

# **DEPARTMENT OF THE AIR FORCE**

**FY 2002 AMENDED BUDGET SUBMISSION  
JUNE 2001**



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**MILITARY PERSONNEL APPROPRIATION**

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## MILITARY PERSONNEL, AIR FORCE

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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 2000 <u>Actual</u>	FY 2001 <u>Estimate</u>	FY 2002 <u>Estimate</u>
<u>Direct Program</u>			
Pay and Allowances of Officers	5,959,518	6,004,065	6,609,938
Pay and Allowances of Enlisted	10,035,769	10,288,093	11,709,319
Pay and Allowances of Cadets	39,426	41,182	48,773
Subsistence of Enlisted Personnel	773,109	775,810	784,741
Permanent Change of Station Travel	873,145	872,060	928,047
Other Military Personnel Programs	49,226	49,404	70,696
 TOTAL DIRECT PROGRAM	 17,730,193	 18,030,614	 20,151,514
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	110,196	91,574	93,634
Pay and Allowances of Enlisted	110,519	70,990	69,390
Subsistence of Enlisted Personnel	26,032	26,032	26,049
Permanent Change of Station Travel	1,253	1,319	1,363
 TOTAL REIMBURSABLE PROGRAM	 248,000	 189,915	 190,436
<u>Total Program</u>			
Pay and Allowances of Officers	6,069,714	6,095,639	6,703,572
Pay and Allowances of Enlisted	10,146,288	10,359,083	11,778,709
Pay and Allowances of Cadets	39,426	41,182	48,773
Subsistence of Enlisted Personnel	799,141	801,842	810,790
Permanent Change of Station Travel	874,398	873,379	929,410
Other Military Personnel Programs	49,226	49,404	70,696
 TOTAL PROGRAM	 17,978,193	 18,220,529	 20,341,950

# **SECTION 2**

## **INTRODUCTORY STATEMENT**

# SECTION 2

## INTRODUCTORY STATEMENT



The Military Personnel Appropriation, Air Force, provides financial resources to compensate active military personnel. The tables contain budget data for pay and allowances of officers, enlisted and cadets, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs. Retired pay accrual is contained in pay and allowances of officers and enlisted personnel. Unemployment compensation, social security benefits to surviving family members excluded under previous eligibility rules, and miscellaneous entitlements are under other military personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is controlled by budget activity. It displays the inventory of officers, enlisted personnel, and cadets with associated workyears. This overview addresses programming actions that affect grade

structure, promotions, gains and losses, flight status, subsistence, PCS travel and other related issues.

The Air Force has programmed an increase of 1,800 end-strength from the end of FY 2001 to FY 2002. Most of the increase is attributable to force structure adjustments.

The Air Force continues to strive to meet end strength goals, but continues to see adverse trends in retention. We will end FY 2001 approximately 4,100 under our authorized strength of 357,000. The enlisted accession goal has been set at 34,600 for FY2001 and 36,000 for FY02. We have implemented several initiatives to help recruiters meet these goals. We are making every effort to get the recruiter strength up to 1,650. In addition, we continue to use the Enlistment Bonus to encourage the right number and kinds of recruits to enter the Air Force. We have programmed \$132.8M in FY 02 to accommodate this requirement.



Although the Air Force is meeting its first term retention goals, enlisted retention rates continue to be below the stated Air Force goals of 75% for second term and 95% for career. Rates for FY01 will be at or close to 57% for first term, 70% for second term and 91% for career. To keep highly trained and experienced

enlisted personnel the Selective Reenlistment Bonus program is budgeted at \$141.8M for FY 2001, and \$257.9M for FY2002. We continue to reevaluate this program at least on a semi-annual basis to maximize the effectiveness of this critical retention tool.



Officer retention, including pilots, continues to be challenging. The Air Force significantly enhanced Aviation Continuation Pay by expanding years of pay out up to 25 years of aviation service and by increasing the pay out from \$22,000 to \$25,000 annually, paying 50 percent up front (limit \$150,000) to the new eligibles at their nine years of aviation service. With help from Congress this year, the ACP program supports a \$155M in requirement for FY02. The Air Force continues to use the Enlistment Bonus (EB) and Selective Reenlistment Bonus (SRB), as well as the Aviation Continuation Pay, to correct the current retention difficulties and reduced critical manning shortfalls.

## **FISCAL YEARS 2000, 2001, AND 2002**

**Program Levels.** The FY 2000 actual end strength was 355,654 with 360,226 workyears. The FY 2001 end strength is projected to be 352,900 with 357,765 workyears. The FY 2002 end strength is projected to be 358,800 with 361,033 workyears. Workyear estimates reflect monthly gain and loss patterns and also includes man-days for Air Force Guard and Reserve support to active peacetime and contingency missions. Support is also provided for Southwest Asia contingency operations and Bosnia contingency operations through the FYDP.

FY 2000 NDAA changed the day on which the U. S. Air Force Academy end strength limitation of 4,000 cadets is measured. Title 10 Section 9342 was amended to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The last day of the academic year is May 30 for FY 2000, May 29 for FY 2001, May 28 for FY 2002. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength will exceed 4,000 at the end of each fiscal year.

**Funding Levels.** The FY 2001 budget estimate is \$18,220,529 to include \$189,915 in anticipated reimbursements. The FY 2002 budget estimate is \$20,341,950 to include \$190,436 in anticipated reimbursements. Reimbursement changes reflect strength changes in several defense wide activities.



Baseline Budget Rates. The Retired Pay Accrual normal cost percentages for FY2000, FY2001 and FY2002 are 31.8%, 29.6%, and 30.3% of basic pay, respectively. Basic allowance for Subsistence (BAS) increases were capped at 1 percent per year beginning in FY 1998 in accordance with the BAS reform initiative. Effective 1 Jan 02, BAS Reform ends (as directed by FY01 NDAA) and BAS rates are increased by 3%. The FY 2002 and FY 2003 amounts for BAH include a 2.5% percent annual increase and reduces out-of-pocket expenses from 15% to 11.3%.





# **SECTION 3**

## **SUMMARY TABLES**

**SECTION 3**  
**MILITARY PERSONNEL, AIR FORCE**  
**SUMMARY OF MILITARY PERSONNEL STRENGTH**

	<u>FY 2000 Actual</u>		<u>FY 2001 Estimate</u>		<u>FY 2002 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	69,121	68,021	68,259	67,563	69,145	69,038
Enlisted	283,230	279,607	281,471	277,589	284,026	282,192
Cadets	4,072	4,275	4,239	4,000	4,273	4,000
Total Direct Program	356,423	351,903	353,969	349,152	357,444	355,230
<u>Reimbursable Program</u>						
Officers	1,018	1,002	1,047	1,037	1,030	1,028
Enlisted	2,785	2,749	2,749	2,711	2,559	2,542
Cadets	0	0	0	0	0	0
Total Reimbursable Program	3,803	3,751	3,796	3,748	3,589	3,570
<u>Total Program</u>						
Officers	70,139	69,023	69,306	68,600	70,175	70,066
Enlisted	286,015	282,356	284,220	280,300	286,585	284,734
Cadets	4,072	4,275	4,239	4,000	4,273	4,000
TOTAL PROGRAM	360,226	355,654	357,765	352,900	361,033	358,800

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

	<u>FY2000</u>		<u>FY 2001</u>		<u>FY 2002</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<u>Commissioned Officers</u>						
O-10 General	11	0	12	0	11	0
O-9 Lieutenant General	35	0	36	0	37	0
O-8 Major General	87	0	85	0	85	0
O-7 Brigadier General	138	2	138	2	139	2
O-6 Colonel	3,756	55	3,683	56	3,745	55
O-5 Lieutenant Colonel	10,171	148	9,968	151	10,157	149
O-4 Major	15,248	221	15,230	230	16,451	241
O-3 Captain	24,136	350	22,354	338	20,893	307
O-2 1st Lieutenant	6,957	101	7,959	120	8,914	131
O-1 2nd Lieutenant	8,484	125	9,135	140	9,634	143
Total	69,023	1,002	68,600	1,037	70,066	1,028
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,873	28	2,824	27	2,847	25
E-8 Senior Master Sergeant	5,693	55	5,647	55	5,695	51
E-7 Master Sergeant	28,806	280	29,280	283	29,328	262
E-6 Technical Sergeant	41,938	408	42,127	407	44,134	394
E-5 Staff Sergeant	68,355	665	71,521	692	74,031	661
E-4 Senior Airman	56,177	547	56,160	543	56,947	508
E-3 Airman First Class	52,616	512	52,374	507	49,145	439
E-2 Airman	10,215	99	10,445	101	12,528	112
E-1 Airman Basic	15,683	153	9,922	96	10,079	90
Total	282,356	2,749	280,300	2,711	284,734	2,542
<u>Cadets</u>	4,275	0	4,000	0	4,000	0
Total End Strength	355,654	3,751	352,900	3,748	358,800	3,570

Note: USAFA CADET STRENGTH LIMITATION OF 4,000 IS MEASURED ACCORDING TO TITLE 10, SECTION 9342 ON THE LAST DAY OF THE ACADEMIC YEAR ( THE DAY BEFORE GRADUATION) NOT THE END OF THE FY.

MILITARY PERSONNEL, AIR FORCE  
AVERAGE STRENGTH BY GRADE  
TOTAL PROGRAM

	<u>FY 2000</u>		<u>FY 2001</u>		<u>FY 2002</u>	
	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>	<u>Total</u>	<u>Reimb Included</u>
<u>Commissioned Officers</u>						
O-10 General	11	0	12	0	11	0
O-9 Lieutenant General	36	0	36	0	36	0
O-8 Major General	87	0	87	0	87	0
O-7 Brigadier General	140	2	141	2	141	2
O-6 Colonel	3,951	57	3,897	59	3,856	57
O-5 Lieutenant Colonel	10,603	154	10,404	157	10,390	152
O-4 Major	15,857	230	15,767	238	16,427	241
O-3 Captain	24,656	358	23,187	351	21,887	321
O-2 1st Lieutenant	7,011	102	7,508	113	8,555	126
O-1 2nd Lieutenant	7,787	115	8,267	127	8,785	131
Total	70,139	1,018	69,306	1,047	70,175	1,030
<u>Enlisted Personnel</u>						
E-9 Chief Master Sergeant	2,964	29	2,882	28	2,888	26
E-8 Senior Master Sergeant	5,890	57	5,826	56	5,755	51
E-7 Master Sergeant	29,287	285	29,386	284	29,897	267
E-6 Technical Sergeant	42,104	410	43,067	417	43,542	389
E-5 Staff Sergeant	69,792	679	70,644	683	73,760	659
E-4 Senior Airman	60,773	592	54,558	528	56,808	507
E-3 Airman First Class	51,944	506	53,621	519	52,547	469
E-2 Airman	10,870	106	10,899	105	11,487	103
E-1 Airman Basic	12,391	121	13,337	129	9,901	88
Total	286,015	2,785	284,220	2,749	286,585	2,559
<u>Cadets</u>	4,072	0	4,239	0	4,273	0
Total Workyears	360,226	3,803	357,765	3,796	361,033	3,589

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

	FY 2000				FY 2001				FY 2002			
	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total
September	70.3	286.2	4.1	360.6	69.0	282.4	4.3	355.7	68.6	280.3	4.3	353.2
October	69.7	285.3	4.1	359.1	68.3	281.8	4.3	354.3	68.2	280.5	4.3	353.0
November	69.5	284.3	4.1	357.8	68.2	281.3	4.2	353.7	68.2	280.9	4.3	353.4
December	68.9	283.6	4.1	356.6	68.0	280.8	4.2	353.0	68.2	280.8	4.3	353.2
January	68.7	283.1	4.0	355.9	68.0	281.2	4.2	353.4	68.3	282.1	4.3	354.6
February	68.6	282.4	4.0	355.0	67.9	281.2	4.2	353.2	68.3	282.3	4.2	354.9
March	68.5	281.9	4.0	354.4	67.8	280.6	4.1	352.6	68.1	282.6	4.2	354.9
April	68.3	280.9	4.0	353.2	67.7	280.1	4.1	351.9	68.1	282.1	4.2	354.4
May	69.2	281.4	3.1	353.6	68.7	280.0	3.2	351.9	69.3	283.0	3.2	355.5
June	69.3	281.8	4.4	355.4	69.4	280.5	4.4	354.3	70.2	283.8	4.4	358.4
July	69.7	281.7	4.3	355.6	69.0	280.1	4.4	353.5	70.2	284.2	4.4	358.7
August	69.4	282.2	4.3	355.9	68.8	280.6	4.4	353.8	70.2	285.1	4.3	359.5
September	69.0	282.4	4.3	355.7	68.6	280.3	4.3	353.2	70.1	284.7	4.3	359.1
Workyears	70.1	286.0	4.1	360.2	69.3	284.2	4.2	357.8	70.2	286.6	4.3	361.0

MPA MAN-DAY PROGRAM

Workyears	1.1	3.3	4.4	1.1	3.4	4.5	1.2	3.4	4.6
\$M	98.8	147.7	246.5	102.6	153.5	256.1	117.1	170.0	287.1

Note: USAFA CADET STRENGTH LIMITATION OF 4,000 IS MEASURED ACCORDING TO TITLE 10, SECTION 9342 ON THE LAST DAY OF THE ACADEMIC YEAR ( THE DAY BEFORE GRADUATION) NOT THE END OF THE FY.

MILITARY PERSONNEL, AIR FORCE  
GAINS AND LOSSES BY SOURCE AND TYPE

OFFICERS

	FY 2000 <u>Actual</u>	FY 2001 <u>Estimate</u>	FY 2002 <u>Estimate</u>
Beginning Strength	70,318	69,023	68,600
Gains (By Source):			
Service Academies	916	847	940
ROTC	2,104	2,110	2,087
Health Professions Scholarships	482	399	392
Officer Training School	1,101	1,700	1,700
Other	910	903	893
Gain Adjustment	0	0	0
Total Gains	5,513	5,959	6,012
Losses (By Type):			
Voluntary Separation	3,225	3,014	1,306
Retirement	2,660	2,646	2,568
Involuntary	427	295	342
With Pay	414	289	323
Without Pay	13	6	19
VSI/SSB	47	125	0
15 Year Retirement (TERA)	133	87	0
Reduction in Force	0	0	0
Other	243	215	330
Loss Adjustment	73	0	0
Total Losses	6,808	6,382	4,546
TOTAL	69,023	68,600	70,066

MILITARY PERSONNEL, AIR FORCE  
GAINS AND LOSSES BY SOURCE AND TYPE

ENLISTED			
	FY 2000 <u>Actual</u>	FY 2001 <u>Estimate</u>	FY 2002 <u>Estimate</u>
Beginning Strength	286,169	282,356	280,300
Gains (By Source):			
Non Prior Service Enlistments	34,369	33,414	34,000
Male	25,514	25,117	25,500
Female	8,855	8,297	8,500
Prior Service Enlistments	848	1,186	2,000
Reenlistments	42,104	41,075	40,805
Reserves	17	70	50
Officer Candidate Programs	729	1,241	1,403
Other	204	210	230
Gain Adjustments	579	532	600
Total Gains	78,850	77,728	79,088
Losses (By Type):			
ETS	15,973	13,011	8,962
Programmed Early Release	0	0	0
VSI/SSB	0	0	0
15 Year Retirement (TERA)	0	0	0
To Commissioned Officer	1,278	1,771	1,700
Reenlistments	42,104	41,075	40,805
Retirement	10,097	11,486	10,716
Attrition	12,863	12,424	12,471
Other	348	17	0
Loss Adjustments	0	0	0
Total Losses	82,663	79,784	74,654
TOTAL	282,356	280,300	284,734

MILITARY PERSONNEL, AIR FORCE  
GAINS AND LOSSES BY SOURCE AND TYPE

CADETS

	FY 2000 <u>Actual</u>	FY 2001 <u>Estimate</u>	FY 2002 <u>Estimate</u>
Beginning Strength	4,103	4,275	4,342
Gains:	1,368	1,240	1,239
Losses:	1,196	1,173	1,295
Graduates	943	874	947
Attrition	253	299	348
TOTAL	4,275	4,342	4,286

Note: USAFA CADET STRENGTH LIMITATION OF 4,000 IS MEASURED ACCORDING TO TITLE 10, SECTION 9342 ON THE LAST DAY OF THE ACADEMIC YEAR ( THE DAY BEFORE GRADUATION) THE NUMBERS SHOWN REPRESENT ESTIMATED POSITION ON 30 SEP



SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

(In Thousands of Dollars)

	FY 2000			FY 2001			FY 2002		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	3,358,497	5,944,627	9,303,124	3,425,180	6,167,897	9,593,077	3,746,846	6,753,308	10,500,154
2. Retired Pay Accrual	1,068,002	1,890,391	2,958,393	1,013,853	1,825,698	2,839,551	1,135,294	2,046,252	3,181,546
3. Basic Allowance for Housing	605,867	1,136,294	1,742,161	662,787	1,168,098	1,830,885	710,354	1,405,298	2,115,652
a. With Dependents - Domestic	395,779	665,981	1,061,760	440,733	744,712	1,185,445	480,924	893,902	1,374,826
b. Without Dependents - Domestic	146,543	281,672	428,215	172,235	305,339	477,574	177,336	307,934	485,270
c. Substandard Family Housing - Domestic	73	329	402	0	0	0	0	0	0
d. Partial - Domestic	272	5,350	5,622	341	6,333	6,674	339	6,133	6,472
e. With Dependents - Overseas	43,426	117,034	160,460	32,153	75,525	107,678	35,821	121,652	157,473
f. Without Dependents - Overseas	19,774	65,928	85,702	17,325	36,189	53,514	15,934	75,677	91,611
4. Subsistence	133,106	799,141	932,247	132,944	801,842	934,286	138,009	810,790	947,658
a. Basic Allowance for Subsistence	133,106	685,906	819,012	132,944	686,712	819,656	138,009	694,567	832,576
1. Authorized to Mess Separately	133,106	520,137	653,243	132,944	522,115	655,059	138,009	685,318	823,327
2. Leave Rations		70,617	70,617		69,136	69,136		17,618	17,618
3. Rations-In-Kind Not Available		70,739	70,739		70,579	70,579		69,756	69,756
4. Augmentation for Separate Meals		11,533	11,533		12,648	12,648		10,269	10,269
5. Partial BAS		12,880	12,880		12,234	12,234		3,328	3,328
5. Less Collections (Recoupment)		0						-91,722	-91,722
b. Subsistence-In-Kind	0	113,235	113,235	0	114,630	114,630	0	115,082	115,082
1. Subsistence in Messes		92,214	92,214		91,677	91,677		92,153	92,153
2. Special Rations		7,437	7,437		8,478	8,478		8,191	8,191
3. Operational Rations		7,825	7,825		8,245	8,245		8,394	8,394
4. Augmentation Rations		5,759	5,759		6,230	6,230		6,344	6,344
c. Family Supplemental Subsistence Allowance	0	0	0	0	500	500	0	1,141	1,141
5. Incentive, Hazardous Duty, and Aviation Career Pay	292,868	33,069	325,937	292,516	32,730	325,246	295,823	33,817	329,640
a. Flying Duty Pay	292,142	26,573	318,715	291,772	25,340	317,112	295,049	25,438	320,487
1. Aviation Career, Officers	134,941	0	134,941	141,714	0	141,714	137,693	0	137,693
2. Crew Members, Enlisted		3,248	3,248		2,305	2,305		2,308	2,308
3. Noncrew Member	1,183	385	1,568	986	394	1,380	986	446	1,432
4. Aviator Continuation Pay	156,018		156,018	149,072		149,072	156,370		156,370
5. Career Enlisted Flyer Pay		22,940	22,940		22,641	22,641		22,684	22,684
b. Parachute Jumping Pay	288	2,162	2,450	158	2,164	2,322	158	2,453	2,611
c. Demolition Pay	68	1,978	2,046	79	1,971	2,050	83	2,234	2,317
d. Other Pays	370	2,356	2,726	507	3,255	3,762	533	3,692	4,225

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(In Thousands of Dollars)

