay Accrual (Officers & Enlisted)			
PCS Travel			
SUBTOTAL	1,180,725	1,255,553	2,454,591
TOTAL PROGRAM	\$1,213,000	\$1,289,200	\$2,489,633