	FY 2000			FY 2001			FY 2002		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	192,630	262,181	454,811	199,453	313,317	512,770	233,941	460,273	694,214
a. Physicians Pay	148,950		148,950	148,390		148,390	146,645		146,645
b. Dental Pay	29,819		29,819	28,370		28,370	27,947		27,947
c. Optometrists Pay	183		183	300		300	300		300
d. Veterinarians Pay	1		1	208		208	208		208
e. Nurses Pay	5,188		5,188	5,338		5,338	5,119		5,119
f. Biomedical Science	1,307		1,307	1,809		1,809	1,767		1,767
g. Sea and Foreign Duty, Total	0	4,201	4,201	0	2,763	2,763	0	2,250	2,250
1. Sea Duty		2	2		2	2		2	2
2. Duty at Certain Places		4,169	4,169		2,731	2,731		2,218	2,218
3. Overseas Extension Pay		30	30		30	30		30	30
			0						
h. Diving Duty Pay	108	1,185	1,293	108	1,178	1,286	108	1,179	1,287
i. Foreign Language Proficiency Pay	2,160	6,574	8,734	4,851	7,084	11,935	5,458	7,818	13,276
j. Hostile Fire	4,914	22,361	27,275	3,747	9,533	13,280	4,918	22,149	27,067
k. Hardship Duty Pay	0	0	0	659	4,791	5,450	878	6,388	7,266
l. Judge Advocate Continuation Pay	0	0	0	5,033	0	5,033	4,440	0	4,440
m. Reenlistment Bonus	0	125,688	125,688	0	141,844	141,844	0	257,892	257,892
1. Selective		125,688	125,688		141,844	141,844		257,892	257,892
n. Special Duty Assignment Pay		18,920	18,920		23,792	23,792		25,727	25,727
o. Enlistment Bonus		83,252	83,252		120,332	120,332		132,836	132,836
p. High-Deployment Per Diem Allowances	0	0	0	0	0	0	383	2,034	2,417
q. Other Special Pay	0	0	0	640	2,000	2,640	35,770	2,000	37,770
7. Allowances	63,512	353,853	417,365	43,259	294,989	338,248	52,559	373,266	425,825
a. Uniform or Clothing Allowances	1,869	122,201	124,070	3,789	121,919	125,708	3,823	126,754	130,577
1. Initial Issue	1,318	39,037	40,355	2,597	40,876	43,473	2,621	43,208	45,829
a. Military	1,103	37,276	38,379	2,384	39,099	41,483	2,405	41,388	43,793
b. Civilian	215	1,761	1,976	213	1,777	1,990	216	1,820	2,036
2. Additional	551		551	1,192		1,192	1,202		1,202
3. Basic Maintenance		16,930	16,930		16,260	16,260		17,178	17,178
4. Standard Maintenance		63,787	63,787		62,313	62,313		63,837	63,837
5. Supplemental		2,447	2,447		2,470	2,470		2,531	2,531
b. Station Allowance Overseas	57,814	214,742	272,556	36,238	161,716	197,954	44,779	229,232	274,011
1. Cost-of-Living	48,359	184,702	233,061	26,802	133,621	160,423	35,486	197,638	233,124
3. Moving-In Housing	1,434	4,887	6,321	1,433	4,925	6,358	1,410	5,111	6,521
4. Temporary Lodging	8,021	25,153	33,174	8,003	23,170	31,173	7,883	26,483	34,366

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(In Thousands of Dollars)

	FY 2000			FY 2001			FY 2002		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
c. Family Separation Allowance	2,854	16,139	18,993	2,228	10,557	12,785	2,898	16,441	19,339
1. On PCS, No Government Quarters	708	2,552	3,260	734	2,649	3,383	768	2,826	3,594
2. On PCS, Dependents Not Authorized	768	6,100	6,868	758	6,062	6,820	768	6,113	6,881
3. On TDY	1,378	7,487	8,865	736	1,846	2,582	1,362	7,502	8,864
d. Personal Money Allowance, General Officers	44		44	46		46	44		44
e. CONUS Cost of Living Allowance	931	771	1,702	958	797	1,755	1,015	839	1,854
8. Separation Payments	100,650	71,109	171,759	65,986	84,511	150,497	106,401	189,867	296,268
a. Terminal Leave Pay	21,240	27,259	48,499	16,839	26,676	43,515	17,009	25,464	42,473
b. Severance Pay, Disability	2,144	13,987	16,131	1,263	14,504	15,767	1,301	15,172	16,473
c. Severance Pay, Non-Promotion	26,507	0	26,507	9,300	0	9,300	18,231	0	18,231
d. Severance Pay, Involuntary Half (5%)	152	4,491	4,643	100	4,950	5,050	77	4,950	5,027
e. Severance Pay, Involuntary Full (10%)	222	14,051	14,273	1,655	8,860	10,515	1,704	8,860	10,564
f. VSI Trust Fund	32,579	11,321	43,900	8,779	3,021	11,800	32,579	9,821	42,400
g. VSI/SSB/TERA	17,806	0	17,806	21,550	0	21,550	0	0	0
h. \$30,000 Lump Sum Bonus	0	0	0	6,500	26,500	33,000	35,500	125,600	161,100
9. Social Security Tax Payment	254,582	454,764	709,346	259,661	471,843	731,504	284,345	516,628	800,973
10. Permanent Change of Station Travel	295,148	579,250	874,398	292,764	580,615	873,379	317,630	611,780	929,410
11. Other Military Personnel Costs	8,093	41,133	49,226	8,123	41,281	49,404	16,646	54,050	70,696
a. Apprehension of Deserters		100	100		100	100		100	100
b. Interest on Uniformed Services Savings Deposits	131	464	595	131	464	595	131	464	595
c. Death Gratuities	307	1,199	1,506	307	1,199	1,506	307	1,199	1,506
d. Unemployment Compensation	3,228	25,711	28,939	3,191	25,410	28,600	3,704	29,568	33,272
e. Survivor Benefits	1,511	2,622	4,133	1,147	1,947	3,094	1,082	1,826	2,908
f. Education Benefits	451	3,343	3,794	406	3,009	3,415	406	3,009	3,415
g. Adoption Reimbursement	498	301	800	498	301	800	498	301	800
h. Special Compensation for Retirees	1,923	7,357	9,280	1,903	8,419	10,322	2,932	12,068	15,000
i. Mass Transit	44	35	79	541	431	972	7,586	5,514	13,100
12. Cadets	39,426		39,426	41,182		41,182	48,773		48,773
Military Personnel Appropriation Total	6,412,381	11,565,812	17,978,193	6,437,708	11,782,821	18,220,529	7,086,621	13,255,329	20,341,950
13. Less Reimbursables:	111,100	136,900	248,000	92,526	97,389	189,915	94,618	95,818	190,436
Retired Pay Accrual	17,630	16,363	33,993	13,579	9,705	23,284	14,149	9,469	23,618
Other	93,470	120,537	214,007	78,947	87,684	166,631	80,469	86,349	166,818
Military Personnel Appropriation Total, Direct	6,301,281	11,428,912	17,730,193	6,345,182	11,685,432	18,030,614	6,992,003	13,159,511	20,151,514

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 2001  
(In Thousands of Dollars)**

	FY 2001 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2001 COLUMN FY 2002 REQUEST
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	3,473,866	(48,656)	3,425,210	(30)	3,425,180		3,425,180
Retired Pay Accrual	1,028,264	(15,421)	1,012,843	1,010	1,013,853		1,013,853
Incentive Pay	304,250	(8,750)	295,500	(2,984)	292,516		292,516
Special Pay	197,018		197,018	2,481	199,499		199,499
Basic Allowance for Housing	637,900	(18,800)	619,100	43,687	662,787		662,787
Basic Allowance for Subsistence	135,485		135,485	(2,541)	132,944		132,944
Station Allowances Overseas	58,336	(21,301)	37,035	(797)	36,238		36,238
CONUS COLA	581		581	377	958		958
Uniform Allowances	3,731		3,731	58	3,789		3,789
Family Separation Allowances	2,754		2,754	(526)	2,228		2,228
Separation Payments	112,077		112,077	(46,091)	65,986		65,986
Social Security Tax - Employer's Contribution	262,956	(3,022)	259,934	(273)	259,661		259,661
<b>Total Obligations</b>	<b>6,217,218</b>	<b>(115,950)</b>	<b>6,101,268</b>	<b>(5,629)</b>	<b>6,095,639</b>	<b>0</b>	<b>6,095,639</b>
<b>Less Reimbursements</b>	<b>91,574</b>		<b>91,574</b>	<b>0</b>	<b>91,574</b>		<b>91,574</b>
<b>Total Direct Obligations</b>	<b>6,125,644</b>	<b>(115,950)</b>	<b>6,009,694</b>	<b>(5,629)</b>	<b>6,004,065</b>	<b>0</b>	<b>6,004,065</b>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 2001  
(In Thousands of Dollars)**

	FY 2001 AMENDED PRESIDENT'S <u>BUDGET</u>	CONGRESSIONAL <u>ACTIONS</u>	AVAILABLE <u>APPROPRIATION</u>	INTERNAL REALIGNMENT/ <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	OTHER PRICE/ PROGRAM <u>CHANGES</u>	FY 2001 COLUMN FY 2002 <u>REQUEST</u>
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	6,228,883	(49,946)	6,178,937	(11,040)	6,167,897		6,167,897
Retired Pay Accrual	1,843,749	(15,759)	1,827,990	(2,292)	1,825,698		1,825,698
Incentive Pay	36,737		36,737	(4,007)	32,730		32,730
Special Pay	35,122	6,000	41,122	(13,773)	27,349		27,349
Special Duty Assignment Pay	18,000	4,000	22,000	1,792	23,792		23,792
Reenlistment Bonus	112,825	29,000	141,825	19	141,844		141,844
Enlistment Bonus	108,829	0	108,829	4,003	112,832	7,500	120,332
Basic Allowance for Housing	1,197,616	(58,503)	1,139,113	28,985	1,168,098		1,168,098
Station Allowances Overseas	208,755	(56,820)	151,935	9,781	161,716		161,716
CONUS COLA	597		597	200	797		797
Clothing Allowances	125,326		125,326	(3,407)	121,919		121,919
Family Separation Allowances	12,693		12,693	(2,136)	10,557		10,557
Separation Payments	97,901		97,901	(13,390)	84,511		84,511
Social Security Tax - Employer's Contribution	476,510	(3,072)	473,438	(1,595)	471,843		471,843
<b>Total Obligations</b>	<b>10,503,543</b>	<b>(145,100)</b>	<b>10,358,443</b>	<b>(6,860)</b>	<b>10,351,583</b>	<b>7,500</b>	<b>10,359,083</b>
<b>Less Reimbursements</b>	<b>70,990</b>		<b>70,990</b>	<b>0</b>	<b>70,990</b>		<b>70,990</b>
<b>Total Direct Obligations</b>	<b>10,432,553</b>	<b>(145,100)</b>	<b>10,287,453</b>	<b>(6,860)</b>	<b>10,280,593</b>	<b>7,500</b>	<b>10,288,093</b>
<u>PAY AND ALLOWANCES OF CADETS</u>							
Academy Cadets	38,493		38,493	2,689	41,182		41,182

NOTE: Pay and Allowance of Enlisted include \$7.5M for Recruiting, Advertising & Retention IAW Public Law 106-246, Division B, Title I, Sec. 109.

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE  
FY 2001  
(In Thousands of Dollars)**

	FY 2001 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2001 COLUMN FY 2002 REQUEST
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	691,392		691,392	(4,680)	686,712		686,712
Subsistence-In-Kind	110,450		110,450	4,180	114,630		114,630
Family Supplemental Subsistence Allowance	0		0	500	500		500
Total Obligations	801,842	0	801,842	0	801,842	0	801,842
Less Reimbursements	26,032		26,032	0	26,032		26,032
Total Direct Obligations	775,810	0	775,810	0	775,810	0	775,810
 <u>PERMANENT CHANGE OF STATION TRAVEL</u>							
Accession Travel	59,407		59,407	1,076	60,483		60,483
Training Travel	58,707		58,707	(25)	58,682		58,682
Operating Travel	142,829		142,829	(4,551)	138,278		138,278
Rotational Travel	440,651	1,930	442,581	(899)	441,682		441,682
Separation Travel	105,817		105,817	3,807	109,624		109,624
Travel of Organized Units	5,963		5,963	(2)	5,961		5,961
Nontemporary Storage	21,363		21,363	673	22,036		22,036
Temporary Lodging Expense	36,712		36,712	(79)	36,633		36,633
Total Obligations	871,449	1,930	873,379	(0)	873,379	0	873,379
Less Reimbursements	1,319		1,319	0	1,319		1,319
Total Direct Obligations	870,130	1,930	872,060	(0)	872,060	0	872,060

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 2001**  
**(In Thousands of Dollars)**

	FY 2001 AMENDED PRESIDENT'S <u>BUDGET</u>	CONGRESSIONAL <u>ACTIONS</u>	AVAILABLE <u>APPROPRIATION</u>	INTERNAL REALIGNMENT/ <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	OTHER PRICE/ PROGRAM <u>CHANGES</u>	FY 2001 COLUMN FY 2002 <u>REQUEST</u>
<u>OTHER MILITARY PERSONNEL COSTS</u>							
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	100		100	0	100		100
Interest on Uniformed Svcs Savings	595		595	0	595		595
Death Gratuities	1,506		1,506	0	1,506		1,506
Unemployment Compensation	26,010	(600)	25,410	3,190	28,600		28,600
Survivor Benefits	4,017		4,017	(923)	3,094		3,094
Education Benefits	4,076		4,076	(661)	3,415		3,415
Adoption Expenses	800		800	(0)	800		800
Special Compensation for Retirees	3,100		3,100	7,222	10,322		10,322
Mass Transit	0		0	972	972		972
<b>Total Direct Obligations</b>	<b>40,204</b>	<b>(600)</b>	<b>39,604</b>	<b>9,800</b>	<b>49,404</b>	<b>0</b>	<b>49,404</b>
<b>Total Direct Obligations</b>	<b>18,282,834</b>	<b>(259,720)</b>	<b>18,023,114</b>	<b>(0)</b>	<b>18,023,114</b>	<b>7,500</b>	<b>18,030,614</b>

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

FY 2001 Direct Program----- \$18,030,614

Increases:

Basic Pay -----		913,753
- Changes in workyears/longevity	436,193	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	379,704	
- Annualization of 1 Jan 01 3.7 percent pay raise	92,769	
- Cadet Pay rate change to 35% of O-1	5,087	
Retired Pay Accrual -----		341,995
- Changes in workyears/longevity	134,235	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	109,276	
- RPA rate adjustment from 29.6 percent to 30.3 percent	70,326	
- Annualization of 1 Jan 01 3.7 percent pay raise	28,158	
Basic Allowance for Housing (BAH) -----		284,767
- Changes in rates	140,321	
- Changes in workyears	149,986	
- Equitable BAH rates for Junior Enlisted	8,316	
- Foreign Currency Fluctuation Rate Adjustment	-13,856	
Separations -----		145,771
- Changes in \$30K Lump Sum Bonus Program	128,100	
- Changes in VSI Trust Fund payments	30,600	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	7,389	
- Change in involuntary separation payments	3,057	
- Annualization of 1 Jan 01 3.7 percent pay raise	1,934	
- Change in Lump Sum Terminal Leave payments	-3,759	
- Changes due to FY01 end of TERA program	-7,465	
- Changes due to FY01 end of VSI/SSB program	-14,085	



Selective Reenlistment Bonus (SRB) -----		116,048
- Changes in rates	84,306	
- Changes in payments	31,742	
Overseas Station Allowance-----		76,057
- Changes in workyears	83,351	
- Changes in rates	7,797	
- Foreign Currency Fluctuation Rate Adjustment	-15,091	
Special Pay -----		50,955
- Changes in rates	34,671	
- Implementation of the Critical Skills Retention Bonus Program	19,000	
- Implementation of the Critical Skills Accession Bonus Program	13,100	
- Start High Deployment Per Diem Allowance	2,417	
- Changes to Hardship Duty Pay	1,816	
- Changes to JAG Bonus Program	-593	
- Changes in workyears	-19,456	
Social Security (FICA) -----		70,083
- Changes in workyears	34,892	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	28,102	
- Annualization of 1 Jan 01 3.7 percent pay raise	7,089	
Permanent Change of Station-----		55,987
- Increase in USTRANSCOM/HHG rates	27,841	
- Increase in Global POV Program	14,341	
- Increases in number of accession & operational moves	14,114	
- Inflation adjustment	12,209	
- DLA increases	4,751	
- Reimbursement for Pet Quarantine Fees	500	
- Reimbursement adjustments	-44	
- Reimbursement to DWCFadjustments	-2,300	
- Decreases in number of rotational, unit and separation moves	-15,425	

Basic Allowance for Subsistence (BAS)-----		13,221
- 1 Jan 02 3.0% BAS raise	18,248	
- Annualization of 1 Jan 01 1.0% BAS raise	2,023	
- Changes in workyears	1,622	
- Rate increase for cadets (\$5.45 to \$5.60 per day)	234	
- Change in Partial BAS rate	-8,906	
Enlistment Bonus -----		12,504
- Changes in payments	12,504	
Mass Transit -----		12,128
- Increased number of participants - outside NCR implementation	12,128	
Family Separation Allowance -----		6,554
- Changes in workyears	6,450	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	80	
- Annualization of 1 Jan 01 3.7 percent pay raise	24	
Clothing Allowance-----		4,869
- Changes in payments	2,874	
- Changes in rates	1,995	
Special Compensation -----		4,678
- New entitlement for certain disabled retirees	4,678	
Unemployment Compensation-----		4,672
- Dept of Labor updated projection of unemployment	4,672	
Incentive Pay -----		4,394
- Changes in Aviation Continuation Pay	7,298	
- Changes in workyears	-2,904	
Special Duty Assignment Pay (SDAP) -----		1,935
- Changes in workyears	1,935	

Family Subsistence Supplemental Allowance (FSSA)-----		641
- Annualization of first full year of program	641	
Subsistence-In-Kind (SIK)-----		435
- Increase for Inflation	1,402	
- Changes in meals served	-950	
- Adjustment in cash sale estimates	-17	
CONUS COLA-----		99
- Changes in rates	59	
- Changes in workyears	40	
Total Increases -----		2,121,546
<u>Decreases:</u>		
Survivors' Benefits -----		-186
- Changes based on revised Veterans Administration projections	-186	
Reimbursements -----		-460
- Change in reimbursements	-460	
Total Decreases -----		-646
FY 2002 Direct Program -----		\$20,151,514

# **SECTION 4**

## **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

# **PAY AND ALLOWANCES OF OFFICERS**

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

**1. Pay and Allowances of Officers**

FY 2001 Direct Program ----- **6,004,065**

Increases:

Basic Pay -----		<b>321,666</b>
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	153,141	
- Change in workyears/longevity	135,587	
- Annualization of 1 Jan 01 3.7 percent pay raise	32,938	
Retired Pay Accrual -----		<b>121,441</b>
- Change in workyears/longevity	45,329	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	41,035	
- RPA rate adjustment to 30.3 percent	25,048	
- Annualization of 1 Jan 01 3.7 percent pay raise	10,029	
Housing Allowances -----		<b>47,567</b>
- Changes in workyears	15,299	
- Rate Changes	42,006	
- Foreign Currency Fluctuation Rate Adjustment	-9,738	
Separations -----		<b>40,415</b>
- Changes to \$30K the Lump Sum Bonus Program	29,000	
- Changes in VSI Trust Fund Payments	23,800	
- Change in involuntary separation payments	8,451	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	1,385	
- Annualization of 1 Jan 01 3.7 percent pay raise	339	
- Change in LSTL payments	-1,010	
- Decrease due to FY01 end of TERA Program	-7,465	
- Decrease due to FY01 end of VSI/SSB program	-14,085	
Special Pay -----		<b>34,486</b>
- Changes in rates	33,886	
- Start of the Critical Skills Retention Bonus Program	19,000	
- Start of the Critical Skills Accession Bonus Program	13,100	
- Start High Deployment Per Diem Allowance	383	
- Increase due to full year cost of Hardship Duty Location Pay	219	
- Changes to JAG Bonus Program	-593	
- Decrease in workyears	-31,508	

Social Security (FICA) -----		<b>24,684</b>
- Change in workyears/longevity	11,894	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	10,278	
- Annualization of 1 Jan 01 3.7 percent pay raise	2,512	
Overseas Station Allowances -----		<b>8,541</b>
- Changes in workyears	19,446	
- Changes in rates	-356	
- Foreign Currency Fluctuation Rate Adjustment	-10,549	
Basic Allowance for Subsistence -----		<b>5,065</b>
- 1 Jan 02 3.0 percent pay raise	3,037	
- Change in workyears	1,691	
- Annualization of 1 Jan 01 1.0 percent pay raise	337	
Incentive Pay -----		<b>3,307</b>
- Changes to Aviation Continuation Pay	7,298	
- Changes in workyears	-3,991	
Family Separation Allowance -----		<b>670</b>
-Change in workyears	635	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	28	
- Annualization of 1 Jan 01 3.7 percent raise	7	
CONUS COLA -----		<b>57</b>
- Change in rates	46	
- Change in workyears	11	
Clothing Allowance -----		<b>34</b>
- Change in number of payments	34	
Total Increases -----		<b>607,933</b>
<u>Decreases:</u>		
Reimbursements -----		<b>-2,060</b>
- Change in reimbursements	-2,060	
Total Decreases -----		<b>-2,060</b>
FY 2002 Direct Program -----		<b>6,609,938</b>

(Amount in Thousands)

<b>PROJECT: BASIC PAY - OFFICERS</b>	FY 2000 Actual	\$3,358,497
	FY 2001 Estimate	\$3,425,180
	FY 2002 Estimate	\$3,746,846

**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, 204, 205, and 1009.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include annualized pay raises of 4.8 percent in FY 2000 and 3.7 percent in FY 2001. For FY 2002, the budget raises basic pay for grades 0-3's and 0-4's by 6.0 and 6.5 percent respectively. The budget also provides a 5.0 percent increase in basic pay for all other officers. Finally, the budget includes amounts for Pay Table Reform (one quarter in FY 2000 and full year in FY 2001).

Basic Pay of 0-7 to 0-10 is limited to Level III of the executive schedule.  
Basic pay for 0-6 and below is limited to Level V of the executive schedule.

(Amount in Thousands)

BASIC PAY - OFFICERS

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	130,200	1,432	12	133,700	1,604	11	140,385	1,544
Lt General	36	118,464	4,265	36	123,163	4,434	36	128,932	4,642
Maj General	87	107,333	9,338	87	111,589	9,708	87	116,816	10,163
Brig General	140	94,848	13,279	141	98,980	13,956	141	103,616	14,610
Colonel	3,951	80,033	316,210	3,897	83,771	326,456	3,856	87,675	338,075
Lt Colonel	10,603	64,547	684,392	10,404	67,787	705,256	10,390	71,674	744,693
Major	15,857	52,705	835,743	15,767	54,428	858,166	16,427	60,315	990,795
Captain	24,656	43,232	1,065,928	23,187	44,206	1,025,005	21,887	49,326	1,079,598
1st Lieutenant	7,011	33,316	233,578	7,508	34,863	261,751	8,555	38,029	325,338
2nd Lieutenant	7,787	24,956	194,332	8,267	26,472	218,844	8,785	27,022	237,388
Total Basic Pay	70,139		\$3,358,497	69,306		\$3,425,180	70,175		\$3,746,846



(Amount in Thousands)

<b>PROJECT: RETIRED PAY ACCRUAL - OFFICERS</b>	FY 2000 Actual	\$1,068,002
	FY 2001 Estimate	\$1,013,853
	FY 2002 Estimate	\$1,135,294

**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 U.S.C. 1466, as amended.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 31.8 percent for FY 2000, 29.6 percent for FY 2001, and 30.3 percent for FY 2002.
- (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:

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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>
RPA	70,139	15,226.94	\$1,068,002	69,306	14,628.65	\$1,013,853	70,175	16,178.04	\$1,135,294
Total	70,139	15,226.94	\$1,068,002	69,306	14,628.65	\$1,013,853	70,175	16,178.04	\$1,135,294

(Amount in Thousands)

<b>PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS</b>	FY 2000 Actual	\$292,868
	FY 2001 Estimate	\$292,516
	FY 2002 Estimate	\$295,823

**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 \$840. The FY1998 National Defense Authorization Act (NDAA), modified in (Sec. 615), increased monthly rates for aviators with more than 14 years of service. The year groups as well as compensation were changed as a means to assist the Service in the retention of aviators. The FY1999 NDAA accelerated the rate increase from \$650 to \$840 for officers with more than 14 years but less than 22 years of aviation service.
- (2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention. The FY 1998 National Defense Authorization Act (NDAA), modified in (Sec. 616), allows bonus adjustment from \$12,000 to \$25,000 as an incentive to Aviation career officers who agree to remain on active duty through 14 years of active service. The Air Force was paying \$22,000 for long term contracts. The FY2000 NDAA approves an enhancement to the ACP program, allowing payment through the grade of O-6 and through 25 years of service. Effective 1 Oct 99, the Air Force increased the annual payment to \$25,000. Additionally the Air Force program authorizes 50% up front payments (\$150,000 limit) to newly eligible pilots.
- (3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crewmembers and non-crew members (e.g., gunnery instructors, aerial photo personnel, and flight nurse) only when performing such duties in fixed monthly amounts of \$150. This amount was increased from \$110 to \$150 in the FY 1998 NDAA.
- (4) Parachute Jumping - Duties involve parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$150 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 \$225.
- (5) 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 \$150.
- (6) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$150.
- (7) 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 \$150.
- (8) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at a monthly rate of \$150.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Aviation Career Incentive Pay

Yrs Svc Grade	Monthly Rate	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
		Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Less than 2	125.00	3,042	1,500	4,563	3,351	1,500	5,027	3,278	1,500	4,917
2 - 3	156.00	1,325	1,872	2,480	1,637	1,872	3,064	1,698	1,872	3,179
3 - 4	188.00	1,165	2,256	2,628	1,158	2,256	2,612	1,595	2,256	3,598
4 - 6	206.00	1,612	2,472	3,984	1,844	2,472	4,558	2,180	2,472	5,389
6 - 14	650.00	7,253	7,800	56,577	6,190	7,800	48,282	5,395	7,800	42,081
14 - 22	840.00	5,977	10,080	60,248	6,858	10,080	69,129	6,867	10,080	69,219
22 - 23	585.00	241	7,020	1,692	555	7,020	3,896	564	7,020	3,959
23 - 24	495.00	225	5,940	1,336	488	5,940	2,899	483	5,940	2,869
24 - 25	385.00	206	4,620	950	395	4,620	1,825	444	4,620	2,051
Above 25	250.00	155	3,000	465	131	3,000	393	134	3,000	402
B/G Less than 25	200.00	7	2,400	18	12	2,400	29	12	2,400	29
M/G Less than 25	200.00	0	2,400	0	0	2,400	0	0	2,400	0
Subtotal Flying Duty Crew		21,208		\$134,941	22,619		\$141,714	22,650		\$137,693

Noncrew Members

Flying Duty Non-Crew		26	1,800	47	30	1,800	54	30	1,800	54
Flying Duty Non-Rated		498	2,281	1136	420	2,220	932	420	2,220	932
Subtotal Flying Duty Noncrew		524		\$ 1,183	450		\$ 986	450		\$ 986

Aviation Continuation Pay

				\$156,018			\$149,072			\$156,370
Subtotal Flying Duty Pay				\$292,142			\$291,772			\$295,049

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Parachute Jumping</u>	160	1,800	\$ 288	88	1,800	\$ 158	88	1,800	\$ 158
<u>Demolition Duty</u>	38	1,800	\$ 68	44	1,800	\$ 79	46	1,800	\$ 83
<u>Other Incentive Duty Pay</u>									
Parachute HALO	5	2,700	14	22	2,700	59	24	2,700	65
Pressure Chamber Observer	139	1,800	250	195	1,800	351	195	1,800	351
Accel-Decel Subject	38	1,800	68	23	1,800	41	25	1,800	45
Thermal Stress	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	20	1,800	36	29	1,800	52	38	1,800	68
Live/Hazard Org	0	1,800	0	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay			\$370			\$507			\$533
TOTAL INCENTIVE PAY			\$292,868			\$292,516			\$295,823

(Amount in Thousands)

<b>PROJECT: SPECIAL PAY - OFFICERS</b>	FY 2000 Actual	\$192,674
	FY 2001 Estimate	\$199,499
	FY 2002 Estimate	\$233,985

**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 1991 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92; 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 - monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
  - b) Medical Board Certified - A monthly payment that varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
  - c) Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.
  - 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 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 payment authorized for all dentists based on years of creditable service. Total annual pay ranges from \$3,000 to \$12,000 except for O-7s and above who receive \$1,000 per year.
  - g) Dental Board Certified - A monthly payment that varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training, and experience requirements. The total annual pay ranges from \$2,500 - \$6,000 depending upon years of 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. The FY 1998 NDAA increased payments from to \$6,000 to \$15,000 depending on years of service.
  - i) Dental Accession Bonus - This is a subcategory of Dental Special Pay that was authorized in the FY 1997 National Defense Authorization Act, which allows for a new payment category of \$30,000. This is a one-time payment on the member's entry.
  - j) Dental Multi-year Special Pay (MSP) - The FY 1998 NDAA authorized payments from \$3,000 to \$14,000 per year for dentists with more than eight years in service who accept long-term contracts to remain on active duty.
  - k) Nurse Anesthetist Incentive Pay - P.L. 103-337, Section 612, the FY 1995 Authorization Act authorizes an ISP up to \$15,000 to all Certified Registered Nurse Anesthetists.
  - l) Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.
  - m) Nurse Board Certification Pay - The FY 1996 Authorization Act amends section 302C(D(1)) of Title 37 U.S.C. and authorizes payments ranging from \$2,000 to \$5,000 for Board Certified Pay for Non-Physician Health Care Providers.
  - n) Optometrists and Veterinarians - A special pay amount of \$100 per month has been authorized by 37 U.S.C., Sec. 302a and 303 respectively. The FY 2001 NDAA corrected this reference to include officers in the Biomedical Sciences Corps who hold a degree in veterinary medicine.
  - o) Biomedical Sciences Corps (BSC) officers - Authorized by P.L. 101-510 Title 37, annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000 for Non-Physician Health Care Providers.

- (p) Pharmacy Officers Special Pay - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of title 37, United States Code, section 302i allows the Secretary of the military department concerned to pay eligible pharmacy officers, in the grade of O-6 and below, who are on active duty under a call or order for a period of at least one year. The rates vary from \$3,000 to \$8,000 per year, based upon years of creditable service and whether or not the officer is undergoing pharmacy internship training.
- (q) Pharmacy Accession Bonus - Authorized in the FY 2001 NDAA under the provision of Chapter 5 of title 37, United States Code, section 302j allows for payment of an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to accept a commission and remain on active duty for at least four years. The maximum bonus may not exceed \$30,000.
- (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 \$2,700 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. The duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (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 FY00 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay from \$100 per month to \$300 per month.
- (6) High Deployment Per Diem Allowance - Authorized in the FY 2000 NDAA under the provisions of 37 United States Code 435 allows the payment of high-deployment "per diem" to service members. Effective 1 Oct 01, members will receive \$100 a day for each day they exceed established deployment threshold (currently is 400 days out of the preceding 730 days).
- (7) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of 37 United States Code 305. Payment is based on member's designated locations with rates ranging from \$50 to \$150 per month.
- (8) Judge Advocate Continuation pay. Authorized in the FY 2000 NDAA under the provisions of 37 U.S.C. 321 allows eligible judge advocates who remain on active duty for a period of obligated service specified in the agreement. The total amount paid to an officer under one or more agreements may not exceed \$60,000.
- (9) Critical Skills Retention Bonus - Authorized in the FY 2001 NDAA under the provisions of 37 U.S.C. 323 allows the payment of a retention bonus to an officer who is serving on active duty and is qualified in a designated critical military skill.

## 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 year of credible service. Board Certified Pay and Incentive Special Pay (ISP) 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 Multi-Year Special Pay (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. Beginning in FY 1991, IAW the Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus, 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 statutory rates by the number of people programmed in each specialty. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible. In FY2001 the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia was centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF). Beginning in FY 2002 submission, funding requirements for Bosnia, Kosovo and Southwest Asia will be transferred back to the Service's Military Personnel Appropriation. The FY02 Unified Legislation and Budgeting submission includes an initiative which would allow the payment of a Critical Skills Accession Bonus to an individual who accept a commission in a designated critical military skill.

Details of the computation are shown in the following tables:

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<u>Physicians Pay</u>									
Variable Special Pay	3,838	8,000	30,706	3,898	8,000	31,184	3,795	8,000	30,360
Physician Board Certification	2,443	3,600	8,794	2,399	3,600	8,636	2,347	3,600	8,449
Additional Special Pay	2,960	15,000	44,400	3,008	15,000	45,120	2,950	15,000	44,250
Incentive Special Pay	2,894	18,602	53,836	2,666	19,390	51,694	2,608	19,970	52,082
Multi-Year Special Pay	890	12,600	11,214	933	12,600	11,756	913	12,600	11,504
Subtotal Physicians Pay			\$148,950			\$148,390			\$146,645
<u>Veterinarians</u>	1	1,200	\$ 1	40	1,200	\$ 48	40	1,200	\$ 48
<u>Vet Board Certification</u>				40	4,000	\$ 160	40	4,000	\$ 160
Subtotal Medical Pay			\$ 148,951			\$ 148,598			\$ 146,853
<u>Dentist Pay</u>									
Dental Additional Pay	1,053	13,729	14,457	1,103	11,480	12,662	1,083	11,480	12,433
Dental Variable Pay	1,077	7,780	8,380	1,145	7,780	8,908	1,125	7,780	8,753
Board Certified Pay	313	5,306	1,659	344	4,240	1,459	338	4,240	1,433
Dental Accession Bonus	18	30,000	540	30	30,000	900	30	30,000	900
Multi-Year Special Pay	364	13,140	4,783	338	13,140	4,441	337	13,140	4,428
Subtotal Dentist Pay			\$29,819			\$28,370			\$27,947
<u>Optometrists</u>	152	1,200	\$ 183	250	1,200	\$ 300	250	1,200	\$ 300
<u>Biomedical Science</u>	436	3,000	\$ 1,307	603	3,000	\$ 1,809	589	3,000	\$ 1,767
<u>Pharmacy Accession</u>				64	10,000	\$ 640	64	30,000	\$ 1,920
<u>Pharmacy Officers Special Pay</u>				0			250	7,000	\$ 1,750

(Amount in Thousands)

SPECIAL PAY - OFFICERS

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate					
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount			
<u>Nurses Bonus</u>												
Nurses Accession Bonus	135	5,000	675	200	5,000	1,000	200	5,000	1,000			
Certified Registered Nurse Anesthetists	201	15,000	3,015	205	15,000	3,075	195	15,000	2,925			
Nurse Board Certification	499	3,000	1,498	421	3,000	1,263	398	3,000	1,194			
Subtotal Nurses Bonus			\$5,188			\$5,338			\$5,119			
<u>Personal Allowance - General Officer</u>												
CATEGORY	NBR	PMT	RATES	AMT	NBR	PMT	RATES	AMT	NBR	PMT	RATES	AMT
Chief of Staff	1		4,000	4	1		4,000	4	1		4,000	4
General	10		2,200	22	11		2,200	24	10		2,200	22
Lieutenant General	36		500	18	36		500	18	36		500	18
Subtotal Personal Allowance*				\$44				\$46				\$44
<u>Hostile Fire</u>	2,730	1,800	\$	4,914	2,081	1,800	\$	3,747	2,732	1,800	\$	4,918
<u>Diving Duty</u>	60	1,800	\$	108	60	1,800	\$	108	60	1,800	\$	108
<u>Linguists</u>	3,546	609	\$	2,160	3,980	1,219	\$	4,851	4,291	1,272	\$	5,458
<u>High Deployment Per Diem Allowance</u>									11	36,500	\$	383
<u>JAG Bonus</u>					520	9,679	\$	5,033	400	11,100	\$	4,440
<u>Critical Skills Accession/Retention Bonus</u>									950	20,000	\$	19,000
<u>Critical Skills Accession Bonus</u>									873	15,000	\$	13,100
<u>Hardship Duty Location Pay</u>					971	679	\$	659	1,294	679	\$	878
TOTAL SPECIAL PAY				\$192,674				\$199,499				\$233,985

\*Special Pay Total Includes General Officer Allowances.



(Amount in Thousands)

<b>PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS</b>	FY 2000 Actual	\$605,867
	FY 2001 Estimate	\$662,787
	FY 2002 Estimate	\$710,354

#### **PART I - PURPOSE AND SCOPE**

In the FY 1998 National Defense Authorization Act, Congress approved the payment of a basic allowance for housing (BAH) to service members. The BAH combines housing payments formerly provided by basic allowance for quarters (BAQ), variable housing allowance (VHA) and Overseas Housing Allowance (OHA). Payment to service members is authorized by revisions to 37 United States Code 403.

#### **PART II - JUSTIFICATION OF FUNDS REQUESTED**

BAH amounts in FY2000 and FY 2001 reflect housing costs based on current market values resulting from the a contractor generated survey of actual housing costs rather than the previous member survey methodology. In addition, this budget includes the initiative to reduce out-of-pocket housing costs for military members in FY 2001 from 18.8 percent to 15 percent, and to 11.3 percent in FY 2002.

Included in this budget submission is the Congressional Foreign Currency Exchange Rate Reduction to the Officer BAH Overseas program of \$15.199M in FY 2001. Also including in this budget are additional adjustments to the Foreign Currency Fluctuation rates as a result of improved rates in the North Atlantic Treaty Organization (NATO) Security Investment Program (NSIP) as well as revised rates developed by the Per Diem, Travel and Transportation Committee.

The computation of requirements is provided in the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING - OFFICERS

DOMESTIC

With Dependents

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	66	17,774	1,173	66	20,777	1,371	66	20,827	1,375
Colonel	2,234	14,981	33,468	2,204	17,494	38,558	2,380	17,536	41,736
Lt Colonel	7,142	13,927	99,467	7,008	16,256	113,924	7,499	16,295	122,196
Major	9,624	12,233	117,730	9,564	14,276	136,532	10,664	14,310	152,600
Captain	11,157	10,461	116,713	9,908	12,219	121,069	10,052	12,248	123,121
1st Lieutenant	1,697	8,530	14,475	1,590	9,952	15,824	2,271	9,977	22,657
2nd Lieutenant	1,650	7,729	12,753	1,492	9,018	13,455	1,907	9,040	17,239
Subtotal with Dependents	33,570		\$395,779	31,832		\$440,733	34,839		\$480,924

Without Dependents - Full Allowance

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	5	6,787	34	7	8,330	58	7	8,350	58
Colonel	234	12,793	2,994	236	14,884	3,513	235	14,920	3,506
Lt Colonel	1,014	12,088	12,257	922	14,091	12,992	880	14,125	12,430
Major	2,157	11,029	23,790	2,058	12,874	26,495	2,131	12,905	27,500
Captain	6,368	9,315	59,318	6,216	10,397	64,625	5,906	10,422	61,550
1st Lieutenant	3,140	7,208	22,633	3,634	8,407	30,552	4,228	8,427	35,630
2nd Lieutenant	4,105	6,216	25,517	4,686	7,256	34,000	5,041	7,273	36,662
Subtotal w/o Dependents	17,023		\$146,543	17,759		\$172,235	18,428		\$177,336

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING - OFFICERS

DOMESTIC

Without Dependents - Partial Allowance

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	0	0	0	0	0	0	0	0	0
Colonel	4	479	2	6	559	3	6	561	3
Lt Colonel	24	386	9	15	451	7	25	452	11
Major	60	320	19	58	375	22	64	376	24
Captain	319	266	85	311	310	97	282	311	88
1st Lieutenant	242	211	51	299	246	73	296	246	73
2nd Lieutenant	668	158	106	752	185	139	751	186	140
Subtotal Partial	1,317		\$272	1,441		\$341	1,424		\$339

Inadequate Family Housing

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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>
Colonel	1	21,029	21	0	0	0	0	0	0
Lt Colonel	0	0	0	0	0	0	0	0	0
Major	0	0	0	0	0	0	0	0	0
Captain	4	13,115	52	0	0	0	0	0	0
1st Lieutenant	0	0	0	0	0	0	0	0	0
2nd Lieutenant	0	0	0	0	0	0	0	0	0
Subtotal Inadequate	5		\$73	0		\$0	0		\$0

TOTAL BAH - DOMESTIC

\$542,667

\$613,309

\$658,599

**(Amount in Thousands)  
OVERSEAS**

BASIC ALLOWANCE FOR HOUSING - OFFICERS

With Dependents

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	1	23,297	23	1	26,651	27	1	18,973	19
Colonel	114	24,016	2,738	97	27,473	2,665	107	19,558	2,093
Lt Colonel	457	20,199	9,231	389	23,107	8,989	447	16,450	7,353
Major	727	18,046	13,119	627	20,644	12,944	803	14,696	11,801
Captain	957	16,571	15,858	781	18,972	14,817	900	13,506	12,155
1st Lieutenant	119	16,280	1,937	111	18,624	2,067	145	13,259	1,923
2nd Lieutenant	32	16,256	520	28	18,596	521	36	13,239	477
Subtotal With Dependents	2,407		\$43,426	2,034		\$42,030	2,439		\$35,821

Without Dependents

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	0	0	0	0	0	0	0	0	0
Colonel	18	20,832	375	19	23,832	453	18	16,965	305
Lt Colonel	66	17,381	1,147	35	19,884	696	65	14,155	920
Major	214	14,993	3,209	203	17,152	3,482	221	12,211	2,699
Captain	761	13,587	10,340	744	15,544	11,564	676	11,065	7,480
1st Lieutenant	232	13,169	3,055	286	15,065	4,309	283	10,724	3,035
2nd Lieutenant	132	12,486	1,648	150	14,284	2,143	147	10,169	1,495
Subtotal w/o Dependents	1,423		\$19,774	1,437		\$22,647	1,410		\$15,934

TOTAL BAH - OVERSEAS		\$63,200			\$64,677			\$51,755
FY01 Congressional Foreign Currency Exchange Rate Reduction:					-\$15,199			
REVISED Basic Allowance for Housing (Overseas)		\$63,200			\$49,478			\$51,755
Grand Total Basic Allowance for Housing		\$605,867			\$662,787			\$710,354

(Amount in Thousands)

<b>PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS</b>	FY 2000 Actual	\$133,106
	FY 2001 Estimate	\$132,944
	FY 2002 Estimate	\$138,009

**PART I - PURPOSE AND SCOPE**

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

**PART II - JUSTIFICATION OF FUNDS RECEIVED**

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. BAS reform was implemented 1 Jan 1998 as a cost neutral effort to provide all eligible personnel with a BAS payment. This reform limits the growth of BAS to 1 percent per year in order to allow the department to make partial BAS payments with the remaining pay raise resources going to members receiving subsistence-in-kind (SIK) payments. The FY 2001 National Defense Authorization Act eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture food Plan. The percent rate increase is currently 3.0 percent.

Details of the computation are provided in the following table:

<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
Statutory			Statutory			Statutory		
<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
70,139	1,897.74	\$133,106	69,306	1,918.22	\$132,944	70,175	1,966.65	\$138,009

(Amount in Thousands)

<b>PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS</b>	FY 2000 Actual	\$57,814
	FY 2001 Estimate	\$36,238
	FY 2002 Estimate	\$44,779

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to officers on duty outside the Continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation 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. 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 (hotel) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based, as directed in guidance, on historical data adjusted for known changes of each type of allowance.

Included in this budget submission is the Congressional Foreign Currency Exchange Rate Reduction to the Officer BAH Overseas program of \$21.301M in FY 2001. Also including in this budget are additional adjustments to the Foreign Currency Fluctuation rates as a result of improved rates in the North Atlantic Treaty Organization (NATO) Security Investment Program (NSIP) as well as revised rates developed by the Per Diem, Travel and Transportation Committee.

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

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	36	5,722.22	206	36	5,861.11	211	34	4,441.18	151
Colonel	554	6,649.08	3,684	530	6,755.47	3,580	513	5,151.24	2,643
Lt Colonel	1,385	6,275.40	8,691	1,315	6,375.81	8,384	1,276	4,861.74	6,204
Major	2,144	5,634.72	12,081	2,138	5,724.88	12,240	2,095	4,365.39	9,145
Captain	3,560	5,359.56	19,080	3,343	5,445.31	18,204	3,147	4,152.21	13,067
1st Lieutenant	710	4,710.48	3,344	819	4,785.85	3,920	840	3,649.35	3,065
2nd Lieutenant	329	3,867.84	1,273	398	3,929.73	1,564	404	2,996.53	1,211
Subtotal Cost of Living	8,718		\$48,359	8,579		\$48,103	8,309		\$35,486
FY01 Congressional Foreign Currency Exchange Rate Reduction:						-\$21,301			
REVISED Subtotal Cost of Living			\$48,359			\$26,802			\$35,486

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Temporary Lodging Allowance</u>	14,383	557.67	\$8,021	14,146	565.76	\$8,003	13,715	574.81	\$7,883
<u>Moving-In Housing Allowance</u>	2,172	660.07	\$1,434	2,140	669.64	\$1,433	2,073	680.35	\$1,410
TOTAL STATION ALLOWANCES, OVERSEAS			\$57,814			\$36,238			\$44,779

(Amount in Thousands)

<b>PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - OFFICERS</b>	FY 2000 Actual	\$931
	FY 2001 Estimate	\$958
	FY 2002 Estimate	\$1,015

**PART I - PURPOSE AND SCOPE**

In the FY 1995 Defense Authorization Act, Congress approved a COLA payment to service members assigned to Conus high cost areas.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Details of the computations are shown below:

<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
Average			Average			Average		
<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
1,804	516.32	\$931	1,783	537.02	\$958	1,805	562.17	\$1,015



(Amount in Thousands)

<b>PROJECT: UNIFORM ALLOWANCES - OFFICERS</b>	FY 2000 Actual	\$1,869
	FY 2001 Estimate	\$3,789
	FY 2002 Estimate	\$3,823

**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 Defense Authorization Act, approved 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 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200 regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The FY 2001 Defense Authorization Act, approved an increase to the one-time initial uniform allowance paid to officers from \$200 to \$400, and the one-time additional uniform allowance paid to officers from \$100 to \$200. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	Statutory			Statutory			Statutory		
	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
Initial Allowances	5,513	200.00	1,103	5,959	400.00	2,384	6,012	400.00	2,405
Additional Allowances	5,513	100.00	551	5,959	200.00	1,192	6,012	200.00	1,202
Civilian Clothing	425	505.86	215	420	506.88	213	425	507.89	216
<b>TOTAL UNIFORM ALLOWANCES</b>			<b>\$1,869</b>			<b>\$3,789</b>			<b>\$3,823</b>

(Amount in Thousands)

<b>PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICER</b>	FY 2000 Actual	\$2,854
	FY 2001 Estimate	\$2,228
	FY 2002 Estimate	\$2,898

**PART I - PURPOSE AND SCOPE**

Funds provide two types of family separation allowance (FSA I & II) payments, under the provisions 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 or her family and one overseas. FSA I is paid at the BAH II - without/dependent rate.

(2) FSA II is payable when a member with dependents makes a permanent change of station move, or member is on temporary duty away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The FY 1998 National Defense Authorization Act increased the FSA payment from \$75 to \$100 for those members in TDY and PCS status.

**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.

In FY2001 the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia will be centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF) instead of the military personnel appropriation. Beginning in FY 2002 submission, funding requirements for Bosnia, Kosovo and Southwest Asia will be transferred back to the Service's Military Personnel Appropriation.

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICER

PCS Overseas with Dependents not Authorized and Maintain Two Homes

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Colonel	6	9,888.36	59	6	10,237.56	61	6	10,716.60	64
Lt Colonel	19	9,523.80	181	19	9,860.40	187	19	10,322.76	196
Major	27	8,823.60	238	27	9,135.00	247	27	9,562.80	258
Captain	25	7,075.80	177	25	7,326.00	183	25	7,669.20	192
1st Lieutenant	7	5,610.60	39	7	5,808.60	41	7	6,080.40	43
2nd Lieutenant	3	4,727.76	14	3	4,895.16	15	3	5,124.60	15
Subtotal	87		\$708	87		\$734	87		\$768
<u>PCS CONUS or Overseas with dependents not authorized</u>	640	1,200.00	\$768	632	1,200.00	\$758	640	1,200.00	\$768
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	1,148	1,200.00	\$1,378	613	1,200.00	\$736	1,135	1,200.00	\$1,362
TOTAL FAMILY SEPARATION ALLOWANCE			\$2,854			\$2,228			\$2,898

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2000 Actual	\$100,650
FY 2001 Estimate	\$65,986
FY 2002 Estimate	\$106,401

**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 under the provisions of U.S.C. 1775 and 1174a, and certain members who retire under the Temporary Early Retirement Authority (TERA) under the provisions of 10 U.S.C. 8911, 8914 as amended.
- (3) \$30,000 Lump Sum Bonus authorized in the FY 2000 National Defense Authorization Act.

**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 1 September 1976 and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after 1 September 1976, to include lowering to the 1 September 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months 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 VSI Program and the second is the SSB Program. VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent 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 1999 National Defense Authorization Act extended the 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. 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 years of service X basic pay (adjusted for COLA) 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 up front all early retirement payments including cost of living adjustments, 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 FY 2000 National Defense Authorization Act provided for a \$30K Lump Sum Bonus provision to members within 180 days of completing 15 years of military service, the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent "Redux" retirement plan. This provision is reflected in FY 2001.

(Amount in Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

Grade	FY 2000 Actual				FY 2001 Estimate				FY 2002 Estimate			
	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
General	176	18	4,966.22	874	106	18	5,270.14	559	91	18	5,215.15	475
Colonel	1,637	15	3,315.55	5,428	896	15	3,445.88	3,088	840	15	3,608.96	3,032
Lt Colonel	1,648	18	3,167.05	5,219	1,724	18	3,239.87	5,586	857	18	3,449.59	2,956
Major	1,271	21	2,968.01	3,772	1,126	21	3,108.65	3,500	994	21	3,384.01	3,364
Captain	2,360	20	2,377.89	5,612	1,473	20	2,635.03	3,881	2,325	20	2,860.58	6,651
1st Lieutenant	206	14	1,322.88	272	94	14	2,052.53	193	204	14	2,434.83	497
2nd Lieutenant	59	16	1,071.37	63	45	16	706.56	32	59	16	583.02	34
Subtotal Lump Sum Terminal Leave			\$21,240				\$16,839				\$17,009	

Separation Pay

Fail Promotion/Unfit	449		59,035.00	26,507	155		60,000.00	9,300	295		61,800.00	18,231
Disability	54		39,710.00	2,144	25		50,512.00	1,263	25		52,027.00	1,301
Severance Pay, Non Disability												
Invol-Half Pay 5%	7		21,695.00	152	4		25,000.00	100	3		25,750.00	77
Invol-Half Pay 10%	5		44,429.00	222	25		66,192.00	1,655	25		68,178.00	1,704
SSB	22		71,318.00	1,569	65		69,000.00	4,485	0		0.00	0
VSI	33		175,455.00	5,790	60		160,000.00	9,600	0		0.00	0
VSI Trust Fund				32,579				8,779				32,579
15 Year Retirement	133		78,549.00	10,447	87		85,800.00	7,465	0		0.00	0
\$30K Lump Sum Bonus					1			6,500	1			35,500
Subtotal Separation Pay			\$79,410				\$49,147				\$89,392	
TOTAL SEPARATION PAYMENTS			\$100,650				\$65,986				\$106,401	

(Amount in Thousands)

<b>PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - OFFICERS</b>	FY 2000 Actual	\$254,582
	FY 2001 Estimate	\$259,661
	FY 2002 Estimate	\$284,345

**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, established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) is 1.45 percent. There is no wage cap on the 1.45 percent medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

- Calendar Year 2000 - 6.20% on First \$76,200
- Calendar Year 2001 - 6.20% on First \$80,400
- Calendar Year 2002 - 6.20% on First \$84,900

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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>
Officers	70,139	3,629.68	254,582	69,306	3,746.59	259,661	70,175	4,051.94	284,345
Wage Credit			0			0			0
<b>TOTAL SOCIAL SECURITY TAX</b>			<b>\$254,582</b>			<b>\$259,661</b>			<b>\$284,345</b>

# **PAY AND ALLOWANCES OF ENLISTED**

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

**2. Pay and Allowances of Enlisted**

FY 2001 Direct Program ----- 10,288,093

Increases:

Basic Pay -----		585,411
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	225,219	
- Change in workyears/longevity	300,361	
- Annualization of 1 Jan 01 3.7 percent pay raise	59,831	
Housing Allowances -----		237,200
- Foreign Currency Fluctuation Rate Adjustment	-4,118	
- Changes in rates	98,315	
- Change in workyears	134,687	
- Equitable BAH rates for Junior Enlisted	8,316	
Retired Pay Accrual -----		220,554
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	68,241	
- Change in workyears/longevity	88,906	
- Annualization of 1 Jan 01 3.7 percent pay raise	18,129	
- Change in RPA rate to 30.3 percent	45,278	
Selective Reenlistment Bonus -----		116,048
- Changes in rates	84,306	
- Change in payments	31,742	



Separations -----		105,356
- \$30,000 Lump Sum Bonus Program	99,100	
- Changes in VSI Trust Fund Payments	6,800	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	6,004	
- Annualization of 1 Jan 01 3.7 percent pay raise	1,595	
- Change in LSTL payments	-2,749	
- Change in involuntary separation payments	-5,394	
Overseas Station Allowances -----		67,516
- Foreign Currency Fluctuation Rate Adjustment	-4,542	
- Changes in rates	8,153	
- Change in workyears	63,905	
Social Security (FICA) -----		44,785
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	17,229	
- Change in workyears	22,979	
- Annualization of 1 Jan 01 3.7 percent pay raise	4,577	
Special Pay -----		16,469
- Changes in pay rates	785	
- Changes in Hardship Duty Pay	1,597	
- Start High Deployment Per Diem Allowance	2,034	
- Change in workyears	12,053	
Enlistment Bonus -----		12,504
- Change in payments	12,504	
Family Separation Allowance -----		5,884
- Change in workyears	5,815	
- 1 Jan 02 pay raise includes 4.6 percent and targeted pay raises	52	
- Annualization of 1 Jan 01 3.7 percent pay raise	17	
Clothing Allowance -----		4,835
- Changes in rates	1,995	
- Change in payments	2,840	

Special Duty Assignment Pay	-----	1,935
- Change in workyears	1,935	
Reimbursements	-----	1,600
- Change in reimbursements	1,600	
Incentive Pay	-----	1,087
- Change in workyears	1,087	
CONUS COLA	-----	42
- Changes in workyears	29	
- Changes in rates	13	
Total Increases	-----	1,421,226
FY 2002 Direct Program	-----	11,709,319

(Amount in Thousands)

<b>PROJECT: BASIC PAY - ENLISTED</b>	FY 2000 Actual	\$5,944,627
	FY 2001 Estimate	\$6,167,897
	FY 2002 Estimate	\$6,753,308

**PART I - PURPOSE AND SCOPE**

Funds provide basic compensation of enlisted personnel on active duty, including length of service increments, under provision of 37 United States Codes 201, 203, and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funding requirements include annualized pay raises of 4.8 percent in FY 2000, 3.7 percent in FY 2001 and 4.6 percent in FY 2002. The budget also includes amounts for Pay Table Reform (one quarter in FY2000 and full year in FY2001); E-5 to E-7 pay raise (one quarter in 2001 and a full year in 2002); and a targeted pay raise (effective 1 January 2002).

FY 2000 beginning strength was 286,169 with an actual ending strength of 282,356 resulting in the utilization of 286,015 workyears.

FY 2001 beginning strength will be 282,356 and ending with 280,300 using 284,220 workyears.

FY2002 beginning strength will be 280,300 and ending with 284,734 using 286,585 workyears.

(Amount in Thousands)

BASIC PAY - ENLISTED

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	2,964	43,970	130,327	2,882	46,298	133,431	2,888	50,204	144,989
Senior Master Sergeant	5,890	36,282	213,701	5,826	38,792	226,002	5,755	41,416	238,349
Master Sergeant	29,287	30,778	901,395	29,386	32,378	951,460	29,897	35,355	1,057,008
Technical Sergeant	42,104	26,316	1,108,009	43,067	27,392	1,179,691	43,542	29,849	1,299,685
Staff Sergeant	69,792	21,679	1,513,021	70,644	22,457	1,586,452	73,760	24,329	1,794,507
Senior Airman	60,773	17,393	1,057,025	54,558	18,231	994,647	56,808	19,344	1,098,894
Airman First Class	51,944	14,225	738,903	53,621	14,758	791,339	52,547	15,821	831,346
Airman	10,870	13,374	145,375	10,899	13,904	151,540	11,487	14,661	168,411
Airman Basic	12,391	11,046	136,871	13,337	11,497	153,335	9,901	12,132	120,119
Total Basic Pay	286,015		\$5,944,627	284,220		\$6,167,897	286,585		\$6,753,308

**(Amount in Thousands)**

PROJECT: RETIRED PAY ACCRUAL - ENLISTED	FY 2000 Actual	\$1,890,391
	FY 2001 Estimate	\$1,825,698
	FY 2002 Estimate	\$2,046,252

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries.
- (b) The approved percentages are 31.8 percent in FY 2000, 29.6 percent for FY 2001 and 30.3 percent for FY 2002.

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

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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>
RPA	286,015	6,609.41	\$1,890,391	284,220	6,423.54	\$1,825,698	286,585	7,140.12	\$2,046,252
Total	286,015	6,609.41	\$1,890,391	284,220	6,423.54	\$1,825,698	286,585	7,140.12	\$2,046,252

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	FY 2000 Actual	\$33,069
	FY 2001 Estimate	\$32,730
	FY 2002 Estimate	\$33,817

### 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. The FY 1998 National Defense Authorization Act (NDAA) increased the minimum monthly incentive pay to \$150 per month. To focus on the career aviation enlisted personnel; FY2000 includes funding for Career Enlisted Flyer Incentive Pay (CEFIP) which is similar in concept to the Aviation Career Incentive Pay (ACIP) payment for officer aviators. It will be paid in fixed monthly amounts ranging from \$150 to \$400.

Funds provide payment to enlisted personnel under provisions of 37 United States Code 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 in-flight duties (such as maintenance) that cannot be performed by an assigned crew member. This amount was increased from \$110 to \$150 in the FY 1998 NDAA.
- (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. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225.
- (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. It is paid under specified conditions at a monthly rate of \$150.
- (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. Paid at a monthly rate of \$150.

(6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$150.

(7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms and paid at a monthly rate of \$150.

(8) Career Enlisted Flyer Incentive Pay (CEFIP) - Incentive pay to compensate career enlisted aircrew members and is based on years of aviation service rather than solely on rank. The CEFIP rates: \$150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service \$350, and \$400 for over 14 years of aviation service. Effective FY 2001, Airborne linguists, RC-135 Airborne Maintenance personnel and flight mechanics were converted to aviator AFSCs and are authorized CEFIP which decreased the flying crew members receiving incentive pay for hazardous duty.

(9) Other hazardous duty required by order and authorized under the provisions of 37 United States Code 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. In addition, Career Enlisted Flyer pay has been included in this budget. All other hazardous duty pay is computed at the statutory rate per workyear. The computation of fund requirements is provided in the following tables:

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Yrs Svc Grade	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Statutory			Statutory			Statutory		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	17	2,880	49	14	2,880	40	14	2,880	40
Senior Master Sergeant	48	2,880	138	27	2,880	78	27	2,880	78
Master Sergeant	175	2,880	504	146	2,880	420	146	2,880	420
Technical Sergeant	228	2,580	588	208	2,580	537	208	2,580	537
Staff Sergeant	448	2,280	1,021	344	2,280	784	345	2,280	787
Senior Airman	414	1,980	820	159	1,980	315	159	1,980	315
Airman First Class	71	1,800	128	63	1,800	113	63	1,800	113
Airman	0	1,800	0	7	1,800	13	7	1,800	13
Airman Basic	0	1,800	0	3	1,800	5	3	1,800	5
Subtotal Flying Duty Crew	1,401		\$3,248	971		\$2,305	972		\$2,308
<u>Non-Fly Crew Members</u>	214	1,800	385	219	1,800	394	248	1,800	446
<u>Career Enlisted Flyer Incentive Pay</u>									
Yrs Svc									
Less than 4 Yrs Avn Svc	1,174	1,800	2,113	1,112	1,800	2,002	1,114	1,800	2,005
More than 4 Yrs Avn Svc	1,112	2,700	3,002	2,598	2,700	7,015	2,603	2,700	7,028
More than 8 Yrs Avn Svc	1,420	4,200	5,964	1,589	4,200	6,674	1,592	4,200	6,686
More than 14 Yrs Avn Svc	2,471	4,800	11,861	1,448	4,800	6,950	1,451	4,800	6,965
Career Enlisted Flyer Incentive Pay	6,177		22,940	6,747		22,641	6,760		22,684
<u>Subtotal Flying Duty Pay</u>	7,792		\$26,573	7,937		\$25,340	7,980		\$25,438



INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Type	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Statutory			Statutory			Statutory		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Parachute Jumping</u>	1,092	1,980	2,162	1,093	1,980	2,164	1,239	1,980	2,453
<u>Demolition</u>	1,099	1,800	1,978	1,095	1,800	1,971	1,241	1,800	2,234
<u>Other Incentive Duty Pay</u>									
Experimental Stress	453	1,800	815	456	1,800	821	517	1,800	931
Toxic Fuel Handler	730	1,800	1,314	994	1,800	1,789	1,127	1,800	2,029
Hazardous Bio Org	42	1,800	76	60	1,800	108	68	1,800	122
Parachute HALO	56	2,700	151	199	2,700	537	226	2,700	610
<u>Subtotal Other Incentive Duty Pay</u>	1,281		\$2,356	1,709		\$3,255	1,938		\$3,692
<b>TOTAL INCENTIVE PAY</b>	11,264		\$33,069	11,834		\$32,730	12,398		\$33,817

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED	FY 2000 Actual	\$34,321
	FY 2001 Estimate	\$27,349
	FY 2002 Estimate	\$43,818

### PART I - PURPOSE AND SCOPE

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

(1) Duty at Certain Places (Foreign Duty) - 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. All areas that were receiving CPP will continue to receive it until 31 December 2001. All members arriving in prior CPP areas prior to 1 Jan 02 will receive CPP until they PCS.

(2) Hardship Duty Location Pay (HDLP) - Effective 1 January 2001, enlisted personnel assigned to locations or duties designated by the Secretary of Defense as hardship under the provisions of 37 United States Code 305. Payment is based on member's designated locations with rates ranging from \$50 to \$150 per month.

(3) Overseas Tour Extension Pay (OTEIP) - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. The OTEIP rate changed effective 1 Oct 98 paying members a \$2000 lump sum instead of the previous \$80 per month.

(4) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 34. 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 is either \$110 or \$150 per month based on divers' skill levels, responsibility, hazard,

and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields: pararescue and diving duty basic. Changes in the DoD Pay Manual have authorized members to receive pay when they start training. 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 a combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from either surface vessel, parachute or helicopter drop.

(5) Hostile Fire Pay - Paid at a monthly rate of \$150 to members who serve in designated areas subject to specific dangers.

(6) Foreign Language Proficiency Pay (FLPP) - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between \$50 and \$100 a month, is based on proficiency skill levels. The FY 2000 Unified Legislation and Budgeting initiative to restructure FLPP was approved and is funded in this budget. The initiative created two tiers of linguists (career linguists and others), and increased the rate for career linguists up to \$300 a month.

(7) High Deployment Per Diem Allowance - Authorized in the FY 2000 NDAA under the provisions of 37 United States Code 435, allows the payment of high-deployment "per diem" to enlisted members. Effective 1 Oct 01, members will receive \$100 a day for each day exceeding established deployment threshold which currently is 400 days out of the preceding 730 days.

(8) College Loan Repayment Program - Authorized by Public Law 99-145, Section 2171 this recruiting initiative is designed to attract the college bound/post college drop out population. Maximum amount per recruit will not exceed \$10K.

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

Amounts are computed by applying statutory or average rates to the average numbers of personnel programmed to be eligible. These areas support the national defense mission and include continuing efforts such as Southwest Asia and Bosnia contingencies. However, beginning in FY 2001, military personnel appropriation costs are centrally budgeted for in the Overseas Contingency Operations Transfer Fund (OCOTF) and this budget reflects the funding transfer from the Military Personnel Account to the OCOTF. Beginning in FY 2002 submission, funding requirements for Bosnia, Kosovo, and Southwest Asia will be transferred back to the Service's Military Personnel Appropriation.

(Amount in Thousands)

SPECIAL PAY - ENLISTED

<u>Sea and Foreign Duty, Total</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	Average			Average			Average		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>Sea Duty</u>	2	1,200	2	2	1,200	2	2	1,200	2
<u>Duty at Certain Places</u>									
<u>Grade</u>									
Chief Master Sergeant	148	270	40	96	270	26	79	270	21
Senior Master Sergeant	343	270	93	223	270	60	183	270	49
Master Sergeant	1,951	270	527	1,287	270	348	1,056	270	285
Technical Sergeant	3,065	240	736	2,038	240	489	1,651	240	396
Staff Sergeant	6,333	192	1,216	4,253	192	817	3,445	192	661
Senior Airman	6,881	156	1,073	4,322	156	674	3,501	156	546
Airman First Class	3,842	108	415	2,533	108	274	2,077	108	224
Airman	653	96	63	414	96	40	339	96	33
Airman Basic	60	96	6	36	96	3	30	96	3
Subtotal Duty at Certain Places	23,276		\$4,169	15,202		\$2,731	12,361		\$2,218
<u>Overseas Tour Extension Pay</u>	15	2,000	30	15	2,000	30	15	2,000	30
<u>Subtotal Sea and Foreign Duty, Total</u>	23,293		\$4,201	15,219		\$2,763	12,378		\$2,250
<u>Diving Duty Basic</u>	10	1,320	13	10	1,320	13	10	1,320	13
<u>Diving Duty Pararescue</u>	651	1,800	1,172	647	1,800	1,165	648	1,800	1,166
<u>Foreign Language Proficiency Pay</u>	7,361	893.04	6,574	7,729	916.56	7,084	7,747	1,009.20	7,818
<u>Hostile Fire Pay</u>	12,423	1,800	22,361	5,296	1,800	9,533	12,305	1,800	22,149
<u>HDLP</u>	0	0	0	9,846	487	4,791	9,846	649	6,388
<u>High-Deployment Per Diem Allowance</u>	0	0	0	0	0	0	56	36,500	2,034

(Amount in Thousands)

SPECIAL PAY - ENLISTED

<u>Other Special Pay</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	Average			Average			Average		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
<u>College Loan Payback Program</u>			0			2,000			2,000
<u>Subtotal Other Special Pay</u>			\$0			\$2,000			\$2,000
TOTAL SPECIAL PAY			\$34,321			\$27,349			\$43,818

(Amount in Thousands)

<b>PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED</b>	FY 2000 Actual	\$18,920
	FY 2001 Estimate	\$23,792
	FY 2002 Estimate	\$25,727

**PART I - PURPOSE AND SCOPE**

Special Duty Assignment Pay (SDAP) is authorized by United States Code 307 and is a monetary allowance to compensate enlisted personnel who serve in duties which are extremely difficult and/or duties which involve an an unusual degree of responsibility. As of this submission, the Air Force has limited such designations to 46 specific duties.

**PART II - JUSTIFICATION OF FUNDS REQUIRED**

SDAP is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, enlisted weapons directors, army ranger instructors, parachute instructors, test parachute program, PAVE HAWK/LOW aircrew, combat weather personnel, test parachutists, Phoenix Raven SF personnel; forward personnel, flying crew chiefs, defense couriers, members of two joint and two headquarters operational and support commands, members of three special government agencies, and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic and additions or deletions of skills are required throughout the year. In FY02 we start paying SDAP to Command Chief Master Sergeants and First Sergeants.

**SPECIAL DUTY ASSIGNMENT PAY - ENLISTED**

	<u>FY 2000 Actual</u>		<u>FY 2001 Estimate</u>		<u>FY 2002 Estimate</u>	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
SD-6 (\$375)	1,709	7,691	2,108	9,486	2,108	9,486
SD-5 (\$275)	1,403	4,630	1,531	5,052	1,531	5,052
SD-4 (\$220)	670	1,769	743	1,962	743	1,962
SD-3 (\$165)	1,101	2,180	2,330	4,613	2,454	4,859
SD-2 (\$110)	1,880	2,482	1,898	2,505	3,178	4,195
SD-1 (\$55)	255	168	263	174	262	173
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	<b>7,018</b>	<b>\$18,920</b>	<b>8,873</b>	<b>\$23,792</b>	<b>10,276</b>	<b>\$25,727</b>

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 2000 Actual	\$125,688
FY 2001 Estimate	\$141,844
FY 2002 Estimate	\$257,892

### PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. An SRB is a retention tool used to address reenlistment problems between 17 months to 14 years of total active federal military service. The bonus amount is calculated by taking the member's base pay multiplied by the number of years and months of reenlistment multiplied by the SRB multiple. The Air Force pays SRBs under the installment program by paying 50 percent upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date. Accelerated payments are 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. The FY 1988 National Defense Authorization Act (NDAA) changed the SRB pay methodology. The FY00 NDAA increased the maximum payment to \$60,000.

### PART II - JUSTIFICATION OF FUNDS REQUIRED

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 reenlistment of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

SRB multiples are authorized for 149 specialties in Zone A, 134 specialties in Zone B, and 59 specialties in Zone C. The FY01 requirement is understated by \$23M, the amount requested in the FY01 Supplemental Budget Request. The FY02 budget includes 154 skills, but in order to improve retention in these skills we are planning to increase the multiples. The goal of the SRB is to maintain skill manning in line with required end strength. Retaining an adequate budget allows for the distribution of bonuses to alleviate unprojected manning shortfalls. As retention continues to be a top priority, expanded monetary inducements will be required to keep these highly trained and experienced personnel in the Air Force.

The need for bonuses is not directly tied to the overall strength levels, but rather to needs in specific skills. Thus, there will always be some skills with insufficient retention and thus a need for an SRB. The Air Force continues to experience small cohort groups for some skills entering the reenlistment window. Hence, the need for continued bonuses will exist in order to sustain the career force.

For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining members from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The Air Force reduces overage skills by voluntary and involuntary retraining out of overage skills.

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	<u>No. Pmts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pmts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pmts</u>	<u>Average Rate</u>	<u>Amount</u>
Initial Payments	17,069	5,825	99,427	15,251	6,695	102,105	17,918	10,444	187,136
Anniversary Payments	23,646	1,081	25,561	37,204	1,054	39,213	50,388	1,394	70,241
Accelerated Payments	195	3,591	700	153	3,440	526	150	3,433	515
TOTAL	40,910		\$125,688	52,608		\$141,844	68,456		\$257,892



(Amount in Thousands)

PROJECT: ENLISTMENT BONUS	FY 2000 Actual	\$83,252
	FY 2001 Estimate	\$120,332
	FY 2002 Estimate	\$132,836

### **PART I - PURPOSE AND SCOPE**

An Enlistment Bonus (EB) is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills. The EB program was implemented in Oct 98 to: (1) improve our ability to sustain our critical/technical skills by having initial enlistment for six years instead of four; (2) position the AF for a better return on our recruiting and training investment; (3) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our USAF; and (4) with anticipated improved retention through the first six years, reduce our non-prior service goal. The maximum bonus authorized by law is \$20,000; the Air Force authorizes a maximum of \$12,000 for a 6-year enlistment and \$3,000 for a 4-year enlistment. We currently only have two skills authorized \$12,000. Combat Controllers (CCT) and Pararescue (PJ). The Air Force currently pays an EB to 85 skills (83 AFSCs and 2 Open Aptitude Index).

### **PART II - JUSTIFICATION OF FUNDS REQUIRED**

In April 1999, the AF expanded the EB program by establishing \$12,000 as the highest bonus amount for a 6-year enlistment. In Jan 00, due to difficulties in meeting goals in hard to fill months - Feb, Mar, Apr, and May - we increased all Mechanical and Electrical skills by \$5,000. In addition to the 6-year EB, the AF authorized a 4-year EB. As of FY01, the following is a further breakout of the bonus amounts and number of skills authorized an EB for a 6-year enlistment: \$12,000 - two skills; \$10,000 - one skill; \$9,000 - six skills, \$8,000 - eight skills; \$7,000 - six skills, \$6,000 - nine skills, \$5,000 - 14 skills, \$4,000 - 15 skills, \$3,000 - 13 skills, \$2,000 - nine skills. Also in FY01, the Prior Service Selective Reenlistment Bonus Program began as a test program for selected skills as a means to target prior service accessions into critical skills. The FY02 program continues these skills and the Prior Service Selective Reenlistment Bonus Program.

(Amount in Thousands)

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	4,064	1,000	4,064	4,065	1,000	4,065	1,846	1,000	1,846
	125	2,000	250	490	2,000	980	433	2,000	866
	493	3,000	1,479	717	3,000	2,151	490	3,000	1,470
	1,400	4,000	5,600	471	4,000	1,884	663	4,000	2,652
	1,008	5,000	5,040	1,413	5,000	7,065	2,731	5,000	13,655
	875	6,000	5,250	901	6,000	5,406	1,357	6,000	8,142
	595	7,000	4,165	260	7,000	1,820	429	7,000	3,003
	0	8,000	0	419	8,000	3,352	404	8,000	3,232
	450	9,000	4,050	450	9,000	4,050	279	9,000	2,511
	0	10,000	0	250	10,000	2,500	417	10,000	4,170
	0	11,000	0	100	11,000	1,100	101	11,000	1,111
	0	12,000	0	103	12,000	1,236	140	12,000	1,680
	0	13,000	0	190	13,000	2,470	165	13,000	2,145
Residual:	3,358	1,000	3,358	2,413	1,000	2,413	3,801	1,000	3,801
	618	2,000	1,236	618	2,000	1,236	741	2,000	1,482
	859	3,000	2,577	859	3,000	2,577	1,271	3,000	3,813
	1,439	4,000	5,756	1,639	4,000	6,556	1,148	4,000	4,592
	1,530	5,000	7,650	2,475	5,000	12,375	4,293	5,000	21,465
	1,714	6,000	10,284	1,714	6,000	10,284	2,198	6,000	13,188
	1,631	7,000	11,417	1,431	7,000	10,017	1,007	7,000	7,049
	0	8,000	0	100	8,000	800	976	8,000	7,808
	1,200	9,000	10,800	2,530	9,000	22,770	417	9,000	3,753
	0	10,000	0	400	10,000	4,000	673	10,000	6,730
	0	11,000	0	375	11,000	4,125	125	11,000	1,375
	23	12,000	276	250	12,000	3,000	241	12,000	2,892
	0	13,000	0	0	13,000	0	515	13,000	6,695
	0	14,000	0	150	14,000	2,100	93	14,000	1,302
	0	17,000	0	0	17,000	0	24	17,000	408
TOTAL	21,382		\$83,252	24,783		\$120,332	26,978		\$132,836

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED	FY 2000 Actual	\$1,136,294
	FY 2001 Estimate	\$1,226,378
	FY 2002 Estimate	\$1,405,298

### **PART I - PURPOSE AND SCOPE**

In the FY 1998 National Defense Authorization Act, Congress approved the payment of a basic allowance for housing (BAH) to service members. The BAH combines housing payments formerly provided by basic allowance for quarters (BAQ), variable housing allowance (VHA) and Overseas Housing Allowance (OHA). Payment to service members is authorized by revisions to 37 United States Code 403.

### **PART II - JUSTIFICATION OF FUNDS REQUIRED**

Effective 1 Jan 1998, Overseas Housing Allowance (OHA) was linked to BAH and is now displayed in the BAH exhibit. OHA has been renamed BAH Overseas and includes the former BAQ allowance paid to overseas members.

The BAH budget reflects housing costs based on current market values resulting from the a contractor generated survey of actual housing costs rather than the previous member survey methodology. In addition, this budget includes the initiative to reduce out-of-pocket housing costs from 18.8 percent to 15 percent in FY 2001, and reduced to 11.3 percent in FY 2002 for military members.

Included in this budget is the FY 2001 Congressional Foreign Currency Exchange Rate reduction of \$58,280K to the enlisted BAH Overseas program.

The computation of requirements is provided in the following table:

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING (DOMESTIC) - ENLISTED

With Dependents

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	1,782	10,570	18,835	1,725	11,949	20,612	1,978	12,105	23,944
Senior Master Sergeant	3,391	9,531	32,321	3,347	10,776	36,066	3,506	10,916	38,271
Master Sergeant	15,850	8,823	139,842	15,886	9,974	158,442	17,467	10,105	176,501
Technical Sergeant	20,003	7,964	159,302	20,766	9,003	186,959	24,243	9,121	221,109
Staff Sergeant	25,052	7,439	186,359	24,940	8,410	209,740	29,297	8,519	249,576
Senior Airman	12,668	6,574	83,277	10,989	7,431	81,665	17,421	7,529	131,163
Airman First Class	5,962	5,899	35,172	5,876	6,669	39,189	6,208	6,756	41,942
Airman	818	5,977	4,890	750	6,758	5,068	790	6,846	5,408
Airman Basic	913	6,553	5,983	941	7,408	6,971	798	7,504	5,988
Subtotal with Dependents	86,439		\$665,981	85,220		\$744,712	101,708		\$893,902

Without Dependents - Full Allowance

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	306	7,958	2,435	206	8,997	1,853	196	9,114	1,786
Senior Master Sergeant	654	7,381	4,827	390	8,344	3,254	380	8,452	3,212
Master Sergeant	3,589	6,352	22,798	2,170	7,181	15,583	2,208	7,275	16,063
Technical Sergeant	6,755	5,642	38,110	5,231	6,378	33,364	4,666	6,461	30,146
Staff Sergeant	16,564	5,056	83,754	15,834	5,716	90,514	14,414	5,790	83,463
Senior Airman	19,355	4,621	89,447	18,468	5,225	96,487	19,221	5,292	101,722
Airman First Class	8,097	4,706	38,101	10,366	5,319	55,141	10,158	5,389	54,744
Airman	435	4,581	1,993	642	5,179	3,325	1,226	5,246	6,432
Airman Basic	42	4,925	207	1,045	5,568	5,818	1,838	5,640	10,366
Subtotal without Dependents (Full)	55,797		\$281,672	54,352		\$305,339	54,307		\$307,934

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING (DOMESTIC) - ENLISTED

Without Dependents - Partial Allowance

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	5	228.51	1	4	258.08	1	5	261.61	1
Senior Master Sergeant	21	180.41	4	21	204.04	4	21	207.11	4
Master Sergeant	104	144.32	15	105	163.23	17	107	165.69	18
Technical Sergeant	213	120.27	26	123	135.66	17	231	137.35	32
Staff Sergeant	1,205	108.24	130	840	122.42	103	1,430	124.27	178
Senior Airman	9,857	96.22	948	9,498	109.19	1,037	9,899	110.10	1,090
Airman First Class	28,952	96.22	2,786	30,321	109.19	3,311	29,714	110.10	3,271
Airman	8,162	84.19	687	8,331	94.85	790	8,864	95.93	850
Airman Basic	8,946	84.19	753	11,102	94.85	1,053	7,180	95.93	689
Subtotal without Dependents (Partial)	57,465		\$5,350	60,345		\$6,333	57,451		\$6,133

Inadequate Family Housing

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	0	0	0	0	0	0	0	0	0
Senior Master Sergeant	0	0	0	0	0	0	0	0	0
Master Sergeant	4	14,399	58	0	16,278	0	0	16,490	0
Technical Sergeant	6	12,937	78	0	14,625	0	0	14,816	0
Staff Sergeant	10	11,833	118	0	13,377	0	0	13,552	0
Senior Airman	7	9,571	67	0	10,821	0	0	10,962	0
Airman First Class	1	8,270	8	0	9,349	0	0	9,472	0
Airman	0	0	0	0	0	0	0	0	0
Airman Basic	0	0	0	0	0	0	0	0	0
Subtotal Inadequate Family Housing	28		\$329	0		\$0	0		\$0

TOTAL BASIC ALLOWANCE FOR HOUSING (DOMESTIC) \$953,332 \$1,056,384 \$1,207,969

BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

Grade	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Average			Average			Average		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	126	15,772	1,987	122	16,166	1,972	122	16,570	2,022
Senior Master Sergeant	274	15,528	4,255	270	15,916	4,297	267	16,314	4,356
Master Sergeant	1,273	15,176	19,319	1,267	15,555	19,708	1,298	15,944	20,695
Technical Sergeant	1,805	14,505	26,182	1,819	14,868	27,045	1,854	15,239	28,253
Staff Sergeant	2,681	14,426	38,676	2,590	14,787	38,298	2,730	15,156	41,376
Senior Airman	1,361	13,761	18,729	1,112	14,105	15,685	1,173	14,458	16,959
Airman First Class	514	14,048	7,221	507	14,399	7,300	497	14,759	7,335
Airman	43	14,038	604	39	14,389	561	41	14,749	605
Airman Basic	5	12,103	61	5	12,406	62	4	12,716	51
Subtotal with Dependents	8,082		\$117,034	7,731		\$114,928	7,986		\$121,652

Without Dependents

Grade	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Average			Average			Average		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	32	12,228	391	23	12,534	288	33	12,847	424
Senior Master Sergeant	71	11,982	851	67	12,282	823	71	12,589	894
Master Sergeant	393	11,446	4,498	399	11,732	4,681	406	12,025	4,882
Technical Sergeant	906	10,921	9,894	460	11,194	5,149	981	11,474	11,256
Staff Sergeant	2,498	10,509	26,251	1,340	10,772	14,434	2,965	11,041	32,737
Senior Airman	2,059	9,437	19,431	1,986	9,673	19,211	2,068	9,915	20,504
Airman First Class	472	8,977	4,237	494	9,201	4,545	484	9,431	4,565
Airman	39	9,010	351	640	9,235	5,910	42	9,466	398
Airman Basic	3	8,048	24	3	8,249	25	2	8,455	17
Subtotal without Dependents	6,473		\$65,928	5,412		\$55,066	7,052		\$75,677

Total Basic Allowance for Housing (Overseas) \$182,962 \$169,994 \$197,329

FY01 Congressional Foreign Currency Exchange Rate Reduction: -58,280

REVISED Basic Allowance for Housing (Overseas) \$182,962 \$111,714 \$197,329

Grand Total Basic Allowance for Housing \$1,136,294 \$1,168,098 \$1,405,298

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED	FY 2000 Actual	\$214,742
	FY 2001 Estimate	\$161,716
	FY 2002 Estimate	\$229,232

### **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; subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

Beginning in FY 1997 the Military Personnel appropriation rejoined the Foreign Currency Fluctuation Account (Defense). Included in this budget, is the FY 2001 Congressional Foreign Currency Exchange Rate reduction of \$56,820K to the Enlisted Overseas Station Allowance program.

### **PART II - JUSTIFICATION OF FUNDS REQUIRED**

Station Allowances, Overseas consists of: (a) cost of living allowance (COLA), (b) temporary lodging allowance (TLA), and (c) moving-in housing allowance (MIHA).

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and biweekly decisions by the DoD per diem Travel and Transportation Committee for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

The workyears for cost of living allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

**STATION ALLOWANCES, OVERSEAS - ENLISTED**

Cost of Living

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 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	546	5,289	2,888	547	5,366	2,934	558	5,452	3,042
Senior Master Sergeant	1,158	5,064	5,865	1,162	5,138	5,969	1,186	5,220	6,192
Master Sergeant	5,365	4,799	25,746	5,470	4,868	26,631	5,589	4,946	27,643
Technical Sergeant	7,860	4,407	34,637	8,076	4,471	36,106	8,250	4,542	37,471
Staff Sergeant	14,400	3,900	56,161	14,946	3,957	59,136	15,267	4,020	61,375
Senior Airman	12,222	3,045	37,219	11,863	3,089	36,648	12,117	3,139	38,032
Airman First Class	8,604	2,202	18,944	8,870	2,234	19,813	9,060	2,269	20,560
Airman	1,501	1,982	2,975	1,470	2,010	2,955	1,500	2,043	3,065
Airman Basic	163	1,636	267	150	1,660	249	153	1,686	258
Subtotal Cost of Living	51,819		\$184,702	52,553		\$190,441	53,680		\$197,638
FY01 Congressional Foreign Currency Exchange Rate Reduction:						-56,820			
REVISED Subtotal Cost of Living			\$184,702			\$133,621			\$197,638
	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Temporary Lodging Allowance</u>	49,319	510.00	25,153	44,781	517.40	23,170	50,379	525.68	26,483
<u>Moving-In Housing Allowance</u>	8,895	549.46	4,887	8,836	557.43	4,925	9,025	566.35	5,111
TOTAL STATION ALLOWANCES, OVERSEAS			\$214,742			\$161,716			\$229,232



(Amount in Thousands)

PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - ENLISTED	FY 2000 Actual	\$771
	FY 2001 Estimate	\$797
	FY 2002 Estimate	\$839

**PART I - PURPOSE AND SCOPE**

In the Fiscal Year 1995 National Defense Authorization Act, Congress approved the payment of a COLA to service members assigned to high cost areas in CONUS.

**PART II - JUSTIFICATION OF FUNDS REQUIRED**

As part of the DoD Quality of Life Initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. Implementation of the entitlement was 1 July 1995. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 108 percent of the national cost of living average.

Details of the computation are shown below:

	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	<u>Workyears</u>	<u>Avg Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Avg Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Avg Rate</u>	<u>Amount</u>
CONUS COLA	1,815	424.68	\$771	1,804	441.70	\$797	1,819	461.05	\$839

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - ENLISTED	FY 2000 Actual	\$122,201
	FY 2001 Estimate	\$121,919
	FY 2002 Estimate	\$126,754

### **PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of 37 United States Code 418. This project includes:

- 1) Initial clothing allowances upon enlistment,
- (2) Civilian clothing allowances when authorized,
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service,
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of active duty, and
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties requires additional items of individual uniform clothing.

Both basic and standard replacement allowances are cash allowances for the enlisted member to purchase the required items. Effective October 1, 1985, all replacement allowances are paid annually.

### **PART II - JUSTIFICATION OF FUNDS REQUESTED**

The annual rates prescribed by the Secretary of Defense are used to determine clothing allowance requirements. Estimates also include new payments standards, approved in the FY 1988 NDAA, for civilian clothing allowance. The new system pays a lower initial allowance at the start of the tour followed by an annual replacement (continuing) allowance as long as the member remains in a qualifying assignment. Previous policy authorized one lump-sum payment at the start of the tour. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

<u>Initial Allowances</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	Statutory			Statutory			Statutory		
	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
<u>Military Clothing</u>									
Civilian Life (Male)	26,225	986.50	25,871	26,303	1,054.05	27,725	27,500	1,070.91	29,450
Civilian Life (Female)	8,994	1,190.23	10,705	8,297	1,238.37	10,275	8,500	1,258.18	10,695
Officer Tng School (Male)	561	706.20	396	924	717.50	663	1,045	728.98	762
Officer Tng School (Female)	168	912.86	153	317	927.47	294	358	942.31	337
AF Academy Prep (Male)	153	775.10	119	142	787.50	112	142	800.10	114
AF Academy Prep (Female)	41	776.11	32	38	788.53	30	38	801.14	30
Subtotal Military Clothing			\$37,276			\$39,099			\$41,388
<u>Civilian Clothing</u>									
Initial	960	787.65	756	954	799.47	763	962	812.26	781
Continuing	1,279	262.55	336	1,271	266.75	339	1,282	271.02	347
TDY	1,698	393.83	669	1,687	400.13	675	1,701	406.53	692
Subtotal Civilian Clothing			\$1,761			\$1,777			\$1,820
TOTAL INITIAL ALLOWANCES			\$39,037			\$40,876			\$43,208

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

<u>Maintenance Allowance</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	Statutory			Statutory			Statutory		
<u>Military Clothing</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
Airmen (Male)	58,943	205.20	12,095	59,118	201.12	11,890	61,809	204.34	12,630
Airmen (Female)	20,986	230.40	4,835	19,360	225.72	4,370	19,833	229.33	4,548
Subtotal			\$16,930			\$16,260			\$17,178
Standard Maintenance Allowance									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	179,001	291.60	52,197	177,878	287.28	51,101	179,358	291.88	52,350
Airmen (Female)	34,993	331.20	11,590	34,773	322.44	11,212	35,063	327.60	11,487
Subtotal			\$63,787			\$62,313			\$63,837
<u>Supplemental Maint. Allow.</u>	10,907	224.32	2,447	10,839	227.91	2,470	10,929	231.55	2,531
TOTAL CLOTHING ALLOWANCE			\$122,201			\$121,919			\$126,754

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED	FY 2000 Actual	\$16,139
	FY 2001 Estimate	\$10,557
	FY 2002 Estimate	\$16,441

### **PART I - PURPOSE AND SCOPE**

Under the provision of 37 United States Code 427, two types of family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents:

(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 the continental United States (CONUS) for his or her 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 30 consecutive days or more either in CONUS or overseas and the travel of dependents to his or her duty station is not authorized and dependents do not reside at or near the duty station.

The FY 1998 NDAA increased the Family Separation Allowance Type II rates from \$75 to \$100 per month

### **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.

In FY 2001 the incremental cost for military personnel contingency requirements in Bosnia and Southeast Asia will be centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF) instead of the military personnel appropriation. Beginning in FY 2002 submission, funding requirements for Bosnia, Kosovo and Southeast Asia will be transferred back to the Service's Military Personnel Appropriation.

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

<u>Grade</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	6	6,540.36	39	6	6,760.80	41	6	7,053.36	42
Senior Master Sergeant	23	6,003.96	138	23	6,207.36	143	22	6,476.40	142
Master Sergeant	123	5,128.20	631	124	5,301.00	657	126	5,530.56	697
Technical Sergeant	176	4,642.20	817	180	4,797.96	864	182	5,004.96	911
Staff Sergeant	155	4,281.36	664	157	4,426.20	695	166	4,617.96	767
Senior Airman	60	3,724.20	223	54	3,848.40	208	56	4,014.96	225
Airman First Class	10	3,652.20	37	10	3,776.40	38	10	3,940.20	39
Airman	1	2,966.40	3	1	3,066.36	3	1	3,199.56	3
Airman Basic	0	2,647.80	0	0	2,737.80	0	0	2,856.60	0
Subtotal	554		\$2,552	555		\$2,649	569		\$2,826
<u>PCS CONUS or Overseas with dependents not authorized</u>	5,083	1,200.00	\$6,100	5,052	1,200.00	\$6,062	5,094	1,200.00	\$6,113
<u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>	6,239	1,200.00	\$7,487	1,538	1,200.00	\$1,846	6,252	1,200.00	\$7,502
TOTAL FAMILY SEPARATION ALLOWANCE			\$16,139			\$10,557			\$16,441

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED	FY 2000 Actual	\$71,109
	FY 2001 Estimate	\$84,511
	FY 2002 Estimate	\$189,867

**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 (under honorable conditions), retirement or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive and Special Separation Benefits programs under the provision of United States Code 1775 and 1774a.
- (6) \$30,000 Lump Sum Bonus program was provided for in the FY 2000 National Defense Authorization Act.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, 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, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days.

Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. 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 by multiplying a members' 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 pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separation Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) program. VSI payments are calculated as follows: annual base pay times 2.5 percent times number of years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual base pay times 15 percent times number of 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 2000 National Defense Authorization Act provided for a \$30K Lump Sum Bonus provision to members within 180 days of completing 15 years of military service, the option to accept a one-time \$30,000 lump sum bonus to remain under the reduced 40 percent retirement plan. This provision is reflected in FY 2001.

(Amount in Thousands)

SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal Leave Payments

<u>Grade</u>	FY 2000 Actual				FY 2001 Estimate				FY 2002 Estimate			
	<u>Payments</u>	<u>Days</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Days</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Days</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	397	11.2	1,343.65	533	427	11.2	1,334.23	570	414	11.2	1,400.92	580
Senior Master Sergeant	663	12.3	1,214.36	805	720	12.3	1,209.53	871	683	12.3	1,282.33	876
Master Sergeant	3,444	12.6	1,063.68	3,663	3,760	12.6	1,052.90	3,959	3,536	12.6	1,120.54	3,962
Technical Sergeant	3,449	16.6	1,196.84	4,128	3,609	16.6	1,181.65	4,265	3,401	16.6	1,268.83	4,315
Staff Sergeant	7,959	18.2	1,076.22	8,566	7,358	18.2	1,110.66	8,172	6,518	18.2	1,190.80	7,762
Sergeant	11,089	10.9	519.25	5,758	9,950	10.9	537.62	5,349	8,522	10.9	569.23	4,851
Airman First Class	3,017	16.4	636.13	1,919	2,698	16.4	654.47	1,766	2,307	16.4	684.06	1,578
Airman	1,441	17.8	650.34	937	1,279	17.8	668.69	855	1,095	17.8	697.92	764
Airman Basic	2,094	15.0	453.71	950	1,863	15.0	466.23	869	1,594	15.0	486.62	776
Subtotal LSTL	33,553			\$27,259	31,664			\$26,676	28,070			\$25,464
<u>Separation Pay</u>												
Disability	816		17,140.70	13,987	816		17,774.90	14,504	816		18,592.55	15,172
Severance Pay, Non Disability												
Invol-Half Pay 5%	475		9,454.60	4,491	450		11,000.00	4,950	430		11,511.63	4,950
Invol-Half Pay 10%	771		18,224.59	14,051	500		17,720.00	8,860	468		18,931.62	8,860
SSB	0		0.00	0	0		0.00	0	0		0.00	0
VSI	0		0.00	0	0		0.00	0	0		0.00	0
VSI Trust Fund*				11,321				3,021				9,821
15 Year Retirement	0		0.00	0	0		0.00	0	0		0.00	0
Subtotal Separation Pay				\$43,850				\$31,335				\$38,803
\$30,000 Lump Sum Bonus				0				26,500				\$125,600
TOTAL SEPARATION PAYMENTS				\$71,109				\$84,511				\$189,867

\*Payments to the VSI Trust Fund are in compliance with the amounts directed by OSD. Based on the Deputy Secretary's Program Budget Decision, sufficient funds are already in the VSI Trust Fund to cover recipients.



(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED	FY 2000 Actual	\$454,764
	FY 2001 Estimate	\$471,843
	FY 2002 Estimate	\$516,628

**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 United States Code 3101, and 3111.

Social Security costs are based on the percentage rates set by law on a member's salary for a calendar year. Public Law 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) is 1.45 percent. There is no wage cap on the 1.45 percent medical contribution. The Government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceiling for OASDI is as follows:

- Calendar Year 2000 - 6.2% on first \$76,200
- Calendar Year 2001 - 6.2% on first \$80,400
- Calendar Year 2002 - 6.2% on first \$84,900

(Amount in Thousands)

Details of the computations are shown below:

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Enlisted	286,015	1,590.00	454,764	284,220	1,660.13	471,843	286,585	1,802.70	516,628
TOTAL SOCIAL SECURITY TAX			\$454,764			\$471,843			\$516,628

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# **PAY & ALLOWANCES OF CADETS**

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

**3. Pay and Allowances of Cadets**

FY 2001 Direct Program ----- \$ 41,182

Increases:

Basic Pay -----		6,676
- Cadet Pay rate change -----	5,087	
- 1 Jan 02 Payraise -----	1,344	
- Change in the number of workyears -----	245	

FICA -----		614
- Cadet Pay rate changes -----	595	
- Change in workyears -----	19	

Subsistence -----		301
- Rate increase (\$5.45 to \$5.60 per day) -----	234	
- Change in workyears -----	67	

Total Increases ----- 7,591

FY 2002 Direct Program ----- \$ 48,773

(Amount in Thousands)

<b>PROJECT: ACADEMY CADETS</b>	FY 2000 Actual	\$39,426
	FY 2001 Estimate	\$41,182
	FY 2002 Estimate	\$48,773

**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 (money cadets receive while away from the Air Force Academy) and the cost of operational rations.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by multiplying estimated annual rates and statutory rates to the projected workyears. The FY00 National Defense Authorization Act (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year. Subsistence rates are \$5.35 per day for FY 2000, \$5.45 for FY 2001, and \$5.60 for FY 2002. The FY01 National Defense Authorization Act (Sec. 612) approved linking Cadet pay to 35 percent of the basic pay of a second lieutenant's with less than two years of service effective 1 October 2001. Additionally, the budget includes annualized pay raise for FY 2002.

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Basic Pay</u>	4,072	7,200.00	\$29,318	4,239	7,200.00	\$30,521	4,273	8,704.98	\$37,196
<u>Subsistence</u>	4,072	1,958.10	\$7,973	4,239	1,989.25	\$8,432	4,273	2,044.00	\$8,734
<u>Social Security Tax (Employer's Contribution)</u>			\$2,135			\$2,229			\$2,843
Total Academy Cadets			\$39,426			\$41,182			\$48,773

# **SUBSISTENCE OF ENLISTED PERSONNEL**

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

**4. Subsistence of Enlisted Personnel**

FY 2001 Direct Program ----- \$775,810

Increases:

Basic Allowance for Subsistence (BAS) -----		7,855	
- 1 Jan 02 3.0% BAS raise	15,211		
- Annualization of 1 Jan 01 1.0% BAS raise	1,686		
- Decrease in Partial BAS rate	-8,906		
- Decrease in workyears	-136		
Subsistence-In-Kind (SIK)-----		435	
- Increase for inflation (1.6 percent)	1,402		
- Decrease in meals served	-950		
- Adjustment in Cash Sales Estimates	-17		
Family Subsistence Supplemental Allowance (FSSA)-----		641	
- Annualization of first full year of program	641		
Total Increases -----		8,931	
FY 2002 Direct Program -----			\$784,741

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY2000 Actual	\$685,906
FY2001 Estimate	\$686,712
FY2002 Estimate	\$694,604

**PART I - PURPOSE AND SCOPE**

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 United States Code 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) augmentation of subsistence allowance for meals taken separately is authorized; and (5) partial allowance for members subsisted-in-kind.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience, which indicates that approximately 82 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

Beginning 1 January 1998, BAS reform initiated a Partial BAS payment. Partial BAS was a cost neutral effort to eventually compensate enlisted members receiving subsistence-in-kind to the same level as enlisted members receiving BAS. BAS reform limited the growth of BAS to 1.0 percent per year in order to allow the Department to fund Partial BAS with the difference between the annual Basic Pay raise and the reduced BAS pay raise.

Effective 1 January 2002, BAS reform will end the transition period, as authorized by the FY01 National Defense Authorization Act. At this time, one BAS rate will be implemented for all enlisted members except for those members receiving the Rations in Kind Not Available (RIKNA) rate which will be grandfathered at the current FY01 rate of \$8.63 per day. The enlisted BAS rate will be set at the monthly cost of the USDA's liberal food plan for a male in the United States who is between 20 and 50 years of age. All enlisted members except those in basic training will receive BAS. All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. This rate will be at the discounted meal rate leaving a residual amount of BAS in their pay.



(Amount in Thousands)

BASIC ALLOWANCE FOR SUBSISTENCE

	FY2000 Actual			FY2001 Estimate			FY2002 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
<u>When Authorized to Mess Separately</u>	187,984	2,766.92	520,137	187,236	2,788.54	522,115	187,785	704.72	132,336
<u>Leave Rations</u>	25,522	2,766.92	70,617	24,793	2,788.54	69,136	25,000	704.72	17,618
<u>When Rations-In-Kind Not Available</u>	22,685	3,118.32	70,739	22,474	3,140.48	70,579	22,157	793.96	17,592
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>	4,112	2,804.68	11,533	4,478	2,824.50	12,648	3,547	723.80	2,567
<u>Partial BAS</u>	41,648	309.26	12,880	41,247	296.60	12,234	43,942	75.73	3,328
Total	281,951		\$685,906	280,228		\$686,712	282,431		\$173,441
	FY2000 Actual			FY2001 Estimate			FY2002 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
<u>When Authorized to Mess Separately</u>	0	0.00	0	0	0.00	0	256,727	2,153.97	552,982
<u>When Rations-In-Kind Not Available</u>	0	0.00	0	0	0.00	0	22,157	2,355.99	52,201
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>	0	0.00	0	0	0.00	0	3,547	2,171.41	7,702
<u>Less Collections</u>	0	0.00	0	0	0.00	0	50,071	1,831.83	91,722
Subtotal BAS									\$521,163
Grand Total BAS			\$685,906			\$686,712			\$694,604

(Amount in Thousands)

**PROJECT: SUBSISTENCE-IN-KIND**

FY2000 Actual	\$113,235
FY2001 Estimate	\$114,630
FY2002 Estimate	\$115,082

**PART I - PURPOSE AND SCOPE**

The Subsistence-In-Kind (SIK) account provides subsistence to active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also provide for special rations, operational rations, augmentation rations, testing of new food items, and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration would create an individual hardship or the costs of the establishment of a government mess facility are prohibitive. In FY 1997, funding for SIK transferred from O&M to the Military Personnel Appropriation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence is computed by multiplying the basic daily food allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include an inflationary adjustment of 1.6 percent in FY 2001 and FY 2002. Other SIK elements are computed at the contract rate per unit.

Defense Supply Center- Philadelphia (DSCP) surcharges increased substantially since FY 1996 creating significant unfunded costs in the SIK budgets. Air Force has absorbed these increases by deferring the purchase of operational replacement rations wherever possible. However, operational rations for FY 2000, 2001 and 2002 include requirements for heat and serve Unitized Group Rations (UGRs) in support of the Expeditionary Aerospace Forces (EAFs). Additionally, MRE's were required to start-up the Warrior Week program effective in FY 2000 for Basic Military Training (BMT). The Warrior Week concept provides a training experience that exposes recruits to field encampments and familiarizes them with EAF concepts.

**Force Structure Summary**

<u>Subsistence-in-Kind</u>	<u>FY2000</u>	<u>FY2001</u>	<u>FY2002</u>
Average Enlisted Strength	286,015	284,220	286,585
Members Receiving BAS	240,303	238,981	238,489
Total Enlisted Eligible to be Subsisted	45,712	45,239	48,096
Total Enlisted Electing to be Subsisted	33,206	32,998	33,064
Others to be Subsisted	6,916	6,873	6,887
Total to be Subsisted	40,122	39,871	39,951

(Amount in Thousands)

SUBSISTENCE-IN-KIND

	FY2000 Actual				FY2001 Estimate				FY2002 Estimate			
	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount
<u>Subsistence in Mess</u>												
CONUS												
Air Force	24,137	6.13	2,243.58	54,153	23,986	6.15	2,244.75	53,843	24,034	6.17	567.64	13,643
Others	5,982	6.13	2,243.58	13,421	5,945	6.15	2,244.75	13,345	5,957	6.17	567.64	3,381
Overseas												
Air Force	9,069	6.73	2,463.18	22,339	9,012	6.75	2,463.75	22,203	9,030	6.77	622.84	5,624
Others	934	6.73	2,463.18	2,301	928	6.75	2,463.75	2,286	930	6.77	622.84	579
Subtotal Subsistence	40,122			\$92,214	39,871			\$91,677	39,951			\$23,227
<u>Special Rations</u>												
CONUS	1,616,549		2.50	4,041	1,606,404		2.84	4,562	404,993		2.89	1,170
Overseas	1,057,911		3.21	3,396	1,201,272		3.26	3,916	265,005		3.31	877
Subtotal Special Rations	2,674,460			\$7,437	2,807,675			\$8,478	669,997			\$2,047
<u>Operational Rations</u>												
Meals Ready to Eat	101,902		74.09	7,550	102,261		74.48	7,616	25,617		75.67	1,938
Unitized Group Rations	1,180		232.66	275	2,685		234.19	629	672		237.93	160
Subtotal Operational Rations				\$7,825				\$8,245	26,290			\$2,098
<u>Augmentation Rations</u>												
Supplemental	738,651		6.46	4,772	742,500		6.72	4,990	185,995		6.83	1,270
Missile Crew	139,998		5.22	731	158,071		5.33	843	39,597		5.42	215
Combat Alert	68,350		3.74	256	95,717		4.15	397	23,977		4.22	101
Subtotal Augmentation Rations	946,999			\$5,759	996,288			\$6,230	249,569			\$1,586
Total SIK				\$113,235				\$114,630				\$28,958

(Amount in Thousands)

SUBSISTENCE-IN-KIND

	FY2000 Actual			FY2001 Estimate			FY2002 Estimate		
	Number	Annual Rate	Amount	Number	Annual Rate	Amount	Number	Annual Rate	Amount
<u>Subsistence in Mess</u>									
Trainee/Non-Pay Status	0	0.00	0	0	0.00	0	4,154	1,656.48	6,881
Members Taking Meals in Mess	0	0.00	0	0	0.00	0	35,797	1,733.25	62,045
Subtotal Subsistence-In-Mess	0		\$0	0		\$0	39,951		\$68,926
<u>Operational Rations</u>									
Meals Ready to Eat	0	0.00	0	0	0.00	0	76,852	75.67	5,816
Unitized Group Rations	0	0.00	0	0	0.00	0	2,017	237.93	480
Other Package Operational Rations			0			0			0
Subtotal Operational Rations	0		\$0	0		\$0	78,869		\$6,296
<u>Augmentation Rations</u>									
Augmentation Rations	0	0.00	0	0	0.00	0	748,113	6.36	4,758
Other - Regionalization	0	0.00	0	0	0.00	0	0	0.00	0
Other - Messing	0	0.00	0	0	0.00	0	2,007,843	3.06	6,144
Subtotal Augmentation Rations/Other	0		\$0	0		\$0	2,755,956		\$10,902
Revised FY 02 SIK									\$86,124
Grand Total SIK			\$113,235			\$114,630			\$115,082

(Amount in Thousands)

<b>PROJECT: FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE (FSSA)</b>	FY2000 Actual	\$0
	FY2001 Estimate	\$500
	FY2002 Estimate	\$1,141

**PART I - PURPOSE AND SCOPE**

Family Supplemental Subsistence Allowance (FSSA) was authorized in the 2001 National Defense Authorization Act. Under the provision of United States Code 37 402a, the Family Subsistence Allowance Program was established to supplement a member's Basic Allowance for Subsistence in cases where the combined effect of a member's household income level and household size make them eligible for the FSSA program. The program increases a member's BAS by an amount intended to remove the member's household from eligibility for benefits under the U.S. Department of Agriculture's Food Stamp Program.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Effective 1 May 2001, eligible members can receive a monthly entitlement that will be paid in an amount equal to the total dollars required to bring that member's household income to 130 percent of the poverty line, not to exceed \$500 per month. FSSA is a non-taxable supplemental subsistence allowance and the entitlement authority expires 20 September 2006.

(Amount in Thousands)

FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE

	<u>FY2000 Actual</u>	<u>FY2001 Estimate</u>	<u>FY2002 Estimate</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
Total FSSA	\$0	\$500	\$1,141

# PERMANENT CHANGE OF STATION TRAVEL

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

**5. Permanent Change of Station Travel**

FY 2001 Direct Program ----- \$872,060

Increases:

Program/Move Changes ----- 14,114  
     - Increase in number of accession and operational moves

Inflation ----- 12,209

Increased cost in Global POV program ----- 14,341

Increase in HHG rates ----- 19,941

Increase in USTRANSCOM rates ----- 7,900

Dislocation Allowance rates ----- 4,751

Reimbursement for Pet Quarantine Fees ----- 500

Total Increases ----- 73,756

Decreases:

Program/Move Changes -----	-15,425
- Decrease in number of rotational, unit and separation moves	
Reimbursements -----	-44
- Increase in moves to support agencies	
Adjustment to reimbursements to Defense Working Capital Funds accounts -----	-2,300
Total Decreases -----	-17,769
<b>FY 2002 Direct Program -----</b>	<b>\$928,047</b>



## **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 allowance 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; payment of dislocation allowance (DLA); payment of temporary lodging entitlement (TLE); 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. Expenses include 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 exceptions are Base Realignment Commission (BRAC) moves and 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.

## **PROGRAM AND PRICE CHANGES**

### 1. Program changes:

The Air Force is committed to improving the quality of life for its members while holding the line on the frequency of movement. The operational account will see increases in FY 2002 and beyond with the full implementation of the base of preference program which is one of the Air Force's major retention initiatives. The base of preference program began in FY 2000, but the use of BRAC funds instead of Air Force funds to place members being reassigned from Kelly and McClellan masked what would have been a significant increase in operational moves.

### 2. Price Changes:

FY 2002 will see some dollar increases due to full implementation of DLA rates for E-1 to E-5. The increases in DLA provide needed relief to our junior enlisted personnel who experience the same expenses in moving costs as others. Costs of shipping household goods and POVs overseas has also experienced larger than anticipated increases. These costs are reflected in the budget for FY 2002. Inflation rate adjustments are included through FY 2002. Increases to the Basic Allowance for Housing table impact the DLA entitlement.

(Amount in Thousands)

**SUMMARY OF REQUIREMENTS BY TYPES OF MOVES**

<u>Travel of Military Member</u>	FY 2000 Actual		FY 2001 Estimate		FY 2002 Estimate	
	<u>Number</u>	<u>Amount *</u>	<u>Number</u>	<u>Amount *</u>	<u>Number</u>	<u>Amount *</u>
Accession Travel	43,627	\$58,255	43,852	\$60,483	45,534	\$65,630
Training Travel	10,450	57,522	10,450	58,682	10,450	\$62,786
Operational Travel Between Duty Stations	18,471	137,076	18,560	138,278	20,330	\$160,876
Rotational Travel To and From Overseas	46,818	442,070	45,964	441,682	45,264	\$475,714
Separation Travel	47,487	112,972	45,303	109,119	38,743	\$98,628
Travel of Organized Units	1,282	7,067	1,048	5,961	1,035	\$6,370
Nontemporary Storage (NTS)*		22,122		22,036		\$21,575
Temporary Lodging Expense (TLE)*		36,554		36,633		\$37,831
Temporary Early Retirement Authority	133	760	87	505	0	\$0
Subtotal	168,268	\$874,398	165,264	\$873,379	161,356	\$929,410
Less Reimbursements		(1,253)		(1,319)		(1,363)
Total Direct Program		\$873,145		\$872,060		\$928,047

\* NTS and TLE are each reflected as a single category in this table, but are categorized by travel type in detailed pages.

(Amount in Thousands)

**SUMMARY OF REQUIREMENTS BY TYPES OF COST**

	FY 2000 Actual		FY 2001 Estimate		FY 2002 Estimate	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<b>Travel of Military Member</b>						
Mileage and Per Diem	123,756	\$85,778	121,547	\$85,792	118,672	\$85,190
AMC	32,350	27,925	31,772	27,929	31,021	27,733
Commercial Air	12,162	11,897	11,945	11,899	11,663	11,815
<b>Travel of Family Members</b>						
Mileage and Per Diem	66,626	45,859	65,098	45,647	62,424	45,280
AMC	31,707	29,813	30,979	29,675	29,707	29,436
Commercial Air	11,285	12,672	11,026	12,613	10,573	12,512
<b>Transportation of Household Goods</b>						
M Tons - MSC <sup>1</sup>	30,807	4,685	30,329	4,668	29,870	4,945
S Tons - AMC <sup>2</sup>	9,459	38,004	9,312	37,860	9,171	46,116
Land Shipment, CONUS & Overseas	50,038	334,200	49,261	332,933	48,516	346,736
ITGBL <sup>3</sup>	19,826	88,019	19,519	87,686	19,223	92,902
Dislocation Allowance	61,214	96,380	60,648	98,381	60,952	112,972
Trailer Allowance	1,233	2,593	1,227	2,633	1,224	2,776
Transportation of POVs	15,293	35,598	15,122	34,962	17,170	50,092
Port Handling Charges		1,538		1,528		1,500
Nontemporary Storage		22,122		22,036		21,575
Temporary Lodging Expense		36,554		36,633		37,831
Temporary Early Retirement Authority	133	760	87	505	0	0
Total Obligations		\$874,398		\$873,379		\$929,410
Less Reimbursements		(1,253)		(1,319)		(\$1,363)
Total Direct Program		\$873,145		\$872,060		\$928,047

<sup>1</sup> M Tons refers to measurement ton or 40 cubic feet

<sup>2</sup> S Tons refers to short tons or 2,000 pounds

<sup>3</sup> ITGBL - International Through Government Bill of Lading

(Amount in Thousands)

<b>PROJECT: ACCESSION TRAVEL</b>	FY 2000 Actual	\$60,442
	FY 2001 Estimate	\$62,734
	FY 2002 Estimate	\$68,003

PART I - PURPOSE AND SCOPE

Funds provide for:

PCS movements of active duty Air Force commissioned officers to include Air National Guard (ANG) officers called or recalled to extended active duty. The move begins from their home or point where orders were received to first permanent duty station or training school of 20 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 20 weeks or more duration. Also included are officers appointed from enlisted status upon graduation from Officer Training School (OTS).

PCS movements of enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

PCS movements of individuals selected as Air Force Academy cadets upon entry into the Academy and individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering active duty. The PCS requirements for accession travel are directly related to officer, enlisted and cadet gains as reflected in 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 non-prior service personnel, recalled reserves, USAF Preparatory School, and Officer Training School.

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.

(Amount in Thousands)

**ACCESSION TRAVEL**

	FY 2000 Actual			FY 2001 Estimate			FY 2002 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>
<b>Officer Accession Travel</b>									
(1) Member Travel	5,513	509.69	\$2,810	5,959	517.85	\$3,086	6,012	526.13	\$3,163
(2) Family Member Travel	2,327	458.97	1,068	2,515	466.31	1,173	2,538	473.78	1,202
(3) Trans of Household Goods									
(a) Land & ITGBL	4,023	3,226.92	12,982	4,348	3,278.55	14,254	4,387	3,525.10	15,466
(b) Overseas	346	928.67	321	374	943.53	353	377	1,014.48	382
(4) Trailer Allowance	22	1,586.73	35	24	1,612.12	39	24	1,637.91	39
(5) Global POV	212	2,327.70	493	229	2,364.94	542	231	3,185.71	736
(6) Port Handling (HHGS)	442	30.51	13	478	31.00	15	482	31.50	15
(7) Nontemporary Storage			387			425			436
<b>Subtotal Officer Accession Travel</b>			\$18,109			\$19,887			\$21,439

(Amount in Thousands)

**Enlisted Accession Travel**

(1) Member Travel	36,746	646.36	\$23,751	36,653	656.70	\$24,070	38,283	667.21	\$25,543
(2) Family Member Travel	9,467	239.19	2,264	9,443	243.02	2,295	9,863	246.91	2,435
(3) Trans of Household Goods									
(a) Land & ITGBL	4,445	2,731.92	12,143	4,434	2,775.63	12,307	4,631	2,984.36	13,821
(b) Overseas	5,605	142.81	800	5,591	145.10	811	5,839	156.01	911
(4) Trailer Allowance	17	1,974.18	34	17	2,005.76	34	18	2,037.85	37
(5) Global POV	377	2,327.70	878	376	2,364.94	889	393	3,185.71	1,252
(6) Port Handling (HHGS)	796	31.75	25	794	32.26	26	829	32.77	27
(7) Nontemporary Storage			1,801			1,825			1,937
<b>Subtotal Enlisted Accession Travel</b>			<b>\$41,696</b>			<b>\$42,257</b>			<b>\$45,963</b>

**Cadet Accession Travel**

	1,368	465.29	\$637	1,240	475.23	\$590	1,239	485.34	\$601
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**Total Accession Travel**

			<b>\$60,442</b>			<b>\$62,734</b>			<b>\$68,003</b>
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Accession Moves

Officer	5,513			5,959			6,012		
Enlisted	36,746			36,653			38,283		
Cadets	1,368			1,240			1,239		

**Total Accession Moves**

	<b>43,627</b>			<b>43,852</b>			<b>45,534</b>		
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(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2000 Actual	\$63,199
FY 2001 Estimate	\$64,449
FY 2002 Estimate	\$68,646

PART I - PURPOSE AND SCOPE

Funds 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 for a 20-week period or more.
- (2) Officers and enlisted school graduates and eliminees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates.
- (3) Enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs that generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War, and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

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 page.

(Amount in Thousands)

TRAINING TRAVEL

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Training Travel</u></b>									
(1) Member Travel	6,400	522.76	\$3,346	6,400	531.12	\$3,399	6,400	539.62	\$3,454
(2) Family Member Travel	4,389	521.84	2,290	4,389	530.19	2,327	4,389	538.67	2,364
(3) Trans of Household Goods	6,400	5,214.98	33,376	6,400	5,298.42	33,910	6,400	5,696.86	36,460
(4) Dislocation Allowance	5,949	1,567.39	9,324	5,949	1,625.38	9,669	5,949	1,737.53	10,337
(5) Trailer Allowance	18	1,828.95	33	18	1,858.21	33	18	1,887.94	34
(6) Nontemporary Storage			629			639			650
(7) Temporary Lodging Expense			2,964			3,011			3,059
<b>Subtotal Officer Training Travel</b>			\$ 51,962			\$ 52,988			\$ 56,358
<b><u>Enlisted Training Travel</u></b>									
(1) Member Travel	4,050	363.52	\$1,472	4,050	369.34	\$1,496	4,050	375.25	\$1,520
(2) Family Member Travel	1,607	299.64	482	1,607	304.43	489	1,607	309.30	497
(3) Trans of Household Goods	1,148	4,388.79	5,038	1,148	4,459.01	5,119	1,148	4,794.33	5,504
(4) Dislocation Allowance	1,798	1,185.47	2,131	1,798	1,229.33	2,210	1,798	1,435.98	2,582
(5) Trailer Allowance	12	2,499.96	30	12	2,539.95	30	12	2,850.59	34
(6) Nontemporary Storage			124			126			128
(7) Temporary Lodging Expense			1,960			1,991			2,023
<b>Subtotal Enlisted Training Travel</b>			\$ 11,237			\$ 11,461			\$ 12,288
<b>Total Training Travel</b>			\$ 63,199			\$ 64,449			\$ 68,646
Training Moves									
Officer	6,400			6,400			6,400		
Enlisted	4,050			4,050			4,050		
<b>Total Training Moves</b>	10,450			10,450			10,450		



(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2000 Actual	\$147,482
FY 2001 Estimate	\$148,914
FY 2002 Estimate	\$172,864

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (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).

The operational PCS program reflects Air Force's requirement to strengthen its capability and simultaneously decrease the size of the force. We anticipate a gradual decline in operational PCS moves as the Air Force end strength stabilizes and fewer base closures and force structure actions are required. In an effort to prevent a hollow force, operational requirements for enlisted members increased slightly to fill vacancies which are mission essential.

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, dependents, household goods, etc.) times the average rate results in estimate funding required. The number of moves and associated fiscal year requirements are shown on the following page.

(Amount in Thousands)

OPERATIONAL TRAVEL

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Operational Travel</u></b>									
(1) Member Travel	8,172	680.37	\$5,560	7,711	691.26	\$5,330	7,954	702.32	\$5,586
(2) Family Member Travel	6,916	563.92	3,900	6,526	572.95	3,739	6,732	582.11	3,919
(3) Trans of Household Goods	8,172	6,859.97	56,060	7,711	6,969.73	53,744	7,954	7,493.85	59,606
(4) Dislocation Allowance	7,590	1,917.04	14,550	7,162	1,987.97	14,238	7,388	2,125.14	15,701
(5) Trailer Allowance	82	1,665.87	137	77	1,692.52	130	80	1,719.60	138
(6) Nontemporary Storage			649			622			615
(7) Temporary Lodging Expense			3,839			3,680			3,640
<b>Subtotal Officer Operational Travel</b>			<b>\$84,695</b>			<b>\$ 81,483</b>			<b>\$ 89,205</b>
<b><u>Enlisted Operational Travel</u></b>									
(1) Member Travel	10,299	487.78	\$5,024	10,849	495.58	\$5,377	12,376	503.51	\$6,231
(2) Family Member Travel	8,379	421.48	3,532	8,826	428.22	3,779	10,069	435.07	4,381
(3) Trans of Household Goods	10,299	3,556.64	36,630	10,849	3,613.55	39,203	12,376	3,885.29	48,084
(4) Dislocation Allowance	9,154	1,157.35	10,594	9,643	1,200.17	11,573	11,175	1,420.81	15,878
(5) Trailer Allowance	494	2,204.75	1,089	520	2,240.03	1,165	594	2,275.87	1,352
(6) Nontemporary Storage			1,076			1,152			1,406
(7) Temporary Lodging Expense			4,842			5,182			6,327
<b>Subtotal Enlisted Operational Travel</b>			<b>\$62,787</b>			<b>\$67,431</b>			<b>\$83,659</b>
<b>Total Operational Travel</b>			<b>\$147,482</b>			<b>\$148,914</b>			<b>\$172,864</b>
Operational Moves									
Officer	8,172			7,711			7,954		
Enlisted	10,299			10,849			12,376		
<b>Total Operational Moves</b>	<b>18,471</b>			<b>18,560</b>			<b>20,330</b>		

(Amount in Thousands)

<b>PROJECT: ROTATIONAL TRAVEL</b>	FY 2000 Actual	\$476,859
	FY 2001 Estimate	\$476,369
	FY 2002 Estimate	\$510,505

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. FY 2001 decreases are the result of delayed moves from FY 1999 as well as Air Force's continuing restructure and consolidation efforts in overseas locations and theater drawdown actions such as the withdrawal from Panama.

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

(Amount in Thousands)

ROTATIONAL TRAVEL

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer Rotational Travel</b>									
(1) Member Travel	7,299	1,523.12	\$11,117	7,136	1,547.49	\$11,043	7,227	1,488.83	\$10,760
(2) Family Member Travel	5,593	2,517.12	14,078	5,468	2,557.39	13,984	5,538	2,598.31	14,389
(3) Trans of Household Goods									
(a) Land & ITGBL	9,081	4,961.07	45,051	8,879	5,040.44	44,754	8,992	5,419.48	48,732
(b) Overseas			11,220			11,145			11,983
(4) Dislocation Allowance	6,566	2,027.14	13,310	6,420	2,102.14	13,496	6,501	2,247.19	14,609
(5) Trailer Allowance	88	3,229.17	284	86	3,280.84	282	87	3,507.22	305
(6) Global POV	3,109	2,327.70	7,237	3,018	2,364.94	7,137	4,931	3,185.71	15,709
(7) Port Handling (HHGS)	11,592	49.48	574	11,333	50.27	570	11,478	51.08	586
(8) Nontemporary Storage			5,008			4,970			5,081
(9) Temporary Lodging Expenses			3,429			3,406			3,505
<b>Subtotal Officer Rotational Travel</b>			\$111,308			\$110,787			\$125,659

(Amount in Thousands)

**Enlisted Rotational Travel**

(1) Member Travel	39,519	1,408.09	\$55,646	38,828	1,430.62	\$55,548	38,037	1,421.76	\$54,079
(2) Family Member Travel	28,201	1,649.99	46,531	27,708	1,676.39	46,449	27,143	1,703.22	\$46,231
(3) Trans of Household Goods									
(a) Land & ITGBL	38,084	3,544.17	134,976	37,418	3,600.87	134,737	36,656	3,871.66	\$141,920
(b) Overseas			31,694			31,638			\$34,017
(4) Dislocation Allowance	29,268	1,553.67	45,473	28,756	1,611.16	46,331	28,657	1,844.15	\$52,848
(5) Trailer Allowance	92	2,305.50	212	90	2,342.39	211	89	2,379.87	\$212
(6) Global POV	10,306	2,327.70	23,989	10,013	2,364.94	23,680	8,997	3,185.71	\$28,662
(7) Port Handling (HHGS)	28,189	24.05	678	27,696	24.43	677	27,132	24.82	\$673
(8) Nontemporary Storage			7,570			7,562			\$7,543
(9) Temporary Lodging Expenses			18,782			18,749			\$18,661
<b>Subtotal Enlisted Rotational Travel</b>			<b>\$365,551</b>			<b>\$365,582</b>			<b>\$384,846</b>
<b>Total Rotational Travel</b>			<b>\$476,859</b>			<b>\$476,369</b>			<b>\$510,505</b>
Rotational Moves									
Officer	7,299			7,136			7,227		
Enlisted	39,519			38,828			38,037		
<b>Total Rotational Moves</b>	<b>46,818</b>			<b>45,964</b>			<b>45,264</b>		

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2000 Actual	\$118,412
FY 2001 Estimate	\$114,137
FY 2002 Estimate	\$102,210

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes TERA retirement), or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in 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.

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.

(Amount in Thousands)

SEPARATION TRAVEL

	FY 2000 Actual			FY 2001 Estimate			FY 2002 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>
<b><u>Officer Separation Travel</u></b>									
(1) Member Travel	6,675	257.45	\$1,718	6,295	261.57	\$1,647	4,546	265.76	\$1,208
(2) Family Member Travel	5,369	492.10	2,642	5,063	499.98	2,531	3,657	507.98	1,858
(3) Trans of Household Goods									
(a) Land & ITGBL	3,698	4,992.92	18,464	3,487	5,072.80	17,688	2,520	5,454.27	13,745
(b) Overseas	1,163	698.72	813	1,097	709.90	779	792	763.28	605
(4) Trailer Allowance	26	2,384.07	62	25	2,422.22	61	18	2,460.97	44
(5) Global POV	375	2,327.70	873	278	2,364.94	657	411	3,185.71	1,309
(6) Port Handling (HHGS)	2,424	39.63	96	2,286	40.26	92	1,651	40.90	68
(7) Nontemporary Storage			2,232			2,139			1,569
<b>Subtotal Officer Separation Travel</b>			\$26,900			\$25,594			\$20,406

(Amount in Thousands)

SEPARATION TRAVEL

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Enlisted Separation Travel</b>									
(1) Member Travel	40,559	337.19	\$13,676	38,709	342.59	\$13,261	33,849	348.07	\$11,782
(2) Family Member Travel	36,555	307.95	11,257	34,888	312.88	10,916	30,507	317.88	9,698
(3) Trans of Household Goods									
(a) Land & ITGBL	9,012	6,382.81	57,522	8,601	6,484.93	55,777	7,521	6,972.60	52,441
(b) Overseas	7,372	373.40	2,753	7,036	379.37	2,669	6,152	407.90	2,509
(4) Trailer Allowance	364	1,752.11	638	347	1,780.15	618	304	1,808.63	550
(5) Global POV	914	2,327.70	2,128	870	2,364.94	2,057	761	3,185.71	2,424
(6) Port Handling (HHGS)	4,241	35.92	152	4,048	36.50	148	3,539	37.08	131
(7) Nontemporary Storage			2,448			2,374			2,013
<b>Subtotal Enlisted Separation Travel</b>			\$90,574			\$87,820			\$81,548
<b>Cadet Separation Travel</b>	253	705.51	\$178	299	726.80	\$218	348	736.43	\$256
<b>Subtotal Separation Travel</b>			\$117,652			\$113,632			\$102,210
TERA									
Officer	133	5,711.67	\$760	87	5,803.06	\$505	0	5,895.91	\$0
Enlisted	0	3,159.57	0	0	3,206.97	0	0	3,112.88	0
Subtotal TERA	133		\$760	87		\$505	-		\$0
<b>Total Separation Travel</b>			\$118,412			\$114,137			\$102,210
Separation Moves									
Officer	6,808			6,382			4,546		
Enlisted	40,559			38,709			33,849		
Cadets	253			299			348		
<b>Total Separation Moves</b>	47,620			45,390			38,743		



(Amount in Thousands)

<b>PROJECT: ORGANIZED UNITS TRAVEL</b>	FY 2000 Actual	\$8,003
	FY 2001 Estimate	\$6,777
	FY 2002 Estimate	\$7,183

PART I - PURPOSE AND SCOPE

Funds provided 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 increase as more force structure actions occur, for example, base closure, unit realignments, public announcements, and internal Air Force restructure. The uncertainty surrounding areas such as competition and privatization, and expeditionary aerospace force, makes this the most volatile category of the PCS budget.

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 result 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

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Unit Travel</u></b>									
(1) Member Travel	47	694.84	\$33	55	705.96	\$39	52	717.25	\$37
(2) Family Member Travel	40	532.37	21	47	540.89	25	44	549.54	24
(3) Trans of Household Goods									
(a) Land & ITGBL	47	6,846.01	322	55	6,955.55	383	52	7,478.61	389
(b) Overseas									
(4) Dislocation Allowance	46	1,815.52	84	54	1,883.00	102	51	2,012.93	103
(5) Nontemporary Storage			108			128			123
(6) Temporary Lodging Expense			30			36			34
<b>Subtotal Officer Unit Travel</b>			\$598			\$713			\$710
<b><u>Enlisted Unit Travel</u></b>									
(1) Member Travel	1,235	511.92	\$632	993	520.11	\$516	983	528.43	\$519
(2) Family Member Travel	775	359.79	279	623	365.54	228	617	371.39	229
(3) Trans of Household Goods									
(a) Land & ITGBL	1,235	3,840.50	4,743	993	3,901.94	3,875	983	4,195.37	4,124
(b) Overseas									
(4) Dislocation Allowance	843	1,084.48	914	678	1,124.61	762	690	1,324.03	914
(5) Trailer Allowance	18	2,174.11	39	14	2,208.90	31	14	2,244.24	31
(6) Nontemporary Storage			90			74			74
(7) Temporary Lodging Expense			708			578			582
<b>Subtotal Enlisted Unit Travel</b>			\$7,405			\$6,064			\$6,473
<b>Total Unit Travel</b>			\$8,003			\$6,777			\$7,183
Unit Travel Moves									
Officer	47			55			52		
Enlisted	1,235			993			983		
<b>Total Unit Travel Moves</b>	1,282			1,048			1,035		

# **OTHER MILITARY PERSONNEL COSTS**

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

**6. Other Military Personnel Costs**

FY 2001 Direct Program -----		\$49,404
<u>Increases:</u>		
Mass Transit -----		12,128
- Increase in number of anticipated participants in the fringe benefit program as mass transportation becomes available outside the National Capitol region.	12,128	
Special Compensation -----		4,678
- Increase due to a new entitlement for certain disabled retirees.	4,678	
Unemployment Compensation -----		4,672
- Department of Labor updated projection of unemployment	4,672	
Total Increases -----		21,478
<u>Decreases:</u>		
Survivor Benefits -----		-186
- Reduction based on revised estimates from the Veterans Administration.	-186	
Total Decreases -----		-186
FY 2002 Direct Program -----		\$70,696

(Amount in Thousands)

<b>PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND MILITARY PRISONERS</b>	FY 2000	\$100
	FY 2001	\$100
	FY 2002	\$100

**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. It also funds rewards or reimbursement of expenses associated with returning absentees or deserters to military control.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on factors developed from historical data.

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	\$100	\$100	\$100

(Amount in Thousands)

<b>PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM</b>	FY 2000	\$595
	FY 2001	\$595
	FY 2002	\$595

**PART I - PURPOSE AND SCOPE**

These funds pay interest (Int) on savings deposits of \$5.00 or more for members of the uniformed services who are deployed to support contingency operations. Under the provisions of P.L. 8-538, August 14, 1966, as amended in FY 1991 by Title 10, United States Code, Section 1035, service members are permitted to deposit unallotted amounts into the savings program. The interest rate is not to exceed ten percent per year.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

These funds pay interest on savings accounts for members deployed in support of contingency operations.

	<u>FY 2000</u>			<u>FY 2001</u>			<u>FY 2002</u>		
	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>
Officer	181	\$724.81	\$131	181	\$724.81	\$131	181	\$724.81	\$131
Enlisted	<u>1,166</u>	\$398.01	<u>\$464</u>	<u>1,166</u>	\$398.01	<u>\$464</u>	<u>1,166</u>	\$398.01	<u>\$464</u>
Total	1,347		\$595	1,347		\$595	1,347		\$595

(Amount in Thousands)

<b>PROJECT: DEATH GRATUITIES</b>	FY 2000	\$1,506
	FY 2001	\$1,506
	FY 2002	\$1,506

**PART I - PURPOSE AND SCOPE**

Death gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry upon active duty in the military service. The benefits are covered under provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds required are based on mortality rates, historical trends and the statutory gratuity amount. Details of the computation are:

	<u>FY 2000</u>			<u>FY 2001</u>			<u>FY 2002</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>
Death Gratuity	251	\$6,000	\$1,506	251	\$6,000	\$1,506	251	\$6,000	\$1,506

(Amount in Thousands)

<b>PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS</b>	FY 2000	\$28,889
	FY 2001	\$28,550
	FY 2002	\$33,222

**PART I - PURPOSE AND SCOPE**

Funds are for payments of unemployment benefits to eligible ex-service members as prescribed in Section 8521(a), Paragraph 1 of Title 5, United States Code. Generally, eligibility is defined as at least 365 days of continuous active service in the Armed Forces whereupon the individual is discharged under honorable conditions. The member must complete a first full-term of active service or is discharged before a first-term is completed under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude. Additionally, an officer cannot resign for the good of the Air Force and still be eligible for this entitlement.

Prior to FY 1984, the Department of Labor 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 was required to budget for the costs of regular and extended unemployment benefits. The benefits were payable for 13 weeks after a four-week waiting period. In FY 1991, PL 102-164 changed benefits criteria to 26 weeks after a one-week waiting period.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on Department of Labor factors derived from projected economic assumptions and Department of Defense historical experience.

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Unemployment Compensation	\$28,889	\$28,550	\$33,222



(Amount in Thousands)

<b>PROJECT: SURVIVORS' BENEFITS</b>	FY 2000	\$4,133
	FY 2001	\$3,094
	FY 2002	\$2,908

**PART I - PURPOSE AND SCOPE**

Provisions of 10 U.S.C 1450 -1451, Public Law 98-94 (Section 943) and Public Law 99-227 require payment for social security benefits to widows and children of Air Force military personnel who died on active duty or veterans who died from service-related causes. Under the provisions of Public Law 99-227, 12 December 1985, quarters allowance is paid to eligible family members of military members who die in the line of duty. Eligibility is limited to (a) family members who did not occupy government quarters on the date of the military member's death, or (b) family members who occupied government quarters on a rental basis on the date of the military member's death, (c) family members who vacated government quarters within 90 days of the military member's death. Quarters allowance is paid at the rate paid to the member prior to death. Payments terminate 90 days after the member dies.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates for the Reinstated Entitlement Program (REP) are based on factors furnished by the Department of Veterans Affairs. Historical data is used to estimate quarters allowance requirements.

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Survivors' Benefits	\$4,133	\$3,094	\$2,908

(Amount in Thousands)

<b>PROJECT: ADOPTION REIMBURSEMENT PROGRAM</b>	FY 2000	\$800
	FY 2001	\$800
	FY 2002	\$800

**PART I - PURPOSE AND SCOPE**

The FY 1988/1989 National Defense Authorization Act (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program to reimburse Armed Forces members for qualifying child adoption expenses. The program is now administered under the provisions of 10 U.S.C. 1052.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds are required to pay expenses incurred by active service members in the adoption of a child under the age of 18 years. Expenses include 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 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Expenses for Adoptions	\$800	\$800	\$800

(Amount in Thousands)

<b>PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)</b>	FY 2000	\$3,844
	FY 2001	\$3,465
	FY 2002	\$3,465

**PART I - PURPOSE AND SCOPE**

Public Law 101-510 dated November 5, 1990 allows members who are involuntarily separated from the armed services to enroll in the Montgomery GI Bill Program.. The FY 1993 National Defense Authorization Act allows members exercising the Voluntary Separation Incentive/Special Separation Benefit (VSI/SSB) options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most military members who receive VSI/SSB entered the service when VEAP was in effect. Beginning in July 1985, the All Volunteer 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 contributions to the Department of Defense Education Benefits Fund to cover the conversions as determined by the Board of Actuaries.

The 1990 National and Community Act, Subsection 162(a) (2) (C), requires the Department of Defense to reimburse the Corporation for National Service/Civilian Community Corps (CCC) for 50 percent of the supplemental salary for cadre members who are receiving military retirement pay.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are the Board of Actuaries' projected payments into the Department of Defense Education Benefits Fund and historical data for CCC requirements.

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Education Benefits	\$3,794	\$3,415	\$3,415
Civilian Community Corps	<u>\$50</u>	<u>\$50</u>	<u>\$50</u>
Total	\$3,844	\$3,465	\$3,465

(Amount in Thousands)

<b>PROJECT: SPECIAL COMPENSATION FOR SEVERELY DISABLED RETIREES</b>	FY 2000	\$9,280
	FY 2001	\$10,322
	FY 2002	\$15,000

**PART I - PURPOSE AND SCOPE**

Section 658 of the FY 2000 National Defense Authorization Act (P.L. 106-65) provided a new element of compensation for certain severely disabled retirees of the Uniformed Services. Payments will be made to military retirees who (1) have a minimum VA disability rating of at least 70%, (2) receive the minimum disability rating within four years of retirement, (3) retire with a non-disability retirement, and (4) have 20-plus years of service for the purposes of computing retired pay.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on a percentage of the Air Force retiree population who receive disability payments. Since no funds were appropriated in FY 2000 or 2001 qualified benefits were paid by realigning funds. Payments were made retroactive to October 1, 1999. In FY 2002, the FY 2001 NDAA expanded the FY 2000 NDAA provision to include former members of the uniformed services retired for disability under Chapter 61 of Title 10, USC.

	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>
Compensation for Severely Disabled Retirees	\$9,280	\$10,322	\$15,000

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2000	\$79
FY 2001	\$972
FY 2002	\$13,100

**PART I - PURPOSE AND SCOPE**

Executive Order 13150 dated April 21, 2000 ordered Federal Agencies to implement a transportation fringe benefit program that offers qualified Federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law (26 U.S.C. 132 (f) (2)). The program is designed to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging mass transportation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on a percentage of the eligible Air Force military population located in the National Capitol Region. The region is defined as the District of Columbia, Montgomery, Prince George's and Frederick counties in Maryland; Arlington, Fairfax, Loudon, and Prince William Counties in Virginia; and all cities now or hereafter existing in Maryland or Virginia within the geographic area bounded by the outer boundaries of the combined area of the above cited counties. The initial start up costs in FY00 represent expenses for the first month of vouchers. Currently the District of Columbia Metropolitan Area metrorail is being extended into rural areas. Effective July 2001, the mass transportation fringe benefit program will be offered CONUS wide. Therefore, as mass transportation availability becomes more accessible, a greater number of personnel will use mass transportation. Cost factors are \$65 per month in FY01 and \$100 per month effective January 2002 and outyears.

	<u>FY 2000</u>			<u>FY 2001</u>			<u>FY 2002</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	646	\$68.09	\$44	662	\$817.05	\$541	6,614	\$1,147.02	7,586
Enlisted	<u>514</u>	68.09	<u>\$35</u>	<u>528</u>	\$817.05	<u>\$431</u>	<u>4,807</u>	\$1,147.02	<u>5,514</u>
Total	1,160		\$79	1,190		\$972	11,421		\$13,100

# **SECTION 5**

## **SPECIAL ANALYSIS**

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

<u>Assigned Outside DoD:</u>	<u>FY 2000 Actual</u>			<u>FY 2001 Estimate</u>			<u>FY 2002 Estimate</u>		
<u>Nonreimbursable Personnel:</u>	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Exec Office of the President, White House (WHMO)	13	13	26	13	13	26	13	13	26
Office of National Drug & Control Policy (ONDCP)	13	0	13	13	0	13	13	0	13
Office of the Vice President (OVP)	3	6	9	3	6	9	3	6	9
Department of State (DOS)	19	0	19	19	0	19	19	0	19
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	2	0	2	2	0	2	2	0	2
Department of Transportation (DOT)	2	0	2	2	0	2	2	0	2
U.N. Truce Supervision Organization (UNTSO)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration (DEA)	2	9	11	2	9	11	2	9	11
US Customs Service (USCS)	1	0	1	1	0	1	1	0	1
National Security Council (NSC)	4	1	5	4	1	5	4	1	5
Central Intelligence Agency (CIA)	6	1	7	6	1	7	6	1	7
National Science & Technology Council (NSTC)	1	0	1	1	0	1	1	0	1
UN Iraq/Kuwait Observation Mission (UNIKOM)	2	0	2	2	0	2	2	0	2
US Military Observer Group (USMOG), Washington	1	0	1	1	0	1	1	0	1
Subtotal Nonreimbursable Personnel	80	30	110	80	30	110	80	30	110
<u>Reimbursable Personnel:</u>	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
American Battle Monuments Commission	2	0	2	2	0	2	2	0	2
Office of Science & Technology Policy	2	0	2	2	0	2	2	0	2
Central Intelligence Agency	8	2	10	8	2	10	8	2	10
Arms Control & Disarmament Agency	0	0	0	0	0	0	0	0	0
Department of Transportation	14	0	14	14	0	14	14	0	14
NASA	5	0	5	5	0	5	5	0	5
Exec Office of the President (WHMO)	0	1	1	0	1	1	0	1	1
Department of Energy (DOE)	1	0	1	1	0	1	1	0	1
Program Management (PM)	0	1	1	0	1	1	0	1	1
Department of State (DOS)	14	0	14	14	0	14	14	0	14
Subtotal Reimbursable Personnel	46	4	50	46	4	50	46	4	50
Total Outside DoD	126	34	160	126	34	160	126	34	160

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

	FY 2000 Actual			FY 2001 Estimate			FY 2002 Estimate		
<u>Assigned to DoD Activities in Support of</u>									
<u>Non-DoD Functions:</u>									
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
NASA	35	1	36	35	1	36	33	1	34
Foreign Military Sales	317	858	1,175	277	808	1,085	266	771	1,037
Subtotal Non-DoD Functions	352	859	1,211	312	809	1,121	299	772	1,071
 <u>Assigned to DoD Activities in Support of</u>									
<u>DoD Functions:</u>									
<u>Working Capital Fund (WCF):</u>									
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Information Services Activity Group (ISAG)	222	750	972	262	889	1,151	262	889	1,151
HQ US Transportation Command (TRANSCOM)	85	35	120	93	33	126	97	33	130
Military Traffic Management Command (MTMC)	8	0	8	8	0	8	8	0	8
Defense Courier Service (DCS)	5	100	105	11	100	111	11	100	111
Defense Commissary Agency (DeCA)	3	2	5	1	1	2	2	1	3
Defense Finance & Accounting Service (DFAS)	37	752	789	33	638	671	33	538	571
Defense Information Systems Agency (DISA)	9	40	49	8	18	26	9	8	17
Defense Logistics Agency (DLA)	125	39	164	138	32	170	138	33	171
Depot Maintenance Activity Group (DMAG)	89	141	230	99	159	258	78	148	226
Supply Management Activity Group (SMAG)	21	27	48	26	28	54	45	16	61
Subtotal Working Capital Fund	604	1,886	2,490	679	1,898	2,577	683	1,766	2,449
Total - Reimbursable	1,002	2,749	3,751	1,037	2,711	3,748	1,028	2,542	3,570
Total - Nonreimbursable	80	30	110	80	30	110	80	30	110
Grand Total	1,082	2,779	3,861	1,117	2,741	3,858	1,108	2,572	3,680



REIMBURSABLE PROGRAM  
DEPARTMENT OF THE AIR FORCE  
(Amount in Thousands)

	<u>FY 2000 Actual</u>	<u>FY 2001 Estimate</u>	<u>FY 2002 Estimate</u>
<u>Subsistence</u>	\$26,032	\$26,032	\$26,049
<u>Non-Strength Related:</u>			
Medical	1,271	973	976
Other Non-Strength Training Cases	31,496	24,121	24,185
Subtotal	32,767	25,094	25,161
<u>Strength Related:</u>			
Officer - Basic Pay	55,440	45,876	46,697
- Other Pay and Allowances	27,054	22,056	22,487
Enlisted - Basic Pay	51,455	32,786	31,250
- Other Pay and Allowances	20,006	13,468	13,811
Retired Pay Accrual	33,993	23,284	23,618
PCS Travel	1,253	1,319	1,363
Subtotal	189,201	138,789	139,226
Total Program	\$248,000	\$189,915	\$190,436